



MINUTES

Meeting:	45 th MEETING OF THE GOVERNING BOARD
Date:	Thursday, 26 January 2017
Time:	10:00 – 13.00
Venue:	Hotel Melia Bilbao – Legorreta meeting room Calle Lehendakari Leizaola, 29, E - 48001 Bilbao

1. Adoption of the draft agenda (G/17/A1)

The Chair welcomed all participants to the 45th meeting of the Governing Board of EU-OSHA and read out the administrative arrangements. There were several new Board members who were participating at the meeting for the first time. These were the Irish, Italian and Slovakian Governments representatives; the Slovakian, Polish, Finnish, Swedish and French Workers representatives; the Swedish, British, Danish, Maltese, Polish and Czech Employers representatives. The Chair invited them to briefly introduce themselves.

Asked by the Chair, in compliance with the Agency's policy on management of conflict of interest, to declare whether they have a potential conflict of interest with any of the items in the agenda, no Board member reported any.

The Chair asked whether there would be any item under "Any other business". The Finnish Government representative asked to report about the preparation of the Singapore World Congress. Furthermore, the Director had three issues to raise:

- The note on the delegation from the Board to the authorising officer of power to make non-substantial amendments to the annual work programme;
- The note on the delegation from the Board to the Bureau on the adoption of the implementing rules of the Staff Regulation
- A presentation on the Agency's new distribution policy for publications.

Lastly, under item 3 "Director's progress report", the Commission would update the Board on the developments related to the revision of the founding regulation, on the evaluation of the four Agencies in DG EMPL's remit as well as provide a general overview on the new OSH communication and on the new legislative proposal on carcinogens. The Dutch Government representative would report the progress made in relation to the Roadmap on carcinogens signed during the Dutch EU presidency.

CONCLUSION: The Board adopted the draft agenda with the additional items proposed.

2. Director's progress report (G/17/01)

The Director's progress report was presented at the interest group meetings.

The Chair invited the Commission to update the Board on the issues raised at the moment of the adoption of the agenda.



Revision of Agency's founding regulation

The Commission updated the Board on the process related to the revision of the Agency's founding regulation. EU-OSHA's regulation was dealt with together with the regulations of the other three agencies within DG EMPL's policy field. The Council overall supported the common approach but rejected the "sunset" clause, which foresaw the possibility to disband an Agency after a certain period of time. At the moment, the amended text of the regulation is with the EMPL Committee at the European Parliament, which will prepare a position for the Parliament to adopt at the plenary after the summer break.

Evaluation of the four agencies (EU-OSHA, Eurofound, ETF and CEDEFOP)

The Commission launched a joint evaluation for the four agencies which operate in DG EMPL's remit. The evaluation is ongoing and it is particularly timely because it will feed the pre-budgetary discussions which are expected to be quite difficult given the post-Brexit scenario. It is expected that the evaluation will help show with clarity the Agency's work's added value and complementarity with the work by the Commission on health and safety at work.

New OSH communication from the Commission

The Commission also recently adopted a new OSH communication. This communication, according to the Commission, is a very important step to put health and safety back on track and high on the EU political and social agenda. The communication is not transferring any extra task to the Agency but builds heavily on the valuable work delivered so far, in particular on OiRA and ESENER, and ongoing work on dangerous substances and musculoskeletal disorders. The main focus is on tackling occupational cancer and on self-employed workers as well as providing better support to micro and small enterprises in complying with OSH rules and regulations. Furthermore, another objective spelt out in the communication is to update EU legislation on OSH and removing obsolete provisions. The Commission also gave an update on the amendments to the Carcinogens and Mutagens Directive.

The Chair then asked the Dutch Government representatives to update the Board on the implementation of the Roadmap on carcinogens, see [ppt here](#).

Finally, the Director reported to the Board about the visits organised by the Czech and Slovak focal points and their national networks, the fruitful meeting with the rapporteur of the Parliament's EMPL Committee as well as the successful EU Agencies' event which had taken place in Brussels earlier in the year. She also reminded the Board that the Bureau had adopted the Business Plan for OiRA at their meeting in November 2016 and that it would be made available on the Extranet.

COMMENTS FROM THE BOARD

Based on the results reached in 2016 as evidenced in the progress report, the Board thanked the Director and Agency staff for the work done. For the Workers, the results were particularly valuable due to the fact that the 10% staff cut has made the Agency operate with significant limitations on staff capacity. The Commission stressed that the cooperation with the Agency has always been very smooth and its work complements the work of the Commission to a great extent.

CONCLUSION: The Board took note of the Director's progress report.

3. Healthy Workplaces Campaign Strategy 2018-2019 (G/17/02)

In March 2015, the Governing Board agreed that the campaign theme for the Healthy Workplaces Campaign 2018-19 would be 'establishing a prevention culture on dangerous substances while targeting specific groups of workers'. The Board requested the Agency to prepare a concept paper, which was adopted by the Board by written procedure in August 2016.



Based on this concept paper, the Agency prepared the HWC 2018-19 campaign strategy. The Bureau had the possibility to discuss the strategy at their last meeting in November 2016 and provided further comments. The Agency revised the strategy taking the Bureau's comments into account. The strategy was now submitted to the Board for adoption.

COMMENTS FROM THE BOARD:

In general, the Board accepted the strategy, given the discussions that had already taken place on it through the Bureau. There was a discussion around the campaign messages and a general agreement on the fact that these should be reduced and structured in a more logical way around the hierarchy of prevention, cf. Bureau minutes.

In particular, the Workers stressed that prevention should be the loudest message and expressed interest in having a campaign designed in such a way that during the first year it could address the topic in general and during the second year it could be more focussed.

The Governments asked not to address biological agents – not because these may not be dangerous, but to keep the focus of the campaign right. They also supported the Workers' approach related to the campaign as it would allow each Member State to address their own specific needs.

The Employers thanked the agency for already taking into account some of their comments, whilst highlighting that there are still concerns with some elements of the strategy paper. They emphasised that special care should be taken when it comes to language. When talking about dangerous substances, the emphasis should be put on how to manage them at the workplace. Furthermore, more accuracy is required when mentioning dangerous substances – not all substances are dangerous in a generic way and to all workers. The Employers highlighted that they could accept the strategy paper, but wanted to be more involved in the development of campaign materials – they will do so via a small group of board members who are experts in this field. They also asked to ensure a feedback mechanism via the Advisory Group on Communication and Promotion.

Referring to the focal points' central role in the implementation of the campaign at the national level, the Workers and the Employers remarked that social partners are involved unevenly across the Member States. Their involvement should be always ensured and even more so in relation to this topic.

The Agency thanked the Board for the relevant comments, which shall be taken into account. The Head of Communication and Promotion explained that the strategy is not meant to be a public document. It should set out the basis for a common understanding and allow the Agency to fine-tune the work ahead. The strategy shall be discussed again with focal points at their next meeting on 14-15 February and then again by the Advisory Group on Communication and Promotion a week later. In relation to social partners' involvement, one of the recommendations of the evaluation of the last campaign focussed precisely on the key role of social partners in conveying the campaign messages to the intended beneficiaries. As a result, the Agency shall undertake discussions with the focal points to encourage them to engage even more actively with social partners.

CONCLUSION: The Board adopted the campaign strategy whereas the Agency shall take the comments into account in the fine-tuning of the preparatory work. The decision on whether biological agents should be covered by the campaign is up to each Member State.

4. Draft Programming Document 2018-2020 (G/17/03)

The Bureau discussed a preliminary draft version of the PD 2018-2020 at their meeting in November 2016. The preliminary draft covered the multi-annual part of the PD which was developed on the basis of the Agency's Multi-annual Strategic Programme 2014-2020.

In accordance with the schedule agreed with the Board and further to the discussions at the Bureau meeting, the Agency presented a complete draft for adoption. Such draft included the multi-annual



part of the PD, a detailed annual work programme for 2018, including outputs and performance indicators and all annexes on specific areas.

The Agency shall send the draft PD to the Parliament, Commission and Council by 31 January to feed the budgetary process as foreseen in the Financial Regulation and for external consultation as per the Founding regulation. Finally, the Board will be requested to adopt the final draft of the PD by written procedure in November/December 2017.

Overall, the proposal is a continuation of the 2017-2019 Programming Document. Following the external evaluation of the Agency's Multi-annual Strategic Programme there may be a need to review the document. Under this item, the Board was also invited to provide comments and decide about the ex-ante evaluation on foresight and proposed topic "Anticipating future challenges to OSH". The campaign theme for 2020-2021 shall also be included, once decided upon (cf. agenda item 5).

COMMENTS FROM THE BOARD:

The Board had a number of remarks on the document. These included the need to spell out more clearly how multilingualism will be dealt with as well as to refer to cooperation with Eurofound and SLIC more explicitly. There were also some requests for minor drafting changes. In general, the Board supported the ex-ante evaluation on the next foresight and expressed the wish to be involved for the selection of the next topic. It was suggested to include some references to the new OSH communication of the Commission in the document. Should these amendments imply any extra task for the Agency, the Board should be consulted and decide upon.

In particular, the Workers observed that the role of the staff representatives should be made visible in the document. Furthermore, they regretted that a deeper cooperation with Eurofound in relation to ESENER could not be reached.

The Director replied that the Agency shall integrate the Board's remarks and requests for changes into the draft document. Also a reference to the new OSH communication shall be included. However, it is not expected that this shall change significantly the scope of the work of the Agency. With reference to Eurofound, the Head of Prevention and Research explained that EU-OSHA and Eurofound have a long-standing collaboration on establishment surveys, dating back to preparation for the first edition of ESENER. In relation to the next edition of the survey, collaboration is planned on the sampling and the analysis, as was the case for the second edition, and is ongoing in the form of a joint analysis report. Collaboration on fieldwork has been judged unfeasible, however, due to the different target respondents in the European Company Survey and ESENER; the reduced scope for covering OSH if combined with other policy issues; and the extension of ESENER's universe to capture establishments employing as few as five workers.

CONCLUSION: The Board adopted the draft Programming Document 2018-2020 and the next foresight activity shall be included (pending on the topic which remains to be decided).

5. Healthy Workplaces Campaign themes 2020-2021 (G/17/04)

At the Bureau meeting in November, the Agency proposed the theme of "Prevention of work-related musculoskeletal disorders (MSDs)" for consideration.

While supporting the choice of the theme, emphasising its relevance and timeliness, the Bureau requested further topics be presented to the Board for decision at their January 2017 meeting.

The Agency revised the proposal on MSD along the lines of the Bureau's suggestions and added a further two proposals. The three themes the Board was called to choose among were:

- Prevention of work-related musculoskeletal disorders (MSD)
- Prevention of work-related violence, bullying and harassment
- OSH fit for all sizes – ensuring effective prevention in micro and small enterprises.



COMMENTS FROM THE BOARD:

The Board agreed on MSD as the theme for the 2020-2021 HWC. The Employers remarked that there was not full agreement on the theme within the group – which means that it will be important to ensure that the way the theme will be developed shall be as inclusive as possible. There should be some focus on repetitive work, MSEs and robotics.

CONCLUSION: The Board decided that the 2020-2021 HWC theme should be prevention of work-related musculoskeletal disorders (MSD)

6. Draft Budget and establishment plan 2018 (G/17/05)

The draft budget 2018, prepared in accordance with the Commission's budget circular, includes an increase of the EU contribution by 2% compared to 2017 (€ 14.973.000). The establishment plan includes 40 Temporary Agents, 26 Contract agents and one Local staff and is expected to remain stable over the years now that the requested staff cut have been completed.

The total revenues are estimated at € 15.500,700 and are comprised of:

- Direct EU-subsidy (€ 14.883.668 + € 89.332 re-use of budget outturn)
- EEA-EFTA funds estimated at € 367.600 (2.47% of the direct EU subsidy) – to be confirmed during the year and to be included in the final budget for adoption at the end of 2017.
- Subsidies from national and local authorities (€ 160.100)

The total expenditures match with the revenues. Expenditures by title are as follow:

- Title 1: € 5.927.600 (+ € 222.500)
- Title 2: € 1.375.310 (unchanged)
- Title 3: € 8.159.190 (+ € 80.600), which, in turn, are distributed as follows:
 - Priority areas and operational activities: € 8.093.190 (as compared to € 8.014.690 in 2017);
 - Support to operational activities: € 104.600 (as compared to € 102.500 in 2017).
- Title 4: not yet known at this stage

The Board shall be requested to adopt the final budget by the end of 2017 together with the final Programming Document 2018-2020. It will become definitive only after the adoption of the EU budget.

CONCLUSION: The Board adopted the draft budget and establishment plan 2018.

7. Revised rules for expert reimbursement (G/17/06)

At the last Bureau meeting in November, there were discussions about the rules for experts' reimbursement as the articles related to the employer's coverage of such expenses were leading to confusion. For that purpose, the Agency revised such rules and clarified those aspects.

CONCLUSION: The Board adopted the revised rules for reimbursement.

8. Key findings from the national strategies report (G/17/07)

In support of the Commission's key strategic objective to further consolidate national strategies, the Agency analysed, compared and categorised the main elements of the national strategies/programmes/action plans according to a descriptive scheme agreed with the relevant ACSH working party. A draft report including the national OSH strategies of 16 Member States was presented at the meeting of the National Contact Points on OSH Strategies on 9 November 2016 in Luxembourg and subsequently distributed to them for checking and validation. Comments received are being integrated into the draft report and publication of the final version of the report on the Agency's website is foreseen in 2017.



EU-OSHA will feed information into the Commission's new EU-OSH information system; support the ACSH working party, publish new OSHwiki articles, and carry out a follow-up project until mid-2017.

At the interest groups meetings, the Agency had presented some key findings, see [ppt here](#).

COMMENTS FROM THE BOARD:

The Board asked clarifications on the role played by EU-OSHA in the establishment of the OSH information system of the Commission. There was also an enquiry on whether the quality of the national strategies mapped was assessed and if so according to which criteria – was relevance to needs and involvement of social partners taken into account? The Board asked the Commission whether the list of national contact points could be made available, which the Commission accepted.

The Head of Prevention and Research explained that EU-OSHA is supporting the Commission in the consolidation of national strategies and in the establishment of the OSH info system mainly by providing the information collected and analysed in the frame of the national strategies mapping and contributing its expertise in the development of visualisation tools. The relevant indicators were agreed with the ACSH working party strategies and following their direction, were designed to be descriptive rather normative. Social partners' involvement in the development of strategies is among the indicators examined.

CONCLUSION: The Board took note of the key findings of the national strategies report.

9. Staff Regulation Implementing Rules (G/17/08)

The Agency has the obligation to adopt implementing rules in order to implement the Staff Regulation. Three decisions were prepared for the Board's adoption, concerning:

- adoption by analogy of two model decisions for Agencies provided by the Commission on (1) setting up a staff committee and (2) on the non-application of the Commission Decision on the maximum duration for the recourse to non-permanent staff in the Commission services.
- adoption by analogy of five Commission Decisions on (1) housing policy in EU delegations; (2) on reimbursements due to officials assigned to non-member countries; (3) management of rest leaves pursuant to Article 8 of Annex X to the Staff Regulation; (4) on the living conditions allowance and the additional allowance referred to in Article 10 of Annex X to the Staff Regulation; (5) home leave for officials, temporary agents and contract agents posted in third countries (second paragraph of Article 7 Annex V to the Staff Regulation).
- request for the non-application of five Commission Decisions (awaiting model for Agencies under development by the Agencies' Standing Working Parties): (1) on the function of adviser; (2) middle management staff; (3) repealing existing rules on learning and development; (4) the implementation of the learning and development strategy of the European Commission; (5) training on the own initiative of the member of staff.

Prior to the Board meeting, the Agency had requested the non-application of several Commission Decisions because they did not seem to be applicable to EU-OSHA (the Agency is located in Europe and doesn't have officials among its staff while these Commission Decisions concern staff posted in third countries and officials assigned to non-member countries among others). The Commission stressed that – given the fact that these rules were concerning individual rights and to ensure equal treatment to staff members of the Commission and the Agencies – the Agency should adopt them and in case these were not applicable because the circumstances would not require so, that they would *de facto* not be applied.

CONCLUSION: The Board adopted the four decisions related to the Staff regulations implementing rules.



10. Review of Advisory Groups (G/17/09)

Advisory Groups, appointed by the Board and comprised of Board members, provide the Agency with strategic advice and feedback on its operational activities. The two current Advisory Groups cover the work of the Agency's Prevention and Research Unit (PRAG) and Communication and Promotion Unit (AGCP).

In light of the Agency's move towards full activity based management, the Agency revisited the current remits of the two advisory groups in order to align them with the Agency's operational priority areas as set out in the Multi-annual Strategic Programme and the Programming Document. It was therefore proposed that the current Prevention and Research Advisory Group (PRAG) should be renamed the "OSH Knowledge Advisory Group" (OKAG) and provide strategic guidance and feedback on the work carried out within the priority areas of 'anticipating change'; 'facts and figures' and 'networking knowledge'. The current Communication and Promotion Advisory Group (AGCP) should be renamed the "Tools and Awareness Raising Advisory Group" (TARAG) and provide strategic guidance and feedback on the work carried out within the priority areas of 'raising awareness' and 'tools for OSH management'.

The number of experts per interest group in the TARAG should be raised from two to three, in line with the PRAG/OKAG. The interest groups should therefore nominate an additional member per group. This shall be applicable already as from the next meeting. The Agency shall be in touch with the coordinators of the groups and the Commission to coordinate this.

CONCLUSION: The Board adopted the revised remit of the Agency's Advisory Groups.

11. Internal Audit Service risk assessment at EU-OSHA (G/17/10)

The Commission's Internal Audit Service (IAS), as the Agency's internal auditor, carried out a full risk assessment of EU-OSHA in September 2016. This risk assessment covered all processes of the Agency (administrative, financial, operational and IT). The risk assessment exercise provides the basis for preparing the IAS Strategic Internal Audit Plan 2017-2019 for EU-OSHA.

As a result of the assessment, nearly all Agency's processes are perceived as being satisfactorily controlled, even if in certain cases it is possible to identify possible simplification and efficiency improvements. Only three processes were identified as in need of more effective controls, namely:

- Networking knowledge priority area: where it would be desirable to develop a strategic plan for the OSHwiki project;
- IT Governance: where there is a need to formalise the Agency's strategic plan for IT;
- IT Security Management: where it is necessary to foresee necessary safeguards to ensure the independence of the IT security officer.

The Agency prepared an action plan to follow up on the processes that the IAS identified as in need of further mitigating measures. The IAS found the action plan adequate and this is now included in the report. The action plan was tabled at the meeting. With regard to the business plan for OSHwiki, the Agency has launched a feasibility study to get directions on how to move the activity forward. The Board shall be made acquainted of the findings at the next meeting in June.

The possible future audit topics for the period 2017-2019 were identified as follow:

- Healthy Workplaces Campaigns and IT Support.
- ESENER/OSH Overviews
- Planning and budgeting

CONCLUSION: The Board took note of the IAS' risk assessment performed at the Agency.



12. Evaluation of the Healthy Workplaces Campaign 2014-2015 “Healthy workplaces campaign manage stress” (G/17/11)

The Financial regulation and the internal control standards adopted by the Board require that the Agency carries out regular evaluations of its activities. Evaluations provide the Agency with important learning points on the implementation of the activities and contribute to define to what extent an activity had had the desired impact and met its objectives and are key to ensure informed decision-making for the Board.

The evaluation report of the 2014-2015 HWC concludes that it has been a successful campaign with evidence pointing to raised awareness across Europe on the issue of “stress and psychosocial risks”. Compared to the previous HWCs, the campaign has been highly successful. The report includes a number of recommendations which the Agency will consider for follow up. The results of the evaluation will be discussed in more details with the focal points, the Advisory Group on Communication and Promotion (now: Tools and Awareness Raising Advisory Group) and the Bureau in June. In addition, the executive summary of the evaluation report will be published on the Agency’s website.

At the interest groups meetings, the Agency had presented some key findings and recommendations from the evaluation, see [ppt here](#).

CONCLUSION: The Board took note of the evaluation report of the 2014-2015 HWC “Healthy workplaces manage stress”.

13. Election of Chair, Vice-Chairs and Bureau (G/17/12)

As every year at the first meeting of the year, the Board shall elect a new chair and the vice-chairs. According to the rotation system, the next chair will be from the Workers’ group. The group designated Mr Károly GYÖRGY for the role. The vice-Chairs will be Ms Gertrud BREINDL (Governments’ group), Ms Christa SCHWENG (Employers) and Mr Francisco Jesús ALVAREZ HIDALGO (Commission).

With regard to the Bureau members, coordinators will remain the same. The composition will remain unchanged with respect to the Government and the Employers’ group; whereas, for the Workers, Andreas STOIMENIDIS from Greece shall replace Lučka BÖHM from Slovenia; with respect to the Commission, it should remain unchanged, but that will be confirmed.

The Director thanked the current Chair for her work and support throughout the year and welcomed the new Chairmanship from the Workers’ group.

CONCLUSION: The Board elected a new Chair and appointed a new Bureau member.

14. Any other business

There were several any other business items that were raised at the beginning of the meeting.

World Congress on health and safety at work (Singapore, 5-6 September 2017)

The Finnish Government representative updated the Board on the preparation of the World Congress which will take place in Singapore on 5-6 September. This year the world congress will address in particular the future forms of work and updated global estimates on work-related accidents will be provided by the ILO. Among the many participants expected, high-level representation from the Commission is also foreseen.

Delegation from the Board to the authorising officer related to non-substantial amendments to the work programme



The Director explained that the Financial Regulation provides that substantial amendments to the annual work programme (part of the Programming Document) shall be adopted in accordance with the same procedure as the initial work programme. At the same time it is provided that the Board may delegate the power to make non-substantial amendments to the annual work programme to the authorizing officer of EU-OSHA, that is, the Director.

Similarly to what other Agencies did, the Agency prepared a decision by which the Director will be delegated by the Board to adopt non-substantial amendments to the work programme. Non-substantial amendments are defined as amendments that do not lead to increases or decreases above 2 % of the operational budget (Title 3) for the concerned activities. The 2 % is calculated as a cumulative value of all the amendments made since the last Board decision.

Furthermore, despite the fact that changes to the procurement plan annexed to the work programme are regarded as implementing measures of activities adopted in the work programme and do not constitute substantial amendments in the meaning of what is foreseen in the Financial regulation, if the changes to the procurement plan lead to a cumulative change in the total procurement amount for an activity of more than 10 % and EUR 50.000 (both conditions to be met) of the original foreseen amount, the Board will be asked for approval.

The Board shall be informed of any non-substantial amendments adopted by the Director.

CONCLUSION: The Board adopted the delegation to the authorising officer related to non-substantial amendments to the work programme.

Delegation from the Board to the Bureau related to the adoption of Staff regulations implementing rules

The Agency's Founding regulation provides that the Governing Board shall, in agreement with the Commission, adopt the appropriate implementing rules of the Staff regulation. Under certain circumstances, it provides for the delegation of power from the Board to the Bureau.

In order to ease the proceedings for the Board and ensure a timely adoption of the implementing rules, the Agency proposed that Board could delegate the Bureau to adopt such implementing rules, provided that the Board would be regularly updated. However, should consensus not be reached, the matter should be referred to the Board.

CONCLUSION: The Board adopted the delegation to the Bureau related to adoption of Staff regulation implementing rules.

Publications: towards an environmentally friendly distribution

The Agency is committed to preserve the environment and would like to contribute by reducing the volume of printed publications. Stakeholders shall be informed whenever a new publication is available by email with a link to the online version for download.

CONCLUSION: The Board took note of the new publication distribution policy.

Mr Jan Kahr FREDERIKSEN (Workers' representative from Denmark)'s retirement

The Workers' representatives, followed by the Agency's Director, paid a tribute to Mr Frederiksen's dedication and commitment across all his career as trade unionist as well as member of the Agency's Board.

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The Chair thanked the Board members, the Agency's Director and staff and the interpreters and closed the meeting.



LIST OF ATTENDEES

	NAME	INTEREST GROUP	REPRESENTING
1	Christa SCHWENG	Employers	AUSTRIA
2	Gertrud BREINDL	Government	AUSTRIA
3	Kris DE MEESTER	Employers	BELGIUM
4	Véronique CRUTZEN	Government	BELGIUM
5	Herman FONCK	Workers	BELGIUM
6	Rebekah SMITH	Employers	BUSINESSEUROPE
7	Jesús ALVAREZ	European Commission	COMMISSION
8	Stefan OLSSON	European Commission	COMMISSION
9	Andrzej RUDKA	European Commission	COMMISSION
10	Gordana PALAJSA	Workers	CROATIA
11	Nora ŠEJDOVÁ	Employers	CZECH REPUBLIC
12	Jaroslav HLAVÍN	Government	CZECH REPUBLIC
13	Radka SOKOLOVÁ	Workers	CZECH REPUBLIC
14	Henrik BACH MORTENSEN	Employers	DENMARK
15	Charlotte SKJOLDAGER	Government	DENMARK
16	Jan Kahr FREDERIKSEN	Workers	DENMARK
17	Argo SOON	Workers	ESTONIA
18	Viktor KEMPA	Workers	ETUC
19	Esther LYNCH	Workers	ETUC
20	Erika MEZGER	Eurofound	EUROFOUND
21	Wiking HUSBERG	Government	FINLAND
22	Paula ILVESKIVI	Workers	FINLAND
23	Patrick LÉVY	Employers	FRANCE
24	Arnaud PUJAL	Government	FRANCE
25	Abderrafik ZAIGOUCHE	Workers	FRANCE
26	Eckhard METZE	Employers	GERMANY
27	Ellen ZWINK	Government	GERMANY
28	Sonja KÖNIG	Workers	GERMANY
29	Christos KAVALOPOULOS	Employers	GREECE
30	Ioannis KONSTANTAKOPOULOS	Government	GREECE
31	Andreas STOIMENIDIS	Workers	GREECE
32	Katalin BALOGH	Government	HUNGARY



	NAME	INTEREST GROUP	REPRESENTING
33	Károly GYÖRGY	Workers	HUNGARY
34	Jón R. PÁLSSON	Employers	ICELAND
35	Eyjólfur SÆMUNDSSON	Government	ICELAND
36	Björn Ágúst SIGURJÓNSSON	Workers	ICELAND
37	Paul CULLEN	Government	IRELAND
38	Fabiola LEUZZI	Employers	ITALY
39	Romolo DE CAMILLIS	Government	ITALY
40	Marco LUPI	Workers	ITALY
41	Renārs LŪSIS	Government	LATVIA
42	Ziedonis ANTAPSONS	Workers	LATVIA
43	Vaidotas LEVICKIS	Employers	LITHUANIA
44	Aldona SABAITIENĖ	Government	LITHUANIA
45	Inga RUGINIENE	Workers	LITHUANIA
46	Francois ENGELS	Employers	LUXEMBOURG
47	John SCHNEIDER	Government	LUXEMBOURG
48	Lawrence MIZZI	Employers	MALTA
49	Anthony CASARU	Workers	MALTA
50	Mario VAN MIERLO	Employers	NETHERLANDS
51	Rob TRIEMSTRA	Government	NETHERLANDS
52	Rik VAN STEENBERGEN	Workers	NETHERLANDS
53	Ann Toril BENONISEN	Employers	NORWAY
54	Thorfrid HANSEN	Government	NORWAY
55	Marianne SVENSLI	Workers	NORWAY
56	Rafal HRYNYK	Employers	POLAND
57	Danuta KORADECKA	Government	POLAND
58	Agnieszka MIŃKOWSKA	Workers	POLAND
59	Marcelino PENA COSTA	Employers	PORTUGAL
60	Carlos PEREIRA	Government	PORTUGAL
61	Anca Mihaela PRICOP	Government	ROMANIA
62	Corneliu CONSTANTINOAIA	Workers	ROMANIA
63	Lucia SABOVÁ DANKOVÁ	Government	SLOVAKIA
64	Silvia SUROVÁ	Employers	SLOVAKIA
65	Peter RAMPÁŠEK	Workers	SLOVAKIA



	NAME	INTEREST GROUP	REPRESENTING
66	Igor ANTAUER	Employers	SLOVENIA
67	Nikolaj PETRIŠIČ	Government	SLOVENIA
68	Lučka BÖHM	Workers	SLOVENIA
69	Laura CASTRILLO	Employers	SPAIN
70	Mercedes TEJEDOR AIBAR	Government	SPAIN
71	Ned CARTER	Employers	SWEDEN
72	Boel CALLERMO	Government	SWEDEN
73	Karin FRISTEDT	Workers	SWEDEN
74	Terry WOOLMER	Employers	UNITED KINGDOM
75	Clive FLEMING	Government	UNITED KINGDOM
76	Christa SEDLATSCHKE	EU-OSHA	
77	Jesper BEJER	EU-OSHA	
78	William COCKBURN	EU-OSHA	
79	Petya KIRTICHEVA	EU-OSHA	
80	Brenda O'BRIEN	EU-OSHA	
81	Ilaria PICCIOLI	EU-OSHA	
82	Andrew SMITH	EU-OSHA	
83	Dietmar ELSLER	EU-OSHA Staff Representative	
84	Iraide ESTRATAETXE	EU-OSHA Staff Representative	
85	Julia FLINTROP	EU-OSHA Staff Representative	