

## MINUTES

**Meeting:** EU-OSHA Executive Board meeting

**Date:** Monday 16 November 2020

**Venue:** Virtual meeting

### 1. Draft Agenda

The Chair welcomed the attendees and, in particular, the new coordinator from the Employers (Business Europe) and asked her to introduce himself. She then gave the floor to the Executive Director.

The Chair introduced the draft Agenda. The Commission would provide a general update under item 3 (Executive Director's progress report) and introduce the opinion on EU-OSHA's draft work programme 2021 under item 5 (Final draft Single Programming Document 2021-2023). Under Any other business, EU-OSHA would explain the work done related to the arrangements for the next Management Board meeting in January 2021.

The Chair asked all Executive Board members whether they might have a potential conflict of interests with any of the items to be discussed, in compliance with the Agency's policy on prevention and management of conflict of interest. No Executive Board member declared any at this stage.

CONCLUSION: The draft agenda was adopted.

### 2. Adoption of Draft Minutes

The draft minutes of the June meeting had been circulated previously. No comments had been received.

CONCLUSION: The draft minutes were adopted.

### 3. Executive Director Progress Report<sup>1</sup>

The Chair gave the floor to the Executive Director.

The Executive Director referred to the Executive Director's Progress Report previously circulated to the Executive Board members. She provided a few highlights as reported below.

#### Operational preparedness and response as a result of COVID-19

EU-OSHA started preparing its response to the pandemic from the early spread of the virus in Europe in early February 2020 when the first meeting of the Agency's Business Continuity Committee took place. Since then, the Agency has been aligning to the measures adopted at the national and regional level. Premises in Bilbao remained closed only for a short period of time between March and April 2020, but EU-OSHA continued to be fully operational from the very beginning. All staff were provided with the necessary equipment to work from home with secure access to all the Agency's regular IT systems with video conferencing for internal and external meetings that has been – and continues to be - used regularly since. Paperless workflows have been established to allow to continue meeting its financial and institutional obligations. A protocol for a safe return to the premises has been developed in consultation with the medical service provider. The protocol – implemented in phases from the very beginning of the crisis response, is based on a controlled return to the office for staff. It is reviewed

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<sup>1</sup> Kris de Meester (Employers) left the meeting towards the end of item 3 around the time the update from the Commission started and joined again for item 4.

regularly following an *ad-hoc* risk assessment. Additional measures for the health and safety of the staff allowed in the premises have also been implemented. Regular risk assessments of the emergency response are conducted within the Agency's Health and Safety Committee (HSC), where new measures are discussed and recommendations issued. Last but not least, EU-OSHA participates to the regular weekly meetings organised by the EU Agencies Network (EUAN) on Return to Office where all Heads of Administration/Resources exchange views and review measures, good practices and emergency responses from their respective agencies.

#### Additional work done as a result of COVID-19

The COVID-19 pandemic brought about additional and unplanned need for action for the Agency, which had an impact on the workload of staff. This has however evidenced the relevance to stakeholders' needs.

Additional actions have been either carried out or are being planned under the following activities: 2.1 ESENER (secondary studies); 2.7 OSH overview on MSDs (project on telework and expert articles); 2.11 OSH overview on Supporting compliance (focus of the activity); 3.1 OiRA (new OiRA tool on COVID-19); 4.7 Awareness raising actions (Napo clips for essential workers and teleworkers, web sections dedicated to COVID-19); 5.3 Networking knowledge (guidance to workplace; collaboration with Commission and other agencies/relevant actors in the area of public health and employment area, such as DG Health and ECDC; collaboration with SLIC for a survey amongst labour inspectors for vulnerable groups; survey to focal points to gather information and data on status and practice; support to Commission and others re vaccination campaign for seasonal influenza). In particular, the collaboration with DGEMPL B3 Unit has been steady and smooth and the actual impact of joint actions was also significant, considering the number of visits and downloads of the OSHwiki articles based on the guidance document (1.000.000 and 45.000 respectively since April).

EU-OSHA has also approached the focal points with several requests and consultations related to the pandemic, which resulted in an increase of their workload too. With the help of the focal points, the Agency could readapt the FAST offer – moving from physical meetings to online meetings. This effort to adapt to the circumstances will continue in 2021. Furthermore, a new priority area on telework will be rolled out as part of the next Healthy workplaces campaign on musculoskeletal disorders. The full list of the COVID-19 related actions is included in the Executive Director's progress report.

#### Key data related to the 2020 work programme implementation

The unplanned work arising from the COVID-19 pandemic has had an impact on the work programme 2020. The amendments have been significant but not substantial in the meaning of the Management Board's decision from 2019, therefore the Executive Director was able to approve them. The list of such amendments was also included in the annex to the Executive Director's progress report for information.

There have been seven cancellations of outputs, all linked either directly or indirectly to the COVID-19 pandemic and so far only two deliverables are delayed to 2021.

At the moment, the estimated implementation score at the end of the year is 93%, cf. the target of 90%. This is a very good forecast considering the circumstances and the fact that EU-OSHA is a networking organisation. Budget forecasts at year-end foresee a general implementation of 98% for the annual commitment appropriations.

#### Opinion poll – possible written procedure with the Management Board

The COVID 19 pandemic has meant that a number of foreseen actions for 2020 could not be implemented. The actions concerned are particularly events and missions. There are therefore available resources in EU-OSHA's operational budget 2020 (Title 3), which can be spend on important actions which originally had been discarded due to lack of resources.

An option that the Agency is exploring is to include under activity 5.3 "Networking knowledge" a project on an opinion poll. This project would complement the data provided under previous editions of opinion polls. The scope of this potential project has been discussed at the last OKAG meeting. This is considered a substantial amendment to the 2020 work programme due to its impact on the objective for

the activity and therefore would require the adoption of a decision by the Management Board. However, for this project to be implemented, two conditions have to be met: (1) enough resources can be identified as available; and (2) the Commission puts in place the FWC that EU-OSHA would use to carry out this work via a specific contract<sup>2</sup>. As an alternative, the Agency could use the available resources to carry out some important ICT tasks, including migration of websites; as well as additional translation tasks. For these alternative options, no prior approval by the Management Board would be required<sup>3</sup>.

### Ongoing evaluations

Several activities are undergoing an evaluation at the moment, namely:

- HWC 2018-2019 on dangerous substances. The purpose of the ex-post evaluation was to assess the planning, implementation, effectiveness and impact of the 2018-2019 HWC and its activities at the EU and national level. A special emphasis was put on working and consultation processes related to the design and implementation of the campaign, the usefulness of the tools and resources provided and the functioning of the campaign's partnership and networking approach.
- Three OSH overviews – work-related diseases; costs and benefits and micro and small enterprises. Apart from the evaluation of the single activities, the Agency also requested a cross-cutting thematic evaluation on the way EU-OSHA delivers on its policy-facing activities. The evaluation methodology included a focus group with Management Board members from the three groups and the Commission to discuss the preliminary findings and a further round of consultation will be made with Focal Points.
- OiRA. The evaluation will be finalised by the end of the year. The objective of the evaluation was to look at the extent to which OiRA has been implemented in an efficient way and whether it has reached its objectives to facilitate the development of more risk assessment tools at national and EU level and to encourage partners to reach MSEs by effective promotional approaches; on the other hand it should provide conclusions and recommendations to further develop and improve the planning, implementation, effectiveness and impact of the activity for the future (considering tool development and tool promotion).

The findings and recommendations for the first two evaluations will be presented at the next Management Board meeting, whereas the outcome of the evaluation on OiRA will be presented in June.

### ECA Special report "Future of EU agencies – Potential for more flexibility and cooperation"

For the first time, the Court of Auditors assessed the conditions for EU agencies' performance in a comprehensive report. According to the auditors, there is a need for more networking and cooperation – as well as more flexibility in the set-up, functioning and possible winding-up of agencies. The report includes a number of recommendations, which are mainly to the Commission to follow up on, but there are also aspects where EU-OSHA can contribute in particular to give better visibility on what is already in place especially in terms of cooperation with other agencies. The Agency is discussing the report internally and reflections and possible follow-up actions will be presented to the Management Board in January, possibly together with the Commission.

### Follow-up on Workers' info request from last meeting – Focal points

In response to a request from the Workers at the Management Board meeting in June related to the Focal points' engagement, the Agency submitted a document for information at the meeting

The four issues raised by the Workers and the response provided by the Agency can be found below.

- Focal points' response to EU-OSHA's info requests: the response rate averaged 70% (2020)
- Participation in Focal points meetings: attendance rate approx. 90% (2020)

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<sup>2</sup> Later in the month, the Commission (DGCOMM) informed the Agency about delays in the procurement process related to the Framework contract in question, which meant that one of the two essential conditions for the project to be included in the work programme 2020 failed to be met.

- Holding Focal points' network meetings: most focal points organise between one and three meetings a year and get between 11 and 50 attendees
- Focal points' engagement in decision-making: EU OSHA actively engages focal points when the Agency is formulating the plan of work for the following year to ensure the tasks are clear and manageable. This is done during one focal point meeting a year (in May) when the Agency's staff discuss the upcoming activities with small groups of focal points to get feedback on any potential challenges that may arise, such as a lack of national data or concerns over the timing of requests for input.

The Chair then passed the floor onto the Commission, and they provided an update on the following issues:

#### Next Multi-annual financial framework 2021-2027

The Commission's proposal on the next multi-annual financial framework had just recently been agreed between the Parliament and the Council. It is the financial umbrella – the biggest EU multi-annual budget ever - under which ambitious challenges will be tackled – such as re-boosting the economy and investments after COVID-19 and the move to a green and digital Europe ensuring a smooth transition thereto. A balance should be ensured also from the social perspective - the OSH aspects are an important dimension of this transition. There is a number of different resource streams and tools that are being prepared from the Union budget to respond to these challenges.

#### Commission's work programme 2021 and next EU-OSH strategic framework

The Commission's work programme for 2021 includes some important initiatives that are directly relevant to OSH and EU-OSHA. First of all, a new EU OSH strategic framework is expected for Q2 2021 which would benefit from an input from the Advisory Committee and others and from the outcome of a public consultation. The Agency and its work will continue to provide a valuable input to describing the context for the strategic framework. Other relevant initiatives in the work programme are related to platform workers, aiming at ensuring social protection and improve working conditions; and to addressing poverty.

Looking at the recent accomplishments, the first proposal for co-decided legislation including the revision of four mutagens and carcinogens directives was finally adopted in October – and at the moment the Commission is waiting for the Parliament's input and an agreement is in sight.

The Commission also stressed that the situation regarding business travels will not go back to the situation before the COVID-19 pandemic. The Commission is fully committed to reducing the CO2 footprint and one of the important ways this can be done is by replacing business travel with virtual or hybrid meetings and events.

#### Status of recruitment of the next Executive Director

The Commission recalled that several DGEMPL Agencies are undergoing the process aimed at the recruitment for the Executive Director. EU-OSHA's selection is being tackled as the last one. One of the key milestones of this process is the Management Board's decision on the selection of the Executive Director which will be carried out at a meeting. For that decision to be taken, there has to be a shortlist of candidates approved by the Commission's committee for senior appointments. This committee is made up of the Secretary General, DG for HR, DG EMPL at the most senior level and a rapporteur from another DG at the Commission who would oversee the process. In this case, there is also an observer appointed by the Management Board.

At the moment, the committee has screened the applications and a preliminary proposal has been drawn. This first list will be sent to the Secretariat of the senior appointments committee for approval. Only after the list is approved, candidates will receive information about the status of the procedure. Upon approval of the list, the candidates will be invited to the assessment centre. The work of the assessment centre role is carried out by an independent consultancy which will provide a qualified advice to the committee, without taking a position on the candidates. Finally, the candidates will undergo an interview with the committee.

There has been some backlog with the workload within the committee - so this process can take some time.

#### Comments from the Executive Board and Agency's clarification

The Executive Board congratulated the Agency on the good work done under these challenging circumstances. The Workers in particular welcomed the work done by EU-OSHA in collaboration with the Commission in relation to the COVID-19 guidance for workplaces and inquired about its actual uptake in the Member States. They also enquired whether an update of the guidance in the light of the second wave is foreseen. Finally, they observed that looking at the post-COVID-19 era an issue that the Agency should keep under focus is the new working arrangements around telework that have arrived to stay – and the psychosocial risks associated to that. There were concerns expressed around the Court of Auditors report related to the recommendation addressed to the Commission to periodically assess possible winding-up of the Agencies – in particular whether this would have any impact on EU-OSHA. In relation to on-line or hybrid meetings organised by the focal points under the FAST programme, there have been some challenges with the platform used by the Agency's contractor that at least in one concrete case did not allow for full interaction. The Governments in particular welcomed the flexibility with the FAST programme and the possibility to organise hybrid and online meetings by focal points. There was a call for a similar approach also looking at 2021. The Commission congratulated the Agency on the excellent work done and praised the good cooperation amongst all actors involved - the Commission, the Agency, the Advisory committee as well as the social partners.

*EU-OSHA informed that feedback on the guidance document was very positive from the national level. This was also thanks to the efforts put in place by the Commission via Commissioner Schmit, who strongly encouraged Member States ministries to disseminate it as much as required at the national level. In parallel, the Agency has adapted the information from the guidance for the OSHwiki format and also collected examples on COVID-19 guidance for different sectors. This has become a knowledge centre and information hub and generated a lot of interest. There is an update pending – not so much related to the second wave but rather linked to increasing evidence of aerosol transmission.*

*COVID-19 meant additional work but also cancellation of planned work – basically events requiring physical presence and missions.*

*The Agency is aware about the challenges posed to work organisation by telework and is prepared to address them via on-going and upcoming work, such as the OSH overview and digitalisation and the one on psychosocial risks.*

*Finally, the Agency committed to keeping the same flexibility related to the FAST offer and meeting organisation in 2021 as it has been the case in 2020 to the extent that this is possible – namely, as long as budget availability would allow. The Agency acknowledged the importance of ensuring a smooth exchange within the focal point networks and would look into the technical hindrances that prevented that from happening in a few individual cases and find a solution.*

*Regarding the future Agency events, the approach would be to keep on delivering online meetings at least for the first half of the year – depending on how the situation evolves. The Commission would also follow the same step-wise approach. Combination of physical and virtual meetings will be most probably be the default practice in the future. This is also linked to the greater emphasis that the Commission is putting on the fight against climate change.*

*On the point related to the Court of Auditors' report, the Commission remarked that at the moment there is no evidence that the recommendation will have any impact on EU-OSHA's future as an organisation.*

CONCLUSIONS: The Executive Board took note of the progress report and the Commission update.

#### **4. Update on Advisory Groups and Focal Points**

Reporting on the Focal Points, the Executive Director informed the Executive Board that since the start of the pandemic, EU-OSHA has maintained communication not only between the Agency and the focal points but also between the focal points. This has been achieved by regular "informal focal point

meetings" that take place online. They are termed informal as there are no official minutes but a summary email is sent at the end of the meeting.

Focal points have replied to information requests on COVID-19 in addition to the work already agreed under the annual focal point workplan. These have included a survey on COVID-19 related activities and also on high-risk groups. Also Focal Points from IPA countries have engaged in the informal focal point meetings described above. Most recently, a focal point for Bosnia and Herzegovina was appointed.

The third focal point meeting will be held in November 2021 and will also be an online event.

The Agency also gave an update on the latest discussions within the advisory groups.

The TARAG met in July. There was a very high level of attendance and the meeting covered many of the issues covered under the progress report, including the Agency's COVID-19 response, the implementation of the FAST programme, but also the progress made related to the evaluation of the three-year campaign cycle, whose findings would be presented at the Management Board meeting in January. There have also been discussions on future developments of OiRA. Data visualisation was also discussed as a good tool to showcase research findings, based on the recent experiences with the OSH barometer and ESENER-3 data. Data visualisation shall be seen as part of the Agency's effort to better communicate on EU-OSHA's policy facing activities. The Agency has established a small internal policy-facing standing committee to specifically address this topic in a coordinated way.

The last OKAG meeting took place just a few days before the present Executive Board meeting. That was an opportunity also to introduce some new colleagues who joined the Prevention and Research Unit just recently. EU-OSHA presented its work on the digitalisation, and the foresight – in particular the review on the future of agriculture as well as introduced the ex-ante evaluation on the new OSH overview on the healthcare sector. OiRA tools development were also discussed together with the maintenance and promotion of e-tools on dangerous substances developed under the previous campaign. There has also been a first presentation on the possible opinion poll mentioned earlier, the supporting compliance activity and the work done in support to the Commission. Finally there has been a round of updates from the Commission, Eurostat and Eurofound. EU-OSHA also informed about developments on the ongoing collaboration with SLIC on survey on high risk and with ILO and WHO on the global coalition on OSH.

CONCLUSIONS: The Executive Board took note of the update.

## **5. Final Draft Programming Document 2021-2023**

The Executive Director recalled that according to the schedule agreed with the Management Board, the Agency had presented a preliminary draft version of the PD 2021-2023 at the Executive Board meeting in November 2019 for discussion on the multi-annual objectives and work programme. In January 2020, the Management Board adopted a complete draft, which included the comments made by the Executive Board on the multi-annual part, a detailed annual work programme for 2020, outputs and performance indicators as well as all the required annexes. The draft SPD 2020-2022 was sent to the Parliament, the Council and the Commission – as well as to the agencies EU-OSHA has cooperation agreements with. The draft underwent a minor amendment (related to the establishment plan) at the Management Board in June and after that it was submitted again to the Commission.

The Executive Director explained that in preparing this final draft EU-OSHA used the new template as adopted by the Commission in April 2020 so as to meet the new programming requirements from the financial regulation. In addition, the Commission's opinion as well as the consequences of the COVID-19 pandemic have had an impact – in some cases, a considerable one – on some of the activities.

The SPD is based on the assumptions that resources would remain stable in real terms as per the last Commission's proposal on the Multi-annual financial framework and that the policy priorities will not change dramatically.

A new EU OSH strategic framework is foreseen to come out in Q2 2021 – so if there is any need to revise the document in that light, that will be done in due course though it is more likely to have an impact in subsequent years.

The Agency will ensure that the final SPD 2021-2023 is sent to the Management Board for adoption by written procedure after this Executive Board meeting and in all cases prior to the end of 2020, together with the final budget.

The Chair then passed the floor onto the **Commission**. The Commission feedback was overall appreciative of the Agency's work and included a number of specific tasks for the Agency to carry out in 2021 and beyond – mainly stemming from the COVID-19 pandemic. The opinion in particular highlighted the need to consider emerging challenges such as digitalisation also from the OSH perspective and EU-OSHA is well placed to do so in the next work programmes. The Commission also welcomed the Agency's flexibility vis-à-vis the Commission's *ad hoc* requests so far and wished to rely on such flexibility also in the future.

#### Comments from the Executive Board and Agency's clarification

In general, the Executive Board welcomed the proposed final draft. The Workers welcomed a clear reference to the Beating Cancer Plan. The Employers stressed the importance to validate the sources related to COVID-19 data to ensure quality research for targeted and effective policies

CONCLUSIONS: The Executive Board discussed the PD 2021-2023 and agreed to issue a positive recommendation to the Management Board on its adoption. The Agency will launch a written procedure by the end of November 2020.

## **6. Preliminary Draft Single Programming Document 2022-2024**

In accordance with the schedule agreed with the Management Board, the Agency presented a preliminary draft version of the Single Programming Document (SPD) 2022-2024.

The sections provided in the document are based on the Multi-annual Strategic Programme 2018-2023. In particular, the preliminary draft describes the general context in which the Agency is expected to operate during the timeframe concerned, the multi-annual objectives – together with the indicators adopted by the Management Board and the relevant targets to measure achievements, and the multi-annual programming for the activities.

Moreover, the SPD is based on the assumptions that resources will remain stable in real terms as per the MFF proposed by the Commission) and that the policy priorities from the EU OSH Strategic Framework, which will end in 2020, remain relevant.

In January 2021, a complete draft document will be presented to the Management Board. This will include the preliminary draft provided now in addition to the draft annual work programme for 2021 and annexes on more specific areas.

As part of this agenda item, the Agency presented the ex-ante evaluation on a new OSH overview on the healthcare sector. The Management Board will discuss and approve the ex-ante evaluation, which the Agency will amend with the comments and input gathered from the Executive Board, at their meeting in January 2021. The proposal is based on extensive discussions at the OKAG, who acknowledged the relevance of this sector from a broad range of viewpoints. Politically this is also very timely. There is a strong interest politically as a result of the pandemic and Commissioner There is also other work that EU-OSHA is undertaking that is relevant for this activity – ESENER data for instance can provide useful insight. A secondary analysis will be commissioned focusing precisely on the healthcare sector.

The ex-ante evaluation suggests rather broad approach to the sector. The activity would follow the usual OSH overview format, departing from an insight on the state of the knowledge at the moment – statistics, policies etc and then there will be further investigation and research on specific issues that would culminate into dissemination actions targeting policy makers and researchers.

#### Comments from the Executive Board and Agency's clarification

With regard to the ex-ante evaluation on the new OSH overview, the Executive Board welcomed the choice of the healthcare sector which is also in line with the Commission's opinion. The Employers suggested that EU-OSHA could also consider the impact of the COVID-19 pandemic on healthcare sector staff other than frontline; and look into the extent to which the (lack of) readiness and business

continuity policies and practice had an impact on the sector. Finally, it should be acknowledged that some segments within the healthcare sector have ceased to be seen as a priority in favour to others in the context of the pandemic.

The Workers asked whether EU-OSHA is considering any specific line of actions to pursue together with the European Labour Authority.

*The Agency took good note of the Executive Board's comments which will be reflected in the ex-ante evaluation to be presented to the Management Board as support for their decision on the inclusion of the activity in the draft Single Programming Document.*

*EU-OSHA is ready to start collaborating with ELA on several areas – research methodology, provision of survey data etc. and the Agency is observer member in the Management Board. ELA started a consultation with other Agencies for potential areas of collaboration will be carrying out a mapping exercise. So far there is no specific topic that has been identified with direct relevance to OSH apart from EU-OSHA providing support the campaign on seasonal workers as requested in the Commission's communication.*

CONCLUSIONS: The Executive Board discussed the preliminary Draft Single Programming Document 2022-2024 and the ex-ante evaluation on the new activity 'OSH Overview: healthcare sector' and gave a positive recommendation for this activity to be included in the draft work programme 2022.

## **7. Implementation of action plan in response of 4 Agencies' evaluation**

In March 2018, an externally contracted evaluation of the four agencies working in the policy field of DG EMPL was finalised. Based on the evaluation, the Commission drew up a Staff Working Document, including follow-up actions that the Commission considers relevant.

The Management Board adopted an action plan to follow-up on such identified action last January. Since then, the Agency is working towards its implementation.

The Agency presented the follow-up towards two of these actions – namely recommendation no 6 and no 26.

*Recommendation no 6: In cooperation with the Commission, to clarify the roles of the various institutional actors involved and provide training to Management Board members on the more technical issues within the boards' remit, such as the programming cycle*

To meet this recommendation, the Agency worked on a revised document outlining the governance arrangements and set-up for EU-OSHA. The document will be submitted for adoption by the Management Board at their meeting in January.

*Recommendation no 26 reads: A specific strategy, including adapted tools, could be developed to better reach SMEs as these are not always covered by intermediaries such as industry associations*

EU-OSHA is working towards such a strategy and presented to the Executive Board [a first outline](#), stressing in particular the operational context of the Agency and several successful approaches implemented so far. The Agency considers that the strategy should in particular focus on outreach to micro and small enterprises.

CONCLUSIONS: the Executive Board took note of the work done so far by EU-OSHA to meet recommendations no 6 and no 26 from the 4 Agencies' evaluation and found the approach suitable and relevant.

## **8. EU-OSHA Stakeholders' survey 2020**

The stakeholders' survey is an exercise that the Agency is running every two years with the objective of getting an insight of the stakeholders' perception on the relevance, usefulness and added value of EU-OSHA's work. The stakeholders' survey is also one of the main input to the Agency's performance indicators.

For 2020, results have been very positive across all the dimensions under assessment and in particular highlight the extent to which the work of EU-OSHA is of added value to the work done by other organisations and at the national level. The Agency presented [some headlines results](#).

#### Comments from the Executive Board and Agency's clarification

The Executive Board congratulated the Agency on the outstanding results. Enquired why for a flagship activity such as ESENER, familiarity amongst the stakeholders is low compared to other activities, EU-OSHA replied that a possible explanation is linked to the composition of the sample for the survey. The sample comprised of a large share of enterprises and workplace intermediaries in general, whereas the primary target audience for ESENER are researchers and policy-makers, a much smaller community. However, despite the good results, the survey evidenced the need for better promotion for some activities – especially given the positive correlation between familiarity with the activities to their use and stakeholders' satisfaction. This conclusion is also in line with a number of evaluations carried out over recent years.

CONCLUSIONS: The Executive Board took note of the results from EU-OSHA's stakeholders' survey 2020.

### **9. Staff implementing rule**

On 19 March 2020, the Commission notified EU-OSHA of "Commission Decision C(2020)1559 of 16 March 2020 amending Decision C(2013) 9051 of 16 December 2013 on leave (special leave for welcoming a new-born child in the household). This communication triggered the 9-month deadline for agencies for their internal processes for adoption by their respective Management Boards.

The aforementioned Commission Decision aims at extending benefits to staff members across the EU institutions; specifically, in the Annex to Decision C(2013) 9051, the following point II.a.13a is added: 'II.a.13s Arrival in the household of a new-born child'. The Commission recommended adopting by analogy the aforementioned Commission Decision. -

The Executive Board should discuss the implementing rule and provide a recommendation to the Management Board on its adoption. The Agency would then launch a written procedure with the Management Board in the coming weeks to ensure the adoption of this implementing rule before the expiry of the 9-month deadline (20 December 2020).

CONCLUSIONS: The Executive Board took note of the Implementing Rule and gave a positive recommendation to the Management Board on its adoption. In order to adhere to the deadline, a written procedure will be launched towards the end of November.

### **16. Any Other Business**

The Chair gave the floor to the Executive Director for her item under "AOB".

#### Multilingual arrangements for the Management Board meeting in January

Given the circumstances, the Management Board meeting in January would need to be virtual and arrangements are being made to ensure some degree of interpretation (one-way) into other languages.

The Executive Board stressed that providing good and full multilingual access to Management Board meeting is very important and asked EU-OSHA to investigate existing, well working tools to make that possible for January. For some groups it would be an important problem if interpretation is not available.

CONCLUSIONS: EU-OSHA will continue exploring the possibilities for good multilingual options for the Management Board meeting in January.

The Chair thanked the participants and closed the meeting.

## ANNEX: LIST OF PARTICIPANTS

|    | Name                       | Category        | Role             |
|----|----------------------------|-----------------|------------------|
| 1  | Jesús ALVAREZ              | Commission      | Vice-Chairperson |
| 2  | Stefan OLSSON              | Commission      | Member           |
| 3  | Charlotte GREVFORS ERNOULT | Commission      | Alternate        |
| 4  | Anna KWIATKIEWICZ-MORY     | Employers       | Coordinator      |
| 5  | Kris DE MEESTER            | Employers       | Observer         |
| 6  | François ENGELS            | Employers       | Alternate        |
| 7  | Renārs LŪSIS               | Government      | Vice-Chairperson |
| 8  | Boel CALLERMO              | Government      | Coordinator      |
| 9  | Julia NEDJELIK-LISCHKA     | Workers         | Chairperson      |
| 10 | Ignacio DORESTE            | Workers         | Coordinator      |
| 11 | Károly GYÖRGY              | Workers         | Observer         |
| 12 | Christa SEDLATSCHKE        | EU-OSHA         |                  |
| 13 | Andrea BALDAN              | EU-OSHA         |                  |
| 14 | Jesper BEJER               | EU-OSHA         |                  |
| 15 | William COCKBURN           | EU-OSHA         |                  |
| 16 | Ilaria PICCIOLI            | EU-OSHA         |                  |
| 17 | Andrew SMITH               | EU-OSHA         |                  |
| 18 | Amanda HERSBØLL            | EU-OSHA-Trainee |                  |