

MINUTES

Meeting:	42 nd MEETING OF THE GOVERNING BOARD
Date:	Thursday, 5 November 2015
Time:	09.30 h – 12.00 h
Venue:	Hotel Melia Bilbao – Legorreta meeting room Calle Lehendakari Leizaola, 29, E - 48001 Bilbao

1. Adoption of the draft agenda (G/14/A1)

The Chair welcomed all participants to the 42nd meeting of the Governing Board of the EU-OSHA and read out the administrative arrangements.

Asked by the Chair, in compliance with the Agency's policy on management of conflict of interest, to declare whether they may 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 member representing the Dutch Government would update the Board on the preparation of the Dutch Presidency Conference in 2016.

In addition, under item 2 "Director's progress report", the Commission would update on the developments related to the revision of the founding regulation.

CONCLUSION: The draft agenda was adopted.

2. Director's progress report

The Director's progress report was exhaustively presented at the interest groups meetings. Before giving the floor to the Director for some highlights, the Chair invited the Commission to update the Board on the developments on the revision of the Agency's founding regulation. She also took the opportunity to welcome Mr Stefan Olsson, new Director at DG EMPL B, who had taken up his duties on 1 November.

Mr Olsson addressed the Board. He expressed his satisfaction to be leading EMPL B and explained how it is being reorganised. The main purpose of this reorganisation is to reflect Commissioner Thyssen's wish to include European social funds and policy under the same directorate. The rationale behind is that social funds may be used to reinforce policies. This will not affect the way occupational safety and health is tackled or the team responsible.

With regard to the revision of the Agency's founding regulation, Mr Olsson recalled that this should be read in the context of an overall harmonisation and quest for increasing efficiency gains among the agencies. DG EMPL has taken the same approach for the three tripartite Agencies under its remit, EU-OSHA, Eurofound and CEDEFOP – and the three texts would be tackled in parallel. Ensuring the principle of tripartism remains a priority. The process has started and the Secretariat General has been involved. A proposal for the legislative authority may be realistically put forward at the beginning of next year.

The Director then presented some highlights from the Director's progress report.

Implementation of the AMP 2015

She recalled that the Agency had to cope with some unexpected absences – in particular in the Prevention and Research Unit. Nevertheless, the implementation rate of the Annual Management Plan 2015 is broadly on track. Over 52% of the outputs due in 2015 were already delivered and budget implementation is at almost 90% - expectations for the end of the year being at 98.5%. In exceptional cases, some outputs needed to be either cancelled or re-scheduled for a later date.

In addition she informed about the following issues:

Healthy Workplaces Campaign on stress and psychosocial risks – closing event

The closing event related to the Healthy Workplaces Campaign on stress and psychosocial risks took place on 3 and 4 November, right before the Board meeting. The feedback received was very positive and there was coverage in the press. Soon, a report which includes all the actions undertaken at national level will be released. This would help assess the echo that the campaign has had in the Member States.

Inter-institutional working group 2

The last meeting of the IIWG 2 took place on 15 September and on behalf of the agencies was attended by the Coordination (Eurofound) and the Troika (OHIM and FRA).

The Commission had prepared two fiches on establishment plans and new tasks, which confirm the Commission's position on these matters.

The Coordination replied on behalf of the network, highlighting that the treatment of agencies is neither proportionate nor takes into account each agencies' respective share of administrative burden; and by implementing the redeployment pool and by the continued staff reductions the agencies are struggling to fulfil their mandates.

EU draft budget 2016 – state of play and impact on Agencies

The Council endorsed its position on the draft budget 2016 on 4 September 2015. EU Agencies' establishment plans and budget lines had been reduced as proposed by the Commission. However, the Council issued a statement on the 5% staff reduction, inviting the Commission to provide the results of the monitoring of the 5% staff reduction process in each of the EU institutions, bodies and agencies. The Council also asked the Commission to provide comparable global data for decentralised and executive agencies.

The Parliament's Budget Committee adopted its position on the draft budget 2016 on 28 September. It restored the financing and staffing levels of 2015 for all Agencies, with the justification that any decision linked to the redeployment pool should be discussed and agreed by all parties involved. The BUDG committee increased budget and staffing for a number of Agencies linked to the migration agenda and other policy priorities.

The Parliament plenary vote took place on 28 October and the '21-day conciliation period' started on 29 October¹.

Court of Auditors

The report from the Court of Auditors acknowledged the legality and regularity of the 2014 accounts and the regularity of the transactions underlying them. The report includes two observations.

The first observation is about the high level of carry-over for Title 2. This was due to the fact that IT services procured in 2015 started later than planned, as acknowledged by the Court.

The second observation was about an outstanding payment to a member of the staff, which was subsequently followed up on.

¹ The EU budget 2016 was adopted on 25 November 2015 confirming the Commission's proposal on additional staff reduction in Agencies, cf. http://ec.europa.eu/budget/news/article_en.cfm?id=201511251641

Discharge report 2013 and follow up report

In April 2015, the Parliament granted discharge to the Agency's Director. In a follow up report transmitted to the Parliament in September, the Agency informed the Parliament about the steps taken to implement the Parliament's recommendations. The Agency has taken action with regard to all of the Parliament's recommendations. A separate follow-up report with a consolidated reply from all the agencies was sent by the Coordination to address concerns from the Parliament related to horizontal issues affecting the Agencies.

Visit of MEPs to the Agency

Three MEPs from the EMPL Committee visited the Agency on 24-25 September. They were accompanied by two members of the Secretariat of the Committee and a political attaché and were all positively impressed by the activities carried out by the Agency.

IPA and ENP programmes

A contract related to the Pre-accession Instrument (IPA) has just recently reached the Agency. The project will resume soon - after one year delay². This was unfortunate as ensuring continuity with the work done so far will be a challenge.

With regard to the European Neighbourhood Programme (ENP), the future is still unclear. In principle, OSH was taken out from the priorities to be addressed in the new edition of the programme. The Agency had been making the case with DG EMPL and DG NEAR and a final decision was not yet taken.

Meetings and events

Older workers' stakeholder conference in Brussels (22 September)

A stakeholder conference took place on 22 September in Brussels to present the findings of the analysis reports and draw conclusions. The Agency commissioned experts to review the reports and present their opinion at the final conference that will be fed to the analysis reports WP1-WP4 and final overall analysis report WP6 due by the end of the contract.

Board members, Commission, Members of the European Parliament and Eurofound were invited to the conference.

EU Presidency conference on working conditions (10 September)

The Luxembourg Presidency of the Council of the European Union brought together representatives of the EU institutions and stakeholders in Luxembourg to define priorities for the improvement of working conditions in Europe, as one of the main drivers for future growth. In this context, occupational safety and health (OSH) is considered one of the pillars of working conditions for a social Europe.

The Director presented EU-OSHA's contribution to the new OSH challenges in Europe, starting with early detection of new risks through research activities and continuing with implementation of key actions around the agency's six strategic priority areas: anticipating change; facts & figures; OSH tools; raising awareness; networking knowledge and networking and corporate communications.

ESENER-2 event at the Parliament (23 June)

EU-OSHA held an event in June, together with Ole Christensen, Member of the European Parliament and Chair of the EMPL Committee, in the Parliament to present the main findings of

² The Agency signed the contract related to the Pre-Accession Agreement on 30 November 2015.

ESENER 2. On the same day, a formal exchange of views with other Members of the Parliament on ESENER 2 took place within the Employment and Social Affairs Committee.

EU-OSHA at International Congress on Occupational Health (ICOH) – Seoul, Korea (31 May – 5 June)

The Congress focused on the main theme “Global Harmony for Occupational Health: Bridge the World” with the aim of enhancing global levels of occupational safety and health by narrowing the gap between developed and developing countries. The Agency took part at this event and the Director gave two presentations, one on the trends and challenges of occupational safety and health in Europe and another one on Accident Prevention Strategies and Activities in the EU.

Focal point meetings/visits:

In the last few months, the Director visited the Focal point networks in Croatia (April), Germany (May) and Denmark (October).

Implementation of the conflict of interest policy

The Agency has implemented the conflict of interest policy adopted by the Board in November 2014. As a result of the assessment of the CVs and the declarations, no Board/Advisory Group member was detected to find him or herself in a situation of possible conflict of interest. The Agency presented a detailed assessment with some recommendations to the Bureau in September.

In addition, the Agency received feedback from the European Data Protection Supervisor on the policy and the procedures. The EDPS found them well in line with the data protection regulation but suggested minor data protection arrangements. These were included in the policy and procedures and submitted to the Bureau for adoption.

Implementation of the anti-fraud strategy 2015-2017

The Agency developed an Anti-Fraud Strategy for 2015-2017 and defined an action plan. A first account of this implementation was given to the Bureau in September. The action plan evidenced good progress on the anti-fraud activities foreseen.

EU-OSHA and gender balance

The Director presented the results of an inquiry carried out by the European Institute for Gender Equality (EIGE) in relation to gender balance within the Boards of European Agencies (both Chairs and members).

EU-OSHA sits in the category “socio-cultural”, which is within what is considered the optimal gender balance range.

COMMENTS FROM THE BOARD

The Workers’ representatives expressed concern about the quality of the translation of the Agency’s products. The material is sometimes not usable and heavy rework is needed by the focal points. This is particularly the case for the German language. The Agency is required to use the Translation Center but a more flexible approach should be envisaged.

The Director remarked that indeed the Agency must work with the Translation Centre as this is foreseen in the founding regulation but acknowledged that for technical translations the result is below acceptable standards. As a result of the revision of the founding regulation, there could be margins for more flexibility.

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

3. Amending budget 2015

There has been a need to prepare a second amendment to the budget 2015. The main reason is that there has been a decrease of €60.000 in the revenues. This is due to a lower than expected contribution from the Basque Government.

Further to internal consultation with other services, the Commission informed that DG BUDG had a remark about the transfer of appropriations to communication activities and questioned whether this is really needed. The Agency explained that there were good reasons for this. There had been the launch of the new corporate website earlier this year, which means that for some time there has been the need to maintain two websites in parallel. The Agency is also increasingly working on online tools and on stakeholders' management strategies which entails important infrastructure investments.

CONCLUSION: The Board adopted the Amending Budget 2015 II.

4. Amendment to the establishment plan 2015

The Agency's Financial Regulation foresees at article 38 that the Board can modify the establishment plan of the Agency up to 10% if three conditions are met:

- The volume of staff appropriations corresponding to a full financial year is not affected
- The limit of the total number of posts authorised by the establishment plan is not exceeded
- The Agency has taken part in a benchmarking exercise with other bodies of the Union as initiated by the Commission's screening exercise.

These three conditions were met in 2015 and the Agency would like to make use of this flexibility to complete the reclassification exercise. To do that, the Agency needs to replace two posts in the categories AD 6 and AD 8 with two posts in the categories AD 12 and AD 13.

CONCLUSION: The Board adopted the amendment to the establishment plan 2015

5. Draft annual management plan 2016

The Director gave an overview on the main developments since March. The version submitted to the Board included the feedback given by the Board at the March meeting as well as during the consultation phase – by the Commission and ECHA.

The Agency included a project on cargo fumigants under "Work related diseases" to follow up on a request from the Sectoral Social Dialogue Committee on Ports, as previously agreed by the Board. The text on the Healthy Workplaces Campaign 2018-2019 will need to align to the latest discussions on the concept paper.

The document includes a reference to the IPA and ENP programmes. As mentioned under the progress report, the Agency is about to sign a new agreement with the Commission in relation to the Pre-Accession Instrument programme³. At the moment, it is unclear whether the ENP programme will be continued.

COMMENTS FROM THE BOARD:

³ Refer to footnote 2.

The Commission confirmed that the Annual Management Plan is in line with the expectations defined in EU OSH Strategic Framework but asked the Agency to reduce its establishment plan by one more post, as foreseen in the Budget circular 2016 and the Commission Communication on Programming of human and financial resources for decentralised agencies 2014-2020.

The Workers' representatives expressed disappointment with the ratio between growing expectations and decreasing amount of resources that are granted to the Agency. There is a mismatch between what the Agency is expected to produce and the resources allocated to perform the work. In the medium term, this may result in drop in the quality of the outputs. Also time mismatch is an issue. The Agency has a big role to play in the context of the current migrant/refugees crisis by providing information in relation to those who enter in the job market – and OSH is taken out from the priorities of the ENP. Also regarding the IPA programme – one year delay puts at stake the continuity of the work done. The EU OSH Strategic Framework foresees that the Agency will be involved in the follow-up work related to the ex-post evaluation of the OSH directives. The Workers' representatives asked the Agency to report regularly to the Board on the work done in this area.

The Commission explained that the decisions about resources are taken by the Parliament and Council and are of political nature. This does not mean that OSH is not politically relevant, but it is time to prioritise and work more efficiently. There has been a growing requirement for posts up to 2012 until the decision was taken to decrease them progressively as foreseen in the Multi-annual Financial Framework 2013-2020. The message is to work more efficiently across all policy mandates and achieve more with less. As an example, to tackle the refugee crisis at the Commission, the human resources have been moved away from other Directorates General with little involvement in the current crisis to Directorates General with a bigger involvement - without compensation.

Board members emphasised that health and safety should be a priority on today's political agenda.

The Workers' representative from France in particular showed concern about the stress level of the staff at the Agency with the further staff cuts envisaged by the Commission. On these grounds, he stated that he would stand against the Annual Management Plan 2016 as it seemed that the resources available would not match the demands. The Director explained that the Agency has a contingency plan should the Parliament and the Council confirm the Commission's proposal. There are some actions in support to the Member States related to awareness raising that would need to be discontinued.

The Governments' representatives asked for the performance indicators for the HEALTHY WORKPLACES CAMPAIGN 2018-2019 to be defined in 2016. In relation to the indicator on the degree of implementation of the work programme, it was clarified that this refers to the number of the due outputs delivered as foreseen. This will be explained in a footnote to the text.

The Employers had several remarks on the text, in particular in relation to the Agency's responsibilities within the follow-up work stemming from the ex-post evaluation of the OSH Directives and asked the Agency to clarify this in the document.

The Commission remarked that the role of the Agency in this area falls within its remit – EU-OSHA is expected to produce information to be used for the preparation of legislative initiatives. With regard to the IPA programme, they acknowledged that one year's delay was not good for the project and expressed the wish that the signature of the contract would go smoothly.

CONCLUSION: The Board asked the Agency to revise the draft Annual Management Plan 2016 in accordance to the feedback received and to launch a written procedure by the end of December to secure its adoption.

ACTION N.1

The Agency will revise the Annual Management Plan 2016 as per the feedback received by the Board and launch a written procedure in December.

6. Draft Budget and Establishment Plan 2016

The Director recalled that the budgetary procedure is now at the conciliation phase between the Parliament and the Council. If an agreement is reached on the EU budget, this should be around mid-November.

Budget

In comparison to the draft budget adopted in March, the new draft foresees a decrease of € 30.790 due to a reduction in the percentage of EEA-EFTA contribution vis-à-vis the EU subsidy, amounting to a total of € 15.243.800. This is an automatic calculation made on the basis of a coefficient. The decrease affects Title 3.

The budget will need to be further amended. The appropriations related to the new IPA are unknown at this stage. The appropriations and expenditure of ENP would also need to be included.

Establishment plan

The establishment plan and the number of contract staff that have been established in accordance to the Multi-annual staff policy plan 2016-2019 already submitted to the Commission.

The total number of staff will be 67 and distributed as follow:

- 42 Temporary Agents
- 24 Contract Agents
- 1 Local Agent

In the draft submitted for adoption by the Board, the Agency has taken into account the agreement reached by the Parliament and the Council in the Multi-annual financial framework 2014-2020 which does not foresee an additional 5% cut in the establishment plan as envisaged by the Commission. The Temporary agent post in the establishment plan remain 42.

Should the budgetary authority decide along the lines of the Commission's proposal, the Agency would then amend the establishment plan. In any case, it will have to be amended to reflect the modifications in the establishment plan 2015 if adopted by the Board.

The Government representatives remarked that not all Governments would be able to adopt the budget and establishment plan as submitted by the Agency, considering that they are not in line with the comments from the Commission.

COMMENTS FROM THE GROUPS:

The Commission reiterated that the Agency should align to the Commission's Communication on programming of human and financial resources for decentralised Agencies 2014-2020 and the budget circular for 2016 draft budget. On that basis, the Agency should reduce one post in 2016.

The Employers' representatives agreed with the proposal submitted by the Agency.

The Workers' representatives inquired about the reduction by € 30.000 from the EEA-EFTA contribution. Would this reduction be compensated by any additional source of funding? The Director explained that this contribution is based on an automatic calculation based on an index

that changes every year. The Agency has made arrangements to mitigate the impact of this reduction.

The majority of the Governments' representatives could agree on the budget and establishment plan with the exception of the German government representative who would follow the Commission's official position.

CONCLUSION: The Board adopted the draft budget and establishment plan 2016. The Commission and the German Government representative abstained.

ACTION N.2

The Agency will reflect the changes foreseen in the establishment plan 2015 (cf. agenda item 4). If need be, the budget and establishment plan 2016 will be amended to align it with the decision of the Budgetary Authority.

7. Performance indicators

In November 2013, the Board adopted a set of performance indicators to assess the achievement the strategic objectives and the mission/vision of the Agency upon the adoption of the Multi-annual Strategic Programme 2014-2020.

The Agency prepared a new set of indicators for the Board's adoption. The proposal is based on the lessons learned during the 2014 and 2015 (ongoing) monitoring exercise and was inspired by the work done by other agencies. The following aspects were taken into consideration: the need to ensure data quality, while putting in place reasonable collection methods; the importance of measuring what is relevant; and communicating clearly about achievements.

The proposal foresees indicators at three levels: fewer, easier to collect key performance indicators related to the mission/vision of the Agency; indicators for the strategic objectives; and indicators for the activities. The new indicators will apply as of 2016.

COMMENTS FROM THE BOARD:

The Governments' representatives reiterated their comments on the performance indicators that they had already raised during the discussions about the Annual Management Plan 2016, cf. section 5. In relation to the key performance indicator on budget execution, the Governments proposed to raise the target from 85% to 90% for Title 1, as the Agency had demonstrated sustained good records for this in the past few years.

The Employers' representatives agreed with the proposal from the Governments and recalled the importance of setting ambitious targets as an incentive for continuous improvement.

The Workers' representatives inquired to what extent indicators can be effective in measuring the impact generated by the Agency's work. Does any benchmarking exist across the Agencies? The Director informed that the Agency would present the way key performance indicators are used to monitor performance as well as the other methods and tools that can be used to measure impact. This could be done in a specific session during a Board meeting in 2016. Regarding benchmarking across the Agencies, the discharge process is where such comparison is taking place – though mainly focused on more administrative areas. It has to be acknowledged that the performance of agencies whose nature of work is different is not always easy to compare.

CONCLUSION: The Board adopted the new set of performance indicators.

ACTION N.3

The Agency will organise a session to present how indicators can inform about performance and the methods and tools available to measure impact of the Agency' work.

8. Single Programming Document 2017-2019 – preliminary draft

A preliminary draft of the Single Programming Document was submitted to the Board for discussion. The draft includes information on the general context, the multi-annual objectives and the multi-annual programming as well as an overview on the human resources. The Board will be called to adopt a complete draft document at the meeting in January 2016. This will be the document that will be sent to the Parliament, Council and Commission as an input to the budgetary procedure 2017.

As a sub-item, the concept paper on the Healthy Workplaces Campaign 2018-2019 (dangerous substances) was also included for discussion. The Agency circulated a questionnaire among the focal points to gather feedback on the needs and concerns at the national level.

COMMENTS FROM THE GROUPS:

The Commission welcomed the draft Single Programming Document 2017-2019 and acknowledged that this would be a good basis for planning the years ahead.

The Governments' representatives welcomed the draft but asked the Agency to develop further the description of the activity "networking knowledge actions" as this is a high potential area where collaboration even among Board members can be enhanced.

Regarding the concept paper for the Healthy Workplaces Campaign 2018-2019, the Governments observed that the campaign should mainly focus on good practices, be not too technical and easy to adapt to the different national contexts and demands. A focus on carcinogens would be also welcomed.

For the Employers' representatives, the current focus of the campaign is too broad and needs to be narrowed down to chemicals. It should not address sectors, but groups of workers that are likely to be most exposed. The dimension of communication should also be better explored – including the instruments on how to communicate at the workplace.

Ultimately, the Workers' representatives emphasised the importance of the hierarchy of prevention. The first objective should be elimination, then substitution. The campaign should build upon an agreed definition of dangerous substances and be solid – it should not pave the way for sub-campaigns to flourish. The second year could be focussed on carcinogens.

The Director thanked the Board for the constructive feedback. The Agency will presented a revised concept paper at the Board meeting in June 2016 for adoption.

CONCLUSION: The Board took note of the Single Programming Document 2017-2019.

ACTION N.4
The Agency will work on a complete draft Single Programming Document 2017-2019 for the Board meeting in January 2016 for adoption.
ACTION N.5
The concept paper for the Healthy Workplaces Campaign 2018-2019 will be revised as per the Board's feedback and presented to the Board meeting in June 2016 for adoption.

9. Internal Audit Service (IAS report on OiRA)

For the first time, the Internal Audit Service audited the Agency on its core business – in particular, OiRA and e-tools. The report was positive and the recommendations were already presented and discussed with the Bureau at the September meeting.

The Agency accepted the report and prepared an action plan to follow up on the IAS recommendations.

CONCLUSIONS: The Board took note of the report and the action plan prepared by the Agency.

10. Any other business

Dutch Presidency Conference in 2016

The Government representative from The Netherlands informed that preparations are underway for the conference that will be held under the Dutch EU Presidency in Amsterdam on 23-25 May. The focus of the conference is occupational cancer prevention. Solutions to tackle this issue and methods to better reduce the exposure to occupational risks would be reviewed and discussed.

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Before handing over to the Chair for the closing remarks, the Director recalled that a Board seminar would be held right after the January meeting, on 28 January 2016. The discussions will focus on the three foresight articles on the future world of work which brought to a lively and interesting debate at a focal point seminar earlier this year.

Last but not least, the Agency's Staff Committee should be in place by the end of the year. This is an essential component for a fruitful social dialogue at the Agency. There may be a need to derogate from the current implementing rules as there are not enough candidates in all the grades required. In case this is confirmed, the Board will be informed.

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

LIST OF ATTENDEES:

	NAME	INTEREST GROUP	REPRESENTING
1	Admira RIBIČIĆ	Employers	CROATIA
2	Bodil MELLBLOM	Employers	SWEDEN
3	CASTRILLO Laura	Employers	SPAIN
4	Christa SCHWENG	Employers	AUSTRIA
5	Eckhard METZE	Employers	GERMANY
6	Francois ENGELS	Employers	LUXEMBOURG
7	Georgi STOEV	Employers	BULGARIA
8	Igor ANTAUER	Employers	SLOVENIA
9	Jan SCHUGK	Employers	FINLAND
10	Jón R. PÁLSSON	Employers	ICELAND
11	Kris DE MEESTER	Employers	BELGIUM
12	Marcelino PENA COSTA	Employers	PORTUGAL
13	Mario VAN MIERLO	Employers	NETHERLANDS
14	Marju PEÄRNBERG	Employers	ESTONIA
15	Martin RÖHRICH	Employers	CZECH REPUBLIC
16	Patrick LEVY	Employers	FRANCE
17	Rebekah SMITH	Employers	BUSINESSEUROPE
18	Troels KØLLN	Employers	DENMARK
19	Vaidotas LEVICKIS	Employers	LITHUANIA
20	Jean-Michel MILLER	Eurofound	EUROFOUND
21	Andrzej RUDKA	European Commission	COMMISSION
22	Jesús ALVAREZ	European Commission	COMMISSION
23	Stefan OLSSON	European Commission	COMMISSION
24	Aldona SABAITIENE	Government	LITHUANIA
25	Alessandra PERA	Government	ITALY
26	Anca Mihaela PRICOP	Government	ROMANIA
27	Aristodemos ECONOMIDES	Government	CYPRUS
28	BARON Sophie	Government	FRANCE
29	Boel CALLERMO	Government	SWEDEN
30	Carlos PEREIRA	Government	PORTUGAL
31	Charlotte SKJOLDAGER	Government	DENMARK

	NAME	INTEREST GROUP	REPRESENTING
32	Danuta KORADECKA	Government	POLAND
33	Darina KONOVA	Government	BULGARIA
34	Eyjólfur SÆMUNDSSON	Government	ICELAND
35	Gertrud BREINDL	Government	AUSTRIA
36	Ioannis KONSTANTAKOPOULOS	Government	GREECE
37	Jan BATEN	Government	BELGIUM
38	Jaroslav HLAVÍN	Government	CZECH REPUBLIC
39	John SCHNEIDER	Government	LUXEMBOURG
40	Kai SCHÄFER	Government	GERMANY
41	Katalin BALOGH	Government	HUNGARY
42	Laurencia JANČUROVÁ	Government	SLOVAKIA
43	Maret MARIPUU	Government	ESTONIA
44	Mercedes TEJEDOR	Government	SPAIN
45	Renārs LŪSIS	Government	LATVIA
46	Rob TRIEMSTRA	Government	NETHERLANDS
47	Stuart BRISTOW	Government	UNITED KINGDOM
48	Thorfrid HANSEN	Government	NORWAY
49	Wiking HUSBERG	Government	FINLAND
50	Zdravko MURATTI	Government	CROATIA
51	Aleksandar ZAGOROV	Workers	BULGARIA
52	Andreas STOIMENIDIS	Workers	GREECE
53	Anthony CASARU	Workers	MALTA
54	Argo SOON	Workers	ESTONIA
55	Björn Ágúst SIGURJÓNSSON	Workers	ICELAND
56	Bohuslav BENDIK	Workers	SLOVAKIA
57	Christina JÄRNSTEDT	Workers	SWEDEN
58	Corneliu CONSTANTINOAIA	Workers	ROMANIA
59	Dariusz GOC	Workers	POLAND
60	Erkki AUVINEN	Workers	FINLAND
61	François PHILIPS	Workers	BELGIUM
62	Gilles SEITZ	Workers	FRANCE

	NAME	INTEREST GROUP	REPRESENTING
63	Hugh ROBERTSON	Workers	UNITED KINGDOM
64	Jan Kahr FREDERIKSEN	Workers	DENMARK
65	Julia NEDJELIK-LISCHKA	Workers	AUSTRIA
66	Károly GYÖRGY	Workers	HUNGARY
67	Lučka BÖHM	Workers	SLOVENIA
68	Marko PALADA	Workers	CROATIA
69	Nicos ANDREOU	Workers	CYPRUS
70	Sonja BALJEU	Workers	NETHERLANDS
71	Sonja KÖNIG	Workers	GERMANY
72	Václav PROCHÁZKA	Workers	CZECH REPUBLIC
73	Vanda CRUZ	Workers	PORTUGAL
74	Viktor KEMPA	Workers	ETUC
75	Christa SEDLATSCHKE	EU-OSHA	
76	Jesper BEJER	EU-OSHA	
77	Andrew SMITH	EU-OSHA	
78	Brenda O'BRIEN	EU-OSHA	
79	Françoise MURILLO	EU-OSHA	
80	Ilaria PICCIOLI	EU-OSHA	
81	William COCKBURN	EU-OSHA	