



Our ref: G/15/M1

## MINUTES

<b>Meeting:</b>	41 <sup>st</sup> MEETING OF THE GOVERNING BOARD
<b>Date:</b>	Wednesday, 18 March 2015
<b>Time:</b>	09.00 h – 17.00 h
<b>Venue:</b>	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 41<sup>st</sup> 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.

Since the last Board meeting, the Agency and the Board had lost two beloved colleagues who passionately contributed to fostering occupational safety and health across Europe. These were Eusebio Rial-González, Head of the Prevention and Research Unit at the Agency, and Martina Schroeder, member of the Agency's Board as workers' representative for Germany. They both passed away last December.

The Chair gave the floor to the Head of Communication and Promotion Unit and to the German workers' representative, who made touching memorial speeches about the two colleagues.

The order of the agenda had changed slightly. In particular, item 9 "Draft budget and establishment plan 2016" became item 6, all the rest would follow. Item 12 "Election of Chair, Vice-Chairs and Bureau" would be dealt with last.

The Commission would update on the following issues under item 3 "Analysis and assessment of Annual Activity Report 2014":

- Commission's Communication on EU OSH strategic framework
- Schedule related to the revision of the Agency's founding regulation
- Appointment of new Director of DG EMPL B (Employment and Social Legislation, Social Dialogue)

CONCLUSION: The draft agenda was adopted.

### 2. Adoption of the minutes of the November Meeting (G/14/M2)

There had been no comments on the draft minutes of the last Board meeting. There was a request to align the German translation of the minutes to the English version.

CONCLUSION: The draft minutes were adopted without any further comments.

#### ACTION N.1

The Agency will align the German translation of the November Board minutes to the English translation.



### 3. Analysis and assessment of the Agency's 2014 Annual Activity Report (G/15/01)

The Annual Activity Report is a key document for the discharge procedure. It is the report where the Director gives an account of the activities of the Agency, gives assurance that the resources have been spent for the intended purposes and that the transactions carried out were legal and regular and provides key information about the internal control systems. The report includes comprehensive information on the implementation of the management plan, budget and staff resources for 2014 as well as information on the indicators. The draft presented was not yet final. The Chair of the Board will have to transmit it to the Institutions (Parliament, Council, Commission and Court of Auditors) by 1 July together with the Board's analysis and assessment.

The final draft will be submitted to the Bureau at their meeting in May.

At the meeting, the Board was invited to provide preliminary comments on the draft analysis and assessment. This should also be finalized in May, in the view of the final text. The Board should mandate the Bureau to adopt it.

#### COMMENTS FROM THE GROUPS:

##### Governments:

- The Governments had comments on Annex I of the Activity report, in relation to the performance indicators. In particular, they inquired why the degree of the annual management plan implementation was below the target (86% instead of 100%). In addition, they invited the Agency to set targets where missing and, in general, to set more ambitious targets.

The Director explained that the degree of implementation of the management plan was mainly due to postponement of some deliverables and to a lesser extent to cancellations. The deviations are explained in the Annual Activity Report and in the progress reports.

CONCLUSION: The Board took note of the Annual Activity Report and mandated the Bureau to finalize the analysis and assessment at the May meeting on the basis of the final draft.

<b>ACTION N.2</b>
The Agency will finalize the draft Annual Activity Report 2014 for the Bureau meeting in May and will review the indicators set for next year's report.

The Director also informed the Board on external and internal audits that the Agency had undergone in the last period.

#### Court of Auditors – certification of the accounts

The Court carried out the audit related to the legality and regularity of financial transactions between 27 and 31 October. The Agency contracted an external private firm through the Commission framework contract to issue the certification of the accounts at the request of the Court and as foreseen in the Financial Regulation. The private firm carried the audit of accounts on site between on 16-20 February.



#### IAS audit on “Tools for OSH Management and Impact Assessment”<sup>1</sup>

The Internal Audit Service informed the Agency that the next audit they would perform would be on tools for OSH management (which includes OiRA) and impact assessment.

The IAS performed the preliminary visit at early March and will perform the audit on the week starting on 20 April.

The objective is to provide the Director and the Board with independent assurance on the adequacy of design and effectiveness of the implementation of the internal control systems related to tools for OSH management and impact assessment. The scope covers the principles and practices developed and put in place by the Agency regarding the related processes of impact assessment and tools for OSH management.

The IAS has only recently started auditing Agencies on core business. The Director said that she is looking forward to hearing about the outcome of this audit and would keep the Board/Bureau informed.

Under this item, the Commission also updated the Board on the following issues:

#### Commission’s Communication on EU strategic framework on OSH

The draft work programme of the Advisory Committee on Health and Safety at Work is being prepared by the working party on the Strategic Framework and Work Programme. The working group will meet in April and finalise the draft ACSH Work Programme for adoption by the Advisory Committee in plenary in May.

Also the Senior Labour Inspectors Committee (SLIC) is working in the light of the new strategic framework. The Bureau will meet soon to prepare the next plenary in Latvia where it is intended to adopt a new mandate for the working group on strategy.

A number of institutions, including the European Economic and Social Committee (EESC), the Committee of the Regions and the Council have adopted their positions on the strategic framework. The European Parliament is currently working on this and discussions could start shortly.

#### Agency’s founding regulation

As announced by the Director-General of DG EMPL in his address to the Board, the Commission is working towards the adoption of a proposal for the second semester of 2015. Later on, the Council will have to adopt the Commission’s proposal. The work on the Agency’s founding regulation is carried out in coordination with Eurofound’s and Cedefop’s – due to their characteristics the three Agencies needs to be tackled in a similar way.

#### Appointment of new Director of DG EMPL B (Employment and Social Legislation, Social Dialogue)

The new Director of EMPL B, Mr Jordi Curell, took up his duties at the beginning of March, succeeding to Mr Armindo Silva, who retired.

## **4. Annual Report 2014 (G/15/02)**

The Annual Activity Report and the Annual Report are two separate exercises that respond to two different reporting requirements. Whereas the Annual Activity Report is a requirement of the Financial Regulation (article 47) and is the Director’s Report, the Annual Report is the Board’s Report and is a requirement of the Founding Regulation (article 10).

Apart from the Agency’s key stakeholders, the addressee of the Annual Report is the general public. The Report is drafted in such a way as to explain the work of the Agency and its activities

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<sup>1</sup> In a letter on 1 April 2015, the IAS informed the Chair of the Board and the Director that in addition to the planned audit they will also perform a follow-up on the outstanding recommendations from the past audits.



in the course of 2014 in a reader-friendly mode. Once the Board adopts it, the Report will be made available on the website. The Agency will also make a summary of the report in all EU languages.

CONCLUSION: The Board adopted the Annual Report 2014.

## 5. Amending Budget 2015 (G/15/03)

The Director recalled that the budget adopted by the Board in November did not include the income related to the income available in 2015 (result of carry-over/carry-forward of the 2014 appropriations to 2015) for some activities that are financed via earmarked funds, namely the EP Pilot Project "Health and Safety at Work of Older Workers", delegated to the Agency by the Commission, and ENPI programme. New budget items were created to accommodate future source of income (e.g., the new IPA programme).

As a conclusion, the amending 1 to the budget 2015 increases the 2015 annual income and expenditure by € 1,641,765. The new grand total expenditure amounts to € 16,912,525.

The amending budget has no impact on the figures of the Activity Based Budget provided for 2015. In addition, the Agency will soon sign an agreement with DG European Neighbourhood Policy and Enlargement Negotiations (DG NEAR) on the new IPA (Pre-Accession assistance Instrument) programme. The Annual Management Plan 2015 was also amended to accommodate this change.

CONCLUSION: the Board adopted the Amending Budget 2015 and the amendment to the Annual Management Plan 2015.

## 6. Draft Budget and Establishment Plan 2016 and MSPP 2016-2018 (G/14/05)

### Draft Budget

The Agency presented the draft budget 2016 to the Board for agreement at this stage. The final draft will be submitted in November for adoption.

Apart from the EU subsidy, amounting to € 14,679,000 the revenues in the budget consist of EEA-EFTA funds: est. € 435,490, subsidies from Spanish and Basque Governments: est. € 160,100 and the budget outturn 2014: € 16,000

The overall draft budget (specific projects – earmarked revenues not included) amounts to € 15,274,590 (- € 4890 compared to 2015).

Regarding the expenditure, there is a slight variation in Title 1 (+2.6% compared to 2014) and title 2 (- 2.7% compared to 2014).

Title 3 amounts to € 8,189,540 (-1.2% compared to 2015) and is distributed as follows:

- Communication, campaigning and promotion: € 3,694,735 in 2016 (as compared to € 3,722,000 in 2015);
- Networking and coordination: € 1,494,805 in 2016 (as compared to € 1,570,805 in 2015);
- Prevention and Research: € 3,000,000 in 2016 (same as 2015).

Title 4 (earmarked funds for the new IPA II program and ENPI preparatory measures for the collaboration of ENP countries and EU-OSHA: the budget appropriations 2016 will be the results of the carry-over/carry forward of the 2015 appropriations to 2016, unknown at this stage and therefore marked as p.m).



### Draft establishment plan 2016 and multi-annual staff policy plan 2016-2018

Between 2014 and 2015, the Agency reduced the establishment plan by two posts (from 44 to 42 posts in total), one AST in the Resource and Service Centre in 2014 and one AST in the Prevention and Research Unit in 2015. By doing that, the Agency fulfilled the 5% cut requirement in line with the Multi-annual Financial Framework agreed by the Parliament and the Council. In addition, the Agency has since 2012 reduced the number of contract agents and Seconded National Experts by three posts.

Shortly before the Bureau/Board meeting, the Commission had provided the Agency with feedback on the Multi-annual Staff Policy Plan 2016-2018.

The Commission referred to the Communication on programming of human and financial resources for decentralised agencies 2014-2020 and the Budgetary Circular for 2016 by DG BUDG which provide that the “cruising speed” Agencies shall cut 5% of the posts in their establishment plans as an austerity measure like all other EU institutions and bodies and an additional 5% to contribute to a “redeployment pool” for newly established Agencies (in total, 10%).

The Director explained that the Parliament and the Council have not yet endorsed the Commission’s approach in relation to the additional 5 % cut. This will be discussed in autumn in the framework of the discussions on the approval of the EU budget 2016 and Inter-institutional Working Group - 2. For this reason, the figures in the establishment plan for 2016 and 2017 do not take into account the additional cuts at this stage.

### COMMENTS FROM THE GROUPS:

#### Commission:

- The Commission’s opinion on the Agency’s multi-annual staff policy plan 2016-2018 is based on the guidelines provided in the Commission’s Communication on programming of human and financial resources for decentralised Agencies 2014-2020 and the budget circular for 2016 draft budget, which are the benchmark to which Agencies should align to. This opinion was prepared in consultation with the concerned services (Directorates-General for budget and human resources). The Commission asked the Agency to align the draft establishment plan 2016 and the multi-annual staff policy plan 2016-2018 to the provisions of the two documents by reducing two additional posts, one in 2016 and one in 2017. The Agency should remain with a total of 40 establishment plan posts. All tables including establishment plan totals and breakdown need to be revised accordingly.

#### Workers:

- The workers expressed their disagreement with any further reduction in the Agency’s establishment plan, as this would have a negative impact on the staff working conditions as well as the quality of the work. Ultimately, the Agency’s mission is at risk. They also inquired the extent of the impact that this would have on the Agency’s activities.

#### Governments:

- The Governments had an internal discussion and the majority is in favour to agreeing on the establishment plan and multi-annual staff policy plan as submitted by the Agency. At this stage, the additional 5% is only a proposal from the Commission that is not legally binding and has not yet received the endorsement by the Parliament and the Council. The Governments also asked the Director to consider which adaptations the Annual Management Plan 2016 should need in case the additional cuts would need to be implemented.



Employers:

- The employers supported adopting the documents as presented by the Agency.

The Director remarked that the Agency had already examined the worst-case scenario in the event that the cuts are confirmed. The activities foreseen in the Annual Management Plan would have to be adapted and internal discussions are underway to determine the extent of the reduction. The management plan and the budget will be amended as necessary according to the final decision of the budgetary authority later in the year.

Asked whether the Commission's proposal on cutting on staff is in contradiction with the prominent role assigned to the Agency by the EU OSH strategic framework, the Commission replied that the Agency has to manage the cuts as do all institutions. The Commission remains nevertheless very much committed to the protection of workers' OSH in Europe.

CONCLUSION: The Board agreed on the draft budget and establishment plan 2016 and the multi-annual staff policy plan 2016-2018 as submitted by the Agency.

## 7. Theme for the Healthy Workplaces Campaign 2018-2019 (G/15/05CN)

At the last Board meeting, the Agency had proposed to have a preliminary discussion on the campaign theme. At that time, the Board agreed on a shortlist of themes, which included proposals from the Agency as well as from the three interest groups:

- dangerous substances (Agency)
- managing OSH in the health and social care sector (Agency)
- creating a safety culture at the workplace (Governments)
- how to communicate OSH – let's talk OSH (employers)
- the role of gender in OSH (workers).

It was remarked that the themes should not be seen as proposals from the groups but as proposals from some members of each of the groups.

In preparation for the Board meeting, the Agency developed further these five proposals into five working papers. This issue had been discussed within the Bureau and the interest groups in the morning. The Bureau reached a consensus on a compromise formula that put in relation several aspects under the overarching theme that should be "dangerous substances". The formula read: "establishing a prevention culture on dangerous substances while targeting specific groups of workers". It is understood that this should cover also gender issues.

COMMENTS FROM THE GROUPS:

All groups and the Commission welcomed the consensus formula which was reached in a constructive spirit of cooperation as it addressed a complex topic from a multifaceted perspective.

Commission:

- The Commission noted with satisfaction that the Agency's future campaign would address one of the main challenges identified in the EU OSH strategic framework, that is, prevention of work related diseases.

Workers:

- The workers stressed the importance of the gender dimension and wished that this would be carefully tackled in the development of the campaign.

Employers:

- The employers acknowledged the importance of gender but called for a more inclusive approach, which would take into account other groups of workers.



Governments:

- For the Governments, the emphasis on the prevention culture is very important. The title of the campaign may be adapted to national specificities. The evaluation on REACH is expected to be issued at the same time as the OSH directives and relevant elements of this interface may turn out useful for the campaign.

The Agency will work to combine the different elements and produce a first draft of concept paper for the Bureau meeting in September.

CONCLUSION: The Board agreed on the Healthy Workplaces Campaign theme for 2018-2019: "establishing a prevention culture on dangerous substances while targeting specific groups of workers".

**ACTION N.3**

The Agency will produce a draft concept paper related to the Healthy Workplaces Campaign 2018-2019 for the Bureau meeting in September.

**8. Request from the Sectoral Social Dialogue Committee (SSDC) for ports for inclusion in the Agency's Annual Management Plan of a project on cargo-related health and safety risks for workers**

The Sectoral Social Dialogue Committee (SSDC) for Ports asked the Agency to consider including in the Annual Management Plan 2016 a project related to a structured review of all risks for human health coming from the exposition to fumigants. This should include recommendations on how such risks can be minimized.

All groups and the Commission agreed with the Director that it is a positive sign for OSH in Europe to receive these sort of requests. The Agency has, nevertheless, limited resources and even more so at times of cuts.

The Board agreed in principle to respond positively to this request whereas limiting the scope and extent of the proposed project. There is already much expertise at the Member States level that can be collected and the Agency may help with that via the Focal points. The working party on chemicals at SLIC, Chemex, is working on the topic and a scoping study is underway.

The Director confirmed that the Agency will produce a proposal along these lines and would submit it to the Board at their November meeting in the context of the adoption of the Annual Management Plan 2016.

CONCLUSION: The Board in principle agree to meet the request of the SSDC provided that the Agency's involvement is limited in the scope and in the resources. A final decision will be taken at the November meeting.

**ACTION N.4**

The Agency will produce a proposal on a small-scale project in relation to the request from the Sectoral Social Dialogue Committee for ports and submit it to the Board in November in the context of the adoption of the Annual Management Plan 2016.



## 9. Draft Annual Management Plan (G/15/08)

The Director recalled that the draft Annual Management Plan 2016 is intended to implement the third year of the Multi-annual Strategic Programme 2014-2020. The Agency did not foresee any new activities compared to 2014, with the exception of the new Healthy Workplaces Campaign 2018-2019, whose theme the Board just agreed upon.

The Agency provided the Board with a document outlining the indicative costs and the full-time equivalent required to implement each activity and an overview on the foreseen outputs.

By 31 March, the draft Annual Management Plan will be communicated to the Commission together with the draft budget and establishment plan as required by the Financial Regulation. Further to that, the Agency will launch a consultation with key stakeholders.

### COMMENTS FROM THE GROUPS:

#### Workers:

- The workers asked to adapt the text related to the Healthy Workplaces Campaign 2016-2017 to reflect the concept of the campaign – Healthy workplaces for all ages. In particular, they asked to delete any reference to older workers as the focus should be on sustainable work targeting all workers in the lifelong perspective. All outputs specifically targeting older workers shall be readapted.

#### Employers:

- The employers generally agreed on the Annual Management Plan 2016. They welcomed the fact that it was concise and well written and remarked that it forwards the role of the Agency in implementing the EU OSH strategic framework as well as tripartism. They pointed out that they would send some minor drafting changes after the Board meeting.

#### Governments:

- The Governments, in line with their request in relation to the Annual Activity Report, asked the Agency to set more ambitious target for their performance indicators.

#### Commission:

- The Commission will provide an official opinion in the context of the consultation and will make sure that the draft is in line with the EU OSH strategic framework. In 2016, the ex-post evaluation on OSH directives is expected to be finalised. The Agency's contribution to this should be reflected in the Annual Management Plan.

The Director informed that the Agency would work on a revised draft and would take the comments from the Board into account. The Board shall adopt the final version at the November meeting.

CONCLUSION: The Board agreed on the draft Annual Management Plan 2016.

#### **ACTION N. 5**

The Agency will include the comments from the Board into the Annual Management Plan 2016, send it to the Commission to initiate the budgetary procedure and for consultation to key stakeholders.



## 10. Rules for experts reimbursement (G/15/08)

The Agency submitted a revised set of rules for reimbursement to the Board with the aim to bring those in line with the ones in force at other Agencies.

The rules for reimbursement shall apply to:

- Persons, not employed by EU-OSHA, invited to participate in meetings organised by EU-OSHA in an Expert capacity, excluding members of institutions and other bodies of the European Union ('Experts');
- EU-OSHA's Board, Bureau Members and Advisory Committee members.

In particular, the rules foresee to treat Government experts the same way as private experts when it comes to accommodation and subsistence costs, therefore foreseeing reimbursement for them, too. The rules also provide a ceiling for travel costs up to € 800. Any travel costs above the ceiling can be reimbursed provided that this has been prior authorized by the Agency.

The rules shall apply to events starting on or after 1 May 2015.

### COMMENTS FROM THE GROUPS:

#### Workers:

- The workers stated that they were in favour of the principle of equal treatment, but they wished this would be applied within the Board at every dimension. The revised founding regulation is expected to foresee a reduction in the size of the Board to the detriment of the representation of the social partners but not of the Governments. The interests of the three groups would not be represented equally.

#### Employers:

- The employers expressed support to the workers' call.

#### Commission

The Commission remarked that the Framework financial regulation does not place any specific provisions on rules for reimbursement and these remain in the discretion of the EU Agencies. The Commission after having consulted with DG Budget, would advise that, as to the main principles, the Agency follows the Commission's rules. In that regard the Commission suggested to define more precisely 'place of origin' (and use this notion through the entire text). The Commission decision defines "place of origin" as the place specified in the invitation (work or home address)".

Given that there was no consensus among the groups on this issue, the rules were not adopted.

CONCLUSIONS: The Board did not adopt the revised rules on expert reimbursement.

## 11. Future planning schedule (G/15/09)

With the new Financial Regulation, the schedule of the planning procedure needs to be adapted and consequently the dates of the Board meetings. At the last meeting in the November, the Agency had prepared two proposals for the Board to consider. These proposals were based on the decisions that the Board should adopt throughout the year and the related timeline.

- Option 1: Meeting I in January (to adopt the draft programming document for the following year) and meeting II in May coinciding with ACSH meeting (to take the decisions related to



accountability). The adoption of the Single Programming Document would be taken by written procedure.

- Option 2: Meeting I in May coinciding with ACSH meeting (to take the decisions related to accountability) and meeting II in November/December (to discuss an outline of the draft programming document for the year n+2 and adopt the single programming document for the following year).

The Agency analysed the implications of the two options. The Director explained that planning a long time ahead implies risks of data quality and the pressure on the staff also becomes very high.

In the light of this, and despite some concerns expressed by some groups, the Board decided that the new planning schedule should be option 1 and shall take effect as of 2016. This will be a pilot exercise, which shall be assessed in due course. The Director announced that the Board meeting in November 2015 in conjunction with the closing event of the campaign was confirmed.

CONCLUSIONS: The Board decided on the following meeting schedule as of 2016: first meeting in January in Bilbao and second meeting in May in Luxembourg, coinciding with the ACSH meeting. This is a pilot exercise and shall be assessed in due course.

#### ACTION N. 6

In 2016, the Agency will organise the Board meetings in January (in Bilbao) and in May (in Luxembourg).

## 12. Director's appraisal – Designation of Reporting Officers (G/15/11CN)

As a staff member, the Director has to undergo an appraisal exercise. The mandate of the current reporting officers was linked to the appraisal for the period 1 January to 31 December 2013 and therefore there was a need to appoint new reporting officers.

To make the process more efficient, the Agency suggested that the Board should appoint four reporting officers for an indefinite time period. The Board can review the appointment annually when reviewing the composition of the Bureau.

In the case of appeal, the appeal assessor is the Chairperson of the Governing Board. It is therefore suggested to avoid appointing Board members who are likely to become Chairpersons of the Board in the foreseeable future, i.e. particularly chairs and vice-chairs from the interest groups.

The Board renewed the mandate of the same members who served as reporting officers in the 2013 exercise, namely:

- Governments: the representative from United Kingdom
- Employers: the representatives from Belgium
- Workers: the representative from Slovenia
- Commission: the Director of DG EMPL B (Employment and Social Legislation, Social Dialogue)

CONCLUSION: The Board adopted the decision related to the designation of reporting officers for the appraisal of the Director.

## 13. Election of Chair, Vice-chairs and other Bureau members (G/15/10)



The Chair informed that, according to the rotation system, the chairmanship of the Board would be taken over by the Governments' group. The new Chair will be Ms Gertrud Breindl and the Vice-Chairs will be Mr Károly György (Workers), Ms Christa Schweng (Employers) and Mr Jesús Alvarez (European Commission).

Regarding the composition of the Bureau, for the workers the representative from Austria will replace as alternate member the representative from Denmark. For the Governments, the representative from Latvia will replace the representative from Slovenia as of June 2015. The employers did not communicate any change. For the Commission, the new Director of DG EMPL B becomes the representative to the Board/Bureau.

CONCLUSION: The Board elected the chair and took note of the groups' designations.

#### 14. Any other business

There were no other issues to be discussed under this agenda item.

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The Director thanked the Chair for his commitment and dedication during his term and welcomed the new Chair from the Governments' group.

This was the last Board meeting for Slovenian Government representative, who would step down from her duties as member of the Agency's Board as of June 2015. The Director and the new Chair expressed their gratitude for her valuable contributions and active participation.

In return, the Chair thanked the Director and the Agency's staff, congratulated the new Chair and closed the meeting.



**LIST OF ATTENDEES:**

	<b>NAME</b>	<b>INTEREST GROUP</b>	<b>REPRESENTING</b>
1	Gertrud BREINDL	Government	AUSTRIA
2	Julia NEDJELIK-LISCHKA	Workers	AUSTRIA
3	Christa SCHWENG	Employers	AUSTRIA
4	Jan BATEN	Government	BELGIUM
5	Kris DE MEESTER	Employers	BELGIUM
6	Georgi STOEV	Employers	BULGARIA
7	Rebekah SMITH	Employers	BUSINESSEUROPE
8	Zdravko MURATTI	Government	CROATIA
9	Gordana PALAJSA	Workers	CROATIA
10	Nenad SEIFERT	Employers	CROATIA
11	Nicos ANDREOU	Workers	CYPRUS
12	Jaroslav HLAVÍN	Government	CZECH REPUBLIC
13	Václav PROCHÁZKA	Workers	CZECH REPUBLIC
14	Martin RÖHRICH	Employers	CZECH REPUBLIC
15	Jan Kahr FREDERIKSEN	Workers	DENMARK
16	Charlotte SKJOLDAGER	Government	DENMARK
17	Maret MARIPUU	Government	ESTONIA
18	Józef NIEMIEC	Workers	ETUC
19	Viktor KEMPA	Workers	ETUC
20	Jesús ALVAREZ	European Commission	EUROPEAN COMMISSION
21	Teresa MOITINHO	European Commission	EUROPEAN COMMISSION
22	Erkki AUVINEN	Workers	FINLAND
23	Wiking HUSBERG	Government	FINLAND
24	Jan SCHUGK	Employers	FINLAND
25	Sophie BARON	Government	FRANCE
26	Patrick LEVY	Employers	FRANCE
27	Gilles SEITZ	Workers	FRANCE
28	Sonja KÖNIG	Workers	GERMANY
29	Eckhard METZE	Employers	GERMANY



	<b>NAME</b>	<b>INTEREST GROUP</b>	<b>REPRESENTING</b>
30	Kai SCHÄFER	Government	GERMANY
31	Antonios CHRISTODOULOU	Government	GREECE
32	Andreas STOIMENIDIS	Workers	GREECE
33	Károly GYÖRGY	Workers	HUNGARY
34	Jón R. PÁLSSON	Employers	ICELAND
35	Eyjólfur SÆMUNDSSON	Government	ICELAND
36	Björn Ágúst SIGURJÓNSSON	Workers	ICELAND
37	Margaret LAWLOR	Government	IRELAND
38	Fabiola LEUZZI	Employers	ITALY
39	Marco LUPI	Workers	ITALY
40	Alessandra PERA	Government	ITALY
41	Ziedonis ANTAPSONS	Workers	LATVIA
42	Renars LUSIS	Government	LATVIA
43	Aldona SABAITIENE	Government	LITHUANIA
44	Vaidotas LEVICKIS	Employers	LITHUANIA
45	Francois ENGELS	Employers	LUXEMBOURG
46	Anthony CASARU	Workers	MALTA
47	Sonja BALJEU	Workers	NETHERLANDS
48	Rob TRIEMSTRA	Government	NETHERLANDS
49	Mario VAN MIERLO	Employers	NETHERLANDS
50	Ann Toril BENONISEN	Employers	NORWAY
51	Yogindra SAMANT	Government	NORWAY
52	Marianne SVENSLI	Workers	NORWAY
53	Daniel PODGÓRSKI	Government	POLAND
54	Vanda CRUZ	Workers	PORTUGAL
55	Marcelino PENA COSTA	Employers	PORTUGAL
56	Carlos PEREIRA	Government	PORTUGAL
57	Cornel CONSTANTINOAIA	Workers	ROMANIA
58	Ovidiu NICOLESCU	Employers	ROMANIA
59	Niculae VOINOIU	Government	ROMANIA
60	Bohuslav BENDIK	Workers	SLOVAKIA



	<b>NAME</b>	<b>INTEREST GROUP</b>	<b>REPRESENTING</b>
61	Laurencia JANCUROVA	Government	SLOVAKIA
62	Igor ANTAUER	Employers	SLOVENIA
63	Lučka BÖHM	Workers	SLOVENIA
64	Tatjana PETRICEK	Government	SLOVENIA
65	Mario GRAU-RIOS	Government	SPAIN
66	Dolores LIMÓN TAMÉS	Government	SPAIN
67	Cecilia ANDERSSON	Employers	SWEDEN
68	Boel CALLERMO	Government	SWEDEN
69	Christina JÄRNSTEDT	Workers	SWEDEN
70	Clive FLEMING	Government	UNITED KINGDOM
71	Christa SEDLATSCHKEK	EU-OSHA	
72	Jesper BEJER	EU-OSHA	
73	Andrew SMITH	EU-OSHA	
74	Brenda O'BRIEN	EU-OSHA	
75	Françoise MURILLO	EU-OSHA	
76	Ilaria PICCIOLI	EU-OSHA	
77	Kate PALMER	Staff representative	
78	William COCKBURN	EU-OSHA	