

MINUTES

Meeting:	10 th MEETING OF THE MANAGEMENT BOARD
Date:	09/10 June 2022
Venue:	Hybrid meeting
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This Management Board meeting was held in a hybrid format with simultaneous interpretation into EN, FR, DE, and ES. The meeting was organised around a first plenary session, interest groups meetings and a final plenary session. During the first plenary (9 June in the morning), EU-OSHA presented the agenda items to the Management Board whose members had the opportunity to ask questions and request clarifications. The agenda items were discussed by the groups on 9 June in the afternoon. Finally, on 10 June, the Management Board reconvened in plenary where conclusions were drawn, and necessary decisions taken. These minutes are intended to cover both the Agency's presentations and clarifications provided during the first plenary, contributions from other speakers, as well as report the discussions and decisions taken by the Management Board at the final plenary.

1 ADOPTION OF THE DRAFT AGENDA

The Chairperson welcomed participants to the meeting. This was the first face-to-face meeting of the Management Board after the pandemic and was going to be held as a hybrid meeting. The interim Executive Director also addressed the Management Board with some welcoming remarks.

As he introduced the draft agenda, the Chairperson informed that the Commission was going to give an update under item 2, "Executive Director's progress report". There were going to be two items under "Any other business," namely:

- Reminder to the Management Board members regarding the obligation to submit the declarations of interests and absence of conflict of interests, at the request of the Agency
- Translation of Agency's products, at the request of the Workers' group.

The Chairperson remarked that these two items would be taken before item 12 "Nomination of an observer to the Executive Director recruitment procedure" so as to allow any Management Board members and others with a potential conflict of interests to leave the meeting.

Before adopting the agenda, the Chairperson asked Management Board members to declare whether they may have a conflict of interests with any of the items. If there had been any, the Management Board member should have abstained from participating in the discussion of the related item or left the meeting, in compliance with the Agency's policy on management of conflict of interests. At that stage, no member reported any.

The Chairperson informed about the delegations of votes received for the meeting:

- The Bulgarian Workers' representative delegated his vote to the Austrian Workers' representative;
- The Croatian Workers' representative delegated her vote to the Slovenian Workers' representative
- The Austrian Employers' representative delegated her vote to the German Employers' representative.
- The Spanish Employers' representative delegated his vote to the Irish Employer' representative.

To establish the quorum for the meeting, the rules of procedure (Article 9.1) require that the majority of the members for each of the three groups and at least one Commission representative attend the meeting. As this was the case¹, the Chair informed the Management Board could work through the agenda and take the decisions as required.

CONCLUSION	<u>The Management Board adopted the draft agenda by consensus</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

2 EXECUTIVE DIRECTOR'S PROGRESS REPORT AND AMENDMENTS TO THE 2022 WORK PROGRAMME

The Chairperson invited the interim Executive Director to introduce this item.

Implementation of work programme 2022

Under this item, the Agency had provided the MB with:

- (1) The usual progress report, where an account of the implementation of the activities foreseen for 2022 is included.
- (2) The outputs report, which includes the status of the deliverables planned for the annual work programme 2022.

The interim Executive Director remarked that the work programme implementation is largely on track – with just one delay to next year and one cancellation, linked to the pandemic situation and relates to the visits usually paid by the Executive Director or other Agency's staff to member states. On the other hand, a number of additional outputs will be produced.

As the Management Board had already been informed in January, the "Trends on OSH" report based on the EU OSH barometer data, originally due in mid 2022, had been delayed to 2023 with the aim of supporting the EU OSH stocktaking summit.

COVID-19 had remained an important focus for the Agency's work for 2022 and the relevant actions envisaged in the work programme 2022 are being implemented as per the plans.

Cooperation with other Agencies is also an important cross-cutting strand of the Agency's work. Cooperation with ELA is being further developed and ranges from operational work to governance and administrative set-up.

Budgetary situation

There are great expectations placed on EU-OSHA with regard to the achievements of the objectives outlined in the EU OSH Strategic Framework.

At the same time, the Multiannual Financial Framework foresees a 2 percent annual increase in EU-OSHA's budget to ensure a stable budget in real terms. However, while it is impossible to predict future inflation with certainty, it is currently at nearly 10 percent and could be beyond 5 percent in future years. This means that the available operational budget (title 3) will likely be decreasing over the next years as some expenditures in other titles grow and the Agency is legally bound to pay these expenditures. Already in 2022, there may be the need to allocate more resources than planned to administrative

¹ The quorum requirement only applies to the session on 10 June 2022, where the Management Board took the required decisions. The numbers that follow are related to the mentioned session. No of members from Governments group: 25, No of members from Workers' group: 23, No of members from Employers' group: 18, No of members from the Commission: 3. The alternate member is counted only if replacing the member; delegated votes are also counted.

budget titles (titles 1 and 2). This does not mean that the proportion of resources allocated to operational vs administrative work would change. Staff costs mainly finance staff doing operational work.

The Agency had been reflecting internally on how to meet this challenge by reassessing its priorities, for example by discontinuing some actions, by doing what we do in a more efficient or different way, or by a mixture of the two.

Some existing measures are already helping optimise financial and human resources by exploiting synergies and delivering on efficiency and effectiveness. There is evidence – that is being further looked into via an independent evaluation – that the current HWC, running over a three-year cycle and building on a previous extensive research work (OSH overview on MSDs), has made time available for the HWC to produce higher quality products and better engagement with stakeholders, and has made resources available for more promotion of OSH research work.

Additionally, a first line of action can be reassessing priorities and some concrete proposals are already under discussion.

With regard to increased efficiency or ‘doing things differently,’ some steps are being taken with virtual/hybrid meetings which will reduce meeting costs. Machine translation may be another example. One option, whose implications would have to be discussed, is to reduce contracted research work and carry out more in-house research. When discussing increased efficiency, it is important to take into account that EU-OSHA, especially since 2014, has increased efficiency significantly. Among other things, the Agency’s output was not affected by the 10-percentage staff reduction.

In addition to staff and the budget, the Agency’s Focal Points represent the third principal resource for operational activities. Discussion on how to optimize the work with the Focal points network will be addressed as a separate initiative.

Stakeholders’ survey 2022

EU-OSHA ran its biennial stakeholders’ survey earlier this year. The survey is expected to provide an insight into the Agency’s stakeholders’ satisfaction with our work and is an important input to the Agency’s qualitative indicators on relevance, added value, usefulness, and impact (use).

As the Agency’s primary stakeholders, Management Board members and Focal points were invited to reply to the survey and this contribution is very important. The results are now being analysed in detail.

In general, a large majority of respondents are satisfied with EU-OSHA’s work (86%) and this proportion has been steadily increasing since 2014 when it was 70%. Respondents are positive about the contributions EU-OSHA is making (over 88%), i.e., increased awareness about OSH risks, increased awareness of solutions to OSH risks and improved OSH in the workplace. Furthermore, respondents are also positive with regards to the relevance and added value of EU-OSHA’s work (80% or more agreed). Overall, respondents agree that each of the activities adds value. Stakeholders who used EU-OSHA’s work for a specific purpose were positive about the usefulness of the work. Across the survey, respondents indicated that they are able to use EU-OSHA’s information for the way that is relevant to their work, i.e., policy-makers more often said they used EU-OSHA’s work for policy-making at the EU and at the national level, and for awareness raising purposes; workplace intermediaries more often said they used EU-OSHA’s work to address OSH issues at enterprise or workplace level; and researchers more often indicated they used the work for further research. In addition to the 2022 results just discussed, this survey report looks at longer-term trends from 2014 to 2022. Generally, trends are either positive or fairly stable across years.

The interim Executive Director informed that the Agency would be looking at the results more in-depth and will discuss possible learning points and that a comprehensive report would be shared with the Management Board in the next weeks.

Focal points

The Focal points met in their first face-to-face meeting after the COVID-19 pandemic on 23-24 May.

At this meeting, the Agency presented the work planned for 2023 as well as the expected Focal Points involvement in the different activities.

The Focal points also met in a closed session to discuss their work in relation to the Agency. The Focal Points and the Agency agreed to continue working on the different issues that came up in the closed discussion and to cooperate to make sure that the Focal Points can continue to fulfil their role. The interim Executive Director emphasised the importance of the Focal Points for the work of EU-OSHA and informed that an internal discussion would be initiated soon with the idea to feed back to the Focal Points after the summer. The circumstances and resources situation are very diverse across the Member States, and tailored solutions would have to be discussed and designed.

The Agency also gave an update on the work and discussions of the Agency's Advisory Groups, the OKAG, the WESAG and the TARAG.

The OKAG met at the end of March. The Agency provided a detailed update and facilitated an in-depth discussion on different projects, with a focus, in particular, on the OSH overview related to the Healthcare sector. The main aspects addressed the scope of the overview, including social and health activities and residential care, challenges to get too hard-to-reach workers, care in private homes and associated challenges. Cooperation with Eurofound and ELA on this area was acknowledged as an important asset. Research work is planned to start next year.

Next, the OSH overview on digitalization was discussed, in particular the project on automation of cognitive and physical tasks. Discussions covered skilling, impact on workers' autonomy but also some possible improvements for OSH. It was emphasised that it is important to keep a balance between risks and challenges on the one hand, and opportunities on the other.

Regarding the activity on EU OSH info systems, and in particular with regard to the project on mapping the national strategies further to the adoption of the new EU-OSH Strategic Framework, the Agency reported on the progress made, namely on the work finalized for six countries.

In the framework of EU-OSHA's foresight work, discussions were around future expert articles – work with drones and OSH implications and potential uses for OSH were around the topics discussed, together with OSH implication on digitalisation in particular with regard to mental health conditions.

The Agency gave an update on the ongoing qualitative study amongst OiRA users in France and associated challenges.

Finally, the progress on the scoping of the OSH overview on Psychosocial risks was presented.

Last but not least, a representative from SLIC gave an update on their campaign on MSDs and highlighted the good cooperation with EU-OSHA's MSDs Healthy Workplaces Campaign.

On a different note, the WESAG meeting was going to take place later in the month² and would focus on a general update on the progress of the work, including information on a pilot study just finalized, preparation for fieldwork and a discussion on exploitation of results.

The TARAG met early March and went through the progress of the abovementioned activities from a communication and promotion perspective. The Healthy Workplaces Campaign is a standing item for discussion. In particular, the focus was on the evaluation of the Healthy Workplaces Campaign on MSDs based on the evaluation framework agreed by the Management Board, which the TARAG reviewed. The contractor in charge for this evaluation – which addresses the campaign in itself, the research work carried out under the OSH overview activity and the campaign cycle - was selected and started the work, which is going to entail consultations with key stakeholders. The TARAG also reviewed the Agency's support provided to Focal Points in the frame of FAST – where 29 out 30 potential beneficiary

² The meeting took place on 17 June.

countries get FAST support. As already mentioned for the OKAG, also at the TARAG a SLIC representative presented their campaign on MSDs.

The Chairperson asked the Commission to provide an update on their side.

The Commission provided their regular update, which addressed, in particular, the progress on the implementation of the EU OSH Strategic Framework. Overall, good progress was made on all issues and aspects – particularly so when it comes to the legislative files – linked to the revision of the Directives on carcinogens, chemical agents, and asbestos. The Commission is also putting a great emphasis on psychosocial risks. The Commission acknowledged that the Agency had been contributing very significantly to the different priorities and files. In the context of the impact of pandemic and post-pandemic, the activities related to coordination with OSH and public bodies and structures is becoming increasingly important. The Commission had been working very actively to strengthen such coordination, especially in the preparedness for potential future health crisis. The Advisory Committee on Health and Safety (ACSH) had also been tackling the issue of the recognition of COVID-19 as an occupational disease as well as the work linked to the “Vision zero” approach. The Commission emphasised that the new EU OSH Strategic Framework is a very ambitious one and EU-OSHA was entrusted with very important tasks in that context: the work of the Agency was seen as instrumental to a successful implementation of the framework.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

The Management Board took note of the updates provided by the interim Executive Director and the Commission.

The Workers highlighted the importance of labour inspectorates in ensuring good OSH at the workplace. An engagement from the Agency on this topic is therefore desirable.

The Agency explained that the ongoing work under the OSH overview on supporting compliance is addressing this important issue. The research is focussing on external factors that influence OSH compliance in MSEs, one of the dimensions being preventive services. Within the stream of work on “Regulatory track,” preventive services and innovative approaches in inspectorates are going to be examined through a country approach. It is an interesting yet challenging work, considering the diversity.

In addition, as a support to this and other activities, the Agency launched a project on a Flash Eurobarometer survey. The questionnaire includes questions on social norms linked to OSH and perception thereof, social dialogue etc – the objective is to obtain data to analyse further to build up a picture of OSH in post-pandemic Europe.

On a different note, in the OSH barometer there are indicators on workers participation and social dialogue, which are built on data from ESENER but also Eurofound's surveys, and another one labour inspectors' capacities.

Furthermore, the Workers inquired whether, under the activity on Workers' Exposure survey, multiple exposure factors are considered. They also remarked that references in the progress report to mental health conditions should be rather referred to as “psychosocial risks conditions.”

The Workers' exposure survey is quite an incisive instrument to capture a broad range of information and will provide data linked to multiple exposure. Concerning the remark on mental health conditions, the Agency took good note of that and committed to apply the terminology more consistently in the next issues of the report.

The Governments remarked that they were aware of the ongoing discussions between the Agency and the Focal points over improvements of cooperation and asked any update be reflected in the next issues of the progress report. Regarding the Workers' exposure survey, they asked about next steps and upcoming deliverables. They also asked for more information to be provided on OiRA in the progress report, in particular on new tools developments. Finally, they asked whether the Agency was foreseeing any shortcoming in budget execution (payments), considering the low rate at this moment versus the high rate in budget implementation (commitments).

The Agency confirmed that the Management Board would be informed about any relevant update in the context of the ongoing discussions and follow up with the Focal points; and that in general the work with the Focal points was going to feature more prominently in the progress report from then on.

Regarding the Workers' exposure survey, the pilot survey had been carried out successfully. As mentioned, the Advisory Group was going to meet imminently and after that, the fieldwork was expected to start. Results were expected for the second half of next year.

Regarding OiRA, a high-level conference is expected to take place in October. At the moment, the focus is on case studies and learning practices in terms of encouraging greater use of tools that had already been developed. The Agency also confirmed that more information would be provided in the next issues of the progress report.

The Agency also clarified that the situation regarding budget implementation and execution is under good control and the outlook from this year is not substantially different from other years. Due to the multiannual nature of the Agency's activities, budget execution may be spread across current and following year. The Agency keeps good track of its budget implementation and execution via its budget and financial circuits and tools.

The Employers observed the changes that OiRA underwent as a result of the pandemic. Furthermore, they asked the Agency to reword a sentence under activity 2.8, Workers exposure survey – namely to delete the reference to the impact of the WES report on possible future revision of legislative framework, for this not being for the Agency to assess.

The Agency took note and will follow up on the request for future issues of the progress report.

CONCLUSION	<u>The Management Board took note of the Executive Director's progress report, the non-substantial amendments, and the other updates.</u>
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3 HEALTHY WORKPLACES CAMPAIGN STARTING IN 2026: DECISION ON THEME

The interim Executive Director recalled that EU-OSHA would be running the Healthy Workplaces Campaign 'Safe and healthy work in the digital age' over the years 2023-2025. A decision was now required on the campaign theme for the Healthy Workplaces Campaign starting in 2026 as the Agency needs to initiate preparations for that campaign already in the framework of the work programme 2023. The decision is required at such an early stage so as to allow the Agency to allocate the necessary resources and plan for content development in good time.

The Management Board was therefore invited to decide on the campaign theme.

The interim Executive Director also drew the Management Board's attention to the fact that the decision on the length of the campaign cycle for campaigns after the digitalisation campaign would not be taken until June 2023. As a matter of fact, an independent evaluation is ongoing, as agreed with the Management Board, to provide the basis for that decision. However, a decision on the campaign theme can be taken independently from the decision on the length of the campaign cycle.

The Agency prepared two proposals for the theme, one linked to a campaign on Psychosocial risks; and another one for a campaign on managing OSH in the Health and Social Care Sector.

A feature common to both proposals is that the content base would be provided by research that is currently carried out under ongoing OSH Overviews. This has the advantages of ensuring a solid knowledge base for the campaign and of making good use of the Agency's resources. Linking the campaign to an OSH overview follows the examples set with the ageing workers' campaign, the MSDs campaign, and the digitalisation campaign. It was also clarified that whereas it would be possible for the Management Board to propose additional themes, it should be noted that this would require the

allocation of resources to content development. For these two themes, on the contrary, comprehensive research work is already planned and underway.

In assessing possible themes for this future campaign, EU-OSHA also considered the ongoing OSH Overview on Supporting Compliance. However, this is a very broad activity dealing with themes which in themselves are not suitable to campaign on, but which may be integrated in other future campaigns.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

The Management Board welcomed the two proposals.

Regarding the theme linked to psychosocial risks, the Management Board remarked that it would be useful to assess the effects of such campaigns as many had been run in several countries and the problem of occupational psychosocial risks is far from being overcome. The assessment of such campaigns could be useful to design this future Healthy Workplaces Campaign and to manage stakeholders' and partners' expectations. Furthermore, additional measures should be considered to tackle the problem effectively – an awareness campaign alone is not going to bring about the required change. Finally on this point, the Workers suggested taking into good account discriminatory practices and precarious employment, in particular from a gender perspective, which is particularly relevant for this kind of topic. The Workers also put forward the idea to undertake a sectoral approach and to allocate separate budget for the interest groups to run separate parallel campaigns for better outreach.

On a different note, the Workers acknowledged that both the topics proposed are relevant and important; however, OSH compliance is also a crucial issue, together with the upcoming challenges linked to the OSH consequences of climate change.

The Agency thanked the Management Board for these important remarks. The results from ESENER's secondary analysis on psychosocial risks show that indeed campaigns alone are not going to have a major impact. On the contrary, a multiple front approach is needed and EU-OSHA is fully aware of this. Back in 2002, when the first campaign on this topic was carried out, the discussions were on whether stress was an OSH-relevant issue at all – whereas in 2014, when the most recent Healthy Workplaces Campaign on the topic was run, this was broadly acknowledged. There is an evolution on awareness and understanding of the topic over time. Awareness is there, and now more actions are needed at different levels. The proposed future campaign is expected to contribute to greater awareness not only on the topic in itself but also on prevention in practice. With its OSH overview on psychosocial risks, the Agency has been investing a high level of resources to look at all challenges and identify successful factors to overcome such risks – with a good degree of detail. Namely, issues such as available measures and practices, success factors etc are being looked into. The intention is to ensure that the campaign is built on solid basis, taking into account lessons learnt from previous HWCs but also national campaigns on the topic and with definition of operational objectives that would allow for a measureable impact.

For the campaign starting in 2026, the objective is to respond to current challenges and needs. This campaign will take place 11 years after the last campaign on the topic and ESENER data show that there is a need for more awareness also on the legislative developments.

Regarding the gender perspective, whereas this is an aspect that the Agency takes into account across all activities, as suggested it will be even more important for this topic.

There are strong links between psychosocial risks and Healthcare sector, which is undergoing a very significant change, so whichever topic the Management Board was going to select, there will be issues explored with clear synergies from either side. The Agency acknowledged certain advantages in terms of impact via a sectoral approach but it has been a longstanding position that campaigns should have a broader application for EU workers, as also emphasised by the Commission.

Regarding the proposal on the Healthcare sector, there were requests to clarify the scope of the campaign, in particular regarding whether it would cover both private and public sector; and whether exposure to hazardous medical products would be addressed.

The Agency clarified that the intention was to cover both public and private sector; and that exposure to hazardous substances would be addressed. However, the scope of the campaign is always refined in the course of the consultation process with the Advisory Groups and the Management Board that leads to the validation of a campaign strategy by the Management Board the year before its implementation.

Finally, there was a request to clarify the expected length of the campaign (two or three years) and whether either topic had specific requirements in that respect.

The Agency clarified that both campaign proposals are based on research work carried out under ongoing OSH overviews and this formula would allow the “priority area” approach to be maintained. Both topics could lend themselves to either a two or a three years campaign. The Management Board decision on the cycle, which is meant to be taken in June 2023, is not linked to the campaign topic. However, the choice would have an impact on the work on the other activities of the Agency and on the delivery of other strategic objectives.

After rich and interesting discussions within the groups and in the Executive Board, and further to additional exchange at the plenary on 10 June, the Agency summarised the agreement reached by the groups and the Commission.

The Healthy Workplace Campaign starting in 2026 will be developed under the umbrella of psychosocial risks. The campaign will draw on recent or ongoing research work, including the OSH Overview on Psycho-social Risks. There will be a clear focus on those groups of workers and sectors that have been overlooked or neglected and where risk exposure and associated health effects are substantial, such as such as the healthcare sector workers. The campaign will also contribute to the strategic framework’s ambitions regarding ‘preparedness’. The focus on overlooked or neglected groups of workers and sectors make it different from previous campaigns. The campaign will draw on recent and ongoing work on psychosocial risks, healthcare sector, MSDs, accident prevention etc..

The Agency will work on a revised proposal based on the discussions and the preliminary conclusions reached at the Management Board meeting. The Management Board will take a final decision on the campaign theme at their next meeting on December 2022. The Executive Board will be involved to discuss the proposal before it is submitted to the Management Board.

CONCLUSION	<u>The Management Board asked the Agency to present a proposal for the Health Workplaces Campaign starting in 2026 which would address ‘essential workers’ and common OSH topics across these workers such as psychosocial risks, MSDs, accidents etc. The Management Board will take a final decision on the campaign theme in December 2022.</u>
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4 GOOD PRACTICE FOR MANAGEMENT BOARD MEMBERS

The Chairperson introduced this item.

He recalled that as a public organisation and an EU body, the Agency and its Management Board operate in a highly regulated and scrutinised environment. There is full commitment to both parties to ensuring the highest standards of openness, transparency, and integrity. In particular, the Management Board plays a key role in ensuring full accountability vis-à-vis the institutions and the public.

To support the work of the Management Board in this important task, the Agency drafted a set of guidelines, having previously discussed the idea with the Chairperson and the Deputy Chairpersons of the Management Board.

These guidelines are based on the applicable regulatory framework and do not establish new rights and obligations. However, they aim at clarifying the expectations on the Management Board and its members arising from such regulatory framework.

In particular, it is hoped that they can provide a valuable support for future incoming members upon their appointment, by guiding them in the exercise of their function.

The need to better clarify the role of Management Board members is also a finding from the European Parliament study from 2021 on the Management Boards of EU agencies. Also, one of the recommendations from the evaluation of the four Agencies under the remit of DG EMPL, common to the four Agencies, was to clarify the roles of the various institutional actors involved and to continue to provide training to Management Board members.

In the guidance document provided, the Agency attempted to follow up on the European Parliament's study finding and the evaluation recommendation. These good practices aim to serve as a guideline document that outlines how some basic good governance principles are translated into practice and offers clarifications on a variety of issues that are relevant to ensure accountability in decision-making and priority-setting.

The document is based on similar guidance documents available at other EU Agencies and other public organisations.

Together with this document, EU-OSHA also reviewed and updated the document called "EU-OSHA governance" where the context in which the Agency operates and role of the Management Board and other internal governance arrangements is described.

These documents were submitted for discussion – with the objective of encouraging a dialogue within the Management Board in relation to the role of the Board and its members in the context of the Agency's broader governance structure and supporting and empowering the members to fulfil their role. The intention at the moment was to collect inputs and suggestions from the Management Board to improve the documents and ensure their relevance both to current and future members.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

The Management Board welcomed the document.

The Workers had raised a comment at the Executive Board that was related to the point on "Relations with stakeholders and the general public," where they asked the reference to be made to EU-OSHA's work, rather to OSH issues in general.

Under the same point, the Governments asked to clarify better the circumstance in which Management Board members express their personal views over issues where the Management Board has taken a position; and in addition, they asked to qualify the requirements on Management Board members under "Gift and hospitality."

The Management Board asked the Agency to circulate a revised version of the document, including the comments received by the Management Board in tracked changes.

The Agency took note of the comment and will circulate the revised version to the Management Board as requested.

CONCLUSION	<u>The Management Board expressed a favourable feedback on the document and asked the Agency to circulate a revised version with the comments provided at the meeting.</u>
DECISION-MAKING PROCESS REQUIRED	N/A, this item was for discussion.
RECORD OF VOTES	N/A

5 REVISED MULTI-ANNUAL STRATEGIC PROGRAMME – UPDATE AND EXTENSION TO 2027

The annual programming cycle resulting in the Single Programming Documents takes place on the basis of the Multi-annual Strategic Programme (MSP). The MSP has proved to be a good basis for long-term planning, particularly with the clear definition of six strategic objectives and related priority areas.

The interim executive Director recalled that the Multi-annual Strategic Programme of EU-OSHA had been first adopted in 2013 for the years 2014-2020 and then extended up to 2023 on the basis of an evaluation documenting its continued relevance and suitability for the challenges ahead. The current version of the Multi-annual Strategic Programme covers up to the year 2023, but the Agency is already planning beyond that. Already in December, the Management Board will be required to adopt a final Single Programming Document for the years 2023-2025 and a draft Single Programming Document for the years 2024-2026 in January 2023.

Meanwhile, in June 2021, the Commission adopted a new EU OSH Strategic Framework outlining the policy priorities for the next 7 years. EU-OSHA was given an important role in delivering on the strategic framework. Whereas EU-OSHA, together with the Management Board, concluded that the Agency's long-term strategic objectives and planned activities provide a good framework for EU-OSHA's contribution to the strategic framework, there is a need to update the MSP to reflect this important development appropriately.

However, the Agency proposed to postpone an in-depth discussion of the strategic direction for EU-OSHA until a new Executive Director is in office. Considering that it may take some time to prepare and agree a new strategy, the proposal was to go ahead as follows:

- Update the current MSP to reflect developments since 2018, and, in particular, the policy priorities on OSH included in the EU OSH Strategic Framework.
- Extend the period covered to 2027.

As a result, the draft submitted to the Management Board only included minor updates, mainly to refer to the current policy framework. Another feature was that it had been shortened to avoid overlap with the Single Programming Document. In fact, the 2018-2023 MSP included a number of sections – particularly on the priority areas – which are also included in the multi-annual programming section of the Single Programming Document. Doing this allowed the MSP to focus on the strategy and the strategic objectives the Management Board wants EU-OSHA to prioritize. As a consequence, it was also proposed to rename the document “EU-OSHA Strategy 2022-2027”.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

The Management Board welcomed this document and had no remarks.

CONCLUSION	<u>The Management Board adopted the revised EU-OSHA's strategy 2022-2027.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision reached by consensus

6 ANALYSIS AND ASSESSMENT OF CONSOLIDATED ANNUAL ACTIVITY REPORT 2021

The Consolidated annual activity report together with the Management Board's analysis and assessment is a key document for the European Parliament and Council's discharge decision for the financial year 2021. Therefore, this document has a direct impact on the discussions related to the discharge as well as an indirect impact on future budgetary discussions.

The CAAR has several purposes. It gives an account of the achievement of the key objectives taking into account the corresponding resources used during the year. The report therefore follows the structure of the annual work programme as it reports on the delivery of key objectives and activities identified therein. The CAAR is also a management report of the Executive Director. It covers all management aspects including the implementation of the efficiency and effectiveness of the internal control systems.

Based on the information included in the report, the interim Executive Director has not considered it necessary to include any reservation in his declaration of assurance.

To support the Management Board's work on the analysis and assessment of the report, a draft text for this analysis and assessment is also provided.

The interim Executive Director provided the Management Board with a few highlights on the results achieved during 2021. In particular, he pointed to the fact that the Agency was able to deliver effectively in 2021. This resulted in a budget implementation of 97% and a work programme implementation of 96% (target: 90%). In addition, the work of the Agency has proved to be relevant (87%), useful (82%) and of added EU value (79%) to stakeholders. Work undertaken under our policy-facing activities has been actively used by 80% of respondents and work undertaken under workplace-oriented activities has been actively used by 70% (target: 70%). He also remarked that EU-OSHA received broad acknowledgement of its acknowledged contribution to address the impact of COVID-19 on OSH across its activities as well as contribution to the priorities identified in the EU-OSH strategic programme which came to an end in 2021 and the progress towards the achievements of the objectives identified in the Agency's Multi-annual strategic programme.

The version of the accounts included in the report (annex XI) when the document was submitted was the one available at that moment (provisional accounts). The final version was submitted on 2 June - as soon as it was made available by Commission services. There is no impact on the assurance conclusions.

The Management Board was expected to review the report, adopt it, and agree on an analysis and assessment thereof.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

The Management Board welcomed the report and congratulated the Agency on the good work and results for 2021.

The Employers asked the Agency to reword a sentence under activity 2.8, Workers exposure survey – namely to delete the reference to the impact of the WES report on possible future revision of legislative framework, for this not being for the Agency to assess.

The Agency took note of the comment and will amend the sentence in the final draft of the report.

Other than that, the Management Board agreed on adopting the report and agreed on a positive analysis and assessment, which would be included in the report before its submission to the institutions.

CONCLUSION

The Management Board adopted the Consolidated Annual Activity Report 2021 and agreed on its analysis and assessment.

DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision reached by consensus

7 OPINION ON FINAL ACCOUNTS FOR THE FINANCIAL YEAR 2022

According to the Financial Regulation, the Executive Director shall send the final accounts to the Management Board, who shall give an opinion on these accounts. The accounts, together with the Consolidated Annual Activity Report and the Management Board's analysis and assessment thereof (cf. agenda item no 6), are key documents in the discharge process. The accounts for 2022, together with the Management Board's opinion, shall be transmitted to the Court of Auditors by 1 July.

The Agency explained that the version of the accounts sent to the Management Board in the first batch of meeting documentation was the one corresponding to the Provisional Annual accounts. The final version was shared with the Management Board on 2 June once it was made available by the Commission services. The Agency explained that whereas the Court of Auditors' preliminary observations are available and overall appreciative of the Agency's performance, the final report would not be available until September as it would be presented in a consolidated format together with the findings of the other EU Agencies.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

The Management Board agreed on a positive opinion on the account.

The Commission in particular acknowledged the good results achieved by the Agency and reminded that in the coming years inflation will have a significant impact on the institutions' budget. This will have consequences as it will limit the possibilities and room for manoeuvre – and this is an important aspect that will have to be taken into account in future planning.

The Workers asked that as from next year, resources allocated to meetings that had been moved on-line should be allocated to increase translation budget.

CONCLUSION	<u>The Management Board adopted an opinion on EU-OSHA's final accounts 2021.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision reached by consensus

8 APPOINTMENT OF EU-OSHA ACCOUNTANT

The Agency recalled that one of the options explicitly mentioned in the Financial Regulation is the possibility for partial or full outsourcing of the tasks of the accounting officer (Article 50(2) of the Agency's Financial Regulation).

The accounting function at the Agency was originally outsourced to the services of the Commission in 2019 following the retirement of the EU-OSHA accountant at that time. During the course of 2021, discussions began with the European Training Foundation (ETF) to explore the possibility of sharing this service, in the sake of efficiency and exploiting synergies.

At EU-OSHA's Management Board meeting in June 2021 the Agency presented a proposal regarding future arrangements for its accounting function based on the abovementioned discussions. The proposal was welcomed by the Management Board.

Based on the preliminary assessment of similar cooperation between other agencies, having regard to the ETF and EU-OSHA Financial Regulations, considering exchanges with the Commission's Directorate General for Budget and the favourable positions in principle of the Agencies' respective Governing and Management boards, both Agencies progressed with the plan. ETF's newly appointed accountant took up duties in April 2022.

Whereas both Agencies had meanwhile formalised a Service Level Agreement (SLA) for the shared accountancy services, the Management Board was now invited to formally appoint ETF's accountant as EU-OSHA's accountant with effect as from 1 July 2022, which is the date of entry into force of the Service Level Agreement.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

The Management Board welcomed this proposal and agreed to appoint ETF's accounting officer as EU-OSHA's accounting officer as from 1 July.

The Commission, echoed by the Governments and the Employers, emphasised the importance of good cooperation and sharing services amongst agencies, in particular in view of future budget constraints.

The Workers remarked that whereas they acknowledged the importance of sharing resources, from a workers' perspective it is important to ensure a physical presence at the Agency's premises. They asked the Agency to consider this remark for the future.

CONCLUSION	The Management Board appointed ETF's accountant as EU-OSHA's <u>accountant</u> .
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision reached by consensus

9 IMPLEMENTING RULES

Further to the adoption of new sets of Implementing Rules of the Staff Regulations adopted by the Commission, EU-OSHA had to update its legal framework to bring it in line with the Commission's.

To this end, the Agency submitted the following Implementing Rules for adoption by analogy:

- *Decision C(2021)8179 concerning the payment of the education allowance provided for in Article 15 of Annex X to the Staff Regulations to staff members for the duration of temporary assignments to the seat of the institution or any other place of employment in the Union.*
- *Decision C(2022)1715 concerning home leave for officials, temporary staff and contract staff serving in a third country.* Whereas EU-OSHA does not currently have staff members serving in third countries or in Union delegations and these Implementing Rules are de facto not applicable to EU-OSHA, the Commission's Directorate General for Human Resources recommend to adopt them for consideration of legal certainty.
- *Decision C(2022)1788 concerning working time and hybrid working.* As it is uncertain whether in the near future a model decision more adapted to Agencies would be available, the Agency proposed to adopt the Commission's decision meanwhile. Should a model decision more adapted to Agencies be available, EU-OSHA would ask the Management Board to repeal the above-mentioned decision and submit a new decision for adoption. The adoption of this rule would also entail that some other rules currently in force – such as the one on telework and on working time – would be repealed. The Agency suggested that the rule would enter into force

as from 1 July – so as to allow time to ensure that the necessary adaptations to the software for time registrations are made.

The Agency also submitted the following Implementing Rule to be adopted based on a model decision:

- Model decision on the conduct of administrative enquiries and disciplinary proceedings. This rule describes the principles, actors, and detailed procedure to be followed when conducting administrative inquiries and disciplinary proceedings. Based on a Commission's decision, the model decision is now adapted to Agencies peculiarities and is therefore now suitable for adoption.

As per usual rule and practice, The Agency had consulted the Staff Committee prior to finalising the decisions for the Management Board.

In addition to the Implementing Rules, the Agency submitted for adoption by the Management Board a new set of rules governing EU-OSHA traineeship programme.

Trainees are not covered by the Staff Regulations, so the decision on working time and hybrid working does not apply.

In line with what has been done for the Commission's blue book trainees, EU-OSHA suggested partly aligning the rules applicable to trainees to some of the new working time and hybrid working arrangements. In particular, teleworking possibilities and the right to disconnect would be introduced. Consequently, it was necessary to revise the existing rules. Same as above, it was proposed that the entry into force would be on 1 July 2022.

COMMENTS BY THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS:

Prior to the meeting, the Commission had forwarded some comments on the traineeship rules submitted by the Agency. The most substantial of these comments related to the duration – whereas EU-OSHA had proposed a maximum duration of 12 months (initial 6 months with possibility of renewal of further 6 months), the Commission had proposed to align the duration to the one foreseen in the Commission's rules, that is, 5 months.

The Agency took on board all the Commission's suggestions except the one related to the duration. In that respect, EU-OSHA recalled that the traineeship rules are not governed by the Staff Regulations and thus do not follow article 110 of the Staff Regulations; so, whereas the Commission model is always a useful reference, there is no obligation to get the Commission's prior approval. In addition, the rules in force at the time as adopted by Management Board in 2018 were already referring to maximum 12 months and this had been working very well for the benefit of trainees and of the organisation. In addition, the Agency brought forward arguments linked to the peculiarities of its operational environment as well as opportunity considerations, namely:

- *It is the policy of many other Agencies including all Agencies within the remit of DG EMPL to refer to 6 months duration renewable once and some directly foresee a 12 months duration*
- *Having a longer duration is an excellent opportunity for trainees to capitalize on their learning experience;*
- *For a small Agencies such as EU-OSHA, having shorter duration would add an administrative burden as it would imply a high turnover of trainees, adding overhead administrative costs to the process and the experience, potentially offsetting any benefit for all parties involved;*
- *given the size and the location of EU-OSHA, it is important for attracting the right candidates and ensure diversity and equal opportunities to all that we can offer a traineeship for at least 6 months.*

Having reviewed the Agency's arguments, the Commission accepted the approach proposed by the Agency and likewise did the Management Board.

Acknowledging the importance of the rules on working time and hybrid working and their consequences on staff, the Governments' group asked for the possibility of hearing the feedback of EU-OSHA's Staff Committee representative.

The Staff Committee representative explained that the consultation process took place effectively and timely and that concerns and questions collected from staff were reported to the Agency's management for follow-up. The Staff Committee had also been playing a role in shaping the guidelines attached to the Rules on hybrid working and working time with a view to adapting the rules to the needs of the service and taking into account concerns and well-being of the staff.

CONCLUSION	<p><u>The Management Board adopted the following Implementing Rules of the Staff Regulations:</u></p> <ul style="list-style-type: none"> - <i>Decision C(2021)8179 concerning the payment of the education allowance provided for in Article 15 of Annex X to the Staff Regulations to staff members for the duration of temporary assignments to the seat of the institution or any other place of employment in the Union – by analogy</i> - <i>Decision C(2022)1715 concerning home leave for officials, temporary staff and contract staff serving in a third country – by analogy</i> - <i>Decision C(2022)1788 concerning working time and hybrid working / by analogy with entry into force on 1 July.</i> - <i>Model decision on the conduct of administrative enquiries and disciplinary proceedings.</i> <p>The Management Board adopted the revised Rules for traineeship including non-substantial amendments proposed by the Commission – with entry into force on 1 July.</p>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision reached by consensus

10 FINDINGS AND RECOMMENDATIONS FROM EVALUATIONS, AUDITS

Under this item, the Agency submitted the status on accepted audit recommendations and the status on the follow-up to OLAF findings and recommendations and the status on accepted evaluation recommendations.

Regarding the open recommendations from internal and external audit reports, the Agency informed the Management Board of the following:

- All recommendations from the Internal Audit Service were closed;
- Implementation of the one open recommendation was ongoing and one was implemented but not yet closed with regard to the external audits performed by the Court of Auditors.

Regarding evaluations, the Agency recalled that there were not recent evaluations finalised whose findings had to be reported to the Management Board. With respect to already finalised evaluations and follow-up to recommendations, EU-OSHA had established an internal working group to look the findings and the recommendations from a cross-unit perspective in order to produce a coherent action plan.

Regarding follow-up to OLAF findings and recommendations, there was no incident to report on the matter.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

The Management Board had no remarks and congratulated the Agency on the good work done in this area.

The Workers asked clarification on a recommendation from the Internal Audit Service and followed up by the Agency, namely on the implementation of an indicator system for internal management purposes. They inquired whether such indicators had to do with staff surveillance or monitoring of workers' performance.

The Agency clarified that the recommendation refers to the administrative dashboard, which includes a visualisation of key administrative indicators related to finance, staff (turn-over, sickleave etc), internal control. The Agency also informed about an ongoing IAS audit on Human Resources whose result would be made available to the Management Board in due course.

CONCLUSION	<u>The Management Board took note of the information.</u>
DECISION-MAKING PROCESS REQUIRED	N/A, this item was for information
RECORD OF VOTES	N/A

11 REVISED RULES OF PROCEDURE FOR THE MANAGEMENT BOARD AND EXECUTIVE BOARD IMPLEMENTING RULES

Detailed rules on the appointment procedure of the Executive Director are set out in the Rules of Procedure of the Management and Executive Boards, based on the provisions from the Founding Regulation. In the light of the appointment procedure closed in January 2022, the Agency – with the help from the spokespersons – reviewed such rules with a view to the new recruitment procedure. It is important to have these rules in place before the next appointment procedure is initiated. In addition to some improvements on the rules for the appointment of the Executive Director, the Agency suggested other less substantial improvements and clarifications in other parts of the Rules of Procedure.

The Agency introduced the main changes related to the appointment procedure of the ED, which were (article 17):

- Clarify the scope of the MB's responsibility – paragraph 1
- Ensure that the tripartite nature of the EU-OSHA's MB is reflected in the coordination of the procedure by making it explicit that the coordination is carried out by the Chairperson and the Deputy Chairpersons. The default option would be the Chairperson. Given that there are members of the Executive Board who are not members of the MB and therefore not part of the appointing authority, it would be inconsistent to give this coordination role to the Executive Board – paragraph 2.
- Make the requirements regarding data protection and confidentiality more explicit – paragraph 3.
- Introduce additional options in the situation where there is only one candidate left at the selection stage, but the candidate has not reached the threshold number of votes. The Chairperson is given the role to encourage dialogue within and between the groups with the aim of finding a common position. The option of postponing voting to another day is also included if there are reasonable expectations that this may allow the MB to take a decision – paragraph 4 (g).
- Make it more explicit how the decision on appointment is taken – paragraph 7. When considering options for the appointment decision, it has been important to minimize the element of procedural discretion to protect the MB against complaints.
- Change the default option for the appointment decision from written procedure to face-to-face meeting – paragraph 8.
- Define the scenarios for the situation where the selected candidate is not appointed (or for other reasons does not take up his or her duties as Executive Director). The options included are those presented in January, i.e. going back and organise a selection with the remaining

- candidates or decide not to appoint any of the shortlisted candidates and consequently close the procedure – paragraph 9.
- In case the candidate selected in the first place is not appointed and the MB decides to go back to the selection stage with the remaining candidates in the shortlist, the suggestion is not to undergo any additional interview with the remaining candidates to minimise all elements of discretion in the procedure.
 - Make the decision to establish a requests and complaints committee part of the rules of procedure – paragraph 10 and annex II.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS

Regarding article 5.1, concerning the advance notice of the date of Management Board meetings set at 30 days, the Workers asked whether the Agency could inform Management Board members earlier than that.

On a different note, they asked the structure of Management meetings to be modified – namely, to start with groups meetings where the different items are introduced by Agency's staff, followed by groups' discussions; and a final plenary to discuss with the groups and the Commission to take decisions. Also, presentation of the items with the aid of slides would be useful.

The Agency replied that in practice the date is always communicated much earlier. However, in the case an extraordinary session has to be called to discuss or decide upon urgent matters, it is important to foresee a minimum workable timeframe.

The Agency also agreed to revisit the structure of the meeting and to prepare presentations to introduce the items in the agendas.

Other than that, the Management Board welcomed the revised rules of procedure and agreed on their adoption.

CONCLUSION	<u>The Management Board took note of the information.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision reached by consensus

12 NOMINATION OF OBSERVER FOR THE EXECUTIVE DIRECTOR RECRUITMENT PROCEDURE

The minutes related to this item are submitted for adoption in the context of a separate written procedure amongst the Management Board members eligible to vote on this matter.

13 ANY OTHER BUSINESS

There were two items raised under AOB³:

- **Reminder on submission of declaration of interests and absence of conflict of interests of Management Board members.**

³ At the meeting, both at the plenary on 9 and 10 June, these two AOB items were tackled before item 12 in order to allow Management Board members and others to leave the meeting when item 11 linked to the Executive Director recruitment was discussed.

- Translation of Agency's products

The Chairperson introduced the former item and recalled that submitting the declaration of interests and absence of conflicts of interest is a requirement under both the founding and financial regulations. In addition, the European Parliament in his discharge decision has requested that declarations should be accompanied by a short CV for better transparency.

The Chairperson highlighted that it is important to fulfil this requirement as a way to preserve the integrity of the Management Board's decisions to the outside world and for the Management Board to be fully accountable towards the discharge authority and citizens.

There are still a few Management Board members, alternates and observers who had not submitted their declarations and CVs. The Agency, with the help of the Chairpersons from the group, will follow up with such members. It is hoped to collect all declaration by end July.

Under EU-OSHA's policy on prevention and management of conflict of interests, the Chairperson may take preventive measures such as excluding from meetings and decisions those Management Board members who do not fulfil with their obligations under the policy – one of that being failing to submit the declaration. In addition, he/she can refer the case to the relevant appointing authority⁴.

Finally, The Chairperson asked the Workers' spokesperson to introduce the latter item.

Providing information and data in the national languages is very important and crucial to get the Agency's message across, which was acknowledged by the rest of the Management Board. The Workers were hoping to see more publications – at least summaries – as well as more Management Board meeting documents be translated. The newsletter that reaches the Management Board should also be translated so that it can be easily forwarded to national stakeholders. The employers emphasised the importance of ensuring a consistent good quality of the translation.

EU-OSHA acknowledges the importance of translation as a way to get OSH messages across at the national level. The Agency is amongst the agencies that are spending the highest proportion of its operational budget on translations and constantly strives to tailor our translation resources to the needs at the national level. The portfolio approach has been a successful way to prioritise needs.

EU-OSHA is a member of an internal working group set up by the Translation Centre to revise translation guidelines for agencies. Several options are being explored. One approach discussed is quality for purpose – depending on the purpose of use of a certain product, the quality of the translation and the accuracy required may vary which may help allocate resources in a more flexible way.

The Agency is also discussing internally ow to optimize resources for translation also based on the products.

⁴ For the members from the groups being the Council; for the Commission representatives, the Commission; for the European Parliament observer, the Parliament; and for Agencies' representatives, either the Executive Director of the Agency in question, or, if the representative is the Executive Director, the relevant Management Board.

ANNEX – LIST OF PARTICIPANTS

	Name	Category	Role	Representing
1	RITZBERGER-MOSER Anna	Governments	Alternate	AUSTRIA
2	NEDJELIK-LISCHKA Julia	Workers	Titular	AUSTRIA
3	CRUTZEN Véronique	Governments	Titular	BELGIUM
4	DE MEESTER Kris	Employers	Titular	BELGIUM
5	VERDOOT Caroline	Workers	Alternate	BELGIUM
6	STOEV Georgi	Employers	Titular	BULGARIA
7	KONOVA Darina	Governments	Titular	BULGARIA
8	OSSIEUR Isaline	Employers	Observer	BUSINESSEUROPE
9	MATTINÓ Giacomo	European Commission	Titular	COMMISSION
10	ALVAREZ HIDALGO Jesús	European Commission	Titular	COMMISSION
11	OLSSON Stefan	European Commission	Titular	COMMISSION
12	PRELEC Marina	Governments	Titular	CROATIA
13	ECONOMIDES Aristodemos	Governments	Alternate	CYPRUS
14	EVANGELOU Evangelos	Workers	Titular	CYPRUS
15	HLAVÍN Jaroslav	Governments	Titular	CZECH REPUBLIC
16	SOKOLOVÁ Radka	Workers	Alternate	CZECH REPUBLIC
17	KNUDSEN Annemarie	Governments	Titular	DENMARK
18	VON BENZON Anne-Marie	Governments	Alternate	DENMARK
19	SCHEELE Carlien	EIGE	Observer	EIGE
20	BOIANGIU Cosmin	ELA	Observer	ELA
21	PEÄRNBERG Marju	Employers	Titular	ESTONIA
22	MARIPUU Maret	Governments	Titular	ESTONIA
23	SOON Argo	Workers	Alternate	ESTONIA
24	DORESTE Ignacio	Workers	Observer	ETUC
25	KEMPA Viktor	Workers	Observer	ETUI

26	JEPSEN Maria	Eurofound	Observer	Eurofound
27	RYTIVAARA Auli	Employers	Titular	FINLAND
28	HAKALA Liisa	Governments	Alternate	FINLAND
29	AUVINEN Erkki	Workers	Titular	FINLAND
30	LÉVY Patrick	Employers	Titular	FRANCE
31	MEDIAVILLA Lucie	Governments	Titular	FRANCE
32	ZAIGOUCHE Abderrafik	Workers	Titular	FRANCE
33	METZE Eckhard	Employers	Titular	GERMANY
34	HAUS-RYBICKI Sebastian	Governments	Alternate	GERMANY
35	SCHNEIDER Sebastian	Workers	Titular	GERMANY
36	KAVALOPOULOS Christos	Employers	Titular	GREECE
37	KONSTANTAKOPOULOS Ioannis	Governments	Titular	GREECE
38	STOIMENIDIS Andreas	Workers	Titular	GREECE
39	NAGY Judit H.	Employers	Titular	HUNGARY
40	GYÖRGY Károly	Workers	Titular	HUNGARY
41	GUNNSTEINSDÓTTIR Hanna	Governments	Observer	ICELAND
42	SIGURJÓNSSON Björn Ágúst	Workers	Observer	ICELAND
43	GILLEN Michael	Employers	Titular	IRELAND
44	DALTON Marie	Governments	Alternate	IRELAND
45	ROBINSON Dessie	Workers	Titular	IRELAND
46	LEUZZI Fabiola	Employers	titular	ITALY
47	DE CAMILLIS Romolo	Governments	Titular	ITALY
48	CAPPUCCIO Silvana	Workers	Titular	ITALY
49	LŪSIS Renārs	Governments	Titular	LATVIA
50	JASIENĖ Ruta	Employers	Alternate	LITHUANIA
51	RUGINIENĖ Inga	Workers	Titular	LITHUANIA
52	FURLANI Patrice	Governments	Alternate	LUXEMBOURG
53	DELIA Joseph	Employers	Alternate	MALTA

54	MERCIECA Melhino	Governments	Titular	MALTA
55	CASARU Anthony	Workers	Titular	MALTA
56	VAN MIERLO Mario	Employers	Titular	NETHERLANDS
57	DEN HELD Martin	Governments	Alternate	NETHERLANDS
58	VAN VEELLEN Wim	Workers	Alternate	NETHERLANDS
59	BENONISEN Ann Toril	Employers	Observer Alternate	NORWAY
60	BJØRSHOL Arnfinn	Employers	Observer	NORWAY
61	SAMANT Yogindra	Governments	Observer	NORWAY
62	LUNDE Bergljot Fuhr	Workers	Observer	NORWAY
63	HRYNYK Rafal	Employers	Titular	POLAND
64	WOLSKA Agnieszka	Governments	Titular	POLAND
65	ŁUBNIEWSKI Stefan	Workers	Titular	POLAND
66	PENA COSTA Marcelino	Employers	Titular	PORTUGAL
67	TELO Emília	Governments	Alternate	PORTUGAL
68	CRUZ Vanda	Workers	Titular	PORTUGAL
69	PERJU Elena	Governments	Titular	ROMANIA
70	CONSTANTINOAIA Corneliu	Workers	Titular	ROMANIA
71	KOSTURAKOVA Martina	Governments	Titular	SLOVAKIA
72	RAMPAŠEK Peter	Workers	Titular	SLOVAKIA
73	ANTAUER Igor	Employers	Titular	SLOVENIA
74	PETRIŠIČ Nikolaj	Governments	Titular	SLOVENIA
75	KOMEL Vladka	Governments	Alternate	SLOVENIA
76	BÖHM Lučka	Workers	Titular	SLOVENIA
77	TEJEDOR AIBAR Mercedes	Governments	Alternate	SPAIN
78	ANDERSSON Cecilia	Employers	Titular	SWEDEN
79	LARSSON Tommy	Employers	Alternate	SWEDEN
80	BERGSTRÖM Viktoria	Governments	Alternate	SWEDEN
81	FRISTEDT Karin	Workers	Titular	SWEDEN

82	FRISTEDT Karin	Workers	Titular	SWEDEN
83	COCKBURN William			EU-OSHA
84	BALDAN Andrea			EU-OSHA
85	MILCZAREK Malgorzata			EU-OSHA
86	SMITH Andrew			EU-OSHA
87	BEJER Jesper			EU-OSHA
88	PICCIOLI Ilaria			EU-OSHA
89	BAILLET Philippe			EU-OSHA
90	KLEMPA Heike			EU-OSHA
91	MUNAR Lorenzo			EU-OSHA
92	O'BRIEN Brenda			EU-OSHA
93	PERRINE Nadège			EU-OSHA
94	SCHNEIDER Eike			EU-OSHA
95	URTASUN Azucena	Other	Observer	EU-OSHA