

## MINUTES

<b>Meeting:</b>	MEETING OF THE MANAGEMENT BOARD
<b>Date:</b>	12-14 December 2022
<b>Venue:</b>	Online

*This Management Board meeting was held online with simultaneous interpretation into EN, FR, DE, and ES. The meeting was organised around groups meetings and a final plenary session. During the groups meetings held across 12-13 December, EU-OSHA presented the agenda items that would require more in-depth discussion and members from the groups had the opportunity to ask questions and request clarifications. Finally, on 14 December, 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 group discussions, as well as report the discussion and decisions taken by the Management Board and the feedback from the groups and the Commission at the final plenary.*

### 1. ADOPTION OF THE DRAFT AGENDA

The Chairperson welcomed the participants and introduced the draft agenda. Before working through the agenda, he asked the participants to declare whether they may have any conflict of interests in relation to any of the items on the agenda. In particular, he recalled that the Commission would provide an update on the status of the recruitment procedure of the Executive Director under "Any other business". He informed that at that point in time he would call for a short break to allow those who would need to excuse themselves for being in a situation of potential conflict of interests to leave.

At this meeting, the Management Board was required to discuss and take decision on a number of important items, including the adoption of the final Single Programming Document 2023-2025 and the final budget 2023.

Several delegations of votes had been received before the meeting, namely:

For the Workers' group:

- The Bulgarian representative delegated their vote to the Austrian representative
- The Danish representative delegated their vote to the Swedish representative
- The Estonian representative delegated their vote to the Hungarian representative

For the Employers' group:

- The Slovenian and the Polish representatives delegated their votes to the German representative;
- The Dutch and the Belgian representatives delegated their votes to the Irish representative.

For the Governments' group:

- The Polish representative delegated their vote to the German representative;
- The Portuguese representative delegated their vote to the Latvian 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 case<sup>1</sup>, the Chair informed that the Management Board could work through the agenda and take the decisions as required.

The Chairperson informed that under item 3 – Executive Director Progress report, the Swedish, Spanish and Belgian Government representatives would provide an update on the OSH priorities of the three Governments for the forthcoming OSH presidencies.

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

## 2. ADOPTION OF DRAFT MINUTES

The Agency had circulated the draft minutes from the June meeting for information and now they were submitted for formal adoption. As the Chairperson called for questions and comments, two requests for amendments were introduced:

- The Employers asked to rectify an oversight under item 1 related to the delegation of votes – where it read “the Spanish Employers representative delegated the vote to the Irish *Workers’* representative”, that should read “the Spanish Employers representative delegated the vote to the Irish *Employers’* representative”,
- The Workers asked to rectify a statement under item 2 – Executive Director’s progress report – where it read “The Workers highlighted the importance of *prevention services* in ensuring good OSH at the workplace. An engagement from the Agency on this topic is therefore desirable”, that should read “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”.

Other than these two requests for amendment, the Management Board had no further comments and adopted the draft minutes.

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

## 3. EXECUTIVE DIRECTOR’S PROGRESS REPORT

The Chairperson gave the floor to the Commission for their update. The Commission updated the Executive Board on the following points:

---

<sup>1</sup> The quorum requirement only applies to the session on 14 December 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: 23, No of members from Workers’ group: 20, No of members from Employers’ group: 15, No of members from the Commission: 3. The alternate member is counted only if replacing the member; delegated votes are also counted.

### Evaluation of the four Agencies under DG EMPL's remit

EU-OSHA's founding regulation, article 28, states that "By 21 February 2024, and every five years thereafter, the Commission shall ensure that an evaluation is carried out in accordance with the Commission guidelines to assess EU-OSHA's performance in relation to its objectives, mandate and tasks. The Commission shall consult members of the Management Board and the other main stakeholders during its evaluation. The evaluation shall, in particular, address the possible need to amend the mandate of EU-OSHA, and the financial implications of any such amendments. The Commission shall report to the European Parliament, the Council and the Management Board on the findings of the evaluation. The findings of the evaluation shall be made public".

As for the previous evaluation, which concluded in 2019, this evaluation would cover the three tripartite Agencies (EU-OSHA, Eurofound and Cedefop) and ETF. Whereas ELA is also under the remit of DG EMPL, it will not be included in this evaluation as this is coming too early as compared to the deployment stage of ELA. A consortium of contractors was selected based on the Commission's framework contract for evaluation services. The Management Board will be kept informed of the different steps but more importantly will be extensively consulted via an interview programme with a selection of its members. The Commission encouraged the Management Board to engage in this exercise and share their honest view on the Agency's work. The interviews are very important to assess the situation and point out possible improvements. A survey to all Management Board is also foreseen.

Results from previous evaluations were systematically very positive for the Agency and this represents an asset for the credibility for present and future initiatives by EU-OSHA. The supporting study will be available by October 2023 and on this basis the Commission will carry out their own evaluation by February/March 2024.

### EU Mental Health initiative

In her State of the Union 2022 Speech, the Commission's President referred to the importance of mental health and this topic is also clearly addressed in the Commission's work programme 2023. Whereas it is mainly a public health issue, it is expected that other policy areas will be covered such as mental health at the workplace, education, youth. OSH aspects will therefore be covered and several actions will contribute to this initiative. One such action is the ongoing work on the OSH overview on psychosocial risks that EU-OSHA is carrying out, among other past and future work on this topic.

### EU OSH Stocktaking Summit foreseen in 2023

In the EU OSH strategic framework, it was announced that an OSH summit would take place in 2023 to take stock of the implementation of the strategic framework and that it would address several topics, including mental health at work. The summit will take place in Stockholm under the Swedish Presidency on 15-16 May and will represent a very good opportunity to recall the importance of OSH and to involve stakeholders more closely in the implementation of the strategic framework.

The timing is appropriate – it will take place two years after the adoption of the strategic framework and in the second half of the mandate of the current Commission. Beside mental health at work, other topics include climate change, particularly heat stress, national strategies and Vision Zero. EU-OSHA is closely involved in the organisation of the Summit and the interim Executive Director of EU-OSHA is a member of the steering committee

A first preparatory workshop was held in early December and another will follow in February.

The Chairperson gave the floor to the interim Executive Director, who referred to the Progress Report circulated before the meeting and provided further information on a number of issues.

### Healthy Workplaces Campaign "Lighten the Load" - Summit follow-up

The event brought together leading European experts and decision makers to discuss the results of the 2020-2022 Healthy Workplaces Lighten the Load campaign, share knowledge and explore future strategies for effective prevention of musculoskeletal disorders (MSDs) at workplaces.

Parallel sessions looked at the prevention activities within the priority areas explored during the campaign.

A special highlight of the Summit was the Healthy Workplaces Good Practice Awards ceremony that celebrates the organisations awarded and commended by an independent international jury for taking a proactive and participatory approach to managing MSDs.

The Agency also presented the forthcoming Healthy Workplaces Campaign 2023-25, which will start running in October 2023 under the slogan “Safe and healthy work in the digital age”.

The Interim Executive Director thanked the Management Board for their commitment and engagement throughout this important event.

#### Four Agencies' evaluation

In the framework of the good and ongoing cooperation that EU-OSHA has with the other EU agencies under DG EMPL's remit, the Agency has taken contact with the other agencies covered by the evaluation to provide good input for the supporting study. There is a working group established across the 4 Agencies to discuss issues of mutual interest and relevance.

EU-OSHA was consulted by the Commission on the inception report and has provided feedback as well as relevant documentation for the desk review to the contractor.

The Agency looks forward to this evaluation as an opportunity to explore further synergies to have a greater impact on the common policy area.

Internally, the Agency has also organised the work, which will be coordinated by the Network Secretariat.

The lead contractor in charge of the coordination of the supporting study informed the Agency that they would like to have a study visit in Bilbao to meet and interview some Agency staff and would also take this as an opportunity to interview Executive Board members as part of their data collection task. To this purpose, the Agency had suggested that the next Executive Board meeting preceding the January Management Board meeting be held as a face-to-face meeting in Bilbao. However, whereas the field visit in Bilbao will be maintained to meet with EU-OSHA's staff, holding a face-to-face Executive Board meeting in Bilbao proved not to be feasible and interviews with Executive Board members will be carried out online.

As mentioned by the Commission, the Management Board is also expected to be engaged via an online survey to collect their feedback on the different criteria addressed in the evaluation. The Focal Points will also be included in the sample. The survey is expected to take place in February. This is timely because the mandate of the current Management Board is expiring at the end of March and it makes sense that the members that have been in office during the evaluation time scope are the ones being asked about the Agency's performance.

The Agency will provide further information at the January Management Board meeting.

#### Cooperation with other Agencies

The Agency keeps on cooperating with other Agencies within EMPL and beyond both on issues linked to the core mandate as well as in the corporate and administration domains.

Agreements are already established with Eurofound, EIGE and ECHA as well as cooperation with Cedefop. The Agency is also working towards formalising its cooperation with ELA, more information on this was provided under agenda item no 8. Furthermore, arrangements allowing mutual representation in Management Boards are in place with Eurofound, ELA and EIGE to ensure adequate coordination at governance level. Related to this, EU-OSHA exchanges draft programming documents with other relevant agencies to facilitate strategic cooperation.

On several operational activities, there is good cooperation to make the best use of the respective resources of each agency, for example with Eurofound on ESENER and WES and some of the OSH Overviews.

Together with other agencies, particularly under EU-ANSA, EU-OSHA contributes to the work on preparedness for future emergencies. This included the publication of a joint report on actions related to COVID-19.

Recently, a new joint report with ECDC and EFSA on testing and detection of zoonotic influenza virus infections in humans and OSH measures for those exposed at work was prepared.

Another recent result was the 'Youth First!' event on 8 September in the European Parliament with the participation of five agencies, EU-OSHA, Cedefop, Eurofound, ELA, and ETF to contribute to the European Year of Youth.

Finally, EU-OSHA is scoping cooperation with the European Environment Agency (EEA) to include information regarding occupational safety and health into the Climate change observatory webpages managed by EEA.

#### Upcoming opportunities to contribute to EU policy objectives

There are good opportunities for EU-OSHA to contribute to major Commission initiatives, including:

- Strategy for the rights of persons with disabilities 2021-2030
- European Year of Skills initiative, under the leadership of DG EMPL
- Comprehensive approach to Mental Health led by DG Health but with great involvement of DG EMPL

#### Planning seminar follow-up and internal working groups

The Agency identified a number of strategic challenges and opportunities in the near future. Several developments and events raised issues which have to be dealt with in a structured way.

The key sources for the identification of such issues were:

- The 2022 Planning Seminar – internal strategic meeting - where an open discussion on strategic challenges for EU-OSHA took place.
- The review of a number of recent evaluations where horizontal issues were identified.
- The resource outlook which requires an open consideration of the best way to utilise the resources available.

To take the issues forward, four areas of work have been defined:

- Work area 1: Budget models and outlook. The aim is to adopt a more strategic approach to the longer term financial programming while allowing the Management Board to have a clearer picture of the long term planning and resources at key moments in the programming period.
- Work area 2: Focal point network. The aim is to improve cooperation and working arrangements with Focal Points. The focal points are the key network for delivering EU-OSHA's work programme. Some Focal points pointed out areas where they believe cooperation could be improved and via internal discussions further areas have been identified. The issues are varied and include the Agency's cooperation with the Focal points and internal work organisation and arrangements, the engagement of key stakeholders in the Focal point host organisations, the different types of tasks for the Focal points and their implementation and monitoring and the networking between focal points. More specifically, four areas for improvement were identified:
  - Optimise communication between the Agency and Focal points and facilitate communication between Focal points, making best use of new ways of working introduced during the pandemic
  - Identify the best ways of supporting the Focal point (the nominated competent national authority), the Focal point manager, and other stakeholders in the EU OSHA "system" (e.g. interaction between contractors and Focal points, contribution of the tripartite national network, link to Management Board members)

- Improve how the Agency plans, implements, and monitors work involving the Focal points (e.g. the Focal point agreement and task list, ad hoc requests, managing the demands for information)
- Explore how the Agency can raise the profile of Focal points and Focal point managers at European, national, and organisational level with a view to securing sufficient resources and clarifying the role of the Focal Point manager.

The work on this area has already started. A preliminary analysis already took place during the summer. A first outline of the main lines of actions has been provided to the Focal points at the beginning of October. More in-depth discussions with the Focal points will be carried out at the meeting in February 2023 which will be organised as a face-to-face event to facilitate the interaction. The Management Board will be kept up to date on any developments in this respect.

- Work area 3: Human resources. The aim is to ensure that the Agency's HR policies and practices support the achievement of EU-OSHA's objectives and mission.
- Work area 4: New ways of working. The aim is to adapt to the new circumstances and anticipate possible future challenges linked to resource reduction. Actions include review of current work organisation – including exploring the possibility to enhance in-house research; project model for ICT and web projects.

#### Work programme and budget implementation for 2022

Both the work programme and budget implementation for 2022 look very good – the actuals for work programme implementation going beyond 100 percent due to additional work carried out in addition to the planned work. Additional work was a result of incoming opportunities like cooperation with other organisations such as the EEA, ECDC, JRC, EFSA. The results from the Flash Eurobarometer – OSH Pulse carried out earlier in the year also brought about opportunities for further data exploitation and led to the publication of a report and country factsheets depicting the OSH situation post-pandemic.

The implementation of the work programme was subject to some adaptations during the year, however there had been no substantial amendments that justified a prior approval by the Management Board.

#### Events and meetings

The Agency both hosted and participated in a number of important meetings since the end of the summer.

A selection of meetings attended includes:

- 8-9 September: ETUC Committee Summer School on Occupational Safety and Health in Brussels
- 20-21 September: Czech presidency conference on the integration of people with disabilities into the labour market in Prague
- 29-30 September: IOE GOSH Network meeting in Munich
- 6-7 October: Heads of resources and agencies meetings in Barcelona
- 12-13 October: SLIC meeting
- 29-30 November: ACSH meeting plenary

A selection of meetings hosted and visits includes:

- 19/20 September: EP Employment committee delegation visit 22 September: Taiwan delegation visit
- 4-5 October: OiRA community meeting in Brussels
- 6-7 October: E-tools seminar 2022 in Bilbao
- 24 October: OSH Barometer expert workshop
- 3 November: Danish social partners' visit

OKAG and TARAG meetings took place in October as per usual practice.

### On-going recruitments

Finally, the interim Executive Director reported on the outcome of recent recruitment procedures:

- Procurement support officer (CA FG III): the selected candidate due to start in early 2023
- PRU Project Manager (TA AD 6): with the aim of establishing a reserve list to feed future needs in view of planned retirements – interviews on-going.

### **COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S FOLLOW-UP**

The Management Board welcomed the progress report for 2022 and congratulated the Agency and its staff on the good achievements reached in 2022. There were specific remarks from the groups.

The **Employers** inquired about the cancellation of the planned cooperation agreement with Eurostat and Eurofound in the framework of the OSH barometer and asked for information on the matter.

*The Agency explained that this task is linked to the work done with the data visualisation which collects relevant data from authoritative sources across Europe. The planned objective was to automate the transfer of relevant data from Eurofound and Eurostat databases – but that proved not to be possible due to technical difficulties and data access policies. However, cooperation at other levels has been fully maintained and the Agency will keep on looking for ways to improve data transfer in the future.*

Regarding OiRA, the planned development of new modules is very much appreciated – based on the current mapping of tools and the Agency's assessment of the needs, the Employers asked how the development of such new modules and tools are prioritised.

*The Agency recalled that there are a number of elements that are taken into account when developing OiRA tools. Broadly speaking, EU-OSHA develops two categories of tools. There are tools that are developed at the Member States level, which basically follow up on requests from the Member States. Their development is conditioned by, in particular, involvement of social partners in tool developments as well as commitment towards communication and promotion of the tool once it is developed to ensure uptake. The other category of tools are those developed at European level and this is done in conjunction and collaboration with the European Sectoral Social Partners. These are particularly relevant for specific sectors – agriculture, education etc. These serve as a template that may be taken up with the necessary adaptations at the national level.*

*More recently, the Agency started developing cross-cutting generic modules, based on the identification of specific needs following EU-OSHA's assessment - this has been the case, for example, for the OiRA (risk specific module) and that was very successful and particularly so in France. Another module developed according to this model is on third-party violence. The Agency takes different approaches depending on the needs and bearing in mind where tools can have the greatest impact.*

Regarding the expected results for the survey on Workers' exposure to cancer risk factors, the Employers observed that it is consistently presented as a key source for the input that would ultimately lead to the update of the Carcinogens, Mutagens and Reprotoxic substances Directive (CMRD). This statement should be better qualified, considering that there is a working party under the ACSH responsible for preparing the update of such legislation.

*The Agency took good note of this point and confirmed that indeed the results of the Workers' exposure survey will be one amongst other valuable sources that will feed into the work of the Advisory Committee Working Party on Chemicals.*

The **Governments** acknowledged the Agency's efforts to follow up on Focal points' concerns and that a comprehensive update on the planned work would be provided at a face-to-face meeting with the Focal points in February 2023 while the Executive and Management Board would be kept updated on the developments. Further to that, pointing to, in particular, the cooperation with ELA, the Governments stressed the importance of cooperation with other institutions and Agencies and praised the Agency's work in that regard and expressed the wish that the Agency's support and input are duly acknowledged and used, considering that it implies efforts and resources from EU-OSHA. The Governments also asked the Agency to keep the Management Board updated and involved with regard to any additional request for support from ELA which may come in the future.

*The Agency took note of the comment and assured that any substantial request would have to be discussed and approved by the Management Board via the usual planning and reporting documents.*

*The interim Executive Director also informed that he had participated to the ELA Management Board meeting earlier in the month and conveyed EU-OSHA's Management Board concerns over resources so that they are fully aware of the limitations. The focus of the cooperation is meant to be on prevention. Regarding the construction sector, there has been some preliminary contact and exchange of information on existing or ongoing work linked to EU-OSHA's activity on Supporting compliance.*

The **Workers** asked the Agency to allow for broader attendance at the expert meeting on OSH in the digital labour platform economy workshop – planned for March 2023 under the OSH Overview on OSH and digitalisation – possibly to all Management Board members as it is of great interest. Furthermore, they asked for clarification on the collaboration between EU-OSHA and FRA in relation to the Workers' Exposure Survey.

*Regarding the expert meeting, the Agency replied that they would definitely follow up on the request. In relation to the cooperation with FRA on the Workers' exposure survey, the Agency explained that the focus was on survey methodology. FRA has experience in outreach strategies for hard-to-reach groups.*

The Chairperson finally gave the floor to the Management Board Governments representatives from Sweden, Spain and Belgium and invited them to provide an update on the OSH related priorities and initiatives planned under their respective EU presidency period.

The Swedish Government representative introduced himself being a new member to the Management Board. The overall priorities will be strengthening the security in the EU; strengthening the EU role in the world; supporting the fight against climate change; stopping organised crime; strengthening the competitiveness of the EU and safeguarding fundamental values. Soon it will be also clear how these overarching priorities will be translated into more operational objectives for the OSH policy area.

The stocktaking summit in May 2023 is an important milestone of the Swedish presidency in the OSH realm – another relevant event will be the SLIC plenary meeting taking place just the week before (9-11 May) where the thematic day on 11 May will be on cognitive factors in OSH: from “nice-to-have” to being crucial.

The Spanish Government representatives recalled that Spain would take over the EU presidency from Sweden as from the second half of 2023. It was now rather early to provide information on the future priorities, however it could be anticipated that they will be fully aligned to the EU strategic framework and the Spanish strategy on OSH that is being finalised. Continuity to the important initiatives carried out by the current Czech presidency and the Swedish presidency would be ensured. In particular, when it comes to OSH, there are two initiatives planned. On 26-27 September 2023 (date to be confirmed) there will be an event on psychosocial risks with a focus on mental health linked to precarious work. On 21 November 2023 (date to be confirmed), there will be an event organised in the framework of the Roadmap on Carcinogens on another priority for the Spanish Government, work-related cancer. More detailed information on the priorities as well as final dates for the events will be provided in due course.

The Belgian Government representative recalled that Belgium would take over from Spain as from 1 January 2024. There are two important events in the pipeline, a conference on psychosocial risks on 30-31 January 2024 and the closing event for the Roadmap on carcinogens on 12 -13 June 2024. The themes of these two events reflect the main OSH priorities for Belgium. The Management Board will be invited and these dates will have to be taken into account when choosing the dates for Management Board meetings during 2024. With regard to mental health in the workplace Belgium has recently launched a federal plan which includes different prevention actions. One of the ambitions is to initiate a reflection on a possible legislative initiative at the EU level for the future. The coordination of the activities with Swedish and Spanish colleagues is ongoing to ensure complementarity.

<b>CONCLUSION</b>	<u>The Management Board took note of the Executive Director's progress report, the non-substantial amendments, and the other updates.</u>
<b>DECISION-MAKING PROCESS REQUIRED</b>	N/A, item for information
<b>RECORD OF VOTES</b>	N/A, item for information

#### 4. PROPOSAL FOR THE HWC THEME 2026-2027/28

The Chairperson reminded that at the last Management Board meeting in June 2022, the Agency had presented two proposals for the Healthy Workplaces Campaign theme starting in 2026 – one on Healthcare and Social Care and one on Psychosocial risks at work. The Management Board had provided a number of comments and asked the Agency to prepare a proposal for the Management Board's adoption at the December meeting in the framework of Psychosocial risks at work. After the June Management Board meeting, there had been further discussions between the spokespersons and the Agency to clarify the concept of the theme. As a result of such discussions, the Agency presented a revised proposal, the proposed theme – as agreed during the abovementioned discussions - being: “Mental health at work with a focus on new and overlooked areas and groups of workers”. This proposal had been discussed at the Executive Board meeting in November.

The interim Executive Director, in turn, recalled that the Healthy Workplaces Campaign “Safe and healthy work in the digital age” would run over the years 2023-2025. The next campaign would start in 2026 and in order to prepare the campaign, a decision would be required on the campaign theme as the Agency will need to initiate preparations for that campaign in 2023 and reflect it in the Single Programming Document 2023-2025. The campaign would address the issue of how working conditions affect workers' mental health, with a focus on new and overlooked occupational groups, sectors and areas. Specific terminology and concepts that will be used in the campaign will be developed together with stakeholders during the preparation of the campaign. While still addressing traditional risk areas, the campaign would focus in particular on those neglected occupational groups, sectors and new areas which would further distinguish it from previous campaigns on psychosocial risks. The details of the focus, content and priorities for the campaign would be set out in the campaign strategy which would be decided together with the Management Board. Evaluations of the previous campaigns on Psychosocial risks related issues in 2002 (Working on stress) and 2014-15 (Healthy workplaces manage stress) showed them to be very successful in terms of the choice of topic and the impact achieved. This new campaign would begin 11 years after the previous one. Since that time, there have been many developments in work and workplaces that have implications for exposure to psychosocial risk factors. This proposal would allow to base the campaign on the ongoing OSH Overview on Psychosocial Risks and other pre-existing and ongoing work such as the one being produced in the framework of the OSH overview on the health and social care sector. This will have 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.

The decision on the length of the campaign cycle for campaigns after the digitalisation campaign will not be taken until June 2023. An evaluation has been commissioned as agreed 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.

In November, the Executive Board had reviewed and discussed the proposal and had agreed to submit it to the Management Board for further discussion and agreement at the present meeting with the understanding that the following elements will be better emphasised:

- Gender dimension of the issue
- Mental health is to be contextualised in a work-related setting
- Focus on the healthcare sector.

#### COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S FOLLOW-UP

The Management Board overall expressed support and appreciation for the theme proposed.

Both the **Governments** and the **Workers** expressed some concerns about the “mental health” concept which should be contextualised as much as possible in the workplace setting – focusing on workplace solutions and organisational factors as well as prevention.

In addition, the **Workers** advocated for a final slogan that should not be too extensive (maximum 8 words) but at the same time attractive for a greater audience.

The **Commission** confirmed that also according to their viewpoint, that would be the angle.

The **Employers** stressed that the messages from the campaign should be formulated in a positive light.

*The Agency took note of the comments and confirmed that the concept of mental health will be closely related to the workplace setting.*

<b>CONCLUSION</b>	<u>The Management Board agreed the theme for the HWC 2026-2027/2028 to be “Mental health at work with a focus on new and overlooked areas and groups of workers”.</u>
<b>DECISION-MAKING PROCESS REQUIRED</b>	Absolute majority
<b>RECORD OF VOTES</b>	N/A, decision taken by consensus

## 5. FINAL DRAFT SINGLE PROGRAMMING DOCUMENT 2023-2025

The Chairperson reminded the Management Board that according to the schedule agreed with the Management Board, in January 2022, the Management Board had adopted a draft Single Programming Document, including multi-annual objectives and plan and a detailed annual work programme for 2023, outputs and performance indicators as well as all the required annexes. The draft Single Programming Document 2023-2025 was sent to the Parliament, the Council and the Commission – as well as to the agencies EU-OSHA has agreed such exchange with. The draft submitted by the Agency for this meeting included the feedback from the Management Board from January 2022 and the consultation’s feedback. The Executive Board was expected to review the document and give a recommendation to the Management Board regarding its adoption. The Management Board is expected to decide on its adoption at their meeting in December.

The Commission introduced the Commission’s opinion on the draft Single Programming Document. The Commission acknowledged that the opinion had been addressed in the revised draft.

The interim Executive Director remarked that after the Management Board meeting in December, the Management Board’s decision on the Healthy Workplaces Campaign starting in 2026 (cf previous item) would be reflected in the document. He also explained that due to an unplanned early retirement of a colleague during 2023, the Agency inquired with the Commission on the possibility to introduce a change in the establishment plan as from 2023 onwards and reclassify the post of the person due to retire from an AST post to an AD post to reinforce the research expertise in the Prevention and Research Unit to match the upcoming challenges. However, the Commission informed the Agency that it would not be possible to include the change at this stage of the budgetary process and that this request should be submitted as an amendment to the budget and establishment plan as from January 2023. Therefore, the final Single Programming Document 2023-2025, including the resource annexes and the final budget and establishment plan 2023 was presented for adoption at the Management Board meeting without this request – in order to make sure that what the Management Board is asked to approve is in line with the finally adopted budget. The Agency’s request will be introduced as an amendment to the budget 2023 (further to Management Board’s approval thereof) and will follow a separate process. It should be noted that there will be no impact on the budget – only on the establishment plan and on the qualification of the post and the responsibilities and tasks attached to it.

The Executive Board had asked the Agency to include any already concrete projects with ELA and ensure that the Agency’s contribution to the EU OSH stocktaking summit due to take place in 2023 is reflected. The Agency followed up in the proposed final draft. Other than that, the Executive Board had agreed to issue a positive recommendation to the Management Board on the adoption of the Single Programming Document 2023-2025.

The Chairperson asked the Commission to take the floor to introduce their opinion on the draft Single Programming Document 2023-2025, which had been adopted in June and included in the meeting documentation for reference (European Commission C(2022)4617).

The Commission underlined that the opinion was positive. Amongst the main aspects, there was an overall appreciation of the important initiatives carried out by EU-OSHA since the beginning of the pandemic and the actions taken for the implementation of the EU strategic framework. The Commission encouraged the Agency to keep on providing background information of the main OSH developments since the pandemic – and asked for references to be made to the green, demographic and digital transitions that are bringing about new OSH challenges. The Commission also welcomed the planned OSH Overview on the health and social care sector and suggested particular attention be paid to all aspects of mental health of workers in this sector. Finally, the Commission appreciated that a major OSH overview on OSH and digitalisation would finalise in 2023 – which would bring very relevant insights for policy makers on this important area. The Commission recommended that particular attention be paid to psychosocial and ergonomic issues linked with digitalisation and possible synergies with Eurofound on this topic further explored.

The Commission acknowledged that all in all the Agency had translated adequately all the elements in the Commission’s opinion into the final Single Programming Document 2023-2025 and thanked the Agency for the flexibility in accommodating ad hoc requests for contributions during this challenging period.

#### COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY’S FOLLOW-UP

The Management Board overall expressed their appreciation on this final draft.

The **Workers** in particular welcomed the reference to the knowledge development procedure which aims at showing with transparency how the research is conducted and the main principles that underpin the Agency’s work. They also welcomed the upgrading of one AST post to an AD post as proposed by the Agency that is to be submitted as an amendment to the SPD and the budget and establishment plan during 2023. Finally, they stressed that the conceptualisation and the translation of the glossary for the future campaigns of the Agency should be carefully considered.

With regard to the activity on the Workers’ exposure survey, the **Employers** asked to reword the reference to the activity’s results’ contribution to the preparation of possible future amendment proposals of the Carcinogens, Mutagens and Reprotoxic substances Directive (CMRD) and link it to the work done by the Working Party on Chemicals under the Advisory Committee.

*The Agency took note of the Employers’ remark and confirmed it would be followed up.*

<b>CONCLUSION</b>	<u>The Management Board adopted the final Single Programming Document 2023-2025</u>
<b>DECISION-MAKING PROCESS REQUIRED</b>	Qualified majority and absolute majority of the members of the Government’s group
<b>RECORD OF VOTES</b>	N/A, decision taken by consensus

## 6. BUDGET AND ESTABLISHMENT PLAN 2023

In January 2022, the Management Board had adopted a draft budget for 2023 for a total amount of EUR 16.733,340. The current proposal anticipates revenue and expenditure of EUR 17.038,950 representing a total increase of EUR 305.110, mainly due to the increase of EU contribution to address the impact of inflation on salaries and related expenditure.

Budget Title	Heading	DB2023	+/-	2023
1 0 0	European Union subsidy	16.075.585	230.858	16.306.443

1 0 1	Other revenue from European Union subsidy	154.655	-	154.655
1 0 2	EEA-EFTA Contribution	403.500	74.252	477.752
2 0 0	Grant from the Basque Regional Government	40.000	-	40.000
2 0 2	Grant from the Spanish Government	60.100	-	60.100
2 2 5	IPA II 2018 PROGRAMME	p.m.		p.m.
2 2 6	IPA III 2022 PROGRAMME	p.m.		p.m.
	<b>GRAND TOTAL</b>	<b>16.733.840</b>	<b>305.110</b>	<b>17.038.950</b>

Compared to the draft budget 2023, the appropriations for the Budget 2023 are as follows:

Budget Title	Heading	DB2023	+/-	2023
1	STAFF	7.934.000	323.000	8.257.000
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS	1.600.500	115.950	1.716.450
3	OPERATIONAL EXPENDITURE	7.199.340	-133.840	7.065.500
	<b>GRAND TOTAL</b>	<b>16.733.840</b>	<b>305.110</b>	<b>17.038.950</b>

The Agency presented a budget and an establishment plan where its staff resources are expected to remain stable in 2023 totalling 65 full time equivalent: 40 Temporary Agents (headcount) and 25 Contract Agents (FTE). This is in line with the opinion of the Commission's opinion on the draft Single Programming Document 2023-2025. As mentioned under the previous item, the establishment plan will be subject to a request for amendment to bring it in line with the Agency's operational needs at some point during 2023.

#### COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S FOLLOW-UP

The Management Board expressed satisfaction with the proposal for the final budget 2023.

<b>CONCLUSION</b>	The Management Board adopted the final budget and establishment plan 2023
<b>DECISION-MAKING PROCESS REQUIRED</b>	Qualified majority and absolute majority of the members of the Government's group
<b>RECORD OF VOTES</b>	N/A, decision taken by consensus

## 7. EX-ANTE EVALUATION ON OSH OVERVIEW ON CARDIO-VASCULAR DISEASES

The Chairperson reminded the Management Board that according to the schedule agreed with the Management Board, the Executive Board reviewed a preliminary draft of the next Single Programming Document covering the years 2024-2026 – which includes the multi-annual objectives and plans in preparation for the full draft that would be prepared for the Management Board meeting in January 2023 for agreement. Together with the preliminary draft, the Agency includes proposals for any new activity which should be included in the programming period. This year, an ex-ante evaluation for a new OSH Overview had been submitted – on the topic of cardiovascular diseases. At their meeting in November,

the Executive Board had taken note of the Preliminary draft Single Programming Document 2024-2026 and agreed to submit the ex-ante evaluation to the Management Board for review and comments at their meeting in December. This activity, if approved, would be included in the 2024 plans.

The interim Executive Director recalled that in the EU OSH Strategic Framework there is a clear reference to the relevance of this topic and the desk research and stakeholders' consultation that was carried out to input the ex-ante evaluation of this activity support this need. Once the ex-ante evaluation is discussed and the main lines of the Agency's intervention were agreed with the Management Board, the OSH Overview on cardiovascular diseases would be included as a new activity in the 2024 work programme in the framework of the draft Single Programming Document 2024-2026, to be submitted for agreement at the first meeting in 2023 in January.

The interim Executive Director further informed the Management Board about the decisions that the Management Board will be called to make during 2023. He invited the Management Board to reflect on possible topics for the next foresight starting in 2024 (after the work on foresight on circular economy would have come to an end) as well as possible topics for future OSH Overviews that would start after 2024. The objective was to have an initial discussion on the topics at the January 2023 meeting, where the Agency would also bring some initial proposals. Members of the Management Board were invited to forward their proposals to the groups' Coordinators, who would, in turn, forward such proposals to the Agency. It would be also possible to present additional proposals directly at the meeting.

At their March 2023 meeting, the OKAG will be invited to help prioritise / filter amongst these topics and further to that the Agency may be able to bring a final shortlist that the Management Board would be asked to decide upon at their June 2023 meeting.

By June 2023, the Management Board should have decided on the next foresight theme and have selected at least one topic for the future ex-ante evaluation for a new OSH Overview activity starting in 2025. Another important decision that the Management Board would be expected to make during 2023 is the one about the length of the cycle of Healthy Workplaces Campaigns – based on the results of the evaluation which is still ongoing.

## COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S FOLLOW-UP

The Management Board expressed satisfaction with the ex-ante evaluation for the proposed activity.

The **Workers** remarked that this is very timely and suggested a link be established between this activity and the ongoing one on psychosocial risks. They also welcomed the role of the intermediaries but whereas they found appropriate involving organisations dealing with public health such as the WHO in addition to social partners, a clear distinction should be made between social partners and NGOs. With regard to the possible communication channels to promote the outputs, the Agency could consider presenting the main findings at side events during meetings of the Management Board.

The **Employers** commented that the topic is complex and multifactorial – so this complexity has to be reflected in the further planning and implementation of the activity. In particular, the focus should be on the role that the workplace can play in managing such diseases.

*The Agency took note of the comments.*

<b>CONCLUSION</b>	<u>The Management Board took note of the ex-ante evaluation and agreed on "Cardiovascular diseases" as a topic for the new OSH overview starting in 2024.</u>
<b>DECISION-MAKING PROCESS REQUIRED</b>	Absolute majority
<b>RECORD OF VOTES</b>	N/A, decision taken by consensus

## 8. FRAMEWORK FOR COOPERATION: EU-OSHA – ELA

The Agency has established productive cooperation with ELA. So far, work has been carried out in areas of shared interest such as platform work, coordination of labor inspectorate and inspections and support to ELA campaigning, as well as exchange with the liaison officers.

The two Agencies have been working on a framework for cooperation that defines in more details how cooperation shall be brought forward. The framework defines the terms of this cooperation, foresees an annual meeting to exchange feedback and input for the work programme, the nomination of a contact person to carry out the coordination work related to the cooperation etc. ELA Management Board had the opportunity to discuss the draft framework agreement at their last meeting in early December and very much welcomed it.

EU-OSHA submitted the draft framework for information and comments.

### COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S FOLLOW-UP

The Management Board welcomed the framework for cooperation with ELA and looked forward to being kept updated on this matter, in particular, should any specific request which require significant resources arise.

The **Workers** would, however, have liked to see a stronger reference to prevention and looked forward to being involved in the context of the Management Board to oversee this cooperation in action.

<b>CONCLUSION</b>	<u>The Management Board took note of the framework for cooperation between EU-OSHA and ELA.</u>
<b>DECISION-MAKING PROCESS REQUIRED</b>	N/A, item for information
<b>RECORD OF VOTES</b>	N/A, item for information

## 9. NEW IPA PROGRAMME

EU-OSHA has been supporting IPA beneficiaries (i.e. Western Balkans and Turkey) since 2011, through preparatory measures with the aim to include them in the network and activities of EU-OSHA, upon their possible EU accession. IPA beneficiaries nominate a national Focal Point that attends EU Member State focal point meetings and facilitates knowledge transfer and participation in agency work. Under previous IPA Contribution Agreements, this has included translation of EU-OSHA materials to IPA languages, participation of OSH experts in agency thematic events, and hosting of expert activities in the IPA beneficiaries, like awareness raising activities on campaign themes.

The activities of the current programme were to finalise in December 2022. EU-OSHA had been carrying out preliminary negotiations for a new contribution agreement with the Commission in order to be able to continue the activities in the programme countries. The outcome was very positive, resulting in an expected 50% increase of the contribution over the full programme period. In order to minimise any disruption in-between programmes, the Agency has a reserve list with candidates for project managers that may be contacted for a job offer as soon as the agreement is finalised.

As foreseen in the Founding regulation, before engaging with third countries, the Management Board shall authorise the Agency to do so. As a result, the Management Board was invited to authorise the Agency to conclude the new contribution agreement, which will cover the timeframe 2023-2027. The authorisation process from the Commission's side was still underway.

## COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S FOLLOW-UP

The Management Board welcomed the draft contribution agreement and agreed to authorise the finalisation of the negotiations and the conclusions of a new IPA agreement with the Commission.

The **Governments** in particular welcomed the effort by the Agency to increase the contribution by 50% as compared to the original forecast and to minimise the disruption due to the gaps in-between the programmes.

The **Workers** highlighted that the programme is very important for the region – it is important to keep continuity also to help the Focal point network consolidate and make more efficient and systematic use of the EU resources.

*The Agency thanked for the remarks and took note of them.*

<b>CONCLUSION</b>	The Management Board decided to authorise the agency to conclude a new IPA agreement with the Commission for the period 2023-2027.
<b>DECISION-MAKING PROCESS REQUIRED</b>	Absolute majority
<b>RECORD OF VOTES</b>	N/A, decision taken by consensus

## 10. 2023 MANAGEMENT AND EXECUTIVE BOARD MEETINGS

The meeting dates had been discussed and agreed by the Executive Board in November.

The interim Executive Director recalled that the January meeting would be held online, whereas the June meeting will be held as a face-to-face meeting. Following the current practice, which was welcome by all groups, Agency staff shall be invited to introduce the main agenda items at the interest group meetings. Further details are provided below.

### MANAGEMENT BOARD MEETINGS:

#### I Management Board meeting: 24-26 January (Online)

	24 January	25 January	26 January
Governments group (GIG)	9h00-13h00 (CET)		
Employers group (EIG)	12h30-16h30 (CET)		
Workers group (WIG)		9h00-15h00 (CET)	
Wrap-up Executive Board		15h30-17h00 (CET)	
Plenary Session			9h30-13h30 (CET)

#### II Management Board meeting: 31 May – 1 June (Hybrid-Bilbao)

	31 May	1 June
Interest Groups	9h00-16h00 (CET)	
Wrap-up Executive Board	16h30-18h00 (CET)	
Plenary Session		9h00-13h00 (CET)

### III Management Board meeting (SPD and Budget): 12-14 December (Online)

	12 December	13 December	14 December
Governments group (GIG)	9h00-12h00 (CET)		
Employers group (EIG)	12h30-15h30 (CET)		
Workers group (WIG)		9h00-12h00 (CET)	
Wrap-up Executive Board		14h30-16h00 (CET)	
Plenary Session			9h30-13h30 (CET)

#### **EXECUTIVE BOARD MEETINGS:**

- I Executive Board meeting: 18 January 2023 (Online: 9h00-14h00 CET)
- II Executive Board meeting: 25 May (Online: 9h00-14h00 CET)
- III Executive Board meeting: 14 November (Online: 9h00-16h00 CET)

#### **COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S FOLLOW-UP**

The Workers expressed the desire to have more face-to-face meetings.

*The Agency took note of the request.*

<b>CONCLUSION</b>	<u>The Management Board took note of the schedule of the Management and Executive Board meetings for 2023.</u>
<b>DECISION-MAKING PROCESS REQUIRED</b>	N/A, item for information
<b>RECORD OF VOTES</b>	N/A, item for information

### 11. ANY OTHER BUSINESS

Under this item, the Commission provided an update to the Management Board on the ongoing procedure for the recruitment of a new Executive Director for EU-OSHA.

Attendance at this part of the meeting was restricted to Management Board members and observers who had previously signed a declaration of confidentiality and absence of conflict of interests in relation to the recruitment procedure. For EU-OSHA, only the Management Board Secretariat staff attended.

--00--

The Chairperson thanked the attendees and closed the meeting.

**LIST OF PARTICIPANTS AT PLENARY SESSION OF 14 DECEMBER 2022:**

Name	Category	Role	Representing
ROSENMAYR Clemens	Employers	Titular	AUSTRIA
BREINDL Gertrud	Governments	Titular	AUSTRIA
NEDJELIK-LISCHKA Julia	Workers	Titular	AUSTRIA
CRUTZEN Véronique	Governments	Titular	BELGIUM
KONOVA Darina	Governments	Titular	BULGARIA
OSSIEUR Isaline	Employers	Coordinator	BUSINESSEUROPE
PRELEC Marina	Governments	Titular	CROATIA
PALAJSA Gordana	Workers	Titular	CROATIA
EVANGELOU Evangelos	Workers	Titular	CYPRUS
HLAVÍN Jaroslav	Governments	Titular	CZECH REPUBLIC
PROCHÁZKA Václav	Workers	Titular	CZECH REPUBLIC
KNUDSEN Annemarie	Governments	Titular	DENMARK
SCHEELE Carlien	EIGE	Observer	EIGE
KSINAN Jozef	ELA	Observer	ELA
PEÄRNBERG Marju	Employers	Titular	ESTONIA
DORESTE Ignacio	Workers	Coordinator	ETUC
GREVFORS ERNOULT Charlotte	European Commission	Alternate	EUROPEAN COMMISSION
RYTIVAARA Auli	Employers	Titular	FINLAND
HAKALA Liisa	Governments	Alternate	FINLAND
AUVINEN Erkki	Workers	Titular	FINLAND
LÉVY Patrick	Employers	Titular	FRANCE
MEDIAVILLA Lucie	Governments	Titular	FRANCE
METZE Eckhard	Employers	Titular	GERMANY
HAUS-RYBICKI Sebastian	Governments	Alternate	GERMANY
SCHNEIDER Sebastian	Workers	Titular	GERMANY
KONSTANTAKOPOULOS Ioannis	Governments	Titular	GREECE
STOIMENIDIS Andreas	Workers	Titular	GREECE
GYÖRGY Károly	Workers	Titular	HUNGARY
GUNNSTEINSDÓTTIR Hanna	Governments	Observer	ICELAND
GILLEN Michael	Employers	Titular	IRELAND
DALTON Marie	Governments	Alternate/Coordinator	IRELAND
ROBINSON Dessie	Workers	Titular	IRELAND

Name	Category	Role	Representing
LEUZZI Fabiola	Employers	Titular	ITALY
DE CAMILLIS Romolo	Governments	Titular	ITALY
CAPPUCCIO Silvana	Workers	Titular	ITALY
LŪSIS Renārs	Governments	Titular	LATVIA
PUŽULS Mārtiņš	Workers	Titular	LATVIA
JASIENĒ Rūta	Employers	Alternate	LITHUANIA
FURLANI Patrice	Governments	Alternate	LUXEMBOURG
CASARU Anthony	Workers	Titular	MALTA
WESSELIUS Tanja	Governments	Titular	NETHERLANDS
BJØRSHOL Arnfinn	Employers	Observer	NORWAY
SEEM Monica	Governments	Observer alternate	NORWAY
LUNDE Bergljot Fuhr	Workers	Observer	NORWAY
ŁUBNIEWSKI Stefan	Workers	Titular	POLAND
PENA COSTA Marcelino	Employers	Titular	PORTUGAL
PERJU Elena	Governments	Titular	ROMANIA
CONSTANTINOAIA Corneliu	Workers	Titular	ROMANIA
KOSTURÁKOVÁ Martina	Governments	Titular	SLOVAKIA
RAMPAŠEK Peter	Workers	Titular	SLOVAKIA
PETRIŠIČ Nikolaj	Governments	Titular	SLOVENIA
KOMEL Vladka	Governments	Alternate	SLOVENIA
BÖHM Lučka	Workers	Titular	SLOVENIA
PINTO LOMEÑA Miriam	Employers	Titular	SPAIN
TEJEDOR AIBAR Mercedes	Governments	Alternate	SPAIN
LINARES Pedro J.	Workers	Titular	SPAIN
ANDERSSON Cecilia	Employers	Titular	SWEDEN
FALK Magnus	Governments	Titular	SWEDEN
FRISTEDT Karin	Workers	Titular	SWEDEN
COCKBURN William			EU-OSHA
BALDAN Andrea			EU-OSHA
BEJER Jesper			EU-OSHA
MILCZAREK Malgorzata			EU-OSHA
PICCIOLI Ilaria			EU-OSHA
SMITH Andrew			EU-OSHA
URTASUN Azucena	Other	Observer	EU-OSHA