

MINUTES

| | |
|----------------------|--|
| Meeting: | 12 th MEETING OF THE MANAGEMENT BOARD |
| Date: | 24-26 January 2023 |
| Venue: | Virtual |
| Documentation | Meeting documentation |

This Management Board meeting was held virtually with the aid of an online platform which allowed simultaneous interpretation to and from EN, FR, DE and ES. The meeting was organised around group meetings where Agency staff introduced the different agenda items and answered questions and clarified doubts as appropriate; and a plenary session, where conclusions were drawn and necessary decisions taken.

These minutes intend to cover both the Agency's presentations and clarifications provided during the group meetings as well as report the discussions and decisions taken by the Management Board at the plenary.

For item no 7 "EU-OSHA's Executive Director recruitment", only Management Board members, alternate members and observers who had signed the declaration of confidentiality and absence of conflict of interests were admitted to discuss on the matter and take the necessary decisions. For the Agency, only the Management Board Secretariat staff attended.

1 ADOPTION OF THE DRAFT AGENDA

The Chairperson opened the meeting and welcomed participants.

He reminded that the online platform of the meeting would allow simultaneous interpretation to and from EN, FR, DE and ES. He handed over to the Agency's contractor in charge of the meeting organisation who gave a brief recap of the main functionalities in addition to the instructions provided before the meeting.

The Chairperson recapped on some meeting practicalities.

Next, the Chairperson introduced the draft agenda. He reminded the Management Board that the Executive Board at their meeting the week before had agreed on a different order in the agenda. He therefore asked the Management Board to refer to the updated agenda sent out in advance of the meeting. Under "Any other business", the Governments suggested that the Governments' representatives from Spain and Sweden could give an update on the relevant foreseen EU presidencies' activities.

The Chairperson recalled that the groups had met prior to the current plenary. At the group meetings, Agency staff introduced the items on the agenda and answered questions and clarified doubts. All groups acknowledged the usefulness of such bilateral exchanges with the Agency.

Before starting working through the Agenda, the Chairperson asked the Management Board members to declare whether they may be in a situation of conflict of interests with regard to any of the items of the Agenda. If there was a conflict of interests, the Management Board member should abstain from participating in the discussion of the related item and leave the meeting, in compliance with the Agency's policy on prevention and management of conflict of interest. At that stage, no member reported any.

The Chair recalled that a potential issue was item 7 – when the ongoing recruitment procedure of the Executive Director would be discussed.

The Chairperson informed the Management Board that the following delegations of votes had been received:

Employers:

- From the German representative to the Austrian representative
- From the Dutch representative to the Irish representative
- From the Croatian representative to the Irish representative
- From Spanish representative to the Irish representative

Governments:

- From the German representative to the Polish representative

Workers:

- From the Italian representative to the French representative
- From Cypriot representative to the Greek representative

To establish the quorum for the meeting, the rules of procedure (Article 9.1) require that the majority of the members from each of the three interest groups and at least one Commission representative attend the meeting. As this was the case¹, the Chairperson informed that 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 DRAFT MINUTES FROM DECEMBER 2022 MANAGEMENT BOARD MEETING

The Chairperson recalled that the Management Board minutes were circulated for information and were now submitted for formal adoption. Given the short time lapse between the last Management Board meeting and the current meeting (and the Christmas break) they could not be circulated earlier for comments with the Executive Board. At their meeting, the Executive Board had provided a few comments (Workers and Commission) which were incorporated into the draft submitted for adoption.

At the plenary meeting, further feedback was provided in relation to the initiatives under the Swedish EU presidencies.

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

¹ The quorum requirement only applies to the session on 21 January 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: 27, No of members from Workers' group: 23, No of members from Employers' group: 22, No of members from the Commission: 3. Alternate member is counted only if replacing the member; delegated votes are also counted.

3 EXECUTIVE DIRECTOR'S PROGRESS REPORT

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

The interim Executive Director started by offering his apologies for not having attended the groups meetings on the previous days. He explained that his physical presence was required at a key commitment at the European Parliament's Employment and Social Affairs Committee – an annual exchange of views with the Committee and the EU Agencies active in the social affairs and employment area. This had been a good opportunity to present to the Committee an account of the achievements in 2022 in preparation to the Committee's opinion on the discharge but also a mean to present the Agency's priorities for 2023 and informing about cooperation with other EU Agencies, in particular the ones that are active in the same policy area. The Parliament expressed appreciation for the Agency's work – in particular the contribution to important Commission initiatives such as mental health and priorities such as the disability package.

Furthermore, he referred to the report circulated, which included an account of the implementation of the activities foreseen for 2022. This was the last issue for the year and intended to provide a detailed overview on the work done during 2022. This will be the basis for the 2022 Consolidated Annual Activity Report which the Management Board will be asked to review, assess and adopt at their June meeting.

The Agency had the opportunity to clarify doubts and issues raised by the groups during the groups meetings and the feedback was appreciated.

Under this item, in preparation to the Management Board's consultation by the Commission's contractor in charge of the evaluation of EU-OSHA, Eurofound, Cedefop and ETF, the interim Executive Director walked the Management Board through a [presentation](#) on the evaluation of the four Agencies. The objective was to provide the Management Board with an overview of the main dimensions and topics covered by the evaluation as well as some resources to support the Management Board to come up with their input for the consultation. The interim Executive Director recalled the importance of this evaluation for EU-OSHA and thanked the Management Board for their input.

The Commission, in turn, highlighted that in December 2022 there had been an interservice meeting with the contractors where the inception report of the evaluation had been discussed. At this meeting, proposals for case studies were reviewed – some were specific to each Agency whereas others had a cross-agency dimension. The final selection was still pending. The Commission encouraged the Management Board to engage in this important exercise and share with the evaluators their honest views.

In the State of Union 2021 speech, President Van der Leyen highlighted the importance of Mental Health and announced a comprehensive initiative in this area. Whereas this is mainly a matter of public health, it is expected that it will have spill overs to other policy areas (research, youth, education, vulnerable groups) , including. OSH. EU-OSHA's work on psychosocial risks and work-related mental health will provide an important input to this initiative. A call for evidence had recently been published and open for feedback until 15 February – and the objective was to fine-tune the scope of the initiative.

On the EU OSH stocktaking Summit, the Commission recalled that the objective was to consider the work done across the EU in implementing the strategic framework. The Summit will focus on four areas: the practical implementation of the "vision zero" approach to work related deaths; mental health at work – taking into account the obligation set by the Framework Directive to assess all kind of risks, and addressing also the role of social partners; strengthen the national strategies and the OSH impact of climate change and heat waves. The Summit will take place in Stockholm on 15-16 May 2023 under the Swedish EU Presidency. It is expected to be a high-level event. All Ministers of Labour from the Member States will be invited, together with high representatives from European institutions, including the Commissioner for Jobs and Social Rights, the Chair of the Employment and Social Affairs Committee of the European Parliament, high-level representatives of the European Economic and Social Committee and the Committee of the Regions as well as representatives from international organisations, including the ILO, WHO, the OECD and EFTA countries and candidate countries. In addition, a non-exhaustive list of invitees includes members and coordinators of the Advisory Committee

for Safety and Health at Work, SLIC Bureau members and representatives of EU social partners and representatives of expert organisations. The timing is appropriate as this event will take place two years after the adoption of the Strategic Framework. EU-OSHA is very much involved in the organisation of the Summit, being part of the Steering Committee. The first preparatory workshop focussed on mental health at work and “Vision zero” and the engagement from the participants clearly showed great interest in this topic. The second workshop will take place in the second half of February – “vision zero” will be further discussed together with the other topics – including heat waves and national strategies. It remains to be decided whether a declaration is going to be signed in this context as it is still under discussion.

The Agency stressed the good cooperation with the Commission in the view of the preparation for the summit. They highlighted that for the topic on monitoring progress in the implementation of the national strategy, EU-OSHA will contribute with the publication of the first analytical report under the activity on EU OSH information system – “OSH in Europe – state and trends 2023,” to be launched at the time of the event. In the forthcoming weeks, the Agency will organise an online seminar for Management Board members and Focal points to present the main findings ahead of the summit.

The interim Executive Director informed also about staffing issues. He mentioned in particular the fact that Lothar Lieck from the Prevention and Research Unit would soon leave on retirement after a long and successful career in OSH prevention. He has been serving as the lead researcher for the above-mentioned report. He also informed about the departure of Andrea Baldan, Head of Resource and Service Centre, as from mid-April 2023 and explained the planned acting arrangements which foresee that the current Human Resources Manager, Nadège Perrine, will step in until a new Head of Unit is recruited.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS:

The Governments asked the Agency to elaborate further on the cooperation with the European Labour Authority (ELA), in particular regarding ELA's upcoming campaign on the construction sector; as well as on the ongoing initiative regarding the enhancement of the Focal points network.

The Agency explained that EU-OSHA is dealing with the construction sector in the context of the work on the OSH overview on Supporting Compliance where construction and agriculture sectors are taken as examples of supply chain preventive measures. This work is more oriented to the policy level so not very relevant for ELA's campaign work – but the Agency has been pointing out at and sharing existing practical resources that could be useful in the context of ELA's campaign. The cooperation with ELA is now also being formalised via a framework for cooperation which entails an exchange of the draft Single Programming Documents in due time during the planning phase.

Strengthening the cooperation with the Focal points and the Focal points network is a priority for EU-OSHA as identified in the internal Planning Seminar by the Agency. The Agency has been working on a plan where possible actions as to how to improve communication, planning, monitoring and reporting, how to give Focal points' work greater visibility and how to support them in their role at the national level have been identified. Ahead of their face-to-face meeting in early February, the Agency shared with the Focal points a document outlining the main lines of actions. The idea is to discuss the actions with the Focal points so as to be able to elaborate the action plan in further details and share it with the Management Board as early as appropriate.

The Workers welcomed the upcoming publication on hybrid work and OSH under the “OSH and digitalisation” activity as they expected that it would support with scientific background the ongoing social partners' negotiations on the right to disconnect. They also stressed that the work that the Agency is carrying out on Supporting Compliance is important. The publications on “20 Full case studies of supply chain relations in the construction and agri-food sector” and “Comparative analysis of supply chain relations in the construction and agri-food sector” are especially relevant for the trade unions in the agriculture sector (and EFFAT, at European level):.

They also asked when the new version of the OSHwiki platform would be deployed; inquired over the delay of a Report on “Systems of sanctions” under the “Supporting compliance to OSH” activity; whether

the Agency was considering carrying out further research on COVID-19 in the light of the severe increase of new cases and in particular on Long COVID which is a priority for the Workers' group.

Finally, in relation to the upcoming research on "Domestic violence at work" under the "Psychosocial risks at work" activity, they said they would find more appropriate to refer to it as "sexist violence" rather.

The Agency clarified that the publication of OSHwiki articles and discussion papers under "Supporting Compliance on OSH", including the work on the "Systems of sanctions" were delayed to beginning 2023 which is when the revamped OSHwiki platform was expected to be launched. In relation to the work on COVID-19, EU-OSHA remains very much engaged with the Commission and other EU Agencies, in particular in the context of the EU-ANSA network. Precisely under the umbrella of the EU-ANSA and in cooperation with EFSA, EU-OSHA will organise and host a joint crisis preparedness exercise to test the conceptual framework for Interagency coordination and cooperation in times of crisis.

Regarding Long COVID in particular, already in 2021, the Agency had published two guides on return to work after COVID-19, for workers and managers, that aim to facilitate the reintegration of workers affected by the health effects of COVID-19, and especially Long COVID. The guides are available in all official languages and have been presented at several meetings. The guides have also been presented to the IPA (pre-accession) countries at the beginning of 2022. Further work is currently being commissioned on Long-COVID and guides for effective rehabilitation. The outputs are expected to be published in 2023.

Regarding the remark on whether domestic violence is the appropriate concept, the Agency refers to the definitions that are broadly used in the European policy context². Moreover, while domestic violence has many common features with "sexist violence", the latter is more general and do not necessarily refer to people with which a person has/had a close relationship.

| | |
|-------------------|---|
| CONCLUSION | The Management Board took note of the Executive Director's progress report and the other updates. |
|-------------------|---|

4 DRAFT SINGLE PROGRAMMING DOCUMENT 2024-2026

In accordance with the schedule agreed with the Management Board, the Agency presented a complete draft of the Single Programming Document 2024-2026 for agreement.

The draft version covers:

- the multi-annual objectives and work programme;
- a detailed annual work programme for 2024, including outputs and performance indicators;
- all annexes on specific areas.

The Commission's opinion on the 2022 work programme and the EU OSH Strategic framework priorities are reflected on the planned work.

By 31 January, the Agency will send the draft programming document out for external consultation (to the Commission, EUROFOUND, EIGE, ECHA and ELA) and to initiate the budgetary procedure (to the

² "All acts of physical, sexual, psychological or economic violence that occur within the family or domestic unit or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence with the victim", Council of Europe, Istanbul Convention, 2014, Art. 3b; Domestic violence is a form of violence against women as it disproportionately affects women ... Women are disproportionately represented as victims of both forms of violence due to the underlying patterns of coercion, power and/or control. However, anyone can be a potential victim of such violence, regardless of their sex or gender. In the case of domestic violence, in particular, it can affect any person, including men, younger or older people, children and LGBTIQ persons. (European Commission, 2022, Proposal for a Directive of the European Parliament and of the Council on combating violence against women and domestic violence. COM(2022)105 final. <https://eurlex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0105>, p. 1); the ILO convention 190 also refers to domestic violence.

Commission, Parliament and Council). The Commission is expected to issue their opinion by 1 July 2023.

The Management Board will be requested to adopt the final version of the Single Programming Document by December 2023.

The Agency provided an overview of the different activities covered in the plans at the groups meetings. A new activity was included as per the Management Board's decision at their meeting in December 2022 – a new OSH overview on cardiovascular diseases. During 2023, the Management Board will also be called to take a decision on the topic for the next foresight study which will start in 2024.

As EU-OSHA is expected to play a key role in delivering the EU OSH strategic framework, the Agency will take into account of any adaptation made necessary as a result of the follow up to the OSH stocktaking summit in mid-2023.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS:

The Management Board welcomed the draft Single Programming Document 2024-2026. The Commission also confirmed that they would provide the Commission's official opinion further to the inter-service consultation in mid-2023.

The Governments expressed a very positive evaluation of the draft SPD 2024-2026 and remarked that under the new EU OSH Strategic Framework the workload of the Agency seems to be expanding. This should also be managed from a resources viewpoint – if the role of EU-OSHA in delivering on the framework would entail new or growing tasks, the Commission should look into resourcing the Agency accordingly. The Governments asked confirmation on whether the length of the campaign cycle would be a decision for the Management Board in June based on the evaluation results.

The Agency confirmed that this would be the case.

The Workers expressed great appreciation in particular for the activity on the Workers' exposure survey and the fact that the results would be available during 2023 as this would be very timely for the expected revision of the Directive on Chemical agents and the Directive on Carcinogens and Mutagens; and the one on Supporting Compliance to OSH. In this context, the Workers expressed interest in the Agency providing an overview on the situation regarding the obligation to establish workers' councils in companies of more than 50 employees; as well as an overview of inspection methods on certain topics across the Member States. The Workers also recalled that the Screen Directive and the Work Equipment Directive are quite outdated and their revision is blocked at the level of the Advisory Committee for Safety and Health at Work - which is unfortunate at the time EU-OSHA is planning a Healthy Workplaces Campaign on digitalisation. They also shared some developments related to OiRA in The Netherlands, where the risk assessments carried out via OiRA by companies are shared with the Labour Inspectorate. Finally, the Workers reiterated their wish to keep campaigns to a 2-year cycle.

The Agency took note of the comments and the suggestions which will be taken into account for future plans. In relation to the question on workers' representation, EU-OSHA published an overview of workers' participation in practice based on ESENER's results and this can provide relevant information.

Regarding OiRA, in principle it is possible to share the results of the risk assessments with public authorities and the experience of IRAT partners has been enlightening in this respect. Where EU-OSHA had started exploring this option preliminarily, should there be a concrete interest from any OiRA partner, the Agency would be ready to look into this more in-depth.

Finally, the Employers welcomed the activities covered in the draft Single Programming Document. They also voiced a few concerns in relation to the activity on the Workers' Exposure Survey on cancer risks factors. The concerns mainly focused on methodological aspects. The fact that the questionnaire for the survey is built upon the one used in the Australian context may lead to a certain degree of mismatch when it comes to classification practices vis-à-vis relevant European legislation and subsequently to misinterpretation of the results. There are aspects that would require further clarification such as how quality management in data collection and assessment is ensured. Transparency in the assessment of

the results is particularly important. What is at stake is the robustness and validity of the results which is a pre-condition for such data to be a reliable input to future OSH policies and legislation.

The Agency acknowledged the importance of ensuring the necessary quality methods and techniques to ensure robustness of the data and validity of the results from the Workers' Exposure Survey. This is seen as essential to, on the one hand, ensure an appropriate uptake of the results; and, on the other, to ensure good value for money in the perspective of cost effectiveness, considering the substantial investment that this activity requires. The basis for the work has been a thorough feasibility study carried out in 2017 where the methodological challenges were systematically addressed. Upon the Management Board's request, a dedicated Advisory Group was set up – the WESAG - to support the design and the implementation of the survey from close. In addition, an expert group comprised of world-leading experts on the relevant areas covered in the survey, including experts on comparative survey methodology has been systematically engaged in the work. The expert group provided a very valuable input to the design and implementation of the survey. Another aspect that has been carefully taken into account is the adaptation to the European and the national contexts. The national adaptation of the questionnaire has been carried out by teams of experts and the actual deployment of the survey has been entrusted to a leading company with significant experience in survey methodology, design and implementation. Furthermore, EU-OSHA staff has been carefully supervising the work of the contractor and ensured a swift follow-up to any issues. Interviewers have been trained and the contractor is asked to demonstrate compliance with the quality criteria. It is also important to clarify that the respondents (the workers) are not assessing their exposure to certain substances but answer questions about their tasks etc on the basis of which an algorithm is applied. The WESAG has been involved throughout the process. A document with the list of substances covered in the survey – as per the relevant EU Directives – was timely shared; and references to the scientific article that establishes the rationale for the algorithm used to perform the exposure assessment will be made available. While the first results are expected to be available as of next November, a methodological report will also be issued so as to ensure full transparency in relation to the methodology – from survey design, incl substances selection and adaptation to the appropriate context. The plan for analysis of the data will be discussed with WESAG. The Agency is also planning to organise a seminar to present the first findings to the Management Board and the Focal points before their publication. Last but not least, EU-OSHA has been proactively seeking feedback on this piece of work, gaining the acknowledgement and recognition by the scientific community.

| | |
|---|--|
| CONCLUSION | The Management Board approved the draft Single Programming Document 2024-2026. |
| DECISION-MAKING PROCESS REQUIRED | Two-third majority; majority of Governments group |
| RECORD OF VOTES | N/A, decision taken by consensus. |

5 DRAFT BUDGET AND ESTABLISHMENT PLAN 2024

The Agency informed the Management Board that the draft budget 2024 was prepared based on the general budgetary information available at the time of its finalisation.

EU-OSHA presented a break-down of planned revenues and expenditures as below.

Revenues

- Total revenues are estimated at EUR 17.373.570
- Direct EU-subsidy: EUR 16.790.000 + EUR 289.254 re-use of the budget outturn 2022
- EEA-EFTA funds estimated at EUR 483.470 (2.93% of the direct EU subsidy);– to be confirmed during the year and to be included in the final budget for adoption at the end of 2023.
- Subsidies from national and local authorities (EUR 100,100)

Compared to Budget 2023 (B2023), it represents an increase of 2.0% in line with the revised Multi-Annual Financial Framework 2021-2027.

Income lines for projects “IPA II 2018” and “IPA III 2022” carry the token entry “p.m.”.

Expenditures

- Total expenditures match with the revenues. Expenditures by title are as follow:
 - o Title 1: EUR 8.763.000 (+ 506.300 as compared to 2023).
 - o Title 2: EUR 1.821.930 (+ 105,480 as compared to 2023).
 - o Title 3: EUR 6.788.640 (- 276.860 as compared to 2023)

Draft establishment plan and estimate of the number of Contract Staff/Seconded National Expert

EU-OSHA expects its staff resource to remain stable over the period 2022-2024. The draft establishment plan anticipates 40 temporary agent posts and respective grade. Regarding the number of Contract Agents, EU-OSHA requests to maintain 25 Full Time Equivalents (FTEs). The final budget will be presented to the Management Board for adoption by the end of 2023 together with the final draft Single Programming Document 2024-2026.

Upon approval of the Management Board and before 31 January, the Agency will send the draft budget and establishment plan for 2024 to the Commission as an input to the preparation of the EU budget for 2024.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S FOLLOW UP:

The Workers observed that compared to 2023, there has been an increase in Title 1 to the detriment of the operations (Title 3) and took good note of the explanation provided by the Agency during the Executive Board meeting in this respect. Increase in Title 1 is linked to different factors, but particularly salary indexation to match inflation, recruitment and training needs for staff, as well as career progression of staff. The Agency however recalled that most of the Title 1 expenditure is spent on staff delivering operational work and an analysis of the evolution of the costs by type of activity shows that the Agency is progressing along the path agreed with the Management Board related to maintaining the ratio of 75% vs 25% between operational and administrative/corporate management activities. Staff is a key resource to deliver on operational activities. The Agency could find itself in the situation, however, where it has to reprioritize its work to cope with such increasing budget constraints.

The Governments echoed the Workers' concerns – the 2 percent nominal increase in the budget foreseen in the Multi-annual Financial Framework does not support the development in costs and requirements to the Agency in the medium run to the detriment of the resources directly allocated to the operations.

The above-mentioned concerns had been expressed by the Executive Board as whole. The Commission took note of the comments and remarks, the Commission will consult the internal services before issuing the formal opinion. The Commission recalled that the Budget Authorities are the Council and the European Parliament, and suggested the Management Board to raise the concerns around the Agency's budget in all the contexts where this can be conveyed stressing the important role played by the Member States on this topic.

The exact amount of the EU subsidy which is slightly higher than what has been included in the document submitted by the Agency, i.e. EUR 16.790.319, as already communicated to the Agency³.

³ On 27 January 2023, EU-OSHA and the Commission agreed that EU-OSHA would not modify its DB2024 prior its submission via the financial fiche. DGEMPL in the financial statement in BADGBUG would adjust the total EU subsidy to EUR 16.790.319

The Agency took note of the remarks.

| | |
|---|---|
| CONCLUSION | The Management Board approved the draft budget and establishment plan 2024. |
| DECISION-MAKING PROCESS REQUIRED | Two-third majority; majority of Governments group |
| RECORD OF VOTES | N/A, taken by consensus. Commission abstained. |

6 CHAIR, DEPUTY CHAIRS, INTEREST GROUP COORDINATORS AND ADDITIONAL APPOINTMENTS TO THE EXECUTIVE BOARD AND THE ADVISORY GROUPS

As every year at the first meeting of the year, the Management Board had to elect a new Chairperson and the Deputy Chairpersons. Furthermore, the interest groups had to appoint coordinators and Executive Board observers and alternates.

According to the rotation system, the Chairperson for the next term would come from the Workers' group. The group designated Andreas STOIMENIDIS for the role. The deputy-Chairpersons will be Renārs LŪSIS (Governments' group), Michael GILLEN (Employers) and Francisco Jesús ALVAREZ HIDALGO (Commission).

The interest groups appointed the following coordinators:

- Workers' group: Ignacio DORESTE
- Governments' group: Marie DALTON
- Employers' group: Isaline OSSIEUR

The Interest Groups appointed the following observers to the Executive Board:

- Workers' group: Károly GYORGY⁴
- Governments group: Yogindra SAMANT
- Employers' group: Kris DE MEESTER

The Governments and the Employers confirmed the current alternates to the Executive Board and the Commission informed that Charlotte GREVFORS ERNOULT and Maria Teresa MOITINHO DE ALMEIDA will be the Commission's alternates to the Executive Board. The Workers informed that Julia NEDJELIK-LISCHKA would sit as alternate at the Executive Board together with Silvana CAPPuccio and Abderrafik ZAIGOUCHE⁵.

The full list of appointments to the Executive Board (including alternates) and the Advisory Groups can be found in annex II.

The nomination were to become effective on the day after the meeting.

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board congratulated Andreas Stoimenidis on his election and thanked the outgoing Chairperson of the Workers' group, Julia Nedjelic-Lischka for her valuable contribution as Chairperson of the Workers' group and the member of the Executive Board.

(including assigned revenue) and EU-OSHA would consider this new total when preparing its final draft in October/November 2023.

⁴ The Workers informed the Management Board Secretariat about the appointment to the Executive Board on 2 February 2023.

⁵ Cf above.

| | |
|---|---|
| CONCLUSION | <u>The Management Board elected a new Chairperson – Andreas STOIMENIDIS (Workers’ group) and Deputy-Chairpersons. The composition of the Executive Board was also agreed.</u> |
| DECISION-MAKING PROCESS REQUIRED | Two-third majority |
| RECORD OF VOTES | N/A, decision taken by consensus |

7 EU-OSHA’S EXECUTIVE DIRECTOR RECRUITMENT

Before starting working through this item, the Chairperson asked the Management Board members who had not signed the declaration of confidentiality and absence of conflict of interests in relation to the recruitment of the Executive Director to leave the meeting. The Chairperson also reminded that if any Management Board member who should find himself or herself in a possible situation of conflict of interests at any point during the meeting, they should leave the meeting immediately. Finally, he asked the Agency’s staff other than the staff members directly involved in the recruitment procedure, to leave the meeting too.

The minutes related to this specific item were approved by written procedure amongst the Management Board members eligible to vote on this matter.

8 PROPOSALS FOR FUTURE FOREIGHTS AND OSH OVERVIEWS

The Chairperson recalled that at the December 2022 meeting the interim Executive Director had informed the Management Board about the decisions that the Management Board would be called to make during 2023. More specifically, he had 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 brainstorming on the topics at this meeting, where the Agency would also bring some initial proposals.

Having reviewed current and upcoming challenges as well as policy priorities, EU-OSHA brought a few proposals for discussion. Namely:

For OSH overviews, the Agency proposed the following topics: (1) Accident prevention; (2) Work-related cancer; (3) Workplace diversity. For future foresight studies, the topics proposed were: (1) Climate change and (2) Building organisational resilience, cf details in the table further below.

The objective at this meeting was to collect an initial feedback from the Management Board on the topics proposed by the Agency as well as collect other suggestions coming from the groups and the Commission. The expected outcome at this stage was to establish a longlist of themes for the foresight study to be initiated in the 2024 and a longlist of themes for future OSH Overviews. It should be noted that for OSH Overviews, depending on the themes identified, those that are not initiated in 2025 could be considered for initiation in 2026. For OSH Overviews, it may also be worth taking into account whether a theme could become of future HWC theme.

As a follow-up to this brainstorming exercise with the Management Board, EU-OSHA will carry out short preliminary assessment of the themes on the two longlists and present this assessment to OKAG at their meeting in March 2023. The OKAG, in turn, will then prepare a shortlist with few selected topics that would be submitted to the Management Board at their June meeting for a decision.

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 CLARIFICATIONS:

The Management Board welcomed in general the proposals put forward by the Agency and provided comments and remarks. Furthermore, the groups suggested additional topics for the Agency to consider further and include them in the list of topics for discussion and selection by the OKAG in March.

The feedback to the Agency's proposals and the additional proposals put forward by the groups are included as an annex to the minutes (cf annex III).

The Commission found both the Agency's proposals as well as the suggestions out forward by the groups relevant and interesting.

The Agency appreciated the Management Board's engagement in this discussion and outlined the next steps. The remark and additional proposals will feed the preparatory work for OKAG in the middle of March. Some of the topics proposed lend themselves also to being deal with under other formats, including as new projects under existing activities, or expert articles or policy briefs drawing on existing data.

| | |
|-------------------|--------------------------------------|
| CONCLUSION | <u>This item was for discussion.</u> |
|-------------------|--------------------------------------|

9 OSH PULSE – OCCUPATIONAL SAFETY AND HEALTH IN POST-PANDEMIC WORKPLACES FLASH EUROBAROMETER RESULTS

Under this item, the Agency intended to follow up to the Management Board's request to be made regularly acquainted on recent EU-OSHA's research work.

To this purpose, a presentation of the results of the recent Flash Eurobarometer survey, carried out in mid 2022, was included in the agenda. The main objective of this survey, OSH Pulse" was to gather lessons on the COVID-19 pandemic OSH management at European workplaces via feedback provided by a representative sample of workers across the 27 member States as well as Iceland and Norway. The data gathered via the survey also served the purpose to fill information gaps on a number of activities, including three ongoing OSH overview on OSH ad digitalisation; Supporting Compliance and Psychosocial Risks.

The presentation is available [here](#).

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS:

The Management Board thanked the Agency for this interesting presentation and appreciated very much the work done in this area.

There were a few questions- mainly targeting at methodological aspects and coverage of sectors and health issues. The representative of the workers' group stated that references to mental health should be avoided in the products associated to this priority and references to the prevention of psychosocial risks should be rather considered.

The Agency explained that the sampling strategy and the re-grouping by large sectors was dictated by the resources constraints. The Agency also explained that the data gathered will be used as a valuable input, amongst others, to explore further certain research areas and in the broader context or existing literature and qualitative analysis. Whereas hearing loss was not directly covered in the survey, the literature clearly points at prolonged use of teleconferencing tools as having an impact on workers'

health on several dimensions. The Agency will analyse the data further, as mentioned, also in the light of existing research work for which such data is considered relevant.

| | |
|-------------------|---------------------------------------|
| CONCLUSION | <u>This item was for information.</u> |
|-------------------|---------------------------------------|

10 ANTI-FRAUD STRATEGY UPDATE

In early 2022, the Management Board adopted the EU-OSHA Anti-fraud Strategy 2022-2026. As foreseen in the strategy, EU-OSHA developed an annual anti-fraud action plan that is reviewed and updated quarterly. EU-OSHA reports annually to the Management Board on the implementation of the Strategy and the anti-fraud action plan.

The anti-fraud action plan foresees anti-fraud actions in six different areas of the Agency (professional ethics, anti-fraud legal framework and procedures, financial management, procurement, ICT, HR management). On quarterly basis, the EU-OSHA staff member responsible for the relevant area report to the Internal Control Officer on the activities undertaken in their respective area.

During 2022, out of 22 foreseen actions EU-OSHA has completed 15 actions and 7 actions are work in progress. None of the 22 actions was either changed or cancelled.

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board welcomed the update. The Commission had forwarded a few suggestions to improve the already very comprehensive follow up to the action plan. Having reviewed the detailed follow up that the Agency is doing, OLAF expressed satisfaction and pointed it as a good practice while they remarked that for future reference, the more specific the annual update to the Management Board, the better.

| | |
|-------------------|---------------------------------------|
| CONCLUSION | <u>This item was for information.</u> |
|-------------------|---------------------------------------|

11 FINDINGS AND RECOMMENDATIONS FROM EVALUATIONS, AUDITS ETC

Under this item, the Agency reported on the status of internal (IAS) and external (ECA) audits recommendations and their implementation; and the status on the follow-up to OLAF findings and recommendations.

Status on open recommendations from internal and external audit reports

From the Court of Auditors (ECA), two observations from 2018 and 2019 respectively were closed. ECA introduced one new observation for the financial year 2021 on management and control systems. Preliminary discussions on the closing of the 2022 accounts are ongoing.

As part of the IAS Strategic Internal Audit Plan (SIAP) for 2021-2023, a new “audit report on human resources management and ethics” was delivered. The IAS conclusions were overall very positive. In terms of areas for further improvement, the IAS issued three recommendations, suggesting a number of actions, none of them classified as either ‘critical’ nor ‘very important’. The Agency is working on delivering an action plan based on the recommendations and actions proposed.

Status on the follow-up to OLAF findings and recommendations

There is no action pending implementation resulting from finding and recommendations of OLAF investigations in relation to EU-OSHA for 2022.

On-going evaluations

Under this item, the Agency usually reports on the status of implementation of the action plans stemming from recommendations from previous evaluations. However, at the moment there were no results from evaluations to be presented. The evaluation for ESENER is about to be finalised and so is the one on the OSH overview on Musculoskeletal disorders and related Healthy Workplaces Campaign, which also covers the effectiveness and efficiency of the extended campaign cycle. Results for the ESENER evaluation and an indication on the actions to be taken on that basis will be presented to the Management Board in June. The evaluation on the MSD overview, HWC and HWC cycle will be an important input to the June Management Board decision on the future HWC cycle. The interim Executive Director took the opportunity to thank the Management Board members involved in the evaluations for their feedback and input to these important exercises.

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board welcomed the good results by the Agency in terms of achieving its objectives and being fully in line with good administration standards.

| | |
|-------------------|---|
| CONCLUSION | The Management Board took note of the follow-up to findings and <u>recommendation from recent audits.</u> |
|-------------------|---|

12 ANY OTHER BUSINESS

Under Any other business, the Governments representatives from Sweden and Spain agreed to provide an update on the upcoming EU Presidencies' work and priorities in the area of OSH.

Swedish EU Presidency

The forthcoming EU OSH stocktaking summit is an important milestone under the Swedish EU Presidency – and the Commission and the Agency are very much engaged in the preparation. In the workplan, there is a strong focus on the right of good working environment regardless of the size of the company and form of employment. Apart from the focus of the summit, the Presidency intends to take forward the revision of the asbestos Directive and start working on the expected proposal on the revision of the Directive on Chemical agents and advance the work on a proposal for a Directive for improved working conditions for platform workers.

For a well functioning labour market, social partners play a crucial role and the Presidency intends to strengthen social dialogue by proposing a Council recommendation in this area as announced by the Commission.

Spanish EU Presidency

The Spanish Presidency will follow up on the legislative proposals initiated under the Swedish Presidency and the definition of specific OSH priorities is work in progress at the moment. Two events are in the pipeline – one in Toledo (tentative date 26-27 September 2023) where the focus will be on Psychosocial risks and in particular in relation to mental health at work; and a second one in Madrid (tentative date 20-21 November 2023) in conjunction with the Roadmap on Carcinogens event. On this occasion, it is expected that the results of the Workers' survey on exposure to cancer risk factors carried out by the Agency will be presented.

Finally, the deputy Chairpersons and the Agency's interim Executive Director thanked the outgoing Chairperson, Michael Gillen, for his competent, effective and inclusive tenure.

The Chairperson thanked participants, the Agency's staff, the interpreters and closed the meeting.

ANNEX I – LIST OF PARTICIPANTS

| | Name | Category | Role | Representing |
|----|----------------------------|------------------|---------------------|----------------|
| 1 | ROSENMAYR Clemens | Titular | Employers | AUSTRIA |
| 2 | BREINDL Gertrud | Titular | Governments | AUSTRIA |
| 3 | NEDJELIK-LISCHKA Julia | Vice-Chairperson | Workers | AUSTRIA |
| 4 | CRUTZEN Véronique | Titular | Governments | BELGIUM |
| 5 | VERDOOT Caroline | Titular | Workers | BELGIUM |
| 6 | KONOVA Darina | Titular | Governments | BULGARIA |
| 7 | ATANASOV Ognyan | Alternate | Workers | BULGARIA |
| 8 | OSSIEUR Isaline | Coordinator | Employers | BUSINESSEUROPE |
| 9 | ALVAREZ Jesús | Vice-Chairperson | European Commission | COMMISSION |
| 10 | MATTINÓ Giacomo | Titular | European Commission | COMMISSION |
| 11 | GREVFORS ERNOULT Charlotte | Alternate | European Commission | COMMISSION |
| 12 | PRELEC Marina | Titular | Governments | CROATIA |
| 13 | PALAJSA Gordana | Titular | Workers | CROATIA |
| 14 | ECONOMIDES Aristodemos | Titular | Governments | CYPRUS |
| 15 | EVANGELOU Evangelos | Titular | Workers | CYPRUS |
| 16 | HLAVÍN Jaroslav | Titular | Governments | CZECH REPUBLIC |
| 17 | PROCHÁZKA Václav | Titular | Workers | CZECH REPUBLIC |
| 18 | KNUDSEN Annemarie | Titular | Governments | DENMARK |
| 19 | PEÄRNBERG Marju | Titular | Employers | ESTONIA |
| 20 | SOON Silja | Titular | Governments | ESTONIA |
| 21 | TOMSON Evelin | Alternate | Workers | ESTONIA |
| 22 | DORESTE Ignacio | Coordinator | Workers | ETUC |
| 23 | KALFIN Ivailo | Observer | EUROFOUND | EUROFOUND |
| 24 | HAKALA Liisa | Alternate | Governments | FINLAND |
| 25 | AUVINEN Erkki | Titular | Workers | FINLAND |
| 26 | LÉVY Patrick | Titular | Employers | FRANCE |
| 27 | GAMBELLI Franck | Alternate | Employers | FRANCE |

| | Name | Category | Role | Representing |
|----|---------------------------|--------------------|-------------|--------------|
| 28 | MEDIAVILLA Lucie | Titular | Governments | FRANCE |
| 29 | ZAIGOUICHE Abderrafik | Titular | Workers | FRANCE |
| 30 | ENGEL Stefan | Alternate | Employers | GERMANY |
| 31 | HAUS-RYBICKI Sebastian | Alternate | Governments | GERMANY |
| 32 | SCHNEIDER Sebastian | Titular | Workers | GERMANY |
| 33 | KONSTANTAKOPOULOS Ioannis | Titular | Governments | GREECE |
| 34 | STOIMENIDIS Andreas | Titular | Workers | GREECE |
| 35 | GYÖRGY Károly | Titular | Workers | HUNGARY |
| 36 | PÁLSSON Jón R. | Observer | Employers | ICELAND |
| 37 | RÖGNVALDSSON Björn Þ. | Observer Alternate | Governments | ICELAND |
| 38 | GILLEN Michael | Chairperson | Employers | IRELAND |
| 39 | DALTON Marie | Coordinator | Governments | IRELAND |
| 40 | ROBINSON Dessie | Titular | Workers | IRELAND |
| 41 | LEUZZI Fabiola | Titular | Employers | ITALY |
| 42 | LŪSIS Renārs | Vice-Chairperson | Governments | LATVIA |
| 43 | PUŽULS Mārtiņš | Titular | Workers | LATVIA |
| 44 | JASIENĖ Rūta | Alternate | Employers | LITHUANIA |
| 45 | SABAITIENĖ Aldona | Titular | Governments | LITHUANIA |
| 46 | RUGINIENE Inga | Titular | Workers | LITHUANIA |
| 47 | FURLANI Patrice | Alternate | Governments | LUXEMBOURG |
| 48 | CASARU Anthony | Titular | Workers | MALTA |
| 49 | WESSELIUS Tanja | Titular | Governments | NETHERLANDS |
| 50 | VAN VEELLEN Wim | Alternate | Workers | NETHERLANDS |
| 51 | BJØRSHOL Arnfinn | Observer | Employers | NORWAY |
| 52 | SAMANT Yogindra | Observer | Governments | NORWAY |
| 53 | LUNDE Bergljot Fuhr | Observer | Workers | NORWAY |
| 54 | WOLSKA Agnieszka | Titular | Governments | POLAND |
| 55 | ŁUBNIEWSKI Stefan | Titular | Workers | POLAND |

| | Name | Category | Role | Representing |
|----|---------------------------|-----------|-------------|--------------|
| 56 | PENA COSTA Marcelino | Titular | Employers | PORTUGAL |
| 57 | CRUZ Vanda | Titular | Workers | PORTUGAL |
| 58 | GRIGORE Victorița Mihaela | Alternate | Employers | ROMANIA |
| 59 | PERJU Elena | Titular | Governments | ROMANIA |
| 60 | CONSTANTINOAIA Corneliu | Titular | Workers | ROMANIA |
| 61 | KOSTURAKOVA Martina | Titular | Governments | SLOVAKIA |
| 62 | RAMPAŠEK Peter | Titular | Workers | SLOVAKIA |
| 63 | PETRIŠIČ Nikolaj | Titular | Governments | SLOVENIA |
| 64 | KOMEL Vladka | Alternate | Governments | SLOVENIA |
| 65 | BÖHM Lučka | Titular | Workers | SLOVENIA |
| 66 | PINTO LOMEÑA Miriam | Titular | Employers | SPAIN |
| 67 | TEJEDOR AIBAR Mercedes | Alternate | Governments | SPAIN |
| 68 | LINARES Pedro J. | Titular | Workers | SPAIN |
| 69 | ANDERSSON Cecilia | Titular | Employers | SWEDEN |
| 70 | FALK Magnus | Titular | Governments | SWEDEN |
| 71 | FRISTEDT Karin | Titular | Workers | SWEDEN |
| 72 | COCKBURN William | | | EU-OSHA |
| 73 | CURTARELLI Maurizio | | | EU-OSHA |
| 74 | BALDAN Andrea | | | EU-OSHA |
| 75 | BEJER Jesper | | | EU-OSHA |
| 76 | GRADOS Silvia | Other | Observer | EU-OSHA |
| 77 | MILCZAREK Malgorzata | | | EU-OSHA |
| 78 | PICCIOLI Ilaria | | | EU-OSHA |
| 79 | SMITH Andrew | | | EU-OSHA |

ANNEX II: MEMBERS AND ALTERNATES OF THE EXECUTIVE BOARD AND ADVISORY GROUPS

Executive Board:

| | | | |
|--------------|---------------------|---------------------|------------------|
| Andreas | STOIMENIDIS | Workers | Chairperson |
| Ignacio | DORESTE | Workers | Coordinator |
| Károly | GYÖRGY | Workers | Observer |
| Julia | NEDJELIK-LISCHKA | Workers | Alternate |
| Abderrafik | ZAIGOUCHE | Workers | Alternate |
| Silvana | CAPPUCCIO | Workers | Alternate |
| Michael | GILLEN | Employers | Vice-Chairperson |
| Isaline | OSSIEUR | Employers | Coordinator |
| Kris | DE MEESTER | Employers | Observer |
| Georgi | STOEV | Employers | Alternate |
| Eckhard | METZE | Employers | Alternate |
| Mario | VAN MIERLO | Employers | Alternate |
| Jesús | ALVAREZ HIDALGO | European Commission | Vice-Chairperson |
| Stefan | OLSSON | European Commission | Member |
| Maria Teresa | MOITINHO DE ALMEIDA | European Commission | Alternate |
| Charlotte | GREVFORS ERNOULT | European Commission | Alternate |
| Renārs | LŪSIS | Governments | Vice-Chairperson |
| Marie | DALTON | Governments | Coordinator |
| Yogindra | SAMANT | Governments | Observer |
| Patrice | FURLANI | Governments | Alternate |
| Mercedes | TEJEDOR AIBAR | Governments | Alternate |
| Lucie | MEDIAVILLA | Governments | Alternate |

WESAG

| | | | |
|---------|------------|-----------|-----------|
| Patrick | LÉVY | Employers | Member |
| Isabel | MAYA RUBIO | Employers | Member |
| Cecilia | ANDERSSON | Employers | Alternate |
| Kris | DE MEESTER | Employers | Alternate |

| | | | |
|----------|-------------|---------------------|-----------|
| Zinta | PODNIECE | European Commission | Member |
| Matthias | FRITZ | European Commission | Alternate |
| Urs | SCHLÜTER | Governments | Member |
| Armin | KOEGEL | Governments | Member |
| Linda | WOUTERS | Governments | Alternate |
| Ruth | JIMÉNEZ | Governments | Alternate |
| Andreas | STOIMENIDIS | Workers | Member |
| Kris | VAN EYCK | Workers | Member |
| Ognyan | ATANASOV | Workers | Alternate |
| Tony | MUSU | Workers | Alternate |

OKAG

| | | | |
|----------------|---------------------|---------------------|-----------|
| Eckhard | METZE | Employers | Member |
| Martin | RÖHRICH | Employers | Member |
| Patrick | LÉVY | Employers | Member |
| Miriam | PINTO LOMENA | Employers | Alternate |
| Rūta | JASIENÉ | Employers | Alternate |
| Igor | ANTAUER | Employers | Alternate |
| Agnès | PARENT-THIRION | Eurofound | Observer |
| Jesús | ALVAREZ HIDALGO | European Commission | Member |
| Maria Teresa | MOITINHO DE ALMEIDA | European Commission | Member |
| Silvia Daniela | CRINTEA ROTARU | European Commission | Observer |
| Gertrud | BREINDL | Governments | Member |
| Martin | DEN HELD | Governments | Member |
| Jolanta | GEDUŠA | Governments | Member |
| Patrice | FURLANI | Governments | Alternate |
| Marie | DALTON | Governments | Alternate |
| Yogindra | SAMANT | Governments | Alternate |
| Wim | VAN VEELLEN | Workers | Member |
| Abderrafik | ZAIGOUCHE | Workers | Member |
| Vanda | CRUZ | Workers | Member |

| | | | |
|---------|------------------|---------|-----------|
| Silvana | CAPPUCCIO | Workers | Alternate |
| Marian | SCHAAPMAN | Workers | Alternate |
| Julia | NEDJELIK-LISCHKA | Workers | Alternate |

TARAG

| | | | |
|--------------|---------------------|---------------------|-----------|
| Rafal | HRYNYK | Employers | Member |
| Fabiola | LEUZZI | Employers | Member |
| Marcelino | PENA COSTA | Employers | Member |
| Kare | SORENSEN | Employers | Alternate |
| Eckhard | METZE | Employers | Alternate |
| Igor | ANTAUER | Employers | Alternate |
| Jesús | ALVAREZ HIDALGO | European Commission | Member |
| Maria Teresa | MOITINHO DE ALMEIDA | European Commission | Alternate |
| Magnus | FALK | Governments | Member |
| John | SCHNEIDER | Governments | Member |
| Véronique | CRUTZEN | Governments | Member |
| Gertrud | BREINDL | Governments | Alternate |
| Martin | DEN HELD | Governments | Alternate |
| Silja | SOON | Governments | Alternate |
| Victor | CARACHI | Workers | Member |
| Károly | GYÖRGY | Workers | Member |
| Inga | RUGINIENE | Workers | Member |
| Pierre | BÉRASTÉGUI | Workers | Alternate |
| Silvana | CAPPUCCIO | Workers | Alternate |
| Dessie | ROBINSON | Workers | Alternate |