



European Agency for Safety and Health at Work



# Annual Report **2016**

You can follow us on Twitter ([http://twitter.com/eu\\_osh](http://twitter.com/eu_osh))  
LinkedIn (<https://www.linkedin.com/company-beta/73952/>)  
and Facebook (<https://www.facebook.com/EuropeanAgencyforSafetyandHealthatWork>),  
visit the Agency's blog (<http://osha.europa.eu/en/blog>) or subscribe to our  
monthly newsletter OSHmail (<http://osha.europa.eu/en/news/oshmail/>).  
You can also register for regular news and information from EU-OSHA via RSS feeds  
(<http://osha.europa.eu/@@rss-feeds>).

<http://osha.europa.eu>

A summary of this report is available online in 25 languages at  
<https://osha.europa.eu/en/tools-and-publications/publications/annual-report-2016-summary/view>

***Europe Direct is a service to help you find answers  
to your questions about the European Union***

**Freephone number (\*):  
00 800 6 7 8 9 10 11**

(\*) The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

More information on the European Union is available on the Internet (<http://europa.eu>)

Luxembourg: Publications Office of the European Union, 2017

Print	ISBN 978-92-9240-989-0	ISSN 1681-0155	doi:10.2802/11720	TE-AB-17-001-EN-C
PDF	ISBN 978-92-9240-990-6	ISSN 1681-2611	doi:10.2802/608103	TE-AB-17-001-EN-N

© European Agency for Safety and Health at Work, 2017

Reproduction is authorised provided the source is acknowledged.

Photographs

Cover page: clockwise from top left: © SHUTTERSTOCK/Branislav Nenin, © SHUTTERSTOCK/science photo,  
© SHUTTERSTOCK/bikeriderlondon, © EU-OSHA/Stoyko Sabotantov

For reproduction or use of any photo from Shutterstock, permission must be sought directly from the  
copyright holder.

The photographs used in this report illustrate a range of work activities. They do not necessarily show good  
practices or compliance with legislative requirements.

# Contents

<b>Foreword by the Director and Chair of the Governing Board</b>	<b>3</b>
<b>Key activities in 2016</b>	<b>7</b>
1. Anticipating change	7
2. Facts and figures	11
3. Tools for OSH management	17
4. Raising awareness	19
5. Networking knowledge	27
6. Networking and corporate communication	29
7. Corporate management	35
8. Administrative support	37
<b>Annexes</b>	<b>40</b>
1. Overview of how the Agency and its partners operate	41
2. Membership of the Governing Board	43
3. Organisation chart of the Agency	47
4. Focal points	48
5. Network activities and national networks	54
6. Official campaign partners	55
7. Campaign media partners	58
8. Publications	60
9. Human and financial resources by activity	65





We promote safety and health in the workplace to improve working conditions and boost productivity

# Foreword by the Director and Chair of the Governing Board

The year 2016 was an important one for the European Agency for Safety and Health at Work (EU-OSHA) in terms of spreading the messages arising from several important projects.

Throughout the year, the results of the second edition of the Agency's large-scale European Survey of Enterprises on New and Emerging Risks (ESENER-2) were widely disseminated at EU and national levels through workshops and seminars and an overview report. ESENER provides much-needed data to policy-makers and researchers at national and European level. There is no other equivalent EU-level information source on how OSH is managed in businesses. In-depth analyses of the results and follow-up studies are currently ongoing.

The initial findings of the project on safety and health in micro and small enterprises (MSEs) were published in April and followed by a high-level policy seminar in June to raise awareness of the findings of the review. This will be a much higher profile project in 2017 as it enters its next phase and more findings are published. Projects such as this and ESENER-2 are particularly important for EU-OSHA, as they put the Agency focus directly on one of its key beneficiaries — micro and small enterprises.

Another flagship project, 'Safer and healthier work at any age — occupational safety and health in the context of an ageing workforce', which was commissioned by the European Parliament, ended in 2016, and the results were disseminated throughout the year. The findings of this study were instrumental in informing the Healthy Workplaces Campaign 2016-17 — Healthy Workplaces for All Ages. Among other things, the project highlighted examples of workplace safety and health strategies that consider workforce ageing, and the drivers and barriers to the implementation of such strategies. The results aim to inform policy development in this area.

The 2016-17 campaign, launched on 15 April 2016 in Brussels, enjoyed a very successful year and attracted the support of over 100 official campaign partners and 34 media partners. It also featured two new campaign products: the accessible and user-friendly 'Healthy Workplaces for All Ages E-guide'; and an interactive data visualisation tool, 'Safer and healthier work at any age', which presents the key findings of the older workers project and allows users to explore the factors that influence policy-making.

EU-OSHA and five other organisations signed a covenant, supported by the Roadmap on Carcinogens, which commits them all to raising awareness of and taking action to prevent work-related cancer. The Roadmap was conceived during the Netherlands Presidency of the Council of the EU, and it will be supported and promoted by the next seven presidencies until the initiative ends in 2019.

The Roadmap follows proposed changes to the Carcinogens and Mutagens Directive (2004/37/EC) that aim to reduce the exposure of workers to carcinogens such as respirable crystalline silica, which is one of the main causes of silicosis and occupational lung cancer. It is estimated that over 5 million workers are potentially exposed to this agent alone, many of them in the construction sector. EU-OSHA provided close support to the Commission in drawing up the revised Carcinogens Directive. The changes to the Directive and the higher profile generated by the Roadmap will protect workers' health and prevent avoidable deaths. Awareness-raising of this issue among employers, workers and the public will constitute an important part of EU-OSHA's work to come.

The year 2016 also saw a significant, and moving, 'first' for EU-OSHA: the inaugural Eusebio Rial González Innovation and Practice Award in Occupational Health Psychology was presented to Professor Karina Nielsen during the European Academy of Occupational Health Psychology conference in Athens in April. The award commemorates Dr Eusebio Rial González, who was the Head of the Prevention and Research Unit at EU-OSHA and the inspiration behind the 2014-15 campaign, Healthy Workplaces Manage Stress. Professor Nielsen is the Chair of Work Psychology at the University of Sheffield Management School in the United Kingdom and has an excellent research record in the field of improving workers' health and well-being through participatory organisational interventions and good leadership. Her work has enabled many organisations to create a healthy psychosocial environment.

Looking forward to 2017, further results from the MSE project and EU-OSHA's ongoing work on the costs and benefits of occupational safety and health (OSH) are eagerly awaited by researchers and policy-makers. Additional findings from ESENER-2 are also anticipated, and the methodology will be evaluated in preparation for ESENER-3, that will be carried out in 2019.

The 2017 highlights of the Healthy Workplaces for All Ages campaign include the good practice exchange event for official campaign partners in March, the Healthy Workplaces Good Practice Awards in April, the European Week for Safety and Health at Work in October and the Healthy Workplaces Summit in November. Many smaller events are also being held throughout the year to promote sustainable working lives and healthy ageing.

Planning for the 2018-19 campaign on dangerous substances in the workplace is already under way. The topic is one of ongoing concern for EU-OSHA, and the campaign will focus on raising awareness of the importance of managing dangerous substances in the workplace, promoting risk assessment by providing user-friendly tools and examples of good practice, targeting high-risk groups and workers with specific needs, and raising awareness of the policy and legislative framework. A further, particularly important, focus, will be to raise awareness of the risks arising from exposure to carcinogens in the workplace, which links to EU-OSHA's commitment to the Roadmap on Carcinogens.

EU-OSHA's flagship Online interactive Risk Assessment (OiRA) project will be heavily promoted in the coming year as part of the Agency's ongoing work of taking the message that good OSH management is good for business to MSEs. This user-friendly interactive web platform allows small businesses from different sectors to carry out risk assessments easily and at no cost. At a time when we can all expect to remain in work for longer, it is all the more important for EU-OSHA to support businesses in promoting sustainable working lives through good OSH management.

Cooperation was continued for improving coherence and complementarity in programmes with Eurofound, ECHA and other decentralised agencies, as well as EU institutions.

Improving the functioning of tripartism has also been high on the agenda. Over the past year further efforts were made to better utilise the potential of social partners' involvement in EU-OSHA's programmes, for example by sharing good practices of meaningful participation of social partners.

2016 also marked the renewal of the mandate of the EU-OSHA Director.

On behalf of EU-OSHA, we wish to recognise the work of our national focal points and other partners and stakeholders, whose support is central to our success in promoting our messages, disseminating our results and collecting data from workplaces.

We thank our official campaign partners and media partners, whose support for our Healthy Workplaces Campaigns makes them so successful. We would also like to pay tribute to all EU-OSHA staff for their dedication and support throughout the year.

Christa Sedlatschek, Director

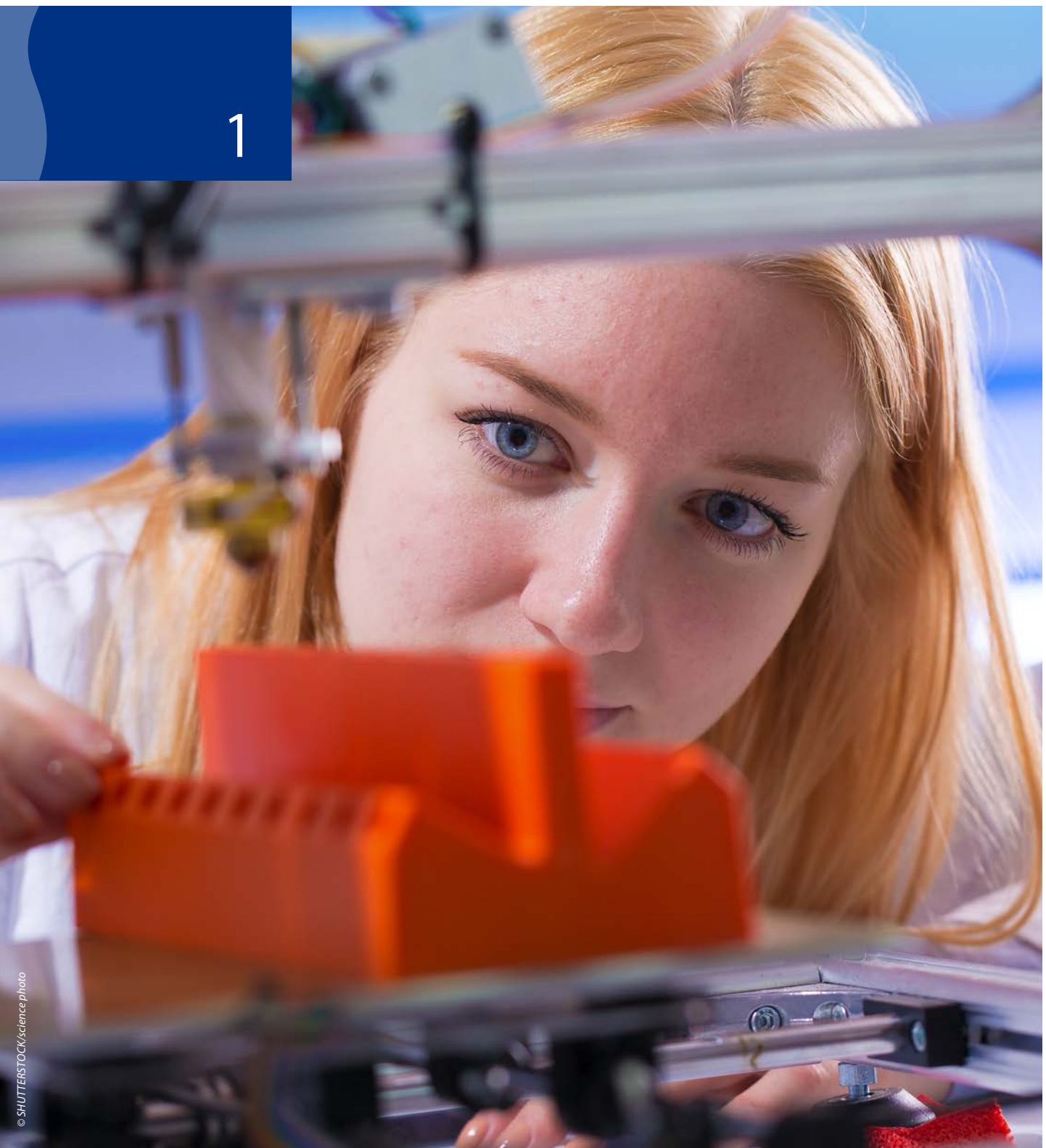


Károly György, Chair of the Governing Board





1



© SHUTTERSTOCK/science photo

We help to prevent tomorrow's safety and health risks by identifying them today



# Key activities in 2016

## 1 Anticipating change

In 2016, EU-OSHA continued to work on a number of projects aimed at providing policy-makers and researchers with the information necessary to anticipate change in the world of work, and the new and emerging risks that such change may pose to workers' safety and health.

### 1.1 Large-scale foresight project

In March 2016, EU-OSHA started a new project, 'Foresight on new and emerging occupational safety and health risks associated with information and communication technologies and work location by 2025'. This 2-year project is based on a scenario-

building methodology like that adopted for the EU-OSHA project 'Foresight on new and emerging risks to occupational safety and health associated with new technologies in green jobs by 2020'. A set of scenarios for 2025 will be produced to explore the potential impacts of developments in information and communication technologies (ICT), including robotics and artificial intelligence (AI), and changes in work location on workers' safety and health. The aim of the project is to inform EU policy-makers, Member State governments and social partners, and to stimulate debate on the policies and measures that could be introduced to tackle the new and emerging risks identified in the study.

The project has three distinct parts: Work package 1 (completed in mid-November 2016) involved desk research on societal, technological, economic, environmental and political (STEEP) change and identified 92 relevant trends and drivers of such change. The findings were the subject of a consultation exercise with experts and key thinkers using telephone interviews and a Delphi-like web survey. The final selection of the key drivers for





further exploration was made at a workshop in October 2016, and the findings of work package 1 were presented at a meeting of EU-OSHA's Prevention and Research Advisory Group (PRAG)<sup>1</sup> in November. The final report was published early in 2017.

Work package 2 (mid-November 2016 to mid-September 2017) develops the scenarios. A workshop in December 2016 was held to draft the four 'base' scenarios describing potential visions of the world of work in 2025. At a larger multidisciplinary workshop in February 2017, ICT and OSH experts explored the anticipated OSH challenges and opportunities associated with ICT and workplace location in each base scenario. At a further workshop

for policy-makers in June 2017, the scenarios are being tested and refined for use in the development of strategies to address the potential future OSH challenges identified.

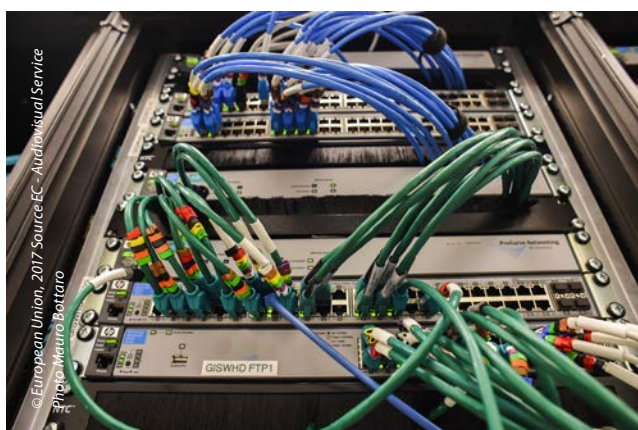
Work package 3 (end of 2017 to the second quarter of 2018) will comprise a series of workshops to promote the project's findings and the use of the scenarios as a tool to address emerging risks.

## 1.2 Discussion papers on new and emerging risks

In 2015, EU-OSHA commissioned three expert review articles on different aspects of the future of work (specifically on crowdsourcing, robotics and performance-enhancing drugs), with the aim of stimulating debate among stakeholders on new and emerging risks. Following the successful discussions initiated by a seminar on these articles, held in June 2015 for EU-OSHA's national focal points and representatives of the European Commission, another seminar was held on 28 January 2016. At this second seminar, the authors of the review articles presented their papers and shared their experiences with EU-OSHA's Governing Board, and the OSH challenges identified in the articles were discussed.

All three of these articles were translated into 17 languages in 2016, and they are available on EU-OSHA's website.

A shortlist of other possible topics for expert review articles was presented to the PRAG and approved at its March 2016 meeting. Two expert review articles were commissioned in 2016 for publication in 2017. The topics are (1) 3D printing, which is at



<sup>1</sup> At their meeting in January 2017, the two EU-OSHA Advisory Groups "Prevention and Research Advisory Group" (PRAG) and "Communication and Promotion Advisory Group" (AGCP) were renamed respectively "Tools and Awareness Raising Advisory Group" (TARAG) and "OSH Knowledge Advisory Group" (OKAG) to better reflect the Agency's activity structure.

the point of mass customisation becoming economically viable and may lead to workers being exposed to hazards they have not been trained to deal with, and (2) worker monitoring software, which has implications for psychosocial risks and raises concerns about privacy

Later in 2017, a seminar will be held with EU-OSHA's national focal points to debate the issues highlighted by these two articles. In addition, up to three more expert review articles on the future of work will be commissioned.





Our activities result in high-quality research and up-to-the-minute information that can help set priorities and plan prevention



## 2 Facts and figures

### 2.1 European Survey of Enterprises on New and Emerging Risks (ESENER)

The European Survey of Enterprises on New and Emerging Risks (ESENER) is one of EU-OSHA's flagship projects — a major, in-depth survey of workplaces across Europe, including micro and small enterprises. The results give a detailed picture of how safety and health risks are being managed in European workplaces. ESENER focuses particularly on new and emerging risks and how they are managed in practice, and it makes an important contribution to the evidence base for policy-makers, researchers and OSH professionals.

The second edition of this survey (ESENER-2) collated responses from almost 50,000 workplaces in 36 countries, including all 28 Member States.

After the first analyses of the results in 2015, an overview report was published in March 2016, and the first two in-depth studies of the ESENER-2 results were completed towards the

end of 2016. The first follow-up study, 'Worker participation in the management of OSH', was based mostly on face-to-face interviews at a subset of the workplaces that were surveyed for ESENER-2 in seven countries: Belgium, Estonia, Greece, Spain, the Netherlands, Sweden and the United Kingdom. In each of the establishments, at least two interviews were held with the management and the worker representative dealing with OSH. The main report, a summary report (which has been translated into the languages of the countries covered by the project) and seven country reports were published in 2017.

The second of the follow-up studies — a joint analysis of ESENER-2 data and Eurostat's 2013 EU Labour Force Survey (LFS) ad hoc module on accidents at work and other work-related health problems — also considered the results of Eurofound's Sixth European Working Conditions Survey (EWCS). This follow-up study aims to provide new insights on the state of OSH in Europe by bringing together the perspectives of the establishments — as reported by ESENER-2 — and the workers — as reported by the LFS ad hoc module and the EWCS. The findings are published as a 2017 report and summary.

The preliminary findings of these first two in-depth follow-up studies were presented at the plenary meeting of the European Commission's Advisory Committee on Safety and Health in Luxembourg on 30 November 2016.

Two additional follow-up studies began in 2016, one on the management of psychosocial risks and one on OSH management



practices. For the first of these, ESENER data are currently being analysed to identify the barriers to and drivers of psychosocial risk management, and the role of regulatory and cultural factors. A statistical analysis will be carried out and a focus group will inform the analysis. The reports on both of these secondary analysis projects are expected to be finalised by the end of 2017 and published early in 2018.

The cycle of ESENER-2 secondary analyses will be completed with two final projects that will pave the way for ESENER-3. One of these projects will assess the expansion of the ESENER-2 survey universe (i.e. the group that is covered by the survey) to include (1) the micro enterprise size class (i.e. workplaces employing five to nine people) and (2) establishments in the agriculture, forestry and fisheries sector. Based on the results of this study and a technical assessment of how well this expansion works in practice, a final decision will be made on the ESENER universe. The procurement for this project was launched in the final quarter of 2016 and preliminary results are expected by the end of 2017. The second of these final projects will be an *ex post* evaluation of ESENER-2 that takes into account not only the actual survey, but also all the different secondary analyses, what worked and what did not, and the views of the stakeholders, researchers and EU-OSHA staff involved. The evaluation will feed into the development of the next wave of the survey and, again, preliminary results are expected by the end of 2017 to coincide with the expected launch date for the procurement of ESENER-3.

With regard to communication of the results, at the national level, ESENER-2 findings were presented at events held in Greece, Hungary, Austria and Romania. Country findings were also presented at conferences in Italy, Turkey and Switzerland. Internationally, the ESENER-2 findings were also presented at the 6th International FOHNEU (Federation of Occupational Health Nurses within the European Union) Congress in Rotterdam and the European Confederation of Independent Trade Unions (CESI) in Madrid.

Outside Europe, the Canadian Centre for Occupational Health and Safety (CCOHS) invited EU-OSHA to present the findings of ESENER-2 and its methodology at the CCOHS Forum 2016, held in Vancouver, 29 February to 1 March 2016. CCOHS expressed an interest in learning about the survey in depth with a view to implementing a similar project in Canada.

## 2.2 OSH overview: Safer and healthier work at any age

The 3-year pilot project ‘Safer and healthier work at any age — occupational safety and health in the context of an ageing workforce’, initiated by the European Parliament, came to



completion at the end of 2016. The main aim of the project was to investigate ways of improving safety and health at work in the context of the challenges of an ageing workforce, in order to assist in policy development in this area.

The results of this project were disseminated throughout 2016. For example, several reports, along with accompanying executive summaries and concise information sheets, on specific areas covered by the project were published, including *The ageing workforce: implications for occupational safety and health*; *Women and the ageing workforce: implications for occupational safety and health*; and *Rehabilitation and return to work: analysis report on EU and Member States policies, strategies and programmes*. The report based on this project, *Analysis report on EU and Member States policies, strategies and programmes on population and workforce ageing*, addresses the challenges of an ageing workforce in the field of OSH and the policy areas that affect it, such as employment and social affairs, public health and education.

The project's main findings are summed up and discussed in *Safer and healthier work at any age — Final overall analysis report*, published early in 2017, which reports all of the project's findings and includes policy pointers and recommendations for different audiences.

## 2.3 OSH overview: micro and small enterprises

Micro and small enterprises (MSEs) are the foundation of the EU economy; the EU's 21.6 million MSEs employ around half of its workforce. However, the safety and health of workers in MSEs are not always well protected. More needs to be done to recognise the specific OSH challenges faced by MSEs and to identify practical solutions to ensure the well-being of MSE workers and the economic success of this sector. EU-OSHA is committed to working towards this and, in 2014, a 3-year project comprising four work packages was launched to identify effective policies, strategies and practical approaches to OSH management specifically in MSEs.

In 2016, the first of these work packages, which involved an extensive review of current knowledge on OSH in MSEs, was completed. The results confirmed the importance of MSEs for the EU economy, but also highlighted concerns regarding the safety and health of workers and the factors contributing to poor OSH management in these enterprises. Knowledge gaps that warrant further study were also identified. The findings of this first phase of the project were published in April (*Contexts and arrangements for occupational safety and health in micro and small enterprises in the EU — SESAME project*) and the

executive summary of the report is available in 17 languages. In June, a high-level policy seminar was held in Brussels to raise awareness of the review's findings and to obtain valuable input from key high-level stakeholders on the next phases of the project. A summary of this seminar was published on EU-OSHA's website.

Work package 2 continued in 2016 and, as part of this, and in response to the knowledge gaps identified in work package 1, interviews were conducted with owners of and workers in MSEs in nine different EU countries to gain deeper insights into OSH-related attitudes and behaviours in MSEs across Europe. The results of these interviews are now being analysed and will be published later in 2017.

Work package 3 is also now under way. While work package 2 concerns OSH arrangements in MSEs from the perspective of workers, managers and owners, the third work package aims to identify higher level good practice OSH policies, strategies and interventions in relation to MSEs and the role of intermediaries, in order to inform policy development. As part of this, workshops were held in 2016 with relevant national intermediaries and stakeholders.

The findings from work packages 2 and 3 will be presented in several reports and disseminated at events and conferences throughout 2017. Work package 4, which will comprise a final analysis of the project's results, along with critical reviews and relevant proposals, will also be launched in 2017. The project's overall findings will be presented at a final conference, likely to be held in 2018.

## 2.4 OSH overview: work-related diseases and disabilities

At the end of 2015, EU-OSHA launched several new projects related to work-related diseases and disabilities that comprises three sub-projects: (1) rehabilitation and return to work after cancer; (2) specific work-related diseases caused by biological agents; and (3) methodologies for identifying work-related diseases through sentinel and alert systems. Work on each of these sub-projects was ongoing in 2016 and literature reviews on each topic were drafted for publication in 2017. The review *Rehabilitation and return to work after cancer* was published on 4 February 2017, to coincide with World Cancer Day, and literature reviews on sub-projects 2 and 3 are expected to be published later in 2017. Workshops to discuss these literature reviews are planned for the third quarter of 2017, and the findings will be promoted in Member States through national focal points. The literature review summaries will be translated on demand.





© EU-OSHA/Adam Skrzypczak

These literature reviews and workshops, and qualitative research based on, for example, focus groups, case studies and expert information, will inform three final sub-project reports, due to be published in 2018.

Work started on a report on fumigation risks to port workers and a feasibility study of a survey on exposure to cancer risk factors at work.

Collaboration with the Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL) — in relation to work commissioned by the Scientific Committee on Occupational Exposure Limits from the Joint Research Centre — continued in 2016.

EU-OSHA is also committed to continuing its work with DG EMPL on the HazChem@Work project as part of the project's inter-service group. This project aims to produce a database of hazardous chemicals and develop a model to predict probable levels of occupational exposure to these chemicals in each EU Member State, as well as in Iceland, Liechtenstein and Norway.

## 2.5 OSH overview: costs and benefits of OSH

'Good OSH is good for business': this is one of EU-OSHA's key messages, which underpins much of its work. Poor OSH practices have negative economic consequences for workers, businesses and national health systems, while effective OSH management can improve performance and profitability, as well as cutting healthcare costs. EU-OSHA's ongoing project 'Costs and benefits of occupational safety and health' aims to estimate the value that OSH represents to society, so that policy-makers, researchers and intermediaries can make informed decisions on OSH policies and practices.

The first part of this two-stage project involved a review of the availability and quality of national and international data on the costs of work-related injuries and illnesses. This data review was completed in 2016, and the report on this first stage of the project was published in March 2017.



The second stage of the project consists of two strands. The first, initiated in 2016, is being carried out in collaboration with the International Labour Organization, the Finnish Institute of Occupational Health and the Workplace Safety and Health Institute, Singapore. The aim is to calculate the approximate costs of poor OSH practices for each EU Member State, Norway and Iceland, based on the number of years of working time lost as a result of work-related injuries and diseases. As part of this strand, a data visualisation tool is being developed. This tool will allow users to easily and quickly access comparative national statistics on work-related accidents and illnesses, and their

associated costs. This data visualisation tool will be introduced at the World Congress on Safety and Health at Work in Singapore in September 2017.

Strand 2 of the second stage of the project will involve a more in-depth analysis of the costs of poor OSH management in several EU Member States, chosen on the basis of the analysis of data availability performed in the first stage of the project. This in-depth analysis will begin in 2017 and will be the basis of a more sophisticated cost model, which is likely to be launched in the first half of 2019.



**Online interactive Risk Assessment tool**

Risk assessment is at the heart of good workplace safety and health

## 3 Tools for OSH management

### 3.1 Online interactive Risk Assessment (OiRA) project

The main objective of EU-OSHA's ongoing OiRA project is to provide enterprises throughout Europe with the tools they need to carry out effective workplace risk assessments and therefore minimise work-related ill health and injuries. The tools are free to access, web-based and interactive, and tailored to the specific needs of different sectors and different national contexts.

To ensure users' needs are met, the tools are updated and, in 2016, the website was also revamped. The new website, launched in January 2017, is more user friendly and features a section specifically dedicated to micro and small enterprises (MSEs), OiRA's key target audience. The revamped website also gives more visibility to partners and provides more extensive information on risk assessment in general.

The success of the project is clear, with important milestones being reached in 2016: more than 100 OiRA tools have now been published and more than 50,000 risk assessments have been carried out with these tools. Key to the success of this project is the OiRA community, which includes sectoral social partners, at EU and national levels, and national bodies such as ministries, labour inspectorates and OSH institutes. This community continues to grow and, in 2016, the Croatian Institute for Occupational Safety and Improvement and the Croatian Institute for Health Protection and Safety at Work joined the existing community of national partners.

The OiRA community is committed not only to developing and maintaining OiRA tools, but also to promoting their use and ensuring their continued and increasingly widespread uptake. Throughout 2016, EU-OSHA and the OiRA community worked closely to raise awareness of OiRA. In May 2016, EU-OSHA held an OiRA community meeting in Portugal to exchange information on the promotional activities undertaken in the different participating countries, and to provide the opportunity

for networking and partner collaboration. In March 2016, the EU social partners from the live performance sector released a video to promote the use of OiRA tools in their sector, and, in June, they held a promotional conference in Athens. The sports sector social partners also focused on the promotion of their tools in 2016, with the launch of a social media campaign. In Bulgaria, the national labour inspectorate visited enterprises throughout the country to raise awareness of the availability of OiRA tools.

To support the OiRA partners in their awareness-raising and promotional activities, EU-OSHA is committed to developing a promotional toolkit. Much effort focused on the production of this toolkit in 2016 and it is due to be launched in 2017. It is hoped that this toolkit will further increase the network of OiRA users, by allowing partners to reach an even larger number of MSEs across Europe.

### 3.2 Tools for implementing OSH solutions (e-tools)

Following discussions with stakeholders in previous years, in 2016 EU-OSHA clarified its role in the development and promotion of e-tools. To make best use of its limited resources, in future EU-OSHA will focus on (1) encouraging the development of e-tools through networking and providing support for meetings and (2) supporting the promotion and dissemination of e-tools through its day-to-day activities.

To this end, a workshop on e-tools was held in Bilbao on 21 and 22 September, to provide a networking opportunity for the 'e-tool development community', to share best practice on OSH e-tool development and to stimulate debate. The workshop took the form of expert presentations, ranging from overviews of e-tool development to a description of how to create a mobile app in only five steps. The presentations were followed by discussion forums, which generated healthy debate and allowed a lot of questions to be raised.

Seven new articles on e-tools were published on OSHwiki in 2016.

Planning is under way for another e-tool seminar in September 2017. The topic will be dangerous substances, the focus of the 2018-19 Healthy Workplaces Campaign.





Our campaigning and promotion activities take our messages into workplaces across Europe and beyond



## 4 Raising awareness

### 4.1 Healthy Workplaces Campaign 2014-15: Healthy Workplaces Manage Stress

An evaluation of the 2014-15 campaign was carried out in 2016. This involved a review of the campaign materials, as well as interviews with campaign participants at EU, national and company levels. The national interviews focused in depth on five Member States: Spain, the Netherlands, Poland, Slovenia and Finland.

The overall conclusion was that the 2014-15 campaign was not only successful but more so than any previous campaign. What made it so successful? First, the topic proved to be highly relevant at EU and national levels, and the wide range of campaign materials and communication channels, including social media, appealed to a broad spectrum of target groups and worked in different national contexts. Second, EU-OSHA has developed an excellent network for getting its messages into workplaces across Europe. Finally, participants in all five Member States reported that the campaign had proved to be a real catalyst for change. This last point is particularly important, as it means that the work of addressing psychosocial risks in the workplace will go on long after the campaign has ended.

However, there were two main challenges: (1) the extent to which the campaign messages reach workplaces, particularly micro and small enterprises (MSEs), is difficult to measure; and (2) participants in some Member States would like to have had the opportunity to tailor campaign materials to their own national contexts.

EU-OSHA intends to address these challenges by focusing more on the links between the national focal points and the social partners in Member States and by developing partnerships with other stakeholders that can influence OSH management in MSEs. It will also develop campaign materials that can be better tailored to national contexts and MSEs. Furthermore, in future, to maintain the momentum of the campaigns after they have ended, EU-OSHA will keep the topics alive and the campaign materials available online. Finally, the Agency will set up a knowledge exchange platform for focal points and stakeholders to share their views on campaign materials and communication channels.

The lessons learned from the evaluation of the 2014-15 campaign will help to guide the remainder of the 2016-17 campaign and shape the 2018-19 campaign.

### 4.2 Healthy Workplaces Campaign 2016-17: Healthy Workplaces for All Ages

The official launch of the 2016-17 campaign was held on 15 April 2016 at the headquarters of the European Commission in Brussels. At a time when the world of work is changing and the official retirement age is increasing across the EU, this campaign focuses on the importance of risk prevention for maintaining sustainable working lives. The speakers — Commissioner Thyssen, EU-OSHA's Director, Dr Christa Sedlatschek, and a representative of the Netherlands Presidency of the Council of the EU — all emphasised the importance of sustainable work for the future prosperity of the EU.

At the same event, nominations for the Healthy Workplaces Good Practice Awards were opened, with a closing date of 31 October 2016. The Awards recognise cases of proactive management of workplace safety and health, in this case, in the context of longer working lives. They attracted 42 nominations from 23 countries, plus 5 from official campaign partners, which now have their own special award category. The Awards ceremony was held in Valletta on 26 April 2017 in conjunction with the Maltese Presidency.

#### Partnership with focal points

EU-OSHA's network of national focal points is the back-bone of each Healthy Workplaces Campaign as they coordinate the campaign at the national level. Focal points organise a wide range of campaign activities such as events, media and PR actions and thanks to their efforts the campaign has shined a light on why healthy and sustainable workplaces are vital for workers of all ages.

For example, an impressive number of them have organised their own campaign launch activities in countries such as Austria, Croatia, Cyprus, Estonia, Hungary, Italy, Lithuania, Malta, Poland, Portugal, Romania and Slovakia.

## Campaign materials, publications and online tools

A wealth of material related to the current campaign was produced and disseminated throughout 2016. Ahead of the campaign launch in April, core campaign materials, available in 25 languages, were distributed to national focal points. This core campaign pack included a campaign guide that provides an in-depth description of the campaign topic and objectives, backed up with case studies and relevant facts and figures, along with an accompanying poster and leaflet, and a flyer promoting the Healthy Workplaces Good Practice Awards. By the end of 2016, some 800,000 items of campaign material had been distributed.

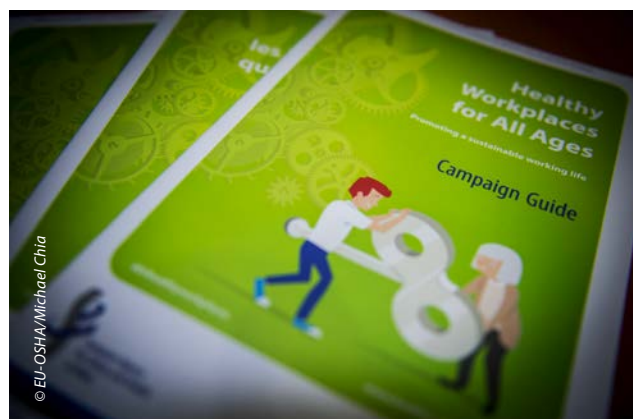
Audiovisual material include a new Napo film, *Napo in ... Back to a healthy future* and a video introducing the campaign and its rationale and providing information on how to access campaign resources. All of these campaign materials are available through the Healthy Workplaces for All Ages website, which is key to the dissemination of all campaign-related materials, publications and tools. The website proved very popular, receiving more than 97,000 visitors by the end of December.

Several publications produced and disseminated throughout 2016 and early 2017 detail the findings of the related 'Safer and healthier work at any age' project, carried out by EU-OSHA at the request of the European Parliament (see section 2.2). Accompanying executive summaries and information sheets offer concise summaries of the key findings.

Also within the framework of the current campaign, in 2016 EU-OSHA initiated the production of a joint report with the European Foundation for the Improvement of Living and Working Conditions (Eurofound), the European Centre for Development and Vocational Training (Cedefop) and the European Institute for Gender Equality (EIGE). The report, 'Towards age-friendly work in Europe: a life course perspective on work and ageing from EU agencies', is due to be published in the second quarter of 2017. It covers diverse aspects of ageing and draws upon the different but complementary expertise and focus of the four EU agencies involved, exploiting the added value arising from their collaboration.

Practical and interactive online tools, case studies and guidance materials — tailored to particular users' needs and available in several languages — have also been developed and promoted as part of the 2016-17 campaign.

The 'Healthy Workplaces for All Ages E-guide' provides relevant background information and guidance on managing OSH in the context of an ageing workforce. The e-guide is aimed at employers, OSH professionals, human resource personnel and workers, and the topics covered include age management, age-



sensitive risk assessment and workplace health promotion. It also contains examples of good practice. The e-guide is available in more than 30 languages and has been adapted to national contexts. Its aim is to increase awareness and knowledge about workforce ageing, the ageing process itself and its implications for work. It also offers practical guidance on how to deal with the related challenges.

In December 2016, an online visualisation tool, 'Safer and healthier work at any age', was launched. This tool highlights the key findings of the older workers project and provides a user-friendly interactive visual presentation of the data on demographics, employment, working conditions and health. The multilingual tool features infographics, interactive dashboards and links to further information. It is tailored to a wide range of audiences, including workers, employers, OSH professionals and policy-makers. Countries are grouped into clusters based on their demographic and economic structures and policy frameworks, which allows users to explore how these factors influence policy development. With one click, users can access the country profiles — useful little snapshots showing how the different countries fare in terms of the employment rate of older workers, age discrimination, job sustainability, and much more.

The campaign newsletter has been emailed to subscribers and published on the campaign website every 2 months. It provides informative and accessible articles on safety and health in the workplace in the context of an ageing workforce and news about campaign events, with links to further information. Bi-weekly news articles are also published on the campaign website on a variety of relevant topics, for example promoting events and announcing the key findings of new publications and recent research.

Social media channels were used very successfully to promote the #EUhealthyworkplaces campaign and spread its messages. Of the 97,739 visits to the campaign website, 95 % came via Facebook (67%), Twitter (12 %) and LinkedIn (19.6 %).



© EU-OSHA/Michael Tomes

## European Week for Safety and Health at Work

The European Week for Safety and Health at Work ran from 24 to 28 October 2016. The 'Healthy Workplaces for All Ages E-guide', including 30 national versions, was launched to coincide with European Week. EU-OSHA, together with one of its campaign media partners, PPE.org, promoted the European Week in a live Twitter chat on 19 October, and Dr Sedlatschek held a virtual press conference and Q&A session for campaign media partners on 26 October. Hundreds of events were held across Europe throughout the week to promote the campaign messages.

Events held by focal points ranged from the annual Swedish OSH parliament event where new research on 'healthy workplaces for women and men of all ages' was presented, to smaller events in over 40 cities throughout Spain. These included a video screening and workshop in Madrid and a seminar in Barcelona looking at the importance of sustainable work and the advantages and challenges of having a wide range of ages in the workplace, respectively.

Official campaign partners also embraced the European Week enthusiastically. For example, PESI (the Spanish Technology Platform for Industrial Safety) and ETPIS held a joint forum, SR2, 'Future safety and security research in Europe 2016'. The

campaign media partner *Segurança Comportamental* in Portugal also organised several events, including a seminar looking at age as a factor in workplace accidents and a course on preventive safety and health for young workers.

## Partnership: official campaign partners and media partners

Previous and potential campaign partners and media partners met on 16 March in Brussels to kick off and discuss the campaign. At the meeting the business case for sustainable work and healthy ageing was highlighted: healthy workers are productive workers, and productive workers are, by definition, essential to any effective organisation. Extending this idea to workers' whole working lives makes good business sense.

The current campaign is proving to be another very successful one for EU-OSHA, attracting over 100 official campaign partners (see Annex 6) and 34 media partners (see Annex 7). Alongside the network of national focal points, the campaign partners are the key to the success of the Healthy Workplaces Campaigns, and — in return for supporting the campaign, spreading its messages and acting as 'OSH champions' — campaign partners benefit





Healthy Workplaces for All Ages Campaign launch, April 2016, Brussels

from widespread recognition and a raised profile at EU-OSHA events and on the campaign website and social media. The official campaign partners include national and multinational businesses, trade unions, employers' organisations, other network organisations and OSH professionals.

The media partners are journalists and editors from across the EU with a special interest in workplace safety and health in general, and in sustainable work and healthy ageing in particular. They use their print and online media outlets to promote the campaign and its messages.

### Good practice exchange initiative

EU-OSHA's campaign partners have continued to drive the good practice exchange initiative forward in 2016, by holding and attending meetings and events, sharing experiences and knowledge, and directing future opportunities for good practice exchange.

In the first Healthy Workplaces Official Campaign Partner Steering Group meeting of the year, the vision and mission statement of this group were formalised, including the objectives of EU-OSHA's Official Campaign Partner Good Practice Exchange initiative, which aims 'to develop and promote good practice and mutual learning'.

In June, official campaign partner Ideal Standard International held a good practice exchange event at its Trichiana plant near Venice at which it demonstrated how it has adapted its work processes to ensure better ergonomic working conditions and healthier ageing for employees, thus promoting sustainable working lives. Participants were introduced to Ideal Standard's participative approach to OSH management, which sparked debate and discussion of innovative ideas.

Another good practice exchange event, held in November by Lego at its headquarters in Billund, focused on the particular

OSH challenges faced by multinational organisations, such as managing OSH across countries with cultural differences and different reporting standards.

EU-OSHA is delighted with the increasing level of engagement of the campaign partners with good practice exchange; without the dedicated involvement of these partners, the initiative would not succeed. To support partners, maintain good relationships and promote the initiative's objectives, EU-OSHA regularly visits campaign partners and attends safety and health meetings. In 2016, for example, EU-OSHA visited the healthcare company Baxter in Berlin. Baxter is committed to good practice exchange and was one of the companies behind the workshop 'Harmonisation of OSH KPI reporting' at the event in Brussels.

## 4.3 Healthy Workplaces Campaign 2018-19 on dangerous substances

Dangerous substances in the workplace are a subject of ongoing concern and particularly topical following the adoption, by EU-OSHA and five partners, of the Roadmap on Carcinogens initiative on 25 May 2016. The campaign strategy was finalised by the end of the year ahead of its adoption by the Governing Board at its first meeting in 2017.

The campaign will focus on five key strategic objectives: (1) raising awareness of the importance, and continuing relevance, of managing dangerous substances in the workplace; (2) promoting risk assessment, elimination and substitution by providing user-friendly tools and examples of good practice; (3) raising awareness of the risks arising from exposure to carcinogens in the workplace, which will be supported by EU-OSHA's commitment to the Roadmap on Carcinogens; (4) targeting high-risk groups and workers with specific needs by providing practical information; and (5) raising awareness of the policy and legislative framework.

The official launch of the campaign and the Healthy Workplaces Good Practice Awards is planned for 28 April.

## 4.4 Awareness-raising activities

### Healthy Workplaces Film Award

In November 2016, EU-OSHA presented the Healthy Workplaces Film Award at DOK Leipzig, the 59th International Leipzig Festival





for Documentary and Animated Film. This was the eighth year that EU-OSHA has supported the award, which encourages directors to make films that address the risks that workers face and the effects of the changing world of work.

The winner was *To be a Teacher (Zwischen den Stühlen)*, directed by a young German film-maker, Jakob Schmidt. It follows three newly qualified teachers during their probationary year in school and documents the stress they suffer as they realise that their training has left them ill prepared to undertake one of the most responsible jobs in our society. The clash between their youthful ideals and the harsh realities of everyday school life leaves them feeling overwhelmed. The film portrays their struggles sensitively and with affectionate humour. However, its underlying message — the psychosocial risks faced by young teachers — is serious and will leave viewers with a lot to think about.

The winner receives EUR 5,000 in prize money and EU-OSHA distributes DVDs to its national focal points, which host screenings and discussion seminars to raise awareness of the issues that the film highlights. *To be a Teacher* is currently being subtitled in 13 languages before being distributed on DVD.

DVDs of the winning films of the 2015 award, *Work for One Day* by Rita Bakacs and *Automatic Fitness* by Alejandra Tomei and

Alberto Couceiro, were distributed by the end of May, in good time for focal points to include them in their Healthy Workplaces Campaign screening sessions.

## Napo — safety with a smile

The much-loved Napo character has become the face of EU-OSHA's Healthy Workplaces Campaigns, and the animated Napo films provide a light-hearted and informative take on a range of OSH issues. All the films in the Napo series are language free, so they can be understood by everyone. They are also culturally neutral, and scenes can be watched independently or together as a whole film.

In 2016, a new film entitled *Napo in ... Back to a healthy future* was released by the Napo Consortium to promote the main messages of the 2016-17 Healthy Workplaces for All Ages campaign. In this film, Napo is given the power of time travel. He explores both the past and the future, discovering the key elements of healthier and more productive workplaces in the context of an ageing workforce. From ergonomic working positions and correct lifting procedures to training workers of all ages and return-to-work initiatives, Napo demonstrates the importance of managing risks from the beginning of a worker's career to its end. The film also

highlights the need to tackle age discrimination whenever it occurs. The overarching message is that good safety and health management is good for business.

'Napo for Teachers', a project providing online toolkits to be used to deliver educational yet fun and imaginative lessons, continued its success, with a new Czech version of the toolkit becoming available. Aiming to introduce OSH topics to primary school children, the resource packs include key messages and learning objectives, creative activity ideas and flexible lesson plans, and all are designed to fit in with current curricula.

Napo has his own website, which was revamped in 2015, and the new features, such as a new download centre, were promoted throughout 2016.

Napo was very active on Twitter, Facebook and LinkedIn in 2016, promoting a variety of safety and health topics and, above all, the current campaign.

Preparations began in 2016 for two new Napo films: a full-length film on safety and health in road transport and a short on the use of EU-OSHA's Online interactive Risk Assessment (OIRA) tool. These films will be released in 2017.

## Events

Europe Day was celebrated on 9 May 2016 to commemorate the 66th anniversary of the 'Schuman declaration' and the start of European integration. EU-OSHA marked this occasion with an information stall in Bilbao to raise awareness of the current Healthy Workplaces Campaign.

In September 2016, EU-OSHA hosted a workshop entitled 'Work and health' at the 19th European Health Forum Gastein (EHFG). This is one of the most important health-related events of the year. Safety 2016 — the 12th World Conference on Injury Prevention



and Safety Promotion — was also held in September 2016, hosted by the Finnish National Institute for Health and Welfare in Tampere and co-sponsored by the World Health Organization.

The 1st International Conference on Occupational Safety and Quality of Life took place on 12 and 13 October 2016 in Prague. It was organised by the Czech Occupational Safety Research Institute, under the auspices of EU-OSHA and the Ministry of Labour and Social Affairs of the Czech Republic, and its main focus was on facilitating longer and more sustainable working lives.

The Occupational Safety and Health Conference 'A better preventive culture in a new labour market' was held on 24 and 25 October 2016 in Bratislava, under the auspices of the EU's Slovak Presidency. This event focused on strengthening awareness of OSH, training at work and the management of risks posed by new technologies, new forms of employment and an ageing workforce. Dr Sedlatschek presented findings from EU-OSHA's work on safety and health in MSEs, OSH management in the context of an ageing workforce, and new and emerging risks.

On 17 November, Eurofound and the European Parliament's Committee on Employment and Social Affairs held a conference in Brussels focusing on improving working lives in Europe.

The EU Agencies Forum was held on 6 and 7 December 2016 at the European Parliament, Brussels, and brought together EU agencies and joint undertakings and their stakeholders from civil society and industries, as well as key EU policy-makers and high-level representatives. The participants detailed the contributions made by the EU agencies and joint undertakings to the achievement of the EU policy priorities set out in the Juncker Agenda, as well as the significant benefits they provide to citizens and businesses throughout Europe. The presentations focused on the following topics: boosting jobs, growth and investment; citizens first; justice and home affairs; and innovative Europe.

## Awareness-raising and Promotion Package

The Awareness-raising Package (ARP) was rebranded for 2016 as the Awareness-raising and Promotion Package (ARPP). Its aim is to support national focal points and their networks in implementing OSH-related awareness-raising, communication and promotional activities and events.

The 2016 ARPP was presented to EU-OSHA's national focal points in November 2015, and 24 of these focal points decided to take advantage of the initiative. A total of 82 activities were planned under the 2016 ARPP and 78 of these were successfully carried out in 2016. The activities implemented under the 2016

ARPP included seminars to introduce and promote, at national level, EU-OSHA projects and activities, such as OiRA, ESENER-2, the Enterprise Europe Network and the 'Napo for Teachers' toolkit; screenings of the two winning films of the 2015 Healthy Workplaces Film Award, followed by debates on the issues raised; and funding of information stands and other communications and media activities at events.

The 2017 edition of ARPP was also successfully launched in November 2016 and 80 activities (73 events and seven PR and media actions) ordered by 25 focal points are going to be implemented through the year.



5

© SHUTTERSTOCK/Branislav Nenin

We bring safety and health professionals together and generate high-quality knowledge through new tools and channels

# 5 Networking knowledge

## 5.1 OSHwiki

EU-OSHA's OSHwiki is a multilingual collaborative web platform that allows users to create and share knowledge on OSH online. The aim is to provide an accessible and authoritative source of information — which can be readily updated or translated by the OSHwiki community — that supports governments, policy-makers, employers' organisations and workers' representatives on all aspects of workplace safety and health. Only accredited authors can write articles, thereby ensuring their quality and protecting OSHwiki's reputation as a reliable source of information.

The aim in 2016 was to expand the knowledge base and the OSHwiki community by reaching out to stakeholders through social media, in order to promote the site and attract new authors. As a result, new articles were published and existing ones were edited and translated in 2016.

OSHWiki was also extensively promoted throughout 2016 by highlighting and providing links to OSHwiki articles on the corporate website, through social media and via OSHmail, EU-OSHA's monthly newsletter.

Moreover, a feasibility study on the future of OSHwiki was carried out in 2016, and a final report was produced. This study included a quality assessment, an online survey and telephone interviews with stakeholders. On the basis of the results of this study, EU-OSHA has started to prepare a new long-term strategy for OSHwiki.

## 5.2 Other networking knowledge activities

Networking knowledge activities are undertaken as required to support the creation and sharing of knowledge on key topics and to encourage networking among EU-OSHA's main groups of stakeholders.

In 2016, EU-OSHA launched a project to collect information on new OSH strategies at Member State level. The results were

shared with the European Commission and the contact points on national OSH strategies at their meeting in Luxembourg on 9 November 2016. The findings will inform the development of the Commission's EU OSH Information System. EU-OSHA further contributed to the development of this system drawing on its experience in developing visualisations. EU-OSHA is also supporting the Commission in the development of an e-guide on work-related road safety.

As in previous years, EU-OSHA's legislation web page was updated in 2016 by adding links to new OSH legislation, up-to-date guidance documents and new links to the EUR-Lex website.

On 25 May, EU-OSHA and five other European organisations signed a covenant committing them to take action on work-related cancer by raising awareness and sharing good practice. They drew up the Roadmap on Carcinogens to guide the scheme. The other signatories are the Netherlands Ministry of Social Affairs and Employment; the Austrian Federal Ministry of Labour, Social Affairs and Consumer Protection; BusinessEurope; the European Commission; and the European Trade Union Confederation. The Roadmap was conceived under the Netherlands Presidency of the Council of the EU and will be supported and promoted by the next seven presidencies until the scheme ends in 2019. It follows proposed changes to the Carcinogens and Mutagens Directive (2004/37/EC) that aim to reduce the exposure of workers to carcinogens. EU-OSHA supported the European Commission in its revision of the Carcinogens Directive by participating in several videoconferences and coordination meetings and providing written comments.

EU-OSHA also took part in a conference held by the Netherlands Presidency on 23-25 May 2016 in Amsterdam, entitled 'Preventing work-related cancer — Conference on carcinogens' and participated in a round-table discussion at an event held on 2 June 2016 on workplace risks associated with endocrine disruptors, organised by the French National Research and Safety Institute (INRS) and the International Social Security Association.





We work closely with our network of partners to reach our goals



# 6 Networking and corporate communication

## 6.1 Strategic networking

### The Board and Bureau

The schedule for meetings of the Board and Bureau was revised in 2016 to meet the requirements for planning and reporting under the new Financial Regulation. The new schedule allows the Governing Board to fulfil its role in setting the strategic direction for the Agency and in holding the Agency accountable. The first meeting in 2016 on 27 January was preceded by an introductory seminar for new members aiming at introducing the new Board members to their role and responsibilities. The draft Programming Document 2017-19 and the draft budget for 2017 were agreed at the Board meeting. The Board also agreed that the Bureau should operate as the OiRA steering committee and oversee the design and implementation of the OiRA business plan which will ensure a long-term strategy for OiRA. On 28 January, a Board seminar was held, at which the academic articles mentioned under the foresight project (section 1.1), were presented and discussed.

At the second meeting on 2 June, among other issues, the Board agreed to renew the Director's contract for a further 5-year term and discussed the 2018-19 campaign concept paper, and adopted implementing rules for the Staff Regulation. The Board also implemented its key role in holding the Agency accountable by adopting an opinion and analysis of the Director's consolidated annual activity report and on the annual accounts.

### The advisory groups

The Communication and Promotion Advisory Group (AGCP) met in Malmö on 4 February, back to back with the kick-off meeting for focal points that marked the start of the 2016-17 campaign. At its second meeting in Bilbao on 21 and 22 June, the AGCP discussions included the role of focal points in communication and campaigning, the development of an OiRA promotional toolkit, the strategy for the 2018-19 campaign on dangerous substances, and potential topics for the 2020-21 campaign.

The Prevention and Research Advisory Group (PRAG) met in Bilbao on 3 and 4 March and reviewed ongoing work on

EU-OSHA's flagship projects, such as ESENER and OiRA, and forthcoming work, such as the overview of musculoskeletal disorders planned for 2018. There was also detailed discussion of the 2016-17 campaign, the forthcoming 2018-19 campaign on dangerous substances and the large-scale foresight study on new and emerging OSH risks associated with ICT and with varied work locations. The last topic was also discussed in depth at the PRAG's second meeting on 7 and 8 November.

### European networking

Throughout 2016, EU-OSHA continued to develop its relationships with the European Parliament and the European Commission, providing advice on OSH issues and participating in the sectoral social dialogue committees. Attending meetings of the European Parliament's Committee on Employment and Social Affairs ensured regular contact with the Members of the European Parliament and kept them informed of EU-OSHA's work. EU-OSHA also maintained its close working relationships with the social partners and with Eurofound (the European Foundation for the Improvement of Living and Working Conditions).

At the Commission, EU-OSHA strengthened its cooperation with Unit B3, which oversees safety and health at the Directorate-General for Employment, Social Affairs and Inclusion. EU-OSHA also liaises on a daily basis with the Advisory Committee on Safety and Health at Work (ACSH), and it is particularly involved in the working parties on OSH strategies and Europe-wide OSH information systems. The ACSH held its third workshop on the future of national OSH strategies in Luxembourg on 21-22 September with EU-OSHA's support. The ACSH is a tripartite body that aims to streamline the consultation process in the field of safety and health in the workplace and to support the European Commission in the preparation, implementation and evaluation of OSH-related activities. During the 2-day workshop, this committee of experts discussed the current situation in relation to national OSH strategies and their methodology and evolution.

## 6.2 Operational networking

To achieve its objectives, EU-OSHA relies on its partnerships with national focal points; the Enterprise Europe Network (EEN); the European Commission's Directorate-General for the Internal Market, Industry, Entrepreneurship and SMEs (DG GROW); and the Executive Agency for Small and Medium-sized Enterprises (EASME).

EU-OSHA holds three meetings each year with its national focal point network. In 2016, the first of these meetings was held in



February in Malmö and focused on the launch of the 2016-17 Healthy Workplaces Campaign. This February meeting was combined with an event on gender-related OSH issues organised by the Swedish Working Environment Authority. In the second meeting, held in May 2016 in Bilbao, issues relating to the implementation of activities planned for 2017 were discussed.

The third focal point meeting of 2016 was held in November, also in Bilbao, and, for the first time, was combined with a meeting between the national focal points and the EEN OSH Ambassadors. Under the remit of its communication partnership project (CPP), EU-OSHA has worked with the EEN since 2009 to promote OSH to micro, small and medium-sized enterprises throughout Europe. As part of this, the EEN is responsible for nominating national OSH Ambassadors to coordinate awareness-raising activities and report to EU-OSHA on these activities each year. The year 2016 saw a large increase in the number of EEN OSH Ambassadors from the previous year (from 17 in 2015 to 28 in 2016), and this first-of-its-kind meeting held in November marks an increase in the emphasis on collaboration between focal points and OSH Ambassadors. This collaborative effort is set to continue in 2017, with another such meeting planned for May.

To evaluate the effectiveness of the CPP, national focal points and EEN OSH Ambassadors were asked to take part in an online survey in 2016. The results have now been analysed and are very encouraging, highlighting the strong collaboration between focal points and EEN OSH Ambassadors in promoting OSH messages.

Every 2 years, under the framework of the Healthy Workplaces Campaign, the EEN OSH Award is presented to an EEN member organisation in recognition of work done in relation to activities and events to promote OSH, OSH-related network building or OSH-related print and online communications. This award aims to further raise awareness of OSH issues among micro, small and medium-sized enterprises. The call for nominees for the 2016-17 Award was launched in April 2016 and EU-OSHA promoted this award at its information stand at the 2016 annual EEN conference, held in Bratislava on 14-16 November. The award will be presented in 2017.

In 2016, the EU-OSHA's Director, Dr Christa Sedlatschek, visited national focal points in the Czech Republic, Poland, Slovakia and the United Kingdom. EU-OSHA also attended plenary meetings of the Senior Labour Inspectors Committee, which took place under the auspices of the Netherlands and Slovak Presidencies, as an observer.



International relations also remained strong in 2016, with EU-OSHA receiving visitors from academia, labour inspectorates and social partners from around the world, and continuing to work closely with the International Labour Organization and other international organisations and networks in the field of OSH. EU-OSHA is now looking ahead to the XXI World Congress on Safety and Health at Work, which will be held in September 2017 in Singapore.

## 6.3 Corporate communications

### Press office

The press office was kept busy throughout 2016 promoting the Healthy Workplaces for All Ages campaign from its launch on 15 April in Brussels. The press conference was attended by 17 journalists and the launch was covered by some prestigious newspapers, including *Le Soir* and *L'Echo* (Belgium) and *The Telegraph* (United Kingdom). Major campaign events, such as the good practice exchange initiatives and the European Week

for Safety and Health at Work, were also promoted. For the first time, the European Week featured a virtual press conference to promote the 'Healthy Workplaces for All Ages E-guide' and an opportunity for media partners to interview Dr Sedlatschek. Another highlight was the live Twitter chat and Q&A session held on 19 October, just before the start of the European Week, to promote the e-guide.

Other big news stories in 2016 included the launch of the ESENER-2 overview report on 30 March, EU-OSHA and partners' signing of the covenant underpinning the Roadmap on Carcinogens on 25 May, the announcement of the first wave of official campaign partners on 21 June and the jury's decision on the winner of the Healthy Workplaces Film Award on 11 November.

During the year, the press office also responded to over 100 requests for articles and information from media outlets. By the end of 2016, more than 1,500 online clippings and almost 6,000 social media posts (over 90 % on Twitter) had been generated.

A call for tender to renew two contracts for (1) online media monitoring service and (2) media database and distribution, was launched and successfully awarded after the summer.



## Website and online information

During 2016, EU-OSHA continued to develop its new client relationship management strategy. This is broader than its overall communication strategy and aims to achieve a better understanding of clients and stakeholders' needs and expectations, so that it can offer them the best service. The recommendations arising from a feasibility study were presented to the management group for adoption and will be implemented in 2017.

The Healthy Workplaces for All Ages campaign website was live in good time for the launch of the 2016-17 campaign in April, and the e-guide was published in 30 national versions in time for the European Week for Safety and Health at Work in October.

By the end of 2016, all of EU-OSHA's websites had 2.4 million unique visitors. The corporate website had received over 1,2 million visitors, the new Napo website 379,279 visitors, the Healthy Workplaces for All Ages campaign website 97,739 visitors, the Manage Stress campaign website 34,203 visitors, the OSHwiki 541,271 unique browser visits, and OiRA 88,207 visitors.

EU-OSHA's presence on social media continued to increase throughout 2016. At the end of the year, the Facebook page had 21,422 likes, an increase of 14 % over the same time the previous year, and the Twitter account had 15,803 followers, a 19 % increase on the previous year. During the same period, LinkedIn followers grew to more than 10,000 which 30 % more

compared to the previous year, and subscribers to the YouTube account increased to 1,900 compared to 1,624 at the end of 2015.

Finally, EU-OSHA's online newsletter, OSHmail, continued to be popular, with subscribers increasing to 73,366.

## Publishing activities

Over 140 reports, case studies, summaries, campaign publications and audio-visual materials were published in 2016. The full list can be found in Annex 8.

## 6.4 Preparatory measures for the Western Balkans and Turkey

To facilitate the integration of candidate and potential candidate countries' OSH networks with those of EU-OSHA, and to strengthen the tripartite OSH structures in these beneficiary countries, EU-OSHA has six national focal points in countries and territories of the Western Balkans and Turkey, and it provides financial and practical support for OSH-related activities throughout the region. The current 2-year programme of funding for work with these countries (which is independent of EU-OSHA's main funding stream) from the Directorate-General



for Neighbourhood and Enlargement Negotiations, under the Instrument for Pre-Accession Assistance (IPA), reached the halfway point in 2016.

Under this current funding stream, in 2016 EU-OSHA visited Turkey, Serbia, the former Yugoslav Republic of Macedonia and Kosovo (under United Nations Security Council Resolution 1244/99). EU-OSHA also supported, attended and participated in many workshops, meetings and conferences for labour inspectors, social partners and other stakeholders from IPA beneficiary countries throughout the year. For instance, EU-OSHA staff and experts from its European network presented at workshops, held in Croatia, the former Yugoslav Republic of Macedonia, and Kosovo, on European OSH legislation, OSH mediation and social dialogue, risk assessment and e-tools for risk assessment. In addition, two focal point and project coordination meetings were held in Bilbao in May and November 2016.

Representatives from EU-OSHA were among the participants in the 8th International Conference on Occupational Safety and Health, held in Istanbul, Turkey, in May 2016, and experts from EU-OSHA attended and presented at a regional meeting of labour inspectors held in Ohrid, Macedonia, on 27 October. EU-OSHA supported the organisation of a conference on social dialogue, held in Belgrade, Serbia, on 13 October 2016, for representatives of the Serbian Government, labour inspectors and social partners.

The Public Health Institute of Turkey's OSH-related project ESPrIT ('Strengthening the Occupational Health Expertise and Scientific Performance of the Public Health Institution of Turkey') is ongoing and, in 2016, a representative from EU-OSHA attended, as an observer, the project's steering committee meeting. EU-OSHA

is also closely observing the development of an ongoing project by the Macedonian Occupational Safety and Health Association, 'Increasing capacities and strengthening the role of regional CSOs for improving labour conditions and labour dialogue with public institution'.

Promotional materials for the current Healthy Workplaces for All Ages campaign, were sent to IPA beneficiary countries in 2016, and relevant EU-OSHA publications will be translated into the languages of these countries for distribution in 2017.

As a result of the support received by EU-OSHA in 2016, more than 200 OSH professionals and social partners from IPA beneficiary countries have been able to participate in training sessions, workshops and seminars, resulting in significant information exchange, a better understanding of European OSH practices and improved social dialogue throughout the region.

## 6.5 Collaboration with beneficiary countries under the European Neighbourhood and Partnership Instrument (ENPI)

The funding for this project ended in early 2016 and an audit has been carried out. No further funding has been made available and therefore no activities were undertaken in 2016.



We are working for safer, healthier and more productive workplaces in the European Union



# 7 Corporate management

## 7.1 Management and control

### Activity-based management

The year 2016 was the third year in a row of full implementation of the activity-based approach. This implies planning much further ahead than usually in the past, as well as a greater emphasis on collaboration and teamwork within the organisation. It is intended to ensure an efficient use of resources, more flexibility and greater transparency. This approach, which has so far been a great success, is under continuous development.

For example, in order to further comply with the Activity Based Management principles, the preparatory work took place in order to amend and align the budget structure for the operational expenditure (Title 3 of the Agency's budget) with the six main priority areas of the Agency. This approach, now in place as from 2017, aims at reinforcing the consistency of the financial information between the Budget and the Programming Document, and the future monitoring and reporting to the Agency's stakeholders.

In 2016, EU-OSHA took important steps to support its activity based management system with an IT system. New digital tools for managing time spent on the different project and activities and for managing tenders and procurement were implemented as the first steps. Over 2017 and 2018, tools to manage projects and work programme implementation and preparation will be implemented. The aim is to ensure the integrity of the data throughout the Agency's work in various areas and to ensure the usefulness of these data for various purposes.

### Internal control standards

Regular auditing by the Internal Audit Service (IAS) ensures that EU-OSHA is always working to maintain and improve its standards of internal control and management.

The action plans for prioritised internal control standards and corporate risks were reviewed by the Management Group every 4 months and had been successfully implemented by the year-end.

EU-OSHA also made good progress in implementing the action plan agreed following the IAS audit of tools for OSH management

in 2015, and it succeeded in closing the remaining open recommendations from previous years' audits. In September 2016, the IAS carried out a risk assessment of EU-OSHA's activities in preparation for auditing during 2017-19. No relevant weaknesses were detected during the exercise.

### Data protection

Data protection issues continued to be integrated into EU-OSHA's policies in 2016. Issues dealt with related to, for instance, the stakeholder survey, carried out between April and May, and establishing a panel of respondents; conflict of interest forms for new staff members; and policies on e-communication. A series of privacy statements were also developed for the 2016-17 campaign website.

## 7.2 Programming and evaluation

Following the Governing Board's approval of the draft Programming Document 2017-19 in January 2016 and external consultation, a revised draft was adopted by the Board in June. This was then circulated for further consultation before the final draft was adopted in December. In 2016 EU-OSHA also decided to simplify its activity structure to increase efficiency and the link between resources and objectives. Those changes will be effective as of 2017.

The Annual Activity Report for 2015 was prepared and then reviewed by the Board at its June meeting. Following this, the report, together with the Board's analysis and assessment, was sent out to institutional stakeholders.

Between April and May 2016, EU-OSHA carried out a survey of its stakeholders to obtain feedback on its performance. The results are important because they qualify the results obtained from quantitative performance indicators and provide a qualitative assessment of EU-OSHA's work. The stakeholders' survey evidenced that EU-OSHA is seen as contributing significantly to increasing awareness about occupational safety and health risks and solutions. Furthermore, the survey confirmed that the Agency's work is highly regarded on key criteria, such as relevance and added value.

Finally, the EU-OSHA has commissioned an evaluation of its 2014-2020 Multi-annual Strategic Programme in order to initiate discussions on the strategic direction after 2020. For EU-OSHA it is essential that its objectives and priorities reflect real needs in Europe and that the Agency allocates its resources to activities where it can have an impact.



© SHUTTERSTOCK/Photographie.eu

We help employers and workers address safety and health issues effectively

# 8 Administrative support

## 8.1 Human resources

In 2016, EU-OSHA has continued to adopt Implementing Rules giving effect to the staff regulations (Article 110).

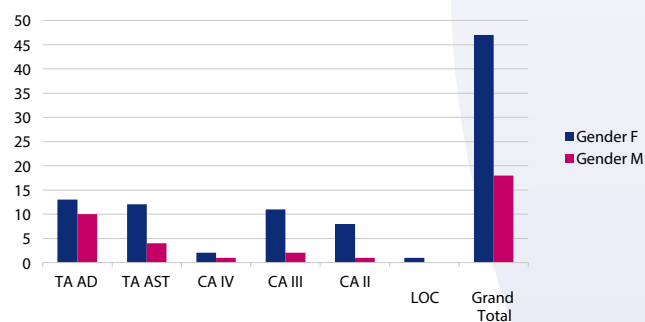
EU-OSHA is committed to its continued engagement with staff members, and the development of their competencies and skills. Early in 2016, EU-OSHA's Learning and Development Plan for the year was approved. Among other learning priorities, various training courses were delivered throughout the year, e.g. legal framework for procurement, how to write technical specifications in the area of OSH, project management, management skills for team leaders, data visualisation, EU-OSHA's activity-based project management tool, etc.

EU-OSHA implemented an annual appraisal of its staff. The completion of this process coincided with the launch of the reclassification procedure, which closed in mid-November 2016. Subject to the availability of resources and authorised posts for reclassification, the Agency followed the indicative average career speed set out in the implementing provisions, in line with Annex IB of the Staff regulations.

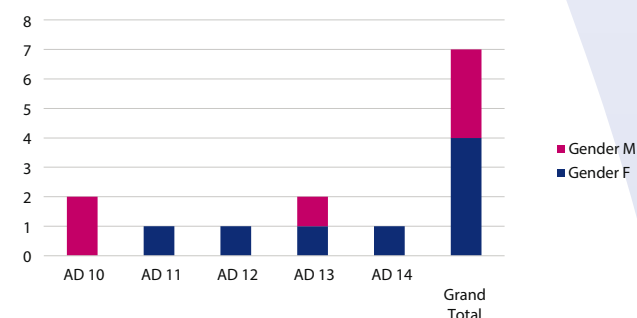
### Recruitment and staffing

During 2016, four vacancies were filled. In addition, one post was offered in 2016, and the jobholder commenced in January 2017. One further recruitment procedure is to be concluded in 2017.

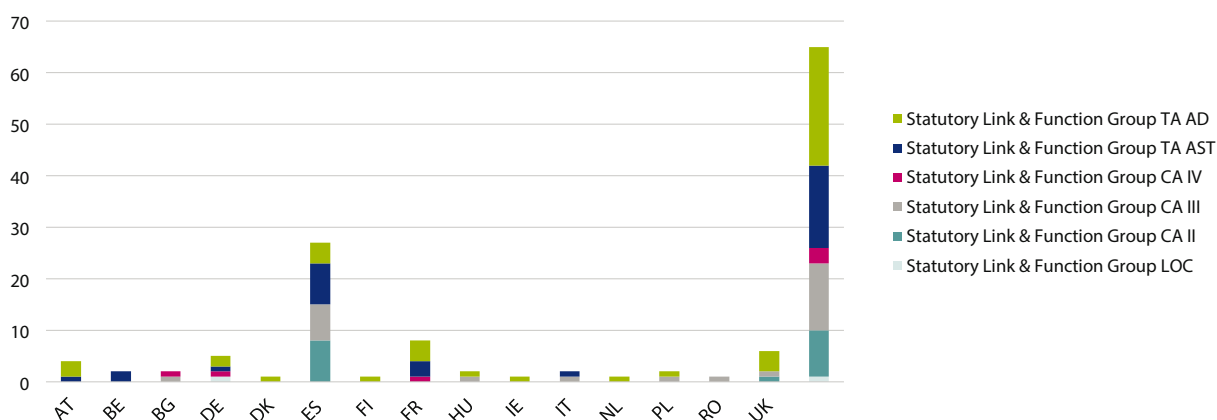
The charts below illustrate the staff breakdown by contract type and function group and the gender balance as of 31 December 2016:



Distribution by gender of Temporary Agents posts in grades AD 10 to AD 14:



As of 31 December 2016, staff distribution by nationality was as follows:





## 8.2 Financial management

At its meeting in January 2016, the Governing Board adopted Amendment I to the 2016 budget and establishment plan for 2017. A second amendment to the budget 2016 was adopted in November 2016.

A revised draft budget 2017 and establishment plan was adopted in June 2016, along with the Revised Programming Document 2017-2019, which purpose was the alignment of the budget structure on the six main priority areas of the Agency.

On 25 February 2016, EU-OSHA submitted its provisional accounts for 2015 to the European Court of Auditors (ECA) and the European Commission, and, on 18 March, the report on budgetary and financial management was submitted to the Budgetary Authority (EU Commission, Council and Parliament). During the second week of March 2016, an audit of these 2015 provisional accounts was carried out and the report sent on 31 March 2016, notifying the ECA that EU-OSHA's accounts were considered reliable. The ECA carried out its annual audit on the legality and regularity of a sample of EU-OSHA's 2015 financial transactions in February 2016, and EU-OSHA received the preliminary findings on 18 March. On 13 September 2016, the ECA certified the legality and regularity of the transactions, but noted the high level of carry forward

in Titles 2 and 3 in 2015; however, the ECA acknowledged the reasons given for this situation.

At its June 2016 meeting, the Governing Board adopted its opinion on the 2015 accounts, and then, in the same month, EU-OSHA sent the final accounts for 2015 to the European Parliament, the Council, the Commission's accounting officer and the ECA, as required by the Financial Regulation.

Discharge for the financial year 2014 was granted by the European Parliament on 28 April 2016.

Revenue	Budget	Actual
EU Subsidy	15,083,700.00	14,462,775.00
Other subsidies	100,100.00	100,100.00
Other revenues	p.m.	4,568.32
<b>Total</b>	<b>15,183,800.00</b>	<b>14,567,443.32</b>

Expenditure	Budget	Committed
Staff	5,645,100	5,450,669
Building and infrastructure	1,379,950	1,373,039
Operational activities	8,158,750	7,799,897
<b>Total</b>	<b>15,183,800</b>	<b>14,623,605</b>

Specific projects	Period	Funding	Committed	Paid
Pilot project for "Health and Safety at Work of Older Workers"	2012-16	2,000,000.00	1,900,401.06	1,852,183.38
Grant for "Preparatory measures for the collaboration of ENP countries"	2014-16	373,424.00	304,890.51	302,387.75
Grant for "NEW IPA II programme"	2015-17	410,000.00	215,984.84	110,144.78
<b>Total</b>		<b>2,783,424.00</b>	<b>2,421,276.41</b>	<b>2,264,715.91</b>

## 8.3 ICT developments

In 2016, ICT developments kept pace with EU-OSHA's needs with regard to output and internal infrastructure. Much of the effort was focused on developing and launching EU-OSHA's first visualisation tool, 'Safer and healthier work at any age', reflecting the move among agencies such as EU-OSHA towards the use of interactive online data-viewing platforms to reach target audiences. With this visualisation tool framework now in place, it is anticipated that it will be used for a number of other projects in the coming years.

As the first step of EU-OSHA's client relationship management (CRM) strategy, use of a CRM tool began in 2016. This tool, developed in 2015, was integrated into the website for the 2016-17 Healthy Workplaces Campaign ahead of the campaign launch in April 2016. It will facilitate the agency's relations and communications with stakeholders and partners and allow a better understanding of how they interact with EU-OSHA.

Internally, the time management and the procurement and contract management modules of EU-OSHA's project management tool were deployed in 2016. In addition, to improve the management of issues dealt with by the service desk, an issue tracker tool was implemented. It is anticipated that this tool will be rolled out for use by other departments in

the future, including general service and finance. Staff training sessions were held on EU-OSHA's newly implemented PM<sup>2</sup> project management methodology, to ensure a consistent approach to project management.

Calls for tender were issued in 2016 for telephony and help desk/project management support. The telephony tender was awarded in 2016 and the help desk/project management support tender is evaluated in 2017.

EU-OSHA is in the process of replacing its document management system. Work towards the selection of a new tool for the management of official documents and the development of an information governance guide will continue in 2017. Also in 2017, new projects will focus on increasing the mobility of staff through, for example, promoting and facilitating the use of laptops and integrating Skype with telephony systems.

# Annexes

Annex 1	Overview of how the Agency and its partners operate
Annex 2	Membership of the Governing Board
Annex 3	Organisation chart of the Agency
Annex 4	Focal points
Annex 5	Network activities and national networks
Annex 6	Official campaign partners
Annex 7	Campaign media partners
Annex 8	Publications
Annex 9	Human and financial resources by activity



# Annex 1

## Overview of how the Agency and its partners operate

In line with the objectives of the EU Strategic Framework on Health and Safety at Work (2014-20) and the new European Commission initiative to improve the health and safety of workers, the Agency developed its 2014-20 Multi-annual Strategic Programme to ensure that there was a clear focus for its efforts. The six priorities the Agency identified are:

1. anticipating change and new and emerging risks through 'foresight' activities;
2. facts and figures — gathering and disseminating information, for example through ESENER (the European Survey of Enterprises on New and Emerging Risks);
3. developing tools for good OSH management, such as the Online interactive Risk Assessment (OiRA);
4. raising awareness, particularly through the Healthy Workplaces Campaigns;
5. networking knowledge, primarily through the development of the OSHwiki online encyclopaedia; and
6. networking (at both strategic and operational levels) and corporate communications.

With these goals in place, and with the help of EU-OSHA's partners, the Agency is working hard to improve understanding and awareness of workplace risks and increase commitment to OSH across Europe.

Our central role is to contribute to the improvement of working life in the European Union

- We work with governments, employers and workers to promote a risk prevention culture.

- We analyse new scientific research and statistics on workplace risks.
- We anticipate new and emerging risks through our European Risk Observatory.
- We identify and share information, good practice and advice with a wide range of audiences, such as social partners, employers' federations and trade unions.

Our main awareness-raising activity is the Healthy Workplaces Campaign, which focuses on a different theme every 2 years.

## How we are organised

### Director

Austrian health and safety expert Dr Christa Sedlatschek has been Director of the European Agency for Safety and Health at Work since September 2011.

The Director is the legal representative and is responsible for the management and day-to-day running of the Agency, including all financial, administrative and personnel matters. The post is for a term of 5 years, renewable once, and the Director is accountable to the Governing Board.

### Governing Board

The Governing Board sets the goals and strategies, and identifies priority issues where further information or activity is required. It appoints the Director and adopts the programming document, the Agency's strategy, annual report and budget.

The Board is made up of representatives of governments, employers and workers from EU Member States, representatives of the European Commission and other observers.

## Bureau

The Bureau works as a steering group, overseeing operational performance, and meets three times a year. It is made up of 11 members from the Governing Board.

## Advisory groups

At their meeting in January 2017, the two EU-OSHA Advisory Groups "Prevention and Research Advisory Group" (PRAG) and "Communication and Promotion Advisory Group" (AGCP) were renamed respectively "Tools and Awareness Raising Advisory Group" (TARAG) and "OSH Knowledge Advisory Group" (OKAG) to better reflect the Agency's activity structure.

Both groups provide us with strategic guidance and feedback on our work.

Their members are appointed by EU-OSHA and its Board and include individuals from workers' and employers' groups and government.

## Focal points

Our main safety and health information network is made up of focal points in Member States and candidate and EFTA countries.

Focal points are nominated by each government as the official representative and are usually the national authority for safety and health at work.

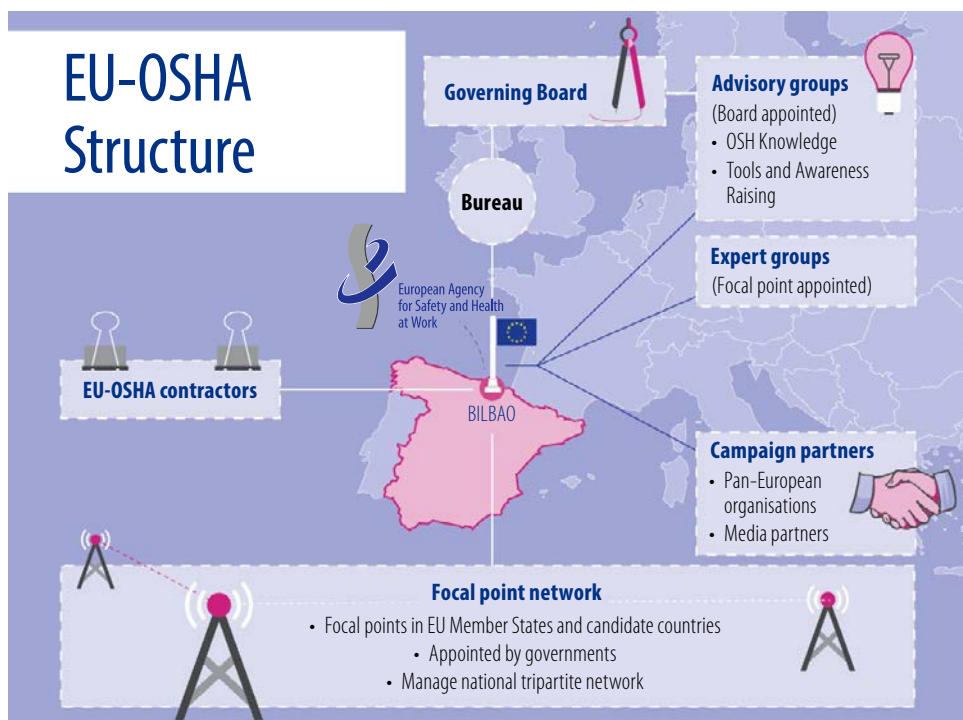
They support our initiatives with information and feedback and work with national networks including government, workers' and employers' representatives. The focal points contribute to the Healthy Workplaces Campaign, organise events and nominate representatives to our expert groups.

## Expert groups

Expert groups contribute to our work and provide advice in their field in line with the requirements of the programming document. They are nominated by national focal points, together with observers representing workers, employers and the Commission.

## Staff

A dedicated staff of specialists in occupational safety and health, communication and public administration bring with them a wealth of knowledge from around Europe.



# Annex 2

## Membership of the Governing Board (as of December 2016)

The Agency's Governing Board is made up of representatives of each of the Member State governments and of employers' and employees' organisations, together with three representatives from the European Commission. In addition, observers are invited: tripartite delegations from Iceland, Liechtenstein

and Norway, two from Eurofound (European Foundation for the Improvement of Living and Working Conditions) and one each from the European Trade Union Confederation and BusinessEurope.

### Governments

Members	Country	Alternates
Ms Véronique CRUTZEN	Belgium	Ms Nadine GILIS
Ms Darina KONOVA	Bulgaria	Ms Vaska SEMERDZHIEVA
Mr Zdravko MURATTI	Croatia	Mr Jere GAŠPEROV
Mr Jaroslav HLAVÍN	Czech Republic	Mr Zdeněk ŠMERHOVSKÝ
Ms Charlotte SKJOLDAGER	Denmark	Ms Annemarie KNUDSEN
Mr Kai SCHÄFER	Germany	Ms Ellen ZWINK
Ms Maret MARIPUU	Estonia	Ms Eva PÖLDIS
Mr Paul CULLEN	Ireland	Ms Marie DALTON
Mr Ioannis KONSTANTAKOPOULOS	Greece	Mr Georgios GOURZOULIDIS
Ms Dolores LIMÓN TAMÉS	Spain	Ms Mercedes TEJEDOR
Mr Frédéric TEZE	France	Mr Arnaud PUJAL
Mr Romolo DE CAMILLIS	Italy	Ms Alessandra PERA
Mr Anastassios YIANNAKI	Cyprus	Mr Aristodemos ECONOMIDES
Mr Renārs LŪSIS (Coordinator)	Latvia	Ms Jolanta GEDUŠA
Ms Aldona SABAITIENĖ	Lithuania	Ms Vilija KONDROTIENĖ
Mr Marco BOLDY	Luxembourg	Mr John SCHNEIDER
Ms Katalin BALOGH	Hungary	Mr Gyula MADARÁSZ
Mr Melhino MERCIECA	Malta	Mr Mark GAUCI
Mr Rob TRIEMSTRA	Netherlands	Mr Martin DEN HELD
Ms Gertrud BREINDL (Vice-Chairperson)	Austria	Ms Anna RITZBERGER-MOSER
Ms Danuta KORADECKA	Poland	Ms Joanna FAŁDYGA



Members	Country	Alternates
Mr Antonio SANTOS	Portugal	Mr Carlos PEREIRA
Mr Dantes Nicolae BRATU	Romania	Ms Anca Mihaela PRICOP
Mr Nikolaj PETRIŠIČ	Slovenia	Ms Vladka KOMEL
Ms Lucia SABOVA DANKOVA	Slovakia	Ms Romana ČERVENKOVÁ
Mr Leo SUOMAA	Finland	Mr Wiking HUSBERG
Ms Erna ZELMIN-EKENHEM	Sweden	Ms Boel CALLERMO
Mr Clive FLEMING	United Kingdom	Mr Stuart BRISTOW
Mr Eyjólfur SÆMUNDSSON (Observer)	Iceland	Awaiting new name
Mr Robert HASSLER (Observer)	Liechtenstein	Mr Elmar FRICK (Observer)
Mr Yogindra SAMANT (Observer)	Norway	Ms Thorfrid HANSEN (Observer)

## Employers

Members	Country	Alternates
Mr Kris DE MEESTER	Belgium	Mr Thierry VANMOL
Mr Georgi STOEV	Bulgaria	Awaiting new name
Mr Nenad SEIFERT	Croatia	Mrs Admira RIBICIC
Ms Nora ŠEJDOVÁ (Awaiting official appointment)	Czech Republic	Mr Martin RÖHRICH
Mr Henrik BACH MORTENSEN	Denmark	Ms Lena SØBY
Mr Eckhard METZE	Germany	Mr Stefan ENGEL
Ms Marju PEÄRNBERG	Estonia	Ms Piia SIMMERMAN
Mr Michael GILLEN	Ireland	Mr Carl ANDERS
Mr Christos KAVALOPOULOS	Greece	Ms Natascha AVLONITOU
Ms Marina GORDON ORTIZ	Spain	Ms Laura CASTRILLO NÚÑEZ
Mr Patrick LÉVY	France	Ms Nathalie BUET
Ms Fabiola LEUZZI	Italy	Awaiting new name
Mr Emiliós MICHAEL	Cyprus	Mr Polyvios POLYVIOU
Ms Ilona KIUKUCĀNE	Latvia	Mr Aleksandrs GRIGORJEVS
Mr Vaidotas LEVICKIS	Lithuania	Mr Jonas GUZAVIČIUS
Mr François ENGELS	Luxembourg	Mr Pierre BLAISE
Mr Géza BOMBERA	Hungary	Mr Dezső SZEIFERT
Mr Lawrence MIZZI	Malta	Mr Brian ZAHRA
Mr Mario VAN MIERLO	Netherlands	Mr R. VAN BEEK
Ms Christa SCHWENG (Chairperson)	Austria	Ms Julia SCHITTER
Mr Rafal HRYNYK	Poland	Awaiting new name
Mr Marcelino PENA COSTA	Portugal	Mr Luis HENRIQUE
Mr Ovidiu NICOLESCU	Romania	Ms Daniela SÂRBU

Members	Country	Alternates
Mr Igor ANTAUER	Slovenia	Ms Karmen FORTUNA
Ms Silvia SUROVÁ	Slovakia	Mr Róbert MEITNER
Mr Jan SCHUGK	Finland	Ms Riitta WÄRN
Ms Bodil MELLBLOM	Sweden	Mr Ned CARTER
Ms Rachel SMITH	United Kingdom	Mr Terry WOOLMER
Mr Jón Rúnar PÁLSSON (Observer)	Iceland	Awaiting new name (Observer)
Mr Jürgen NIGG (Observer)	Liechtenstein	Ms Brigitte HAAS (Observer)
Ms Ann Torill BENONISEN (Observer)	Norway	Awaiting new name

## Workers

Members	Country	Alternates
Mr Herman FONCK	Belgium	Ms Caroline VERDOOT
Mr Aleksandar ZAGOROV	Bulgaria	Mr Ivan KOKALOV
Ms Gordana PALAJSA	Croatia	Mr Marko PALADA
Ms Radka SOKOLOVÁ	Czech Republic	Mr Václav PROCHÁZKA
Mr Jan KAHR FREDERIKSEN	Denmark	Ms Maria BJERRE
Ms Sonja KÖNIG	Germany	Mr Moriz-Boje TIEDEMANN
Ms Aija MAASIKAS	Estonia	Mr Argo SOON
Ms Dessie ROBINSON	Ireland	Mr Sylvester CRONIN
Mr Andreas STOIMENIDIS	Greece	Mr Ioannis ADAMAKIS
Mr Pedro J. LINARES	Spain	Ms Marisa RUFINO
Mr Abderrafik ZAIGOUCHE	France	Ms Edwina LAMOUREUX
Ms Cinzia FRASCHERI	Italy	Mr Marco LUPU
Mr Nikos SATSIAS	Cyprus	Mr Stelios CHRISTODOULOU
Mr Ziedonis ANTAPSONS	Latvia	Mr Mārtiņš PUŽULS
Ms Inga RUGINIENĖ	Lithuania	Mr Ričardas GARUOLIS
Mr Jean-Luc DE MATTEIS	Luxembourg	Mr Robert FORNIERI
Mr Károly GYÖRGY (Vice-Chairperson)	Hungary	Awaiting new name
Mr Anthony CASARU	Malta	Mr Alfred LIA
Mr Rik VAN STEENBERGEN	Netherlands	Mr Wim VAN VEELEN
Ms Julia NEDJELIK-LISCHKA	Austria	Mr Alexander HEIDER
Ms Agnieszka MIŃKOWSKA	Poland	Mr Dariusz GOC
Mr Fernando GOMES (Awaiting official appointment)	Portugal	Ms Vanda CRUZ
Mr Corneliu CONSTANTINOAIA	Romania	Ms Mihaela DARLE
Ms Lučka BÖHM	Slovenia	Ms Katja GORIŠEK

Members	Country	Alternates
Mr Peter RAMPASEK	Slovakia	Mr Róbert STAŠKO
Ms Paula ILVESKIVI	Finland	Mr Erkki AUVINEN
Ms Karin FRISTEDT	Sweden	Ms Christina JÄRNSTEDT
Mr Hugh ROBERTSON	United Kingdom	Ms Liz SNAPE
Mr Björn Ágúst SIGURJÓNSSON (Observer)	Iceland	Ms Helga JÓNSDÓTTIR (Observer)
Mr Sigi LANGENBAHN (Observer)	Liechtenstein	Ms Christine SCHÄDLER (Observer)
Ms Marianne SVENSLI (Observer)	Norway	Mr Jon Olav BERGENE (Observer)

## European Commission

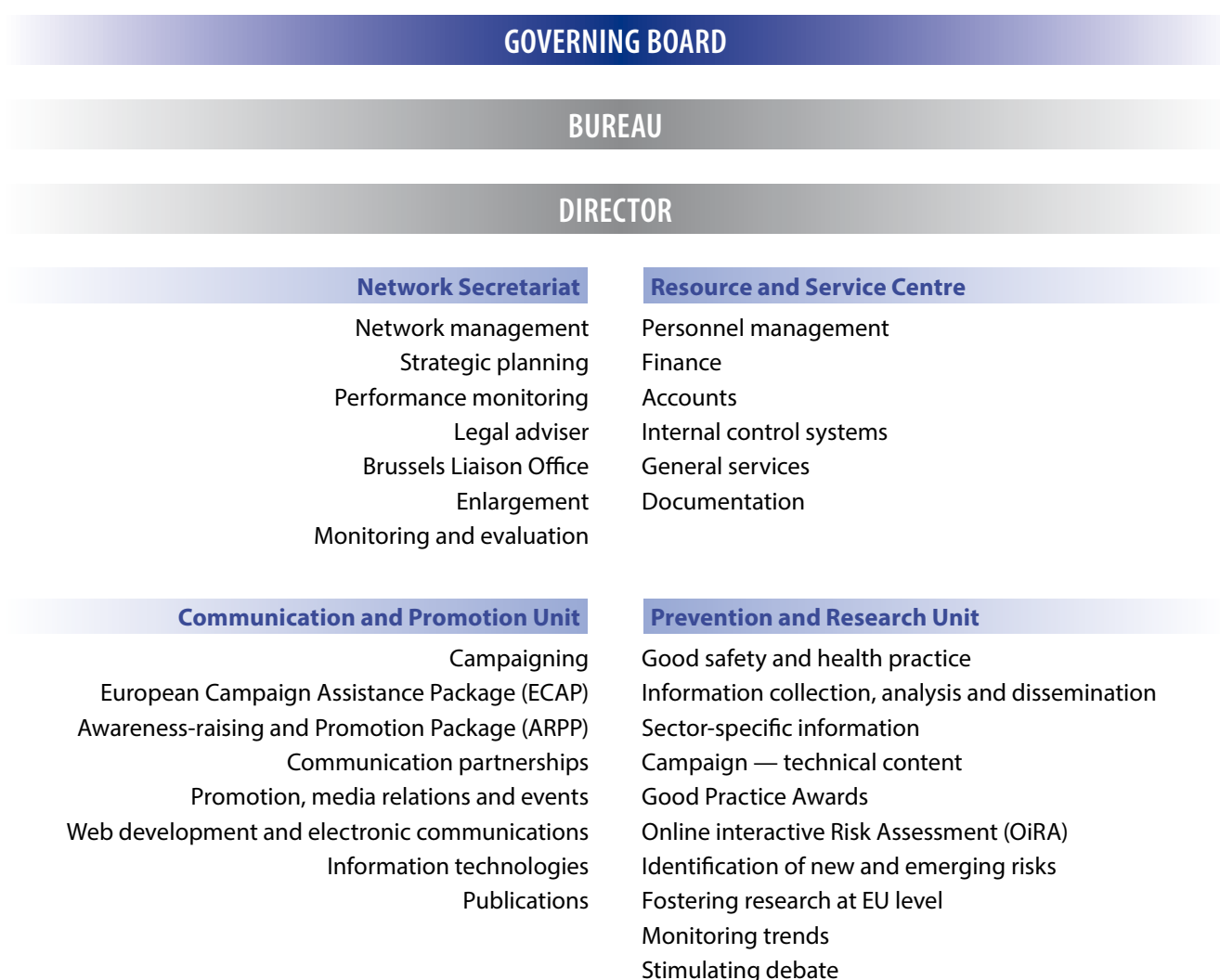
Member	Alternate
Mr Stefan OLSSON Employment, Social Affairs and Inclusion DG	Ms Charlotte GREVFORS ERNOULT Employment, Social Affairs and Inclusion DG
Mr Jesús ALVAREZ (Vice-Chairperson) Employment, Social Affairs and Inclusion DG	Awaiting new name
Mr Andrzej RUDKA Enterprise and Industry DG	Awaiting new name

## Observers

Member	Alternate
Mr Juan MENÉNDEZ-VALDÉS Eurofound	Ms Erika MEZGER Eurofound
Mr Herman FONCK Chairperson of the Board of Eurofound	
Ms Rebekah SMITH, Coordinator BusinessEurope	Ms Valerie CORMAN Conseil National du Patronat Français (CNPF)
Ms Esther LYNCH, Coordinator European Trade Union Confederation (ETUC)	

# Annex 3

## Organisation chart of the Agency (as of December 2016)





# Annex 4

## Focal points (as of December 2016)

The focal points, in more than 30 countries, coordinate and disseminate information from the Agency within their individual countries, and provide feedback and recommendations. Typically the lead OSH organisation in their respective countries, they are the Agency's official

representatives at national level. They contribute to the development of the Agency's information services and campaign activities. As well as the EU Member States, focal points have also been established in the EFTA countries and EU candidate and potential candidate countries.

**UPDATED LIST OF FOCAL POINTS: [HTTPS://OSHA.EUROPA.EU/EN/OSHNETWORK/FOCAL-POINTS](https://osha.europa.eu/en/oshnetwork/focal-points)**

### AUSTRIA

**Bundesministerium für Arbeit, Soziales und Konsumentenschutz**  
Sektion Arbeitsrecht und Zentral-Arbeitsinspektorat  
Stubenring 1  
1010 Vienna  
AUSTRIA  
Contact person: Martina HÄCKEL-BUCHER  
Tel: +43 1711 0022 74  
Email: AT.FocalPoint@sozialministerium.at

### BELGIUM

**Federal Public Service Employment, Labour and Social Dialogue**  
Ernest Blerotstraat 1  
1070 Brussels  
BELGIUM  
Contact person: Frank DEHASQUE  
Tel: +32 2233 4228  
Email: focalpoint@werk.belgie.be

### BULGARIA

**Ministry of Labour and Social Policy**  
2 Triaditza Street  
1051 Sofia  
BULGARIA  
Contact person: Darina KONOVA  
Tel: +359 (2) 8119 518  
Email: d.konova@mlsp.government.bg

### CROATIA

**Ministry of Labour and Pension System**  
Ulica grada Vukovara 78  
10 000 Zagreb  
CROATIA  
Contact person: Zdravko MURATTI  
Tel: +385 (0)1 6109 230  
Email: zdravko.muratti@mrms.hr

**CYPRUS****Ministry of Labour, Welfare and Social Insurance**

Department of Labour Inspection

12 Apelli Street

1493 Nicosia

CYPRUS

Contact person: Anastassios YIANNAKI

Tel: +357 2240 5623

Email: ayiannaki@dli.mlsi.gov.cy

**CZECH REPUBLIC****Occupational Safety Research Institute**

Jeruzalemska, 9

116 52 Prague 1

CZECH REPUBLIC

Contact person: Daniela KUBÍČKOVÁ

Tel: +420 724 301 255

Email: kubickova.daniela.praha@gmail.com

**DENMARK****Danish Working Environment Authority**

Landskronagade 33

2100 Copenhagen

DENMARK

Contact person: Elsebeth JARMBAEK

Tel: +45 7 220 9431

Email: elja@at.dk

**ESTONIA****Labour Inspectorate of Estonia**

Gonsiori, 29

10147 Tallinn

ESTONIA

Contact person: Kristel PLANGI

Tel: +372 626 9414

Email: kristel.plangi@ti.ee

**FINLAND****Ministry of Social Affairs and Health**

Department for Occupational Safety and Health

PO Box 33

FI-00023 Government

FINLAND

Contact person: Liisa HAKALA

Tel: +358 2951 63566

Email: liisa.hakala@stm.fi

**FRANCE****Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue social**

Direction des relations du travail (DRT/CT)

39-43 quai André Citroën

75739 Paris Cedex 15

FRANCE

Contact person: Arnaud PUJAL

Tel: + 33 (0)1 44 38 25 08

Email: arnaud.pujal@travail.gouv.fr

**GERMANY****Bundesanstalt für Arbeitsschutz und Arbeitsmedizin**

Friedrich-Henkel-Weg 1-25

44149 Dortmund

GERMANY

Contact person: Nathalie HENKE

Tel: +49 (0)231 9071 2466

Email: henke.nathalie@baua.bund.de

**GREECE****Ministry of Labour, Social Security and Social Solidarity**

29 Stadiou str.

10110 Athens

GREECE

Contact person: Ioannis KONSTANTAKOPOULOS

Tel: +30 213 1516 090

Email: ikonstantakopoulos@ypakp.gr

## HUNGARY

### Ministry for National Economy - Dep. of Labour Inspection OSH

Kálmán I.u.2.

1054 Budapest

HUNGARY

Contact person: Katalin BALOGH

Tel: +3618963015

Email: katalin.balogh@ngm.gov.hu

## IRELAND

### Health and Safety Authority

3rd Floor

Hebron House

Hebron Road

Kilkenny R95 T91Y

IRELAND

Contact person: Gavin LONERGAN

Tel: +353 (01) 799 7838

Email: gavin@hsa.ie

## ITALY

### Istituto Nazionale per l'Assicurazione contro gli Infortuni sul Lavoro (INAIL)

Piazzale Giulio Pastore, 6

00144 Rome

ITALY

Contact person: Ester ROTOLI

Tel: +39 06 54874196

Email: f.grosso@inail.it

## LATVIA

### State Labour Inspectorate of the Republic of Latvia

Kr. Valdemara Str. 38 k-1

1010 Riga

LATVIA

Contact person: Linda MATISĀNE

Tel: +371 670 2172 1

Email: linda.matisane@vdi.gov.lv

## LITHUANIA

### State Labour Inspectorate of the Republic of Lithuania

Algirdo g. 19

03213 Vilnius

LITHUANIA

Contact person: Nerita SOT

Tel: +370 5 265 1628

Email: nerita.sot@vdi.lt

## LUXEMBOURG

### Inspection du Travail et des Mines

3, rue des Primeurs

2361 Strassen

LUXEMBOURG

Contact person: John SCHNEIDER

Tel: +35 2247 7621 1

Email: john.schneider@itm.etat.lu

## MALTA

### Occupational Health and Safety Authority

17 Edgar Ferro Street

1533 Pieta

MALTA

Contact person: Romina RIECK-ZAHRA

Tel: +356 21 247 677

Email: romina.riECKzahra@gov.mt

## NETHERLANDS

### TNO Prevention, Work and Health

Schipholweg 77-89

2316 ZL Leiden

NETHERLANDS

Contact person: Jos DE LANGE

Tel: +31 88 86 65292

Email: Organisatie-TNO-FocalPointNederland@tno.nl

## POLAND

### Central Institute for Labour Protection - National Labour Institute

Ul. Czerniakowska 16

00-701 Warsaw

POLAND

Contact person: Wiktor Marek ZAWIESKA

Tel: +48 22 623 36 97

Email: focalpoint.pl@ciop.pl

**PORTUGAL****Autoridade para as Condições do Trabalho**

Avenida Fernão Magalhães 447-1º

3000-177 Coimbra

PORTUGAL

Contact person: Emília TELO

Tel: +351 23 940 0013

Email: emilia.telo@act.gov.pt

**ROMANIA****National Research & Development Institute on Occupational Safety 'Alexandru Darabont'**

Bd. Ghencea nr.35A, sector 6

061 692 Bucharest

ROMANIA

Contact person: Ioana-Georgiana NICOLESCU

Tel: +40 (21) 313 31 58

Email: georgiana.niculescu@gmail.com

**SLOVAKIA****National Labour Inspectorate - Narodny Inspektorat Prace**

Masarykova 10

04001 Kosice

SLOVAKIA

Contact person: Laurencia JANČUROVÁ

Tel: +421 55 7979927

Email: laurencia.jancurova@ip.gov.sk

**SLOVENIA****Ministry of Labour, Family, Social Affairs and Equal Opportunities**

Kotnikova, 28

1000 Ljubljana

SLOVENIA

Contact person: Vladka KOMEL

Tel: +386 1 369 77 40

Email: vladka.komel@gov.si

**SPAIN****Instituto Nacional de Seguridad e Higiene en el Trabajo**

Torrelaguna 73

28027 Madrid

SPAIN

Contact person: Belén PEREZ AZNAR

Tel: +34 91 363 41 00

Email: pfocalagenciaeuropea@insht.meyss.es

**SWEDEN****Arbetsmiljöverket - Swedish Work Environment Authority**

Lindhagensgatan 133

112 79 Stockholm

SWEDEN

Contact person: Mats RYDERHEIM

Tel: +46 8 730 96 87

Email: mats.ryderheim@av.se

**UNITED KINGDOM****Health and Safety Executive**

Caxton House (7th Floor)

Tothill Street

London SW1H 9NA

UNITED KINGDOM

Contact person: Stuart BRISTOW

Tel: +44 203 028 2592

Email: UK.FocalPoint@hse.gsi.gov.uk

**OBSERVERS****European Commission**

DG Employment, Social Affairs and Inclusion

Rue Robert Stumper, 10

2557 Luxembourg

LUXEMBOURG

Contact person: Jesús ALVAREZ

Tel: +35 2430 1345 47

Email: francisco.alvarez@ec.europa.eu

**BusinessEurope**

Av. de Cortenbergh, 168

1000 Brussels

BELGIUM

Contact person: Rebekah SMITH

Tel: +32 (0) 2 2376534

Email: r.smith@business europe.eu



**European Trade Union Confederation**

Bld du Roi Albert II, 5, bte 7

1210 Brussels

BELGIUM

Contact person: Viktor KEMPA

Tel: +32 2224 0411

Email: vkempa@etui.org

**FOCAL POINTS IN THE EEA/EFTA COUNTRIES****ICELAND****Administration of Occupational Safety and Health**

Bíldshöfði 16

110 Reykjavík

ICELAND

Contact person: Inghildur EINARSDÓTTIR

Tel: +354 550 46 00

Email: inghildur@ver.is

**NORWAY****Norwegian Labour Inspection Authority**

Statens hus

7468 Trondheim

NORWAY

Contact person: Gro Synnøve Rygh FÆREVÅG

Tel: +47 73 19 97 00

Email: focal.point@arbeidstilsynet.no

**LIECHTENSTEIN****Federal Department for Economic Affairs**

Poststrasse 1

9494 Schaan

LIECHTENSTEIN

Contact person: Robert HASSLER

Tel: +423 236 64 53

Email: robert.hassler@llv.li

**FOCAL POINTS IN THE EFTA COUNTRIES****SWITZERLAND****SECO — State Secretariat for Economic Affairs**

Holzikofenweg 36

3003 Bern

SWITZERLAND

Contact person: Eduard BRUNNER

Tel: +41 31 323 89 68

Email: eduard.brunner@seco.admin.ch

## FOCAL POINTS IN THE CANDIDATE COUNTRIES

### ALBANIA

#### Inspektorati Shteteror i Punes dhe Sherbimeve Shoqerore

Rr. Dervish Hima

Tirana

ALBANIA

Contact person: Dritan YLLI

Tel: +355 4 236 8466

Email: dritan.ylli@sli.gov.al

### MONTENEGRO

#### Administration for Inspection Affairs

Rimski trg 46

81000 Podgorica

MONTENEGRO

Contact person: Zlatko POPOVIC

Tel: +382 20 655513

Email: zlatkopuznr@t-com.me

### SERBIA

#### Ministry of Labour, Employment, Veterans and Social Policy

Occupational Safety and Health Directorate

Nemanjina 22-26

11000 Belgrade

SERBIA

Contact person: Miodrag LONCOVIC

Tel: +381 11 3347 393

Email: miodrag.l@minrzs.gov.rs

### FORMER YUGOSLAV REPUBLIC OF MACEDONIA

#### Macedonian Occupational Safety and Health Association

ul. «Kosturski heroji» br.50

1000 Skopje

FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Contact person: Milan PETKOVSKI

Email: milan.p@mzzpr.org.mk

### TURKEY

#### Calisma ve Sosyal Guvenlik Bakanligi

Inönü Bulvari, I Blok, No. 42, Kat. 4

06100 Emek Ankara

TURKEY

Contact person: Ismail GERIM

Tel: +90 3122 1550 21

Email: igerim@csgb.gov.tr

## FOCAL POINTS IN THE POTENTIAL CANDIDATE COUNTRIES

### BOSNIA AND HERZEGOVINA

EU-OSHA is in the process of establishing a focal point.

### KOSOVO (UNDER UNSCR 1244/99)

#### Ministry of Labour and Social Welfare Labour Inspectorate

Str. «UÇK» No. 1

10 000 Pristina

KOSOVO

Contact person: Agim MILLAKU

Tel: +381 38 200 26 502

Email: agim.millaku@rks-gov.net

# Annex 5

## Network activities and national networks 2016

Country	Network partners	Social partners	Meetings
Austria	32	5	1-3
Belgium	90	8	1-3
Bulgaria	12	7	1-3
Croatia	10	5	1-3
Cyprus	16	9	1-3
Czech Republic	14	2	1-3
Denmark	9	6	4-6
Estonia	5	4	1-3
Finland	40	22	4-6
France	34	10	1-3
Germany	13	3	1-3
Greece	170	7	1-3
Hungary	28	5	4-6
Iceland	18	16	4-6
Ireland	16	12	1-3
Italy	72	17	1-3
Latvia	5	2	4-6
Lithuania	25	6	1-3
Luxembourg	13	7	1-3
Malta	-	-	-
Netherlands	7	6	4-6
Norway	8	8	1-3
Poland	37	13	1-3
Portugal	430	21	10+
Romania	20	7	1-3
Slovakia	27	14	1-3
Slovenia	25	8	1-3
Spain	78	9	1-3
Sweden	11	7	4-6
United Kingdom	16	4	1-3

## Annex 6

### Official campaign partners 2016

Companies and associations from the private and public sector have joined forces with us in the Healthy Workplaces Campaigns. The campaign partners help to publicise the importance of occupational safety and health through a variety of activities, including conferences, seminars and

training sessions. Engaging with large-scale organisations can be particularly effective, as it means that our messages can reach small and medium-sized enterprises through the supply chains that those large organisations have.

Acciona Energia

aeris GmbH

AGE Platform Europe AISBL

AIRBUS GROUP

ArcelorMittal Distribution Solutions SA

PostEurop – Association of European Public Postal Operators AISBL

Atlantic Project Company

B-A-D Gesundheitsvorsorge und Sicherheitstechnik GmbH

Baxter

BusinessEurope

Campofrio Food Group

Capital Safety Group

CEOC International

Comité Européen des Fabricants de Sucre

Community of European Railway and Infrastructure Companies (CER)

Confederation of National Associations of Tanners and Dressers of the European Community

Contractor Safety Alliance

Council of European Employers of the Metal, Engineering and Technology-based Industries

CSR Europe

DEKRA Insight

Delphi

DuPont Sustainable Solutions

Electrocomponents plc

Employee Assistance European Forum

EUROCADRES

EuroCommerce

EuroHealthNet



European Academy of Dermatology and Venereology

European Academy of Occupational Health Psychology

European Association of Paritarian Institutions

European Brain Council

European Confederation of Independent Trade Unions (CESI)

European Construction Industry Federation

European Federation for Company Sport

European Federation for Welding, Joining and Cutting

European Federation of Building and Woodworkers

European Federation of Education Employers

European Federation of Food, Agriculture and Tourism Trade Unions

European Federation of National Maintenance Societies

European Federation of Public Service Unions (EPSU)

European Hospital and Healthcare Employers' Association

European Industrial Gases Association

European League Against Rheumatism

European Network Education and Training in Occupational Safety and Health (ENETOSH)

European Network of Safety and Health Professional Organisations

European Operating Room Nurses Association

European Patients' Forum

European Public Law Organization

European Safety Federation

European Salt's Producers Association

European Society of Safety Engineers

European Solvents Industry Group

European Technology Platform on Industrial Safety

European Trade Union Committee for Education

European Trade Union Confederation

European Transport Workers' Federation

European Work Hazards Network

EU-VRi - European Virtual Institute for Integrated Risk Management

EZA (European Centre for Workers' Questions)

FCC Citizen Services

Federación Iberoamericana de Asociaciones de Psicología

Federation of Occupational Health Nurses within the European Union

Federation of the European Ergonomic Societies

Gas Natural Fenosa

General Electric

Generali Employee Benefits Network - GEB

Heineken International

HP Inc

Iberdrola

Ideal Standard International

LEGO

INA-Industrija nafte, d.d.

industriAll European Trade Union

Institution of Occupational Safety and Health

International Association of Mutual Benefit Societies

International Federation of Musicians

International Institute of Risk and Safety Management

International Safety and Health Construction Coordinators Organization

Medicover

Mental Health Europe

Modernet

OMV

ORCHSE Strategies, LLC

Partnership for European Research in Occupational Safety and Health

Pirelli & C

PSA Groupe

PSYA

SAP SE

SEAT S.A

Siemens AG

SME Safety

Sofidel S.p.A.

Standing Committee of European Doctors (CPME)

TELT sas - Tunnel Euralpin Lyon Turin

Toyota Material Handling Europe

UEAPME

UEMS Occupational Medicine section

UNI Europa

ViVeTech Kft.

ZF Friedrichshafen AG

# Annex 7

## Campaign media partners

Our media partners work with us to raise awareness of the campaign topics, using their various channels to advertise and promote the campaign. They form an exclusive pool of journalists and editors from European, national and regional media interested in promoting occupational safety and health.

ABEO News

ActuEL-HSE

Aragon Valley

BEZPEČNÁ PRÁCA

Bezpieczeństwo Pracy. Nauka i Praktyka

CiberSal

Das Büro

eConnect

ERGONOMA JOURNAL

euroXpress

Face au Risque

Formacion de SEGURIDAD LABORAL

Foundation Center for Safety and Health at Work

Gesunde Arbeit

Health & Safety Times

HMS-magasinet/hmsmagasinet.no

IOSH Magazine

ISSA Mining Newsletter

MaintWorld magazine

NoAgeSharing.com

ppe.org

PrevenBlog

Prevention World

Promotor BHP

Proteger

PuntoSicuro

Quotidiano Sicurezza

Reputation Today

Revista Segurança

rhsaludable

Safety Focus

Safety Management

Segurança Comportamental

Trinacria News



# Annex 8

## Publications 2016

Print copies of reports, brochures and other publications can be ordered via EU Bookshop (<http://bookshop.europa.eu>). All publications can be downloaded free of charge from the Agency's website (<https://osha.europa.eu/en/tools-and-publications/publications>). Publications can be filtered by type, topics and languages.

### **Annual Activity Report of the European Agency for Safety and Health at Work (EU-OSHA) 2015**

Available in 3 languages – 128 pages

### **Programming document 2017-2019**

Available in 3 languages – 84 pages

## Corporate publications



European Agency for Safety and Health at Work



Annual Report 2015



### **Annual Report 2015: Adapting to change and new challenges in OSH**

Available in English — 64 pages

Catalogue number: TEAB16001ENC

### **Annual Report 2015 — Summary**

Available in 25 languages — 9 pages

Catalogue number: TEAF16001ENN

## Information reports



### **Second European Survey of Enterprises on New and Emerging Risks (ESENER-2) -Overview Report: Managing Safety and Health at Work**

Available in English — 152 pages

Catalogue number: TERO16001ENC

**Contexts and arrangements for occupational safety and health in micro and small enterprises in the EU – SESAME project**

**Report**

Available in English — 138 pages

Catalogue number: TERO16002ENN

**Executive summary**

Available in 17 languages — 10 pages

Catalogue number : TERO16003ENN

**Older Workers. Rehabilitation and return to work: Analysis on EU and Member States policies, strategies and programmes.**

**Report**

Available in English — 94 pages

Catalogue number: TEWE16002ENN

**Executive summary**

Available in English — 9 pages

**Information sheet**

Available in English — 2 pages

Catalogue number: TE0116658ENC

**Older Workers. Research review on rehabilitation and return to work.**

**Report**

Available in English — 86 pages

Catalogue number: TEWE16001ENN

**Summary**

Available in English — 11 pages

**Older Workers. Analysis report of workplace good practices and support needs of enterprises.**

**Report**

Available in English — 100 pages

Catalogue number: TEWE16003ENN

**Executive summary**

Available in English — 8 pages

**Older Workers. Safer and healthier work at any age: Final overall analysis report.**

**Report**

Available in English — 166 pages

Catalogue number: TEWE16007ENN

**Executive summary**

Available in English — 15 pages

**Information sheet**

Available in English — 2 pages

Catalogue number: TE0616075ENC

**Older Workers. Analysis report on EU and Member States policies, strategies and programmes on population and workforce ageing.**

**Report**

Available in English — 170 pages

Catalogue number: TEWE17001ENN

**Executive summary**

Available in English — 9 pages

**Information Sheet**

Available in English — 2 pages

Catalogue number: TE0616076ENC

**Older Workers. Women and the ageing workforce – Implications for OSH – A research review.**

**Report**

Available in English — 90 pages

Catalogue number: TEWE16006ENN

**Executive summary**

Available in English — 9 pages

**Information sheet**

Available in English — 2 pages

Catalogue number: TE0616044ENC

**Older Workers. The ageing workforce – Implications for occupational safety and health – A research review.**

**Report**

Available in English — 114 pages

Catalogue number: TEWE16005ENN

**Executive summary**

Available in English — 16 pages

**Information sheet**

Available in English — 2 pages

Catalogue number: TE0116871ENC

**Older Workers. Safer and healthier work at any age: Review of resources for workplaces. Report**

Available in English — 55 pages

Catalogue number: TEWE16004ENN

**Older Workers Country reports:**

**Safer and healthier work at any age - Country Inventory**

Available for Belgium, Bulgaria, Czech republic, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Croatia, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, The Netherlands, Austria, Poland, Portugal, Romania, Slovakia, Finland, Sweden, United Kingdom, Iceland, Norway, Switzerland-Lichtenstein

# Healthy Workplaces Campaign material 2016



<https://healthy-workplaces.eu/en/campaign-materials>

## **Campaign Guide: Promoting a sustainable working life**

Available in 25 languages — 36 pages

Catalogue number : TE0115397ENC

## **Good Practice Award flyer**

Available in 25 languages

Catalogue number : TE0415362ENC

## **Leaflet**

Available in 25 languages

Catalogue number : TE0415361ENC

## **Poster**

Available in 25 languages

Catalogue number : TE0115398ENP

## **Infographics: Managing Europe's ageing workforce**

Available in 25 languages

Catalogue number: TE0116606ENN

# Audiovisual



<https://www.youtube.com/user/EUOSHA>

<https://www.napofilm.net/>

## **Video – Healthy Workplaces for All Ages 2016-17**

Available in 25 languages

## **E-guide – Healthy Workplaces for All Ages 2016-17**

Available in 25 languages

## **DVD — Napoleon in... Back to a healthy future**

Available in 25 languages

Catalogue number : TE0216263ENZ

## **Infographics: Performance, Monitoring and Evaluation. Key Performance Indicators 2015**

Available in 3 languages

## **Safer and healthier work at any age data visualisation tool**

Machine translation

## Promotional material



### Healthy Workplaces Film Award 2016 leaflet

Available in English/German

## Case studies



### Older Workers Good Practice case studies:

#### Belgium — 'Life Coach' training for family assistants

Available in English

#### Bulgaria — Creating healthier and safer working conditions for all employees

Available in English

#### Czech Republic — GE Money Bank 'Health Ahead' programme ('GE Pro zdraví')

Available in English

#### Denmark — Never too old for the kindergarten: reducing the strain to retain employees

Available in English

#### Denmark — Job satisfaction for employees of all ages: senior policy at cemetery

Available in English

#### Germany — Audi voluntary medical check-ups

Available in English

#### Germany — 'Off the Back': retaining older workers in a small roofing company

Available in English

#### Spain — Measures to retain experienced workers at ISS Facility Services

Available in English

#### France — A comprehensive approach for the well-being of older workers in Solystic

Available in English

#### France — PSA Peugeot Citroën: mapping the workplace to better manage the workforce

Available in English

#### Latvia — Human resource policy supporting older workers in Latvijas Balzams

Available in English

#### Hungary — 'STEP: Take a step for your health' (MOL Plc)

Available in English

#### Netherlands — 'Win-Win': a health-improvement project in a painting company

Available in English

#### Austria - Fit for the Future programme

Available in English

#### Austria — Adapting to an ageing workforce

Available in English

#### Poland — Safer and healthier work at any age: the case of a Polish sewing plant (Dartex)

Available in English



**Slovenia — ‘Care for a healthy worker’ programme at the Velenje coal mine**

Available in English

**Slovenia — Establishing a health-promotion team at Domel**

Available in English

**Finland — Age management in the City of Naantali**

Available in English

**Finland — Age management at Berner Ltd**

Available in English

**Finland — Age management at Saarioinen Ltd**

Available in English

**United Kingdom — Northumbrian Water Group ‘Wellbeing Programme’**

Available in English

**Norway — Oslo Airport’s ‘Life Phase’ policy**

Available in English

**Norway — Senior policy measures at St. Olav’s Hospital**

Available in English

# Annex 9

## Human and financial resources by activity

In this Annex, information is provided on the actual consumption of human and financial resources by activity (Activity Based Costing – ABC) as compared with the planned resources (Activity Based Budgeting – ABB). The activity structure is defined in the annual management plan. The data is based on the Agency's financial monitoring systems and the time register where staff register the time spent against the activities.

An explanation is provided in relation to deviations between planned and actual resources above or below 2% of the total operational budget – Title 3 (€ 8,158,750; threshold: € 163,175) or above or below 30% of the operational budget – Title 3 of the concerned activities and of the staff time (expressed in full-time equivalents).

Activity Based Budgeting 2016 by activity	Cost	FTE
1.2. Large-scale foresight	640,858	2,2
2.1. European Survey of Enterprises on New & Emerging Risks (ESENER)	706,540	4,7
2.2. OSH overview : Older workers	365,398	2,4
2.3. OSH overview: Micro and small enterprises	1,103,202	3,6
2.4. OSH overview : Work-related diseases	1,051,423	3,6
2.5. OSH overview: Costs and benefits of OSH	603,579	3,4
3.1. Online interactive Risk Assessment (OiRA) tool	1,157,781	5,4
3.2. Support for OSH e-Tools	137,258	0,9
4.2. Healthy Workplace Campaign (HWC) 2014-2015 "Healthy Workplaces Manage Stress"	84,111	0,1
4.3. Healthy Workplace Campaign (HWC) 2016-2017 "Healthy Workplaces for All Ages"	4,162,086	13,8
4.4. Awareness raising actions	1,022,613	3,3
4.5 Healthy Workplaces Campaign (HWC) 2018-2019	360,403	2,0
5.1. OSHwiki	378,436	1,9
5.2. Other networking knowledge actions	219,903	1,5
6.1. Strategic Networking	1,006,708	4,6
6.2. Operational Networking	822,165	5,0
6.3. Communications	1,421,336	7,5
	<b>15,243,800</b>	<b>66,0</b>

Activity Based Costing 2016 by activity	Cost	FTE
1.2. Large-scale foresight	579,933	1,3
2.1. European Survey of Enterprises on New & Emerging Risks (ESENER)	643,502	3,3
2.2. OSH overview : Older workers	396,396	2,6
2.3. OSH overview: Micro and small enterprises	969,763	2,3
2.4. OSH overview : Work-related diseases	1,008,334	2,9
2.5. OSH overview: Costs and benefits of OSH	343,020	2,4
3.1. Online interactive Risk Assessment (OiRA) tool	1,067,192	4,6
3.2. Support for OSH e-Tools	40,841	0,2
4.2. Healthy Workplace Campaign (HWC) 2014 - 2015 "Healthy Workplaces Manage Stress"	145,659	0,5
4.3. Healthy Workplace Campaign (HWC) 2016 - 2017 "Healthy Workplaces for All Ages"	4,144,263	12,4
4.4. Awareness raising actions	852,356	2,0
4.5. Healthy Workplace Campaign (HWC) 2018 - 2019	478,875	2,0
5.1. OSHwiki	367,672	2,0
5.2. Other networking knowledge actions	161,447	1,1
6.1. Strategic Networking	1,045,851	5,2
6.2. Operational Networking	850,526	5,5
6.3. Communications	1,527,975	8,0
	<b>14,623,604</b>	<b>58,3</b>

## Deviations between ABB 2016 and ABC 2016

**1.2 Large-scale foresight:** Due to staff shortage in 2016, the work on the activity started later than foreseen and therefore less than expected staff time has been consumed.

**2.1 ESENER:** The procurement related to one of the in-depth follow up study (OSH Management) had to be relaunched and contract was only signed in late 2016. As a result, the work started later than expected and less staff time than planned was consumed.

**2.3: Micro and small enterprises:** Due to some delays from the contractor's side, a number of deliverables scheduled for 2016 had to be postponed to early 2017 and therefore less staff time than expected was consumed.

**2.5 Costs and benefits of OSH:** The procurement planned for a deliverable under the activity (cost estimations) was cancelled and the Agency shifted the focus on the data visualisation then. Due to the cancelled procurement, less staff time than planned was consumed.

**3.2 Tools for OSH solutions:** The main action under this activity - "e-tools seminar" - was eventually held at the Agency's premises, thereby resources were saved there. All the objectives foreseen for the activities were reached with less than expected staff time.

**4.3 Healthy workplaces campaign - 2018-2019 on dangerous substances:** In the framework of the preparation of the campaign concept paper in consultation with the relevant stakeholder groups (including the Governing Board and focal points) additional information needs were identified and therefore additional content products were commissioned.

**4.4. Awareness raising actions:** It was possible to carry out the activity with fewer staff resources than foreseen.

**5.2 Other networking knowledge actions:** The originally planned research coordination workshop was cancelled due to reprioritisations following unforeseen staff absences.

**6.2 Operational networking:** The Agency was expected to bear the costs of an event related to the Enterprise Europe Network – whose costs were eventually paid by the Commission. For this reason, less resources than planned were consumed.

It should be noted that the difference between the total of 66 FTEs in the ABB and the 58.3 in the ABC is explained by non-occupied posts, sick leave, other forms of leave and working arrangements as well as the TA post cut from the establishment plan 2017 which became vacant in mid-2016.

## HOW TO OBTAIN EU PUBLICATIONS

### **Free publications:**

- one copy:  
via EU Bookshop (<http://bookshop.europa.eu>);
- more than one copy or posters/maps:  
from the European Union's representations ([http://ec.europa.eu/represent\\_en.htm](http://ec.europa.eu/represent_en.htm)); from  
the delegations in non-EU countries ([http://eeas.europa.eu/delegations/index\\_en.htm](http://eeas.europa.eu/delegations/index_en.htm));  
by contacting the Europe Direct service ([http://europa.eu/eurodirect/index\\_en.htm](http://europa.eu/eurodirect/index_en.htm)) or  
calling 00 800 6 7 8 9 10 11 (freephone number from anywhere in the EU) (\*).

(\*) The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

### **Priced publications:**

- via EU Bookshop (<http://bookshop.europa.eu>).



The **European Agency for Safety and Health at Work (EU-OSHA)** contributes to making Europe a safer, healthier and more productive place to work. The Agency researches, develops, and distributes reliable, balanced, and impartial safety and health information and organises pan-European awareness raising campaigns. Set up by the European Union in 1994 and based in Bilbao, Spain, the Agency brings together representatives from the European Commission, Member State governments, employers' and workers' organisations, as well as leading experts in each of the EU Member States and beyond.

**European Agency for Safety and Health at Work**

Santiago de Compostela 12  
E-48003 Bilbao, Spain  
Tel. +34 944358400  
Fax +34 944358401  
E-mail: [information@osha.europa.eu](mailto:information@osha.europa.eu)

<http://osha.europa.eu>



Publications Office