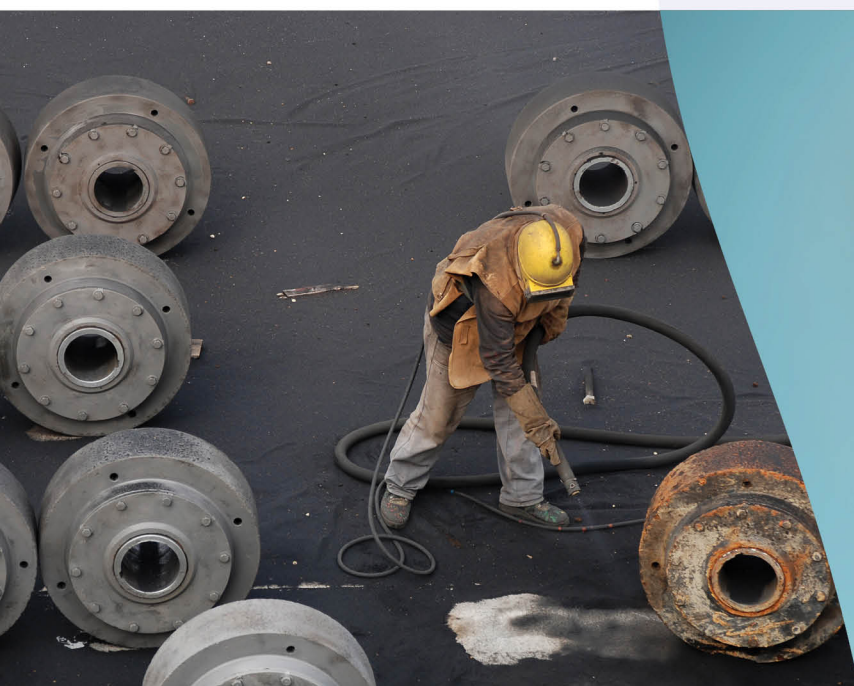




European Agency for Safety and Health at Work



Annual Report 2017

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Contents

Foreword by the Director and Chair of the Governing Board.....	3
Key activities in 2017.....	5
1 Anticipating change	5
2 Facts and figures	8
3 Tools for OSH management.....	16
4 Raising awareness	18
5 Networking knowledge.....	30
6 Strategic and operational networking.....	33
7 Corporate management.....	38
8 Administrative support	40

Foreword by the Director and Chair of the Governing Board

In the year that marks the 60th anniversary of the Treaties of Rome, which aspired to create a united and socially responsible Europe, with good working conditions for all, occupational safety and health (OSH) was once again brought to the fore of the European policy agenda with the announcement by Jean-Claude Juncker, President of the European Commission, of the European Pillar of Social Rights. EU-OSHA welcomes and strongly supports this pillar, which focuses on equal opportunities, inclusive growth and fair working conditions — including the right to safe, healthy and well-adapted workplaces. For the Agency, this type of high-level support, which explicitly emphasises the importance of OSH, is of the utmost importance — it recognises and highlights the value of the Agency's work and motivates it to continue.

For more than 25 years, the EU has been a leader in protecting its workers. Now, the European Commission is taking action to modernise EU OSH legislation and policy. The Commission wants to help businesses, in particular micro and small enterprises (MSEs), to comply with OSH rules. They will benefit from updated rules to follow and receive more support, tools and guidance on how to effectively protect their workers' safety and health. EU-OSHA already effectively supports MSEs with cost-free interactive risk assessment tools tailored to many sectors and national legislation. With the Online interactive Risk Assessment (OiRA) project, EU-OSHA aims to overcome challenges faced by MSEs, which may lack resources or OSH knowledge. At a joint conference in May 2017, EU-OSHA and the European Commission discussed how to support MSEs through the use of interactive risk assessment tools. The Commission also organised a peer review meeting for web-based risk assessment tools to facilitate mutual learning and discuss advantages and challenges of the different approaches.

In 2017, EU-OSHA's 2-year Healthy Workplaces for All Ages campaign continued to attract the support of record numbers of partners. The campaign was inspired by the 3-year European project 'Safer and healthier work at any age', led by EU-OSHA at the request of the European Parliament, which investigated demographic change in Europe and what this means for OSH. The campaign aimed to raise awareness of the issues identified by this project and to promote workplace practices that are safe, healthy and, above all, sustainable. The many awareness-raising activities and good practice exchange events held throughout 2017 were a great success, reaching wide audiences at both national and European levels. The final summit, held in Bilbao in November, was a particular highlight, at which many stakeholders and official campaign partners came together to discuss and share company-, national- and European-level approaches to ensuring OSH, particularly in the context of an ageing workforce. The Agency was encouraged and motivated by the positive feedback from and active participation of all in attendance. Participants not only contributed to fruitful exchanges at the summit, but also demonstrated their commitment to OSH and sustainable working throughout the campaign by organising and supporting many activities across Europe.

EU-OSHA was delighted to receive the European Ombudsman Award for Good Administration in March 2017. The Agency along with the European Union Intellectual Property Office and the Translation Centre for the Bodies of the European Union received this award for their jointly developed, innovative project aimed at facilitating the translation management of multilingual websites. This award highlights EU-OSHA's commitment to multilingualism as a fundamental part of its efforts to promote safe and healthy workplaces across Europe.

Further recognition of the value of the Agency's work was provided by an evaluation, carried out by the European Commission in 2017, of the four agencies that operate under the remit of the Directorate-General for Employment, Social Affairs and Inclusion (namely EU-OSHA, the European

Centre for the Development of Vocational Training (Cedefop), the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and the European Training Foundation (ETF)). The outcome of this evaluation was very positive for EU-OSHA, suggesting that the Commission values the Agency's work and will continue to offer its support and cooperation.

The year 2017 also saw EU-OSHA's continued dedication to the Roadmap on Carcinogens, initiated in 2016 under the Netherlands' Presidency of the Council of the EU. Throughout the year, EU-OSHA — along with the European Commission, the European Social Partners and Austria as founding partners of the Roadmap — actively supported many activities carried out as part of this scheme, aimed at raising awareness of work-related cancer and supporting actions to prevent it. The Agency now looks forward to presenting details of these activities at a conference in Vienna, to be held in September 2018 under the Austrian Presidency of the Council of the EU.

In addition to its work at the European level, EU-OSHA also actively contributed to the global movement to raise awareness of OSH and promote good OSH management in 2017. In September, the Agency attended and presented the latest findings of its costs and benefits of OSH project at the World Congress on Safety and Health at Work in Singapore. EU-OSHA also signed up to the Vision Zero Global Campaign, launched at this congress, which aims to ensure that all workplaces, in all regions of the world, are aware that every work-related accident or disease can be prevented by effective OSH measures. In addition, EU-OSHA is ready to engage in a global coalition with key partners, such as the International Labour Organization, to meet OSH challenges that require international solutions.

EU-OSHA is very grateful for the support it has received from the European Commission over the last year and, under the remit of the Commission's OSH Strategic Framework, looks forward to continuing this close collaboration in 2018. Commissioner Marianne Thyssen attended, along with other stakeholders and the EU-OSHA Governing Board, a seminar hosted by the Agency in January 2018, at which the findings and recommendations of EU-OSHA's recently completed, large-scale project on MSEs were discussed. The Commissioner welcomed the opportunity to review and learn from the findings of this project, highlighting the value of these enterprises to the European economy and that more must be done to support OSH in MSEs. In April, Marianne Thyssen, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility, along with EU-OSHA's Director Christa Sedlatschek, launched the Agency's 2018-19 campaign, Healthy Workplaces Manage Dangerous Substances, in Brussels.

On behalf of EU-OSHA, we would like to thank the European Commission, particularly Commissioner Marianne Thyssen, for the ongoing support and recognition of the Agency's work. We would also like to extend our gratitude to our staff, all of our national focal points and stakeholders, and to the official campaign partners and campaign media partners, whose dedication and cooperation ensure the successful promotion and dissemination of our messages at the workplace level throughout Europe.

Christa Sedlatschek, Director

Gertrud Breindl, Chair of the Governing Board

Key activities in 2017

1 Anticipating change

In 2017, EU-OSHA continued work on a number of projects aimed at providing policy-makers and researchers with the information they need to anticipate change in the world of work and understand the new and emerging risks that such change may pose to workers' safety and health, looking in particular at the impact of the digitalisation of the economy on OSH.

1.1 Foresight on new and emerging OSH risks associated with digitalisation by 2025

In 2017, the 2-year foresight study 'New and emerging OSH risks associated with Information and Communication Technology (ICT) by 2025' continued. The project involves developing a set of scenarios for 2025 exploring what the impact on OSH of the digitalisation of the economy might be.

Technological developments considered include the rise of online platforms and advances in robotics and artificial intelligence. The aim is to provide information to EU policy-makers, Member State

governments and social partners on the new and emerging risks identified, as well as to encourage debate on the policies and measures that might be capable of preventing or managing such risks.



The project is made up of three distinct work packages. In May 2017, the report on the first work package was published ⁽¹⁾. It lists and describes 92 important trends and drivers of change — organised by STEEP (societal, technological, economic, environmental and political) category — that could lead to changes in ICT and work resulting in future OSH challenges.

The second work package — which involved developing scenarios — was finalised in autumn 2017 with the production of a draft final report, a summary report, a brochure and cartoons presenting four scenarios. These scenarios are possible and plausible visions of what workplaces might be like in 2025; they illustrate the future OSH challenges associated with developments in ICT. The scenarios were built using the key trends and drivers identified in the first work package as well as the findings from two workshops ('Scenario-building expert workshop', 6-7 February 2017, Brussels, and 'Scenario-testing workshop with

¹ <https://osha.europa.eu/en/tools-and-publications/publications/key-trends-and-drivers-change-information-and-communication/view>

policy-makers', 29 June 2017, Brussels), each of which attracted about 25 external participants. Those in attendance included experts in various areas, including OSH and ICT, as well as representatives of Member State OSH authorities, the Commission, the European Parliament, the social partners at EU and national levels, Eurofound, the International Labour Organization and EU-OSHA's OSH Knowledge Advisory Group. The deliverables will be published in 2018.

The third work package — a series of workshops to promote the project's findings and explore the use of the scenarios as a tool to address future OSH challenges associated with the digitalisation of the economy — got under way in 2017, with an initial dissemination workshop attended by EU-OSHA's focal points. This first event took place on 23 November 2017 in Bilbao. A number of others will follow in 2018.

1.2 Regulating the OSH impact of the online platform economy

Work intermediated by digital platforms was identified in the large-scale foresight project as an area of rapidly growing importance, posing major challenges for workers' protection. On this basis, and in response to strong interest from the Agency's stakeholders, in March 2017, EU-OSHA commissioned a follow-up overview of regulatory and policy developments in the EU relating to the online platform economy and its expected impact on OSH.

The resulting report, *Regulating the occupational safety and health impact of the online platform economy*, and a summary report were published in November 2017 ⁽²⁾. The timely report describes the OSH risks that are resulting from online platform work, discusses the challenges that the online economy presents for current regulatory approaches to OSH, and offers examples of policies and regulatory efforts that are in place or being developed to address these risks and challenges. The findings were presented at the Senior Labour Inspectors Committee Thematic Day, 'New forms of work and OSH', on 7-9 November 2017 in Tallinn, Estonia ⁽³⁾.

1.3 Expert discussion papers on the future of work

EU-OSHA publishes expert review papers to provoke debate on the future of work and on emerging issues in workplace safety and health among OSH experts and policy-makers throughout the EU. The conclusions reached often suggest areas for further research or action. In 2017, two such papers, '3D printing: a new industrial revolution' ⁽⁴⁾ and 'Monitoring technology in the workplace' ⁽⁵⁾, were presented to and discussed with the focal points on 11 May ⁽⁶⁾. Revised versions of these discussion papers, integrating the feedback from the focal points, were published in July.

² <https://osha.europa.eu/en/tools-and-publications/publications/regulating-occupational-safety-and-health-impact-online-platform/view>

³ <https://osha.europa.eu/en/oshevents/slic-thematic-day-and-osh-conference>

⁴ <https://osha.europa.eu/en/tools-and-publications/publications/3d-printing-new-industrial-revolution/view>

⁵ <https://osha.europa.eu/en/tools-and-publications/publications/monitoring-technology-workplace/view>

⁶ <https://osha.europa.eu/en/tools-and-publications/seminars/review-articles-future-work>



Two more papers were also prepared, namely 'The future of the e-retail sector' and a follow-up to a 2015 article on performance-enhancing drugs, in consultation with the European Monitoring Centre for Drugs and Drug Addiction. They are discussed at a focal point meeting on 21-22 February 2018 and published later in the year.

2 Facts and figures

2.1 European Survey of Enterprises on New and Emerging Risks

The European Survey of Enterprises on New and Emerging Risks (ESENER) is EU-OSHA's large-scale survey of workplaces — including micro and small enterprises (MSEs) — across Europe. Almost 50,000 workplaces in all the Member States of the EU took part in the latest edition. The aim of the survey, and the Agency's publications on it, is to achieve a clear, up-to-date and detailed account of how workplaces in Europe actually manage OSH risks, thus making a significant contribution to the knowledge available to policy-makers, researchers and OSH professionals.

The year 2017 saw work on the second edition of the survey (ESENER-2), fieldwork for which took place in 2014, draw to a close, with a great deal of secondary analysis work being carried out on the data. Preparations began for ESENER-3, which will be carried out in 2019.

The results of the first in-depth studies on ESENER-2 — following the first analyses of the results in 2015 and the publication of the overview report in 2016 — were published in April 2017. These were the results of a project entitled 'Worker participation in the management of OSH': an overview report and a summary ⁽⁷⁾ (the latter translated into the languages of the countries covered by the research), plus seven country reports were produced.

In May 2017, overview and summary reports ⁽⁸⁾ on a valuable collaboration were published. These presented the findings of a joint analysis of ESENER-2, Eurostat's 2013 EU Labour Force Survey ad hoc module on accidents at work and other work-related health problems, and Eurofound's Sixth European Working Conditions Survey. The idea was to draw together the results of these three surveys to gain a comprehensive picture of the state of OSH in Europe, incorporating workers' and enterprises' perspectives.

Two additional follow-up studies, 'Management of psychosocial risks' — using ESENER data to identify barriers and drivers for managing these risk in the workplace — and 'Management of OSH', were finalised by the end of 2017. EU-OSHA expects to publish both reports in the first half of 2018.

Work on the final two projects under ESENER-2, which has fed into the development of ESENER-3, was completed. The first of these final projects was the *ex post* evaluation of ESENER-2, which considered the whole survey cycle, analysing what worked and what could be improved and taking account of the opinions of stakeholders, researchers and EU-OSHA staff. The final report was submitted in October 2017 and publication is scheduled for early 2018. The second of these last projects was a technical assessment of the expansion of the survey universe in ESENER-2. This expansion covered micro enterprises (specifically

⁷ <https://osha.europa.eu/en/tools-and-publications/publications/worker-participation-management-occupational-safety-health/view>

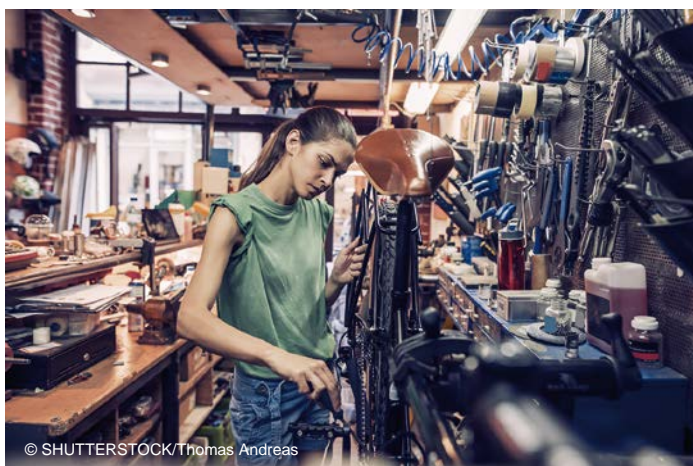
⁸ <https://osha.europa.eu/en/tools-and-publications/publications/health-and-safety-risks-workplace-joint-analysis-three-major/view>

workplaces employing 5-9 people) and enterprises in agriculture, forestry and fisheries. The main report on this project will be published by summer 2018. Preliminary results support the inclusion of both types of expansions in ESENER-3, the procurement process for which was launched on 5 January 2018.



During 2017, significant efforts were made to disseminate the findings from ESENER. National events were held in the Czech Republic, Croatia, Germany, Cyprus, Poland, Malta, Romania, Slovenia and Finland. ESENER was also promoted at a series of thematic conferences and seminars throughout the year: at a seminar on safety and health held by the Italian Labour Union in Paris; at the American Psychological Association/US National Institute for Occupational Safety and Health Work, Stress, and Health Conference 2017 in Minneapolis; and at the conference 'Workers and creativity: How to improve working conditions by participative methods?', organised by the European Trade Union Institute and the Federation of European Ergonomic Societies in Brussels. Furthermore, two ESENER papers were presented at the European Survey Research Association Conference in Lisbon. Finally, towards the end of 2017, a paper focusing on ESENER's findings with regard to agriculture was accepted for the 32nd International Congress on Occupational Health, to be held in Dublin in spring 2018.

2.2 OSH overview: micro and small enterprises



MSEs account for more than 98 % of businesses in the EU and employ over half of the workforce, making them the motor of the EU economy, driving growth, innovation and social integration. However, OSH is often poorly managed in MSEs, with workers more at risk of workplace accidents or ill health than employees of larger organisations. It is vital that this issue is addressed and that more support is offered to MSEs to protect workers and to ensure the long-term

survival of such small businesses. In 2014, EU-OSHA launched a wide-ranging project, comprising four work packages, to explore MSE-specific OSH management practices and policies across Europe, identify factors that contribute to successful strategies and practical solutions, and provide support for evidence-based policy recommendations.

Work package 1, completed in 2016, revealed the extent of the OSH challenges facing MSEs across Europe and some of the difficulties that contribute to poor OSH management in these enterprises. This extensive review of the current knowledge of OSH in MSEs, and the knowledge gaps identified, formed the basis of the next work packages. Work package 2 aims to provide a more in-depth understanding of OSH attitudes and practices from the

worker and owner-manager perspectives. As part of this, 360 interviews across nine EU Member States were conducted in 2016. The analysis of the results of these interviews continued during 2017, and an analytical report detailing the overall findings, along with nine individual country reports, will be published in 2018.



The focus of work package 3 was to identify successful practices and to explore how intermediaries, including OSH authorities, social partners, OSH professionals and other relevant stakeholders, can help MSEs to effectively manage OSH. Overall, 44 good examples, from 12 different EU countries, of OSH policies, strategies and interventions were identified. These examples and the factors contributing to their success were

further examined and discussed by key national stakeholders from nine of these countries in dialogue workshops and interviews. This analysis also identified barriers to the successful implementation of OSH policies and interventions. In 2017, this extensive analysis was published in two comprehensive reports ^(9,10) in December, one describing the overall outcomes of this part of the project and the other providing a detailed description of each of the 44 good examples.

These findings not only have practical and policy-related implications, but also make an important contribution to knowledge among the OSH research community. As such, the findings were disseminated to wide-ranging audiences throughout 2017, including at the World Congress on Safety and Health at Work, held in Singapore in September, in a session dedicated to OSH in small businesses, to members of the European Parliament and social partners, and at scientific conferences. Furthermore, in January 2018, EU-OSHA hosted a seminar attended by Commissioner Marianne Thyssen, the EU-OSHA Governing Board and other OSH experts, at which these latest findings and the lessons learned were discussed.

Work package 4 also kicked off in 2017, in April, and this final analysis will be completed in 2018. It will draw on the findings of the other phases of the project to provide policy recommendations and further examine the challenges that remain in terms of reaching out to MSEs across Europe and sectors to provide OSH support, considering the national, regulatory and socio-economic contexts. How the good practices identified can be tailored to the needs of even the most vulnerable MSEs will also be explored. The results will be presented in a final report and widely disseminated throughout 2018. At a final conference, to be held in Brussels in June 2018, national and EU stakeholders will have the opportunity to discuss the findings and consider them in national, regulatory and socio-economic contexts, and their implications for policy-making.

⁹ <https://osha.europa.eu/en/tools-and-publications/publications/policy-practice-policies-strategies-programmes-and-actions/view>

¹⁰ <https://osha.europa.eu/en/tools-and-publications/publications/safety-and-health-micro-and-small-enterprises-eu-policy-practice/view>

2.3 OSH overview: work-related diseases and disabilities



Work was completed on a project looking at rehabilitation and return to work after cancer. More people are surviving cancer, thanks to improvements in treatment. Most of them return to work, but many have long-term health problems that make it more difficult for them to do so. The aim of this project was to identify the issues faced by both returning workers and their employers and to identify the measures that help to secure a successful return to work for both parties. The literature review and its executive summary ⁽¹¹⁾ were published on 4 February 2017 to mark World Cancer Day. The findings of the overall project, which included information on existing support schemes, interviews with experts and owners of support schemes, and company case studies, were then presented to expert representatives of national focal points and other experts at a workshop in Brussels on 5 October. A summary of their discussions was published as an online seminar summary to mark World Cancer Day on 4 February 2018. The final report, which takes account of discussions held

at the workshop, and two presentations for laypersons and experts are published during the European Week Against Cancer in May 2018. A short document for enterprises on what to do for a successful return to work after cancer is also published.

A feasibility study on setting up a survey to measure workers' exposure to carcinogens was completed in 2017. The aim was to assess the feasibility of setting up a survey based on the successful Australian Work Exposures Study, which gathers information about exposure directly from workers. The report and summary ⁽¹²⁾ of the findings were published in December, and the recommendations are to be discussed by the Bureau and the Governing Board of EU-OSHA. If they approve setting up a new activity, meetings will be held with OSH and survey experts in 2018 to discuss how EU-OSHA should implement such a survey.

Alert and sentinel systems help to detect emerging work-related diseases. A literature review — *Methodologies to identify work-related diseases: Review of sentinel and alert systems* ⁽¹³⁾ — was published in August 2017. One of the important outcomes of this report was a typology of existing alert and sentinel approaches, including monitoring systems developed for other purposes but that present features suitable for also detecting emerging work-related

¹¹ <https://osha.europa.eu/en/tools-and-publications/publications/rehabilitation-and-return-work-after-cancer-literature-review/view>

¹² <https://osha.europa.eu/en/tools-and-publications/publications/feasibility-study-development-computer-assisted-telephone-survey/view>

¹³ <https://osha.europa.eu/en/tools-and-publications/publications/methodologies-identify-work-related-diseases-review-sentinel-and/view>

diseases, as well as a shortlist of 12 systems selected for further assessment through research and interviews with the system owners, reporters and users. The detailed analysis of the systems was presented at a workshop in Brussels on 18 May, attended by system owners, users and experts in the field (workshop summary published online¹⁴), where drivers and obstacles to the implementation of alert and sentinel systems were discussed. The overall results of the project, which included an assessment of their contribution to better prevention of work-related diseases and an appreciation of how existing monitoring systems could be adapted to include an alert function, were then presented to stakeholders nominated by national focal points at a workshop in Brussels on 31 January 2018. The final report, a summary report, five articles for OSHwiki and two presentations will be delivered in 2018.



A literature review on work-related diseases linked to exposure to biological agents, which also includes an appreciation of systems monitoring such diseases and monitoring exposures, will be published in mid-2018. There is a lack of a systematic overview of the health impact of exposure to at work, and consequently prevention is patchy. The draft final report, which also covers results of expert interviews and focus groups with workplace practitioners on the prevention of such diseases, was presented at a workshop, attended by experts nominated by the national focal points, on 10 October in Amsterdam. The aim of the project is to provide a better insight into work-related diseases linked to exposure to biological agents, especially in professions with unintentional exposure, and to enhance

prevention efforts. The study comes at a timely moment, as the European Directive on the prevention of workplace risks linked to biological agents' exposure is currently being revised, which was highlighted by a representative of the European Commission at the event. The final report, five articles on sectors and occupations at risk, two presentations and the workshop summary will be promoted in the second half of 2018.

In response to concerns raised by social partner stakeholders in ports, the Sectoral Social Dialogue Committee (SSDC) requested a comprehensive review of the health risks and gaps in prevention measures encountered when handling fumigated containers in ports, completed with recommendations on how such risks can be minimised. The emphasis was to find out what is really happening in the workplace. The groundwork for the review was completed by contractors in 2017 and the final report was drafted. It makes recommendations on workplace risk assessment, standard screening and monitoring procedures and the global enforcement of labelling regulations.

¹⁴ <https://osha.europa.eu/en/tools-and-publications/seminars/methodologies-identify-work-related-diseases-review-sentinel-and>

The findings were presented to the SSDC Social Dialogue Committee of the Ports — an important milestone for the project. In the discussion that followed, it was agreed that the problem was greatly underestimated and that coordinated action was needed, with all parties working together. The final report, presentation and OSHwiki article were published and promoted in April 2018. The findings will have a positive impact of the safety and health of port workers in Europe and beyond, and the project is an excellent example of EU-OSHA responding swiftly to an issue raised by stakeholders.

2.4 OSH overview: costs and benefits of OSH

Convincing employers, managers and policy-makers that investing in OSH makes good economic sense is one of EU-OSHA's main goals. Therefore, the Agency embarked on a large-scale project, 'Costs and benefits of occupational safety and health', that aims to provide concrete evidence that the economic benefits of investing in good OSH practices far outweigh the costs of poor OSH, to workers, employers and society as a whole.



The two-stage project set out to provide up-to-date estimates of the costs of work-related injuries, ill health and deaths. As a first step towards this, stage 1 of the project investigated the availability, quality and comparability of relevant national and international data. This stage is now complete, and details of the analysis were published in the report *Estimating the cost of work-related accidents and ill-health: An analysis of European data sources* ⁽¹⁵⁾ in

¹⁵ <https://osha.europa.eu/en/tools-and-publications/publications/estimating-cost-work-related-accidents-and-ill-health-analysis/view>

March 2017. The findings from stage 1 informed the second, cost-estimation stage of the project, comprising two separate strands.

Strand 1, initiated in 2016, was successfully completed in 2017 in collaboration with the International Labour Organization (ILO), the Finnish Ministry of Social Affairs and Health, the Finnish Institute of Occupational Health, the Singapore Workplace Safety and Health Institute, and the International Commission on Occupational Health. Using data from the World Health Organization (WHO) and the ILO, a cost approximation model was developed. This model allows the costs of work-related accidents and illnesses to be estimated at the global, EU and individual region levels. These estimates form the basis of an online, user-friendly data visualisation tool ⁽¹⁶⁾. The development of this data-rich tool was a significant undertaking for EU-OSHA, but the result is a tool that allows users to easily access and compare statistics on the costs of work-related injuries and illnesses, in terms of euros or the number of working years lost as a result of ill health, at the global or EU level, or for individual EU countries (plus Norway and Iceland) or disease groups. This wealth of data and the level of detail should enable policy-makers and other relevant stakeholders to make well-informed decisions about OSH practices and the allocation of resources.

The findings — for instance that, every year, work-related accidents and illnesses cost the EU EUR 476 billion — provide overwhelming support for the economic benefits of OSH. The results, published in September 2017, and the data visualisation tool were widely promoted in 2017 and were presented by EU-OSHA, along with the European Commission and the ILO, at the XXI World Congress on Safety and Health at work, held in Singapore in September. They have been very well received by the OSH research community, with, for instance, German magazine *ASU* publishing an article in October summarising the findings and the Society for Occupational Medicine referring to the results in its forthcoming review on the global value of OSH, to be presented at the ICOH conference in Dublin in 2018. EU-OSHA will also present the project's findings at this conference in Dublin, as well as at conferences in Frankfurt, Bratislava and Salzburg in 2018.

The second strand of stage 2 of the project is also now under way. This will involve a more in-depth, bottom-up analysis of some of the Member State data identified in the first stage of the project. Member States will be selected on the basis of the availability of reliable data, while ensuring a diverse selection and European geographical coverage. The results of this detailed cost analysis of reliable national data are expected to be published in the first half of 2019, and a comparison of these results with the estimates obtained in the first strand will be performed to confirm the validity of the cost approximation model data.

¹⁶ <https://visualisation.osha.europa.eu/osh-costs#!/>

2.5 OSH overview: work-related musculoskeletal disorders

According to official figures from the Eurostat Labour Force Survey, musculoskeletal disorders (MSDs) ⁽¹⁷⁾ are currently the most prevalent work-related health problem. They are also the primary cause of health-related absence from work.

The challenge of work-related MSDs has been recognised and is addressed at European level through a number of EU directives, strategies and policies. A recent report from the European Commission, *Safer and healthier work for all — Modernisation of the EU occupational safety and health legislation and policy*, recognises that exposure to ergonomic risk



factors —those arising from poorly designed workstations or equipment — is one of the major OSH problems in the EU today, as it can result in work-related MSDs.

In this context, in 2017, EU-OSHA started planning a new OSH overview. Its aim is to investigate in more detail the issues associated with work-related MSDs and related policies in order to improve our understanding of the issues and therefore how to prevent the risks for work-related MSDs. The overview project will also develop workplace measures that help prevent MSDs, and it will foster effective management of chronic MSDs, including return to work and rehabilitation.

The OSH overview on MSDs will be carried out over 3 years (2018-20), in collaboration with national focal points and other EU-OSHA stakeholders, including expert networks. It will then be the basis of the Healthy Workplaces Campaign on MSDs (2020-21). The main tasks and outputs of the overview project were drawn up in consultation with stakeholders. The project tasks will include literature reviews, data collection and analysis, case studies, identifying best practices, and producing training and awareness-raising materials.

¹⁷ The WHO defines work-related MSDs as those that can be partly caused by adverse working conditions or that may be aggravated, accelerated or exacerbated by workplace exposure, or diseases that may impair working capacity (WHO, 1985, Identification and control of work-related diseases, WHO Technical Report Series 714, World Health Organization, Geneva).

3 Tools for OSH management

3.1 Online interactive Risk Assessment (OiRA) project

The Online interactive Risk Assessment (OiRA) project is an integral part of EU-OSHA's mission to help stakeholders and intermediaries throughout Europe in reaching enterprises, particularly small businesses, to assess and manage workplace risks. The OiRA web platform facilitates the development of sector-specific risk assessment tools in any official EU language that can be tailored to specific national legislative requirements. The tools created, targeted specifically at micro and small enterprises (MSEs), are easy and free to use and can be accessed via the OiRA website.



Engaging with EU- and national-level sectoral partners and reaching out to as many MSEs throughout Europe as possible is key to OiRA's success. With a view to improving the accessibility of information on OiRA and the tools and the visibility of the partners, a new and improved website was launched at the end of 2016. The website mainly targets intermediaries and was extensively promoted throughout 2017. It also contains a new 'private zone', which allows OiRA partners to share documentation and material and enhances collaboration and networking. The revamped website is easy to use: tools can be searched by country, sector or language so that interested partners can quickly find the tool that best suits their risk assessment requirements. Brief descriptions of each tool and the organisation responsible for each tool's creation are readily visible. A wealth of general information on risk assessment and legislation is also provided in an easily accessible drop-down menu. In addition, national OiRA partners are encouraged to create their own OiRA websites targeted at MSEs in their own countries.

EU-OSHA has also created a promotional toolkit, launched at the start of 2017, to help partners raise awareness of OiRA, and its value in supporting risk assessments, among MSEs at the national level. Throughout the year, several new resources have been developed and released as part of this toolkit. For instance, a Napo film highlighting the ease of using OiRA to carry out risk assessments was released in May, and an infographic, 'Risk assessment with OiRA in 4 steps', along with an accompanying video, was released later in the year. These materials, and all the other materials in the promotional toolkit, such as fact sheets, flyers, brochures and case studies, are available in the dedicated sections of the new website.

The OiRA community, currently comprising 16 partners at the national level and 14 EU sectoral partners, is crucial to the project's success and continued to be very active

throughout 2017: 19 new tools had been published by the end of the year, bringing the total number of OiRA tools to 137. The past year has also seen a marked increase in the uptake of these tools, with the number of risk assessments being carried out rising from around 22,000 in October 2016 to almost 65,000 in December 2017.



Seventh annual OiRA community meeting, Brussels. (From left: Christa Sedlatschek, Michel Servoz and Stefan Olsson).

In May, the seventh annual OiRA community meeting was held in Brussels, hosted by EU-OSHA and the European Commission. At the 2017 meeting, the focus was on national approaches in promoting the OiRA tools, how to target tools to the hardest-to-reach MSEs, further adaptations of the tools to national contexts, and enhancing the community. For the first time, the community meeting was held alongside a conference — ‘Supporting micro and small companies with interactive risk assessment tools’ — for the wider OSH community. The conference aimed to raise awareness of the OiRA tools with a view to engaging potential new partners and intermediaries, while exchanging knowledge and good practice on risk assessment tools and how to engage MSEs.

4 Raising awareness

4.1 Healthy Workplaces for All Ages campaign 2016-17

EU-OSHA's 2-year Healthy Workplaces for All Ages campaign aimed to explore and raise awareness of the challenges facing Europe's ageing workforce and good practices to



promote sustainable working. The campaign was very successful because of the exceptional support from national focal points and other relevant stakeholders, and attracted record numbers of official campaign partners and campaign media partners. In November 2017, to mark the end of the campaign, a special Healthy Workplaces Summit, bringing together more than 350 leading European experts and decision makers to discuss the results of the campaign, was held.

Campaign material, publications and online tools

Central to communicating the messages of EU-OSHA's Healthy Workplaces Campaigns are the campaign materials, publications and online tools, disseminated and promoted by the Agency, through its website and social media, and by its network of national focal points and partners. By the end of 2017, the website for the 2016-17 campaign had received more than 270,000 visits and more than 1.2 million campaign publications and other materials, many of which are available in 25 different languages, had been disseminated. Almost daily promotional social media posts, on Facebook, LinkedIn or Twitter, are likely to have contributed to this unprecedented level of interest.

In January 2017, one of the key campaign products was launched: the 'Safer and healthier work at any age' data visualisation tool, informed by the findings of EU-OSHA's project on OSH in the context of an ageing workforce carried out at the request of the European Parliament. This first-of-its-kind interactive online tool provides a widely accessible presentation of facts and figures related to the changing demographics and



diversity of the European workforce, and existing age-related OSH policies and practices. It is supported by machine translation. In April 2017, the tool was updated to include country infographics that highlight relevant data on age-related policies, work participation, health and working conditions for 31 individual European countries and the EU as a whole. Several info sheets, in 19 languages, detailing different aspects of the findings of this large-scale project were also disseminated in 2017.

The ‘Healthy Workplaces for All Ages’ e-guide, launched in 2016, continued to be extensively promoted throughout 2017. This interactive, user-friendly online tool available in more than 30 country and language versions can be used to support the implementation of good OSH management and practices at the workplace level by providing employers, workers, OSH practitioners and HR managers with information on the implications of ageing, in the context of the workplace, and guidance on assessing and managing the related risks through the use of practical examples.

The year 2017 also saw the publication of one of the campaign’s flagship reports — *Towards age-friendly work in Europe: a life-course perspective on work and ageing from EU agencies* ⁽¹⁸⁾. Published in June, this joint report is the result of a project coordinated by EU-OSHA and carried out in collaboration with three other European agencies, the European Centre for the Development of Vocational Training (Cedefop), the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and the European Institute for Gender Equality (EIGE). It highlights various challenges associated with an ageing workforce and considers innovative solutions. The project benefited from the diverse expertise of the four agencies, each of which focused on a different aspect of demographic change in relation to work, considering different approaches to supporting active ageing in the workplace. The results are an excellent example of EU-OSHA’s efforts to collaborate with other agencies and the added value that synergies among agencies can bring.

Partnership with focal points

EU-OSHA’s partnership with its national focal points — which is vital to getting campaign messages across at the national level — was stronger than ever during the 2016-17 campaign, with 37 national focal points and 800 individual focal point network members, many organising their own national campaigns and events. For example, in Croatia, the Institute for Health Protection and Safety at Work ensured that the campaign’s messages reached a wide audience by advertising on city trams. In Austria, journalists attended a presentation at the headquarters of Josef Manner & Comp AG on the ‘Fit2Work’ initiative, supported by the Austrian Government. The Lithuanian focal point, along with the Lithuanian Ergonomics Association, held an event, attended by scientists, medical professionals and other experts, on the ergonomic adaptation of workplaces and the particular importance of this for ageing workers. Interventions aimed at protecting workers with labour-intensive jobs from the negative impact of physical strain, and ensuring longevity in such jobs, were discussed by company representatives at an event held by the Netherlands focal point.

¹⁸ <https://osha.europa.eu/en/tools-and-publications/publications/towards-age-friendly-work-europe-life-course-perspective-work/view>

Partnership: official campaign partners and campaign media partners

In addition to EU-OSHA's partnership with its national focal points, the success of each Healthy Workplaces Campaign depends on the dedication and active involvement of the official campaign partners and campaign media partners. The 2016-17 campaign attracted 100 official campaign partners and 34 media partners.



After a busy 2016, the campaign partners continued to be very active throughout the second year of the campaign, developing and promoting training and coaching activities and online tools, and hosting and attending workshops, seminars and conferences. For instance, under the framework of its official campaign partnership, the UK Institution of Occupational Safety and Health launched a national campaign, with a dedicated website and promotional events at three separate locations, to raise awareness of the Healthy Workplaces for All Ages campaign. The European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT), in collaboration with FoodDrinkEurope, developed an online toolbox of good practices in age-related OSH management for employers and workers in the food and drink sector. Pirelli, as part of its commitment to promoting the campaign's messages, launched a training programme for its junior staff that covers measures related to sustainable working and the importance of the inter-generational exchange of knowledge and skills in the workplace. All in all, official campaign partners carried out almost 200 campaign-related activities during the 2016-17 campaign, from hosting conferences and meetings and providing training sessions to publishing guidance materials and attending good practice exchange events. In total, 944 online promotion activities were implemented.

The 34 campaign media partners, from 14 different countries, also continued to actively promote the campaign in 2017, producing 429 online clippings, 62 print cuttings and over 1,300 social media posts. The partners also organised over 60 different activities, such as events, training sessions, company visits and webinars, many of which were promoted via the campaign website.

From a survey of campaign media partners, it is clear that most believe that partnership is very beneficial and that it supports them to a great or considerable extent in having influential coverage with good background information. Almost all partners stated that they would consider applying for partnership in the next campaign.

Good practice exchange initiative

EU-OSHA's official campaign partners were also very actively involved in the Agency's good practice exchange initiative in 2017. One of the highlights of the year was a 2-day good practice exchange event held in March by EU-OSHA in Brussels, comprising thought-provoking workshops and plenary sessions on safe, healthy and sustainable working. The success of the event was down to the efforts and commitment of the campaign partners, who designed and organised the workshops held during the event, tailoring the content to their own needs and interests, and actively participating in debate and the exchange of knowledge and ideas. As part of the event, the official campaign partner Good Practice Award winning organisation SAP received its award for its 'Run Your Health' initiative at a special ceremony attended by Commissioner Marianne Thyssen. Toyota Handling Material was commended for its innovative physiotherapy programme.



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Successful good practice exchange events were also organised by campaign partners at their own premises in 2017. For instance, Sofidel held an event in May, attended by several other official campaign partners and EU-OSHA, at its headquarters in Porcari, Italy. Discussions focused on ways in which companies can improve the safety and health of employees of all ages. In September, official campaign partner SAP hosted an event at its headquarters in Walldorf, Germany. Attendees considered the specific impact of digitisation on sustainable working, and brainstorming sessions and creative workshops stimulated the discussion of innovative solutions.

Looking ahead to 2018, EU-OSHA presented the 2018-19 campaign, Healthy Workplaces Manage Dangerous Substances, to campaign partners in March, ahead of the official campaign launch in April, and planning is currently under way for good practice exchange events to be held in relation to this new campaign, for example by the International Safety and Health Construction Coordinators Organization (ISHCCO) in May and by Delphi later in 2018.

Healthy Workplaces Good Practice Awards

As part of EU-OSHA's Healthy Workplaces Campaigns, outstanding examples of good practice in OSH management are recognised through the Good Practice Awards. For the 2016-17 campaign, the awards were presented at a ceremony co-hosted by EU-OSHA and the Maltese Council of the Presidency of the EU in Valetta, Malta, on 26 April 2017. Of the 42 entries, from 23 countries, 9 organisations received awards and 9 were commended.



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The transferable approaches to OSH taken by three of the awarded organisations — Zumtobel Group AG, Rudnik and Heidelberger Druckmaschinen AG — highlight that management measures with worker participation at their heart are important for improving OSH in the context of an ageing workforce, increasing both worker well-being and profits. The European car manufacturer PSA Group and family-owned Finnish construction company Lujatalo Oy received awards for their commitment to promoting the good health of their employees until retirement age and rehabilitating workers after long-term sickness absence, through approaches involving, for instance, individual age-sensitive risk assessments and opportunities to retrain and change tasks based on physical or psychosocial limitations. Ergonomic assessments and adaptations were the focus of the interventions adopted by the winning organisations Continental AG and VitaS, whose measures led to clearly demonstrable improvements in the physical well-being of workers and the ability to retain older employees. Finally, the health promotion programmes of the awarded organisations Mavir ZRt and SAP were highlighted as interventions that are inexpensive and easy to implement and can reduce sick leave through changes in employee mind-set and behaviour.

The awarded and commended examples, described in a booklet ⁽¹⁹⁾ published to coincide with the awards ceremony, resulted in demonstrable improvements through holistic and innovative approaches to age management and sustainable working, involving the active participation of workers that, importantly, can be transferred to other organisations, regardless of sector or size.

European Week for Safety and Health at Work



Each year, the European Week for Safety and Health at Work is a key event in EU-OSHA's calendar. The 2017 European Week, held between 23 and 27 October, reached a record number of people with unprecedented levels of engagement on social media. The focus, in line with the theme of the 2016-17 campaign, was promoting sustainable workplaces for all ages.

Many national focal points and campaign partners actively participated, hosting hundreds of awareness-raising activities and events across Europe. National

focal points in Denmark, Hungary, Lithuania and Cyprus, for example, held conferences to discuss the overall outcomes of the campaign, while other focal points, such as those in Germany and Norway, held awareness-raising events on more specific topics, such as the impact of the intensification of workloads and OSH in the industrial sector. Workshops were also held on a range of issues, from the impact of the digital revolution, held by Spanish focal point the National Institute for Safety, Health and Well-being at Work, to the use of sports techniques in the office to improve the health of workers, organised by the Italian campaign media partner Safety Focus. Live online streaming, webinars and regular updates on social

¹⁹ <https://osha.europa.eu/en/tools-and-publications/publications/healthy-workplaces-good-practice-awards-2016-2017-booklet/view>

media ensured that events were available to all and, throughout the week, participants posted more than 500 tweets using the *EUhealthyworkplaces* hashtag.

Healthy Workplaces Summit

The final milestone of the campaign was the Healthy Workplaces Summit, held in Bilbao in November 2017. Attended by more than 350 official campaign partners and campaign media partners, policy-makers and other OSH experts, the summit was a great success, providing delegates with the opportunity to reflect on the campaign and the lessons learned, exchange good practice and network.



The summit comprised several plenary and parallel sessions. In the opening plenary session, Commissioner Marianne Thyssen expressed her gratitude to EU-OSHA and its partners for their work in the context of the goals of the European Pillar of Social Rights. She also highlighted the particular contribution that the Agency's 2016-17

campaign has made to promoting the sustainable ageing of Europe's workforce. Károly György, Chair of the EU-OSHA Governing Board at that time, addressed the audience on behalf of Christa Sedlatschek, recognising the critical role played by EU-OSHA's network of partners in the Healthy Workplaces for All Ages campaign, and noting that cooperation between all relevant stakeholders — including governments, workers' representatives and employers — is essential to ensuring that sustainability is at the centre of decision making.

The four interactive parallel sessions were a notable highlight of the summit, covering a range of topics relevant to the campaign and OSH in general. With around 160 participants, the parallel session 'Good practices for promoting sustainable workplaces' proved to be particularly popular. In this session, solutions to the challenges of an ageing workforce, identified as a result of the campaign's Healthy Workplaces Good Practice Awards, were presented. Based on the approaches taken by the award-winning organisations, success factors for age-related OSH management and practical measures contributing to longer and healthier working lives were presented.



The specific challenges of vocational rehabilitation and return to work and possible solutions were the topics of debate in another parallel session. The costs of workers' early exit from the labour market to society, employers and workers were highlighted, and initiatives to prevent early disability retirement were presented from various European countries.

The summit also marked the 20th anniversary of Napo, the cartoon star of many of EU-OSHA's awareness-raising films. One of the parallel sessions was dedicated to reflecting on the power of the Napo films to raise awareness of the campaigns' messages among people of all ages and cultural backgrounds, through their simple scenes and effective and engaging use of humour.

Throughout the 2-day summit, interactive polls and Q&A sessions encouraged lively audience participation, and live web streaming reached viewers throughout the world. The event was also actively promoted on social media, by both EU-OSHA and many of the other summit participants.

European Campaign Assistance Package (ECAP)

The European Campaign Assistance Package (ECAP), designed to support national focal points with the organisation of campaign-related activities, has been key to the success of the 2016-17 campaign. At the national level, there have been more than 200 ECAP-supported events, with more than 15,000 active participants. The focal points were also actively involved in promoting the campaign through national media channels, hosting 6 journalist and expert round table meetings and 12 press conferences, and producing 27 press releases.

The assistance package for the national focal points has now been revamped and merged with the Awareness-raising and Promotion Package (ARPP). This new Focal Point Assistance Tool (FAST) was launched in November 2017, ahead of the 2018-19 Healthy Workplaces Manage Dangerous Substances campaign.

Healthy Workplaces Campaign Secretariat

Social media channels Twitter, Facebook and LinkedIn were used actively throughout the campaign (#EUhealthyworkplaces) to promote activities, materials and publications on an almost daily basis, generating high levels of interest in the campaign.

In addition, specific activities of the national focal points and official campaign partners were highlighted in news articles published every two weeks on the campaign website. A series of news articles was also produced to highlight examples of good practice identified from the Healthy Workplaces Good Practice Awards. These articles focus on the successful interventions of the winning organisations with regard to different campaign-related topics, such as rehabilitation and return to work, ergonomics, participatory OSH management and health promotion. The campaign newsletter was published on the campaign website and was also sent directly to EU-OSHA's key stakeholders every 2 months.

Specific promotion plans, involving social media, web highlights, press releases and news articles, were also devised and implemented throughout 2017 to coincide with flagship campaign events, such as the European Week for Safety and Health at Work (October 2017) and the Healthy Workplaces Summit (November 2017), and the release of key campaign

publications, such as the four-agency report *Towards age-friendly work in Europe: a life-course perspective on work and ageing from EU Agencies* (June 2017).

4.2 Healthy Workplaces Campaign 2018-19: Healthy Workplaces Manage Dangerous Substances

EU-OSHA's 2018-19 campaign — Healthy Workplaces Manage Dangerous Substances — aims to raise awareness of the risks posed by dangerous substances in the workplace and to instil a culture of prevention across Europe by providing tools and other guidance materials, and information on good practice and existing legislation and policies.



The 2018-19 campaign strategy was adopted by the Governing Board in January 2017. Throughout the year, with input from the national focal points and the Tools and Awareness Raising Advisory Group (TARAG), efforts focused on finalising the core campaign products ahead of the official campaign launch, which took place in April

2018. A countdown page for the new campaign website, with links to the English versions of the campaign guide, leaflet, poster and PowerPoint presentation, went live at the end of 2017.

New for the 2018-19 campaign are information sheets on specific topics. For instance, information sheets on the substitution of dangerous substances with other less harmful substances and relevant legislation are currently being finalised and will be published in 2018. Other information sheets will cover topics including relevant facts and figures, practical resources and guidance, carcinogens and the needs of specific groups. As another new element for this campaign, EU-OSHA has gathered a collection of tools, guidance materials, case studies and good practice examples, including visual materials, from Member States, and EU and international institutions. These approximately 700 resources will be accessible via the campaign website from April 2018 onwards.

Several other campaign products are also at an advanced stage of development, including one of the major campaign products, the dangerous substances e-tool. This interactive tool aims to provide companies, particularly micro, small and medium-sized enterprises, with tailored guidance on risk assessment, how to apply the relevant rules and legislation, and practical measures to reduce risks in the context of dangerous substances. The first version of the tool, in English, is launched early in 2018, with versions in other languages tailored to national legislation expected later the same year.

Many of the campaign's awareness-raising activities will fall under its remit to support the Roadmap on Carcinogens. Raising awareness of carcinogens and work-related cancer is central to the Roadmap's goals, and EU-OSHA's dangerous substances campaign will have

a specific focus on carcinogens at work and how to identify and manage the risks. EU-OSHA met with the other Roadmap partners in January 2018 to discuss joint actions for the upcoming year.

4.3 Awareness-raising actions and communications

Healthy Workplaces Film Award

EU-OSHA has been supporting this award at the International Leipzig Festival for Documentary and Animated Film for 9 years. The aim is to encourage directors to make documentary films that raise awareness of the risks that workers face and to stimulate debate. In November 2017, EU-OSHA presented the award to joint winners: *Before the Bridge*, by Lewis Wilcox, United States, and *Turtle Shells* by Tuna Kaptan, Germany. A third film — *Alien*, by Morteza Atabaki, Turkey — received a special mention from the jury.

During 2017, subtitled DVDs of the 2016 winner — *To Be a Teacher*, by Jacob Schmidt, Germany — were distributed to the national focal points, who held film screenings and debates for their network partners.

Napo — safety with a smile

The year 2017 was Napo's 20th anniversary. To celebrate the occasion, EU-OSHA created a special anniversary logo for the Napo website and the Napo Consortium produced a brief 'happy birthday' clip. A workshop held at the Healthy Workplaces Summit to discuss how Napo (and his sense of humour) has been used to promote workplace safety and health over the last 20 years was another way of celebrating this anniversary. One of the highlights of the 2017 summit was the first live appearance of Napo's colleague Napette in costume.



Two Napo films were released in 2017. One was a short video clip, *Napo in ... risk assessment online*, to promote the Online interactive Risk Assessment (OiRA) project and the other, the film *Napo in ... on the road to safety*, deals with some of the safety and health risks faced by professional drivers. The latter takes a light-hearted look at topics including maintenance, adverse weather and using alternatives to driving when appropriate. It highlights the importance of good planning and preparation, including safe cargo loading, planning the most efficient route and allowing enough time to safely complete a journey.

Another Napo film on dangerous substances (the prevention of dust at work) is under development and will be released in 2018 in time to support the 2018-19 campaign.

Keeping Napo busy in his anniversary year, EU-OSHA collaborated with Metro Bilbao to run a 'moving' Napo campaign on the metro to promote workplace safety and health. The Napo character, supported by assistants, travelled around on the metro engaging commuters and distributing Napo videos. This campaign ran from 26 April to 9 May — Europe Day — and encompassed the World Day for Safety and Health at Work on 28 April.

In another Napo initiative, EU-OSHA ran a mini-campaign with the County Council of Biscay to promote sustainable work and healthy ageing. From 24 April to 15 May, posters in Spanish and Basque were put up in the council's offices and information was posted on its website. The online information included a news item and a different Napo scene (from the film *Napo in...back to healthy ageing*) every day. There was also a questionnaire linked to a competition to win one of five activity-tracking bracelets.



Events

In March, Dr Sedlatschek gave a presentation at an international conference, in Florence, Italy, on the challenges posed by Europe's ageing workforce. The conference was organised by the International Commission on Occupational Health (ICOH) and the Italian Workers' Compensation Authority. It brought together experts from around the world to discuss how to



achieve sustainable working lives in a constantly changing world of work. EU-OSHA had a significant presence at the XXI World Congress on Safety and Health in Singapore, 3-6 October. The highlight of its stand at the congress was the online data visualisation tool for presenting the results of the latest estimates of the costs and benefits of OSH. The messages of the 2016-17 campaign also attracted a lot of interest.



Also at the beginning of October, for the second year running, EU-OSHA organised a workshop at the European Health Forum Gastein. The theme for the 2017 Gastein forum was 'Health in all politics — A better future for Europe', and EU-OSHA covered the topic 'social inclusion, work and health'. Its participation at the Gastein forum is a good example of EU-OSHA's efforts to mainstream OSH into other policy areas.

Later in the month, EU-OSHA attended the 35th A+A International Congress and Trade Fair in Düsseldorf. It organised a key workshop on the Roadmap on Carcinogens and took part in several others.

Awareness-raising and Promotion Package (ARPP)

The ARPP was offered to the national focal points in November 2016. In total, 24 focal points ordered 80 activities, 73 events, information stands and film screenings, and 7 media and public relations activities. These orders spanned a wide range of EU-OSHA's activities, including OiRA, the Second European Survey of Enterprises on New and Emerging Risks (ESENER-2), Napo for Teachers and the Healthy Workplaces Film Award, and Enterprise Europe Network activities.

Press office

Fifteen news stories and news releases (in all languages) were distributed to media contacts. More than 70 articles and responses to requests for information from media outlets were written. Two of the articles published in European media are worthy of special mention: 'For more productivity, "look at occupational safety and health"', published in the *Financial Times* on 13 September, and the 'Thought leader article' on the benefits of good workplace safety and health in *Parliament Magazine* on 9 October.

At end of the year, 858 online clippings had been recorded and more than 8,000 social media posts made, some of them by the most active of the 34 campaign media partners.

Website and social media

On the corporate website, 64 multilingual highlights were published on the home page and 112 news items were published in English in the OSH news section. New multilingual web sections were written for the Maltese EU Presidency, the Good Practice Awards, and the new and emerging risks and foresight projects. Further sections on work-related diseases and dangerous substances are being prepared and will be published early in 2018.

Eleven editions of OSHmail were sent out to more than 70,000 subscribers.

For the campaign website, EU-OSHA produced 14 highlights and 18 news articles and published 6 newsletters.

By the end of 2017, EU-OSHA's websites had received a total of 2.4 million unique visitors. The corporate website had received over 1.2 million visitors, the Napo website 379,279 visitors, the Healthy Workplaces for All Ages campaign website 97,739 visitors and the manage stress campaign website 34,203 visitors. OSHwiki had received 541,271 unique browser visits and the OiRA website had 88,207 visitors.

On social media, EU-OSHA continued to strengthen its presence. By the end of the year, its Facebook page had received 23,106 likes and had 22,944 followers, and its Twitter account had 17,382 followers. LinkedIn performed strongly, with 12,361 followers — a 22 % increase on the same point in 2016. Subscribers to EU-OSHA's YouTube channel numbered 2,180. The top three hashtags related to EU-OSHA's work are #EUhealthyworkplaces (2,587 posts), #OIRAtools (855 posts) and #EUOSHASummit (315 posts). The #EUOSHASummit hashtag was trending topic in Spain on 21 November and in Bilbao on 22 November. All in all, EU-OSHA authored around 7 % of the related social media posts, thus engaging an ever-growing community of followers.

Also new in 2017 were the Twitter moments reporting from the official campaign partner good practice exchange event in Brussels and the Healthy Workplaces Summit, and the European Week Facebook event page.

Publishing activities

Over 30 reports and summaries and a variety of promotional leaflets and audio-visual materials were published in 2017. The full list can be found in Annex 8.

One of the key recommendations made under EU-OSHA's customer relationship management strategy was to develop a publications catalogue tailored to the Agency's main audiences — policy-makers and OSH experts. Necessary preparatory actions and workshops involving EU-OSHA's project managers were implemented in 2017. The catalogue will be launched in 2018 and will allow EU-OSHA to target its publications more effectively.

4.4 Multilingualism

In March, EU-OSHA, the European Union Intellectual Property Office and the Translation Centre for the Bodies of the European Union were jointly awarded the European Ombudsman Award for Good Administration for their customer-focused service delivery. The award recognised an innovative joint project to develop a tool to improve the translation management of multilingual websites. Multilingualism is a cornerstone of the EU and is key to EU-OSHA's success in promoting workplace safety and health across Europe.



In a bid to improve the standard of translation of campaign materials, EU-OSHA prepared a glossary of more than 30 terms related to the 2018-19 campaign that had been extracted from the literature on dangerous substances. The translated terms were checked by national focal points for linguistic accuracy before being made available on EU-OSHA's website. The glossary has also been supplied to the Translation Centre for use as a guide in all future translations of campaign materials.

Under the translation portfolio offer, EU-OSHA provided its national focal points with translations of products previously selected.

In October 2017, EU-OSHA launched the new portfolio offer to its focal points. By the end of the year, the focal points had selected their priorities for translation from a list of publications that have been published or are expected to be published in the very near future.

5 Networking knowledge

5.1 OSHwiki

OSHWiki — EU-OSHA's multilingual encyclopaedia of information on OSH — is an online platform that can be accessed by all and aims to provide a reliable source of up-to-date information on all aspects of workplace safety and health to support governments, policy-makers, employer organisations, worker representatives and researchers. The platform is interactive and collaborative: users can share articles, and accredited authors can edit or add content in response to developments in the OSH field.

In 2017 — in response to the results of a feasibility study on the future of OSHwiki — EU-OSHA re-formulated OSHwiki's long-term objectives and presented its proposal to the OSH Knowledge Advisory Group (OKAG). Overall, the feedback on the re-formulated objectives was positive and the resulting revamped OSHwiki strategy for the coming years was adopted by the Agency's Bureau in November.

Moreover, a series of new articles were published on the OSHwiki website and existing articles were edited throughout the year. Efforts also concentrated on promoting OSHwiki by highlighting and providing links to OSHwiki articles on the corporate website and in EU-OSHA's monthly newsletter OSHmail, and through social media.

5.2 EU OSH Information System

EU-OSHA is working closely with the European Commission to develop an EU-wide OSH information system. The goal is to collect and collate data, for instance from Eurostat and individual Member States, and produce a set of reliable and easily accessible indicators that allow an interactive visualisation of data on various aspects of OSH.

Drawing on EU-OSHA's expertise in developing data visualisation tools, a pilot version of the system, comprising two indicators, was developed in 2017 as part of a project carried out by the Commission. One of these indicators was informed by the findings of EU-OSHA's project on national OSH strategies, and the other provides a visualisation of EU-wide data on work-related accidents. In December 2017, this pilot version was launched for testing by relevant stakeholders. It is anticipated that a further six indicators will be completed in 2018.

This project is part of a long-term collaboration with the European Commission's Directorate-General for Employment, Social Affairs and Inclusion.

5.3 National strategies

In 2016, EU-OSHA launched a project to collect information on OSH strategies at the Member State level. This data collection process continued in 2017 and the findings, with input from the European Commission's national contact points on strategies, have been compiled in a report. The latest version of the report includes details of the national OSH strategies of 22 Member States and will be published on the Agency's website. The findings will contribute to the development of the EU OSH Information System.

In addition, EU-OSHA's legislation web page was updated in 2017. Links to new OSH legislation and new links to the EUR-Lex website were added, and relevant guidance documents were updated. Divided into subsections on EU directives, EU guidelines, EU standards and national legislation, the new section is easy to navigate by topic and can be searched by keyword or by, for example, directive number or date.

5.4 E-tools seminar

The 2017 e-tools seminar — on the subject of the practical prevention of risks posed by dangerous substances — was held on 26-27 September in Bilbao and was attended by more than 40 invited guests. There were presentations and question and answer sessions on four notable tools, for example SUBSUPPORT (Substitution Support Portal). The event also provided a great opportunity for the attendees to network and to share experiences and information on developing and disseminating e-tools on dangerous substances. They also provided valuable feedback on the dangerous substances e-tool that EU-OSHA has developed. The presentations and a summary of the seminar were made available on EU-OSHA's website, and the event also resulted in new OSHwiki articles on the tools that were presented.

5.5 Research priorities and road transport

Back to back with the Healthy Workplaces Campaign Summit, EU-OSHA hosted a research seminar with the aim of supporting OSH research coordination across Europe. In attendance were representatives of, among others, the Partnership for European Research in Occupational Safety and Health, the Nordic Future of Work Initiative and the Nordic Institute for Advanced Training in Occupational Safety and Health. The seminar was well attended and the feedback received has been positive.



EU-OSHA joined forces with the Health and Safety Unit of the Directorate-General for Employment, Social Affairs and Inclusion to publish the VeSafe e-guide on work-related vehicle risks ⁽²⁰⁾. These risks account for 29 % of all fatal occupational accidents, and the latest figures from the European Transport Safety Council indicate that 40 % of road deaths in Europe are work-related. The e-guide provides examples of good practices and focuses on three areas: safe driving for work, workplace transport safety and working on or near a road. The Commission acts as the editorial board

and takes responsibility for the content of the e-guide, which is to be updated every 3 months, and EU-OSHA is responsible for the technical design, maintenance and hosting of the website. The website went live in June 2017.

⁽²⁰⁾ <https://equides.osha.europa.eu/vehicle-safety/themes>

The expert hearing on the second wave of amendments to the Carcinogens Directive was held on 13 July, and EU-OSHA was invited to give a presentation to the hearing. It was also invited to contribute to the third wave of amendments and attended a meeting on 15 January 2018. EU-OSHA has also contributed to expert meetings of the European Economic and Social Committee and the European Parliament in relation to the Carcinogens Directive.

EU-OSHA and the Health and Safety Unit of the Directorate-General for Employment, Social Affairs and Inclusion met to discuss the Biological Agents Directive at a seminar on 10 October.

6 Strategic and operational networking

6.1 Strategic networking

The Board and Bureau

As defined by the new meeting schedule established in 2016, the Governing Board held its first meeting of the year at the end of January. At the meeting, the draft programming document for 2018-20 was adopted, as were the draft budget and establishment plan for 2018. The Board also agreed upon the strategy for the upcoming campaign, Healthy Workplaces Manage Dangerous Substances, and discussed the results of the *ex post* evaluation of the 2014-15 Healthy Workplaces Manage Stress campaign. Before this Board meeting, on 26 January, a seminar was held to present the findings of the latest version of EU-OSHA's European Survey of Enterprises on New and Emerging Risks (ESENER-2), and to discuss the lessons learned. Importantly, this seminar was the first step towards preparations for the next wave of the survey, ESENER-3, which will take place in 2019.

At its second meeting of the year, in June, the Board focused on accountability issues: EU-OSHA's activity report, general report and accounts for 2016 were analysed and the Board's assessments adopted. The Board's evaluation of the Agency's achievements in 2016 was extremely positive.

On 22 November, the Bureau met to discuss the longer term directions of the Agency, and there was a particular focus on aligning EU-OSHA's strategy with EU policy priorities in relation to the Strategic Framework. Topics included the long-term strategy for OSHwiki, the Online interactive Risk Assessment (OiRA) business plan, the updated Multi-annual Strategic Programme 2018-23, the strategy for the 2020-21 campaign on the prevention of work-related musculoskeletal disorders (MSDs), and the programming documents for 2018-20 and 2019-21.

The advisory groups

In 2017, EU-OSHA met twice with the Tools and Awareness Raising Advisory Group (TARAG), comprising representatives from the European Commission and governments, and employer and worker representatives. On 20-21 February 2017, the Agency presented a revised strategy for the Healthy Workplaces Campaign 2018-19 and its visual identity, and informed TARAG about plans for the OSH World Congress, data visualisation and other projects.

On 26-27 June, the Agency updated the group on the progress of preparations for the 2018-19 campaign on dangerous substances, including the campaign website and branding, and the campaign guide. The plan for the 2020-21 campaign on MSDs, the latest developments of the OiRA project, the new Focal Point Assistance Tool (FAST) and details of main events were also presented.

The OSH Knowledge Advisory Group (OKAG) met in Bilbao on 20-21 March, and the Agency updated participants on its ongoing projects, such as the OSH overview on MSDs, work-related diseases, foresight and dangerous substances. At another meeting, on 23-24 October, EU-OSHA gave an in-depth overview of the findings of the latest ESENER-2 analyses and an update of the plans for ESENER-3. Other topics of discussion included the latest findings and developments of the Agency's costs and benefits of OSH project and its

project to examine OSH in micro and small enterprises (MSEs), and the results of a study to examine the feasibility of a survey on workplace exposure to carcinogens. The plans for a 3-year MSD-related OSH overview, ahead of the 2020-21 campaign, and the proposed re-formulated OSHwiki strategy were also discussed. In addition, OKAG's Eurofound representative highlighted some Eurofound projects that could be of relevance to EU-OSHA's work. © European Communities, 1996 Source EC - Audiovisual Service

European networking

EU-OSHA continued to network and foster close relationships with various European institutions and other European stakeholders throughout 2017. In November, the European Pillar of Social Rights was proclaimed by the European Parliament, the Council and the European Commission at a high-level summit in Gothenburg, Sweden. As a key stakeholder, EU-OSHA, along with representatives from other EU agencies, attended this summit. The Agency fully supports the Pillar, as it clearly defines safety and health at work as a fundamental social right. EU-OSHA's activities will be important for the implementation of the Pillar and the Agency is working closely with the Commission on it.



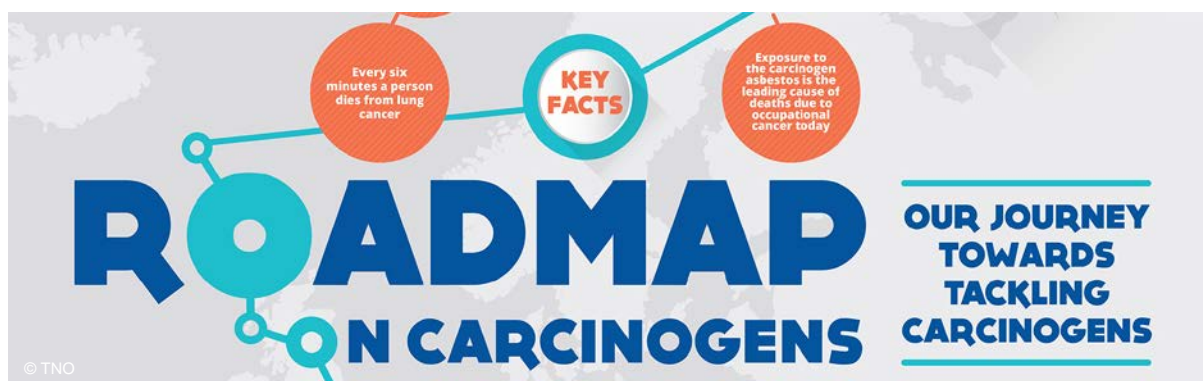
In particular, the Agency has been collaborating with the Cabinet of Commissioner Marianne Thyssen in 2017. In his State of the Union address in September, Jean-Claude Juncker, President of the European Commission, announced plans to create a European Labour Authority. EU-OSHA has been actively involved in providing constructive input to the debate around the establishment of this body, and the Commission is expected to make a further announcement in March 2018. EU-OSHA also maintained its full commitment to the Commission's European platform for tackling undeclared work throughout the year, acting as an observer and also providing relevant information when required.

The Agency attended preparatory and plenary meetings of the Commission's Advisory Committee on Safety and Health at Work (ACSH), particularly those of the working parties on OSH strategies and the creation of an OSH information system.

The European Parliament is currently revising EU-OSHA's Founding Regulation. Throughout the year, the Agency attended various meetings and presented its work programme to, for instance, the European Parliament Employment Committee and the European Economic and Social Committee, and continued to promote its work to the European Parliament through other European partners, including the European Pain Alliance and Mental Health Europe.

In July, EU-OSHA welcomed a delegation of MEPs on a study visit to learn about its work. Dr Sedlatschek and Agency staff gave presentations on EU-OSHA's flagship projects — including ESENER, OiRA, the Healthy Workplaces Campaigns and projects specifically on MSEs. Dr Sedlatschek stressed the importance of the Employment Committee of the European Parliament's support for EU-OSHA's work, and the MEPs gave insights into their priorities for future work on workplace safety and health in the European Parliament.

The Agency continued to dedicate resources to the Roadmap on Carcinogens in 2017, and is an active member of the contact group initiated by the Netherlands Presidency of the Council of the EU. EU-OSHA also actively participated in two Council Presidency conferences in 2017 — one held under the Maltese Presidency and the other under the Estonian Presidency. The latter, held in Tallinn in November, was organised in collaboration with the Senior Labour Inspectors' Committee (SLIC). As with the Council Presidency Conferences, EU-OSHA actively participated in the SLIC meetings held under the Maltese and Estonian Presidencies. In addition, EU-OSHA is supporting the SLIC campaign entitled 'Safe and healthy work for temporary jobs', which is running from October 2017 to May 2019. EU-OSHA also attended the Eurofound Foundation Forum and Governing Board meeting in November.



6.2 Operational networking

EU-OSHA relies on its good working relationships with its partners to achieve its objectives: the national focal points; the Enterprise Europe Network (EEN); the European Commission's Directorates-General for Employment, Social Affairs and Inclusion and for Internal Market, Industry, Entrepreneurship and SMEs; and the Executive Agency for Small and Medium-sized Enterprises.

The EU-OSHA network of national focal points is mandated in the Agency's Founding Regulation. EU-OSHA holds three national focal point meetings a year. In 2017, all of these meetings took place in Bilbao — on 14 February, 10 May and 22 November. The February meeting focused on preparation for the 2018-19 Healthy Workplaces Campaign on dangerous substances. The May meeting considered the implementation of the 2018 work plan and also discussed three articles on the future of work. The November meeting coincided with the Healthy Workplaces Summit in Bilbao, which closed the 2016-17 campaign. EU-OSHA's success as an agency depends on its partnership with national focal points, and these regular network meetings are crucial to fostering this relationship.

There were two interesting developments in regional focal point cooperation activities in 2017. First, the national focal points of the Benelux countries held a joint campaign event in Belgium in October, focusing on the highlights of and lessons learned from the 2016-17 campaign — Healthy Workplaces for All Ages — and introducing the topic of the 2018-19 campaign and the Roadmap on Carcinogens initiative. Second, Nordic focal points held a meeting in November to develop cooperative regional activities.

Throughout 2017, EU-OSHA hosted a number of visits from various authorities and social partners, for example the Health and Safety Authority of Ireland, Swedish social partners, and Vinnueftirlitið, the Administration of Occupational Safety and Health in Iceland.

EU-OSHA works closely with), and a high proportion of OSH Ambassadors (20) indicated that they had organised an activity for the focal point independently — this is a good indication of the success of the partnership.

In 2018, the EEN OSH Ambassadors will be involved in the launch of the 2018-19 campaign and will have their own space on the Healthy Workplaces Campaign website, indicating the increasingly important involvement of the OSH Ambassadors in helping EU-OSHA to spread its messages.



In addition to EU-OSHA's attendance at the XXI World Congress on Safety and Health at Work in Singapore and the A+A International Congress and Trade Fair in Düsseldorf, a highlight in the area of international networking was a high-level visit to Agency headquarters, Bilbao, from the State Administration of Work Safety in China in December.

One of the key events in 2018 so far was EU-OSHA's attendance at the ICOH Congress in Dublin, 29 April to 4 May, where the future of work, carcinogens and mainstreaming gender into OSH practice were focused on.

6.3 Preparatory measures for the Western Balkans and Turkey

EU-OSHA's funding from the Directorate-General for Neighbourhood and Enlargement Negotiations under the Instrument for Pre-Accession Assistance was renewed in December 2017. The purpose of this work is to introduce the candidate and potential candidate countries to the European tripartite OSH model and to allow them to participate in the European OSH network of EU-OSHA. EU-OSHA has a national focal point in each of the Western Balkan countries and Turkey (except in Bosnia and Herzegovina), and it supports information exchange and awareness-raising activities in line with the Healthy Workplaces Campaigns. Campaign materials, as well as other publications on various topics, have been translated into the languages of the beneficiary countries.

In 2017, EU-OSHA supported seven training courses and conferences in the beneficiary countries. The topics covered included the Healthy Workplaces for All Ages campaign, the European safety and health legislation, dialogue between the social partners, OSH in education and using e-tools for risk assessment.

A company from Serbia was among the winners of the European Healthy Workplaces Good Practice Awards and representatives from this company attended the award ceremony in Malta. The focal points attended the focal point meetings of the Agency as well as training sessions and workshops held in Spain and other Member States. EU-OSHA staff supported Turkey by attending the 8th International OSH Conference in Istanbul in May. This networking and exchange of ideas helps to improve the understanding of European OSH practices and social dialogue across the region.

7 Corporate management

7.1 Management and control

Activity-based management

EU-OSHA first adopted an activity-based management approach in 2014 with the aim of improving the efficiency and effectiveness of internal management, planning and resource use. To support this activity-based approach, in 2016, the first two modules of a new IT system for information management were implemented — one for time management and the other for managing procurement and tenders.

Efforts in the first part of 2017 focused on carrying out a mid-term review of the project. Work towards rolling out the main module — for managing projects and work programme implementation and monitoring — is now under way, and is focused on migrating all activity-related information from currently used work planning tools to the new system. Training modules and materials for staff are also being developed. The new tools are expected to be fully functional and in use from mid-2018.

Internal control standards

Action plans for prioritised internal control standards and corporate risks are in place, and these are reviewed every 4 months by the management group. In 2017, all agreed actions were implemented as planned.

The Internal Audit Service (IAS) conducts regular audits of EU-OSHA to ensure that the Agency is always striving to maintain and improve internal control and management. In 2017, the IAS carried out two audits. The first, at the beginning of the year, reviewed the progress made by EU-OSHA towards fulfilling the recommendations, on tools for OSH management, of the 2015 audit. As a result of this review, the IAS has now closed all open recommendations. In December, a second audit was carried out to assess the extent and quality of the ICT support provided in the context of the Healthy Workplaces Campaigns.

Data protection

New data protection rules will come into force across the EU at the end of May 2018. To ensure a smooth transition, in 2017 the Agency began preparatory work for the adaptation of its data protection procedures. For instance, new privacy statements, in relation to the processing of personal data, were put in place. Data protection issues are a top priority for EU-OSHA and, as such, continued to be integrated into the Agency's policies throughout the year. In compliance with the rules and the Data Protection Regulation, following consultation with the data protection officer, several privacy statements in relation to the processing of personal data have been drafted or revised and shared with staff.

7.2 Programming and evaluation

In January 2017, the Board discussed and approved the 2018-20 draft programming document at its meeting in Bilbao. Following external consultation and input from national focal points, the final document was discussed by the Bureau at its November meeting and then adopted by the Board by written procedure in December. The Bureau also discussed a preliminary version of the programming document for 2019-21 at its meeting in November, and the full draft was presented to the Board in January 2018.

At the meeting of the Board in June, EU-OSHA presented its Annual Activity Report for 2016, which includes a detailed description of the Agency's performance as determined by key performance indicators. An assessment and analysis of the document was adopted by the Board and, in accordance with the Financial Regulation, the report was sent to the European Parliament, the Council, the European Commission and the European Court of Auditors, and published on the website.

Also in 2017, as part of its multi-annual evaluation plan, a mid-term evaluation of EU-OSHA's Multi-annual Strategic Programme 2014-20 was carried out by an external contractor. The evaluation was very positive in terms of both the effectiveness of the multi-annual plan and the Agency's work. The majority of EU-OSHA's stakeholders consider the plan effective for short- and medium-term planning, and that this contributes to the high quality of the Agency's outputs. The review also found the plan's objectives to be relevant to OSH-related policy priorities. Following this positive evaluation, at its meeting in June, the Board agreed to update and extend the existing plan to 2023. Separate evaluations covered the Agency's flagship European Survey of Enterprises on New and Emerging Risks (ESENER) project and the older workers project initiated by the European Parliament.

At the end of 2016, the European Commission launched a joint evaluation of the four agencies that operate under the remit of the Directorate-General for Employment, Social Affairs and Inclusion, namely EU-OSHA, Cedefop, Eurofound and the European Training Foundation. This evaluation aims to assess the relevance, effectiveness and efficiency of each of these agencies, and to identify overlaps in their mandates and activities. The results of this evaluation were discussed with representatives of the agencies, their boards and other stakeholders at a seminar on 8 December in Brussels.

8 Administrative support

8.1 Human resources

Throughout 2017, EU-OSHA continued to adopt Implementing Rules giving effect to the Staff Regulations (Article 110). Among other human resources policies, the Agency adopted a new policy on protecting the dignity of the person and preventing psychological and sexual harassment. It also adopted a decision on the implementation of teleworking. Regarding implementation of the policy on protecting the dignity of the person and preventing psychological harassment and sexual harassment, the Agency has put in place a manual of informal procedures, and finalised the selection of counsellors, who staff can talk to in confidence. In order to support EU-OSHA staff with the implementation of provisions for teleworking, the Agency has drawn up a guide of procedures and good practice.

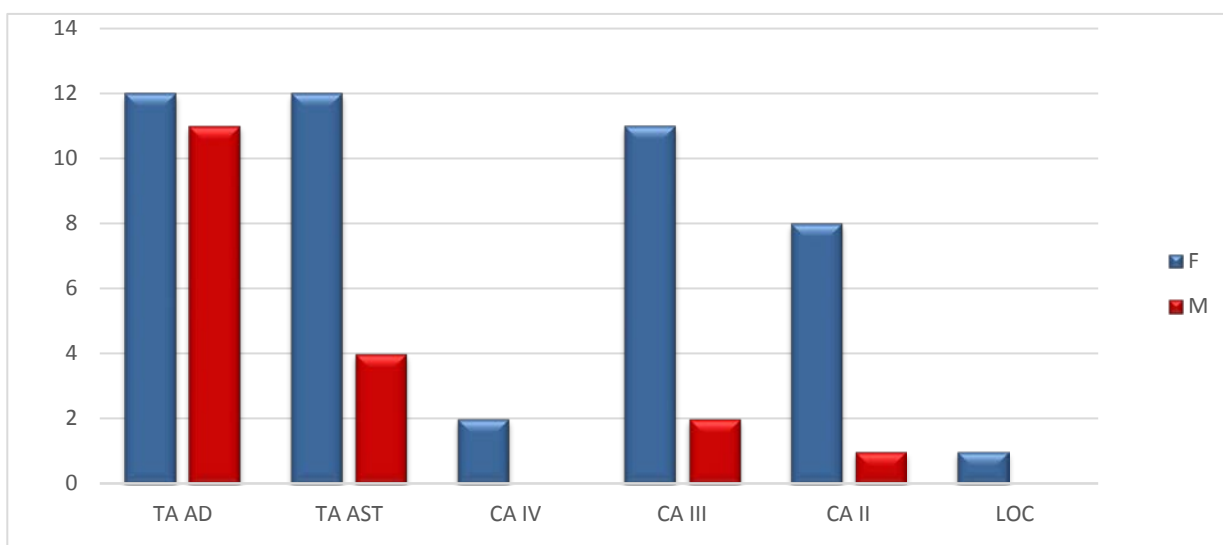
EU-OSHA is committed to ongoing engagement with its staff and developing their competencies and skills. The Learning and Development Plan for the year was approved early in 2017 and implemented successfully throughout the year. A new tool, 'EU-Learn for managing learning and training', was launched at the beginning of May 2017.

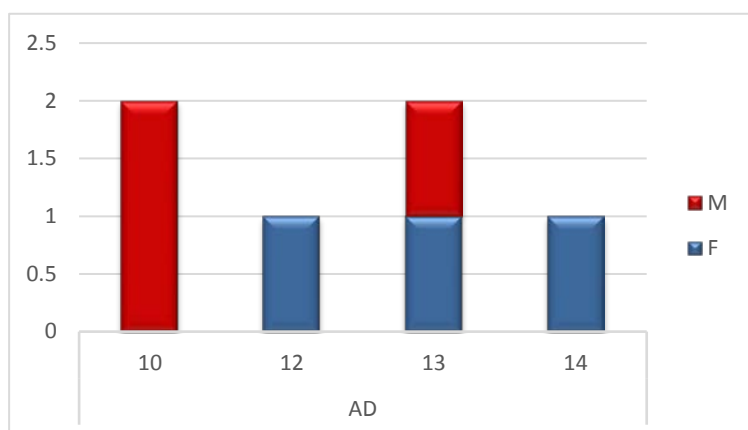
EU-OSHA also carried out the annual staff appraisal exercise. Its completion was followed by the launch of the reclassification procedure, which was closed in mid-November 2017. Subject to the availability of resources and authorised posts for reclassification, the Agency followed the indicative average career speed set out in the implementing provisions, in accordance with Annex IB of the Staff Regulations.

Recruitment and staffing

In line with the Programming Document and EU-OSHA's staff numbers and the evolution of its staff, during 2017, three vacancies linked to statutory posts were filled. An offer of one post was also made in 2017, and the successful candidate started work in January 2018. One further recruitment procedure was launched in 2017 and will be concluded in 2018.

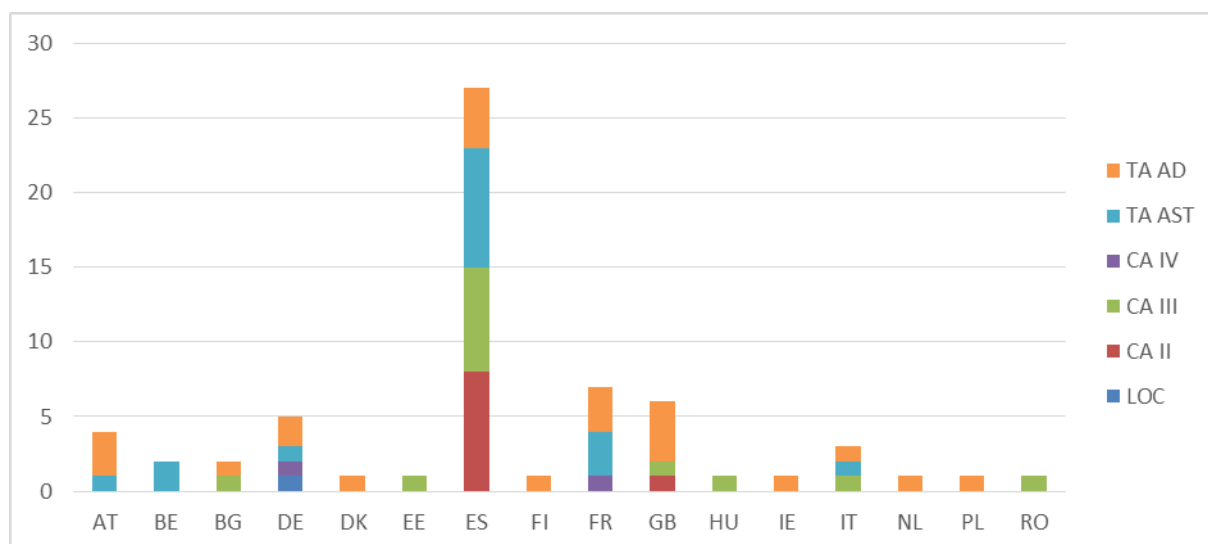
The figures below show the staff breakdown by contract type, function group and gender as of 31 December 2017:





TA AD and TA AST (temporary agents), CA (contract agents), LOC (local staff). M (male), F (female).

On 31 December 2017, staff distribution by nationality was as follows:



TA AD and TA AST (temporary agents), CA (contract agents), LOC (local staff).

EU-OSHA is strongly committed to continuing to promote equality, diversity and respectful behaviour as part of its workplace culture.

8.2 Financial management

At its meeting in January 2017, the Governing Board adopted the draft budget and establishment plan for 2018. The final budget for 2018 was formally adopted via written procedure in December 2017.

The budget for 2017 was amended in June in anticipation of the signing of a grant agreement, the purpose of which is to support preparatory measures for the Western Balkans and Turkey participating in EU-OSHA's network and activities. The agreement entered into force in December 2017.

On 23 February 2018, EU-OSHA submitted its provisional accounts for 2017 to the European Court of Auditors (ECA) and the European Commission. At the end of March 2018, the report on budgetary and financial management was submitted to the Budgetary Authority. In March 2018, the 2017 provisional accounts were audited. A first report was sent by the external audit company by 31 March notifying the ECA that EU-OSHA's accounts were considered reliable. The ECA carried out its annual audits on the legality and regularity of a sample of EU-OSHA's 2017 financial transactions in September 2017 and in March 2018.

On 12 September 2017, the ECA certified the legality and regularity of the transactions in 2016, and commented on the high level of carry-forward in Titles 2 and 3.

At its June 2018 meeting, the Governing Board adopted its opinion on the 2017 accounts. In the same month, EU-OSHA sent the final accounts for 2017 to the European Parliament, the Council, the Commission's accounting officer and the ECA, as required by the Financial Regulation.

Finally, discharge for the financial year 2015 was granted on 27 April 2017 by the European Parliament.

Budget 2017

Revenue	Budget	Actual
EU subsidy	€ 15,037,500	€ 14,328,125
Other subsidies	€ 100,100	€ 100,100
Other revenues	p.m.*	€ 64,186
Total	€15,137,600	€14,492,411

* pro memoria.

Expenditure	Budget	Committed
Staff	€ 5,665,100	€ 5,642,875
Building/infrastructure	€ 1,434,310	€ 1,434,175
Operational activities	€ 8,038,190	€ 7,459,712
Total	€15,137,600	€14,536,762

8.3 ICT developments

In 2017, EU-OSHA drafted and adopted a web and ICT strategy. It also worked with the EU Intellectual Property Office to develop a disaster recovery plan and investigated cloud implementation of Microsoft Office 365, which would mean that staff would always have up-to-date software.

Following thorough checking and testing, EU-OSHA will complete its migration to IP (internet protocol) telephony — or digital telephony — in the first quarter of 2018, which will increase efficiency. Furthermore, to enable staff to be more mobile and give them greater flexibility, EU-OSHA is replacing workstations with laptops and developing a teleworking guide.

The client relationship management (CRM) tool was improved and there are plans to add a meeting management module. This tool allows information about partners and stakeholders and how they interact with EU-OSHA to be recorded, so that it can target its products more effectively.

The ICT team was also kept busy providing support for developing the activity-based management tool, Matrix, the data visualisation tools for the costs and benefits of OSH project and the EU OSH Information System, the Online interactive Risk Assessment (OiRA) website, the 2018-19 campaign website, the Napo website, the corporate website and the e-tool on dangerous substances.

With regard to document management, EU-OSHA procured archival services for the storage and confidential destruction of documents. It also made contact with the Directorate-General for Informatics and the Commission's Secretary-General regarding replacing its current electronic document management system, Adonis, with ARES. The new software is expected to be implemented in 2018.

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.

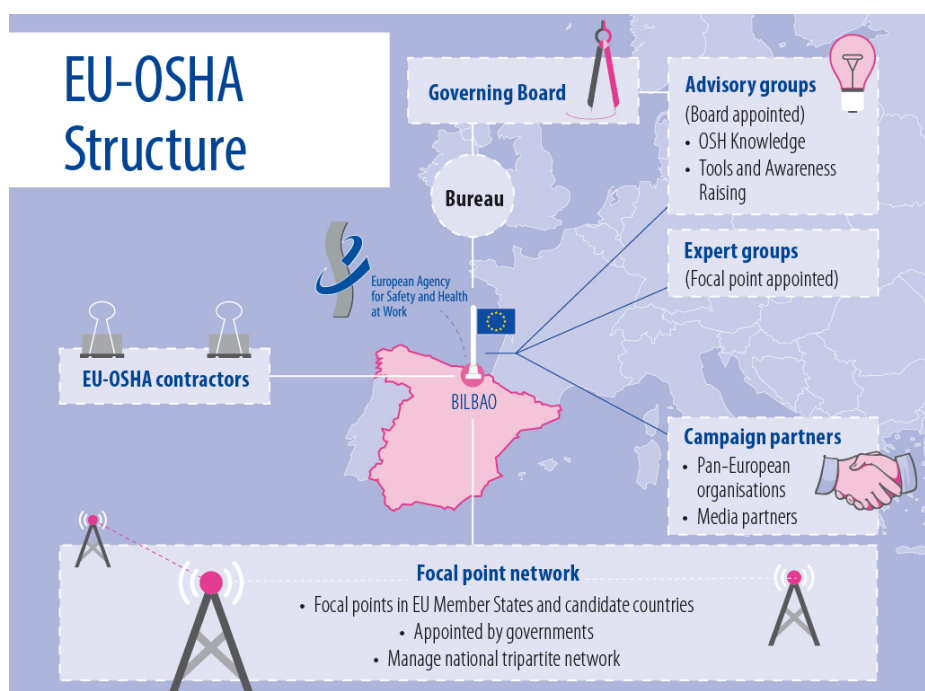
They support our initiatives with information and feedback and work with national networks including government, workers’ and employers’ representatives. The focal points contribute to the Healthy Workplaces Campaign, organise events and nominate representatives to our expert groups.

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 2017)

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 Pavel FOŠUM
Ms Charlotte SKJOLDAGER	Denmark	Ms Annemarie KNUDSEN
Mr Kai SCHÄFER	Germany	Ms Ellen ZWINK
Ms Maret MARIPUU	Estonia	Ms Eva PÕLDIS
Mr Stephen CURRAN	Ireland	Ms Marie DALTON
Mr Ioannis KONSTANTAKOPOULOS	Greece	Mr Georgios GOURZOULIDIS
Mr Javier MAESTRO	Spain	Ms Mercedes TEJEDOR
Mr Frédéric TEZE	France	Ms Katell DANIAULT
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 BOLY	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 FAŁDYGARY

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 Admir RIBICIC
Ms Nora ŠEJDOVÁ	Czech Republic	Mr Martin RÖHRICH
Ms Lena SØBY	Denmark	Mr Jens SKOVGAARD
Mr Eckhard METZE	Germany	Mr Stefan ENGEL
Ms Marju PEÄRNBERG	Estonia	Ms Piia SIMMERMAN
Mr Michael GILLEN	Ireland	Awaiting new name
Mr Christos KAVALOPOULOS	Greece	Ms Natascha AVLONITOU
Ms Marina GORDON ORTIZ	Spain	Ms Laura CASTRILLO NUÑEZ
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	Awaiting new name
Mr Vaidotas LEVICKIS	Lithuania	Mr Jonas GUZAVIČIUS

Mr François ENGELS	Luxembourg	Mr Pierre BLAISE
Awaiting new name	Hungary	Awaiting new name
Mr Lawrence MIZZI	Malta	Mr Brian ZAHRA
Mr Mario VAN MIERLO	Netherlands	Mr R. VAN BEEK
Ms Christa SCHWENG (Vice-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
Mr Igor ANTAUER	Slovenia	Ms Karmen FORTUNA
Ms Silvia SUROVÁ	Slovakia	Mr Robert MEITNER
Mr Jan SCHUGK	Finland	Ms Riitta WÄRN
Ms Bodil MELLBLOM	Sweden	Mr Ned CARTER
Mr Matthew PERCIVAL	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 Ana GARCÍA DE LA TORRE
Mr Abderrafik ZAIGOUCHE	France	Ms Edwina LAMOUREUX
Ms Cinzia FRASCHERI	Italy	Mr Marco LUPI
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 (Chairperson)	Hungary	Awaiting new name
Mr Anthony CASARU	Malta	Mr Alfred LIA
Mr Rik VAN STEENBERGEN	Netherlands	Mr Wim VAN VEELLEN
Ms Julia NEDJELIK-LISCHKA	Austria	Mr Alexander HEIDER
Ms Agnieszka MIŃKOWSKA	Poland	Mr Dariusz GOC
Mr Fernando GOMES	Portugal	Ms Vanda CRUZ
Mr Corneliu CONSTANTINOAI	Romania	Ms Mihaela DARLE
Ms Lučka BOHM	Slovenia	Ms Katja GORIŠEK
Mr Peter RAMPASEK	Slovakia	Mr Robert STAŠKO
Ms Paula ILVESKIVI	Finland	Mr Erkki AUVINEN
Ms Karin FRISTEDT	Sweden	Ms Christina JARNSTEDT
Mr Hugh ROBERTSON	United Kingdom	Awaiting new name
Mr Bjorn Agust 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

Members	Alternates
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

Members	Alternates
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 2017)



Network Secretariat

Head of Unit: **Dr Christa Sedlatschek**

Network management
Strategic planning
Performance monitoring
Legal adviser
Brussels Liaison Office
Enlargement
Monitoring and evaluation

Resource and Service Centre

Head of Unit: **Post vacant**

Personnel management
Finance
Accounts
Internal control systems
General services
Documentation

Communication and Promotion Unit

Head of Unit: **Andrew Smith**

Campaigning
Focal Point Assistance Tool (FAST)
Communication partnerships
Promotion, media relations and events
Web development and electronic communications
Information technologies
Publications

Prevention and Research Unit

Head of Unit: **William Cockburn**

Good safety and health practice
Information collection, analysis and dissemination
Sector-specific information
Campaign — technical content
Good Practice Awards
Online interactive Risk Assessment (OiRA)
Identification of new and emerging risks
Fostering research at EU level
Monitoring trends
Stimulating debate

Annex 4

Focal points (as of December 2017)

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/about-eu-osha/national-focal-points/focal-points-index>

EU MEMBER STATES

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

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Tel: +359 (2) 8119 518
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CROATIA

Ministry of Labour and Pension System

Ulica grada Vukovara 78
10 000 Zagreb
CROATIA

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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

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CZECH REPUBLIC

Occupational Safety Research Institute

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116 52 Prague 1
CZECH REPUBLIC
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DENMARK

Danish Working Environment Authority

Landskronagade 33
2100 Copenhagen
DENMARK

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ESTONIA

Labour Inspectorate of Estonia

Mäealuse 2/2 (B-korpus)
12618 Tallinn
Estonia

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FINLAND

Ministry of Social Affairs and Health
Department for Occupational Safety and Health
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FI-00023 Government
FINLAND
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FRANCE

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

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

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LUXEMBOURG

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NETHERLANDS

TNO Prevention, Work and Health

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NETHERLANDS
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POLAND

Central Institute for Labour Protection – National Labour Institute

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POLAND
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PORTUGAL

Autoridade para as Condições do Trabalho

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SLOVENIA

Ministry of Labour, Family, Social Affairs and Equal Opportunities

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SWEDEN

Arbetsmiljöverket - Swedish Work Environment

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UNITED KINGDOM

Health and Safety Executive

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Norwegian Labour Inspection Authority

Statens hus

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NORWAY

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9494 Schaan

LIECHTENSTEIN

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SWITZERLAND

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3003 Bern

SWITZERLAND

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CANDIDATE COUNTRIES

ALBANIA

Inspektorati Shteteror i Punes dhe Sherbimeve

Shoqerore

Rr. Dervish Hima

Tirana

ALBANIA

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MONTENEGRO

Administration for Inspection Affairs

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MONTENEGRO

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SERBIA

Ministry of Labour, Employment, Veterans and Social Policy

Occupational Safety and Health Directorate

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SERBIA

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FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Macedonian Occupational Safety and Health Association

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1000 Skopje

Macedonia

Contact person: Milan PETKOVSKI

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TURKEY

Calisma ve Sosyal Guvenlik Bakanligi

Inönü Bulvari, I Blok, No. 42, Kat. 4

06100 Emek Ankara

Turkey

Tel: +90 312 296 67 67

Contact person: Orhan KOÇ

E-mail address: orhan.koc@csgb.gov.tr

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

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10 000 Pristina

KOSOVO

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Email: agim.millaku@rks-gov.net

Annex 5

Network activities and national networks 2017

Country	Network partners	Social partners	Meetings
Austria	27	4	1-3
Belgium	40	29	1-3
Bulgaria	12	7	1-3
Croatia	6	5	1-3
Cyprus	16	9	1-3
Czech Republic	16	3	1-3
Denmark	8	5	1-3
Estonia	6	4	1-3
Finland	35	25	4-6
France	34	10	1-3
Germany	10	3	1-3
Greece	143	7	1-3
Hungary	30	6	1-3
Iceland	18	18	0
Ireland	16	10	1-3
Italy	72	18	1-3
Latvia	5	2	1-3
Lithuania	25	8	1-3
Luxembourg	14	8	1-3
Malta	-	-	-
Netherlands	30	5	4-6
Norway	9	8	4-6
Poland	38	4	1-3
Portugal	1000	250	10+
Romania	25	7	1-3
Slovak Republic	15	6	1-3
Slovenia	29	11	1-3
Spain	63	11	1-3
Sweden	14	9	4-6
United Kingdom	-	-	-

Annex 6

Official campaign partners 2017

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	EuroCommerce
aeris GmbH	EuroHealthNet
AGE Platform Europe AISBL	European Academy of Dermatology and
AIRBUS GROUP	Venereology
ArcelorMittal Distribution Solutions SA	European Academy of Occupational Health
PostEurop – Association of European Public	Psychology
Postal Operators AISBL	European Association of Paritarian Institutions
Atlantic Project Company	European Brain Council
BAD Gesundheitsvorsorge und	European Confederation of Independent Trade
Sicherheitstechnik GmbH	Unions (CESI)
Baxter	European Construction Industry Federation
BusinessEurope	European Federation for Company Sport
Campofrio Food Group	European Federation for Welding, Joining and
Capital Safety Group	Cutting
CEOC International	European Federation of Building and
Comité Européen des Fabricants de Sucre	Woodworkers
Community of European Railway and	European Federation of Education Employers
Infrastructure Companies (CER)	European Federation of Food, Agriculture and
Confederation of National Associations of	Tourism Trade Unions
Tanners and Dressers of the European	European Federation of National Maintenance
Community	Societies
Contractor Safety Alliance	European Federation of Public Service Unions
Council of European Employers of the Metal,	(EPSU)
Engineering and Technology-based Industries	European Hospital and Healthcare Employers'
CSR Europe	Association
DEKRA Insight	European Industrial Gases Association
Delphi	European League Against Rheumatism
DuPont Sustainable Solutions	European Network Education and Training in
Electrocomponents plc	Occupational Safety and Health (ENETOSH)
Employee Assistance European Forum	European Network of Safety and Health
EUROCADRES	Professional Organisations

European Operating Room Nurses Association	industriAll European Trade Union
European Patients' Forum	Institution of Occupational Safety and Health
European Public Law Organization	International Association of Mutual Benefit Societies
European Safety Federation	International Federation of Musicians
European Salt's Producers Association	International Institute of Risk and Safety Management
European Society of Safety Engineers	International Safety and Health Construction Coordinators Organization
European Solvents Industry Group	Medicover
European Technology Platform on Industrial Safety	Mental Health Europe
European Trade Union Committee for Education	Modernet
European Trade Union Confederation	OMV
European Transport Workers' Federation	ORCHSE Strategies, LLC
European Work Hazards Network	Partnership for European Research in Occupational Safety and Health
EU-VRi - European Virtual Institute for Integrated Risk Management	Pirelli & C
EZA (European Centre for Workers' Questions)	PSA Groupe
FCC Citizen Services	PSYA
Federacion Iberoamericana de Asociaciones de Psicología	SAP SE
Federation of Occupational Health Nurses within the European Union	SEAT S.A
Federation of the European Ergonomic Societies	Siemens AG
Gas Natural Fenosa	SME Safety
General Electric	Sofidel S.p.A.
Generali Employee Benefits Network - GEB	Standing Committee of European Doctors (CPME)
Heineken International	TELT sas - Tunnel Euralpin Lyon Turin
HP Inc	Toyota Material Handling Europe
Iberdrola	UEAPME
Ideal Standard International	UEMS Occupational Medicine section
LEGO	UNI Europa
INA-Industrija nafte, d.d.	ViVeTech Kft.
	ZF Friedrichshafen AG

Annex 7

Media partners 2017

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	ISSA Mining Newsletter
ActuEL-HSE	MaintWorld magazine
Aragón Valley	NoAgeSharing.com
BEZPEČNA PRACA	ppe.org
Bezpieczeństwo Pracy. Nauka i Praktyka	PrevenBlog
CiberSal	Prevention World
Das Büro	Promotor BHP
eConnect	Proteger
ERGONOMA JOURNAL	PuntoSicuro
euroXpress	Quotidiano Sicurezza
Face au Risque	Reputation Today
Formacion de SEGURIDAD LABORAL	Revista Segurança
Foundation Center for Safety and Health at Work	rhsaludable
Gesunde Arbeit	Safety Focus
Health & Safety Times	Safety Management
HMS-magasinet/hmsmagasinet.no	Segurança Comportamental
IOSH Magazine	Trinacria News

Annex 8

Publications 2017

Print copies of reports, brochures and other publications can be ordered via EU Bookshop (<https://publications.europa.eu/en/web/general-publications/publications>). All publications can be downloaded free of charge from the Agency's website (<https://osha.europa.eu/en/tools-andpublications/publications>).

Publications can be filtered by type, topics and languages.

Information reports and summaries



Rehabilitation and return to work after cancer: Literature review

English – 81 pages

Executive summary: Rehabilitation and return to work after cancer

English – 10 pages

Summary: State-of-the-art report on reproductive toxicants

Czech, Greek, English, Spanish, French, Hungarian, Icelandic, Lithuanian, Dutch, Polish, Portuguese, Slovenian – 61 pages

Key trends and drivers of change in information and communication technologies and work location

English – 154 pages

Health and safety risks at the workplace: a joint analysis of three major surveys

English – 62 pages

Executive Summary: Health and safety risks at the workplace: a joint analysis of three major surveys

English – 12 pages

Towards age-friendly work in Europe: a life-course perspective on work and ageing from EU Agencies

English – 84 pages

3D printing: a new industrial revolution

English – 13 pages

Monitoring technology in the workplace

English – 10 pages

Protecting health and safety of workers in agriculture, livestock farming, horticulture and forestry

Bulgarian, Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Croatian, Hungarian, Italian, Lithuanian, Latvian, Maltese, Dutch, Polish, Portuguese, Romanian, Slovakian, Slovenian, Swedish – 176 pages

European guide for risk prevention in small fishing vessels

Bulgarian, Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Croatian, Hungarian, Italian, Lithuanian, Latvian, Maltese, Dutch, Polish, Portuguese, Romanian, Slovakian, Slovenian, Swedish – 180 pages

Methodologies to identify work-related diseases: Review of sentinel and alert approaches

English – 165 pages

An international comparison of the cost of work-related accidents and illnesses

English – 8 pages

Regulating the occupational safety and health impact of the online platform economy

English – 92 pages

Summary - Regulating the occupational safety and health impact of the online platform economy

English – 7 pages

From policy to practice: policies, strategies, programmes and actions supporting OSH in micro and small enterprises

English – 99 pages

Safety and health in micro and small enterprises in the EU: from policy to practice — description of good examples

English – 283 pages

Executive Summary: From policy to practice: policies, strategies, programmes and actions supporting OSH in micro and small enterprises

English – 7 pages

Estimating the cost of work-related accidents and ill-health: An analysis of European data sources

English – 77 pages

Executive Summary: Estimating the cost of work-related accidents and ill-health: An analysis of European data sources

English – 8 pages

Worker participation in the management of occupational safety and health: qualitative evidence from ESENER-2

English – 136 pages

Summary: Worker participation in the management of occupational safety and health: qualitative evidence from the second European survey of enterprises on new and emerging risks (ESENER-2)

Greek, English, Spanish, Estonian, French, Dutch, Swedish – 15 pages

Country report - ESTONIA: Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2

English – 63 pages

Country report - BELGIUM: Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2

English – 64 pages

Country report - SWEDEN: Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2

English – 79 pages

Country report - United Kingdom: Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2

English – 82 pages

Country report - The NETHERLANDS: Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2

English – 102 pages

Country report - SPAIN: Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2

English – 52 pages

Country report - GREECE: Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2

English – 37 pages

HWC 2016-17 campaign publications

Healthy Workplaces Good Practice Awards 2016–2017

Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Hungarian, Italian, Lithuanian, Latvian, Dutch, Norwegian, Polish, Portuguese, Slovakian, Slovenian – 44 pages

Information flyers and leaflets



Working for safer, healthier and more successful small businesses (MSEs)

Making Europe a safer, healthier and more productive place to work (Corporate)

Investing in occupational safety and health for successful and sustainable businesses (Cost and benefits)

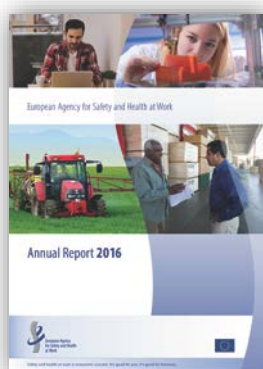
Understanding how workplaces across Europe manage health and safety (ESENER leaflet)

Occupational safety and health is good for you and good for business (EEN network)

OiRA Flyer

Leaflet for Europe day celebration in Bilbao

Corporate publications



Annual Report 2016

English- 70 pages

Annual report 2016 - Summary

Bulgarian, Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Croatian, Hungarian, Icelandic, Italian, Lithuanian, Latvian, Maltese, Dutch, Norwegian, Polish, Portuguese, Romanian, Slovakian, Slovenian, Swedish - 9 pages

Annual Activity Report 2016

German, English, French - 130 pages

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 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 2017 by activity	Cost	FTE
1.2. Large-scale foresight	464,046	2.3
2.1. European Survey of Enterprises on New and Emerging Risks (ESENER)	512,513	3.3
2.3. OSH overview: Micro and small enterprises	508,045	3.5
2.4. OSH overview : Work-related diseases and disabilities	546,769	3.2
2.5. OSH overview: Costs and benefits of OSH	687,432	2.7
2.7. OSH overview: Musculoskeletal disorders	203,360	1.7
3.1. Online interactive Risk Assessment (OiRA) tool	1,150,940	6.2
4.3. Healthy Workplaces Campaign (HWC): 2016-17 "Healthy Workplaces for All Ages"	3,518,308	10.4
4.5. Healthy Workplaces Campaign (HWC): HWC 2018-2019 "Dangerous substances"	1,758,566	7.4
4.7. Awareness raising actions and communication	2,477,572	8.7
4.8. Multilingualism	947,929	2.5
5.3. Networking knowledge	836,964	4.7
6.4. Strategic and operational networking	1,585,154	8.3
	€15,197,600	65.0

Activity Based Costing 2017 by activity	Cost	FTE
1.2. Large-scale foresight	336,474	2.2
2.1. European Survey of Enterprises on New and Emerging Risks (ESENER)	494,195	3.0
2.3. OSH overview: Micro and small enterprises	354,528	2.4
2.4. OSH overview: Work-related diseases and disabilities	655,245	3.6
2.5. OSH overview: Costs and benefits of OSH	686,622	2.2
2.7. OSH overview: Musculoskeletal disorders	325,283	2.7
3.1. Online interactive Risk Assessment (OiRA) tool	594,576	3.3
4.3. Healthy Workplaces Campaign (HWC): 2016-17 "Healthy Workplaces for All Ages"	2,991,197	8.5
4.5. Healthy Workplaces Campaign (HWC): HWC 2018-2019 "Dangerous substances"	1,939,038	7.1
4.7. Awareness raising actions and communication	2,530,968	11.0
4.8. Multilingualism	1,272,010	2.4
5.3. Networking knowledge	669,374	3.9
6.4. Strategic and operational networking	1,687,252	9.9
	€ 14,536,762	62.0

Deviations between ABB 2017 and ABC 2017

1.2 Large-scale foresight: The reduction in financial resources is due mainly to the cancellation of a follow-up review that was planned as a lead in to the next large-scale foresight that would have started in 2019. Following internal review, it was decided to examine different methodologies under the anticipating change priority area, drawing on the ex-post evaluation. Further reduction in budget resulted from lower than anticipated expenditure on dissemination and promotion workshops and cheaper than anticipated expert articles

2.3 Micro and small enterprises: The reduction in the financial resources is due to the postponement of the closing conference from early 2018 to June 2018, hence resources will be required from 2018, not 2017 budget. Lesser staff time than planned is due to the departure of a staff member involved in the activity and to the late delivery of one output which has impacted on the planned staff time.

2.4 Work-related diseases: Additional budget was required to cover the cost of one additional workshop, incorrectly omitted from the planning, and a greater than anticipated participation in the three planned workshops; all relating to the sub-projects on rehabilitation and return to work after cancer; review of alert and sentinel systems; and review of work-related diseases due to biological agents

2.7 Musculo-skeletal disorders: Final financial resources allocation to the activity for 2018-2020 required additional FTEs to design and plan the numerous projects on MSDs to be carried out over the next three years as part of the activity.

3.1 OiRA: The reduction in the financial resources is due to the cancellation of an EU sectoral tool (responding to an extended staff absence); cancellation of one of the four anticipated national tool development contracts (because of the poor quality of tenders received); and lower than planned production of promotional products and cancellation of OiRA promotion toolkit activities. Staff consumption is lower than expected mainly due to the departure of a member of the OiRA team who was not replaced in 2017 and the lower investment in time of some members of the OiRA team (because of their more important investment in time to other tasks not related to OiRA).

4.8 Multilingualism: An increase in the resources is due to a decision to fund the whole OSH Thesaurus project in 2017 instead of breaking it into 2 years. Funds were transferred to finance the updating of the multilingual OSH thesaurus with an additional 200 terms. This had originally been foreseen for 2018 and 2019.

5.3 Other networking knowledge actions: The reduction in resources is due to the cancellation of an OSHwiki update pending approval of a new strategy (adopted at the end of 2017); lower than expected costs in development of the EU OSH Information System visualisation (carrying over developments from the visualisation on EP Pilot Project visualisation); and reduced costs for the e-tools seminar (savings from organisation in-house rather than contracted). This resulted into less staff time consumed.

It should be noted that the difference between the total of 65 FTEs in the ABB and the 62 in the ABC is explained by non-occupied posts, sick leave, other forms of leave and working arrangements.

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