

MINUTES

Meeting:	14 th MEETING OF THE MANAGEMENT BOARD
Date:	27-28 June 2023
Venue:	Hybrid meeting

This Management Board meeting was held in a hybrid format with simultaneous interpretation into EN, FR, DE, and ES. The meeting was organised around a joint introductory session in parallel for all groups, followed by interest group meetings and a final plenary session. During the joint introductory session (27 June in the morning), EU-OSHA presented on-line to the groups and the Commission those agenda items that required more in-depth discussion. On the same day, the groups met and the Agency staff rotated across the three groups where members had the opportunity to ask questions and request clarifications in order to facilitate the groups' discussions. Finally, on 28 June, the Management Board convened in plenary where conclusions were drawn, and necessary decisions taken. These minutes are intended to cover both the Agency's presentations, comments and remarks from the groups and the Commission as well as report the discussions and decisions taken by the Management Board at the final plenary.

1 ADOPTION OF THE DRAFT AGENDA

The Chairperson welcomed participants to the meeting. This was going to be held as a hybrid meeting. The interim Executive Director also addressed the Management Board with some welcoming remarks.

As he introduced the draft agenda, the Chairperson informed that the Commission was going to give an update under item 8, "Executive Director's progress report". Under the same item, the Swedish and Spanish Government representatives agreed to give an update on the relevant EU Presidencies with respect to OSH priorities and ongoing work.

The Management Board asked several items to be included under "Any other business" as requests to the Agency.

Namely, at the request of the Workers:

- Organise the Management Board meetings as face-to-face meetings
- Give Management Board members more visibility in the context of Agency's activities and events
- Increase support to translation of Agency's products.

At the request of the Employers:

- Provide information to new members about the role of Advisory Groups in the context of the Agency's work.

Before adopting the agenda, the Chairperson asked Management Board members to declare whether they might have a conflict of interests with any of the items. If there had been any, the

Management Board member should abstain from participating in the discussion of the related item or leave the meeting, in compliance with the Agency's policy on prevention and management of conflicts of interests. No member reported any.

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

EMPLOYERS GROUP

Bulgarian representative to German representative (16.06.2023)

Maltese representative to Irish representative (14.06.2023)

Portuguese representative to Irish representative (26.06.2023)

WORKERS GROUP

Bulgarian representative to Greek representative (02.06.2023)

Italian representative to Greek representative (16.06.2023)

Lithuanian representative to Greek representative (21.06.2023)

Czech representative to French representative (22.06.2023)

Irish representative to Cypriote representative (23.06.2023)

Slovenian representative to Hungarian representative (27.06.2023)

Maltese representative to Dutch representative (28.06.2023)

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

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

2 DRAFT MINUTES OF MANAGEMENT BOARD MEETING OF 26 JAN 2023

The draft minutes were circulated after the January meeting to the Executive Board who provided comments. They were also sent as part of the meeting documentation for the present meeting and submitted for adoption.

COMMENTS FROM THE MANAGEMENT BOARD:

The Workers had additional comments to the draft minutes. The comments related to item 3 "Draft Single Programming Documents 2024-2026" and aimed at rectifying the reporting of some statements made by the Workers' group's coordinator at the meeting. The comments

¹ The quorum requirement only applies to the session on 28 June 2023, where the Management Board took the required decisions. The numbers that follow are related to the mentioned session. No of members from Governments group: 25, No of members from Workers' group: 27, No of members from Employers' group: 23, No of members from the Commission: 2. The alternate member is counted only if replacing the member; delegated votes are also counted.

would be shared with the Agency, who, in turn, would amend the minutes and share them with the Management Board².

With the additional comments from the Workers, the Management Board adopted the draft minutes.

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

3 HEALTHY WORKPLACES CAMPAIGN CYCLE

Under this item, the Agency had submitted a proposal related to the decision on the length of the Healthy Workplaces Campaign cycle.

The HWC “Lighten the Load” 2020-2022 was the first campaign to run on a three-year cycle, further to the (then)³ Governing Board’s decision in 2019. At that moment, the Governing Board agreed on the need for a strategic reallocation of the Agency and the focal points’ resources to keep on delivering on the Agency’s mandate in a context of limited resources. Evaluation findings and recommendations also pointed out to the need to allocate more communication and promotion resources to other Agency activities. As a result, the idea of a new timetable for the campaign was introduced (25 instead of 19 months campaign duration). The five objectives behind the extended cycle identified together with the Governing Board were: (1) to grow the campaign; (2) to increase support to the OiRA community; (3) to make better use of ESENER findings; (4) to realise the full impact of EU-OSHA research projects and; (5) to be flexible and responsive vis-à-vis EU policy priorities.

The Governing Board agreed on an evaluation framework for the campaign to ensure such objectives would be appropriately assessed and that the necessary data would be collected timely. The framework included a mid-term and ex-post evaluation, whose results were shared with the Management Board.

On 1 June this year, the Agency organised an *ad hoc* on-line seminar to present the findings and recommendations of the HWC 2020-2022 ex-post evaluation which included an assessment of the three-year campaign cycle.

The evaluation of the HWC 2020-2022 “Lighten the Load” as well as the Agency’s own experience and assessment provided evidence that the new cycle delivered to a great extent on the expected objectives.

Based on the evaluation findings and recommendations and having ascertained the benefits that an extended cycle has brought about to the campaign itself, staff and FOPs workload and the Agency’s work as a whole, the Agency proposed to adopt the evaluation’s key recommendations to retain the current three-year cycle, at least for the forthcoming campaign

² The Agency circulated the minutes including the comments from the Workers’ group on 7 July 2023.

³ The denomination of “Governing Board” changed into “Management Board” as a result of the entry into force of the revised founding regulation on 20 February 2019.

to be launched in 2026, and to commit to the building of future Healthy Workplaces Campaigns on OSH overviews.

In particular, the campaign starting in 2026 on “Mental health at work with a focus on new and overlooked areas and groups of workers” has a very broad scope and lends itself particularly well for a campaign cycle of three years. Taking into account the political momentum that the issue is attracting and having considered the suggestions from the Management Board on taking a sectoral approach where relevant, the Agency considered that this campaign should run over 25 months.

As supporting documents for this item, the Management Board had received: the evaluation report; the presentation done by the independent evaluator at the 1 June seminar on main findings and recommendations of the evaluation; a presentation from the Agency which aimed to assess in broad terms how the original objectives set as the rationale for the change were addressed; and a more detailed presentation from the Agency providing more information and data on what has been possible thanks to an extended cycle.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS:

Having considered the arguments brought forward by the Agency, the Workers agreed with the proposal of maintaining a three-year cycle for the next campaign starting in 2026. This agreement applies on an *ad-hoc* basis to the next campaign whereas a long-term decision should be rediscussed based on the evaluation of a campaign running on a three-year cycle. Furthermore, they expressed disappointment by some of Workers' group members about the fact that the viewpoints supporting a two-year cycle over a three-year cycle by some Management Board members from their group had not been properly reflected in the contractor's evaluation report.

Likewise, the Governments agreed with maintaining the three-year cycle for the campaign on mental health whereas a long-term decision on this matter should be taken upon completion of the current three-year campaign without the interference of paramount events such as the COVID-19 pandemic which might have impacted some of the results. Furthermore, they stressed that it is essential to ensure flexibility in the duration of the campaign (notwithstanding the three-year cycle) so as to ensure that smaller Member States where the expertise pool and resourcing is limited would be able to exploit the campaign topic at its most over a shorter period. They also remarked that in the context of the support provided by the Agency via the FAST, the Agency should seek measures to mitigate the impact of inflation on the prices and the quality of the services provided by the contractor. Room for improvement can also be found in the contractual arrangements related to the timing when events that can be ordered under FAST – there is at times a considerable gap from one year to another, particularly after the launch of the campaign.

Both the Workers and the Governments stressed that it is very important to ensure that momentum is maintained throughout the campaign.

Finally, the Employers and the Commission agreed with the Agency's proposal of maintaining the three-year campaign for the mental health campaign, considering the evidence put forward by the evaluation and the outcome of the Agency's reflection on the matter.

Responding to the opinions expressed by the groups and the Commission, the Agency proposed to maintain the three-year campaign cycle for the HWC on mental health with the understanding that a long-term decision would be taken based on the evaluation of the digitalisation campaign and also in the context of the discussions of the next EU-OSHA strategy. It emphasised that the decision on the campaign cycle, as explained in the

introduction, has an impact that goes beyond the campaign itself and is linked to how resources are allocated across the Agency's activities.

The Management Board's decision on the campaign cycle will be reflected in the final draft of the 2024-2026 Single Programming Document, which the Management Board will adopt in December.

CONCLUSION	<u>The Management Board decided to retain the three-year cycle for the HWC on mental health starting in 2026 with the understanding that there is flexibility when it comes to the duration of the campaign at Member State level.</u>
DECISION-MAKING PROCESS REQUIRED	Two-third majority.
RECORD OF VOTES	N/A, decision taken by consensus

4 PROPOSAL FOR A FUTURE FORESIGHT TOPIC AND SHORTLIST OF OSH OVERVIEWS

Under this item, the Management Board was requested to consider a number of proposals submitted by the Agency in relation to a possible topic for the next foresight study starting in 2024; two topics for new OSH overviews to be initiated as from 2025 as well as a topic for an OSH overview due to start in 2026.

The Management Board had been extensively involved in the definition of these proposals – directly via a brainstorming exercise last January where the groups were invited to propose a number of topics to establish a longlist of possible areas of work for the future research work; and through the OKAG in March, which, through tripartite dialogue and exchange across the groups and the Commission, helped to get to the shortlist submitted for decision.

The proposals that the Agency presented were therefore the result of a collaborative exercise. Whereas the Agency had always strived to involve in the closest way possible the Management Board in the selection of future topics and themes to address, this has been the first time it has been done so systematically.

The objective was to come up with future topics that would be relevant to all stakeholders' groups and that would define the scope of the Agency's work in future years.

Coming to the actual proposals, the Agency proposed the following topic for the next foresight study: "OSH implications of future climate change-related developments and crises".

The main research question is how the world of work is going to adjust to the possible permanent changes and disruptions that will be triggered by extreme future climate events and to the new ways of working that emerge as a human response to those changes and how this impacts safety and health at work. This entails possible OSH consequences related to greater flexibility and adaptability of working places; emerging risks in specific areas; change in working requirements; structurally affected business continuity; cultural changes, as a consequence of migration (population displacement); change of values at work related to ecological employer commitment; new technology and design of work organisation as a consequence of adaptation, increased inequity related to vulnerable groups, for example groups with pre-existing diseases, and older groups.

Should the proposal on the foresight topic be agreed upon by the Management Board, this will be reflected in the final version of the Single Programming Document 2024-2026 to be adopted in December.

Regarding the proposals on the new OSH overviews, the two topics are: “Climate change” and “Occupational exposure to cancer risk factors”. Work on these two OSH overviews would start in 2025.

Under the proposed OSH overview on “climate change”, the objective is to provide an up-to-date picture of the impact of climate-change related events on the OSH landscape in the EU, looking at the health-related adverse effects (physical and mental health and wellbeing) and safety impacts; as well as other factors that can disrupt the world of work (e.g. impact on infrastructures, inadequate housing conditions for remote workers, etc.).

The OSH overview on climate change would focus on the impact and necessary preventive measures, including the identification of good practices, on the direct and already observed effects of climate change and that makes it complementary to the foresight study proposed for 2024 which is more forward looking.

Under the proposed OSH overview on “Occupational exposure to cancer risk factors”, the idea is to follow up on the results of the Workers’ exposure survey to cancer risk factors (WES) which will be made available at the end of 2023 (first results) and during 2024. The survey results would be one of the data sources explored within the OSH overview. Other qualitative and quantitative data will be taken into account, based on a close collaboration with relevant national bodies and SLIC (proceeding from surveys, job-exposure matrices, studies on specific occupational risk factors, etc.).

This activity would include several in-depth research projects. For the selection of carcinogens included in the survey and subject to an occupational exposure limit values, a new project would aim at understanding how exposure is assessed in the different EU Member States; how limit values and protection measures are implemented in practice, including their enforcement in the workplace. Another project would explore the exposure to single and to multiple cancer risk factors covered by WES in hard-to-reach groups of workers, or very specific sectors and occupations.

Upon Management Board’s agreement on these two proposals, the Agency will prepare ex-ante evaluations for the Management Board to review and comment on at their December meeting. The two activities would then be included into the draft Single Programming Document 2025-2027.

The Agency is also suggesting as a preliminary topic “Accidents prevention” for another OSH overview to start in 2026.

The objective of this overview would be to address outstanding and upcoming issues on a longstanding OSH topic. Following internal discussions and suggestions from Management Board members during the brainstorming exercise in January and based on feedback from OKAG, this activity could address a broad range of issues including the importance of organisational (e.g. work pressure, providing clear instructions to workers), cultural and human factors; digital developments, e.g. virtual inspections, use of drones, big data analysis, accident prevention in the context of the demographic change and green transition; best practices at the workplace level; possibilities for the information transmission on ‘lessons learnt’ following the accident investigations by the labour inspectorate; identification of training needs and gaps.

A special focus would be given on data collection and analysis, including underreporting and overreporting ('misreporting'). The scope of the definition of "accidents at work" would be broad enough so as to encompass threats of or actual violence at work.

The activity will build on the previous Agency's work (OSH overview on micro and small enterprises) and the ongoing activity on "supporting compliance" which will come to an end in 2025, focusing on the external factors that influence compliance with OSH legislation, including enforcement, prevention services, social reporting, supply chains and business incentives. Information available through the OSH Barometer and the associated report "Occupational safety and health in Europe: state and trends 2023", discussing e.g. the issues of accident quantification, self-employed workers or a lack of information provided to workers will also be exploited.

As mentioned above, this activity is proposed to start as of 2026. An ex-ante evaluation will not be prepared for discussion review and decision until next year.

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

Overall, the Management Board welcomed the proposals submitted by the Agency.

The Workers remarked that the proposed topics for the two new OSH overviews, namely the OSH overview on "Occupational exposure to cancer risk factors" and the OSH overview on "Climate change", as well as the additional overview on "Accident prevention", are in line with the priorities set by the ETUC Congress. Therefore, these topics received support.

Regarding the OSH overview on climate change, this topic should be addressed comprehensively, considering various weather phenomena and their impact on occupational diseases. Concrete proposals will be required at a later stage, such as examining the relationship between night work, shift work, and cancer.

The Workers also requested the possibility to bring forward the OSH overview on accident prevention. It would also be crucial to conduct a comparative analysis to determine whether accidents are classified as occupational diseases across the different Member State. It would also be welcomed if a transversal approach could be taken when it comes to occupational diseases across the Agency's work as a whole (foresight studies, OSH overviews etc) – via a systematic mapping of what is regarded as occupational disease across the different countries.

Finally, there was a suggestion within the Workers' group to incorporate the development of European-level training programs for workers and employers into the agency's activities. This initiative could begin with an overview and assessment of existing OSH training programs across the EU. Based on the evaluation results, EU-OSHA could design a training program to provide support to workers and companies in countries or sectors where such support is lacking. Some members of the Workers expressed support to this initiative. The Employers acknowledged the importance of training on OSH and remarked that a good start could be sharing knowledge. There is much already developed in the EU.

The Employers called the Agency to ensure that due to the authoritative input that EU-OSHA's work has become for policy-making, the research methodologies should be sound and robust so as to stand for public scrutiny. This would also ensure better uptake of the Agency's work by SMEs. In relation to the OSH overview on "Occupational exposure to cancer risks factors", the WES is expected to be an important source of data for this activity. The Agency should consider double-checking data from WES with other national official data on exposure especially when divergence is significant. It would also be important not to rely exclusively on the WES data.

The Agency took note of the comments from the Management Board. Regarding the topic for the next foresight study, it will be reflected in the final draft of the Single Programming Document 2024-2026 and the remarks will be addressed in the development of the activity. Regarding the new OSH overviews, the comments will be properly reflected in the ex-ante evaluations that the Management Board will review in December and in the subsequent scoping phase in which stakeholders will also be extensively involved.

Regarding soundness and robustness of methodologies, the Agency stressed its commitment to the scientific validity of its research work, the Agency recalled that in particular the WES has benefitted from world-leading expert advice via a panel of international experts who contributed to the design of the survey. The WESAG will continue to support the Agency in looking into ways of exploiting the data from the survey. Regarding in particular the OSH overview on “Occupational exposure to cancer risk factors”, the Agency stressed that the WES data will be one amongst other sources that will input this activity.

Regarding the OSH overview on accident prevention to start in 2026 and the Workers’ request to make the work available as soon as possible, the Agency remarked that resources are already allocated for the period before that but some of the issues can be addressed via small-scale projects during 2024-2025 under the ongoing activity on “Supporting Compliance”.

Finally, regarding the suggested actions on a European-level training programme for workers and employers it was suggested that this be discussed in the upcoming work on a new EU-OSHA Strategy and training will be mainstreamed into EU-OSHA’s activities.

CONCLUSION	<u>The Management Board decided the topics for the next foresight studies and OSH overviews starting in 2025 and agreed on a preliminary topic for a OSH overview to start in 2026.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

5 EUROPEAN YEAR OF SKILLS AND EU-OSHA

2023 is the European Year of Skills. The European Year of Skills aims at giving fresh impetus to lifelong learning, empowering people and companies to contribute to the green and digital transitions, supporting innovation and competitiveness.

EU-OSHA contributes to the European Year of Skills in several ways and more broadly works on a number of actions relevant to education and training. These actions typically take the form of input to policy-making and provision of practical resources. They are delivered under different work programme activities. In order to draw the Management Board’s attention to this work that may not be immediately apparent, under this agenda item the Agency intended to provide an overview on the work done on this subject.

When it comes to input to policy, under ESENER-3, EU-OSHA conducted a follow up study on OSH in the Education sector; in the context of the OSH Eurobarometer, there has been practical collaboration with Cedefop relating to exchange of data on training; collaboration has also been ongoing with other organisations, such as ENETOSH and ILO – with regard to the initiative on mainstreaming OSH into education and vocational training - Guide for the mainstreaming of Occupational Safety and Health (OSH) in vocational training programmes.

In the framework of ongoing and planned OSH overviews, the Agency has been systematically addressing training needs and practices where relevant – for example under the digitalization activity. Together with the other EU agencies under the remit of DG EMPL, an event at the European Parliament under the heading “Skills, skills, skills” is scheduled for 20 September to draw policy makers’ attention to training as an essential aspect of decent employment and social inclusion. Finally, the Agency is determined to exploit any possible opportunity to mainstream OSH into training and to promote quality standards for vocational education and training. The Agency also encouraged the members of the Management Board to help reinforce the link between OSH and training whenever possible.

When it comes to practical resources, the Healthy Workplaces Campaign is a concrete example on how the Agency identifies best practices and put them at disposal of intermediaries at the workplace. In particular, in the context of the digitalization campaign there are opportunities to establish links and synergies between the campaign objectives and the European Years of Skills, considering that the 2023 European Week for Safety and Health at Work coincides with the European Vocational Skills week.

Through the OSHVET project, the Agency aims to raise awareness of OSH among teachers and students in vocational education and training (VET) and provide practical information and resources at regional and national levels across EU, EFTA and programme countries. Support at national level is also provided via the FAST.

With NAPO for teachers, the Agency aims at reaching out to a very early stage of vocational training by providing OSH lessons for teachers, aimed at introducing safety and health topics to primary school students in an educational, fun and imaginative way and workplace conversation starters using Napo video clips.

Within OiRA, a specific module for training was developed – which proved to be successful as recent examples (cf training seminar for MSEs in Greece) have demonstrated.

EU-OSHA has also been engaged in supporting other organisations’ training programmes or directly involved in their joint delivery. The Agency regularly works with ILO Training Centre in Turin and has collaborated with Frontex for an event on border security, complementing on the safety and health of workers engaged in border control; with NIVA (Nordic Institute for Advanced Training in Occupational Health), it has collaborated on delivering an alternative assessment and substitution of dangerous substances at workplaces.

Another important channel where the Agency has contributed to this area is through promotion of relevant successful initiatives carried out by others. More specifically, the Agency has been promoting the Swedish Focal Point toolkit on OSH in schools under Nordic Council as well as the Chemical Safety in Science Education initiative from Stockholm University.

Looking out to the future, stressing the importance of mainstreaming OSH into training and education will continue to be a priority for EU-OSHA. In a future discussion on EU-OSHA’s strategy the topic may be addressed again.

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board took note of the actions and activities outlined by the agency and looks forward to how the topic will be progressed in the upcoming period.

The Employers observed that with the rise of newer risks linked to digitalization and green transition, also newer skills are required to tackle such risks. This focus on skills is therefore important.

CONCLUSION	<u>The Management Board took note of the ongoing and planned work linked to the European Year of Skills.</u>
DECISION-MAKING PROCESS REQUIRED	N/A
RECORD OF VOTES	N/A

6 CONSOLIDATED ANNUAL ACTIVITY REPORT 2022

The Consolidated annual activity report together with the Management Board's analysis and assessment is a key document for the European Parliament and Council's discharge decision for the financial year 2022.

Therefore, this document has a direct impact on the discussions related to the discharge as well as an indirect impact on future budgets.

The CAAR covers the period between 1 January 2022 and 31 December 2022 (financial year: 2022).

The CAAR describes how, in 2022, EU-OSHA continued to make important contributions to the implementation of the EU Strategic Framework 2021-2027 across the main objectives of the framework focused on anticipating and managing change, improving workplace prevention and enhanced preparedness. The Agency presented the main highlights in a ppt presentation.

Based on the information and evidence included in the report for 2022, the interim Executive Director received reasonable assurance that the Agency's internal control systems had been adequate, and that the compliance and the implementation of the Internal Control Framework are satisfactory, risks are being appropriately monitored and mitigated, and necessary improvements and reinforcements are being implemented. The interim Executive Director issued his judgment on the basis of: the control processes in place and the outcomes of such controls; the resources spent to raise awareness with respect to ethics and integrity and fraud prevention; the annual risk assessment and Internal Control Framework assessment exercises; the quantitative and qualitative nature of the non-conformities included in the register for 2022; the assurance received by the Internal Control Coordinator; and, last but not least, on the overall favourable opinions expressed in the final reports by internal and external auditors and their recommendations in the past few years.

In the declaration of assurance, the interim Executive Director has not deemed it necessary to include any reservation.

Upon adoption of the report, the Management Board is also called to provide an analysis and assessment of it prior to its submission to the institutions by 1 July as input for, inter alia, the discharge procedure.

Under this item, the Agency also provided the note related to the organisational independence of the Internal Auditor. This is an assurance that the Internal Audit Service preserved the full organisational independence necessary to effectively carry out the responsibilities of the internal audits.

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

The Management Board took note of the CAAR and congratulated the Agency on their achievements during 2022 and agreed on a positive analysis and assessment to be annexed to the report upon transmission to the institutions.

The Governments asked to include in the document an overview on how gender issues are addressed in the operational work of the Agency.

The Employers had remarks on two activities – namely the Workers’ exposure survey– in relation to the input to the work of the Advisory Committee for Safety and Health working party on Chemicals where it should be made clear that WES is not the only source of evidence; and on the OSH overview on Psychosocial risks, where there was a reference to domestic violence which needed some contextualization as such as it has no direct relation to OSH.

The Agency took note of the comments and reassured the Management Board that these would be reflected in the final draft of the document.

CONCLUSION	<u>The Management Board adopted the CAAR together with the analysis and assessment.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

7 OPINION ON FINAL ACCOUNTS FOR THE FINANCIAL YEAR 2022

As per the financial and founding regulation of the Agency, the Executive Director shall send the final accounts to the Management Board, who shall give an opinion on these accounts.

The accounts, together with the Consolidated annual activity report and the Management Board’s analysis and assessment, are key documents in the Executive Director’s discharge procedure by the Parliament and Council and shall be sent to the institutions by 1 July.

The European Court of Auditors delivered its observations based on the report from the external auditor, stating that in their opinion, the Agency’s accounts present fairly, in all material respects, its financial position as of 31 December 2022.

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board took note of the accounts, congratulated the Agency for the work done and agreed on a positive opinion to be annexed to the accounts upon their transmission to the institutions.

The Governments expressed concern about the increasing pressure exerted by inflation and therefore in the medium term the balance between administrative and operational resources is likely to be compromised. In addition, in the past the Agency has been called to deliver beyond the agreed workplan and new requests for contributions may be coming. These resource constraints, besides putting the Agency under pressure, also have an impact on the work of the Focal points and the support they can receive from the Agency. In the future, should new requests be made to the Agency for additional work, these should be accompanied by additional resources.

CONCLUSION	<u>The Management Board adopted an opinion on the accounts for 2022.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

8 EXECUTIVE DIRECTOR'S PROGRESS REPORT

Under this item, the Agency provided an update of the implementation of the work programme, an overview of the non-substantial amendments adopted so far and other recent highlights.

The European Commission provided an update on several issues.

OSH Stocktaking Summit

As announced in the EU OSH strategic framework, the summit to take stock of the implementation of the framework thus far took place in Stockholm on 15-16 May, co-hosted by the Swedish Presidency. The event was very well attended and brought together policy makers, and social partners at EU and national level, gathering around 300 participants. The main themes addressed included mental health at work; the "Vision Zero" approach to death; the alignment of national OSH strategies to the strategic framework; and the impact of climate change on OSH. The Agency played a very prominent role in the Summit – and in particular organised the break-out session on national strategies. The interim Executive Director intervened in different panels as well as in the opening and closing sessions. The Summit concluded overall confirming the effectiveness of the strategic framework in defining the key objectives to ensure that European workplaces would be ready for the new challenges posed by the green and digital transitions and the post-pandemic crisis. Significant progresses have been made and the ambitious agenda of actions has been accomplished at a very good pace; and a considerable number of national strategies have been aligned to the strategic framework. The strategic framework also favoured a great stakeholder mobilization. Nevertheless, several remaining challenges have been identified, including the need to continue implementing the framework for the remaining period at EU and national level; and even more ambitious national strategies could be adopted and new initiatives on Vision Zero developed. Ongoing OSH issues that deserve further consideration include psychosocial risks at work; consequences of climate change at workplaces; as well as the potential of artificial intelligence and robotics towards safer workplaces.

Evaluation of EU Agencies under DG EMPL's remit (EU-OSHA, Eurofound, Cedefop and ETF)

The joint evaluation of the four EMPL Agencies is progressing according to plans. The contractor in charge of the evaluation study provided a draft interim report and the references to EU-OSHA are very positive across all the evaluation criteria. When it comes to efficiency, the Agency has demonstrated high operational efficiency, good balance between administrative and operational resources, and overall good value for money as shown in the cost-effectiveness analysis. The Agency has effective and adequate mechanism for planning, monitoring and evaluating its work and a well-functioning efficiency gains strategy in the administrative area. Under coherence, both at the level of the overall mandate and at the level of the specific activities, there is a high degree of coherence with the other EMPL Agencies. A side comment by the contractor is that there is room for more cooperation with ELA which can be further explored. Under relevance, the report concludes that mandate and activities' objectives broadly fulfil the stakeholders' needs as they evolved during the timeframe taken into account for the evaluation (2017-2021). The Agency has been following very closely this evaluation and contributed with useful inputs. The outcome of the consultation processes is now being analyzed to be reflected in the draft report. The next step will be the draft final report in August followed by a validation focus group with representatives of the four Agencies to be held on 18 September where the draft final report will also be presented.

Commission's communication on a comprehensive approach on Mental Health

As advanced at the last meeting of the Advisory Committee on Safety and Health, the Commission recently adopted a Communication on a comprehensive approach on mental

health⁴. This is a truly comprehensive approach, encompassing all relevant aspects, including OSH. The Communication includes a full chapter related to tackling psychosocial risks at work and the Commission worked closely with the Agency, who provided a very substantial contribution. Two flagship initiatives are mentioned: a peer-review on the legislative approaches in the Member States; and the two Healthy Workplaces Campaigns run by the Agency – the 2023-2025 HWC on safe workplaces in the digital age and the 2026-2028 HWC on mental health at work.

Revision of the Asbestos Directive (Directive 2009/148/EC)

The Parliament and the Council reached a compromise on the Asbestos Directive revision – and that concerned the dual occupational exposure limits after a six-year transition period. Whereas some final drafting at technical level is still ongoing, the fourth trilogue of this week concluded the negotiations at the political level for this very important proposal. The Commission thanked in particular the Swedish Presidency for their hard work towards this important milestone.

The Government representatives from Sweden (current EU Presidency at the time of the meeting) and Spain (next in line EU Presidency) took the floor to give an update on the different initiatives respectively undertaken and planned during the relevant Presidency.

The Swedish Government representative explained that the main milestones under the Swedish EU Presidency were the SLIC thematic day on cognitive factors and the OSH Stocktaking Summit. Under the Swedish presidency, work on of four important files had started. Whereas the negotiations on the revision of the Asbestos Directive were successfully finalized at the political level, work advanced on other files such as the revision of the Carcinogens, Mutagens and Reprotoxic Directive (Directive 2004/37/EC); the proposal on the Platform Workers Directive; and the proposal for a Council recommendation on Strengthening social dialogue in EU.

The Spanish Government representative informed that new legislative elections were announced for 23 July. That notwithstanding, the work related to the EU Presidency is progressing smoothly and according to the plans and the priorities established for the Presidency - social economy, social rights and equality. In relation to the legislative work, the focus will be on reaching an agreement with the Parliament on lead and diisocyanates in the framework of the CMR Directive with the view on coming to a position in September/October and the start the trilogues. Council conclusions on mental health and precarious work; democracy at work; and a recommendation on social economy are also in the pipeline. As a follow up to the work done by the Swedish EU presidency, work will continue based on the results of the trilogue on the proposal of the Platform Workers Directive.

Regarding EPSCO Council meetings⁵, an informal meeting is planned in Madrid on 13-14 July; and two formal meetings in Luxembourg on 9 October and in Brussels on 27-28 November are planned.

Regarding the EU Presidency events, on 26-27 September there will be an event on mental health at work and precarious work in Toledo. A second event is planned in Madrid on 20-21 November focussing on carcinogens. The signatories of the Roadmap on Carcinogens are closely involved. EU-OSHA will play a prominent role in both events. In the latter event, it is

⁴https://health.ec.europa.eu/document/download/cef45b6d-a871-44d5-9d62-3cecc47eda89_en?filename=com_2023_298_1_act_en.pdf

⁵ EPSCO Council brings together ministers responsible for employment, social affairs, health and consumer policy from all EU member states.

planned that the first results from the first edition of the Workers' exposure survey will be presented.

Finally, the SLIC thematic day is planned for the last week in October.

COMMENTS FROM THE AGENCY:

The Agency expressed appreciation of the recognition of their contribution to the Commission's communication on a comprehensive approach on mental health and about the fact that Agency's campaigns were explicitly mentioned.

With respect to the EMPL Agencies' evaluation, the Agency thanked all stakeholders involved – both Management Board members and Focal points, who have been extensively consulted and provided their feedback in this important exercise.

The Agency had indeed a very prominent role at the OSH Stocktaking Summit and that was a very good opportunity to give visibility to the Agency's work as well as the occasion to launch the "Occupational safety and health in Europe: state and trends 2023", based on OSH Barometer data – the first issue of a report that will be repeated at regular intervals; and the guidance on heat at work – which is in the process of fast-track translation so as it can be timely delivered. The Agency gave special thanks to the Focal points from Spain, Finland and Belgium who provided an important input to the preparatory work of the break-up session on national strategies. While in Stockholm, the Agency had the opportunity to visit the Swedish Focal point, meet with the national network and learn about the important initiatives carried forward.

The Agency also attended a EPSCO Council meeting in Luxembourg, where the Agency's contribution was very positively received and the work of the Agency received high interest and the important role played by Focal points acknowledged.

Lastly, EU-OSHA will participate in the SMEs assembly organised by DG GROW and which will take place in Bilbao in November. It is a very big event with a great number of delegates attending from all over Europe. DG GROW gave the opportunity to the Agency to participate in different sessions.

COMMENTS FROM THE MANAGEMENT BOARD:

The Workers expressed their appreciation to the Commission and the Swedish EU Presidency for successfully organizing the OSH Stocktaking Summit in Stockholm. The content and outcomes of the summit were highly valued.

The European trade union movement warmly welcomed the initiative on mental health. Regarding the aspect of mental health at work, it was acknowledged that the evaluation of the situation was commendable. However, the high prevalence of OSH diseases related to psychosocial risks necessitates legislative action.

Regarding the agreement achieved through inter-institutional negotiations on the revision of the Directive on Asbestos at Work they urged Member States not to wait until the end of the implementation period and to promptly enforce the lower limit.

Furthermore, the European trade union movement is committed to collaborating with the Spanish Presidency on various OSH-related activities. These include the revision of the Carcinogens, Mutagens and Reprotoxic Directive, as well as the forthcoming summit in Toledo focusing on mental health and precarious work.

Regarding the comment included in the evaluation study on EU-OSHA related to improve cooperation with ELA, several representatives in the Governments' group stressed that OSH

is not within the scope of ELA and where cooperation had already taken place, this has been rather one-sided.

The Commission clarified that for the moment this is just a side comment included in the contractor's preliminary report from the contractor for the time being which needs more triangulation in the light of the stakeholders' consultation and is not an official recommendation.

After the Commission and the EU presidencies' update, the Agency referred to the progress report distributed as part of the meeting documentation and gave some highlights.

Work programme 2023 implementation status

The work programme implementation is largely on track. Furthermore, there are two new outputs added for this year – under the activity “OSH info system” there is a new feasibility study about an in-depth analysis that has started already last year but that has been requiring increasing effort and aims at identifying possible new indicators to cover in the OSH Barometer. Under the activity “Networking knowledge”, the publication of a short report is expected for the end of 2023 with a more in-depth analysis of EU and national data based on the high-risk occupation survey carried out together with SLIC.

Cooperation with other EU Agencies

Cooperation with other EU Agencies continues to be an important cross-cutting strand of the Agency's work. As a follow-up to the significant cooperation that took place with other EU Agencies and the Commission in the context of the COVID-19 related work, particularly under EU-ANSA, EU-OSHA has continued to contribute to the work on preparedness for future emergencies. This included the organisation of an interagency training on 24-25 May 2023 in collaboration with EFSA which took place in Bilbao at EU-OSHA's premises.

Budgetary situation analysis

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

At the same time, the Multi-annual Financial Framework – the interinstitutional agreement which determines the ceiling of the resources available for expenditure at the level of the institutions - foresees a 2 percent annual increase in EU-OSHA's budget to ensure a stable budget in real terms. However, while it is impossible to predict future inflation with certainty, the operational budget (title 3) will likely be decreasing over the next years. The long-term trend is that the relative distribution of resources across budget titles will go in favour of the administrative titles (1 and 2) over the operational one due to composition of the Agency's staff, price developments and salary indexation. This appears to be a development most agencies go through with stable budgets. This does not mean that the proportion of resources allocated to operational vs administrative work would change significantly. Staff costs mainly finance staff doing operational work.

The Agency has been reflecting internally on how to meet this challenge by reassessing its priorities, for example by discontinuing some actions, by working on a more efficient or different way, or by a mixture of the two. Internal brainstorming meetings to discuss about budgetary scenarios for the future and assess the situation take place on a regular basis and the Management Board in turn is kept informed.

Some existing measures are already helping optimize financial and human resources by exploiting synergies and delivering on efficiency and effectiveness. Running the Healthy Workplaces Campaign on previous extensive research work (such it has been the case for the HWC “Lighten the Load” 2020-2022), for example has provided evidence has made time

available for the HWC to produce higher quality products and better engagement with stakeholders, made resources available for more promotion of OSH research work.

Additionally, a first line of actions can be reassessing priorities and the discussions around the next strategy in the coming year will be a good opportunity to look into this.

In addition to staff and the budget, the agency's Focal Points represent the third principal resource for operational activities. Discussion on how to optimize the Focal points network is also being addressed as a separate initiative (cf below).

Focal Points

During 2023, Focal Points have been carrying out the Agency's work in the Member States according to the agreed workplan. Much has been in preparation for activities that will follow later in the year and beyond. This has included the checking of translations for materials linked to the campaign as well as nominating experts to take part in EU-OSHA events and activities. Focal Point managers took part in the first focal point meeting of the year at the end of January 2023 that was held concurrently with a seminar on expert articles on drones and on mental health at work produced under the foresight activity. In addition, Focal points have been organising national events under the FAST scheme.

The second meeting of the year has just taken place last week (alongside the Campaign kick-off meeting) and the third will be held together, as mentioned, with the event organised by the Spanish EU Presidency in Toledo.

Recognising that the nature of work has changed following the pandemic, the Agency has initiated a major review of the work with the Focal Point network. This initiative is aiming at ensuring a smooth and effective cooperation ahead of the new challenges in a post-pandemic EU. EU-OSHA is examining the way the Focal Point network operates so that Focal Points and the Agency can benefit even further from the cooperation. This includes how the network can meet (online and/or in person) and share knowledge within the network. The initial discussions with the network took place in the first meeting of 2023 and the Agency continues to implement changes to enhance its working with Focal points. Concrete measures include the creation of a shared channel in MS Teams together with Management Board members where access is provided to all relevant Agency's documentation.

Internal and external audits results and recommendations and IAS 2023 action plan

The documentation for this item included a document outlining the status on external and internal audits action plans on audit recommendations. All Internal Audit Service (IAS) recommendations from previous years' audit on 'Planning, Budgeting, Monitoring of Activities and Reporting in EU-OSHA' (2017-2019) have been closed.

As part of the new IAS Strategic Internal Audit Plan (SIAP) for 2021-2023, a new 'audit report on human resources management and ethics in the European Agency for Safety and Health at Work (EU-OSHA)' has been delivered. The IAS concludes that EU-OSHA's internal control system for human resources and ethics management is overall adequately designed and efficiently and effectively implemented to support the Agency in achieving its business objectives. In terms of areas for further improvement, the IAS provides three recommendations and several actions, none classified as either 'critical' or 'very important'. Currently, EU-OSHA is implementing the recommendations issued by the IAS.

From the European Court of Auditors (ECA), two observations from 2018 and 2019 respectively have been closed. ECA introduced one new observation from Financial Year 2021 on management and control systems which is due to be closed in the next report.

The Agency also provided the final IAS 2023 audit plan for EU-OSHA. The next activity that the IAS will audit in the second half of 2023 will be ESENER-3.

Staffing issues

The Agency informed that the Accounting Officer – function shared with ETF – resigned from the post. The resignation will be effective as from 16 August. EU-OSHA and ETF have been discussing about different replacement options – discussions are still underway. Business continuity until the end of the year will be ensured. The Management Board, being the appointing authority of the accounting officer, will be duly kept informed of the developments.

New Head of RSC

The selection process to recruit a new Head of the Resources and Service Centre has concluded and Donianzu Murgiondo has accepted the position. Ms Murgiondo is currently working at another Spain-based EU Agency, EFCA, as deputy Head of Unit and it is expected that she would take up duties on 16 September.

The interim Executive Director expressed gratitude for the work done by Nadège Perrine, Human Resources Manager, who has been taking up the duties for Head of RSC ad interim during the vacancy.

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

The Workers had a few remarks on the guidance on heat at work referred to by the Agency in the follow-up to the Commission's report of the Stocktaking summit.

While the guidance on heat at work has received positive feedback from the Workers, they had a number of considerations which they asked the Agency to take into account. Firstly, the adjustment of working hours should be approached with caution, as it may have potential negative consequences for workers, particularly if proper consultation and collective bargaining with workers and their trade unions are lacking. Secondly, in their opinion it is crucial to consider heat in conjunction with other factors, such as humidity and the temperature range experienced throughout the day, as these collectively contribute to overall working conditions. Lastly, they considered important to acknowledge the interaction between telework and heat, as some homes may not have adequate climate control measures, posing challenges for the well-being of teleworking workers. It is also worth considering the experiences of addressing or regulating heat as an occupational risk in third countries that have longer experience with working in hot conditions. The Agency may also consider mapping existing mobile applications used to protect workers against heat.

Furthermore, the Workers suggested the OKAG be mandated to work on the prevention of heat as an occupational risk, by establishing ad-hoc working groups primarily consisting of experts (not necessarily members of the Management Board).

Additionally, the Agency could develop with the OIRA network (Online Interactive Risk Assessment) a tool specifically related to the prevention of occupational safety and health risks associated with climate change.

Finally, the Workers indicated the need to take into account the budgetary constraints posed on the Agency and advocated for more staff and budget to be allocated.

As an additional point, the French Workers' representative drawn the attention of the Management Board to the insufficient number of labour inspectors in relation to the number of workers across the EU, which is a source of concern.

The Governments welcomed the progress report and in particular the positive outcome of the comprehensive internal control procedures. They expressed appreciation of the progress related to the action plan to improve collaboration with the Focal points.

The Agency took note of the comments.

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

9 EVALUATION: RESULTS ACHIEVED AND LESSONS LEARNT

Results and recommendations from evaluations play an important role both to enhance the accountability of the Agency's work as well as for learning purposes.

Regarding accountability, evaluations aim at assessing whether the Agency has delivered on the set objectives and the resources has been spent for the intended purposes. When it comes to learning, they support the Agency in improving activity design and resource allocation for future activities.

Under this item, the Agency presented the evaluation findings and recommendations for two important activities that had finalised in the previous months, namely the third wave of the European Survey of Enterprises on New and Emerging Risks (ESENER-3) and the OSH Overview on Musculoskeletal disorders.

The Management Board received the executive summaries of these evaluations as well as the presentations in the meeting documentation.

ESENER-3:

Overall, the evaluation concluded that ESENER is an instrument that is largely effective and impactful, providing EU added value, relevant, efficient, coherent with and complementary to other activities, as well as sustainable.

In particular, several aspects have been highlighted as worth keeping for future survey editions, including:

- keeping the overall methodological approach and the main bulk of the questionnaire in order to enable building trends and carrying out time series analyses
- keeping the scope of the questionnaire forward-looking, taking into account emerging risks and risks with increasing relevance for stakeholders;
- keeping the current five-year cycle
- Keeping the "ESENER" brand
- Keeping in-depth data exploitation via secondary analysis

Certain challenges and opportunities have also been highlighted, which may need consideration to strengthen ESENER's contribution going forward. These include:

- Considering flexible modules on key issues between the 5 year-cycle
- Further non-response analysis

- Considering national sample size boost focussing on specific sectors
- Enhance dissemination and communication efforts.

OSH overview on Musculoskeletal disorders

The evaluation concluded that the MSD OSH Overview was effective in achieving its objectives of identifying research priorities and deepening the understanding of MSDs among researchers, policy-makers and social partners both in terms of prevention and management. It was successful in generating new insights and knowledge on MSDs (e.g. psycho-social risks, telework, etc.). It also delivered research outputs of a high scientific quality thanks to the involvement of leading OSH and MSD experts.

The MSD Overview was highly relevant to EU-level stakeholders, EU Member States and policymakers and to the needs of OSH researchers. It delivered EU added value by adding to the existing evidence-base at the EU level and by providing a cross-country perspective on MSDs.

The coherence, efficiency and sustainability of the MSD OSH Overview project were enhanced by the shared thematic focus with HWC 20-22.

In terms of recommendations, the evaluation suggested to continue with the approach taken so far, in particular in relation to:

- Providing a variety of outputs to reflect the needs of the different target groups with a focus on good practice examples, case studies and policy examples at country level;
- Keeping information on this topic up-to-date.

In terms of improvements, suggestions included considering formalising a monitoring and evaluation framework for future OSH Overviews to capture additional data on impacts. Using the HWC as a platform to disseminate the knowledge produced under the OSH overview has also been considered as a great added value, showing the key role played by communication and dissemination in reaching out to the intended target groups.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S CLARIFICATIONS:

The Management Board took note of the results of the evaluations and welcomed the achievements of these two important activities.

Regarding ESENER-3, the Workers showed support for the recommendations pointing at incorporating flexible modules on key issues between the five-year cycles, prioritising specific sectors and intensifying efforts in disseminating and communicating the findings. However, regarding the recommendation which advised to retain the "ESENER" brand, the Workers disagreed – considering that many of the risks addressed in the survey have become long-standing risks, not new and emerging ones as the current name indicates. Finally, they asked clarifications on how the Agency is intending to follow up on the survey fatigue that the evaluation referred to and in particular on the two envisaged actions in the recommendation – measures to be adopted to minimise survey fatigue and prevent dropout fatigue; as well as the non-response analysis.

Regarding the OSH overview on MSDs, it would be important in future OSH overviews to maintain flexibility in order to adapt to different scenarios.

With respect to the two issues raised for the ESENER-3 evaluation, regarding the recommendation on non-response analysis, the Agency explained that this is important but also a challenging task. The Agency undertook work in this area also under previous survey

editions and the intention was to ascertain whether there could be a non-response bias where non-respondents have a profile that diverge significantly from respondents.

Regarding measures to minimise survey fatigue and avoid drop-out, the Agency has been offering a range of different channels to reply to the survey so as to adapt as much as possible to the respondents' needs. Another measure is linked to the questionnaire design – in order to minimise the burden on respondents, several filters have been applied so that only relevant questions are asked to respondents depending on, for example, establishment size etc.

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

10 ANY OTHER BUSINESS

There were several issues raised for “Any other business “at the beginning of the meeting. The Agency’s reaction is reported under each point raised.

WORKERS:

Support to face-to-face meetings of the MB

The Workers advocated for more in person meetings to be organised for the Management Board.

The Agency is constantly prioritising within available resources and taking into account environmental impact.

Increase visibility of the Management Board in Agency’s activities and events

Beside being systematically invited to the Agency’s events as it is already the case, members of the Management Board could have a more active role in such events to reinforce the link between the Management Board and the Agency’s work.

The Agency took good note of this request and will take this into account whenever applicable.

Translation of Agency’s products

This is a long-standing request from the Workers, who invited the Agency to ensure as many resources as possible be made available for the translation of Agency’s products as this would ensure better outreach at national level.

The Agency just recently established a working group with the Focal points to see how to optimise translation resources – also through the help of new technologies. Work is ongoing and the Agency is aware of the importance of translation to get the OSH messages across at the national level.

EMPLOYERS:

Advisory Group – explanatory note

The Employers asked the Agency to provide information on the role played by the Advisory groups in the work of the Agency – as a support in particular to new members.

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Finally, the Management Board bid good-bye to the Romanian Workers' representative, Corneliu Constantinoia, on his last meeting before retirement.

The Chairperson thanked the Management Board and the Agency for a successful meeting, thanked the interpreted and brought the discussions to a close.

ANNEX: LIST OF PARTICIPANTS

Name	Category	Role	Representing
SCHWENG Christa	Employers	Member	AUSTRIA
RITZBERGER-MOSER Anna	Governments	Alternate	AUSTRIA
NEDJELIK-LISCHKA Julia	Workers	Member	AUSTRIA
DE WILDE Marc	Employers	Alternate	BELGIUM
MASSART Aurore	Governments	Alternate	BELGIUM
VERDOOT Caroline	Workers	Member	BELGIUM
KONOVA Darina	Governments	Member	BULGARIA
OSSIEUR Isaline	Employers	Observer, Coordinator	BUSINESSEUROPE
ALVAREZ HIDALGO Jesús	Commission	Member, Vice-Chairperson	COMMISSION
MATTINÓ Giacomo	Commission	Member	COMMISSION
GREVFORS ERNOULT Charlotte	Commission	Alternate	COMMISSION
SEIFERT Nenad	Employers	Member	CROATIA
PRELEC Marina	Governments	Member	CROATIA
ŠEPAK-ROBIĆ Ivana	Workers	Member	CROATIA
POLYVIU Polyvios	Employers	Alternate	CYPRUS
EVANGELOU Evangelos	Workers	Member	CYPRUS
HLAVÍN Jaroslav	Governments	Member	CZECH REPUBLIC
ROHRICH Martin	Employers	Alternate	CZECH REPUBLIC
ETZERODT Clemens Ørnstrup	Employers	Member	DENMARK
KNUDSEN Annemarie	Governments	Member	DENMARK
SPANNOW Ulrik	Workers	Member	DENMARK
PEÄRNBERG Marju	Employers	Member	ESTONIA
SOON Silja	Governments	Member	ESTONIA
SOON Argo	Workers	Member	ESTONIA
DORESTE Ignacio	Workers	Observer, Coordinator	ETUC
HAKALA Liisa	Governments	Alternate	FINLAND
AUVINEN Erkki	Workers	Member	FINLAND
LÉVY Patrick	Employers	Alternate	FRANCE
MEDIAVILLA Lucie	Governments	Member	FRANCE
ZAIGOUCHE Abderrafik	Workers	Member	FRANCE
METZE Eckhard	Employers	Member	GERMANY
SCHÄFER Kai	Governments	Member	GERMANY

Name	Category	Role	Representing
SCHNEIDER Sebastian	Workers	Member	GERMANY
DASKALAKI Katerina	Employers	Member	GREECE
KONSTANTAKOPOULOS Ioannis	Governments	Member	GREECE
STOIMENIDIS Andreas	Workers	Member, Chairperson	GREECE
KOMORÓCZKI István	Employers	Member	HUNGARY
GYÖRGY Károly	Workers	Member	HUNGARY
GUNNSTEINSDÓTTIR Hanna Sigríður	Governments	Member	ICELAND
PÁLSSON Jón R.	Employers	Observer	ICELAND
SIGURJÓNSSON Björn Ágúst	Workers	Observer	ICELAND
GILLEN Michael	Employers	Member, Vice-Chairperson	IRELAND
DALTON Marie	Governments	Member - Coordinator	IRELAND
LEUZZI Fabiola	Employers	Member	ITALY
VALENTI Antonio	Governments	Member	ITALY
LŪSIS Renārs	Governments	Member, Vice-Chairperson	LATVIA
PUŽULS Mārtiņš	Workers	Member	LATVIA
JASIENĖ Rūta	Employers	Member	LITHUANIA
SABAITIENĖ Aldona	Governments	Member	LITHUANIA
FURLANI Patrice	Governments	Alternate	LUXEMBOURG
GOMES Hernani	Workers	Member	LUXEMBOURG
MERCIECA Melhino	Governments	Member	MALTA
CARACHI Victor	Workers	Member	MALTA
VAN MIERLO Mario	Employers	Member	THE NETHERLANDS
WESSELIUS Tanja	Governments	Member	THE NETHERLANDS
VAN VEELLEN Wim	Workers	Member	THE NETHERLANDS
BJØRSHOL Arnfinn	Employers	Observer	NORWAY
SEEM Monica	Governments	Observer	NORWAY
LUNDE Bergljot Fuhr	Workers	Observer	NORWAY
HRYNYK Rafal	Employers	Member	POLAND
GAJEK Agnieszka	Governments	Alternate	POLAND
NAGÓRKA Tomasz	Workers	Member	POLAND
SOUSA Paula	Governments	Alternate	PORTUGAL
CHAGAS Eduardo	Workers	Member	PORTUGAL

Name	Category	Role	Representing
HAȘ Veronica	Governments	Alternate	ROMANIA
CONSTANTINOAIA Corneliu	Workers	Member	ROMANIA
MEITNER Róbert	Employers	Member	SLOVAKIA
KOSTURÁKOVÁ Martina	Governments	Member	SLOVAKIA
KMEC Vladimír	Workers	Alternate	SLOVAKIA
SMOLE Jože	Employers	Member	SLOVENIA
KOMEL Vladka	Governments	Alternate	SLOVENIA
BÖHM Lučka	Workers	Member	SLOVENIA
PINTO LOMEÑA Miriam	Employers	Member	SPAIN
TEJEDOR Mercedes	Governments	Alternate	SPAIN
GARCÍA DE LA TORRE Ana	Workers	Member	SPAIN
ANDERSSON Cecilia	Employers	Member	SWEDEN
WESTLUND Anders	Employers	Alternate	SWEDEN
FALK Magnus	Governments	Member	SWEDEN
FRISTEDT Karin	Workers	Member	SWEDEN
COCKBURN William			EU-OSHA
BEJER Jesper			EU-OSHA
CAVET Marine		Observer	EU-OSHA
CURTARELLI Maurizio			EU-OSHA
IRASTORZA Xabier			EU-OSHA
MILCZAREK Malgorzata			EU-OSHA
O'BRIEN Brenda			EU-OSHA
PÉRRINE Nadège			EU-OSHA
PICCIOLI Ilaria			EU-OSHA
SMITH Andrew			EU-OSHA