

FINAL MINUTES

Meeting:	17 th MEETING OF THE MANAGEMENT BOARD
Date:	19-20 June 2024
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 (19 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 20 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.

As she introduced the draft agenda, the Chairperson informed that a revised agenda had been circulated before the meeting. The main change was the addition of an item – an update on the Workers' Exposure Survey.

The Chairperson also informed that there would be two items for AOB from the Agency:

- (1) Wrap-up on the discussions from the Management Board Seminar on the new strategy
- (2) New approach to expert reimbursement, incl. Management Board members

The Executive Board discussed some requests and suggestions for improvement related to the organisation and preparation of the Management Board meetings. Upon proposal of the Chairperson, the Management Board agreed such issues be followed up by the Executive Board.

In addition, the Commission would provide an update under item 11 – Executive Director's Progress Report, followed by the Belgium Government representative, who would provide an update on the Presidency's activities in the area of OSH.

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 (date of delegation in brackets).

EMPLOYERS GROUP

- Austrian representative to Belgian representative (19/06/2024)
- Finnish representative to Danish representative (19/06/2024)
- Estonian representative to Danish representative (19/06/2024)
- Bulgarian representative to Belgian representative (20.06.2024)
- Croatian representative to Irish representative (20.06.2024)

GOVERNMENTS GROUP

- French representative to Irish representative (16.05.2024)
- Danish representative to Swedish representative (16.05.2024)
- German representative to Irish representative (18.06.2024)

WORKERS GROUP

- Czech representative to Greek representative (17.06.2024)
- Maltese representative to Greek representative (17.06.2024)
- Slovakian representative to Greek representative (07.06.2024)
- Portuguese representative to Spanish representative (19.06.2024)

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. Additional comments were also received shortly before the meeting. They were also sent as part of the meeting documentation for the present meeting and submitted for adoption.

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.

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

3 HEALTHY WORKPLACES CAMPAIGN STRATEGY

Under this item, the Agency had submitted for adoption the strategy for the next Healthy Workplaces Campaign on 'Mental health at work with a focus on new and overlooked areas and groups of workers'. At the meeting, the Agency presented some additional options for the campaign title, possibly for decision at the meeting.

This campaign will draw on research findings of the 'Psychosocial risks' OSH overview (Activity 2.12), thereby providing opportunities to achieve greater impact from the overview's outputs through increased dissemination and promotion and have a solid knowledge basis for the campaign.

Further to the Management Board decision on the campaign topic in December 2022, preparatory work on the campaign strategy kicked off in September 2023, leading to the development of a discussion paper outlining the possible scope and priority areas of the campaign. This was discussed with the interest groups at the MB plenary meeting in January 2024.

Based on the feedback received, a first draft strategy was prepared, which was the subject of a written consultation with focal points and MB members via coordinators of interest groups and the EC spokesperson in March/April 2024.

The Agency organised an info session with the Management Board and the Focal points on 14 May 2024, where there was the possibility to highlight and discuss the draft strategy and more feedback was provided.

At the present meeting, the Agency introduced the final draft of the strategy, taking into account the latest feedback and in particular:

- Diversity and references to vulnerable groups & precarious work were integrated as a transversal topic instead of a separate priority area
- The role of primary prevention was better highlighted in the objectives
- A more accurate reference to explain presenteeism was included
- LGBTQI+ associations were included amongst the intermediaries
- With regard to the request to mention "journalists" and "use of drugs" - this has been noted for the implementation of the campaign but goes beyond the remit of the strategy
- Regarding the need to explain better the relationship between risk factors and mental health – after careful consideration, this has been taken note of but left out from the strategy as it would have implied a considerable digression, not appropriate for a strategy.

- With regard to the request that it should be acknowledged that the campaign should aim to reach all workplaces in every European corner - as an EU agency with 65 staff members and a budget of 17.5 million EUR, EU-OSHA cannot aim to communicate directly with nearly 200 million workplaces. The Agency's target group are intermediaries, and EU-OSHA can reach out to the beneficiaries only through their engagement and support.

The Agency worked on some additional proposals for the campaign titles, which were presented at the meeting.

The original options were:

- Together for mental health at work
- Working together for mental health

Whereas the additional options proposed were:

- Mental health matters at work
- United for mental health at work
- Healthy workplaces protect mental health

The Management Board was invited to adopt the campaign strategy and possibly agree on a title for the campaign.

COMMENTS BY THE MANAGEMENT BOARD AND EU-OSHA'S REPLY:

The Management Board overall welcomed the campaign strategy and acknowledged that the remarks and comments made during the consultation phase were accurately reflected in the current draft.

The Management Board provided comments both on the strategy document and on the title.

Regarding the strategy itself, the Commission expressed its agreement and in general their appreciation for this campaign and stressed the relevance and importance of this topic.

The Workers emphasized the need to focus on working conditions and their impact on workers' health and on prevention of psychosocial risks, and the legal responsibility of the employers in this regard. They also advised against adopting a public health approach or focus on general health and wellbeing interventions. It is also important to encourage workplace discussions to avoid stigma.

The Employers, while supporting the strategy overall, put forward some additional suggestions, in particular: to reconsider the appropriateness of continued reference to Covid 19 pandemic considering that the campaign will begin in 2026; to acknowledge that mental health can also be impacted by factors that are determined by private life; likewise the Workers, to emphasize the issue of stigma and the important role played by workers in bringing up psychosocial issues with employers; to mention the positive aspects of digitalization on OSH management. The group will provide the comments in writing so that the Agency will integrate them into the agreed draft. Finally, regarding the consultation process, they remarked that the TARAG was not involved as it has been the case in previous exercises, and expressed the wish that this would be reinstated in the future.

The Agency took note of the feedback. Regarding the consultation process, EU-OSHA remarked that in the current exercise the Management Board was consulted even more widely and fully than in the past. A preliminary strategy outline was presented at the January Management Board meeting with the objective to obtain a first round of feedback; this was followed by a written consultation before a webinar open to all Management Board members (as well as Focal points). This process was put in place precisely to ensure a more participatory approach.

Regarding the titles, two proposals received broad support from across the interest groups and the Commission and no expression of strong opposition, namely:

- “Together for mental health at work”,
- “Mental health matters at work”

Both the Governments and the Workers expressed the wish that a reference to psychosocial risks would be made in the title. For some Member States, finding an alternative wording to “mental health” was seen as particularly important to ensure buy-in at the national level and some flexibility should be allowed when adapting the title to the national context. The Agency highlighted that for past campaigns, it had been agreed that titles could be tailored to fit national contexts and needs. Having the words “at work” in the title is important to clarify the scope.

The Management Board asked the Executive Board to discuss the Management Board’s feedback and find an agreement on that basis.

The Agency took note of the feedback and will prepare the ground for the Executive Board’s discussion on the title, so that an agreement can be reached shortly after the summer break.

CONCLUSION	<u>The Management Board decided to adopt the campaign strategy. The Employers will send some additional comments in writing which the Agency will integrate into the final version. The Management Board asked the Executive Board to discuss the Management Board’s feedback on the campaign title and agree on a proposal on that basis.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority.
RECORD OF VOTES	N/A, decision taken by consensus

4 CONSOLIDATED ANNUAL ACTIVITY REPORT 2023

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 2023.

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 2023 and 31 December 2023 (financial year: 2023).

The CAAR describes how, in 2023, 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.

Based on the information and evidence included in the report for 2023, the 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 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 2023; the assurance received by the manager in charge of internal control; 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 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 BY THE MANAGEMENT BOARD AND EU-OSHA'S REPLY:

The Management Board took note of the CAAR and congratulated the Agency on their achievements during 2023 and agreed on a positive analysis and assessment to be annexed to the report upon transmission to the institutions.

Considering the large number of initiatives in which the Agency got involved and is likely to get involved also in the future, the Governments highlighted the need to accompany any additional task with the appropriate funding and that prioritisation is required.

The Commission replied that at the moment additional resourcing is not foreseeable and the assumption is that the Agency will keep on relying on the same number of posts and a 2pct nominal increase per year in the budget. Discussions on next resources framework are underway.

The Workers expressed their appreciation in particular for the work done in the context of the foresight study on Circular Economy, the ESENER and WES surveys, the activities on psychosocial risks and on supporting compliance. They asked the Agency to utilize information already produced under the supporting compliance activity in relation to the role of occupational doctors in enhancing OSH compliance, particularly their independence. They also expressed their wish that EU-OSHA would maintain close cooperation with the Advisory Committee on Safety and Health and expand it to additional working party where relevant. The Workers inquired whether the Agency had contributed to the directives on asbestos building screening and traineeship.

The Commission replied that the Agency was not consulted on the legislative initiative on asbestos building screening. EU-OSHA could be consulted as relevant. EU-OSHA was also not consulted on the Traineeship directive.

The Employers asked that in the future a more explicit acknowledgment of the relevance of EU-OSHA's activities for SMEs should be made.

The Agency took note of the comment and make it that clear in future reports.

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

5 OPINION ON FINAL ACCOUNTS FOR THE FINANCIAL YEAR 2023

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 2023.

COMMENTS BY THE MANAGEMENT BOARD AND EU-OSHA'S REPLY:

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 Employers inquired about the Agency's capacity to respond to possible future crisis situations, such as another pandemic. They also asked the Agency to reconsider how the budget is presented – for example, it would be interesting to have it broken down by type of expenditure in order to gain a deeper understanding on how the resources are allocated across the different cost items.

The Agency explained that different instruments and procedures are available to cope with a possible crisis. Firstly, the Management Board adopted a decision to delegate non-substantial amendments to the work programme to the Executive Director. Thanks to this decision, some adaptation to the plans agreed for the year can be made relatively easily and quickly, ensuring a good degree of flexibility. Furthermore, the Financial Regulation allows budget reallocation between budget lines and also across budget titles to a certain degree. During the COVID-19 outbreak, EU-OSHA was indeed required to reassess its plans in order to be able to meet the expectation of the stakeholders under these difficult circumstances. To this end, the Agency resorted to adopting non-substantial amendments to the work programme and budget

reallocation across lines via Executive Director's decisions, of which the Management Board was timely made aware.

When amendment to the work programme or to budget are substantial, then the Management Board has the competence to decide on such amendments. The rules of procedure agreed by the Management Board foresee that for decisions to be taken by written procedure, 10 working days are required to allow the members to vote. Under urgent circumstances, however, the Chairperson can shorten this deadline.

Finally, the Agency took note of the request related to the presentation of the budget. EU-OSHA is required to make use of a template for the budget in order to be able to feed into the programming and budgeting procedure of the Commission. However, for explicatory purposes, additional and complementary budgetary data will be made available to meet the request pending further specification of the needs.

CONCLUSION	The Management Board adopted an opinion on the accounts for 2023.
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

6 APPOINTMENT OF EU-OSHA ACCOUNTANT

Since July 2022, by decision of the Management Board, the accounting services for EU-OSHA are provided by the European Training Foundation (ETF) subject to a Service Level Agreement (SLA) between EU-OSHA and ETF.

On 25 May 2023, ETF communicated the resignation, with effect from 15 August 2023, of ETF's accounting officer which meant that ETF could no longer provide the services foreseen under the SLA.

To avoid the disruption of services and ensure business continuity of EU-OSHA's operations until ETF's new accountant takes up duty and can deliver the accounting services to EU-OSHA, the Executive Board (EB) decided to suspend the application of the previous MB Decision and appointed Philippe BAILLET as interim accounting officer. This decision by the Executive Board was confirmed by the MB Decision 2023/05 of 20 October 2023.

On 1 April 2024, ETF appointed Suad GOREN as ETF's new accounting officer. The accounting officer will be able to provide the accounting services to EU-OSHA as foreseen in the SLA as from 1 July 2024.

The Management Board was invited to take a new appointment decision and repeal the three former decisions (the Management Board's decision on the appointment of former ETF's accountant; Executive Board's decision on the appointment of Philippe BAILLET as interim

accountant and the suspension of SLA with ETF; and finally the Management Board's decision confirming Executive Board decision).

Upon decision by the Management Board, from 1 July 2024 onwards the accounting officer of ETF (Suad GOREN) shall also be the accounting officer of EU-OSHA and that the interim function of accounting officer occupied by Philippe BAILLET will cease.

CONCLUSION	<u>The Management Board repealed previous decisions on the matter adopted in 2023 and appointed Suad GOREN as the accounting officer for EU-OSHA</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

Further to the Management Board's decision on the matter, Suad GOREN introduced himself to the Management Board.

7 IMPLEMENTING RULES

On 1 March 2024, the European Commission informed EU-OSHA that the following Decision would enter into force: *EC Decision C(2024)1038 of 21 February 2024, amending EC Decision C(2011)1278 final, on the general implementing provisions for Articles 11 and 12 of Annex VIII to the Staff Regulations on the transfer of pension rights.*

The communication of 1 March 2024 triggered the 9-month-deadline period for agencies to complete the adoption process (i.e. by 30 November 2024).

This decision sets the method implemented by the EC to calculate the years of pensionable service. That method shall apply to all EU staff and therefore EU-OSHA staff too.

EU-OSHA Staff Committee had been consulted on the application by analogy of the aforementioned EC Decision.

CONCLUSION	<u>The Management Board adopted by analogy EC Decision C(2024)1038 of 21 February 2024, amending EC Decision C(2011)1278 final, on the general implementing provisions for Articles 11 and 12 of Annex VIII to the Staff Regulations on the transfer of pension rights</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

8 REPORTING OFFICERS FOR THE EXECUTIVE DIRECTOR'S APPRAISAL

The Executive Director of EU-OSHA is subject to an annual appraisal, a probation period and, potentially, a management trial period.

According to the rules, the Management Board designates four reporting officers to carry out these tasks. The rules foresee that one of the reporting officers shall come from the European Commission and, in accordance with the established practice, the interest groups nominate one reporting officer each.

As the Chairperson may have to deal with appeals under the procedure, the Chairperson and the deputy Chairpersons should not be reporting officers.

The groups and the Commission were invited to inform the plenary about their nomination of reporting officers. Furthermore, it was suggested that each group nominates an alternate who can step in in case the appointed reporting officer is unavailable. The appraisal procedures follow strict deadlines and there is a risk that the Management Board may not comply with the deadlines if a new reporting officer has to be identified during the procedure.

COMMENTS BY THE MANAGEMENT BOARD:

The Management Board designated the following reporting officers and alternates for the appraisal of the Executive Director, further to their nomination by the Commission and the respective interest groups.

- Commission: Maria Luisa Cabral, Stefan Olsson (alternate)
- Employers: Rafal Hrynyk (PL), Eckhard Metze (DE)
- Governments: Gertrud Breindl (AT), Patrice Furlani (LU) alternate
- Workers: Argo Soon (EE), Ivana Šepak-Robić (HR)

CONCLUSION	<u>The Management Board designated the reporting officers and alternates for the appraisal of the Executive Director.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

9 CHARTERS ON DIVERSITY AND INCLUSION AND ON GREENHOUSE GAS EMISSIONS

The EU Agencies network, which brings together agencies and Joint Undertakings across the EU, has been actively discussing the role and public responsibility of EU agencies to lead by example in important issues such as diversity and inclusion at the workplace and environmental management.

In 2021, the EUAN endorsed a Charter on Diversity and Inclusion. This is a commitment in favour of diversity and inclusion among the EUAN, whose staff members must benefit from equal treatment and opportunities, irrespective of any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation. This is also a principle enshrined in the Staff Regulations.

In 2023, as part of the horizontal approach for the “Greening of the Agencies”, the EUAN endorsed a Charter on the reduction of greenhouse gas emissions and responsible environmental management. The Charter expresses the commitment of the network towards taking individual and common actions to contribute to the reduction of greenhouse gas emissions. This is in line with what the Commission has already done in its ‘Greening the Commission Communication’ last year where it commits to reaching climate neutrality in its operations by 2030.

Further to the EUAN’s endorsement, the individual agencies were then encouraged to adopt the two Charters internally. EU-OSHA adopted both Charters, respectively in October 2023 and May 2024.

The Charters have no immediate impact on the strategy, work programme or budget of EU-OSHA. However, they follow up on several remarks and observations put forward by the Court of Auditors in their horizontal reports and European Parliament in the context of the discharge procedure, in particular regarding the need to consider gender balance, ensure diversity and be socially and environmentally responsible.

The Agency is fully committed to mainstreaming these important principles into its working methods and operations.

COMMENTS BY THE MANAGEMENT BOARD AND EU-OSHA’S REPLY:

The Management Board welcomed the Agency’s commitment in respect of enhancing inclusion and diversity and reducing the greenhouse gases emission deriving from its operations and asked EU-OSHA to be kept abreast of measures taken.

The Management Board also remarked that in some instances the wording of the two Charters is not accurate – such as the reference to “equality” in the Charter on diversity and inclusion, where it would have seemed more appropriate to refer to “equal opportunities”.

In particular, the Workers highlighted their commitment to promoting and welcoming diversity. Collective bargaining and collective agreements need to be used to actively foster diversity, tolerance, and inclusion at all levels. These considerations should be taken into account as the Charters are implemented.

Regarding the Charter on reducing the greenhouse gas emissions and the statement on "prioritizing actions to reduce emissions, with a special focus on travel-related emissions," the Workers recalled the Management Board’s decision from December 2023 to organize two hybrid meetings per year. They added that the European Commission should also ensure real

and effective Green Deal and that that great polluter companies should contribute to the reduction of greenhouse emissions.

The Agency took note of the remarks by the Management Board.

CONCLUSION	<u>The Management Board took note of the EUAN Charters on diversity and inclusion and on Greenhouse Gas Emissions.</u>
DECISION-MAKING PROCESS REQUIRED	N/A, item for information
RECORD OF VOTES	N/A

10 GENDER IN EU-OSHA'S OPERATIONAL WORK

The Management Board has expressed interests in how EU-OSHA deals with gender issues in its operational work. Under this item, the Agency provided an overview on how the Agency has been addressing it.

COMMENTS BY THE MANAGEMENT BOARD:

The Management Board welcomed the information provided.

In particular, the Governments welcomed the good cooperation established with EIGE on gender issues and the fact that there is a heading in the CAAR giving visibility to EU-OSHA's work on the matter. The Commission acknowledge the importance of considering OSH from the gender perspective.

The Management Board also took the opportunity to say goodbye to Sarah Copsey, a long-standing project manager at the Agency and particularly involved in mainstreaming gender issues into the Agency's work, at the eve of her retirement.

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

11 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.

Preparing for the new Commission and on-going work

At this moment, in the aftermath of the European elections, there is much going on with top jobs being discussed and decided and political priorities being drafted. At the services level, there are a number of documents that have been put forward that will help design the political guidelines for the future, such as The La Hulpe Declaration, the Letta report, the Draghi report and the strategic agenda of European Council. A lot happened in the past five years. Highlights include the action plan to implement the European Pillar for Social Rights which has been accomplished almost in full. Groundbreaking directives have been adopted, such as the ones on minimum wage and platform workers. More proposals have also been put forward just recently, including the one on trainees, on the European works council, the action plan on labour and skill shortages but also key political declarations such as the one in Val Duchesse on social dialogue, where there is a clear recognition at the highest political level of the important role played by social dialogue. There are a number of initiatives such as a European Pact for Social Dialogue, which is expected to improve social dialogue not only at the European level, but also at the national level. Regarding the national situation on social dialogue, in 2023 the Commission adopted an initiative aimed at improving social dialogue both at EU and national level. The result was a proposal for a Council recommendation on strengthening social dialogue at national level, which Member States will have to implement by 2025. Another key element was the minimum wage directive, where Member States that do not have 80 percent coverage of collective bargaining will have to come up with an action plan to bridge the gap. The Commission will engage with Member States to support capacity building, as there are number of tools and funding available for that purpose.

Regarding OSH files, the Communication on a comprehensive approach on Mental Health was adopted by the Commission and this was an important milestone to evidence the relevance given to this topic on all its dimensions, also beyond OSH. Another important achievement has been the communication and directive on asbestos at work.

Ongoing work includes the preparation of the Commission proposal for the 6th revision of the Carcinogens, Mutagens and Reprotoxic substances directive CMRD 6, on the workplace directive and on the display screen directive, the peer review on psychosocial risks at work, and the social partner consultation on the right to disconnect.

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

The joint evaluation of the four EMPL Agencies is being finalised and will be made available soon. The results for EU-OSHA are very positive across all the evaluation criteria.

The Belgium Government representative gave an update on the OSH related actions carried out in the framework of the EU Belgium Presidency.

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

As supporting documents for this item, the Agency provided the Management Board with a progress report, where an account of the implementation of the activities foreseen for 2024 is provided, covering up to 31 May. As an annex to the progress report, an outputs report was also made available, which includes the status of the deliverables foreseen in the annual work programme 2024.

The Agency updated the Management Board on a number of issues of interest, including the status of the work programme implementation, the events the Agency's staff participated as

well the visits at EU-OSHA's premises, and some highlights, such as the launch of workplaces survey ESENER 2024 main fieldwork; the Agency's contribution to the global OSH conversations at ICOH 2024 and the mention of the importance of OSH for the EU and the crucial role played by EU-OSHA, included in the Report on the future of the Single Market by Enrico Letta, presented at the European Council in March. In addition, the Agency provided an update on the work delivered by the Focal Points, who were particularly engaged with the Workers' Exposure Survey, preparation for the ESENER fieldwork due in Summer 2024, and on the campaign on Digitalisation. This has included activities under the FAST scheme. At their recent meeting in Brussels (11-12 June), the Agency provided an update on strategic process and future working arrangements (including updates on stakeholder survey, EU-OSHA strategy, FAST developments,...) as well as the activity on psychosocial risks. Finally, the Agency informed the Management Board about the overall positive evaluation of the Parliament's discharge decision on EU-OSHA as well as about other relevant elements included in the Parliament's discharge resolution on EU agencies, with a particular focus on the remarks addressing the EMPL agencies.

Finally, the Agency provided the Management Board with an update on the status on action plan implementation on recommendations and findings of internal and external audits.

Regarding the audit by the European Court of Auditors (ECA), the draft report for the 2023 financial year includes six preliminary findings in the areas of finance and procurement to which the Agency replied at the beginning of June 2024. The final report will be made available to all agencies later in July/August 2024.

Regarding the Internal audit service (IAS), the audit foreseen in the Strategic Internal Audit Plan 2020-2024 on ESENER and OSH overviews was finalised and the final report was expected by the end of Q3 or beginning of Q3. For the audit on selection and recruitment processes, performance management, staff development and well-being, finalised in 2023, most of the actions aimed at meeting the IAS' recommendations were submitted, with the exception of a few (guidance on the use of interim staff, competency framework, skills mapping exercise), which are ongoing projects. The IAS is currently carrying out a risk assessment of agencies, which will serve as the basis to define the next Strategic Internal Audit Plan (SIAP) 2025-2027 for the Agency.

COMMENTS BY THE MANAGEMENT BOARD AND EU-OSHA'S REPLY:

The Management Board welcomed this update.

The Workers welcomed the Commission's support for implementation of social dialogue at national level, overall assessment is positive. There is also room for improvement, such as legislation on psychosocial risks and enforcement. There are concerns that OSH will not remain high on the political agenda of the next Parliament and Commission. Already some time ago, the European Trade Union Confederation launched a campaign called "Zero Death at Work" whose manifesto received broad support.

Regarding the update by the Agency, the Workers regretted that the collaboration with DG GROW/EEN would no longer have a formalised structure at their request.

The Employers asked whether any delay is expected in the implementation of the work programme in relation to the foresight activity.

There are some slight delays within the year, which are being monitored and managed and do not represent a source of concern at the moment.

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

12 FORESIGHT ON CIRCULAR ECONOMY – RESEARCH FINDINGS AND EVALUATION CONCLUSIONS

Under this item, the Agency intended to present evaluation findings and recommendations for the foresight study on Circular economy, finalised just recently. However, due to lack of time during the plenary, this presentation was postponed to the meeting in December.

13 PREVENTION OF HARASSMENT AT EU-OSHA

Following requests from the Management Board, the Agency presented the measures in force to prevent harassment at the workplace. EU-OSHA takes prevention of sexual and psychological harassment at the workplace very seriously and as an employer and to protect its staff, the Agency must guarantee respect for the dignity of its staff.

The Agency put in place an anti-harassment policy in 2007, when the EC policy was readapted to meet the Agency's specificities. In 2017, the policy was repealed and replaced by a new policy based on the Commission's. The 2017 policy applies to all staff and where managers play a key role. The main goals of the policy are:

- to promote a culture in which psychological and sexual harassment, like other forms of violence in the workplace, are considered unacceptable and are neither tolerated nor ignored;
- to broaden the policy of preventing psychological harassment or sexual harassment by raising awareness among staff, and providing information, training and counselling;
- to introduce simple and effective procedures to protect the dignity of each and every person working at the Agency;
- to take appropriate action (if necessary, disciplinary measures) in accordance with the Staff Regulations against any person who is found guilty of psychological harassment or sexual harassment.

The Agency provided an overview of the current measures for the prevention of sexual and psychological harassment, including the procedures available to staff to report harassment cases.

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

14 UPDATE ON THE WORKERS' EXPOSURE SURVEY

At the request of the Executive Board, the Agency provided an update on the progress of the Workers' Exposure Survey.

EU-OSHA is working towards making the dataset available for research, together with relevant documentation (e.g. sets of questions in the six languages, how to use the data). The Agency will launch a procurement to compare WES data on exposure to the 24 cancer risk factors with existing sources of information, which were pointed out by the focal points. The contract will cover at least four countries (Finland, France, Germany, Spain) with identified, relevant and accessible sources of information. The plan is to publish and promote more detailed findings in 2024 and will launch the evaluation of the project as planned at the end of 2024.

COMMENTS BY THE MANAGEMENT BOARD AND EU-OSHA'S REPLY:

The Management Board welcomed the update on this important activity.

The Employers observed that technical meetings at the level of WESAG should be convened to analyse the data from the survey more closely. For example, in relation to the results concerning "benzine" and "formaldehyde" - and their combination, they considered it important to gain a deeper understanding on the underlying data in order to move forward with further analysis.

EU-OSHA agreed that technical meetings would follow to take a closer look at the data and discuss their analysis.

With regard to the specific example, the Agency explained that the survey shows that 2.5% of workers were exposed to benzene and formaldehyde during the same working week. 45% of the workers included in the job category firefighters were exposed to both. For the workers exposed to both agents, the main circumstances of exposures happen for painting tasks and firefighting (frontline, cleaning or firebreak constructing). Regarding the painting tasks, exposure to benzene happens when using (or mixing) oil or solvent-based thinners, paints, stains, varnishes, sprays or powder coatings. Exposure to formaldehyde happens when using lacquers.

Regarding firefighting, exposure to both benzene and formaldehyde happens when frontline fighting (majority of the cases – any type of fire) and during overhaul or clean-up of the remains of a fire.

In the first findings report's published bibliography, the references used to assess the exposure to the different agents is available if more details are required – in particular, the job module Firefighter, and the task module aPAI.

The Workers asked EU-OSHA to consider adjusting the results of the survey on an annual basis, considering that the period when the fieldwork was carried out may have had an impact on the results. They also requested the Agency to provide more details on the development of this activity in the near future.

The Agency took note of the remarks.

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

15 ANY OTHER BUSINESS

The Chairperson invited the Agency to take up the two additional items suggested at the beginning of the meeting.

Wrap-up on the discussions from the Management Board Seminar on the new strategy

After the interesting and fruitful discussions at the Seminar, the next step will be for the Agency to work on a draft strategy which takes into account the input from the internal workshops and the feedback from the Management Board. The Executive Board will be engaged in the autumn to review the draft strategy and provide comments. A webinar will be organised with the Management Board to present it. In November, the Focal points will also be invited to discuss the implications of the new strategy in their work. Finally, in December, the Management Board will be invited to adopt it.

New approach to expert reimbursement, incl. Management Board members

EU-OSHA introduced to the Management Board "AGM", an online tool for expert meetings organisation of the European Commission, which EU-OSHA will introduce in the near future.

AGM offers an electronic workflow, for the invitations, organisation, and reimbursement processes and it is expected to improve and speed up the reimbursement process. The introduction of AGM will foresee a change in the procedure of reimbursement submission.

Furthermore, the Agency informed the Management Board that because of the introduction of AGM, EU-OSHA will have to align the rules for expert reimbursement to the rules in force at the Commission, taking into due account the Agency's specificities. To ensure meeting operational needs swiftly, the new rules will be adopted via an Executive Director's decision instead of via a Management Board's decision as it has been the case so far.

Finally, the Executive Board advanced some suggestions related to meeting organisation and documentation, including: timeline for submission of meeting documentation; PPT presentations to be made available for each agenda items; abstracts to be prepared for each document submitted to the Management Board; newsletter to be issued monthly with a list of upcoming publications and outputs; format of the Executive Director's progress report to be reconsidered to be made more concise and reader friendly. The Agency will analyse these requests and follow up with the Executive Board with a proposal.

Update on collaboration agreement with Cedefop

The Agency has been following up on its cooperation agreement with Cedefop on a number of important operational initiatives – such as the integration of Cedefop's Skill survey forecast data into the EU-OSH Barometer as well as for OSHvet, where Cedefop is providing support to give visibility in that area. Collaboration on more administrative aspects has also been ongoing and on track.

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

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	Interest Group	Representing	On-line /in person
1	Christa SCHWENG	Employers	AUSTRIA	in person
2	Anna RITZBERGER-MOSER	Governments	AUSTRIA	online
3	Julia NEDJELIK-LISCHKA	Workers	AUSTRIA	online
4	Kris DE MEESTER	Employers	BELGIUM	in person
5	Véronique CRUTZEN	Governments	BELGIUM	in person
6	Caroline VERDOOT	Workers	BELGIUM	online
7	Darina KONOVA	Governments	BULGARIA	online
8	Isaline OSSIEUR	Employers	BUSINESSEUROPE	in person
9	Jesús ALVAREZ	European Commission	COMMISSION	in person
10	Maria Luisa CABRAL	European Commission	COMMISSION	in person
11	Charlotte GREVFORS ERNOULT	European Commission	COMMISSION	in person
12	Nenad SEIFERT	Employers	CROATIA	online
13	Marina PRELEC	Governments	CROATIA	in person
14	Ivana ŠEPAK-ROBIĆ	Workers	CROATIA	in person
15	Polyvios POLYVIOU	Employers	CYPRUS	in person
16	Evangelos EVANGELOU	Workers	CYPRUS	in person
17	Jaroslav HLAVÍN	Governments	CZECH REPUBLIC	in person
18	Clemens ETZERODT	Employers	DENMARK	in person
19	Ulrik SPANNOV	Workers	DENMARK	in person
20	Carlien SCHEELE	EIGE	EIGE	online
21	Marju PEÄRNBERG	Employers	ESTONIA	in person
22	Silja SOON	Governments	ESTONIA	in person
23	Argo SOON	Workers	ESTONIA	in person
24	Ignacio DORESTE	Workers	ETUC	in person
25	Auli RYTIVAARA	Employers	FINLAND	in person
26	Liisa HAKALA	Governments	FINLAND	online
27	Ida NUMMELIN	Workers	FINLAND	in person
28	Patrick LÉVY	Employers	FRANCE	in person
29	Abderrafik ZAIGOUCHE	Workers	FRANCE	in person

	Name	Interest Group	Representing	On-line /in person
30	Eckhard METZE	Employers	GERMANY	online
31	Sebastian HAUS-RYBICKI	Governments	GERMANY	online
32	Sebastian SCHNEIDER	Workers	GERMANY	in person
33	Ioannis KONSTANTAKOPOULOS	Governments	GREECE	in person
34	Andreas STOIMENIDIS	Workers	GREECE	in person
35	István KOMORÓCZKI	Employers	HUNGARY	in person
36	Jón R. PÁLSSON	Employers	ICELAND	in person
37	Hanna GUNNSTEINSDÓTTIR	Governments	ICELAND	online
38	Björn Ágúst SIGURJÓNSSON	Workers	ICELAND	in person
39	Michael GILLEN	Employers	IRELAND	online
40	Marie DALTON	Governments	IRELAND	in person
41	Dessie ROBINSON	Workers	IRELAND	in person
42	Fabiola LEUZZI	Employers	ITALY	online
43	Antonio VALENTI	Governments	ITALY	online
44	Irene DELARIA	Workers	ITALY	online
45	Renārs LŪSIS	Governments	LATVIA	in person
46	Mārtiņš PUŽULS	Workers	LATVIA	online
47	Rūta JASIENĖ	Employers	LITHUANIA	online
48	Gintarė BUŽINSKAITĖ	Governments	LITHUANIA	online
49	Patrice FURLANI	Governments	LUXEMBOURG	online
50	Tanja WESSELIUS	Governments	NETHERLANDS	in person
51	Wim VAN VEELEN	Workers	NETHERLANDS	in person
52	Arnfinn BJØRSHOL	Employers	NORWAY	in person
53	Yogindra SAMANT	Governments	NORWAY	in person
54	Bergljot Fuhr LUNDE	Workers	NORWAY	in person
55	Rafał HRYNYK	Employers	POLAND	online
56	Agnieszka GAJEK	Governments	POLAND	online
57	Tomasz NAGÓRKA	Workers	POLAND	in person
58	Marcelino PENA COSTA	Employers	PORTUGAL	online

	Name	Interest Group	Representing	On-line /in person
59	Nelson FERREIRA	Governments	PORTUGAL	in person
60	Vanda CRUZ	Workers	PORTUGAL	in person
61	Cristian OLTEANU	Employers	ROMANIA	online
62	Elena PERJU	Governments	ROMANIA	online
63	Róbert MEITNER	Employers	SLOVAKIA	online
64	Adam SULIK	Governments	SLOVAKIA	in person
65	Peter RAMPAŠEK	Workers	SLOVAKIA	online
66	Jože SMOLE	Employers	SLOVENIA	online
67	Nikolaj PETRIŠIČ	Governments	SLOVENIA	in person
68	Lučka BÖHM	Workers	SLOVENIA	online
69	Miriam PINTO LOMEÑA	Employers	SPAIN	in person
70	Aitana GARÍ PÉREZ	Governments	SPAIN	in person
71	Mercedes TEJEDOR	Governments	SPAIN	online
72	Ana GARCIA DE LA TORRE	Workers	SPAIN	in person
73	Cecilia ANDERSSON	Employers	SWEDEN	in person
74	Magnus FALK	Governments	SWEDEN	in person
75	Karin FRISTEDT	Workers	SWEDEN	in person
76	William COCKBURN	Executive Director	EU-OSHA	in person
77	Rory HARRINGTON	Head of CPU*	EU-OSHA	in person
78	Donianzu MURGIONDO	Head of RSC*	EU-OSHA	in person
79	Vibe WESTH	Head of PRU*	EU-OSHA	in person
80	Jesper BEJER	MB Secretariat	EU-OSHA	in person
81	Ilaria PICCIOLI	MB Secretariat	EU-OSHA	in person
82	Sarah COPSEY	Senior Research PM	EU-OSHA	in person
83	Heike KLEMPA	Senior Communications Manager-Campaigns	EU-OSHA	in person
84	Julia FLINTROP	Research Project Manager	EU-OSHA	in person
85	Iuliana BRANZEI	HR Officer	EU-OSHA	in person
86	Estelle VIARD	Observer	EU-OSHA	online

* CPU - Communication and Promotion Unit
PRU - Prevention and Research Unit
RSC - Resource and Service Centre