

MINUTES

Meeting:	19 th MEETING OF THE MANAGEMENT BOARD
Date:	18-19 June 2025
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 plenary for all groups, followed by interest group meetings and a final plenary session. During the joint introductory session (18 June in the afternoon), EU-OSHA presented to the groups and the Commission those agenda items that required more in-depth discussion. On the same day and the following, the groups met and the Agency staff replied to questions and requests for clarifications as required. Finally, on 19 June afternoon, 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.

Procedural items

1 Opening of the meeting and address by Mario Nava, Director General of DG EMPL, Commission

The Chairperson welcomed participants to the meeting, in person and on-line.

The Director General of the Directorate-General for Employment and Social Affairs, Mario Nava, expressed the wish to address the Management Board specifically after having addressed the Focal points and the Management Board earlier in the morning ahead of the joint seminar.

In his address to the Management Board, Mr Nava highlighted the importance of tripartism for OSH and the significant contribution that EU-OSHA makes to the EU's policy priorities, particularly in supporting competitiveness. He reaffirmed the Commission's support for the Agency in the context of the forthcoming Multiannual Financial Framework discussions.

2 Approval of the draft agenda

The Chairperson introduced the draft agenda.

As agreed in December 2024, the Management Board started working with a new agenda structure.

The Agency explained the rationale behind the new agenda.

The new meeting arrangements are meant to address the request from the Management Board to focus their meetings on OSH content and strategic issues. At the same time, the

Management Board has important governance and accountability responsibilities, and the founding and financial regulations require that the Management Board shall decide on or take note of some issues of administrative nature such as the staff rules, audits, accounts etc.

Both the four agencies' evaluation and the European Parliament's discharge decision for 2023 acknowledged the importance of the principle of tripartism in the Agency's governance but encouraged the Agency to increase the effectiveness and efficiency of MB meetings.

The new approach entails that the Executive Board will discuss the administrative items in depth and an outcome of the Executive Board's assessment will be presented to the Management Board in the form of recommendation thereby ensure effective accountability. Upon that recommendation, the Management Board will be able to take an informed decision. Any Management Board member can at any time request that an administrative item can be taken up for discussion by the Management Board.

The clustering of the agenda items follows the logic outlined below:

- A items – these are items of administrative nature, which the Executive Board will discuss in-depth and for which a recommendation will be provided to the Management Board for them to take appropriate action.
- B items – these are items for which the agency is presenting a concrete proposal and a feedback or a decision on this proposal is necessary.
- C items – these are items for information and discussion, but not concrete action is needed from the Management Board at this stage. However, Management Board members are welcome to provide feedback.

At the request of the Workers, the item "Update on NAPO" was moved from cluster C to cluster B.

Before agreeing 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

- Representative from Austria to representative from Ireland (12.06.2025)
- Representative from Spain to representative from Ireland (17.06.2025)
- Representative from Bulgaria to representative from Ireland (18.06.2025)
- Representative from Czech Republic to representative from Poland (17.06.2025)
- Representative from Croatia to representative from Denmark (17.06.2025)
- Representative from Hungary to representative from Denmark (19.06.2025)
- Representative from Slovakia to representative from Belgium (17.06.2025)

WORKERS GROUP

- Representative from Bulgaria to representative from Greece (11.06.2025)
- Representative from Lithuania to representative from Greece (18.06.2025)
- Representative from Italy to representative from Greece (18.06.2025)
- Representative from Belgium representative from Portugal (19.06.2025)

GOVERNMENT GROUP

- Representative from Austria to representative from Ireland (18.06.2025) – only as from 15 CEST on 19.06.2025

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	Simple majority
RECORD OF VOTES	N/A, decision taken by consensus

3 Draft minutes of Management Board meeting of 4-5 December 2024

The draft minutes were circulated after the December meeting to the Executive Board who provided comments. The Management Board had no further comments.

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

A items – Administrative items for decision or information

A.1 Opinion on Final Accounts for the Financial Year 2024

At the Executive Board, the Agency presented the accounts for the financial year 2024, and reminded that the Management Board must agree an opinion on such accounts. The opinion of the accounts should build up on sound evidence such as the observations and remarks made by the European Court of auditors in their draft report which had been shared with the Management Board. The draft report of the European Court of Auditors states that the agency accounts present fairly in all material aspects the situation of its account as of 31 December 2024.

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.

Finally, the Agency reminded that together with the Consolidated Annual Activity Report, the accounts and the Management Board opinion are key documents for the discharge procedure.

At the Executive Board meeting, the Workers had some questions of technical nature as well clarifications on specific cost items which the Agency replied prior to the Management Board meeting, to their satisfaction.

The Executive Board recommended that the Management Board adopt a positive opinion of the Agency's account.

CONCLUSION	<u>The Management Board adopted the opinion on the 2024 accounts.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

A.2 Implementing Rules for authorised travel for staff

At the Executive Board, the Agency presented the implementing rules for authorised travel for staff based on the Commission decision with a recommendation to adopt them by analogy.

In the presentation, the Agency emphasised the main novelties vis-à-vis the 2017 implementing rules currently force. In particular, the new rules take into account the new ways of working such as teleworking, important considerations around efficiency and environmental targets as well as data protection, transparency and avoidance of conflict of interests. There are also new provisions related to ceilings in relation to accommodation and daily allowances. The Staff Committee had been consulted and did not have any specific remark.

The new rules apply retroactively, as from 13 May 2025. This is because the Agency is using MIPS, the Commission's tool for authorised travel management, which is already operating under the new legal framework.

The Executive Board recommended the Management Board adopt the implementing rules.

CONCLUSION	<u>The Management Board adopted the implementing rules for authorised travel for staff.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority
RECORD OF VOTES	N/A, decision taken by consensus

A.3 Final IAS Audit Plan 2025

At the Executive Board, the Agency presented the Internal Audit Service's final audit plan for 2025, which will focus on a limited review of EU-OSHA's Internal Control Framework and is expected to start in the second half of 2025. The Agency also reminded that the other audit

topics covered in the Strategic Audit Plan 2025-2027 are on the Focal Point network at EU-OSHA and procurement (as a reserve topic).

The Executive Board had no comment and recommended the Management Board takes note.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S REPLY:

The Workers emphasised that the Agency is subject to a very high level of scrutiny. The Management and Executive Board already exert their oversight function, providing assurance on the Agency's work, though, for example, their analysis and assessment of the Consolidated Annual Activity Report.

The Governments expressed the wish to be informed about the scope of the audit and on the Focal Points' involvement, when more details will be available.

The Agency took note of this request and confirmed that the Management Board would be kept informed.

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

A.4. European Parliament discharge decision for 2023 on EU-OSHA and Agencies' discharge resolution.

At the Executive Board, the Agency presented the Parliament's discharge decision for 2023 together with the general resolution on EU Agencies

The Executive Board had no comment and recommended the Management Board take note.

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

A.5. SPD 2025-2027 new activity structure –2025 reporting

At the Executive Board, the Agency presented the new activity structure, based on the new Strategy, that will be implemented as from the reporting of the Single Programming Document 2025-2027. The new reporting structure features as a non-substantial amendment to the work programme 2025, adopted by the Executive Director.

The Executive Board had no comment and recommended the Management Board take note.

COMMENTS FROM THE MANAGEMENT BOARD AND AGENCY'S REPLY:

The Workers took note of the new activity structure and asked how the new system will facilitate a better strategic discussion on priorities, projects and resource allocation, and asked the Agency to provide an example, based on a concrete project – for example, ESENER.

The Agency will follow up on this request at the next Management Board meeting.

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

Items B - Content-related items for decision or feedback/input

B.1. Consolidated Annual Activity Report 2024

The Consolidated Annual Activity Report (CAAR) 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 2024.

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 2024 and 31 December 2024 (financial year: 2024).

The CAAR describes how, in 2024, EU-OSHA continued to make important contributions to the implementation of the EU Strategic Framework 2021-2027 across the main objectives of the framework, focusing 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 2024, 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 2024; 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 its achievements during 2024 and agreed on a positive analysis and assessment to be annexed to the report upon transmission to the institutions.

The Employers put forward a comment related to the follow-up on the Agency's work on occupational exposure to cancer risk factors. The work of the dedicated Advisory Group – the WESAG – came to an end, but nevertheless the need remains to oversee the process of data gathering and how these will be further used, in particular when it comes to some substances, such as benzene. They stressed that the Management Board should be further and continuously consulted in this process to ensure an optimal outcome.

The Agency took note and replied that the Management Board would continue to be informed and directly engaged through the OKAG.

Based on the Agency's report on the use of Artificial Intelligence, the Workers inquired about its current use and prospective future options to increase efficiency and effectiveness. In particular, the WIG asked about the impact on staff and the consultation of staff about the use of AI.

The Employers welcomed the use of AI as a means to increase efficiency and encouraged AI use also for operational purposes, e.g. country-specific reports can be summarised easily using these tools.

The Agency replied that a discussion on the safe and responsible use of AI tools has begun, involving staff, and will continue. EU-OSHA is exploring AI primarily for efficiency gains, while adhering to key principles such as ethical standards, data protection, and intellectual property rights. A dedicated working group on AI has been established within the Agency. A comprehensive staff training session was carried out to inform staff about available AI tools and how they can be best used to support the work, and those that are prohibited.

In the near future, the Agency will provide a more comprehensive overview on the use and planned use of AI and the outcome of the analysis on its potential for EU-OSHA.

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

B.2. EU-OSHA Strategy Implementation: Intervention Logics

In December 2024, EU-OSHA's Management Board adopted EU-OSHA's Strategy 2025-2034. The Strategy establishes a clear vision for EU-OSHA's work and defines three coherent and complementary Strategic Lines of Action ('SLAs') and thereby sets clear priorities.

EU-OSHA's vision is to protect workers' safety and health by informing policy, supporting risk prevention, raising awareness and engaging key actors and the three SLAs are:

- SLA 1: Evidence and knowledge for policy and research
- SLA 2: Tools and resources for prevention
- SLA 3: Raising awareness and networking for a positive safety and health culture at work

The Agency developed an intervention logic for each SLA. The intervention logic is a tool to guide the development, implementation, monitoring and evaluation of EU-OSHA's activities and projects. It links objectives, inputs, outputs, results and impacts to establish a causal chain showing that a given impact can be achieved by certain activities or projects. A reflection on the preconditions for the functioning of the intervention logic is included as well as the influence exerted by external factors.

Each SLA addresses specific problems and drivers and aims at achieving defined results. The engagement of stakeholders, which is a key facilitator for the achievement of the results across the three SLAs, differs from one SLA to another other as it is linked with the type of work EU-OSHA delivers and the relevant target audiences.

The Management Board was invited to discuss the intervention logics and provide feedback. The Agency finds it essential to have a shared understanding with the Management Board on how impacts can be achieved across the three SLAs and what the role of key stakeholders will be to make that possible.

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

The Management Board welcomed the intervention logics for the three SLAs as they provide a good basis for a shared understanding of the drivers, problems to be addressed, type of work that EU-OSHA can undertake to address the problems and the role of key stakeholders to facilitate impact at national and EU level.

There were also several comments and remarks.

Regarding SLA 1, the Employers observed that in this case, target audiences are policymakers, and therefore the Agency's work under this SLA needs to be underpinned by robust and solid methodologies as well as peer-reviews where necessary, in line with the Commission's objectives under the Better Regulation guidelines. Transparency around data gathering and data use is also very important, and the Agency could be inspired by existing examples – cf. Danish Government. Finally, they noted that there is already an extensive body of scientific data available at Member States level, which can be used to complement the EU-level data. Focal Points can help identify the relevant data sources.

The Agency took note of the comment. EU-OSHA's work is underpinned by solid research methodologies and principles. The Agency builds up on relevant data available at national, EU and international level (if applicable) and Focal Points contribute to the identification and validation of such data as needs arise.

Regarding SLA 2, the Workers remarked that more emphasis should be given to the possibility of reaching out to workers, for example through trade unions or work councils. At the moment, the focus is placed on engaging employers to make use of the tools developed. Maybe there is room to redress that.

The Agency will review the relevant section of the intervention logic to ensure that it is clear that intermediaries include workers' organisations and trade unions.

The Employers welcomed the identified drivers and suggested strengthening the feedback mechanism regarding the Agency's products from end users, for example SMEs and Focal Points.

The Agency remarked that there are qualitative studies that are ongoing for OiRA precisely to analyse the use of the tool and users' perceptions across several criteria. These studies are providing very useful insights into the project and are helpful to identify potential areas for improvement. In the context of the revision of the KPI framework, users' feedback will be carefully considered.

Under Strategic Line of Action 3, the Workers observed that much emphasis is placed on the Agency's capacity to reach national media outlets and society at large through intermediaries. However, through social media and European journals, the Agency already has the potential to ensure considerable impact directly.

The Agency clarified that to realise the desired impact, the engagement of intermediaries is key. Intermediaries serve as catalysts for the Agency's work at the national level and for reaching out to workers and end users. EU-OSHA also has a robust and multi-channel presence across social media channels to reach all audiences and it will continue to be active here and in communication efforts.

The Employers observed that campaign headlines need to focus on the positive aspects and successful cases to increase awareness. Under this SLA, it should be made clearer that Focal Points are not only a point of dissemination, but they can also serve as key contributors for country-specific information.

The Agency clarified that the Focal Points and their contribution is acknowledged in the Strategy and can be better emphasised in the planning and reporting. The intervention logic for SLA 3 will also be reviewed to emphasise that.

In general, there was a call for a better targeting of the Agency's products – which would facilitate the intermediaries' work in dissemination and uptake support. The SLA approach goes in the right direction when it comes to identifying audiences and their needs. The Employers emphasised that case studies could also support policy making, not only workplace practice.

The Agency informed the Management Board that as part of the Strategy implementation an analysis of target audiences and their needs is ongoing. This project will look to identify the target audiences for the Agency's work under the three SLAs; identify their needs in terms of format and communication style; and overall improve the product catalogue that the Agency will use in this context. The Management Board and the Focal Points will be engaged in this project through direct consultation and feedback.

The Governments asked the Agency to explain how the Strategy would be monitored and evaluated against the set objectives and how the Management Board would be involved. The

Governments also asked the Agency to be cautious when defining key performance indicators and ensure that there is a link between the Agency's work and what is being measured.

The Agency remarked that the monitoring and evaluation framework is a very important aspect for Strategy implementation. Based on the intervention logics, a draft monitoring and evaluation framework will be developed and discussed internally. The draft framework will be presented and discussed at an Executive Board meeting in the autumn. The Agency will revise the draft framework based on the feedback received and will present the framework to the Management Board in a webinar, prior to the Management Board meeting in December. That will be an opportunity for the Management Board to become acquainted with the proposal, which they will be able to discuss in-depth and provide feedback on at the December meeting.

CONCLUSION	<u>The Management Board provided feedback on the intervention logics of the three Strategic Lines of Action. The Agency will revise the intervention logics taking into account the feedback received.</u>
DECISION-MAKING PROCESS REQUIRED	N/A
RECORD OF VOTES	N/A

B.3. Update on NAPO

The Agency gave an update, after the pan-EU consortium's decision to terminate their further involvement in the NAPO project.

The Agency acknowledged that NAPO has been an important part of EU-OSHA's communication portfolio for over 20 years and that has played a key role in furthering the OSH messages at the national level through catchy and easy-to-understand products. Over time, the project had to face important resource challenges, with four members of the Consortium leaving or unable to contribute any longer and the demand for NAPO related product dropped since 2020, as did website visits. In addition, the Consortium decided to disband at the end of 2025. EU-OSHA is only one member of the Consortium and does not have any legal rights to NAPO ownership. If EU-OSHA were to become the sole contributor, this would have substantial cost implications, with the €150K production costs per film deemed as very high. The Agency clarified that all films produced to date under the NAPO project will continue to be available for use and promotion, emphasising that any perception that Napo was finished was not an accurate one. In early 2025, the Agency had evaluated that the high production costs of each film meant it was not financially viable for it to meet all these costs itself and as from 2026 it was not seen as possible to produce new films.

The Focal Points and the TARAG were informed in meetings that had taken place earlier in the year and some members expressed disappointment and concern. Based on this feedback, EU-OSHA has been gathering data and information to gain a comprehensive overview of the needs and resources implications that the production on new films would present to assess if a solution could be found. Considerations also include addressing complex legal issues linked with ownership rights, compliance with procurement and financial rules, and understanding the current demand across all Focal Points. A survey has been launched amongst the Focal Points with the aim of having a clear picture of the use made of NAPO products, its relevance for the

target audiences at the Member State level and their availability in considering contributing to the project resource-wise in the future.

Based on the outcome of the survey and the analysis of the other elements, EU-OSHA will propose an approach that will be discussed with the Focal Points and the Management Board in the view of future work and resource programming. Such proposal will be based on a systematic analysis of all relevant elements and evidence and may include different alternatives to consider.

COMMENTS BY THE MANAGEMENT BOARD:

The Management Board took note of the update. In general, the Board expressed appreciation for NAPO as an effective communication tool and resource for awareness raising. It was recognised that whereas NAPO is used significantly in some Member States, in other Member States the use is very limited. It was acknowledged that financial and accountability concerns remain significant given the current cost of producing a single NAPO video estimated at approximately €150,000.

The Workers' acknowledged the recent survey distributed among the Focal Points and inquired whether the Management Board could also be invited to participate. They also mentioned that a specific survey on NAPO was run amongst the members of the Workers' group prior to the Management Board meeting. The results of the survey will be shared with the Agency and the Workers asked the Agency to share them in turn with the Management Board at large.

The Agency clarified that the survey was intentionally limited to Focal Points, as they are the primary users of the NAPO videos in practical, on-the-ground settings. The Agency confirmed that the results of the Workers' survey will be shared with the Management Board.

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

Items C – Items for information

C.2. Executive Director's Progress report

The Agency updated the Management Board on a number of issues of interest, including the status of the work programme implementation, the events in which Agency staff participated, as well the visits at EU-OSHA's premises, and some highlights across the three SLAs

Under SLA 1, a key achievement has been the finalization of ESENER 2024 survey edition and the presentation its main findings at the OSH conference under the Polish EU presidency. Furthermore, work has started on a new edition of the OSH pulse survey, with a focus on digitalisation, climate change and mental health; and new data were integrated into the OSH Barometer, as options are being explored to allow responsible use of AI for data-based queries from users. Support to the work of the Commission continued, with input provided for the

revision of the Carcinogens, Mutagens and Reprotoxic Directive; support to the preparation of EC guidance on asbestos and to the evaluation of the OSH Directives at national level and the on the follow-up on the opinions on Workplaces Directive and Display Screen Equipment Directive. Work under the different OSH overviews continues. Regarding the follow up to the Workers' Exposure Survey, the plan is to publish the overview report and its summary by the end of 2025. The database has been available since December 2024 and use for research purposes has been encouraged. The data are informing cancer exposure prevention in HeSCare sector as well as the new OSH overview on occupational exposure to cancer risk factors, which is just starting with a scoping phase to define research priorities – and expert meeting - is planned before the end of the year.

Under SLA 2, an update on OiRA uptake was provided and information about the qualitative studies on OiRA use in LT, CY and SL which are expected to inform project development.

The Agency delivered important guidance documents such as the EU guide on biological monitoring and started work on annex on lead as well as the Long COVID rehabilitation guides for workplaces and occupational physicians. Work on OSHwiki articles on digitalisation, cyber-violence, precarious work, neurodiversity was finalized.

Under SLA 3, the HWC “Safe and healthy work in the digital age” has moved to a new priority topic: AI worker management, to be followed by smart digital systems. Highlights under the campaign were the Good Practice Awards, exchange of Good Practice event and exhibition stand at the Berlaymont (20–22 May). Preparation is ongoing for the Closing Summit in December. Regarding the HWC “Together for Mental Health at Work” starting in 2026, the new visual identity was approved by TARAG and FOP campaign group.

Strategic networking has deepened, with active engagement with MEPs, EC DGs, EU Agencies, and social partners. A new Memorandum of Understanding with ECHA has been discussed and finalized and will be formalised with a signature at the present meeting.

OSH promotion continued. The 2025 Film Award has been launched.

Focal Point and Management Board engagement is a key objective under this SLA. The Agency visited the PL and DE Focal Points and met their network during the reference period. The implementation of the Focal Points action plan is in progress and the joint seminar between the Management Board and Focal Points is an important step towards ensuring synergy and alignment between the strategic and operational dimensions, in particular to ensure relevance and uptake of the Agency's work at national level.

Finally, the Agency presented some key achievements and developments under the Governance area, which included a 98% work programme implementation and 96% budget implementation forecast; a positive discharge decision related to 2023; information on the implementation of the Strategy follow-up projects, and four agencies' evaluation recommendations, among others.

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

The Management Board welcomed this update.

The Workers expressed appreciation for the EU guidance on biomonitoring for OSH experts for workplaces and suggested that these should be presented to the Management Board. They also encouraged the Agency to take into account ETUI's work on stress, heart attacks, and depression in the context of the project on psychosocial risks at work. They also remarked that it is important to maintain the objectivity of EU-OSHA's research work. The engagement of networks with possible industrial and commercial interest, for example, as it might have been

the case in the context of the OSH overview on Cardiovascular diseases, should be avoided. This context may be worth keeping in mind when assessing the relevance and neutrality of the contributions received. The Workers asked whether the staff resource constraints under the Workers' exposure survey follow-up may lead to any problem with the implementation of the planned work.

The Agency took note of the comments. The EU guidance can be a possible topic for a presentation at the Management Board meeting in December. Regarding the engagement of networks with potential industrial and commercial interests, the Agency explained that the contact has been taken at the initiative of the network but has been exploratory and a way of informing them of the Agency's research on the topic. Regarding the disruptions in the follow-up work to the Workers' exposure survey due to staff absences, there are some delays that are carefully monitored and managed and do not represent a source of concern at the moment.

The Employers asked the Agency to keep the Management Board engaged in the work following up the Workers' Exposure Survey. They also suggested that Advisory Groups should be more closely involved to intervene earlier in the setting of the process, modification of the process and propose alternatives to processes. Meetings could either be longer or more regular. More regular transfer of information between the different Advisory Groups should take place in order to optimise their work. The Agency could also provide access to the coordinators to all the documentation, minutes and agendas of Advisory Groups meetings.

With the new Strategy, EU-OSHA will start a reflection on how the Advisory Groups can play an enhanced role in the supporting the strategy implementation, involving the Advisory Groups, the Executive Board and the Management Board as appropriate. For example, at their March meeting, the TARAG engaged in a discussion on how they see they can support the Focal Points to increase uptake and visibility at Member State level.

Furthermore, the Employers asked the Agency to provide more information and clarity on the process and criteria to select contractors as well as on measures taken to ensure that the work is actually carried out by the persons foreseen in the contract (not a junior colleague in the organisation/company).

The Agency is subject to strict public procurement rules and operates within a rigorous and acknowledged research framework. A presentation on the Agency's knowledge development process which includes selection criteria of contractors and quality assurance mechanisms will be prepared for the Management Board.

Other comments from the Workers under this item related to the topic of precarious work and its impact on health and safety, with a remark that EU-OSHA's work on the interplay between job insecurity and OSH is very timely and aligns well with the previous work undertaken by the Spanish Presidency. This should ideally inform the Commission's work on the Quality Jobs Roadmap.

An important issue in the light of the next Healthy Workplaces Campaign "Together for Mental Health at Work" is the transition towards increased work flexibility and the increase in work intensity. The Workers suggested that the Agency could explore the relation of non-existence of Collective Agreements and OSH especially in the area of burnout.

Finally, the Workers appreciated that the Agency, while it continues its presence on X (formerly Twitter), refrains from paid advertising in line with the Commission's approach.

CONCLUSION

The Management Board took note of the information provided.

DECISION-MAKING PROCESS REQUIRED	N/A, item for information
RECORD OF VOTES	N/A

C.3. Update from European Commission

The Commission brought the Management Board's attention to the importance of implementing the Cybersecurity Regulation by all Union entities. To this end, an expert of the Commission had presented the key features of the Regulation to the Executive Board the week earlier, outlining the main milestones. The Agency had also explained the work. The Executive Board asked the Agency to present the status of implementation to the Management Board, too – which the Agency did.

CONCLUSION	<u>The Management Board took note of the information provided. The Agency will keep the Management Board updated on the regulation implementation regularly through the Progress Report.</u>
DECISION-MAKING PROCESS REQUIRED	N/A, item for information
RECORD OF VOTES	N/A

C.4. Update on EU Presidencies

The Government representatives from PL and DK provided an update on the OSH initiatives carried out or planned under the respective tenures of EU Presidencies.

COMMENTS FROM THE MANAGEMENT BOARD:

The Workers congratulated the Polish Government over the recent OSH event organised in Warsaw in the framework of the Polish Presidency. They also expressed their best wishes to the Danish Government over the upcoming Presidency. However, they regretted the absence of planned tripartite activities under the upcoming Danish Presidency, as such initiatives are vital for inclusive and balanced policymaking in the field of OSH.

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

C.5 First findings of the Fourth European Survey of Enterprises on New and Emerging Risks (ESENER 2024)

The Agency presented the first findings of the fourth ESENER wave. The survey results highlight how workplaces across 30 European countries are managing occupational safety and health (OSH) amid a changing work landscape shaped by digitalisation, remote work, and growing awareness of psychosocial risks.

One of the most striking developments since 2019 is the rise in regular homeworking, now reported by nearly a quarter of establishments (23%), with corresponding – though still limited – inclusion of home workplaces in risk assessments is only done by 48% of the establishments with home workplaces in the EU-27. Similarly, digitalisation has become more prominent: 56% of workplaces now consider digital technologies in their risk assessments, and 44% offer related training. Yet, only a third consult workers about the health and safety implications of these technologies.

In terms of risk factors, prolonged sitting has become the most frequently reported issue (64%), surpassing repetitive movements and interactions with difficult clients or patients. Larger establishments tend to report risks more frequently across the board.

Psychosocial risks remain under-addressed in many workplaces. While 43% report time pressure and 56% report challenging interactions, only 39% have action plans to address stress, and 55% have procedures to deal with bullying or harassment. A reluctance to openly discuss these issues remains a key barrier.

The survey also shows that 76% of establishments conduct regular risk assessments, a figure that varies significantly across countries and correlates with establishment size. Legal compliance remains the strongest driver of OSH action, while complexity of regulations and lack of time or expertise are key obstacles—especially in smaller firms.

Worker participation is mixed. Over half of establishments involve employees in psychosocial risk prevention measures, though nearly a third report to have none of the suggested forms of employee representation at all. Health and safety representatives are the most common form of representation, though in many cases they are appointed by the employer rather than elected. There is great variation among countries.

Overall, ESENER 2024 reveals growing attention to new and emerging risks, especially those linked to digitalisation and mental health, but also underscores gaps in implementation and worker involvement that persist across sectors and countries.

EU-OSHA also informed about the plans for the secondary analysis, as well as plans for the follow-up studies, and in particular on the study related to mental health and digitalisation, to be carried out between 2025 and 2026. The study will be a qualitative follow-up with a selection of ESENER respondents from different Member States - France, Germany, Spain, Sweden, Poland (and probably Slovenia), based on interviews with managers and workers from the selected countries.

CONCLUSION

The Management Board took note of the information provided.

DECISION-MAKING PROCESS REQUIRED	N/A, item for information
RECORD OF VOTES	N/A

C.7 Conclusions from Joint Management Board and Focal Points Seminar

The aim of the joint seminar with the Management Board and the Focal Points was to discuss how a better dissemination and uptake of EU-OSHA work at Member State level can be achieved and what role the Agency's key stakeholders can play to support that. The seminar was organised around plenary sessions and mixed group discussions where many good reflection points have been brought forward.

The Agency will prepare a report from the seminar which will be shared with the participants. On the basis of the report, further steps will be discussed. Several options are available, which include but are not limited to:

- Drafting of a mutual expectations paper
- Revised Focal Points action plan
- Regular discussion in the Management Board and Focal Points about the status of the topic
- Integration of conclusions from today in existing activities, such as dissemination, networking and promotion activities.

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

C.7 EU-OSHA – ECHA Cooperation – signature of Memorandum of Understanding

The Agency recalled that collaboration between EU-OSHA and ECHA is a long-standing one, based on a Memorandum of Understanding in force since 2010.

The two agencies have renewed their Memorandum of Understanding to strengthen collaboration in protecting workers, citizens, and the environment from chemical risks. This partnership enhances information exchange, regulatory alignment, and joint support for safer workplaces across the EU.

The new agreement, while not legally binding, has been carefully drafted to mirror the current strategic and operational context of both agencies. It should enable deeper collaboration on chemical safety, supporting EU policies and aiding companies, especially SMEs, in maintaining healthy work environments.

ECHA Executive Director presented ECHA's role in worker safety, highlighting how ECHA contributes through scientific opinions on Occupational Exposure Limits (OELs), implementation of REACH and CLP regulations, and dissemination of chemical safety data to ensure proper risk management and communication. The Enforcement Forum coordinates EU-wide projects focusing on safety data sheets and hazardous substance controls, with upcoming inspections planned for 2027 to enhance workplace chemical safety.

ECHA's growing responsibilities in various sectors and the One Substance One Assessment package will further integrate efforts with EU-OSHA, advancing initiatives like the EU Roadmap for Carcinogens and reinforcing occupational health protections. More details are available in the [PPT](#).

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board welcomed this renewed framework for the cooperation between EU-OSHA and ECHA in the light of the forthcoming revision of the REACH legislation. This partnership is seen as timely and essential.

In particular, the Workers observed that that employers shall comply with both REACH and OSH requirements. While maintaining a risk-based approach, strong OSH provisions at the workplace must be ensured. This includes effective communication, compliance, implementation, and enforcement. The establishment of occupational exposure limits should continue to be carried out through the tripartite structure of the Advisory Committee on Health and Safety at Work.

ETUC also echoes the concerns raised by the Advisory Committee on Safety and Health regarding regulatory bottlenecks, particularly in relation to priority chemicals. The Confederation urges the Commission to swiftly identify and implement solutions that will enhance the capacity to generate scientific opinions on these substances.

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

4 ANY OTHER BUSINESS

The Management Board worked through the invited the Agency to take up the two additional items suggested at the beginning of the meeting.

IPA programme

Concerns were raised about the future of the IPA programme, noting that contract for support expires at the end of 2025. It was pointed out that these countries need continued support and training and Agency's input in the context of fragile and changeable national arrangements. The Workers in particular wished that support could be extended to Moldova and Ukraine.

The Agency explained there had been discussion with DG EMPL who were positive about EU-OSHA's engagement with IPA. The Agency informed of the current status of the project and the working model (i.e. Focal Point as beneficiary + support built around the Focal Point),

stressing the need for continuity and adequate funding – and the potential options should funding be increased. Whereas challenges were highlighted for the engaging with Moldova and Ukraine, options for a medium-term solution will be explored, in particular for Moldova.

In practical terms, it is likely that more information on IPA 2026 – 2028 will come in September 2025, probably at the Informal Agencies network meeting on September 11.

Cooperation with CEDEFOP

Regarding the collaboration with CEDEFOP, the Workers highlighted the importance of including occupational safety and health in vocational educational training as part of the “Union of Skills” and the collaboration between the two agencies could certainly contribute to this. They asked the Agency to update on the status of the collaboration.

The Agency explained that based on a Framework for Cooperation, several actions have been undertaken to ensure mainstreaming of OSH into vocational training. Such actions include both operational work such as the development of a joint communication plan to promote EU-OSHA OSH projects into VET; and the inclusion of CEDEFOP forecast indicators related to OSH, occupations and sectors in EU-OSHA’s OSH Barometer – as well as strategic cooperation such as exchange of the Single Programming Document; and finally joint initiatives with the other EMPL agencies in the area of communication, performance management and stakeholders’ engagement – through for example a joint event at the European Parliament. Regular meetings are scheduled between the two agencies to monitor the implementation of the different actions.

Other requests

The Workers asked for the Agency’s support to ensure accommodation availability in hotels in Bilbao (via pre-booking for example) around Management Board meetings.

They also asked the Agency to consider longer timeframe for Management Board meetings to enable more in-depth discussions; and that meeting documentation should be submitted earlier than two weeks before the Management Board meetings to ensure enough time for the Executive Board to prepare for their meeting – which takes place one week ahead of the Management Board meeting.

The Agency took note of the requests.

Support will be ensured to help Management Board meeting participants ensure their accommodation while in Bilbao. The practice of blocking a certain number of hotel rooms was stopped because only a few meeting participants were availing themselves of this offer. Based on the actually used pre-bookings, a similar number of rooms will be pre-booked for future MB meetings.

Regarding meeting timeframe, the Agency recalled that this had been the first time when the Management Board was required to work under new meeting arrangements and this requires some time to adapt. Furthermore, at this meeting there had been external participants from DG EMPL and ECHA. The proposal is to roll out the same format for some more time and refine the approach if needed. Regarding the submission of the meeting documentation before the two weeks established in the Rules of Procedure, this cannot be done without some substantial disruption in the internal working arrangements and procedures at the Agency. However, the Agency will reflect upon possible solutions to minimise the Executive Board’s burden and will follow up with the Executive Board.

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

Goodbye to Francisco Jesus Alvarez Hidalgo, Management Board Vice-Chairperson from the Commission

Last but not least, the Management Board bid good-bye to Francisco Jesus Alvarez Hidalgo on his last meeting before retirement. The Management Board and the Agency thanked him for the longstanding commitment to the work of the EU-OSHA and for serving in the Management Board as Commission's representative and Vice-Chairperson of the Management Board since the Agency's very early days.

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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	Surname	Category	Country	in person / online
Kris	DE MEESTER	Employers	BELGIUM	in person
Isaline	OSSIEUR	Employers	BUSINESSEUROPE	in person
Clemens	ETZERODT	Employers	DENMARK	in person
Marju	PEÄRNBERG	Employers	ESTONIA	online
Auli	RYTIVAARA	Employers	FINLAND	in person
Patrick	LÉVY	Employers	FRANCE	in person
Melek	GECICI	Employers	GERMANY	in person
István	KOMORÓCZKI	Employers	HUNGARY	in person
Jón R.	PÁLSSON	Employers	ICELAND	in person
Michael	GILLEN	Employers	IRELAND	in person
Fabiola	LEUZZI	Employers	ITALY	online
Rūta	JASIENĖ	Employers	LITHUANIA	in person
Rafal	HRYNYK	Employers	POLAND	in person
Cecilia	ANDERSSON	Employers	SWEDEN	online
Anders	WESTLUND	Employers	SWEDEN	online
Jesús	ALVAREZ HIDALGO	European Commission	COMMISSION	in person
Charlotte	GREVFORS ERNOULT	European Commission	COMMISSION	in person
Gertrud	BREINDL	Governments	AUSTRIA	online
Véronique	CRUTZEN	Governments	BELGIUM	in person
Darina	KONOVA	Governments	BULGARIA	online
Marina	PRELEC	Governments	CROATIA	in person
Philippos	VASSILIOU	Governments	CYPRUS	in person
Jaroslav	HLAVÍN	Governments	CZECH REPUBLIC	in person
Annemarie	KNUDSEN	Governments	DENMARK	in person
Kaire	SAAREP	Governments	ESTONIA	in person
Raimo	ANTILA	Governments	FINLAND	in person
Thomas	VOIGTLÄNDER	Governments	GERMANY	in person

Name	Surname	Category	Country	in person / online
Ioannis	KONSTANTAKOPOULOS	Governments	GREECE	in person
Marie	DALTON	Governments	IRELAND	in person
Antonio	VALENTI	Governments	ITALY	online
Renārs	LŪSIS	Governments	LATVIA	in person
Rasa	JAKUBĖNIENĖ	Governments	LITHUANIA	in person
Patrice	FURLANI	Governments	LUXEMBOURG	in person
Silvio	FARRUGIA	Governments	MALTA	online
Janneke	FABER	Governments	NETHERLANDS	in person
Monica	SEEM	Governments	NORWAY	in person
Katarzyna	BUSZKIEWICZ-SEFERYŃSKA	Governments	POLAND	in person
Paula	SOUSA	Governments	PORTUGAL	in person
Elena	PERJU	Governments	ROMANIA	online
Ivana	OLACHOVA	Governments	SLOVAKIA	in person
Nikolaj	PETRIŠIČ	Governments	SLOVENIA	in person
Mercedes	TEJEDOR AIBAR	Governments	SPAIN	in person
Julia	NEDJELIK-LISCHKA	Workers	AUSTRIA	online
Caroline	VERDOOT	Workers	BELGIUM	online
Ivana	ŠEPAK-ROBIĆ	Workers	CROATIA	in person
Evangelos	EVANGELOU	Workers	CYPRUS	in person
Ulrik	SPANNOW	Workers	DENMARK	in person
Argo	SOON	Workers	ESTONIA	in person
Ignacio	DORESTE	Workers	ETUC	in person
Ida	NUMMELIN	Workers	FINLAND	in person
Sebastian	SCHNEIDER	Workers	GERMANY	in person
Andreas	STOIMENIDIS	Workers	GREECE	in person
Sára	FELSZEGHI	Workers	HUNGARY	online
Björn Ágúst	SIGURJÓNSSON	Workers	ICELAND	in person
Dessie	ROBINSON	Workers	IRELAND	in person
Mārtiņš	PUŽULS	Workers	LATVIA	online

Name	Surname	Category	Country	in person / online
Hernani	GOMES	Workers	LUXEMBOURG	online
J. Aleid	RINGELBERG	Workers	NETHERLANDS	in person
Bergljot Fuhr	LUNDE	Workers	NORWAY	in person
Vanda	CRUZ	Workers	PORTUGAL	in person
Nicolae	BĂICAN	Workers	ROMANIA	in person
Dan	NĂSTASE	Workers	ROMANIA	online
Peter	RAMPAŠEK	Workers	SLOVAKIA	in person
Martina	VUK	Workers	SLOVENIA	in person
Karin	FRISTEDT	Workers	SWEDEN	in person
Agnes	JONGERIUS	Independent Expert	EP	in person
Sharon	McGUINNESS	Executive Director	ECHA	in person
Frank	BUCHLER	Head of Unit Governance, Strategy & Relations	ECHA	in person
Dimitra	THEODORI	Head of unit H&S and Working Conditions	ETUI	in person
William	COCKBURN	Executive Director	EU-OSHA	in person
Rory	HARRINGTON	Head of CPU*	EU-OSHA	in person
Donianzu	MURGIONDO	Head of RSC*	EU-OSHA	in person
Vibe	WESTH	Head of PRU*	EU-OSHA	in person
Jesper	BEJER	MB Secretariat	EU-OSHA	in person
Ilaria	PICCIOLI	MB Secretariat	EU-OSHA	in person
Marine	CAVET	Observer	EU-OSHA	in person
Roland	HORTEA	ICT Officer	EU-OSHA	in person
Xabier	IRASTORZA	Research Project Manager	EU-OSHA	in person