

European Agency for Safety and Health at Work

European Agency for Safety and Health at Work

Consolidated Annual Activity Report 2025



Safety and health at work is everyone's concern. It's good for you. It's good for business.

Management Board's analysis and assessment

The Management Board of EU-OSHA,

Having regard to:

- Regulation (EU) 2019/126 of the European Parliament and of the Council of 16 January 2019 establishing the European Agency for Safety and Health at Work (EU-OSHA), and repealing Council Regulation (EC) No 2062/94;
- Financial Regulation of EU-OSHA of 27 September 2019, and in particular article 48 therein;
- EU-OSHA's 2025-2027 Single Programming Document adopted by the Management Board on 5 December 2024 and, in particular, the work programme for 2025; and
- EU-OSHA's Consolidated Annual Activity Report of the Authorising Officer for the year 2025:

Acknowledges the results achieved by EU-OSHA and notes the following analysis and assessment:

1. Considers that the Consolidated Annual Activity Report 2025 represents a comprehensive and transparent account of the Agency's activities and results of the year; takes note that the Executive Director, in his capacity as Authorising Officer, had no reservation to report.
2. Congratulates the Agency on the effective implementation of and adaptation to the new EU-OSHA Strategy for the period 2025-2034 adopted at the end of 2024. The shared ownership of the Strategy provides a strong basis for EU-OSHA's work over the next 10 years and prepares it to contribute to EU priorities.
3. Notes with satisfaction that a clear intervention logic has been further developed for the Strategy with a reinforced focus on performance measurement resulting in the Management Board's adoption of a performance monitoring framework to support progress tracking of Strategy delivery through SMART objectives, KPIs, regular monitoring of progress and the systematic tracking of outputs, outcomes and, where feasible, impacts.
4. Commends the Agency on the significant contribution to the EU occupational safety and health (OSH) policy priorities as identified in the EU OSH Strategic Framework 2021-2027, through several actions carried out alone or in collaboration with others, for safer and healthier workplaces in Europe; congratulates the Agency on the good results achieved; and acknowledges in particular the Agency's contribution to:
 - anticipating and managing the impact on OSH from digitalisation through its Healthy Workplaces Campaign 'Safe and Healthy Work in the Digital Age' culminating in the Summit in December 2025 and the impact from the green transition through the Foresight Study and the OSH Overview on Climate Change.
 - providing new and comparable data through large-scale surveys such as European Survey of Enterprises on New and Emerging Risks (ESENER), the Workers' Exposure Survey to cancer risk factors (WES) and making them available to the research community, and through a new edition of OSH pulse, and analysis of the resulting data, to support evidence-based policymaking.
 - facilitating better and more risk assessments while reducing the administrative burden for employers by contributing to compliance with OSH legislation with a specific focus on MSEs and SMEs through the Online interactive Risk Assessment (OiRA) tool.
 - supporting policy formulation and implementation through ongoing research work focusing on key OSH themes, including supporting compliance, and OSH in the health and social care sector, climate change as well as broader EU policy priorities such as competitiveness by carrying out research on psychosocial risks, cardiovascular diseases and occupational exposure to cancer risk factors which are among the biggest causes of work-related morbidity and mortality and therefore have a direct link to labour force supply.
 - the expertise provided to the European Commission on the modernisation of the OSH *acquis*, for example, in the follow-up to the ex-post evaluation of EU legislation on OSH and the

contribution to important initiatives such as the Comprehensive approach to mental health and the Beating Cancer plan, as well as in other policy areas, such as in the case of the EU chemicals strategy and the EU digital strategy.

5. Welcomes the high degree of implementation rate of the annual work programme resulting in an almost full implementation of the budget. Notes in particular the Agency's continued efforts to strengthen governance, transparency and accountability across its operations, including clearer planning and reporting.
6. Stresses the importance of tripartism at the EU and national levels to ensure the effective functioning of the Agency and its focal points and encourages EU-OSHA to keep up its efforts to disseminate its activities and engage with the relevant stakeholders.
7. Acknowledges the key role played by focal points and their national networks that include social partners in contributing to the achievement of EU-OSHA's objectives, through the provision of high-quality information and data from the national level feeding into the planning and implementation of the Agency's work programme, and their effort in disseminating the Agency's work in the Member States. Welcomes in particular the project on better cooperation between national Management Board members and focal points to strengthen dissemination.
8. Likewise, appreciates the structured cooperation with other Union bodies and agencies to ensure complementarity, efficiency and consistent delivery of results for stakeholders; and in particular, the good cooperation amongst the agencies in the employment and social affairs area and with the Commission services, including the progress in implementing the action plan to follow up on the positive 2024 evaluation of EU-OSHA, the European Foundation for the Improvement of Living and Working Conditions (Eurofound), the European Training Foundation and the European Centre for the Development of Vocational Training (Cedefop).
9. Notes that, also building on the cooperation in the employment area, the Agency has already taken steps to reduce administrative burden and improve efficiency and running costs by exploring shared services and common solutions; welcomes the work undertaken to identify areas suitable for pooling, streamline processes and increase automation, with a view to freeing staff capacity and facilitating the exchange of best practices; welcomes in particular the steps taken by the Agency to generate efficiency gains and savings through the identification of new premises, with a view to redirecting available means to operational priorities and maximising the impact of the Agency's work.
10. Considers that the internal control systems put in place by the Agency are adequate as confirmed by various audits; underlines in addition the importance the Agency places on safeguarding integrity and sound financial management through robust internal controls, clear roles and responsibilities, and an emphasis on transparency, ethical conduct and the prevention of conflicts of interest across its activities.
11. Observes that the Executive Director's declaration of assurance is based on a robust control system built around the Internal Control Framework. The robustness of the control system is confirmed by the absence of significant findings from the Internal Audit Service (IAS) and the European Court of Auditors (ECA).
12. Considers that the information provided in the Consolidated Annual Activity Report gives the Management Board reasonable assurance that the resources available to EU-OSHA in 2025 were used for their intended purpose and in accordance with the principles of sound financial management. Furthermore, the control procedures in place give the necessary guarantees concerning the legality and regularity of the underlying transactions.

Considering the above, the Management Board requests the Consolidated Annual Activity Report 2025 be forwarded, together with this analysis and assessment, to the European Parliament, the European Council, the European Commission and the ECA.

[signed]

17 June 2026

Andreas Stoimenidis

Chairperson of the Management Board

Executive Summary

Introduction

The Consolidated Annual Activity Report (CAAR) has been prepared in accordance with the European Agency for Safety and Health at Work's (EU-OSHA) Founding Regulation and its Financial Regulation as well as the guidelines from the European Commission adopted in April 2020.¹

EU-OSHA's Founding Regulation, Article 11 (5) (g) provides that the Executive Director is responsible for preparing the Annual Activity Report on EU-OSHA's activities and for presenting this report to the Management Board for its adoption and assessment. Furthermore, the Founding Regulation defines in Article 5 (1) (d) that the Management Board shall adopt the activity report together with an assessment of the Agency's activities and submit the report and the assessment by 1 July to the European Parliament, the Council, the Commission and the European Court of Auditors (ECA), in addition to making the report public.

Article 48 of EU-OSHA's 2019 Financial Regulation defines the content of the CAAR, which must include information on:

- the achievement of the objectives defined in the Single Programming Document (SPD);
- action plans to follow up on evaluations and the status of their implementation;
- implementation on the annual work programme, budget and staff resources;
- the contribution of EU-OSHA to EU policy priorities;
- organisation management and efficiency and effectiveness of internal control systems;
- observations from the Court of Auditors and follow-up on these;
- contribution and grant agreements;
- service-level agreements; and
- acts of delegation or sub-delegation of budgetary powers.

The CAAR must also include a declaration of assurance from the Executive Director.

The CAAR has several purposes. It gives an account of the achievement of the key objectives taking into account the corresponding resources used during the year. The report (Part I) therefore follows the structure of the work programme² as it reports on the delivery of key objectives and activities identified therein.

The CAAR is also a management report of the Executive Director. It covers all management aspects, including the implementation of the risk management policy and the compliance with the Internal Control Framework (ICF).

Finally, the CAAR includes a declaration of assurance where the Executive Director, in their role as Authorising Officer, provides assurance as regards the true and fair view given by the report and as regards the legality and regularity and the sound financial management of all financial transactions under their responsibility, as well as for the non-omission of significant information.

¹ Guiding principles across agencies for a consolidated annual activity report – template and explanatory notes.

² The information related to the implementation of the 2021 work programme related to 'Corporate Management' (Management and control: ABM, internal control and data protection; Programming, monitoring and evaluation) and 'Administrative support: Finance and Human resources' are not included in Part I as they were made available in Part II and Part III (as applicable) to avoid repetitions and redundancies.

The Agency in brief

The European Agency for Safety and Health at Work (EU-OSHA) is an agency of the European Union (EU). Established in 1994, the Agency works on the basis of a founding regulation, which entered into force in early 2019 replacing the original founding regulation from 1994.³ The regulation defines EU-OSHA's mandate and governance arrangements. Within the EU institutional landscape, EU-OSHA is the EU's specialised agency for occupational safety and health, supporting EU policymaking and implementation with evidence, tools and awareness-raising. It works closely with the European Commission (notably DG EMPL), the European Parliament and the Council, and collaborates with other EU agencies, governments, social partners and other partners to ensure coherent, complementary delivery for target audiences across Europe.

EU-OSHA works to protect European workers' safety and health. To do this, the Agency carries out research to support policy and research, facilitates tools and resources for strengthening the prevention of occupational safety and health (OSH) risks, and promotes a positive culture of risk prevention to improve working conditions in Europe. Through its diverse networks, EU-OSHA collects, analyses and disseminates technical, scientific and economic information on OSH to the various stakeholders. The range of stakeholders is wide – covering policymakers, social partners, OSH professionals, authorities and others. After an extensive consultation and dialogue with key stakeholders, the Management Board adopted a new 10-year EU-OSHA Strategy at the end of 2024. The new Strategy builds on the experience accumulated and an analysis of future challenges to define the strategic priorities for the years 2025-2034. The Strategy provides an excellent basis for EU-OSHA continued contribution to the realisation of EU priorities.

The Agency is based on a tripartite structure as is the standard in the employment and social affairs field. Key actors in OSH in Europe are represented in the Agency's Management Board: representatives of governments, employers and workers of the EU-27 Member States, and the European Commission. An expert appointed by the European Parliament Employment and Social Affairs Committee also participates in the work of the Management Board, and, together with European Economic Area and European Free Trade Association (EFTA) countries' representatives and the European Foundation for the Improvement of Living and Working Conditions (Eurofound), European Institute for Gender Equality (EIGE) and European Labour Authority (ELA) representatives, they have observer status in the Management Board. Whereas the Management Board takes the key strategic decisions, the Executive Board oversees effective preparation and follow-up of the Management Board decisions.

The tripartite dialogue is an essential element, not only at the decision-making stage but also at the implementation stage of EU-OSHA's mandate – both at European level and at Member State level via the national, tripartite focal points networks. The focal points are the Agency's main operational network. While they are not directly involved in the governance of the Agency, they play a key role by providing input to the Agency's implementation of the work programme at the national level. They are central actors for the development and coordination of the tripartite network in EU Member States. It is only by engaging focal points and their networks that the Agency can achieve its objectives in the Member States and it is therefore critical that the network partners perceive the Agency's work as adding value to their work. Thanks to their input, EU-OSHA can rely on high-quality information and data from the national level that feeds into the implementation of the Agency's activities, and through their networking and dissemination actions involving social partners, the work of EU-OSHA reaches the intended target audiences in the Member States. EU-OSHA promotes and encourages a close and effective cooperation between the Management Board members and the focal points at Member State level, as this is seen as a pre-requisite to maximise the outreach to national intermediaries and to enhance the uptake of EU-OSHA's work in the national context.

³ Regulation (EU) 2019/126 of the European Parliament and of the Council of 16 January 2019 establishing the European Agency for Safety and Health at Work (EU-OSHA), and repealing Council Regulation (EC) No 2062/94, cf. <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX:32019R0126>

While preparing decisions for the Management Board, the Agency regularly consults its two Advisory Groups, the 'Tools and Awareness Raising Advisory Group' (TARAG) and the 'OSH Knowledge Advisory Group' (OKAG), and has regular coordination meetings with Directorate C, Unit 2 of the Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL), which serves as the Agency's primary partner at the Commission.

Internally, The Agency's structure comprises four areas: three operational (Prevention and Research Unit, Communication and Promotion Unit, and Network Secretariat) and one administrative (Resource and Service Centre). The Executive Director also serves as the reporting officer for staff in the Network Secretariat. The Executive Director has been delegated appointing authority powers by the Management Board whereas all Heads of Unit as well as one Temporary Agent/Administrator staff member in the Network Secretariat have been delegated Authorising Officer powers.

The Executive Director is supported in his management responsibilities by the Heads of Unit. There are regular meetings at the management level to monitor the Agency's performance, the implementation of the annual work programme and the budget, follow-up to audit recommendations, the internal control and risk register action plans, and human resource matters as well as any other issue that is relevant for the smooth running of the Agency.

The Agency's activities are implemented under direct decentralised management.

The year in brief

Key conclusions in relation to operational activities

2025 has been the first year of the implementation of the new Strategy. While this has required some adaptations, the overarching aim has been to deliver impact via the three workstreams that underpin the Strategy – the three Strategic Lines of Action.

EU-OSHA put in place a new activity structure to match the objectives of the new Strategy and developed intervention logics for each Strategic Line of Action as well as a comprehensive performance monitoring framework with a great deal of involvement of staff and Management Board.

Against this backdrop, EU-OSHA's projects delivered substantial results across the three strategic lines of action. Major knowledge products strengthened the evidence base for EU and national policy, notably through continued dissemination of ESENER 2024 findings after the publication of the ESENER dataset, enabling wide secondary use by institutions and researchers. The OSH Barometer progressed as a flagship access point to OSH data, expanding content (including a dedicated digitalisation section and integration of OSH Pulse data), engaging stakeholders through webinars and expert meetings, and piloting innovative ways of navigating the evidence. The 2025 edition of OSH Pulse provided timely insight into workers' experience of digitalisation (including the use of AI tools), psychosocial risks and the growing impacts of climate-related hazards; results were widely promoted through multilingual products and dedicated awareness-raising activities. In thematic research, EU-OSHA completed the Supporting Compliance project, delivering new country case studies and policy-oriented outputs that highlighted innovative inspection and prevention approaches, including digitalisation of enforcement and co-enforcement models. Work on psychosocial risks advanced in preparation for the next Healthy Workplaces Campaign on mental health, with new sectoral and country-focused outputs and the development of practical workplace guidance. Research on OSH in health and social care generated multiple studies on musculoskeletal risks, occupational accidents and home-care safety, and initiated further work on retention and return-to-work. New strands were launched or scoped on emerging priorities, including work-related cardiovascular diseases, climate change and OSH, and follow-up research building on the Workers' Exposure Survey on cancer risk factors, supported by expert consultations and targeted dissemination. Work on an ex-ante evaluation for a new OSH overview on work-related accidents was also completed. Improving prevention of work-related accidents and diseases, aiming for Vision Zero work-related deaths is a core priority of the EU OSH Strategic Framework 2021–2027. Foresight studies on Climate Change also supported forward-looking reflection on future occupational safety and health challenges linked to climate-related crises and preparedness. Throughout the year, EU-OSHA actively shared its work through numerous presentations in Member

States, scientific seminars and other expert forums, contributing to wider dissemination and exchange of knowledge.

Tools and workplace resources continued to expand, with OiRA reaching high levels of use and adding new EU-level tools while partners adapted content nationally.

Finally, EU-OSHA's Healthy Workplaces Campaign "Safe and healthy work in the digital age" culminated in 2025 with strong national uptake, high-level EU engagement and a closing summit, reinforcing OSH messages at scale through networks and practical examples.

Strong demand through the FAST scheme⁴ further confirmed the relevance of EU-OSHA's work at national level, with focal points requesting numerous events to promote key outputs such as the Healthy Workplaces Campaign, ESENER, OSH Pulse and other project results.

The Agency achieved good levels of budget implementation by meeting its target (95.3% vs a target of 95%) (and work programme implementation (96% vs a target of 90%), demonstrating effective delivery.

EU-OSHA has continued to strengthen collaboration with other agencies in 2025 – those both within the employment and social affairs policy field and beyond, in particular, but not only, in the context of the follow up to the EMPL agencies' evaluation from 2024.

Key conclusions related to management, internal control and assurance

The Agency's internal control systems and management of resources are based on a systematic analysis of the evidence available.

Overall, 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.

EU-OSHA can rely on a variety of sources to carry out this assessment of processes and procedures to ensure completeness and reliability of the information. 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 2025; the assurance received by the manager in charge of internal control; and, last but not least, the overall favourable opinions expressed in the final reports by internal and external auditors and their recommendations in the past few years.

In the light of the above, in his declaration of assurance, the Executive Director has not considered it necessary to include any reservation.

A significant organisational development in 2025 was the identification of new premises for the Agency's headquarters, expected to be operational as from the second half of 2026.

⁴ FAST is EU-OSHA's financial support scheme for national focal points to organise events and other dissemination and awareness-raising activities promoting the Agency's work at national level.

Main achievements

2025 was the first year under EU-OSHA's new Strategy 2025-2034 adopted at the end of 2024. The new strategy establishes three clear strategic lines of action establishing a solid foundation for EU-OSHA's contribution to EU policies.

Evaluations commissioned by the Agency and, the European Commission's evaluation of EU-OSHA, Cedefop, Eurofound and ETF from 2024, stakeholders' feedback and key performance indicator (KPI) results all confirm that EU-OSHA is a well-performing agency which contributes substantially to EU policy priorities

In particular, findings and feedback collected confirmed that EU-OSHA has been contributing to policy priorities by providing evidence and knowledge on current, new and emerging workplace risks. The Commission's evaluation confirms EU-OSHA's strong support to EU policy priorities and the stronger role of the Agency after the COVID-19 pandemic – also outside the occupational safety and health (OSH) community. EU-OSHA works closely with other agencies and the Commission to contribute to better preparedness for any future crises as relevant to the Agency's mandate. Further, the Agency has worked on an overview on OSH in the health and social care sector that provides important insights on the sector and supports policy in this area, such as the EU strategy on long-term care. EU-OSHA continues collaboration with EU bodies to mainstream OSH into other policy areas, notably climate change, through its work with the European Environment Agency (EEA) on workplace heat exposure and mitigation.

EU-OSHA also continued to mainstream gender across its work in 2025, by integrating attention to gender and diversity in its research and knowledge development, including through work on psychosocial risks, occupational exposure to cancer risk factors and sector-specific analyses, in order to better reflect differences in working conditions and OSH risks.

Overall, the KPI results point to strong performance in 2025, with EU-OSHA meeting or exceeding most targets. The results confirm solid delivery in terms of budget implementation, staffing and work programme execution, while stakeholder-based indicators also suggest that the Agency's work is widely perceived as relevant, useful and impactful. Notably, indicators such as 'perceived performance' (98%) and 'impact on policy' (82%) and 'workplace practice' (80%) reflect a high level of stakeholder trust and policy support. A few indicators remained slightly below target, notably in relation to outreach capacity and some stakeholder perception measures, but the overall picture is positive and indicates that EU-OSHA is delivering effectively under the first year of the new Strategy.

At the activity level, initiatives like the European Survey of Enterprises on New and Emerging Risks (ESENER), the Workers' Exposure Survey (WES) and Supporting Compliance project scored well across relevance, usefulness and impact. The Online interactive Risk Assessment (OiRA) initiative, while below target for the number of new tools (12 versus 20-25), delivered exceptional impact, with over 114,000 new risk assessments carried out at European workplaces.

Where targets were not achieved – such as usefulness in 'Anticipating Change' (73%) and relevance and EU added value for the Climate change (69%) – the reasons are multifaceted. These include respectively the nature of the activity and the implementation stage at the moment of collecting performance data, and importantly, methodological factors. With indicators largely based on survey results, respondent samples may not always fully align with the primary audiences. This can affect the representativeness of results, particularly with respect to dimensions such as usefulness. It should be noted, however, that the results are still very positive and indicate high levels of stakeholder satisfaction.

These results also provide valuable input for continuous improvement. The Agency systematically analyses and follows up on evaluations and stakeholder surveys. In the framework of the new EU-OSHA Strategy 2025-2034, a new performance monitoring framework has been adopted EU-OSHA's

Management Board. An action plan agreed with the Management Board and the Commission for the follow-up to the Commission evaluation is being implemented as foreseen.

In 2025, EU-OSHA has contributed to the advancement of the European Pillar of Social Rights and more precisely the EU OSH Strategic Framework priorities for 2021-2027:

1. Anticipating and managing change in the green, digital and demographic transitions.
2. Improving prevention of work-related accidents and diseases, aiming for Vision Zero work-related deaths.
3. Increasing preparedness for current and future health crises.

Regarding the first priority, EU-OSHA's foresight work helped to strengthen understanding of the implications of climate-related crises for occupational safety and health and to identify areas requiring further policy and research attention. The 'Healthy Workplaces Campaign – Safe and Healthy Work in the Digital Age', launched in late 2023 was closed with the Healthy Workplaces Summit in December 2025. Through the campaign, awareness about digitalisation and OSH was promoted supporting the priorities of the green and the fair transitions.

For the second priority, EU-OSHA has supported workplace prevention in line with the Vision Zero approach. Its 'OSH Overviews' on compliance, psychosocial risks, and OSH in the health and social care sector contribute to more effective risk prevention through supporting policy formulation and implementation. Its work on psychosocial risks also informed the Commission's Comprehensive Approach to Mental Health and a campaign on the topic is being prepared for 2026-2028. Both the research and the campaign on psychosocial risks feature in the Quality Jobs initiative. The Workers' Exposure survey has supported the development of a new project focussed on occupational exposure to cancer risk factors, which started in 2025. By collecting and analysing data on workplace exposure across Europe on this priority topic, EU-OSHA supports the Commission's Beating Cancer Plan initiative in the efforts to reduce work-related cancer cases.

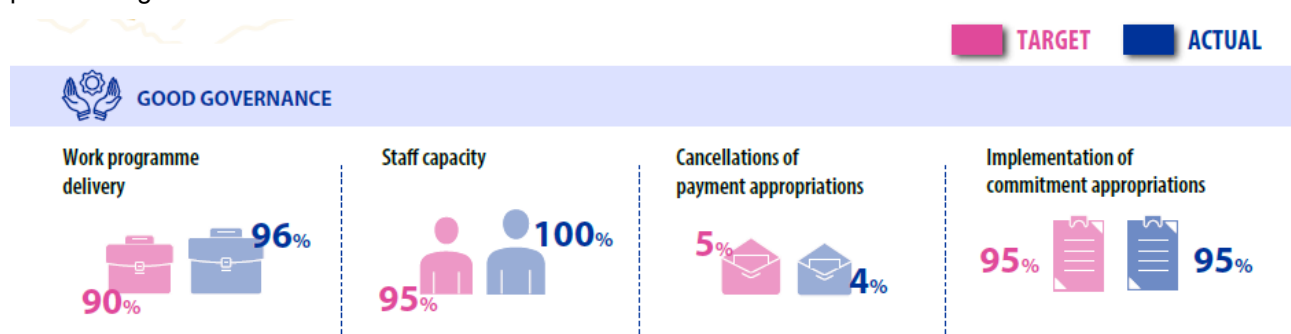
With the fourth wave of the ESENER survey in 2024, EU-OSHA has continued to collect data on OSH management across Europe with the first analysis of the data being published in 2025. As a representative establishment-level survey, ESENER remains a key and authoritative source on how OSH is managed in European workplaces, informing EU and national strategies.

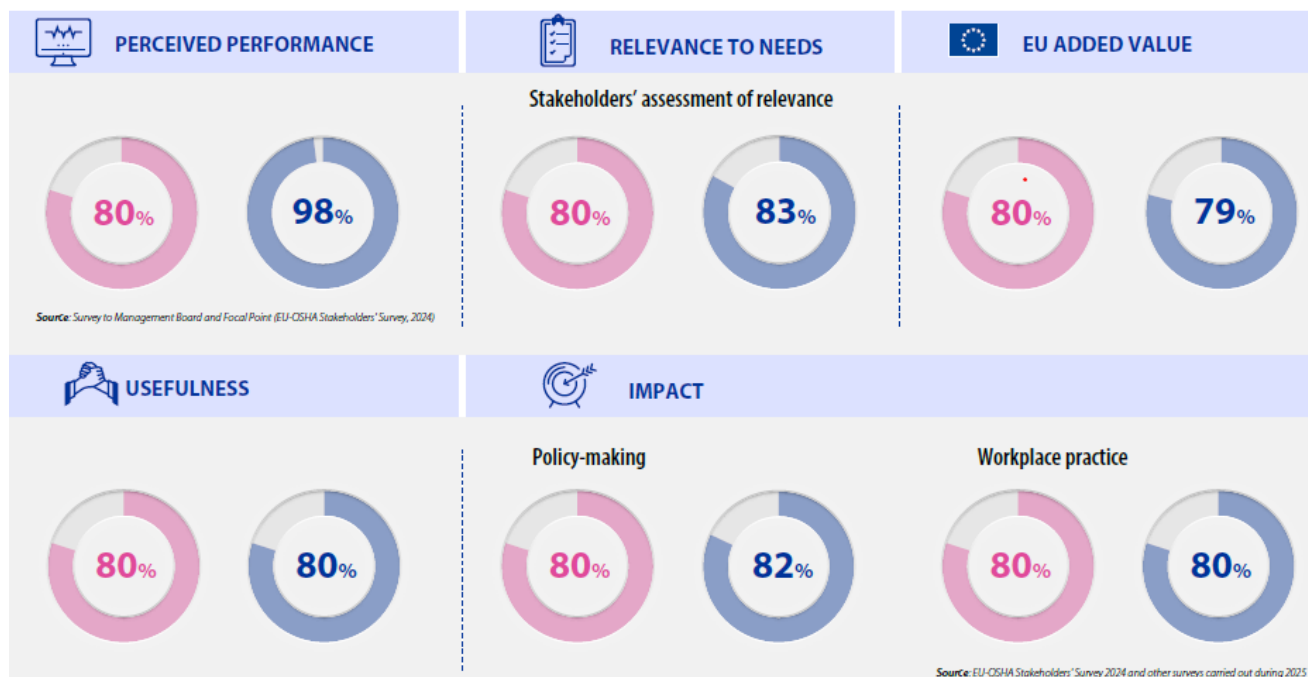
Further data were provided through the publication of the results of the 2025 worker survey OSH Pulse, with new data on themes such as OSH and digitalisation, psychosocial risks and climate change and OSH.

EU-OSHA's OiRA tool supports employers, particularly SMEs, in conducting quality risk assessments. OiRA's role is recognised in key policy documents, including the EU OSH Strategic Framework.

Whereas stakeholders' feedback and evaluations indicate high satisfaction with the research quality, they point to the possibility to increase awareness of projects like foresight, the OSH Barometer and ESENER.

To enhance its outreach capacity in particular at the national level, EU-OSHA relies on its national focal points and their networks that include social partners, but also members of its tripartite Management Board. In 2025, a special focus area was increasing the impact at Member State level and an action plan was agreed.





Strategic Line of Action 1 (SLA 1): Evidence and knowledge for policy and research

Specific objectives

Provide knowledge for policymaking, policy implementation, policy evaluation, conduct primary research, conduct analyses, and contribute to setting research priorities.

- Collect relevant data on occupational safety and health risks, prevention measures and outcomes in the EU
- Provide sound analysis on occupational safety and health issues relevant for research and policy at EU and MS levels
- Identify new, changing and emerging occupational safety and health challenges and opportunities
- Engage relevant intermediaries and facilitate the use of the Agency's work in policy and research
- Provide relevant (and timely) input to OSH policy priorities
- Collaborate with EU bodies to mainstream OSH into broader policy areas

Results

In 2025, EU-OSHA delivered against SLA 1 objectives by increasing **awareness, engagement, understanding** and **uptake** of its research and knowledge products among intermediaries and target audiences, supporting policymaking and research.

- **Awareness of EU-OSHA outputs:** Examples include dissemination of ESENER findings through invited presentations at the Polish EU Presidency Event OSH Conference, European Parliament and international counterparts (e.g., CCOHS OSH Forum). EU-OSHA also contributed to external expert outputs (e.g., BAuA edited volume on labour inspections, including an EU-OSHA chapter on innovative labour inspections), strengthening visibility among policy and research communities.
- **Engagement with EU-OSHA knowledge and evidence:** This is evidenced, for example, by use of the OSH Barometer (over 11,000 visits; 80% from EU countries, by early November 2025) and downloads of the Workers' Exposure Survey (WES) dataset for research use (with 72% of respondents in the 2024 stakeholder survey)

confirming the survey's methodological value). Engagement also included participation in specialist events (e.g., BAuA workshop at A+A 2025; SLIC Thematic Day on non-inspection practices) and acceptance of abstracts at survey-methodology conferences (ESRA 2025; European Establishment Statistics Workshop 2025).

- **Improved understanding of emerging OSH issues:** Illustrative examples include strong external demand for evidence on digitalisation/AI at work and psychosocial risks (requests from EU institutions and research bodies), indicating that EU-OSHA's framing and analysis are informing understanding of emerging challenges and prevention/regulatory implications. EU-OSHA's psychosocial risks research also fed into the European Commission's Comprehensive approach to mental health and consultations on the Roadmap for Quality Jobs.
- **Uptake in policy and research:** Examples include requests for ESENER 2024 data by DG EMPL for impact assessments (revision of the Workplace Directive and the Display Screen Equipment Directive), for evaluation of transposition of the Framework Directive and the Daughter Directives, and for impact assessment work on possible future initiatives on the right to disconnect. ESENER data were also requested by the European Parliament (EU Added Value Unit) for work on digitalisation and AI at work; by OECD for the Longevity Readiness Index; by ETUI for the European Participation Index; and by national/international bodies (e.g., Belgium SPF Emploi; Swiss SECO; France's IGAS). OSH Pulse generated requests to access/use the dataset and present findings, including Eurofound's request to analyse digital platform work and requests from sectoral and enforcement networks (e.g., EFBWW; Standing Working Party on Extractive Industries; Belgian Ministry of Labour; SLIC PHYSEX WG). EU-OSHA also provided technical input supporting EU policymaking, including contributions to the revision of the Carcinogens, Mutagens and Reprotoxic substances Directive (CMRD) and cooperation with ECHA and DG EMPL; Evidence and case studies (including from the Supporting Compliance project) informed broader prevention debates, including an EESC opinion requested by the Danish Presidency on "0-death goals", and work on the health and social care sector was referenced on the European Commission's website. WES data were used by national authorities (e.g., Spain's INSST for an internal note on exposure to respirable crystalline silica). EU-OSHA data is being presented in research circles (such as PEROSH) and EU-OSHA's role as a member of the ILO Technical Working Group underscores its commitment to global OSH statistics. Further EU-OSHA is engaged in EU-ANSA (EU-agencies network on Scientific Advice) in particular in the foresight work.

Strategic Line of Action 2 (SLA 2): Tools and resources for workplace prevention

Specific objectives	Promoting and facilitating the development of tools and resources for supporting the prevention of OSH risks at the workplace level • Identify, promote and encourage exchange of relevant and useful tools and resources for OSH risk prevention at workplaces across Europe among intermediaries • Maintain and support the development of relevant tools and resources for intermediaries • Facilitate access to OSH information among intermediaries
Results	In 2025, EU-OSHA progressed towards the objectives for SLA 2 by expanding intermediaries' access to practical tools and resources for workplace prevention and compliance. OiRA accounts for a large share of this work. The Commission's evaluation report from September 2024 provides strong evidence that EU-OSHA, through its OiRA

tool, has significantly enhanced its capability to deliver practical risk prevention resources to workplaces—particularly MSMEs. Guidance and workplace resources that turn EU-OSHA's knowledge and research (SLA 1) into practical support have also played an important role.

- **Awareness of tools and resources among intermediaries:** OiRA continued to be referenced at EU level, including by the European Parliamentary Research Service⁵, which highlighted the OiRA tool to assess automation of tasks as a support for MSMEs and linked it to better risk assessment and more efficient compliance with legal obligations.
- **Access to prevention tools/resources to support employers:** OiRA continued to grow, with tools developed at national and European level. EU-OSHA also made practical guidance available to intermediaries and workplace actors (e.g., *Biological monitoring at work: Guidance for OSH experts and workplaces*, commissioned by DG EMPL, supporting implementation of biomonitoring programmes for chemical exposure). EU-OSHA also published practical guidance on rehabilitation after long COVID, with tailored resources for employers and occupational physicians.
- **Intermediaries build knowledge on reaching workplaces and meeting needs:** Qualitative research confirmed that OiRA is used not only for risk assessment but also for training and educational purposes; feedback also led to improvements in reporting formats and usability to better match workplace needs.
- **Intermediaries use/adapt EU-OSHA tools in workplace-facing work:** Several national partners (e.g., Spain, Portugal and Finland) adapted EU-level OiRA tools to their contexts, and intermediaries used EU-OSHA guidelines and concrete good practice examples as inspiration for sectoral or national initiatives.
- **Cooperation and knowledge-sharing within relevant networks:** OiRA networking activities (including the annual OiRA meeting, which participants described as valuable and motivating) supported exchange among partners. EU-OSHA also supported knowledge-sharing through OSHwiki, with new articles on emerging risks (e.g., digitalisation, cyberviolence, precarious work and neurodiversity). Focal points have continued to help adapt Agency's outputs addressing workplace prevention to national contexts and stakeholder needs.

Strategic Line of Action 3 (SLA 3): Raising awareness and networking for a positive safety and health culture at work

Specific objectives	Raising awareness, and networking for a positive safety and health culture at work • Engage Management Board members and other key stakeholders to create ownership around the Agency's vision and work • Enable networks and intermediaries to raise awareness among a broader group of beneficiaries and exchange information on specific OSH issues • Build capacity among EU-OSHA's focal points and intermediaries
Results	In 2025, EU-OSHA's campaigning and networking work helped increase engagement among intermediaries and supported knowledge exchange through networks. It also mobilised the Management Board members and focal points to strengthen outreach at national level, and supported intermediary-led activities to reach workplace beneficiaries. • Engagement at national level through the Management Board members and focal points: EU-OSHA followed up the Commission evaluation by launching work to

⁵ European Parliamentary Research Service, Digitalisation, artificial intelligence and algorithmic management in the workplace: Shaping the future of work Cost of non-Europe, October, 2024

strengthen dissemination and engagement in Member States, drawing on its tripartite Management Board and focal points network. A joint Management Board–focal points seminar in June discussed options and national practices, with an action plan adopted by the Management Board in December. A redesigned FAST was implemented to strengthen focal points networking and dissemination while streamlining administrative burden.

- Engagement with EU-OSHA awareness-raising and networking: The Healthy Workplaces Campaign “Safe and healthy work in the digital age” received positive feedback from national focal points, social partners and EU institutions. Campaign progress and engagement were also discussed in TARAG and the focal points campaign group, and preparations for the 2026 campaign “Together for mental health at work” already generated clear interest and support in advisory group meetings. The Healthy Workplaces Campaign is referenced in the Commission Communication on a comprehensive approach to mental health as a flagship initiative for awareness and prevention, as well as in the Commission’s Roadmap on Quality Jobs.
- Knowledge exchange and dissemination via networks: An analysis report based on the 2025 focal points’ HWC National Activity Reports provided a consolidated view of national activities, including achievements and common trends across countries. A 2025 HWC survey among focal points, official campaign partners and media partners also informed improvements for future campaigns. EU-OSHA also used high-level and bilateral contacts in Brussels (European Parliament, Commission DGs, EU agencies and social partners) to align messages and reinforce cooperation.
- Beneficiary reach through intermediary-led actions: Preliminary feedback points to the Healthy Workplaces Campaign ‘Safe and Healthy Work in the Digital Age’ being high-impact and well targeted, with potentially lasting effects in many countries, including in some cases reducing the need for separate national campaigns. Summary data over the two-year period showed the campaign achieved substantial impact in raising awareness through both digital channels and in-person activities. The campaign website registered more than 410,000 visits, while newsletters reached over 16,000 subscribers. Social media promotion generated more than 14 million impressions and strong engagement across LinkedIn, Facebook, X and other channels. Stakeholder feedback was positive as focal points overwhelmingly considered the campaign topic highly relevant, and most respondents rating the campaign effective in raising awareness and promoting good practice. Among Official Campaign Partners, 96% assessed the topic as very or quite relevant for their organisations and networks. Media Partners likewise reported strong satisfaction with campaign outcomes and visibility. During the campaign, around 4,100 stakeholder-led activities were recorded, including events, trainings, media coverage, online actions and national awareness initiatives. Through 146 events in 28 EU and EEA countries on the different Agency’s projects, FAST reached 36,733 participants.

Declaration of assurance

I, the undersigned William Cockburn, Executive Director of EU-OSHA, in my capacity as authorising officer,

Declare that the information contained in this report gives a true and fair view;

State that I have reasonable assurance that the resources assigned to the activities described in this report have been used for their intended purpose and in accordance with the principles of sound financial management, and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transactions.

This reasonable assurance is based on my own judgement based on the information at my disposal, such as the results of the self-assessment, the declarations of assurance by the authorising officers by delegation, the work of the IAS and the lessons learnt from the reports of the ECA for years prior to the year of this declaration.

This reasonable assurance is based on my own judgement based on the information at my disposal, such as the results of the self-assessment, the declarations of assurance by the authorising officers by delegation, the work of the IAS and the lessons learnt from the reports of the ECA for years prior to the year of this declaration.

[e-signed]

3 June 2026

William Cockburn

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

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