

Meeting:	MEETING OF THE BUREAU OF THE GOVERNING BOARD
Date:	7-8 September 2011
Time:	7 September, 15.00-18.00 and 8 September, 9.30-12.00
Venue:	INBISA A, Bilbao

MINUTES

1. *Adoption of the draft agenda (B/11/A3)*

The Chair welcomed all members present and especially the incoming Director, Ms Christa Sedlatschek. It was decided to swap items 6 and 7.

CONCLUSION: The agenda was adopted.

2. *Draft minutes of the last meeting of in June (B/11/M2)*

The Chair introduced the item and asked for comments on the draft minutes.

CONCLUSION: The draft minutes were approved without any comments or amendments.

3. *Director's Progress Report (B/11/08)*

The Director referred to the report. In addition he provided information on the situation as regards the seat agreement where negotiations are challenging. Related to this, the Agency has been informed that the foreseen contribution from the Spanish authorities would not be paid for 2010 and 2011, but maybe for 2012.

Ms Murillo added that the seat agreement in its current draft does not contain much about the provision of office facilities by the host country and would mainly have implications for new staff whereas the Agency and its current staff would not have clear benefits from the agreement as regards VAT exemption. Comparisons with the Alicante agency are difficult, as the Alicante agency has its own income.

Following a question from **Ms Kirton-Darling**, **Mr Alvarez** clarified that the Commission does not have powers to support the negotiation of a seat agreement. However, the previous Commissioner, Mr Špidla did contact the Spanish Minister of Labour about the seat agreement.

Mr Alvarez referred to a question from DG EMPL to the Agency about activities with the ENP countries.

The Director commented that the next IPA programme (for the Western Balkans and Turkey) will require a limited co-funding from the Agency. The activities foreseen are similar to those under the current programme. Assuming that similar external funding would be available for activities with the ENP countries, such activities should be positively considered.

Ms Breindl added that if the Agency starts cooperating with the ENP countries, it needs to rethink its network structure, in particular the focal point network.

The Chair followed up on the Director's words by stating that funding is a key issue.

Ms Kirton-Darling suggested that the Agency explored the possibilities of closer cooperation with the ILO regional programmes.

Ms Sedlatschek suggested that the Agency prepares an overview of which activities different actors are carrying out in the ENP countries in order to better target potential future activities.

Ms Bohm requested more information on the Agency's cooperation with SLIC in the development of the toolkit for inspection (p. 3). She also asked whether the outsourcing of work to the Topic Centres was a way of compensating for lack of staff at the Agency.

Mr Rial-González clarified that the Agency has provided SLIC with the information the Agency already has, it will participate in planning meetings and comment on drafts of SLIC's toolkit, and help SLIC to disseminate their information in 2012. Regarding the issue of commissioning work from the Topic Centres (which are mentioned in the Agency's founding regulation) and other contractors, this has always been the way in which the Agency implements most of its work programme (as is the case with other agencies, such as Eurofound)

Following a question from **Ms Petriček**, **Mr Rial-González** clarified that the countries for the contract on analysis of the determinants of workplace occupational safety and health had not been selected yet (p. 3).

Mr Smith, at the request of **Ms Petriček**, explained that the OSH ambassadors activity takes place within the established cooperation with the European Enterprise Network.

Ms Kirton-Darling asked why there was no mentioning of the upcoming G-20 meeting.

The Director answered that he had had a meeting with Commissioner Andor who had been very supportive towards the international activities in the area of OSH. Together with US Assistant Secretary of Labor, David Michaels, Jukka Takala had prepared a common proposal for a resolution for the G-20 meeting.

CONCLUSION: The Bureau noted the report

4. *Update on Expert Groups, Focal Points and Advisory Groups*

Mr Smith informed that the next Advisory Group meeting would discuss an upcoming evaluation of the website content and also the second opinion poll survey.

Mr Rial-González informed that the September meeting in the new PRU Advisory Group would be open to old and new members to allow for continuity and efficient hand-over of information within the interest groups.

5. *Presentation of first findings from external evaluation of EU-OSHA Strategy (B/11/09)*

Mr Dan Lucy and **Ms Claire Tyers** introduced the preliminary findings from the evaluation, see here: http://extranet.osha.europa.eu/92659/11887/12108/19474/2011-meeting-3-september/presentations/folder_contents

Ms Smith commented that the findings seem to reflect the discussions the employers have had. She requested more information on the extent to which the relations between social partners and focal points are analysed and on the extent to which significant differences in feedback between groups can be identified.

Mr Lucy confirmed that the evaluation covers the relations between focal points and social partners. However, there are many contextual factors to take into account when analysing this issue. A lot depends on whether there was already a network at the MS level before the Agency national network was established. On the second question from Ms Smith, Mr Lucy confirmed that they are analysing whether significant differences in feedback between groups can be identified.

Ms Bohm stressed that differences between groups are important to identify. She added that a weakness is that people are unaware about all the information available on the Agency's website.

Ms Tyers expanded on the last point saying that there seemed to be a mismatch between what was highly valued by end-users and what was known. **Mr Lucy** added that this also linked to the desirability of a clearer definition of target groups.

Ms Schweng commented that it is important that the final report contextualise the findings.

6. *Inter-institutional Working Group on Regulatory Agencies*

The Director introduced the item, see here:

http://extranet.osha.europa.eu/92659/11887/12108/19474/2011-meeting-3-september/presentations/folder_contents

Ms Smith asked what was meant when it was suggested that Board and/or Bureau members should have a "professional profile".

Mr Bejer answered that it should be understood as having skills in relation to management (finance, auditing, evaluation etc).

Mr Alvarez mentioned that DG EMPL had sent a letter explaining the reasons for the tri-partite nature of EU-OSHA. DG EMPL insists on the importance of the tri-partite nature.

Ms Breindl added that the network nature of EU-OSHA creates a requirement for commitment among the network partners. An important way to get that commitment is involvement in setting the priorities for EU-OSHA.

Ms Kirton-Darling suggested that the Agency considers whether new Board members could be introduced better to the work of the Agency. The Agency should also look into the possibility of more active participation of its staff in the interest group meetings as it is impossible to reflect the group discussions in the plenary.

7. *Paper on tri-partism (B/11/10)*

The Director introduced the paper. It had been prepared on the basis of the Bureau's comments on a previous draft.

Ms Schweng suggested that the arguments on efficiency should be complemented with considerations of how the network adds to the impact of the agency.

The Chair requested a definition of tri-partism.

Ms Smith pointed out that a decision of merging agencies could not be taken on the basis of efficiency considerations alone.

Ms Breindl commented that at the next Board meeting, Board members should be encouraged to take active part in the discussion on the future of agencies.

CONCLUSION: It was agreed that the Agency would prepare a revised draft of the paper.

8. Multi-annual Financial Framework and Staff Reform

Ms Murillo introduced the item, see here:

http://extranet.osha.europa.eu/92659/11887/12108/19474/2011-meeting-3-september/presentations/folder_contents

Ms Smith asked for more information on how the five percent cut would be implemented.

Ms Murillo answered that the methodology still has to be defined but in principle it would be per organisation. The Agencies stress that it is important to match tasks and resources.

Ms Kirton-Darling commented that the Bureau of the European Agency for Safety and Health at Work should be concerned about the mix of reducing staff and increasing work intensity. It should also be recalled that public employees were not the cause of the crisis.

9. Implementing rules on Parental Leave and Family Leave (B/11/11)

Ms Murillo introduced the item.

CONCLUSIONS: The bureau agreed to give a positive recommendation to the Board.

10. Next Agency Strategy

The Director introduced the item. The process for preparing the next Agency Strategy was starting now and a first discussion would take place in November. Today was a possibility for the Bureau to give first input to the process.

Ms Breindl made the following points:

- The network is key to success
- It should be considered what the future products from the Agency should be
- The scope of the activities must be considered as well. Maybe the Agency does not have to cover all issues but should instead focus on 4-5 main issues.

Ms Smith agreed with the points made by Ms Breindl. In addition she made the following points:

- Dissemination needs to be improved and the Bureau must take on a co-responsibility here
- A careful analysis of what is relevant for whom needs to be made
- A clear link to Europe2020 and the next EU OSH Strategy must be made

Ms Kirton-Darling also expressed agreement with the points made by Ms Breindl. In addition she commented:

- We should not aim at the lowest common denominator when deciding on future activities
- It is important to apply an evidence-based approach to decisions on future activities
- Work-related cancer and psychosocial risks are important issues.
- There is a need to address the issue of how to ensure that people are healthy enough to work longer

Mr Alvarez stressed the importance of alignment with a new EU OSH Strategy which is likely to be adopted in 2012. The contextual changes since 2008 need to be reflected.

Ms Bohm underlined the importance that the employment contract has for OSH. There are strong differences between people in the "regulated labour market" and people in the "non-regulated labour market".

Ms Smith commented that the employers do not agree to see temporary agency work as being in the "grey market". With respect to the campaign on psychosocial risks it is important to get the message through that work is basically good for health. Furthermore, health problems can also have their origins outside work.

Ms Sedlatschek outlined the approach for preparing the next Agency Strategy.

- a first element would involve the definition of the Agency's vision and values
- a second element would focus on defining the overarching goals within the vision and with a clear link to the Europe 2020 strategy
- a third element would be about ensuring a clear line from the goals to the products and get very clear what the Agency does for whom and why. An important element here is to look at who the target groups are for the different products and how they are reached. An analysis of existing products would be useful here to decide which to keep and which to drop.
- A fourth element would be to identify the needs of the Agency's partners.
- And finally, a last element would be to ensure that evaluation of activities becomes a standard.

Ms Sedlatschek commented on some areas which should be analysed further:

- Getting the message through that work is good for health, but not unconditionally. There is a need for information and measures to achieve this, among other things reliable statistics and figures.
- Promotion of a preventive culture which involves finding ways to show that it is possible to prevent risks – also during the crisis.
- The provision of instruments has to be adapted the target groups. OiRA may be the first example of an activity where the workplace is the target group.
- Mainstreaming OSH into other policy areas is an area where many countries already did interesting things.
- Some of the topics which deserve attention are ageing, demographic change and work organisation.
- There is a need to improve the motivation among focal points and to ensure better communication at Member State level. Tri-partism in the national networks is another important issue. Communication with the Bureau and Board must also be improved.

11. Any Other Business

Ms Kirton-Darling explained that the unions had sent a letter to the Commission expressing their concerns about the way the Commission dealt with the preparation of the short-list for the post as Director of EU-OSHA. This should in no way be interpreted as criticism of the selected Director.

The Bureau thanked Mr Takala for his work as Director for the Agency.

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Present:	Chairperson:	Károly GYORGY (Workers' representative)
	Commission:	F. Jesús ÁLVAREZ
	Workers:	Lucka BÖHM Judith KIRTON-DARLING
	Employers:	Christa SCHWENG Rebekah SMITH Francois ENGELS
	Governments:	Gertrud BREINDL Tatjana PETRICEK
	EU-OSHA:	Jukka Takala, Eusebio Rial-González, Andrew Smith, Francoise Murillo Brenda O'Brien, Jesper Bejer
	Invited expert:	Christa Sedlatschek