

ANNEX VI FINAL NARRATIVE REPORT

ENPI/2013/325-489 Preparatory measures for the collaboration of ENP countries with the European Agency for Safety and Health at Work

List of acronyms used in the report

DG EMPL	Directorate General Employment and Social Affairs
DG NEAR	Directorate General Neighbourhood and Enlargement Negotiations
EBRD	European Bank for Reconstruction and Development
EU-OSHA	European Agency for Safety and Health at Work
IALI	International Association of Labour Inspection
ILO	International Labour Organisation
INCVT	Moroccan National Institute of Working Life
ISST	Tunisian National Institute of Occupational Safety and Health
NEPSI	European Network for Silica
OSH	Occupational Safety and Health
SLIC	Senior Labour Inspection Committee
SLS	State Labour Service of Ukraine
WHO	World Health Organisation

1. Description

1.1. Name of Coordinator of the grant contract:

European Agency for Safety and Health at Work (EU-OSHA)

1.2. Name and title of the Contact Person:

Tim Tregenza, Network Manager (replacing James Sumner, ENP Project Manager)

1.3. Name of Beneficiary(ies) and affiliated entity(ies) in the Action:

European Agency for Safety and Health at Work (EU-OSHA)

1.4. Title of the Action:

Preparatory measures for the collaboration of ENP countries with the European Agency for Safety and Health at Work

1.5. Contract number:

ENPI/2013/325-489

1.6. Start date and end date of the Action:

1 February 2014 to 31 January 2016

1.7. Target country(ies) or region(s):

Algeria, Armenia, Azerbaijan, Georgia, Israel, Libya, Moldova, Morocco, Palestine, Tunisia, Ukraine

1.8. Final beneficiaries &/or target groups:

The target groups for this project are the competent national authorities in the field of occupational safety, national institutes of occupational safety and health and social partners, including both employer and employee representatives.

The final beneficiaries are the public at large, but more specifically individual businesses and workers who will benefit from improved workplace health and safety.

1.9. Country in which the activities take place (if different from 1.7):

Spain (Location of EU OSHA)

2. Assessment of implementation of Action activities

2.1. Executive summary of the Action

The successful implementation of the Action 'preparatory measures for the collaboration of ENP countries with EU-OSHA' resulted in all ENP target countries with which EU-OSHA worked being familiar with the Agency and the EU approach to OSH and prepared to collaborate more closely with the Agency. It is clear, however, from the results of this action that collaboration with certain ENP partner countries will be more effective than with others. Largely, this is based on the level of EU integration that each country seeks in its relationship with the EU, and the existing OSH structures in each ENP partner country.

In particular, the three countries in the Eastern Partnership to have signed an Association Agreement are committed by these agreements to implementing the EU acquis in the field of OSH. As such, Georgia, Moldova and Ukraine are going through a process to approximate their legislation to the EU OSH Directives and to reform the structures and institutions responsible for implementing that legislation. EU-OSHA supported these developments by delivering training seminars, translating factsheets and guidance material and supporting awareness raising campaigns. The potential for future activities with these countries capable of making a real and sustainable impact is good, given their needs and firm commitment to EU integration.

Azerbaijan was also actively involved in the project and eager for further collaboration, however, collaboration with Armenia was not as productive. Internal changes in the organisation of OSH has meant that there has been a loss of momentum on the topic. Although there is certainly a need for support, without an Association Agreement there is less urgency in the country to implement reforms in OSH and so the capacity of EU-OSHA to make a lasting impact could be limited.

In the Southern Neighbourhood, EU-OSHA worked closely with partners in the Maghreb region, in particular Tunisia and Morocco, for whom the EU is a benchmark in the field of occupational safety and health. The desire in these countries for EU integration and to develop their OSH system in line with the EU also makes collaboration effective and capable of achieving lasting success. However, in Algeria, difficulties in implementing activities mean that further collaboration, while possible, is less likely to achieve a lasting impact and would face administrative difficulties. This was compounded by the bilateral political tension between Morocco and Algeria, which meant that Algerian representatives were not able to participate in activities in Morocco and vice versa. EU-OSHA became aware of the extent of these tensions in the organisation of an international conference in Casablanca in collaboration with the ILO, which was to include representatives from Tunisia, Algeria and the EU. Technical experts at the Moroccan Ministry of Employment and the Moroccan OSH Institute were happy to include experts from Algeria, however, this was apparently vetoed by the office of the Minister of Employment, due to diplomatic tension between the two countries, which had become heightened during the second half of 2015.

Collaboration with both Israel and Palestine was also successful, although the priorities and circumstances differ significantly. Israel already has a highly effective and modern system for OSH management and information sharing was of benefit both to the EU and Israel. This was especially evident in the workshop held on silica and silicosis where research in Israel was presented which provided evidence of a growing concern with artificial stone that is likely to also have implications for the EU. Continued information sharing with Israel would likely provide significant benefits both to Israel and the EU, however, given the advanced nature of OSH management in Israel a development project may not be the ideal format for collaboration.

Palestine is in the early stages of developing some of the key ingredients for managing OSH, such as a national institute and a national tripartite committee and is seeking EU assistance

to achieve these aims. EU-OSHA was able to assist by translating information into Arabic to aid awareness raising campaigns and inviting a delegation from the tripartite National OSH Committee to participate in a study visit to Bilbao. EU-OSHA would be keen to continue providing support, however, as many of the priorities in Palestine relate to infrastructure needs, which EU-OSHA cannot provide, it is necessary to manage expectations to ensure that collaboration between Palestine and EU-OSHA is aimed at achievable and sustainable goals.

Initial work to identify stakeholders and develop a focal point network in each partner country was undertaken in 2014. This included preliminary meetings in partner countries and the identification of their priorities and needs. Along with identifying a focal point in each country, EU-OSHA met with social partners and other key stakeholders in order to develop the OSH network and ensure that, as far as possible, all partners were included in activities.

In 2015, EU-OSHA built on this work to undertake cooperative activities aimed at supporting national stakeholders to achieve their priorities in the field of OSH. These activities included training seminars, translation, conferences and study visits and were able to be organised effectively because of the preliminary work carried out in developing an efficient focal point network in each country.

The political and security situation in Libya has impeded EU-OSHA's ability to operate in that country and as such, EU-OSHA notified the Contracting Authority on 28 November 2014 that no further activities would be undertaken with Libya during the life-cycle of this contract.

Member State representatives, including social partners, along with DG EMPL were actively involved in the implementation of the project. As a tripartite agency with an extensive network, EU-OSHA is uniquely placed to be able to mobilise experts from across the EU to add value to the Action. Furthermore, existing links with international organisations such as the ILO, IALI, EBRD and WHO provided a basis for collaboration with these organisations in the implementation of the project.

In general, EU-OSHA is satisfied with the implementation of the activity and believes that it has made a significant achievement in developing the first links with ENP countries and preparing them for collaboration with the Agency. Should further support be available, EU-OSHA believes it can achieve a real and sustainable impact in those countries seeking greater EU integration.

2.2. Results and Activities

R1 – "Better infrastructure in the health and safety administration, more up to date information about the different national systems, national legislation and national good practice examples. It will also give the workplaces in the countries good practice examples"

This result contains two sub elements, in particular Better infrastructure in the health and safety administration and more up to date information about different national systems. For the purposes of quantifying this result, EU-OSHA will indicate the number of times it participated in seminars/events/workshops in target countries, both with a focus on building the capacity of local partners in administering occupational safety and health and to gain more up to date information on the national context than can be provided through desk research. EU-OSHA planned to visit all countries twice within the scope of the existing project for the purposes of participating in national seminars and events, except for Israel and Palestine, which were to only be visited once.

- 78% (14 visits out of 18 planned) – Preliminary visits to 9 out of 10 countries and follow up seminars in 5 out of eight countries.

The four visits that did not take place consist of two visits to Algeria, and a follow up seminar in both Tunisia and Armenia. As outlined below, the visits to Algeria were not possible due to complications in the development of an efficient network between the relevant Ministries in Algeria and EU-OSHA. EU-OSHA's contacts with Algeria were sporadic and requests or proposals often received no response. The EU Delegation advised EU-OSHA that this was not uncommon and provided assistance where possible. EU-OSHA was advised that any request to visit Algeria needed to be directed to the Ministry of Foreign Affairs, which meant EU-OSHA was unable to get a clear understanding of when and for what purpose a visit would serve the relevant stakeholders in Algeria. Furthermore, the Ministry of Foreign Affairs advised that EU-OSHA's designated focal point in Algeria was in the Ministry of Health, which is not the responsible national authority for OSH and did not participate in any activities with EU-OSHA, which made organisation more complicated. Contacts with representatives in Algeria, especially technical officers in the Algerian Institute of OSH and Ministry of Labour were polite and amical, however, contrary to EU-OSHA's experience with other partner countries in the region, there did not appear to be an active desire for further collaboration.

EU-OSHA was aiming to participate in a national conference in Tunisia. However, concerns about the security situation in 2015, meant that this did not proceed. To compensate for this, EU-OSHA facilitated the participation of a Tunisian delegation in an international OSH conference organised in Morocco and remains in contact with its stakeholders in Tunisia. It was also planned to include an Algerian delegation at this conference, which was not possible for the reasons outlined in the Executive Summary.

Finally, a second visit to Armenia could not be arranged. EU-OSHA proposed the organisation of a seminar in Armenia. However, while there was some interest in this, it was not concrete. There was also some lack of understanding from colleagues in Armenia about EU-OSHA's role and its capacity to deal with specific issues, especially those related to public health. This is likely due to the competency for dealing with OSH issues moving from the Ministry of Labour to the Ministry of Health in Armenia and the loss of expertise that has resulted from this. Nevertheless, EU-OSHA maintained good contacts with colleagues in Armenia and was able to translate a number of documents into Armenian and secure the active participation of an Armenian delegation in the Eastern Partnership seminar held in Bilbao in December 2015.

A1 – "Identification of stakeholders"

Stakeholders in target countries were identified through a combination of desk based research and assistance from existing network partners and EU Delegations based in target countries. As part of this activity, EU-OSHA visited nine of the ten (excluding Libya) target countries listed in the contract. In all of these countries, EU-OSHA has had the opportunity to gain updated information regarding the national system for managing OSH and has met stakeholders including national competent authorities, other government representatives, social partners and researchers.

As discussed above, the only country to which a visit was not possible was Algeria. This was due primarily to the administrative difficulties in arranging a visit and the complexity of working with a focal point outside of the responsible national authority for OSH. EU-OSHA worked with the EU Delegation in Algiers to overcome these issues. This included the Delegation sending a 'verbal note' to the relevant Ministry in order to receive a response to a request. It was difficult to ascertain to what extent partners in Algeria were interested in continued collaboration beyond the opportunity for networking at international events. While contacts between EU-OSHA and colleagues in Algeria were positive, an efficient and effective network of stakeholders upon which to build collaborative activities was not established, unlike in other partner countries.

EU-OSHA only visited Armenia once. The possibility of arranging a training seminar in Armenia was part of an ongoing discussion following the translation of specific EU-OSHA material into Armenian. However, for the reasons outlined above, it was not possible to arrange this during the course of the project. Nevertheless, an activity such as this would be both relevant and worthwhile in the future to help build the capacity of the new responsible authority for OSH.

EU-OSHA was scheduled to participate in an international seminar in Tunisia in the second half on 2015. However, this seminar was postponed amid security concerns in Tunis until 2016. Unfortunately, this means that EU-OSHA will be unlikely to participate as it will no longer have resources for ENP activities. Representatives from Tunisia participated in the seminar held in Casablanca on 9-10 December 2015.

The security situation in Libya has meant that activities cannot be properly implemented in that country.

Following preliminary visits to each country, a series of follow up seminars were provided, which are outlined below.

On 19 May 2015, EU-OSHA delivered a training seminar in Chişinău to social partners and Labour Inspectors. The focus of the training session was on risk assessment and methods of enforcing 'goal setting' as opposed to prescriptive OSH legislation, which reflects the EU approach. The training was delivered by EU-OSHA experts and a representative from the Romanian Labour Inspectorate.

On 20 May 2015, EU-OSHA was invited to participate in a scientific conference organised in Kyiv by the SLS and an industrial safety magazine. EU-OSHA provided a presentation on the risk assessment process as it applied in the EU (both legally and in practice). On 20-21 May 2015, EU-OSHA also participated in a tripartite seminar in Kyiv organised by the SLS and the ILO to discuss the new structure of the SLS. On 7 October 2015, EU-OSHA participated in the 3rd International Scientific Conference organised by another industrial safety magazine in Lviv with the support of the SLS. EU-OSHA presented information on practical tools to help businesses improve OSH and participated in a discussion group on the topic 'does Ukraine need a regulation that requires companies to assess risks?'

A training seminar was held in Baku on 18 June 2015 for approximately 100 Labour Inspectors focusing on key aspects of OSH management, such as risk assessment,

information sharing, and labour inspection. The training was delivered by EU-OSHA experts and also a representative from its Member State network, specifically from the Finnish Ministry of Labour.

From 14-18 July 2015, EU-OSHA delivered part of a training seminar in Tbilisi to newly appointed Labour Inspectors. The training seminar was organised in collaboration with the ILO and the Georgian Ministry of Labour as part of a programme to reintroduce Labour Inspection to Georgia. EU-OSHA delivered a session on the legal framework for managing OSH in the EU as well as a session on risk assessment and participated in site visits with the new Labour Inspectors.

EU-OSHA co-organised a seminar in Casablanca with the ILO, INCVT and the Moroccan Ministry of Employment and Social Affairs on 9-10 December 2015. The seminar was attended by 100 participants from government, social partners and the media and was organised with the goal of discussing the future structure of the INCVT in order to create an effective tripartite OSH institute capable of supporting the Ministry, social partners and individual workers and businesses. EU-OSHA experts presented information on the role of the Agency and facilitated the participation of experts from its Member State and ENP Network, specifically representatives from institutes in France, Italy and Tunisia.

R2 – "Information networks in the beneficiary countries include all relevant national partners. The networks will collect and disseminate useful and high quality information on OSH."

This result can be quantified by identifying the number of target countries where a focal point has been identified and EU-OSHA has stressed the importance of maintaining a national tripartite network.

- 100% (Focal Point identified in 10 out of 10 target countries)

A1 – "Identification of stakeholders"

See information provided above, under **R1** and point 3.2.

EU-OSHA successfully identified a focal point in each ENP partner country, chosen by the responsible national authority in line with normal Agency practice. The only exception is Algeria, where the nomination of the focal point was made by the Ministry of Foreign Affairs.

R3 – "The ENP countries will have learned about the operations of the Agency and subsequently received assistance in establishing their own national structures and functions. The assistance also allowed the beneficiaries of the ENP programme to mobilise the relevant national stakeholders similar to those in the EU MS."

- 100% (All target countries have participated in seminars/workshops/events in Bilbao).

A2 – "Invitation of national stakeholders from the beneficiary countries to EU-OSHA"

EU-OSHA held two seminars in Bilbao in 2015 with representatives from ENP partner countries. Both seminars included representatives from EU Member States and the European Commission as well as EU-OSHA experts to provide information about the working of the Agency and the EU OSH system in order to aid the development of their national systems.

The first seminar was held on 21-22 April 2015 and brought together representatives from North Africa, specifically Algeria, Tunisia and Morocco, as well as EU Member

States and DG Employment and Social Affairs of the European Commission. There are many similarities between the OSH systems in all of these countries, being based to a significant extent on the French system. The EU, for these countries, is seen as a benchmark in OSH management and the seminar was an opportunity to provide further information about specific aspects of the EU approach to OSH. A report from the seminar is available online - <https://osha.europa.eu/en/tools-and-publications/seminars/eu-north-africa-seminar>

The second seminar was held on 1-2 December 2015 and featured participants from the Eastern Partnership, specifically Armenia, Azerbaijan, Georgia, Moldova and Ukraine. Also in attendance were representatives from DG EMPL and EU Member States that had the experience of transitioning from the Soviet to the EU system. In the context of the Association Agreements signed by Georgia, Moldova and Ukraine the seminar was an opportunity for participants to find out more information about the EU's approach to OSH and, specifically, how that approach has been implemented at national level. This was also an opportunity for the three countries to have signed an Association Agreement to share information among each other about the ongoing reform process. The report is available online - <https://osha.europa.eu/en/tools-and-publications/seminars/eu-eastern-partnership-seminar>

A3 – “Support of national stakeholders from beneficiary countries to attend occupational safety and health conferences/events to which EU-OSHA is also contributing”

EU-OSHA had initially planned to invite representatives from Georgia to participate in a thematic day organised by SLIC focused on the importance of both advice and control in Labour Inspection. Unfortunately, this was not possible as the internal rules of DG EMPL preclude the participation of third countries in SLIC activities. EU-OSHA believed that this would only relate to the formal meeting and not the thematic day, however, this was not the case. DG EMPL established a position regarding enlargement countries a number of years ago, which states that they may only be able to participate as observers to SLIC at the very last stages of the pre-accession process once the Accession Treaty has been signed. There was some confusion as to whether this should also apply to ENP countries and whether it included the SLIC thematic day as well as the plenary session. However, in order to ensure equal treatment, DG EMPL advised EU-OSHA that the same position should apply to ENP countries. As such, representatives from Georgia were not able to attend. Two representatives from the ISST, EU-OSHA's focal point in Tunisia, participated in a seminar held in Morocco and organised by EU-OSHA in partnership with the INCVT, the Moroccan Ministry of Employment and Social Affairs and the ILO. This provided the representatives from Tunisia with the opportunity to learn from and network with the participating EU and international representatives and to add value to the seminar by presenting their institute to stakeholders in Morocco.

A5 – “Study visit for representatives from Palestine to the EU to build their capacity in the field of occupational safety and health”

The study visit to Bilbao for a tripartite delegation from the Palestinian National OSH Committee was organised in response to a request from the Palestinian Ministry of Labour. The study visit included a seminar at EU-OSHA's offices in Bilbao, with representatives from EU Member States and social partners to discuss issues that are of concern to representatives from Palestine, specifically the planning and implementation of awareness raising campaigns and the structure of social dialogue in Europe. The following day included a tour of the premises and laboratories of the Spanish and Basque OSH Institutes which was of particular interest for the Palestinian delegation as in 2015 a Palestinian OSH Institute was opened with the support of the EU.

A6 – “Workshop in Bilbao for representatives from Israel to discuss Crystalline Silica and other relevant themes”

This activity was based on the stated objectives of EU-OSHA's stakeholders in Israel who are facing significant challenges related to increased instances of silicosis as a result of the use of artificial stone. As the issue of silica and silicosis is of ongoing concern in the EU, the opportunity was taken to bring together members of EU-OSHA's network to meet a delegation from Israel and discuss this growing concern and to further introduce EU-OSHA's partners in Israel to the work of the Agency and its network.

The workshop was held on 28 January 2015 in Bilbao with a follow up meeting between EU-OSHA and representatives from Israel held on 29 January 2015. The workshop also included representatives from the UK, Italy, Spain and the European Commission and a representative from NEPSI, the social partner agreement on silica. The research presented by the Israeli representatives was new and of value to the EU participants as it indicated an emerging risk that may be present in a number of Member States. Both the ILO and WHO were also present. A report of the seminar is online - <https://osha.europa.eu/en/tools-and-publications/seminars/eu-israel-workshop-on-issues-associated-with-silica-and-artificial-stone>

R4 – "Well-functioning information networks that will include all relevant national partners."

A4 – "Translation of key EU-OSHA materials into relevant national languages of beneficiary countries"

EU-OSHA regularly produces a variety of information on OSH, in the form of reports, factsheets, e-guides and risk assessment tools. As part of EU-OSHA's role as a network organisation this information is translated into national languages and provided to our focal points who then disseminate the information to partners in national OSH networks. Over the course of the project, EU-OSHA translated information into 5 national languages of its ENP partners - Arabic, Armenian, Azeri, Georgian, and Ukrainian. The only languages to which material was not translated were Hebrew and Romanian. No translation to Hebrew was made because our focal point advised that they would prefer to make any translations internally to ensure accuracy and the appropriate technical language was used. Romanian is an official language of the EU and so EU-OSHA has already translated many of its products into Romanian as part of its work with EU Member States and further translation was unnecessary.

- 2.3.** Describe if the Action will continue after the support from the European Union has ended. Are there any follow up activities envisaged? What will ensure the sustainability of the Action?

The Action will not continue after the support from the European Union has ended. EU-OSHA lacks the human and financial resources to continue organising activities with ENP partner countries without specific EU support. The European Commission advised that EU-OSHA could use the already established Eastern Partnership Panels and the corresponding panels in the Union for the Mediterranean for further activities. However, there is no panel which relates to OSH or, more generally, employment. As such, EU-OSHA would need to use a Panel related to the economy which would pose problems as it is not managed by its line DG, DG EMPL. A second barrier to this is that EU-OSHA has limited human resources. ENP activities were organised because European Commission support enabled EU-OSHA to secure a Project Manager for the duration of the action capable of managing the financial, administrative and operational elements of the action. Without this support, EU-OSHA has one staff member who manages the Focal Point network for all member states and EFTA and EEA countries, including planning all meetings, work programmes, country visits and other activities, as well as managing relations with international organisations and other groups such as SLIC. This same officer would also be required to undertake the planning and implementation of workshops and seminars for ENP partner countries. This would add significantly to an already high workload and without a specific project approved by EU-

OSHA's Governing Board, it risks falling outside the Agency's mandate as defined in its Founding Regulation.

EU-OSHA would certainly be disposed to participating in any panel events or other similar platforms were it invited and resources permitted, however, without ongoing support it lacks the resources to actively organise these activities. Nevertheless, EU-OSHA will stay in contact with its network in ENP partner countries and engage in ad hoc information exchanges and other activities where possible. Furthermore, EU-OSHA has been in ongoing discussions with the international relations unit of DG EMPL to identify areas where the Agency can support its line DG's activities, especially as they relate to the Eastern Partnership.

A lack of further support will put in jeopardy the success of this Action. With the completion of the 'preparatory steps', there is some expectation in the ENP partner countries that further steps will be taken, otherwise the need to take preparatory steps is not evident. If no support for further activities is available then there is a chance that the network of key stakeholders developed over the course of the Action, and essential for implementing cooperative activities, could breakdown.

EU-OSHA will try to mitigate this risk by maintaining ad hoc contacts with its focal point network in the participating ENP partner countries and continuing informal information sharing on a sporadic basis. EU-OSHA will attempt to maintain an up to date contact database so that should further support from the EU become available, there will be no need to revisit any of the completed 'preparatory steps' undertaken as part of this Action.

- 2.4.** Explain how the Action has mainstreamed cross-cutting issues such as promotion of human rights, gender equality, democracy, good governance, children's rights and indigenous peoples, environmental sustainability and combating HIV/AIDS (if there is a strong prevalence in the target country/region).

The Action contributes to mainstreaming cross-cutting issues such as democracy and good governance in a number of ways. In particular, it promotes democracy and good governance by promoting social dialogue and helping to strengthen social dialogue structures, ensuring the participation of those who are affected by decisions in the decision making process. Furthermore, by working closely with Labour Inspectorates in the implementation of the Action, EU-OSHA has contributed to mainstreaming good governance by building the capacity of enforcement agencies' to operate in an effective and transparent manner. Finally, by strengthening OSH structures and promoting OSH among government, social partners and other stakeholders, it contributes to ensuring that economic development is both inclusive and sustainable. This is further reinforced through EU-OSHA's focus on specific types of workers, such as young workers, migrant workers and women.

- 2.5.** How and by whom have the activities been monitored/evaluated? Please summarise the results of the feedback received from the beneficiaries and others.

The activities have been monitored and evaluated internally by EU-OSHA staff implementing the specific activities. Furthermore, the activities were evaluated through feedback from EU-OSHA's focal points and other stakeholders in the ENP partner countries. Obviously, it is difficult to evaluate and assess the impact of 'preparatory steps' on the occupational safety and health system of a particular partner country. The cost of an independent external evaluation of the impact of EU-OSHA's 'preparatory measures' would be high as it would require an independent assessment of the OSH framework in each country and an analysis of the impact of EU-OSHA's activities over a two year period on this framework. In itself, such an assessment would be a significant undertaking and, while worthwhile, would require many more resources and much more time to complete. For this reason, it was not foreseen as part of the initial project plan and was not raised during

discussions with the Contracting Authority. As the activities were 'preparatory steps' the identification of 'outcome indicators' on which to measure success is difficult. However, the success of the activities that comprised the 'preparatory measures for the collaboration of ENP countries with the EU-OSHA', can be measured in that they have created a solid framework for cooperation in order to achieve a lasting impact in the future and that stakeholders in those countries seeking closer integration have a deeper understanding of the EU approach to OSH and the mechanisms required to implement it. In short, those countries that participated in this activity are now prepared to participate in the work of EU-OSHA. Further activities, if support was available would include targeted interventions to address specific needs, the impact of which would be easier to assess, as it would not require a holistic assessment of the OSH framework in each particular country, but would focus on a specific outcome and could be measured against that.

- 2.6.** What has your organisation or any actor involved in the Action learned from the Action and how has this learning been utilised and disseminated?

EU-OSHA has gained an in depth knowledge of the existing occupational safety and health systems in each ENP partner country and also the challenges and needs for the future development of that system. In some instances, the knowledge is deeper based on the greater level of cooperation that was possible during the project. This would be the case with Israel, Palestine, Tunisia and Morocco in the Southern Neighbourhood and Azerbaijan, Georgia, Moldova and Ukraine in the Eastern Partnership.

The knowledge that has been gained by EU-OSHA was used during the implementation of the activity in designing cooperative actions. Seminars and conferences were tailored to meet the needs of the individual ENP partner countries. Furthermore, the knowledge gained was used to provide regular updates when requested to representatives from the Delegations in relevant ENP partner countries and to DG EMPL to aid their participation in meetings with representatives from ENP partner countries.

- 2.7.** Please list all materials (and number of copies) produced during the Action on whatever format (please enclose a copy of each item, except if you have already done so in the past).

Please see the attached table listing the documents that have been translated and the languages into which they have been translated.

- 2.8.** Please list all contracts (works, supplies, services) above € 60 000 awarded for the implementation of the action since the last interim report if any or during the reporting period, giving for each contract the amount, the award procedure followed and the name of the contractor.

No contracts above € 60 000 were awarded for the implementation of the action.

3. Beneficiaries/affiliated entities and other Cooperation

- 3.1.** How do you assess the relationship between the Beneficiaries/affiliated entities of this grant contract (i.e. those having signed the mandate for the Coordinator)? Please provide specific information for each Beneficiary/affiliated entity.

EU-OSHA is the sole Beneficiary of the Grant Contract.

- 3.2.** Is the above agreement between the signatories to the grant contract to continue? If so, how? If not, why?

Not applicable as EU-OSHA is the sole beneficiary.

- 3.3.** How would you assess the relationship between your organisation and State authorities in the Action countries? How has this relationship affected the Action?

EU-OSHA has developed strong effective working relationships with the State Authorities in the target countries with which it is working. EU-OSHA has experienced some logistical difficulties in managing the relationship with the state authorities in Algeria, primarily because the designated focal point for the project is not the state authority responsible for OSH. Specific details for each target country are provided below.

- Algeria: EU-OSHA's Focal Point in Algeria is based at the Ministry of Health, as designated by the Embassy of Algeria in Spain on the request of the EU Delegation in Algeria. The relationship with the Ministry of Health in Algeria is productive, however the fact that EU-OSHA's focal point is not located in the national competent authority for OSH, the Ministry of Labour, Employment and Social Security, remains an issue. Furthermore, EU-OSHA's focal point is not an active participant in cooperative activities beyond assisting with logistical matters, which means that communication is inefficient and needs to go through multiple channels in order to achieve a result. Nevertheless, the relationship is functional and EU-OSHA has successfully arranged for relevant representatives from the national responsible authority for OSH and the National OSH Institute in Algeria to participate in a seminar in Bilbao.
- Armenia: The State Authority responsible for administering OSH in Armenia is the Ministry of Health. EU-OSHA's focal point is situated within this Ministry. Although in its early stages, our relationship is productive. During our visit to Yerevan the Deputy Minister responsible for OSH met with us. Nevertheless, the responsibility for OSH has only recently moved to the Ministry of Health and the focus remains on public and environmental health. While it is certainly positive that public health and OSH are linked, there is a need to build capacity and knowledge specific to OSH. Despite this, EU-OSHA's relationship with representatives from the Ministry of Health is good and the channels of communication are effective, enabling the organisation of cooperative activities.
- Azerbaijan: EU-OSHA's focal point is in the Labour Inspectorate of the Ministry of Employment and Social Protection of the Population. The relationship is positive and productive and EU-OSHA has been able to organise a number of activities, including the translation of documents, a training seminar in Baku and participation in a seminar in Bilbao without difficulty. The active participation of the Labour Inspectorate of Azerbaijan in other international fora and organisations including the ILO and IALI means that stakeholders in Azerbaijan have a good understanding of the scope and relevance of international cooperation in the field of OSH.
- Georgia: The Ministry of Labour, Health and Social Affairs in Georgia is the competent authority for OSH in Georgia and our focal point is situated within this Ministry. The Ministry has undergone personnel changes during the course of the project, particularly at Head of Department and Deputy Ministerial level, but also at the level of EU-OSHA's main contact point, which posed some challenges. Despite the personal changes EU-OSHA has maintained close contact with the Ministry in Georgia to ensure the transition to a new focal point is relatively seamless. In general, EU-OSHA has enjoyed very strong relationships with the two Acting Heads of the Labour Department and the four focal points with which it has worked. The Ministry has also been careful to select representatives with a high level of English to act as focal point making communication and planning of activities more efficient.

- Israel: In Israel, the Ministry of Economy is the competent authority for OSH. EU-OSHA's focal point is in the Ministry of Economy and more specifically in the Safety and Health Administration. We have positive links with the Ministry and also with the Israeli Institute of OSH which is a publicly funded research and awareness raising institute working closely with the Ministry. EU-OSHA's focal point is in regular contact both when planning activities and also for ad hoc requests for information about the EU approach to OSH.
- Moldova: The State Authority for OSH in Moldova is based in the Ministry of Labour, Social Protection and Family, which is also the location of EU-OSHA's focal point, specifically in the Labour Inspectorate. The relationship is positive, however, it is not always efficient. This is primarily due to language difficulties, as the initial focal point left the organisation leaving no other representatives with an adequate level of English. However, as EU-OSHA has staff members who speak Romanian, it has been possible to communicate in Romanian when organising activities together, including a training session in Chişinău, and the participation of representatives in a seminar in Bilbao.
- Morocco: The State Authority for OSH is the Ministry of Employment and Social Affairs. EU-OSHA's focal point was designated as the National Institute of Working Life (INCVT), which works closely with the Ministry. A number of focal points in the EU Member States are also contained in national institutes and this is a relatively common situation, as the work of the Agency often better reflects the work of national institutes in that it is focused on research, information and awareness raising, rather than regulation and enforcement. EU-OSHA enjoys an excellent relationship with its focal point in the INCVT, enabling efficient and flexible organisation of activities. EU-OSHA met with the Minister in Rabat and the Minister remains in contact with EU-OSHA to discuss the scope of our future collaboration. The Minister has been in regular correspondence with EU-OSHA's Director and has participated in both EU-OSHA's visits to the country.
- Palestine: The Ministry of Labour is the State Authority for OSH in Palestine and it is within this body that EU-OSHA's focal point is situated. EU-OSHA's relationship with the Ministry is effective with regular communication to discuss the scope and direction of the collaboration. There is a need to manage expectations to some extent to ensure that activities fit within the scope of the Agency's work. The Ministry is active in the field of OSH and EU-OSHA has been able to work closely with its focal point to organise a study visit for a tripartite delegation from Palestine to Bilbao and also the translation of a number of documents into Arabic.
- Tunisia: In Tunisia, the Ministry of Social Affairs is the State Authority responsible for OSH. The Minister designated the National Institute of OSH (ISST) as EU-OSHA's focal point. EU-OSHA maintains a positive relationship with the ISST and also the Ministry with regular contact from both parties. During EU-OSHA's visit to Tunis, it had the opportunity to meet with representatives of the ISST and also different divisions of the Ministry, in particular the Labour Inspectorate and the Accident Insurance body. EU-OSHA is in regular contact with its focal point and maintains an excellent working relationship.

Ukraine: The State Labour Service of Ukraine is the responsible state authority for OSH and acts as EU-OSHA's focal point. The State Labour Service is a newly established body that combines sections of other Ministry's which were responsible for administering different aspects of OSH and employment relations. EU-OSHA enjoys a very good relationship with the Head of the State Labour Service, Mr Roman Cherneha, and as the Service has grown, an English speaking focal point has been chosen with whom EU-OSHA is working closely. The two state supported industrial safety magazines have also been actively involved in EU-OSHA's cooperation with Ukraine and continue to maintain regular contacts.

3.4. Where applicable, describe your relationship with any other organisations involved in implementing the Action

As a tripartite organisation, it is essential for EU-OSHA to develop strong working relationships with social partners in target countries as well as national authorities. EU-OSHA has met with social partners in target countries and has encouraged the development of national tripartite OSH networks. Furthermore, social partners in the ENP target countries have actively participated in training seminars and study visits organised as part of the project. The level of social dialogue differs significantly between the target countries and so further work is required to encourage productive relationships between government and social partners.

EU-OSHA has also worked closely with national research institutes. In some instances, such as in Tunisia and Morocco, the national OSH institute was nominated by the Minister as EU-OSHA's focal point. This mirrors the approach in some Member States, such as Romania and the Netherlands. In countries where the national OSH institute was not formally implicated in the project, EU-OSHA has maintained contact to ensure they are aware of and able to participate in EU-OSHA's activities where possible.

EU-OSHA has a good working relationship with the ILO and has sought to further this during the implementation of the Action, by meeting ILO representatives in specific target countries and also regular contact with the ILO headquarters in Geneva and regional offices in Moscow and Algiers. This has been essential to the successful implementation of the Activity in order to ensure that the project does not duplicate existing work and, instead, can build on the activities that are already underway or recently completed.

Cooperation with the ILO differs depending on the specific ENP partner country, however, a number of collaborative activities have been organised. In Georgia, EU-OSHA delivered a training sessions for new Labour Inspectors in collaboration with the ILO and the Georgian Ministry of Health, Labour and Social Affairs. The elements of the training were shared between the specific competencies of EU-OSHA and the ILO, with the ILO focusing on the principles of Labour Inspection and EU-OSHA focusing on the EU legal framework and the risk assessment process to develop the competency of the national authority to manage OSH in Georgia.

EU-OSHA also collaborated with the ILO, as well as key national stakeholders in Morocco, to organise an international seminar in Casablanca on 9-10 December 2015, which focused on the role and structure of national OSH institutes in the EU and also internationally. The ILO participated in other EU-OSHA events organised as part of the project, notably the Workshop on Silica held in Bilbao in January 2015 and the EU-North Africa seminar in April 2015.

EU-OSHA has also engaged with its Member State network, both via its focal point network and also through its tripartite governing board. Representatives have participated in a range of different activities including inviting focal points or board members to participate in

missions to ENP partner countries to provide information on the relationship between national authorities and EU-OSHA and to give information on the national OSH system in their country. This has been especially useful where there is a shared language (such as Romania and Moldova) or a historic and political context that makes sharing experiences valuable as with Member States from the former Soviet bloc and Eastern Partnership countries.

Focal Point and governing board experts have also participated in all events organised in Bilbao to provide a national context to the EU approach to OSH management. EU-OSHA also sought synergies with other organisations such as the European Bank for Reconstruction and Development which is currently implementing OSH capacity building activities in some ENP partner countries as part of its infrastructure investment.

3.5. Where applicable, outline any links and synergies you have developed with other actions.

EU-OSHA was open to investigating synergies with other actions. In practice, this resulted in a number of activities being organised in close collaboration with the ILO to build on their existing activities in the specific country. Two examples of this are the training session for Labour Inspectors organised with the Georgian Ministry of Labour, Health and Social Affairs and the ILO and the international conference organised by EU-OSHA, the ILO, the Moroccan Ministry of Employment and the Moroccan OSH Institute in Casablanca.

Furthermore, EU-OSHA was in close contact with its line DG, DG EMPL and regularly sent reports to the international relations unit of said Directorate and was provided with advice regarding the existing situation in each partner country and guidance on the European Commission's policy activities.

3.6. If your organisation has received previous EU grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant EU grants).

This is the first time EU-OSHA has received an EU Grant to work with ENP countries.

3.7. How do you evaluate cooperation with the services of the Contracting Authority?

Cooperation between EU-OSHA DG NEAR, as the contracting authority, has been productive. EU-OSHA is grateful for the support it has received, particularly the clear and efficient advice, both operational and financial, that it has received from the desk officers responsible for supervising the project.

4. Visibility

EU-OSHA is ensuring that the visibility of the project is maintained through regular blog posts on the EU-OSHA website. These blog posts indicate that EU-OSHA's project is funded by the EU. Furthermore, these blog posts are sent to approximately 60,000 recipients both inside and outside the EU via EU-OSHA's oshmail newsletter.

In accordance with EU-OSHA's communications plan sent to the Contracting Authority in 2014, EU-OSHA did not produce any press statements or articles concerning the project. Interactions with the media were limited to brief ad hoc questions asked by media representatives at conferences and events, including in Georgia and Morocco, where EU-OSHA was interviewed by local television while participating in the conferences concerning its ENP project. As these were ad hoc and unplanned media interventions. All questions related specifically to EU-OSHA's role as an information and research organisation and technical questions about OSH management in the EU. In Ukraine, an article was produced by a national OSH magazine about EU-OSHA's visit, however, this was neither authorised by EU-OSHA nor published in its name.

As a body of the EU, EU-OSHA's documents and information display the EU logo clearly demonstrating that this is an EU project.

EU-OSHA has no objections to publishing the results of the Action on the EuropaAid website.

5. Location of records, accounting and supporting documents

As the sole beneficiary the records, accounting and supporting documents are located at EU-OSHA's headquarters in Bilbao.

Name of the contact person for the Action:

Signature: Location: *Bilbao*

Date report due: *30* April 2016

Date report sent: *5/7/11 Revised version sent*