



14 January 2014
Our ref: G/14/M2

MINUTES

Meeting:	40 th MEETING OF THE GOVERNING BOARD
Date:	Tuesday, 25 November 2014
Time:	17.00 h – 18.30 h
Venue:	Jean Monnet building, M1 meeting room, Luxembourg

1. Adoption of the draft agenda (G/14/A2)

The Chair welcomed all participants to the plenary session of the 40th meeting of the Governing Board of the EU-OSHA.

In addition to the Agenda proposed by the Agency, the Commission proposed to give an update on the following issues:

- Newly appointed Commission;
- Revision of Agency's founding regulation.

The Commission would elaborate on these issues under Item 3 (Director's Progress Report).

CONCLUSION: The draft agenda was adopted.

2. Director's Progress Report (G/14/14)

As agreed, the Director for Employment and Social Legislation, Social Dialogue (Directorate EMPL/B) at the Commission addressed the Board regarding the new Commission and the revision of the Agency's founding regulation.

Newly appointed Commission

The Juncker Commission took office on 1 November. This was preceded by the publication of the ten political priorities in September which were in turn reflected in mission letters to each Commissioner. Political actions will be shaped around these political priorities, which will guide the main legislative proposals of the Commission.

Social policies were not identified as a priority *per se*, but will be mainstreamed across all actions. The Commission will work towards boosting economic growth and investments, enhancing a deeper and fairer internal market and building a better functioning economic and monetary Union. The social dimension will be taken into full account, and any measures – including the quality of legislation – will be assessed in the light of its social impact. The re-launch of the social dialogue is another important drive of the Commission's actions for the next term. There is no specific reference to OSH – but there is a strong concern about decent jobs. The on-going evaluation of the Community *acquis* on health and safety at work is expected to bring about valuable “food for thought” to guide future actions.

Working methods will also change. In the organigram, there are seven Vice-Presidents that would coordinate the work of the Commissioners in a logic of team-work. The first Vice-President, in



charge of inter-institutional relations and cross-cutting policy matters, is expected to approve all legislative proposals.

In addition, in the view of enhancing transparency, the Commission published a document that foresees the publication of all lobbyist and interest groups that get in contact with the Commission.

Agency's revised founding regulation

The draft work programme for the Commission in 2015 includes the revision of EU-OSHA's founding regulation, in parallel to Cedefop's and Eurofound's, given their tripartite nature. The revision process has been accompanied all along by a constructive dialogue with the stakeholders. The process is at its final stage now. It is expected that the new founding regulation will be released as of next year.

The Director then referred to the Director's Progress Report. In particular, she gave an update on the following issues:

Seat agreement and inauguration of new premises

The Seat Agreement was signed on 31 March at the Agency's new premises in the presence of the Spanish Deputy Secretary of State for Employment and Social Security. On this occasion, there was the official inauguration of the Agency's new premises. The Commissioner and the former Directors of the Agency as well as the Governing Board's Chair and vice-Chair (Government's group) also attended.

Thanks to the Seat Agreement, the Agency and its staff will be endowed with a clear and stable regulatory framework. This will support EU-OSHA to reach its objectives.

The Agency and the Spanish authorities have agreed upon a Roadmap to ensure implementation of the seat agreement.

Roadmap on the follow-up of the Inter-institutional working group on the future of EU Agencies,

All the actions on which the Agency has a prominent role are being followed up and are on track. Board members received a copy of the Roadmap action plan for their reference. As a follow up to the Roadmap, the Agency is submitting a conflict of interest policy and an anti-fraud strategy for adoption.

Audit by the Court of Auditors and certification of accounts

The Court of Auditors informed that external private auditors will have to carry out the audit on the reliability of the 2014 accounts. The Court has carried out the legality and regularity of financial transactions audit between 27 and 31 October.

Discharge 2012

Last April, the Parliament granted the discharge to the Agency's Director in relation to the implementation of the budget for the financial year 2012.

The main highlights from the discharge decision on EU-OSHA are:

- Agency's contribution to OSH across Europe has been significant;
- Green Jobs foresight and the Healthy Workplaces Campaigns were mentioned;
- Carry overs are significant but are planned and mainly due to multi-annual nature of Agency's activities;
- The report from the Court of Auditors confirmed the legality and regularity of the financial transactions underlying the 2013 accounts and regularity of the accounts.;
- Agency has to implement a conflict of interest policy by 1 December 2014. Not only declarations of interests of Board members but also CVs now have to be published. This issue will be discussed under a separate item (Item 11).



Staff engagement survey

Together with many other EU Agencies, the Agency has launched a staff engagement survey in order to identify strengths and areas of improvement, to learn from the former ones and to work together on the latter in view of continuous improvement of the Agency's working conditions.

The survey was carried out by an external company to ensure full confidentiality. The deadline to participate to the survey was 7 November and the great majority of staff members took part in it (80%). The data analysis will also be carried out by the external company. The data will be analysed against a cluster of Agencies that have the same characteristics (size, etc.) as EU-OSHA.

COMMENTS FROM THE BOARD:

Asked to clarify about the human and financial resources needed for the implementation of the actions in the frame of the European Neighbourhood Programme (ENP), the Director and the Head of the Resource and Service Centre informed that the ENP is a programme run by the Commission and specific funds have been earmarked for those actions in the Agency's budget (Title 4).

In the output table annexed to the Director's Progress Report, the foreseen finalization date should be expressed in terms of month/year or quarter/year to facilitate tracking.

The Workers also recommended that, in the context of the Healthy workplaces manage stress campaign, the Agency should emphasize psychosocial risks alongside stress at work.

CONCLUSION: The Board took note of the Director's Progress Report and its annexes.

ACTION N.1

The Agency will express the foreseen finalization date of the outputs table provided as an annex to the Director Progress Report in terms of quarter/year.

3. Amending Budget II 2014 (G/14/15)

There has been the need to propose a new amendment to 2014 Budget, after the first amendment already adopted in March. The reasons for this are:

- Decreased income from the Basque Government (from 100.000 € to 40.000 €);
- 11 additional transfers of appropriations;
- Expenses related to the certification on annual accounts is externalized to a private company as per the article 208 (4) of the Financial Regulation
- The amendment II to the budget 2014 decreases the 2014 annual income and expenditure by € 2,636,405.

Regarding the revenues, the new grand total for 2014 is € 17,256,026 compared to €17,316,026 (- € 60.000)

Regarding the expenditures, the new grand total expenditure for 2014 is € 17,256. The variations are in Title 1 and 2, whereas Title 3 and 4 remain unchanged.

The amending budget has no impact on the figures of the Activity Based Budget provided for 2014.

COMMENTS FROM THE GROUPS:

The Commission remarked that there has been an increase by 20% of the resources allocated for communication activities to the detriment of prevention and research activities and asked the



Agency to explain this. The Director and the Acting Head of Prevention and Research Unit observed that a similar deviation from the approved budget occurred at the end of 2013, but in the opposite direction (from communication activities to prevention and research activities). This re-allocation was necessary to address sampling challenges in a number of countries and the boosting of the sample for ESENER-2 by three Member States. The two re-allocations balance out each other.

CONCLUSION: The Board adopted the amending budget II 2014.

4. Annual Management Plan 2015 (G/14/16)

The Director recalled that the Annual Management Plan 2015 is intended to implement the second year of the Multi-annual Strategic Programme 2014-2020. The Agency did not foresee any new activities compared to 2014.

The Board had already the opportunity to provide feedback in March. The version submitted for adoption included the comments received during the consultation phase with the Commission and other EU Agencies. The Annual Management Plan was also aligned to the Agency's responsibilities in the light of the Commission communication on a Strategic Framework for health and safety at work.

The main change in comparison with the March draft is that the activity "Opinion polls" has been cancelled as the Agency could identify other sources to extract relevant data (including Eurobarometer, ESENER etc.). The resources were reallocated mainly to cover communication and promotion actions for the campaign.

In the near future, there may be the need to amend the document, once the funds related to the Pre-Accession Assistance Programme (IPA) are confirmed.

In an annex, the Annual Management Plan included a document outlining the indicative costs and the full-time equivalent required to implement each activity and the financing decision which indicates the budget reserved for procurement and the number and type of contracts foreseen. This is a requirement of the Financial Regulation.

COMMENTS FROM THE GROUPS:

The Board expressed satisfaction with the final draft. In particular, the Commission welcomed the fact that the Management Plan is well in line with the indications included in the EU-OSH Strategic Framework.

The Employers acknowledged that the document is now more focused and welcomed the fact that OiRA still represents a flagship activity of the Agency, given its excellent records at the national level.

CONCLUSION: The Board adopted the annual management plan 2015 and its annexes.

5. Budget and establishment plan (G/14/17)

The Director recalled that, in March, the Board had adopted the draft budget and establishment plan for 2015. The total amount was € 15,279,480.

The new proposal foresees a decrease of € 8,720 due to a reduction in the percentage of EEA-EFTA contribution vis-à-vis the EU subsidy, amounting to a total of € 15,270,760. The decrease affects Title 2.



The Agency's revenues can be broken down as follows:

- EU subsidy: € 14,534,000
- Budget outturn 2013: € 145,000
- EEA-EFTA funds: est. € 431,660 (2.97% of EU subsidy)
- Subsidies from Spanish and Basque Governments: est. € 160,100.

The expenditure is allocated as follows:

- Title 1: it remains unchanged compared to 2014 and the draft budget 2015 amounting to € 5,606,202
- Title 2: it has decreased by € 8,720 compared to 2014, amounting to € 1,371,755.
- Title 3: it remained unchanged compared to draft budget 2015, amounting to € 8,292,805
- Title 4: it cannot be estimated at the moment, as it is the result of the carry over/carry forward of 2014 appropriations to 2015.

Regarding the establishment plan, the number of staff have been established in accordance to the Multi-annual Staff Policy Plan 2015-2017 submitted to the Commission.

The total number of staff will be 67 and distributed across the categories as follows:

- 42 Temporary Agents
- 24 Contract Agents
- 1 Local Agent

COMMENTS FROM THE BOARD:

The Workers observed that the budget allocated to the Agency by the Institutions is not aligned to the work and responsibilities that it is carrying out, especially in the light of the Commission's communication on a strategic framework, and urged for an increase.

CONCLUSION: the Board adopted the Budget and establishment plan 2015

6. Stakeholders' survey (G/14/18)

The Chair proposed to re-schedule the presentation of the results of the stakeholders' survey to the next Board meeting due to time constraints. The Director added that the Agency would like to organize a pre-Board Seminar to analyse in depth the outcome of the survey and ensure a follow-up to the feedback received.

COMMENTS FROM THE BOARD:

A member from the Workers Group put into question the methodology used to carry out the survey and cautioned about the conclusions that could be drawn from the survey.

ACTION N.2

The Agency will re-schedule the presentation of the results of the stakeholders' survey at the pre-Board seminar in March 2015.



7. Revised basic requirements for EU-OSHA – focal point cooperation (G/14/19)

At the Board's request, the Agency revised the engagement paper that defines the role and responsibilities of the Focal Points with respect to the work of the Agency to give more emphasis to the involvement of social partners.

The paper updates previous documentation on the role of the focal point (previous Annex C). No new legal obligation is foreseen, nor any change in responsibilities.

The focus is on the importance of engagement with social partners at national level and the need for interchange between different stakeholders who may be interacting with the Agency.

This paper already benefitted from a discussion with the Bureau in September and was improved as per their indications. It was also discussed at the Focal Point meeting in October.

COMMENTS FROM THE BOARD:

The Employers welcomed the document and proposed some improvements regarding terminology, which the Agency will include.

The Workers stressed that the cooperation between social partners and Focal Points is an issue in many Member States. They welcomed the document, too, but they wished that the revised founding regulation could contribute to strengthen this cooperation. A monitoring of the work of the Focal Points in relation to their activities with the Agency would be important. The Director clarified that this is already taking place and on a yearly basis.

CONCLUSION: The Board adopted the basic requirements for EU-OSHA focal point cooperation

8. Cooperation with organizations in Member States in relation to activities outside the EU (G/14/20)

The Director informed that the Agency had developed this document in the framework of EU-OSHA policy on international relations discussed by the Bureau and adopted by the Board last November.

The objective is to outline collaboration channels with Member State organizations in non-EU states, and include possible scenarios. There will not be additional legal or financial obligations that will result from this cooperation.

The Bureau discussed the document in September and the Agency improved it as per their indications.

COMMENTS FROM THE BOARD:

The Workers remarked that promoting tripartism and social dialogue should be one of the purposes of this cooperation. This should be added to the document.

CONCLUSION: The Board adopted the paper on cooperation with organizations in the Member States in relation to activities outside the EU.

9. Themes for the European Campaign 2018-2019

At the last Board meeting, the Agency had proposed to have a preliminary discussion on the campaign theme at this meeting. The new Financial Regulation will affect the current planning schedule (cf. Item 14) and the Agency will need to start its planning earlier than in the past.



At this stage, the Board was invited to agree on the shortlist of possible campaign themes. The final decision will be taken at the first Board meeting in 2015. The preparatory work for the new campaign will start in 2016.

The Agency suggested two potential themes, which were already shortlisted for the 2016-2017 campaign. These were:

- dangerous substances;
- managing OSH in the health and social care sector.

COMMENTS FROM THE BOARD:

The Board proposed that other themes should be included in the shortlist.

As a general remark, the Governments observed that they tend to prefer horizontal themes to sector-specific ones and, whichever the selected theme would be, they would recommend a strong focus on small and medium-sized enterprises. Some members of the Governments' group proposed "creating a safety culture at the workplace" as an additional theme for the shortlist.

The Employers agreed with the Governments about a large-scale campaign on a broad topic and suggested "how to communicate OSH – let's talk OSH" for the shortlist.

The Workers proposed "the role of gender in OSH".

The Commission recommended that the campaign theme should have a clear link to the EU-OSH Strategic Framework.

The Director confirmed that these three additional proposals would be added to the shortlist presented by the Agency. The Agency will present substantiated background papers for these additional themes on the basis of a contribution prepared by the groups. These background papers will be ready one month before the next Board meeting to allow discussion among the groups as well as by the Focal Points and their national networks.

CONCLUSIONS: the themes included in the shortlist related to the 2018-2019 campaign agreed by the Board are:

- dangerous substances;
- managing OSH in the health and social care sector;
- creating a safety culture at the workplace;
- how to communicate OSH – let's talk OSH;
- the role of gender in OSH.

ACTION N.3

The Agency will prepare background papers for the additional themes proposed by the Board for the shortlist of the 2018-2019 campaign on the basis of a contribution submitted by the groups.

10. Anti-fraud strategy (G/14/22)

The Commission adopted its new anti-fraud strategy in 2011. One of the actions included in the action plan was to develop a methodology and a guidance for anti-fraud strategies for EU agencies and bodies.



The Agency prepared an anti-fraud strategy on the basis of a risk assessment and a guidance document prepared by the Anti-fraud Office of the Commission. This covers three years: 2015-2017.

In developing this strategy, the Agency followed up on two external requirements:

- Roadmap on the follow-up to the Inter-institutional working group on the future of EU Agencies (Action 60);
- Parliament request (in the discharge report 2012).

The anti-fraud strategy is meant to be a management tool for the Agency to ensure transparency, with particular regard to the protection of the EU financial interests, compliance with EU ethical values, and therefore the protection of the EU reputation.

The level of fraud risk within the Agency (both in the internal and external dimensions) has been assessed to be low.

However, there is room for improvement. The operational objectives identified within the strategy are:

- Develop further the anti-fraud culture in the organization;
- Enhance existing internal procedures for the purpose of fraud prevention and Improving fraud detection techniques, in particular in procurement and human resources areas;
- Establish appropriate internal procedures for reporting and handling potential fraud cases and their outcomes.

An action plan which includes responsibilities, timelines and indicators is annexed to the strategy.

The Board and the Bureau have a primary role in monitoring on a regular basis the implementation of the action plan and complying with the relevant policies and procedures covered under the strategy (e.g., the conflict of interest policy).

The Commission stressed that it is important to define roles internally to implement the strategy and confirmed that this is in line with the expectations.

CONCLUSION: The Board adopted the Agency's anti-fraud strategy 2015-2017.

11. Conflict of interest policy (G/14/23)

The Agency has developed a conflict of interest policy on the basis of the Commission's guidelines issued in December 2013 and developed two procedures. The draft policy was discussed by the Bureau in September.

This policy has two purposes: maintaining the integrity of the decisions, opinions and recommendations issued by EU-OSHA and fostering accountability in relation to the Agency's work and activities.

In developing this policy, the Agency is following up on two external requirements:

- Roadmap on the follow-up to the Inter-institutional working group on the future of EU Agencies (Action 33)
- Parliament request (in the discharge report 2012): the Agency must adopt a conflict of interest policy by 1 December 2014.



The policy addresses three main categories of subjects:

- Members (full/alternate/observers) of the Governing Board;
- Members (full/alternate observers) of the Advisory Groups;
- Agency's Director and Heads of Unit.

The conflict of interests preventive and remedial measures related to staff are already enshrined in the Staff Regulations, the Financial Regulation and the Code of Good Administrative Behaviour. Director and Heads of Unit are also subject to these rules but they are also addressees of the policy for the sake of transparency.

The policy and the procedures were drafted in accordance with the relevant data protection provisions. They have been sent for consultation to the European Data Protection Supervisor.

CONCLUSION: The Board adopted the conflict of interest policy and the procedures.

12. EU-OSHA Financial Implementing Rules (G/14/24)

Further to the new Financial Regulation, adopted early this year, the Agency had to adopt new implementing provisions to ensure a smooth implementation of the Regulation.

The proposed set of Financial Implementing Rules is the outcome of an inter-agency working group set for this purpose. The working group worked hand-in-hand with the Directorate General for Budget.

The Agency submitted the Financial Implementing Rules to the Commission for prior consent, which was granted.

CONCLUSION: The Board adopted the Agency's Financial Implementing Rules.

13. Implementing provisions on the procedure governing the engagement and use of Temporary Agents (G/14/25)

A new Staff Regulations is in force since 1 January 2014.

An inter-agency working group and the Commission is working on the design of a model decision for Temporary Agents "2F" for the Agencies. The work has not been finalized yet.

However, it seems that it will require several months before the model decision is ready. At the moment and until the current rules are aligned with the Staff Regulations, the Agency cannot launch any recruitment procedures for Temporary Agents.

To mitigate this inconvenience, the Agency proposed to adopt a "bridge decision" that aligns the current general implementing provisions on the procedure governing the engagement and the use of temporary agents at the Agency to the new Staff Regulations.

Once notified to the Agencies, EU-OSHA will prepare a decision on the basis of the one agreed between the inter-agency working group and the Commission. This will then need to be formally adopted by the Board.

CONCLUSION: The Board adopted the "bridge decision" related to the implementing provisions on the procedure governing the engagement and use of Temporary Agents.



14. Future planning schedule (G/14/26)

With the new Financial Regulation, the schedule of the planning procedure needs to be adapted and consequently the dates of the Board meetings. The Agency has prepared two proposals for the Board to consider and decide upon. These proposals are based on the decisions that the Board should adopt throughout the year and the related timeline.

- Option 1: Meeting I in January (to adopt the draft programming document) and meeting II in May coinciding with Advisory Committee meeting (to take the decisions related to accountability). The adoption of the Single Programming Document would be taken by written procedure.
- Option 2: Meeting I in May coinciding with Advisory Committee meeting (to take the decisions related to accountability) and meeting II in November/December (to discuss an outline of the programming document and a written procedure in January to agree the final draft).

COMMENTS FROM THE BOARD:

In general, the Board was not in favour of agreeing on a planning document (either at an early or a final stage) via written procedure.

The Governments agreed on Option 1 to allow the Agency and its staff the maximum time to prepare the document, but both the Workers and the Employers supported Option 2. They also suggested that the draft Single Programming Document should be ready for adoption for the November meeting and that no written procedure should be launched in January.

The Commission could not express a position as the options now on the table had not been examined before.

The Director explained that the Option 2 without the written procedure in January would be very demanding for the Agency's staff as they would be requested to plan their activities 18 months before these are implemented. The Agency will prepare a note to describe more in detail the various options – including the variation proposed by the Employers and the Workers to Option 2 – as well as the implications for the Agency.

CONCLUSION: The Board took note of the issue.

ACTION N.4

The Agency will prepare a note to explain in more details the options related to the new planning procedure and the implications for the Agency.

15. Any other business

There were no items of any other business foreseen in the Agenda.

The Chair recommended that, when drafting the Agenda for the Board meetings, the number of the items included should be proportionate to the time allocated to discuss them. More time should be allocated to the plenary session to allow more exchange and discussion.

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The Director thanked the Chair and the Board members. In return, the Chair thanked the Director and the Agency's staff and the interpreters and closed the meeting.



LIST OF ATTENDEES:

	NAME	INTEREST GROUP	REPRESENTING
1	Aldona SABAITIENE	Government	LITHUANIA
2	Alessandra PERA	Government	ITALY
3	Andrzej RUDKA	European Commission	EUROPEAN COMMISSION
4	Antonio SANTOS	Government	PORTUGAL
5	Antonios CHRISTODOULOU	Government	GREECE
6	Argo SOON	Workers	ESTONIA
7	Aristodemos ECONOMIDES	Government	CYPRUS
8	Armindo SILVA	European Commission	EUROPEAN COMMISSION
9	Björn Ágúst SIGURJÓNSSON	Workers	ICELAND
10	Boel CALLERMO	Government	SWEDEN
11	Bohuslav BENDIK	Workers	SLOVAKIA
12	Cecilia ANDERSSON	Employers	SWEDEN
13	Charlotte SKJOLDAGER	Government	DENMARK
14	Christa SCHWENG	Employers	AUSTRIA
15	Christina JÄRNSTEDT	Workers	SWEDEN
16	Cornel CONSTANTINOAIA	Workers	ROMANIA
17	Danuta KORADECKA	Government	POLAND
18	David FODEN	Eurofound	IRELAND
19	Eckhard METZE	Employers	GERMANY
20	Erkki AUVINEN	Workers	FINLAND
21	Eyjólfur SÆMUNDSSON	Government	ICELAND
22	Fabiola LEUZZI	Employers	ITALY
23	François ENGELS	Employers	LUXEMBOURG
24	Georgi STOEV	Employers	BULGARIA
25	Gertrud BREINDL	Government	AUSTRIA
26	Gilles SEITZ	Workers	FRANCE
27	Gordana PALAJSA	Workers	CROATIA
28	Herman FONCK	Workers	BELGIUM
29	Hugh ROBERTSON	Workers	UNITED KINGDOM
30	Igor ANTAUER	Employers	SLOVENIA



	NAME	INTEREST GROUP	REPRESENTING
31	Ioannis ADAMAKIS	Workers	GREECE
32	Jan BATEN	Government	BELGIUM
33	Jan Kahr FREDERIKSEN	Workers	DENMARK
34	Jan SCHUGK	Employers	FINLAND
35	Jaroslav HLAVÍN	Government	CZECH REPUBLIC
36	Jesús ALVAREZ	European Commission	EUROPEAN COMMISSION
37	Joe CARABOTT	Workers	MALTA
38	Jón R. PÁLSSON	Employers	ICELAND
39	Julia NEDJELIK-LISCHKA	Workers	AUSTRIA
40	Kai SCHÄFER	Government	GERMANY
41	Karel PETRZELKA	Employers	CZECH REPUBLIC
42	Károly GYÖRGY	Workers	HUNGARY
43	Kris DE MEESTER	Employers	BELGIUM
44	Laurencia JANCUROVA	Government	SLOVAKIA
45	Leo SUOMAA	Government	FINLAND
46	Lučka BÖHM	Workers	SLOVENIA
47	Marcelino PENA COSTA	Employers	PORTUGAL
48	Mario GRAU-RIOS	Government	SPAIN
49	Mario VAN MIERLO	Employers	NETHERLANDS
50	Martin DEN HELD	Government	NETHERLANDS
51	Marzena FLIS	Workers	POLAND
52	Nicos ANDREOU	Workers	CYPRUS
53	Olivier MEUNIER	Government	FRANCE
54	Patrick LEVY	Employers	FRANCE
55	Paula GOUGH	Government	IRELAND
56	Rebekah SMITH	Employers	BUSINESSEUROPE
57	Renars LUSIS	Government	LATVIA
58	Rik VAN STEENBERGEN	Workers	NETHERLANDS
59	Sonja KÖNIG	Workers	GERMANY
60	Stuart BRISTOW	Government	UNITED KINGDOM
61	Sylvester CRONIN	Workers	IRELAND
62	Tatjana PETRICEK	Government	SLOVENIA



	NAME	INTEREST GROUP	REPRESENTING
63	Teresa MOITINHO	European Commission	EUROPEAN COMMISSION
64	Vaidotas LEVICKIS	Employers	LITHUANIA
65	Vanda CRUZ	Workers	PORTUGAL
66	Viktor KEMPA	Workers	ETUC
67	Yogindra SAMANT	Government	NORWAY
68	Zdravko MURATTI	Government	CROATIA
69	Ziedonis ANTAPSONS	Workers	LATVIA
70	Christa SEDLATSCHEK	EU-OSHA	
71	Jesper BEJER	EU-OSHA	
72	Andrew SMITH	EU-OSHA	
73	Brenda O'BRIEN	EU-OSHA	
74	Françoise MURILLO	EU-OSHA	
75	Ilaria PICCIOLI	EU-OSHA	
76	William COCKBURN	EU-OSHA	