

Decision No. 25

THE MANAGEMENT BOARD OF THE EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS

HAVING REGARD to Regulation (EU) 2019/127 of 16 January 2019 establishing a European Foundation for The Improvement of Living and Working Conditions (Eurofound) and repealing Council Regulation (EEC) No 1365/751 (hereinafter referred to as 'Eurofound's Founding Regulation'), (EU) 2019/127

WHEREAS Article 22 of the Rules of Procedure of the Management Board states that minutes shall be taken at each meeting; shall include: the list of attendees; a summary of the discussions; the conclusions reached or decisions adopted by the Management Board; and shall be adopted by the Management Board,

WHEREAS the draft minutes were circulated to the members on 11 December 2019 and comments were received and incorporated in this revised draft,

HAS DECIDED

To adopt minutes of the 2nd meeting of the Management Board held on Friday, 8 November 2019 in Dublin.

Done by written procedure,

16 June 2020

For the Management Board

The Chairperson

Attachment:

Draft minutes of 2nd meeting of the Management Board of the European Foundation for the Improvement of Living and Working Conditions

¹. OJ L 30, 31.1.2019, p. 74-89.

DRAFT MINUTES SECOND MEETING OF THE MANAGEMENT BOARD OF EUROFOUND

9.00-13.00, Friday, 8 November 2019,
Raymond-Pierre Bodin Conference Centre, Eurofound, Dublin

1. **The Chairperson**, Ms Bulgarelli opened the meeting and welcomed Mr Joost Korte, Director General of DG Employment, Social Affairs and Inclusion who would address the Management Board on the priorities of the new Commission.

Presentation by Mr Korte, DG Employment, Social Affairs and Inclusion

2. **Mr Korte** said that his first visit to Eurofound came at a crucial moment for Brussels, and for the Agency as it adopted its multiannual work programme. He would make a short presentation to allow for questions and discussions with Board members. After that he would meet with the staff of Eurofound.

He said that the European Commission valued the good cooperation with Eurofound and that it benefitted from the high-quality input provided by the Agency. Speaking about the new founding regulation he said that the process had been driven by a need to ensure that the agencies were efficient and fully adapted to the requirements of the present times. A period of stability should now follow what had been a period of change and upheaval.

The Juncker Commission had made great progress on the Social Europe agenda with the adoption of 24 legislative proposals, one on social security coordination still under discussion, and proposals on the European Social Fund (ESF) and the new European Globalisation Fund (EGF) regulation, linked to discussions on the next EU Multiannual Financial Framework (MFF).

Ms von der Leyen's Commission would be in place by 1 December subject to the approval of the appointment of the final Commissioners.

Her priorities were apparent already in her speech to the European Parliament and included the importance of the social dimension in the European integration project. It was an important message for European citizens to hear, particularly when there was great anxiety in the general population within the Member States about their lives and expectations.

A priority in the Commissioner's political guidelines was for 'An economy that works for the people' and this was underpinned by seven concrete proposals. It was stated also that 'Social Dialogue' was the essence of our European welfare states that should be cherished, protected and promoted.

The new Commission would propose an action plan to implement the European Pillar of Social Rights and would ask Member States, the Social Partners, regions and all other stakeholders to implement the Social Pillar.

The strategic agenda 2019-2024 of the Council, adopted in June 2019, was an important document that he urged everyone to read. It also included a strong commitment to implementing the social pillar. It was likely that 2020 would be taken up with consultations and conferences with a view to coming forward with an action plan most likely in early 2021.

The initiative on the minimum wage which Ms von der Leyen wished to bring forward as soon as possible, would look at defining a framework within which each Member State, in accordance with its own rules and traditions, could fix its own minimum wage. It was clear however that there were strong constraints on the scope for action in view of the limited competence of the EU to legislate in this area.

Ms von der Leyen was also committed to the creation of a European unemployment benefit reinsurance scheme whereby if a Member State got into difficulties because of a crisis and could no longer pay, or had to reduce, its unemployment benefits, then there would be solidarity from the EU through a fund or through loans whereby the level of unemployment benefit could be maintained.

One initiative on which the continued assistance of Eurofound would be important was in relation to the working conditions of platform workers. The incoming Commissioner for Employment and Social Affairs, Mr Schmit when questioned about plans in relation to the digital platform economy had said that changes were moving fast in the area, and that what was needed was an inventory to know what was really happening and where the problems were. Whilst it was important not to be only negative about the platform economy it was necessary to keep an eye on the minimum protection that everybody in Europe deserved. It was suggested that a conference on the subject would take place in the second half of 2020. There was also a need to look at the growth of self-employment or independent workers and the impact on social benefits and protections for workers. The possibility of collective bargaining rights for the truly self-employed would also be investigated, particularly for those at the bottom of the market.

The European Commission were looking to modernise the already existing Youth Guarantee which had been a successful instrument during the crisis, and to come forward with a new recommendation in the area with monies made available through the European Social Fund.

A European Child Guarantee had been proposed by the European Parliament in response to the estimates that 25 million children within the EU were at risk of poverty and there were ongoing serious reflections on how to make such an instrument useful.

The European Gender Strategy and the question of equal pay were also of importance to Eurofound. Though not strictly speaking within the remit of DG Employment, staff members would be involved in the task force to bring forward proposals in this regard.

He mentioned also the Skills Agenda noting that the modernisation of skills was a topic of relevance to Eurofound.

In the coming five years the key theme would be transition and the two issues of digital developments and the move to a climate neutral economy in 2050 represented huge changes that would need to take place in a way that was acceptable to European societies. A key issue of debate therefore was how to ensure that this was carried out in the Member States in a socially acceptable manner.

Finally, with regard to the budgetary outlook he outlined how the normally complex MFF negotiations were being further complicated by the ongoing uncertainties around Brexit. He suggested that the best potential scenario would be a stable budget, which nevertheless would imply some staff reductions within the EU Institutions and Agencies.

- 2.2 **The Chair** thanked Mr Korte for his presentation. She said that the value of Eurofound's tripartite structures alongside the participation of the Commission increased the possibility of Eurofound's research being relevant to EU policymakers, and she was pleased to note that the proposals in the next programming period were clearly aligned with the priorities of the Commission.
- 2.3 The members had an opportunity to put any points or questions to the Director General to which he responded.

- There was as yet no clear decision on a possible successor to the Lisbon Strategy and the European Semester. It would be important that such a strategy should have targets and instruments to measure progress in the social area. The action plan for the social pillar was something that might be useful in this regard, for example in measuring what Member States were doing in relation to the different principles, perhaps through annual reporting.
- There was no timeframe for the introduction of the European Reinsurance Scheme as many factors were at play, including whether a new proposal should replace the 2017 one and questions around how the scheme should be funded. It was a complicated issue and was led by DG ECFIN in the Commission. Any decisions would likely be made in the course of 2020.
- He agreed with comments by the Chair of the Workers' Group that there should be proper funding of social dialogue and capacity building for Social Partners and felt that there were possibilities within the European Social Fund to do so. As regards funding of the Green New Deal, the Commission would propose a new fund known as the Just Transition Fund.
- He agreed with the statement by the coordinator for the Employers' Group that with regard to any action in relation to self-employment, digitalisation of the economy or platform work, account should be taken of the diversity of national situations. He also agreed that the competitiveness of industry and the international dimension of the European economy should not be undermined. The area of self-employment was a complicated one for Member States and the Treaties did not provide a role for the Commission in this area, so it was not obvious that any new initiatives would be brought forward at this time.
- He said that in relation to bringing forward proposals on Social Dialogue it was not clear in what form that would be, whether a Directive or a Recommendation. There were obviously challenges in bringing these proposals forward in line with the announced timetable, but he noted the concerns of the Employers' representative in this regard.
- With regard to relations with the European Labour Authority (ELA) it should be stated that the ELA was very different to Eurofound and the other EU Agencies. It was an operational agency to help the Member States work better together. It did not pose any risk to the Agencies under the remit of DG Employment and Social Affairs.
- Regarding the Skills Agenda there was unanimity that skills were the main challenge or weakness of the European economy. Action was foreseen both in the European Social Fund and the InvestEU Programme (2021-2027) which was the successor to the Juncker Programme.

The Chair thanked Mr Korte for a very interesting conversation that was also important for discussions on the work programme.

Adoption of agenda and minutes of Management Board meeting 28 June 2019 (MB 2/1 & MB 2/2)

3. **The Chair** welcomed Ms Jepsen, the new Deputy Director who had introduced herself to the members on the previous day.
She also welcomed Ms Lope Fontagné the independent expert appointed by the European Parliament, which was a new provision in the founding regulation.

The agenda and minutes were ADOPTED.

Progress Report of the Director (MB 2/4)

- 4.1 **The Executive Director** in his slide presentation, outlined some areas of progress in the year highlighting Eurofound's contributions to the policy debate through use of its findings in key reports and collaborations with international organisations, such as the joint ILO report *Working conditions in a global perspective* which carried out an analysis through the prism of 'job quality' in 41 countries with 1.2 billion workers. Eurofound's report *Annual review on minimum wages in 2019* had focused on recent developments as well as how taxation and social contributions impacted on net minimum wage. As touched upon earlier this area was one of the priorities of President-elect von der Leyen. It had been mentioned in the Employment Committee of the European Parliament as a potential pilot project (similar to the Future of Manufacturing in Europe (FOME) project that had concluded in Eurofound earlier in the year).
- Eurofound continued its work on Representativeness Studies, had made contributions to the European Semester, and had organised two seminars on Capacity Building around a Eurofound Working Paper.
- He reported on the *ad hoc* research requests in 2019. Three had been significant in terms of resources: *Long-term care workforce; Mapping of Social Partner initiatives to combat discrimination in the workforce; Pay transparency in the EU* — all requested by the European Commission.
- One request was less significant in terms of resources: *Summary information on minimum wages* (also from the Commission).
- He presented results of the various performance indicators used by Eurofound to monitor its effectiveness and efficiency.
- 4.2 **The Chair** thanked the Director for his report and the staff for their excellent work. She invited the members to make any questions or comments.
- 4.3 **Ms Smith (Employers)** informed that the Group were proposing a small ad hoc research request to gather information on existing European Works Council (EWC) practices, comprising mainly desk research with possibly some interviews with management or worker representatives. The aim was to look at the practical use of the Directive, at the changes for those who were in EWCs, in order to have examples of solutions found, and to have a view of the benefits from the perspective of Employers and Workers, with the objective of promoting the uptake of EWCs.
- 4.4 **The Executive Director** noted that the request would be reviewed and considered by the researchers.
- Mr Gran (Workers)** said that although he had not seen the proposal in principle the Group could support it, but they would like to see the questions beforehand, because the European Parliament were launching an own-initiative report on the EWCs and it could support their work.
- 4.5 **Ms Lope Fontagné (European Parliament)** thanked the Executive Director for his report, and the staff and members for their welcome thus far.
- She was already familiar with the work of Eurofound and looked forward to supporting a good collaboration between the Parliament and the Agency.

Adoption of Final Programming Document 2020 (MB 2/5)

- 5.1 The **Executive Director** introduced the document, explaining that the 2020 programme had been approved by the Board in January 2019. The document had been amended only where necessary to include more detailed planning or to

incorporate the official opinion of the European Commission. Some of the parts setting the policy context had also been updated where necessary.

- 5.2 **Ms Hoffmann (Workers)** said that the Workers' Group had reflected on the way in which the new programming method affected the way they worked. On a positive note it was possible now to see the progression in the projects. They regretted however that there was less detail about the research and less understanding of what would happen in 2020, which risked diminishing the members' engagement.
- 5.3 **Mr Ciechański (Governments)** proposed to insert the following text on the outcome of the feasibility study on the surveys.
- Page 54, insert at end of third bullet 'pending the decision of the Management Board taken after the results of the feasibility study are made available.'
 - Page 55, to add the same sentence under 'Objectives', at the end of the fourth bullet point.
 - Page 22, 24, in relation to the project in the Programming Document 2021 *Distributional impacts of climate change policies*, the study should be ready before the Just Transition Fund would be established. It was proposed to make use of the *ad hoc* budget to carry out the work in 2020 instead, or to amend the Programming Document 2021 text by adding to this proposal that it would be delivered 'as early as possible'.
 - Were savings possible in relation to costs in the area of corporate communication?
- 5.4 **The Employers and European Commission** said that they could adopt the 2020 programme with no further comments.
- 5.5 **The Executive Director** acknowledged that there was less information at project level in the Programming Document than in the past, as the document had moved from 'projects' to 'activities'. This had already been the case in the current multiannual programme 2017-2020. More information was provided in different ways.
- The Programming Document was a regular item on the agenda of the Advisory Committee meetings and included more detailed presentations on the projects.
 - In the 2021 programme more detail was provided in a table with projects, outputs and timing.
 - The changes requested by the Governments would be introduced.
 - He suggested to use the *ad hoc* budget in 2020 for the proposed project on climate change policies. Eurofound would make a proposal.
 - The costs in relation to corporate communications also included databases, and costs relating to the website that could be considered research outputs. It also included translations that were expected by the Board. The budget for communications had been substantially cut in the last few years.
- 5.6 **The Chair** said that when considering budget reductions, it was usually the surveys that were considered by Eurofound but there needed to be a more balanced approach. The budget for communication was almost a quarter of the overall budget and should also be included in budget reductions.

The Programming Document 2020 was adopted with the amendments.

Adoption of Programming Document 2021 (MB 2/6)

6. The Chair opened the floor for comments on the 2021 programme.

- 6.1 **Mr Ciechański (Governments)** gave the comments of the Governments' Group.
- Overall the impression of the evolution of the programme was a positive one.
 - *2.6 Promoting social cohesion and convergence*, in view of the plans of the new European Commission and EU Presidencies in areas like the minimum wage, and the unemployment reinsurance guarantee perhaps they should be analysed from the point of view of their impact on convergence.
 - In general, Eurofound should more widely take account of relevant studies by other international organisations. They should also more directly reflect in their conclusions how megatrends (demography, technology, globalisation, climate change) had impacted on the particular aspect of living and working conditions under consideration.
 - In relation to the surveys, the Group were unconvinced that a merger of the EWCS and EQLS was the best solution. The quality of these surveys had not been questioned and the savings might not be very substantial given the limited competition in the market. The Group however would not oppose a feasibility study and consequently supported the creation of a Steering Group that would oversee the development of the future of the surveys. The feasibility study would be an element of any future decisions. All options however should remain on the table.
 - He proposed a number of changes that might be included in the document.
- 6.2 **Mr Gran (Workers)** said that the Group agreed with the proposals made by the Governments in relation to the surveys. They were by and large pleased with how their previous comments had been taken up in this draft.
- In relation to the possibility of combing the surveys, the Group were to date unconvinced by the information put forward by Eurofound.
- However, they looked forward to the results of the feasibility study and if the arguments were compelling would be open to change. It was important however that in July there would be a final decision on the matter.
- 6.3 **Ms Hoffmann (Workers)** provided more detailed comments of the Workers' Group.
- One element that was missing in the document was the mention of the results of the European Company Survey (ECS), which would fall between the end of one programming cycle and the beginning of another. The results were of a transversal nature and there was potential to use some of the results in later work (whether on digitalisation, job content or industrial relations). There should be reminders here and there in the text that the work of the ECS might shed light on a topic. That could be a starting point for using these results in later years.
 - The Group could not adopt the rules for the Steering Group in their current form because of a certain mismatch between the composition of the Group and its very technical brief.
 - The feasibility study needed to look at the methodological and technical and chronological feasibility of a pilot study and a possible merger, but it also needed to specifically cover the desirability of this merger (i.e. not only whether it was doable but whether it was desirable, what were the risks, what was the cost/benefit analysis, was it worth the risk, what data would be irretrievably lost, and what could be done to address that). There should be a stocktaking of who used what data, of whether there was data that was not used. Was there any linchpin data that would cause specific concepts of Eurofound to crumble she wondered.
 - It was both technical and political work. The Group saw a need to have more evidence and information upon which the Management Board could base its

decision.

There should be a division of roles, with an expert performing the feasibility study. Where did Eurofound staff who had a lot to say on the matter, come in to the process?

- The Steering Group for the Joint European Company Survey had worked well and might be used as a model for the new Group. The Advisory Committees should also be involved in some way, and the Group suggested planning back-to-back meetings of the relevant committees.
- The Group underlined the need to have a clear roadmap for the future. They wished to see in the Programming Document text that preparations for the eighth round of the EWCS remained as normal (whether or not there was a pilot). All milestones should be included in the multiannual part of the document in order to prevent a situation whereby a point of no return would be passed, without noticing it.
- She would forward minor comments from the Group in writing.

6.4 **Ms Smith (Employers)** provided comments from the Employers.

- The Group did see potential benefits in merging the surveys in terms of looking at issues such as in-work poverty or work-life balance, however it was essential that important data was not lost, in particular in the ECS and EWCS. They therefore supported the suggestions made by the other Groups and were in favour of having external experts in the Steering Group who could speak on the methodological issues, as well as Board members who could speak on the rationale or desirability of merging the surveys. They would nominate members for the Steering Group at a later date.
- They were happy that a number of their comments had been taken on board in the Programming Document, in particular the focus on labour shortages which should of course be done in the most appropriate way with Cedefop without duplicating the work. They supported the efforts to build on the FOME research. They also welcomed the link between convergence and structural reforms and the European Semester process. The boosting of the research on capacity building of social dialogue was also welcomed.
- Line 158, in what was an issue of presentation it was felt that the role of the Social Partners came too late in this part of the document.
- Line 207 and 238, the Group would propose to refer not only to 'labour productivity' but also to 'competitiveness'
- Lines 282-283, they were concerned that self-employment in its entirety was referred to as 'non-standard employment' and they proposed some amendments to the text in order to take into account the diverse national situations.
- Line 452, Eurofound should build further on the work of the two successful seminars on Capacity Building and suggested the following text 'Building on the recommendations made in the Eurofound report on capacity building, Eurofound will explore further efforts in this area.'
- She thanked the colleagues from Eurofound who had explained why it was difficult to merge the European Jobs Monitor (EJM) and the European Restructuring Monitor (ERM). However, it was felt that the results of the monitoring tools should be presented in a more integrated way to provide an overview of the structural changes in the labour market.
- In the area of the Platform Economy it was felt that Eurofound should try to gather some quantitative data on the phenomenon, as it was well-placed to do so.

- Line 1009, the Agency should try to get access to national-level administrative registers and databases and statements to that effect should be inserted in two places in the document.

6.5 **Ms Kauffmann (Commission)** made the following comments.

- Line 482, the text might need to be adjusted to deal with the timing issue whereby the proposal for a legal instrument on minimum wage would already be on the table in 2021.
- Line 734, the overview should refer to the 'distributional impacts' of a low carbon economy.
- The Commission supported the proposal by the Employers to build on the success of the two capacity building seminars held by Eurofound.
- They noted a tension between text on staff development on pages 38 and 39.
- They agreed that Eurofound should proceed with the feasibility study on the future of surveys and that the Steering Group should include experts, but they were neither for nor against the merging of the surveys. It was important to keep an open mind.

There were overlaps between the surveys and merging them would make it possible to address some new issues and questions. However, it was particularly important to preserve the EWCS and there were some concerns about losing data. There were overlaps between the EQLS and the EU-SILC and that was a potential area where savings could be made. It made sense that Eurofound should look to the future to see what possibilities there were to optimise the surveys, without losing what was important and cherished by everyone.

6.6 **The Executive Director** thanked the members for their comments which would be taken in consideration in the revised programme.

He thanked the Board for supporting the feasibility study. He said that Eurofound shared the same concerns and objectives in the centrality of the surveys, keeping trends and not losing key elements. He said that Ms Jepsen, the Deputy Director would primarily chair the Steering Group. This would ensure continuity over the four years of its existence and had the additional benefit of bringing fresh eyes to the matter. All the usual planning for the surveys remained in place, not pre-empting any decision.

Eurofound might try to do something further on Capacity Building but the question was how to fund that activity.

He could agree to the Employers' suggestion to present the findings of the EJM and the ERM in a more integrated way. Eurofound would consider this.

On Platform work, other organisations were already carrying out quantitative research (e.g. the Joint Research Centre with whom the agency was in close contact). Eurofound did not have the resources to undertake this kind of activity but would continue to engage with those doing this work and would include this information.

He could agree to including a sentence on the need to utilise administrative data at national level but would suggest including that in the section on methodological tools.

He invited the members to send their detailed comments in writing within one week.

6.7 **The Chair** thanked the Executive Director for his willingness to take the comments of the stakeholders on board.

With regard to the future of the surveys, there was a need to be ready if the merger of surveys did not go ahead. The next cycle of the EQLS needed to be considered

asap. A clear roadmap for the EWCS was required as preparations could need to start in 2024.

Regarding the risk assessment (Annex VIII) the risks to the organisation in the coming years she said were the overall budgetary situation and not only the sustainability of the surveys. The risk table in the Programming Document should outline the risks in the more global sense.

Decision on Chair and Deputy Chairs (MB 2/7)

7. **The Chair and Vice-Chairs were re-elected as follows:**

Chairperson	Ms Bulgarelli	Governments' Group chairing since 2018)
Deputy Chairperson	Ms Rossi	(Employers' Group chairing 2016-2018)
Deputy Chairperson	Mr Gran	(Workers' Group chairing 2014-2016)
Deputy Chairperson	Ms Kauffmann	European Commission

Schedule of meetings for Management and Executive Board in 2020 (MB 2/8)

8. It was proposed to seek alternative dates for the Management Board meeting in November 2020 and to approve the dates later by written procedure.

Advisory Committees (MB 2/9.1)

9. The Governments and Workers informed of changes in the composition in two Advisory Committees.

Steering Group for Surveys development (MB 2/9.2)

10. The Governments' Group said that they could adopt the proposal for the Steering Group and could already nominate Mr Voigtländer (DE) and Mr Scheele (NL) to represent the Group, with Mr van Gyes (BE) and Mr Fugger (AT) as alternates.

The Workers' Group however would not adopt the text at this time and would wait for clarification in the coming weeks of the role and tasks of the Group, at which point they would nominate their members.

Both the Employers and the Commission said that they would support the proposal of the Workers for a further clarification of the role and tasks.

The Executive Director asked the members to outline their points of concern in writing in order to have a new proposal to be submitted for adoption by a written procedure of the Board as soon as possible.

Draft implementing rules for application of regulation (EU)2018/1725 on Data Protection (MB 2/10)

11. Following comments from the Commission that the rules diverged slightly from those already adopted by Cedefop, the Chair proposed that Eurofound and the Commission liaise on the matter prior to submitting the rules for approval by a written procedure.

Implementing rules for application of Regulation (EC) 1049/2001 on Public Access to Documents (MB 2/11)

12. **Ms Kauffmann (Commission)** suggested some small changes to the document. **The Chair** proposed that the rules be adopted with this amendment.

Draft policy on conflict of interests (MB 2/12)

13. In response to comments that the rules were rather complicated Mr Grimmeisen assured that they were aligned with the policies of Cedefop and EU OSHA. He said that a revised version of the policy incorporating the recently received comments of the Commission, would be submitted for adoption by a written procedure.

The Chair agreed with this approach and noted that Eurofound was not a regulatory agency and the risks were therefore lower. She trusted in the Commission's opinion on the matter.

Action plan cross-agencies evaluation (MB 2/13)

14. **Ms Kauffmann (Commission)** said that it was important that the action plan fitted well with Eurofound's decision-making process. The Board would like to be informed regularly and in order to follow the development of the plan, there should be more concrete milestones and final deadlines for the implementation of each proposed action. Other Agencies had organised dedicated workshops and she wondered if Eurofound was planning something along these lines.

The Founding Regulation provided for the Agency to explore synergies, so she would remove the reference in the document to this role being the responsibility of the Commission. She said that comments would be forwarded in writing.

Recruitment of Executive Director (MB 2/14)

15. **Ms Kauffmann (Commission)** said that the vacancy notice for the post of Executive Director was based on a standard model established by DG HR for the Agencies. The description of tasks was taken from Article 11 of the Founding Regulation.

Screening of candidates would commence in January 2020 and a consultative committee organised by DG HR would conduct initial interviews, followed by interviews with the Commissioner. It was anticipated that the Management Board would discuss the appointment in June 2020.

The members stressed that the shortlisted candidates should have strong experience in social partnership.

Following a short exchange on the matter, it was agreed that there should be some reflection on the format for the presentation of the shortlisted candidates to the Management Board.

Report from the Committee on Staff Matters (MB 2/15) (no document)

16. **Ms Kauffmann (Commission)** who chaired the Committee on Staff Matters reported on its work since the last Board meeting, including a review of two technical HR decisions (implementing rules to the Staff Regulations on types of posts in Eurofound and the sub-delegation of the Appointing Authority powers to the Paymaster Office as part of the move to a new HR system) both of which had been approved subsequently by written procedures.

17. AOB

Ms Smith (Employers) said that the Group wished to appoint Mr van Mierlo (NL) in place of Ms Rossi as Reporting Officer for the appraisal of the Executive Director. A decision to appoint Mr van Mierlo was adopted.

18. **The Chair** thanked Eurofound and the members for their participation and closed the meeting. The next meeting of the Management Board would take place on **2-3 July 2020** in **Dublin**.

Chairperson

Executive Director

DECISIONS TAKEN BY THE MANAGEMENT BOARD DURING ITS MEETING ON 8 NOVEMBER 2019

Decision	Reference
1. Adopted the draft agenda for the meeting & minutes of the previous meeting (28 June 2019)	MB 2/1 & 2
2. Adopted the Programming Document 2020 with minor revisions	MB 2/5
3. Discussed the final draft Programming Document 2021-2024 – proposed a number of amendments to be considered in a final draft for review by Executive board in January 2020	MB 2/6
4. Elected the Chair and Deputy Chairs	MB 2/7
5. Decided to review the dates of meetings of the Board in 2020 and resubmit for adoption by a written procedure	MB 2/8
6. Decided to review the composition and tasks outlined in the document 'Steering Group on development of Surveys' and to resubmit for approval by a written procedure	MB 2/9.2
7. Adopted rules for implementing Regulation (EC) No. 1049/2001 on Access to Documents with minor amendments	MB 2/10
8. Adopted a decision appointing Mr van Mierlo as Reporting Officer for the Employers' Group in the appraisal of the Executive Director in place of Ms Rossi	AOB

List of Participants
2nd Meeting of Eurofound Management Board - Friday, 8 November 2019

	Title	First Name	Last Name	Group	Member State	Status
1.	Mr	Carlos	Alves	Workers	Portugal	Alternate
2.	Mr	Juha	Antila	Workers	Finland	Member
3.	Ms	<i>Viktoria</i>	<i>Bergström</i>	<i>Governments</i>	<i>Sweden</i>	<i>Member</i>
4.	Mr	Javier	Blasco de Luna	Employers	Spain	Alternate
5.	Mr	Dimiter	Brankov	Employers	Bulgaria	Member
6.	Ms	Aviana	Bulgarelli	Governments	Italy	Member
7.	Mr	Koen	Cabooter	Employers	Belgium	Alternate
8.	Ms	<i>Lucile</i>	<i>Castex-Chauve</i>	<i>Governments</i>	<i>France</i>	<i>Alternate</i>
9.	Mr	Jerzy	Ciechański	Governments	Poland	Member
10.	Mr	Sébastien	Darrigrand	Employers	France	Member
11.	Ms	Vladimíra	Drbalova	Employers	Czechia	Member
12.	Mr	Raul	Eamets	Employers	Estonia	Alternate
13.	Mr	Mats	Essemyr	Workers	Sweden	Member
14.	Mr	Joseph	Farrugia	Employers	Malta	Member
15.	Mr	Nelson	Ferreira	Governments	Portugal	Member
16.	Mr	Harald	Fugger	Governments	Austria	Member
17.	Mr	Roel	Gans	Governments	Netherlands	Member
18.	Mr	Ger	Gibbons	Workers	Ireland	Alternate
19.	Mr	Georgios	Gourzoulidis	Governments	Greece	Member
20.	Mr	Stefan	Gran	Workers	Germany	Member

	Title	First Name	Last Name	Group	Member State	Status
21.	Mr	Matej	Gregarek	Governments	Czechia	Alternate
22.	Ms	Silvia	Gregorcova	Governments	Slovenia	Member
23.	Mr	Severin	Gruber	Employers	Austria	Member
24.	Mr	Stijn	Gryp	Workers	Belgium	Member
25.	Ms	Hanna	Hämäläinen	Governments	Finland	Alternate
26.	Ms	Aline	Hoffmann	Workers	ETUC	Coordinator
27.	Mr	Sebastian	Hopfner	Employers	Germany	Member
28.	Mr	Christos	Ioannou	Employers	Greece	Member
29.	Mr	Domingo Jesús	Jiménez-Valladolid de L'Hotellerie-Fallois	Governments	Spain	Member
30.	Mr	Thomas Mølsted	Jørgensen	Governments	Denmark	Member
31.	Mr	Patrik	Karlsson	Employers	Sweden	Member
32.	Ms	Barbara	Kauffmann	Commission	Commission	Member
33.	Mr	Ivan	Kokalov	Workers	Bulgaria	Member
34.	Ms	Vladka	Komel	Governments	Slovenia	Member
35.	Mr	Panagiotis	Kordatos	Workers	Greece	Alternate
36.	Ms	Veronica	Lope Fontagné	Expert appointed by European Parliament		
37.	Mr	Pierre-Gaël	Loreal	Workers	France	Member
38.	Mr	Orestis	Messios	Governments	Cyprus	Alternate
39.	Ms	Katja	Miettinen	Employers	Finland	Member
40.	Mr	Christiane	Misslbeck-Winberg	Employers	Denmark	Member

	Title	First Name	Last Name	Group	Member State	Status
41.	Mr	Andrea	Mone	Workers	Italy	Member
42.	Ms	Dearbhail	Nic Giolla Mhicil	Governments	Ireland	Member
43.	Mr	Bogdan	Olszewski	Workers	Poland	Member
44.	Ms	Diane	Pasat	Employers	Romania	Member
45.	Mr	Peep	Peterson	Workers	Estonia	Member
46.	Mr	Ioan Cristinel	Raileanu	Governments	Romania	Member
47.	Ms	Linda	Romele	Workers	Latvia	Member
48.	Mr	Jose Domingo	Rosello	Workers	Spain	Alternate
49.	Mr	Ričardas	Sartatavičius	Employers	Lithuania	Alternate
50.	Mr	Dirk	Scheele	Governments	Netherlands	Alternate
51.	Ms	Rita	Skrebiskiene	Governments	Lithuania	Member
52.	Ms	Rebekah	Smith	Employers	BusinessEurope	
53.	Ms	Lucie	Studničná	Workers	Czechia	Member
54.	Mr	Vatroslav	Subotić	Governments	Croatia	Member
55.	Mr	Joerg	Tagger	Commission		Alternate
56.	Ms	Ineta	Tare	Governments	Latvia	Member
57.	Mr	Guy	Van Gyes	Governments	Belgium	Member
58.	Mr	Mario	van Mierlo	Employers	Netherlands	Member
59.	Ms	<i>Diane</i>	<i>Vella Muscat</i>	<i>Governments</i>	<i>Malta</i>	<i>Member</i>
60.	Mr	Thomas	Voigtländer	Governments	Germany	Member
61.	Mr	Peter	Waldorff	Workers	Denmark	Member

Also in Attendance

Mr	Menéndez-Valdés,	Juan	Executive Director, Eurofound
Ms	Jepsen	Maria	Deputy Director, Eurofound
Mr	Grimmeisen	Markus	Secretary, Eurofound
Mr	Korte	Joost	Director General, DG Employment, Social Affairs & Inclusion
Mr	Tagger	Joerg	DG Employment
Mr	Cabrita	Jorge	Staff Committee, Eurofound
Mr	Eiffe	Franz	Staff Committee, Eurofound

Proxy Votes were received as follows

	Last name	First name	Group (Member State)	Proxy
1.	Pena Costa	Marcelino	Employers (PT)	Farrugia, Joseph - Employers (MT)
2.	Balint	Adrienn	Employers (HU)	Drbalova, Vladimíra – Employers (CZ)
3.	Sellers	Paul	Workers (UK)	Hoffmann, Aline Coordinator