

Decision No. 38

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 2020 and comments were received and incorporated in this revised draft,

HAS DECIDED

To adopt minutes of the 3rd meeting of the Management Board held on Friday, 6 November 2020.

5 March 2021

For the Management Board

[S. Gran]
The Chairperson

Attachment:

Draft minutes of 3rd 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.

Final Minutes of 3rd Meeting of the Management Board of the European Foundation for the Improvement of Living and Working Conditions
Friday, 6 November 2020 9.00-12.00 local time (online)

1 Welcome and adoption of draft agenda (MB 3/1)

The Chair welcomed the members to what would be the first online meeting of the Management Board, due to the pandemic.

She welcomed the following new members: (*Governments*) Ms Šlekutė (LT); (*Employers*) Ms Söber (EE), Ms Sladović (HR); (*Workers*) Ms Loven Selden (SV).

Regarding the agenda, a request had been received from the Groups to be allowed to raise a number of questions and to make some proposals with regard to the upcoming pilot project on the minimum wage.

With this proposal the agenda was adopted.

2. Progress report of the Executive Director (MB 3/3) – for information

2.1 The Executive Director made what would be his final progress report to the Management Board and presented additionally some of the highlights from his ten years at the agency.

- Most significant recently was of course the disruption to the work programme with the outbreak of the pandemic in the early part of the year. First there was the interruption to the fieldwork of the 7th European Working Conditions Survey (EWCS) in March, with 10,000 face-to-face interviews already completed. Following discussions and negotiations with the contractors the survey would be restarted in 2021 as a CATI (Computer Assisted Telephone Interviewing) mode survey.
- He praised the innovation of Eurofound's researchers who had launched the online *Living, Working and COVID-19* survey very quickly in April, with a further second wave in July. The survey mainly used questions from the EQLS (European Quality of Life Survey) and EWCS — adjusted in some cases — on wellbeing, work and teleworking, living conditions and financial situation. There were over 60,000 respondents to the first wave, and over 25,000 to the second (longer) questionnaire, and over 13,000 who agreed to respond to follow-up questions. It was not a representative random sample, so adjustments were required through an ex-post weighting to replicate population structure, but it was the first pan-European data that was available to researchers on the impact of COVID-19 on living and working conditions with a huge impact and uptake.
- The COVID-19 policy watch database had been originally conceived as an internal tool, but the data was so interesting that it had been decided to publish it as a searchable database on Eurofound's website with different searchable categories of measures such as income support, or employment protection etc.
- The impact of Eurofound's early reactions to the crisis was huge, with very high uptake of its COVID-19 research. It was used in the European Commission's first *Strategic Foresight Report*, was mentioned in analytical documents like the Economic and Social Developments in Europe (ESDE) report, in the *Skills Agenda for sustainable competitiveness, social fairness and resilience*, in a number of European Parliament briefings (including the Parliament's opinion on

the general budget) as well as the ETUC position on the proposal for revision of Employment Guidelines.

- It also attracted a lot of media attention, with many different angles addressed e.g. impact on youth, the north/south divide, telework, short-time working schemes, the impact on mental wellbeing (which was of particular interest in the period of confinement at the start).
- He mentioned recent publications and touched on some highlights of the previous ten years:
 - in the area of *Working conditions and sustainable work* the publications were mainly focused on the data from the EWCS, for example on sustainable work, the ageing workforce and women in management;
 - in *Industrial relations*, a flagship report would be published in December, the annual review on minimum wages in 2020 was amongst the most downloaded reports on the website. He noted that 55 *Representativeness Studies* had been produced between 2010 and 2020;
 - *Labour Market Change* – the flagship report had been published, over the last ten years the NEETS project had been impactful with a decision to have a *NEETs* indicator in the *Social scoreboard indicators* and in the *Youth guarantee*;
 - and in the area of *Quality of life and Public Services*, along with the online survey in 2020 there had been the ongoing research by Eurofound on quality of life and public services;
 - regarding research on the *Digital age* he highlighted reports on game-changing technologies and platform work;
 - on a new topic *Convergence* he noted the development of a web app and comparative tools on the website, much of which work was conceptual although an ad hoc report had been provided for the recent German EU Presidency and research in the area was being adapted to the current crisis.
 - And finally, in the area of *Surveys management and development* he highlighted the restart of the 2020 EWCS, reflections on the future of the surveys, the online survey and an online follow-up of the *European Company Survey (ECS)* which for the first time had been undertaken jointly with another EU Agency (i.e. Cedefop).
- During the previous ten years the first European Parliament pilot project on the *Future of Manufacturing in Europe (FOME)* had taken place over four years, with a key report on the *Energy scenario: Employment implications of the Paris Climate Agreement* exploring the potential employment and economic impacts of an EU transition to a low-carbon economy. It had been one of the most downloaded reports of 2019.

A new pilot project on minimum wage was planned to start in January 2021 with proposed modules on enforcement and compliance, a database on minimum wage rates applicable to low paid jobs, and minimum tariffs for self-employed.

- Other highlights of his ten years which covered two work programmes included the 40th anniversary of the agency, the coordination by Eurofound of the Network of European Agencies (EUAN) and the establishment of a principle of shared services, the drawing up of a formal seat agreement with the Irish government, an updated brand logo for the agency and increased cooperation with international organisations like the ILO.
- He was pleased to have been present at the *Social summit for fair jobs and growth* in Gothenburg in 2017 where the European Pillar of Social Rights was proclaimed. The summit came just after the Foundation Forum of that year and informal discussions during the forum had been helpful to the aims of that summit.

- There had been improved cooperation over the years with the European Commission, the Council (with regular collaboration during the EU Presidencies) and the European Parliament.
- It could be said that Eurofound had strengthened its reputation and enhanced the global perspective of its research, with cooperation with the ILO and the OECD.
- Already existing Memoranda of Understanding with five agencies had been enriched and expanded to include agreements with the European Environment Agency and the new European Labour Authority.
- He outlined some of Eurofound's most relevant policy contributions during this time and cited where Eurofound research had been referenced.
- Some of the achievements were improvements to the usefulness of Eurofound's work. The agency had been established for a purpose and today it was meeting that purpose and was more and more effective in its contributions to policymakers. It had re-purposed its capacity to react to requests on demand and had demonstrated that it could be flexible.
- Areas for further development in the research activities were to look at new ways of working in the digital world, the use of big data for example. When presenting its research Eurofound should take note that stakeholders were more interested in data that they could extract and manipulate, than in the standard reports of tradition.
- He thought that the future of Eurofound's surveys was bright, with some work required perhaps on how national data were presented.

Finally, he thanked the members and staff for their collaboration over the years.

- 2.2 **The Chair** thanked the Executive Director for his presentation and on behalf of the Management Board expressed appreciation for all his work in the last ten years. She congratulated him on his continuous excellent leadership and management of the agency.

As indicated in the presentation the future of the agency was clear, and its value as a provider of robust and policy-relevant information to policymakers, as well as in the research arena had been enhanced.

The Executive Director's qualities of vision and expertise in the field had really combined to increase the reputation and effectiveness of the agency. His direct approach and capacity to listen to the stakeholders had been much appreciated in the Executive Board also. She also thanked him for the work that Eurofound was doing with the EU Presidencies, and for the enhanced global perspective for the agency.

In turn, **the Employers, Workers and European Commission representatives** paid tribute to the Executive Director's always collaborative approach, and his achievements in enhancing the work and reputation of the Agency and wished him well.

3. **European Parliament pilot project on Minimum wage**

- 3.1 **The Chair** invited the Commission to outline the new pilot project on minimum wage.

Mr Tagger (Commission) explained that the procedure for these kinds of pilot projects was that the European Parliament made a request to the Commission on a certain subject area, provides the funding and it was then a decision by the Commission whether to mandate this to one of the Agencies.

The Commission had taken this decision (technically called a financial decision) some time ago and were presently implementing the contractual elements with Eurofound.

The Commission were clear that there would be a tripartite element to the governance structure of the project and discussions were underway as to how to have both expert and tripartite representation, considering for example whether there should be two governance bodies.

- 3.2 Both the **Employers and Workers Groups** welcomed this important project and expressed their conviction that Eurofound was best placed to carry out the work. They also called for the sensitivity of this topic to be taken into account in the work.

The Social Partners wished not only to be informed about the project (as had been the case with the FOME) but to be involved in the project, so the assurances by the Commission were very welcome.

They hoped in some way to be able to provide input into the design and the topics to be investigated.

4. Conclusions from Discussions on the Development of the surveys (MB 3/4)

- 4.1 **The Deputy Director** was pleased to say that a compromise had been agreed. She presented two slides with the proposed text on the surveys.

- **Ms Hoffmann (Workers)** said that questions on living conditions in the 2023 EWCS should be restricted to the impact of COVID-19, in order to avoid a merger by the back door.
- The **Deputy Director** amended and then read out the proposed text which was as follows:

"In 2023 Eurofound will carry out the EWCS including some questions on working conditions and living conditions relevant to the aftermath of the COVID-19. Respondents for this survey are recruited face-to-face. The majority of these respondents will also be interviewed face-to-face, to ensure that the findings of the survey can be compared with previous rounds of the EWCS. To prepare the transition of Eurofound surveys to an online mode of data administration, a smaller random sub-sample of respondents would be recruited to complete the interview online. This allows to compare the answers between the two different modes of administration for a selection of questions from the EWCS. It further allows testing the impact of moving to a push-to-web approach on survey efficiency and data quality.

As part of this 2023 survey, respondents will be asked to participate in a series of online follow-up questionnaires. These follow-up questionnaires will include questions from the EWCS that were not asked in the initial questionnaire – increasing the selection of variables for which trend breaks can be managed. This element also allows testing the effectiveness of recruiting respondents for follow-up questionnaires as well as the impact of the initial refusals to do participate in such follow-up questionnaires as well as survey attrition at a later stage on the sample composition".

- The amended text provided for a face-to-face EWCS in 2023 with some questions on working and living conditions relevant to the aftermath of COVID-19, a European Quality of Life Survey (EQLS) in 2025 (using lessons learnt from 2023) and an additional option (which was part of the compromise) that as part of the survey, respondents would be asked to participate in a series of online follow-up questionnaires, with questions from the EWCS not included in the initial questionnaire, thus increasing the selection of variables for which trend breaks could be established.
- It would allow the testing of the effectiveness of recruiting correspondent for follow-up questionnaires, the impact of the refusals to participate in such follow-up questionnaires, the rate of survey attrition and the sample composition.

- The 2021 and 2022 programming documents would be amended to reflect the decision.
- 4.2 **Mr Gran (Workers)** said that the decision was a good compromise even though the Group had strong reservations about the additional option.
It was proposed to monitor the progress carefully in the Steering Group.
- 4.3 **Ms Smith (Employers)** said that it had not been an easy discussion in the Employers' Group who wished to have it recorded that this was not the solution favoured by them.
Their concern was that all focus turned to working conditions whilst it was important to also have information about living conditions. It was felt that it was excessive to have the EWCS again in 2023.
The Employers did not completely agree with arguments put forward by the other Groups about retaining the comparability of data, as it should be noted that the 2021 CATI survey would not be comparable with the previous EWCS data. She hoped that the Steering Group would consider in their discussions that comparability was always difficult.
It was important however that a decision had been taken and that it was possible to go forward, but it was not the decision favoured by the Group who would closely monitor progress in the Steering Group.
The Group also thought that Eurofound should be careful in how it branded the 2021 CATI survey.
The follow-up research on the European Company Survey should take care to balance the input from both workers and employers as the effects of COVID-19 were severe also for companies.
- 4.4 **Mr Ciechański (Governments)** said that the Governments appreciated that all the Groups had moved their positions somewhat to achieve a compromise.
The Group were pleased that the EWCS would be fielded in 2023 but also that the EQLS would go ahead in 2025.
They understood that in the fielding of the survey the panel would also be tested, which would allow for decisions on how the surveys would be fielded in the future.
They too welcomed that the Steering Group would be retained.
- 4.5 **Mr Tagger (Commission)** said that it was an important decision as the surveys were Eurofound's flagship instruments. It had been a difficult and complex discussion and he welcomed that agreement had been reached.
They supported the compromise and thought that it was of particular importance to have the EWCS in 2023 with some of the sample questions from the EQLS related to the post-COVID-19 situation. As already stated, this was a very specific situation.
The Commission also supported the continued involvement of the Steering Group.
- 4.6 **The Chair** thanked the members for having reached agreement and extended that to the Groups and the Steering Group for all their work in the previous year.
Though no decision had yet been taken on the future of surveys this was a step forward and Eurofound was now in a position to continue to provide high quality data in its surveys and to ensure comparability of that data.
5. **Adoption of Programming Document 2021 (MB 3/5) – for decision**
The Executive Director noted that this draft would be revised to include the decision on the future of surveys, and further minor changes to reflect comments emerging

from the Group meetings (e.g. correction of the impression that self-employment is non-standard employment, the need to refer more proactively to cooperation with EU-OSHA, the use of quotes for the 'right to disconnect' etc) and to update elements such as the contractual arrangements for the pilot project.

- 5.2 **Mr Gran (Workers)** said that the Workers could agree to the changes even though the Group was of the opinion that a self-employed person could also have an employment relationship, something that was emphasised in case law of the European Court of Justice.
- 5.3 **Ms Smith (Employers)** appreciated that the Employers' suggestions in this regard had been taken on board and said that the Group could adopt the programme with the changes.
- 5.4 The **Governments** and **European Commission** representatives said that they could also approve the programme with the changes outlined.

The Programming Document 2021 was adopted with minor amendments and the proposed text on the surveys.

6. **Programming Document 2022 (MB 3/6) – for discussion**

- 6.1 **The Deputy Director** said that the feedback in the informal Executive Board meeting was that the Groups supported the Programming Document.
The Groups would forward their comments in writing within one week.

- 6.2 **Ms Hoffmann (Workers)** said that the Group would like to see some expression in the Service Level Agreement with the European Commission on the pilot project, of ways in which Eurofound's research about minimum wages and collective bargaining was linked or aligned with work being done.

There were clear overlaps, and as stated by the Employers and Workers representatives earlier, using the tripartite forms of governance and the expertise of the members would be an important part of that project.

- 6.3 **Mr Ciechański (Governments)** said that the Group would send their comments in writing.
- 6.4 **Ms Smith (Employers)** asked about the work on psychological risk and how the considerable work done by EU-OSHA in this area would be taken into account.
The Group had discussed also how important it would be for Eurofound to look into the possibilities for research offered by administrative data.
Once again, it was important to have a balanced approach when looking at the impact of COVID-19 in the labour market.

- 6.5 **The Executive Director** took note of the comments which would be addressed in the final draft.

He said that there were references to administrative data in the programme.

Any overlaps with research in other agencies was carefully avoided.

The pilot would take place outside the work programme and it would be important to retain that distinction, but he understood that the work should be complementary.

7. **Election of the Chair and Deputy Chairs (MB 3/7) – for decision**

Mr Ciechański (Governments) informed that Mr Gans (Netherlands) would be the new Chair of the Group, in place of Ms Bulgarelli who would leave the Management Board probably in the second quarter 2021, following her retirement.

In line with the accepted practice whereby the chair rotates every two years between the tripartite Groups **the Chair and Vice-Chairs were elected as follows:**

- Mr Gran (Workers) Chair
- Mr Gans (Governments) Vice-Chair
- Ms Rossi (Employers) Vice-Chair
- Ms Kauffmann (European Commission) Vice-Chair

7.2 **The Executive Director** thanked Ms Bulgarelli for her valuable contribution as Chair and Board member in recent years. He wished her all the best in her future plans.

All the Groups expressed their appreciation for her calm approach and her ability to attain compromise during her time as Chair.

8. **Schedule of meetings 2021(MB 3/8) – for decision**

8.1 **The Chair** said that it was necessary to have some information about the recruitment procedure for the new Executive Director in order to adopt the Schedule.

8.2 **Mr Tagger (Commission)** said that the assessment of candidates was scheduled for 12 November and that a list of candidates should be available within the first two months of 2021.

8.3 **The Chair** noted that an additional Management Board meeting would therefore be required in early 2021.

It transpired that the proposed date for the Board meeting in November fell on a public holiday in a number of Member States, so an alternative date would be sought and agreed by a written procedure later.

The schedule of dates for meetings in 2021 would be adopted later by a written procedure.

9. **Establishment of Advisory Committees 2021-2024 (MB 3/9.1) – for decision**

9.1 **The Chair** explained that the Advisory Committees were included in the new founding regulation of the agency and should follow the structure of the work programme.

The proposal was to establish the following Advisory Committees:

- Working Conditions and Sustainable Work
- Industrial relations
- Employment and Anticipating and managing the impact of change
- Living conditions, cohesion and convergence

9.2 **The Executive Director** explained that the remit of the committees was slightly broader than previously, and for that reason if in order to cover transversal areas, the Groups wished to nominate experts or request that their members would participate in the meetings of other committees, then that would be possible and encouraged.

- **The decision was adopted.**
- **The Groups would forward the names of the appointments to the Advisory Committees in writing.**
- **The European Commission asked that Advisory Committees be scheduled in such a way as to allow feedback to the Executive Board (a gap of two weeks was suggested). The dates for meetings in 2021 would be confirmed later.**

10. **Adoption of Eurofound's Anti-fraud strategy (MB 3/10) – for decision**

- 10.1 **The Executive Director** explained that the decision was based on a template from OLAF the European Union's Anti-fraud agency and followed consultation with other EU Agencies already implementing their anti-fraud strategies.

It contained a high-level approach, with indicators and actions.

It was complemented by the financial regulation and provisions in the Founding regulations regarding the role of the Executive Director and the Management Board.

There would be regular reporting to the Management Board and Executive Board on the implementation of the strategy.

Comments received from the European Commission on the previous day, had been addressed.

The Anti-fraud strategy was adopted with minor revisions.

11. The next meeting of the Management Board would be an extraordinary meeting to recruit the new Executive Director in early 2021 with the date to be confirmed later.

Chairperson

Executive Director

List of Decisions

	Decision	Reference
1.	Adoption of agenda	(MB 3/1)
2.	<i>Decision No. 29</i> – Adoption of Final Programming Document 2021 with minor changes and inclusion of agreed text on surveys	(MB 3/4)
3.	<i>Decision No. 30</i> – Election of Chair and Vice-chairs	(MB 3/7)
4.	<i>Decision No. 31</i> – Establishment of Advisory Committees for 2021-2024	(MB 3/8)
5.	<i>Decision No. 32</i> – Adoption of Eurofound's Anti-fraud Strategy	(MB 3/9)

List of Participants

3rd Meeting of Eurofound's Management Board¹ (held online)

	Lastname	Group	Member state	Status
1.	Ms Alsvik	Employers	EFTA/EEA	Observer
2.	Mr Alves	Workers	Portugal	Alternate
3.	Mr Antila	Workers	Finland	Member
4.	Mr Argyrides	Workers	Cyprus	Member
5.	Ms Balint	Employers	Hungary	Member
6.	Mr Brankov	Employers	Bulgaria	Member
7.	Mr Bugeja	Workers	Malta	Member
8.	Ms Bulgarelli	Governments	Italy	Member
9.	Mr Canales	Employers	Spain	Member
10.	Ms Castex-Chauve	Governments	France	Alternate
11.	Mr Ciechański	Governments	Poland	Member
12.	Mr Darrigrand	Employers	France	Member
13.	Mr De Meester	Employers	Belgium	Member
14.	Ms Demireva Todorova	Governments	Bulgaria	Member
15.	Ms Djalinous-Glatz	Workers	Austria	Member
16.	Ms Drbalová	Employers	Czechia	Member
17.	Mr Ferreira	Governments	Portugal	Member
18.	Mr Fugger	Governments	Austria	Member
19.	Mr Gans	Governments	Netherlands	Member
20.	Mr Gourzoulidis	Governments	Greece	Member
21.	Mr Gran	Workers	Germany	Member

¹ The quorum for the meeting (simple majority) and two-thirds majority required for certain decisions was reached.

	Lastname	Group	Member state	Status
22.	Mr Gregarek	Governments	Czechia	Alternate
23.	Mr Gryp	Workers	Belgium	Member
24.	Ms Hansen	Governments	EFTA/EEA	Observer
25.	Ms Hoffmann	Workers	Coordinator	
26.	Mr Hopfner	Employers	Germany	Member
27.	Mr Hostak	Employers	Slovak Republic	Member
28.	Mr Ioannou	Employers	Greece	Member
29.	Mr Jørgensen	Governments	Denmark	Member
30.	Mr Joyce	Workers	Ireland	Member
31.	Mr Karlsson	Employers	Sweden	Member
32.	Ms Kauffmann	European Commission	European Commission	Member
33.	Ms Kissné Bencze	Governments	Hungary	Member
34.	Ms Kiukucane	Employers	Latvia	Member
35.	Ms Komel	Governments	Slovenia	Member
36.	Ms Konjar	Workers	Slovenia	Member
37.	Mr Kouwenberg	Workers	Netherlands	Member
38.	Mr Lasserre	Workers	France	Alternate
39.	Ms Lope Fontagné	n/a	European Parliament	Observer
40.	<i>Ms Lovén Seldén</i>	<i>Workers</i>	<i>Sweden</i>	<i>Member</i>
41.	Ms Lynch	Workers	Coordinator	
42.	Mr Messios	Governments	Cyprus	Alternate
43.	Ms Miettinen	Employers	Finland	Member
44.	Ms Misslbeck-Winberg	Employers	Denmark	Member
45.	Mr Mone	Workers	Italy	Member
46.	Ms Nic Giolla Mhicíl	Governments	Ireland	Member

	Lastname	Group	Member state	Status
47.	Mr Nyman	Governments	Sweden	Alternate
48.	Ms O'Hare	Employers	Ireland	Alternate
49.	Mr Olszewski	Workers	Poland	Member
50.	Mr Pallagi	Workers	Hungary	Member
51.	Ms Pasat	Employers	Romania	Member
52.	Mr Pena Costa	Employers	Portugal	Member
53.	Mr Peterson	Workers	Estonia	Member
54.	Ms Piette	Governments	Belgium	Alternate
55.	Ms Propst	Employers	Austria	Member
56.	Mr Rudka	Employers	Poland	Member
57.	<i>Ms Sladovic</i>	<i>Employers</i>	<i>Croatia</i>	<i>Member</i>
58.	<i>Ms Šlekutė</i>	<i>Governments</i>	<i>Lithuania</i>	<i>Member</i>
59.	Ms Smith	Employers	Coordinator	
60.	<i>Ms Sõber</i>	<i>Employers</i>	<i>Estonia</i>	<i>Member</i>
61.	Mr Subotic	Governments	Croatia	Member
62.	Ms Tare	Governments	Latvia	Member
63.	Mr van Mierlo	Employers	Netherlands	Member
64.	Ms Vella Muscat	Governments	Malta	Member
65.	Mr Voigtländer	Governments	Germany	Member
66.	Mr Waldorff	Workers	Denmark	Member

The following members provided Proxy votes²

	Name	Group	Member State	Status
1.	Mr Hartung	European Commission	n/a	Member

² In accordance with article 13 of the rules of procedure when a member or their alternate is unable to attend they may authorise a member of their group to vote on their behalf.

	Name	Group	Member State	Status
2.	Ms Calle	Governments	Spain	Alternate
3.	Ms Dumitrescu	Governments	Romania	Alternate
4.	Ms Kaldmäe	Governments	Estonia	Member
5.	Ms Romele	Workers	Latvia	Alternate
6.	Ms Krupaviciene	Workers	Lithuania	Member
7.	Ms Eischen	Workers	Luxembourg	Member
8.	Mr Kokalov	Workers	Bulgaria	Member
9.	Ms Studnicna	Workers	Czechia	Member
10.	Ms Hanzevacki	Workers	Croatia	Member

Also in attendance

	Name	Group	Member State	Status
	Mr Scheele	Governments	Netherlands	Alternate
	Mr Blasco de Luna	Employers	Spain	Alternate
	Mr Rodriguez	Governments	Spain	Observer
	Mr Tagger	European Commission	n/a	Alternate
	Ms Roelen	European Commission	n/a	Observer
	Mr Menéndez-Valdés	Eurofound		
	Ms Jepsen	Eurofound		
	Mr Grimmeisen	Eurofound		
	Staff Committee	Eurofound		

Regrets were received from the following

Ms Sedlatschek & Ms O'Brien	EU-OSHA
Mr Poupkos	Greece (Workers)