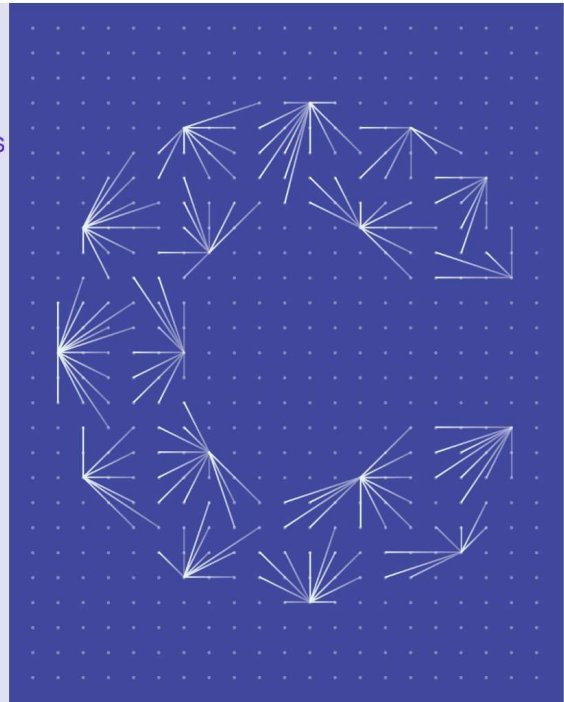


Ceemet European Tech & Industry Employers

53rd Health & Safety Committee Meeting

30 October 2025 – Brussels



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Agenda – 30 October 2025

1. Approval of the minutes of the 52nd Working Group meeting
2. Action points of the 52nd Working Group meeting
3. Chemicals at the workplace
 - a. Carcinogens, Mutagens or Reprotoxic substances at Work Directive
4. Workplace Mental Health
5. Second phase social partners consultation on telework and the right to disconnect
6. European Commission Revision of EU OSH Directives
 - a. Display Screen Equipment (Directive 90/270) & remote work
 - b. Workplace (Directive 89/654)
7. Climate change & OSH
8. How to handle AI in H&S issues
9. National roundtable
10. Miscellaneous
 - a. NEPSI website and webinars
 - b. Date and place of next meeting
 - c. AOB

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1. Agreement of the 23 April 2025 minutes

Minutes already approved by written procedure
To be approved for the record.



2. Action points from 23 April 2025 meeting

Workplace mental health

1. Secretariat to monitor developments around the topic of Mental Health at work and advocating against any binding initiative at EU level. [Ongoing]
2. Ceemet shall inform the members when proposals or initiatives on the Quality Jobs Roadmap relating to H&S are published. [Q4 2025]

Chemicals at the workplace

3. Members agreed to inform the Ceemet Secretariat about mandates they have in national and European committees regarding H&S, such as (Working Parties of) ACSH. [Input from 2 persons]
4. Ceemet shall inform the members when the proposal for a revision of the CMRD 6th is published and check with them which position / advocacy strategy shall be adopted. [Cfr. Circulars 185/25 and 249/25]

European Commission revision of EU OSH legislation

5. Franck Gambelli will send confidential (draft) documents to the Secretariat for circulation to a restricted need-to-know impacted group of the H&S Committee. [In line with Ceemet policy, only one person of Ceemet Members that are directly impacted, will receive confidential draft documents. These documents are only to be circulated within your own organisation.]
6. Members to liaise urgently with their national confederation to prevent inclusion of telework in the definition of workplace.

Climate Change and OSH

7. Clemens Rosenmayr will send the mandate of the Working Party: which other hazards, risk factors, negative outcomes do we want to work on and why. Your input will be used by Clemens. Deadline for input 2 May. [Cfr. Circular 104/25]
8. Clemens Rosenmayr will send regular updates to Secretariat so members can be timely informed.

3. Chemicals at the workplace

Update on latest developments

a. Carcinogens, Mutagens or Reprotoxic substances at Work Directive

- Sixth revision of the CMRD
- Rapporteur EMPL Committee in EPP: **Liesbet Sommen** (Belgian, EPP) **appointed on 13/10/2025**
- Shadow rapporteurs: Nora Mebarek (French, S&D), Maria Ohisalo (Finnish, Greens/EFA)
- EMPL 10/11/2025
- Deadline for tabling amendments: 21/01/2026 (12:00)
- Indicative plenary sitting date, 1st reading: 15/06/2026

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3. Chemicals at the workplace

- Propose limit values and relevant notations for **cobalt and its inorganic compounds** in line with the request through CMRD 4, **polycyclic aromatic hydrocarbons** (PAHs) and **1,4-dioxane**.
- In addition to setting these exposure limits, the Commission proposes "notations," which warn employers and workers of possible exposure through the skin or other means and indicate when additional protective measures are necessary.
- Adds **welding fumes** to the "List of substances, mixtures and processes" in Annex I to the CMRD.
- Also includes an amendment to correct the existing entry on mercury and divalent inorganic mercury compounds in Annex III to fully align the term used for this substance with the scope of the CMRD.
- **No OEL for isoprene**, following the opinion of the Risk Assessment Committee (RAC) of ECHA, suggesting that the current prevention of occupational exposure to isoprene is sufficient.

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3. Chemicals at the workplace

- **For cobalt and its inorganic compounds:**

Proposed limit is:

0.01 mg/m³ for particles that can be breathed in through the nose and mouth

0.0025 mg/m³ for finer particles that can reach deeper into the lungs.

The transitional limits (0.02 mg/m³ and 0.0042 mg/m³) give industries six years to adapt.



3. Chemicals at the workplace

- **Polycyclic aromatic hydrocarbons (PAHs)**

The proposed new limit value is 0.00007 mg/m³.

To help the most affected sectors adapt, a temporary limit of 0.00014 mg/m³ will apply for six years after the directive comes into force.



3. Chemicals at the workplace

- **1,4-dioxane**

The proposed general limit is 7.3 mg/m³ with a short-term exposure limit of 73 mg/m³. A biological limit is also suggested.



3. Chemicals at the workplace

- **Welding fumes**

Can contain harmful substances such as chromium, nickel, and cadmium compounds (classified as carcinogens).

The proposal plans to include welding fumes in the CMRD.



4. Workplace mental health

Update on latest EU developments

ACSH Working Party on mental health (MH) and psychosocial risks (PSR) at work

1. Defining MH & PSR at the workplace
2. Potential risk factors underpinning PSR at the workplace



4. Workplace mental health

1. Defining MH & PSR at the workplace

- GIG: **Work-related psychosocial risks are aspects of work organization and management that fall under the responsibility of the employers and are shown to pose a probability of causing psychological and physical harm to workers**
- EIG: Work-related psychosocial risks are **objectively detectable** aspects **directly related to** work organization and management that fall **within the employers control** and that **clear evidence** are shown to pose a **high** probability of causing **severe** psychological and physical to workers
- WIG (not validated): **Work-related psychosocial risks are aspects of work organization and management that fall under the responsibility of the employers and are shown to pose a probability of causing psychological and physical harm to workers**



4. Workplace mental health

2. Potential risk factors underpinning PSR at the workplace: 4 categories
 - **Work tasks:** the nature and demands of the tasks themselves, including complexity, uncertainty, or conflicting requirements.
 - **Work organisation and conditions:** how work is structured, including aspects like workload, time pressure and communication within the organization; role within the organization; decision-making autonomy and control; match between worker skills and job requirements.
 - **Work equipment and resources:** the tools and resources available for work, and their design or availability.
 - **Working environment:** physical aspects of the workplace, such as noise, lighting or temperature.



5. Second phase social partner consultation on telework and the right to disconnect

Written input from Ceemet on 6 October 2025

Position prepared by Secretariat based on input and comments from experts of EU Committee meeting and H&S Committee



6. European Commission Revision of EU OSH Directives

- a. **Display Screen Equipment Directive 90/270/EEC & remote work**
- b. **Workplace Directive 89/654/EEC**

Update on latest developments

Update by members of the ACSH



7. Climate change & OSH

Update on latest developments

ACSH to give an opinion on possible gaps in the current legislation relating to heat stress



8. How to handle AI in H&S issues



On 20/6/2025, MEP Andrzej Bula (Polish, EPP) published his draft report 2025/2080(INL) with recommendations to the European Commission on **digitalisation, artificial intelligence, and algorithmic management in the workplace – shaping the future of work**.

A proposal for a Directive is an Annex to the draft report.

The Content runs counter Ceemet position:

- It uses parts of the Platform Work Directive, Transparent and Predictable Working Conditions Directive, and duplicates GDPR.
- In addition to the right to information it creates a right of consultation in the context of new technologies
- It risks imposing the principle of co-determination
- The definition does not distinct between automation, algorithmic management and AI (where there is machine learning).
- It includes self-employed persons in the scope of a Directive, creating definitions for “solo-self-employed person” and “procurer of services”.



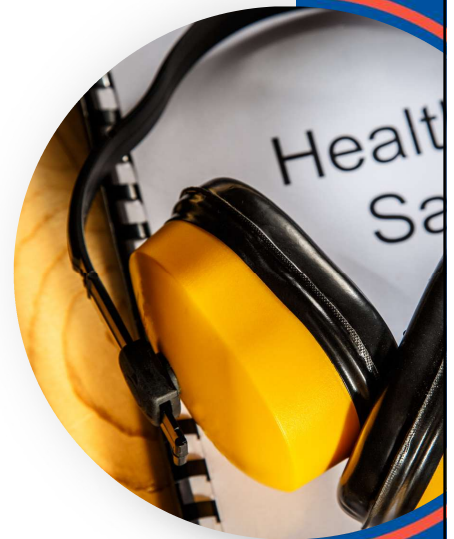
8. How to handle AI in H&S issues

Discussion: how is AI used in H&S issues in your country?



9. National roundtable on latest developments

Each participant will have 4 minutes to report on the latest OSH development in their country.



10. Miscellaneous

- a. NEPSI website and webinars
- b. Target questions for speaker Dr. Wieske
- c. Date and place of next meeting
- a. AOB





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