

54th Health & Safety Committee Meeting

23 April 2026, Brussels



Agenda

1. Approval of the minutes of the
53rd Committee meeting

2. Action points of the 53rd
Committee meeting

3. Chemicals at the workplace

4. European Commission
Revision of EU OSH Directives

5. Workplace Mental Health

6. Climate change & OSH

7. National roundtable

8. Miscellaneous & AOB





1. Agreement of Minutes of previous meeting 30/10/2025



Minutes already approved by written procedure
Additional comment from Gesamtmetall



2. Action points from 30 November 2025 meeting

OPEN POINTS FOR ACTION:



1. Table with mandates

The Secretariat circulated an Excel Table to the Members and to complete it with their mandates on H&S topics at European level (e.g. member of Working Party on climate change, in ACSH) or at national level (e.g. mandate to represent your organisation's members in a tripartite body within the Ministry).

→ **Ongoing. Not all Members have given their input.**



2. Presentation of legislative process at EU level

→ **Prepared for today's meeting**



9. Questions for Dr. Wietske, as speaker in the Ceemet H&S Committee

Dr. Wietske could not attend this meeting. The questions for him will be prepared for the next meeting.

→ **On to list for 54th action points**



The image is a composite of two photographs. The top photograph shows a man with a beard and glasses, wearing a dark suit, white shirt, and dark tie. He is gesturing with his hands while speaking to a group of people. The bottom photograph shows a close-up of a meeting table with several people's hands and arms visible. There are papers, a tablet, and a small plant on the table. A large blue banner with white text is overlaid across the middle of the image.

Action #2 of 53rd H&S: How do we lobby?

How do we lobby?

A. Why Brussels matters

“Brussels is far away...”

- But it will come to you at the national level
- 70% of national law originates in the European Union
- Your elected national politicians have an impact



How do we lobby?

B. The legislative process

Challenge

- Societal or technological challenges, repeated accidents, scandals
- Review clause in a Directive

Policy making

- Impact assessment
- Public consultation, Social Partners consultation
- Commission proposal
- (Co-)decision EP & Council
- Inter-institutional discussions
- Trilogue negotiations

Legislation

- Transposition national law

Application, enforcement



How do we lobby?

C. The key actors

The Council

- Presidency
Every 6 months: MS takes the presidency;;
- Member States in Brussels
Permanent Representation in Brussels
- Member States
National Capital Ministers
Your contacts at home

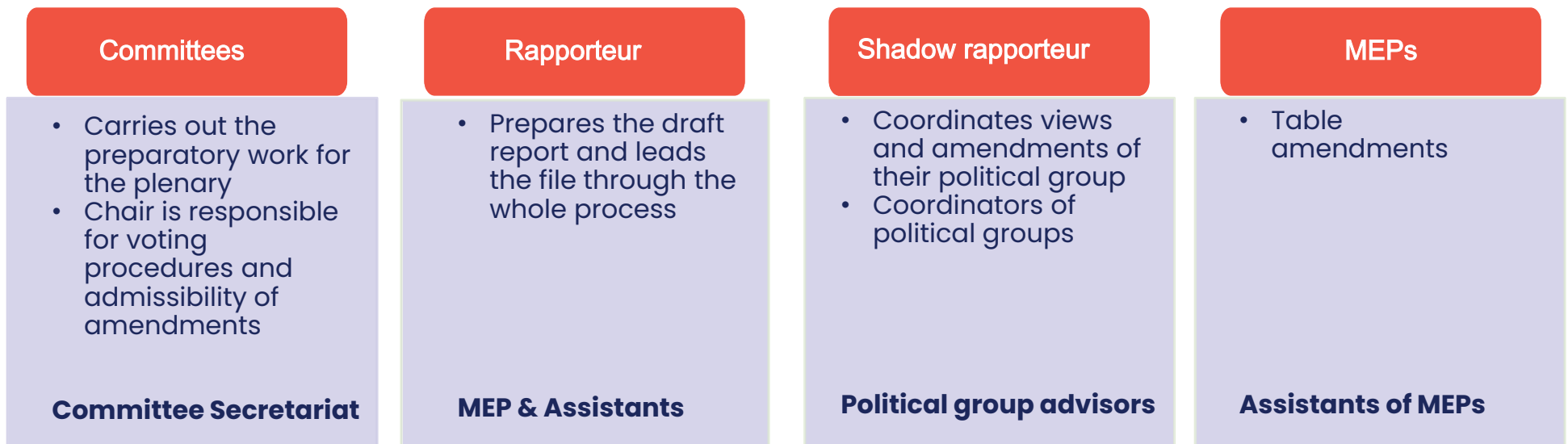
The EP Committees

- 20 Parliamentary Committees
- Preparatory work for EP plenary sittings
- Between 25 and 88 MEPs
- Each committee has a Chair, a Bureau and a Secretariat
- EMPL : Chair: Li Andersson (Left)
- FEMM, JURI, IMCO, ITRE, ...
- Example: Draft report of MEP Ceulemans on PSR, stress and mental health at work: EP EMPL Committee involved



How do we lobby?

C. The key actors



How do we lobby?

D. Trilogues

Tripartite meetings between

- European Parliament
- Council
- Commission

Each EU institution has its position

Discussions between EU institutions

- “4 column document”: not public

The result is a compromise



Council of the
European Union



European Parliament



European
Commission

How do we lobby?

E. Navigate the complexity of Brussels

Knowing where, when and how to intervene

Stage in decision making process	Message	Messengers
Commission proposal	Facts, technical aspects	Technical experts with EU advocacy specialists
EP	Facts, values, possibly local angle	EU advocacy specialist with technical expert
Council	Facts and national angle	National voices
Trilogue negotiations	Last mile: Focus on specific articles	Coalition

How do we lobby?

F. Advantages as EU Organisation

Identifying per file: key players, stakeholders, allies

- Enriched and strengthened position for our sector
- Together fabulous network

Information from Brussels by Ceemet

- Efficiency and effectiveness
- Member organisations have their own job to do at national level

Information to Brussels by members organisations

- Intelligence of national sector level
- Company input is warmly welcomed by the European institutions



How do we lobby?

F. Advantages as EU Organisation

Representativeness

- Covering and representing companies throughout EU
- Balanced input: national perspectives of different countries of our sector

Intelligence

- Knowledge of interests of the national MEP
- Your national sector input relevant to a topic

Exchanges between members

- Useful in our own contacts within our own MS
- We have a helicopter view



How do we lobby?

G. Ceemet approach to a new social file from EU

From first idea to a Commission proposal: can take 2 years

Knowing something is coming – network, be involved, participate

- Studies are launched, review, conferences
- Social partner consultations, public consultation
- European Labour Authority: Stakeholder Group
- Advisory Committees (H&S; Social Security Coordination; Free Movement of Workers)

Discussion at Ceemet Secretariat, in active circle of Ceemet network: LobbyNet

- For and by all Ceemet members who are or want to be active in Brussels

Discussions in Ceemet Committees

- Teams Calls, written input, Committee meetings
- Can be on the agenda for quite some time: evolving process



**Initial
positioning**

**Influence policy
choices**

**Public position
paper**

3. Chemicals at the workplace

a. Carcinogens, Mutagens or Reprotoxic Substances at Work Directive (CMRD6)

- Sixth revision of the CMRD
- Commission proposes 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** .
- **Rapporteur** EMPL Committee in EPP: Liesbet Sommen (EPP, Belgian)
- **Shadow rapporteurs**: Nora Mebarek (S&D, French), Maria Ohisalo (Greens/EFA), Finnish, Margarita De la Pisa Carrion (PfE, Spanish), Mariateresa Vivaldini (ECR, Italian), Gregory Allione (Renew, French), Per Clausen (The Left)



3. Chemicals at the workplace

Update on latest developments CMRD6

Ceemet actions:

- Draft Sommen report contained good elements.
- The Secretariat prepared amendments to the draft Sommen report, based on comments and input of the H&S Committee experts.
- The Secretariat had meetings with:
 - Rapporteur MEP Sommen, prior to the publication of the draft report together with the H&S Chair Geert De Prez on 20/11/2026
 - Michele Campiotti, APA of shadow rapporteur MEP Vivaldini (ECR, Italian) on 18/11/2025 and on 19/02/2026
 - Paul-Ugo Jean, APA of shadow rapporteur MEP Mebarek (S&D, French) on 3/12/2025
 - Ines Fleur Michel, APA of shadow rapporteur MEP Allione (Renew, French) on 11/12/2025 as well as with APA Laura Amanda Saarinen on 9/02/2026
 - Borja Martin Simón, APA of MEP Maravillas Abadía (EPP, Spanish) on 12/02/2026.



3. Chemicals at the workplace

Update on latest developments CMRD6

Procedure:

Rapporteur EMPL Committee in EPP: Liesbet Sommen (EPP, Belgian)

- Published report on 11/12/2025
- Presentation in EMPL on 15/01/2026
- Vote on draft report in EMPL on 15/04/2026
 - Votes report by 45 votes to none with 10 abstentions
 - Adoption to enter into interinstitutional negotiations
 - Mandate must first go to the vote in EP Plenary
- *Indicative plenary sitting date, 1st reading **was** 15/06/2026*
- **But.** already in plenary sitting of **27– 30 April**



3. Chemicals at the workplace

For cobalt and its inorganic compounds

Draft Sommen report:
No proposed limit

Adopted EMPL report
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.

Polycyclic aromatic hydrocarbons (PAHs)

Draft Sommen report:
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.

Adopted EMPL report
Longer transitional period to **ten** years



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.

Isoprene

Not in the Commission proposal.

- Council General Approach added isoprene
- EP Sommen report also added isoprene

Introduction of long-term occupational exposure limit value of **8,5 mg/m³ (3 ppm)**

- To prevent potential risks arising in the future
- To secure a level-playing field across Members States



3. Chemicals at the workplace

Update on latest developments on CMRD6

Definition of welding fumes:

- Welding fumes **and fumes from other processes that generate fumes in a similar way**, containing substances or mixtures that meet the criteria for classification as a category 1A or 1B carcinogen, mutagen or reprotoxic set out in Annex I.
- In addition, there is a call for the establishment of a **general dust limit**.
- Three years after entry into force of CMRD6: call for the Commission, to propose, where appropriate, **limit value(s) for welding fumes**



3. Chemicals at the workplace

Update on latest developments on CMRD6

Definitions of Carcinogen, Mutagen, Reprotoxic substance:

- A **substance, mixture or process** referred to in point 9 of Annex I to this Directive as well as a substance or mixture released by a process referred to in that point, where it has (respectively) carcinogenic / mutagenic / reprotoxic effects



3. Chemicals at the workplace

Update on latest developments on CMRD6

Definition of mercury

The term 'mercury and divalent inorganic mercury compounds including mercuric oxide and mercuric chloride (measured as mercury)' should be replaced by the term 'mercury and divalent inorganic mercury compounds that fall within the scope of Directive 2004/37/EC (measured as mercury)

- Directive (EU) 2022/431 extended the scope of CMR Directive 2004/37/EC to include reprotoxic substances, including mercury and divalent inorganic mercury compounds, which were added to Annex III to Directive 2004/37/EC.
- Not all divalent inorganic mercury compounds can be classified as reprotoxic substances: **clarify** that the limit value applies **only** to **mercury and divalent inorganic mercury compounds that fall within the scope of Directive 2004/37/EC**.



3. Chemicals at the workplace

Update on latest developments om CMRD6

Other

- OELs should be under regular scrutiny, at least **reviewed every 5 years**
- **Not** lowered by **delegated acts**: “not a matter for technical consideration alone but requires political assessment”
- Importance of ECHA, RAC, tripartite opinions of ACSH
- **Gender aspects** to be taken into account
- Exposure to a **combination of substances**: guidance
- Call on Commission to
 - **Accelerate procedure** to set OELs,
 - Encourage MSs more adequate **compensation** for diseases linked to exposure in certain professions
 - Develop guidelines for **data collection** by MS to improve reporting and exposures registries
- Specific **training** for workers, esp. regarding residual risks



3. Chemicals at the workplace

b. Sentinel markers vs. non-binding limit/binding limit

- Sentinel marker: above this value, company must take action
- Non-binding limit: obligation for companies to strive towards this value
- Limit value: obligation to have this value

Discussion

- Do you use and sentinel markers in your country?
- In which cases?
- What is their utility vs. non-binding limit/binding limit in your country?



3. Chemicals at the workplace

c. CMRD7: initial reactions

CMRD7 most important substances are **Respirable Crystalline Silica and Chromium VI**

External study would cover :

- 1,2-Dichloropropane (1,2-DCP)
- 1,2,3-Trichloropropane (1,2,3-TCP)
- 2-Chloro-1,3-butadiene (chloroprene)
- 2,3-Epocycpropyl methacrylate (GMA) (glycidyl methacrylate)
- Nitrosamines
- Respirable crystalline silica (RCS)
- Chromium (VI) compounds (Cr (VI))



4. European Commission Revision of EU OSH Directives



Display Screen Equipment
Directive 90/270/EEC & remote
work

Workplace Directive 89/654/EEC

- Update on latest developments
- Update by members of the ACSH

5. Workplace mental health

ACSH Working Party

Definition of PSR: preliminary agreement WIG, EIG, GIG

- “Work-related psychosocial risks are **empirically identifiable aspects** within and due to work organization and management that fall **within** the responsibility and **influence of the employer** and that **available evidence** show to pose a **probability of causing** psychological and physical harm.”
- Close to initial EIG proposal and some important elements also highlighted in H&S Committee of 30/11/2025: “Work-related psychosocial risks are objectively detectable aspects directly related to work organisation and management which fall within the employer's control AND are shown with clear evidence to pose a high probability of causing (severe and) observable psychological and physical harm to workers”.

List of risk factors

- Scientifically available evidence that underline causal relationship between concrete harm and PSR at work. WIG: ETUI studies; GIG: national research institutions; EIG: input mainly from national members of Business Europe



5. Workplace mental health



EP own initiative legislative draft report (INL) on psychosocial risks, stress and mental health at work

- Rapporteur MEP CEULEMANS Estelle (S&D, Belgian)
- Shadow rapporteurs:
 - MELETI Eleonora (EPP, Greek)
 - DE LA PISA CARRIÓN Margarita (Pfe, Spanish)
 - VIVALDINI Mariateresa (ECR, Italian)
 - JOVEVA Irena (Renew, Slovenian)
 - OHISALO Maria (Greens/EFA, Finnish)
 - ANDERSSON Li (The Left, Finnish)



Draft Ceulemans report

- Published on 20/03/2026
- Presented in EMPL Committee on 15/04/2026
- Deadline for amendments on 16/04/2026



5. Workplace mental health



Draft Ceulemans report:

1. Definitions regarding PSR at the workplace
2. Mandatory risk assessment on PSR: annual + prior to restructuring, reorganisation of work or introduction of surveillance or digital management technologies
3. New rights: right to disconnect; right to report and protection against retaliation; co-decision right for workers' representatives & right to call upon expert
4. Reversal of burden of proof to employer
5. Call for legislative action by Commission for EU-wide measures to have same rights in EU instead of different national approaches



5. Workplace mental health



Position Ceemet mainly based on position paper on mental health of 15/04/2024

1. No legislative initiative necessary, current OSH acquis covers all risks
2. Awaiting opinion of Working Party on PSR in ACSH
3. Different national situations and contexts: no unique model to address PSR at work: MS and (sectoral) social partners must have flexibility to develop national/sector specifications that best suits national / sectoral context
4. Essential to share best practices, develop joint guidance, raise awareness
5. No obligation for public services to include social partners (national context)
6. Importance of good implementation and enforcement of existing rules



The issue is enforcement and guidance, not a legislative gap.

Mental health is a societal issue, requiring a societal response.



5. Workplace mental health



Ceemet actions:

- Preparing amendments based on the Ceemet position paper of 15/04/2024
- Meetings and contacts with:
 - Michele Campiotti, APA of shadow rapporteur MEP Vivaldini (**ECR**, Italian) on 7/04/2026
 - Borja Martin Simón, APA of MEP Abadía (**EPP**, Spanish) on 9/04/2026
 - Sabin Ciornea, APA of MEP Teodorescu (**ECR**, Romanian) on 9/04/2026.
- Pending meetings with rapporteur Ceulemans and other shadow rapporteurs.



5. Workplace mental health

Presentation of draft report by MEP Ceulemans (S&D, Belgian) in EMPL Committee on 15/04/2026

- **ECR** MEP Vivaldini: will amend the text that employer is not solely responsible for unhappiness at work, when “psychosocial disorders and stress at work have multidimensional and multifaceted causes”. Elements such as mechanisms for reversing the burden of proof or annual plans are red lines. Not necessary to introduce a new directive: more appropriate to strengthen the implementation of existing frameworks.
- **PfE** MEP de la Pisa Carrion (Spanish): report does not provide positive vision of work; new legislation risks to increase burden on companies, protect against abuse, but not every workstation is a risk of creating an occupational disease. Reversal of the burden of proof: “as if every difficulty has to give rise to a new legal category, a new administrative obligation, a new regulation from Brussels.”
- **Renew** MEP Allione welcomes minimum standards but “certain provisions would be very difficult for SMEs to implement”



5. Workplace mental health

Presentation of draft report by MEP Ceulemans (S&D, Belgian) in EMPL Committee on 15/04/2026

Commission intervention:

- One of the priorities for 2024-2029
- Actively working to find the best solutions to help MSs
- Framework Directive of 1989 is a solid base covering all occupational risks and includes prevention and protection principles for all sectors and all workers
- Revision of the DSE and WPD included in the QJA
- Extending the scope of application, while guaranteeing proportionality and taking psychosocial risks into account, is under consideration



5. Workplace mental health



Next steps:

- Evaluate amendments
- Meetings with MEPs



Vote in:

- EMPL Committee 2/09/2026
- Indicative Plenary vote: 5/10/2026

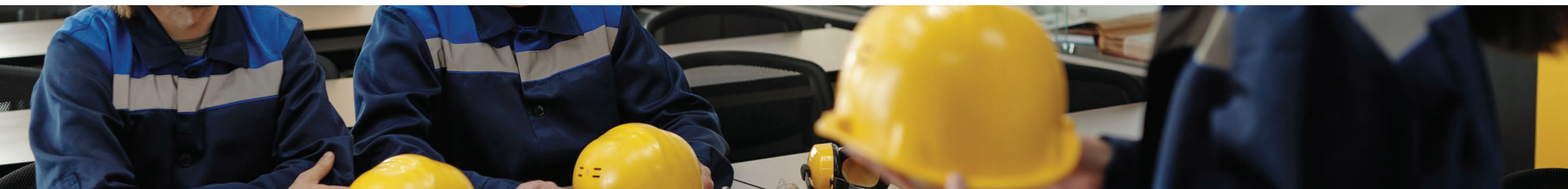


6. Climate change & OSH

Update on latest developments

ACSH adopted draft opinions

- Opinion prepared by the WP “Climate Change and OSH” on Climate Change – extreme weather and other topics
- Opinion prepared by the WP “Climate Change and OSH” on Climate Change – heat at work



The background of the slide features a blurred image of a large industrial facility, likely a factory or warehouse, with high ceilings and structural beams. In the foreground, the heads and shoulders of several workers wearing yellow and white hard hats are visible. A large, solid blue rectangular box is overlaid on the right side of the image, containing the text. The entire slide is framed by a red and white diagonal graphic element on the left and bottom edges.

7. National roundtable on latest developments

Each participant will present their slide and report on the latest development in their country:

- The use of AI in OSH
- Other OSH news

National report Belgium

- **Lead**
- Transposition of Directive 2004/869 of 13 March 2004 amending Directive 2004/37/EC and Directive 98/24/EC, as regards limit values for lead and its inorganic compounds and for diisocyanates
- The -only- point of discussion: the exposure of women of childbearing age: 4.5 $\mu\text{g}/100\text{ml}$ Pb in blood
 - (Hard) Limit value (demand from the unions)
 - Sentinel marker (as requested in the Directive and by Agoria)
 - Or something else?
- After a fierce (battle) lobby (including press and Belgian Parliament)
 - Non binding limit value at which the employer must take action if the limit (4,5 μg) is exceeded (same as sentinel value)
- The sector is relieved with results because in this way they can keep women of childbearing age in work

National report Belgium

- **Goldplating**
- At the request of Agoria and the VBO, the government has decided NOT to apply gold plating as much as possible
 - Level playing field in Europa
- In the lead dossier, it turned out that the cabinet of the Minister of Work was willing to apply gold plating - without problem -
- Survey:
 - How is gold plating applied in the other EU countries?
- In the application of limit values for chemical and other limit values, gold plating is destructive (cherry picking by the trade unions)



H&S News from Finland

- The use of AI in H&S
 - Not widely used in H&S issues.
 - Individual examples about using AI in H&S statistics and finding correlations.
- Other H&S news
 - Confederation of Finnish Industries (EK) is trying to influence the Finnish criminal law related to Occupational safety and health offence.
 - Currently, basically all regulation related to occupational health and safety can lead to criminal liability.
 - This is against our Constitution and causes severe issues for companies as they cannot predict which actions can cause criminal sanctions.
 - Another hot topic is workplace mental health and how (or if) it should be regulated.

Item 7 – National roundtable

• National developments in Germany

- 1) Committee on Safety and Health at Work (ASGA*) ⇒ new term ⇒ 2026-2029 work programme ⇒ **risk assessments** (general rule), **mental stress** (“integrating” rule), efficient and modern **H&S instructions** (general rule), **remote/mobile work** (German position), **climate change** (new rule?), **crisis intervention** (pandemics, ...)
- 2) Federal Ministry of Labor and Social Affairs ⇒ 4 virtual **events on AI & OSH** (November 2025 to February 2026) ⇒ “**opportunities and potential of AI**”, “**OSH as a partner in innovation**”, “**AI and OSH law**” and “**risk assessments using LLMs**”
- 3) AI & OSH committee meeting, 28 april 2026 Political discussion on **reducing bureaucracy in OSH (law)** ⇒ BDA initiative in June 2025 ⇒ Federal Ministry of Labor and Social Affairs published a **concept** in October 2025, Federal States propose **various reform measures** in December 2025, individual Federal States are adding further proposals in December 2025

ASGA info: <https://www.baua.de/EN/About-BAuA/Tasks/Committee-administration/ASGA>

AI & OSH event info (in German): <https://www.arbeit-sicher-und-gesund.de/themen/arbeitsschutz-und-kuenstliche-intelligenz>



ASSOLOMBARDA

LINEE GUIDA PER L'IMPLEMENTAZIONE DELL'IA NEL MONDO DEL LAVORO



NATIONAL ISSUES

The Ministry of Labor has established a roundtable with the social partners to monitor and guide the implementation of AI in the world of work.

FEDERMECCANICA

the National Collective Labor Agreement renewed on November 22, 2025, begins to focus on AI:

- implementation of AI in **MetApprendo** services in order to optimize needs analysis and training planning
- introduction of AI in the Worker's Digital Training Dossier with national (Atlas of Professions) and European (ESCO) classifications



ASSOLOMBARDA



ASSOLOMBARDA

- «ForgiA» The Data Ecosystem at the Service of Business
- Rethinking Industry – the President Biffi Project



AI - HS Advisory board with stakeholders and



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DIPARTIMENTO DI DIRITTO PRIVATO
E STORIA DEL DIRITTO



OSH news

- **New OSH strategy 2026-2030 four main sub- goals**
 - Sustainable work life
 - Healthy work life
 - Safe work life
 - Innovative work life
- **Using AI in risk assessment repetitive work.**
- **Request for negotiations:**
 - Framework Agreement on OSH regarding:
 - Occupational Health services,
 - Collaboration,
 - Adaptation of work and rehabilitation

WE ARE SWEDISH TECHNOLOGY

8. Miscellaneous

A. NEPSI

CAEF, the European Foundry Association, does not want to report to NEPSI.

B. Website: Members' Area

C. New Chair

D. Date and place of next meeting



Thank you
for your attention



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www.ceemet.org

