

**Follow-up to the European Parliament non-legislative resolution
on
the need to reduce work-related fatalities**

- 1. Resolution tabled pursuant to Rule 136(2) of the European Parliament's Rules of procedure**
- 2. References:** 2025/3046(RSP) / B10-0244/2026 / P10_TA(2026)0191
- 3. Date of adoption of the resolution:** 21 May 2026
- 4. Competent Parliamentary Committee:** Committee on Employment and Social Affairs (EMPL)
- 5. Brief analysis/ assessment of the resolution and requests made in it:**

The resolution calls for a "European Day in Remembrance of the Victims of Accidents at Work" on 8 August each year, commemorating the 1956 Bois du Cazier mine disaster, and which would complement the International Workers' Memorial Day and the United Nations' World Day on Safety and Health at Work on 28 April. This day would serve as a symbol to honour victims, raise awareness of the importance of occupational safety and health (OSH) efforts and contribute to reducing and eliminating work-related accidents and diseases. The resolution highlights emerging occupational safety and health risks such as psychosocial and climate-related risks as well as risks linked to digitalisation and new employment forms, such as platform work and AI-driven management. It also mentions the need for effective enforcement of existing laws and strengthening workers' information, consultation and participation rights, and underscores the importance of strong cooperation among relevant stakeholders to achieve zero work-related fatalities, as well as the importance of data collection and dissemination. It also calls to strengthen enforcement of OSH legislation. Furthermore, the resolution calls for targeted support for vulnerable groups, including young workers, SME employees, and those in non-standard or precarious jobs, as well as support to victims of occupational accidents and diseases. It aims to promote a new EU Strategic Framework on Health and Safety at Work (2028-2034), addressing digital and climate risks, and adapting to extreme temperatures.

- 6. Response to the requests in the resolution and overview of the actions taken, or intended to be taken, by the Commission:**

Establishment of a European Day in Remembrance of the Victims of Accidents at Work and for the Protection and Dignity of Workers, to be marked each year on 8 August, in memory of the tragedy at the Bois du Cazier mine in Marcinelle

Paragraphs 1 and 10:

Protecting workers' health and safety remains a core priority for the Commission. While the Commission will further assess the proposal for a new European Day on 8 August, it notes that 28 April is already marked globally as both the International Workers' Memorial Day and the United Nations' World Day on Safety and Health at Work. Given the established significance of this day, it seems to be more effective to explore ways to maximise its impact, rather than introduce an additional observance, to avoid diluting global cooperation and awareness-raising on this critical issue.

Occupational safety and health risks associated with AI and algorithmic management systems

Paragraph 7

In the EU, a comprehensive body of legislation exists in the field of occupational safety and health (OSH). The Framework Directive on Safety and Health at Work 89/391/EEC covers all occupational risks and lays down the main principles of prevention and protection against them. It applies to all sectors of activity, and to all workers including those working with artificial intelligence and algorithmic management including new forms of employment such as digital labour platforms. Furthermore, the Platform Directive (EU) 2024/2831 obliges digital labour platforms to evaluate the risks of automated monitoring systems and automated decision-making systems to workers' safety and health, in particular as regards possible risks of work-related accidents, psychosocial and ergonomic risks.

In addition, the Commission adopted in 2023 the EU's first comprehensive approach to mental health, featuring 20 flagship initiatives and EUR 1.23 billion from various EU instruments. In its Communication the Commission identified psychosocial risks and work-related stress among the most challenging issues in occupational safety and health and set out several measures. These included a peer review of legislative and enforcement approaches to addressing psychosocial risks at work in the Member States, held in June 2024. The review highlighted the diversity of national situations and contexts and highlighted that no unique model exists to address psychosocial risks at work. Mental health at work is mentioned in the Political Guidelines for 2024-2029 of the President of the European Commission.

As part of the upcoming Quality Jobs Act that the Commission intends to adopt in December 2026, the Commission is carrying out a review of the Workplace Directive (89/654/EEC) and Display Screen Directive (90/270/EEC). EU action in this field would aim to strive to reconcile the worker protection, in light of the digital transition, while avoiding unnecessary burden on companies and simplifying legislation. Issues to be addressed would include a possible extension of the scope of the Workplace Directive, while ensuring that employers' responsibilities are proportionate and corresponding to their means of influence over the workplace, and better addressing psychosocial and ergonomic risks, among others.

In preparing the Quality Jobs Act, the Commission is also looking at algorithmic management and artificial intelligence at work, with the

twofold aim of supporting and enabling the take-up of AI at work, and to protect workers from potential risks arising from the use of those technologies.

The first-stage social partner consultation on the Quality Jobs Act took place between December 2025 and January 2026. The Commission services are now preparing to launch the second-stage social partner consultation.

Occupational safety and health risks stemming from climate-related factors

Paragraphs 8 and 9

The EU Framework Directive on Safety and Health at Work 89/391/EEC sets out the general obligations for employers, who are required to assess all health and safety at work risks including those arising from climate change, heat at work and extreme weather, and to take the resulting appropriate preventive and protective measures. In addition, a number of specific EU OSH Directives provide more detailed protection, for example regarding temperature and inclement weather conditions, including the Workplace Directive, the Construction Sites Directive, the Fishing Vessels Directive and the Extractive Industries Directives.

The Commission, together with the European Agency for Safety and Health at Work (EU-OSHA), supports the practical application of EU rules on the ground through guidance, awareness-raising and exchange of good practices. This includes, for example, the EU-OSHA guidance “Heat at Work – Guidance for Workplaces” which provides practical advice on how to prevent and manage heat-related risks. The Agency also produces a wide range of related studies, reports and practical tools, such as the Online Interactive Risk Assessment Tool “Heat and cold”, to support employers and workers in managing climate change-related risks at work.

In addition, the European Commission has published sector-specific practical guidelines for employers in the [construction](#), [agricultural](#) and [fishing](#) sectors. These guidelines also address, among other topics, some heat-related risks, offering concrete preventive measures and good practice examples.

The tripartite Advisory Committee on Safety and Health at Work adopted in November 2024 the opinion “Climate Change – Extreme Weather Conditions”. In December 2025 two additional opinions on “Climate change - heat at work” and “Climate change - extreme weather and other topics” were adopted. These opinions address, among others, topics such as heat at work, extreme weather, risks in different economic sectors, early warning mechanisms, biological agents, hazardous chemicals and air pollution.

Dissemination of up-to-date statistics, comparative analyses and evidence-based guidance on occupational safety and health

Paragraphs 13 and 14

The Commission and EU-OSHA regularly disseminate up-to-date statistics, comparative analyses and evidence-based guidance on OSH, including on psychosocial risks at work, non-standard forms of work, micro- and small enterprises, vulnerable groups of workers, and labour inspections.

In particular, the Commission (Eurostat) collects harmonised European statistics on health and safety at work based on administrative data in two areas: accidents at work and occupational diseases.

As regards accidents at work, Commission Regulation (EU) No 349/2011, adopted pursuant to Regulation (EC) No 1338/2008, lays down the variables, metadata and quality requirements for the transmission of data by Member States. It ensures the production of comparable and reliable European Statistics on Accidents at Work (ESAW).

Statistics on occupational diseases are also covered by Regulation (EC) No 1338/2008. A pilot data collection - European Occupational Diseases Statistics (EODS) - has recently been completed, and the corresponding [EODS pilot project](#) assessment report has been made publicly available.

Regarding data availability for mental health at work, the Commission published a draft report in August 2025 ([Mental health data availability in the Health and safety at work domain - Methodological note](#)).

The Commission will continue, in cooperation with the Member States and through the [dedicated expert group on health and safety at work statistics](#) to monitor compliance with the legal requirements applicable to statistics on accidents at work under the ESAW framework. Eurostat will continue to promote methodological improvements and the development of indicators to strengthen the quality, comparability, coverage and policy relevance of occupational safety and health statistics across the Union.

In addition, the Senior Labour Inspectors' Committee (SLIC) collects annually data from all Member States on a voluntary basis and compiles these data in an overview table (see [SLIC \(Committee of Senior Labour Inspectors\) - PUBLIC GROUP - Library](#)). The data includes number of labour inspectors, inspections, accidents at work etc.

EU-OSHA provides additional statistics and reports from the European Survey of Enterprises on New and Emerging Risks (ESENER), and the [OSH Pulse surveys](#) (recent OSH pulses date from 2022 and 2025). In addition, EU-OSHA has published in December 2025 the report "[Occupational cancer risk factors in Europe - Overview of the findings of the Workers' Exposure Survey](#)". This report presents key findings from the large-scale Workers' Exposure Survey (WES), which estimated probable exposure to 24 known cancer risk factors among workers, including industrial chemicals, process-generated substances, mixtures and physical risk factors. The survey was conducted in six EU Member States — Germany, Ireland, Spain, France, Hungary and Finland.

Employer responsibilities

Paragraph 15

The EU OSH Framework Directive 89/391/EEC sets out key employer

obligations to safeguard workers' health and safety. Under Article 5(1) the employer has a duty to ensure workers' safety and health in all work-related aspects. Further, Article 6(1) requires employers, within the context of their responsibilities, to take the measures necessary for the safety and health protection of workers, including prevention of risks and provision of information and training, as well of the necessary organization and means. Article 11(1) mandates that employers consult workers and/or their representatives on all safety- and health-related matters, ensuring their participation in relevant discussions. Member States are responsible for transposing EU directives into national law and enforcing the relevant national provisions.

The Commission and EU-OSHA support implementation on the ground, among others, by publishing guidelines and practical tools, such as [Online interactive Risk Assessment \(OiRA\) tools](#), and by conducting awareness-raising campaigns - including on employers' obligations and worker participation in OSH matters. This framework aims to ensure that EU OSH legislation is embedded at management level and adopted consistently across organisations.

Strengthening the enforcement of occupational safety and health legislation

Paragraph 17

The Commission - among other measures - supports the strengthening of enforcement of national OSH legislation transposing EU OSH directives via the Senior Labour inspectors' Committee (SLIC). Chaired by the Commission, SLIC plays a key role by activities such as: defining common principles for labour inspection; promoting improved knowledge and mutual understanding of national inspection systems, practices, methods and legal frameworks; developing guidance and training on OSH enforcement to help national labour inspectors across EU Member States to better enforce legislation; facilitating the exchange of information between national labour inspection services on their experiences in monitoring the enforcement of relevant national laws; and promoting labour inspector exchange programmes between national administrations and supporting the establishment of training programmes for inspectors.

Paragraph 18

EU labour law and occupational safety and health (OSH) legislation apply to all workers, including posted, seasonal and other cross-border workers. Compliance with national legislation transposing EU directives, such as on working time (Directive 2003/88/EC) and occupational health and safety, is mandatory for EU employers, as per Article 3.1 of the amended posting of workers Directive 96/71/EC. The enforcement of relevant national rules transposing EU directives is principally the duty of national authorities, sometimes in collaboration with social partners.

Challenges persist mostly in enforcement, especially in sectors such as construction and agriculture. The complexity inherent to cross-border supply chains adds to these challenges.

The Commission will continue working with the European Labour Authority (ELA) to promote OSH by enforcing EU labour rules, focusing on fair working conditions for mobile workers. In this regard, ELA helps to ensure that EU OSH legislation is effectively implemented in the context of cross-border labour mobility.

The EU strategic framework

Paragraph 19

The current [EU Strategic Framework on Health and Safety at Work \(2021 - 2027\)](#) remains in force until the end of 2027, and the Commission will continue to pursue its objectives until that time. In parallel, the Commission is assessing the need for a new framework beyond 2027, with internal discussions and stakeholder consultations currently underway.

OSH requirements through subcontracting chains

Paragraph 21

EU OSH legislation includes provisions particularly relevant to subcontracting. For instance, the Construction Sites Directive 92/57/EEC - a sector where subcontracting is widespread - lays down that, on sites with multiple contractors, coordinators for safety and health matters must be appointed. These coordinators must organise cooperation between employers and ensure that self-employed workers are included where necessary. The Directive also sets out obligations for clients, project supervisors, employers, and self-employed workers on-site. As a result, subcontractors (whether employers or self-employed) must participate in this coordination process and take into account the coordinators' directions.

Similarly, the OSH Framework Directive 89/391/EEC requires that, where multiple undertakings share a workplace, employers (including contractors and subcontractors) cooperate in implementing health and safety measures, coordinate their actions on relevant matters, and inform one another and their workers about OSH risks. Subcontractors who are employers are also subject to the same OSH obligations and responsibilities as any employer towards their workers.

While there is positive feedback on these rules, there are also reports of compliance issues, often made worse in long or complex subcontracting chains. There is agreement that workers' rights can be negatively affected by illegal business practices, particularly in such chains. The consultation of social partners on a proposed Quality Jobs Act offers an opportunity to examine these challenges further.

Occupational accidents and diseases

Paragraph 25

The Commission has adopted an updated Recommendation concerning the European schedule of occupational diseases (Commission Recommendation (EU) 2025/2609), with which it recommends to the Member States to implement a series of measures with the objective of updating and improving various aspects of their policies relating to occupational diseases. Annex I to the Recommendation, the European schedule of occupational diseases, lists a number of occupational

diseases which are recommended for recognition in EU Member States, while Annex II lists additional diseases which may be considered at a later stage for inclusion in the European schedule of occupational diseases.

Member States remain responsible for their occupational disease recognition systems, including decisions on whether to recognise cases and how to provide compensation or other support to victims of occupational accidents and diseases, as well as their families.