

**COST Action CA16123**  
**Safety Culture and Risk Management in Agriculture (SACURIMA)**  
**MC VI Meeting Minutes**

Time: Thursday, September 19, 2019

Place: Milan, Italy

### **1. Welcome to participants**

Action Chair Prof. Risto Rautiainen (RR) (FI) opened the meeting and welcomed participants. New members introduced themselves: Stefania Curti from Italy, Abdel Rahman Mohammad Said Al-Tawaha from Jordania, Carolyn Sheridan and David Sullivan (observers) from USA; Claudia Cordovil from Portugal, Athena Ramos (observer) from University of Nebraska, USA; Svetozar Madzhov from Bulgaria.

Scientific Representative Dr. Jarkko Leppälä (JL) (FI) was elected to chair the meeting. He is doing managerial studies in Finland and this chairmanship serves as a part of his examination, evaluated by RR. Federica Masci (IT) was chosen to write the meeting minutes.

### **2. Verification of the presence of two-thirds of the Participating COST Countries or, if applicable, a quorum**

A total of 27 countries were present; 25 member countries (out of 33) plus USA and Jordan (available in attendance records). JL advised that quorum was met and the meeting is official. There is no need to defer decisions to happen by eVoting later.

### **3. Adoption of agenda**

Agenda approved.

### **4. Approval of minutes and matters arising of last meeting**

Minutes of the previous MC meeting were approved.

### **5. Update from the Action Chair**

#### **a) Status of Action: start and end dates of Action, participating COST countries, participating NNC/ IPC institutions and Specific Organisations.**

An Overview of COST Action structures was provided for new members. The SACURIMA COST Action started 17.03.2017. Funding period 3 started on first of May 2019, and ends 30th of April 2020. The final funding year will be shorter, ending 16.03.2021.

RR went through reviewer comments for the Sacurima COST Action period 2 report. We should work actively in Sacurima working groups to reach our objectives. In this period we should publish at least 2-3 journal articles and finish the questionnaires and also doing one more video about vulnerable populations in agriculture.

**b) Short Term Scientific Missions (STSM) and ITC visits: review of completed reports and new applications**

STSM Grant Manager Prof Claudio Colosio (CC) from Italy reported that 3 STSM's had taken place as follows:

- Aurelie Berthet from Lausanne to Milano. Prepared questionnaire that was distributed to the members. Prepared a literature review. Collected papers, now in progress.
- Laura Girdizute from Lithuania to Nebraska: During STSM in Omaha, article about vulnerable populations in EU was prepared and WG3 video scenario idea was drafted.
- Dusica Santa from Macedonia to Leibnitz Institute, for Agricultural Engineering and Bioeconomy, Potsdam, Germany. Performed a literature review: farmers' health and safety needs and challenges on individual level, farm activities and measures on organisational level and national policies on a country level.

ITC Conference Grants are available for early career researchers from Inclusive Target Countries (ITC) to attend scientific conferences. A presentation has to be made at the conference.

ITC Grants during the Period 3:

Milena Samojlović, Department of virology, Scientific Veterinary Institute "Novi Sad", Novi Sad, Serbia. „International collaboration on zoonoses risk management on the farm". 13th EPIZONE Annual Meeting, Berlin Germany, August 26-28, 2019. Costs 1335 Eur.

Jože Starič, Veterinary faculty, University of Ljubljana, Slovenia. „Safety culture on a livestock farm and prevention of zoonoses". XIXth Middle-European Buiatrics Congress 22-25 May 2019. Costs 1490 Eur.

Laura Girdziute, Vytautas Magnus University Kaunas, "International Collaboration to Improve Safety Culture and Risk Management among Vulnerable Populations in Agriculture" and "Personal Protective Equipment Use among Farmers in Nebraska, Latvia, Lithuania, and Slovenia"; Western Agricultural Safety and Health Conference 6-9 August 2019. Costs 1500 Eur, Seattle, USA.

Total costs in ITC grants in Period 3 are now 4325 euros. No new applications in process at the moment.

These visits and reports were approved by MC.

A list of relevant conferences has been compiled and updated by Professor Peter Lundqvist, to be posted on the SACURIMA Web site.

## **6. Update from the Grant Holder: Action budget status**

Budget in Period 2 was presented by JL. Total eligible budget was 173 00 Euros, and approved total final costs were 154.000 euros. In the Grant Period 3, the total eligible grant budget was reduced to 159.000. There were no comments regarding the financial report.

## **7. Update from the COST Association, if a representative is present**

Ms Katchamon Nimprang (katchamon.nimprang@cost.eu) is our new administrative officer in COST Association office, Brussels. Estelle Emeriau is the Action Science Officer as usual.

## **8. Monitoring of the Action**

Period 2 financial reports and period report were approved. Next is the half year financial report in December and whole period report in April 2020. We will start making the next period report in the beginning of year 2020 and the period 3 report draft will be presented in the Krakow MC meeting.

## **9. Implementation of COST policies on:**

### **a) Promotion of gender balance and Early Career Investigators (ECI)**

MC meeting attendance by category was as follows: Early Career Researchers 8 (16%); female 27 (51%).

### **b) Inclusiveness and Excellence (see below list of Inclusiveness Target Countries)**

MC Meeting attendance was as follows: 18 (56 %) from ITC countries.

## **10. Follow-up of MoU objectives: progress report of working groups**

The overall description of SACURIMA objectives includes:

- WG 1) Identify and evaluate health and safety programmes in agriculture
- WG 2) identify knowledge, attitudes, behaviours and priorities
- WG 3) identify effective models for training vulnerable populations
- WG 4) develop means and for monitoring progress and evaluating impact
- WG 5) dissemination

### ***Working Group 1***

Participants: Martina Jakob (DE) (Chair), Björn Hilt, Inger Johanne Sikkeland, Catherine Laurent, Barbara Tomaskiewicz, Mladenka Vujosevic, Joanna Makulska, Dushica Santa, Sonja Srbinovska, Sare Asli, Peter Lundqvist (Co-chair & note-taker) and Kristin Svendsen (Observer).

Working Group 1 work was reported by Martina Jakob (DE): Worked and commented on SACURIMA press release. Detailed publication plan was presented and a paper on “Health & Safety in European Agriculture – organization, legislation and support” is in progress. Peter Lundqvist (SE) started the writing process and presented a poster in the ISSA conference at the University of Cordoba, May 15-17, 2019. Joanna Makulska (PO) has been working on agricultural occupational health data survey in Poland. Catherine Laurent (FR) is working on an article “CAP advisory system and health & safety in agriculture”. The work for evaluation criteria for H&S programs in Europe has started in WG 1. One challenge is the unreliable numbers of farmers, workers and even worse is the data on migrant workers & undocumented workers.

### **Working Group 2**

Participants: Stephan Van den Broucke (Chair), Madalina Coman (note-taker), Ole Carstensen, John McNamara, Jarkko Leppälä, Diana Lupulovic, Bojan Srdjevic, Julie Sorensen (Observer and note-taker), Abdel Rahman Tawaha, Erhan Eser, Eleni Petridou, Dov Zohar, Janne Karttunen, Jose Rato Nunes (co-chair), Natasa Janev Holcer, Ramona Suharoschi.

Madalina Coman (RO) is leading the literature review to assess the effectiveness of safety education interventions for improving safety and health literacy among agricultural workers. The review focuses on studies in English on injury prevention in agriculture. Thirty-six studies have been identified and content analysed. The preliminary results were presented to the group and discussed. An article based on the review is in progress and can be finalised by the end of the year. The WG also worked on a questionnaire measuring farmers' safety behaviour and its determinants (attitudes, norms, perceived control, intentions, physical obstacles, and safety culture). A draft version of the questionnaire was piloted in Serbia and Finland. Piloting in Serbia involved face-to-face interviews whereby the questions were translated from English to Serbian during the interview, which took much time. In Finland the questionnaire was piloted using the Webropol electronic questionnaire program after the written questions had been translated from English to Finnish. In this way to complete the questionnaire took on average only 15 minutes. The pilot questionnaire was discussed during the meeting. It will be circulated among the WG members after the meeting for final comments in view of finalisation. The WG2 also discussed the need to develop a protocol for the data collection with the questionnaire.

### **Working Group 3**

Participants: Laura Girdziute, Chandran Achutan, Athena Ramos, Kaspars Kampuss, Rahman Nurkovic, Buhara Onal.

Laura Girdziute (LT) presented the WG3 major task, which is to identify effective models for training and integration of vulnerable\* populations (including refugees and young workers) into the agricultural workforce. After last MC meeting in Novi Sad WG3 did two presentations in International Dairy Research Consortium (IDRC) at the University of Washington in Seattle, WA, USA on August 6, 2019. Laura Girdziute's ITC conference visit included two presentations:

- International collaboration to improve safety culture and risk management among vulnerable populations in agriculture (poster presentation).
- Personal protective equipment use among farmers in Nebraska, Latvia, Lithuania, and Slovenia (poster presentation).

Manuscripts: one article has been accepted to publish "Human Risk in Agriculture: Problems and Perspectives" in EBES proceedings. There are three articles under preparation. Two pilot surveys were implemented by WG3. WG3 also organized meeting in Lithuania in the end of April 2019 titled: "How to improve safety culture and risk management in vulnerable populations in agriculture?". Laura Girdziute made a STSM visit to USA (University of Nebraska), which has been reported already.

### **Working Group 4**

Participants:

Eda Merisalu (EE) and Federica Masci (IT) presented the results of WG4. The general purpose of WG4 is to develop means and indicators for monitoring and evaluating the impact of interventions on injuries and illnesses in agriculture. The purpose of the first project phase was to find limitations and weaknesses of reporting and registration of work accidents (WA), work-related diseases (WRD) and occupational diseases (OD) in agriculture of the European countries. This work has produced a

journal article “Merisalu, E., Jakob, M., Leppäla, J., Rautiainen, R. Variation in Eurostat and national statistics of accidents in agriculture. *Agronomy Research*, 2019;17(4):xx-xx. Running issue. <https://agronomy.emu.ee/category/running-issue/>”.

This study identified great variation in reported fatal and non-fatal accident counts and rates in Eurostat and national sources. Sources of variation include differences in a) farm structure, b) use of reference populations c) under-reporting, d) inclusion/exclusion criteria and e) interpretation of data by users. Improvements could be addressed by better implementation of ESAW harmonizing rules, including clarification of including/excluding self-employed farmers, who form the majority of the agricultural workforce in most countries. Alternative methods, such as standardized surveys, could be considered to augment Eurostat statistics.

WG4 has also worked on a) WRD and OD statistics, reporting and compensation system in the European countries participating in the project; clearing out the reported cases of 8 groups of OD and other diagnoses; analysing the reporting and compensation systems of WRD and OD and b) WA (fatal and non-fatal) statistics (2013, 2015, 2017), reporting and compensation system in agriculture, concentrating on crop and animal production in the participating countries. The preliminary results were presented in the workshop in Milan, Sep 20, 2019. Two e-questionnaires were used and addressed to explain national reporting, registration and compensation systems for: a) ODs and WRDs, b) WAs. The preliminary results of the questionnaire studies were presented in the workshop in Milan, Sep 20, 2019.

The purposes of the 2 surveys were discussed and clarified; one related to occupational diseases and the other related to accidents at work. One article is published and one is part of proceedings of a conference in New Zealand. John McNamara was an invited lecturer in the plenary session and chair of the ergonomics session in the 10th International Conference on Biosystems Engineering, Tartu, Estonia, 8-10.05.2019.

### **Working Group 5**

Participants: Anne Marie Heiberg, (Chair), Patya Stavreva, Risto Rautiainen, Helle Birk Domino, Erich Koch, Claudia Marques-dos-Santos Cordovil, Pat Griffin

Anne Marie Heiberg (AMH) (NO) reported about the Working Group 5 activities. WG5 plans to post presentations (20 counted by Risto) made in the frame of the project on SACURIMA website by September. Presenters need to send their PPT files to AMH. Patrick Griffin underlined the need for products to influence policy makers, promoting good practices and a better education programs. Need to draw attention to real stories, for example. Five points are going to be discussed in WG5 meeting in Brussels in meetings with EU policy makers.

The points are:

- Protect the safety, health and well-being of agricultural producers and workers in Europe by integrating OSH into all current and future agricultural policies. Update the CAP policy objectives to include workplace risk management using ‘Safety Culture’, ‘Zero Vision’ and ‘One Health’ principles.
- Establish a European Network for Agricultural Safety and Health with regional and state affiliated organizations focusing on the safety, health, well-being and sustainability of people involved in agriculture.
- Allocate specific funding for agricultural safety, health and well-being research in Horizon 2020 / Horizon Europe.

- Develop and implement a safety, health and well-being risk assessment, education & skills program for primary producers, including self-employed farmers, family members, workers and students in agricultural schools.
- Improve Eurostat and national statistics to reflect the true incidence and severity of agricultural workplace death, injury and ill-health.

All Working Group reports were approved.

## **11. Scientific planning**

### ***Working Group 1 next steps***

WG1 leader Martina Jakob proposed a WG 1 meeting (on 22st 23nd of January) in Montenegro (people from other working groups will be invited, if possible, to discuss WG1-related issues (1 representative of each WG). The title of the meeting is “Structure of OSH and legislation in selected EU member countries”. The WG meeting would be very important to the WG 1 work.

MC approved the proposal of organizing the WG1 meeting in Montenegro on January 2020. MC approved the proposed plan for the articles under preparation in WG1. JL reminded that any article should have three authors from three different COST countries to be eligible by COST.

### ***Working Group 2 next steps***

The literature review on safety education interventions for improving safety and health literacy among agricultural workers should be finished by December and then submitted for publication in a peer reviewed journal.

The questionnaire on farmers’ safety behaviour and its determinants will be adapted on the basis of the WG meetings’ discussion by the chair and then circulated among selected members of the WG (JL, JM, JNR, EE) for final comments. A data collection protocol will also be drafted, specifying the translation procedure, sampling (convenience sampling), minimum sample size, data collection procedure (online or face to face), and data delivery format. The questionnaire and protocol will be sent to the Consortium Members in December for translation in the national language(s).

Administration of the questionnaire in the countries that are interested to participate in the data collection is planned for January-February. Provisional results will be reported at the next WG meeting. A manuscript describing the development of the survey and its results will be written afterwards and submitted by the summer of 2020.

The WG also discussed about ideas for the training school. One suggestion was to organise a training on the translation of safety culture concepts in questionnaires in various countries. RR and Inger Johanne Sikkeland (from Norway) raised the difficulties about definition of safety climate and how the questions can be used to that purpose, so more explanation of the questionnaire content was asked for WG2. The WG leader, Stephan Van den Broucke, has been invited to be keynote speaker at the 6<sup>th</sup> international SAYKAD meeting in Turkey in November 2019. His presentation title is “Evaluation of safety culture in agriculture”. This presentation will be the second conference dissemination activity in Sacurima period three. The participation at the SAYKAD conference was approved by the MC.

WG2 is also asking funding for the envisaged publications mentioned above. All these WG 2 plans were approved by MC.

### ***Working Group 3 next steps***

The survey will be sent to participants after the Milano meeting. Video about vulnerable populations in agriculture is planned to be done in Slovenia. Laura also proposed to share all articles that discuss SACURIMA Action even those in local languages and to develop templates (e.g., press releases) on SACURIMA that can be used by members for local publications. Recommendations for EU policies: collecting and reporting demographic data of farm workers, allocate funding on health and safety in agriculture. There is a comment from Risto as action chair about the importance to focus on the topic of the video chosen: integrating the vulnerable population (like disable people).

Comments from Martina Jakob (DE): WG could get in contact with US expert (Dr. Bill Field) who is an expert on modifying working environments for disabled people in agriculture. In Germany farms hire disable people because of financial support they receive. Pat Griffin (IE) noted, it is crucial to consider elderly people because most of the fatal accidents happen to people over 55/60 years of age. Future activities include the video and poster presentation "Why young person do not choose to work in agriculture?" in the international Conference "Rural development 2019" in Lithuania, September 26-28, 2019. WG membes will also participate in International Occupational Health and Safety Conference in Adana, Turkey 2019 10 23-26 and European Public Health Conference in Marseille, France in November 2019.

WG 3 plan was approved.

#### ***Working Group 4 next steps***

A new article about occupational diseases reporting in EU countries is under preparation. Buhara Önal asked the WG4 to send the survey to Turkey representatives.

Continuing activities: a) work with literature. Critical analysis of WA statistics, causes and consequences published in the past 10-15 years; b) analysing trends in WA, WRD and OD statistics, based on Eurostat database. Estonian University of Life Sciences in Tartu has some new studies and students working on prevention of work accidents in agriculture.

WG 4 plan was approved

#### ***Working Group 5 next steps***

October 14-15, WG5 will have a meetings in Brussels with EU policy makers. The meeting dates were postponed till October since the time in July were not suitable for the people in EU Parliament and Comission. The change of the WG5 meeting time were accepted by MC.

The group proposed to have a follow up meeting in 6 months from today (in Brussels?). JL told that WG5 have already a possibility to meet in Krakow, but to have follow up meeting in Brussels need to be considered again in Krakow if the there is money left for it. Catherine Laurent (FRA) and Alain Garrigou (FRA) raised the question of involving representatives of the workers in addition to the employer unions. Catherine Laurent will provide a link to workers' representative companies. In October 16th 2019 Inger Johanne Sikkeland (NO) and Helle Birk Domino (DEN) will join the EU-OSHA meeting in Brussels. RR asked the participants to send him and to Anne Marie newspaper articles focusing on SACURIMA work. WG leaders and members should send their publications to the WG5 leaders Anne Marie Heiberg and Helle Domino (not just Jarkko) for posting on the website. In addition, MC members are invited to share on the SACURIMA Facebook page interesting content. For the period 3 it was decided in Novi Sad MC meeting to have €1,000 for brochure production. However, it was suggested that the brochure may not be as important than journal articles as we have already the several SACURIMA videos, presentations and posters. WG5 will assist WG3 video production and updating the website.

There has been some confusion when multiple WGs and individuals have sent surveys to members. WG5 (Pat Griffin (IE) and Anne Marie Heiberg (NO)) will now coordinate all future surveys. They will collect surveys from working groups, review them and send them to the participants to ensure coordination.

WG 5 plan was approved.

JL proposed that planning should start to organise a training school in the next/last period. JL asked the working groups leaders to send proposal for training schools (with details: participants, dates, location, topic, speakers) to Catherine Laurent. RR noted that the participants have to be junior researchers (mainly).

### Budget planning

The total sum for the current period was decreased to 159 000 euros in the W&B plan last Spring. As there are needs for extra WG meetings, JL made a suggestion to transfer funds to the meetings. There are likely no more ITC Grant applications as calls for abstracts for conferences occurring next Spring are about to close. MC decided to transfer 5000 euros from ITC Grants to the WG1 meeting in Montenegro. Also if the Milan MC meeting costs are under 50 000 and if all ITC Grants are not used, it will provide more funds for WG meetings. If WG5 is not doing the brochure, and 8000 Euros was proposed for Action dissemination, then there is 5000 Euros for the WG3 video, 700 Euros for website maintenance and 2300 Euros for article publication. Altogether the updated budget plan is now seen in the table 1 as Estimated costs.

Table 1. Period 3 costs:

| Financial table             | Grant Period III  |               | W&B plan | Estimated     | Current      |
|-----------------------------|-------------------|---------------|----------|---------------|--------------|
|                             | 22.3.2019         | 18.9.2019     |          |               |              |
| Budget                      | 183000            | 159000        | 159 000  |               |              |
| Activity                    | Original plan     |               |          |               |              |
| MC Meetings                 | 94000             |               |          | 90000         |              |
| WG meetings                 | 20000             |               |          | 17000         |              |
| Core Group Meetings         | Incl. MC meetings |               |          |               |              |
| Workshops                   | Incl. MC meetings |               |          |               |              |
| Dissemination meetings      |                   |               |          | 3000          |              |
| Other meetings              |                   |               |          |               |              |
| Meetings                    | 114000            | 102500        |          | 110000        | 870          |
| STSM                        | 10000             | 10000         |          | 10000         | 5000         |
| ITC Grants                  | 15000             | 15000         |          | 10000         | 4500         |
| Training Schools            |                   |               |          |               |              |
| Action Dissemination        | 8000              | 10500         |          | 8000          |              |
| OERSA                       |                   |               |          |               |              |
| Total networking            | 159000            | 138000        |          | 138000        |              |
| FSAC                        | 23800             | 20700         |          | 20700         |              |
| <b>Total Sacurima COSTS</b> | <b>182800</b>     | <b>158700</b> |          | <b>158700</b> | <b>10370</b> |

### Long term planning and dissemination:

Next meetings, proposed plan:

- WG 5 meeting in October in Brussels.



- WG 1 meeting in January in Montenegro, Podgorica.
- Krakow, Poland is to organize the next MC meeting in Spring 2020.

RR proposed to have a Vimeo account in place of Youtube because it is currently not possible to see the video directly on the SACURIMA website. Clicking the video links on SACURIMA website will take the viewer to Youtube window where they will see commercials, proposed other videos etc., which may be distracting. RR also proposed to buy flash drives for all SACURIMA materials to give to the participants, if at the end of the next period there are enough money in the dissemination budget. All MC members approved. Helle Birk Domino invited all the MC members to follow the SACURIMA FB page.

Discussed about the possibility to publish a final report based on WG articles in our own SACURIMA publication. With different preparation times, and long review process, it is very hard to publish a peer-reviewed special journal edition. RR proposed to prepare the final report as our own final report publication by collecting articles and content from the WGs. MC approved.

MC approved the budget table and the suggested changes to the W&B budget.

## **12. Requests to join the Action from:**

### **a) COST countries**

JL reminded members about the policy regarding new representative requests. New participants must remember to confirm their Action membership. (New) members should check that the ecost account information is correct.

### **b) Institutions in Near Neighbouring Countries, International Partner Countries, and/or Specific Organisations: EU agencies, European RTD Organisation, International Organisations**

- None

## **13. AOB**

- None

## **14. Location and date of next meeting**

Joanna Makulska (Poland) provided information about the VII MC meeting that will take place at the University of Krakow on March 12-13, 2020 (Core Group Meeting on March 11th). MC members were asked to vote between a visit to the Arabian Horse Farm or a Workshop. The proposal to visit the farm was approved.

## **15. Summary of MC decisions**

We did not have time for summary as we had to go to the farm visit. MC decisions are presented in these minutes.

## **16. Closing**

Minutes written by Dr Federica Masci, Italy

Participants:

|                         |               |                                  |
|-------------------------|---------------|----------------------------------|
| Sare Asli               | MC Member     | Israel ( IL )                    |
| Helle Birk Domino       | MC Member     | Denmark ( DK )                   |
| Ole Carstensen          | MC Member     | Denmark ( DK )                   |
| Claudio Colosio         | MC Member     | Italy ( IT )                     |
| Madalina Coman          | MC Substitute | Romania ( RO )                   |
| Claudia Cordovil        | MC Member     | Portugal ( PT )                  |
| Stefania Curti          | MC Member     | Italy ( IT )                     |
| Erhan Eser              | MC Member     | Turkey ( TR )                    |
| Alain Garrigou          | MC Member     | France ( FR )                    |
| Bjorn Hilt              | MC Member     | Norway ( NO )                    |
| Martina Jakob           | MC Member     | Germany ( DE )                   |
| Nataša Janev Holcer     | MC Member     | Croatia ( HR )                   |
| Kaspars Kampuss         | MC Member     | Latvia ( LV )                    |
| Janne Karttunen         | MC Member     | Finland ( FI )                   |
| Erich Koch              | MC Member     | Germany ( DE )                   |
| Jarkko Leppälä          | MC Member     | Finland ( FI )                   |
| Svetozar Madzhov        | MC Member     | Bulgaria ( BG )                  |
| Joanna Makulska         | MC Member     | Poland ( PL )                    |
| Federica Masci          | MC Substitute | Italy ( IT )                     |
| John Mcnamara           | MC Vice-Chair | Ireland ( IE )                   |
| Rahman Nurkovic         | MC Member     | Bosnia and<br>Herzegovina ( BA ) |
| Katarina Pavićević      | MC Substitute | Montenegro ( ME )                |
| Eleni Petridou          | MC Member     | Greece ( EL )                    |
| Jose Rato Nunes         | MC Member     | Portugal ( PT )                  |
| Risto Rautiainen        | MC Chair      | Finland ( FI )                   |
| Dusica Santa            | MC Member     | North Macedonia ( MK )           |
| Inger Johanne Sikkeland | MC Member     | Norway ( NO )                    |
| Bojan Srdjevic          | MC Member     | Serbia ( RS )                    |

|                                      |                                       |                        |
|--------------------------------------|---------------------------------------|------------------------|
| Barbara Tombarkiewicz                | MC Substitute                         | Poland ( PL )          |
| Gert Van Der Laan                    | MC Member                             | Netherlands ( NL )     |
| Mladenka Vujosevic                   | MC Substitute                         | Montenegro ( ME )      |
| Dov Zohar                            | MC Member                             | Israel ( IL )          |
| Buhara Önal                          | MC Member                             | Turkey ( TR )          |
| Abdel Rahman Mohammad Said Al-Tawaha | COST Near Neighbour Country           | Jordan ( JO )          |
| Laura Girdziute                      | MC Member                             | Lithuania ( LT )       |
| Pat Griffin                          | MC Member                             | Ireland ( IE )         |
| Anne Marie Heiberg                   | Core Group Member,<br>WG Member [WG5] | Norway ( NO )          |
| Catherine Laurent                    | MC Member                             | France ( FR )          |
| Peter Lundqvist                      | MC Member                             | Sweden ( SE )          |
| Diana Lupulovic                      | MC Substitute                         | Serbia ( RS )          |
| Eda Merisalu                         | MC Member                             | Estonia ( EE )         |
| Julie Sorensen                       | Other (e.g. observer, etc)            | United States ( US )   |
| Sonja Srbinovska                     | MC Member                             | North Macedonia ( MK ) |
| Petya Stavreva                       | MC Member                             | Bulgaria ( BG )        |
| David Sullivan                       | Other (e.g. observer, etc)            | Canada ( CA )          |
| Stephan Van Den Broucke              | MC Member                             | Belgium ( BE )         |
| Carolyn Sheridan                     | Observer                              |                        |
| Ramona Suharoschi                    | MC Member                             | Romania ( RO )         |