



DRAFT PROGRAMME

**Investing in well-being at work
Addressing psychosocial risks in times of change**

22-24 November 2010- Brussels

Monday, 22 November 2010

13:00-14:00 **Welcome coffee and registration**

14:00-14:40 **Introductory session**

Chair: Joelle Milquet, Deputy Prime Minister, Minister of Employment, Belgian Presidency

- Joelle Milquet, Deputy Prime Minister, Minister of Employment, Belgian Presidency;
- John Dalli, Commissioner for Health and Consumer Policy;
- Pervenche Berès, Chair of the Committee on Employment and Social Affairs, European Parliament, by video message;
- Robert Verrue, Director General of DG Employment, Social Affairs and Equal Opportunities.

14:40-15:10 **Mapping the challenge:** Presentation of the background document by Professor Thomas Kieselbach, Institute of Psychology of Work, Unemployment and Health (IPG), University of Bremen, Germany / Claude-Emmanuel Triomphe, ASTREES, France

15:10-15:40 **The latest evidence**

Chair: Valentina Forastieri, Coordinator, International Programme on Safety and Health at work and the Environment (SafeWork), ILO

- European Working Conditions Survey and current work on psychosocial risks, Agnes Parent-Thirion, Eurofound;

15:40-16:10 **Coffee break**

16:10-18:00

The latest evidence

- Results of the project HIRES, Professor Thomas Kieselbach, Institute of Psychology of Work, Unemployment and Health (IPG), University of Bremen, Germany / Claude-Emmanuel Triomphe, ASTREES, France
- Results of the "European Survey of Enterprises on New and Emerging Risks - ESENER", Dr Eusebio Rial González, Head of the European Risk Observatory, EU-OSHA;
- PRIMA-EF - European Framework for Psychosocial Risk Management: Dr Stavroula Leka , Institute for Work Health and Organisation, UK;
- Health impact of economic restructuring and unemployment in Europe - Professor Harvey Brenner, TU Berlin, Germany;

Discussion

18:00 Cocktail

Tuesday, 23 November 2010

08:30-09:00 **Welcome Coffee**

09:00-10:45 **Taking action in the EU: The European social partners' agreement on work-related stress**

Chair: Manuel Velázquez, Chief of the Labour and Social Security Inspectorate in Bilbao, Spain

- European Commission's report on the implementation of the European social partners' agreement on work-related stress, Jean-Paul Tricart, Directorate General Employment, Social Affairs and Equal Opportunities, Unit Social Dialogue and Industrial Relations;
- The social partners' view; comments on the implementation by representatives of the European social partner organisations;

National experiences

- France, Nathalie Buet, Medef;
- France Jean-François Naton, CGT;
- United Kingdom, Steve Sumner, National Health and Safety Policy Adviser, Local Government Employers;
- United Kingdom trade union speaker (name tbc);

Discussion

10:45-11:15 **Coffee break**

11:15-13:00 **What role for public authorities?**

Chair: Mr Lennart Levi, Member of the Swedish Parliament

- Belgian federal legislation on prevention of psychosocial health risks related to work (law, decree, and evaluation), Valérie Poucet, FPS Employment, Labour and social Dialogue, Belgium;
- The role of Labour administration in psychosocial risks and collective Redundancies in France, Jean Denis Combrexelle, Director General, Ministry of Labour, France;
- Ms. MARTA Zimmermann, Director of Department of Research and Information, National Institute of Occupational Safety and Health, Spain;

Discussion

13:00-14:30 **Walking buffet**

14:30-16:00

First session of workshops

Workshop 1: “How can OSH services be adapted to enhance performance?”

Chair: Claude-Emmanuel Triomphe, Association Travail, Emploi, Europe, Société ASTREE, France;

- Claes-Göran Ivarsson, TRR Stockholm, Sweden;
- Health, adaptation and restructuring: what roles, which modalities of support and which limits for OSH services?, Patrick Madié, Director General of a health department inter entreprise at work in the pharmaceutical industry, Action Sociale Pharmaceutique, France;
- The role of OHS services in Lithuania, Dr. Remigijus Jankauskas, Director of the Institute of Hygiene, Lithuania;
- How to enhance performance of OSH Services, Pr. Philippe Mairiaux, Liège University, Belgium;

Workshop 2: Health and adaptation to change - pioneer initiatives

Chair: Nicolas CROOK, Member of the European Economic and Social Committee;

- Psychosocial risks and social crisis, the answer in social dialogue, Laurent Zylberberg, Director of social relations, France Telecom, France;
- From the HR Placement and Development Centre to the Talent Pool as a model concept for restructuring at ArcelorMittal, Volker Homburg, Managing Director of ZIP Zeitarbeit + Personalentwicklung GmbH Germany;
- Hydromechanika a family firm specializing in metal mechanical treatment, Jarek Cieslak, Eng. B.Sc, Poland;
- Restructuring and health: How workers' councils could intervene, Klaus Pickshaus, IG Metall, Germany;

16:00-16:30

Coffee break

16:30-18:00

Second session of workshops

Workshop 3: Guidelines and toolkits on restructuring and impacts on health

Chair: Michael Hübel, Head of Unit "Health Determinants", European Commission, DG SANCO

- Toolkits for managing the mental health impact of restructuring-ProMenPol project - Dr Richard Wynne, Work Research Centre in Ireland;
- Move Europe campaign on mental health and work in tune with life campaign - Dr. Gregor Breucker, BKK Bundesverband GbR /European Network for Workplace Health Promotion, Germany;
- The CBI/UKWON Resilience project team: overview paper on the work organisation dimensions of employee resilience and health in times of change - Peter Totterdill, UK;

- Belgian tools for the prevention of psychosocial risks at work- Véronique Crutzen, psychologist, FPS Employment, Labour and social Dialogue, Belgium;

Workshop 4: Psychosocial impact of adaptation to change

Chair: Jorge Costa-David, Unit Health, Safety and Hygiene at work, European Commission, DG Employment Social Affairs and Equal Opportunities

- Detrimental consequences of organisational restructuring and job insecurity: An overview of studies from Belgium - Prof. Dr. Hans De Witte, Belgium;
- Prof. Metoda Dodic-Fikfak, Ljubljana, Slovenia;
- Study about prevalence of Burn out in Belgium, Prof. Isabelle Hansez, Belgium;
- Organisational downsizing and employee health. Lessons learned from the Finnish 10-Town study - Prof. Jussi Vahtera, University of Turku, Turku, and Finnish Institute of Occupational Health, Helsinki, Finland;

18:30

Social event organized by the Belgian Presidency

Wednesday, 24 November 2010

08:45-09:15 **Welcome Coffee**

09:15-10:30 **Feedback from workshops and the Thematic Day of the Senior Labour Inspectorates Committee**

Chair: Pierre-Paul Maeter, Chief Executive Officer - FPS Employment, Labour and social Dialogue, Belgium;

- Synthesis of the 4 workshops by the rapporteurs
 - Workshop 1: Greg Thomson, UNISON, UK;
 - Workshop 2: Benjamin Sahler, Stimulus, France;
 - Workshop 3: Karina Nielsen, NRCWE, DK;
 - Workshop 4: Jukka Vuori, FIOH, Finland;

- Synthesis of the SLIC, Karel Van Damme, Belgium

Discussion

10:30-11:00 **Coffee break**

11:00-12:45 **Round table "what to do to prevent psychosocial risk in times of change"**

Chair:

- Business Europe, Kris De Meester, Chair of the Health and Safety Working Group
- ETUC, Scandella Fabienne
- UEAPME, Helen Hoffmann
- CEEP, Steve Sumner
- Minister of employment, Hungary (tbc)
- Minister of employment, Poland (tbc)
- Minister of employment, Belgium (tbc)

12:45-13:00 **Final remarks made by László Andor, Commissioner for Employment, Social Affairs and Inclusion, European Commission**

13:00 **Walking buffet**
