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;
- Armindo Silva, Director for Social Dialogue, Social Rights, Working Conditions and Adaptation to Change; European Commission, 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 Combrelxelle, Director General, Ministry of Labour, France;
- Psychosocial risks: A recent retrospective baseline on a crisis context, 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 Huebel, 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 raporteurs
  - 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