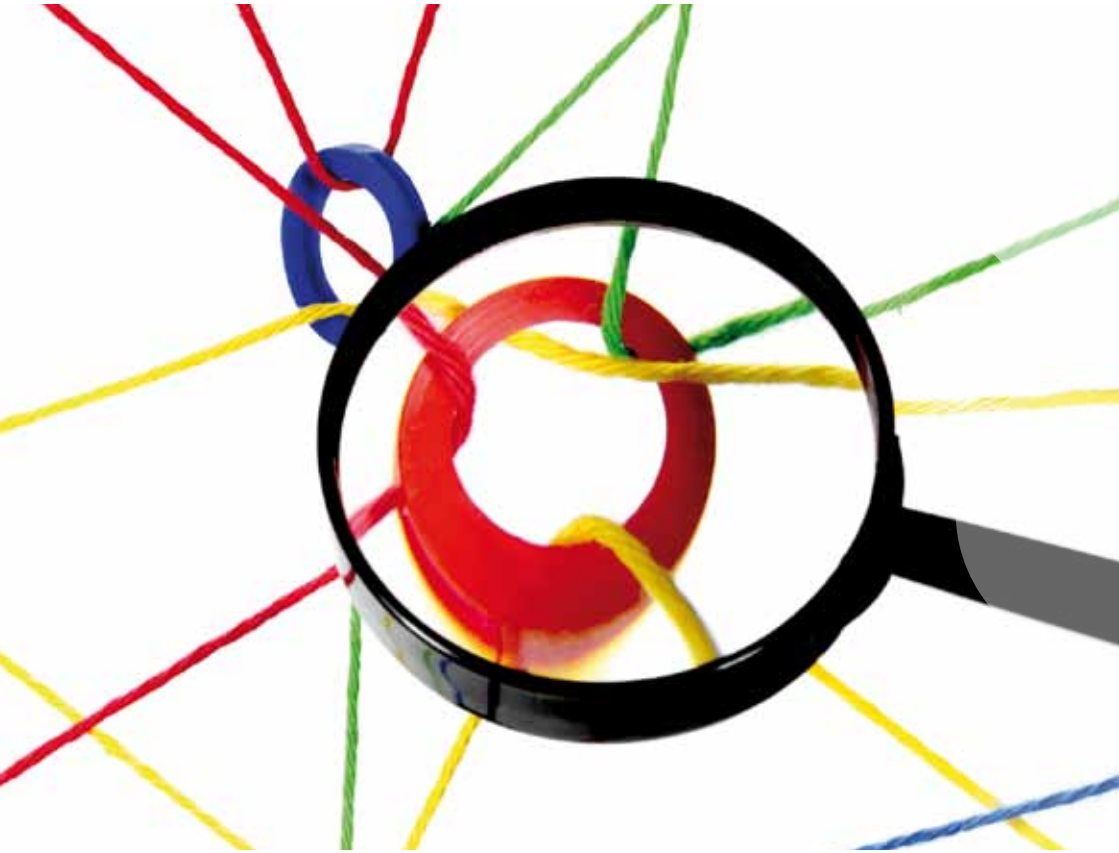




**DGUV**

Deutsche Gesetzliche Unfallversicherung  
Spitzenverband



## **3<sup>rd</sup> International Strategy Conference on Occupational Health and Safety**

Networking as a driving force for a  
culture of prevention

6 - 8 February 2013  
DGUV Congress Dresden, Germany



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# INTRODUCTION

## ABOUT THE 3<sup>rd</sup> INTERNATIONAL STRATEGY CONFERENCE ON OCCUPATIONAL HEALTH AND SAFETY

The goal of the 3<sup>rd</sup> International Strategy Conference is to foster the national and international networking of stakeholders from other policy areas in order to promote the development of a culture of prevention. Focussing on specific topics, you may connect with experts you would otherwise not tend to work with directly or have perhaps never spoken to before. The 2011 Strategy Conference identified three priority topics for discussion at this year's event:

- Accidents/Vision Zero
- Health and well-being at work
- Diversity.

The majority of the stakeholders invited are involved in the following policy areas:

- Work/business sector
- Public health
- Information and education.

We will jointly develop an agenda for future action which weaves together the three issues of accidents/Vision Zero, health and well-being at work; and diversity. The conference will empower you to act as a catalyst among people from different policy areas who do not interact with each other. In particular, it will invite you to not only apply ideas, techniques and best practices, but also develop new approaches to the creation of a culture of prevention by synthesizing ideas from other policy areas.



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# PROGRAM | DAY 1

From noon	Registration and refreshments
12:30 p.m.	<b>OPENING</b> <i>Walter Eichendorf</i> , German Social Accident Insurance (DGUV)
	<b>INFOMERCIAL DIVERSITY I</b>
	<b>MIGRANT WORKERS IN THE CONSTRUCTION INDUSTRY (ANIMATION)</b> <i>Gye-Wan Bae</i> , Korea Occupational Safety and Health Agency (KOSHA)
1:30 p.m.	<b>WORKING FOR A HEALTHIER TOMORROW</b> <i>Dame Carol Black</i> , Department of Health, UK
2:00 p.m.	<b>NETWORKING AS A DRIVING FORCE FOR A PREVENTION CULTURE – STATEMENTS BY THE MAIN STAKEHOLDERS</b>  <i>Maria Neira</i> , World Health Organization (WHO) <i>Seiji Machida</i> , International Labour Organization (ILO) <i>Hans-Horst Konkolewsky</i> , International Social Security Association (ISSA) <i>Christa Sedlatschek</i> , European Agency for Safety and Health at Work (EU-OSHA) <i>Kazutaka Kogi</i> , International Commission on Occupational Health (ICOH) <i>Kevin Myers</i> , International Association of Labour Inspection (IALI) <i>Walter Eichendorf</i> , German Social Accident Insurance (DGUV)
3:00 p.m.	BREAK
3:30 p.m.	<b>NetWorkShops 1: EXPERTS MEET</b> Introduction • EXPERT-Clusters

1

## ACCIDENTS / VISION ZERO

### KEY-EXPERTS

*Gerard Zwetsloot*, TNO, The Netherlands (keynote)  
*Louise Brearey*, London Olympic Games, UK  
*Davide Spanti*, Pirelli Tyre S.p. A., Italy

### SUBTOPICS

- Commitment strategy
- Family of zero goals
- Relationship with business ethics

### CHAIR

*Kirsten Jørgensen*,  
Technical University of Denmark (DTU)

### RAPPORTEUR

*Renars Lūsis*,  
Labour Inspectorate, Latvia

2

## HEALTH AND WELLBEING AT WORK

### KEY-EXPERTS

*Johannes Siegrist*, Heinrich-Heine University Duesseldorf, Germany (keynote)  
*Wiking Husberg*, Ministry of Social Affairs and Health, Finland  
*Stavroula Leka*, University of Nottingham, UK

### SUBTOPICS

- Mental health
- Wellbeing at work
- Psychosocial factors

### CHAIR

*Christa Sedlatschek*,  
 European Agency for Safety  
 and Health at Work (EU-OSHA)

### RAPPORTEUR

*Bettina Splittgerber*,  
 Ministry for Social Affairs of the  
 Federal state of Hesse (HSM),  
 Germany

3

## DIVERSITY

### KEY-EXPERTS

*Petra Köppel*, Synergy Consult, Germany (keynote)  
*Annick Starren*, TNO, The Netherlands  
*Roxane L. Gervais*, Health and Safety Laboratory (HSL), UK

### SUBTOPICS

- Age
- Gender
- Migration

### CHAIR

*Bernhard Brückner*,  
 Ministry for Social Affairs of the  
 Federal state of Hesse (HSM),  
 Germany

### RAPPORTEUR

*Tim Tregenza*,  
 European Agency for Safety and  
 Health at Work (EU-OSHA)

5:30 p.m.

BREAK

5:45 p.m.

## PLENARY

EXPERT clusters synthesis

### A STRATEGIC APPROACH TO THE DEVELOPMENT OF A PREVENTION CULTURE

*Walter Eichendorf*, German Social Accident Insurance (DGUV)  
*Hans-Horst Konkolewsky*, International Social Security Association (ISSA)

7:00 p.m.

## NETWORKING AMONG NETWORKS (special event)

CAMiNHO “Entre los tiempos” – live music & Buffet



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# PROGRAM | DAY 2

- 9:00 a.m.      **A GLOBAL AND HOLISTIC VIEW ON HEALTH AND SAFETY – WELCOMING**  
*Hans-Joachim Wolff*, German Social Accident Insurance (DGUV)
- INFOMERCIAL DIVERSITY II**
- GOLD – You can do more than you think**  
*Gregor Doepke*, German Social Accident Insurance (DGUV)
- 9:30 a.m.      **ISSA GUIDELINES – A STRATEGY FOR PREVENTION, HEALTH PROMOTION AND RETURN TO WORK**  
*Hans-Horst Konkolewsky*, International Social Security Association (ISSA)
- 10:00 a.m.     **PANEL 1**
- HOW TO LINK HEALTH TO LABOUR**  
*Peter Buijs*, TNO, The Netherlands
- THE ROLE OF PRIMARY HEALTH CARE REFORMS REGARDING THE HEALTH OF WORKERS**  
*Ivan Dimov Ivanov*, World Health Organization (WHO)
- PSYCHOSOCIAL RISKS**  
*Stavroula Leka*, University of Nottingham, UK
- 10:30 a.m.     BREAK
- 11:00 a.m.     **LEADERSHIP TOWARDS VISION ZERO – SINGAPORE STRATEGIC EXPERIENCE, COMPANY AND COUNTRY MODELS**  
*Ho Siong Hin*, Ministry of Manpower, Singapore
- 11:30 a.m.     **PANEL 2**
- A SHARED JOURNEY BY PSA LEADERS & PEOPLE – SHAPING A PROGRESSIVE OSH CULTURE**  
*Tan Chong Meng*, PSA International Pte Ltd, Singapore
- SAFETY CULTURE: CLICHÉ OR HOLY GRAIL?**  
*Kevin Myers*, Health and Safety Executive (HSE), UK
- 12:15 p.m.     Lunch

1:00 p.m.

## NetWorkShops 2: WEAVING THE ROPES

Preparation of action plans to develop a sustainable prevention culture by stimulating a stronger linkage to the other policy areas

3:00 p.m.

BREAK

3:15 p.m.

Report from “weaving the ropes”

4:00 p.m.

### THE FUTURE OF A CULTURE OF PREVENTION

Prevention approach: Malaysia's Experience

*Mohammed Azman Bin Aziz Mohammed*, Social Security Organization (SOCSO), Malaysia

4:30 p.m.

### POLICY CIRCLE

- *Elizabet Paunovic*, World Health Organization (WHO)
- *Gye-Wan Bae*, Korea Occupational Safety and Health Agency (KOSHA)
- *Elnur Sultanov*, Ministry of Labour and Social Protection of the Population of Azerbaijan (MoLSPP)
- *Kai Schäfer*, Federal Ministry of Labour and Social Affairs (BMAS), Germany
- *Davide Spanti*, Pirelli Tyre S.p.A., Italy
- *Ramazan Salman*, Ethnomedical Centre, Germany
- *Philippe Jandrot*, INRS, France / ISSA-Section on Education and Training for prevention
- *Susan Flocken*, European Trade Union Committee for Education (ETUCE)

5:15 p.m.

BREAK

5:30 p.m.

### TURNING KNOWLEDGE INTO ACTION

Action plan for the future of prevention

- *Walter Eichendorf*, German Social Accident Insurance (DGUV)
- *Hans-Horst Konkolewsky*, International Social Security Association (ISSA)

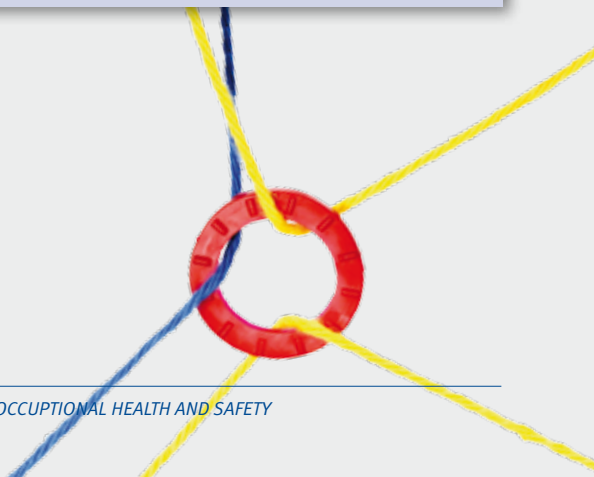
**Giving the mandate to the catalysts of the Strategy Taskforce to report at the XX World Congress for Safety and Health at Work - Global Forum for Prevention 2014, Germany**

6:00 p.m.

CLOSING REMARKS

7:00 p.m.

NETWORKING DINNER



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**NETWORKING AS A DRIVING FORCE FOR A PREVENTION CULTURE – KEYNOTE ADDRESS**

**Professor Dame Carol Black**  
Expert Adviser on Health and Work  
to the Department of Health, UK

**WORKING FOR A HEALTHIER TOMORROW**

The lecture will examine the health of the working-age population and consider the growing problem of impaired health and wellbeing among people of working age in developed countries. It will draw attention to consistent observational evidence that for most people of working age being in work is associated with better health and wellbeing than being workless. Being without work can result in impaired health.

The talk will then describe changes in the pattern of ill health, particularly the rise in common mental health and musculoskeletal problems and other chronic conditions, and the need for promotion of good health and prevention of ill health.

In recent years there has been a shift in policy and objectives in the approach to impairment of function, but progress in behaviour and practice has not matched the social and political rhetoric. The lecture will describe the range of approaches taken in the UK, which have focused on identifying factors and changes necessary - particularly in the workplace - to safeguard and improve the health of working people.

## STATEMENTS BY THE MAIN STAKEHOLDERS

**Maria Neira**

Director,  
Public Health and the  
Environment Department,  
World Health Organization,  
WHO

**NETWORKING AS A DRIVING FORCE FOR A CULTURE OF PREVENTION: STATEMENT BY THE WORLD HEALTH ORGANIZATION**

Prevention is better than cure, however the share of public health and prevention of diseases in national health budgets and policies is not commensurate to the power of preventive interventions to save lives. WHO's action on prevention at the workplace is based on the global plan of action on workers' health (2008-2017). Though, several broader global public health policies may provide useful avenues for scaling up prevention of occupational diseases and injuries and to promote health. The development of the WHO global plans of action on non-communicable diseases and mental health is based on the 2011 political declaration of the UN General Assembly. Both plans include action on occupational determinants of health and for promoting health at the workplace and provide opportunities to engage social partners and the private sector in prevention of non-communicable diseases by developing healthy workplace programmes.

In addition, WHO argues for universal health coverage as a new goal for sustainable development to provide all people with access to quality and affordable promotive, preventive, curative and rehabilitative health services. Access of workers to interventions for prevention of occupational and work-related diseases and injuries could be substantially increased by integrating with primary care services.

Finally, the global policies on sustainable development, environmental protection and greening of the economy provide a powerful platform for building up a culture of prevention in worksettings by linking the sustainability, the development of clean production, green and low carbon technologies to the benefits of reducing occupational hazards and preventing ill-health and accidents.

*Key words:*

Non-communicable diseases, healthy workplaces, universal health coverage, sustainable development, public health policies



**Seiji Machida**

Director,  
SafeWork, International Labour  
Organization, ILO

## ILO STRATEGIC APPROACH TO OCCUPATIONAL SAFETY AND HEALTH AND PROMOTION OF PREVENTATIVE SAFETY AND HEALTH CULTURE

Occupational Safety and Health (OSH) is a fundamental requirement for achieving the objectives of the Decent Work Agenda. However, it is estimated that about 2.3 million workers die each year from work-related accidents and diseases. The ILO has developed a number of OSH Conventions and Recommendations providing support to the national legislation and action. Further in 2003, the International Labour Conference adopted Global Strategy for OSH, which underlined the importance of creating preventative safety and health culture and the management systems approach which would support the full-functioning of the ILO instruments at the national level.

Following the guidance of the Global Strategy, Promotional Framework for Occupational Safety and Health Convention (No.187) and Recommendation (No.197) were adopted in 2006. These new international standards aim at placing OSH high at national agendas and applying systems approach to OSH at the national level and promoting the application and ratification of other ILO Conventions on OSH. Key elements include development of national OSH policy, national OSH programs and national OSH systems by the government in consultation with social partners.

Actions for strategic national approach to OSH would include expansion of training, information and advisory services and the reviewing and redesigning of legislation with a view to ensuring full coverage of legal protection and supporting the full functioning of the national OSH system. All these activities would require parallel action or integration of activities for creating and promoting national preventative safety and health culture, which is also highlighted by the Convention No.187. As a major contribution towards creation of preventative safety and health culture, ILO has selected the theme of “Prevention of Occupational Diseases” for the 2013 World Day for Safety and Health at Work to be observed on 28 April. As of December 2012, 25 countries have ratified the Convention No.187 and many more countries are in the process of ratification. Soonest application and ratification of the new Convention by all countries are essential steps forward for improving occupational safety and health globally.



**Hans-Horst Konkolewsky**  
Secretary General  
International Social Security  
Association, ISSA

## STATEMENT OF THE INTERNATIONAL SOCIAL SECURITY ASSOCIATION

I am very pleased that the conference in line with the ISSA's concept of dynamic social security aims at taking a global and holistic view on the health and employability of workers. Improving people's life situations, their health and their integrity requires that all relevant actors in society are involved in the development and promotion of a prevention culture.

Another objective of this conference is to demonstrate how a strong network can support the implementation of policies, strategies

and guidelines. Building and maintaining viable and dynamic networks could be the key to reaching a critical mass that causes a societal shift such as that needed for a culture of prevention.

It is time to highlight the important contribution that social security institutions - especially in the field of occupational injury, health and invalidity - can make in risk prevention and health promotion to create and support an enabling, healthy working environment for everyone.

**Christa Sedlatschek**

Director, European Agency for  
Safety and Health at Work,  
EU-OSHA

## NETWORKING AS A DRIVING FORCE FOR A CULTURE OF PREVENTION

Europe now faces severe challenges. Not only do we have a financial crisis, we also have to confront the challenge of an ageing population, the emergence of new hazards and risks, an increase in the number of micro-enterprises, and in the diversity of people in work. These changes, along with an increased mobility of labour means traditional methods of prevention and protection are no longer sufficient.

To confront these challenges, there is a need to identify new hazards and risks and their solutions, to have a clear picture of where we are, and to find new ways of working together to maximise impact at a time of diminishing resources.

The European Agency for Safety and Health at Work was created as a network Organi-

zation, and continues to work through co-operation, collaboration, consultation and the sharing of knowledge to generate social capital in occupational safety and health. Through EU-OSHA's foresight activities we gain knowledge of the future challenges by working with experts in the Member States. Through the agency's surveys and polls, we see what Europe is thinking and how policies are being implemented. Through our campaigning we raise awareness, and through our online risk assessment tool OiRA we provide practical help to the micro-enterprises. EU-OSHA will continue to work with the institutions and networks present in this network to develop a safer and healthier future for Europe's workers.

*Key words:*

EU-OSHA, Europe, networking

**Kazutaka Kogi**

President  
International Commission on  
Occupational  
Health, ICOH

## STATEMENT OF THE INTERNATIONAL COMMISSION ON OCCUPATIONAL HEALTH

It is our great pleasure to extend a warm welcome, on behalf of the International Commission on Occupational Health, to all the participants of the 3rd International Strategy Conference on Occupational Health and Safety organized in Dresden from 6-8 March 2013. As the conference theme clearly indicates, it is timely to focus on networking of our joint activities for promoting prevention culture and multifaceted risk management at the workplace. The Conference provides a valuable opportunity for advancing strategic research and practice in meeting challenges we are facing in improving working conditions and promoting equity in health worldwide.

As strategic goals of joint action, ICOH emphasizes international collaboration in promoting proactive risk management and in extending effective and basic occupational health services for all workers. In

increasingly diversifying work situations, it is essential to focus on comprehensive evidence-based risk management supported by practical solution-oriented procedures. The networking of good-practice approaches in participatory risk management and workplace improvement processes reported from many countries is particularly important. The exchanges of positive experiences in this regard will be the key in promoting the progress in facilitating sustainable prevention culture with the support of effective occupational health and safety services and primary care practices. We are certain that this Conference will be an important step forward in fostering international collaboration in this direction. We wish you all a very successful conference.

*Key words:*

Networking, prevention culture, proactive risk management, occupational health services, good-practice approaches,





**Walter Eichendorf**  
Deputy Director-General,  
German Social Accident  
Insurance, DGUV

## STATEMENT OF THE GERMAN SOCIAL ACCIDENT INSURANCE

We all make mistakes – but how do we deal with this? Vision Zero is the very beginning of creating a prevention culture. This was the result of the 2<sup>nd</sup> Strategy Conference 2011 here in Dresden and is in the preamble of the prevention strategy of the German Social Accident Insurance.

In order to achieve Vision Zero, it is necessary to have what is considered a healthy or even resilient organisation; an organisation which can learn from its mistakes in difficult times and can turn uncertainty into resources. The health and well-being of employees is not only the number one priority, it also contributes to a company's value creation process.

The reality is that companies are becoming more and more diverse: An increasing number of people from different ethnic, cultural, religious and linguistic backgrounds are now working together.

The driving force behind the development of a culture of prevention is to create networks for the relevant stakeholders from different areas of society such as the Joint German OSH Strategy or even global cooperation on certain topics such as musculoskeletal disease.

At the 3<sup>rd</sup> International Strategy Conference we will explore whether and how networking of people from different political fields, nations and cultures can create synergies for working together in the future on the core challenges surrounding the health and safety of people at work.

We will take the outcomes from the conference with us to the XX World Congress on Safety and Health at Work 2014: Global Forum for Prevention in Frankfurt.

### *Keywords:*

Vision Zero, prevention culture, resilient organisation, health and well-being at work, diversity, networking stakeholders, XX World Congress



**Kevin Myers**  
Secretary General,  
International Association  
of Labour Inspection, IALI

### STATEMENT OF THE INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION

"No man is an island,  
Entire of itself....  
Each man's death diminishes me....,  
Therefore, send not to know  
For whom the bell tolls,  
It tolls for thee." (John Donne 1572 – 1631)

Building a professional foundation for labour inspection through the development of regional co-operation and alliances is a key theme for IALI. Enterprises now typically work across borders; workers work across borders; and labour inspectors too must develop cooperative arrangements across borders to facilitate fairness for a global workforce and an environment conducive for business in an international landscape. Networking is an essential component for labour inspection to influence effective prevention cultures and decent work.

## NetWorkShop: ACCIDENTS / VISION ZERO



**Gerard I.J.M. Zwetsloot**  
Senior Research Scientist,  
Netherlands Foundation for  
Applied Scientific Research  
TNO, The Netherlands

### THE ZERO ACCIDENTS VISION – A COMMITMENT STRATEGY FOR ACCIDENT PREVENTION

The Zero Accident Vision (ZAV) is based on the conviction that all (occupational) accidents can and should be prevented. That commitment is rooted in the ethical awareness that zero is the only goal that is ethically sustainable, and in the understanding that excellent safety teams-up with excellent business results.

ZAV is increasingly being adopted by Organizations because they feel their identity does not allow for accidents. The same is true for companies that commit themselves to zero injuries or zero harm. Such companies are usually strongly committed to corporate social responsibility, and often to other 'zero goals' such as zero defects or zero waste. ZAV implies a need for a generative safety culture and the shared desire to improve safety. Top management commitment and leadership is essential as is a feeling of 'ownership' of the accident prevention process felt by the workforce. Without the personal commitment of every individual person in the company, ZAV cannot be achieved. Technical and social innovations are a logical consequence of ZAV, as doing the same things better than before, is not enough.

For macro policy bodies that adopt ZAV, the main challenges seem to be (1) to commit captains of industry to ZAV, (2) to develop a business culture (among employers and workers) wherein ZAV can flourish, (3) to

create and support a (knowledge) infrastructure (including research programmes) that supports ZAV, and (4) to generate positive publicity for Organizations with outstanding accident prevention performances.

#### *Key words:*

Commitment strategy, vision zero, accident prevention, prevention culture



**Louise Brearey**  
HSE Head of London 2012  
Games, Health and Safety  
Executive, UK

### ACCIDENTS AND VISION ZERO, THE EXPERIENCE OF OLYMPIC PARK BIG BUILD

Health and Safety Executive (HSE) worked with the Olympic Delivery Authority (ODA) who was responsible for constructing new venues and infrastructure for the London 2012 Games at the Olympic Park. This ensured that safety and health were the “number one priority” for the Big Build. Through procurement, planning, leadership and worker involvement, a culture was established that raised the bar for construction health and safety and delivered an exceptional safety record. For the first time in a modern Games there were no fatalities to those working on the project. A programme of research has captured the learning from the project and is published on the HSE website.

*Key words:*

Leadership, worker involvement, safety culture



**Davide Spanti**  
HSE Manager,  
Pirelli Tyre S.p. A., Italy

### WORKING FOR A HEALTHIER TOMORROW

How the “Vision Zero” is developed, cascaded and managed in a global multicultural company.

Which tools and activities are used to get full involvement of the entire company (management, workers, unions) with the aim of continuous improvement in safety at work.

*Key words:*

Cascading, involvement, continuous improvement, vision, global company

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#### **CHAIR**

*Kirsten Jørgensen,*  
Technical University of Denmark (DTU)

#### **RAPPORTEUR**

*Renars Lūsis,*  
Labour Inspectorate, Latvia

#### **FACILITATOR**

*David Gold,*  
Gold-Knecht Associates, Switzerland

## NetWorkShop: HEALTH AND WELLBEING AT WORK



**Johannes Siegrist**  
Senior Professorship  
'Work Stress Research',  
University of Duesseldorf,  
Germany

### STRESSFUL WORK AND MENTAL HEALTH: FROM EVIDENCE TO PREVENTIVE ACTION

During the last two decades considerable evidence from epidemiological cohort studies has been accumulated on the impact of distinct aspects of a stressful psychosocial work environment on elevated mental health risks of employees. In particular, job task profiles defined by high demand, low control and low support, employment conditions characterized by a lack of reciprocity between efforts spent and rewards received in turn, and unfair organizational procedures and interactions have been shown to increase the risk of poor mental health (especially depression), with odds ratios ranging from 1.2 to 2.4 in a majority of studies.

This epidemiological evidence is supplemented by experimental studies documenting psychobiological and behavioral pathways linking exposure to stressful work with disease risk.

Although current scientific knowledge can provide support to health-promoting activities there is still a considerable gap between available evidence and preventive policies in organizations/companies and among stakeholders. Therefore, the presentation ends with some suggestions on how this gap might be reduced.

*Key words:*

Stressful work, mental health, worksite health promotion, theory-based intervention



### **Wiking Husberg**

Ministerial Adviser in OSH,  
Department of Occupational  
Safety and Health, Ministry of  
Social Affairs and Health,  
Finland

## **WELL-BEING AT WORK – BETTER PRODUCTIVITY AND LONGER CAREERS?**

Well-being at work is an emerging trend in some countries, where psycho-social problems are causing occupational diseases, where there is a competition of skilled workforce, and where work careers need to be extended due to demographic issues. When the decrease of occupational accidents has leveled out and there might even be an increase in occupational diseases, especially related to musculo-skeletal problems and mental health, a new approach is needed.

This is the case in Finland, which in 2011 adopted a tri-partite policy on work environment and well-being at work until 2020. The targets of this policy are to reduce occupational diseases 10 %, occupational accidents 25 % and physical and mental strain 20% respectively.

However, to build well-being at work, the base of the national OSH system needs to be sound: safe machines, equipment and

working environment, functional OSH management systems and social dialogue and an appropriate safety culture, as well as an understanding among employers that good safety is good business.

Well-being at work has also been incorporated into the Government National Work Life Development Strategy as an essential component, where it is seen as a contributor to better and more productive work

A further goal of the society is to improve well-being at work and extend work careers by three years by 2020, thus enabling earlier entry of young people into work life, better opportunities for young couples to balance life and work and improving working conditions to enable elderly workers to extend their careers.

### *Key words:*

Well-being at work, psycho-social issues, mental health, work careers



### Stavroula Leka

Associate Professor in Occupational Health Psychology, Centre for Organizational Health & Development, Institute of Work, Health & Organizations, University of Nottingham, UK

## PSYCHOSOCIAL RISKS: IS RISK MANAGEMENT STRATEGIC ENOUGH IN BUSINESS AND POLICY MAKING?

Organizations need to manage the notion of risk better than ever before in order to survive in today's environment of economic turmoil, increasing complexity and uncertainty. While consideration of risk used to focus on economic and security aspects, psychosocial risks have gained impetus over the last 30 years. These are defined in terms of interactions among job content, work organization and management, and other environmental and organizational conditions, on the one hand, and employees' competencies and needs on the other. Psychosocial risks underpin every aspect of business activity and may have a detrimental impact on workers' physical, mental and social health and on organizational health indices (such as absenteeism, sickness absence, productivity, job satisfaction and intention to quit). There

are significant associated costs at societal level. However, levels of awareness, understanding and prioritization of these issues still differ significantly across the board, and an integrated strategic risk management approach to proactively manage them is lacking. The presentation will review the current state of the art and highlight how organizations can promote their sustainability by developing proactive systems to address these challenges. Future recommendations comprise a policy framework and infrastructure underpinned by educational initiatives, partnerships and networks to drive a shift in attitudes towards recognizing the duality of the concept of risk (including both potential negative and positive outcomes) and moving beyond simple regulatory compliance.

### *Key words:*

Psychosocial risks, strategic risk management

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### *CHAIR*

*Christa Sedlatschek,*  
European Agency for Safety and Health at Work (EU-OSHA)

### *RAPPORTEUR*

*Bettina Splittgerber,*  
Ministry for Social Affairs of the Federal state of Hesse (HSM), Germany

### *FACILITATOR*

*Bernd Treichel,*  
International Social Security Association (ISSA)

## NetWorkShop: DIVERSITY



**Petra Köppel**  
Director,  
Synergy Consult, Germany

### DIVERSITY MANAGEMENT – A NEW TREND TO CHANGE CORPORATE CULTURE

Globalisation, demographic change and social development foster diversity – migration, gender and age become new and urgent topics not only for society and politics, but for business as well. In a global, competitive environment it is essential to be creative, effective and top-performing – and diversity

among staff can become an asset, if well managed. One of the first steps is to define what diversity means for the company, then set a strategy, define responsibility including a control system, and support a set of demand-oriented and coordinated activities. The long-term goal is to change corporate culture to leverage the existing differences – which is easily said, but requires a change management approach to change attitudes and behaviour.





**Annick Starren**, Kyra Luijters  
Research Scientist,  
Safe and Healthy Business,  
TNO, The Netherlands

### WORKING SAFE ON THE WORKFLOOR: REACHING VULNERABLE GROUPS

Existing approaches to stimulate behavioural change and safe behaviour mostly fail to devote explicit attention to the specific characteristics of employees in low-skilled work, a group of workers that appears to be more diverse in terms of age, language, culture, religion, gender, and also health status. In the Netherlands, and abroad, employees with a low level of education are faced with unsafe working conditions more often than their better educated counterparts. At the same time the lower end of the labour market is evolving rapidly, with workers from new EU member states increasingly being taken on to do low-skilled and generally risky work. The question is what underlies this 'vulnerability' in terms of safety and working conditions in general? And, moreover, how can safety interventions be better geared to the work floor? TNO has developed a list of do's and don't's. Also, a set of microtools has been developed and implemented in companies, based on this list.

Specific attention is required for safety in a multicultural workforce. Statistical data show that foreign workers are more involved in serious accidents. Reasons for this may be related to the workers themselves (e.g. language comprehension, knowledge and understanding of local habits), and/or their working environment (temporary work, unskilled and risky work). It is interesting, of course, to gain insight into how the cultural background of employees can influence safety on the workfloor. However, the influence of cultural background is mostly overrated. Therefore it is beneficial to look at the role of team managers and their perspectives of aspects of diversity.

*Key words:*

Safety, low-skilled work /precarious work, migrant and immigrant workers, diversity at work, managerial style, cultural differences

**Roxane L. Gervais**

Senior Occupational Psychologist,  
Human Sciences Unit,  
Health & Safety Laboratory,  
United Kingdom

### EXPLORING DIVERSITY IN THE WORKPLACE IN THE CONTEXT OF PROMOTING A CULTURE OF PREVENTION

The work environment within European countries, as with most Western countries, continues to change and diversify. The increase in migration rates, together with the ageing population, as well as the steady increase in the number of women who enter the workforce, has resulted in a more diverse workplace to that which existed 20 to 30 years ago. These factors are not expected to reverse, for example, the Lisbon strategy aimed for a 60% employment rate for women by 2010, which ensures that women remain integral to the workforce. As such, Organizations could include workers from different cultural backgrounds, of different age groups, as well as the two genders.

Organizations benefit from a diverse workforce, as those that promote gender and diversity differences tend to have lower absence and turnover rates, higher morale, higher commitment, fewer accidents and

grievances, and measurable productivity gains (WIEC, 2003). As such, this supports the business case for diversity in the workplace. However, diverse groups within Organizations may result in stress-inducing practices such as discrimination and mobbing (bullying) towards individuals; these in turn could have adverse effects on Organizations (BSI, 2011). While, there are European Union (EU) laws to protect people from differential treatment within the working environment, a positive Organizational safety culture and climate could limit such occurrences (Hodgins, 2008).

This presentation will discuss diversity within Organizations and its relationship between the various groups, especially with gender; as well as those factors that help to develop and promote an Organizational culture of prevention.

*Key words:*

Diversity, gender, prevention, discrimination, business case

**CHAIR**

*Bernhard Brückner*

Ministry for Social Affairs of the  
Federal state of Hesse (HSM), Germany

**RAPPORTEUR**

*Tim Tregenza,*

European Agency for Safety and Health at Work  
(EU-OSHA)

**FACILITATOR**

*Attiya Khan*

Saxon Federal Association for Health Promotion  
(SLFG), Germany

## SPECIAL EVENT: NETWORKING AMONG NETWORKS (on 6 February 7:00 p.m.)

### *I. International umbrella networks*

NETWORK	Representative
“Seoul Declaration” process Collaborating and Information Centre (ILO/CIS)	<i>Gye-Wan Bae</i> , KOSHA <i>Seiji Machida</i> , ILO SafeWork
ISSA-network of Social Security Organizations and Focal points	<i>Olaf Petermann</i> , BG ETEM/ISSA Special Commission for prevention
EU-OSHA-network of Focal points	<i>Tim Tregenza</i> , EU-OSHA
WHO-Collaborating Centres	<i>Stavroula Leka</i> , University of Nottingham, UK
Network of ZAV networks; here: Finnish Zero Accident Network	<i>Markku Aaltonen</i> , FIOH

### *II. Work/Business*

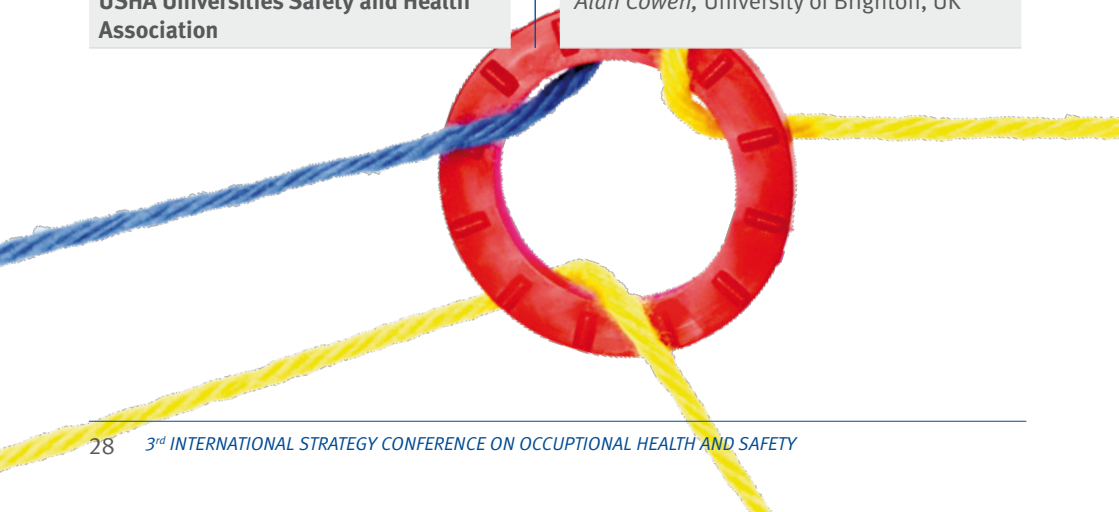
NETWORK	Representative
IALI/RALI	<i>Rauf Tagiyev</i> , SLIS, Azerbaijan
Enterprise Europe Network (CRR CR – EEN)	<i>Marie Pavlu</i> , Centre for regional development of the Czech Republic
OSH-ASEAN-net	<i>Ho Siong Hin</i> , Ministry of Manpower, Singapore
ENSHPO European Network of Safety and Health Professional Organizations	<i>Giancarlo Bianchi</i> , AIAS, Italy
Finnish leadership network	<i>Wiking Husberg</i> , Ministry of Social Affairs and Health, Finland
Initiative New Quality of Work (INQA)	<i>Sigrun Mantei</i> , Federal Institute for Occupational Safety and Health (BAuA)

**III. Public Health**

NETWORK	REPRESENTATIVE
ENWHP European Network Workplace Health Promotion	<i>Marc de Greef</i> , Prevent, Belgium
Baltic Sea Network	<i>Suvi Lehtinen</i> , FIOH, Finland
NDPHS Northern Dimension Partnership network	<i>Wiking Husberg</i> , Ministry of Social Affairs and Health, Finland
Hessian Network for Healthy Workplaces	<i>Ingra Freigang-Bauer</i> , RKW Kompetenzzentrum, Germany
PROMOVAX Europe – Migrants Vaccination	<i>Istvan Szilard MD.</i> , University of Pecs, Hungary

**IV. Information & Education**

NETWORK	REPRESENTATIVE
ISSA-Section on Education and Training for prevention	<i>Phillippe Jandrot</i> , INRS, France
ILO IPEC Tackling Child Labour Trough Education	Sharon Patterson, TACKLE Project, Guyana
ENETOSH European Network Education and Training in Occupational Safety and Health	<i>Davorin Kacian</i> , University College of Applied Sciences in Safety, Croatia
USHA Universities Safety and Health Association	<i>Ulrike Craes</i> , BGW, Germany <i>Alan Cowen</i> , University of Brighton, UK





**Hans-Joachim Wolff**  
Chairman of the Board,  
German Social Accident  
Insurance,  
DGUV

## WELCOME TO THE SECOND DAY

Occupational Safety and Health has been a part of my entire working life and for decades I have dedicated myself to it. Over the years, in Germany and in many other countries, it has changed for the better. But nowadays, we live in a globalised world and when we take a look at the world as a whole, we can see that OSH has become one of the biggest challenges in terms of a fair, sustainable and successful economy globally.

A safe and healthy workplace is a human right. First and foremost, the focus should be on ensuring that all working people have this right.

OSH also has a second aspect: Every business benefits from it and we are talking here about commercial benefits. Studies have been conducted which clearly show: prevention benefits a company's operating results. This is actually a big challenge for us. Not every company appreciates this correlation enough. OSH conditions worldwide which are adjusted to the highest level are an important basis for fair competition in the globalized economy.

I am so pleased that there are now countries and governments which have OSH at the top of their priority list because they have recognised that there is a significant advantage

for local industry. Many companies today not only employ workers from their own country. The labour market has also become globalised. Employees are recruited from all over the world.

The German Social Accident Insurance together with its members – the Berufsgenossenschaften and the Unfallkassen - has committed itself to Vision Zero. A world where work is a safe and healthy place. A world without fatalities and serious workplace injuries. We have shared this vision with numerous countries, which I deeply appreciate for their efforts to develop their OSH environment according to international standards in OSH. A challenge and a goal that I'm really thrilled about. Many of these countries are friends who are excellent on their way.

Vision Zero shouldn't, however, become an abstract vision. We can only make progress in OSH when together we use effective approaches across the world and, thus, become networked and we constantly stay informed about advances in occupational safety and health.

### *Key words:*

Globalisation, human rights, OSH as a location factor, Vision Zero, global networking



**Gregor Doepke**  
Director Corporate  
Communications and Chief  
Press Officer,  
German Social Accident  
Insurance, DGUV

## GOLD – YOU CAN DO MORE THAN YOU THINK

‘Gold – you can do more than you think’ is a documentary about three extraordinary individuals and top athletes and their road to the 2012 London Paralympics: Henry Wanyoike, a blind marathon runner from Kenya, Kirsten Bruhn a paraplegic swimmer from Germany and Australian Kurt Fearnley, a wheelchair racer.

“These athletes demonstrate in an impressive way what individuals are capable of achieving. The Paralympic Sports movement and in particular the Paralympic Games illustrate how sport can bring positive change to a society,” says film producer Andreas F. Schneider, himself a former competitive handcyclist. The documentary closely follows the three athletes during their everyday life, training and during competitions. Barriers become visible and the way the three

overcome them. Henry Wanyoike voices the message of the documentary: “Everybody can be a champion. Each in his own way.” The German Social Accident Insurance (DGUV) helped to initiate the documentary because it addresses the topic of inclusion in an extraordinary way. To enable people with disabilities participation in society in the greatest possible way constitutes one of the guidelines of the German Social Accident Insurance. The documentary portrays the importance of sports for the process of rehabilitation and shines a light on the successful occupational and social reintegration of people who suffered an accident. GOLD will hit movie theaters 28 February 2013. The documentary is produced by Parapictures Film Production at the initiative of the DGUV.

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## A GLOBAL AND HOLISTIC VIEW ON HEALTH AND SAFETY



**Hans-Horst Konkolewsky**  
Secretary General  
International Social Security  
Association, ISSA

### ISSA PREVENTION STRATEGY: GUIDELINES FOR PREVENTION, HEALTH PROMOTION AND RETURN TO WORK

Globalization, demographic ageing and a dramatically changing world of work are only some of the challenges facing social security systems nowadays. One of the key responses to these challenges is to develop and promote proactive and preventive concepts, focusing on social security measures that invest in people, promote activity and employment.

In order to enable member organizations to systematically introduce proactive and preventive measures, the ISSA has developed a new, integrated prevention strategy comprising of risk management, workplace health promotion and rehabilitation. The traditional focus of prevention on the management of safety and health risks at the workplace is supplemented by the promotion of healthy lifestyles and early identification through health check-ups as well as efforts to enable the return to work of injured or sick employees through disability management, including medical and vocational rehabilitation.

For each of these three prevention areas, the ISSA has developed a set of practical guidelines specifically aimed at social security administrations and providing them with the necessary tools and support to successfully implement them, including good practices

and capacity building. The ISSA's comprehensive prevention network, the Special Commission on Prevention and its 13 Prevention Sections, will play a key role by offering expert advice, information and training to ISSA's member organizations interested in different aspects of prevention.

The ISSA's new prevention strategy aims at increasing the preventive capacities and reinforcing the important role that social security systems can play worldwide to promote and develop a workplace prevention culture, as stipulated in the Seoul Declaration.

#### *Key words:*

Social security, prevention strategy, workplace health promotion, return to work, Seoul Declaration





# PANEL 1



**Peter Buijs**  
 Researcher and Consultant,  
 TNO, The Netherlands

## HOW TO LINK HEALTH TO LABOUR

“Connecting Health and Labour” was the title of a world premiere: end 2011 in The Hague, for the first time key persons from all over the world from both general/primary health care and occupational health care structurally met on a WHO-Conference, co-organized by TNO and the Dutch Ministries of Health and Labour. Central question: How to serve the health of the global work force better than by the traditional way: via Occupational Health Services, reaching only about 10-15% of the workers. Main conclusion: the best way is to explore the potential of primary health care – coverage: 70% of the world population. This link came not out of the blue, but was enabled by earlier developments in several countries (e.g. UK, Thailand, The Netherlands) and the international organizations of Occupational Physicians and General Practi-

tioners, ICOH resp. Wonca. And also the EU showed its interest during the Convention “Investing in a social Europe”, end 2012.

Meanwhile WHO organized a follow up of the Hague Conference, incorporating the issue in its five-year-plan 2012-2017, and assigning a.o. TNO – paraphrasing the famous words of Winston Churchill during the Battle of Britain - to explore the tools to enable public health care (PHC) to do the job!

### *More info:*

[http://www.who.int/occupational\\_health/publications/hague\\_executive\\_summary/en/index.html](http://www.who.int/occupational_health/publications/hague_executive_summary/en/index.html)

Buijs, P. Gunnyeon, B. Weel, C. van Primary health care: What role for occupational health? Editorial BJGP December 2012

**Ivan Dimov Ivanov**

Team Leader for Occupational Health, World Health Organization WHO, Public Health and Environment

## THE ROLE OF PRIMARY HEALTH CARE REFORMS REGARDING THE HEALTH OF WORKERS

All people should have access to the promotive, preventive and curative health services they need – for workers these are the essential interventions for prevention and control of occupational and work-related diseases and injuries. The delivery of such interventions can be scaled up through integration with primary care, family medicine and general practice.

WHO jointly organized the global conference “Connecting Health and Labour” in 2011 in The Hague, which provided strategic directions for expanding access of all workers to essential interventions for the prevention of occupational and work-related diseases and injuries. Particular emphasis was given to workers in informal and small-scale enterprises in the context of integrated and people-centred primary care.

Currently WHO defines the range of such essential interventions and the resources

needed for their delivery at the primary care level. Pilot field studies in Italy, Thailand, Colombia, and Philippines found that the most widely implemented interventions are detection and referral of cases suspected for occupational diseases, fitness for work and medical assessment of working capacity. Community based primary care services are also able to deliver some basic services for assessment and improvement of working environment. The costs for health systems for the delivery of this package at the primary care level, estimated with the OneHealth costing tool, varied between 27 and 61 US\$ (PPP) per served worker per year. These results would serve countries to integrate the financing of these interventions into social health protection and social security mechanisms and to build capacities for their delivery to all workers.

### *Key words:*

Primary care, essential interventions, universal health coverage, costing, occupational health

**Stavroula Leka**

Associate Professor in Occupational Health Psychology, Centre for Organizational Health & Development, Institute of Work, Health & Organizations, University of Nottingham, UK

For her abstract, please take a look at page 23.

**Ho Siong Hin**

Commissioner for Workplace  
Safety and Health, Ministry of  
Manpower, Singapore

**LEADERSHIP TOWARDS VISION ZERO  
- SINGAPORE STRATEGIC EXPERIENCE,  
COMPANY AND COUNTRY MODELS**

The business landscape is changing. Work is getting increasingly complex and workers are increasingly required to manage a wider spectrum of operations. In this new and complex business environment, it is no longer viable for regulators to effectively manage Workplace Safety and Health (WSH) without the aid of the industry. We must build partnerships and we must encourage leaders to step forward at all levels of the workplace to drive change and improvements in WSH with their fellow workers.

This presentation will discuss the role of leadership in driving Workplace Safety and Health (WSH) improvements around the world. It will share Singapore's experiences in cultivating WSH leadership and will outline the broad plans we have to entrench a culture, where safety and health improvements are driven, and outcomes are owned, by industry and workers.

Specifically, the presentation will share Singapore's journey to cultivate leadership at 3 levels:

- a) Leadership at the government level, where government agencies take the lead to drive and promote WSH best practices;
- b) Leadership at the corporate level, where management takes ownership of WSH outcomes and establishes systems to ensure the safety and health of all workers in the company; and
- c) Leadership at the worker level, where workers take the initiative to look out for one another and ensure proper implementation of all safety measures and precautions.



## PANEL 2



**Tan ChongMeng**  
Group Chief Executive Officer,  
PSA International Pte Ltd,  
Singapore

### A SHARED JOURNEY BY PSA LEADERS & PEOPLE SHAPING A PROGRESSIVE OSH CULTURE

PSA is a global container port operator in a competitive industry; it has strong track record of health, safety, security and environment (HSSE) through continued emphasis on process and personal safety.

With increasing customer demand for speed, scale and complexity of service, PSA focuses attention to manage process changes, continually trying to stay at the top of its game. Being ‘bigger’, ‘better’, ‘faster’, ‘more complex’, this presents exciting new challenges to workplace safety & health.

I will share how I and my management team are shaping the PSA Group culture to manage the OSH challenges of the port industry.

I will speak about the PSA policy commitment to HSSE and the introduction, within the PSA Group, of a simpler and portable HSSE framework with greater emphasis on the “Check” and “Act” elements of the PDCA cycle. Using a case study, I will illustrate the challenges posed by process and personal safety in the workplace. I will also share his vision of building up PSA into a port group with both global safety policy, standards and frameworks for action, and an operational reflex towards setting high barriers to incidents.

*Key words:*  
PSA, Global terminal operator



**Kevin Myers**

Deputy Chief Executive,  
Health and Safety Executive,  
HSE, United Kingdom

### SAFETY CULTURE: CLICHÉ OR HOLY GRAIL?

Effective occupational risk control and management leading to good health and safety outcomes are heavily influenced by organizational culture. Organizations that achieve and sustain excellent health and safety records successfully establish a safety culture in which safe behaviours are embedded in working practices and daily activities. This is the outcome of a number of organizational

attributes, which, when combined with technical controls and management systems can influence change. That's the theory, but, in practice, is safety culture really just a cliché? Can it be described in practical terms, measured, tracked and benchmarked?

*Key words:*

Safety, culture, behaviours, climate, tool

## THE FUTURE OF A CULTURE OF PREVENTION



**Mohammed Azman Bin Aziz  
Mohammed**  
Deputy Chief Executive Officer,  
Social Security Organization  
SOCSO, Malaysia

### NEW PREVENTION APPROACH: MALAYSIA'S EXPERIENCE

The Social Security Organization of Malaysia (SOCSO) is a statutory body governing the Employment Accident Insurance Scheme and the Invalidity Pension Scheme. Over the years, the numbers of industrial accidents have been reduced; however there was an increase in road accidents and also claims for invalidity. To address these problems, SOCSO has devised strategies such as the Commuting Accident (CA) prevention plan and the Health Screening Programme (HSP) to reduce the number of road accidents and health problems.

Commuting Accidents (CA) prevention plan was introduced with the purpose of preventing commuting accidents or minimizing injuries if accidents happen. The strategy comprises four CA prevention programmes to face the increase in commuting accidents, namely:

1. Commuting Accident Outreach Programme for employers and employees;
2. Safe Motorcycle Riding Programme (SMRP) and Defensive Driving Programme (DDP);
3. Applied Research Grants, and
4. Commuting Safety Management System / Road Safety Element in the Occupational Safety and Health Management System (OSHMS).

The Health Screening Programme is a nationwide programme for all Malaysian workers aged 40 years and older who are actively working to undergo screening for non-communicable diseases such as diabetes, hypertension, cardiovascular disease, stroke and cancer. The main objectives of the HSP are to identify workers with high risk of getting non-communicable diseases for early health management and to prevent health complications and disability.

Implementing these programmes requires a dynamic collaborative effort and smart partnership with other social partners and agencies. The experience of SOCSO in dealing with increasing commuting accidents can be shared with other social security institutions with due respect to the different nature of the schemes and the context of the respective country. As for the HSP, SOCSO is currently implementing its strategies to run the programme in 2013 and 1.97 million workers is expected to go through the health screening.





## POLICY CIRCLE



**Elizabet Paunovic**  
Program Manager,  
World Health Organization –  
Regional Office for Europe,  
European Centre for Environment  
and Health (WHO-ECEH)

### THE IMPLEMENTATION OF GLOBAL PLAN OF ACTION ON WORKERS' HEALTH IN WHO EUROPEAN REGION

The main challenges in WHO/Europe in the protection of workers' health are framed by the facts that 300 000 work-related deaths and economic losses of 4% of the gross domestic product of the WHO European region is occurring every year. Occupational risks associated with work-related disease and injuries are ranked among the top ten risk factors in the region. The employment and working conditions also constitute the social determinants of health contributing to the health divides within and between the Member States. The work-related mortality is twice higher in the newly independent states than in the old EU member states. The majority of workers do not have access to any occupational health services in many transitional economies in the region. The WHO Global Plan of Action on Workers' Health 2008-2017 (GPA) is as a framework

of public health approach to occupational health and safety in the 21st century. WHO/Europe is implementing the Global Plan of Action in the region by putting it in a framework of "whole of the government" and "health in all policies" approaches which are the main principles applied in the New European Health Policy (Health 2020). For achieving health and wellbeing of the working population WHO/Europe is performing activities through bilateral and multilateral processes. WHO/Europe provides technical and policy support to the countries through the biennial collaborative agreements (BCA) with the ministries of health. The BCA activities contribute to the following achievements: development and implementation of national strategies and action plans in line with GPA.

*Key words:*

Global plan of action on workers' health, health 2020, public health, occupational health



**Gye-Wan BAE**

Secretary General, International Cooperation Center, Korea Occupational Safety and Health Agency, KOSHA / Secretary General of the ISSA Section for a Culture of Prevention

### PROMOTING THE CULTURE OF PREVENTION THROUGH GLOBAL COLLABORATION

The Seoul Declaration on Safety and Health at Work was adopted by 46 representatives of OSH organizations around the world during the 18th World Congress on Safety and Health at Work hosted by Korea in 2008. The 1<sup>st</sup> International Charter on OSH recognized safety and health as workers' basic rights as well as the means for economic development.

For a more systematic implementation of the Seoul Declaration, KOSHA initiated the establishment of the "ISSA Section for a Culture of Prevention" and is actively working as the chair organization. The section is an international network established in June 2011 through approval from the BOD of ISSA. The members of the section are 50

specialized organizations including ILO and ISSA in Korea and abroad. It emphasizes that networking and collaboration among safety and health organizations in countries around the world are necessary for the effective dissemination of a global prevention culture.

Taking this opportunity, I would like to present why we need a prevention culture, present the outcomes of the activities of the section, and share effective strategies and implementation plans for promoting the culture of prevention worldwide.

*Key words:*

Seoul Declaration, Prevention Culture, Network

**Elnur Sultanov**

Head of Department  
Social Security Policy Department,  
Ministry of Labour and  
Social Protection of Population,  
Republic of Azerbaijan

**NETWORKING IN A GLOBALIZED WORLD**

Networking is based on the question "How can I help?", not on "What can I get?" The key element of networking is creating a group of acquaintances and associates and keeping it active through regular communication for mutual benefit. We need a supportive system of sharing information and services among individuals and groups having a common interest.

The common interest is the enhancement of safety and health at work, how to promote and how to implement the proper enforcement policies.

At the international level the ILO contributes to Azerbaijan by offering support to adapt and implement the ILO set standards; the World Bank provides fundings for developments and the EU supports funding tools for the adaption to European standards and to the "acquis Europeennes". Our goal is to support the enhancement

of the State Labour Inspection Service. We undertake large-scale activities which strengthen the capacity of the State Labour Inspection Service to fulfill their missions according to an integrated and preventive approach. Education and training on health and safety issues with specific attention to high risk sectors are one of the most important activities of OSH policy.



**Susan Flocken**

Coordinator: Internal Policy Coordination, Occupational Health & Safety, European Trade Union Committee for Education (ETUCE)

## PREVENTING HEALTH AND SAFETY RISKS OF EDUCATION STAFF

The European Trade Union Committee for Education (ETUCE) represents 133 teacher unions and 13 million teachers in all countries of Europe from all levels of the education sector. ETUCE is a social partner in education at the EU level and a European trade union Federation within ETUC, the European Trade Union Confederation. ETUCE is the European Region of Education International, the global federation of teacher unions.

In my contribution to the policy circle, I will pinpoint some of the health and safety issues that my Organization has been addressing

in the education sector over the past years. Striving for high quality working conditions for education staff, ETUCE has targeted areas including the prevention of third-party violence, cyber-harassment and work-related stress of education staff. I will present a selection of practical recommendations and results from ETUCE's ambitious work. They showcase the importance of co-operation and exchange between the different people involved in implementing successful risk prevention, which is particularly, but not exclusively, relevant in times of economic and financial downturn.

*Key words:*

Education, work-related stress, violence



**Kai Schäfer**

Federal Ministry of Labour and Social Affairs, Germany



**Ramazan Salman**

Executive Managing Director, Ethnomedical Centre, Germany



**Philippe Jandrot**

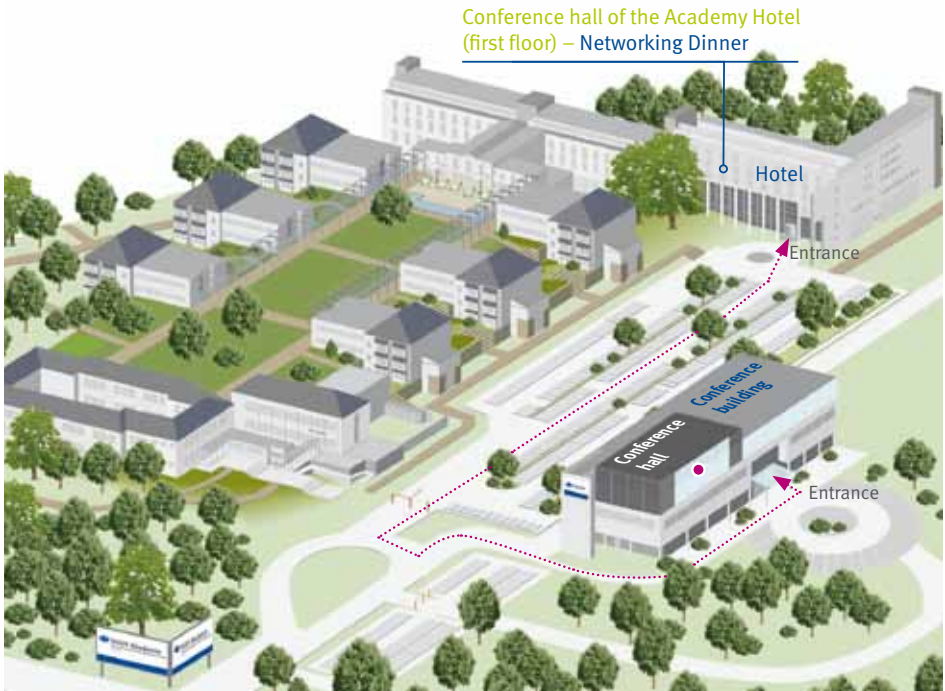
INRS, France; Chair of the ISSA - Section on Education and Training for prevention

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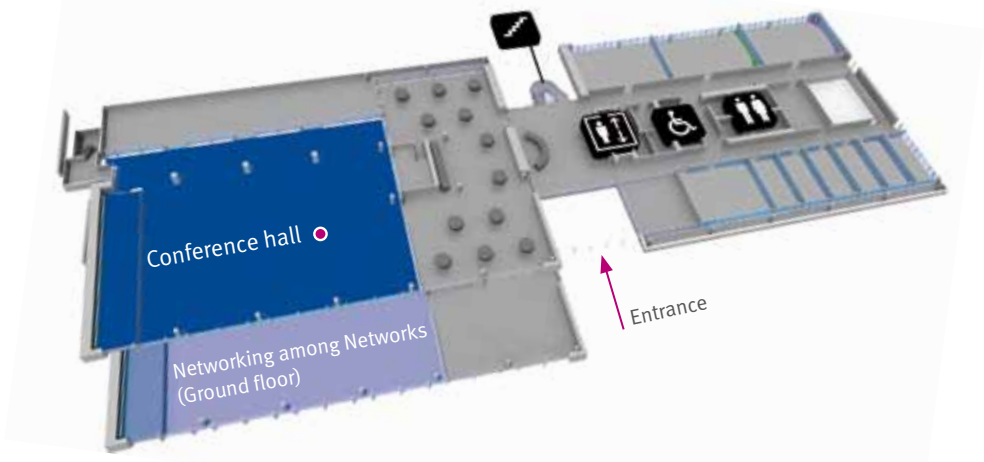
## MODERATOR

*Marc de Greef*  
Prevent, Belgium

# CONFERENCE VENUE



# CONFERENCE BUILDING





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# ORGANIZERS

The conference is being organized by the DGUV in cooperation with the World Health Organization (WHO), the International Labour Organization (ILO), the International Social Security Association (ISSA), the European Agency for Safety and Health at Work (EU-OSHA), the International Association of Labour Inspection (IALI), the International Commission on Occupational Health (ICOH) and the International Occupational Hygiene Association (IOHA).



World Health Organization









## Content

Ulrike Bollmann	Institute for Work and Health of the German Social Accident Insurance (DGUV)
Sven Timm	German Social Accident Insurance (DGUV)

## Congress Management

Eva Windemuth Anja Köhler Paul Krönert	Institute for Work and Health of the German Social Accident Insurance (DGUV)
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## Conference Design

Attiya Khan	Saxon Federal Association for Health Promotion, Germany
David Gold	Gold-Knecht Associates, Switzerland
Ulrike Bollmann	Institute for Work and Health of the German Social Accident Insurance (DGUV)
Nicoline Jacoby Hansen	EN:Konferenz (06/12 - 11/12), Denmark

## Facilitators of the whole event

David Gold	Gold-Knecht Associates, Switzerland
Attiya Khan	Saxon Federal Association for Health Promotion, Germany

## Pre-Process (LinkedIn)

Claus Dethleff	headlog multimedia, Germany
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## Interactive Installation

Rita Richter	Atelier fliegfish, Germany
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## Layout

Division Grafic-Design	Institute for Work and Health of the German Social Accident Insurance (DGUV)
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