

**Workshop 01: Occupational Health & Safety; a recruitment tool for activists.**

**Facilitators:** Klaas Zwaard (NL) & John Bamford (UK)

Safe and healthy working conditions are the inalienable right of every worker. Awareness of this right helps to activate workers. Therefore, it is a tool to organize colleagues.

Collective organisation of workers improves working conditions (health and safety) contrary to employer's irresponsibility and to maximisation of profits. Joint prioritisation and the perception of improvements are possible and achievable and leading to recognizable results. This also produces better skilled and conscientious union activists.

This workshop will share experiences, list problems, do's and don'ts, and examine possible answers, opportunities and how to involve like-minded allies.

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**Workshop 02: Management Systems and Behaviour-Based Safety.**

**Facilitators:** Nancy Lessin (US) & Charlie Richardson (US)

Workplaces around the world are changing rapidly. Work restructuring programs such as lean, continuous improvement, Six Sigma, and the Toyota Production System; along with the introduction of new technologies, are behind many of the key health and safety problems workers are facing today: increased stress, repetitive strain injuries, other types of occupational injuries and illnesses, workplace violence, acute traumatic fatalities and chronic occupational disease.

These workplace changes are also undermining union power by de-skilling work, pitting worker against worker and creating divisions within the workforce, increasing isolation, undermining solidarity, decreasing membership and contributing to a loss of faith in the union.

In order to hide the growing toll of workplace injuries and illnesses resulting from workplace change, employers across the globe are adopting behaviour-based safety/"blame-the-worker" safety programs to shift focus away from hazardous conditions and onto worker behavior and their so-called "unsafe acts".

In this workshop we will discuss the changes taking place in work processes, their impacts on the workforce and on unions, and the dangers of behaviour-based safety programs.

We will then present an approach called "continuous bargaining" that builds on traditional tools of union power and helps unions take on management's plan for workplace change, confront behavior-based safety/"Blame-the-worker" safety programs, and build the struggle for health and safety at work.

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**Workshop 03: Bullying in the workplace.**

**Facilitators:** Hope Daley (UK) & Emanuela Papa (IT)

Bullying at work is on the increase throughout the European Union, yet many employers have chosen to ignore it. Workplace bullying can lead to ill health and work related stress. It affects morale and is the cause of untold misery to workers.

The scale and extent of the problem are described in the UNISON Bullying Report July 2009 "Workplace bullying and harassment in 2009": see [www.unison.org.uk/acrobat/UNISON\\_REPORT\\_2009\\_7151.doc](http://www.unison.org.uk/acrobat/UNISON_REPORT_2009_7151.doc)

Furthermore, the UNISON guideline "Tackling bullying at work" shows options for action: see [www.unison.org.uk/file/843.pdf](http://www.unison.org.uk/file/843.pdf)

This workshop will discuss the steps that safety representatives and stewards can take to recognise and stamp out this insidious workplace hazard.

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**Workshop 04: Musculoskeletal Disorders in the Workplace.**

**Facilitators:** Thora Brendstrup (DK), Graziano Frigeri (IT)

The workshop on musculoskeletal disorders will include a debate on the work relatedness of these disorders.

- What is private and how much is caused by work movements?
- What are the risk factors for developing work related musculoskeletal disorders?
- Can they be compensated?
- How can we prevent them?
- How to evaluate the risk?
- Which safety and health protection measure adopt on workplace?

The participants will be asked to present their own cases during the workshop.

Another debate will be about the paradox of introducing technical lifting equipments in the workplaces and still register very high numbers of musculoskeletal complaints!

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### **Workshop 05: Uncertain chemical risks and the precautionary principle: Nanotechnologies and other challenges.**

**Facilitators:** Gerhard Elsigan (AT), Pieter van Broekhuizen (NL), Henning Wriedt (DE)

As long as the knowledge of risks of potentially dangerous work substances is limited, the application of the precautionary principle is paramount. Most people agree with this demand in theory, but the operationalisation of this principle is a difficult task, nanomaterials being just one example of a problematic area.

At shop floor level, not only are safety reps and works council members asking for clear practical guidelines on designing a safe use of chemicals for which the data are incomplete and the risks therefore uncertain. Many enterprises also are reluctant to accept precautionary measures.

The workshop will collect actual examples and experiences from the delegate's countries and will focus on the discussion on how to translate the precautionary principle into concrete action within the working context, as well as on options for future actions at company, national and European level.

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### **Workshop 06: Occupational and Environmental Cancer.**

**Facilitators:** Helen Lynn (UK)

The theme of the workshop will be to explore the connections between occupational and environmental cancer. By examine the connections we can better develop strategic solutions to tackle the lack of attention paid to preventing exposures to carcinogens and other contributing chemicals and substances whether they be in the home, workplace or wider environment.

Successful initiatives such as the US Presidents Cancer Panel report need to be replicated in the EU. We need to devise successful interventions for the EU Partnerships on Cancer. The aim of this workshop would be to explore cradle to grace exposures to carcinogens which are linked by home, workplace and environment and devise campaigns to diminish exposures.

The workshop would be very hands on and participatory. Information will be provided on exposures and which chemicals and substances are implicated. One of the outcomes would be some suggestive campaigns for the EWHC to support on environmental and occupational cancer.

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### **Workshop 07: Vulnerable Workers and migrant workers.**

**Facilitators:** Freddy Ridderhaugen (DK), Olaf Schrøder (DK)

Migrants workers and cross country workforce inside EU - pirates of the workplaces?

What is the status quo after the financial collapse:

- Is the cross-country workforce increasing or declining?
  - Poses the cross-country workforce still a threat to existing jobs and working conditions?
  - What is the contribution of the cross-country workforce to the hosting society - is it a gain or is it a loss?
  - What is the contribution of the cross-country workforce to their own society?
  - What is the status quo with respect to legal regulation?
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### **Workshop 08: Green Jobs =Good Jobs?**

**Facilitator:** Martin Empson (UK)

What is a Green Job? Why should Trade Unionists/ H&S activists give thought to the environment? What is climate change? How safe are Green Jobs? What sort of solutions are there?

The workshop will look at Climate Change as a TU issue; at the unequal impacts of environmental crisis – within states as well as between states; at the social aspects of being a Trade Unionist; at the potential to improve society & create jobs.

The workshop will look at health and safety issues relevant to ‘Green Jobs’ and consider action needed to address them.

It will consider what being “green” means, in the context of employment. Where does the responsibility for being “green” lie at individual level and at employer level. It will discuss future directions for jobs in “Carbon Intensive” industries: how should workers in these be treated? What would Just Transition look like?

The workshop will look at how we would “design” a sustainable community and how we would campaign for it. How can environmentalists and trade unionists/H&S activists work together: experiences of joint work – successes and failures.

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### **Workshop 09: Sickness Absence Management and Occupational Rehabilitation.**

**Facilitators:** Simon Pickvance (UK) & Gea Breet (NL)

Cutting the time workers have off-sick is now seen by employers as a way of cutting costs, but the methods that have been used to cut sickness absence often place workers at risk of losing their jobs entirely, or of returning to the same unsafe working conditions as before.

This workshop will look at bad and good practice in different countries with the aim of setting out our values and priorities for managing the health of employees and helping those who want to work to return to work.

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## **Workshop 10: Gender and Occupational Health & Safety.**

**Facilitators:** Jennifer Mitchell (UK) & Silvana Cappuccio (IT)

The presentation on "Gender and OHS" on the following lines:

- Definition of health;
- Health and working conditions;
- Why a gender approach;
- Gender-specific hazards;
- Gender and occupational sectors;
- Gender and EU policy on ohs;
- Developing risk assessment tools; and
- Trade union action points.

The workshop will discuss these topics.

The participants will be asked to present some examples of good practice from their own countries of origin during the workshop.

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## Workshop 11: Our Rights on Site

**Facilitators:** Fiona Murie (UK) and Lars Vedsmand (DK)

Health and Safety gives Trade Unions strong rights and good scope for using health and safety for organising, bargaining and influencing policies.

Because of the widespread exploitative and informal employment policies and labour practices in the sector, Trade Unionists face a real challenge in our attempts to improve living and working conditions for our members.

The construction sector has persistently high fatal accident rates world wide, and exposes workers to serious health hazards, which continue to receive little attention in most countries.

In this situation, Health and Safety in the sector

is of great strategic and practical importance for Trade Unions.

The five hour workshop will give updates and open discussion on International Campaigns,

Standards and Agreements; National examples of joint preventive service for the construction sector

Training and Information Resources and on Organising Strategies.

EU deregulation Participants will be given a CD with resource materials from the workshop.