



## **European Work Hazards Network - 15th Conference** 20th – 22nd September 2018 in Copenhagen

### **“The future of work in the digital era”**

Inequality in Europe is rising rapidly - and the confidence of individual workers is either undermined or on its way to becoming so. Many jobs are underpaid and the result is that the group of Working Poor is increasing, among other things due to the increased creating of precarious jobs.

The positive development we saw in the mid 90's of the working environment - has been under pressure for the past 10 years - and many have today come to atypical employment, where occupational health rights exist on paper - but not in reality.

The conference will focus on how we work with the working environment on the labor market in this new reality - and what it takes to deal with physical and mental wear, tear and outsourcing.

The conference is participatory. This means that it is built up on company visits, workshops and brief information meetings, based on short presentations - along with a lot of experience and knowledge sharing.



## Program

### Thursday, 20th September

Reception is open from **14.00**

**17.00-18.00** Opening of the conference:  
Welcome by AAA, EWHN and a representative  
of the Metal Workers Union of Copenhagen  
Laurent Vogel, ETUI: What happens to the  
working environment in the EU?

**18.00 - 19.00** Preparation of company  
visits in groups.

**19.30** Dinner and social get together

The house closes at **23:00**

### Friday, 21st September

**8.45-9.00** Gathering in Nyropsgade for  
company visits

**9.00-15.00** Company visits and discussion  
about the working environment / company visit.

**15.00-15.30** Coffee break

**15.30-16.30** Information meetings

**16.45-17.45** Information meetings  
Participants can sign up with topics they would  
like to present and discuss at the information  
meetings. Deadline: Monday 10th September

**19.30** Formal dinner and social gathering

The house closes at **23:00**

### Saturday, 22nd September

**9.00-13.00** Workshops including coffee

**13.15-14.00** Closing plenary

**14.00** Lunch to stay or to go

The house closes at **15.30**

## Company visits

Company visits are made up by 3 steps at this conference: Presentation / preparation at the conference opening, completion of visits and processing / summarising on company visits. Therefore, it is very important that you choose company visits already at your registration. You are given priority to 3 visits. At some of the companies it is a requirement that you wear safety shoes. On these visits we ask about your shoe number.

During the day, lunch will be offered.

### 1. Theater sector:

#### **The Royal Theater**

Stage technicians working conditions

#### **Operaen**

Ekvipagemestervej 10, 1438 København K.

<https://kglteater.dk/en/>

The visit to the Royal Danish Theater (DKT) is primarily about the scene technicians' workplace assessment (APV in Danish). DKT has currently several stages - distributed on the Old Stage, the Playhouse and the Opera, the biggest of the stages on DKT. There are about 150 stage technicians distributed on the many scenes. For all performances a workplace assessment must be made.

The strategic goal of the stage technicians is that everyone performing stage work must have equal working relations and must be part of the club community, which has existed for over 100 years of related traditions.

During the visit you will have a look behind the stages at the Opera and talk to the shop stewards and the safety representatives.

### 2. Metal sector:

#### **MAN Diesel & Turbo**, production

Teglholmsgade 35, 2450 Copenhagen SV.

<http://dieselturbo.man.eu/locations/denmark>

The company produces components and spare parts as well as newly developed 2-stroke engines for export to the whole world.

At the department in Copenhagen there are 1400 employees, of whom 220 are employed in production. There are 5 health and safety groups that currently are facing challenges with the mental health environment; but generally there is a good and functional work environment organization. All employees in the production are permanent employees and organized in a traditional trade union, so there are no precarious working conditions within the company itself.

During the visit there will be a tour of the lower floors where turning, milling and mounting is done, and on the 1st floor where the grinding takes place. After a tour, MAN will offer lunch at the staff house, where we also have the opportunity to discuss and ask questions.

Name and shoe number must be stated at registration for safety shoes

## Company visits

### 3. Construction sector:

#### Visit a building site

In Denmark there are approx. 160,000 employees in the construction industry. The current occupational health challenges are:

- Risk of falling from ladders and roofs
- Risk of acute overload during heavy lifting and twisting
- Risk of falling due to mess, disorder and uneven ground
- Using cutting tools without shielding and the like.
- Risk of falling objects from scaffolding and upper decks, etc.

During the visit we will focus on these working environment conditions and on what we do to prevent - including Labor Inspection, and cooperation between trade unions and employers.

You can read more about safety in the construction industry on the Danish Working Environment Authority's website:

<http://engelsk.arbejstilsynet.dk/en/sector-information/building-and-construction>

Name and size of the shoe must be stated at registration for safety shoes.

### 4. Transport sector:

#### Port, Copenhagen Malmö Port, CMP.

<http://www.cmport.com/>

Copenhagen Malmö Port (CMP) is a company with port operations on both sides of Øresund. CMP-Malmö is the largest port for import of cars in Northern Europe. On the terminals are room for approx. 40,000 cars and CMP handle approx. 350,000 cars a year.

CMP Copenhagen operates a smaller container terminal where 77 workers have their daily work. The work consists of storing and delivering containers. The container ships arrive at all times of the day and on Saturdays, Sundays and public holidays all year round.

Copenhagen has approx. 300 cruise ships a year, and CMP Copenhagen has 3 large terminals at Océankaj, where passengers and crew are replaced and the ships receive fresh supplies on board. 22 dockers have permanent jobs in the cruise department, but on the very busy days there are up to 135 men employed in the department.

During the visit we will drive around the Copenhagen side in the container terminal and in the cruise area and get a discussion of safety and working environment conditions.

## Company visits

### 5. Hospital sector:

#### Rigshospitalet, Copenhagen University Hospital.

<https://www.rigshospitalet.dk/english/Pages/default.spx>

We will visit Rigshospitalet - a university hospital. At the hospital we will have a tour of the Department of Diagnostic Radiology, where they perform: General X-ray examinations of bones and heart / lungs; Ultrasound scans; CT scans (Computer Tomography); MRI scans (Magnetic Resonance). Similarly, mammography screenings are performed and we will hear about population surveys and their relevance to finding cancer.

We will hear about the working environment conditions observed in relation to the staff. We will discuss function creep and employment relationships. We will end with a talk with the porters, who will give us a ride by train in the underground tunnels.

### 6. Catering sector:

#### Large kitchen - Catering.

A visit to a large industrial kitchen, where only catering food is produced. It is a company with 500 - 700 employees. The work is characterized by manual work – one-sided, repeated work and a high work rate. There is high demand for timely delivery, which creates a stressful working environment. During the visit there will be focus on wear and tear, stress and that there are several different types of contracts, e.g. short-term contracts and callers.

### 7. Electronic sector:

#### Brüel & Kjær Sound & Vibration Measurement A/S.

<https://www.bksv.com/en/>

Accelerometers, microphones, hydrophones and various analyzers are widely used in the automotive and aerospace industry to name a few areas. There are about 500 employees in Denmark. We face new challenges in the work environment, especially stress that occurs more frequently now. We also have temporary staff but only to a small degree. It's no problem because our work is highly specialized, so we are difficult to replace. On the visit we will discuss mental work environment with the elected representatives

### 8. Hotel sector:

#### Hospitality Service.

The visit will take place in a well-organized hotel with shop stewards and safety representatives. At this hotel there are not many tasks that are outsourced. The visit will address the working environment conditions for receptionists, cleaning staff, waiters and chefs.

During the visit we will discuss the mental working environment, work rate and consequences of outsourcing with trade union representatives as well as the elected representatives. The discussion will not only include the situation in this hotel, but also the general conditions in the hotel industry, among other items outsourcing, less trade union organization and lack of collective agreements.

## Workshops

**Saturday, 22nd September 2018**

**9.00 - 13.00**

### **1. Cancer.**

Workshop topics are work-related cancer, which represents a significant risk of death at European level. Legislation in the field will be reviewed. Please bring cases for discussion at the workshop.

### **2. Consequences of precarious work.**

The conditions of employment change rapidly in these years in the labor market. An increasing number of jobs are time-limited, reachable only through agencies as temporary work or as self-employed without sick leave or maternity leave insurances. Previous permanent positions are converted to project appointments. Some employees benefit greatly from this flexibility, others feel utilized, are poorly paid and alienated to the labor market, their colleagues and their profession. This development leads to less association with unions, a new class is being formed: the precariat, predominantly composed of younger labor force in all professions. Many in this class are immigrants. For many employees there is a sense of dissatisfaction, alienation and maybe a political radicalization to the right or left. The workshop will deal with what characterizes this new class and how the worst side effects can be avoided.

### **3. Psychosocial work environment and regulation.**

Can you make official rules about a psychosocial work environment? Some talk about organizational and social work environment, which should be regulated. Sweden have adopted rules in this area. How do we rate the Swedish rules? How should we encourage the EU to develop rules in this area?

### **4. Electronic surveillance at the work place.**

We are experiencing an increasing use of surveillance at work. Workers and nurses are required to log their positions constantly when they are at work. In the offices, the employees' use of the internet is registered. Occasionally, employers illegally read private emails or text messages. Shop stewards and safety representatives find that employers use surveillance to make work more difficult, because it makes it more difficult for them to have informal conversations with the colleagues, which they represent.

At the workshop we will review well-known examples and we will discuss how we should deal with monitoring. What actions should we take? Finally, we will examine the legislation - or lack of the same - that can protect us.

## Workshops

### **5. Methods in the work environment work.**

Companies' policies and practices regarding occupational health and safety conditions have a long tradition. The same has cooperation with the employees and their representatives.

It is not always just successful, but it is better than nothing. However, such a tradition depends on a stable relationship between employers and employees. This relationship is under threat when work is moved from employees with permanent jobs to precarious employment.

What are the challenges in the work environment work when there are an increasing number of volatile jobs? And how can action research contribute to solutions to this new situation?

### **6. How do you know if you work with something dangerous? Listen to your body.**

How do you know when you work in a dangerous way, physically, chemically or mentally?

How do you deal with the suspicion that the work is a health threat? Workshop participants are invited to bring examples of how they responded to suspected hazards in the working environment.

Has a change occurred in the way you react, due to changing working conditions: contract work, temporary employment, immigrants as work colleagues, insecurity and poor social security in employment.

How do we kill the Tarzan/Superman mentality: “- - - it was much worse in the old days!”

## Registration / Practical information

### Registration

You sign up [here](#)

Or go to [www.ewhn.eu](http://www.ewhn.eu)

When signing up, choose company visits and workshops. Your registration will only be valid once we have received your payment. In the event of a cancellation, it is possible to reimburse the conference fee until 1. July 2018.

The price for participation is

**DKK 1500 or € 210**

This price covers the conference - hotel accommodation not included. You must book a hotel room at your own expenses, read below.

Registration deadline is 1st July 2018. After this date, you can only sign up after agreement with the conference team.

Payment for the conference will be transferred to

Account no: **5331 0375665**  
marked "LEWHN", so we have  
received payment by 1st July 2018

The foreign version is:  
IBAN account number: **DK1953310000375665**  
SWIFT address / BIC: **ALBADKKK**

You can contact us at

**tel. +4521861376**

**aaa@aktionsgruppen.dk**

### Practical information

The conference takes place in

#### **Metal Copenhagen**

Nyropsgade 25  
1602 Copenhagen V  
Denmark.

The trade union is centrally located in Copenhagen, a few minutes by feet from Vesterport Station and Copenhagen Central Station.

From Copenhagen Airport Kastrup there are trains to Copenhagen Central Station, from there walk or take an S-train and get off at Vesterport station.

Conference rooms are available from Thursday, 20th September at. 14.00.

## Accommodation

Participants must book a hotel at their own expense. We have reserved a number of rooms and have a special booking form for:

**CABINN City**  
**Mitchellsgade 14,**  
**1568 Copenhagen V**

**Email: [city@cabinn.com](mailto:city@cabinn.com)**

Check in Thursday, 20th September, 2018  
from **15:00**

Check out Saturday, 22nd September, 2018  
by **12:00**

You can book and report without payment  
until 1st July, 2018

Prices: Standard single room **DKK 675 / night**  
Standard Twin room **DKK 798 / night**  
Commodore single room **DKK 756 / night**  
Commodore twin room **DKK 879 / night**

Breakfast is not included in the price and is  
another further **DKK 75 / person / day**

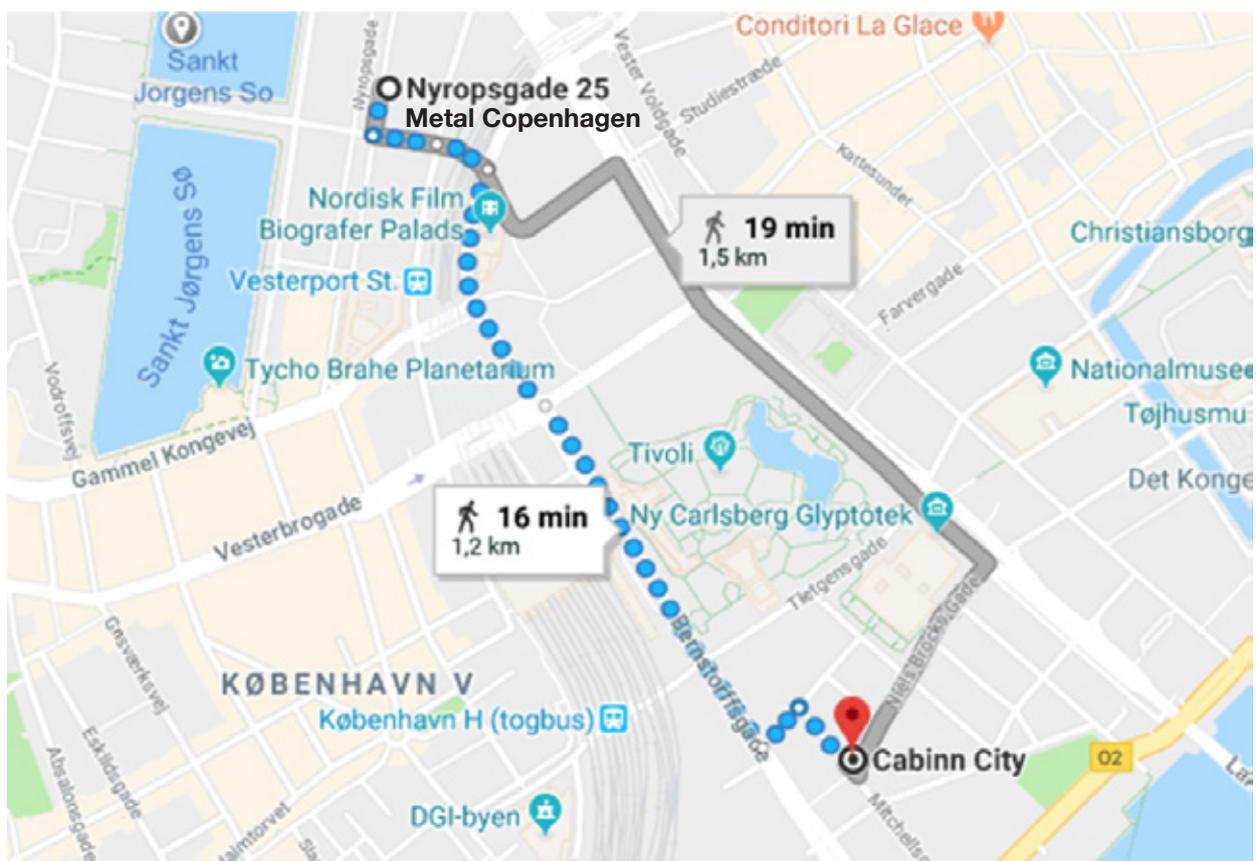
When booking, print out the booking form:

**[Booking form here](#)**

Fill it in and send it via email to the hotel:

**[city@cabinn.com](mailto:city@cabinn.com)**

Additional days must be agreed individually  
with the hotel. The hotel is close to  
Copenhagen Central Station.



## **EWHN is...**

... a European network of national work environment networks. EWHN consists of occupational health specialists, policy makers, trade union activists and Works Council representatives interested in improving working conditions and standards regarding work environment issues.

**[www.ewhn.eu](http://www.ewhn.eu)**

- **The Danish Network AAA, Action Group of Workers and Academics**
- **The Scottish Work Hazards Centres Scottish Hazards**
- **The UK Hazards Campaign Site UK Hazards**
- **The Austrian Network PPM**
- **The Italian Network Assoprev,  
Associazione di Imprese per la Salute e la Sicurezza del Lavoro**
- **The Dutch network Stichting NetWerk**