



SYMPOSIUM

COPENHAGEN  
3 JUNE 2016



HEALTH AND SAFETY AT WORK  
IN THE PUBLIC SECTOR  
IN EUROPE: NEW CHALLENGES

*New working rhythms and their impact on health*

EN

DE

FR



# CESI AND CESI-EUROPE ACADEMY

The European Confederation of Independent Trade Unions (CESI) defends the interests of over 5 million workers towards the European institutions and represents more than 40 trade unions in 28 EU and accession states. Since 2005, CESI has been a recognised European social partner and, in this capacity, is regularly consulted within the framework of social dialogue at European level.

The CESI Europe Academy is CESI's training centre. Through symposia on EU topics, the Academy provide its members with the possibility of delving deeper into current social and political issues in Europe and engaging them in debates with policy-makers and international experts.

**Among the topics of past projects we cite :**

- Information and consultation of employees in public administrations in Europe
- Taxation in Europe: tax administrations at the heart of the crisis
- Using New Technologies in the Public Sector in Europe
- A common area of freedom, security and justice
- The challenges of recruitment and retention of staff in public sector in Europe
- Transnational administrative cooperation in Europe
- High-quality public services
- The role of public service in the integration of migrants in the EU
- The promotion of diversity within the public service in Europe
- The mobility of health workers within the EU
- Lifelong learning
- Health and prevention at workplace
- The conciliation between professional and private life
- Flexicurity

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# MESSAGE OF THE PRESIDENT OF CESI EUROPE ACADEMY

EN



On behalf of the board of the CESI-Europe Academy, I am delighted to welcome you to Copenhagen on the occasion of the symposium 'New working rhythms and their impact on health and safety at work'.

In Dublin in 2015, our work gave us a better understanding of the role of information and consultation of workers in restructuring processes. In December 2015, an agreement was struck on a European level to guarantee this right to all employees of central administrations in Europe. This agreement sets forth the compulsory nature of consultation, namely for all issues relating to health and safety at work.

Restructuring and new employment arrangements represent psychosocial risks for workers. In a time where unemployment is high, workers who retain their jobs suffer from a heavier workload and increased psychosocial risks. Stress is the second most commonly reported work-related health problem. It affects 22% of EU workers and it is on the rise. Absenteeism carries a considerable cost. Investing in health and safety at work (OSH) is now a concern, both on a national level and on the European one.

However, despite the success of the OSH Strategy and the remarkable work performed by both Eurofound and EU-OSHA, there still remains a great deal of work to be done. The second European Survey on Enterprises (including public sector companies) on New and Emerging Risks (Esener-2) has concluded that in Europe, one company out of five deals with difficult clients or users or with time constraints, in addition to not having access to the information and tools necessary to manage the risks incurred. The Survey also concluded that only one third of the companies have an action plan in place to prevent work-related stress.

Moreover, it is important to continue helping public administrations in the set-up of awareness-raising and psychosocial risk prevention systems that form part of an overall policy to manage occupational risks and which is integrated into the social dialogue.

To continue the awareness-raising and appropriation tasks on these subjects is a given for CESI and its members.

This is why CESI has arranged this project in 2016, which has materialised into two seminars in Copenhagen and Madrid, as well as a study aiming to highlight five best OSH-related practices in public administrations as preventive measures in connection to occupational health and safety.

In Copenhagen, our work will focus on new work rhythms. At a period of great changes, our relationship with time has taken on a different nature. New information technologies are blurring the frontiers between people's professional and personal lives.

There are currently few studies on the impact of the digital market on occupational health and safety. Telework brings some advantages (better work-life balance) but also some disadvantages (lack of control over work hours, risk of burnout, isolation, etc.). One of the countries that applies the "home office" system the most is Denmark (24% of the surveyed companies use this system, compared to 13% on average in the EU).

This is the context in which this symposium will endeavour to shed, with the help of experts and practitioners. With their support, CESI considers it necessary to consider the implications of these new working patterns that have historically mobilised unions and have had a significant impact on the daily lives of workers.

I would like to take this occasion to thank the representatives of the Danish TU organisations Frie Funktionærer et Krifa for their support in preparing this project, and I wish everyone a stimulating symposium!

*Emilio FATOVIC, President of CESI Europe Academy*

# PROGRAMME

PROGRAMME	<b>'NEW WORKING RHYTHMS AND THEIR IMPACT ON HEALTH AND SAFETY AT WORK'</b> Copenhagen, 3 June 2016
PLACE	Hotel Scandic Copenhagen Vester Søgade 6, 1601 Copenhagen, Denmark
INTERPRETATION	DE, FR, EN, ES, IT (+ passive DA and NL)  <i>The symposium will be moderated by Dirk Anton van Mulligen</i>  During the symposium, a Twitter wall will allow interactive exchanges: to tweet please use the hashtag #CESIosh1

## THURSDAY, 2 JUNE 2016

	Arrival of the participants
18:00 – 19:00	Participants' registration

## FRIDAY, 3 JUNE 2016 (9:00 - APPROX. 17:15)

08:30	Participants' registration (continues)
09:00	<b>Welcome session</b> <ul style="list-style-type: none"><li>• Emilio FATOVIC, President of CESI Europe Academy</li><li>• Bent BØGSTED, Member of Danish Parliament and Chairman of the EMPL committee</li><li>• Jørgen G. JØRGENSEN, Director of Frie Funktionærer (FF), Denmark</li></ul>
09:30	<b>The new EU Occupational Safety and Health Strategic Framework 2014-2020</b> <ul style="list-style-type: none"><li>• Zinta PODNIECE, Policy Analyst, Health, Safety at Work, DG EMPL, European Commission</li></ul>
10:00	<b>Increased working time flexibility</b> Presentation of the Sixth European Working Conditions Survey (6EWCS) 2015 <ul style="list-style-type: none"><li>• Mathijn WILKENS, Project Officer, EUROFOUND</li></ul>
10:45 - 11:15	COFFEE BREAK AND NETWORKING
11:15	<b>Working hours, health, well-being and participation in working life</b> <ul style="list-style-type: none"><li>• Mikko HÄRMÄ, Finnish Institute of Occupational Health, Finland</li></ul>
11:45	<b>Working hours in knowledge-intensive work – traces from past world?</b> <ul style="list-style-type: none"><li>• Annina ROPPONEN, Finnish Institute of Occupational Health, Finland</li></ul>
12:15 - 12:45	Debate
12:45-14:00	LUNCH BREAK

14:00	<p>Case study I: The NoVo project (BE)</p> <ul style="list-style-type: none"> <li>• Barbara DE CLIPPEL, Federal Public Service Social Security, Belgium</li> </ul>
14:30	<p>Case study II: What is "Happiness In Work" and is it measurable? (DK)</p> <ul style="list-style-type: none"> <li>• Mikkel HUNDBORG, Communication Advisor, Krifa, Denmark</li> </ul>
15:00 - 15:30	Debate
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15:30 - 16:00	COFFEE BREAK and NETWORKING
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16:00	<p>Round table: How do trade unions position themselves in the face of new realities at the workplace?</p> <ul style="list-style-type: none"> <li>• José FERNÁNDEZ VIDAL, CSI-F, Trade-Council ACF Vice President, Spain</li> <li>• Klaus HEEGER, CESI Secretary General</li> <li>• José RAZAFINDRANALY, FGAF, CESI Europe Academy Vice President, France</li> <li>• Rolf WEBER, Krifa/Eurofedop CESI Europe Academy Vice President, Denmark</li> </ul>
17:15	Symposium's end

## BOTSCHAFT DES PRÄSIDENTEN DER CESI-AKADEMIE EUROPA



Im Namen des Verwaltungsrats der CESI-Akademie Europa freue ich mich, Sie in Kopenhagen zu dieser Fachtagung mit dem Titel „Die neuen Arbeitsrhythmen und ihre Auswirkungen auf die Gesundheit und Sicherheit am Arbeitsplatz“ begrüßen zu dürfen.

Im 2015 in Dublin konnten wir dank unserer Arbeit die Wichtigkeit von Information und Konsultation von Arbeitnehmern in Zeiten der Umstrukturierung besser verstehen. Im Dezember 2015 wurde eine europaweite Einigung erzielt, um dieses Recht allen Arbeitnehmern in den europäischen Zentralverwaltungen zu garantieren. Diese Einigung sieht unter anderem vor, dass die Konsultation verbindlich ist, insbesondere bei Fragen hinsichtlich der Gesundheit und der Sicherheit am Arbeitsplatz.

Die Umstrukturierungen und die neuen Arbeitsmodelle haben Auswirkungen im Hinblick auf psychosoziale Risiken der Arbeitnehmer. In Situationen, wo viele Menschen keine Arbeit haben oder diese verlieren, sind andere, speziell die, die ihre Arbeit behalten durften, einer größeren Arbeitsbelastung und größeren psychosozialen Risiken ausgesetzt. Der Stress ist am Arbeitsplatz das zweitgrößte bekannte Problem. 22% der Arbeitnehmer innerhalb der EU sind davon betroffen und die Zahl steigt. Krankenstände bedeuten Kosten. Aus diesem Grund ist es wichtig, künftig in die Gesundheit und die Sicherheit am Arbeitsplatz (GSA) auf nationaler sowie auf europäischer Ebene zu investieren.

Trotz des Erfolgs der europäischen Legislativstrategie der GSA und der ausgezeichneten Arbeit der beiden europäischen Agenturen Eurofound und EU-SSHA, bleibt noch viel zu tun. Aus der zweiten europäischen Umfrage der Unternehmen (darunter auch jene des öffentlichen Sektors) zu den neu aufkommenden Risiken (Esener-2) geht hervor, dass sich jedes fünfte Unternehmen in Europa mit schwierigen Kunden/Nutzern oder zeitlichen Einschränkungen konfrontiert sieht und nicht über Informationen und Mitteln verfügt, um dieser Lage Herr zu werden. Diese Untersuchung hat ebenfalls ergeben, dass nur ein Drittel der Unternehmen über einen Aktionsplan zur Stressprävention am Arbeitsplatz verfügen. Auch ist es wichtig, die öffentlichen Verwaltungen weiterhin bei Maßnahmen zur Sensibilisierung und Prävention von psychosozialen Risiken zu unterstützen und diese in eine globale Politik der berufsbedingten Risikokontrolle sowie in den sozialen Dialog einzubinden.

Es ist für die CESI und ihre Mitglieder ganz selbstverständlich, auf dieses Thema aufmerksam zu machen und Maßnahmen auf diesem Gebiet zu unterstützen.

Genau aus diesem Grund hat die CESI für das Jahr 2016 dieses Projekt organisiert: zwei Fachtagungen (in Kopenhagen und Madrid) und eine Studie zur Schilderung fünf bewährter Verfahren innerhalb der öffentlichen Verwaltungen zum Thema Prävention in Zusammenhang mit Gesundheit und Sicherheit am Arbeitsplatz.

Hier in Kopenhagen werden wir uns auf neue Arbeitsrhythmen konzentrieren. In Zeiten tiefgreifender Veränderungen ist das Zeitverhältnis durcheinander gekommen. Auch verschwimmen mit den neuen Informationstechnologien die Grenzen zwischen dem Berufs- und Privatleben.

Über die Folgen des digitalen Marktes auf die Gesundheit und Sicherheit am Arbeitsplatz weiß man noch wenig. Die Telearbeit stellt Vorteile (bessere Vereinbarkeit von Berufs- und Privatleben) aber auch Nachteile (schlechte Arbeitszeiteinteilung, Burn-out-Risiko, Isolierung etc.) dar. Dänemark ist eines der Länder, das das „home office“ am meisten nutzt (24% der befragten Unternehmen, während der EU-Durchschnitt bei 13% liegt).

Somit zielt diese Fachtagung darauf ab, zu diesem Themenkomplex Experteninformationen und Berichte aus der Praxis einzuholen.

Auf Grundlage derer ist es der CESI wichtig, eine Diskussion zu den Auswirkungen neuer Arbeitsrhythmen zu führen, die die Gewerkschaften seit jeher mobilisiert haben und die einen großen Einfluss auf das alltägliche Leben von Beschäftigten haben.

Schlussendlich möchte ich den Vertretern der dänischen Mitgliedsorganisationen Frie Funktionærer und Krifa herzlich für ihre Unterstützung bei der Vorbereitung dieses Projekts danken und wünsche Ihnen allen eine anregende Fachtagung!

*Emilio FATOVIC, Vorsitzender der CESI-Akademie Europa*

# PROGRAMM

PROGRAMM	« DIE NEUEN ARBEITSRHYTHMEN UND IHRE AUSWIRKUNGEN AUF DIE GESUNDHEIT UND SICHERHEIT AM ARBEITSPLATZ » Kopenhagen, 3. Juni 2016
VERANSTALTUNGSORT	Hotel Scandic Copenhagen Vester Søgade 6, 1601 Kopenhagen, Dänemark
VERDOLMETSCHUNG	DE, FR, EN, ES, IT (+ DA und NL passiv)  <i>Die Fachtagung wird moderiert von Dirk Anton van Mulligen</i>  Während des Kolloquiums steht eine Twitter-Wand zum interaktiven Austausch zur Verfügung: Bitte benutzen Sie den Hashtag #CESIosh1 für Ihre Tweets

## DONNERSTAG, 2. JUNI 2016

	Ankunft der Teilnehmer
18.00 – 19.00	Registrierung der Teilnehmer

## FREITAG, 3. JUNI 2016 (9.00 BIS Ca. 17.15)

08.30	Registrierung der Teilnehmer (Fortsetzung)
09.00	<b>EMPFANG</b> <ul style="list-style-type: none"><li>• Emilio FATOVIC, Präsident der CESI Akademie Europa</li><li>• Bent BØGSTED, Abgeordnete im Dänischen Parlament und Vorsitzende des EMPL-Ausschusses</li><li>• Jørgen G. JØRGENSEN, Direktor von Frie Funktionærer (FF), Dänemark</li></ul>
09.30	Der neue strategische Rahmen der EU 2014-2020 in Hinblick auf die Gesundheit und die Sicherheit am Arbeitsplatz <ul style="list-style-type: none"><li>• Zinta PODNIECE, Fachexpertin, Gesundheit und Sicherheit am Arbeitsplatz, DG Beschäftigung der Europäischen Kommission</li></ul>
10.00	Flexibilisierung der Arbeitszeit Vorstellung der sechsten europäischen Studie zu den Arbeitsbedingungen (6EWCS) 2015 <ul style="list-style-type: none"><li>• Mathijn WILKENS, Projektleiter, EUROFOUND</li></ul>
10.45 - 11.15	KAFFEPAUSE und NETWORKING
11.15	Arbeitszeiten, Gesundheit, Wohlbefinden und Teilnahme im Arbeitsleben <ul style="list-style-type: none"><li>• Mikko HÄRMÄ, Finnisches Institut für Gesundheit am Arbeitsplatz, Finnland</li></ul>
11.45	Arbeitszeiten in wissensintensiven Arbeitsbereichen: Spuren einer vergangenen Welt? <ul style="list-style-type: none"><li>• Annina ROPPONEN, Finnisches Institut für Gesundheit am Arbeitsplatz, Finnland</li></ul>
12.15 - 12.45	Diskussion
12.45-14.00	MITTAGSPAUSE

14.00	Fallstudie I : das NoVo-Projekt (BE) <ul style="list-style-type: none"><li>• Barbara DE CLIPPEL, FÖD Soziale Sicherheit, Belgien</li></ul>
14.30	Fallstudie II : Was ist 'Glücksempfinden bei der Arbeit' und ist es messbar (DK) <ul style="list-style-type: none"><li>• Mikkel HUNDBORG, Referent für Communications, Krifa, Dänemark</li></ul>
15.00 - 15.30	Diskussion
15.30 - 16.00	KAFFEPAUSE und NETWORKING
16.00	Runder Tisch: Welche Einstellung haben die Gewerkschaften gegenüber neu auftretender Gegebenheiten in der Arbeitswelt? <ul style="list-style-type: none"><li>• José FERNÁNDEZ VIDAL, CSI-F, Vize-Präsident des Berufsrates ACF, Spanien</li><li>• Klaus HEEGER, Generalsekretär der CESI</li><li>• José RAZAFINDRANALY, FGAF, Vize-Präsident der CESI-Akademie Europa, Frankreich</li><li>• Rolf WEBER, Krifa/Eurofedop, Vize-Präsident der CESI-Akademie Europa, Dänemark</li></ul>
17.15	Ende der Tagung



# MESSAGE DU PRÉSIDENT DE LA CESI-ACADÉMIE EUROPE

FR



Au nom du Conseil d'Administration de la CESI-Académie Europe, je me réjouis de pouvoir vous accueillir à Copenhague à l'occasion de ce colloque intitulé 'les nouveaux rythmes de travail et leurs impacts sur la santé et la sécurité au travail'.

En 2015, à Dublin, nos travaux nous ont permis de mieux appréhender le rôle de l'information et de la consultation des employés en période de restructuration. En Décembre 2015, un accord a été trouvé au niveau européen pour garantir ce droit à tous les employés des administrations centrales en Europe. Cet accord prévoit, entre autres, que la consultation est obligatoire notamment pour toute question relative à la santé et à la sécurité au travail.

Les restructurations et les nouvelles organisations de travail ont un impact en termes de risques psychosociaux sur les travailleurs. Dans un contexte où tant de personnes sont sans emploi ou perdent leur emploi, la charge de travail et les risques psychosociaux s'accroissent notablement pour ceux dont l'emploi a été maintenu. Le stress est le deuxième problème de santé lié au travail le plus dénoncé. Il touche 22% des travailleurs de l'UE et ce chiffre va croissant. L'absentéisme a un véritable coût. Investir dans la santé et la sécurité au travail (SST) est désormais une préoccupation tant au niveau national qu'europpéen.

Or, en dépit du succès de la Stratégie législative européenne de SST et du remarquable travail effectué par les deux agences européennes que sont Eurofound et EU-OSHA, beaucoup reste à faire. La deuxième Enquête européenne des entreprises (y compris celles du secteur public) sur les risques nouveaux et émergents (Esener-2) a conclu qu'en Europe, un établissement sur cinq est confronté à des clients ou usagers difficiles ou à des contraintes de temps et indique ne pas disposer des informations et des outils dont il a besoin pour gérer ces risques. L'enquête a également conclu que seul un tiers des établissements dispose d'un plan d'action pour prévenir le stress lié au travail.

Aussi, est-il important de continuer à aider les administrations publiques à mettre en place une démarche de sensibilisation et de prévention des risques psychosociaux qui s'intègre dans une politique globale de gestion des risques professionnels et dans le dialogue social.

Continuer le travail de sensibilisation et d'appropriation est un réflexe pour la CESI et ses membres.

C'est dans ce but que la CESI organise en 2016 ce projet qui se décline en deux colloques et une étude visant à mettre en lumière, cinq bonnes pratiques d'administrations publiques en termes de prévention liée à la santé et à la sécurité au travail.

A Copenhague, nos travaux se concentreront sur les nouveaux rythmes de travail. A une époque de profondes mutations, le rapport au temps est chamboulé. Les nouvelles technologies de l'Information rendent également plus floues les frontières entre vie professionnelle et vie privée.

Les impacts du marché numérique en termes de santé et de sécurité au travail sont encore peu étudiés. Le télétravail peut offrir des avantages (meilleure conciliation vie professionnelles/vie privée) mais peut présenter des inconvénients (manque de maîtrise du temps de travail, risque de burnout, isolement, etc.). L'un des pays qui recourent le plus au 'home office' est le Danemark (24% des établissements interrogés contre 13% en moyenne dans l'UE).

Tels sont les enjeux abordés lors de ce colloque, avec les éclairages d'experts et de praticiens.

Fort de leur soutien, la CESI estime nécessaire de réfléchir aux implications de ces nouveaux rythmes de travail, qui ont de tout temps mobilisé les syndicats et qui ont un impact important sur la vie quotidienne des travailleurs.

Je tiens ici à remercier les représentants des organisations danoises Frie Funktionærer et Krifa qui nous accueillent et vous souhaite, à toutes et à tous, un très bon colloque !

*Emilio FATOVIC, Président de la CESI-Académie Europe*

# PROGRAMME

PROGRAMME	« LES NOUVEAUX RYTHMES DE TRAVAIL ET LEURS IMPACTS SUR LA SANTÉ ET LA SÉCURITÉ AU TRAVAIL » Copenhague, 3 Juin 2016
LIEU	Hotel Scandic Copenhagen Vester Søgade 6, 1601 København, Danemark
INTERPRÉTATION	DE, FR, EN, ES, IT (+ DA et NL passifs)  <i>Le colloque sera animé par Dirk Anton van Mulligen</i>  Durant ce colloque, un mur twitter permettra des échanges interactifs: pour twitter, merci d'utiliser le hashtag #CESIosh1

## JEUDI, 2 JUIN 2016

	Arrivée des participants
18:00 – 19:00	Inscription des participants

## VENDREDI, 3 JUIN 2016 (9:00-17:15 approx)

08:30	Inscription des participants (continuation)
09:00	SESSION D'ACCUEIL <ul style="list-style-type: none"><li>• Emilio FATOVIC, Président de la CESI Académie-Europe</li><li>• Bent BØGSTED, Député danois et Président du Comité EMPL du Parlement danois</li><li>• Jørgen G. JØRGENSEN, Directeur de Frie Funktionærer (FF), Danemark</li></ul>
09:30	Le nouveau cadre stratégique de l'UE 2014-2020 en matière de santé et de sécurité au travail <ul style="list-style-type: none"><li>• Zinta PODNIECE, Analyste thématique, Santé et sécurité au travail, DG Emploi de la Commission Européenne</li></ul>
10:00	Flexibilisation du temps de travail Présentation de la Sixième enquête européenne sur les conditions de travail (6EWCS) 2015 <ul style="list-style-type: none"><li>• Mathijn WILKENS, Chargé de Projet, EUROFOUND</li></ul>
10:45 - 11:15	PAUSE CAFÉ et NETWORKING
11:15	Heures de travail, santé, bien-être et participation à la vie au travail <ul style="list-style-type: none"><li>• Mikko HÄRMÄ, Institut Finlandais pour la Santé au Travail, Finlande</li></ul>
11:45	Heures de travail des activités à forte intensité cognitive – des traces du monde passé ? <ul style="list-style-type: none"><li>• Annina ROPPONEN, Institut Finlandais pour la Santé au Travail, Finlande</li></ul>
12:15 - 12:45	Débat
12:45-14:00	PAUSE DEJEUNER

14:00	<p>Cas d'Etude I : le projet NoVo (BE)</p> <ul style="list-style-type: none"> <li>• Barbara DE CLIPPEL, SPF Sécurité Sociale, Belgique</li> </ul>
14:30	<p>Cas d'Etude II : Qu'est-ce que le bonheur au travail et est-il mesurable ? (DK)</p> <ul style="list-style-type: none"> <li>• Mikkel HUNDBORG, Chargé de Communication, Krifa, Danemark</li> </ul>
15:00 - 15:30	Débat
15:30 - 16:00	PAUSE CAFÉ et NETWORKING
16:00	<p>Table ronde: comment les syndicats se positionnent-ils face aux nouvelles réalités du monde du travail ?</p> <ul style="list-style-type: none"> <li>• José FERNÁNDEZ VIDAL, CSI-F, Vice-Président du Conseil Professionnel ACF, Espagne</li> <li>• Klaus HEEGER, Secrétaire Général de la CESI</li> <li>• José RAZAFINDRANALY, FGAF, Vice-Président de la CESI Academie Europe, France</li> <li>• Rolf WEBER, Krifa/Eurofedop, Vice-Président de la CESI Academie Europe, Danemark</li> </ul>
17:15	Fin des travaux

# LIST OF SPEAKERS

Barbara DE CLIPPEL

*Head of Communication and Press Relations, Federal Public Service for Social Security, Belgium*



Barbara de Clippel has been head of the communication service at the FPS for Social Security since 2009. In her previous capacity as programme manager for communication and change, she was involved in the NoVo (culture shift) project within the FPS. She was part of the team which won the 'HR team of the year' award in Belgium in 2010.

An organisation's strength comes from within.

It can be found in the talent of the people who work for the organisation, in their enthusiasm and their commitment to moving forward together. These are values that the Federal Public Service for Social Security wholeheartedly supports. This involves switching from the previous 'command and control' to an era where trust, teamwork and empowerment take centre stage. Barbara de Clippel tells the story of an organisation which created an authentic and open culture where time registration is no longer mandatory, where people can work from home, where people can work in a dynamic working environment, where self-managing teams are set up, where values and participation are placed front and centre... the list goes on.

José FERNÁNDEZ VIDAL

*Vice-President of the "Central administrations and finances" Trade council of CESI; representative of CSI-F, Spain*



José Fernández Vidal obtained a degree in Romance Languages and Literature from the University of Oviedo in 1976.

In 1982, he passed the competitive examinations to teach in government-run schools. In 1985, he founded the Association of Higher Secondary Education Teachers in Extremadura. In 1986, he became a member of the CSI-F and in 1987, he was elected President of the Province of Cáceres.

He remained in this post until he was elected President of the Independent Region of CSI-F Extremadura in 1996. His mandate was renewed for several Congresses, until he was elected as a National Vice-President in 2012. He remained in this post until he retired in 2015.

For the past 8 years, he has been the Vice-President of the "Central administrations and finances" Trade council of CESI.

Emilio FATOVIC

*President of the CESI-Europe Academy*



Emilio Fatovic is Vice Secretary-General of CONFESAL, where he is responsible for the private sector. He is a member of the Executive Board and coordinator of the Technical and Scientific Committee of FONARCOM for continuing education in the services and crafts sector; he is the coordinator of the Technical and Scientific Committee of CONFESALFORM (Consortium for Training, Quality and Organisation of Human Resources). His legal and economic training, chiefly in the

field of employment and continuing education, has allowed him to bring a high level of skill to various management and coordination posts in the trade union field: PON supervisory committee; IFTS national committee; Council for the 'Mezzogiorno' at CNEL (National Council for Economics and Labour) as well as in several working groups set up by the public authorities: working group for the reform of high schools; working group for bilingual sections (with international option) and for the Classical European High School. He was a coordinator of the Technical and Scientific Committee in charge of managing the 'Integration' project on best practice in the field of the professional and social integration of sons of second generation immigrants (Equal-Phase II - central theme: employability). Under his direction, the Rome National Boarding School (Convitto Nazionale di Roma) and its own school structures acquired an international dimension. It received the title 'Aula Confucio' and became "Scuola@2.0". Emilio Fatovic has been a member of the European Economic and Social Committee (EESC) - Group II (Workers) since 2010. Since 2013, he has been the President of the Joint Consultative Committee (JCC) EU-Former Yugoslav Republic of Macedonia. He has been President of CESI Europe Academy since May 2013.

Mikko HÄRMÄ

*Research Professor, Finnish Institute of Occupational Health*



Mikko Härmä, MD, PhD, is a research professor on working hours, sleep and ageing in the Finnish Institute of Occupational Health (FIOH) and the Editor-in-chief of the Scand J Work, Environ & Health. He holds a position of adjunct professor of chronobiology in University of Eastern Finland. Mikko Härmä has a long experience on research of shift work, working hours, jet-leg and sleep deprivation and the related individual differences on sleep and health using both observational and experimental studies. He has been rewarded by the Ministry of Social Affairs and Health in 2010 (Special Award of Work Environment) on successful research for the extension of work careers in Finland through the development of "health-friendly" shift schedules.

Klaus HEEGER

*CESI Secretary General*



Klaus Heeger is the Secretary General of the European Confederation of Independent Trade Unions, holding this position since 2012. Following his legal training which took him to Spain, France and Germany (his native country), Klaus originally joined CESI in 1996 as a political and legal advisor. Then responsible for managing the organisation's committees and political bodies, Klaus has been engaged in the challenges facing public sector workers for many years.

In 2002, Klaus joined the European Parliament as a legal advisor to one of the political groups. This allowed him to acquire a great deal of legal and political insight into a number of EU policy areas. This position has left him well placed to offer analysis and comment during seminars and conferences in Brussels and beyond, as he now regularly does in his role as CESI Secretary General.

From the European Parliament, Klaus moved to Estonia as a private entrepreneur. This experience broadened his horizons on the

challenges facing workers on all sides, both in the private and the public sector in Europe.

In 2012, Klaus Heeger was elected as Secretary General of CESI based on his experience in defending workers' rights and his knowledge of the policies and processes of the European Union in this field. His fluency in French, English and Spanish (alongside his German mother tongue), as well as his knowledge of Estonian and Russian, and international experience leave him well placed to coordinate and promote CESI's policy positions to the European institutions.

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**Mikkel HUNDBORG**

*Strategic Advisor, Krifa*



Mikkel Hundborg is working as strategic advisor at Krifa, one of the largest trade unions in Denmark, counting 200.000 members. He is one of the main architects behind Krifa's extensive strategy on increasing job satisfaction and well-being at work for their members and labour market in general. He is one of the key persons behind the release of the yearly Job Satisfaction Index, which is one of the most

comprehensive studies conducted on the Danish labour market mapping the correlation between Job Satisfaction and a number of influencing factors.

He graduated from his studies in journalism in 2007 specializing in strategic communications and has since worked in Danish and international organizations as consultant and advisor.

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**Jørgen JØRGENSEN**

*Managing Director of Frie Funktionærer*



Jørgen G. Jørgensen has been managing director of Frie Funktionærer since 2011. Frie Funktionærer includes a trade union, a state-approved unemployment insurance fund and also a privately funded wage insurance that does not require unemployment insurance fund membership. Jørgen G. Jørgensen has previously worked primarily in the energy sector, including 8 years as managing director of the Danish

District Heating Association before joining Frie Funktionærer. Besides the job in Frie Funktionærer Jørgen G. Jørgensen is board member of AK-Samvirke, which is the trade organization for 24 state-approved unemployment funds in Denmark. Jørgen G. Jørgensen is also member of the Danish Energy Regulatory Authority and the advisory boards of Hedeselskabet. Jørgen G. Jørgensen holds a master in political science.

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**Zinta PODNIECE**

*Project Manager, Prevention and Research Unit, EU-OSHA*

Dr. Zinta Podniece is a medical doctor specialised in public and occupational health.

Currently she is working as a project manager with the European Agency for Safety and Health at Work (EU-OSHA) and her main focus is on prevention of work-related musculoskeletal disorders, occupational health, workplace health promotion, wellbeing at work and occupational health and safety in the healthcare sector. She deals with collection, production and sharing of information in these areas. She is also an author of several publications.

Zinta has obtained an extensive experience on the subject both at national and international level. Amongst others, she was responsible for the development of Public Health Strategy and HIV/AIDS prevention programme in Latvia, and was in charge of the European Health Portal and health systems file at the DG SANCO of the European Commission.

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**José RAZAFINDRANALY**

*Vice-President of the CESI Europe Academy*

José Razafindranaly is Divisional Commissioner (honorary) of the National Police (France). After leaving this post in 2006, he became a research officer at the Inspectorate General of the National Police (IGPN), namely in the fields of professional ethics and deontology. As a Council of Europe expert, he has participated in several missions abroad. Between 2007 and 2010, he was the project manager in the case of two European PHARE twinning projects for the Republic of Croatia and the Republic of Bulgaria, in the area of human resource management. From 1992 to 2014, as a member of the Trade Union of National Police Commissioners, he actively participated in various studies and drafting proposals in support of projects and reforms for the National Police.

As a lecturer at the University of Paris Descartes from 2001 to 2007 (Masters in Risk Engineering: Security in Institutions, Companies and Collectivities) and at the Institute of Preparation for General Administration (IPAG) of the University of Auvergne from 2004 to 2015 (Masters in Public Security), he co-organised a first-time seminar: "Transversal views on the professional culture of gendarmes and the professional culture of police officers: points in common, convergences, differences, divergences?" (20 and 21 June 2013).

Advisor to the Secretary General of the Independent Civil Servants Federation (FGAF) and Vice-President of the Institute of Trade Union Training of the organisation, he co-wrote the "White paper on the suffering at work of civil servants and public agents" ("Livre blanc sur la souffrance au travail des fonctionnaires et des agents publics") (November 2011) and the "White paper on working conditions of civil servants and public agents" ("Livre blanc sur les conditions de travail des fonctionnaires et des agents publics » (May 2014).

Since 2013, he has also been Vice-President of the CESI Europe Academy.



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Annina ROPPONEN

*Research Scientist, Finnish Institute of Occupational Health*



Annina Ropponen, PhD, PT, works as a specialist research scientist at the Finnish Institute of Occupational Health, holds a position as adjunct professor of public health in University of Helsinki, Finland and is associated researcher in Division of Insurance Medicine, Karolinska Institutet, Sweden. She has been principal investigator of studies of work incapacity since 2008 and is the coordinator of Nordic Twin Cohort

studies of Disability pensions and Sickness Absence. Since 2013, she has focused the research interests on knowledge-intensive working hours, but also been involved in projects of shift work, work-life reconciliation and flexibility at work.

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Dirk Anton VAN MULLIGEN

*Author and consultant,*

*The Netherlands – Symposium's Moderator*



Dirk Anton van Mulligen is a Dutch executive consultant, author and public speaker/moderator. Assessed as exceptionally gifted, he has the unique ability to bring clarity in complex issues. This gives his clients a valuable competitive edge at defining moments. Dirk Anton is fluent in English and German and has spoken at such venues as: "Recruitment and Retention of Staff in Europe" in Hamburg (DE), "Future proofing

the government organization" in Brussels (B), as well as several Organizational Health Awards, in Brussels (B), Namur (B), Tilburg (NL) and Eindhoven (NL).

He was head-lecturer for a Master Program Organizational Health and has co-authored the book 'Geef je organisatie toekomst' (Futureproof your organization, 2012, not yet translated).

His website is: [www.dirkantovanmulligen.nl/int](http://www.dirkantovanmulligen.nl/int)

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Rolf Bro WEBER

*Political Adviser and International Secretary, Krifa*



Rolf Bro Weber holds a Master of Science (MSc) in Political Science and has occupied different positions within the Christian Trade Union in Denmark, Krifa, for the past 20 years. He currently works as a Political Advisor. Besides that he is responsible for Krifas international work which makes him a member of the Executive Committee of Eurofedop and WOW (World Organization of Workers). In 2011 he became

the Executive Master of Corporate Communication.

Since 2009 he has also been Vice-President of the CESI-Europe Academy.

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Mathijn WILKENS

*Researcher at Eurofound*



Mathijn Wilkens is a researcher at the Working Conditions and Industrial Relations unit of the European Foundation for the Improvement of Living and Working Conditions (Eurofound) in Dublin. Specialising in statistical analysis, he has been intensively involved in the preparation of the overview report of 6th and latest wave of the European working conditions survey, which will be launched in November 2016. After

graduating in Economics and Social Sciences at Utrecht University in 2009, Mathijn has worked as a researcher in labour and social policy issues at Ecorys in the Netherlands. He joined the CPB Netherlands Bureau for Economic Policy Analysis in 2012 to do research on income distributions and income taxation. After three years he moved to the Dutch Ministry of Social Affairs and Employment before joining Eurofound in 2015.

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Contact and address

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