



SYMPOSIUM

MADRID  
14 OCTOBER 2016



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

*Responsible players in the implementation of the OSH policy in  
the public sector in Europe: managers, trade unions, safety reps*

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 have the pleasure to welcome you to Madrid for our seminar entitled “Responsible players in the implementation of the OSHA policy in the public sector in Europe: managers, trade unions, safety reps”.

This seminar builds on the first chapter of our project which took place last June in Copenhagen, which focused on new working rhythms and their impact on health.

In Copenhagen, the Commission reminded us that the return on investment in health and safety at work averages 2.24. There is an urgent need for everyone to understand that health and safety at work is a profitable investment, not an expensive burden!

Flexibility at work has been at the heart of discussions: on the one hand, focusing on the issue of time and working hours, and on the other, on location, i.e. place of work.

The practical cases presented have underscored the fact that we can act upon the organisation of work as a lever to improve workers’ quality of life at work. In that sense, we have seen that management can be responsible for such changes and that in any case, the success of the project depends on the quality of existing (or pre-existing) social dialogue and on the mobilisation of all players: management, partners, social partners, HR directors, etc.

Indeed, the issue of Occupational Health and Safety is slowly gaining in importance. The final aim is not to turn this matter into a specialisation but into broader issues that must be dealt with just like any other strategic parameters in decision-making processes – on all levels, including at the top management level in companies or administrations.

It is against this backdrop that our seminar in Madrid will take place. It aims to highlight the need for joint efforts over the coming years. Indeed, there is a great deal that needs to be done, as will be explained during this seminar on the basis of the results of the second European Survey on Enterprises (including public sector companies) on New and Emerging Risks. The Esener-2 report 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 has an action plan in place to prevent work-related stress.

Without the involvement of employers or the increased awareness of employees, without the active intervention of social partners who have been trained in these matters, without the existence of high-quality social dialogue on these issues, even the most ambitious OSH policies and strategies will fail. They must be appropriated, which in turn demands true training. With this in mind, the Madrid seminar has been designed as a space for exchange and awareness-raising, namely concerning best practices from different sectors (more specialised than those presented in Copenhagen).

I am glad to note the prominence given to the Spanish representatives, so that they can share their approaches with us. I wish to take this opportunity to thank them for their warm welcome, and wish you all a successful seminar!

*Emilio FATOVIC, President of CESI Europe Academy*

# PROGRAMME

PROGRAMME	<b>“RESPONSIBLE PLAYERS IN THE IMPLEMENTATION OF THE OSH POLICY IN THE PUBLIC SECTOR IN EUROPE: MANAGERS, TRADE UNIONS, SAFETY REPS”</b> Madrid, 14 October 2016
PLACE	Hotel NH Ventas Calle Biarritz, 2, 28028 Madrid, Spain
INTERPRETATION	DE, FR, EN, ES, IT (+ passive PT and NL)  <i>The symposium will be moderated by Dirk Anton van Mulligen</i>

## THURSDAY 13 OCTOBER 2016

	Arrival of the participants
18:30 – 19:30	Participants’ registration
20:00	Dinner at the Hotel

## FRIDAY 14 OCTOBER 2016 (9:30 – APPROX. 17:30)

08:45	Registration of the participants (continues)
09:30	<b>Welcome</b> <ul style="list-style-type: none"><li>• Antonio Germán BETETA BARREDA, State Secretary for Public Administrations, Spain</li><li>• Emilio FATOVIC, President of CESI Europe Academy</li><li>• Miguel BORRA IZQUIERDO, President of CSI-F, Spain</li></ul>
10:15	<b>Occupational safety and health management: Results of the second European Survey on Enterprises on New and Emerging Risks (ESENER-2)</b> <ul style="list-style-type: none"><li>• Xabier IRASTORZA, Project Manager, Prevention and Research Unit, European Agency for Safety and Health at Work (EU-OSHA)</li></ul>
10:45 - 11:15	Q&A Session
.....	
11:15 - 11:45	COFFEE BREAK AND NETWORKING
.....	
11:45	<b>Presentation of CESI study on best practices in public administrations in Europe</b> <ul style="list-style-type: none"><li>• Lorenzo M. PELUSI, Research Manager, ADAPT, Italy</li></ul>
12:15 - 12:45	Q&A Session
.....	
12:45 - 14:00	LUNCH BREAK
.....	

14:00 Case study I: Toxic gases and vapours in containers - The Belgian customs policy  
• Brenda SANCTORUM, Counsellor at the Customs department of the Belgian FPS Finance

14:30 Case study II : Social Partners Promoting Decent Workplaces in Education  
• Susan FLOCKEN, Coordinator, Internal Policy Coordination, OSH, ETUCE

15:00 - 15:30 Q&A Session

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15:30 - 16:00 COFFEE BREAK and NETWORKING

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16:00 Round table: How to raise awareness among public leaders about the OSH policy  
• Javier Jordan DE URRIES SAGARNA, CSI-F, Spain  
• Patrick FEY, CNV Connectief, Netherlands  
• Rubén GONZÁLEZ BERMEJO, FASGA, Spain  
• Ramón IZQUIERDO CASTILLEJO, ANPE, Spain  
• Jan-Georg SEIDEL, dbb, Germany

17:15 Conclusions  
• Klaus HEEGER, CESI Secretary General

17:30 Symposium's end

## BOTSCHAFT DES PRÄSIDENTEN DER CESI-AKADEMIE EUROPA



Im Namen des Verwaltungsrates der CESI-Akademie Europa freue ich mich, Sie in Madrid zu dieser Fachtagung mit dem Titel 'Die für die Umsetzung der Politik für Gesundheit und Sicherheit am Arbeitsplatz verantwortlichen Akteure des öffentlichen Dienstes in Europa: Führungskräfte, Gewerkschaftsorganisationen und Sicherheitsfachkräfte' willkommen zu heissen.

Dieses Seminar schließt an den ersten Teil unseres Projekts an, der im Juni in Kopenhagen stattfand und sich mit den neuen Arbeitsrhythmen und deren Auswirkungen auf die Gesundheit auseinandergesetzt hat.

In Kopenhagen hat uns die Europäische Kommission daran erinnert, dass die Investitionsrendite im Zusammenhang mit der Gesundheit und Sicherheit am Arbeitsplatz auf etwa 2,24 zu beziffern ist. Es ist dringend erforderlich, dass alle verstehen, dass die Gesundheit und die Sicherheit am Arbeitsplatz als Investition und nicht als blosser Kostenfaktor gesehen werden darf!

Damals stand die Flexibilität der Arbeit im Zentrum der Diskussionen: die zeitliche Flexibilität bei den Arbeitszeiten, aber auch die räumliche Flexibilität am Arbeitsplatz.

Die uns vorgestellten praktischen Fälle haben gezeigt, dass wir bei der Organisation der Arbeit als Hebel zur Verbesserung unserer Lebensqualität am Arbeitsplatz ansetzen können. Wir haben gesehen, dass der Impuls hierzu manchmal von der Geschäftsleitung kommen kann und das Gelingen des Projekts in allen Fällen auf der Qualität des – bisweilen bereits im Vorfeld – bestehenden sozialen Dialogs und der Mobilisierung sämtlicher Beteiligter, also der Geschäftsleitung, der Arbeitnehmer, Sozialpartner, Personalverantwortlichen usw. beruht.

Wie wir sehen, entwickelt sich die Fragestellung der Gesundheit und Sicherheit am Arbeitsplatz derzeit nach und nach aus der sie umgebenden Unantastbarkeit heraus. Das mittelfristige Ziel besteht darin, dieses Thema aus seiner fachspezifischen Komplexität zu befreien und es vielmehr zu einem Fragenkatalog zu entwickeln, der ebenso wie andere strategische Parameter in Entscheidungsprozessen auf allen Hierarchiestufen – auch auf den Führungsetagen der Unternehmen oder Verwaltungen – erörtert werden kann.

Genau vor diesem Hintergrund findet unser Seminar in Madrid statt: Es möchte die Dimension der kollektiven Anstrengung in den Vordergrund stellen, die in den kommenden Jahren zur Bewältigung dieser umfangreichen Arbeit erforderlich sein wird.

Denn es bleibt viel zu tun, wie die zweite Europäische Unternehmenserhebung über neue und aufkommende Risiken (ESENER), die auch den öffentlichen Sektor umfasst, gezeigt hat. Sie wird uns im Rahmen dieser Fachtagung vorgestellt.

Diese Erhebung kommt zu dem Schluss, dass in Europa jedes fünfte Unternehmen mit schwierigen Kunden oder Nutzern bzw. eng gesteckten zeitlichen Verpflichtungen konfrontiert ist und angibt, nicht über die Informationen und Instrumente zu verfügen, um mit diesen Risiken richtig umzugehen. Zudem kommt die Erhebung zu der Erkenntnis, dass lediglich ein Drittel der Unternehmen über einen Aktionsplan zur Vorbeugung gegen arbeitsbedingten Stress verfügt.

Ohne das Engagement der Arbeitgeber, ohne die Sensibilisierung der Arbeitnehmer, ohne das aktive Handeln der in diesen Fragen geschulten Sozialpartner und ohne einen hochwertigen sozialen Dialog rund um diese Fragestellungen bleiben sämtliche noch so ehrgeizige politische Strategien in Bezug auf die Gesundheit und die Sicherheit am Arbeitsplatz auf der Strecke.

Nun gilt es, sich der Problematik anzunehmen, was einen umfangreichen Schulungsaufwand mit sich bringt. In diesem Sinn soll dieses Seminar in Madrid als Raum für Austausch und Sensibilisierung dienen. Dies trifft auch und gerade auf bereits funktionierende Modelle zu, die sektorenbezogener als die in Kopenhagen vorgestellten sind.

Ich freue mich auch über den ganz besonderen Raum, der den spanischen Vertretern für die Vorstellung ihrer Ansätze eingeräumt wird.

Ihnen möchte an dieser Stelle ganz herzlich für ihren Empfang danken und wünsche Ihnen allen eine erfolgreiche Fachtagung!

*Emilio FATOVIC, Vorsitzender der CESI-Akademie Europa*

# PROGRAMM

PROGRAMM	<b>„DIE FÜR DIE UMSETZUNG DER POLITIK FÜR GESUNDHEIT UND SICHERHEIT AM ARBEITSPLATZ VERANTWORTLICHEN AKTEURE DES ÖFFENTLICHEN DIENSTES IN EUROPA: FÜHRUNGSKRÄFTE, GEWERKSCHAFTSORGANISATIONEN UND SICHERHEITSFACHKRÄFTE“</b> Madrid, den 14. Oktober 2016
ORT	Hotel NH Ventas Calle Biarritz, 2, 28028 Madrid, Spanien
VERDOLMETSCHUNG	DE,FR, EN, ES, IT (+PT, NL passiv)  <i>Die Fachtagung wird von Dirk Anton van Mulligen moderiert</i>

## DONNERSTAG, 13. OKTOBER 2016

	Ankunft der Teilnehmer
18.30 Uhr – 19.30 Uhr	Registrierung der Teilnehmer
20.00 Uhr	Abendessen im Hotel

## FREITAG, 14. OKTOBER 2016 (9.30 UHR - 17.30 UHR UNGEFÄHR)

08.45 Uhr	Fortsetzung Teilnehmerregistrierung
09.30 Uhr	<b>BEGRÜSSUNGSSITZUNG</b> <ul style="list-style-type: none"><li>• Antonio Germán BETETA BARREDA, Staatssekretär der öffentlichen Verwaltungen, Spanien</li><li>• Emilio FATOVIC, Präsident der CESI Akademie-Europa</li><li>• Miguel BORRA IZQUIERDO, Präsident der CSI-F, Spanien</li></ul>
10.15 Uhr	Die Politik für Gesundheit und Sicherheit am Arbeitsplatz: Ergebnisse der zweiten europäischen Unternehmensbefragung über neue und aufkommende Risiken (ESENER 2) <ul style="list-style-type: none"><li>• Xabier IRASTORZA, Projektleiter, Referat Prävention und Forschung, Europäische Agentur für Sicherheit und Gesundheitsschutz am Arbeitsplatz (EU-OSHA)</li></ul>
10.45 Uhr - 11.15 Uhr	Diskussion
.....	
11.15 Uhr - 11.45 Uhr	KAFFEEPAUSE UND NETWORKING
.....	
11.45 Uhr	Vorstellung der CESI-Studie über bewährte Handlungspraktiken in den öffentlichen Verwaltungen in Europa <ul style="list-style-type: none"><li>• Lorenzo M. PELUSI, Forschungsbeauftragter, ADAPT, Italien</li></ul>
12.15 Uhr - 12.45 Uhr	Diskussion
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12.45 Uhr - 14.00 Uhr	MITTAGSPAUSE
.....	

14.00 Uhr Fallstudie 1: Giftige Gase und Dämpfe in Containern – Die belgischen Zollverschriften  
• Brenda SANCTORUM, Referentin im Zollreferat des belgischen Föderalen Öffentlichen Dienstes Finanzen (FÖD Finanzen)

14.30 Uhr Fallstudie 2: Sozialpartner fördern angemessene Arbeitsplätze im Bildungssektor für ein gesünderes Berufsleben  
• Susan FLOCKEN, Koordinatorin, interne Politikkoordination, Arbeitsschutz, ETUCE

15.00 Uhr - 15.30 Uhr Diskussion

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15.30 Uhr - 16.00 Uhr KAFFEPAUSE UND NETWORKING

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16.00 Uhr Podiumsdiskussion: Wie können öffentliche Arbeitgeber besser für das Thema Gesundheit und Sicherheit am Arbeitsplatz sensibilisiert werden?  
• Javier Jordan DE URRIES SAGARNA, CSI-F, Spanien  
• Patrick FEY, CNV Connectief, Niederlande  
• Rubén GONZÁLEZ BERMEJO, FASGA, Spanien  
• Ramón IZQUIERDO CASTILLEJO, ANPE, Spanien  
• Jan-Georg SEIDEL, dbb, Deutschland

17.15 Uhr Schlussfolgerungen  
• Klaus HEEGER, Generalsekretär der CESI

17.30 Uhr Abschluss der Fachtagung



# 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 Madrid à l'occasion de ce colloque intitulé 'Les acteurs responsables de la mise en œuvre de la politique SST dans le secteur public en Europe: managers, syndicats, Safety Reps'.

Ce séminaire fait suite au premier volet de notre projet, qui a eu lieu en Juin dernier à Copenhague, basé sur les nouveaux rythmes de travail et leurs impacts sur la santé.

A Copenhague, la Commission nous a rappelé que le retour sur l'investissement en matière de santé et sécurité au travail est de l'ordre de 2,24. Il est urgent que tous comprennent que la Santé et la Sécurité au travail doit être vue comme un investissement rentable davantage que comme un coût !

La flexibilité du travail a été au centre des discussions: flexibilité temporelle, sur les heures de travail, d'une part, et spatiale, sur le lieu de travail, d'autre part.

Les cas pratiques qui nous ont été présentés ont révélé que l'on peut agir sur l'organisation du travail, comme levier pour améliorer la qualité de vie au travail. En cela, nous avons vu que l'impulsion peut parfois venir de la direction et que, dans tous les cas, la réussite du projet repose sur la qualité du dialogue social existant, voire préexistant, et sur la mobilisation de tous les acteurs: management, collaborateurs, partenaires sociaux, directions de ressources humaines, etc...

On le voit, la question de la Santé et de la Sécurité au Travail est tout doucement en train de sortir de la sanctuarisation dans laquelle elle était. Le but à terme est de faire de ces questions, non pas une spécialité, mais bien des questions devant être traitées au même titre que d'autres paramètres stratégiques dans les processus de décision, et ce à tous les échelons, y compris aux plus élevés de la hiérarchie des entreprises ou des administrations.

C'est dans ce contexte que s'inscrit notre séminaire de Madrid qui souhaite insister sur la dimension de l'effort collectif nécessaire pour réaliser le long travail des prochaines années. Car beaucoup reste à faire, comme le démontre la deuxième Enquête européenne des entreprises (y compris celles du secteur public) sur les risques nouveaux et émergents, qui nous sera présentée lors du colloque. Ce rapport 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.

Sans l'implication des employeurs, sans la sensibilisation des employés, sans l'intervention active de partenaires sociaux formés à ces questions, sans la présence d'un dialogue social de qualité sur ces questions, toutes les politiques et les stratégies les plus ambitieuses en matière de santé et de sécurité au travail resteront vaines. Il s'agit-là d'un travail d'appropriation qui appelle un vrai travail de formation. A cette fin, le séminaire de Madrid a été pensé comme un espace d'échanges et de sensibilisation, notamment à des cas de bonnes pratiques plus sectoriels que ceux présentés à Copenhague.

Je me réjouis également de la place de choix qui sera accordée aux représentants espagnols afin que ceux-ci nous fassent part de leur approche. Je tiens ici à les remercier de leur accueil et vous souhaite, à toutes et à tous, un très bon colloque !

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

# PROGRAMME

PROGRAMME	« LES ACTEURS RESPONSABLES DE LA MISE EN ŒUVRE DE LA POLITIQUE SST DANS LE SECTEUR PUBLIC EN EUROPE: MANAGERS, SYNDICATS, SAFETY REPS » Madrid, 14 Octobre 2016
LIEU	Hotel NH Ventas Calle Biarritz, 2, 28028 Madrid, Espagne
INTERPRÉTATION	DE, FR, EN, ES, IT (+ PT et NL passifs)  <i>Le colloque sera animé par Dirk Anton van Mulligen</i>

## JEUDI, 13 OCTOBRE 2016

	Arrivée des participants
18:30 – 19:30	Inscription des participants
20:00	Dîner à l'Hôtel

## VENDREDI, 14 OCTOBRE 2016 (9H30-17H30 ENVIRON)

08:45	Inscription des participants (continuation)
09:30	SESSION D'ACCUEIL <ul style="list-style-type: none"><li>• Antonio Germán BETETA BARREDA, Secrétaire d'Etat des Administrations publiques d'Espagne</li><li>• Emilio FATOVIC, Président de la CESI Académie-Europe</li><li>• Miguel BORRA IZQUIERDO, Président de CSI-F, Espagne</li></ul>
10:15	La gestion de la santé et sécurité au travail : résultats de la deuxième Enquête Européenne des Entreprises sur les Risques Nouveaux et Emergents (ESENER-2) <ul style="list-style-type: none"><li>• Xabier IRASTORZA, Chargé de Projet, Unité Prévention et Recherches, Agence européenne pour la sécurité et la santé au travail (EU-OSHA)</li></ul>
10:45 - 11:15	Q&A Session
.....	
11:15 - 11:45	PAUSE CAFÉ et NETWORKING
.....	
11:45	Présentation de l'étude CESI sur les bonnes pratiques dans les administrations publiques en Europe <ul style="list-style-type: none"><li>• Lorenzo M. PELUSI, Chargé de recherches, ADAPT, Italie</li></ul>
12:15 - 12:45	Q&A Session
.....	
12:45 - 14:00	PAUSE DEJEUNER
.....	

14:00	<p>Cas d'Etude I : Gaz et vapeurs toxiques dans les containers – Politique de la Douane belge</p> <ul style="list-style-type: none"> <li>• Brenda SANCTORUM, Conseillère au département Douanes du SPF Finance, Belgique</li> </ul>
14:30	<p>Cas d'Etude II : Les partenaires sociaux favorisent des lieux de travail décents dans l'éducation</p> <ul style="list-style-type: none"> <li>• Susan FLOCKEN, Coordinatrice, Coordination Politique Interne, SST, ETUCE</li> </ul>
15:00 - 15:30	Q&A Session
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15:30 - 16:00	PAUSE CAFÉ et NETWORKING
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16:00	<p>Table ronde: Comment mieux sensibiliser les dirigeants publics à la politique SST?</p> <ul style="list-style-type: none"> <li>• Javier Jordan DE URRIES SAGARNA, CSI-F, Espagne</li> <li>• Patrick FEY, CNV Connectief, Pays-Bas</li> <li>• Rubén GONZÁLEZ BERMEJO, FASGA, Espagne</li> <li>• Ramón IZQUIERDO CASTILLEJO, ANPE, Espagne</li> <li>• Jan-Georg SEIDEL, dbb, Allemagne</li> </ul>
17:15	<p>Conclusions</p> <ul style="list-style-type: none"> <li>• Klaus HEEGER, Secrétaire Général de la CESI</li> </ul>
17:30	Fin des travaux

# LIST OF SPEAKERS

Miguel BORRA IZQUIERDO  
*National President, CSI-F, Spain*



Miguel Borra Izquierdo has a degree in Economic Sciences from the University of Zaragoza. He now works for the Technical Department of the Health Service Administration in Madrid. He also did a Masters in Public Administration Quality Management and has a degree in Occupational Risk Prevention. He has lectured at various business schools in the area of health management.

In the world of trade unions, he has filled several high-level positions in CSI-F, including that of National President since 2011.

Javier Jordan DE URRIES SAGARNA  
*Vice-President of the Justice National Sector of CSI-F, Spain*



Javier Jordan de Urries Sagarna holds a Law degree (University of Zaragoza, Spain) and has developed his professional career as a civil servant in Justice Administration after passing a competitive examination. Moreover he has some complementary training in EU institutions, criminology and personal data protection. He also has a teaching certification and experience as a teacher in professional training programmes

in Spanish justice administration.

He joined CSIF in 2006 and a year after was first elected as a union representative in the board of Justice Administration in the region of Cantabria and repeated in office in 2011 and 2015. In 2012 he started to work in the Justice national sectorial board of CSIF as a regional coordination Secretary and responsible for press communication. From that year, he is one of the Ministry of Justice negotiation table CSIF team member and since 2015 he is the Justice national sector vice-president of CSIF, health and safety at work delegate in Cantabria and represents CSIF in the ICT joint working group: Ministry of Justice- Trade Unions.

From 2014 Javier Jordan de Urries takes part in the Justice and Security Trade Councils of CESI representing CSIF and in this year he has been collaborating in the CESI Pillar of social rights consultation working group created in June 2016 in Copenhagen.

Emilio FATOVIC  
*President of the CESI-Europe Academy*



Emilio Fatovic is Vice Secretary-General of CONFASAL, 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 CONFASALFORM (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.

Patrick FEY  
*Chairman of CNV Government and Public Services, Netherlands*

Patrick Fey is chairman of CNV Government and Public Services in the Netherlands. CNV Government and Public Services is one of the three sectors of CNV Connectief, which also consists of CNV Education and CNV Health and Care.

Patrick graduated in 1989 from Radboud University Nijmegen where he studied political sciences. Soon after graduation, he joined the CNV trade union. He worked as judicial advisor, he bargained collective labor agreements in companies, was manager of the legal department and regional offices, and served as general secretary & treasurer of the trade union CNV Publieke Zaak. Currently, Patrick is a member of the board of CNV Connectief, president of the sector of governmental and public services employees, negotiator for public sector national agreements, and responsible for negotiating a collective labor agreements for workers at local (municipal) authorities. Patrick Fey is also member of the board of healthcare sector pension fund PFZW.



Susan FLOCKEN  
*Coordinator, ETUCE*

Susan Flocken has been working for the European Trade Union Committee for Education (ETUCE) in Brussels since 2009. As Coordinator for Internal Policy Coordination and Occupational Health & Safety, she is responsible amongst others for coordinating ETUCE's policy work on occupational health and safety of education personnel, such as the promotion of teachers' wellbeing and decent workplaces, the prevention of work-related stress, violence and harassment against teachers. In this function, she also manages ETUCE's projects on teachers' health, wellbeing and safety. She supports the work of ETUCE in the European Network Education and Training in Occupational Safety and Health and is a member of the ETUC Committee on Health and Safety.

In her work she encourages the implementation of the multi-sectoral and sectoral guidelines on the prevention of third-party violence



in education and supports the application of the ETUCE Action Plans on the Prevention of Teachers' Work-Related Stress and of Violence against Teachers, which address teachers, school leaders and education trade unions.

Rubén GONZÁLEZ BERMEJO

**National Secretary for Occupational Health of the Trade Union Confederation FASGA, Spain**



In 2007, he obtained a degree in Business Sciences from the Antonio de Nebrija University. He then got a Masters in Occupational Risk Prevention (specialising in Occupational Safety, Industrial Hygiene, Ergonomics and Psychosociology) from the Camilo José Cela University in 2012.

He is now the National Secretary for Occupational Health of the Trade Union Confederation

FASGA, one of the largest independent trade union organisations in Spain, with over 45,000 members.

Since 2011, his tasks in FASGA have involved the coordination of a team of over 450 delegates responsible for prevention committed to improving the safety and security of work environments, aiming to ensure the satisfaction and well-being of workers in over 40 retail companies and other sectors, such as sales, travel agencies, insurance companies, and financial and IT services.

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.

Xabier IRASTORZA

**Project Manager, Prevention and Research Unit, European Agency for Safety and Health at Work (EU-OSHA)**

Xabier Irastorza has been working at the Prevention and Research Unit of the European Agency for Safety and Health at Work (EU-OSHA) since August 2007.

Before EU-OSHA, Xabier had worked at another EU agency, the European Foundation for the Improvement of Living and Working Conditions (EUROFOUND), in Dublin.

The main projects he is involved in are, among others: Migrant workers and occupational safety and health (OSH); Economic impact of accidents and ill-health at work; European Survey of Enterprises on New and Emerging Risks (ESENER). Concerning this latter, two waves of the survey have been carried out, in 2009 and 2014. Results –overview and summary reports (for both surveys), plus in-depth secondary analyses along with additional methodological information and visualisation tools are available at [www.esener.eu](http://www.esener.eu). Xabier is currently working on the secondary analyses of ESENER-2.



Ramón IZQUIERDO CASTILLEJO

**State Secretary for Industrial Action at ANPE and President of ANPE in Castilla La Mancha, Spain**

He holds a Masters in Primary Education, Physical Education and Therapeutic Pedagogy and a degree in Psycho-Pedagogy from the University of Alcalá de Henares (UAH).

In addition, he is a Senior Technician in Occupational Risk Prevention, specialised in Ergonomics and Psycho-Social Risks.

In 2009, he was elected as the President of ANPE in the Province of Guadalajara. He remained in that position until he was elected as the Regional President of ANPE in Castilla La Mancha in 2015.

Since 2014, he has also filled the post of State Secretary for Industrial Action of ANPE.

From 2004 to 2012, he was the Occupational Risk Prevention representative on the Occupational Health and Safety Committee for Educational Centres in the Province of Guadalajara, and a member of the Regional Health and Safety Committee for Educational Centres of the Region of Castilla La Mancha.

In 2012, the three large regional Occupational Health and Safety Committees representing Public Workers in Castilla La Mancha were merged, thus creating the new Regional Committee for Occupational Health and Safety for all the Centres and Public Workers in the region. He has worked on this Committee since its creation. It represents approximately 70,000 public employees in the region. He has played an important role and spoken at conferences on Occupational Risk Prevention in Education, in addition to directing and lecturing on the official basic course on Occupational Risk Prevention, regulated as per Royal Decree 39/1997.



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Lorenzo Maria PELUSI  
*ADAPT Research Fellow*



Lorenzo Maria Pelusi is a researcher at ADAPT - Association for international and comparative studies in the field of labour law and industrial relations, in Rome. Specialising in the field of occupational safety and health, he has been intensively involved in projects concerning safety in confined spaces and work-related stress, with special reference to the preliminary assessment of such a risk.

After graduating in 2011 at the Roma Tre University, Law Faculty, submitting a thesis concerning criminal labour law and getting the maximum mark cum laude, he got the Law school specialization diploma. He wrote many articles on labour law and criminal labour law. After carrying out the forensic apprenticeship at the "Avvocatura Generale dello Stato" - body in charge of defending the Italian public administration in legal proceedings - he passed the bar examination and practiced for one year as a criminal lawyer in a law firm in Rome.

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Brenda SANCTORUM

*Counsellor at the customs department of the Belgian FPS Finance Port of Antwerp coordinator for project on toxic gases and vapours in containers*



Brenda Sanctorum graduated in 1994 as a Master in Applied Economic Sciences at the Antwerp University UFSIA. She obtained an aggregation as a qualified teacher at the Antwerp University RUCa in 1995.

After exploring various fields in the private sector, in 1999 she started working for the Belgian FPS Finance as a customs inspector in Antwerp. In 2003 she became a counsellor.

She has experience in leading several verification teams, a back office litigation team and an investigation team. Currently she is still working at the investigation service.

Since 2010 she is also a member of the national customs working group on toxic gases and vapours in containers and she is responsible for the customs gas policy in the port of Antwerp.

From that perspective she is intensively involved in developing working procedures in cooperation with multiple stakeholders such as ISPPW, doctors of the FPS Public Health, an occupational hygienist, the customs officers in the field, the unions, the private gas measuring companies, the port authorities and the logistic sector

As to the investigation service, she is actively engaged in the elaboration of operational procedures, including all aspects related to measuring equipment as well as personal protective equipment, in order to allow safe container verification, meeting all practical, technical, legal and occupational standards.

As an internal customs expert in the field of toxic gases and vapours in containers, she fulfils the role of problem solver, advisor and intermediary between the different parties involved in the policy regarding the issue.

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Jan Georg SEIDEL

*Chair of the Technology and Natural Sciences trade union in the dbb (German Civil Servants Association and Wage Union), Germany*

After he graduated as a civil engineer, Jan Georg Seidel, Chair of the Technology and Science trade union, began training as a senior

technician for the State Agency for Occupational Safety and Health Management of North Rhine-Westphalia in 2004. He began working for the Agency for Occupational Safety and Health in Essen, as well as for the Regional Administration of Düsseldorf in the same field. In 2007, he was transferred to the Labour Ministry of the Federal State of North Rhine-Westphalia. In 2008, he became the Chair of the Specialist Occupational Safety and Health and Environmental Protection Group in the BTB NRW. In 2015, he was elected as the Federal Chair of the Technology and Natural Sciences trade union in the dbb. For eight years now, he has been a member in the General Staff Council of the Labour Ministry of the Federal State of North Rhine-Westphalia. In July 2016, he was elected as the Chair of the General Staff Council. The issues of Occupational Safety and Health for workers have been on his professional agenda since 2004 and are gaining in importance in his tasks for the Staff Council. The increasing significance of occupational safety and health in the public sector demands the competent involvement of trade unions and staff councils in defence of workers' rights. This requires the identification of dangers to psychological and physical health for personnel, so that they can be targeted and fought. The goodwill of the players involved, the workers and the employers, specialised OSH staff and occupational health physicians, as well as trade unions must serve to create a culture of prevention in view of forging sustainable healthy working conditions.



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Dirk Anton VAN MULLIGEN

*Author and consultant, The Netherlands – Symposium's Moderator*

Dirk Anton van Mulligen (1967) is an international management consultant, author and public speaker/moderator. He is specialized in Future proofing and Game Changing.

His uniquely designed book 'Future proof your organisation' (Geef je organisatie toekomst, in Dutch) is written as a roadmap for building future proof organisations. It's full of insights, experiences and expert opinions. It's used by Saxion University (NL) as the template for their module 'Towards a future proof organisation'.

Dirk Anton is the founder of the Game Changers Network ([www.gamechangers.network](http://www.gamechangers.network)) and has developed an extensive Game Changers Questionnaire for identifying and supporting the right Game Changer for any organisation.

He is fluent in English and German and has spoken at such venues as:

- Recruitment and Retention of Staff in Europe, Hamburg (DE)
- Health and Safety at Work in the Public Sector: New Challenges, Copenhagen (DK)
- Future proofing the Government Organization, Brussels (B)
- several Organisational Health Awards, in Brussels (B), Namur (B), Tilburg (NL) and Eindhoven (NL)

His current speaking topics are:

- Future proof: future proofing your organization in times of change
- The Game Change DNA: discover your inner game changer
- Surfing Chaos: thriving in times of uncertainty

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



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The symposium is chiefly financed  
by European Union funds



Contact and address

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