

Healthy
Workplaces
Manage Stress



HEALTHY WORKPLACES SUMMIT 2015

3 & 4 November 2015
Euskalduna Palace, Bilbao, Spain

Speakers in order of intervention

OPENING SESSION



Dr Christa SEDLATSCHKE

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

Education: Medical doctor (University of Vienna) and a specialist in occupational health.

Professional career: After completing her studies she started working in the Austrian labour inspectorate and moved to the Ministry for Labour and Social Affairs in 1993, taking over the function as Deputy Head of the department for occupational medicine.

In 1998 she was recruited by EU-OSHA where she focused on the development and dissemination of good practice information, becoming the head of the working environment unit. During that time she gained an in-depth knowledge about the EU and existing occupational safety and health (OSH) systems in the Member States.

In 2003 she moved to Berlin and started working in the Federal Institute for Occupational Safety and Health (Bundesanstalt für Arbeitsschutz und Arbeitsmedizin - BAuA), where she became Director of the national "Initiative New Quality of Work - INQA" in 2004.

In September 2011 she was appointed Director of the European Agency for Safety and Health at Work (EU-OSHA).





Marianne THYSSEN

European Commissioner for Employment, Social Affairs, Skills and Labour Mobility

Education

1974: Latin-Sciences at the Onze Lieve Vrouw Presentatie in Sint-Niklaas

1979: Master of Laws at the Catholic University of Leuven (KU Leuven)

Professional career

KUL

1979 - 1980: Research assistant at the faculty of Law at KU Leuven.

UNIZO / Markant

1980 - 1988: Legal Adviser at Unizo (SME representative organization) and Markant (Women's Network).

1988 - 1991: Director of the Unizo research department.

1991: Acting Secretary-General of Unizo.

Ministerial Cabinet

1986- 1988: legal associate of the Secretary of State for Public Health Wivina Demeester.

Political career

1989: First participation in the European elections as first substitute candidate.

1991- present: Member of the European Parliament. Vice-Chair of the Committee on Economic and Monetary Affairs. Substitute in the Committee on the Environment, Public Health and Food Safety.

1996 - 2001: Vice-President CD&V (Flemish Christian-Democrats).

1999 - present: Head of the Belgian delegation of the EPP Group in the European Parliament

2004 - 2009: First Vice-President of the EPP Group in the European Parliament.

2008 - 2010: Party President CD&V

Local Politics: 1995 -2008: municipal councillor in Oud-Heverlee; first alderman of 2001 to 2008.

Membership of Committees in European Parliament

1992 - 1994: Committee on Economic and Monetary Affairs and Industrial Policy

1992 - 2004: Committee on the Environment, Public Health and Consumer Protection (substitute)

1992 - 1994: Committee on Social Affairs, Employment and the Working Environment (substitute)

1994 - 1995: Temporary committee on employment

1994 - 1999: Committee on Economic and Monetary Affairs and Industrial Policy

1999 - 2002: Committee on Economic and Monetary Affairs

2002 - 2004: Committee on Legal Affairs and the Internal Market

2004 - 2009: Committee on the Internal Market and Consumer Protection

2004 - 2007: Committee on International Trade (substitute)

2007 - 2008: Temporary Committee on Climate Change

2007 - 2014: Committee on the Environment, Public Health and Food Safety (substitute)

2009 - 2014: Committee on Economic and Monetary Affairs; Committee on the Environment, Public Health and Food Safety (substitute).

Miscellaneous

Member of the board of directors of Markant

Member of the board of directors of the Flemish-European liaison office (VLEVA).

Member of the General Meeting of the Association KU Leuven and member of the Board of Trustees of the KU Leuven

Former member of the Social and Economic Council of Flanders (SERV)

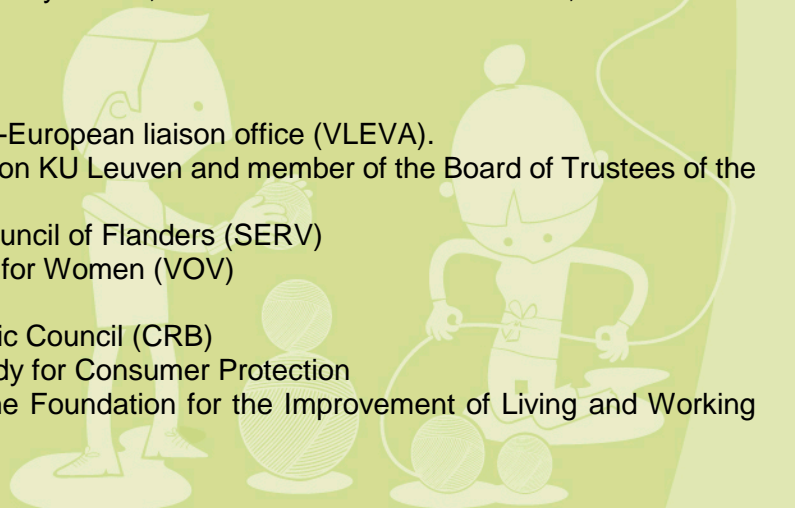
Former member of the Consultation Committee for Women (VOV)

Former member of the Flemish Media Council

Former member of the Belgian Central Economic Council (CRB)

Former Member of the Federal Consultative Body for Consumer Protection

Former member of the Board of Directors of the Foundation for the Improvement of Living and Working Conditions (Eurofound).





Nicolas SCHMIT

Minister of Labour, Employment and the Social and Solidarity Economy, representing the Luxembourg EU Presidency

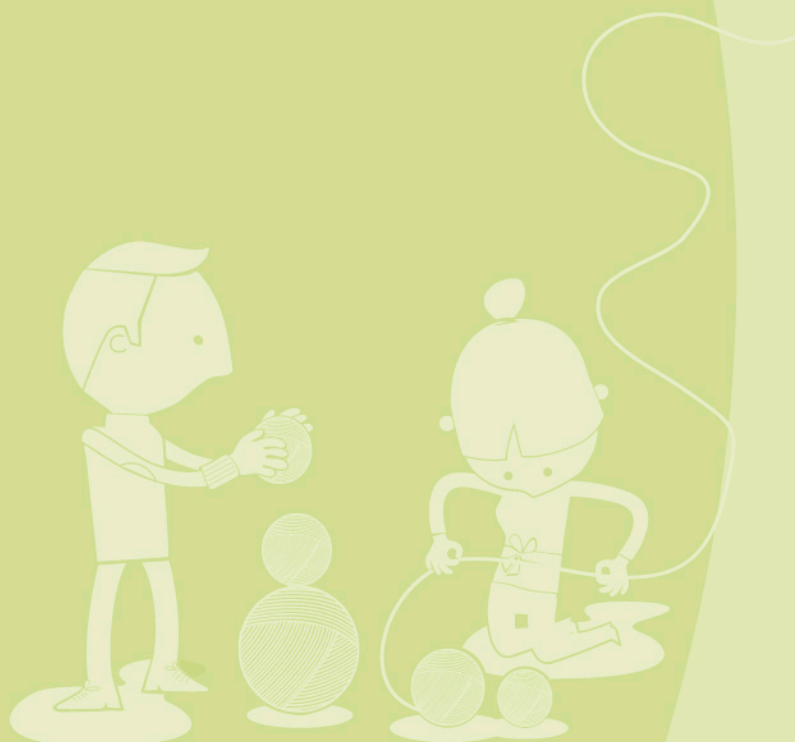
Nicolas Schmit was born on 10 December 1953 in Differdange.

Following secondary school studies, Nicolas Schmit pursued higher education studies at the Institut d'études politiques of Aix-en-Provence, from which he graduated with a Master of Arts in 1977 and a DEA (post-graduate diploma of advanced studies) in international relations in 1978. He was also awarded a doctorate in economics from the Faculty of Law and Economics of Aix-Marseille in 1982.

Following the legislative elections of 13 June 2004, Nicolas Schmit joined the government as Minister Delegate for Foreign Affairs and Immigration on 31 July 2004.

Upon the return of the coalition government formed by the Christian Social Party (CSV) and the Luxembourg Socialist Workers' Party (LSAP) as a result of the legislative elections of 7 June 2009, Nicolas Schmit was appointed Minister of Labour, Employment and Immigration on 23 July 2009.

Following the legislative elections of 20 October 2013, Nicolas Schmit was appointed Minister of Labour, Employment and the Social and Solidarity Economy on 4 December 2013 in the coalition government formed by the Democratic Party (DP), the LSAP and the Green Party ("déli gréng").





Pedro LLORENTE CACHORRO

Undersecretary for Employment and Social Security, Spain

Duties

Ordinary representation of the Ministry and direction of its common services, as well as performance of the powers referred to in Article 15 of Act 6/1997 of 14 April, on Organization and Operation of the General Administration of the State.

Other posts

Director of the State Society of Industrial Participations (SEPI, with its initials in Spanish)

Academic education

Graduate in Law, University of Valladolid, 1990. Expert and university graduate in National Defence, University King Juan Carlos I of Madrid – High Centre of National Defence Studies, 2002.
Civil State Administrator.

Professional experience

From July 2010 and until he was appointed Undersecretary for Employment and Social Security in December 2011 he was Director General for Economic Management and Purchases of Health Care and Pharmaceutical Products of the Madrilenian Health Service (Ministry of Health, Community of Madrid).

From May 2004 until June 2007, he held the post of Chief Executive of the Municipal Company Campo de las Naciones S.A., now Empresa Municipal Madrid Destino, Cultura, Turismo y Negocio, S. A. (Municipal Company Madrid Destination, Culture, Tourism and Business, P.L.C.)

In September 2001 he was appointed Director General for Infrastructures at the Ministry of Defence, a post that he held until May 2004.

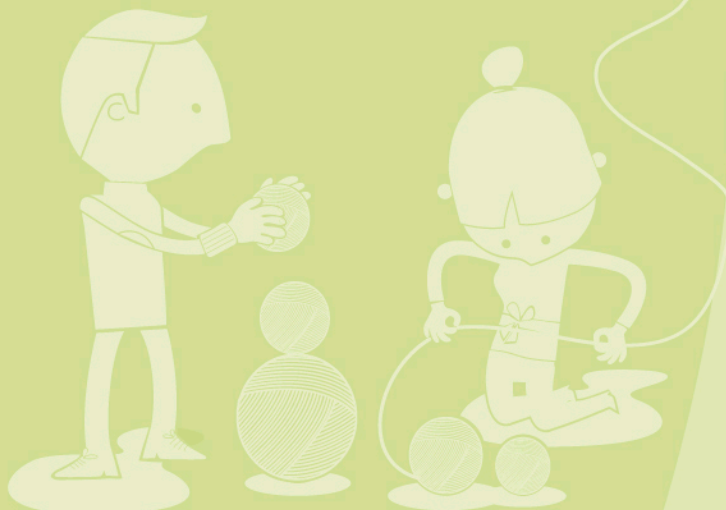
In May 2000 he was appointed Director of the Defence Secretary of State's Office (Ministry of Defence), a post that he held until September 2001.

From December 1998 until May 2000 he was Chief of the Technical Office of the Undersecretary for Economy and Finance (Ministry of Economy and Finance).

From November 1993 until 1998, he held the post of Chief of the Credit Entities Area at the Directorate General for the Treasury and Financial Policy (Ministry of Economy and Finance).

Biographical note

Mr. Llorente Cachorro is married and has four children.





Angel TOÑA GOENAGA

Minister for Employment and Social Policies. Basque Government

Born in 1952.

PhD in Economic Science. University of Deusto (Bilbao).

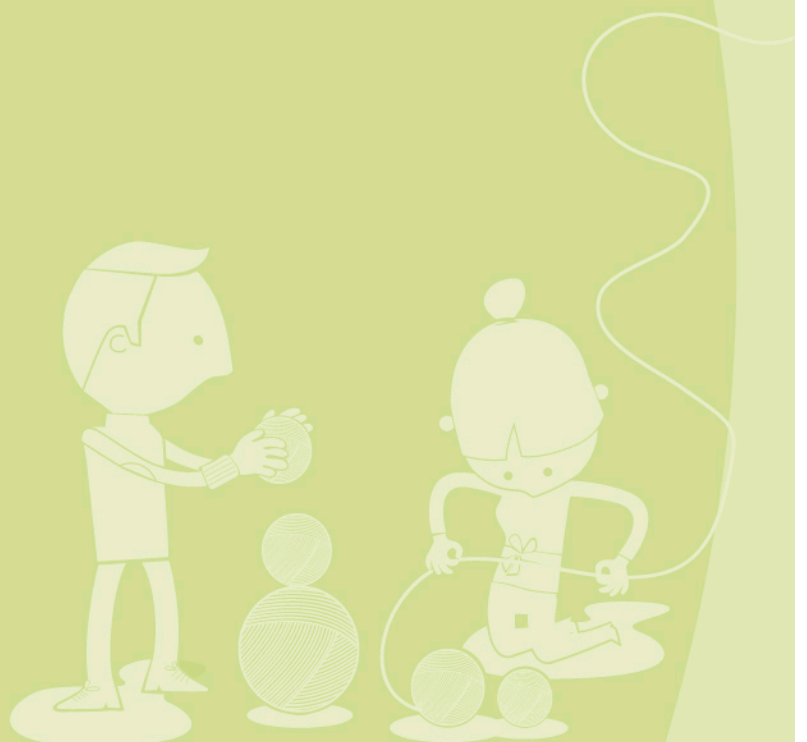
He was Professor at the University of Deusto since 1978 until 2015.

Between 1990 and 2015 he was Adviser in the Council of Working Relations for conflictive collective agreements.

In 1991 he was Deputy Minister for Employment in the Basque Government.

From 1989 to 1991 he was Member of the Administrative Board in *Euskal Irrati Telebista* (Basque TV and Radio).

In 1980 he was Director for Employment in the Ministry of Employment in the Basque Government





Esther LYNCH

Confederal Secretary European Trade Union Confederation (ETUC)

Irish/English born in 1963

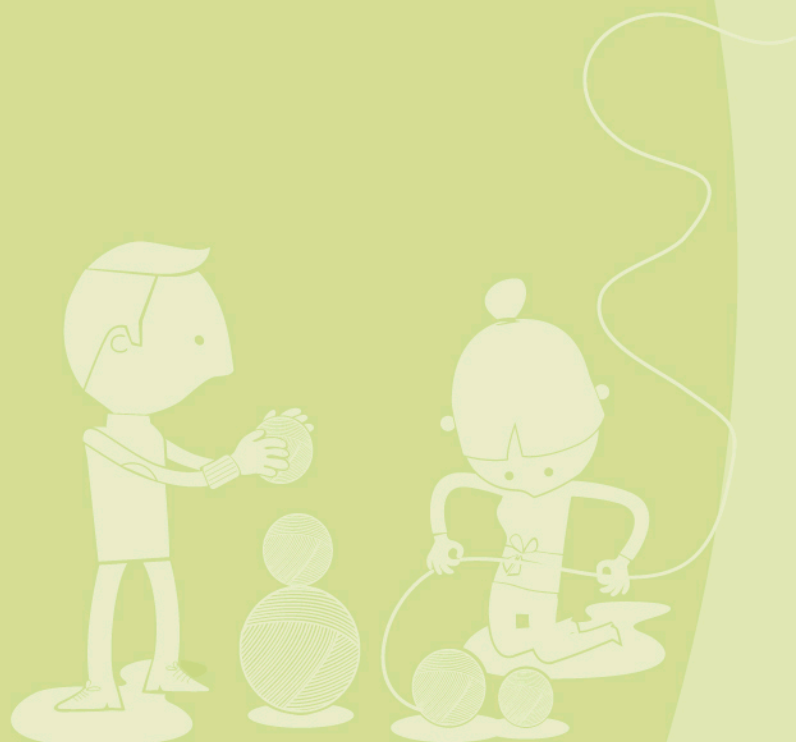
Esther Lynch was elected as ETUC Confederal Secretary at the Paris Congress in 2015. She has extensive experience of the trade union movement both in Ireland and at European and international level. Before joining the ETUC, she was the legislation and social affairs officer of the Irish Congress of Trade Unions (ICTU).

She represented the ICTU on the Board of the Health and Safety Authority of Ireland, the European Commission's advisory committee on the free movement of workers and in the ILO as well as on ETUC committees and working groups. She is a member of the International Centre for Trade Union Rights.

Esther started her trade union career in the 1980s when she was elected as a shop steward. She was political adviser to the Irish Minister for Social Affairs (now Deputy Prime Minister) Joan Burton before moving to the ICTU in 1993.

She holds a degree in management and law from Dublin Institute of Technology, and lectures in law at the National University of Ireland in Maynooth.

Actively engaged in arts and media, Esther is completing a Master's degree in Media focussing on social media in trade union campaigns.





Kris De Meester

**Chair of the Health & Safety Group
Business Europe**

Born in 1966, he is first adviser at the Federation of Enterprises in Belgium covering the field of health and safety at work as well as international social affairs. He holds a degree in chemical and agricultural engineering (University of Leuven 1989) as well as a master in business administration (University Louvain-La-Neuve 1990) and special degrees in environmental sciences and safety and health at work.

After having worked 7 years on environmental issues for Unizo, the self-employed and SME organization in Belgium, Kris joined FEB in 1998 to deal with health, safety and wellbeing at work. In that capacity he now is the employer's group spokesperson in the European Commission's Advisory Committee on Safety and Health at Work.

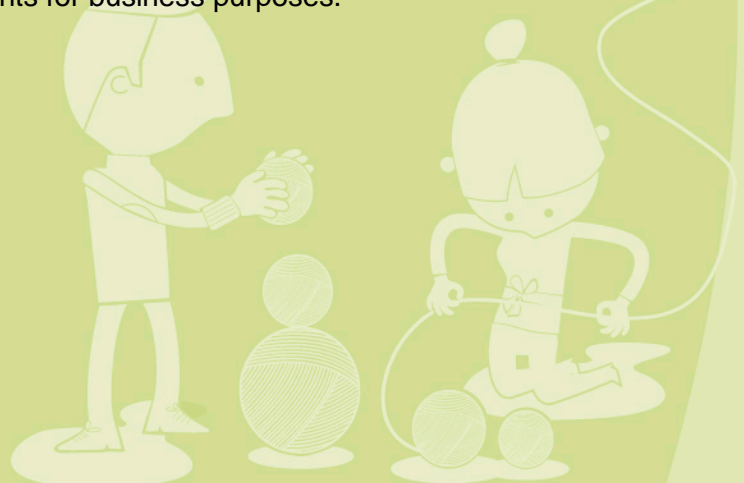
He is the chairman of the Health and Safety working group of BusinessEurope, the Union of Industrial and Employers Confederations of Europe. Kris is also a member of the governing board and the bureau of the European Agency for Safety and Health at Work (EU-OSHA Bilbao), the governing board of the European Foundation for the Improvement of Living and Working Conditions (Dublin), the Governing Body of the International Labour Organization (ILO Geneva), the Governing Body of the International Training Centre of the ILO in Turin, the GOSH (Global OSH network of the International Organisation of Employers), the National Council for Prevention and Protection at Work in Belgium and the National Council the Protection against Fire and Explosion in Belgium.

He is also CEO of the organization Contractor Safety Management that operates B2B contractor safety management schemes in Belgium (BeSaCC: Belgian Safety Criteria for Contractors and VCA-SCC: Safety health and environment Checklist Contractors) with approximately 3000 certified companies and 100.000 workers and supervisors trained on a yearly base.

Kris is president of Blocks, a company providing innovative high impact safety training video's and training platforms for business and vice-president of ANPI fire and intrusion protection agency.

Kris also runs a business of his own (Bizz-Con Inc.) delivering support, guidance, training and the organisation of projects and company events in the fields of health and safety, well-being at work, environment, human resources management, industrial relations, creativity, innovation and networking.

Together with a partner he's in charge of KY2, a company active in the development, management and distribution of training manuals, training catalogs, checklists, examinations, exercises newsletters, database's, monitoring tools and other instruments for business purposes.



PLENARY SESSION DAY 1

Managing stress and psychosocial risks in the workplace

The legacy of Dr. Eusebio Rial Gonzalez



Pr. Thomas COX

CBE, Professor of Occupational Health Psychology and Management

Director of the Centre for Sustainable Working Life, Birkberg, University of London

Professor Thomas Cox, an organisational psychologist specialising in occupational health, was Director of the Institute for Work, Health and Organisations at the University of Nottingham from 1999 to 2011.

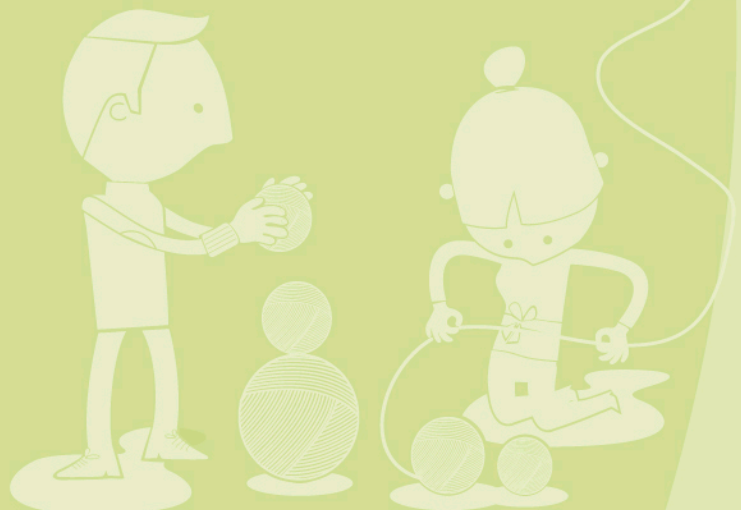
The Institute, a postgraduate research school, was designated Collaborating Centre in Occupational Health by the World Health Organisation. Throughout this period, it worked closely with the European Agency for Occupational Safety & Health and was a founder member of its Topic Centre for Good Practice.

On his retirement from the University of Nottingham, Professor Cox took the Chair of Occupational Health Psychology & Management at the Birkbeck University of London where he is developing a new research centre in the School of Business, Economics & Informatics: the Centre for Sustainable Working Life. He also holds an Honorary Chair in Psychosocial Oncology in the School of Medicine & Dentistry at the University of Aberdeen where he is involved in research on cancer survivorship and work engagement through The METIS Collaboration.

Professor Cox was the Founding Editor of the journal *Work & Stress* and Founding President of the European Academy for Occupational Health Psychology.

He was awarded his CBE for services to occupational health in 2000 and subsequently received Honorary Fellowships from the Faculty of Occupational Medicine, Royal College of Physicians of Ireland and from the UK Institute of Ergonomics & Human Factors.

Among other things, his research was instrumental in the development of the GB Management Standards approach to work-related stress and he chaired the Working Party (of the Health & Safety Commission) that steered this development through.



PARALLEL SESSION 1

Good practices for managing stress and psychosocial risks at work



Peter KELLY

**Chair of the Healthy Workplaces Good Practice Awards
Health and Safety Executive**

Peter Kelly works for the Health and Safety Executive in the Ergonomics, Human Factors, and Psychology team. He is employed as a Psychologist.

He has been part of the small team of psychologist involved from the beginning in developing the scientific knowledge base for the management standards approach to tackling work related stress in the United Kingdom and is a co-author on papers published on the management standards.

He in addition provides scientific support in relation to mental health promotion and wellbeing in work for the Health Safety Executive. He undertakes presentation to a wide body of audiences on the prevention of work related stress, mental and physical wellbeing.

He has sat as a co-opted expert on National Institute of Clinical Excellence Review of Mental health promotion within the workplace and on the Department for Health's United Kingdom SHIFT Expert review panel on workplace mental health guidance. The Chair of Good Practice Awards for EUOSHA Psychosocial Risk Campaign 2014-15.



Matej EIGNER

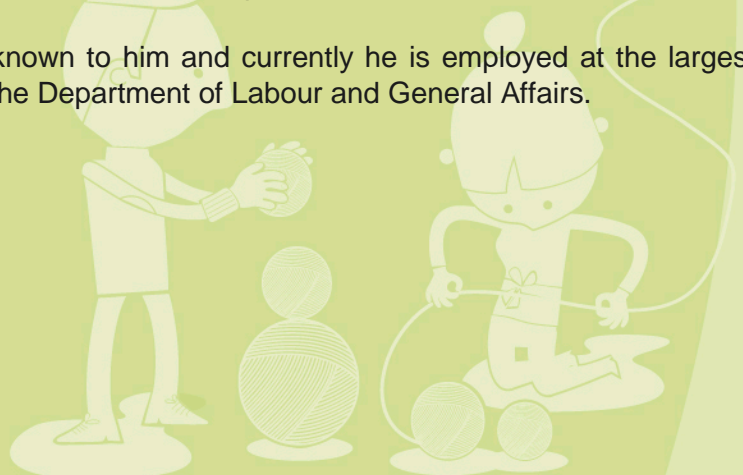
Triglav, Slovenia

Matej Eigner, BSc Law, obtains outstanding educational background and vast work experiences.

Besides Law Mr. Eigner also gained a degree in Criminal Justice and Organisation Management.

He is broadly experienced in various fields of law practice with emphasis on work, corporate and criminal law.

Managing larger groups of employees is well known to him and currently he is employed at the largest Slovene insurance company as the Director of the Department of Labour and General Affairs.





Keld THORNÆS

Lån & Spar, Denmark

Keld Thornæs is an Executive Vice President in Lån & Spar Bank.

Thornæs is responsible for all aspects of Human Resources and Corporate Communication at Lån & Spar Bank.

With more than 20 years of experience in Human Resources, Thornæs has worked for AP møller, Danske Bank and DataPro. He has been involved in change processes, strategy implementation and human resources management for most of his career.

Thornæs holds a degree as Master of science (M.sc.) in Human Resource Management from Copenhagen Business School as well as executive education from various business schools.



Yvan BOVE

Siemens AG

More than 25 years of extensive international experience, with a deep understanding of diverse cultural and business practices. Effective working with individuals, teams, and facilities, with particular emphasis on customer service management and the implementation of service desks and new technologies. Since 2008 merely focused on the representation of the employees by assessing their wants and needs in an ever changing work environment.



Lars HOFFMAN

Siemens AG

Lars Hoffmann, Head of Safety at Siemens, is a specialist in occupational health and safety. He is leading the Occupational health and safety department covering also specific topics such as radiation safety, transport of dangerous goods, fire safety, emergency management and explosion protection.

He has more than 20 years of professional experience within the health and safety business and has been working internationally for a number of large companies in the chemical, automation and energy sector with focus on manufacturing and construction sites.





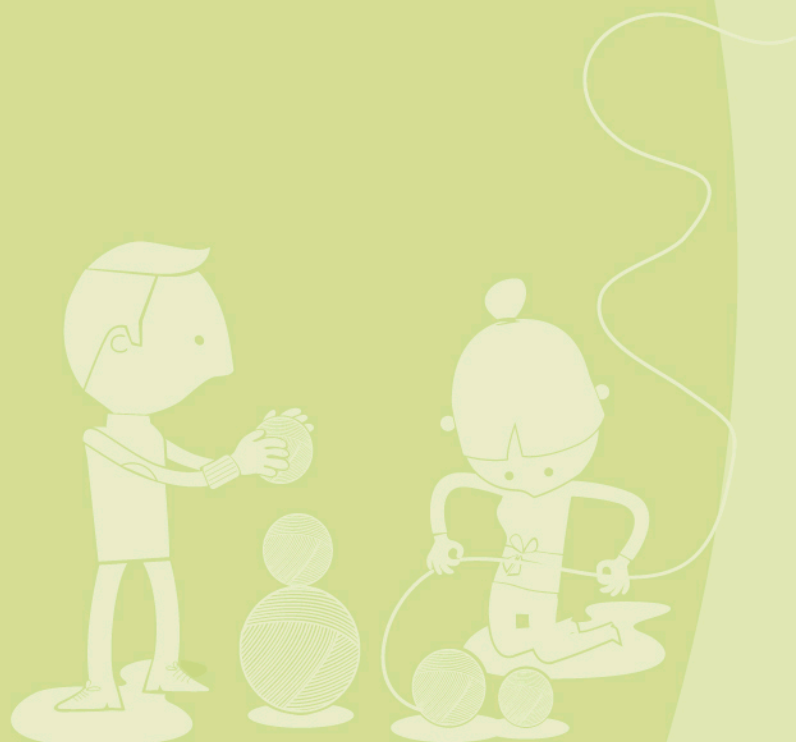
Dr. Andreas TAUTZ

Deutsche Post DHL

Dr. Andreas Tautz is as Chief Medical Officer of Deutsche Post DHL Group responsible for the professional guidance of Health Management with a focus on covering health related risks and related preventative activities in the group.

Health Management of DP DHL Group was ranked several times on top in rankings of renowned business magazines. After his studies of human medicine, Andreas Tautz gained clinical experience in internal medicine. He specialized in occupational health and received his doctor's degree for investigation on shiftworkers health. In 1997 he joined Deutsche Post DHL and has since then taken several positions in the fields of occupational health and general health management.

Andreas Tautz is engaged in numerous national and international health-related networks and committees, e.g. in the Business Leadership Forum Target Depression in the Workplace and the network Enterprise for Health. He is member of the board of the German Society for Occupational Health and Environmental Medicine and the advisory board of the Central Association of German Health Insurances. Dr. Tautz is author of numerous publications on health management. He holds a lectureship for Occupational Health at the Rheinische Friedrich-Wilhelms-University Bonn.



PARALLEL SESSION 2

Strategies and programmes for managing stress and psychosocial risks at work

Jesús Francisco ALVAREZ HIDALGO

Principal Administrator

European Commission, DG Employment, Social Affairs and Inclusion, “Health, Safety and Hygiene at Work” unit

Dr. Francisco Jesús Álvarez Hidalgo is a Medical Doctor. Since 1994 he has been an official of the European Commission, currently holding the position of Deputy Head of the "Health and Safety at Work" Unit within the Directorate General "Employment, Social Affairs and Inclusion" in Luxembourg. Dr. Álvarez is in charge, among other files, of the relationships with the European Agency for Safety and Health at Work, being member of its Governing Board representing the European Commission. Dr. Álvarez has broad experience in Occupational Health, and has also worked as a director of several public hospitals in Spain.



Veronika JAKL

Arbeitspsychologie Jakl

Veronika Jakl is an industrial and organizational psychologist from Vienna, Austria. She is a specialist in work related stress in private companies and public organizations.

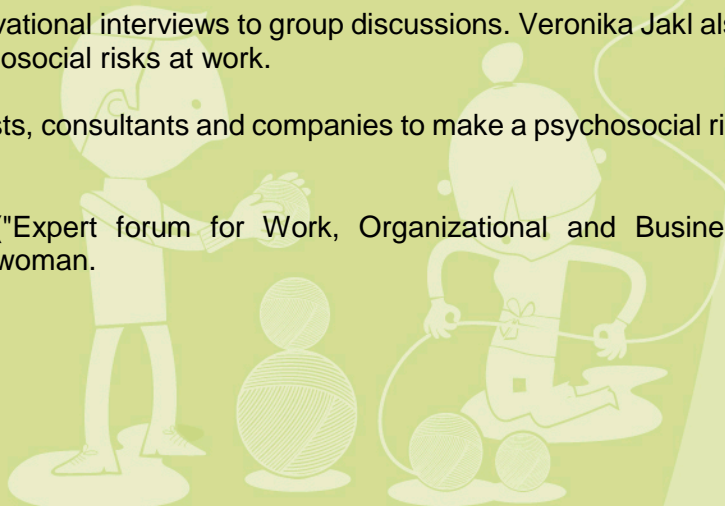
Her company “Arbeitspsychologie Jakl” evaluated more than 300 work places ranging from construction workers, call center agents, cleaners, production workers and field sales agents to laboratory staff, doctors, university professors and managing directors.

Client companies have 7 to 3.000 employees and cover a wide variety of industries. Arbeitspsychologie Jakl helped metal processing companies, universities, service providers, government departments and social insurance to assess and, more important, reduce work related stress.

The methods to do so go from surveys on observational interviews to group discussions. Veronika Jakl also trains multipliers and gives lectures about psychosocial risks at work.

Her second company “eval IT” helps psychologists, consultants and companies to make a psychosocial risk assessment with an automated online-survey.

She also founded the organization FAOW (“Expert forum for Work, Organizational and Business Psychology”), located in Vienna, and is its chairwoman.





Charlotte DEMOULIN

**SPF Emploi, Travail et Concertation sociale, DG
Humanisation du travail**

Charlotte Demoulin works since 2004 as a jurist specialised in occupational safety and health at the Federal Public Service Employment, Labour and Social Dialogue (Ministry of Labour, Belgium). She is particularly specialised in the prevention of psychosocial risks at work.

In 2012-2014 she took part in the writing of the new legislation on psychosocial risks. This work was preceded and prepared by an evaluation project of the previous legislation involving all relevant actors (Parliament, judges, lawyers, social partners, prevention experts,...) .

In 2014-2015 she did many presentations on it for different audiences. She was also responsible for the writing of a legal brochure on the subject. Furthermore, she works also on ILO Conventions regarding occupational safety and health and has been sent to Geneva to represent Belgium within this framework.



Lukas WEBER

**Health Promotion Switzerland /
Gesundheitsförderung Schweiz**

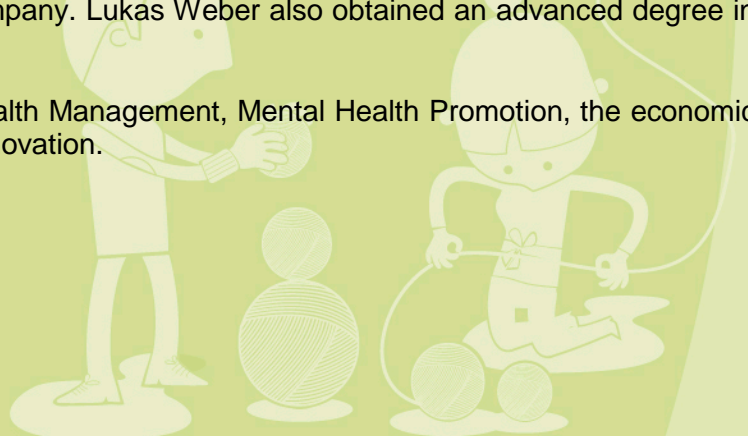
Lukas Weber, MSc., is Head of Product Development at Health Promotion Switzerland. He has been active in the field of mental health promotion in the workplace for the past 10 years.

He developed and managed the first large stress prevention program in Switzerland in which the impact, effects and economic gains of stress prevention programs were studied in 8 different Swiss

companies, with a total of more than 5000 employees. He was in charge of the development of S-Tool, a stress-survey tool, which measures the Job-Stress-Index. He is currently developing an online-platform for Occupational Health Management.

Lukas Weber studied Cultural Psychology and Sociology at the University of Berne. After his studies, he worked first for the Ideafactory BrainStore, one of world's first companies to develop ideas and innovations using standardised processes. As head of project management there, he was involved in innovation projects for customers including BMW, MediaMarkt or Roche. After that, he was working as a process manager for customer care at Sunrise, a Swiss telecom company. Lukas Weber also obtained an advanced degree in Management at the University of St. Gallen.

His main fields of interest are Occupational Health Management, Mental Health Promotion, the economic potential of stress prevention programs, and Innovation.





Anders EKLUND

ETUCE/Lärarförbundet (Sweden)

Primary School teacher.

Senior Officer (ombudsman) at Lärarförbundet, the Swedish Teachers' Union.

Extensive work in the field of rehabilitation and preventive work environment.

Long term engagement in occupational health service and occupational sickness /accident insurance.

Performed OSH training inside and outside the union.

Part of the steering group of ENETOSH representing ETUCE.

A decade of work in ETUCE projects on stress and on violence and harassment.

Part of several networks nationally on social insurance and rehabilitation, working environment, and occupational health service.



Lars Christian LIDSMOES

Arbejdstilsynet, Denmark

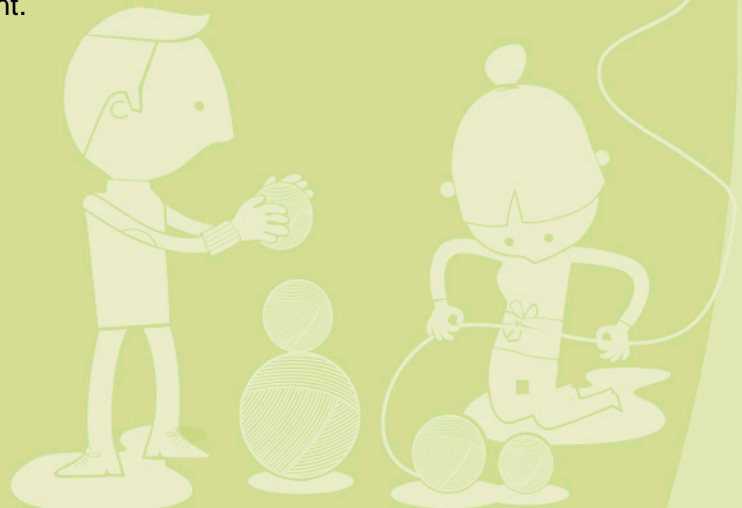
Lars Lidsmoes is an advisor in the Danish Working Environment Authority.

Lars has a Master in psychology from the University of Copenhagen in 2002 and an authorized psychologist by the Danish Supervisory Board of Psychological Practice in 2010.

Lars has been with the Danish Working Environment Authority (WEA) since 2003 and worked as a general labor inspector from 2003 – 2008. In 2008 he was recruited to the WEA Task Force on Psychosocial Work Environment.

In the task force he carried out inspection on psychosocial environment problems as well as on the job training, as well as supervision and sparring with colleagues with generalist skills with regard to psychosocial working environment problems.

Since 2010 he is working as an advisor in the central Working Environment Advisory Centre in the WEA. His tasks include retaining and developing specialist knowledge on psychosocial working environment, translating specialist knowledge into inspection, regulation and communication and using specialist knowledge in serving the Minister of Employment.





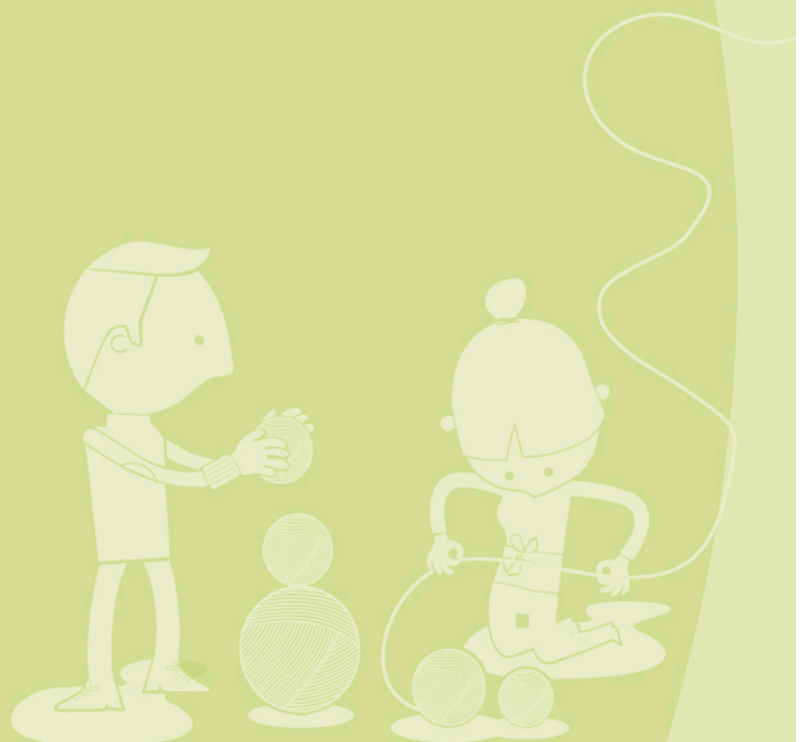
Stéphane COIGNE

EU Coiffure

Born in 1955, married and father of two children; he is passionate in hairdressing, self-taught in management and marketing, Stéphane Coigné grew the family-owned hairdressing business (Intercoiffure René) that today consists of an important salon.

He holds and has held numerous positions related to the hairdressing sectors including: Board Member of Intercoiffure Belgium, appointed as a Knight in the Ordre de la Chevalerie of Intercoiffure Mondial, Chairman of Intercoiffure Central Europe, Member of Intercoiffure Mondial (a standing international association of hairdressers) and winner of the Guillaume Foundation Award.

Until May this year Treasurer and today Chairman of UBK/UCB (Association of Belgian Hairdressers). Will be the General Secretary of Coiffure EU as from 2016.



PARALLEL SESSION 3

Let's talk about OSH – Innovative ways for communicating on occupational safety and health



Philippe BORREMANS

Communication Consultant and Trainer

Philippe Borremans is a PR professional with more than 20 years' experience in Corporate Communications and Reputation Management. He advises, trains and coaches clients on topics ranging from crisis communications to social media outreach.

Philippe is the host of the weekly European PR podcast [Wag The Dog](#) and his blog - [Conversationblog.com](#) - has been voted as the best European PR Blog by the readers of Communication Director Magazine in 2014.

He is a regular keynote speaker at conferences across Europe and is a registered European Commission Trainer.

Philippe guest-lectures at several universities and business schools (ISCAE - Casablanca, Ghent University, Vrije Universiteit Brussel) and the Belgian Military Academy.

He is a Member of the Board at 3C - Corporate Communications Community and the Social Media Work Group Leader of the European Association of Communication Directors (EACD). You can visit his website at: www.onlineprtraining.com and find him on Twitter @horationelson



Maartje BAKHUYS ROOZEBOOM

TNO, The Netherlands

Msc. Maartje Bakhuis Roozeboom studied Social Psychology and Sociology at the Free University of Amsterdam.

Since 2007 she works at the Dutch research institute TNO as a researcher and consultant in the area of work and health, with a focus on psychosocial risks and work related stress.

Within this domain she is looking for ways to use serious gaming as a tool to improve workers' health. Maartje was involved in the development of the Engagementgame, a serious game that teaches managers how to prevent work related stress among workers. In 2014, the Engagementgame

won an Award at the International Media Festival for Prevention in Frankfurt.





Stéphane VAXELAIRE

Institut National de Recherche et de Sécurité (INRS), France

Stéphane Vaxelaire has a diploma in Journalism. He is Multi-media communicator with more than a decade of experience with journalists, managing some communications crises and campaigning.

Since 2006 he is the communication leader at INRS France with a focus on New Media and Press relations. He organised the 1st PEROSH Communication seminar in 2013 on this topic and did several presentations on Occupational Safety and Health

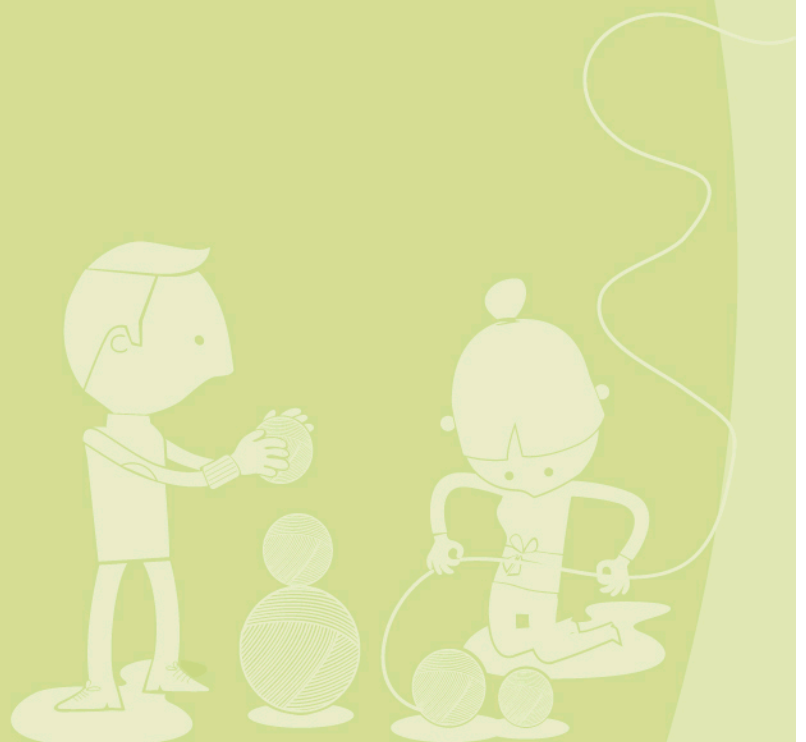
communication and New Media at ISSA World Congress or ICOH World Conference.

@INRSfrance is the 1st OSH twitter account in France. S. Vaxelaire is part of the project "From school to work" targeting future employees and future managers. He manages a National video contest for vocational school students.

He is also a member of ICOH task group on information & communication.

Before joining INRS France, he worked for the French General Food Directorate implementing a crisis communication response on Food Safety issues.

Twitter: @svaxelaire



FIRST PLENARY SESSION DAY 2

Managing stress and psychosocial risks at work – putting research evidence into practice



Professor Johannes Siegrist

Senior Professor
'Work Stress Research', Heinrich-Heine University, Düsseldorf, Germany

Johannes Siegrist, PhD., born 1943 in Switzerland, received his PhD in sociology at the University of Freiburg (Germany). Currently he is Senior Professor of Work Stress Research at the University of Düsseldorf, Germany.

Until 2012 he was Professor and Director of the Institute of Medical Sociology at that University. His main research fields are 'Stressful work and health', and 'Social inequalities in health', with several books and over 300 scientific publications on these topics.

His policy-related collaborations include the European Office of WHO, the International Panel on Social Progress (IPSP), and more recently the OECD Advisory Group on Guidelines for Measuring Quality of Working Environment. Johannes Siegrist is a Fellow of [Academia Europaea](http://Academia.Europaea), London, and a Corresponding Fellow of the Heidelberg Academy of Sciences.



Aida PONCE DEL CASTILLO

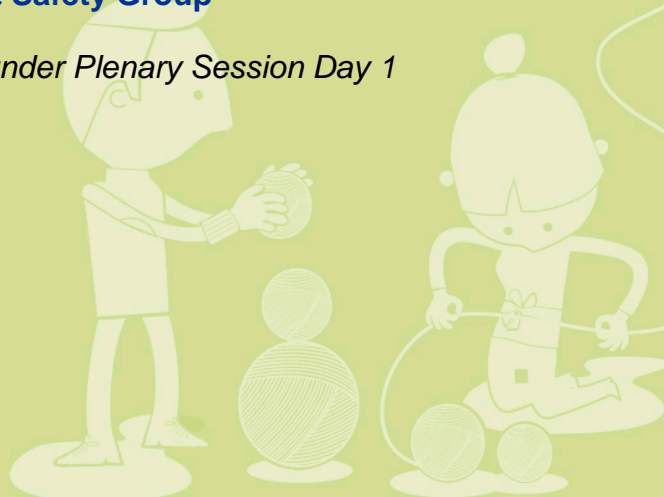
Senior Researcher
European Trade Union Institute

Aida Ponce Del Castillo is lawyer by training. Additionally she holds a MA in bioethics with specialization in human genetics. She has followed doctoral studies in Law at the University of Valencia, Spain and in Development, Sustainability and Natural Resources Management at the University of Bonn, Germany. Her research at the ETUI which she joined in 2008 focuses on legal and ethical issues regarding nano-technologies and European policy.



Kris De Meester
Chair of the Health & Safety Group
Business Europe

See short biography under Plenary Session Day 1





Sergio IAVICOLI

INAIL – Italian Workers’ Compensation Authority, Italy

President of the European Academy of Occupational Health Psychology

MD and Residency Programme in Occupational Medicine, University of Rome. PhD (Occupational Health and Industrial Toxicology), University of Cagliari. Research.

Fellow School of Public Health, University of California Berkeley.

Currently Director of the Department of Occupational and Environmental Medicine, Epidemiology and Hygiene INAIL - Italy, WHO Collaborating Centre INAIL. ICOH Secretary General since 2003. Editor in chief of ICOH website and Editorial Board of several scientific journals. Member of national/international Committees: Member of Scientific Steering Committee of PEROSH, Member of Advisory Committee of the Global Network of Collaborating Centres in occupational health. Coordinator of METRONet, coordinator of over 40 National and International Research Programmes. Lecturer at University of Milan “Bicocca”, University of Rome “La Cattolica”, University of Perugia.

Co-Author of over 600 clinical/experimental scientific publications/abstracts in occupational health.

He shows interest in work-related stress since his doctoral thesis “Stress and neuroimmunomodulation: the role of C.R.H.”. He is Scientific Coordinator of National/International projects. He is Member of the Working Group “National Network for the Prevention of Psychosocial discomfort in the workplace”. Recently, he deals with the validation in Italy of the HSE methodology for the assessment of work-related stress.

Since 2014, national scientific qualification as full professor in SSD Med44/Occupational Medicine sector.



Dr. Patricia SUCH FARO

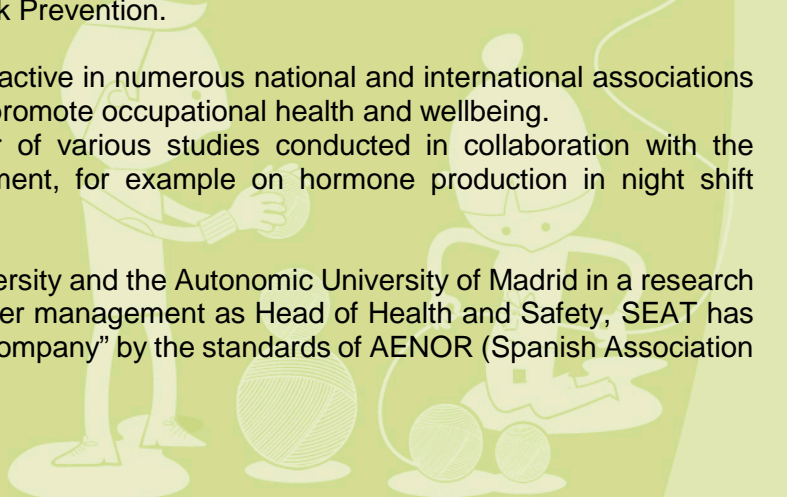
**Head of Health and Safety
SEAT Group**

Dr. Patricia Such Faro is the Head of Health and Safety at SEAT Group. She studied Medicine at the University of Barcelona and Hospital Clinic (Barcelona), and is a specialist in Occupational Medicine. Also, she has a Master’s degree in Medical Assessment of Body Damage and Medical Judicial Assessment, in Sleep Physiology and Sleep Medicine, as well as in Occupational Risk Prevention.

Dr. Such Faro is active in numerous national and international associations and forums that promote occupational health and wellbeing.

She is co-author of various studies conducted in collaboration with the Catalan Government, for example on hormone production in night shift workers.

Currently she is collaborating with Harvard University and the Autonomic University of Madrid in a research project on stress, sleep and shift work. Under her management as Head of Health and Safety, SEAT has recently been officially certificated as “Healthy Company” by the standards of AENOR (Spanish Association for Standardisation and Certification).





Pam BURROWS

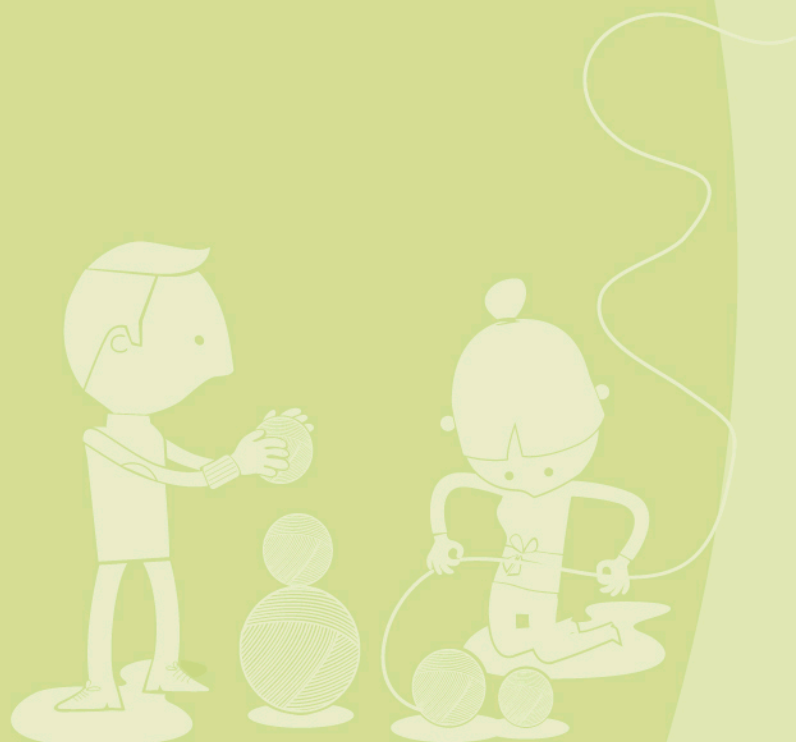
Managing Director of SATORI Representative of Nottingham City Homes

Pam has been speaking professionally for over 25 years including public sector, third sector and the commercial world. She now predominantly works in improving behaviour and well-being by teaching powerful techniques in confidence and stress reduction. She is a qualified Nursery Nurse, Social Worker and Master Practitioner in Neurolinguistic Programming (NLP).

Pam worked intensively with Healthy Workplaces Good Practice Awards winner Nottingham City Homes to design a Stress Reduction strategy for staff and managers. With around 1 000 staff, this non-profit organisation manages around 28,500 council homes in the UK's East Midlands region.

Pam collaborated on a new stress management policy and designed a workshop for managers and one for all staff. Pam then delivered robust, practical techniques for individuals to understand and reduce their own stress levels which led to positive changes for individuals and the culture of the organisation. Following this, City Homes are expecting a downward trend in absence due to stress, depression and other mental health problems in coming years, which is something Pam sees with leaders and staff across all sectors.

Pam is known as 'The People Booster' speaking in UK and Europe, helping people to feel good even on a bad day.



SECOND PLENARY SESSION DAY 2

The future of Occupational Safety and Health in Europe



Ole CHRISTENSEN

Member of European Parliament and Rapporteur on the EU Strategic framework on safety and health at work 2014-2020

MEP Ole Christensen is a Danish Member of the European Parliament and part of the S&D Group.

He was elected for the European Parliament in 2004 and has been a member since then.

He serves as a member of the Committee on Employment and Social Affairs and substitute in the Committee on Fisheries.

As the European Parliament rapporteur on the own initiative report on The EU Strategic Framework on Health and Safety at Work 2014-2020 MEP Christensen is committed to ensuring a safe and healthy working environment for all workers in Europe.

In addition to his work in the committees he is a member of the

Delegation to the ACP-EU Joint Parliamentary Assembly and a substitute in the Delegation to EU-Turkey Joint Parliamentary Committee.

MEP Christensen is former Mayor of the Danish city Brovst (1998-2002) where he served as a member of the town council (1989-2004) and Chairman of Employment Committee (1994-1998).

Before being elected as mayor he served in the Queen's Lifeguard Regiment (1976-1990), was instructor at Aalborg Training School (1990-1992) and business consultant with Aalborg Trade Council (1992-1998).

MEP Christensen has a bachelor of commerce (1984) and matriculation (Aalborg School of Commerce, 1989).



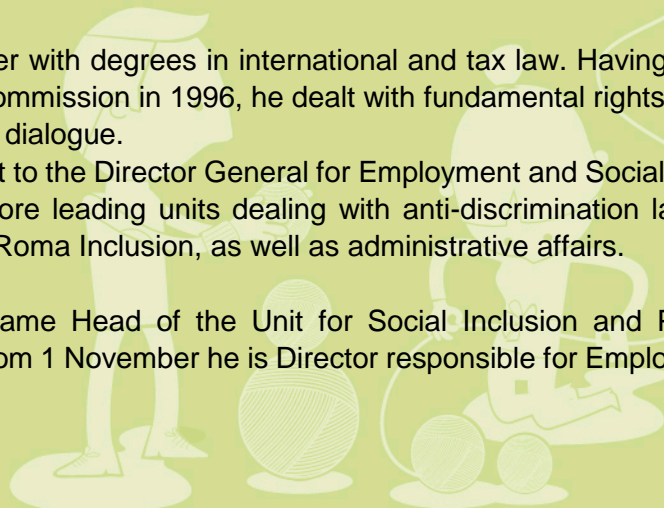
Stefan OLSSON

**Director, Employment & Social Legislation
European Commission – Social Dialogue, DG Employment,
Social Affairs & Inclusion**

A Swedish lawyer with degrees in international and tax law. Having joined the European Commission in 1996, he dealt with fundamental rights issues as well as social dialogue.

He was assistant to the Director General for Employment and Social Affairs (2000-2005) before leading units dealing with anti-discrimination law and policy including Roma Inclusion, as well as administrative affairs.

In 2014 he became Head of the Unit for Social Inclusion and Poverty Reduction. As from 1 November he is Director responsible for Employment.



Moderators



Brenda O'Brien

**Brussels Liaison Manager
European Agency for Safety and Health at Work
(EU-OSHA)**

Brenda O'Brien is the Manager of the EU-OSHA Liaison Office in Brussels, representing the interests of the Agency in the EU institutions and other international and European organisations, and collaborating with the European Social Partners, companies and stakeholders engaged in workplace health and safety. Previously, Brenda worked

in the Bilbao headquarters, focusing on the Agency's campaigns and SME funding programmes.

Before that, Brenda worked in Brussels for several years with the European trade unions, specialising in the European Social Dialogue, advocacy activities, press and campaign work.

Brenda holds an honours degree in European Studies from the University of Limerick, and a postgraduate Master of Letters (Sociology) from Trinity College, Dublin, Ireland.



Nancy BATENS

Freelancer in communication and management

For the past 15 years Nancy Batens has been delivering training in communication and management as a freelance trainer to several big European consortia, with the multicultural audience of the European institutions as the final client. At the same time she has also been working for organizations in both the private and public sector in Belgium. For 10 years now she's been specialising in stress management and communication. She loves interacting with people, making them aware of their options and challenging them to look beyond their limitations. "You always have a choice!"

Before becoming a trainer, Nancy was working for international companies such as Price Waterhouse and MasterCard in Belgium and Italy. For a couple of years she was also teaching Dutch as a foreign language.

She has a Master in Translation (Dutch-English-Italian) and a Bachelor in Marketing and Advertising. For her own personal development as well as to offer a wide choice of tools to her clients, she also studied/keeps on studying a variety of topics (NLP, Coaching, Non Violent Communication, The Work, Mindfulness...).

Nancy is fluent in Dutch, English, French and Italian. She is based in Belgium.

