

Program

14 SEPTEMBER

15 SEPTEMBER

16 SEPTEMBER

Wednesday, September 14th 2016



08.15

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09.00

Registration



09.00

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09.15


Introduction  *Hanne De Coutere*



09.15

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10.00


Conference opening  *Herman Van de Velde, CHAIRMAN of the BOARD*
at NV Van de Velde



10.00

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10.45

Plenary Keynote  *Kim Staack Nielsen, Chairman Danish HR*
"The Danish model for a higher sustainable employability"



10.45

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11.15

Coffee break and Poster Viewing







11.15

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12.15

Parallel Keynotes

1.  *Frederik Anseel, Prof. - Ghent University*
"Reinventing Performance Management: why should we care and what are the alternatives?"
2.  *Yves Veulliet, Global Disability & Inclusion Program Manager - IBM*
"Diversity and Inclusion as a tool to foster sustainable employability"
3.  *Els Clays, Prof. - Ghent University*
"The psychosocial work environment: how much do we know to optimize sustainable employability?"

4.  Jacques Spelkens, Head of CSR Benelux - ENGIE (GDFSuez)
"Intergenerational Employability Enhancement through multi-stakeholder CSR initiatives"

5.  David Ducheyne, Chief People Officer - Securex
"Sustainable Employability: (also) a Matter of leadership"



12.15

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13.45


Lunch and Poster Viewing



13.45

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14.30

Plenary Keynote  Juhani Ilmarinen, Prof. Em. - Juhani Ilmarinen
 Consulting
"Work ability for science and practice"







14.30

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15.30

Parallel Keynotes

1.  Philippe Persyn, Global HR Director - Johnson & Johnson & **Mieke Smet**, HR Director Workforce Management for the Future - Johnson & Johnson
"House of work ability can make a cultural shift at Janssen Belgium"
2.  Robert Karasek, Prof. Em. - JCQ Center and Øresund Synergy
"Towards a new economy of innovative and healthy work: creating new jobs for younger workers and maintaining employability in older workers"
3.  Kamila Moulai, Université catholique de Louvain
"Fostering sustainable employability : Lessons from the experiences of self-initiated expatriates"
4.  Donatienne Desmette, Prof. - Université catholique de Louvain
"Age diversity: an inconvenience for the organization? Insights from research to practice"



15.30

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16.00


Coffee break and Poster Viewing



16.00

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17.00

Plenary stakeholders debate (moderator:  Hanne Decoutere)

1. David Ducheyne, CPO - Securex
2. Frederik Anseel, Prof. - UGent
3. Tage S. Kristensen, Dr.Med.Sci. & M.Sc.
4. Kristian Vandenhoudt, Vice President Human Resources - Atlas Copco
5. Alison Tate, ITUC
6. Claire Courteille-Mulder, Director ILO Office Brussels



17.00

Roundup first day *Stephan Londo, CEO - Securex*

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17.30



17.30

Reception

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19.00

Poster Sessions

- Work ability in nursing professionals and related aspects
*Bordignon M, **Monteiro I**, Brazil*
- Building industrial SMEs capacity for managing work ability: Workers life course and gender management approach
***Fernandes C**, Silva CF, Pereira A, Portugal*
- Occupational health management in the workplace
***Carter J**, Coombs J, UK*
- Risk factors of myocardial infarction in occupationally active population
***Gadzicka E**, Siedlecka J, Szymczak W, Szykowska A, Viebig P, Wranicz K, Trzos E, Kurpesa M, Makowiec-Dąbrowska T, Bortkiewicz A, Poland*
- Chronic diseases, health behaviours, and demographic characteristics as predictors of ill health retirement: Findings from the Korea Health Panel Survey (2008–2012)
*Kang YJ, **Kang M-Y**, South Korea*
- Bridging health care and the workplace: a return to work intervention for breast cancer patients
***Désiron HAM**, Crutzen R, Godderis L, Hoof E, Rijk A, Belgium, The Netherlands*
- Challenge of applying fit note system to Japan: to help workers who suffer mental illness return to work
***Tsutsumi A**, Japan*
- The Role of Personality Organization and parental bonding types as a Personal Resource in the Job Demands-Resources Model
***Sayahi M, Shakiba S**, Iran*
- The ideal leader
***Van Coillie H**, Vander Sijpe F, Belgium*
- Development of an e-guide on sustainable employability: assessing the needs of Belgian companies through an explorative study
*Kuipers Y, **Verbrughe M**, Vriesacker B, Peeters I, Mortelmans K, Belgium*
- Facilitators of Informal Workplace Learning: A Meta-Analysis
***Loos J**, Giesenbauer B, Stamov Roßnagel C, Germany*
- How to motivate blue-collar workers
***Verlinden H**, Belgium*
- Has life satisfaction changed over the previous 20 years for all age groups? Results from a large Norwegian cross-sectional study (HUNT 1, 2 and 3)
***Lysberg F**, Gjerstad P, Cvancarova Småstuen M, Norway*
- What else influences the relationship between age/value diversity and team effectiveness?
***Widerszal-Bazyl M**, Wołodźko E, Poland*

- Belgian careers: annual research into labour market movements and corresponding drivers
Theerlynck E, Belgium

Thursday, September 15th 2016



09.00

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09.45

Plenary Keynote  *Tage S. Kristensen, Prof. Em. - Task-Consult*

"Organizational social capital and sustainable employability"



09.45

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10.30

Plenary Keynote  *Annet de Lange, Prof. - HAN University of Applied*

Sciences in Arnhem and Nijmegen

"The value of human resource management in facilitating sustainable employability of workers"



10.30

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11.00

Coffee break and Poster Viewing



11.00

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12.30

Oral Session 1: "Bridging science and practice" **Chair:** *Tage S. Kristensen,*

Denmark

11.00: *Employability barometer*

Van Coillie H, Vander Sijpe F, Belgium

11.20: *The "Well-being Indicator" – a health and safety assessment tool for practice and research. Evaluation of the first year of application and data collection*

Van de Walle D, Kiss P, Belgium

11.40: *A roadmap for getting managers to improve work ability in organizations*

Eckelaert L, Maenen S, Van Gramberen M, Belgium

12.00: *Organizational social capital and its relationship with health and safety parameters*

Kiss P, De Meester M, Van de Walle D, Belgium

Oral Session 2: "Leadership" **Chair:** *Karina Nielsen, UK*

11.00: *Health and safety leadership among distributed workers*

Nielsen K, Nayani R, Daniels K Rachel, Lewis R, Donaldson-Feilder E, UK

11.20: *Psychological and physical demands in work environment for leaders in private and public sector stratified by gender. The results from a large Norwegian cross-sectional study (HUNT 3)*

Gjerstad P, Lysberg F, Cvancarova Småstuen M, Norway

11.40: *Informal carer friendly HRM: what is is, how it works and why it matters*
Baele C, Cornelis K, Lecoutere K, Janssens S, Belgium

Oral Session 3: "Psychosocial factors" **Chair:** *Caroline Tan ans Eva De*

Winter, Belgium

11.00: *Occupational health and well-being of humanitarian aid workers: psychosocial and physical risks*
Ndunge A, Hunt N, Griffiths A, Kenya/UK

11.20: *Psychosocial factors of work ability among people with chronic cardiovascular diseases*
Cygan HB, Bugajska J, Poland

11.40: *Psychosocial factors associated with intention to leave and job satisfaction. Baseline data of the "Well-being Indicator"*
De Winter E, Tan C, Kiss P, De Meester M, Van de Walle D, Belgium

Oral Session 4: "Interventions and tools" **Chair:** *Eva Vandenheede,*

Belgium

11.00: *Ergonomic improvements go hand-in-hand with productivity in a logistic environment*
Delaruelle D, Acke S, Wanten O, Schmickler M-N, Belgium

11.20: *WOTCA: a creative and tailored approach to promote health and safety in a home cleaning services company*
Vandenheede E, Klaassen T, Belgium

11.40: *Keeping your staff healthy and safe abroad. IOSH - International SOS Foundation guide*
Field K, Joyce J, **Williams I**, UK

12.00: *Measuring the energy balance of your professional drives at work: an effective tool for job crafting*
Monsieurs P, Belgium



12.30

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13.30


Lunch and Poster Viewing



13.30

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14.15

Plenary Keynote  *Hans Martin Hasselhorn, Prof. - University of Wuppertal*
"The complexity of employment participation at higher working age"



14.15

Oral Session 5: Special session: "Sustainable employability and cardiovascular disease"

Chair: *Alicja Bortkiewicz, Poland and Els Clays, Belgium*

- (ICOH Scientific Committee Cardiology in Occupational Health – ICOH-CVD)

15.45

14.15: *Return to work after syncope: a new multidisciplinary approach for the global risk stratification and patient management*

Barbic F, Dipaola F, Scannella E, Costantino G, Solbiati M, Brunetta E, Mandelli P, Minonzio M, Furlan R, Italy

14.35: *A review of work characteristics related to return to work after coronary heart diseases*

Ferrario MM, Borchini R, Italy

14.55: *Return to work in patients with coronary heart disease: results from the EUROASPIRE IV study*

Clays E, De Smedt D, Kotseva K, Braeckman L, De Bacquer D, Belgium/UK

15.15: *The analysis of factors that affect the continuation of occupational activity after first acute coronary syndrome*

Gadzicka E, Viebig P, Szykowska A, Wranicz K, Trzos E, Kurpesa M, Szymczak W, Siedlecka J, Makowiec- Dąbrowska T, Dania M, Kosobudzki M, **Bortkiewicz A**, Poland

Oral Session 6: "Sickness absence and return to work" **Chair: Elke Van**

Hoof, Belgium

14.15: *The evolution and causes of long and frequent absences of the Belgian employees in the private sector*

Verlinden H, Belgium

14.35: *Promoting visits prior to return to work: a case study in a Belgian company*

Van Soom U, Schmickler M-N, Verbrugge M, Belgium

14.55: *Causes of absenteeism to be tackled by the employer*

Verlinden H, Belgium

15.15: *Towards a preventive attendance policy: the development of a preventive attendance tool*

Sels C, Meyns P, Van Hulst K, Verbrugge M, Belgium

Oral Session 7: "Psychosocial and organizational factors in the healthcare sector"

Chair: Hans Martin Hasselhorn, Germany

14.15: *Work environment elements in the European home care setting*

Van Eenoo L, Declercq A, on behalf of the IBenC consortium, Belgium

14.35: *From moral distress as a psychosocial risk to moral resilience in health care organizations*

Baele C, Coolen D, Dely H, Belgium

14.55: *Chinese medical staffs in private hospitals are more productive than those in public hospitals, really?*

Yang T, Deng J, Liu Y, Chen Q, Chen Z, Shen Y-M, China

15.15: *No second thoughts about second victims: the development of a procedure to support victims following a clinical incident in a Belgian hospital*
Werrebrouck L, **Van Hulst K**, Meyns P, Verbrugghe M, Belgium

Oral Session 8: "Special session "Unemployment, job insecurity, and sustainable employability

Chair: Kaisa Kirves, Finland

(ICOH Scientific Committee Unemployment, Job Insecurity and Health – ICOH-UJIH)

14.15: *A Best Practice Exchange to reduce the health risks of job insecurity, job loss, and unemployment*

Kirves K, Price RH, Finland/USA

14.35: *Relationship between health condition and employment status*

Suraya A, Kirves K, Indonesia

14.55: *How to increase perceived employability among senior employees?*

Kirves K, Wallin M, Vuori J, Finland

15.15: *Unemployment and life course parenting in Nigeria: implications for traditional African social security*

Samuel O, South Africa



15.45

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16.15

Coffee break and Poster Viewing



16.15-

17.45

Oral Session 9: "Inclusion and (re-)integration" **Chair: Bram Dehaene, Belgium**

16.15: *A policy for a sustainable and durable re-integration*

Bonamie B, **Kusters N**, Belgium

16.35: *Redefining disabilities: Increasing inclusion, improving esteem and reducing cost, by focussing on talent*

Kamerling S, Belgium

16.55: *Your workplace transforms into an marketplace*

Boone B, Belgium

17.15: *Wellfie - "your company's well-being in a snapshot". An online tool to manage your company's workability*

Vandenbroeck S, Belgium

Oral Session 10: "Return to work after breast cancer" **Chair:** *Elke Van*

Hoof, Belgium

16.15: *A qualitative study exploring breast cancer patients' experiences when considering return to work*

Schippers N, **Van Hoof E**, Lifrange E, Desreux J, Graas M-P, Mebis J, Mairiaux P, Belgium

16.35: *Bridging health care and the workplace: formulation of a return-to-work intervention for breast cancer patients using an intervention mapping approach*

Désiron HAM, Crutzen R, Godderis L, Hoof E, Rijk A, Belgium/The Netherlands

16.55 – 17.45: *Round table debate*

Oral Session 11: "Bullying and burnout" **Chair:** *Els Clays, Belgium*

16.15: *Factors associated with unacceptable behavior in the workplace. Baseline data of the "Well-being Indicator"*

De Winter E, Tan C, Kiss P, De Meester M, Van de Walle D, Belgium

16.35: *Well-being at work – lengthy working hours and being bullied.*

Comparison between leaders and the general population. The results from a large Norwegian cross-sectional study (HUNT 3)

Gjerstad P, Lysberg F, Cvancarova Småstuen M, Norway

16.55: *Burn-out policies in Belgian companies*

Verlinden H, Belgium

17.15: *Carewear: the potential of wearable technology in stress and burnout management*

Buyck I, Vanhoomissen T, Bonroy B, Mertens M, Van Daele T, Belgium

Oral Session 12: "HR practices" **Chair:** *Annet de Lange, The Netherlands*

16.15: *Personalization of work and careers: how does it relate to job outcomes and sustainable employability?*

Van Coillie H, Vander Sijpe F, **Vossaert L**, Belgium

16.35: *The influence of a supportive learning culture on learning and sustainable employability*

Gerken M, Beusaert S, Segers M, The Netherlands

16.55: *Anytime/anywhere working practices (AAWP): A study of prevalence and the effects on individuals and organisations*

Theerlynck E, Vossaert L, Belgium

17.15: *Demotion: a valuable & valued career option for the future?*

Ballings B, Belgium



18.45

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21.00

Conference dinner

Friday, September 16th 2016



9.00 -

9.45

Plenary Keynote Greet Vermeulen, Senior programme manager -

Eurofound

"Sustainable work over the life course in the European Union: a multi-actor approach"

9.45 -

10.45

Oral Session 13: "Sustainability at work" **Chair:** Greet Vermeulen, Ireland9.45: *Defining sustainable employability: A multidisciplinary approach***Fleuren BPI**, de Grip A, Nicole W. H. Jansen NWH, Kant I, Zijlstra FRH, The Netherlands10.05: *Sustainable employability as a multidimensional formative construct***Fleuren BPI**, Zijlstra FRH, de Grip A, van Amelsvoort LGPM, Kant I, The Netherlands10.25: *Human sustainability at work by Human Quality Management – the Austrian approach and practice*Karazman R, **Polacsek-Ernst R**, AustriaOral Session 14: "Psychosocial factors and health" **Chair:** Marc De*Meester, Belgium*9.45: *Need for recovery and its relationship with psychosocial factors at work. Results of the first year of application of the "Well-being Indicator"***Kiss P**, De Meester M, Belgium10.05: *SleepWell&StressLess: Providing optimal performance and sustainable employment by optimizing the recuperative power of sleep***Declercq I**, Belgium10.25: *Psychosocial factors and musculoskeletal disorders in a public sector population***De Meester M**, Kiss P, Belgium

10.45

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11.15

Coffee break and Poster Viewing



11.15

Oral Session 15: "Work Ability" **Chair:** Ines Monteiro, Brazil

- 11.15: *Firefighters and rescue professionals work ability in Campinas - Brazil*
12.15 Silva Marconato R, **Monteiro I**, Brazil

11.35: *Work ability and need for recovery in a public sector population – a multilevel study*

Kiss P, De Meester M, Clays E, Belgium

11.55: *Work ability of Finnish Women Entrepreneurs*

Palmgren H, **Monteiro I**, Kaleva S, Finland/Brazil

Oral Session 16: "Securex HR Research Session" **Chair: Frank Vander**

Sijpe, Belgium

11.15: *The evolution and causes of stress (at work) and strain*

Verlinden H, Van Coillie H, Belgium

11.35: *The importance of autonomous motivation in a working context*

Van Coillie H, Vander Sijpe F, Van den Broeck A, Belgium

11.55: *Spare or train?*

Van Coillie H, Vander Sijpe F, Belgium



12.15

Closing ceremony and Lunch

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12.45

Mailinglist

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