



Trade Unions as Knowledgeable Participants in Workplace Innovation *Copenhagen: 29th – 30th April 2014*

Background

Workplace innovation describes working practices that enable people at all levels to use and develop their skills, knowledge and creativity to the fullest possible extent during day-to-day working life.

It is found in workplaces with participative forms of work organisation where there are continuous opportunities for all employees to contribute their ideas for improvement and innovation.

Workplace innovation leads to a high quality of working life as well as high performance. There is a considerable body of evidence to demonstrate that it achieves high performance *through* employee well-being, health and engagement.

Yet survey results from across Europe show that only a minority of workplaces make full use of these practices, with negative consequences for workers' health, well-being and quality of working life, as well as for employment growth.

The Workshop

This interactive event will address two questions:

- How does workplace innovation benefit workers?
- How can trade unions play an active role as “knowledgeable participants” in workplace innovation through the provision of expertise and expert facilitation?

The workshop will examine good practice case studies of union intervention which leads to win-win outcomes for workers and enterprises. Such interventions may include:

- education and awareness initiatives;
- collaborative mechanisms;
- union participation in national or regional workplace innovation programmes;
- union-led consultancy and facilitation in the workplace.



Participants will help to identify good practice guidelines for unions in Europe not involved in such initiatives, and to identify the potential for further collaboration.

Invitation

Representatives from trade unions, employers' organisations and companies across Europe are invited to take part in this event. Please contact **Pia Mulvad Reksten** (pmr@lo.dk) or **Peter Totterdill** (peter.totterdill@ukwon.net) for more information.

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Programme

Tuesday 29th April

12.45 Registration and Lunch (sandwiches)

13.30 Interactive welcome

Workplace innovation: what is it and why does it matter to trade unions?

Workplace innovation in Europe: the state of play.

Is the quality of workplaces falling in Europe? On the need for a new deal.

How can workplace innovation recreate manufacturing jobs in Denmark – and Europe?

Employee-driven innovation: the benefits and pitfalls.

[Employment and Social Developments in Europe 2013](#).

Getting the policy message across.

So if workplace innovation is so *vidunderlig*, why isn't everyone in Europe doing it?

Panel conclusions.

17.45 Close

19.00 Dinner

Pia Mulvad Reksten (LO, Danish Confederation of Trade Unions)

Peter Dragsbæk (CO-Industri, The Central Organisation of Industrial Employees in Denmark)

Peter Totterdill (EUWIN)

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Greet Vermeylen (Eurofound)

Bengt-Åke Lundvall (University of Aalborg)

Jan Arlbjørn
(University of Southern Denmark)

Steen Høyrup (University of Aarhus)

Eric Meyermans (European Commission)

Britta Thomsen MEP

Interactive discussion and group work facilitated by **Peter Totterdill** (EUWIN) and **Rosemary Exton** (UK WON).

Pia Mulvad Reksten (LO Denmark)

Peter Dragsbæk (CO-Industri Denmark)

Greet Vermeylen (Eurofound)

Wednesday 30th April

08.30	Workplace innovation and trade unions in Belgium, Denmark, Finland, Ireland and Norway	Interactive conversation facilitated by Peter Totterdill with: Pia Mulvad Reksten (LO Denmark) Peter Dragsbæk (CO-Industri Denmark) Anthony Kallevig (LO Norway) Michelle Quinn (SIPTU, Ireland) Tuomo Alasoini (TEKES, Finland) Dries Delissen-Jacobs (ACV, Belgium) Saar Vandenbroucke (ABVV, Belgium)
	Discussion	
	Reports from the workplace	
	Workplace innovation at Becton Dickinson (Ireland)	David Mullis (HR Manager, Becton Dickinson), Gerald Bannon and Patrick Perry (SIPTU Shop Stewards at Becton Dickinson)
	Representative and direct participation at Lamborghini	Volker Telljohan (IRES-CGIL, Italy)
	<i>Connect to Create</i> at Novozymes	Line Sandberg (Vice President, Novozymes) and Anders Hentze Knudsen (3F – The United Federation of Danish Workers Shop Steward at Novozymes)
	Workplace innovation and the involvement of employees and citizens in improving services in the elderly care sector	Marianne Mahler (Copenhagen Municipality)
	Plenary discussion	
	How can we take this forward?	Group discussions and plenary
13.00	Close and lunch	

Venue: LO House, Islands Brygge 32D, 2300 Copenhagen.

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The Central Organisation of Industrial Employees in Denmark



The Danish Confederation of Trade Unions