



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

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

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

Peter Totterdill (EUWIN)

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

Peter Totterdill (EUWIN)

Workplace innovation in Europe: the state of play.

Greet Vermeylen (Eurofound)

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

Bengt-Åke Lundvall (University of Aalborg)

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

Jan Arlbjørn
(University of Southern Denmark)

Employee-driven innovation: the benefits and pitfalls.

Steen Høyrup (University of Aarhus)

Workplace innovation, trade unions and Europe 2020: how they connect.

European Commission speaker (TBC)

Getting the policy message across.

Britta Thomsen MEP

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

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

Panel conclusions.

Pia Mulvad Reksten (LO Denmark)

Peter Dragsbæk (CO-Industri Denmark)

Greet Vermeylen (Eurofound)

17.45 Close

19.00 Dinner

Wednesday 30th April

08.30 Workplace innovation and trade unions in 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)

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)

Connect to Create 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