Dear Friends,

…time really does fly, doesn’t it?!

It seems, well not exactly yesterday, but not too long ago when I first learned that Sweden would host the 2017 European Forum. That was in the 2010 Dresden conference.

A couple of years of more and more intense planning rushed by, and all of a sudden it was our turn to welcome you all to Stockholm and “A sustainable working life” in June of 2017.

Consequently, the conference days passed just as quickly, and already we are well into the autumn, but the memories from this summer last!

Being the hosts and arrangers of the 2017 conference was inspiring as well as very honoring. We would like to thank all those who attended and contributed to the conference with their knowledge and experience. The days in Stockholm truly stressed the importance of learning from each other by meeting, discussing and exchang-
ing experiences. It is always amazing to feel the fellowship between us. Regardless where you come from, or which company you work for, we have similar challenges, and every meeting strengthen the bonds between us!

The first day of the conference was dedicated to the meeting of the working groups of the Forum. It was a pleasure to welcome you all to the office of AFA Försäkring, and to have had very rewarding discussions within the working groups. In the afternoon we gathered at the Scandic Continental Hotel for the General Assembly. This gave a good opportunity to honor Mr Jussi Kauma from Finland, the conference in Stockholm being his last before retirement!

The evening ended with an informal dinner at AFA Försäkring. In the end, we had a bit of a trouble convincing the guests that it was 23:00 hrs, and time to go home. We were in the land of the midnight sun, mind you!

Day two saw the start of the Forum, and for the next 1,5 days a long line of interesting speakers appeared before us. Their presentations are still available on the web: http://www.trippus.se/web/presentation/web.aspx?evid=EQGA/JlmwoTWbRZA-b5pDHQ==&ecid=JaR10qSb2Eb1n2I-E6s4t+A==&ln=eng&view=category&template=desktoph

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The second day ended with a boat trip through parts of the Stockholm archipelago to the city of Vaxholm, where we had dinner at the hotel. We were also entertained by a female barbershop vocal ensemble, on a particular number joined by Birgitta!

A previous conference has been held under the motto “It’s all about People”. This is still very true. The European Forum is entirely made up of its member countries, organizations – and people. Learning from each other is still just as important.

On behalf of Mrs Birgitta Målsäter and Mr Michel Normark as well as all the members of the organizing committee, I would like to express our gratitude for having the pleasure of hosting the 2017 European Forum.

We wish SUVA and Switzerland all the success in arranging the 2018 conference and I hope to see as many of you there as possible!

Per Winberg
AFA Försäkring
CEO meeting in Stockholm

On Tuesday, November 28th, a CEO-meeting was held at AFA Försäkring in Stockholm. This was the second CEO-meeting of the year, and it also marked the end of the Swedish presidency.

On the agenda was a short presentation of AFA Försäkring and facts from Försäkringskassan together with a summary of the conference in Stockholm in June.

Mr Daniel Rocher, SUVA, gave a presentation of the upcoming Swiss presidency and the conference in Luzern in October 2018, where preparations are well on the way.

News from the working groups and from the member countries, and a proposal from ISSA of a future cooperation was discussed.

The lunch gave a good opportunity to thank Mrs Dominique Dressler and Mr Pierre Pots for their participation and good advice, as they now both look forward to retirement.

Per Winberg
AFA Försäkring
After a long period of consultation and negotiation, the heads of member states and governments, the European Parliament and the European Commission gathered in Gothenburg in November to declare their joint commitment and to sign the proclamation of the European Pillar of Social Rights. Now the framework of the Social Pillar is established. Further activities deriving out of it have already started and will follow in the coming months.

The proclamation and the social pillar are no legally binding documents but as member states and the European institutions commit to the values and statements in the pillar it can be understood as a political guideline for a common understanding of certain social values.

The European Pillar can therefore be understood as an initial step on the path towards “doing things better together in the future”. The European Commission hopes that it will pave the way for a new balance in favour of a more social Europe.

What is the pillar about?

The pillar contains 20 key principles on the three categories: I. equal opportunities and access to labour markets, II. fair working conditions and III. social protection and inclusion.

For systems of statutory insurance against work accidents and occupational diseases there are a number of principles that underline the importance and wide range of their activities in respect of their systems.

Principle 1 referring to education, training and lifelong learning stresses the efforts of all institutions providing training, formation and learning at all ages in particular with regards to prevention and rehabilitation including vocational rehabilitation measures.

Principle 3 referring to equal opportunities includes the equal treatment of persons with disabilities. Vocational and social rehabilitation measures enabling persons to return to work and participate in social life after a
severe accident / occupational disease are in line with this principle. This also applies for the active support to employment (principle 4).

Of particular importance for the prevention of work accidents and occupational diseases is principle 10 on healthy, safe and well-adapted work environment stressing that workers have the right to a high level of protection of their health and safety at work. For systems and institutions providing comprehensive prevention measures this is a clear message from Europe to keep on going.

With regards to social protection principle 12 contains a key message stating that there shall be the right to adequate social protection for all workers and under comparable conditions for self-employed. The question is how is this to be understood? In Germany for instance there is a comprehensive social protection for employed workers. Self-employed have in the field of statutory accident insurance the opportunity to participate in the system on a voluntary basis and certain vulnerable groups are under statutory protection. This can be understood as “appropriate social protection” as intended by the Commission but will have to be observed. For the Commission the access to social protection is a main challenge for the member states and their social security systems.

Member states might not in all cases provide an adequate access to social protection in particular with regards to new forms of work and digitalization (platform work e.g.). This might not only be a question for a protection against accidents at work or occupational diseases but also with regards to health and long-term care and old-age pension benefits.

Therefore the European Commission has started a consultation process on this issue and already announced in its work program 2018 to publish a European initiative in spring next year.

Health care (principle 16) and the inclusion of persons with disabilities (principle 17) are from the point of view of e.g. the German insurance of work accidents and occupational diseases also important elements of social protection. At least activation, rehabilitation and return to work measures can be understood as part of these rights and such initiatives are therefore now strengthened through the pillar.

**What will be the outcome of the pillar?**

Most of the principles mentioned in the pillar can be understood as a confirmation of the existing insurance systems against work accidents and occupational diseases as e.g. Germany. Further and new activities will probably derive out of the pillar. In this regard the next steps in particular with view to the attempts to the access to social protection will play a major role.

A main question remains if and how the parties that signed the proclamation will now translate the principles into action. The Commission starts with a number of initiatives as the access to social protection or on work-life balance. But also new initiatives such as a European social security number and a European Labour Agency have to be seen in the context of the social pillar. As the social pillar is an attempt to strengthen the rights of the European citizens in the field of social protection the Commission has a great interest in pushing further developments in these areas.

However, the pillar remains a recommendation, it is not a legally binding document, the principles and rights mentioned are all
nothing more than general principles, and not – as might be suggested by their wording – legally recoverable rights. This has been pointed out and underlined by the European Commission’s Legal Service, which stresses that the proclamation is an atypical act and legally neither binding nor a directly transferrable basis for enforceable laws. Clarification of this non-binding nature was therefore adopted into the preamble to the Pillar in accordance with requests voiced by numerous member states during discussions at Council level. The extent to which the proclamation may have indirect legal consequences at some point in the future remains to be seen. However, it should be a common understanding that persons cannot derive any individual benefits from the “rights” mentioned in the pillar. But it is possible that the rights will play a role in legal cases at national courts or the European Court of Justice. In the past at least, the European Court of Justice has referred to similar documents when defining general principles of Union law in accordance with Article 6, Item 3 TEU.

**What next?**

As the Commission underlined from the beginning the pillar does not touch the responsibilities of the member states in the field of social security and health protection. Therefore it is in the responsibility of the member states to decide how they translate the principles in their systems. But as the social scoreboard, a comparable tool, that is also part of the pillar will serve as an instrument for the European semester it is likely that the member states will be monitored by the Commission in how far they commit to the proclamation and the contents of the pillar.

**Further information/Links:**


Position Paper DSV on access to social protection for all: http://dsv-europa.de/lib/02_Positionspapiere/2017-DSV_access-to-social-protection_en.pdf

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**Authors:**

Eva-Marie Höffer, DGUV and chair of the working group legislation of the European Forum

Ilka Wölfe, LL.M, Director DSV and Commissioner for European Relations of the European Forum
Italy: Accidents at work with a prognosis of at least one day: a new obligation to inform Inail.

Since October 12, all employers and their intermediaries have to inform Inail about accidents, for statistical and informative purposes, using the new online application. From the same date, there are some changes also for the electronic submission of information about workers exposed to biological, carcinogenic and mutagenic agents.

Since October 12, all employers, including private employers of workers insured by other institutes or by private insurance companies, and their intermediaries, have the duty to send to Inail data about accidents occurred to workers – subordinate, self-employed or equivalent – that involve an absence from work of at least one day, excluding the day of the accident.

Employers have to send data within 48 hours from the receipt of the medical certificate, and they can only use the new online application “Accident communication”. Failure to respect this term entails the implementation of an administrative penalty. If the prognosis described in the medical certificate is over three days, employer insured by Inail has also the obligation to submit the traditional accident report. In this case, the information duty is compensated by the accident report.

If the online submission is not possible, because of exceptional and proved technical reasons, the accident communication should be sent only by certified email, using a form that can be downloaded by Inail web site.

The certified email must be sent to the local Inail’s branch, located by injured address, with the attachment of the error screenshot. On Inail’s website, there is also a new online application for the submission of data for the establishment and the update of the register of exposure to carcinogenic and mutagenic agents and the register of exposure to biological agents. This new service is a simplification of the process, as, with only one online operation, employers respect their obligations to Inail and to inspection bodies (local health units).

At the beginning, the new application will be available only for insured employers, or their delegates. Not insured, private or public, employers should send data about workers exposed to biological, carcinogenic and mutagenic agents, only by certified mail. Even in this case, employers could send data, with only one certified mail, to Inail and to the proper local health unit.
When you hear about collaborative robotics, robots capable of interacting with human beings as part of industrial processes are meant. The human being and the robot thus share the same work area to carry out all or part of their tasks, whereas a “conventional” industrial robot is characterized by its physical remoteness and the fact that there is no collaboration with a human being.

Although the stated objectives and expectations of the market players may diverge, it turns out that the identified risks are largely the same. And yet, societal issues involving collaborative robotics and increased interaction with human beings are apparently not neglected.

In France, the Ministry of Labour has produced a guide to risk prevention in the production, installation and use of collaborative robotics. It contains information on the standards applied, together with an example of a concrete case. The National Institute for Research and Safety (INRS) also published, in October 2017, a scientific report reviewing progress and challenges facing risk prevention on physical assistance robots.

In Germany, the DGUV’s efforts have focused on a set of studies published in 2014, for the purpose of providing robot/human contact thresholds in order to limit the associated risk factor. Moreover, these thresholds are those used in the standards governing collaborative robotics. The DGUV has also published a guide, the latest revision of which dates from 2011, in order to provide a list of requirements for secure establishment of the work station in a collaborative environment.

Lastly, in the Netherlands, TNO published in 2016 a general report which discusses all the currently identified issues surrounding risk prevention and collaborative robotics.

The note produced by EUROGIP extracts from these various documents a set of identified risks. For example, there are conventional risks, in particular MSDs and those related to robot/human contacts. But the insurers and various scientific research works highlight specific risks such as psychosocial risks related to the rejection of robots as a collaborator at work, or else regulatory risks concerning technological development (cybersecurity, etc.).

A number of risk prevention measures are also described. The documents discuss and explain risk analysis to various degrees. This is the basic preventive approach recommended by all the insurers, based on the existing standards, even though there is at present no standardized and widespread tool for use by industry to perform a complete analysis. The proposed solutions concern both work organization in general (work rate management, etc.) and specific aspects such as the trajectory to be programmed for the robot capable of collaboration, or again the characteristics (strength, speed, etc.) of such a robot.

The current development of collaborative robotics also includes thinking aimed at isolating and responding to occupational risk factors. Although this approach is still in its early stages, the note by EUROGIP underlines a range of interesting works which form an already solid base in this area.

Pierre Belingard, Jean-Simon Salvage
EUROGIP
www.eurogip.fr
Germany: Social insurance for agriculture, forestry and horticulture (SVLFG) offers new stress-management program to prevent occupational accidents and diseases

Stress belongs to our normal everyday life but permanent stress and stress that is not overcome is able to weaken body and soul which can end in occupational diseases and accidents.

To prevent that SVLFG offers a four day long program where its’ insured people learn to handle emotional stress and to develop a healthy work-life-balance in order to reduce stress and to help improve their integrated health.
The stress-management program is supposed to help the participants identifying their individual stress factors as well as to become aware of their personal stress reactions. Thereby they learn how to reduce stress. In order to reduce stress you also have to know your own source of strength. According to that the program will help the participants to find their source of strength and it will teach them how to incorporate it in their everyday work. The program is rounded by relaxation techniques and exercises.

The program mainly contains techniques which help to identify and discern stress factors and individual stress reactions early. From this point on the participants develop their own techniques which help them to minimize the stress factors in future. Furthermore actions are stirred which lead to stress reduction in everyday life. All of this leads to better physical and mental health in the long run.

The stress-management program is built by eight modules.

1) What is stress and which gradations exist?
2) What are my personal experiences with stress?
3) How do I recognize my personal stress situation and reaction?
4) How do I handle stress? What are my aims and priorities and how can I encourage my self-motivation?
5) How can I improve my resistance and my preservation from stress reactions?
6) A good time management helps to establish a good work-life-balance.
7) Physical fitness
8) How do I establish the measures of stress management individually in my everyday life?

The stress-management program is offered insured people of all branches of SVLFG. It is run by a social therapist and the attendance figure is round about 15 people. Participants have to pay only for subsistence expenses as well as for accommodation costs.

Most of the ex-participants are keen about this program of SVLFG. Some tell that they totally changed after the program. This change can not only be seen in their own mental and physical health but also in the health of their companies they tell. One participant told SVLFG that before he attended the program his company was nearly broke but today, almost two years later, he and his company are really doing much better. His whole life has totally changed and from working 70-80 hours a week he is now down to 30 hours a week with the same amount of staff and the same working conditions. He says that this four day long program made him think in a completely different way, which helped him to become healthy and more successful again.

Anna-Lena Heil
Social Insurance Institution for Agriculture, Forestry and Horticulture Workers (SVLFG), Germany
www.svlfg.de
Happy holidays... ... without risks

A time of silence, contemplation and closeness as well as festivals and parties is ahead of us. Around the turn of the New Year, many people are “letting it rip” – and this is often associated with a large number of risks with small and large consequences. Prevention helps!

Food and drinks...

...keep body and soul together, but can also be too much of a good thing. Unrestrained feasting, as if there is no tomorrow, can cause stomach upset, indigestion, heartburn and also plenty of weight gain. Take a break from time to time: some days without punch & co, cookies, fat and sugar bombs and instead light diet, herbal teas and regular sports make sure you put away the few sins that are yet to come. The abdication is not the keyword, but restraint, not prohibitions, but selective enjoyment is recommended. In addition, you are well advised to limit the use of alcohol – with plenty of water in between and aromatic teas and juices instead of punch and sparkling wine.

Stress and quarrels...

...are in fact frequently unloved side effects in the contemplative holiday season. Where the family is together, there is a lot going on and it is difficult to keep everyone in a good mood. Then your own rest can be left behind on the track. “Pre-Christmas stress” is not without reason a term that nobody has to explain: Christmas celebrations, baking cookies, organizing gifts, cleaning the flat or house, inviting and visiting a lot of family and many friends while not neglecting the job – that can be too much even for organizational talents. But stress and quarrels can be avoided with some advanced planning – start organizing gifts today, share the responsibility with your family, and schedule days with no appointments in the calendar to use free time for yourself – with a good book, a bath or sauna, a long walk or by trying new cooking recipes. The result: with less stress, there is less dispute and contemplation and peace are again on the agenda.

Break a leg...

... you wish that to someone who has to take a difficult exam or task. Of course that means that you wish somebody good luck and not a real injury, but the danger for the latter at this time of year is quite given. Icy and slippery roads and sports that are related to injury, such as skiing, ice-skating or tobogganing, always harbor the risk of an accident that leads to protracted healing processes. Just who is in a hurry, under pressure and wants to press more activities in the daily routine, when actually there is no time, increases the risk of injury. You do not need to do more than you can manage. You know yourself best, so be honest with yourself and try not to impress others. Rather choose a massage, a warm footbath or a leisurely walk if you feel as you are “under pressure”.

Prevention
Cough and sneeze...

...are often side effects of the cold season. Stress does not just negatively influence our mood, but also our immune system, so it is even more important to pay attention to be in balance during the cold period. Moderate, but regular exercise in the open air, a well-balanced diet with lots of vitamins and minerals, warm drinks and deliberate rest periods are a pleasant way to prevent the body’s own defense system. If you catch a cold, it is time to take time out. Rest is hip, trendy, popular!

Fire and flame...

...belong to the cold season. Advent wreath, Christmas tree, New Year’s Eve rockets and candle decoration hide also classic fire hazards, which can be avoided at best with prudence and caution. For example, dry Christmas arrangements should be regularly moistened, non-flammable sturdy bases of glass or porcelain protect the table underneath and the candles should never burn unattended. The same applies of course to the Christmas tree. It should also stand on a stable stand. To minimize risks, buy a fresh tree with intact needles, get a fresh cut on the trunk, and water it every day. A well-watered tree is almost impossible to ignite. Keep the tree away from heat sources, such as a fireplace or radiator, and out of traffic patterns. If you are using live garlands and other greenery, keep them at least three feet away from heating sources. Smoke detectors and extinguishers belong near the tree. For the popular light strings around the house, only tested, weatherproof products should be used. For the New Year’s Eve fireworks, pay attention to non-certified products, which unfortunately are still freely available – they are not suitable!
Janne Reini is a 54-year-old lawyer from Southwest Finland. He has had a long career in the insurance business before joining the Finnish Workers’ Compensation Center. Reini worked at the insurance company Sampo from 1988 onwards, and later at If P&C Insurance. He has been involved with the operations of the Federation of Accident Insurance Institutions (FAII) since the early 1990s; initially in various working groups and, since 2002, as a member of the FAII’s Board.

Due to his background, Reini knows the Finnish workers’ compensation insurance like the back of his hand. Through Board work at the Finnish Workers’ Compensation Center, he has also become very familiar with how the system works as part of the wider implementation of social security.

“Our system differs from the systems of many other European countries. In Finland, workers’ compensation insurance is a business for the insurance companies, but it is also part of social security and, consequently, very well regulated. Combining these two factors comes with its own set of challenges. However, I think that the Finnish system has proved to work extremely well. In a way, our system forces the different parties to cooperate. As a result, our workers’ compensation insurance system is not a faceless monolith to the paying parties, for example; instead, they are involved in developing the system.”

Private insurance companies compete with each other and, according to Reini, they also require that the system coordinator, meaning TVK, keeps up with the spirit of the times and develops its operations.

Work at TVK called

“The Finnish Workers’ Compensation Center was already a familiar place to me and I knew that Jussi Kauma was about to retire. I felt that my background and career history provide a good starting point for this role, and I can almost say that this work here is my calling. This is also a good step in my personal career.”
According to Reini, TVK must be an active and forward-looking operator that invests in serving its members.

“TVK must genuinely benefit its members and the entire workers’ compensation insurance system. We must not stop even though there has just been a fresh, significant law reform. Our job is to maintain the system. Working life is changing rapidly, and the system must keep pace with it.”

Reini foresees great future challenges for both Europe and Finland. The traditional workers’ compensation system has been based on employer responsibility. The original idea was that the employer is responsible for any accident happening to an employee at work. But will this still work in the future?

“Work has changed. Traditional, physical and high-risk jobs have become less common. At the same time, mental stress has increased in many jobs. The legal framework of work has also changed and is still changing. In many industries, the place where the work is done no longer matters. In addition to the workplace, people can work at home, on means of transport or wherever, whenever. Work tasks also require travelling more and more. It is difficult to distinguish stress from work from other life stress anymore. How can we justify the traditional workers’ compensation insurance system in these changed and changing conditions? That is the question that we must be able to answer.”

European Forum provides a boost for developing own systems
Reini had a chance to become acquainted with the activities of the European Forum when he participated in the forum organised by FAII in Helsinki in 2015 as a member of the Board. This year, Reini participated in the forum in Stockholm as the fresh Managing Director of TVK.

“The Stockholm forum was interesting and had a versatile programme. How much you get out of the topics is largely up to the participant. I think that the forum meetings and events are also important for networking.”

From the European Forum cooperation, Reini expects, above all, concrete examples, presentations of the successes and innovations of different countries and systems, and open discussion.

“The problems related to insurance systems are partly common ones that every country has to solve. By benchmarking the systems and practices of other countries, you may also find arguments to support the development of the system in your own country.”

Reini challenges the organisers of the European Forum.

“I think that it would be good if the organiser of the annual forum conference would briefly introduce the system of their own country in a nutshell as part of the conference’s programme. That way, everyone’s knowledge on the special characteristics of the systems in other member countries would increase without you even really being aware of it.”

“I am already looking forward to next year’s European Forum in Switzerland, as well as Finland’s own chairmanship in the next decade.”

Experienced commuter and choir singer
Janne Reini lives with his family in Piikkiö, Southwest Finland near Turku. Reini’s family includes his wife, three teenage children and a dog.

When he worked at Sampo and If, Reini’s actual workplace was located in Turku. However, his duties have taken Reini all around the Nordic countries for several years already. Consequently, he was not afraid of the long commute when he came to work at the Workers’ Compensation Center.

“I travel from Piikkiö to Helsinki on the motorway and live part of the week at our second home a few kilometres from the premises of TVK.”

Reini is an avid choir enthusiast. He sings in and is actively involved with the semi-professional chamber choir Key Ensemble based in Turku.

“Our choir won the ‘Eurovision for choirs’, i.e. the Let the Peoples Sing choral competition, in Luxembourg in 2013.”

The Finnish Workers’ Compensation Center (TVK)
http://www.tvk.fi

www.europeanforum.org
A warm welcome to Lucerne: Suva would like to invite you to the European Forum Conference from 3 to 5 October 2018

After the inspiring European Forum Conference in Stockholm in 2017, we are looking forward to the 2018 conference being held here with us in Switzerland. We would like to cordially invite you to Suva in Lucerne. The conference will take place from Wednesday, 3 October to Friday, 5 October 2018.

The programme begins on the Wednesday. To start with, there will be the working groups. These will be carried out at the Suva head office, located at the centre of Lucerne’s Old Town. It is slightly elevated and allows for a stunning view across the lake and of the imposing Pilatus, Rigi and Bürgenstock mountains. In the evening, we would like to invite you to a cosy dinner together.

Thursday is all about the conference. The conference will take place at the Hotel Schweizerhof, which is located directly on the lake. The conference will focus on the theme of “Accident insurance 4.0 – the impact of digitalization”. Digitalisation is changing our world, our business and the reality of our policyholders, sometimes in
a drastic way. This breeds uncertainty. However, these developments also create opportunities. Social insurance finds itself confronted with new issues, accident risks are changing and prevention is discovering new possibilities. We will end the day with a celebratory dinner.

On the morning of the third day of the European Forum Conference, we will hold the General Assembly.

We are convinced that we will not only have an exciting programme, but will also give you enough time and the perfect atmosphere to enjoy a relaxed exchange with your colleagues from around the world. More information will follow in early 2018. Further details regarding the programme, the speakers or the evening activities will be provided upon registration. You will also find a choice of hotels.

We look forward to welcoming you to Lucerne in 2018. We are particularly pleased to be your host in this special year for Suva. The Swiss National Accident Insurance Fund Suva will celebrate its 100th anniversary in 2018. Reserve the dates 3 to 5 October 2018 in your diary now. Until then, we wish you all the best for next year.

Daniel Roscher, Member of the Board of Management at Suva
Swiss National Accident Insurance Fund (SUVA)
www.suva.ch
The “EUROGIP Discussions” on 15 March 2018: “Digital and OSH in Europe – Challenges and opportunities”

Each year since 2003, EUROGIP has held a conference on a theme relating to the prevention and insurance of occupational injuries in Europe. The next conference (“Les Débats d’EUROGIP”) will be held on 15 March 2018 in Paris (France) on the issue: “Digital and OSH in Europe – Challenges and opportunities”.

It will be organized around five main round table discussions:

- Impact of the digital economy on the insurance and prevention of OIs/ODs on the national, European and international levels
- Information and Communication Technologies (ICT), work organization and health at work
- “Platformization” and OSH insurance
- The digital economy: an opportunity for occupational risk prevention
- The viewpoint of the European social partners

The round table discussions will be moderated by a professional journalist, after which time is devoted to a question-and-answer session between speakers and the participants.

The EUROGIP Discussions aim to facilitate the exchange of information and good practices between the relevant stakeholders. They are intended for representatives of the public authorities, enterprises (HR, safety managers, committees for health, safety and working conditions, etc.), the social partners, occupational risk prevention personnel, industrial doctors, consultants, academics, etc.

To find out more: www.eurogip.fr

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