

2 What's up? (WORK-IN-NET Intern)

MARCH 2007

WORK-IN-NET in Berlin, German Conference „Potential for Innovation in a Modern Working Environment“



WORK-IN-NET organized a forum and presented the project at the Conference „Potential for Innovation in a Modern Working Environment. Personnel Development – Organization“ which was carried out on March 29 and 30 in Berlin. The Conference was organized by the Federal Ministry of Education and Research (BMBF) and took place during the German EU Council Presidency. It targeted experts from industry, science and politics in Germany and Europe who have to face the radical changes in economic and social structures.

State Secretary Andreas Storm (BMBF) and Director General Heinz Zourek (European Commission, DG Enterprises and Industry) welcomed the 550 participants and underlined the necessity of building bridges between research and education and the world of working. 14 fora and a “market place” with 45 presentations of successful projects built the framework for the conference.

The WORK-IN-NET forum was titled “Uniqueness in the network – using cooperation, sharpening profiles”. The forum was moderated by Dr. Tuomo Alasoini (Finnish Workplace Programme, Ministry of Labour) and Edna Jordan (National Centre for Partnership and Performance, Dublin/Ireland) and had contributions from:

- Dr. Mari Hjelt (Gaia Consulting, Helsinki, Finland)
- Elise Ramstad (Finnish Workplace Development Programme – Tykes, Helsinki, Finland)
- Prof. Dr. Thomas Tydén (Dalarna Research Institute, Sweden)
- Alexander Frevel (Institut für Technik der Betriebsführung im Deutschen Handwerksinstitut e. V. - ITB Karlsruhe, Germany).

The results of the conference will be published in October 2007 (Steich/Wahl (Hg.) “Innovationsfähigkeit in einer modernen Arbeitswelt” (Campus) 45 €.

More Information: <http://www.arbeiten-lernen-kompetenzen-entwickeln.de/>

MAI 2007

Steering Committee Meeting and Workshop of WORK-IN-NET in Warsaw

On Mai 29 and 30, a Steering Committee Meeting and a workshop of WORK-IN-ET were organised by the Polish partner in the network, the Polish Federation of Engineering Associations (FSNT-NOT) in Warsaw.

On the workshop in Warsaw various themes were discussed: Prof. Józef Suchy presented as good practice approach the national polish instrument "Goal Oriented Projects"

Furthermore, the Polish partners presented a survey on national innovation policy. The results are published in the following report titled „[Polish Experience in Support of Employment Growth through Innovation](#)“. The report contains a description of the current situation, framework conditions, activities and instruments in the field of work-oriented innovation in Poland. The instrument of the "Goal Oriented Projects" was discussed within the WORK-IN-NET consortium and compared with other national approaches in Europe.

Additionally, the WORK-IN-NET network and approach was discussed with representatives of the Ministry on Science and Higher Education, the Ministry of Economy and Research and Polish research institutions.

MAI 2007

Survey on Greek project on work-oriented innovation

The Greek partners in WORK-IN-NET, the Secretariat for Research and Technology/Ministry of Development, together with the Research Funding Organisation DEMOKRITOS, launched a survey summarizing the national projects and national institutions dealing with research on work-oriented innovations. The survey was elaborated within WORK-IN-NET and can be downloaded [Work-oriented innovation in Greece](#).

JUNE 2007

Workshop at the Volkswagen AG on "Leadership and Health" on June 19th and 20th in Wolfsburg

"Leadership and Health" has been the topic of a workshop organised by the centre of health at the Volkswagen AG, the Federal Institute for Occupational Safety and Health and the Project Management Agency DLR. More than 200 participants from the fields of science, economy and intermediary organisations informed about and discussed the latest developments in the field of leadership and health. Two aspects have been of particular interest: how can employees be motivated to a healthy life-style and how can a company cope with the challenges of demographic change? Many contributions stressed the positive relationship between good leadership and economic success, with a special emphasis on appreciation of employees and measures of health promotion.

3 News from Partners

MARCH 2007

Germany launches new programme

On the conference „Potential for Innovation in a Modern Working Environment - Personnel - Development – Organization" the Federal Ministry of Education and Research launched the a new research programme that will be the political umbrella for the next six years. The full title of the programme is: "Working – Learning – developing competences - Potential for Innovation in a Modern Working Environment". Future calls for proposals will be developed according the goals of this programme.

MARCH 2007

National Institute of Working Life in Sweden will be closed

Due to a decision of the Swedish government, the National Institute of Working Life (NIWL) is going to be closed in 2007. NIWL is an associated partner to WORK-IN-NET. Because of the closure, NIWL will have to leave the network as partner – we will very much miss this experienced institution. The WORK-IN-NET partners are greatly concerned by the decision of the Swedish Government. The Institute has made an outstanding contribution to work-life research in Europe, not least in deepening understanding of the interdependence of organisational innovation, improvement of working conditions and growth in productivity. Partners in the EU Work-in-Net initiative, funded by the European Commission to develop joint transnational approaches and activities relating to workplace innovation programmes, rely on national research centres of excellence. Until now Sweden has played an exemplary

role in developing and sustaining such centres. The closure of the National Institute will lead to an irretrievable loss of knowledge and intellectual capital at both national and European levels.

May 2007

WIN member receives university award

Peter Rehnström, Director of the Finnish Work Environment Fund, received the award "Honorary Doctor" by Tampere University of Technology. This title is the highest recognition a university can award. Tampere University of Technology has invited persons from Finland and abroad to accept honorary doctorates at its conferment ceremonies based on their achievements in fields represented by the University or other excellent scientific, artistic or social merits.



JULY 2007

CALL FOR PROPOSALS IN GERMANY

The Federal German Ministry of Education and Research launched two calls for proposals within the field of innovation on services: the first call is titled: „Dienstleistungsqualität durch professionelle Arbeit“ (the quality of services through professional work) and targets to open the way to innovation in service work. There is currently a lack of attractive professional careers for service industry workers and employees. This has considerable consequences. There is a need for new qualification profiles and a new understanding in society of professionals, working in the service industry. This should include and support attributes such as training, professional suitability, commitment, pride and professionalism. The aim of the call is to develop new models of professionalisation in service work. The guiding motif of the call is to develop a new consciousness in the service work, comparable to the „blue collar pride“ in the manufacturing industry.

The second call „Technologie und Dienstleistungen im demografischen Wandel“ (Technology and services on demographic change“) addresses research and innovation in den field of micro system based services improving the cohabitation of diverse demographic groups and ethnic minorities. The call targets it's research and innovation activities in the areas of "home" and "wellness". Proposals (outlines with 15 pgs. maximum) can be submitted to PT-DLR until 28th September 2007. Only institutions operating in Germany are eligible. The full text of both calls for proposal is available under the following internet address: www.bmbf.de/foerderungen

4 Examples of Good Dissemination Practice

North Rhine-Westphalia, Germany:

Report: "Potential Consulting" available

The Minister of Labour, Health and Social Affairs of the federal state North-Rhine Westphalia, Germany, supports work oriented modernisation especially for small and medium sized enterprises (SME). Under the heading "Work Oriented Modernisation" the different support modules of this policy are imbedded in the Programme of the European Social Fund (ESF) in North-Rhine Westphalia. One of the support modules is "Potential Consulting" which means the support of consulting services for developing further potentials of SMEs carried out by private consulting companies which are specialised for the work with SMEs. The main objective of Potential Consulting is the dissemination of new management knowledge, methods and tools in a high number of SMEs.



Since North Rhine-Westphalia has some 700,000 SMEs a network system is needed so that SMEs easily can have access to the support of Potential Consulting. Therefore on local level more than 120 contact points have been installed usually at Chambers of Commerce, Chambers of Craft, local agencies for economy development and local labour market agencies, where SMEs can apply for financial support for these Potential Consulting projects. The funding covers 50 % of the cost of the consulting company, at most 5,000 €. For the accomplishment of the Potential Consulting projects in SMEs more than 2,000 private consulting companies are available. These are small consulting companies with 1-10 consultants. Methodically they work in a participative and process-oriented way.

Since the year 2000 more than 10,000 Potential Consulting projects have been carried out. The results of the tool Potential Consulting which have been reached are documented in this report.

http://downloads.gib-nrw.de/PB_Report_EN.pdf

North Rhine-Westphalia, Germany:

Report: The Training Cheque - a new Instrument for the Promotion of the Continuing Vocational Training in SMEs in the German Federal State of North Rhine-Westphalia

In order to promote continuing vocational training in North Rhine-Westphalia (NRW), the federal state government introduced in January 2006 the "training cheque programme NRW", which intends to offer enterprises and employees counselling and financial support for the implementation of continuing vocational training. There are two main target groups that can receive training cheques:

- SMEs – this is called the enterprise application route.
- Individual employees – this is called the individual application route.

A special focus of the training cheque programme is to promote the training participation of the unskilled and semi-skilled, migrants and older employees. The use of the training cheque requires an obligatory counselling by the consultation centres. The consultation centres are officially approved training institutions, which are obliged to give neutral training advice. The realisation of the programme uses the available know-how of the consultation centres already existing in North Rhine-Westphalia. An additional consultation network of institutions has not been established. Thus, using the already existing training infrastructure in NRW, it was not necessary to establish new bureaucratic implementation structures. Within the first year more than 100,000 training cheques have been disbursed.

A first external report about this new instrument has been published:

http://downloads.gib-nrw.de/BS_EN_BIBB.pdf

5 Dates, Events & Activities

North Rhine-Westphalia, Germany:

Coping with the challenges of Demographic Changes

Under the heading "Aging Workforce Demand Modified Labour Market" the federal state government of North Rhine-Westphalia together with the top representative of the social partner invites to five congresses on sub-regional level. These congresses aim to promote new thinking and new practices in labour market and workforce management on regional-, company- and workplace level.

These congresses will take place as follows:

September, 13th, 2007, Duisburg

October, 17th, 2007, Münster

November, 29th, 2007, Paderborn

December, 03rd, 2007, Dortmund

January, 14th, 2007, Köln

More information: www.arbeit-demografie.nrw.de

6 Publications

MAI 2007

"Systematic design of innovations" – Publication of the congress on innovations

In the area of product design there are numerous guidelines available assisting in the process of systematically designing, stimulating and implementing products? But can innovations also be stimulated? Can they be designed systematically? The team of Prof. Dr. Reinhard Doleschal from the FH Lippe and Höxter gathered in the course of the funding focus „innovation-friendly corporate culture" a lot of successful approaches. These have been presented at the innovation-congress 2006 and have now been published. The publication is also available as an eBook at: www.fh-luh.de/kom.



Doleschal, R.; Nolte, B.; Pläster, I. (Hrsg): „Innovationen systematisch gestalten. Beiträge zum Innovationskongress 2006", Lemgo 2007 (Schriftenreihe des Instituts für Kompetenzförderung, Fachhochschule Lippe und Höxter, Nr. 1), ISBN 978-3-940330-00-0

The publication list of WORK-IN-NET with the possibility to download the documents is available in the Internet: <http://www.workinnet.org/10.htm>

JUNI 2007

Publication „Internationalisation of manufactural services"

Growing competition, also from foreign countries, forces companies of the manufacturing sector to search for new market opportunities. Until now, the manufacturers do not sufficiently recognize the chances on foreign markets. This book reports about good practices of a lot of companies exporting services in the field of manufacturing.

Ewald Heinen (Hrsg.): Internationalisierung handwerklicher Dienstleistungen. Konzeptentwicklung und Praxisbeispiele. Verlag Dr. Jochen Heizmann, Ingolstadt, 2007, 126 Seiten

JUNI 2007

"Remote Services. New forms of internationalising services" – new publication

New ICT more and more allow for services to be offered from afar, independantly from the location of the customer. In this way a lot of possibilities fort he internationalisation of services disclose as well as new forms of business relationships. The book deals extensively with the management of services controlled and supported from afar, because there are still huge gaps in the respective research.

Dirk Holtbrügge, Hartmut H. Holzmüller, Florian von Wangenheim (Hrsg.): Remote Services. Neue Formen der Internationalisierung von Dienstleistungen. Gabler Edition Wissenschaft, 2007, 198 Seiten

7 News from Europe

New OSH ERA

April 2007: Workshop 'Exchange on good management practices'

The NEW OSH ERA society and some guests met in Dortmund for the workshop 'Exchange on good management practices'. The objective of this work package 4 is to realize an information exchange on management approaches in OSH related national research. The organisation has been done by BAuA and the workshop took place in the outlandish ambience of the DASA, the German Occupational Safety and Health Exhibition. The preparatory work for the workshop was done by PT-DLR (task leader) and BAuA. It consisted of identifying programmes for funding and managing OSH research and to bring together comprehensive knowledge about programme running structures of the members of NEW OSH ERA. A questionnaire was circulated which dealt with programme implementation, administrative procedures, dissemination of research results and evaluation practices in different partner countries. Additionally the partners were asked to prepare national reports to summarise national specialities, if not covered by the questionnaire.



The results have been presented and discussed on the first day of the workshop. The big variety of management approaches of the different institutions became obvious.

Later on, four good practice reports about the quality management system at BAuA, research funding transfers, the programme management strategy at PT-DLR and the management of national programmes in Poland were presented. In order to achieve more detailed results, on the second day two group work sessions took place. The partners had the opportunity to discuss their management approaches in detail. With the support of all partners the outcomes of the group discussions were carried together in a final plenary session. The workshop achieved information about strength and weaknesses in the different management of OSH-programmes in Europe. A big variety of management approaches was identified. The results will be summarized and implemented into the final report on

management approaches. This report will provide the basis for task 6, synchronizing research on OSH (task leader: PT-DLR) in which a strategy for a joint call will be developed.

The workshop ended with the visit of the German Occupational Safety and Health Exhibition (DASA).

European Foundation, Dublin:

"Fourth European Working Conditions Survey"

New data from the Fourth European Working Conditions Survey provides a unique insight into the views of around 30,000 workers in 31 countries on a wide range of issues including work organisation, working time, equal opportunities, training, health & safety and job satisfaction. The survey aims to provide an analysis of working conditions in the EU27, in the two candidate countries (Turkey and Croatia), as well as in Switzerland and Norway. In total, nearly 30,000 individual workers were interviewed in face-to-face interviews in their own homes in the period September-November 2005.

Download full report here: <http://www.eurofound.europa.eu/pubdocs/2006/98/en/2/ef0698en.pdf>

8 Important Links

Finland

TYKES Finnish Workplace Development Programme, Ministry of Labour

<http://www.tykes.fi/>

Work Environment Fund

<http://www.tsr.fi/>

Germany

Project Management Organisation in the DLR of the Federal Ministry of Education and Research (WORK-IN-NET Coordination)

<http://www.pt-dlr.de/>

Ministry of Labour, Health and Social Affairs of the Land North Rhine Westphalia, Germany

www.mags.nrw.de

G.I.B. Innovative Employment Promotion Company GmbH

<http://www.gib.nrw.de/en/>

Greece

Secretariat for Research and Technology, Ministry of Development

<http://www.gsrt.gr/>

Ireland

National Centre for Partnership and Performance

<http://www.ncpp.ie>

Italy

Regional Government of Emilia Romagna

<http://www.emilia-romagna.it/>

Istituto per il Lavoro

<http://www.fipl.it/>

Norway

Research Council Norway

<http://www.forskningsradet.no/english>

Poland

Ministry of Science and Higher Education

<http://www.mnii.gov.pl/en>

Federation of Engineering Associations

<http://www.mnii.gov.pl/en>

Sweden

Swedish Agency for Innovation Systems

<http://www.vinnova.se/>

Swedish Council for Working Life and Social Research

<http://www.fas.se/>

Associated partners

Austria

Federal Ministry of Education, Science and Culture

<http://www.bmbwk.gv.at/>

France

ANACT – The Agence Nationale pour l'Amélioration des Conditions de Travail

<http://www.anact.fr>

Netherlands

TNO Work and Employment

<http://www.tno.nl>

United Kingdom

UK WON

<http://www.ukwon.net>



Supported within the  Framework Programme of the European Commission

European Institution

European Agency for Safety and Health at Work
<http://europe.osha.eu.int/info/>

ERA-NETs

ERA-AGE
<http://www.shef.ac.uk/era-age/Introduction.htm>

NEW OSH-ERA
<http://osha.europa.eu/newoshera/>

9 Imprint

Joint Secretariat of WORK-IN-NET
Editorial staff: Dr. Friedhelm Keuken, Dr. Claudio Zettel

Contact:

Dr. Friedhelm Keuken
G.I.B.
Im Blankenfeld 4
46238 Bottrop
Germany
Tel.: +49 (0) 2041 767-272
Fax: +49 (0) 2041 767-299
E-Mail: f.keuken@gib.nrw.de
Internet: www.gib.nrw.de/de/gib/mitarbeiter/pages/F_Keuken.htm?id=

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