



INTERNATIONAL CONFERENCE ON SUSTAINABLE EMPLOYABILITY

BUILDING BRIDGES BETWEEN SCIENCE AND PRACTICE

Second announcement



Due to the economical and political tendency to raise retirement age, workers will have to work longer. A policy of keeping workers longer at work can only be successful if their employability is maintained in a sustainable way throughout their entire career. Inevitably, organizations will have to deal with the challenges of promoting and maintaining the employability of their workers.

Occupational Health Services and Human Resource Managers are the protagonists within the action field of sustainable employability. It is therefore important that both fields interact with each other as well as with their respective academic communities.

The conference bears the subtitle *“Building Bridges between Science and Practice”* and aims to bring together science and practical know-how of both areas, in order to facilitate the translation of scientific knowledge into practice and the transfer of the needs of the practitioners to the scientific community.



The conference aims to bring together scientists and professionals of all disciplines involved in sustainable employability by offering a platform to exchange scientific knowledge and practical know-how.

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- work ability throughout the life course, including active ageing policies
 - health promotion at work
 - psychosocial and organizational factors at work
 - workplace social capital
 - leadership
 - prevention of and managing workers with chronic musculoskeletal disorders
 - prevention of and managing workers with mental disorders
 - sickness absence and return to work
 - cross-generational collaboration and diversity management
 - job crafting
 - talent management, career management
 - new forms of work organization, including working time arrangements and spatiotemporal flexibility
 - mobility issues, including international mobility
 - (socio-)demographic analysis, including age and/or generational analysis

Special sessions:

- *"Sustainable employability and cardiovascular disease"*, organized by the ICOH Scientific Committee Cardiology in Occupational Health (ICOH-CVD)
- *"Unemployment, job insecurity, and sustainable employability"*, organized by the ICOH Scientific Committee Unemployment, Job Insecurity and Health (ICOH-UJIH)

Other relevant topics on sustainable employability are welcome as well. Interdisciplinary approaches are encouraged.

We would like to spark debate. Academics are encouraged to present their work in a comprehensible manner and professionals are encouraged to express their expectations towards the academic world.



Everybody involved in sustainable employability: scientists and researchers in the fields of Occupational Health & Safety and Human Resource Management, company leaders, HR professionals (HR directors, HR managers, HR business partners, HR consultants), Occupational Health & Safety professionals (occupational physicians, occupational psychologists, occupational health and safety services), governmental institutions, employer organizations and trade unions.



Tuesday, September 13	Wednesday, September 14 "Manager Day"	Thursday, September 15	Friday, September 16
	8:00 Registration		
	9:00 Welcome	9:00 Plenary keynote	9:00 Plenary keynote
	9:15 Conference opening	Keynote 11	Keynote 14
	10:00 Plenary keynote Keynote 1	9:45 Plenary keynote Keynote 12	9:45 Parallel sessions (oral presentations)
	10:45 Coffee break and Poster Viewing	10:30 Coffee break and Poster Viewing	10:45 Coffee break and Poster Viewing
	11:15 Parallel Keynotes Keynote 2 Keynote 3 Keynote 4 Keynote 5	11:00 Parallel sessions (oral presentations)	11:15 Parallel sessions (oral presentations)
	12:15 Lunch and Poster Viewing	12:30 Lunch and Poster Viewing	12:15 Closing Ceremony
	13:45 Plenary keynote Keynote 6	13:30 Plenary keynote Keynote 13	12:45 Lunch
	14:30 Parallel Keynotes Keynote 7 Keynote 8 Keynote 9 Keynote 10	14:15 Parallel sessions (oral presentations)	
	15:30 Coffee break and Poster Viewing	15:45 Coffee break and Poster Viewing	
	16:00 Plenary stakeholders debate	16:15 Parallel sessions (oral presentations)	
17:00 Informal get-together Registration	17:00 Roundup first day		
	17:30 Reception		

Conference dinner



1. **Kim Staack Nielsen**, Chairman Danish HR
"The Danish model for a higher sustainable employability"
2. **Frederik Anseel**, Prof., Ghent University
"Reinventing Performance Management: why should we care and what are the alternatives?"
3. **Yves Veulliet**, Global Disability & Inclusion Program Manager, IBM
"Diversity and Inclusion as a tool to foster sustainable employability"
4. **Els Clays**, Prof., Ghent University
"The psychosocial work environment: how much do we know to optimize sustainable employability?"
5. **Jacques Spelkens**, Head of Territorial and CSR Networks Development, ENGIE
"Intergenerational Employability Enhancement through multi-stakeholder CSR initiatives"
6. **Juhani Ilmarinen**, Prof. Em., Juhani Ilmarinen Consulting
"Work ability for science and practice"
7. **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"
8. **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"
9. **Peter Baillière**, Senior Vice President Human Resources, Alfa Laval
"The Scandinavian Model: dream or reality?"
10. **Donatienne Desmette**, Prof., Université catholique de Louvain
"Age diversity: an inconvenience for the organization? Insights from research to practice"
11. **Tage S. Kristensen**, Prof. Em., Task-Consult
"Organizational social capital and sustainable employability"
12. **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"
13. **Hans Martin Hasselhorn**, Prof., University of Wuppertal
"The complexity of employment participation at higher working age"
14. **Greet Vermeylen**, Senior programme manager, Eurofound
"Sustainable work over the life course in the European Union: a multi-actor approach"

Both academics and professionals are encouraged to submit an abstract and to present their work (scientific or practical case studies) to each other, in order to enhance mutual communication.

All accepted presentations must be presented at the conference by one of the authors. Inclusion in the conference program will only be possible after valid registration of the presenting author.

Authors can state their preferred type of presentation (poster or oral). The final decision on presentation type rests with the Scientific Committee.

All submissions require the following information

- Preferred contribution type (oral/poster)
- Conference topic
- Title
- Author(s)
- Affiliation(s)
- Presenting author
- e-mail address for correspondence

Deadline for abstract submission: May 31st 2016

Latest acceptance notification: June 15th 2016

Abstracts can be submitted online on the website (www.incose.eu).

If you should encounter problems during the online abstract submission process, please send your abstract and the required information to philippe.kiss@securex.be.

All abstracts: only abstracts in English, with a **maximum word count of 300 words** (including references) will be accepted.

Research papers are preferably structured as follows:

Aim(s)

Methods

Results

Conclusions and/or Implications

Case studies/reports may use a format more appropriate to the subject, but should not exceed 300 words.

Citation of references:

In-text citations should be avoided in the abstract, but if essential, indicate references by number(s) in square brackets in line with the text.

References should be placed at the bottom of the abstract and numbered in the order in which they appear in the text. Minimize punctuation.

Example for a journal paper:

[1] Kales SN, Soteriades ES, Christophi CA, Christiani DC. Emergency duties and deaths from heart disease among firefighters in the United States. *N Engl J Med* 2007;356:1207–1215

Example for a book:

[2] Checkoway H, Pearce N, Kriebel D. *Research Methods in Occupational Epidemiology*. 2nd ed. New York: Oxford University Press, 2004

Please note that references are taken into account for word count as well.

Conference registration can only be done on-line (www.incose.eu).

	PhD students	Early bird (until June 15 th 2016)	Normal fee (after June 15 th 2016)
Full conference (3 days)	475 €	535 €	595 €
Only "Manager's day" (Wednesday 14 September)	395 €	445 €	495 €
Conference dinner (Thursday 15 September)	75 €	75 €	75 €

Please note: prices are 21% VAT exclusive

Conference fees include:

- coffee breaks
- lunches
- reception (Wednesday 14 September)

Special conference rates have been negotiated with following hotels (for booking details, please visit our website www.incose.eu) :

<i>Hotel</i>	<i>Walking distance</i>	<i>Single room*</i>	<i>Double room*</i>
Sandton Brussels Center	500 m	149.00 €	164.00 €
Hilton Brussels Grand Place	300 m	216.58 €	236.58 €

* all prices are breakfast included



The conference will take place at the *Square Brussels Meeting Centre*, Glass Entrance, rue Mont des Arts, 1000 Brussels, located in the heart of Brussels, adjacent to the Brussels Central Railway station (<http://www.squarebrussels.com>).

In line with the aim of the conference, the organization is a joint initiative by partners from the field (Securex) and academic partners (Ghent University and Université catholique de Louvain), and the Scientific Committee "Aging and Work" of the International Commission on Occupational Health (ICOH).

- Dr. Philippe Kiss, Frank Vander Sijpe, Jan Devolder, Dr. André Kruse, Dr. Marc De Meester, Piet Rosseel, Katrien De Clercq, Bram Dehaene, Securex
- Prof. Dr. Lutgart Braeckman, Prof. Dr. Els Clays, Prof. Dr. Frederik Anseel, Lien Vossaert, Ghent University
- Prof. Dr. Filip Dorssemont, Prof. Dr. Laurent Taskin, Kamila Moulaï, Université catholique de Louvain

- Prof. Dr. Clas-Håkan Nygård, University of Tampere, Finland, Chair of the ICOH Scientific Committee "Aging and Work"
- Prof. Dr. Hans Martin Hasselhorn, University of Wuppertal, Germany
- Prof. Dr. Lutgart Braeckman, Ghent University, Belgium
- Prof. Dr. Els Clays, Ghent University, Belgium
- Prof. Dr. Frederik Anseel, Ghent University, Belgium
- Prof. Dr. Donatienne Desmette, Université catholique de Louvain, Belgium
- Prof. Dr. Filip Dorssemont, Université catholique de Louvain, Belgium
- Prof. Dr. Laurent Taskin, Université catholique de Louvain, Belgium
- Prof. Dr. Frédéric Nils, Université catholique de Louvain, Belgium
- Mrs. Greet Vermeylen, Eurofound, Ireland
- Prof. Dr. Reiner Rugulies, National Research Centre for the Working Environment, Copenhagen, Denmark
- Dr. Irene Houtman, TNO Work and Employment, The Netherlands
- Dr. Peter M. Smith, Institute for Work & Health, Toronto, Canada
- Prof. Dr. Peter Vlerick, Ghent University, Belgium
- Prof. Dr. Toon Taris, Utrecht university, The Netherlands
- Prof. Dr. Geert Van Hootehem, KU Leuven, Belgium
- Prof. Dr. Peter Bamberger, Tel Aviv University, Israel
- Prof. Dr. Eva Selenko, University of Sheffield, United Kingdom
- Prof. Dr. Em. Tage S. Kristensen, Task-Consult, Copenhagen, Denmark
- Prof. Dr. Judith Sluiter, University of Amsterdam, The Netherlands
- Prof. Dr. Beatrice van der Heijden, Radboud Universiteit, The Netherlands



A subsequent conference on *Work, age, health and employment - evidence from longitudinal studies* will focus on several research challenges, and will be held on 19-21 September 2016 at the University of Wuppertal, Germany (www.wahe2016.uni-wuppertal.de). The weekend in between should allow interested attendants to travel from Brussels to Wuppertal.



For news and information updates, please visit the conference website: www.incose.eu.

