



Healthy work – our goal
Products and services



Words of introduction

Work and health need not be a contradiction. On the contrary: recent studies confirm that good work promotes good health, keeps people fit, and is a decisive factor for a meaningful life. The Institute for Work and Health of the German Social Accident Insurance (IAG) supports the prevention of health risks and promotes forms of work organization conducive to good health.

Our functions are based upon the following four pillars: training; research and development; consultancy services for the statutory accident insurance institutions and their member companies; and promotion of the exchange of information by means of conferences. These four areas of activity generate strong synergies, since each individual service produces findings and experience which have a positive impact upon the other services.

We look forward to supporting your work in making work good. We trust that this brochure will provide insights into our range of services.

Prof. Dr. Dirk Windemuth
Head of the Institute for Work and Health
of the German Social Accident Insurance (IAG)

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At a glance



The key activities of the IAG

The Institute for Work and Health of the German Social Accident Insurance (IAG) has the task of supporting the statutory accident insurance institutions and their member companies in their preventive activity. In this context, preventive activity encompasses not only the prevention of occupational accidents and diseases and work-related health hazards, but also measures for the workplace health promotion. Ideally, these measures are developed in co-operation with the health insurance institutions, for example in the Initiative Health and Work (iga).

The IAG fulfils its function through four key areas of activity:

- **Training** of numerous target groups by communication and exploitation of the latest findings
- **Conferences**
- **Consultancy** based upon existing specialist expertise, researched information or research by the IAG itself
- **Research** geared to the solution of problems in plants



Joint activity

Where advantageous for the work, the tasks of research, consultancy, qualification and conferences are conducted in conjunction with external partner institutions. Two of these joint activities, the Initiative Health and Work (iga) and the European Network Education and Training in Occupational Safety and Health (ENETOSH) are run from within the IAG.

Within the Initiative Health and Work (iga), statutory health and statutory accident insurance institutions work together on preventing work-related health hazards. The objective is to exploit the existing methods and expertise of both branches of social insurance in a practical manner, and to develop prevention approaches further for the world of work. In all cases, the focus lies upon the health and safety of the employees.

Since 2005, the IAG has been co-ordinating the creation of the European Network Education and Training in Occupational Safety and Health (ENETOSH). Within the network, education and OSH experts work hand-in-hand at national and international level. The objective is that of promoting the quality of education and training in prevention at all levels of the European education system.



Websites of the joint projects

What we offer



Training

Every year, some 13,000 people receive comprehensive initial and further training and information on occupational safety and health at the IAG. The subjects of the seminars, of which around 300 are held each year, extend from traditional technical occupational safety and the organization of work, through the initial and further training of prevention experts, to the health and model behaviour function of managers.

Hazard minimization, the reduction of mental strain, and optimization of prevention strategies are the main objectives. They are to be attained by further development of the abilities and skills of employers and managers, insured individuals, members of employee representative councils, company physicians and their staff, OSH professionals and labour inspectors.

In order for the effectiveness and sustainability of the training measures to be assured, as many events as possible are conducted by means of the formal and non-formal learning processes of the IAG training model (see image). Training involves the use of modules from the IAG model in a combination which is suitable for the training measure concerned.

Qualified trainers and lecturers

35 in-house lecturers from a number of disciplines, such as work organization, commerce, occupational medicine, psychology and the social sciences, education, law,

the natural sciences and engineering are responsible for the seminars, and are supported in their task by approximately 200 freelance trainers in theoretical and practical subjects.

Dedicated practical facilities for specific subjects

In the IAG's 25 practical facilities, even complex work situations can be experienced first-hand. The facilities, which are equipped specifically for the subject concerned, enable work procedures to be analysed, evaluated and improved particularly effectively. Seminar participants play an active part themselves, learn more sustainably owing to the hands-on experience, and are better able to implement what they have learnt in vocational practice.

The driving simulator practical facility, for example, enables hazard situations to be experienced actively. Participants in these seminars are able to practice the correct behaviour in infrequent, critical situations. Seminar content is addressed in greater depth, and implemented in practice. The other practical facilities of the IAG follow the same educational approach.

Quality assurance

The IAG assures the quality of its seminars and events by means of integral quality management involving regular evaluation of all events. The IAG's quality management system is certified by the DGQ (the German society for the certification of management systems).



IAG model for training



View of the lecture theatre

Conferences

The IAG organizes successful conferences, workshops and other events. Besides specialist conferences of its own, conferences and symposia are also organized for external partner bodies. As a result, a total of 150 conferences are held each year.

The IAG's own in-house conference management covers the full range of conference services. As a competent service provider, the IAG provides consultancy and support in the planning, execution and post-event analysis of events for national and international audiences. The aim of this activity is not only for knowledge transfer and the exchange of information to be as effective and varied as possible, but also for the particular needs of each individual candidate to be addressed.

The conferences conducted by the IAG promote opinion-forming and the pooling of experience in topical OSH issues.

The following events are examples of those held at intervals of between one and two years:

Dresden Prevention Forum

Once each year, members of the management board, general managers and heads of prevention of the statutory accident insurance institutions meet in the DGUV Academy Dresden to discuss a topical prevention issue.

The „Dresden discussions“

This series of events, held in the context of the Initiative Health and Work (iga), offers a lively exchange of experience on OSH topics, and the presentation of best-practice examples and new scientific findings.

Working healthily, safely, and longer

The annual colloquium on the subject of working healthily, safely, and longer, organized by the Initiative Health and Work (iga), addresses demographic change and its impact upon employees and companies.



Exhibition accompanying a conference

Nursery-school symposium

Staff from nursery schools and child-care centres throughout Germany meet every two years at the DGUV Academy Dresden to discuss topical issues of occupational safety and health and the promotion of good health in nursery schools and childcare facilities.

Training & innovation

This annual event promotes the integration of innovations in educational methodology into OSH education and training. Since 2001, T&I has become an international meeting-point within the IAG.

Corporate activity

This series of conferences is aimed at companies of any size. Integral approaches to the promotion of good health, motivation of employees and the stimulation of personnel development are presented and discussed.

The future of work

This specialist conference is held every year, and addresses changes in the world of work and the associated impact upon working conditions. The conference is intended for managers and prevention experts.



Test Diagnostics practical facility

Research and consultancy

The IAG supports the BGs and the public-sector accident insurers in the fulfilment of their prevention mandate by conducting research and consultancy activities. The purpose of these activities is to transfer expertise and the results of research to plant practice.

Research

The focus of IAG research is that of human beings at work. For work to be organized such that it remains healthy in the long term, the interrelationships of exposure and stress, required worker performance and health must be understood. This is the task of OSH research. In addition, it assists in the selection of particularly effective preventive measures for companies.

Foci of research are:

- Mental stress and health
- Traffic safety
- Evaluation
- Work Design and Demography
- Learning and Digital Media

Joint research activities

The IAG works in co-operation with the institutes of the German Social Accident Insurance, other German and foreign OSH research institutes, government ministries, universities and companies.

Consultancy

Whether the objective is work design and organization, or the retention and promotion of good health: the IAG makes its expertise available to the statutory accident insurance institutions in the form of consultancy for businesses and public administrations.

The issues concern human beings and their interaction with their working environment. What can be done to prevent bullying? How are processes of corporate change best managed? To find answers to these and other questions, the IAG has adopted a project-oriented, interdisciplinary approach. The disciplines of work organization, commerce, occupational medicine, psychology, the social sciences and public health, education, law, the natural sciences and engineering are involved.

Research and consultancy topics

- Mental stress and mental strain: prevention, measurement, intervention
- Conflict, bullying and violence at the workplace
- Emergency psychology
- Processes of corporate change
- Working in intercultural teams
- Safety-conscious behaviour – in businesses and on the road
- Ergonomics for older employees
- Workplace organization for employees with disablements and reduced performance
- Evaluation and assessment of prevention measures
- Staff and customer surveys: design and electronic evaluation
- Development of prevention targets



Synergies

The four areas of activity, i.e. training, research, consultancy for the statutory accident insurance institutions and their member companies, and promotion of information interchange by way of conferences, give rise to synergies, since each service yields findings and experience which have a positive impact upon the others:

At the IAG, all researchers are at the same time lecturers and consultants. The results of research thus serve as direct input for consultancy and training activities. The rapid transfer of research results into companies is thereby assured.

In turn, all lecturers and consultants are actively involved in research. This ensures that important questions arising in the field are addressed by research activity, and that the concerns of the businesses and their employees are always the centre of focus.

Conferences and joint projects with other institutes bring additional expertise into the institute from which training, consultancy and research all benefit.

Example

What topic should be selected for the next prevention campaign?

Major prevention campaigns require a lead time of at least two years. The preparations for the 2010/11 prevention campaign therefore began at the beginning of 2008. Under moderation of the IAG, the conference of prevention managers commissioned a group of experts with the task of proposing subjects for the next campaign.

The team of experts consisted of delegates from a number of statutory accident insurance institutions and the project management team of the current prevention campaign. The procedure followed for the development of prevention targets was that of the Initiative Health and Work (iga), which is described on the right. Ten criteria were formulated for suitability for the campaign, and the selected prevention topics then evaluated against them. The criteria included the need for action – identified from the data material; the scope for preventive influence; the feasibility of implementation; and also criteria such as the occupational causality, political relevance, and sustainability. To permit evaluation of the prevention topics against the criteria, a five-stage evaluation scale was developed, extending from „fully satisfied“ to „not satisfied at all“. At all times, the latest developments in the Common German OSH Strategy were observed.

The committee ultimately selected the subject of „Safe driving and transport at work“ for the 2010/11 prevention campaign. Preparations also began for a further subject, that of „Prevention of musculoskeletal diseases“, which is very suitable for a joint campaign with the health insurance institutions.

What are we working on?

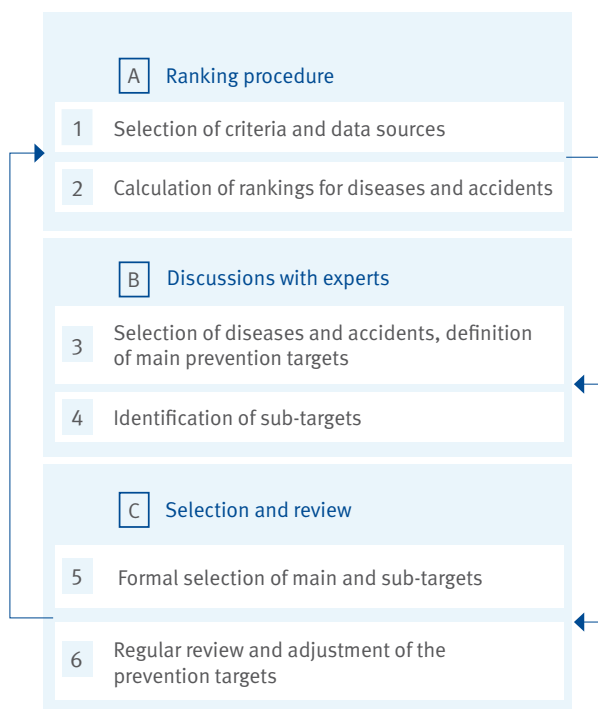
Developing prevention goals

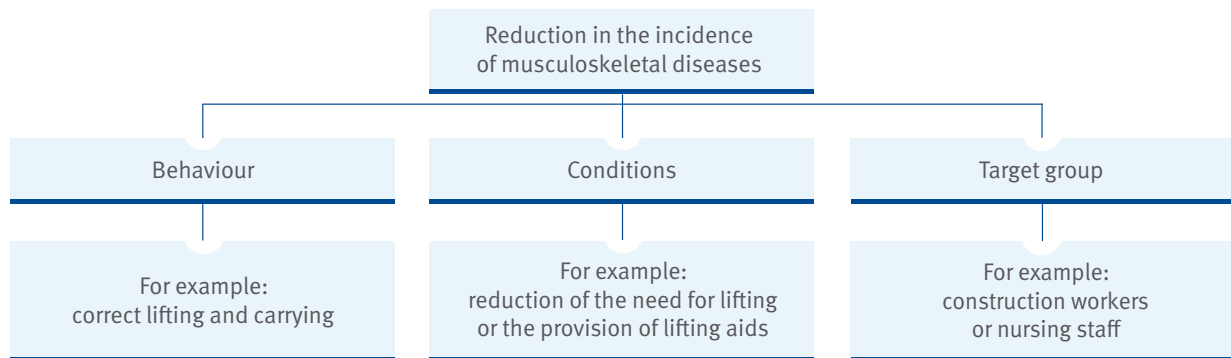
What can statutory accident insurance institutions do in order to attain decisive success in prevention activity, against the backdrop of limited resources and increasing change? The prevention targets project provides the answer: better definition of the need for preventive activity, clearer targeting of preventive measures, and review of the action taken.

Combining approaches

No standardized procedure exists for the development of prevention targets. A distinction can be drawn between methods based upon data and those involving the consultation of experts. It is advantageous for the two approaches to be combined. The IAG follows a procedure developed and tested by the German Social Accident Insurance (DGUV), the federal association of company health insurance funds (BKK-BV) and the federal association of AOK health insurance funds.

Key elements of this procedure are a ranking procedure (A) which is taken up in discussions with experts (B), and then followed by a decision and review process (C).





The ranking procedure is based upon statistics for occupational diseases and accidents in accordance with defined criteria. The rankings of the diseases or accidents are calculated; those ranked highly are shortlisted.

In discussions based upon the results of the ranking procedure, experts evaluate diseases and accidents with regard to further aspects. Can the issues be influenced by prevention activity? Do effective measures exist? By what means can the target group be accessed?

Definition of targets

Main and sub-targets are then defined for the prevention of selected accidents or diseases. A main target may for example be a reduction in the incidence of musculoskeletal diseases. The sub-targets are geared to behaviour, conditions or target groups. A behavioural sub-target might be „proper lifting and carrying“; a sub-target relating to conditions might be „reduction of the need for lifting“ or „the provision of lifting aids“. For the target groups, employees may be considered for whom the risk of disease is particularly high, such as construction workers and nursing staff.

The procedure was trialled in the German Social Accident Insurance institutions in the meat-processing industry (now the German Social Accident Insurance Institution for the foodstuffs industry and the catering trade) and the administrative sector. A further area of application is the search for a common subject for the 2010/11 prevention campaign, preparation for which began in early 2008 (see box). Based upon research activity launched by the Initiative Health and Work (iga), the IAG has been commissioned to date with five consultancies for the development and evaluation of prevention targets. Consultancy has also been provided for the development of common prevention targets in the statutory health insurance system.



Seminar on lifting and carrying: correction of an unfavourable body posture

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Examples

Model workplaces for assembly and VDU work

The model workplaces were set up and trialled in consideration of the results of theoretical research in the areas of ergonomics and work science. The majority of impairments occurring in old age are already compensated for by conventional good ergonomic design. Only a small number of additional special measures are required in order to adapt workplaces to the needs of older employees. Design for the needs of older employees also benefits their younger colleagues; it improves occupational safety for everyone, is good for health, and increases productivity.

Simulation of changing characteristics and abilities

Abilities which may deteriorate with increasing age are primarily those of sensory perception and physical strength. These can be demonstrated well in simulations, and also made appreciable to some degree for young people. For this purpose, simulation goggles for example are employed, or hearing samples which simulate the various impairments. Skills which emerge only with increasing age are much more difficult to demonstrate by simulation. Various tests which permit comparisons of cognitive ability between younger and older persons have therefore been identified at the IAG and/or redeveloped in conjunction with research partners. These tests are geared to the characteristics in which older persons often score more highly than their younger counterparts.

New information brochure

Demographic change affects all companies, whether small, medium-sized or large. What should SMEs already be doing at this stage in order to address the issue? The DGUV brochure "The secret's in the mix: Young and old at work together" (BGI/GUV-I 7009) has been produced jointly by the DGUV and representatives from a number of accident insurance institutions. It describes areas in companies in which employers may take specific action. Together with the brochure for SMEs, a guide (available in German only) was also produced for the labour inspectors.

Preparing for demographic change

Owing to demographic change in the European industrialized countries, which is the subject of much discussion, employees will increasingly have to work to an older age before retiring. „Remaining fit for work longer“ is therefore a prevention target for which consultancy is increasingly required. In several projects and with numerous partners, the IAG has developed consultancy modules in accordance with the hierarchy: Technology-Organization-Person (TOP).

iga barometer

This representative survey asked the question: „Can you imagine doing your current job until you are 65?“ 47% of the men and no less than 52% of the women could not imagine remaining in their existing jobs to retirement age. Comparison of the occupations shows that a high proportion of female employees consulted in the health services, schools and social work do not believe that they will be able to continue in their jobs until the age of 65.

The iga barometer was performed for the third time in 2010 (it had previously been conducted in 2005 and 2007). In the process, the subject of interaction between people of different generations was examined more closely.





Ergonomics practical facility: model assembly workplace

iga colloquium: „Working healthily, safely, and longer“

This series of conferences is held annually at the IAG. It addresses the consequences and effects of demographic change upon the world of work. What hazards affect older employees? Do changes which result from ageing have an effect upon the awareness of hazards and the reaction to them? Do preventive activity and measures for the promotion of good health such as risk assessments need to be performed with particular consideration for age?

Questions concerning fitness for work and health in existing vocations, and possibilities for a career change for older employees, were discussed at the 2009 iga colloquium. In 2011, the aspect of specific guidance documents for companies was addressed. The leitmotif for the event was Ilmarinen's „work ability house“.

iga project: „My next occupation – occupations of limited duration“

Occupations imposing high physical demands (such as the construction and metal trades) lead to early retirement or to unemployment among older employees more frequently than other occupations, often despite measures for the promotion of good health. A realistic strategy for the selection of suitable applicants is therefore drawn up for the individual businesses, together with comprehensive, targeted vocational counselling. This enables the requirements profile of the occupation to be compared to the applicant's performance, and recommendations for retraining to be made as early as possible.

This concept has since been developed further for three model occupations, namely those of nurse, road/civil engineering worker and cleaner.

iga series of events: „Corporate activity“

The opportunities for corporate health promotion are presented, ranging from traditional company sports activities to modern sporting and exercise programmes, in the context of their benefits for health, communication and personnel development. When functioning properly, corporate health management means more than simply sports opportunities for employees. Instead, their stresses and resources (physical, mental and social aspects) must be maintained in a dynamic equilibrium.

Series of seminars: „Demographics counsellor“

The „demographics counselling“ series of seminars was developed at the IAG based upon the INQA curriculum. With the aid of three modules, prevention experts are equipped to estimate realistically the future demographic development of their company and its consequences. Proven measures are taught for the retention of employees' capacity for innovation.

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Examples

Example: research project studying the effectiveness and efficiency of OSH professionals

A long-term study conducted between 2004 and 2011 on behalf of the DGUV has examined the activity and effectiveness of OSH professionals. Both the OSH professionals and their partners in companies (management, employee representatives, occupational physicians) have been consulted online in a number of survey phases. In the process, the development of key tasks, effectiveness, personal skills and methods of working, and also influences from the conditions within the company and beyond, are being analysed representatively over the longer term. Technical control of this research project lies with the IAG. Overall project control is the responsibility of the DGUV's Safety and Health Department. The first results of the project have been published.

DGUV Report 5/2009 – the first results from the first baseline study

The most important results of the first questionnaire completed by the OSH professionals provide an overview of their areas of activity. Seven areas of activity were identified. In addition, the study reveals four areas in which OSH professionals' activity has an impact. The more intensively OSH professionals concern themselves with the overall concept for risk assessment and joint addressing of the objectives, the more effective they are found to be in all areas.

DGUV Report 2/2010 – the results of the first validation study and the first additional study

The validation study shows that the activity of OSH professionals is recognized by their various partners within companies. The challenge here is to achieve greater transparency and closer co-ordination between OSH professionals and their partners within companies, and thereby to generate a commitment to OSH professionals' activity there, and a realistic picture of it. Among other things, the study also reveals the need for further training for OSH professionals. This must be evaluated systematically and implemented within the individual accident prevention institutions.

Training OSH professionals for their tasks

The IAG has developed into a centre in Germany for cross-sector activities in the initial and further training of OSH professionals.

Training of OSH professionals

Training is conducted in accordance with the current training schemes for OSH professionals for the public and private sectors. The training content of the two schemes is largely identical, differing only in the methods of delivery. Whereas for the private sector, the scheme involves six weeks of contact teaching and a three-part electronic self-learning programme, for the public sector it takes the form of a correspondence course in which trainees primarily work through lessons independently, and three short contact phases. The IAG conducts approximately 70 contact seminars each year on behalf of the German Social Accident Insurance institutions for the public and private sectors and for private customers. Both forms of training are completed on average within 18 months. The IAG also offers full-time training courses for customers of the state employment agencies.

Multi-purpose hall: driver training on a gantry crane



Practical facilities

An important component in the industrial training of OSH professionals at the IAG is the use of practical facilities, in which under largely realistic conditions – for example in the metal workshop – the participants learn to evaluate the working conditions, to identify hazards, to assess the corresponding risks, and to define suitable measures for attaining the necessary objectives of protection.

Performance of learning success checks

Following the initial contact and self-learning phase, the first learning success check in the OSH training course is performed in the form of a written examination. The Federal Institute for Occupational Safety and Health (BAuA), the regional licensing authorities and the BGs have commissioned the IAG to organize the check for all training institutions in Germany. The test questions are formulated and updated within the institute in conjunction with experts. The secretariat responsible for the check also dispatches the corresponding examinations throughout Germany, and maintains statistics of the examinations conducted by the training institutions.

Updating of the training materials

Both the lecturers' guides and the trainees' materials and the electronic self-learning program (which incidentally is one of the most comprehensive vocational e-learning programs in German) must be updated regularly. The IAG conducts this update for all training institutions with the support of an expert working group. Companies with the necessary expertise were commissioned to produce, edit and modify the content of the tuition software.

An Internet platform has been set up on which proposed amendments to the tuition materials (such as feedback from lecturers involved in the training of OSH professionals) are collected and from where the latest versions of the training materials can be downloaded by all licensed training institutions in Germany. This also applies to universities which train OSH professionals as part of degree courses.

Further training of OSH professionals

To meet the needs for the training of OSH professionals, the IAG offers a diverse range of seminars geared to topical developments. In contrast to the training provided by the accident insurance institutions, that of the IAG and commercial providers of training is not free of charge.

Project: further development of training for qualification of OSH professionals

This DGUV project, launched in 2009, has the objective of further developing and merging the various existing training systems within the industrial and public sectors.



Metals practical facility

The guidelines for future training provision were developed and adopted in 2010. Of essential importance for the process of further development is Guideline 4, which states that:

The principles of the educational concept geared to adults are:

- A procedure relating to the world of work
- Skills-based
- An active learning process controlled by the learner themselves
- Independent learning

This has major consequences for the implementation phase of the training concept. The IAG holds responsibility for this phase of the project.

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Examples

Local public transport

In a joint project sponsored by the Initiative Health and Work (iga), the IAG, together with the BG responsible for the railway, metropolitan railway and tramway sector (now the VBG) has developed, trialled and evaluated a sector-specific training course for disseminators. In the training course, the disseminators are equipped to train their personnel in preventive measures for the early detection and de-escalation of conflict and the avoidance of violence. Disseminator training is modular in nature and encompasses the pre-conflict phase, the conflict phase proper, and the post-conflict phase. In a follow-on project, the IAG supported the VBG in the development of a computer-based training (CBT) course for the prevention of violence caused by attacks by third parties. The IAG also advises statutory accident insurance institutions and their member companies on the subject of violence, and delivers sector-specific prevention concepts.

Travelling exhibition with the title „respect at school“

FOR EACH OTHER, not against each other. SPACE TO BREATHE, not grief. That's how it should be in school. Nevertheless, violence in schools is frequently an issue. For this reason, the IAG designed and produced a travelling exhibition, in association with the iga partners and the public-sector accident insurers, within the context of the Initiative Health and Work (iga). The exhibition, with the motto „respect at school“, aims to raise awareness of the topic, promote dialogue, and motivate people to launch projects of their own. The target groups are children and young people from years five to ten, teaching staff and parents. Besides the provision of information on what constitutes violence, the scale on which it occurs, and the feelings of those affected, preventive measures and projects account for a large part of the exhibition. Suggestions and advice for changes are provided. The key messages are ultimately: „I can do something. We can change things.“ The exhibition takes a number of forms: roll-up banners for schools, a system for trade fairs and large events, and a set of posters.

Preventing violence and bullying at the workplace and in schools

Violence at the workplace takes many forms. It may involve physical attacks against personnel, verbal aggression, violence with a sexual element, and any other form of targeted aggression against persons or groups of people in a work context. The source of violence is not only other personnel, but also other groups, such as patients, customers or visitors.

Violence

Any individual who has direct contact with other people is a potential victim of workplace violence. Occupational accidents caused by violence against employees are a new focus in accident patterns. The consequences of such accidents are not only physical impairment; psychological counselling or even treatment are often also required. As a result, the prevention of violence at the workplace is an important subject for research, counselling and training.

The prevention of violence is geared to the hierarchy of measures in occupational safety and health. In accordance with this hierarchy, attempts are first made to prevent sources of hazards from arising in the first place, or to eliminate existing hazards. Bus tickets may for example be sold by machine instead of by the driver.





Travelling exhibition on the subject of bullying

The second step involves engineered safety measures which isolate the employee from the source of danger; an example is the tram-driver's cab. The third step involves organizational measures, such as the provision of „de-escalation breaks“ for ticket inspectors. Should the first three steps fail to ensure adequate protection, the fourth step involves the use of personal protective equipment (PPE). Although it cannot prevent violence, PPE mitigates its physical consequences. The final stage in the hierarchy of measures is behavioural action. The objective of behavioural action is to prevent escalating conflict situations from arising in the first instance, or to permit de-escalating intervention should they nevertheless arise.

When no one says ‚Hello‘: workplace bullying

A distinction must be drawn between workplace violence and bullying. Workplace bullying may be described as a „hostile form of communication at the workplace between colleagues or between superiors and their staff“. Characteristics are:

- A person is attacked by one or more others
- Systematically
- Frequently (at least once a week)
- Over a longer period (at least six months)
- The objective is to force the victim out of their job
- Attack is direct or indirect

In this context, the IAG is able to act as a moderator between employers' and employees' representatives, and to provide training. In seminars, management personnel and members of employee representative councils are trained in communication skills and inplant measures for dealing with workplace bullying.

In the context of the Initiative Health and Work, the institute supported the travelling exhibition with the title: „When no one says ‚Hello‘, and no one speaks up...“ at a number of locations. The exhibition provides information on the causes of workplace bullying, and emphasises the positive and solution-oriented handling of conflicts in everyday workplace situations.

Training

In conjunction with their BG and with lecturers from the IAG, several companies from the utilities sector have prepared their staff for contact with aggressive customers. A procedure, adapted to the sector concerned, was also developed and implemented for staff at social insurance institutions and in cross-sector training companies.

With assistance from the IAG's lecturers, the experience gained in companies and proposals made by them were compiled and integrated into a comprehensive safety concept in which the local circumstances were taken into account. Behavioural training courses constitute only one of several measures.

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Example

How can the quality of prevention activity in occupational safety and health be demonstrated and continually promoted?

All parties involved, including the statutory accident insurance institutions, have an obligation to engage in preventive activity in accordance with the best available technology and with the best possible and demonstrable quality. Against this background, a long-term research project under the heading „Quality in Prevention – effectiveness and efficiency of the prevention services „ was launched by the institutions in the autumn of 2004 in conjunction with the German Social Accident Insurance (DGUV).

The project, the completion of which was marked by the Dresden Prevention Forum in 2008, was based upon a working hypothesis, subsequently confirmed, that: „The higher the quality of the structure, process and results in the preventive activity of the statutory accident insurance institutions, the greater the efficacy of the preventive measures in the companies.“

Among other things, the project examined the quality of training measures and their transfer in businesses. The results show that seminars lead to a substantial increase in knowledge, and that the proposals made are implemented sustainably in companies. High motivation among participants and a positive climate of innovation in the companies are also conducive to the success of the transfer process. The positive reciprocal impact of product advice, testing, certification and standardization and the favourable influence of these activities upon the safety of technical work equipment in the companies was also confirmed.

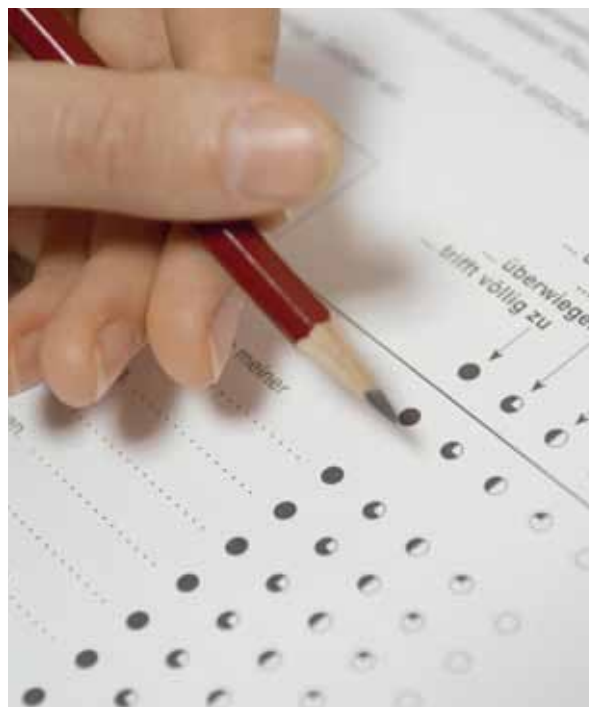
For preventive activity involving information and communication, it was found that in all publications, the targets and target groups need to be defined more clearly at the conceptual stage. The most recent prevention services are „incentive systems“. Financial incentive systems are very attractive for large companies and are thus conducive to preventive activity; conversely, their impact in smaller companies is minor owing to the lower incidence of accidents and occupational diseases. Non-financial incentive systems such as promotional prizes and ideas for competitions can be used and are effective for all sectors and sizes of company.

Using evaluation to demonstrate the effectiveness of prevention

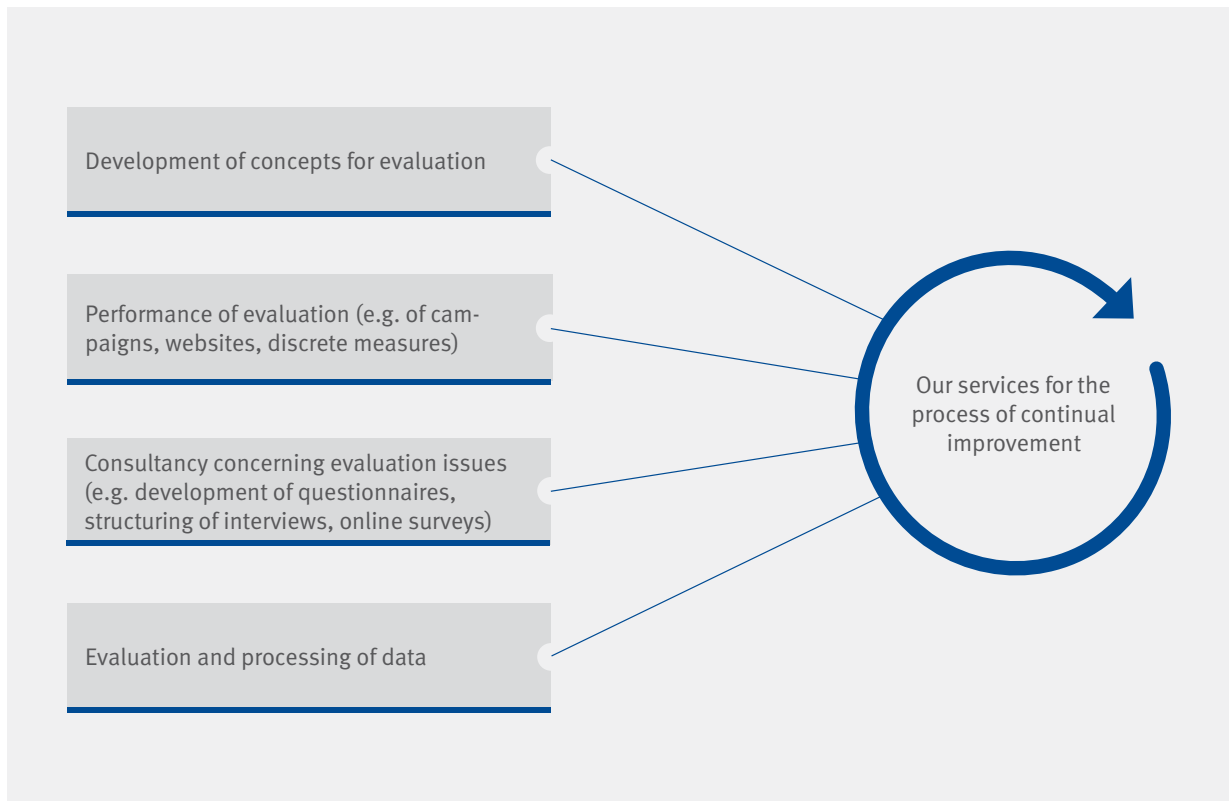
Effective and sustainable prevention activity reduces accidents, occupational diseases and work-related health hazards in companies. The prevention services of the statutory accident insurance institutions such as consultancy, training, information and communication enhance occupational safety and health in companies. As a result, health and safety at work are to be assured, companies supported, and the expenditure of the statutory accident insurance institutions reduced. How, though, can the effectiveness of preventive activity be demonstrated?

Demonstrability of effectiveness

Evaluation in this context is an instrument for the quality assurance of preventive activity and for examination of its effectiveness. In the wider sense, evaluation is the assessment of processes, objects or measures. In the narrow sense, evaluation is the explicit and systematic application of scientific research methods for the description and assessment of certain objects or measures with regard to the formulation of targets, planning, setup and performance, and effectiveness and efficiency.



Evaluation form



The IAG supports the statutory accident insurance institutions and their member companies in all issues relating to evaluation. At the institute, studies are conducted into the effectiveness of the statutory accident insurance institutions' preventive measures, and into how resources can be employed even more efficiently.

Review and optimization

In the area of prevention, evaluation also covers informative materials such as posters and websites, up to and including complex campaigns. How regulations and directives are implemented is also evaluated. The comprehensibility of texts is a particularly practical issue. In the area of training, the quality of training courses and of knowledge transfer is examined. The results of evaluation measures are used for review, in support of decision-making processes, and for the optimization of existing processes.

The specific services are:

- Development of efficacy models
- Definition of robust evaluation designs
- Development and review of questionnaires or interview guides, in consideration of the targets of the evaluation

- Determining of representative spot-sampling sizes based upon good scientific practice
- Performance of surveys, for example by questionnaire or interview
- Qualitative and quantitative evaluation of data
- Editing of the content and graphical preparation of the results in scientific reports
- Events, workshops and seminars on principles, methods and tools for evaluation

The experts at the IAG are in close consultation with many evaluation experts in the network of the German Evaluation Society, of which the IAG is an institutional member.

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Examples

Coping with outsourcing

Following the announcement that jobs were to be relocated abroad, a large company in the wood industry observed an increase both in occupational accidents and in the incidence of quality defects in production. The IAG developed a training concept for staff who were to be employed as moderators in the areas of both occupational safety and health, and quality assurance. These moderators were also to be equipped for „difficult discussions“ with staff. Based upon this concept, 40 moderators in this company were trained by the IAG.

New management strategies – opportunities and risks for employees

In the context of the Initiative Health and Work (iga), the IAG conducted a study in a service-sector company under the heading „Management strategies – opportunities and risks for employees“. The study examined forms of stress, resources, and the consequences of strain for employees in customer service. The employees reported, on the one hand, greater qualification and responsibility in their work. At the same time, they also reported stresses, such as a high quantitative workload, pressure to perform, and complex and fault-prone software which required rigid adherence to processing steps. The conclusion: if demands upon employees were not to be excessive, they required appropriate flexibility in the time taken to handle customer requests. Greater ease of operation and reliability of the IT system could also enable strain to be avoided.

Healthy design of new and flexible forms of work

New forms of work are characterized by patchwork careers, new forms of exposure and stress, and – in conjunction with these – the strong influence of tasks involving information and communication technologies. A further characteristic are alternative and often less secure forms of employment status compared to traditional employment contracts.

Seminars on the subject

In the seminars, the IAG addresses issues relating to changes to work and to employment contracts, and the particular demands which they place upon employees. The compatibility of working and family life and the consequences of demographic change for the world of work were among the subjects studied.





The future of work

In the series of events under the heading „The future of work“, conferences were held on subjects including the following:

- The future of work – how modern communications technology is changing our lives
- Work as a health factor – healthy and happy through work
- The modern world of work – stress or opportunity?
- The career of the future: between flow and burnout

Promoting good health through company sports activities

Immobility causes illness. What strategies can be followed for a holistic promotion of good health, motivation of staff, and stimulating personnel development? The series of conferences held by the Initiative Health and Work (iga) under the heading „Corporate activity“ provides answers to this question for companies of all sizes.

New forms of work – new prevention approaches

At the 6th Dresden Prevention Forum in 2007, prevention experts from the statutory accident insurance institutions discussed with the social partner organizations how the preventive activity of the statutory accident insurance system could be adjusted to the requirements arising from the new forms of work. Following a survey of the new developments, the measures already launched by the statutory accident insurance system were presented, together with an outlook on anticipated trends.

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Example

Mobile learning for long-distance professional drivers

Constant mobility and flexibility characterize the work of professional drivers. Communicating occupational safety and health issues to them on a regular basis therefore presents a particular challenge. For this reason the IAG, together with the German Social Accident Insurance Institution for the transport industry, is developing a multimedia learning program by which professional drivers can be provided with detailed information on occupational safety and health and on further work-related topics. The initiative is being funded by the German Federal Ministry of Education and Research (BMBF) within a joint project concerning mobile learning: process-related informing and learning in changing working environments. Further partners within the initiative are the department of education theory and media education at the Distance University of Hagen, handylearn projects (a commercial company), and Bode, a haulage company in Reinfeld.

The aim of the project is to assure the quality of the teaching provision: by assuring the analysis, design and evaluation of the materials and equipment employed; and by preparing the learning content in accordance with the particular teaching and learning objectives of the Social Accident Insurance Institution for the transport industry. The first project phase focused upon analysis of the target group, for the purpose of identifying the requirements. In the second project phase, learning content proposed by the drivers was prepared for use on mobile terminal devices.

Evaluation encompassed quality assurance of the learning software with regard to the comprehensibility of the OSH topics presented, and its facility for implementation in daily work. Measurement took the form of feedback from practice and knowledge exercises conducted at the end of each learning unit.

The mobile-learning project is to run until the spring of 2012. Those involved expect it to yield information on the extent to which the drivers' confidence in their own ability and their responsibility for themselves can be reinforced, and on how knowledge can be extended of stresses and strains in their sector and of measures for preventing them.

Embracing new learning technologies for OSH

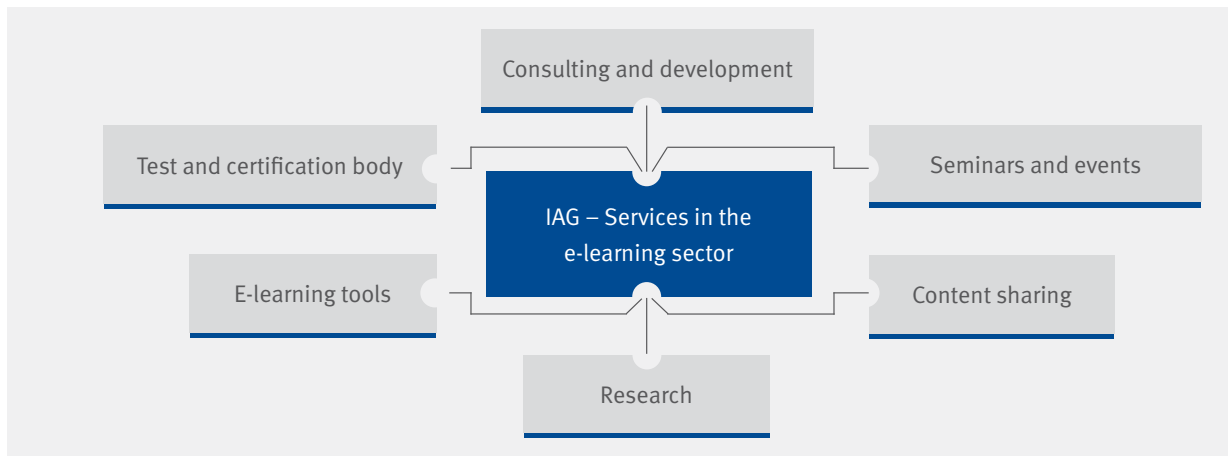
The current trends in technology-based learning present the statutory accident insurance institutions with very promising opportunities for prevention. In this context, the IAG offers expert consultancy and support with projects.

One of the most important new developments is the discovery of the third dimension for occupational safety and health: Virtual training scenarios and computer-aided augmented reality. The IAG conducts research projects in these areas in conjunction with the individual accident insurance institutions and partner bodies from the research sector.



The key question of these projects is whether 3D techniques can be used to enhance training in the area of occupational safety and health. Reliable estimates suggest that in 2012, two-thirds of Germans will access the Internet whilst on the move. The dramatic pace of development of mobile terminal devices means that „mobile workers“ can also be supported at their workplaces in this way (see box). Access to information instantly, when it is needed, can also make coping with hazards easier.

Work and learning continue to merge. Adequate forms of further training no longer rely solely upon traditional seminars, but increasingly use the new, web-based social media for informal learning. The IAG supports selected events with fora, chats, blogs, wikis, Twitter, and other social networking solutions. These solutions are particularly suited to subsequent transfer into practice of knowledge communicated in a seminar.



Consulting and implementation of e-learning projects

The IAG has developed traditional e-learning applications on behalf of several accident insurance institutions. The learning format of choice is blended learning, which effectively combines e-learning with traditional face-to-face teaching events. Typically, the e-learning component communicates the necessary specialist knowledge; based upon this knowledge, the face-to-face component is then able to pay greater attention to practical implementation of what has been learnt. Programs with a methodical educational concept are available to interested accident insurance institutions on the following topics:

- Introduction to occupational safety and health for airport management staff
- Introduction to occupational safety and health for management staff in administration
- Introduction to DGUV Regulation 2
- Assistance in implementing DGUV Regulation 2

In addition, the staff of the IAG provide consultancy on the topics of learning management systems (LMS) and learning content management systems (LCMS).

Further training courses

The IAG also offers seminars and workshops on the subject of „new forms of learning“. Two of these will be described here by way of example. The e-learning workshop, which is held annually, reports the latest trends in the sector, provides an overview of the activities of the statutory accident insurance institutions, and also serves as an opportunity to pool experience. In this context, a community platform is currently in preparation for the staff of the German statutory accident insurance institutions who are responsible for e-learning.

The CELM blended-learning course provides training in e-learning project management. Candidates successfully completing the course become „Certified European eLearning Managers“, a qualification recognized throughout Europe. The course is intended primarily for employees at accident insurance institutions seeking to acquire the expertise needed to organize training events supported by e-learning.

Testing and certification department at DGUV Test

In conjunction with DGUV Test, the IAG also offers a testing and certification procedure for commercially distributed e-learning programs. Programs suitable for use as electronic teaching aids (in accordance with regulation BGV A1 governing principles of prevention) are awarded the test mark certifying them as tested blended-learning programs for use in occupational safety and health. The test mark facilitates product selection for users and ensures that the programs are used effectively for instruction within companies. At the same time, the manufacturers of such programs can gear their product development to the criteria for certification.

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Example

How can traffic safety be increased during response journeys by emergency vehicles?

Response journeys by emergency vehicles with flashing lights and sirens are associated with a high accident risk, and place considerable stress upon the emergency service personnel. In order to improve road safety during response journeys, the German Road Safety Council (DVR) and the DGUV have developed their driving simulators further in order to extend training to include these particular traffic/stress situations. The developments were prompted by the enactment of the German Professional Drivers' Qualification Act and the blanket exemption for drivers of emergency vehicles, and by a recommendation for action made by the DVR committee for emergency systems and emergency medicine. Partners within the project were the team of specialists in fire services assistance, and the Würzburg Institute for Traffic Sciences (WIVW), with its SILAB simulation software.

The development enables the simulator systems of the DVR and the DGUV to configure traffic scenarios of their own. The simulation software can be used to design routes according to the user's own criteria. The sequence of traffic events can be controlled in such a way that their incidence is made dependent upon factors such as the driver's approach speed or his adherence to/deviation from his lane. In addition, a steering wheel at the trainer's workplace enables trainers to take control of vehicles within the simulation, in order to create certain behaviour on the part of other road users.

Parallel to the further development of the simulators, the IAG and the DVR have developed a seminar concept which takes account of the educational requirements of the emergency service organizations and the time available to them. The concept integrates the simulator as an educational element within the wider training strategy. Training on the simulator can be performed within a single day. During their second drive on the simulator, each of the twelve trainees has the opportunity to put their freshly learnt skills and strategies into practice.

Raising awareness for hazards in traffic

Each year, the statutory accident insurance institutions face costs of over €2 billion for rehabilitation services, compensation payments and pensions as a result of traffic accidents. For this reason, too, the prevention of accidents occurring on the way to or from work, on journeys on company business or during response journeys by emergency vehicles is therefore a key issue at the IAG. In this context, a state-of-the-art driving simulator presents numerous opportunities for research, consultancy and training.

Training for greater road safety

Traditional prevention measures are prioritized. Preference is given first to engineered measures, then to organizational measures, and finally to measures directly affecting the individuals at risk. Since, however, this approach had only a limited effect upon behaviour and attitudes, the German statutory accident insurance institutions and the German Road Safety Council (DVR) began developing new training approaches in 2000 for road safety in a commercial context. The common framework concept included a new generation of driving simulators, which have been in use since 2005. With their realistic simulation of defined traffic situations, the simulators enable factors influencing driving behaviour to be studied and demonstrated. Even critical road traffic situations can be experienced safely, and analysed and discussed whilst the impressions of the journey are still fresh in the mind.



Road Safety practical facility

For this concept, one stationary and four mobile driving simulators are available, as are two computer-based training (CBT) courses on the subject of automotive physics and fatigue. The mobile simulators are operated by the DVR. The stationary driving simulator at the IAG constitutes their parent system, on which the moderators and the disseminators within companies are trained, and key



Driving Simulator practical facility

tasks developed and tested. In the IAG seminars, the stationary driving simulator is generally employed in the Road Safety practical facility in conjunction with the CBT courses and, where required, with the Vienna Test System.

Use in research

The driving simulator also offers considerable scope for use in research. In one project for example, head-up displays were studied on the stationary driving simulator at the IAG for their impact upon driving behaviour. The test persons began by completing an acclimatization drive lasting three minutes. During this drive, the head-up display was activated for all drivers. This was followed by the measurement drives proper. These were performed under defined test conditions, with and without head-up display.

A further study concerned the effectiveness of road-safety billboards on motorways. In the test arrangement, regular car drivers performed simulated drives past road-safety billboards on motorways, during which their eye-movement behaviour was recorded. The test persons were then asked to what extent the billboard had influenced their attitude to driving and their intended behaviour. Since 2011, when the simulators were upgraded, scientific studies into road infrastructure and the influence of driving assistance systems upon driving behaviour have also been possible.

Events and joint activities

In its research, consultancy and training measures in the area of road safety, the IAG works in close conjunction with the German Road Safety Council (DVR), the German statutory accident insurance institutions, and other bodies. The IAG is also a member of the steering committee with responsibility for road-safety work in Saxony within the Saxon State Ministry for the Economy, Technology, Transportation.

Conferences on the subject of road safety organized by the IAG in conjunction with these partner bodies are intended for researchers, disseminators and management personnel. The DVR has for example already conducted several press seminars in Dresden. At the „Training Technology for Drivers“ conference, held every three years at the IAG, experts discuss the use of technology-based training systems in the initial and further training of professional drivers.

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Examples

Consultancy topics in emergency psychology

What prevention concepts are appropriate for which companies?

Preventive measures must be geared to the companies in order to be effective. The size of the company and in particular the number of employees is of decisive importance here. The corresponding training measures are adjusted by the IAG to each company's needs, and range from information events for managers or the entire workforce to seminars lasting several days for future designated persons among the staff.

How can companies prepare their employees for critical events?

Fires, accidents and bomb scares are hazard situations which do not only present a risk of injury; they may also trigger panic behaviour, which in turn leads to new hazards. Panic behaviour occurs when people seek to escape from life-threatening situations. In a crowd, rash escape behaviour may have fatal consequences.

In large companies, creation of an internal company network for psychological first-aid is a practical solution. For this purpose, suitable members of staff must be selected and trained appropriately.

The company workforce must also be informed of the internal company psychological support network, in order to have recourse to it if needed. In smaller companies, however, the creation of an internal network is too complex. In this case, networking with external providers is more effective.

Providing emergency psychological counselling and first-aid

What means exist for supporting companies and statutory accident insurance institutions alike in their task of dealing with psychologically traumatized persons? The IAG offers a range of psychological consultancy services, and conducts research into new prevention approaches in the area of emergency psychology.

Serious accidents, robberies, or situations involving violence may cause not only physical injury, but also psychological impairment. Post-traumatic reactions have therefore become an important OSH topic in recent years. The institute's emergency psychologists deal with experiences and behaviour during and after traumatic situations, and are thus able to provide valuable input for preventive activity.





Emergency psychology

Theoretical emergency psychology is concerned with scientific research and the formulation of theories concerning the symptoms and disorders arising in individuals and groups who have experienced emergency situations. Practical emergency psychology comprises measures which are geared to assisting persons in coping with trauma and in preventing long-term effects.

Psychological first aid

Affected persons are supported in coping with the traumatic impact by the psychological first aid provided by experts or by designated persons in the plants, and by psychological stabilization. Psychological first aid is the primary first aid in the form of one-to-one counselling immediately following the traumatic event.

Preventive measures primarily take the form of training courses and the provision of information by which individuals are prepared for possible emergency situations, and consultancy regarding in-plant concepts of psychological first aid. Counselling during or following an emergency situation is also an important preventive measure, since timely psychological support can substantially reduce the consequences of trauma.

Panic management seminar

In panic situations, people exhibit inappropriate responses which may result in substantially greater injury and numbers of victims than would have been caused by the original hazard. Incorrect information, mutual obstruction, blocking of exits, and the ineffective use of possible escape routes are typical panic responses. They must be avoided before the situation escalates and the behaviour of those affected becomes difficult to control. The IAG has developed a concept and a seminar for panic management. Since in disasters and crisis situations, it is rarely possible for the source of the stress to be eliminated directly, support is geared to coping with the emotional response.

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Examples

Development of working aids

Working aids for the interior design trade were developed and trialled in conjunction with the BG responsible for the leather industry (now the German Social Accident Insurance Institution for the raw materials and chemical industry).

The IAG has developed one-day seminars for employers in small and medium-sized enterprises. The seminar materials describe the main work processes, provide instructions for production of the corresponding risk assessments, and identify appropriate OSH measures. In these processes, great importance has been attached to scope for the employer to adjust all steps to his company, from analysis through to evaluation of the measure.

The materials have been successfully trialled in a number of pilot events, and are now being employed in this sector for SME seminars as part of the „employer model“.

iga check

This instrument can be used in all sectors for the identification of occupational requirements, exposures and stresses, and hazards for any type of activity. The results are used to define measures for the prevention of work-related health hazards. The iga check can however also be used to prepare employees with impaired performance for re-integration. The iga check is combined with a software application for recording and documenting the data and with a profile database showing the typical requirements, exposure and stresses, and hazards facing particular vocational groups.

Continually developing risk assessment

The German Occupational Safety Act requires each employer to produce a risk assessment for his company, regularly update it, and identify OSH measures based upon it.

Training materials

Employers now have access to numerous tools for the risk assessment process. Sector-specific checklists and electronic tools are available from the BGs and the public-sector accident insurers, and also from publishing houses. The IAG also provides tools for this purpose.

Gathering practical experience

Workplaces and hazardous workplace situations are simulated in the practical facilities set up at the IAG. These enable participants in seminars or consultancy discussions to analyse and evaluate the situations concerned and to consider how the hazard could be reduced to a minimum. Model workplaces are used to demonstrate solutions that are advantageous in ergonomic or safety terms. Participants in seminars also contribute examples from their own companies, for which solutions are developed and discussed in the group. The practical facilities are subject to continual development and adaptation to the state of the art.

Risk assessment for specific groups of persons

The results of the iga colloquium entitled „Working healthily, safely, and longer: a new look at old hazards“ show that workplaces at which older persons are employed do not require a dedicated risk assessment. Ageing is accompanied by typical changes which can be observed to a greater or lesser degree in almost all individuals; however, if workplaces are designed in accordance with ergonomic findings, only a few special measures are required for the older employees. Good ergonomics in workplace design is advantageous for all generations: the young employees also benefit from it. They, too, should have the opportunity to age healthily, not least in consideration of the fact that the statutory retirement age may rise even further.

Risk assessment in relation to mental strain at the workplace

The IAG also offers research and consultancy services for risk assessment in the area of mental strain at the workplace. The institute supports the statutory accident insurance institutions in investigation of mental strain during risk assessments, and also in the development and evaluation of design measures. During investigation, scree-



Hazardous Substances practical facility

ning procedures are observed, as are more far-reaching procedures in cases where a need for further investigation is identified during screening. In addition, the IAG offers seminars and conferences on the subject of risk assessment in the context of mental strain.

Risk assessment in consideration of new forms of work

Led by the VBG, several accident insurance institutions are involved in a project dealing with risk assessment for employees with multiple jobs, mobile workplaces, additional voluntary tasks or private care tasks. How can it be ensured that the total stress from all tasks is not excessive for the affected employees? Solutions are being developed in this area for employers and employees with the support of the IFA and the IAG.

Further aspects of risk assessment

For the organization of night work and shift work in a manner which is conducive to good health, the IAG has developed guides and has provided consultancy to many companies.

The IAG's own company physician practice supports a large number of companies in Saxony, and thus directly supports risk assessment. This practical activity has a positive effect upon the further training of occupational

physicians and their assistants, particularly in the area of risk assessment.

In the same way, consultancy for companies concerning the prevention of workplace violence, bullying, and post-traumatic stress disorders complement the training opportunities in these areas. These services are intended primarily for disseminators such as OSH professionals or company physicians.



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Example

Prevention seminars for target groups outside Germany

In the era of globalization, safety and health at the workplace are not merely a national issue. For this reason, the DGUV and its institutes co-operate with numerous institutions and organizations at international level. The IAG has already trained OSH experts from Russia, Italy and Turkey. Delegations from Korea and China have also sought information on the IAG's training provision. This led to the idea of offering training which is tailored specifically to the needs of prevention experts in other countries.

Since 2010, the institute has therefore offered a modular seminar programme for target groups outside Germany. Our experience has shown that these groups often seek tailored training which is not available in the regular range of seminars. The seminar brochure therefore presents examples of seminar topics for which expertise is available at the DGUV and within the individual accident insurance institutions. Selecting topics from those available, the interested parties then compile their own custom combination of seminars.

A co-operative agreement was concluded at the end of 2010 with the Special Commission of Prevention of the International Social Security Association (ISSA). The purpose of the agreement was to publicize the international seminar programme jointly. The World Congress on Safety and Health at Work, to be held in Istanbul in September 2011, will also feature a training workshop for disseminators from other countries. Subjects include standards for OSH trainers and lecturers, and also the IAG's „train the trainer“ concept.

Offering seminars for target groups in other countries is part of the DGUV's strategic policy of internationalizing prevention work. If disseminators and decision-makers in other regions of the world are trained in Germany, the country's OSH standards will also be exported in the medium term. This supports the autonomous administration's formal objective of promoting a level playing-field for trade and commerce world-wide, and of making the world of work more humane.

Supporting international activities

The new quality of globalization that arose in the final quarter of the 20th century has led to various forms of international and intercultural work becoming increasingly important for more and more companies and their employees. Small and medium-sized enterprises are also being affected on a greater scale by this development. Strategies for occupational safety and health are becoming increasingly important in this context. Examples of the IAG's work at international level are presented below.

Return on Prevention

In conjunction with the BG ETEM, the University of Giessen and the IAG, the Special Commission of Prevention of the ISSA has extended the German prevention accounting concept to the international plane by launching a project for international prevention accounting. The project is intended to provide businesses, the social partners and labour inspectorates with support during discussion of the costs and benefits of OSH-related preventive activity, and also to generate new impetus for prevention policy. To date, over 25 countries have agreed to participate, including the USA, Russia, Australia, and also Turkey, Vietnam and Chile.



International master's degree course

From 2011 onwards and in conjunction with Dresden International University (DIU), the IAG is offering a course leading to an M.Sc. in workplace safety and health management. The four-semester, extra-occupational course of study leads to the internationally recognized academic degree of Master of Science. Graduates are equipped, among other things, to assume management responsibility in the organization of safety within large enterprises, and to advise companies on the introduction of particularly complex safety standards in Germany and elsewhere.



Strategy Conference 2011

International strategy conference

The objective of the second strategy conference, held on 3 and 4 February 2011 at the DGUV Academy in Dresden, was that of developing a framework plan to improve the processes and structures for introduction of a prevention culture.

The conference delegates confirmed five „pillars“ (core topics) serving as common points of reference for implementation of the various OSH strategies and contributing to a more holistic prevention culture in the future. 110 experts from 34 countries attended the conference. It was organized by the DGUV in conjunction with the ILO, ISSA, EU-OSHA, ICOH, IOHA and IALI.

Training & innovation

Besides an international platform for those responsible for strategy, the IAG offers its series of „Training & Innovation“ events, an opportunity for the pooling of information and experience on educational and methodological innovations and on issues concerning the integration of occupational safety and health into the European educational system.

International consultancy

The IAG consults with partner organizations in Europe and beyond on creating capacity to conduct research and initial and further training. Since 2006, for example, a cooperation agreement has been in place for this purpose

with the Turkish Ministry for Labour and Social Security (MoLSS).

Guides to culture-sensitive consultancy

In association with external partners, the IAG develops guides which assist labour inspectors and OSH professionals in overcoming intercultural barriers and attaining better access to the executive staff of companies with foreign management. The guides contain regional and cultural information, information on culture-specific standards, and practical advice. To date, guides have been produced for the following countries: Norway, Turkey, Russia, Japan, and the states of the Arabian Gulf.

European networks

The key form of work in the age of globalization is the network. The IAG participates primarily in the following European networks: the PEROSH research network, the EASOM occupational medical association, and the ENETOSH training network.

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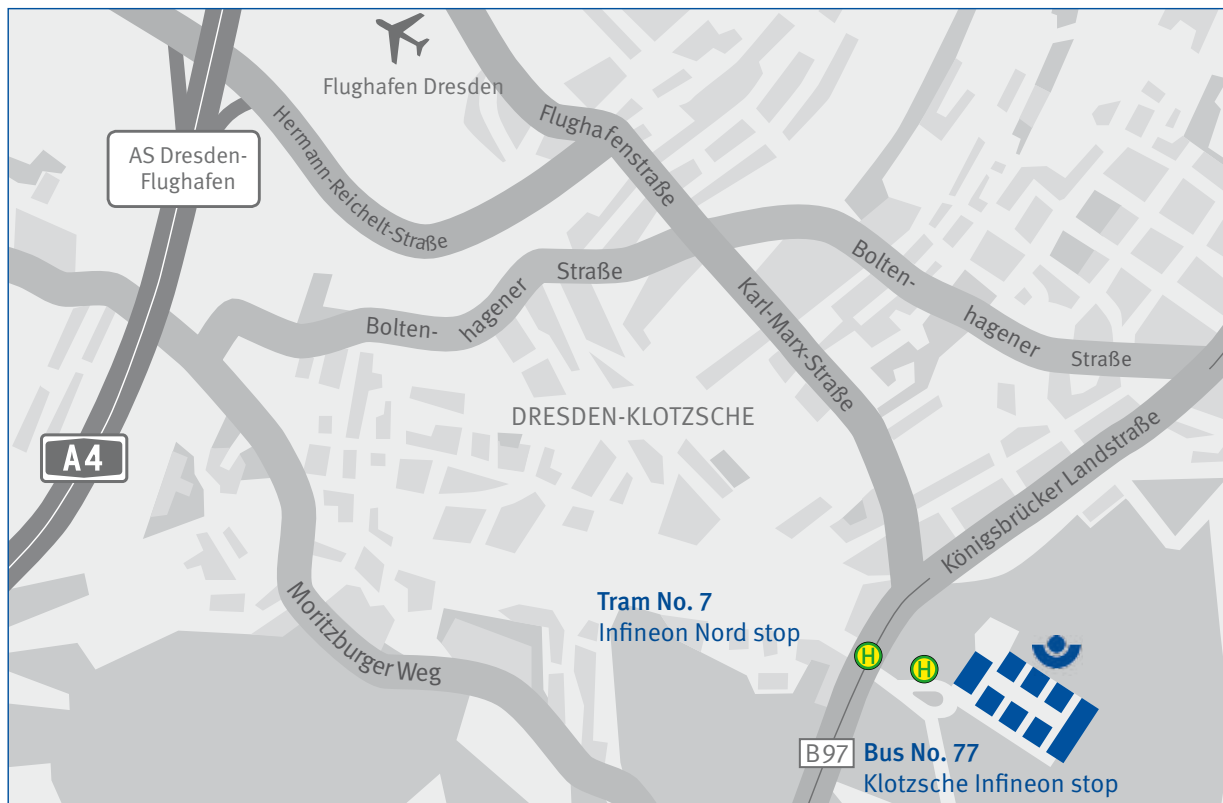
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Tram No. 7 (towards Weixdorf) as far as the Infineon Nord stop. The journey lasts 27 minutes.

From the Dresden-Neustadt ICE railway station

Tram No. 3 (towards Coschütz). Or on foot (7-minute walk) as far as the Albertplatz stop.

From there, tram No. 7 (towards Weixdorf) as far as the Infineon Nord stop. The journey lasts 17 minutes.

From Dresden airport

Bus No. 77 as far as the Klotzsche Infineon stop. The journey lasts 8 minutes.

By car

Leave the A4 motorway at the Dresden-Flughafen (airport) exit. Turn right into the Hermann-Reichelt-Strasse.

After approximately 1.3 km, turn right at the traffic lights (Flughafenstrasse/Karl-Marx-Strasse). After approximately another 1.3 km, turn right again (Koenigsbruecker Landstrasse).

After turning right, move into the left-hand lane. After approximately 300 m, turn left at the traffic lights.

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