

„Healthy Workplaces: Prevention of work-related musculoskeletal disorders (MSDs) in the financial sector”



Hotel Moskva
Belgrade
Serbia

From 01 March till 04 March, 2023



Seminar organized by

**RS BOFOS
&
the European Centre for Workers' Questions (EZA)**

With the support of the European Union

Scope and aim of the Seminar

The European Agency for Safety and Health at Work (EU-OSHA) is running a Europe-wide campaign from 2020 to 2022 to raise awareness of work-related musculoskeletal disorders (MSDs) and the importance of preventing them. The objective is to encourage employers, workers and other stakeholders to work together to prevent MSDs and to promote good musculoskeletal health among EU workers.

Source: <https://osha.europa.eu/en/publications/psychosocial-factors-prevention-work-related-musculoskeletal-disorders-msds>

MSDs are the most common work-related health problem in the EU. MSDs are a major cause of concern: first of all because they affect the general health situation of so many workers, and secondly because of the economic impacts on enterprises and the financial and social costs to European countries.

MSDs are preventable and manageable. This can be achieved by adopting an integrated management approach to tackling MSDs based on the principles of the occupational safety and health Framework Directive, among which are very important: workplace risk assessment and worker participation. Taking into account the need for an ageing EU workforce to remain healthy and productive, it is urgent for organisations to implement MSD policies to prevent and reduce work-related MSDs.

Source: <https://osha.europa.eu/en/publications/supporting-musculoskeletal-health-workplace>

A large majority of employees in financial sector work at the office. Desk-based work is the inevitability in the financial sector. As a result, employees are exposed to ergonomic problems in the work environment.

The types of work-related MSDs that employees in financial sector experience may include the following: back pain and neck pain are some of the most common conditions, followed by muscle weakness, curvature of the spine... In addition to musculoskeletal disorders, employees in the financial sector are prone to stomach obesity, impaired vision and stress...

The project will deal primarily with the education of participants in relation to the prevention of musculoskeletal disorders. Participants can also be given information about the most common diseases related to sedentary work and work with computers that employees in the financial sector face and how to prevent them.

Also, the project will deal with the role of trade unions in raising the quality of the working environment in terms of prevention of the most common health problems related to sedentary work and work with computers.

It would be useful to share experiences related to good practice in the prevention of musculoskeletal disorders as well as other health problems related to sedentary work and work with computers.

Such an experience will be most useful to the participants, who will be able to design a plan of action in their work environment based on those experiences.

Of course, it would be very useful to hear examples of good practice from employers themselves, that is, examples of companies where employers have successfully prevented musculoskeletal disorders, as well as other health problems related to sedentary work and work with computers.

Conference languages: English, Bulgarian, Serbian



Program

Wednesday, 01 March

Arrival of EZA Seminar participants

20:00 – 22:00 Dinner at the Hotel

Thursday, 02 March

09:00 – 09:30 Registration of the participants for the EZA Seminar and delivery of material

Chairperson: Ms. Mara Erdelj, President RS BOFOS (Serbia)

- 09:30 – 10:30 Introductory remarks/Welcome speeches
- Ms. Mara Erdelj, President RS BOFOS (Serbia)
 - Mr. Bjørn van Heusden, Executive Secretary, World Organization of Workers, WOW (Belgium)
 - Ms. Dunja Cicmil, Acting Director of the Administration for Safety and Health at Work, Ministry of Labour, Employment, Veterans and Social Affairs of Serbia
 - Ms. Jovana Stanojević, head of the Center for EU Integration Serbian Chamber of Commerce, EEN OSHA Ambassador in Serbia
 - Ms. Krstinja Šćepanović, Head of the Human Resources Directorate, OTP Bank Serbia a.d. Novi Sad
 - Introducing the seminar participants and expectations
- 10:30 – 11:30 *Campaign: “Healthy workplaces lighten the load”, „Let’s all get involved: how to implement a policy for the the prevention of musculoskeletal disorders”, What does the „EU Strategic Framework on Health and Safety at Work 2021-2027” bring us?*
Speaker: Ms. Dr. Maria Jose Rodriguez Ramos, Professor of Labor Law and Social Security Sevilla University, Spain
- 11:30 – 12:00 Coffee break
- 12:00 – 13:00 *„Find the right path to a healthy body” - Procedures for people who sit for long periods of time (weaknesses of the locomotor and bone joint apparatus and other weaknesses, passivity of the chest and the benefits of breathing techniques, accelerated atrophy - the need to maintain good posture, metabolism, proper nutrition,...)*
Speaker: Mr. Dr. Duško Ilić, Professor at the Faculty of Sports and Physical Education University of Belgrade, Serbia, Owner and director of PROFEX Academy, Creator of the MDI method
- 13:00 – 13:30 Discussion
- 13:30 – 15:00 Lunch
- 15:30 – 16:30 *Country reports: Examples of good practice regarding prevention of musculoskeletal disorders (maximum 10 - 15 minutes for each reporter)*
1. Lithuania, Neringa Areliene, member of Litvanian Federation of Work (LDF)
 2. Croatia, Ines Jelen, member of the main board, Republican trade union of workers (RSR)
 3. Croatia, Miroslav Landeka, copresident, HKD “Napredak”
 4. Spain, Lucia Nieto Bouza, Communication cabinet, Union Sindical Obrera (USO)
- 16:30 – 17:00 Coffee break



17:00 – 18:30	<i>Country reports: Examples of good practice regarding prevention of musculoskeletal disorders (maximum 10 - 15 minutes for each reporter)</i> <ol style="list-style-type: none">1. Montenegro, Krsto Pejović, Counselor in the legal office for the employees protection, Trade Union of the employees in the Financial Organizations of Montenegro (SFOCG)2. Greece, Georgios Tasiopoulos, Main Board of the Trade Union of National Bank of Greece (SYETE)3. Bosnia and Herzegovina, Minka Rešidbegović, president of Trade Union of the employees in the Financial Organizations of Federation of Bosnia and Herzegovina (SFOFBIH)4. Turkey, Turgut Yilmaz, president of the Trade Union of Financial Organizations (BASS)
18:30 – 19:00	Discussion
20:00 – 22:00	Dinner at the hotel

Friday, 03 March

Chairperson: Ms. Marija Jovanović, Deputy president of RS BOFOS (Serbia)

09:30 – 10:30	<i>„Psychosocial factors as the causative agents of musculoskeletal workplace disorders“</i> Speaker: Ms Helena Koren, Master of Psychology, Head of the Psychosocial Risk Management Department, Service for occupational medicine, Croatian Institute for Health Protection and occupational safety (HZZZSR) - Croatia
10:30 – 11:30	<i>Country reports: Examples of good practice regarding prevention of musculoskeletal disorders (maximum 10- 15 minutes for each reporter)</i> <ol style="list-style-type: none">1. Bulgaria, Plamen Angelov, president, Trade Union of United Bank of Bulgaria (UBB)2. Slovenia, Karmen Sok Vidrih, KIMPĐŠ health promotion, a member of Združenje Delavcev Nova Slovenija, ZD NSI3. Portugal, Antonio Franco, president of the Board of directors, SINERGIA4. Portugal, Ricardo Simoes, EZA Youth Platform, FIDESTRA
11:30 – 12:00	Coffee break
12:00 – 13:00	<i>Country reports: Examples of good practice regarding prevention of musculoskeletal disorders (maximum 10- 15 minutes for each reporter)</i> <ol style="list-style-type: none">1. North Macedonia, Vladimir Dojčinov, Vice president, Trade Union of the Financial Organizations of N. Macedonia (SFOM)2. Slovakia, Filip Černý, a member of the Board for safety and health protection at work (NKOS)3. Albania, Sali Metani, Head of Foreign Department (SAUATT)4. Serbia, Marija Jovanović, president deputy of RS BOFOS
13:00 – 13:30	Discussion
13:30 – 15:00	Lunch



15:30 – 17:00	<p><i>„Possibilities of applying therapeutic exercises in prevention of musculoskeletal disorders for workers exposed to static body loads at the workplace“ (work activity and musculoskeletal disorders, guidelines and preventive measures for the protection of workers’ health, possibilities for implementing wellness programs, physical activities and exercises for employees,...)</i></p> <p>Speaker: Ms. Dr. Marija Trajkov, Professor at the Academy of Vocational Studies in Belgrade, Department of the High School of Health</p> <p><i>„Methods and procedures of traditional medicine as the therapy of choice in rehabilitation and physiotherapeutic practice“</i></p> <p><i>WORKSHOP: Qi Gong exercises</i></p> <p>Qi Gong instructor: Ms. Ilinka Aćimović, Professor and health qi gong trainer, Secretary General of the Qi Gong Association of Serbia</p>
17:00 – 17:30	Coffee break
17:30 – 19:00	Working groups I i II: answers to questions and conclusions: What we can do ourselves, and what we suggest to the employer. Work in working groups begins and ends with stretching exercises.
20:00 –	Dinner in the Restaurant “Caruso“, Terazije 23/8

Saturday, 04 March

09:30 – 11:00	Presentation of the results of the working groups
11:00 – 11:30	Discussion
11:30 – 12:00	Coffee break
12:00 – 13:00	Conclusions and recommendations for politicians and social partners followed by an evaluation of the seminar. Closing of the seminar.
13:00 – 13:30	Departure

Practical information:

- The seminar takes place at: Hotel Moskva, Balkanska 1, 11000, Belgrade, Serbia
- The organizers of the seminar will support 3 nights – additional nights are on one’s own account
- Travel expenses (flight, train, car, public transport) will be reimbursed (max € 250, -)
- We will ask a participation fee of € 100,- (Western Europe) and € 50,- (Eastern Europe)
- Boarding-cards must be delivered together with the plane ticket

Route description must be delivered when travelling by car to prove the amount of kilometres driven, - issued by Michelin or Aral e.g.

This measure is funded by the European Union.

