

Bullying and harassment at work

11–15 August 2003, Åland (Finland)

Bullying and Harassment at Work will be the second international course to be held on this topic. It will take place in Åland, Finland, on 11–15 August 2003. The Nordic Institute for Advanced Training in Occupational Health (NIVA) is arranging it for researchers and practitioners, occupational safety and health professionals, organizational consultants, work psychologists, and clinical therapists in order to provide them with up-to-date knowledge on the causes and consequences of workplace bullying and harassment. The participants will also have the opportunity to discuss ways of preventing severe interpersonal conflicts and bullying at work and ways to help and support the victims of bullying and the work units where bullying takes place.

Additional information can be obtained from the course secretary:

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Good management practice—interaction of environment, safety and quality

31 August–4 September 2003, Sirkka (Finland)

The first international course on good management practice with respect to the interaction of the environment, safety and quality will be held on 31 August–4 September 2003 in Sirkka (Lapland), Finland, by the Nordic Institute for Advanced Training in Occupational Health (NIVA). The course is aimed at providing models for good management practice that will ensure a high level of occupational safety and health and its continuous improvement. It should also show how the management of “normal activities” influences work conditions and how work conditions can be improved by better management. Management personnel, occupational health personnel, occupational health researchers, auditors of management systems,

authorities, and representatives of social partners are invited to attend.

For more information, contact the course secretary:

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Workplace health promotion—practice and evaluation

Part I: 15–17 September 2003, Åland (Finland)

Part II: 19–21 January 2004, Göteborg (Sweden)

The first part of this second international seminar on workplace health promotion in regard to practice and evaluation will be held on 15–17 September 2003 in Åland, Finland, and the second part will take place in Göteborg, Sweden, on 19–21 January 2004. The Nordic Institute for Advanced Training in Occupational Health (NIVA) is arranging this seminar for managers of workplace health promotion and planners, practitioners in occupational health services and other experts involved in workplace health promotion at the company level. The seminar will give the participants the knowledge they need to set realistic and manageable goals for workplace health promotion programs or projects, plan the processes for the optimal delivery of a workplace health promotion program or project, select indicators for cost-benefit, cost-effectiveness and the quality of workplace health promotion programs, and implement evaluation methods and principles in the evaluation and development of their own workplace health promotion activities.

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