

Direction Générale du Travail



**Psychosocial
Risk Assessments**

SLIC CAMPAIGN ON PSYCHOSOCIAL RISKS 2012

FRENCH INSPECTION APPROACH AND OUTCOMES

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Direction Générale du Travail

I – INSPECTION APPROACH OF PSR

1. CAMPAIGN SECTORS'
2. LI APPROCH
3. REGULATION MATTERS AND PRS INSPECTION

II – OUTCOMES

1. SECTORS GENERAL OVERVIEW
2. HEALTH CARE SECTOR
3. FOOD RETAIL TRADE SECTOR
4. COMMON AND DIFFERENT FINDINGS

III - GENERAL FOLLOWS UP

I - INSPECTION APPROACH OF PSR

1. TWO SECTORS

- HEALTH CARE (PRIVATE AND ASSOCIATIVE)
- FOOD RETAIL TRADE
- ESNER, SUMER, EVREST....

2. LI APPROACH

- « GENERALIST » LI : SOCIAL REGULATION + OHSAW REGULATION
- METHOD SUPPORT FOR INSPECTION
- INTERACTION BETWEEN SOCIAL ↔ OHSAW REGULATION



QUESTIONNAIRE STRUCTURED AROUND TWO COMPLEMENTARY
APPROACH

I - INSPECTION APPROACH OF PSR

3. INSPECTION OF REGULATION MATTERS AND PRS

WORKING CONDITIONS AND SOCIAL RELATION

1. TYPE OF WORK CONTRACTS
2. HOURS OF WORK
3. ORGANIZATION OF THE PHYSICAL WORK ENVIRONMENT
4. FUNCTIONING OF EMPLOYEE'S REPRESENTATIVES AND QUALITY OF SOCIAL DIALOGUE

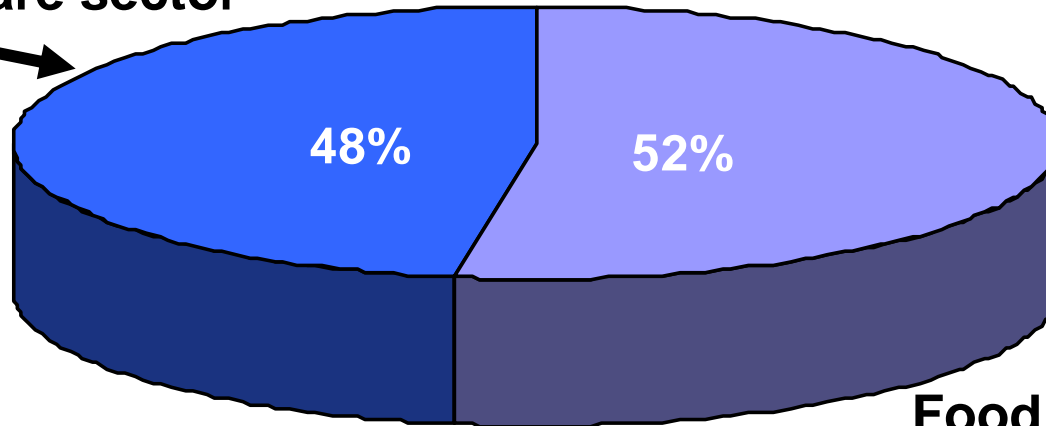
PSYCHOSOCIAL RISKS ASSESSMENT

- INTENSITY OF WORK AND WORKING TIME
- EMOTIONAL REQUIREMENTS
- INSUFFICIENT AUTONOMY :
- SOCIAL RELATION AT WORK
- MEANING OF THE WORK
- INSECURITY OF THE SITUATION OF WORK SITUATION

II – OUTCOMES : SECTORS GENERAL OVERVIEW

- **1658 inspection visits**

Health care sector

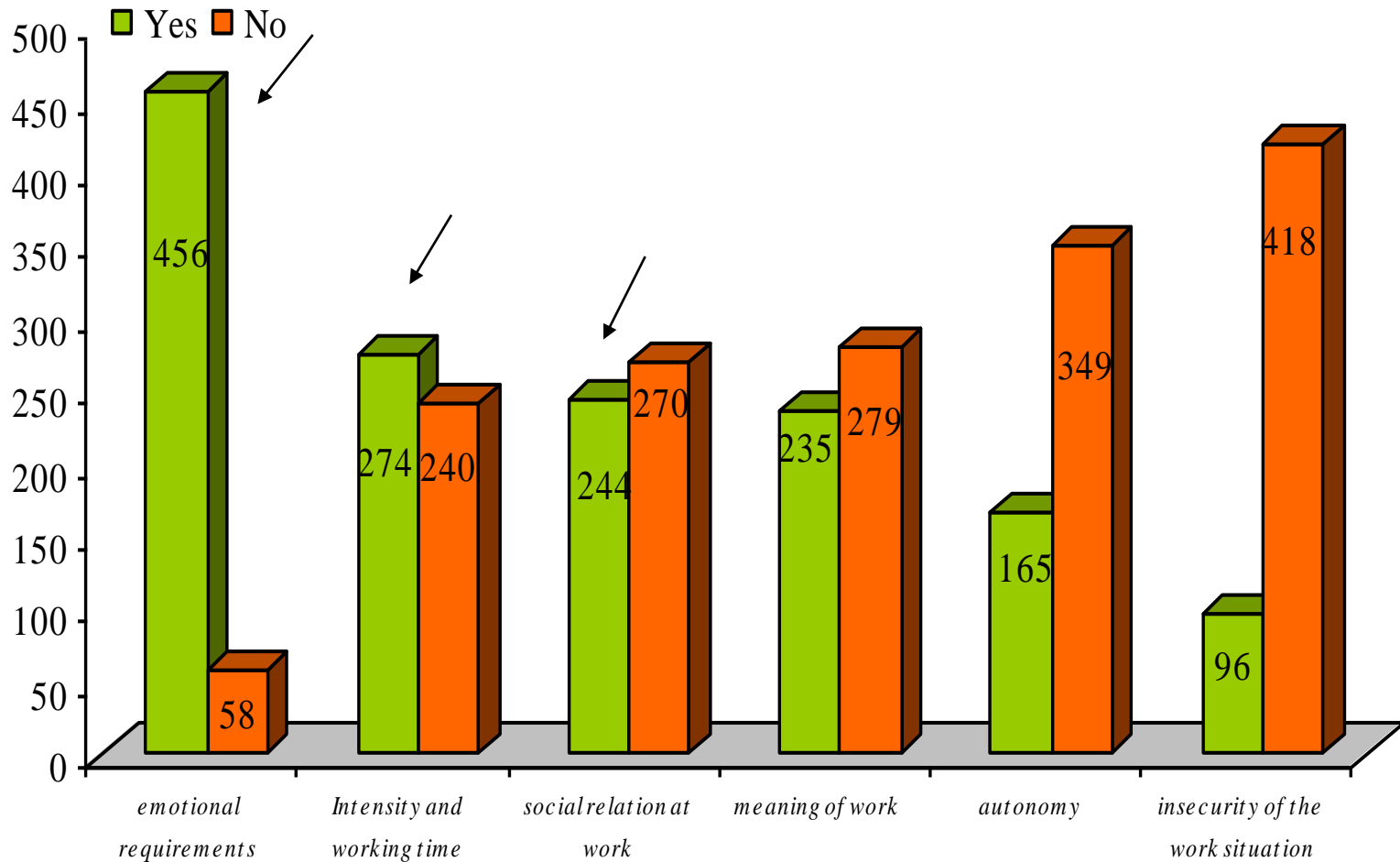


Food retail trade sector

- **113 820 employees** have been concerned by campaign
(60% health care / 40% food retail trade)
- **49% of inspections visits** took place in companies
form 10 to 49 employees.

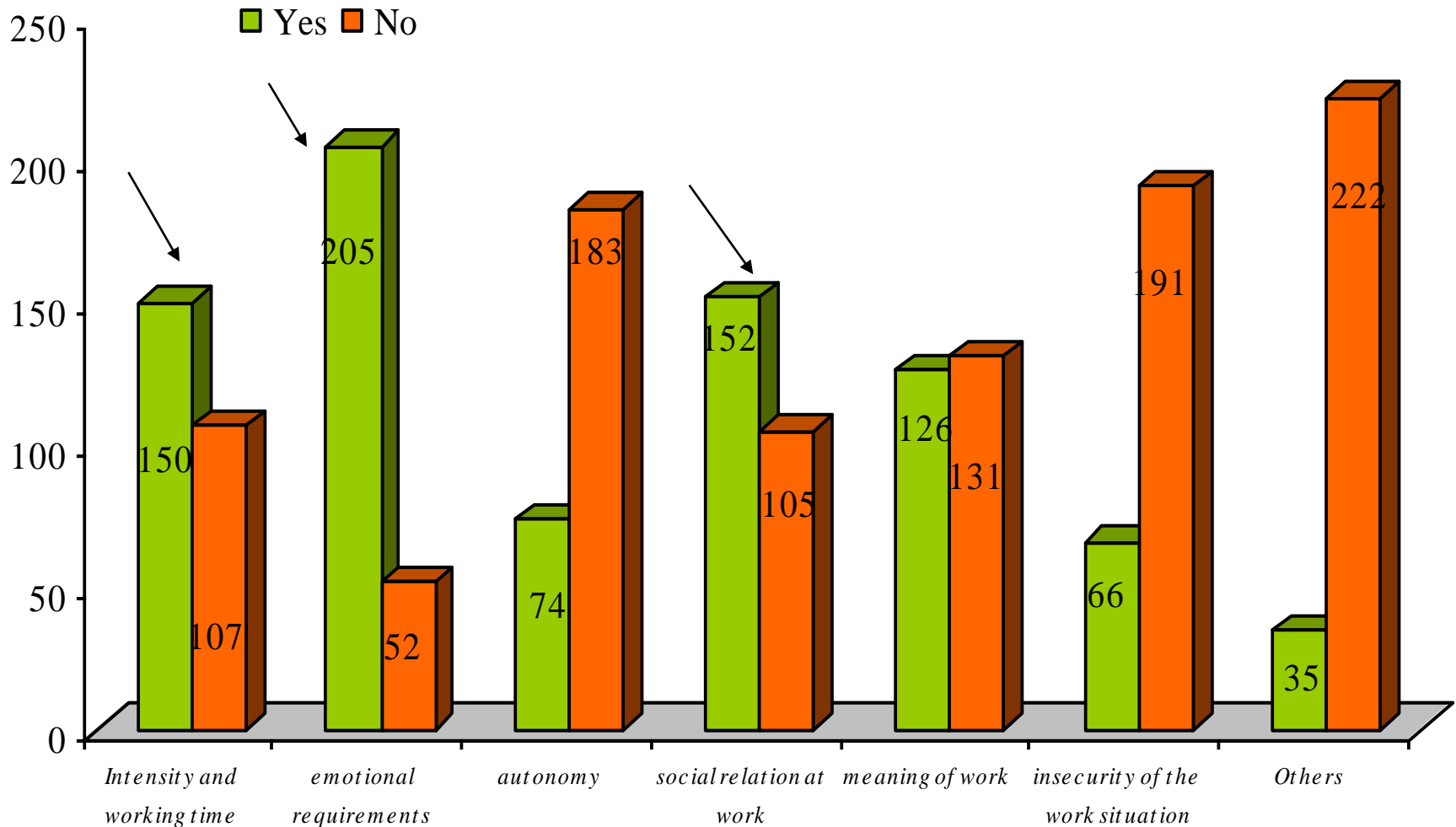
II. OUTCOMES : HEALTH CARE SECTOR

PSR ASSESSMENT IN RELATION TO THE WORK ORGANISATION



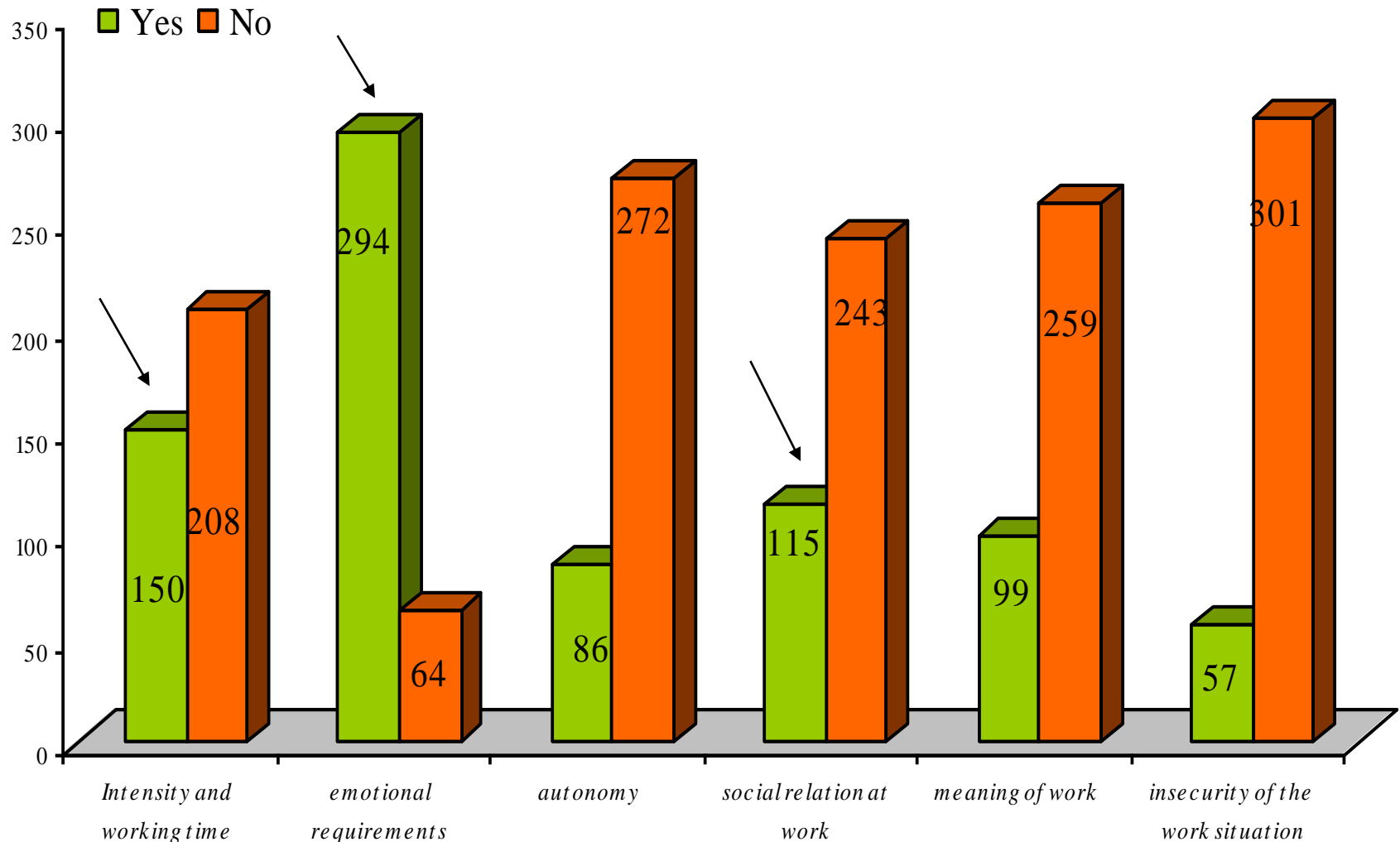
II. OUTCOMES : HEALTH CARE SECTOR

PREVENTION ACTIONS ON PSR



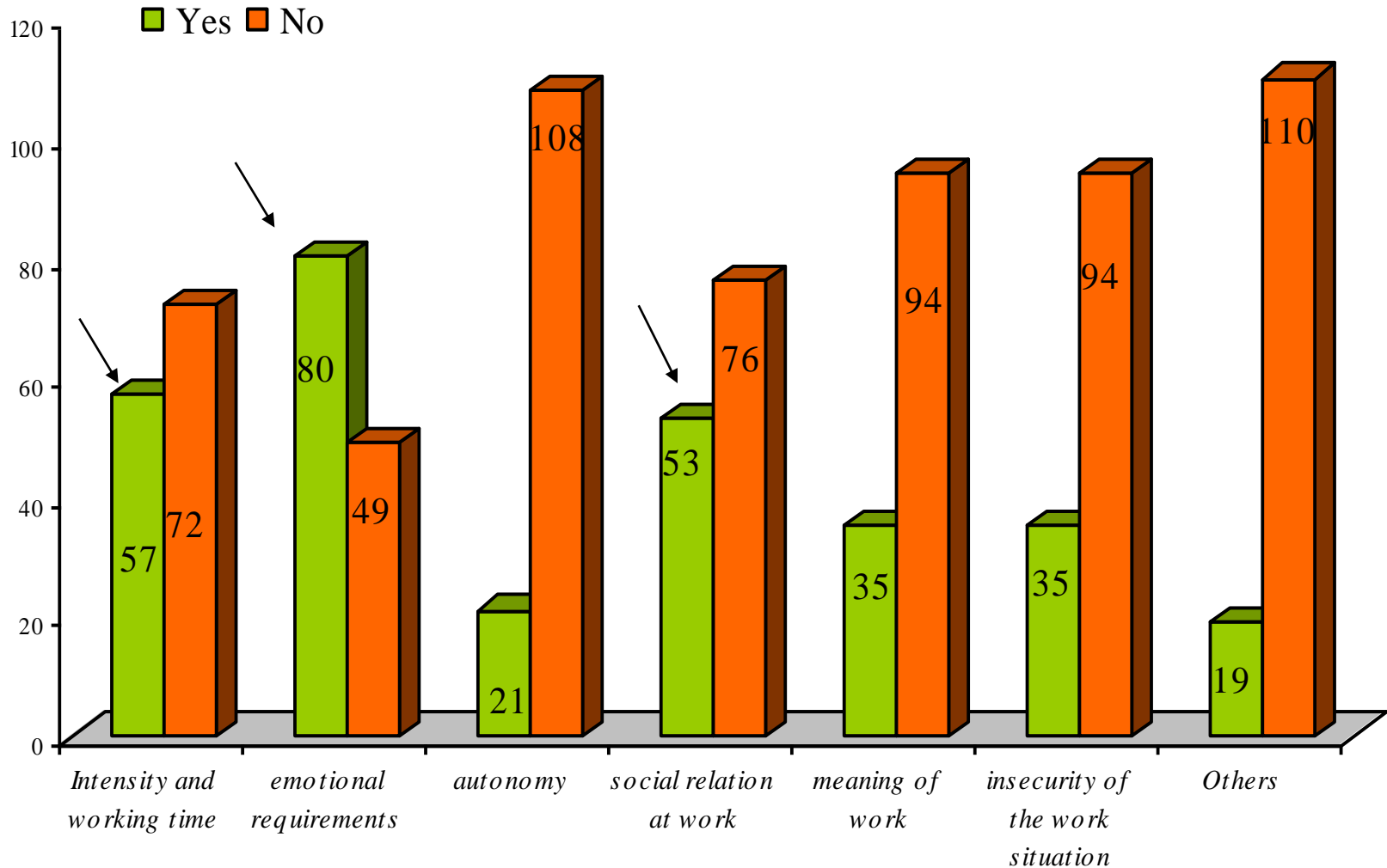
II. OUTCOMES : FOOD RETRAIL TRADE SECTOR

PSR ASSESSMENT IN RELATION TO THE WORK ORGANISATION



II. OUTCOMES : FOOD RETRAIL TRADE SECTOR

PREVENTION ACTIONS ON PSR



II – OUTCOMES : COMMON AND DIFFERENT FINDINGS

a) Inspection over regulations matters

COMMON FINDINGS SECTOR	DIFFERENT FINDINGS SECTOR
<p><i>Time work :</i></p> <ul style="list-style-type: none">• 70% of the companies provide good access to working hours information.• 72% of the companies comply satisfactorily maximum working time and 69% for the rest time / <p><i>Organization of the physical work environment</i></p> <ul style="list-style-type: none">• 80% of the companies ensure safety workplaces workers and 85% to ensure also hygiene and wholesomeness conditions	<p><i>Employees' representatives</i></p> <ul style="list-style-type: none">- <i>Hygiene, safety and working conditions Committee in the companies</i>• 65% of the companies of health care and 37% of food retail having a Committee associated at least one of the actors in the PSR prevention approach.- <i>Representative delegate</i>• 59% of the companies of health care and 32% of food retail having a representative delegate associated at least one of the actors in the PSR prevention approach.

II – OUTCOMES : COMMON AND DIFFERENT FINDINGS

b) Focus on the psycho-social risks

DIFFERENT FINDINGS SECTOR

PSR assessment in relation with the work organization

- **65%** of the companies of health care and **41%** of food retail sector evaluated at least one psycho-social risk factor related to the work organization

PSR assessment in relation with the work organization and preventive action

- **31%** of the companies of health care and **14%** of food retail sector care evaluated the PSR in relation with the work organization and also engaged preventive measures,
- **33%** of the companies of health care and **58%** of food retail sector did not realize risk assessment and nor preventive action.

II – OUTCOMES : COMMON AND DIFFERENT FINDINGS

Lesson :

- **23%** of total of the companies of health care and
- **10%** of total of the companies of food retail inspected have realized :

PSR prevention approach



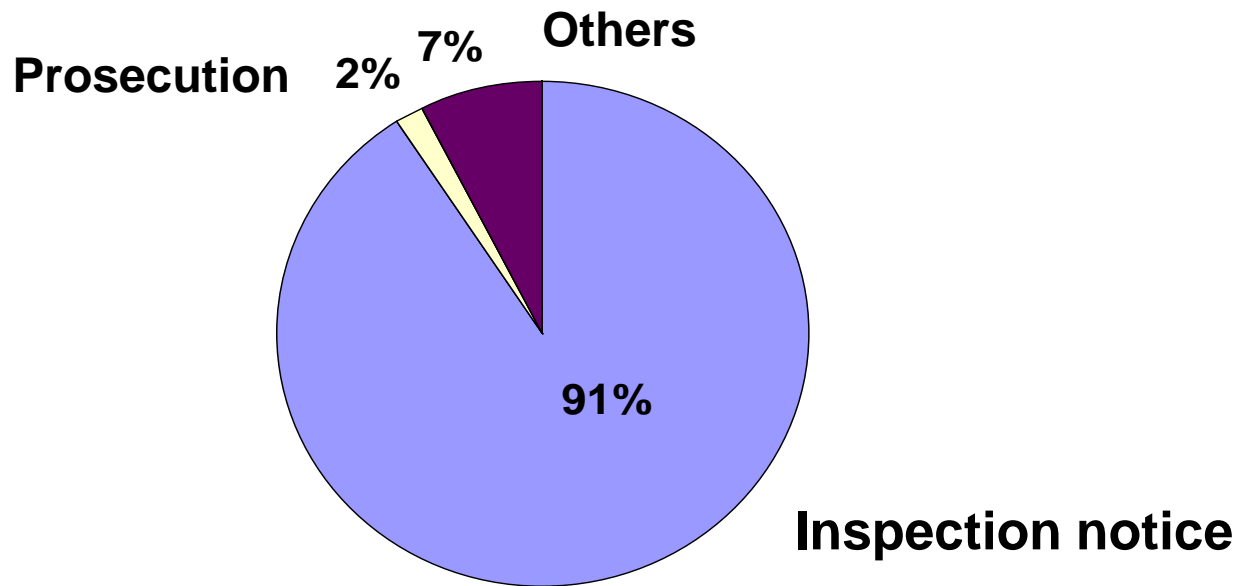
risk assessment



preventive actions

II. OUTCOMES : LI JURIDICAL FOLLOWING

Juridical following to the 1658 inspections visits



III - GENERAL FOLLOWS UP : IMPACT SLIC CAMPAIGN ON RSP

- **LI TRAINING : 45% OF THE TOTAL INSPECTORS**
- **SETTLE A PEDAGOGIC INSPECTION APPROACH OF PSR**
- **MOBILIZATION OF HEALTH CARE SECTOR**