



WORK-RELATED STRESS

WHAT'S UP IN FRANCE



WHAT ARE WE TALKING ABOUT?

STRESS

WORK-RELATED STRESS

PSYCHOSOCIAL RISKS

MENTAL DISORDERS

ORGANISATIONAL AND MANAGEMENT ISSUES



AS A PREVENTION SPECIALIST I DO PREFER SPEAKING OF CAUSES WHICH AFFECT HEALTH AND SAFETY AT WORK BUT IN THAT SPECIAL CASE IT'S UNEASY TO TACKLE WORK-RELATED STRESS WITHOUT TAKING INTO CONSIDERATION THAT THERE IS NO BOUNDARY BETWEEN SOCIAL LIFE AND LIFE AT WORK.

NEVERTHELESS I'LL TRY TO SHOW YOU HOW WE'HAVE MANAGED TO MERGE THEM BOTH.



SOCIAL LIFE

FAMILY & INDIVIDUAL

AGRESSIVENESS

MONEY PROBLEM

DOMESTIC PROBLEM

ILL-HEALTH

LACK OF SUPPORT

COMMUTING DURATION

NO FUTURE CONFIDENCE ABOUT
THE FUTURE

PSYCHOTROPIC DRUG ADDICTION

...

LIFE AT WORK

COMPANY & INDIVIDUAL

HARSH COMPETITION

ECONOMIC PERFORMANCE

SHAREHOLDERS BEHAVIOUR

TYPE OF ORGANIZATION

WAY OF MANAGEMENT

RELATIONSHIP WITH CUSTOMERS

INDIVIDUAL OR TEAM EVALUATION

COPING OR MOBING



ALL OF YOU ARE AWARE OF THOSE ISSUES

ALL SECTORS ARE CONCERNED : PRIMARY SECONDARY SERVICE

PRIVATE or PUBLIC

LARGE PERCENTAGE OF EMPLOYEES BEAR ON STRESS

MEDIA HEADLINES EVERY WEEK

A LOT OF SURVEYS TENDING TOWARD THE SAME CONCLUSION :

WORK-RELATED STRESS IS A MAJOR ISSUE IN OURS COUNTRIES

FOR FRANCE : IF THERE IS A RELATIONSHIP BETWEEN STRESS AND
WORK THAT MEANS EMPLOYERS OUGHT TO PAY BY WAY OF
COMPENSATION

THAT'THE MAIN DISSENSION BETWEEN EMPLOYERS AND EMPLOYEES



A POINT OF HISTORY IN FRANCE

2001 : YEARS BACK THE SITUATION WAS IN AN ABSOLUTE STANDSTILL

2002 : JANUARY, FOR THE FIRST TIME IN THE FRENCH WORK CODE MENTAL HEALTH IS INCLUDED BESIDE PHYSICAL HEALTH

2004 : REPRESENTIVES OF EMPLOYERS AND SALARIES SIGNED UP AN AGREEMENT AT THE EUROPEAN LEVEL

2007 : IN APRIL, THE SAME, ALWAYS AT THE EUROPEAN LEVEL, AGREED ON AN ANOTHER AGREEMENT WHICH HAS TO BE SETTLED UNTIL APRIL 2010

2007 : THE FRENCH GOVERNMENT ASKED FOR A REPORT ABOUT PSYCHOSOCIAL RISKS

2008 : THE REPORT IS MADE PUBLIC



REPORT « LEGERON NASSE » RECOMMENDATIONS

MAKE UP A GLOBAL INDICATOR TO ASSESS SIMULTANEOUSLY THE WORKING CONDITIONS AND THE SALARIES' PSYCHOLOGICAL SITUATION

MERGE STATISTICS FROM DIFFERENT DATA SOURCES : ABSENTEISM, SICKNESS DAY OFF(CAUSES and DURATION), PSYCHOTROPIC DRUG CONSUMPTION...

ADVISE THE PUBLIC BY USING BROADCAST CAMPAIGN, INTERNET.

THROW SOME EXPERIMENTAL ACTIONS IN THE PUBLIC SECTOR

TRAIN WORKERS, THEIR REPRESENTATIVES AND HUMAN RESSOURCES MANAGERS

SET UP A CHECKING PLAN AT THE HIGHER LEVEL



WHAT DOES THE FRENCH OCCUPATIONAL RISK PREVENTION SYSTEM DO ?

THIS NETWORK IS COMPOSED BY THE NATIONAL HEALTH INSURANCE FUND
20 REGIONAL HEALTH INSURANCE FUNDS, THE NATIONAL RESEARCH
INSTITUTE FOR SAFETY AT WORK (INRS) AND EUROGIP

HUNDREDS OF PREVENTION SPECIALISTS INVOLVED IN HELPING
COMPANIES AND WORKERS TO CUT DOWN RISKS AT WORK

MOST OF THEM ARE TECHNICIANS OR ENGINEERS NOT PSYCHOLOGISTS OR
PHYSICIANS

HENCE

- 1) WE HAVE HAD TO ADAPT OUR WORKING FORCE TO THIS NEW
CHALLENGE
- 2) WE HAVE BEGUN TO WORK CLOSELY WITH OTHERS NETWORKS



1) ADAPTATION

INRS SET UP A NEW PROJECT : STRESS AT WORK WHICH HAS INCLUDED SEVERAL PARTS

RESEARCH FOR A METHOD ADAPTED TO THE FRENCH CONTEXT

1ST LEVEL TRAINING FOR TECHNICIANS AND ENGINEERS IN REGIONAL HEALTH INSURANCE FUND (MORE THAN 100 TRAINED)

FOR ANSWERING TO WORKERS AND EMPLOYERS

2ND LEVEL TRAINING FOR AT LEAST ONE CORRESPONDANT PER REGION

FOR HELPING TO SETTLE AN ACTION IN COMPAGNIES

COORDINATE ACTIONS AMONG REGIONS

EXTRACT AND IMPROVE THE BEST PRACTICES

SPREAD BOOKLETS AND MANAGE A WEBSITE



2) COOPERATION WITH OTHER NETWORKS

OCCUPATIONAL PHYSICIANS WHO ARE AT THE STARTING POINT OF ANY KING OF ACTION (AS THEY SEE ALL SALARIES THEY CAN IDENTIFY IF THERE IS AN INDIVIDUAL OR A GROUP PROBLEM)

PSYCHOLOGISTS AND ERGONOMICS SPECIALISTS

CONSULTANTS IN ORGANISATION AND MANAGEMENT

SPECIFIC ECONOMICS SECTORS (TRADE BUSINESS, PUBLIC SERVICE, BANK AND INSURANCE, HOSPITAL...)

UNIVERSITY FOR ALL THEY CAN DO TO IMPROVE THE TRAINING OF THE FUTURE MANAGERS



CONCLUSION

SOME HUNDREDS OF SPECIALISTS WHO NEED TIME TO IMPROVE THE SITUATION

FACING

TENS OF THOUSAND OF SALARIES (ALL KIND OF) CONCERNED

THOUSANDS OF COMPANIES (ALL KIND OF) INFECTED BY THIS THESE RISKS

SO

WE HAVE TO DEVELOP A MASS ACTION TOWARD ALL WHO ARE INVOLVED IN THAT PROCESS (SPREADING KNOWLEDGE, TRAINING, PUTTING BACK SALARIES IN THE HEART OF WORK)