



# OSH BAROMETER

## France

### Country Report

## France Country Report Index

This document contains the OSH Barometer Country Report Summary of France

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## Introduction General information

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

## Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



### OSH authority

#### The Ministry of Labour (Ministère du Travail)

See more in its website and in OSHwiki

The Ministry of Labour implements government policy in the fields of labour, social dialogue, prevention of occupational accidents and diseases, employment, and vocational training.

The Directorate-General for Labour (*Direction générale du travail*) is the branch of the Ministry of Labour that prepares, leads, and coordinates labour policy to improve collective and individual relations at work, to support and monitor collective agreements, to improve working conditions in companies, and to protect occupational safety and health (OSH). Given this, it is in charge of drafting and applying legislative and regulatory texts, and developing actions in these fields.

#### Social Security Directorate (DSS — Direction de la sécurité sociale)

See more in its website and in OSHwiki

The DSS is attached to the Ministry of Solidarity and Health and to the Ministry for Action and Public Accounts. It oversees the social security bodies of the funds of the general social security scheme, of the funds of the basic social security scheme for self-employed workers other than those in the farming sector, and of the funds of the special social security schemes.

#### Regional directorates for companies, competition, consumption, labour and employment (DIRECCTEs — Directions Régionales des Entreprises, de la Concurrence, de la Consommation, du Travail et de l'Emploi) — labour inspectorates

See more in its website and in OSHwiki

The labour inspectorate (inspection du travail) services have been attached to the DIRECCTEs since they were set up by Decree 2009-1377 of 10 November 2009. Labour inspection is carried out mainly by labour inspectors and controllers in charge of inspecting companies and informing the public. They make sure that the labour laws are being properly implemented; they advise and inform employers, employees and staff representatives about their rights and obligations; they facilitate out-of-court conciliation, particularly for collective disputes. The Labour Medical Inspectorate (Inspection Médicale du Travail) constitutes a specific technical support body within the labour inspectorate services.

## Compensation and insurance body

### **French National Health Insurance Fund for Salaried Workers (CNAMTS — Caisse Nationale de l'Assurance Maladie des Travailleurs Salariés)**

See more in its website and in OSHwiki

Since the introduction of French Law No 46-2426 of 30 October 1946, occupational risk insurance has been incorporated into the assignments of the French social security system. In addition to providing compensation, the social security bodies also have a risk prevention mission.

Occupational accidents and diseases are insured collectively by companies. Contribution rates depend on the size of the establishment, its sector of activity, and the frequency and seriousness of the accidents or diseases from which its employees may suffer. The compensation mission consists of meeting the needs of the victims by bearing the costs incurred by victims of occupational accidents and diseases, by reimbursing treatment expenses, and by paying daily allowances and pensions, annuities or lump sums in the event of permanent disability.

The CNAMTS is an administrative national public establishment overseen by the Social Security Directorate. Its responsibilities and missions are specified in particular by French Law No 2004-810 of 13 August 2004. The activities of the CNAMTS consist, in particular, of the following:

- Defining the focuses, principles and objectives that guide CNAMTS' action and the action of the French National Health Insurance Scheme for salaried workers (the general social security scheme, or Assurance Maladie), and ensuring that they are implemented.
- Defining and promoting the prevention of diseases, and occupational accidents and diseases by taking effective national action.
- Determining and coordinating the activities of the bodies of the network of health insurance branches and occupational accidents and diseases branches: regional and local health insurance funds (caisses primaires d'assurance maladie), Occupational Health and Pension Insurance Funds (Caisses d'Assurance Retraite et de la Santé au Travail), the regional health insurance fund of the Paris region (Caisse Régionale d'Assurance Maladie d'Île de France), and the general social security funds for French overseas territories (Caisses Générales de la Sécurité Sociale). These local and regional health insurance funds particularly have the mission of assisting companies in assessing the risks of occupational accidents and diseases, with a view to preventing those risks, and the mission of helping to price insurance for occupational accidents and diseases. They advise companies on their risk prevention approach through direct action in the workplace. They also act through collective actions with various trade sectors, designing risk assessment and risk prevention systems, offering training, disseminating good practices and distributing financial incentives.

The Occupational Accidents and Diseases Commission (Commission des Accidents du Travail et des Maladies Professionnelles) is in charge of balancing the finances of the Occupational Accidents and Diseases (AT/MP) Branch with regard to pricing, compensation, and the prevention of occupational accidents and diseases. Given this, it determines the focuses of the Agreement on Objectives and Management (COG — Convention d'Objectifs et de Gestion) for the branch. It also approves the budgets for the French National Fund for the Prevention of Occupational Accidents and Diseases (Fonds National de Prévention des Accidents du Travail et des Maladies Professionnelles).

### **French Agricultural Social Security Scheme (MSA — Mutualité Sociale Agricole)**

See more in its website and in OSHwiki

The existence of agricultural mutual benefit societies in France dates back to the 19th century. The role and responsibilities of the MSA were defined by the Orders of 1945, which set up the French social security system. The MSA is the mandatory welfare protection body for farmers and agricultural workers. It covers, in particular, the risks of occupational accidents and diseases in agriculture, landscaping, forestry and agri-food industries. The Agreement on Objectives and Management (COG) defines the mutual commitments of the French State and the MSA. The central fund of the MSA (Caisse Centrale de la MSA) represents the MSA at the national level and leads a network of 35 regional funds. A specific occupational health and security plan for the agriculture sector has been adopted for the period 2016-2020

### **Social Security Scheme for the Self-employed (RSI — Régime Social des Indépendants)**

See more in its website and in OSHwiki

The RSI took over from three previous existing schemes and was set up pursuant to the provisions of French Law No 2004-1343 of 9 December 2004. It is run by the representatives of its insured parties, who are craftspeople, shopkeepers and self-employed professionals. It performs a public service mission by managing the mandatory welfare protection of over 4 million self-employed enterprise managers and their dependants and beneficiaries under the Agreement on Objectives and Management, signed by the French State and the RSI.

### **Other Schemes**

See more in OSHwiki

There are 16 other special social security schemes, including schemes for personnel of the French railway (Société Nationale des Chemins de Fer), civil servants and state workers, the mining sector, and the electricity and gas industries.

## **Prevention institute**

### **Eurogip**

See more in its website and in OSHwiki

Eurogip is a public interest group, formed by CNAMTS (Caisse Nationale de l'Assurance Maladie des Travailleurs Salariés) and INRS (Institut National de Recherche et de Sécurité), that was set up to study issues relating to insurance for and prevention of occupational accidents and diseases at European level.

### **French National Agency for the Improvement of Working Conditions (ANACT — L'Agence Nationale pour l'Amélioration des Conditions de Travail)**

See more in its website and in OSHwiki

ANACT is an administrative public establishment set up by French Law No 73-1195 of 27 December 1973. Decree 2015-968 of 31 July 2015 on the new missions and functioning of ANACT reinforced its national and regional network and focused its missions on working conditions.

The ANACT network for the improvement of working conditions is made up of the national agency, overseen by the Ministry for Labour, and 17 regional agencies (Agences Régionales pour l'Amélioration des Conditions de Travail), which are independent associations under French Law of 1 July 1901. ANACT relies on a tripartite governance (including the government), and the regional agencies have bipartite boards, bringing together equal representation of employer and employee organisations.

The ANACT network helps companies and other organisations to develop innovative projects concerning labour, and encourages them to place labour on a par with other economic determinants (products, markets, technologies, etc). Its work plan is defined in a Performance and Objectives Agreement with the General-Directorate for Labour.

### **French Professional Agency for Risk Prevention in Building and Civil Engineering (OPPBTP — Organisme Professionnel de Prévention du Bâtiment et des Travaux Publics)**

See more in its website and in OSHwiki

The OPPBTP was set up in 1947. Its role and organisation were specified by Decree No 85-682 of 4 July 1985. Its mission is to advise, train and inform players in the building and civil engineering sector on risk prevention, safety, health and the improvement of working conditions. Its governance is bipartite, consisting of national and regional boards; these boards are made up of five representatives of employer federations and five representatives of employee union organisations.

The OPPBTP has a staff of 300, who are mainly engineers and technicians from the building and civil engineering sector, distributed throughout France and organised into 18 agencies. The Secretary-General, a representative of the CNAMTS (French National Health Insurance Fund for Salaried Workers) and a representative of the Ministry for Labour attend the sessions of the Board of the National Committee with consultative votes.

### **French National Agency for Food, Environmental and Occupational Health and Safety (ANSES — Agence nationale de sécurité sanitaire de l'alimentation, de l'environnement et du travail)**

See more in its website and in OSHwiki

Set up by Order No 2010-18 of 7 January 2010, ANSES is an administrative public establishment placed under the supervision of the ministers for health, agriculture, the environment, labour and consumption.

Its mission involves advocating risk assessment, and organising expertise and scientific and technical support for drawing up legislative and regulatory provisions and implementing risk management measures.

With a view to accomplishing its mission, ANSES organises collective expertise in its field of competence, drawing on specialised committees of experts in particular.

### **French National Public Health Agency (Santé Publique France)**

See more in its website and in OSHwiki

Santé Publique France was created in April 2016 as the national public health agency, resulting from the merger of the French Institute for Public Health Surveillance (InVS), the French Institute for Health Promotion and Health Education (INPES), and the Establishment for Public Health Emergency Preparedness and Response (EPRUS). Santé Publique France serves the population in all aspects of public health, based on scientific knowledge, data and information, including OSH issues. It supports the government and society in improving the health and well-being of the population, with the objective of reducing social health inequities in all areas of public health: infectious diseases, non-infectious diseases, environmental health and occupational health. It contributes to improving knowledge of work-related diseases, plays an important role in the health monitoring of OSH and provides important guidance to establish the table of occupational diseases. Furthermore, Santé Publique France analyses up-to-date knowledge and data on the determinants of health and risk factors, provides decision-makers with independent evidence-based guidance, proposes measures to protect the population from health threats, and develops evidence-based interventions for prevention and health promotion.

## **Standardisation body**

### **French Standards Association (AFNOR — Association Française de Normalisation)**

See more in its website and in OSHwiki

Standardisation and promotion of standardisation are handled by AFNOR and its delegated bodies and approved by the Minister for Industry. AFNOR is under the supervision of the Ministry for Industry. It represents France on the European Committee for Standardisation and in the International Organisation for Standardisation.

The technical work on standards is conducted through major standardisation programmes. Each programme is steered by a Strategy Committee (CoS — Comité Stratégique), and the Occupational Safety and Health Strategy Committee (CoS Santé et Sécurité au Travail) covers OSH topics.

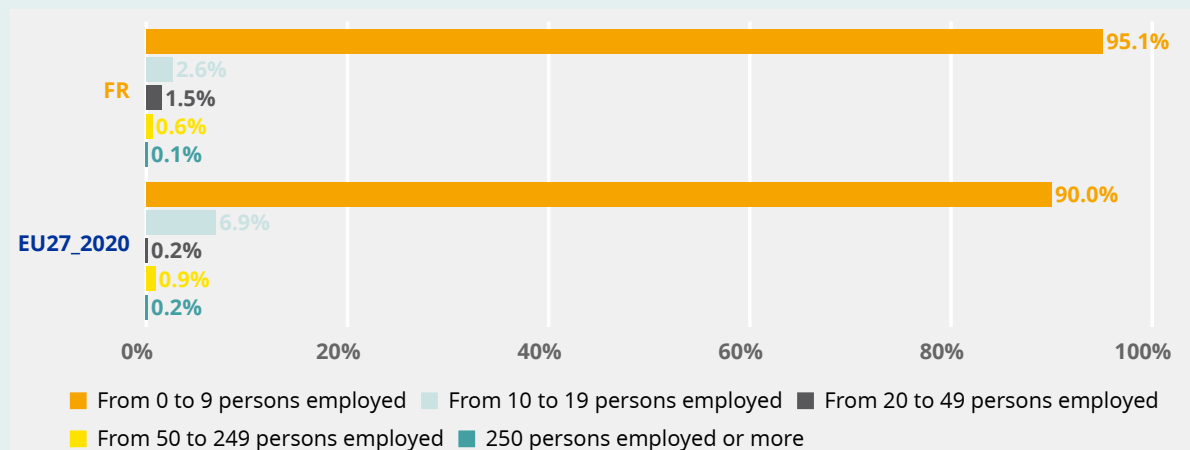


## Generic information Economic and sector profile

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

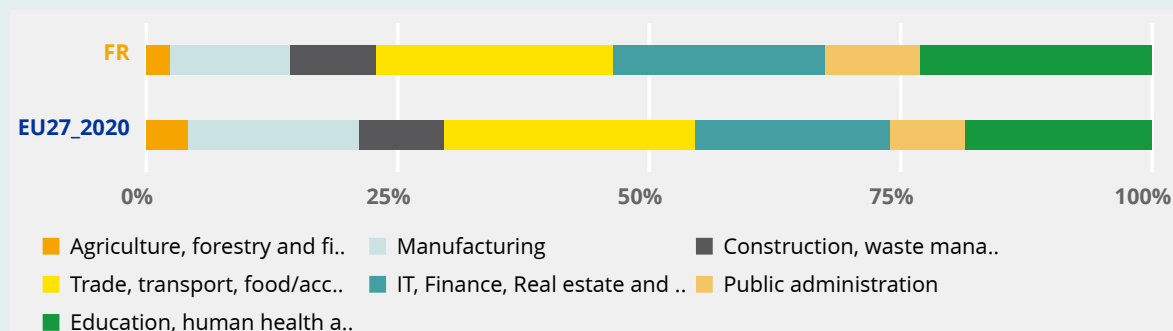
Source: EUROSTAT. For further information refer to Methodology

### Company size



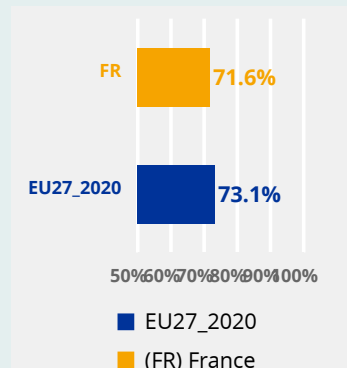
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	FR	95.1	EU27_2020	90
From 10 to 19 persons employed	FR	2.6	EU27_2020	6.9
From 20 to 49 persons employed	FR	1.5	EU27_2020	0.2
From 50 to 249 persons employed	FR	0.6	EU27_2020	0.9
250 persons employed or more	FR	0.1	EU27_2020	0.2

### Employment per sector



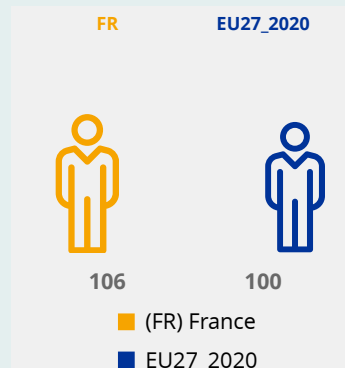
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	FR	2.4	EU27_2020	4.1
Manufacturing	FR	12	EU27_2020	17.1
Construction, waste management, water and electricity supply	FR	8.5	EU27_2020	8.5
Trade, transport, food/accommodation and recreation activities	FR	23.6	EU27_2020	24.9
IT, Finance, Real estate and other technical scientific or personal service activities	FR	21.1	EU27_2020	19.4
Public administration	FR	9.4	EU27_2020	7.5
Education, human health and social work activities	FR	23	EU27_2020	18.6

## Employment rate



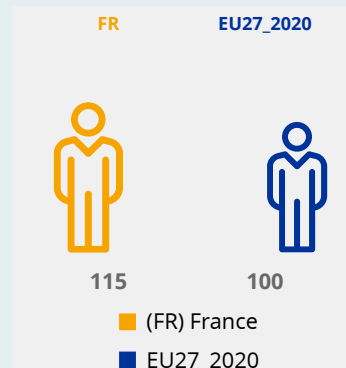
Country	Value (%)
EU27_2020	73.1
(FR) France	71.6

## GDP per capita in relation to EU27\_2020 average



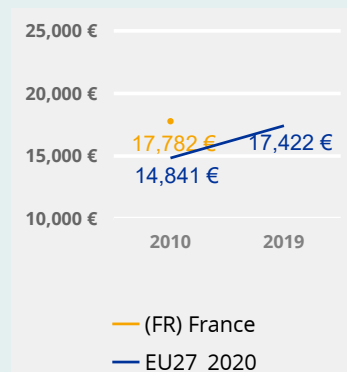
Country	Value (%)
(FR) France	105.6
EU27_2020	100

## GDP per capita in relation to EU27\_2020 average



Country	Value (%)
(FR) France	115.4
EU27_2020	100

## Income per capita



Country	Year	Income
(FR) France	2010	17782
(FR) France	2019	17422
EU27_2020	2010	14841
EU27_2020	2019	17422

## Income per capita


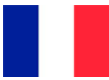


Country	Year	Income
(FR) France	2010	19960
(FR) France	2019	17272
EU27_2020	2010	14521
EU27_2020	2019	17272

## Generic information **Workforce profile**

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
<b>EU27_2020</b>	<b>43.7 years</b>	<b>59.1 %</b>	<b>67.3 %</b>	<b>79 %</b>	<b>73.1 %</b>	<b>6.7 %</b>
	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
<b>FR</b>	<b>41.8 years</b>	<b>53 %</b>	<b>68.1 %</b>	<b>75.2 %</b>	<b>71.6 %</b>	<b>8.5 %</b>

## Steering of OSH National strategies

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



### Structure of each National strategy

#### Basic information

French document: **Plan santé au travail 2016- 2020, PST 3)**

No official English translation: **Occupational Health Plan 2016-2020**

Former strategies:

**Occupational Health Plan 2005-2009, PST 1**

**Occupational Health Plan 2010-2014, PST 2**

#### Background

Defining the perceived problem:

The former two OSH strategies already improved safety and health at work mainly regarding the development of OSH prevention tools, structuring OSH research and improving OSH knowledge. However, 25 years after the implementation of the Framework Directive 89/391 EEC, the prevention culture still remains in an initial stage. In 2014, more than 620 000 workplace related accidents including 530 fatalities and more than 51,000 occupational diseases have been reported.

#### Characteristics and objectives

The overall objective of the PST3 is to put prevention at the core of safety and health at work. Promoting prevention culture with a special focus on work health promotion (improve the health and well-being of people at work).

Important instruments for an effective prevention culture are information, training and risk assessment.

Prevention will focus on:

1. Classic risks (slip, trips and falls, dangerous substances, risks in transport)
2. Management and organisational risks (psychosocial risks, work-related strain)
3. Emergent risks (endocrine disruptors, nanomaterial, digital technologies)

#### Vision

A positive and modern view of work. Work shall be a place of individual development and emancipation. Focus on occupational health promotion and prevention to guaranty safety and health of workers, for the benefit of employees, as well as of productivity.

#### Details and activity

##### Overview

The strategy includes 3 strategic axes and 10 objectives 3 of the hazard reduction and health protection-type, 7 of the Systems/ Structures/ Processes-type. Each objective is supported by concrete actions (between two and five).

**Strategic axis 1:** Primary prevention and prevention culture

Operational objective 1: Promotion of prevention culture  
Operational objective 2: Prevention of work-related strain  
Operational objective 3: Target priority risks  
**Strategic axis 2:** Quality of working life, job retention and performance  
Operational objective 4: Quality of working life  
Operational objective 5: Job retention  
Operational objective 6: Tansversality: OSH and public health  
**Supporting axis:** Social dialogue and system of actors  
Operational objective 7: Social dialogue  
Operational objective 8: System of actors and offers for micro and SMEs  
Operational objective 9: Simplification  
Operational objective 10: Knowledge, data and research

### Actors and stakeholders

The approach adopted for the elaboration and implementation of the PST3 is inclusive, associating the government, social partners (Employers and trade unions), social security and prevention institutions, occupational safety and health bodies (French National Health Insurance Fund for Employees (CNAMTS), National Institute for Research and Safety (INRS), National Agency for Working Conditions (Anact), National French Agency for Food, Environmental and Occupational Health & Safety (Anses), National Public Health Agency (ANSP), Occupational safety administration for the building and public works sector), Agricultural Mutual Assistance Fund).

The national Council on Working conditions (social partners) drew guidelines, adopted by consensus, providing a basis for the elaboration of the strategy.

The strategy is the fruit of a broad consultation with all the actors and stakeholders (9 working parties).

The implementation of the strategy is as well inclusive, and based on a territorial deployment with regional services (regional plans elaborated and implemented by regional services, Direccte) according to the partnership framework at the core of the implementation of PST3.

### Resources and timeframe

Time frame: 2016 – 2020

Budget: no information

Staff: no information

Contributing institutions: Government (Ministerial departments (Labor, Health, Environment, Social Affairs) and regional services, Social partners (Employers and trade unions), Social security, Prevention institutions, occupational safety and health bodies (French National Health Insurance Fund for Employees (CNAMTS), National Institute for Research and Safety (INRS), National Agency for Working Conditions (Anact), National French Agency for Food, Environmental and Occupational Health & Safety (Anses), National Public Health Agency (ANSP), Occupational safety administration for the building and public works sector), Agricultural Mutual Assistance Fund).

### Evaluation

#### Evaluation:

For the current strategy three evaluation methods should be combined:

1. An annual report is planned, in consultation with all the actors and stakeholders mentioned above;
2. A qualitative evaluation of selected actions as the efficiency or the impact of produced tools/working method/documents, etc... each time with the most appropriate methodology (focus group, poll, etc.)
3. An external mid-term review and a final review of the plan's impact on OSH

#### Lessons learned from PST2:

PST3 should

- Be more strategic aligned around objectives and priority actions;

- Be a multiannual guidance document, related to other guidance documents and tools (such as Convention d'Objectifs et de Gestion de la branche accidents du travail 2014-2017, 3èmePlan national santé environnement, 3èmePlan cancer, Contrat d'objectifs et de performance de l'Agence nationale pour l'amélioration des conditions de travail 2014-2017),
- Be more flexible and reactive to be able to evolve according to changes

#### Changes:

- The new strategy is based on a renewal of social dialogue, including more social partners.
- The new strategy highlights the link between safety health and the quality of working life, compared to the former strategy.
- Simpler regulations
- The new strategy is structured around three axes and ten operational objectives leading to actions, to improve the consistency as well as the effectivity (applicability) of the plan.
- Extended to different types of work such as independent work, and a specific focus on SME's

Ex ante indicators for the years 2012 to 2020: No indicators identified

### Relation to EU Strategic Framework

The PST 3 was developed in compliance with the EU Strategic Framework. The guidelines of the national Council on Working conditions (social partners), providing the basis for the strategy, refer for each strategic objective to the related objective of the EU strategic framework.

Therefore, the PST3 includes many related topics such as:

- Focusing on safety and health of micro and small enterprises.
- Simplifying legislation
- Tackling new and emerging risks
- Tackling demographic change

## Responses of national strategies to EU challenges

### Implementation record

#### Operational objective:

- Promotion of prevention culture.

#### Other operational objectives:

- System of actors and offers for micro and SMEs.
- Simplification.
- Knowledge, data and research.

### Prevention of work-related diseases

#### Operational Objective:

- Prevention of work-related strain.

#### Other operational objectives:

- Target priority risks.

### Tackling demographic change

#### Operational Objectives:

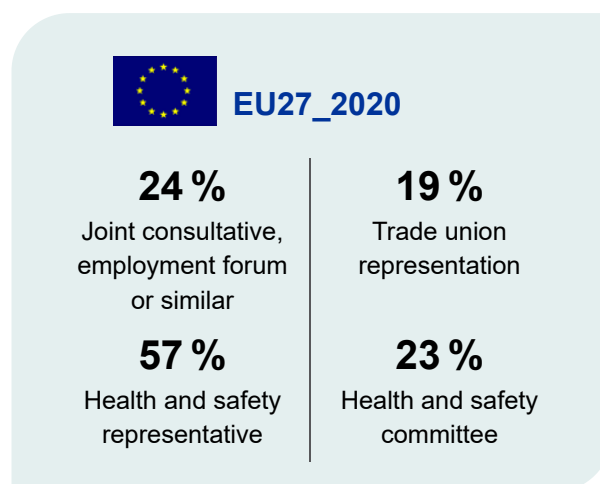
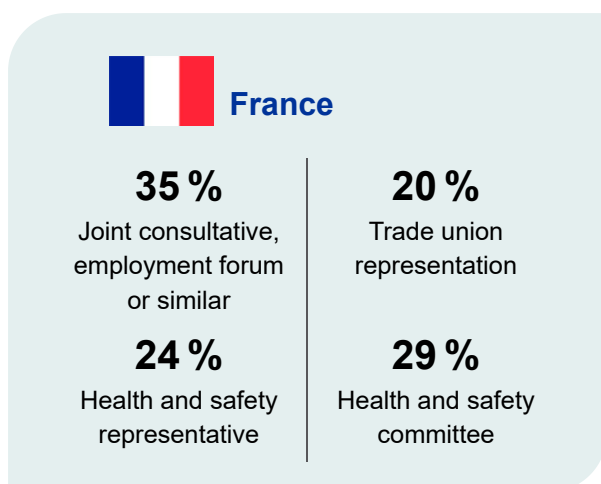
- Quality of working life.

- Job retention.

## Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



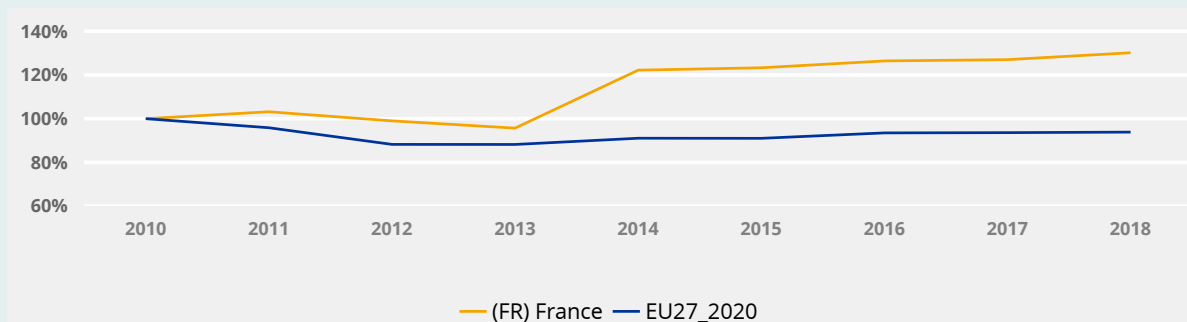


## OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

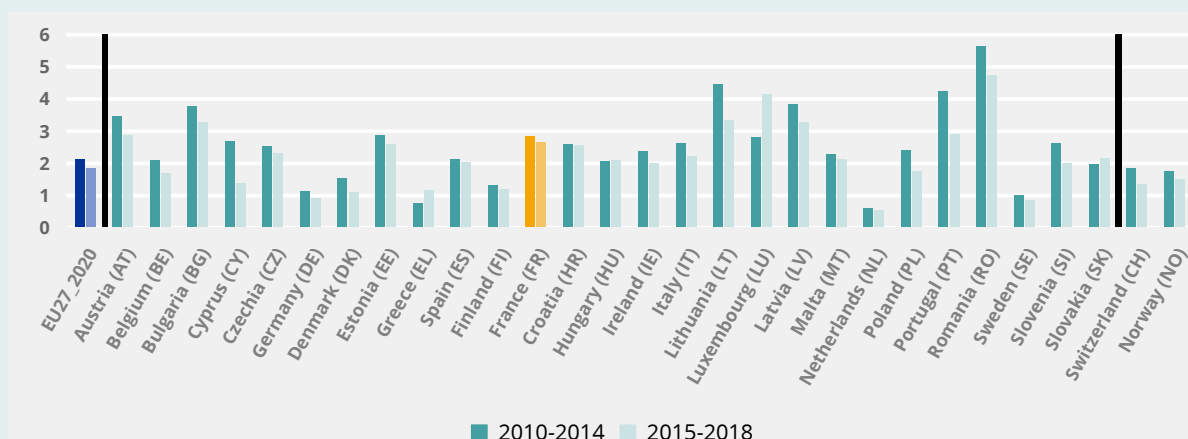
### Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	Year	Value (%)	Country	Year	Value (%)
(FR) France	2010	100	EU27_2020	2010	100
(FR) France	2011	103.2	EU27_2020	2011	95.9
(FR) France	2012	99	EU27_2020	2012	88.2
(FR) France	2013	95.7	EU27_2020	2013	88.2
(FR) France	2014	122.2	EU27_2020	2014	91.1
(FR) France	2015	123.3	EU27_2020	2015	91
(FR) France	2016	126.4	EU27_2020	2016	93.5
(FR) France	2017	127	EU27_2020	2017	93.6
(FR) France	2018	130.2	EU27_2020	2018	93.9

## Fatal work accidents per 100 000 employees



This diagram shows the average number of fatal accidents for every Member State per 100 000 employees in two periods: 2010 - 2014 and 2015 - 2018. The source of the data is the incidence rate as published by Eurostat.

Country	Trend	Value (accidents)
EU27_2020	2010-2014	2.1
EU27_2020	2015-2018	1.9
France (FR)	2010-2014	2.8
France (FR)	2015-2018	2.7

## OSH outcomes and working conditions

### Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



France

**79 %**

Satisfaction with  
working conditions

**12 %**

Health problem in  
the last 12 months

**62 %**

Sick but at work

**35 %**

Health affected by  
work

**11 %**

More than 15 days of  
absence

**56 %**

Likelihood of staying  
in current job until 60  
years old



EU28

**86 %**

Satisfaction with  
working conditions

**8 %**

Health problem in  
the last 12 months

**42 %**

Sick but at work

**25 %**

Health affected by  
work

**8 %**

More than 15 days of  
absence

**73 %**

Likelihood of staying  
in current job until 60  
years old

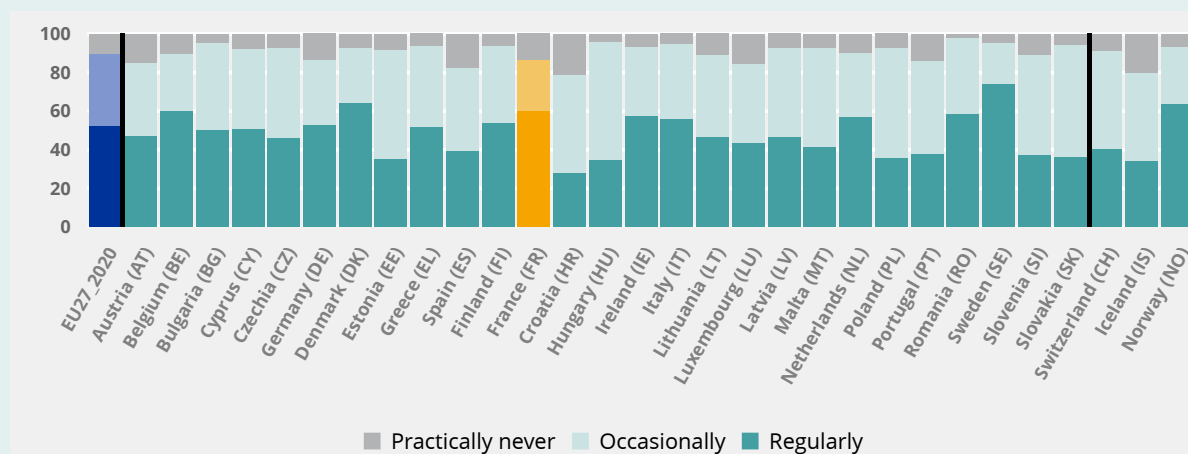
## OSH outcomes and working conditions

### OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

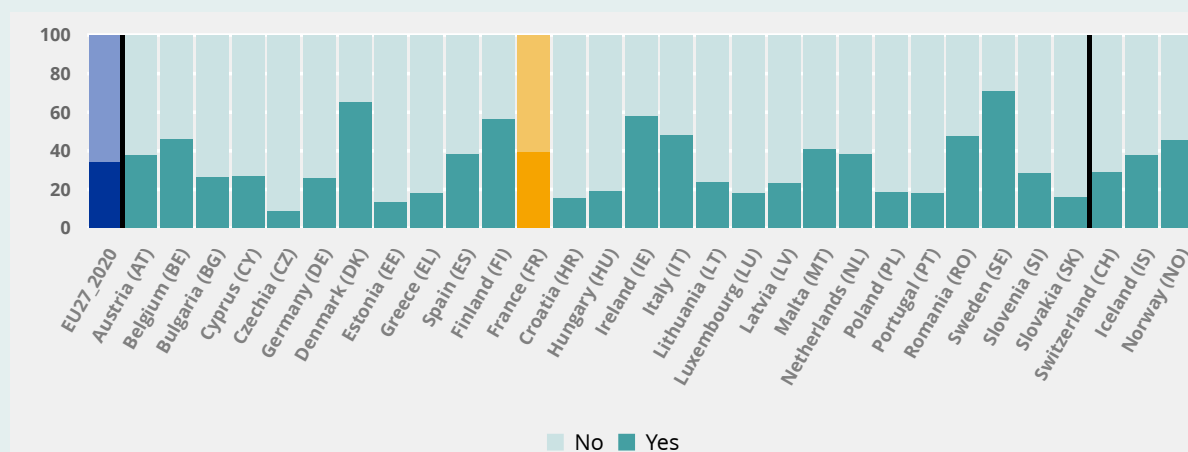
#### Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	Practically never (%)	Occasionally (%)	Regularly (%)
EU27_2020	10	37.5	52.4
France (FR)	13.5	26.2	60.3

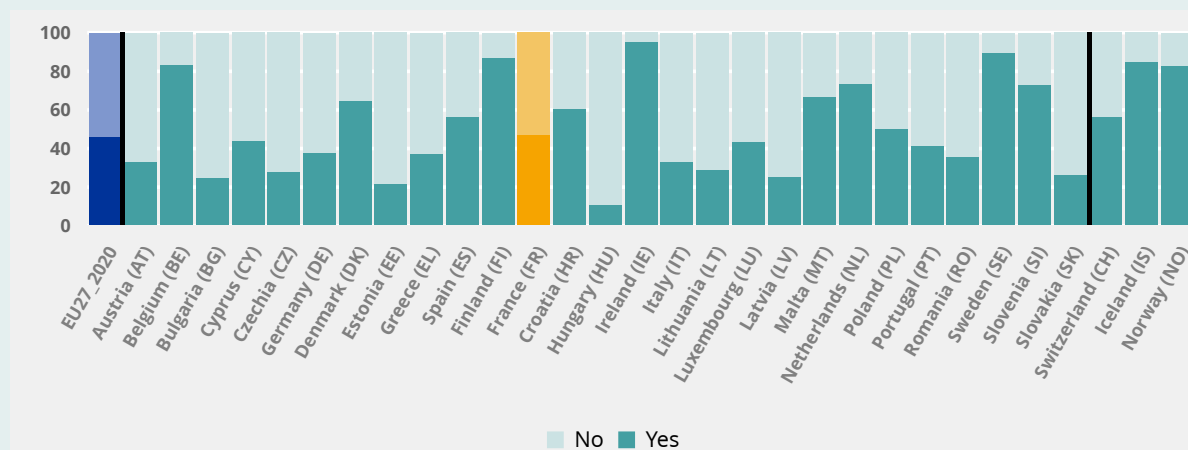
#### Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	34.6	65.4
France (FR)	39.4	60.6

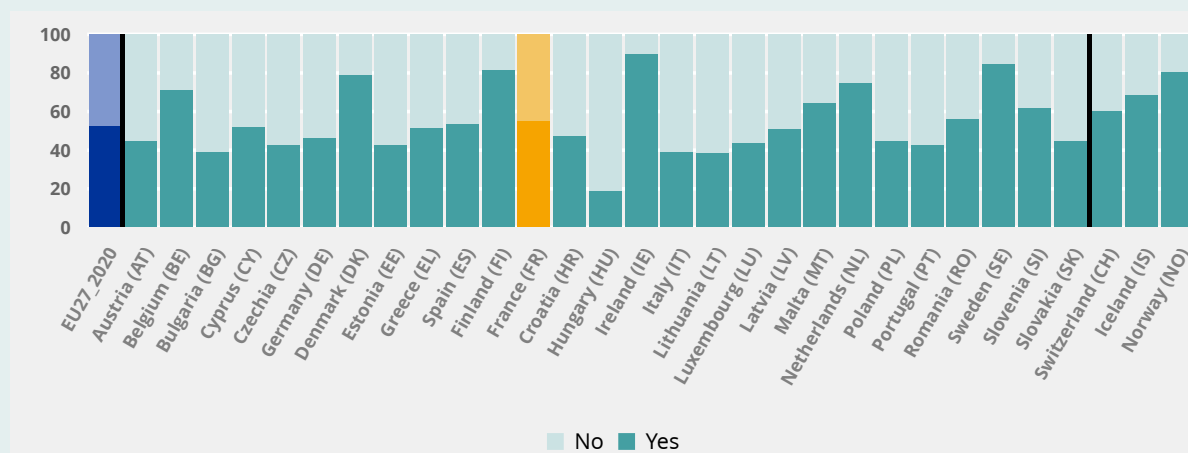
## Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure in place to deal with possible cases of bullying or harassment?"

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
France (FR)	46.9	53.1

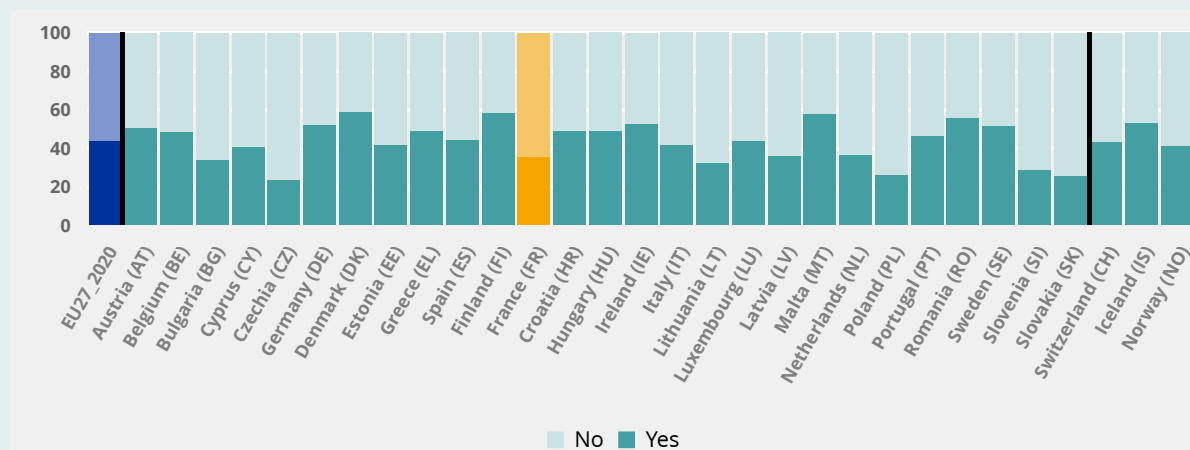
## Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?"

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
France (FR)	55.1	44.9

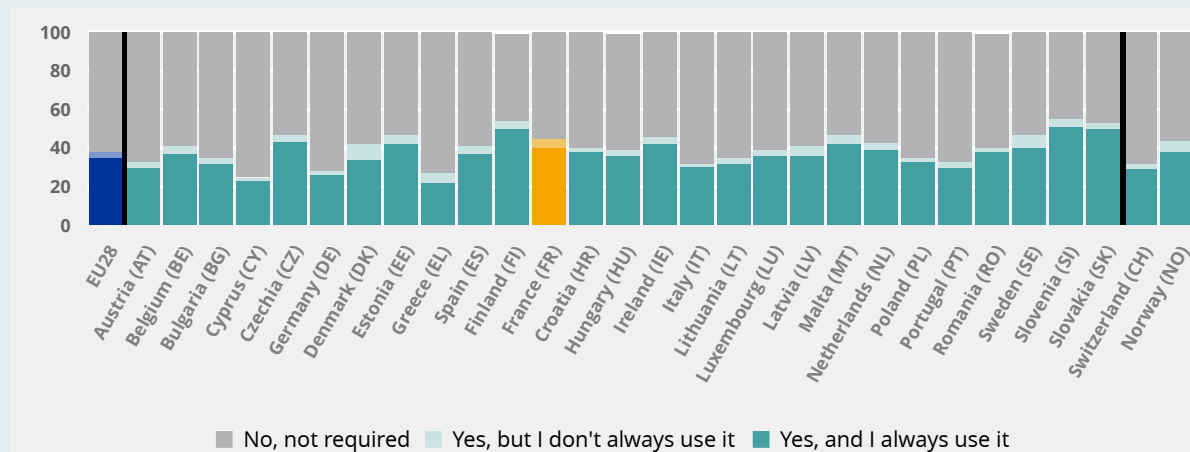
## Measures to reduce work pressure



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?” The diagram shows the response to the following answer option: “Reorganisation of work in order to reduce job demands and work pressure”

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
France (FR)	35.8	64.2

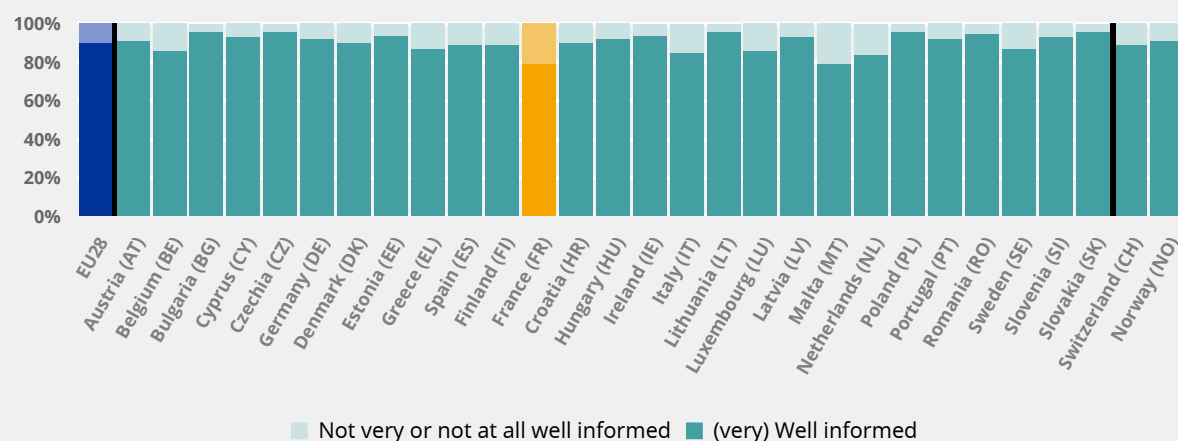
## Use of personal protective equipment



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : “Does your job ever require that you wear personal protective equipment and do you use it?”

Country	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
France (FR)	55	5	40

## Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How well informed are you about health and safety risks related to your job?"

Country	Yes (%)	No (%)
EU28	90	10
France (FR)	79	21

## OSH outcomes and working conditions

### Working conditions

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

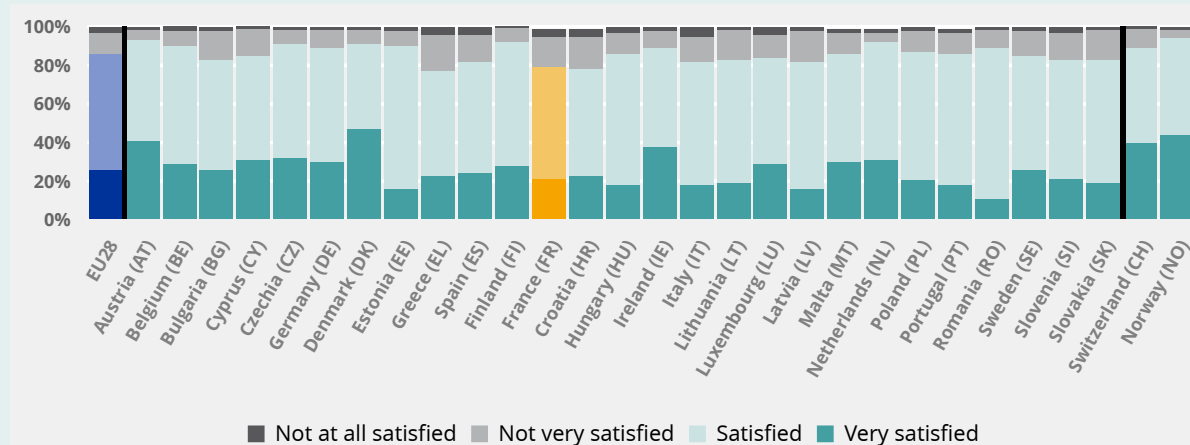
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

#### Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

#### How satisfied are you with working conditions in your main paid job?

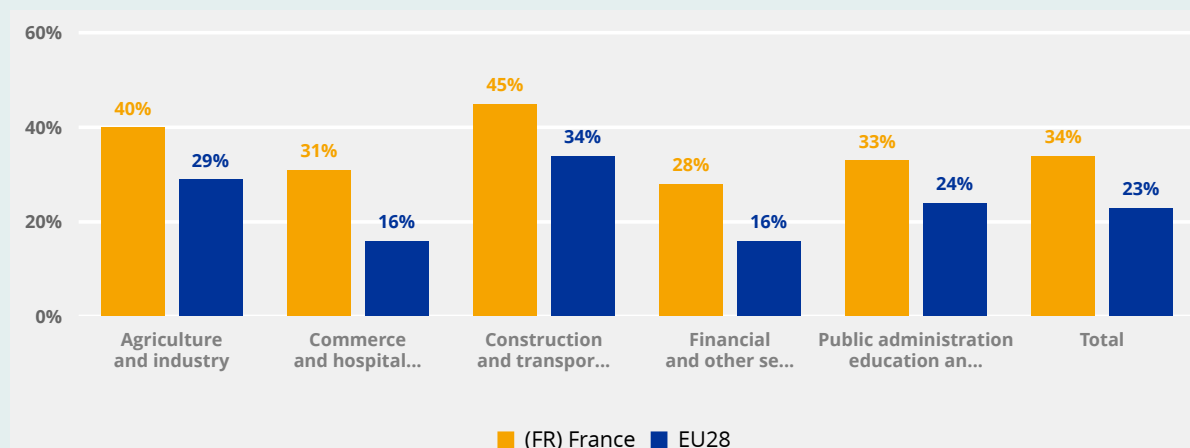


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	60	26
France (FR)	4	16	58	21



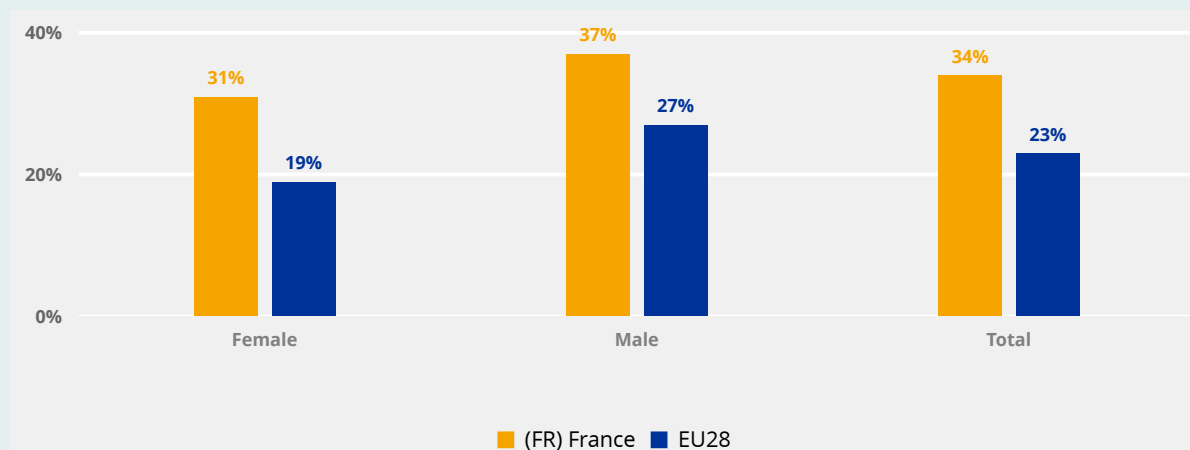
## Do you think your health or safety is at risk because of your work? - Sector



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and sector - to the question : "Do you think your health or safety is at risk because of your work?"

Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(FR) France	40	EU28	29
Commerce and hospitality	(FR) France	31	EU28	16
Construction and transport	(FR) France	45	EU28	34
Financial and other services	(FR) France	28	EU28	16
Public administration education and health	(FR) France	33	EU28	24
Total	(FR) France	34	EU28	23

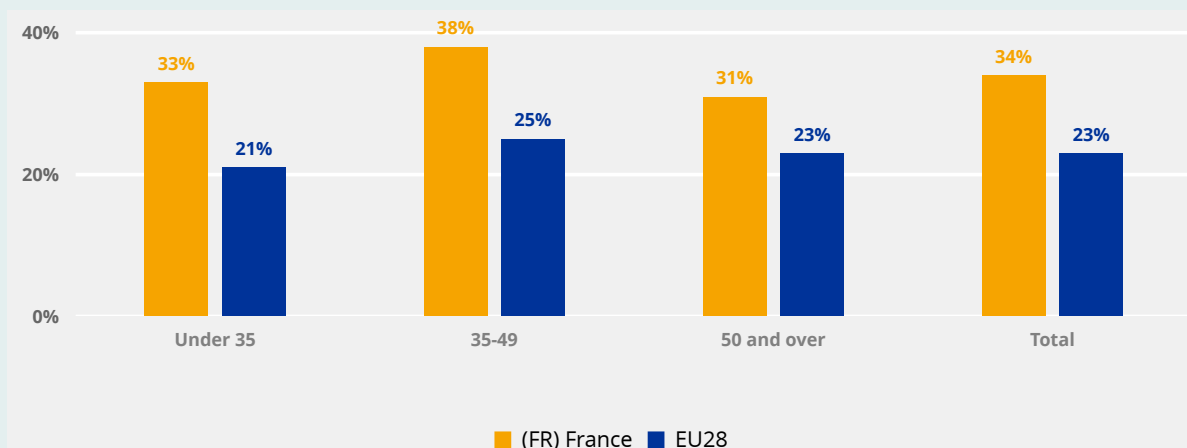
## Do you think your health or safety is at risk because of your work? - Gender



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and gender- to the question: "Do you think your health or safety is at risk because of your work?"

Gender	Country	Value (%)	Country	Value (%)
Female	(FR) France	31	EU28	19
Male	(FR) France	37	EU28	27
Total	(FR) France	34	EU28	23

## Do you think your health or safety is at risk because of your work? - Age



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and age - to the question : "Do you think your health or safety is at risk because of your work?"

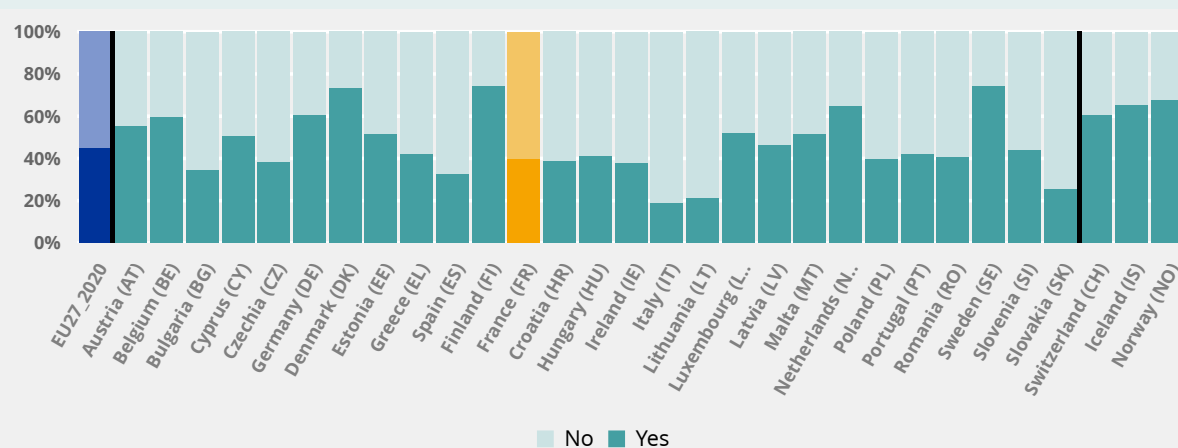
Age	Country	Value (%)	Country	Value (%)
Under 35	(FR) France	33	EU28	21
35-49	(FR) France	38	EU28	25
50 and over	(FR) France	31	EU28	23
Total	(FR) France	34	EU28	23

## Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

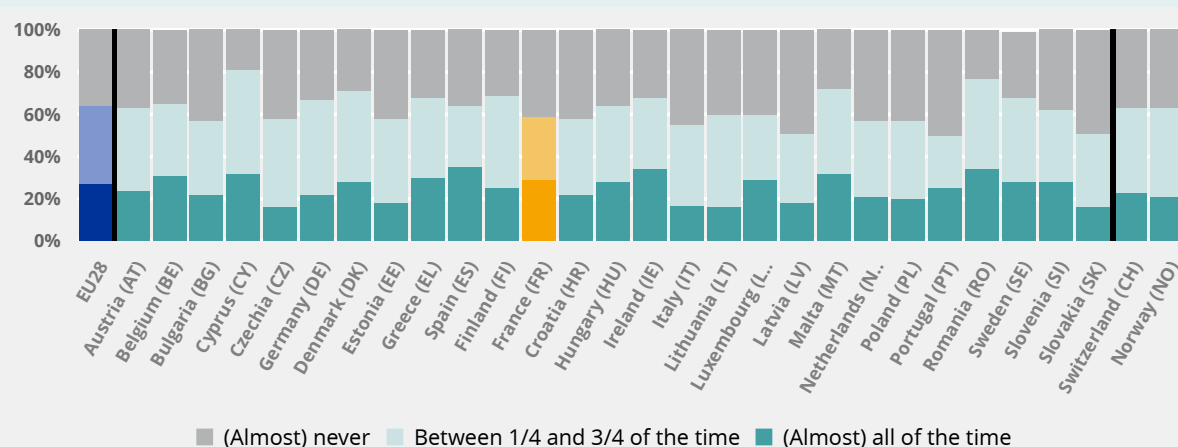
### Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
France (FR)	40	60

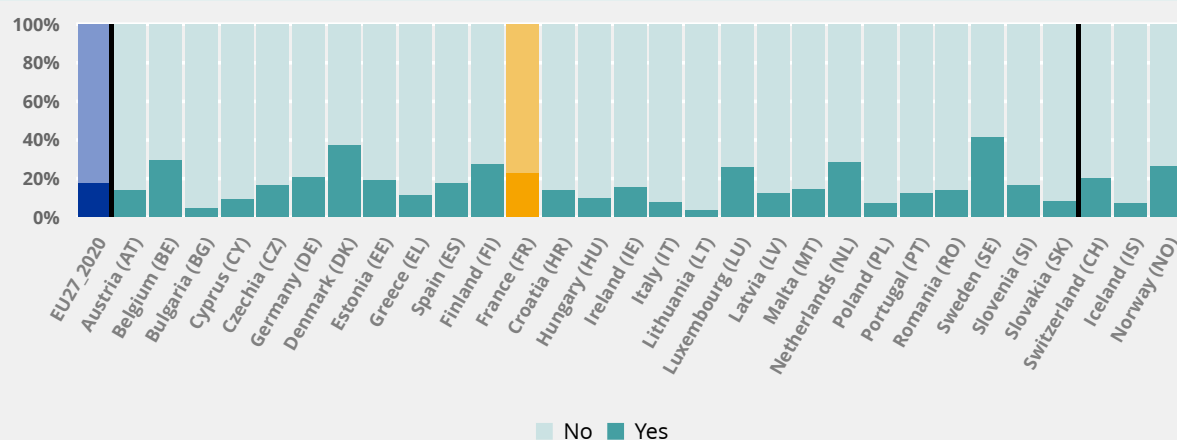
### Does your job involve working to tight deadlines? - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	36	37	27
France (FR)	41	30	29

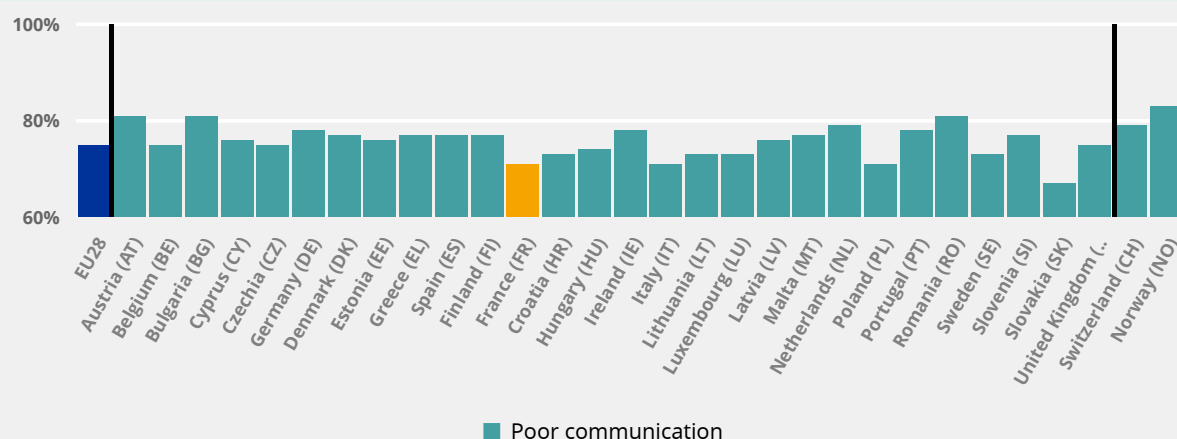
## Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
France (FR)	22.9	77.1

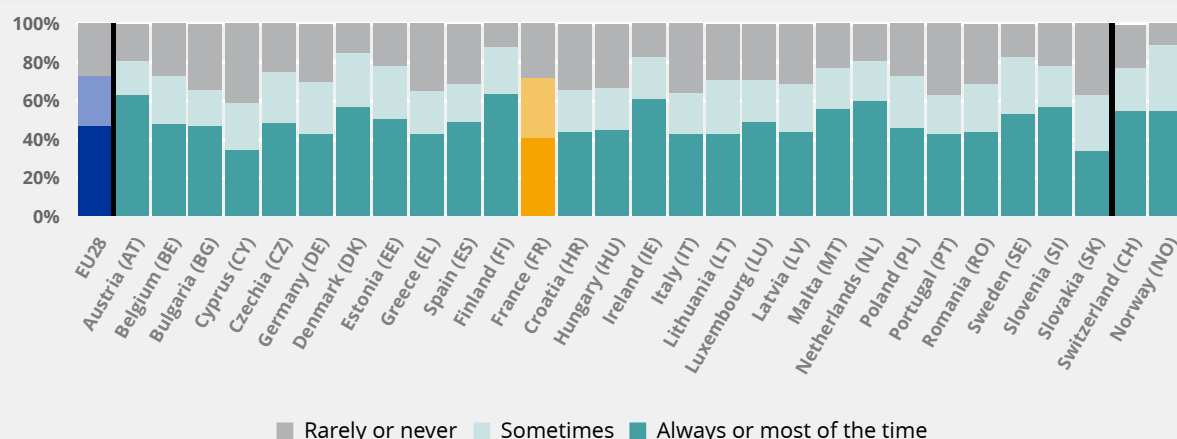
## Level of fairness, cooperation and trust - EWCS



The diagram presents a composite indicator "Level of fairness, cooperation and trust" based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
France (FR)	71

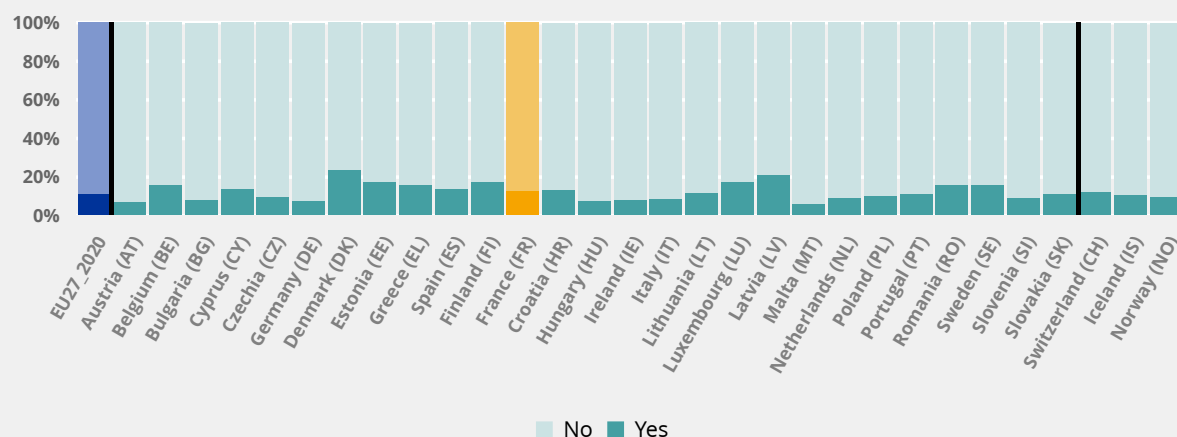
## Can you influence decisions that are important for your work?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Can you influence decisions that are important for your work?”

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
France (FR)	28	31	41

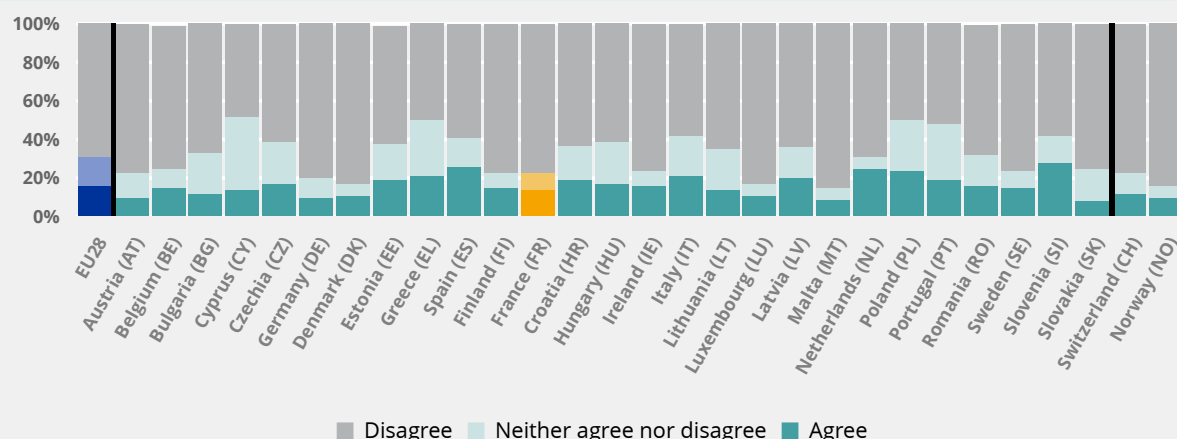
## Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “Please tell me for each of the following risks whether or not it is present in the establishment?” The diagram shows the response to the following answer option: “Fear of job loss.”

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
France (FR)	12.9	87.1

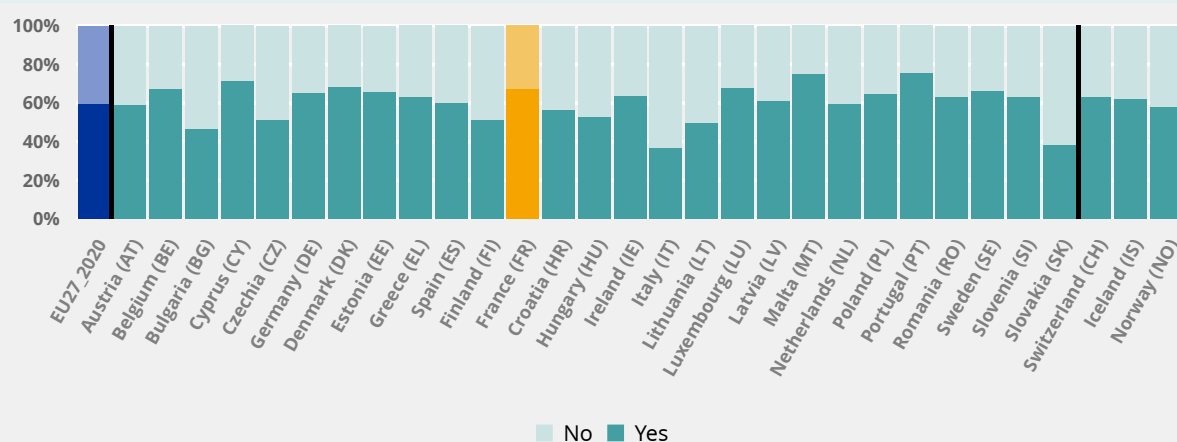
## I might lose my job in the next 6 months - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
France (FR)	77	9	14

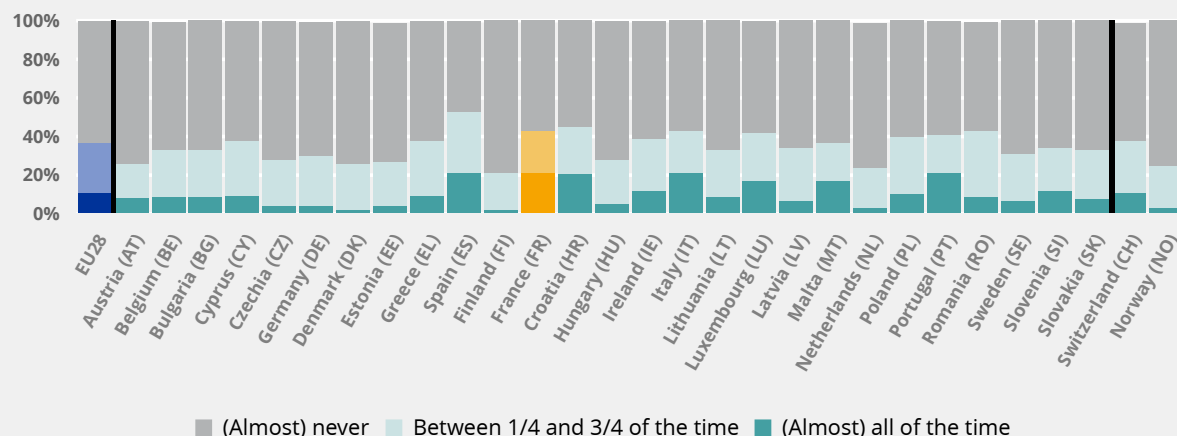
## Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
France (FR)	67.2	32.8

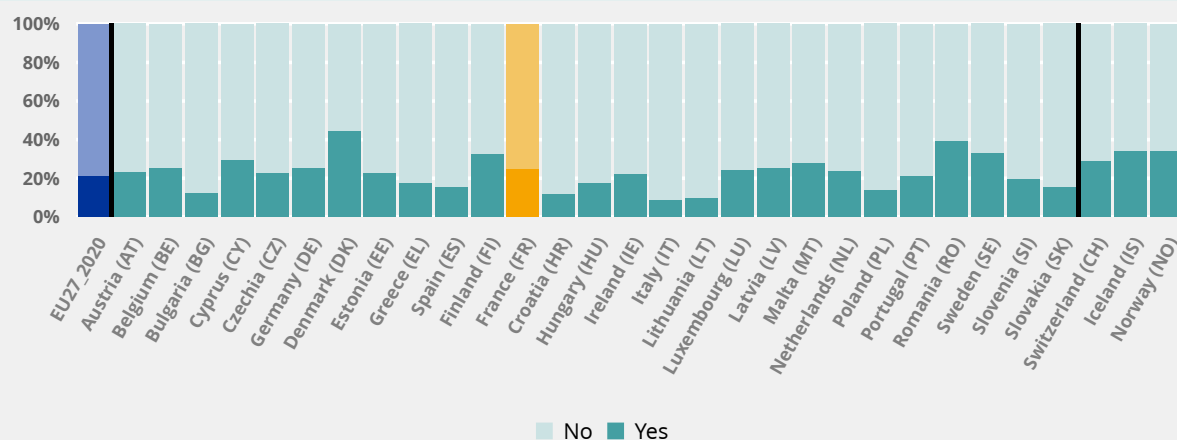
## Does your work involve handling angry clients? - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
France (FR)	58	22	21

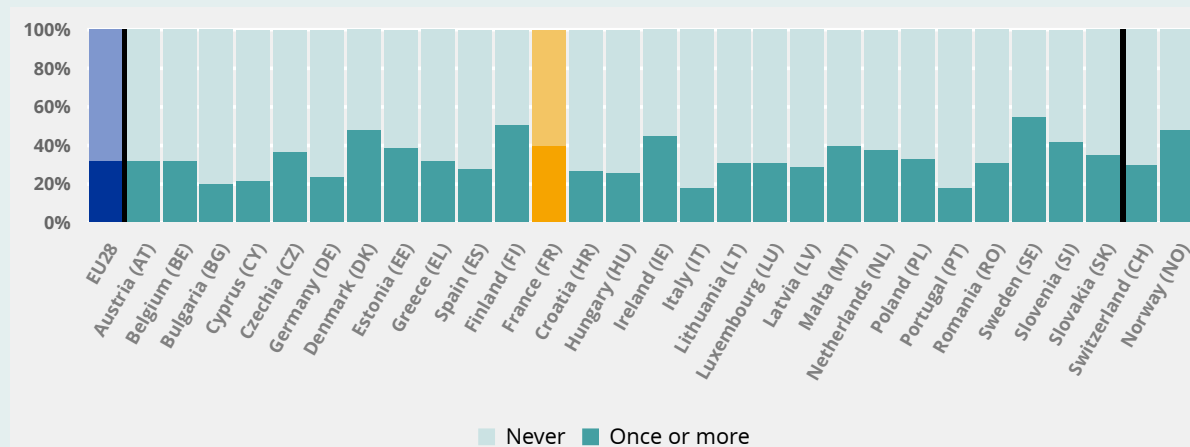
## Please tell me for each of the following risks whether or not it is present in the establishment? Working hours - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Long or irregular working hours."

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
France (FR)	25.1	74.9

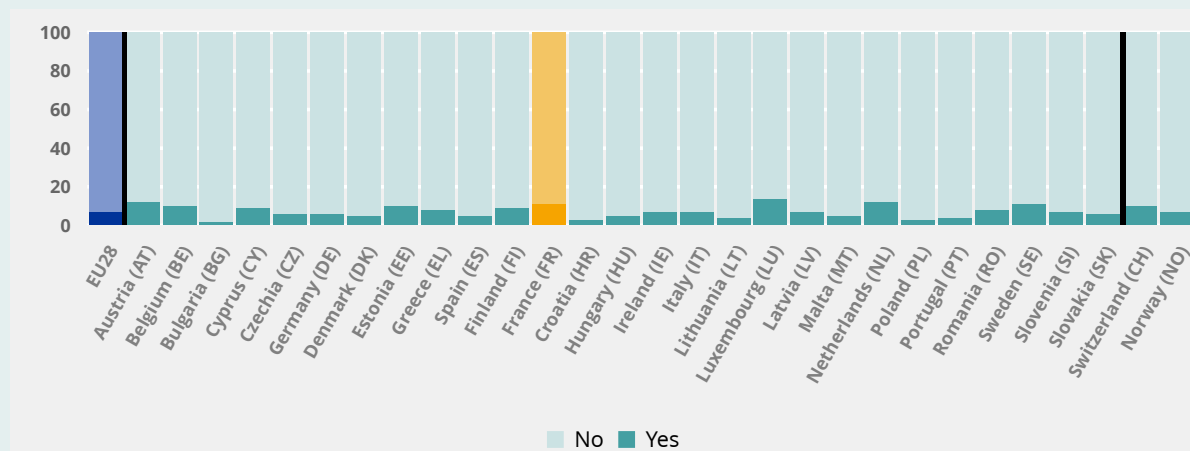
## How many times a month do you work more than 10 hours a day? - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How many times a month do you work more than 10 hours a day?"

Country	Yes (%)	No (%)
EU28	32	68
France (FR)	40	60

## Have you been subjected to discrimination at work in the last 12 months?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Have you been subjected to discrimination at work in the last 12 months?"

Country	Yes (%)	No (%)
EU28	7	93
France (FR)	11	89

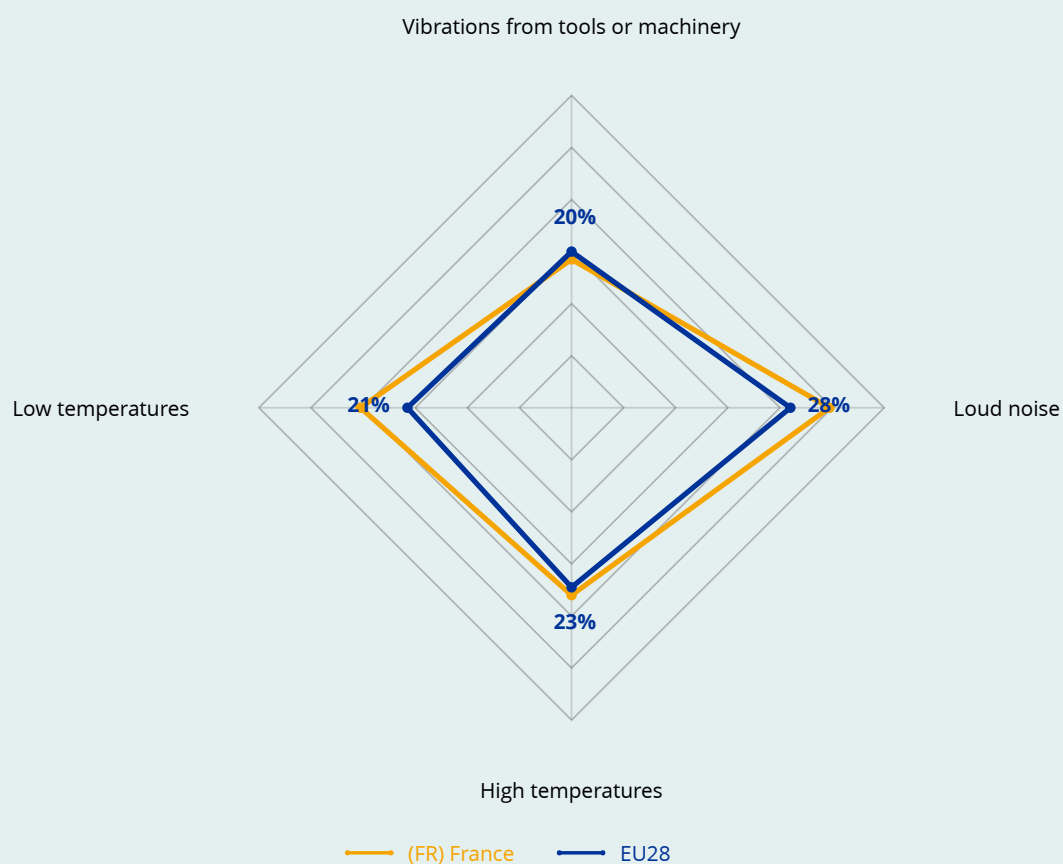


## Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

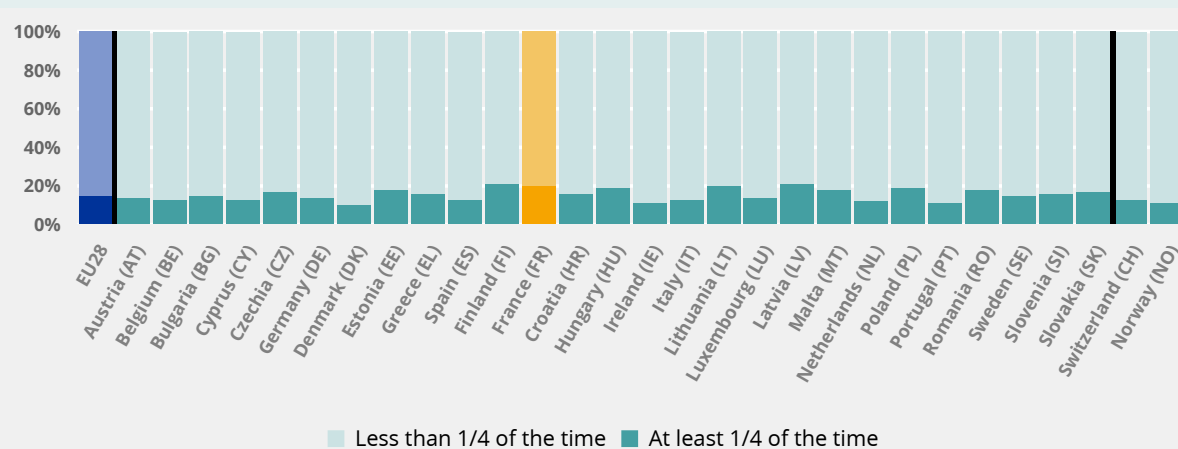
### Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	(FR) France	19
Loud noise	(FR) France	33
High temperatures	(FR) France	24
Low temperatures	(FR) France	27
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21

## Exposure to dangerous substances

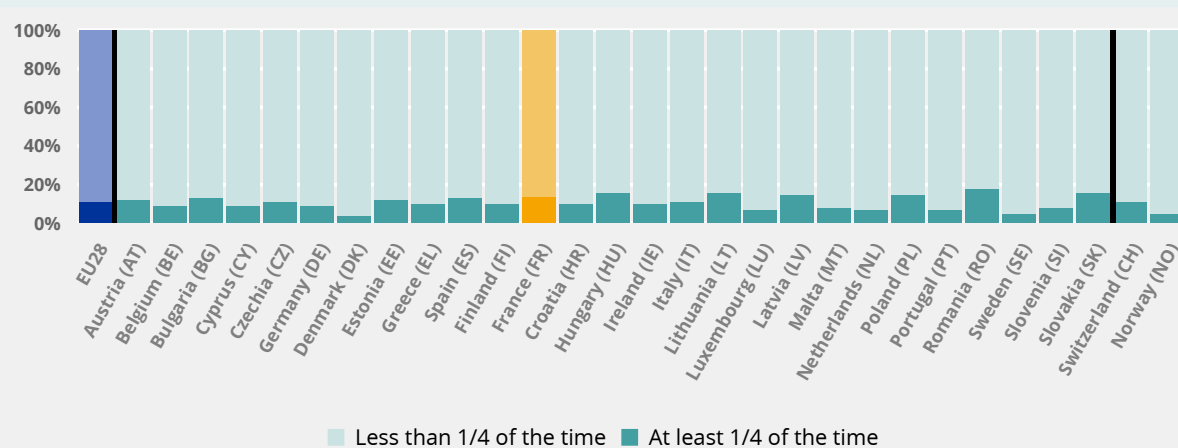
### Are you exposed to breathing in smoke, fumes, powder or dust?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	85	15
France (FR)	80	20

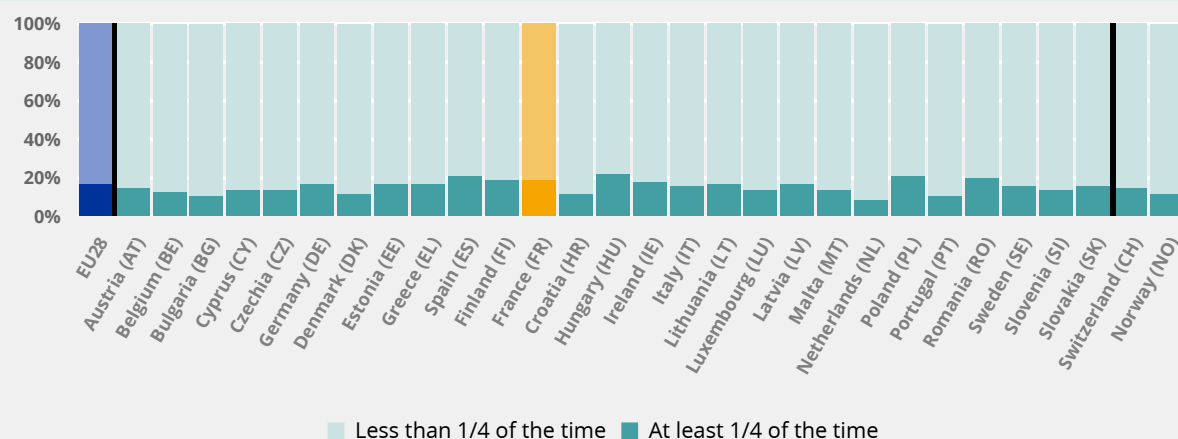
### Are you exposed to breathing in vapours?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	89	11
France (FR)	86	14

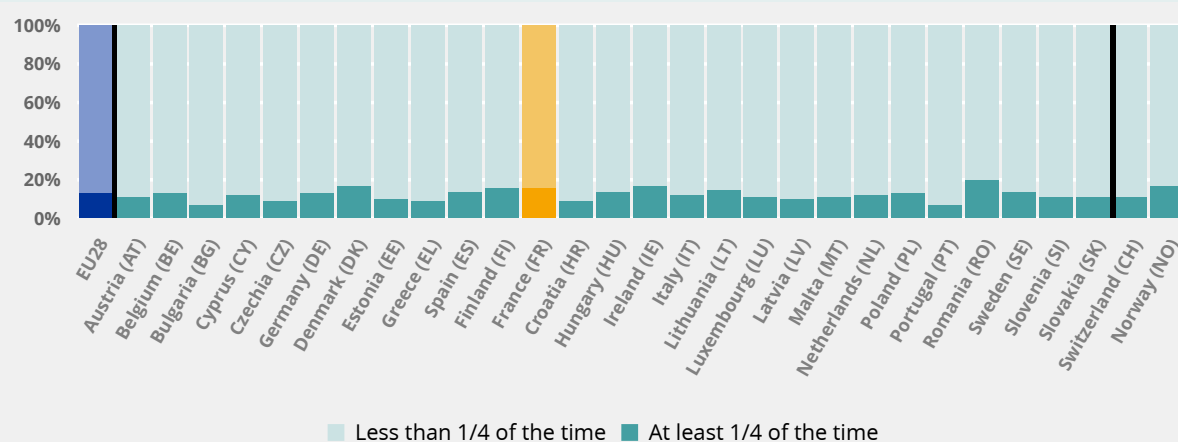
## Are you exposed to chemical products or substances?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
France (FR)	81	19

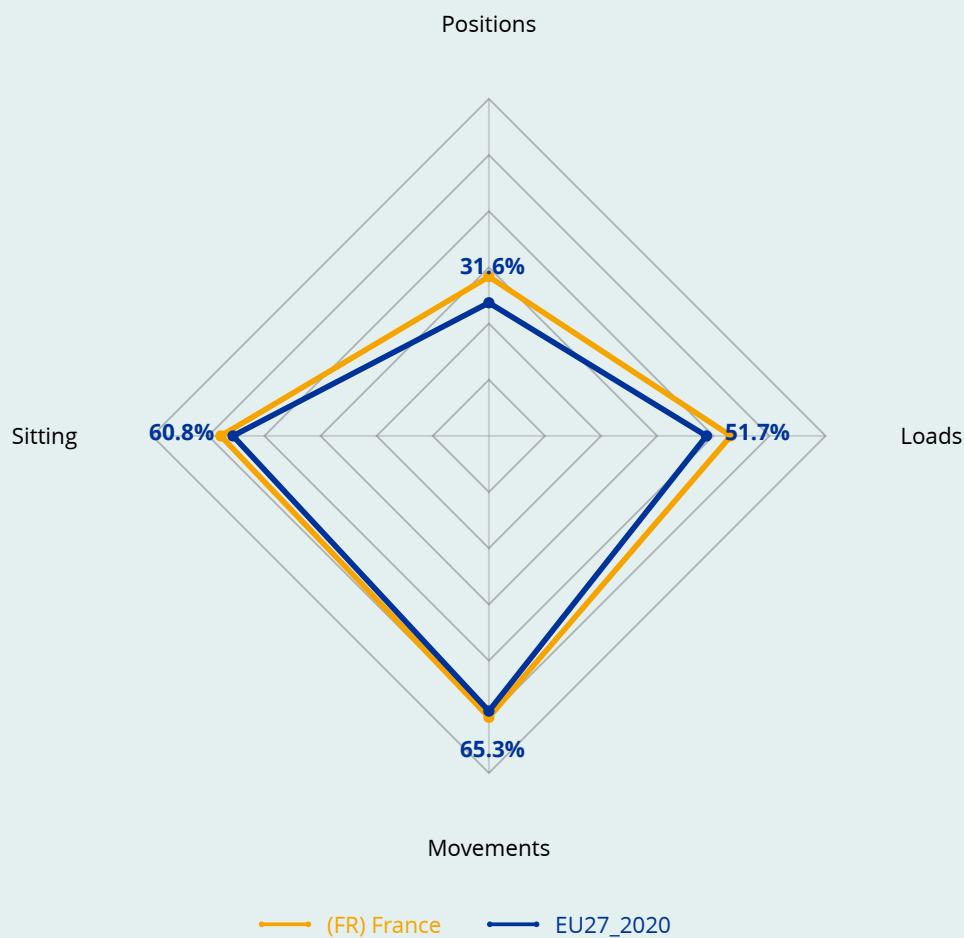
## Are you exposed to materials which can be infectious?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

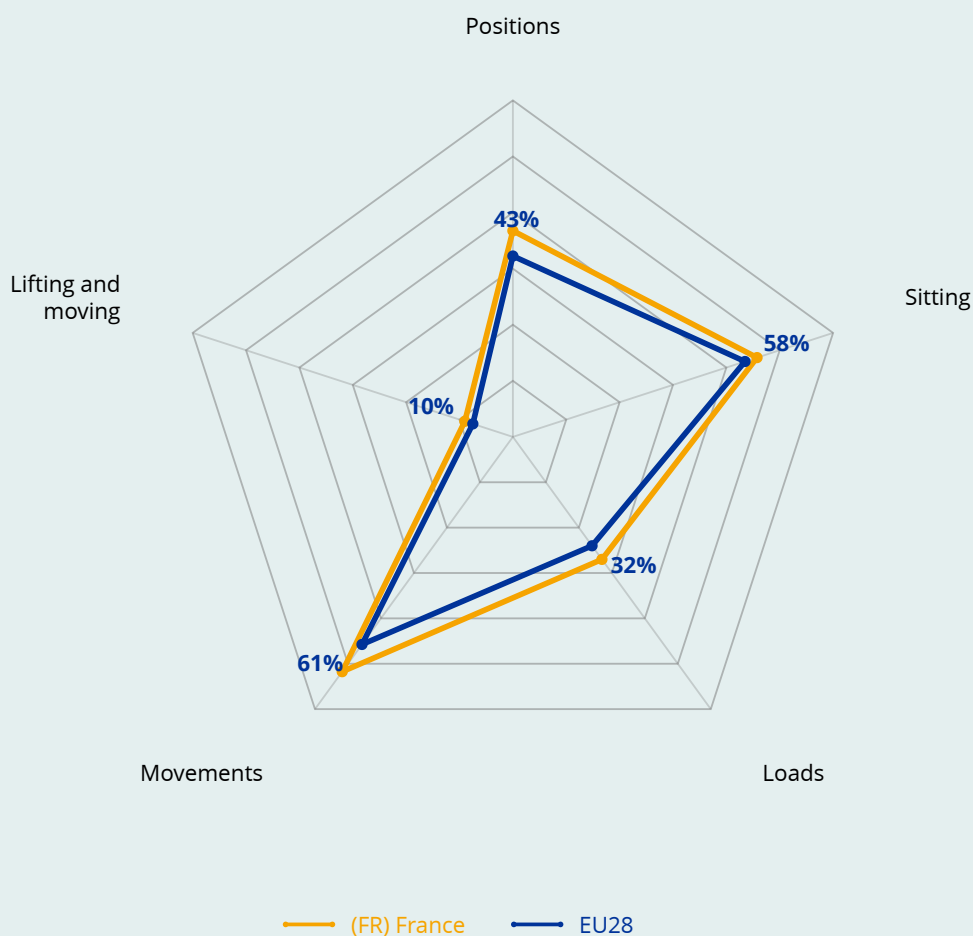
Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
France (FR)	84	16

## Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	(FR) France	37.8
Loads	(FR) France	57.5
Movements	(FR) France	66.8
Sitting	(FR) France	63.7
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8

## Ergonomic risks - EWCS



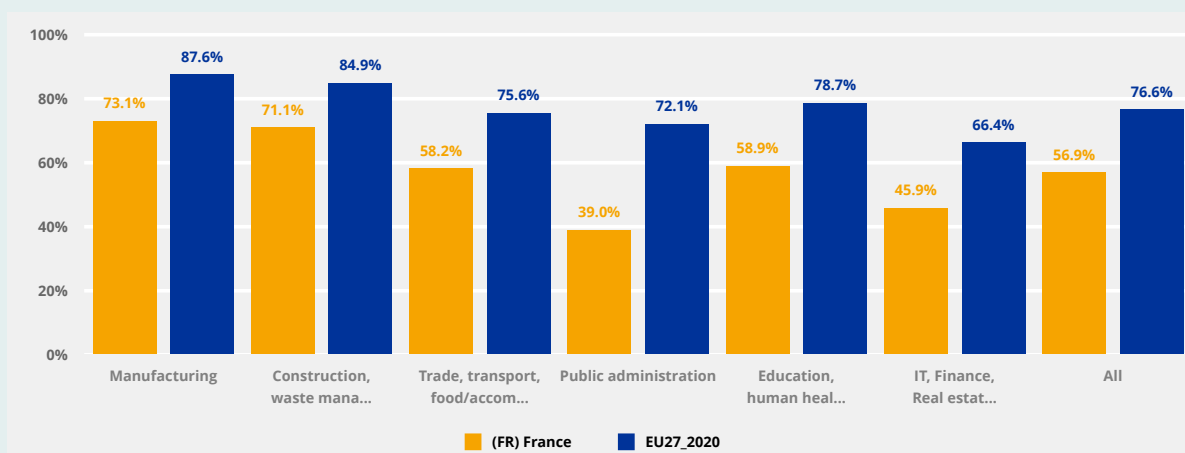
Indicator	Country	Value (%)
Positions	(FR) France	49
Sitting	(FR) France	61
Loads	(FR) France	36
Movements	(FR) France	69
Lifting and moving	(FR) France	12
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10

## OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

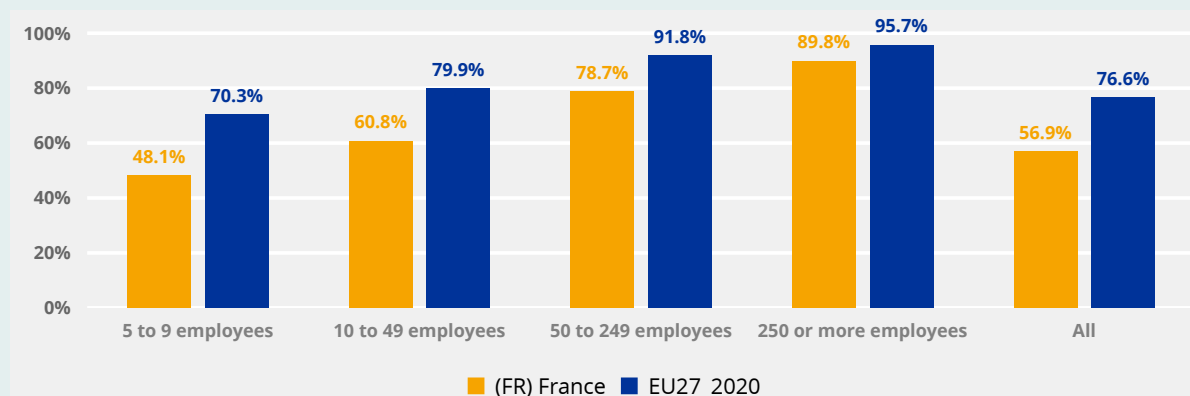
### Does your establishment regularly carry out workplace risk assessments? - Sector



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(FR) France	73.1	EU27_2020	87.6
Construction, waste management, water and electricity supply	(FR) France	71.1	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(FR) France	58.2	EU27_2020	75.6
Public administration	(FR) France	39	EU27_2020	72.1
Education, human health and social work activities	(FR) France	58.9	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(FR) France	45.9	EU27_2020	66.4
All	(FR) France	56.9	EU27_2020	76.6

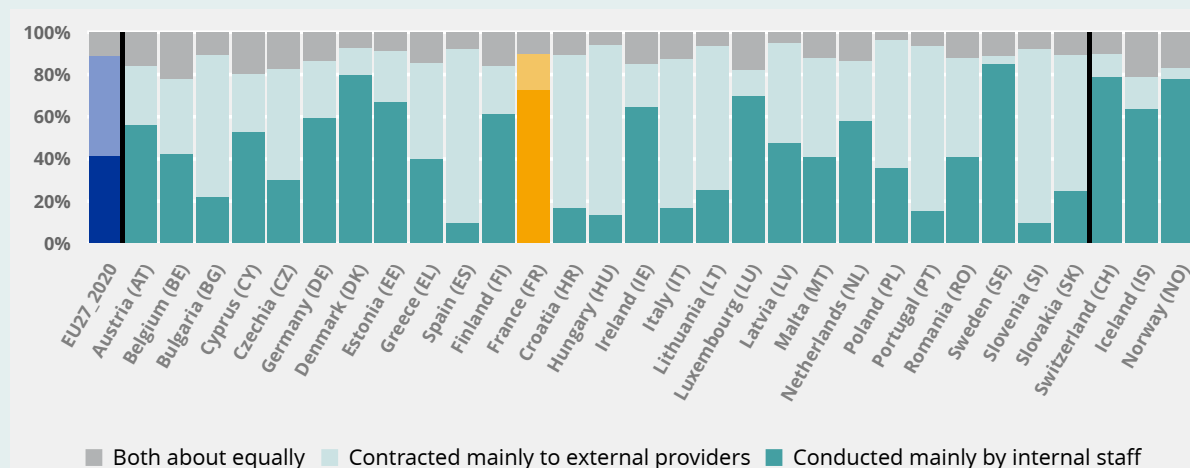
## Does your establishment regularly carry out workplace risk assessments? - Establishment size



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(FR) France	48.1	EU27_2020	70.3
10 to 49 employees	(FR) France	60.8	EU27_2020	79.9
50 to 249 employees	(FR) France	78.7	EU27_2020	91.8
250 or more employees	(FR) France	89.8	EU27_2020	95.7
All	(FR) France	56.9	EU27_2020	76.6

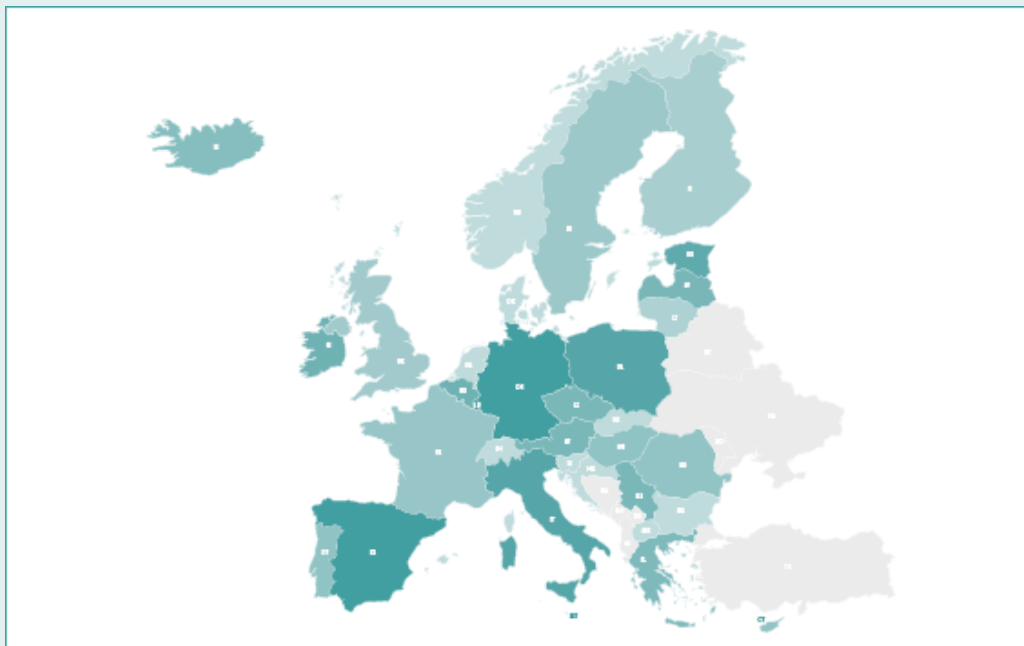
## Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



The diagram displays the responses in the ESENER 2019 Survey to the question: "Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?"

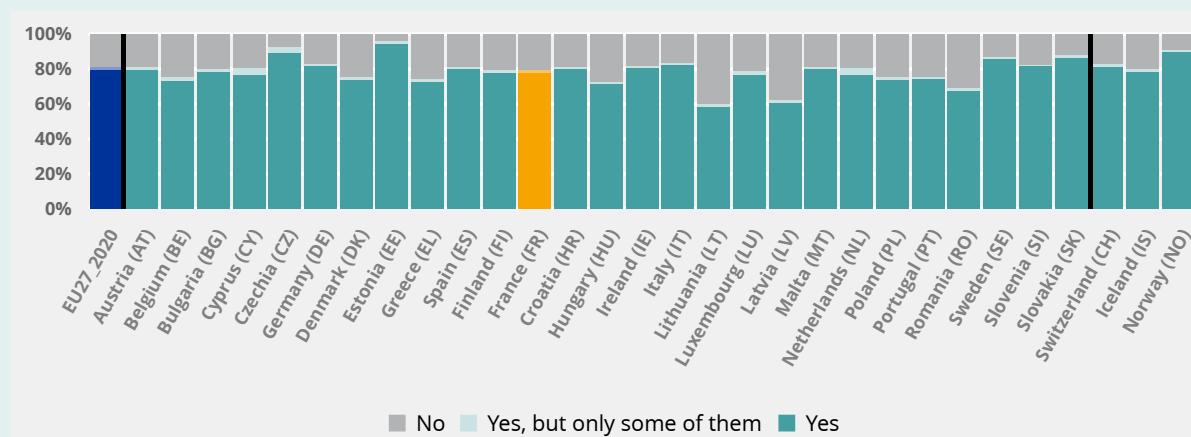
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
France (FR)	10	17.2	72.8

## Evaluated aspects in risk assessments



Responses to Evaluated aspects can be found in ESENER 2019 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

## Are the health and safety representatives provided with any training during work time?

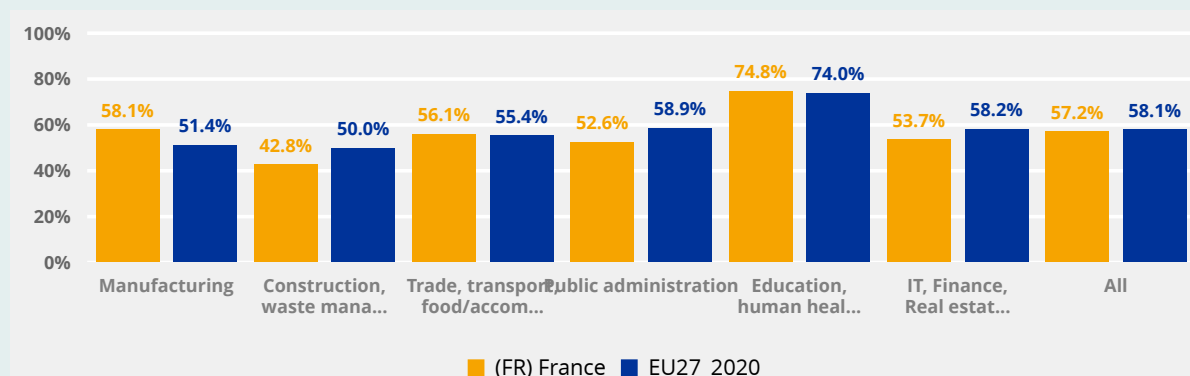


The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
France (FR)	20.2	1.3	78.6



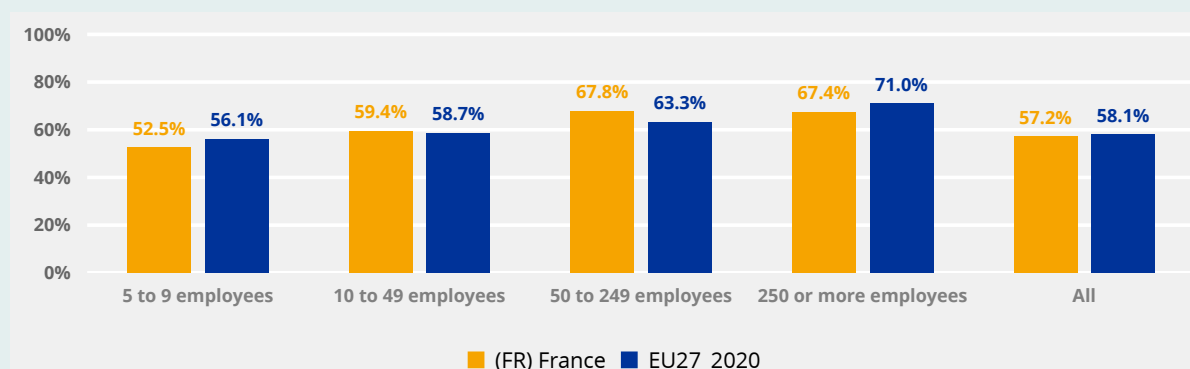
## Did the employees have a role in the design and set-up of measures to address psychosocial risks? - Sector



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(FR) France	58.1	EU27_2020	51.4
Construction, waste management, water and electricity supply	(FR) France	42.8	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(FR) France	56.1	EU27_2020	55.4
Public administration	(FR) France	52.6	EU27_2020	58.9
Education, human health and social work activities	(FR) France	74.8	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(FR) France	53.7	EU27_2020	58.2
All	(FR) France	57.2	EU27_2020	58.1

## Did the employees have a role in the design and set-up of measures to address psychosocial risks? - Establishment size



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(FR) France	52.5	EU27_2020	56.1
10 to 49 employees	(FR) France	59.4	EU27_2020	58.7
50 to 249 employees	(FR) France	67.8	EU27_2020	63.3
250 or more employees	(FR) France	67.4	EU27_2020	71
All	(FR) France	57.2	EU27_2020	58.1

## OSH outcomes and working conditions

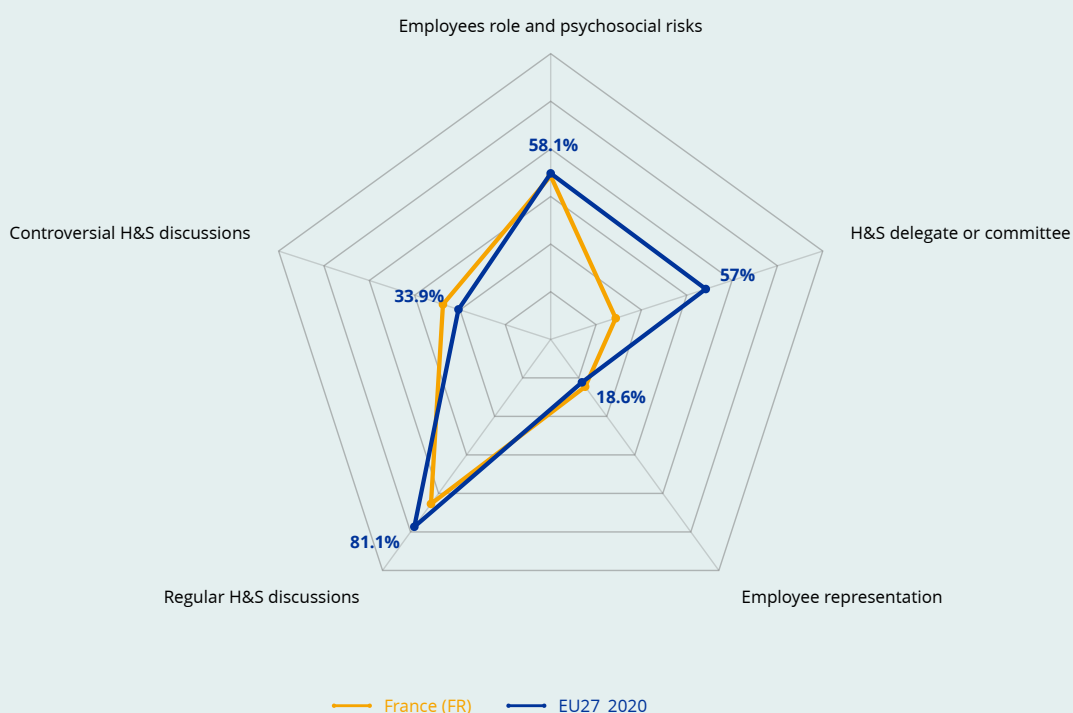
### Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

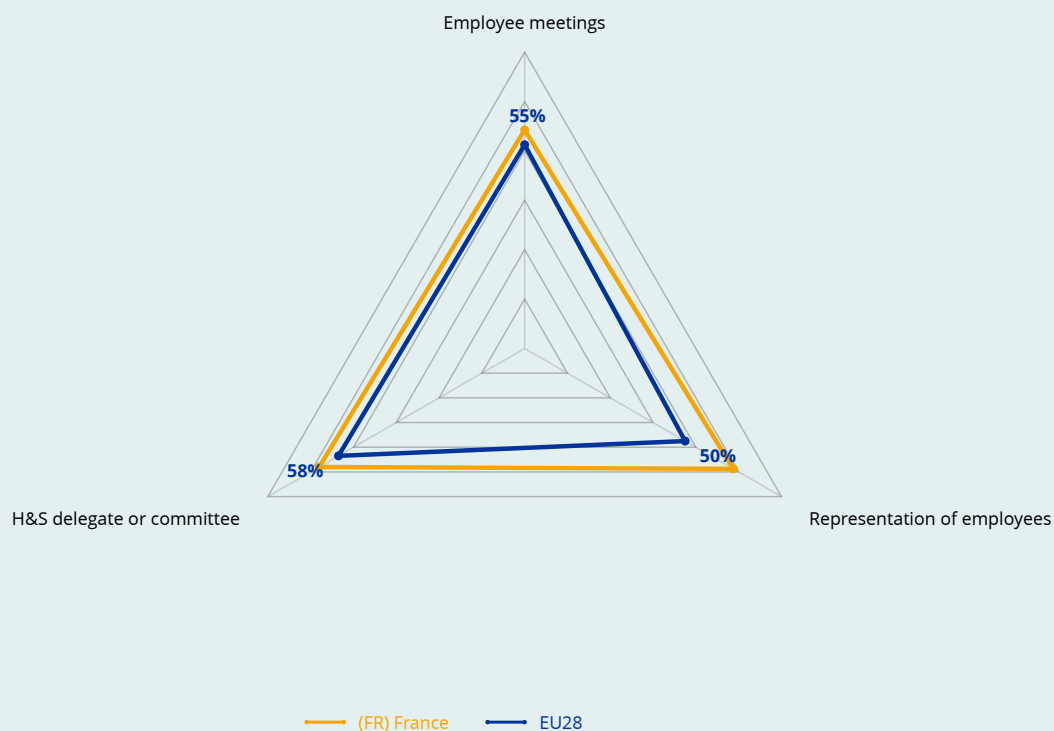
#### Worker involvement

##### ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	France (FR)	57.2
H&S delegate or committee	France (FR)	23.9
Employee representation	France (FR)	20.5
Regular H&S discussions	France (FR)	71.2
Controversial H&S discussions	France (FR)	39.6
Employees role and psychosocial risks	EU27_2020	58.1
H&S delegate or committee	EU27_2020	57
Employee representation	EU27_2020	18.6
Regular H&S discussions	EU27_2020	81.1
Controversial H&S discussions	EU27_2020	33.9

## EWCS



Sector	Country	Value (%)
Employee meetings	(FR) France	59
Representation of employees	(FR) France	65
H&S delegate or committee	(FR) France	64
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58

## OSH infrastructure **Enforcement capacity**

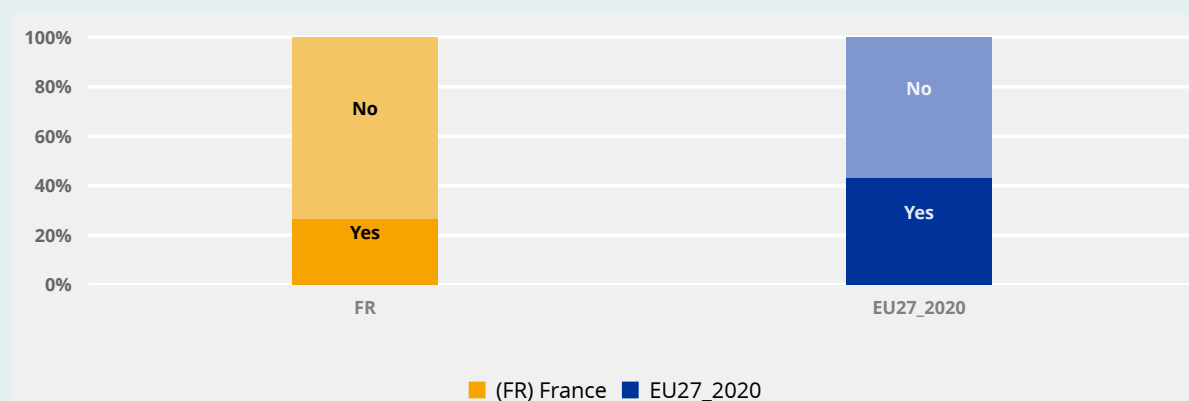
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States.

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

### % of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(FR) France	26.7	73.3
EU27_2020	43.2	56.8

### Authority

No information available

### Scope of the Labor Inspection

No information available

### Inspector powers

No information available

### Strategy/Plan

No information available

## OSH infrastructure **OSH statistics, surveys and research**

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



### OSH statistics

Caisse Nationale d'Assurance Maladie des Travailleurs Salariés - Direction des risques professionnels - CNAMTS-DRP

**Data holder:**

CNAMTS-DRP is the national public occupational injuries insurance of the private sector.

**Functionalities:**

- Monitoring of work accidents - (2010, 2011, 2012, 2013, 2014 annual time series)

Caisse Nationale d'Assurance Maladie des Travailleurs Salariés - Direction des risques professionnels - CNAMTS-DRP

**Data holder:**

CNAMTS is the national occupational injuries insurance of the private sector.

**Functionalities:**

- Monitoring of occupational diseases - (2010, 2011, 2012, 2013, 2014 annual time series)

Mutualité Sociale Agricole - MSA

**Data holder:**

MSA is the second largest French insurance fund and it is dedicated to the agricultural sector.

**Functionalities:**

- Monitoring of work accidents - (2010, 2011, 2012, 2013, 2014 annual time series)
- Monitoring of occupational diseases - (2010, 2011, 2012, 2013, 2014)

Caisse nationale de retraites des agents des collectivités locales - CNRACL

**Data holder:**

This fund is in charge of the occupational injuries insurance of the hospital sector and local authorities employees (town, region) and firemen.

**Functionalities:**

- Monitoring of work accidents

ENIM - Établissement national des invalides de la marine - Régime social des marins - Occupational injuries statistics are published by the Service des gens de mer which is part of the Ecology ministry. The link to this department is provided below.

**Data holder:**

This fund is in charge of the social insurance and thus of the occupational injuries insurance of sailors and fishermen.

**Functionalities:**

- Monitoring of work accidents

Ministère du budget, des comptes publics, de la fonction publique et de la réforme de l'Etat

**Data holder:**

Ministère du budget, des comptes publics, de la fonction publique et de la réforme de l'Etat

**Functionalities:**

- Monitoring of occupational diseases - annually (Questionnaire existing since 1995 but only 2005 and 2006 are available)

Caisse nationale de retraites des agents des collectivités locales - CNRACL

**Data holder:**

This fund is in charge of the occupational injuries insurance of the hospital sector and local authorities employees (town, region) and firemen.

**Functionalities:**

- Monitoring of occupational diseases

Institut de veille sanitaire (INVS)

**Data holder:**

Institut de veille sanitaire (INVS)

**Functionalities:**

- Monitoring of work-related illness - (2009-2010-2011-2012-2013-2014-2015-2016)

## Research Institutes

French Research and Safety Institute for the Prevention of Occupational Accidents and Diseases (INRS — Institut National de Recherche et de Sécurité pour la prévention des accidents du travail et des maladies professionnelles)

[Link to the institute](#)

### Short abstract

Founded in 1947, the INRS is an independent association under French Law of 1 July 1901. The INRS is the scientific and technical expert of the Occupational Accidents and Diseases (AT/MP) Branch, which mainly funds it. It is managed by a board of directors made up equally of representatives from employer organisations and employee union organisations. As a result, it is an impartial and independent player.

The main mission of the INRS is to develop and promote a culture of prevention of occupational accidents and diseases. This mission meets economic, social and political requirements, and revolves around three main focuses: anticipating, raising awareness, and informing and supporting. To successfully pursue its mission, the INRS has defined four complementary means of action: studies and research; assistance; training; and information. The INRS has a wide variety of skills in-house, as demonstrated by its scientific researchers, engineers, physicians, trainers and information specialists.

[See more in OSHWiki](#)

French Institute for Radiological Protection and Nuclear Safety (IRSN — Institut de Radioprotection et de Sûreté Nucléaire)

[Link to the institute](#)

### Short abstract

The IRSN is a public establishment under the joint supervision of five ministries. The scope of competencies of the IRSN covers all of the risks related to ionising radiation — used in industry or in medicine — or natural radiation. It is the public expert on research and nuclear and radiological risks.

The IRSN creates representative models and tools for simulating phenomena associated with nuclear and radiological risks, and contributes to improving knowledge on societal issues related to risk management.

[See more in OSHWiki](#)

French National Institute for Health and Medical Research (INSERM — Institut National de la Santé et de la Recherche Médicale —) and Atomic Energy and Alternative Energies Commission (CEA — Commissariat à l'Energie Atomique et aux énergies alternatives)

[Link to the institute](#)

[Link to the institute](#)

### Short abstract

Major research projects related to OSH concerning the relationship between cancers and the working environment are particularly conducted in particular at INSERM, and those concerning nanomaterials are particularly conducted at the CEA.

[See more in OSHWiki](#)