

National strategies mapping

Country Overview

FRANCE

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1. Basic information	<p>French document:</p> <p>Plan santé au travail 2016- 2020 (PST 3)¹ (Occupational Health Plan 2016-2020)</p> <p>No official English translation</p> <p>Former strategies:</p> <p>Occupational Health Plan 2005-2009, PST 1²</p> <p>Occupational Health Plan 2010-2014, PST 2³</p>
2. Background and the perceived problem	<p>Defining the perceived problem:</p> <p>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.</p> <p>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.</p>
3. Main characteristics and objectives of the OSH-strategy (activity plan)	<p>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).</p> <p>Important instruments for an effective prevention culture are information, training and risk assessment.</p> <p>Prevention will focus on:</p> <ol style="list-style-type: none"> 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)

¹Plan de santé au travail 2016-2020 (PST 3). Available at : <http://travail-emploi.gouv.fr/sante-au-travail/plans-de-sante-au-travail/article/plan-de-sante-au-travail-2016-2020-pst-3>

²Plan de santé au travail 2005-2009. Available at : <http://travail-emploi.gouv.fr/sante-au-travail/plans-de-sante-au-travail/article/plan-de-sante-au-travail-2005-2009>

³Plan de santé au travail 2010-2014. Available at : <http://travail-emploi.gouv.fr/sante-au-travail/plans-de-sante-au-travail/article/plan-de-sante-au-travail-2010-2014-pst-2>

COUNTRY	FRANCE
	<p>Vision:</p> <p>A positive and modern view of work. Work shall be a place of individual development and emancipation.</p> <p>Focus on occupational health promotion and prevention to guaranty safety and health of workers, for the benefit of employees, as well as of productivity</p>
4. Details of the strategy and activity plan	
Axis description	
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)
Axis 1 OSH Prevention	<p>Strategic axis 1: Primary prevention and prevention culture</p> <p>Operational objective 1: Promotion of prevention culture</p> <p>Operational objective 2: Prevention of work-related strain</p> <p>Operational objective 3: Target priority risks</p>
Axis 2 Related policies as job retention, return to work; sustained employability; health care, environment, etc.	<p>Strategic axis 2: Quality of working life, job retention and performance</p> <p>Operational objective 4: Quality of working life</p> <p>Operational objective 5: Job retention</p> <p>Operational objective 6: Tansversality: OSH and public health</p>
Axis 3 Social support structures (social partners, etc.)	<p>Supporting axis: Social dialogue and system of actors</p> <p>Operational objective 7: Social dialogue</p> <p>Operational objective 8: System of actors and offers for micro and SMEs</p> <p>Operational objective 9: Simplification</p> <p>Operational objective 10: Knowledge, data and research</p>
5. Actors and stakeholders	<p>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).</p> <p>The national Council on Working conditions⁴ (social partners) drew guidelines, adopted by consensus, providing a basis for the elaboration of the strategy.</p> <p>The strategy is the fruit of a broad consultation with all the actors and stakeholders (9 working parties).</p>

⁴ (Conseil d'orientation sur les conditions de travail, COCT), a national body for consultation between social partners and public authorities, placed with the Minister for Labour. It is composed of 11 members from the ministerial department and prevention bodies, 8 members from employer's organisations and 8 members from worker's organisations, and 15 experts.
<http://travail-emploi.gouv.fr/ministere/acteurs/instances-rattachees/article/coct-conseil-d-orientation-des-conditions-de-travail>

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	<p>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.</p>
6. Resources and timeframe	<p>Time frame: 2016 – 2020</p> <p>Budget: no information</p> <p>Staff: no information</p> <p>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).</p>
7. Evaluation/lessons learned	<p>Evaluation:</p> <p>For the current strategy three evaluation methods should be combined:</p> <ol style="list-style-type: none"> 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
	<p>Lessons learned from PST2:</p> <p>PST3 should</p> <ul style="list-style-type: none"> ▪ 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, 3ème Plan national santé environnement, 3ème Plan 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 changes⁵. <p>Changes:</p> <ul style="list-style-type: none"> ▪ 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

⁵ Ibid.

COUNTRY	FRANCE
	<ul style="list-style-type: none"> ▪ 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
8. Relationship to EU Strategic Framework	<p>The PST 3 was developed in compliance with the EU Strategic Framework. The guidelines of the national Council on Working conditions (social partners)⁶, providing the basis for the strategy, refer for each strategic objective to the related objective of the EU strategic framework.</p> <p>Therefore, the PST3 includes many related topics such as:</p> <ul style="list-style-type: none"> ▪ Focusing on safety and health of micro and small enterprises. ▪ Simplifying legislation ▪ Tackling new and emerging risks ▪ Tackling demographic change

⁶ Les orientations retenues par le groupe permanent d'orientation du COCT pour le troisième Plan Santé au Travail (PST3) PP 51-70 : <http://travail-emploi.gouv.fr/sante-au-travail/plans-de-sante-au-travail/article/plan-de-sante-au-travail-2016-2020-pst-3>