Agreement on work-related stress

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Inventory

French social partners have signed two agreements unanimously, transposing the two European Agreements, supplementing them both

✓ The agreement of July 2, 2008 on work-related stress

✓ The agreement of March 26, 2010 on harassment and violence at work
The 2nd « Health at work » plan of the French government explicitly places the prevention of psychosocial risks among its priorities (developed in consultation with the social partners)

- Launching an emergency plan for the prevention of work-related stress
  - MEDEF is not reserved on the subject but on the method

- A website dedicated to dissemination of information on psychological risks
  - www.travailler-mieux.gouv.fr
  - National Research and Safety Institute : www.inrs.fr
The French social partners have worked with several institutions to carry out the agreement on work-related stress and offer practical guidance.

- INRS (*National Research and Safety Institute*) passed a 2009-2012 program for « the prevention of psychosocial risks related to work »

- CATMP (*French Occupational Accidents and Diseases Commission*) retained psychosocial risks as a priority theme of the Agreement on objectives and management 2009-2012 signed with the State.

- ANACT (*French National Agency for the Improvement of Working Conditions*) has dedicated the « Week of life quality at work » on the issue of stress.
REMINDER: French agreement on work-related stress

✓ The social partners have enhanced the text on the definition of stress on aspects concerning the organisation of work, the conciliation of family and personal life.

- provide very concrete indicators to assist stakeholders to identify risk situations in the managerial practices of the company.

- reaffirmed the pivotal role of the occupational physician: to act in a multidisciplinary environment.

✓ The agreement is a practical tool that contains many recommendations on the pragmatic step to take.
The difficulties encountered by companies

✓ Phenomena that are difficult to identify and prevent
  ■ Subjective and multifactorial dimension
  ■ Specific risk

✓ Requires treatment in accordance with respect for social dialogue, written in continuity

✓ Needs appropriate tools, standardizes various benefits and diversity of external offers.

✓ MEDEF has published awareness guides (especially one guide on the personal development of employees).
Many initiatives are very diverse and are now in progress in the direction of a real mobilisation.

✓ Sectorial agreements and company agreements

✓ The preliminary diagnosis: information research phase on social indicators operations.

✓ Sharing a diagnosis: nomination of a « project manager » and setting up a steering committee.

✓ Constitution an action plan: actions on collective sources and preventive actions on the individual level too.

mobilisation of expert resources