

Good practice examples in public establishments in E.U. countries

French Economy and Finance Ministry

How to make live OSH subsidiarity ?

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What it is a good practice ?

- A long years ago, we thought it was possible **to separate conception from realization** (“one best way” of Taylor in the industry of cars).

We saw with the OSH construction rules, psychological factors or ergonomics, it's just **impossible !**



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What it is a good practice ?

- In these field, a practice is **always** realized (accomplished) in a **remarkable context** (culture, History, economics and social rules, law, workers, weather, experiences, feelings, workplaces...)
- Practices must be analyzed and understood in the light of their **structure** rather than theirs acts and doings



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What it is a good practice ?

- Stakeholders use the same titles but for functions and activity different in the reality at work:

English	French	Turkish
Engineer	Ingénieur	<i>Muhendis</i>
Labor inspector	Inspecteur du travail	<i>İş Müfettişi</i>
Expert	Expert	<i>Uzman</i>
Research institute on the health and security at work	Institut de recherche sur la sécurité	İSGÜM
Institute of vocational training	INTEFP Institut de formation	ÇASGEM



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French Economy and Finance Ministry (EFPM), a story which began in the nineties

➤ **Big strike in 1989 and after negotiation, birth of :**

- ❑ The first OSH inspectors in French public sector
- ❑ Reinforcement of occupational physicians
- ❑ The doctrines about OSH inspectors, prevention advisers, OSHC secretaries (basics)



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EFM OSH a big project

- 155 000 workers
- 7000 workplaces (300 in Paris)
- 2000 men and women recruited every year
- 150 occupational physicians (2 ministry, 17 districts, 130 departments)
- 150 social assistants
- 20 OSH inspectors
- 16 millions € (OSH Committee budget)



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Building a structured system

➤ **Organization of a risk assessment prevention ministerial department :**

- Financial means
- Coordination of the stakeholders
- OSH Inspection
- Specific rules about EFM



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Building a structured AND social and collective system

➤ **Two dynamic and complementary ways :**

- of the top downwards** : from the EFM ministerial department to the districts and departments organizations
- in the bottom upward** : from the stakeholders to the management and the OSHC



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Building a structured system

➤ **Risk assessment overview to :**

- choose indicators and analyze
- promote risk assessment, diagnosis, action plans
- develop social and occupational relationships
- develop social dialog (trade unions and OSHC)
- create an ergonomist's national network



Building a structured system

➤ **Prescribed juridical and operational system since 2011 :**

- national meeting with the OSHC president (thinking about real work and difficulties of action and relationships in daily life)
- three-year OSH plan (programed planning)
- specific OSH plan each year (adaptation to the evolutions)
- internal rules regarding the functioning of the OSHC



Building a social and collective system

- **Production and knowledge management** (technical guidelines for the special EFM practices):

- Risk assessment,
- OSHC actions and inquiries,
- Psychological risks



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Building a social and collective system

- **Develop individual and collective OSH skills :**

- Basic vocational and further training for :
 - The closeness managers (11 000)
 - The OSHC members (1200)
 - The workers
- Design and realization of training set-up or teaching tools
- Training of internal trainers = OSHC, mediators and workers



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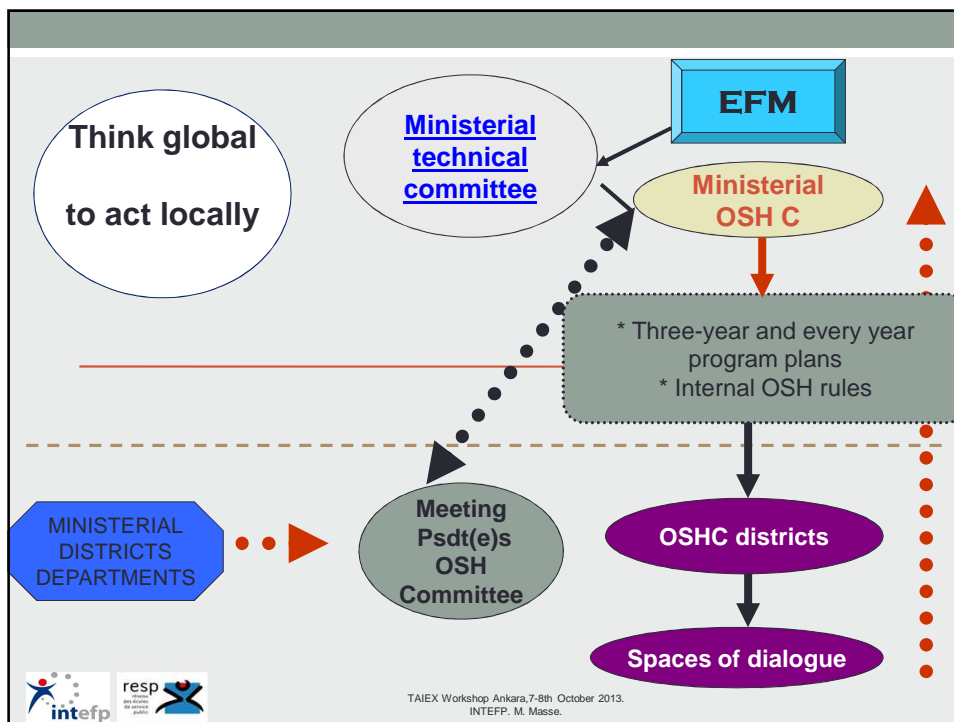
Building a social and collective system

➤ **Agreement to talk about the real work in special spaces for dialogue with mediators between closeness managers and workers :**

- ❑ aspects of work organisation and problems encountered during the course of the work
- ❑ health and safety at work place



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Building a structured & social and collective system

➤ **What should be learn / what are the most important points to remember ?**

- ❑ **to think together** what we want to do and which system all the stakeholders are able to accept and to carry out in their own contexts
- ❑ to help the stakeholders **talk about the real work**, identify problems and find solutions by doing)
- ❑ to consider that **learning by doing** is one of the best way to take care for oneself and others to move towards OSH progress



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A final point from my experiences

- I assure myself that **I am not able to control risks** for each other through inspecting and training
- I prefer to help the stakeholders to build their own OSH system from their **own experiments**
- The one best way is **"learning by doing"**, actually in my research way, I call "the professionalization in OSH"

I think you for listening



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In the field of OSH, we're all together looking at the same sky, only the stars are different



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