


Improving OSH in MSEs

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for the Prevention of Occupational Accidents and Diseases

 Our job:
making yours safer

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INRS IN BRIEF



Missions

To contribute to the prevention of occupational accidents and diseases through studies and research, guidance and advice, training and information, in order to:

- **identify** occupational risks and **highlight** hazards
- **analyse** their impact on health and safety at work
- **develop and promote** the means to control these risks out in the companies

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Funding

- **National Fund for the Prevention** of Occupational Accidents and Diseases managed by CNAMTS



Resources

- **Budget:** €82.5 M
- **Human resources: 586 staff members** (210 employees in Paris and 376 in Lorraine)



Operating principles

- **Joint** Board of Directors **representing employers and employee trade unions associations**
- **Independent** scientific commission to **evaluate** scientific and technical works

INRS MSE programmes

Creation of a full-time 2-person unit:

- Definition of a suitable methodology (studies, benchmark...)
- Experimenting (approaches, tools, partnerships)
- Follow-up and assessment (monitoring, statistics collection, qualitative reports, etc.)
- Dissemination (training, information)

The unit draws on the expertise of the institute's multidisciplinary teams.

Lines of approach

Marketing approach:

- Analysis of targets and their needs (populations, awareness of the subject, concerns related to the subject, etc.)
- Analysis of their environment and operating methods (organisation, contacts, information collection channels, etc.)

Tool-based and solution-based sector approaches:

- Lack of concern about OSH => get them more involved by talking about their specific jobs
- Lack of expertise => simple support tools
- Operational approach => solutions adapted to their context

Partnership approaches:

- With players in the profession (professional organisations)
- With local players (accounting firms, chambers of commerce)
- Search for complementarity (non OSH-specialised players)

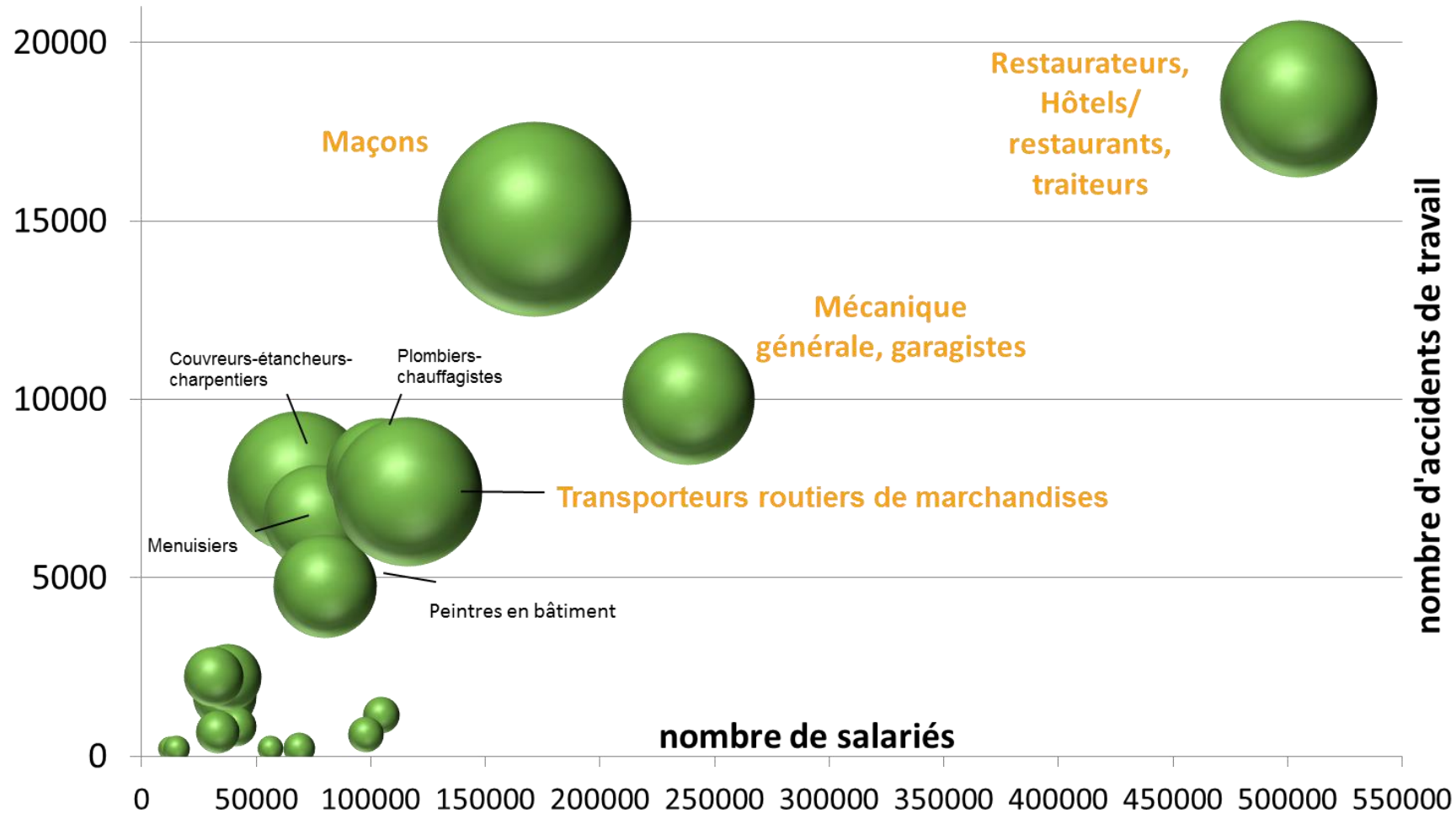
National approaches

Experimenting this approach in four jobs over a four-year period (2014-2017):

- Within the framework of the national action plan defined by the occupational accidents and diseases branch of Social Security
- Involvement of regional social security funds:
 - > In the design and steering of programmes
 - > In the deployment of actions out in the field
- INRS:
 - > Co-steering of approaches,
 - > Methodological support, stakeholder training,
 - > Technical support, identification of prevention solutions
 - > Production of tools and materials

National approaches

Selection of target jobs: number of workers/ accident rate/cost



National approaches

For each job (catering, road transport, car repair, construction):

■ Construction of a suitable offer:

- > Awareness-raising leaflet sent to companies having 1 to 20 employees
- > Specific website, containing the entire sector-based offer
- > Information sheets on prevention solutions,
- > OiRA tool (3 jobs out of the 4),
- > Financial assistance, for the purchase of equipment recommended in the solutions,
- > Other tools: assistance with employee induction, support for workplace design

■ Construction of specific partnerships:

- > Professional organisations,
- > Chambers of commerce, training organisations, etc.

Associating OiRA with these approaches

The need for regulatory compliance is the main reason expressed by MSEs for their interest in OSH.

However, they deem the process overly complex and not suited to their situation.

⇒ **Value of a interactive tool such as OiRA**

- ⇒ Specific to their activity
- ⇒ Serves as a guide
- ⇒ Proposes solutions adapted to their sector
- ⇒ Simple and free

Feedback

Evaluation of programmes in progress, initial results:

- **Validation of the sector-based approach since it allows us:**
 - > to be considered relevant by micro-enterprises,
 - > to propose operational solutions,
- **Validation of the partnership approach:**
 - > Partnerships with sector stakeholders to incorporate prevention into the profession gives credibility to the message spread,
 - > Local stakeholders, not specialised in OSH (building trust and broadening their support offering) e.g.: CCIs, accounting firms
- **Importance of having occupational risk assessment support**
 - > Regulatory requirement => usefulness perceived
 - > Interest in prevention => improve the company
 - > Involvement of partners => concrete service offering

Feedback on OiRA in France

4 tools:

17,500 sessions

30% completed (over 70% data input)

75% of users are micro-enterprises (1-9 employees)

93.5% are small enterprises (1-49 employees)

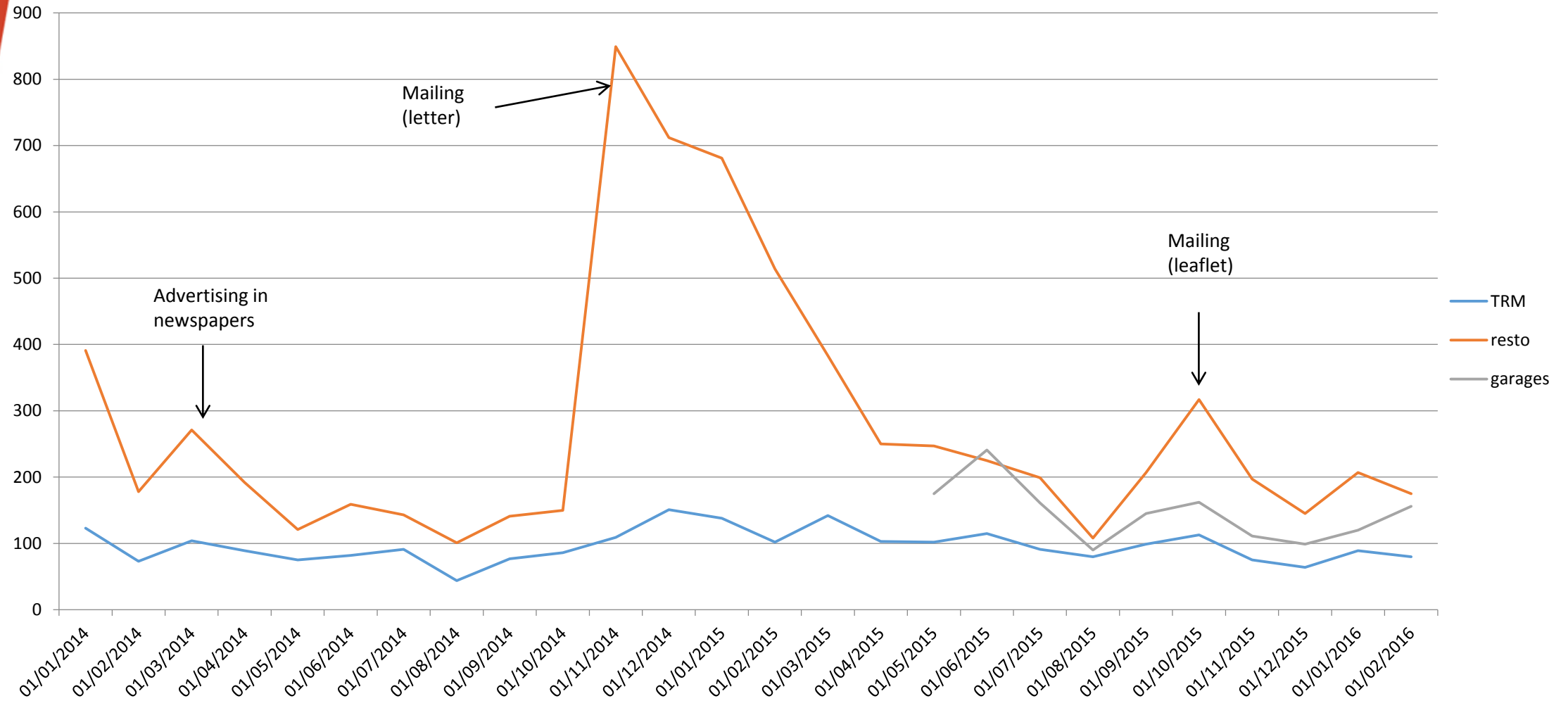
95% of users that used it right to the end say that the tool met their need

⇒ A good tool, suited to needs, but:

⇒ **Need to advertise it**

⇒ **Need to encourage companies to do their risk assessments**

Statistical evaluation of OiRA useful for conducting projects



Conclusion

- Getting micro-enterprises to take action is a real challenge for prevention players.
- It requires adapting our working methods to suit these specific targets.
- The regulatory requirement to assess risks is an essential basis for encouraging micro-enterprises to adopt a prevention approach.
- Within this context, interactive risk assessment tools (IRA tools) are relevant.
- To be effective, they must be incorporated into awareness-raising programmes with promotional activities and partners in the field to relay the message to companies.
- The French government's 2017-2020 occupational health plan makes rollout of tools such as OiRA one of its priorities for promoting prevention in micro-enterprises.



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Thank you for your attention



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