

## National strategies in the field of OSH in the EU – FRANCE

### Country Overview

Information source: <https://oshwiki.osha.europa.eu/en/themes/national-osh-strategy-france>

| Indicator name                        |   |
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| <b>Basic information</b>              | <p><b>Current strategy:</b></p> <p>Original (French) version: <a href="#">Plan santé au travail 2021 – 2025 (PST 4)</a> (In English: French National Occupational Health Plan 2021-2025, not available in English)</p>  |
| <b>Background</b>                     | <p>The Occupational Health Plan (PST 4) presented for the period 2021-2025 sets out the roadmap for occupational health for the next four years, a result of the cooperation between the Government, the social security bodies and prevention bodies as well as the social partners.</p> <p>The PST 4 is especially based on the report of the PST 3 and the Regional Occupational Health Plans PRST 3 (published in July 2021).</p> <p>The main topic is preventing accidents at work, and in particular serious and fatal accidents, remain the priority of public occupational health policy. In 2020, more than 540.000 workplace related accidents including 550 fatalities have been reported. Therefore, the PST 4 puts at the top of its strategy the mission: "Fighting against serious and fatal work accidents".</p>  |
| <b>Characteristics and objectives</b> | <p>The fourth Occupational Health Plan (PST 4) is a continuation of the Occupational health plan 2016-2020 (<a href="#">Plan santé au travail 2016- 2020, PST 3</a>).</p> <p>The objectives of the former PST 3 remain fundamental: focus on prevention rather than cure, focus on work health promotion, strengthening social dialogue, focus on vulnerable groups. However, the PST4 is going further, by integrating new themes, such as the effects of climate change, protection, preparedness and response against human health crises and the equality between women and men. Finally, links between the PST 4 and the other governmental plans and programs having an impact on workers (health, environment, cancer, agriculture, etc.) are reaffirmed and deepened.</p> <p>For the first time, one of the main objectives of the PST has been declined in a plan dedicated to the prevention of serious and fatal work accidents (Plan de prévention des accidents du travail graves et mortels).</p> |
|                                       | <p>The overall axis (transversal axis) of the strategy PST 4 is related to "Fighting against serious and fatal accidents at work". This transversal axis is supported by four strategic axes:</p>   |

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| <p><b>Details and activity</b></p> | <ol style="list-style-type: none"> <li>1. Promotion of primary prevention at work and the culture of prevention</li> <li>2. Prevention of professional disintegration, prevention of work-related strain, job retention and supporting workers and companies concerned.</li> <li>3. Adapting occupational health and safety policies to the challenges of today and tomorrow</li> <li>4. Strengthen management and governance of occupational health and safety prevention.</li> </ol> <p><b>Axis description</b></p> <p>Overview: The strategy includes one transversal axis and four strategic axes with ten objectives. The ten objectives are broken down into a program of 33 actions and 90 "sub-actions".</p> <p>The overall axis (transversal axis) of the strategy PST 4 is related to "Fighting against serious and fatal accidents at work". This transversal axis is supported by four strategic axes:</p> <p>Strategic axis 1: Promotion of primary prevention at work and the culture of prevention</p> <ul style="list-style-type: none"> <li>• Objective 1: Promote the culture of prevention, support the assessment of occupational risks and prevention approaches</li> <li>• Objective 2: Prioritise the main occupational risks</li> <li>• Objective 3: Promote the quality of life and working conditions, particularly at the organisational level.</li> </ul> <p>Strategic axis 2: Prevention of professional disintegration, prevention of work-related strain, job retention and supporting workers and companies concerned.</p> <ul style="list-style-type: none"> <li>• Objective 4: Prevent professional disintegration and burnout by supporting the employees and companies concerned to facilitate job retention.</li> </ul> <p>Strategic axis 3: Adapting occupational health and safety policies to the challenges of today and tomorrow</p> <ul style="list-style-type: none"> <li>• Objective 5: Encourage the development of a shared approach to health (public health, occupational health, environmental health)</li> <li>• Objective 6: Anticipate crises to better manage them and limit their long-term effects</li> <li>• Objective 7: Develop research and improve knowledge, particularly on emerging risks.</li> </ul> <p>Strategic axis 4: Strengthen management and governance of occupational health and safety prevention</p> |
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|   | <ul style="list-style-type: none"> <li>• Objective 8: Strengthen joint actions and social dialogue for the benefit of prevention and occupational health</li> <li>• Objective 9: Strengthen support for companies by mobilising professional branches and coordinating prevention actors</li> <li>• Objective 10: Structure and share occupational health data using digital tools.</li> </ul>   |
| <b>Actors and stakeholders</b>                | <p>The development of this plan (PST4) involved not only the administrations concerned but also the prevention organisations and all social partners within the framework of the permanent orientation group (GPO) of the national <a href="#">Council on Working conditions</a> (COCT): the government, social partners (employers and trade unions), social security bodies 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 &amp; Safety (Anses), National Public Health Agency (ANSP), Occupational safety administration for the building and public works sector (OPPBTP), Agricultural Mutual Assistance Fund (MSA)).</p> <p>The national Council on Working conditions (COCT) participates in the development of national and international strategic guidelines related to health and safety at work, the improvement of working conditions and the prevention of occupational risks, providing a basis for the elaboration of the strategy.</p> |
| <b>Resources and timeframe</b>                | <p>The current Strategy covers the period from 2021– 2025</p> <p>The Occupational Health Plan does not include information on the budget planned for implementation of the program.</p>  |
| <b>Evaluation</b>                             | <p>A report of the PST 3 (<a href="#">Plan santé au travail 2016 – 2020</a>) was published in July 2021 (not available in English). It presents an analysis of the 58 actions performed during the period of 5 years, as well as an assessment of the 8 priority objectives set by the State, institutional prevention specialists and regional social partners.</p> <p>Means of monitoring and evaluating of the French National Occupational Health Plan (PST 4) have been strengthened, particularly regarding the resources and means invested.</p> <p>There are three different natures of indicators and PST 4 lists 14 strategic indicators, 4 management indicators and 56 tracking indicators, which may be gradually enhanced. Strategic and operational management is thus strengthened.</p>  |
| <b>Relationship to EU Strategic Framework</b> | <p>The PST 4 was developed in compliance with the EU strategic framework. The PST4 includes many related topics such as:</p> <ul style="list-style-type: none"> <li>• Promotion of primary prevention at work and the culture of prevention</li> <li>• Prevention of musculoskeletal disorders</li> <li>• Preventing exposure to dangerous substances with a focus on carcinogens</li> </ul>   |

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|  | <ul style="list-style-type: none"><li>• Asbestos in demolition work</li><li>• Ensuring health and safe workplaces during the digital and environmental transitions</li><li>• Prevention of psychosocial risks</li><li>• Anticipate crises to better manage them and limit their long-term-effects.</li></ul> |
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