

“Collective work situations analysis as a driver for quality of life at work”



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French context : « Quality of Life at Work » agreement



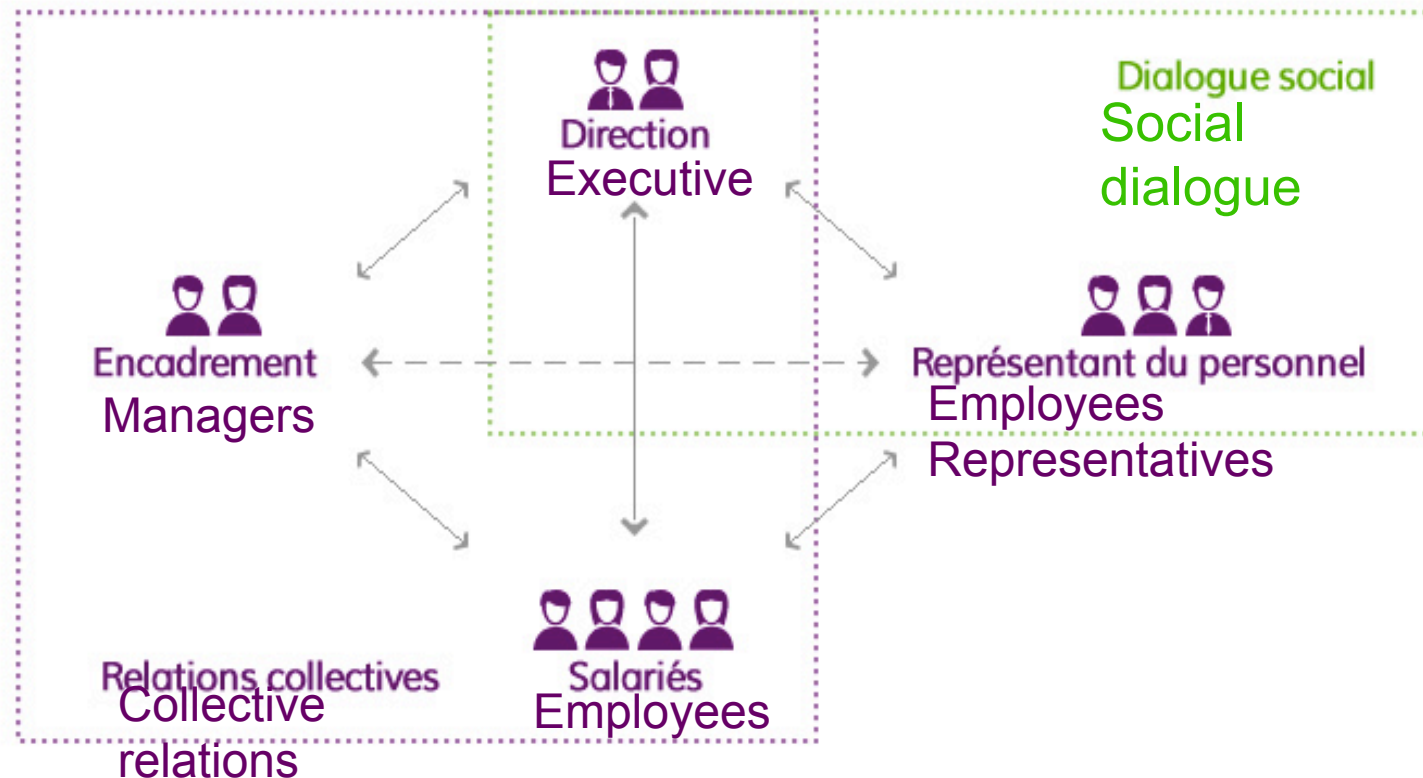
June 2013 : French social partners signed a national agreement on quality of life at work and job equality

→ Article 12 urges French companies to "*encourage and promote employees' expression regarding their work*", through discussion areas concerning work, the quality of the goods and services produced, and the job environment.

Anact' s statements :

- PSR are often the result of a lack of professional dialogue
- Only working through precise and concrete work situations can lead to improvement
- Collective expression finds legitimacy through producing suggestions

Spaces for discussion : a driver for well-being at work



Spaces for discussion definition :

Collective spaces which allow discussion based on work activity experience. This discussion, based on speaking, follows a framework and rules which are co built with the stakeholders.

These spaces are part of work organization and aim to produce decisions or improvement suggestions.

An example of implementation of local spaces of discussion

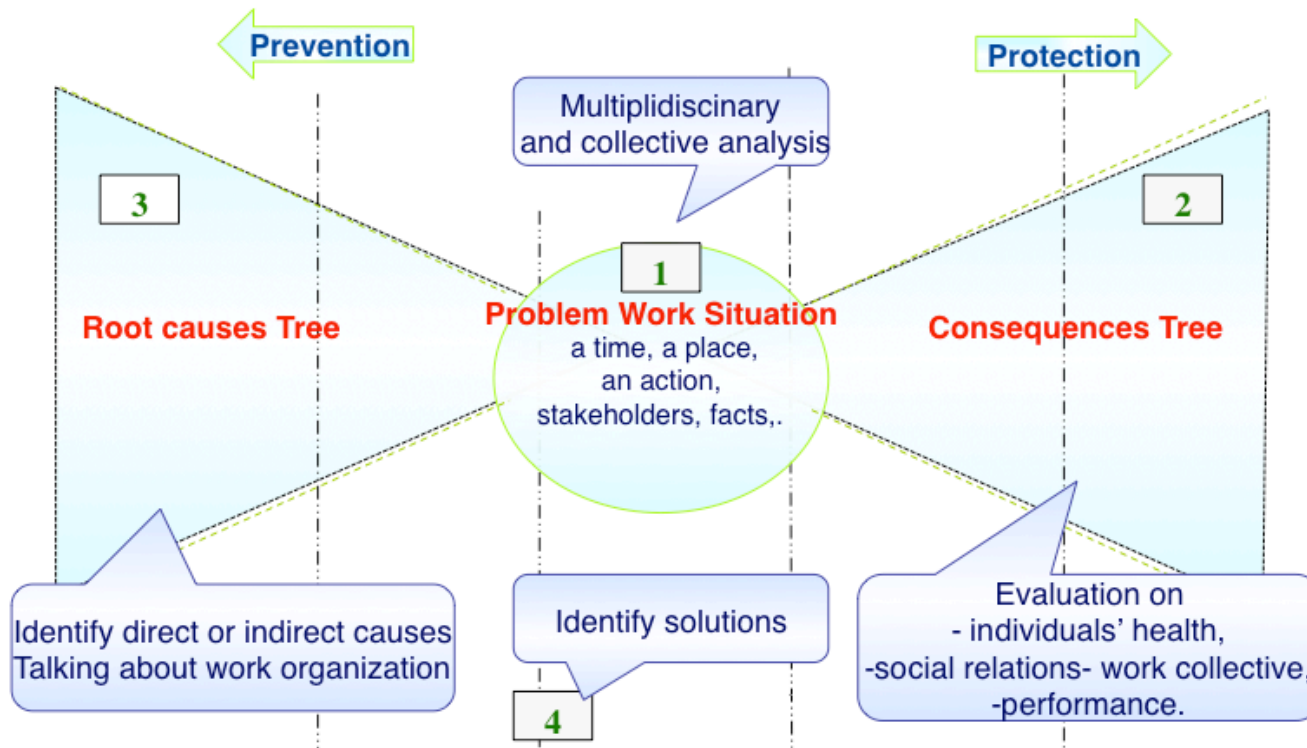
French Municipality

PSR prevention strategy approved by OSH committee

Involvement of top executive, occupational physicians, ergonomists, employees rep., HR and managers.



“Butterfly” Methodology : Consequences and Causes of a work situation

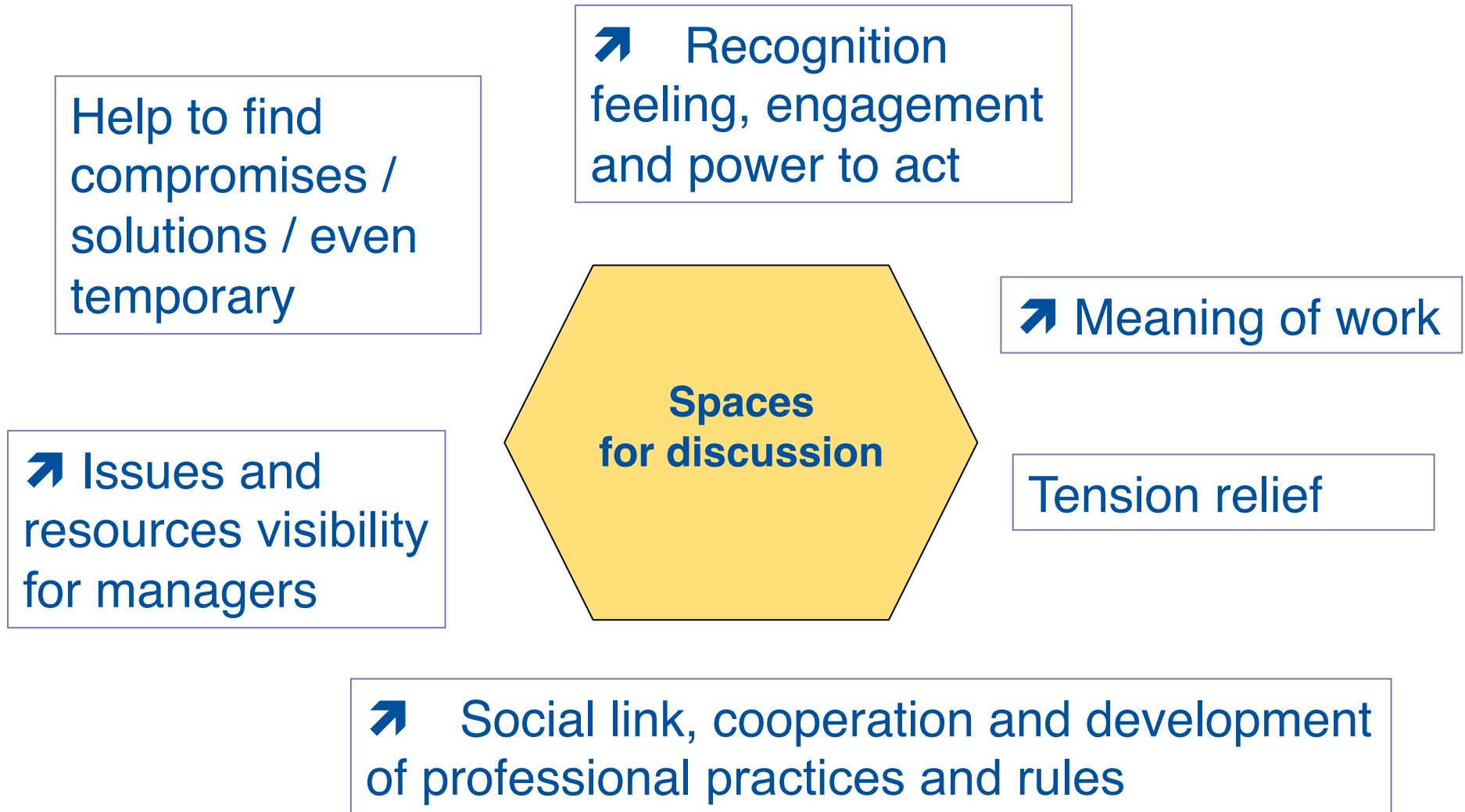


Necessary to have a framework, rules and a leader to build confidence and produce suggestions

An example of implementation of spaces of discussion

	Group 1	Group 2	Group 3
Context of the department of the municipality	40 empl. recent merger of 2 services Conflicts, known disorders	65 empl, 6 locations, Strong risk prevention culture	200 empl., on-going reorganization
Group composition	11 people, 8 meetings	8 people, leader is HR manager, strong OSH experience	7 RH managers + occ. physician.
Steps and results	<ul style="list-style-type: none"> - Building confidence, sub-groups - Choose an “easy” and technical work situation to start - Bring about 5 other situations - Things were said 	<ul style="list-style-type: none"> - Entering quickly to the methodology, autonomy. - 5 situations analysed, local and transversal issues. - Large debate with director and other employees. 	<ul style="list-style-type: none"> - Takes time to define aims and status of the group -Analysing their own team - Methodology seen as a tool for management
Limits	Difficulty in building confidence, Turn Over	New director should continue	Dare to tell to their Top manager

Conclusion : Benefits of the approach





Thank you very much!

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