



Improving OSH in MSEs

The contribution of partnership for massive approaches

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INRS IN BRIEF



Mission

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 French State Health Insurance



Resources

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



Operating principles

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

SMEs : différent reality

99% of all businesses in the Europe.

Company category	Staff headcount	Turnover	or	Balance sheet total
Medium-sized	< 250	≤ € 50 m		≤ € 43 m
Small	< 50	≤ € 10 m		≤ € 10 m
Micro	< 10	≤ € 2 m		≤ € 2 m

A completely different reality.

Company category	Staff headcount	OSH expertise	Involved in OSH program
Medium-sized	< 250	+	+
Small	< 50	+/-	+/-
Micro	< 10	-	-

Two challenges to face

Numbers of companies in EU : 23 000 000

Company category	Staff headcount	Distribution	Number of companies
Medium-sized	< 250	1 %	224,647
Small	< 50	6 %	1,378,702
Micro	< 10	92,8 %	21,356,252

Involvement in OSH actions

Company category	Staff headcount	OSH Involvement
Medium-sized	< 250	Dedicated person or team
Small	< 50	The beginning
Micro	< 10	Lack of concern

General context

The SMEs play an increasingly important role in our economy.

Getting micro-enterprises to take action is a real challenge for prevention players

INRS MSE programs

A full-time 2-person unit:

- Define a suitable methodology (studies, benchmark...)
- Test (approaches, tools, partnerships)
- Follow-up and assess (monitoring, statistics collection, qualitative reports, etc.)
- Distribute (training, information)

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

Main features

Marketing approach:

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

Tool-based and solution-based sector approaches:

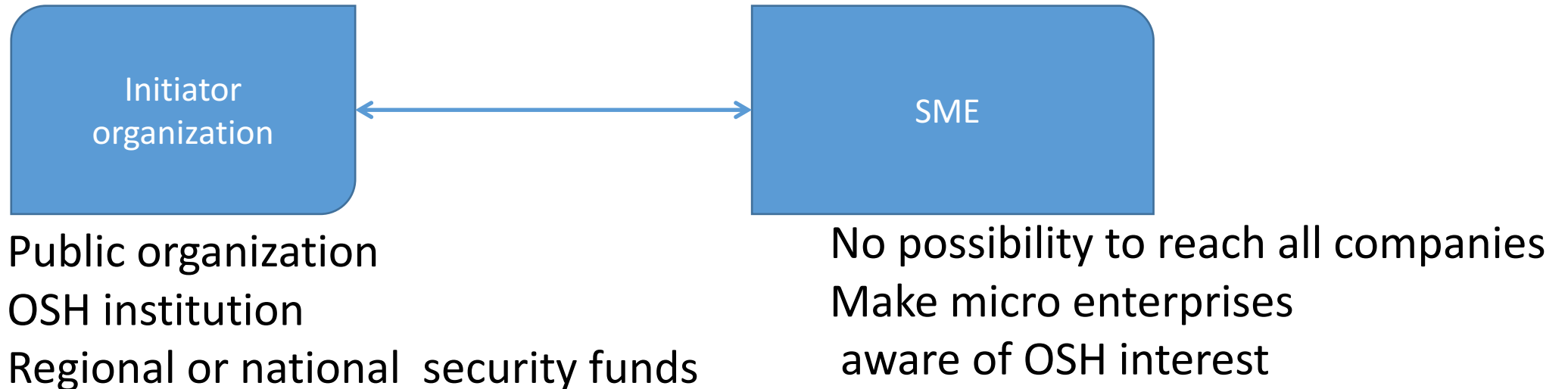
- Lack of concern about OSH => get them more involved by talking about their specific jobs
- Lack of expertise => simple support tools
- Operational approach => solutions adapted to their context

Partnership approaches:

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

Direct relation from initiator to companies

Adjust the level of expertise to the size of the companies
Collective action rather than individual action
Deal with a few risks instead of all the risks
Use digital tools to help companies



Partnerships

Why do we need partners ?

- Increase credibility
- Help disseminate tools, advice, information to MSEs

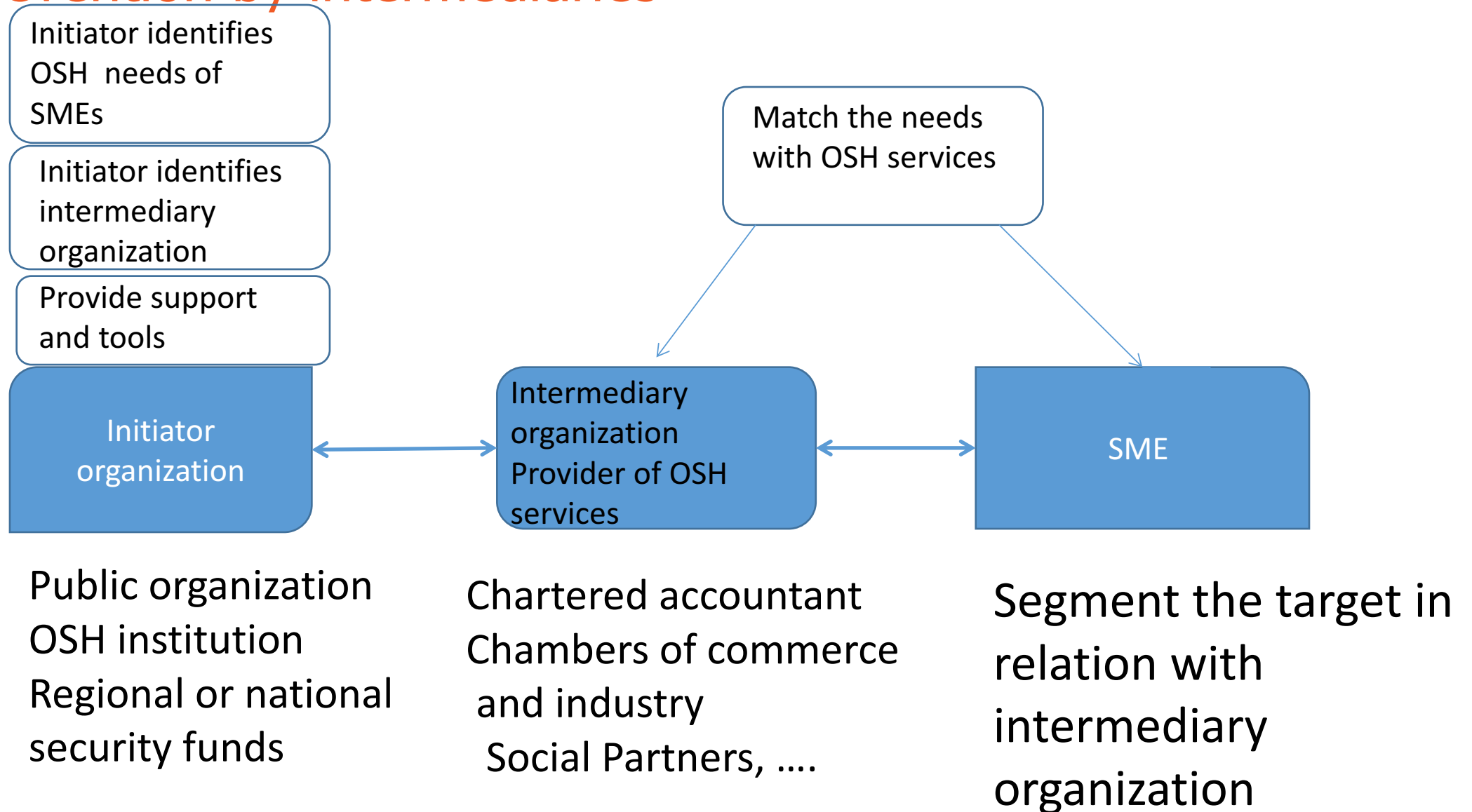
Win win partnerships : meet the needs of the partner

- Help him to answer to the needs of its clients & staff
- Give him the opportunity to develop new offers

Conditions for success :

- Involve the partner from the beginning
- Improve the skills of your partner on OSH (staff training)

Prevention by intermediaries



Example : Small restaurants in France

Needs of restaurants :

- comply with rules
- Have only one advisor for any question of regulation

Chambers of commerce have 180 advisors dedicated to tourism

Provide tool and advices for risk analyses

180 advisors dedicated to tourism

97 000 small companies

National security funds

Chambers of commerce and industry

Restaurants

With INRS support

20 Regional security funds

Segment the target in relation with intermediary organization

Agreement

- Partnership agreement
 - Experiment before (test actions, local agreement...)
 - Engagement (planification, feedback)
 - Flexibility (pay attention to the specificities of your partner)

A win-win partnership : key to succes

Pay attention to :

- Each partner has to benefit of the action (Adjust the action that way)
- Chose a partner with a capacity to widely disseminate
- Best situation is when partners are complementary.



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Thanks for your attention



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