

Evaluation of the EU Occupational Safety and Health Directives

COUNTRY SUMMARY REPORT FOR FRANCE

VC/2013/0049



COWI

IOM 

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Law & Policy Consulting

June 2015

This Report has been prepared for COWI under Service Contract VC/2013/0049. It was completed by Fabrice Claverie (AETS) assisted by Melanie Dral. Milieu was responsible for overall editing of the report.

The views expressed herein are those of the consultants alone and do not necessarily represent the official views of the European Commission.

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ABBREVIATIONS USED

AFS	Simplified Financial Support – “ <i>Aide Financière Simplifiée</i> ”
ANACT	National Agency for the Improvement of Working Conditions – “ <i>Agence nationale pour l’amélioration des conditions de travail</i> ”
ANSES	French Agency for Food, Environmental and Occupational Health & Safety – “ <i>Agence nationale de sécurité sanitaire de l’alimentation, de l’environnement et du travail</i> ”
ARACT	Regional Agencies for the Improvement of Working Conditions – “ <i>Associations Régionales de l’Amélioration des Conditions de Travail</i> ”
ATM	Waterworks accident
BTP	Building and Public Works – “ <i>Bâtiment et travaux publics</i> ”
CARSAT	Institute of Pension and Health at Workplace – “ <i>Caisse d’assurance retraite et de la santé au travail</i> ”
CCFPB	Public Sector Council – “ <i>Conseil Commun de la Fonction Publique</i> ”
CHSCT	Working conditions, Health and Safety joint Committee – “ <i>Comité Hygiène, Santé et Conditions de Travail</i> ”
CISME	Interagency Center for Health and Occupational Medicine – “ <i>Centre Interservices de Santé et de Médecine du travail en Entreprise</i> ”
CNAM-AT	National Health Insurance Fund – Work Accidents
CNAM-TS	National Health Insurance Fund for employed workers
CNOP	National Agreement of Prevention Objectives – “ <i>Conventions Nationales d’Objectifs de Prévention</i> ”
CNPP	Prevention and Protection National Centre – “ <i>Centre national de prévention et de protection</i> ”
COCT	Orientation Council on Labour Conditions – “ <i>Conseil d’Orientation sur les Conditions de Travail</i> ”
CPMs	Common Processes and Mechanisms
CRAM	Regional Health Insurance - “ <i>Caisse Régionale Assurance Maladie</i> ”
CRAMIF	Regional Health Insurance for Ile-de-France region – “ <i>Caisse Régionale Assurance Maladie Ile de France</i> ”
CRPRP	Regional Committee for Prevention of Vocational Risks – “ <i>Comité Régionaux de Préventions des Risques Professionnels</i> ”
CSN	Ship Safety Center – “ <i>Centre de Sécurité des Navires</i> ”
DARES	Research, Studies and Statistics Directorate – “ <i>Direction de l’animation de la recherche, des études et des statistiques</i> ”
DGAFP	Directorate General of the Administration and Public Service – “ <i>Direction générale de l’administration et de la fonction publique</i> ”
DGP	General Directorate for steering the DIRECCTE – “ <i>Délégation générale au pilotage des Direccte</i> ”
DGT	General Labour Directorate – “ <i>Direction Générale du Travail</i> ”

DIRECCTE	Regional Directorate of Enterprises, Competition, Consumption, Labour and employment – “ <i>Direction régionale des entreprises, de la concurrence, de la consommation, du travail et de l'emploi</i> ”
EC	European Commission
EU	European Union
FACT	Fund for Improving Working Conditions – “ <i>Fonds d'amélioration des conditions de travail</i> ”
FIM	French Association of service engineers – “ <i>Fédération des Industries Mécaniques</i> ”
ILO	International Labour Organisation
IMP	Maritime Risk Prevention Institute – “ <i>Institut maritime de prevention</i> ”
INERIS	National Institute for Industrial Environment and Risks – “ <i>Institut National de l'Environnement Industriel et des Risques</i> ”
InVs	National Institute of Health Surveillance – “ <i>Institut de Veille Sanitaire</i> ”
INRS	National Institute of Research and Safety – “ <i>Institut national de recherche et de sécurité</i> ”
INTEFP	French National Institute of Labour, Employment and Vocational Training – “ <i>Institut National du Travail de l'Emploi et de la Formation Professionnelle</i> ”
IOM	International Organization for Migration
IPRP	Occupational Health Services Agencies – “ <i>Intervenants en prévention des risques professionnels</i> ”
IRSN	National Institute for the Nuclear Safety and Radiation protection – “ <i>Institut de Radioprotection et de Sûreté Nucléaire</i> ”
IRSST	Robert-Sauvé Research Institute in Health and Safety – “ <i>Institut de recherche Robert-Sauvé en santé et en sécurité du travail</i> ”
IT	Labour Inspectorate – “ <i>Inspection du travail</i> ”
MQs	Mapping Questions
MSA	Social Agricultural Cooperative – “ <i>Mutuelle Sociale Agricole</i> ”
NIR	National implementation report of France on the implementation of European OSH Directives (2013)
OHS/OSH	Occupational Health and Safety / Occupational Safety and Health
OPPBTP	Professional Organisation for Prevention in the Building and Public Works sector – “ <i>Organisme professionnel de prévention du bâtiment et des travaux publics</i> ”
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
SIT	Labour Inspection Units
SME	Small and Medium Enterprises
SSGM	Seafarers' Health Services
SST	Autonomous occupational health services – “ <i>Services de Santé au Travail</i> ”
SSTI	Inter-enterprises occupational health services – “ <i>Services de Santé au Travail Interentreprises</i> ”
SYNAMAP	National Federation of the prevention and protection stakeholders – “ <i>Syndicat National des Matériels et Articles de Protection</i> ”

UNICEM	National Association for quarries and building materials industries – “ <i>Union nationale des industries de carriers et matériaux de construction</i> ”
VOCs	Volatile Organic Compounds
VSE	Very Small Enterprises
WHO	World Health Organization

INTRODUCTION

General introduction to the report

This report presents a review of the main features of the practical implementation of 24 EU Occupational Safety and Health (OSH) Directives in France. The information in this report has been gathered between October 2013 and June 2014. This Country Summary Report, together with the Summary Reports prepared for each other Member States, aims at mapping the implementation of the OSH Directives in the EU as a whole. It is based on a desk-study and interviews with national stakeholders (see Annex II for details on interviews carried out) and is one of the sources of information for the overall evaluation of the implementation. The Country Summary Reports will form an Appendix to the Final Report, which will compile the results of the evaluation and the associated recommendations.

This review is based on seven key mapping questions, which will inform the evaluation of the implementation of the OSH Directives in all Member States and the EU in general. The seven general Mapping Questions (MQs), which have been defined by the Commission and are answered in this Country Summary Report are the following:

Mapping question
MQ1: "Across the Member States, how are the different 'common processes' and 'mechanisms' foreseen by the Directives put in place and how do they operate and interact with each other?"
MQ2: "What derogations and transitional periods are applied or have been used under national law under several of the Directives concerned?"
MQ3: "What are the differences in approach to and degree of fulfilment of the requirements of the EU OSH Directives in private undertakings and public-sector bodies, across different sectors of economic activity and across different sizes of companies, especially for SMEs, microenterprises and self-employed?"
MQ4: "What accompanying actions to OSH legislation have been undertaken by different actors (the Commission, the national authorities, social partners, EU-OSHA, Eurofound, etc.) to improve the level of protection of health and safety at work and to what extent are they actually used by companies and establishments to pursue the objective of protecting health and safety of workers? Are there any information needs that are not met?"
MQ5: "What are the enforcement (including sanctions) and other related activities of the competent authorities at national level and how are the priorities set among the subjects covered by the Directives?"
MQ6: "What are the differences of approach across Member States and across establishments with regard to potentially vulnerable groups of workers depending on gender, age, disability, employment status, migration status, etc., and to what extent are their specificities, resulting in particular from their greater unfamiliarity, lack of experience, absence of awareness of existing or potential dangers or their immaturity, addressed by the arrangements under question?"
MQ7: "What measures have been undertaken by the Member States to support SMEs and microenterprises (e.g. lighter regimes, exemptions, incentives, guidance, etc.)?"

The template is structured according to these mapping questions.

1 MAPPING QUESTION 1: STRUCTURAL COMPONENTS OF HEALTH AND SAFETY DIRECTIVES

This first section focuses on how the national legal and institutional frameworks have been designed to reflect the main common processes and mechanisms (CPMs) of each Directive. It includes:

- A review of the national transposing legislation and the general structure of the legal framework;
- Mechanisms of coordination amongst the different authorities responsible for the implementation of the directives;
- The identification of any delays in transposing directives, focusing on most recent ones;
- Differences between the Directives' requirements and the national ones, looking at observed discrepancies, more stringent and more detailed provisions;
- Interactions between CPMs as embedded in the legislation.

1.1 GENERAL LEGAL FRAMEWORK

While the French system was developed around a number of concepts prior to adoption of the framework Directive, the transposition of the Framework Directive by the Act no 91-1414 of 31 December 1991 amending the Labour Code and Public Health Code to promote prevention of occupational risks and transposing European Directives relating to Occupational Health and Safety enabled to go beyond the basis provided in former legislative acts. The major requirements regarding occupational health and safety are adopted by the government (Order, Decree) which supplement the content of this Act and amend the labour code. Most directives have been transposed by several Orders and Decrees amending or supplementing the Labour Code. The exceptions are Directive 90/270/EEC (display screen equipment) and Directive 2006/25/EC (artificial optical radiation), transposed through a single Decree, and Directive 2004/40/EC (electromagnetic fields), which was not transposed at all.

With regard to the public sector, it should be noted that while the public sector is regulated by specific legal texts regulating health and safety at work, they refer explicitly to the provisions of the books I to V of the part IV of the Labour Code and to their enforcing Decrees.

The most important texts are:

- Décret no 82-453 du 28 mai 1982 relatif à l'hygiène et à la sécurité du travail, ainsi qu'à la prévention médicale dans la fonction publique [Decree No. 82-453 of 28 May 1982 on the hygiene and safety as well as preventive medicine in the public sector]
- Décret no 85-603 du 10 Juin 1985 relatif à l'hygiène et à la sécurité du travail ainsi qu'à la médecine professionnelle et préventive dans la fonction publique territoriale [Decree no 85-603 of 10 June 1985 on occupational hygiene and safety as well as occupational and preventive medicine in the public sector]
- Décret no 95-680 du 9 mai 1995 modifiant le décret no 82-453 du 28 mai 1982 relatif à l'hygiène et à la sécurité du travail, ainsi qu'à la prévention médicale dans la fonction publique [Decree no 95-680 of 9 May 1995 amending Decree No 82-453 of 28 May 1982 on the occupational hygiene and safety, as well as preventive medicine in the public sector]
- Décret no 2000-542 du 16 juin 2000 modifiant le décret no 85-603 du 10 juin 1985 relatif à l'hygiène et à la sécurité du travail ainsi qu'à la médecine professionnelle et préventive dans la fonction publique territorial [Decree no 2000-542 of 16 June 2000 amending Decree no 85-603 of 10 June 1985 on occupational hygiene and safety as well as occupational and preventive medicine in the public sector]

- Arrêté du 15 mars 2001 portant détermination des missions de sécurité des personnes et des biens incompatibles avec l'exercice du droit de retrait dans la fonction publique territoriale [Order of 15 March 2001 determining the missions of safety of staff and good incompatible with the right of withdrawal in the public sector]
- Décret no 2001-232 du 12 mars 2001 modifiant le décret no 82-453 du 28 mai 1982 relatif à l'hygiène et à la sécurité du travail ainsi qu'à la prévention médicale dans la fonction publique [Decree no 2001-232 of 12 March 2001 amending Decree no 82-453 of 28 May 1982 on occupational hygiene and safety as well as medical prevention in the public sector]
- Decree no 2012-148 of 30 January 2012, created the Public Sector Council « Conseil Commun de la Fonction Publique (CCFP)» relating to hygiene, safety, and risk prevention. The CCFP has coordination mechanisms with the Labour Ministry (« Direction Générale du Travail »)

As for public hospitals, Article L. 4111-1 of the Labour Code foresees that the provisions of Part IV of the Labour Code are applicable to health, social and medico-social establishments mentioned in Article 2 of law No. 86-33 of 9 January 1986 on statutory provisions relating to the public hospital.

Several infringement cases have been initiated against France in relation to different OSH related directives: Directive 89/391/EEC (Framework Directive), Directive 2006/25/EC (artificial optical radiation), Directive 1999/92/EC (ATEX), Directive 2003/10/EC (noise), and Directive 98/24/EC (chemical agents at work). The majority of these cases are linked to late transposition, with the exception of the cases related to the Framework Directive, which had to do with non-conformity and bad application.

The following table provides an overview of the approach to transposition, indicating whether there is one law covering all OSH issues (O) as opposed to transposition spread over different acts (S). It then lists transposing national legislation per directive, specifying whether there was legislation existing prior to transposition. Finally, it identifies any infringement proceedings, which were mentioned in an overview table provided by the Commission.

Table 1- 1 General Legal Framework

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
Directive 89/391/EEC (Framework Directive)		S	<p><i>Code du Travail (Labour Code)</i></p> <p><i>Loi no 91-1414 du 31 décembre 1991 modifiant le code du travail et le code de la santé publique en vue de favoriser la prévention des risques professionnels et portant transposition de directives européennes relatives à la santé et à la sécurité du travail [Act no 91-1414 of 31 December 1991 amending the Labour Code and Public Health Code to promote prevention of occupational risks and transposing European Directives relating to Occupational Health and Safety (OHS)]</i></p> <p><i>Décret no 85-603 du 10 Juin 1985 relatif à l'hygiène et à la sécurité du travail ainsi qu'à la médecine professionnelle et préventive dans la fonction publique territoriale [Decree no 85-603 of 10 June 1985 on occupational hygiene and</i></p>	<p>N (Y for some provisions)</p> <p>The French system was developed around a number of concepts prior to adoption of the framework Directive such as the information of workers, prevention, participation of employers representatives in health and safety at workplace. The framework Directive somehow enabled to go beyond the basis provided in former legislative</p>	<p>Infringement case 1995/2135 on non-conformity – case closed</p> <p>Infringement case 2004/4206 on bad application of directives – case closed</p>

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>safety as well as occupational and preventive medicine in the public sector]</p> <p><i>Décret no 92-158 du 20 février 1992 complétant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et fixant les prescriptions particulières d'hygiène et de sécurité applicables aux travaux effectués dans un établissement par une entreprise extérieure [Decree no 92-158 of 20 February 1992 supplementing the labour Code (Part 2: State Decrees) and establishing hygiene and safety requirements for work carried out by an external company in an establishment]</i></p> <p><i>Décret no 92-333 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé applicables aux lieux de travail, que doivent observer les chefs d'établissements utilisateurs [Decree no 92-333 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on health and safety requirements that principal users need to apply at work places]</i></p> <p><i>Arrêté du 26 décembre 1995 relatif à la création d'une structure fonctionnelle en matière de sécurité et de santé au travail dans les mines (RG-1-A, art. 16 Mines) [Order of 26 December 1995 establishing a functional structure for occupational health and safety in mining (RG-1-A, art. 16 Mines)]</i></p> <p><i>Loi no 97-1051 du 18 novembre 1997 d'orientation sur la pêche maritime et les cultures marines (1) [Act no 97-1051 of 18 November 1997 guidance on marine fisheries and mariculture]</i></p> <p><i>Décret no 98-588 du 9 juillet 1998 complétant et modifiant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980 modifié [Decree no 98-588 of 9 July 1998 supplementing and amending the general regulation of extracting industries established by Decree no 80-331 of 7 May 1980 (modified)]</i></p> <p><i>Décret no 2000-542 du 16 juin 2000 modifiant le décret no 85-603 du 10 juin 1985 relatif à l'hygiène et à la sécurité du travail ainsi qu'à la médecine</i></p>	acts.	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p><i>professionnelle et préventive dans la fonction publique territoriale</i> [Decree no 2000-542 of 16 June 2000 amending Decree no 85-603 of 10 June 1985 on occupational hygiene and safety as well as occupational and preventive medicine in the public sector]</p> <p><i>Ordonnance no 2001-175 du 22 février 2001 relative à la transposition de la directive 89/391/CEE du Conseil du 12 juin 1989 concernant la mise en œuvre des mesures visant à promouvoir l'amélioration de la sécurité et de la santé des travailleurs au travail</i> [Order no 2001-175 of 22 February 2001 on the transposition of EEC Directive no 89/391/EEC of 12 June 1989 concerning implementing measures aiming at encouraging improvement in occupational health and safety]</p> <p><i>Arrêté du 15 mars 2001 portant détermination des missions de sécurité des personnes et des biens incompatibles avec l'exercice du droit de retrait dans la fonction publique territoriale</i> [Order of 15 march 2001 determining the missions of safety of staff and good incompatible with the right of withdrawal in the public sector]</p> <p><i>Décret no 2001-1016 du 5 novembre 2001 portant création d'un document relatif à l'évaluation des risques pour la santé et la sécurité des travailleurs, prévue par l'article L. 230-2 du code du travail et modifiant le code du travail (deuxième partie : Décrets en Conseil d'Etat)</i> [Decree no 2001-1016 of 5 November 2001 establishing a document on risk assessment of workers' health and safety as foreseen by the article L. 230-2 and amending the Labour Code (Part 2, State Decrees)]</p> <p><i>Loi no 2002-73 du 17 janvier 2002 de modernisation sociale</i> [Act no 2002-73 of 17 January 2002 on Social Modernisation]</p> <p><i>Arrêté du 3 mai 2002 relatif à la formation préalable à la prise de fonction et à la formation continue des agents chargés de la mise en oeuvre des règles d'hygiène et de sécurité dans la fonction publique territoriale</i> [Order of 3 May 2002 on the training prior to taking up employment and training of officials responsible for implementation of health</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>and safety rules in public authorities] <i>Arrêté du 24 décembre 2003 relatif à la mise en œuvre de l'obligation de pluridisciplinarité dans les services de santé au travail</i> [Order of 24 December 2003 on the obligation to implement multidisciplinary approach in occupational health services]</p> <p><i>Décret no 2004-760 du 28 juillet 2004 relatif à la réforme de la médecine du travail et modifiant le code du travail (deuxième partie : Décrets en Conseil d'Etat)</i> [Decree no 2004-760 of 28 July 2004 on occupational medicine reform and amending the Labour Code (Part 2, State Decrees)]</p> <p><i>Décret no 2007-1288 du 29 août 2007 modifiant le décret no 80-331 du 7 mai 1980 instituant le règlement général des industries extractives</i> [Decree no 2007-1288 of 29 August 2007 amending Decree no 80-331 of 7 1980 establishing rules for the extracting industries]</p> <p><i>Loi no 2008-67 du 21 janvier 2008 ratifiant l'ordonnance no 2007-329 du 12 mars 2007 relative au code du travail (partie législative)</i> [Act no 2008-67 of 21 January 2008 ratifying Order no 2007-329 of 12 March 2007 of the Labour Code (Legislative Section)]</p> <p><i>Décret no 2008-1347 du 17 décembre 2008 relatif à l'information et à la formation des travailleurs sur les risques pour leur santé et leur sécurité</i> [Decree no 2008-1347 of 17 December 2008 on the information and training of workers on health and safety risks]</p> <p><i>Décret no 2009-289 du 13 mars 2009 rectifiant certaines dispositions du code du travail (partie réglementaire)</i> [Decree no 2009-289 of 13 March 2009 correcting certain provisions of the Labour Code (Regulatory Section)]</p> <p><i>Article 33 de la loi no 2009-526 du 12 mai 2009 de simplification et de clarification du droit et d'allègement des procédures</i> [article 33 of Act no 2009-526 of 12 may 2009 regarding a simplification and clarification of right and procedures]</p> <p><i>Loi no 2011-867 du 20 juillet 2011 relative à l'organisation de la médecine du travail</i> [Act no 2011-867 of 20 July 2011</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>on the organisation of occupational medicine]</p> <p><i>Décrets no 2012-135 et 2012-137 du 30 janvier 2012 relatif à l'organisation de la médecine du travail</i> [Decrees no 2012-135 and 2012-137 of 30 January 2012 on the organisation of occupational medicine]</p> <p><i>Décret no 91-451 du 14 mai 1991 relatif à la prévention des risques liés au travail sur des équipements comportant des écrans de visualisation</i> [Decree no 91-451 of 14 May 1991 on prevention of risks for work on display screen equipments]</p> <p><i>Décret no 92-1261 du 3 décembre 1992 relatif à la prévention du risque chimique et modifiant la section V du chapitre 1er du titre III du livre II du code du travail (deuxième partie: Décrets en Conseil d'Etat)</i> [Decree no 92-1261 of 3 December 1992 on the prevention of chemical risks and amending Section V of Chapter I Title III Book II of the Labour Code (Part 2, State Decrees)]</p> <p><i>Décret no 95-680 du 9 mai 1995 modifiant le décret no 82-453 du 28 mai 1982 relatif à l'hygiène et à la sécurité du travail, ainsi qu'à la prévention médicale dans la fonction publique</i> [Decree no 95-680 of 9 May 1995 amending Decree No 82-453 of 28 May 1982 on the occupational hygiene and safety, as well as preventive medicine in the public sector]</p> <p><i>Décret no 95-694 du 3 mai 1995 modifiant et complétant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980 modifié</i> [Decree no 95-694 of 3 May 1995 amending and supplementing the general regulation of the extracting industries established by Decree no 80-331 of 7 May 1980 modified]</p> <p><i>Décret no 95-696 du 9 mai 1995 relatif à l'ouverture des travaux miniers et à la police des mines</i> [Decree no 95-696 of 9 May 1995 on the opening of mining and mining police]</p> <p><i>Décret no 96-73 du 24 janvier 1996 modifiant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980 modifié</i></p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>[Decree no 96-73 of 24 January 1996 amending the general regulation of the extracting industries established by Decree No. 80-331 of 7 May 1980 modified]</p> <p><i>Décret no 96-859 du 26 septembre 1996 modifiant le décret no 84-810 du 30 août 1984 relatif à la sauvegarde de la vie humaine en mer, à l'habitabilité à bord des navires et à la prévention de la pollution</i> [Decree no 96-859 of 26 September 1996 amending Decree no 84-810 of 30 August 1984 on the safeguarding of life at sea, habitability on board vessels and pollution prevention]</p> <p><i>Décret no 99-116 du 12 février 1999 relatif à l'exercice de la police des carrières en application de l'article 107 du code minier</i> [Decree no 99-116 of 12 February 1999 on the missions of the quarries police as established by Article 107 of the Miner's Code]</p> <p><i>Décret no 2001-232 du 12 mars 2001 modifiant le décret no 82-453 du 28 mai 1982 relatif à l'hygiène et à la sécurité du travail ainsi qu'à la prévention médicale dans la fonction publique</i> [Decree no 2001-232 of 12 March 2001 amending Decree no 82-453 of 28 May 1982 on occupational hygiene and safety as well as medical prevention in the public sector]</p> <p><i>Décret n° 2002-146 du 7 février 2002 portant dérogations aux garanties minimales de durée du travail et de repos applicables à certains agents en fonction dans les services relevant de la direction de la défense et de la sécurité civiles ou relevant de la direction générale de l'administration du ministère de l'intérieur</i> [Decree n° 2002-146 of 7 February 2002 derogating to the minimum guarantees of work duration and rest periods for workers of the defense and civil security sectors under the authority of the General Direction of the Ministry of Interior]</p> <p><i>Décret n° 2002-670 du 24 avril 2002 portant dérogations aux garanties minimales de durée de travail et de repos applicables à certains agents en fonction dans les établissements du service de santé des armées et dans les</i></p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>services des télécommunications et de l'informatique de l'armée de terre. [Decree n° 2002-670 of 24 April derogating to the minimum guarantees of work duration and rest periods for workers of the health services of the Army and Telecommunication and Information Services of the Army]</p> <p>Décret n° 2003-546 du 24 juin 2003 pris pour l'application de l'article L. 241-2 du code du travail et modifiant le code du travail (deuxième partie : Décrets en Conseil d'Etat) [Decree n° 2003-546 of 24 June 2003 adopted in application of Article L. 241-2 of the Labour Code and amending the Labour Code (Part 2, State Decrees)]</p> <p>Décret n° 2003-1118 du 19 novembre 2003 modifiant certaines dispositions relatives aux comités techniques paritaires, aux comités d'hygiène et de sécurité et aux commissions administratives paritaires des collectivités territoriales et de leurs établissements publics [Decree n° 2003-1118 of 19 November 2003 amending some provisions concerning the joint technical committees, hygiene and safety committees, and joint administrative committees of local and regional authorities and their public establishments]</p> <p>Décret n° 2006-649 du 2 juin 2006 relatif aux travaux miniers, aux travaux de stockage souterrain et à la police des mines et des stockages souterrains [Decree n° 2006-649 of 2 June 2006 on mining, underground storage, and mining and underground storage police]</p> <p>Décret n° 2007-164 du 6 février 2007 abrogeant l'article 2 du décret n° 60-73 du 15 janvier 1960 [Decree n° 2007-164 of 6 February 2007 repealing Article 2 of Decree n° 60-73 of 15 January 1960]</p> <p>Décret n°2012-148 du 30 Janvier 2012 créant le CCFP relatif à l'hygiène, la sécurité et la prévention des risques [Decree no 2012-148 of 30 January 2012, creating the Public Sector Council « Conseil Commun de la Fonction Publique (CCFP) » relating to hygiene, safety, and risk prevention]</p> <p>Décret n° 2011-774 du 28 juin 2011</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p><i>portant modification du décret n° 82-453 du 28 mai 1982 modifié relatif à l'hygiène et la sécurité du travail ainsi qu'à la prévention médicale dans la fonction publique [Decree n° 2011-774 of 28 June 2011 modifying Decree n° 82-453 of 28 May 1982 concerning occupational health and safety and medical preventive action in the civil service]</i></p> <p><i>Décret n° 2012-170 du 3 février 2012 modifiant le décret n° 85-603 du 10 juin 1985 relatif à l'hygiène et à la sécurité du travail ainsi qu'à la médecine professionnelle et préventive dans la fonction publique territoriale [Decree n° 2012-170 of 3 February 2012 modifying Decree n° 85-603 of 10 June 1985 concerning occupational health and safety and medical preventive action in the civil service in local and regional government]</i></p>		
Council Directive 89/654/EEC (workplace)		S	<p><i>Décret no 92-332 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé que doivent observer les maîtres d'ouvrage lors de la construction de lieux de travail ou lors de leurs modifications, extensions ou transformations [Decree no 92-332 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on health and safety requirements which need to be implemented by building owners when building, modifying, extending, or transforming work places]</i></p> <p><i>Décret no 92-333 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé applicables aux lieux de travail, que doivent observer les chefs d'établissements utilisateurs [Decree no 92-333 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on health and safety requirements that principal users need to apply at work places]</i></p> <p><i>Loi no 91-663 du 13 juillet 1991 portant diverses mesures destinées à favoriser l'accessibilité aux personnes handicapées des locaux d'habitation, des lieux de travail et des installations recevant du public [Act no 91-663 of 13 July 1991 on various measures to</i></p>	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>promote accessibility for people with disabilities living quarters, workplaces and facilities]</p> <p><i>Loi no 91-1414 du 31 décembre 1991 modifiant le code du travail et le code de la santé publique en vue de favoriser la prévention des risques professionnels et portant transposition de directives européennes relatives à la santé et à la sécurité du travail</i> [Act no 91-1414 of 31 December 1991 amending the Labour Code and Public Health Code to promote prevention of occupational risks and transpose European Directives relating to occupational Health and Safety]</p> <p><i>Arrêté du 5 août 1992 pris pour l'application des art. r235-4-8 et r235-4-15 du code du travail et fixant les dispositions pour la prévention des incendies et le désenfumage de certains lieux de travail</i> [Order of 5 August 1992 applicable to Articles. r235-4-8 and r235-4-15 of the Labour Code and establishing requirements for the prevention of fire and smoke extraction in certain work places]</p> <p><i>Décret no 94-346 du 2 mai 1994 relatif aux dispositions concernant la prévention des incendies et l'évacuation applicables aux lieux de travail et modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat)</i> [Decree no 94-346 of 2 May 1994 on the work place requirements regarding the fire prevention and emergency routes and exits and amending the Labour Code (Part 2: State Decrees)]</p> <p><i>Décret no 94-347 du 2 mai 1994 relatif aux dispositions concernant la sécurité et la santé que doivent observer les maîtres d'ouvrage lors de la construction des lieux de travail et modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat)</i> [Decree no 94-347 of 2 May 1994 on health and safety requirements concerning health and safety measures which need to be implemented by building owners when building work places and amending the Labour Code (Part 2: State Decrees)]</p> <p><i>Décret no 2009-1272 du 21 octobre 2009 relatif à l'accessibilité des lieux de travail aux travailleurs handicapés</i> [Decree no</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>2009-1272 of 21 October 2009 on the accessibility of the workplace for disabled workers]</p> <p><i>Décret no 2011-1461 du 7 novembre 2011 relatif à l'évacuation des personnes handicapées des lieux de travail en cas d'incendie</i> [Decree no 2011-1461 of 7 November 2011 on emergency routes and exits in case of fire for persons with disability]</p>		
Directive 2009/104/E C (work equipment)		S	<p><i>Décret no 93-40 du 11 janvier 1993 relatif aux prescriptions techniques applicables à l'utilisation des équipements de travail soumis à l'article L. 233-5-1 du code du travail, aux règles techniques applicables aux matériels d'occasion soumis à l'article L. 233-5 du même code et à la mise en conformité des équipements existants et modifiant le code du travail</i> [Decree n°93-40 of 11 January 1993 on the technical requirements applicable to the use of work equipment subject to Article L. 233-5-1 of the Labour Code, the rules applicable to second hand equipment subject to Article L. 233-5 of the same and to compliance of existing facilities and amending the Labour Code]</p> <p><i>Décret no 93-41 du 11 janvier 1993 relatif aux mesures d'organisation, aux conditions de mise en oeuvre et d'utilisation applicables aux équipements de travail et moyens de protection soumis à l'article L. 233-5-1 du code du travail</i> [Decree n°93-41 of 11 January 1993 on the organisational measures, implementing conditions, and use of work equipment and protective measures subject to the provisions of Article L235-5-1 of the Labour Code]</p> <p><i>Code du Travail Art. R4321-1 à R 4321-57</i> [Labour Code Art. R 4321-1 and R 4321-57]</p>		
Council Directive 89/656/EEC (PPE)		S	<p><i>Loi no 91-1414 du 31 décembre 1991 modifiant le code du travail et le code de la santé publique en vue de favoriser la prévention des risques professionnels et portant transposition de directives européennes relatives à la santé et à la sécurité du travail</i> [Act no 91-1414 of 31 December 1991 amending the Labour Code and Public Health Code to promote prevention of occupational risks and transpose European Directives</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>regarding occupational Health and Safety]</p> <p><i>Décret no 91-451 du 14 mai 1991 relatif à la prévention des risques liés au travail sur des équipements comportant des écrans de visualisation [Decree no 91-451 of 14 May 1991 on the prevention of risks for work on display screen equipments]</i></p> <p><i>Décret no 92-332 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé que doivent observer les maîtres d'ouvrage lors de la construction de lieux de travail ou lors de leurs modifications, extensions ou transformations [Decree no 92-332 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on health and safety requirements which need to be implemented by building owners when building, modifying, extending, or transforming work places]</i></p> <p><i>Décret no 92-333 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé applicables aux lieux de travail, que doivent observer les chefs d'établissements utilisateurs [Decree no 92-333 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on the health and safety requirements that principal users need to apply at the workplace]</i></p> <p><i>Décret no 92-958 du 3 septembre 1992 relatif aux prescriptions minimales de sécurité et de santé concernant la manutention manuelle de charges comportant des risques, notamment dorso-lombaires, pour les travailleurs et transposant la directive (C.E.E.) no 90-269 du conseil du 29 mai 1990 [Decree no 92-958 of 3 September 1992 on the minimum health and safety requirements for manual handling of loads where there is a risk particularly of back injury, transposing EEC Directive 90-269 of 29 May 1990]</i></p> <p><i>Décret no 93-41 du 11 janvier 1993 relatif aux mesures d'organisation, aux conditions de mise en œuvre et d'utilisation applicables aux équipements de travail et moyens de protection</i></p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>soumis à l'article l235-5-1 du code du travail et modifiant ce code (deuxième partie: décrets en Conseil d'Etat) [Decree n°93-41 of 11 January 1993 on the organisational measures, implementing conditions, and use of work equipment and protective measures subject to the provisions of Article l235-5-1 of the Labour Code its modification (Part 2: State Decrees)]</p> <p>Décret no 93-40 du 11 janvier 1993 relatif aux prescriptions techniques applicables à l'utilisation des équipements de travail soumis à l'article L. 233-5-1 du code du travail, aux règles techniques applicables aux matériels d'occasion soumis à l'article L. 233-5 du même code et à la mise en conformité des équipements existants et modifiant le code du travail [Decree n°93-40 of 11 January 1993 on the technical requirements applicable to the use of work equipment subject to Article L. 233-5-1 of the Labour Code, the rules applicable to second hand equipment subject to Article L. 233-5 of the same and to compliance of existing facilities and amending the Labour Code]</p>		
Council Directive 92/58/EEC (OSH signs)		S	<p>Décret no 92-332 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé que doivent observer les maîtres d'ouvrage lors de la construction de lieux de travail ou lors de leurs modifications, extensions ou transformations [Decree no 92-332 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on health and safety requirements which need to be implemented by building owners when building, modifying, extending, or transforming work places]</p> <p>Décret no 92-333 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé applicables aux lieux de travail, que doivent observer les chefs d'établissements utilisateurs [Decree no 92-333 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on health and safety requirements that heads of users companies need to apply at work places]</p>	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p><i>Arrêté du 4 novembre 1993 relatif à la signalisation de sécurité et de santé au travail</i> [Order of 4 November 1993 on health and safety signs at the work place] (Order of 4 November 1993)</p> <p><i>Décret no 95-694 du 3 mai 1995 modifiant et complétant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980 modifié</i> [Decree no 95-694 of 3 May 1995 amending and supplementing the General Regulation of the Extractive Industries instituted by Decree no 80-331 of 7 May 1980 modified]</p>		
Directive 1999/92/EC (ATEX)		S	<p><i>Décret n° 2002-1553 du 24 décembre 2002 relatif aux dispositions concernant la prévention des explosions applicables aux lieux de travail et modifiant le chapitre II du titre III du livre II du code du travail (deuxième partie : Décrets en Conseil d'Etat)</i> [Decree n° 2002-1553 of 24 December 2002 on the prevention of explosions at work places and amending Chapter II of Title III of Book II of the Labour Code (Part 2: State Decrees)]</p> <p><i>Décret n° 2002-1554 du 24 décembre 2002 relatif aux dispositions concernant la prévention des explosions que doivent observer les maîtres d'ouvrage lors de la construction des lieux de travail et modifiant le chapitre V du titre III du livre II du code du travail (deuxième partie : Décrets en Conseil d'Etat)</i> [Decree n° 2002-1554 of 24 December 2002 on the prevention of explosions that building owners need to observe whilst building work places and amending Chapter V of Title III of Book 2 of the Labour Code (Part 2: State Decrees)]</p> <p><i>Arrêté du 8 juillet 2003 complétant l'arrêté du 4 novembre 1993 relatif à la signalisation de sécurité et de santé au travail</i> [Order of 8 July 2003 supplementing the Order of 4 November 1993 concerning health and safety signalisation at the work place] (Order of 8 July 2003)</p> <p><i>Arrêté du 8 juillet 2003 relatif à la protection des travailleurs susceptibles d'être exposés à une atmosphère explosive</i> [Order of 8 July 2003 on the protection of workers potentially exposed to an explosive atmosphere]</p>	N	Infringement case 2003/0690 on non-communication – case closed

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>Arrêté du 28 juillet 2003 relatif aux conditions d'installation des matériels électriques dans les emplacements où des atmosphères explosives peuvent se présenter [Order of 28 July 2003 on conditions of installation of electrical equipment in locations where explosive atmospheres may occur]</p>		
<p>Council Directive 90/269/EEC (manual handling of loads)</p>		S	<p>Décret no 92-958 du 3 septembre 1992 relatif aux prescriptions minimales de sécurité et de santé concernant la manutention manuelle de charges comportant des risques, notamment dorso-lombaires, pour les travailleurs et transposant la directive (C.E.E.) no 90-269 du conseil du 29 mai 1990 [Decree no 92-958 of 3 September 1992 on the minimum health and safety requirements for manual handling of loads where there is a risk particularly of back injury, transposing EEC Directive 90-269 of 29 May 1990]</p> <p>Arrêté ministériel du 19 Mars 1993 fixant la liste des équipements de protection individuelle qui doivent faire l'objet des vérifications générales périodiques prévues à l'article R.233-42-2 du code du travail [Ministerial Order of 19 March 1993 establishing the list of personal protective equipments that need to be periodically checked as foreseen in Art. R 233-42-2 of the Labour Code]</p> <p>Arrêté du 29 janvier 1993 portant application de l'article R. 231-68 du code du travail relatif aux éléments de référence et aux autres facteurs de risque à prendre en compte pour l'évaluation préalable des risques et l'organisation des postes de travail lors des manutentions manuelles de charges comportant des risques, notamment dorso-lombaires [Order of 29 January 1993 in application of Article R. 231-68 of the Labour Code establishing the reference elements and other risk factors to be considered for a prior assessment of risks and the organisation of work places during manual handling of loads where there is a risk particularly of back injury, transposing EEC Directive 90-269 of 29 May 1990]</p> <p>Arrêté ministériel du 04 Juin 1993 complétant l'arrêté du 05 Mars 1993 soumettant certains équipements de</p>	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>travail à l'obligation de faire des vérifications générales périodiques prévues à l'article R.233-11 du code du travail [Ministerial Order of 4 June 1993 supplementing the Order of 5 March 1993 requiring certain work equipment to make general periodic checks provided for in Article R.233-11 of the Labour Code]</p> <p>Arrêté ministériel du 09 Juin 1993 fixant les conditions de vérification des équipements de travail utilisés pour le levage de charges, l'élévation de postes de travail ou le transport en élévation de personnes [Ministerial Decree of 9 June 1993 laying down the conditions for the verification of work equipment used for lifting loads, elevating workstations or transport personnel lifting]</p>		
Council Directive 90/270/EEC (display screen equipment)	O		Décret no 91-451 du 14 mai 1991 relatif à la prévention des risques liés au travail sur des équipements comportant des écrans de visualisation [Decree no 91-451 of 14 May 1991 on prevention of risks for work on display screen equipments]	N	
Directive 2002/44/EC (vibration)		S	<p>Décret n° 2005-746 du 4 juillet 2005 relatif aux prescriptions de sécurité et de santé applicables en cas d'exposition des travailleurs aux risques dus aux vibrations mécaniques et modifiant le code du travail (deuxième partie : Décrets en Conseil d'Etat) [Decree n° 2005-746 of 4 July 2005 on health and safety requirements regarding the exposure of workers to the risks arising from mechanical vibration and amending the Labour Code (Part 2 State Decrees)]</p> <p>Décret n° 2005-748 du 4 juillet 2005 relatif aux prescriptions de sécurité et de santé applicables en cas d'exposition aux risques dus aux vibrations mécaniques des personnels employés à bord des navires [Decree n° 2005-748 of 4 July 2005 on health and safety requirements regarding the exposure of workers on board vessels to the risks arising from mechanical vibration]</p>	N	
Directive 2003/10/EC (noise)		S	Décret n° 2006-892 du 19 juillet 2006 relatif aux prescriptions de sécurité et de santé applicables en cas d'exposition des travailleurs aux risques dus au bruit et modifiant le code du travail (deuxième partie : Décrets en Conseil d'Etat) [Decree n° 2006-892 of 19 July 2006 on health and safety requirements	N	Infringement case 2006/0438 on non-communication – case closed

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>regarding the exposure of workers to the risks arising from noise and amending the Labour Code (Part 2 State Decrees)]</p> <p><i>Décret n° 2006-1044 du 23 août 2006 relatif aux prescriptions de sécurité et de santé applicables en cas d'exposition aux risques dus au bruit des personnels employés à bord des navires</i> [Decree n° 2006-1044 of 23 August 2006 on health and safety requirements regarding the exposure of workers on board vessels to the risks arising from noise]</p> <p><i>Arrêté du 19 juillet 2006 pris pour l'application des articles R 231-126, R 231-128 et R 231-129 du code du travail</i> [Order of 19 July 2006 on the implementation of articles R 231-126, R 231-128 et R 231-129 of the Labour Code]</p>		
Directive 2004/40/EC (electromagnetic fields)			Not transposed (Transposition on the basis of Directive 2013/35/EU of 26 June 2013, on the enforcement of legislation planned no later than 1st July 2016)		
Directive 2006/25/EC (artificial optical radiation)	O		<i>Décret no 2010-750 du 2 juillet 2010 relatif à la protection des travailleurs contre les risques dus aux rayonnements optiques artificiels</i> [Decree n° 2010-750 of 02 July 2010 on the protection of workers from the risks arising from exposure to artificial optical radiation]	N	Infringement case 2010/0343 on non-communication – case closed
Directive 2004/37/EC (carcinogens or mutagens)	O		<i>Arrêté du 13 juillet 2006 modifiant l'arrêté du 5 janvier 1993 fixant la liste des substances, préparations et procédés cancérogènes au sens du deuxième alinéa de l'article R. 231-56 du code du travail</i> [Order of 13 July 2006 amending that of 5 January 1993 establishing the list of cancerogenic processed, substances and preparations as defined in the second paragraph of Article R. 231-56 of the Labour Code]	N (Y for some provisions)	
Council Directive 98/24/EC (chemical agents at work)		S	<p><i>Décret n° 2003-1254 du 23 décembre 2003 relatif à la prévention du risque chimique et modifiant le code du travail</i> [Decree n° 2003-1254 of 23 December 2003 on the prevention of chemical risks and amending the Labour Code]</p> <p><i>Arrêté du 30 juin 2004 établissant la liste des valeurs limites d'exposition professionnelle indicatives et ses amendements consécutifs</i> [Order of 30 June 2004 establishing the list of indicative occupational exposure limit</p>	N	Infringement case 2001/0334 on non-communication – case closed

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			values and its susquent amendments]		
Directive 2009/148/E C (asbestos)		S	<p><i>Décret n°65-48 du 8 janvier 1965 portant sur l'exécution des dispositions du livre ii du code du travail (titre 2: hygiène et sécurité des travailleurs) en ce qui concerne les mesures particulières de protection et de salubrité applicables aux établissements dont le personnel effectue des travaux du bâtiment des travaux publics et tous autres travaux intéressant les immeubles [Decree no 65-48 of 8 January 1965 on the enforcement of the provisions of Book ii of the Labour Code (Title 2: Hygiene and Safety of workers) regarding particular measures of protection and hygiene applicable to establishments where workers undertake construction, public work and any building operation]</i></p> <p><i>Décret n°65-48 du 8 janvier 1965 portant rap pour l'exécution des dispositions du livre ii du code du travail (titre 2: hygiène et sécurité des travailleurs) en ce qui concerne les mesures particulières de protection et de salubrité applicables aux établissements dont le personnel effectue des travaux du bâtiment des travaux publics et tous autres travaux intéressant les immeubles [Decree n°65-48 of 8 January 1965 on the enforcementof the provisions of Book ii of the Labour Code (Title 2: Hygiene and safety of workers)) regarding particular measures of protection and hygiene applicable to establishments where workers undertake construction, public work and any building operation]</i></p> <p><i>Décret n°77-949 du 17 août 1977 relatif aux mesures d'hygiène particulières applicables dans les établissements où le personnel est exposé à l'action des poussières d'amiante [Decree n°77-949 of 17 August 1977 on hygiene requirements arising from the exposure of workers to asbestos dust]</i></p> <p><i>Décret n°77-996 du 19 août 1977 pris pour l'exécution des dispositions du livre ii,titre iii,chapitre v (première partie: législative),du code du travail en ce qui concerne les plans d'hygiène et de sécurité, les collèges interentreprises d'hygiène et de sécurité et la réalisation des voies et réseaux divers [Décret no 77-996 du 19 août 1977 on the enforcement of the provisions of Book ii,Title iii,Chapitre</i></p>	Y	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>v (Part 1: législative), of the Labour Code on hygiene and safety plans, interenterprise committees of hygiene and safety, and buiding of roads and diverse networks]</p> <p><i>Décret n°78-394 du 20 mars 1978 emploi des fibres d'amiante pour le flocage des bâtiments</i> [Decree n°78-394 of 20 March 1978 on the use of asbestos fibers for building insulation]</p> <p><i>Arrêté du 30 juillet 1986 complétant l'annexe 1 de l'arrêté du 23-07-1947 modifie fixant les conditions dans lesquelles les douches doivent être mises à la disposition du personnel effectuant des travaux insalubres ou salissants</i> [Order of 30 juillet 1986 supplementing Annexe 1 of Order of 23-07-1947 establishing the conditions under which the showers should be available to workers performing insanitary and dirty work]</p> <p><i>Décret n°87-232 du 27 mars 1987 modifiant le décret 77949 du 17-08-1977 relatif aux mesures particulières d'hygiène applicable dans les établissements ou le personnel est exposé à l'action des poussières d'amiante</i> [Decree n°87-232 of 27 March 1987 amending decree 77949 of 17-08-1977 on hygiene requirements arising from the exposure of workers to asbestos dust]</p> <p><i>Décret n° 2002-1528 du 24 décembre 2002 modifiant le décret n° 96-1133 du 24 décembre 1996 relatif à l'interdiction de l'amiante et le décret n° 96-98 du 7 février 1996 relatif à la protection des travailleurs contre les risques liés à l'inhalation de poussières d'amiante</i> [Decree n° 2002-1528 of 24 Decembre 2002 amending decree n° 96-1133 of 24 Decembre 1996 on the protection of worker against the risks arising from inhaling asbestos dust]</p>		
Directive 2000/54/EC (biological agents)		S	<p><i>Arrêté du 4 novembre 2002 fixant les procédures de décontamination et de désinfection à mettre en œuvre pour la protection des travailleurs dans les lieux où ils sont susceptibles d'être en contact avec des agents biologiques pathogènes pouvant être présents chez des animaux vivants ou morts, notamment lors de l'élimination des</i></p>	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>déchets contaminés, ainsi que les mesures d'isolement applicables dans les locaux où se trouvent des animaux susceptibles d'être contaminés par des agents biologiques des groupes 3 ou 4 [Order of 4 November 2002 establishing the decontamination and disinfection procedures to be implemented for protecting workers in areas where workers may be in contact with pathogenic biological agents arising from live or dead animals in particular while proceeding to the disposal of contaminated waste as well isolation rules in areas where animals may be contaminated by biological agents of groups 3 ou 4]</p> <p>Arrêté du 24 novembre 2003 relatif aux emballages des déchets d'activités de soins à risques infectieux et assimilés et des pièces anatomiques d'origine humaine [Order of 24 novembre 2003 on packaging waste arising from care activities involving infectious risks and anatomical parts of human origin]</p> <p>Arrêté du 6 janvier 2006 modifiant l'arrêté du 24 novembre 2003 relatif aux emballages des déchets d'activités de soins à risques infectieux et assimilés et des pièces anatomiques d'origine humaine [Order of 6 January 2006 amending Order of 24 novembre 2003 on packaging waste arising from care activities involving infectious risks and anatomical parts of human origin]</p> <p>Arrêté du 16 juillet 2007 fixant les mesures techniques de prévention, notamment de confinement, à mettre en œuvre dans les laboratoires de recherche, d'enseignement, d'analyses, d'anatomie et cytologie pathologiques, les salles d'autopsie et les établissements industriels et agricoles où les travailleurs sont susceptibles d'être exposés à des agents biologiques pathogènes [Order of 16 July 2007 establishing the technical preventive measures, including containment, implemented in research, teaching, analysis laboratories, anatomy and surgical pathology, industrial and agricultural autopsy rooms and facilities where workers may be exposed to biological pathogens]</p>		
Council Directive		S	Loi no 93-1418 du 31 décembre 1993 modifiant les dispositions du code du	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
92/57/EEC (temporary or mobile construction sites)			<p><i>travail applicables aux opérations de bâtiment et de génie civil en vue d'assurer la sécurité et de protéger la santé des travailleurs et portant transposition de la directive du Conseil des communautés européennes no 92-57 en date du 24 juin 1992 (1) [Act no 93-1418 of 31 December 1993 amending the Labour Code on Building Works aiming at protecting health and safety of workers and transposing European Directives no 92-57 of 24 June 1992]</i></p> <p><i>Décret no 92-332 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé que doivent observer les maîtres d'ouvrage lors de la construction de lieux de travail ou lors de leurs modifications, extensions ou transformations [Decree no 92-332 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on health and safety requirements which need to be implemented by building owners when building, modifying, extending, or transforming work places]</i></p> <p><i>Décret no 92-333 du 31 mars 1992 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et relatif aux dispositions concernant la sécurité et la santé applicables aux lieux de travail, que doivent observer les chefs d'établissements utilisateurs [Decree no 92-333 of 31 March 1992 amending the Labour Code (Part 2: State Decrees) on health and safety requirements that heads of users companies need to apply at work places]</i></p> <p><i>Décret no 94-1159 du 26 décembre 1994 relatif à l'intégration de la sécurité et à l'organisation de la coordination en matière de sécurité et de protection de la santé lors des opérations de bâtiment ou de génie civil et modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) [Decree no 94-1159 of 26 December 1994 on the integration of safety requirements and organisation of coordinating measures for protecting health and safety during building, civil engineering works and amending the Labour Code (Part 2, State Decrees)]</i></p> <p><i>Arrêté du 7 mars 1995 fixant le contenu de la déclaration préalable à laquelle</i></p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p><i>sont soumises certaines opérations de bâtiment ou de génie civil et pris pour l'application de l'article L. 235-2 du code du travail</i> [Order of 7 March 1995 establishing the contents of the preliminary declaration to which certain building or civil engineering works shall comply and taken for the application of Article L. 235-2 of the Labour Code]</p> <p><i>Décret no 95-607 du 6 mai 1995 fixant la liste des prescriptions réglementaires que doivent respecter les travailleurs indépendants ainsi que les employeurs lorsqu'ils exercent directement une activité sur un chantier de bâtiment ou de génie civil</i> [Decree no 95-607 of 6 May 1995 establishing the regulatory rules which self-employed workers as well as employers shall respect when undertaking activities on a building or civil engineering sites]</p> <p><i>Décret no 95-608 du 6 mai 1995 modifiant le code du travail (deuxième partie: Décrets en Conseil d'Etat) et divers textes réglementaires en vue de les rendre applicables aux travailleurs indépendants ainsi qu'aux employeurs exerçant directement une activité sur les chantiers de bâtiment ou de génie civil</i> [Decree 95-608 of 6 May 1995 amending the Labour Code (Part 2, State Decrees) and miscellaneous regulatory rules aiming to make them applicable to self-employed workers and employers directly engaged in an activity on building or civil engineering sites]</p> <p><i>Décret no 2002-1404 du 3 décembre 2002 relatif à l'utilisation des équipements de travail servant au levage des charges et des équipements de travail mobiles et modifiant le code du travail (deuxième partie : Décrets en Conseil d'Etat)</i> [Decree no 2002-1404 of 3 December 2002 on the use of lifting and mobile work equipment and amending the Labour Code (Part 2, State Decrees)]</p> <p><i>Décret n° 2003-68 du 24 janvier 2003 relatif à la coordination en matière de sécurité et de protection de la santé lors des opérations de bâtiment ou de génie civil et modifiant le code du travail (deuxième partie : Décrets en Conseil d'Etat)</i> [Decree n° 2003-68 of 24 January 2003 on the coordinating measures for protecting health and safety during</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>building, civil engineering works and amending the Labour Code (Part 2, State Decrees)]</p> <p><i>Arrêté du 25 février 2003 pris pour l'application de l'article L. 235-6 du code du travail fixant une liste de travaux comportant des risques particuliers pour lesquels un plan général simplifié de coordination en matière de sécurité et de protection de la santé est requis</i> [Order of 25 February 2003 on the enforcement of Article L. 235-6 of the Labour Code establishing a list of works involving specific risks for which a general simplified health and safety plan of coordination is required]</p> <p><i>Décret n° 2004-924 du 1er septembre 2004 relatif à l'utilisation des équipements de travail mis à disposition pour des travaux temporaires en hauteur et modifiant le code du travail (deuxième partie : Décrets en Conseil d'Etat) et le décret n° 65-48 du 8 janvier 1965</i> [Decree n° 2004-924 of 1 September 2004 on the use of equipment provided for temporary works at height and amending the Labour Code (Part 2, State Decrees) and Decree n° 65-48 of 8 January 1965]</p>		
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)		S	<p><i>Loi no 2009-526 du 12 Mai 2009 de simplification et de clarification du droit et d'allègement des procédures</i> [Act no2009-526 of 12 May 2009 on the simplification and clarification of the procedures]</p> <p><i>Décret no 51-508 du 4 mai 1951 portant règlement général sur l'exploitation des mines de combustibles minéraux solides</i> [Decree n°51-508 of 4 May 1951 on the general regulation regarding the operation of solid mineral fuel mines]</p> <p><i>Décret no 59-285 du 27 janvier 1959 portant règlement général sur l'exploitation des mines autres que les mines de combustibles minéraux solides et les mines d'hydrocarbures exploitées par sondage</i> [Decree n°59-285 of 27 January 1959 on the general regulation regarding the operation of mines other than solid mineral fuel mines and hydrocarbon mines operated through drilling]</p> <p><i>Décret no 80-330 du 7 mai 1980 relatif à</i></p>	Y (supplemented by Ministerial Order 24 July 1995)	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p><i>la police des mines et carrières</i> [Decreet n°80-330 Oof 7 May1980 on the mining and quarry police]</p> <p><i>Décret no 80-331 du 7 mai 1980 portant règlement général des industries extractives</i> [Decree n°80-331 of 7 May 1980 on the general regulation of extracting industries] (RGIE)</p> <p><i>Décret no 84-147 du 13 Février 1984 complétant le règlement général des industries extractives institué par le décret no 80-331 du 07 Mai 1980</i> [Decree no 84-147 of 13 February 1984 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 85-1154 du 28/10/1985 complétant le règlement général des industries extractives institué par le décret no 80-331 du 07/05/1980</i> [Decree no 85-1154 of 13 February 1984 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 87-501 du 01/07/1987 complétant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980</i> [Decree no 87-501 of 13 February 1984 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 87-699 du 21 Aout 1987 modifiant le décret no 84-147 du 13 Février 1984 complétant le règlement général des industries extractives</i> [Decree no 87-699 of 21 August 1987 amending Decree no 84-147 of 13 February 1984 supplementing the general regulation of extracting industries]</p> <p><i>Décret no 87-910 du 09 Novembre 1987 complétant le règlement général des industries extractives institué par le décret n° 80-331 du 07 Mai 1980</i> [Decree no 87-910 of 09 November 1987 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 88-1027 du 07 Novembre 1988 complétant le règlement général des industries extractives institué par le</i></p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>décret no 80-331 du 07 May 1980 [Decree no 88-1027 of 07 November 1988 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p>Décret no 91-986 du 23 Septembre 1991 complétant le règlement général des industries extractives institué par le décret no 80-331 du 07 May 1980 [Decree no 91-986 of 23 September 1991 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p>Décret n° 92-1164 du 22 Octobre 1992 complétant le règlement général des industries extractives institué par le décret n° 80-331 du 07 May 1980 [Decree no 92-1164 of 22 October 1992 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p>Décret no 94-785 du 02 Septembre 1994 modifiant le titre: "poussières inflammables" du règlement général des industries extractives institué par le décret no 80-331 du 07 May 1980 [Decree no 94-785 of 2 September 1994 supplementing the title "flammable dust" of the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p>Décret no 95-694 du 3 mai 1995 modifiant et complétant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980 [Decree no 95-694 of 3 May 1995 amending and supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p>Décret no 95-695 du 09 May 1995 relatif au commerce des combustibles minéraux solides [Decree no 95-695 of 09 May 1995 on the trading of solid mineral fuels]</p> <p>Décret no 95-696 du 9 mai 1995 relatif à l'ouverture des travaux miniers et à la police des mines [Decree no 95-696 of 9 May 1995 on the opening of mining works and the mining police]</p> <p>Arrêté ministériel du 24 July 1995 relatif aux registres et plans à établir et tenir à</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p><i>jour</i> [Ministerial Order of 24 July 1995 on the records and plans to establish and maintain]</p> <p><i>Arrêté ministériel du 24 July 1995 relatif aux prescriptions minimales pour la signalisation de sécurité et de santé</i> [Ministerial Order of 24 July 1995 on the minimum requirements for health and safety signs]</p> <p><i>Décret no 99-116 du 12 février 1999 relatif à l'exercice de la police des carrières en application de l'article 107 du code minier</i> [Decree no 99-116 of 12 February 1999 on the quarry police in application of Article 107 of the Mining Code]</p> <p><i>Décret no 2006-649 du 2 juin 2006 relatif aux travaux miniers, aux travaux de stockage souterrain et à la police des mines et des stockages souterrains</i> [Decree no 2006-649 of 2 June 2006 on the mining works, underground storage works, and the mining and underground storage police]</p>		
Council Directive 92/91/EEC (mineral-extracting industries through drilling)		S	<p><i>Décret no 85-1154 du 28/10/1985 complétant le règlement général des industries extractives institué par le décret no 80-331 du 07/05/1980</i> [Decree no 85-1154 of 13 February 1984 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 87-501 du 01/07/1987 complétant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980</i> [Decree no 87-501 of 13 February 1984 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 87-910 du 09 Novembre 1987 complétant le règlement général des industries extractives institué par le décret no 80-331 du 07 Mai 1980</i> [Decree no 87-910 of 09 November 1987 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 88-1027 du 07 Novembre 1988 complétant le règlement général des industries extractives institué par le décret no 80-331 du 07 Mai 1980</i> [Decree no 88-1027 of 07 November 1988</p>	N (Y for some provisions)	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 92-1164 du 22 Octobre 1992 complétant le règlement général des industries extractives institué par le décret no 80-331 du 07 May 1980</i> [Decree no 92-1164 of 22 October 1992 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 94-785 du 02 Septembre 1994 modifiant le titre: "poussières inflammables" du règlement général des industries extractives institué par le décret no 80-331 du 07 May 1980</i> [Decree no 94-785 of 2 September 1994 supplementing the title "flammable dust" of the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980]</p> <p><i>Décret no 95-694 du 3 mai 1995 modifiant et complétant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980 modifié</i> [Decree no 95-694 of 3 May 1995 amending and supplementing the General Regulation of Extractive Industries established by Decree no 80-331 of 7 May 1980 modified]</p> <p><i>Décret no 95-696 du 9 mai 1995 relatif à l'ouverture des travaux miniers et à la police des mines</i> [Decree no 95-696 of 9 May 1995 on the opening of mining and mining police]</p> <p><i>Décret no 96-73 du 24 January 1996 modifiant le règlement général des industries extractives institué par le décret Numéro 80-331 du 07/05/1980</i> [Decree no 96-73 of 24 January 1996 supplementing the general regulation of extracting industries established by Decree no 80-331 of 07 May 1980] (RGIE)</p> <p><i>Circulaire du 22 mars 2000 relative à l'application du décret no 2000-278 du 22 mars 2000 complétant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980 modifié</i> [Circular of 22 March 2000 on enforcement of Decree 2000-278 of 22 March 2000 supplementing the General Regulation of the extracting industries established by Decree no 80-331 of 7</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>May 1980 modified]</p> <p><i>Décret no 2000-278 du 22 mars 2000 complétant le règlement général des industries extractives institué par le décret no 80-331 du 7 mai 1980 modifié</i> [Decree no 2000-278 of 22 March 2000 supplementing the General Regulation of the extractive industries established by Decree no 80-331 of 7 May 1980 modified]</p> <p><i>Décret no 2006-649 du 2 juin 2006 relatif aux travaux miniers, aux travaux de stockage souterrain et à la police des mines et des stockages souterrains</i> [Decree no 2006-649 of 2 June 2006 on the mining works, underground storage works, and the mining and underground storage police]</p> <p><i>Loi no 2009-526 du 12 Mai 2009 de simplification et de clarification du droit et d'allègement des procédures</i> [Act no2009-526 of 12 May 2009 on the simplification and clarification of the procedures]</p>		
Council Directive 92/29/EEC (medical treatment on board vessels)		S	<p><i>Loi no 2013-619 du 16 Juillet 2013 portant diverses dispositions d'adaptation au droit de l'UE et modifiant l'article L. 5521-1 du code des transports</i> [Act no. 2013-619 of 16 July 2013 on the various provisions to adapt EU legislation and supplementing Article L. 5521-1 of the transport code]</p> <p><i>Loi no 2012-1320 du 29 novembre 2012, ratifiant la Convention du travail maritime de l'Organisation Internationale du Travail</i> [Act no. 2012-1320 of 29 November 2012, ratifying the Maritime Labour Convention of the International Labour Organisation]</p> <p><i>Décret no 2011-2109 du 30 decembre 2011 portant création du Conseil supérieur des gens de la mer</i> [Decree no 2011-2109 of 30 December 2011 establishing the Supreme Council of seafarers]</p> <p><i>Arrêté du 10 mai 1995 relatif à la qualification du centre de consultations médicales maritimes de Toulouse comme centre de consultations et d'assistance télémédicales maritimes dans le cadre de l'aide médicale en mer</i> [Order of 10 May 1995 notifying as</p>	Y	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>maritime medical assistance body the maritime medical consultations and telemedical assistance Centre of Toulouse]</p> <p><i>Décret no 96-859 du 26 septembre 1996 modifiant le décret no 84-810 du 30 août 1984 relatif à la sauvegarde de la vie humaine en mer, à l'habitabilité à bord des navires et à la prévention de la pollution</i> [Decree no 96-859 of 26 September 1996 amending Decree no 84-810 of 30 August 1984 on the safeguarding of life at sea, habitability on board vessels and pollution prevention]</p> <p><i>Arrêté du 2 juillet 1999 relatif à la formation médicale des personnels servant à bord des navires de commerce et de plaisance armés avec un rôle d'équipage</i> [Order of 2 July 1999 on the medical training of crew serving on board merchant vessels and pleasure craft]</p> <p><i>Arrêté du 27 avril 2006 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires</i> [Order of 27 April 2006 amending Order of 23 Novembre 1987 on the safety of vessels]</p> <p><i>Arrêté du 25 septembre 2007 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires (division 217 du règlement annexé)</i> [Order of 25 Septembre 2007 amending Order of 23 November 1987 on the vessels security (section 217 appended to the Regulation)] (Order of 23 November 1987)</p> <p><i>Décret no 99-439 du 25 mai 1999 relatif à la délivrance des titres de formation professionnelle maritime et aux conditions d'exercice de fonctions à bord des navires de commerce et de pêche ainsi que des navires de plaisance armés avec un rôle d'équipage</i> [Decree no 99-439 of 25 May 1999 on the dispensing of vocational training certificates and working conditions on board merchant vessels, fishing vessels and pleasure craft] (Decree of 25 May 1999)</p>		
Council Directive		S	<p><i>Arrêté du 11 février 1994 portant création et fixant les conditions de délivrance du</i></p>	Y	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
93/103/EC (work on board fishing vessels)			<p>brevet d'aptitude à l'exploitation des embarcations et radeaux de sauvetage [Order of 11 February 1994 creating and establishing the conditions of delivering a license for operating lifeboats]</p> <p>Arrêté du 22 février 1994 modifiant l'arrêté du 9 juillet 1992 relatif aux programmes d'enseignement médical dans la formation professionnelle maritime [Order of 22 February 1994 amending Order of 9 July 1992 on medical education programmes operated under the maritime vocational training programme]</p> <p>Arrêté du 20 décembre 1995 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires [Order of 20 December 1995 amending that of 23 November 1987 relative to naval vessel security]</p> <p>Décret no 96-859 du 26 septembre 1996 modifiant le décret no 84-810 du 30 août 1984 relatif à la sauvegarde de la vie humaine en mer, à l'habitabilité à bord des navires et à la prévention de la pollution [Decree no 96-859 of 26 September 1996 amending Decree no 84-810 of 30 August 1984 on the safeguarding of life at sea, habitability on board vessels and pollution prevention]</p> <p>Loi no 83-581 du 5 juillet 1983 sur la sauvegarde de la vie humaine en mer, l'habitabilité à bord des navires et la prévention de la pollution [Act no 83-851 of 5 July 1983 on the safeguarding of life at sea, habitability on board vessels and pollution prevention]</p> <p>Décret no 84-810 du 30 août 1984 relatif à la sauvegarde de la vie humaine en mer, l'habitabilité à bord des navires et la prévention de la pollution [Decree no 84-810 of 30 August 1984 on the safeguarding of life at sea, habitability on board vessels and pollution prevention]</p> <p>Arrêté du 23 novembre 1987 relatif à la sécurité des navires [Order of 23 November 1987 on the safety of vessels]</p> <p>Arrêté du 29 juillet 1992 portant modification du règlement annexé à l'arrêté du novembre 1987 relatif à la</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>sécurité des navires [Order of 29 July 1992 on the safety of vessels]</p> <p>Arrêté du 10 mai 1995 relatif à la qualification du centre de consultations médicales maritimes de Toulouse comme centre de consultations et d'assistance télé-médicales maritimes dans le cadre de l'aide médicale en mer [Order of 10 May 1995 notifying as maritime medical assistance body the maritime medical consultations and telemedical assistance Centre of Toulouse]</p> <p>Arrêté du 2 juillet 1999 relatif à la formation médicale des personnels servant à bord des navires de commerce et de plaisance armés avec un rôle d'équipage [Order of 2 July 1999 on the medical training of crew serving on board merchant vessels and pleasure craft]</p> <p>Arrêté du 7 juillet 1999 relatif à la délivrance du certificat de base à la sécurité [Order of 7 July 1999 on the dispensing of a basic certificate regarding safety]</p> <p>Décret no 99-439 du 25 mai 1999 relatif à la délivrance des titres de formation professionnelle maritime et aux conditions d'exercice de fonctions à bord des navires de commerce et de pêche ainsi que des navires de plaisance armés avec un rôle d'équipage [Decree no 99-439 of 25 May 1999 on the dispensing of vocational training certificates and working conditions on board merchant vessels, fishing vessels and pleasure craft] (Decree of 25 May 1999)</p> <p>Arrêté du 5 avril 2000 relatif à l'informatisation du fichier médical des gens de mer [Order of 5 April 2000 on the computerisation of the medical file of seafarers]</p> <p>Arrêté du 2 mai 2002 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires [Order of 2 May 2002 supplementing Order of 23 November 1987 on the safety of vessels]</p> <p>Arrêté du 23 janvier 2004 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>[Order of 23 January 2004 supplementing Order of 23 November 1987 on the safety of vessels]</p> <p><i>Arrêté du 9 février 2004 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires</i> [Order of 9 February 2004 supplementing Order of 23 November 1987 on the safety of vessels]</p> <p><i>Arrêté du 4 mai 2004 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires</i> [Order of 4 May 2004 supplementing Order of 23 November 1987 on the safety of vessels]</p> <p><i>Arrêté du 7 février 2003 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires</i> [Order of 7 February 2003 supplementing Order of 23 November 1987 on the safety of vessels]</p> <p><i>Arrêté du 27 avril 2006 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires</i> [Order of 27 April 2006 supplementing Order of 23 November 1987 on the safety of vessels]</p> <p><i>Arrêté du 21 septembre 2006 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires</i> [Order of 21 September 2006 supplementing Order of 23 November 1987 on the safety of vessels] (Order of 21 September 2006)</p> <p><i>Arrêté du 25 septembre 2007 portant modification de l'arrêté du 23 novembre 1987 relatif à la sécurité des navires</i> [Order of 25 September 2007 supplementing Order of 23 November 1987 on the safety of vessels]</p> <p><i>Décret no 2007-1377 du 21 septembre 2007 portant diverses dispositions relatives aux titres de formation professionnelle maritime</i> [Decree no 2007-1377 of 21 September 2007 concerning Maritime vocational training]</p> <p><i>Arrêté du 29 juin 2011 relatif à la formation médicale des personnels embarqués à bord des navires armés avec un rôle d'équipage</i> [Order of 29 June 2011 concerning medical training]</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>of crew onboard armed ships] (Order of 29 June 2011)</p> <p><i>Décret no 2011-2109 du 30 décembre 2011 portant création du Conseil supérieur des gens de mer</i> [Decree no 2011-2109 of 30 December 2011 creating the superior council of seafarers]</p>		
Council Directive 92/85/EEC (pregnant/ breastfeeding workers)		S	<p><i>Loi no 93-121 du 27 janvier 1993 portant diverses mesures d'ordre social</i> [Act n° 93-121 of 27 January 1993 on various social measures]</p> <p><i>Décret no 96-364 du 30 avril 1996 relatif à la protection des travailleuses enceintes ou allaitant contre les risques résultant de leur exposition à des agents chimiques, biologiques et physiques et modifiant notamment le code du travail (deuxième partie : Décrets en Conseil d'Etat)</i> [Decree no 96-364 of 30 April 1996 on the protection of pregnant or breastfeeding workers against the exposure to chemical, biological and physical agents and amending the Labour Code (Part 2 State Decrees)]</p> <p><i>Ordonnance no 2001-173 du 22 février 2001 relative à la transposition de la directive 92/85/CE du Conseil du 19/10/92 concernant la mise en oeuvre de mesures visant à promouvoir l'amélioration de la sécurité et de la santé des travailleuses enceintes ou allaitantes</i> [Order no 2001-173 of 22 February on the transposition of the council directive 92/85/EC of 19/10/92 regarding the implementation of measures to encourage improvements in the safety and health at work of pregnant and breastfeeding workers]</p> <p><i>Décret no 2002-1282 du 23 octobre 2002 portant application des articles L. 122-25-1-1 et L. 122-25-1-2 du code du travail créant une garantie de rémunération pour les salariées enceintes ou ayant accouché en cas de suspension de leur contrat de travail</i> [Decree no 2002-1282 of 23 Octobre 2002 on the enforcement of Articles L. 122-25-1-1 and L. 122-25-1-2 of the Labour Code creating a secured wage to pregnant workers or those having given birth in case of cessation of their employment contract]</p>	N	
Council Directive		S	Transposed in the Labour Code.	Y	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
91/383/EEC 42 (temporary workers)			<p><i>Arrêté ministériel du 11 juillet 1977 fixant la liste des travaux nécessitant une surveillance médicale spéciale</i> [Ministerial Order of 11 July 1977 establishing the list of work requiring special medical supervision]</p> <p><i>Arrêté ministériel du 27 juin 1991 fixant la liste des travaux pour lesquels il ne peut être fait appel à des salariés sous contrat de travail à durée déterminée ou à des salariés des entreprises de travail temporaire</i> [Ministerial Order of 27 June 1991 establishing the list of work for which it is forbidden to workers with fixed-duration employment relationship or workers with temporary employment relationship]</p>		
Council Directive 94/33/EC (young people at work)		S	<p><i>Ordonnance no 2001-174 du 22 février 2001 relative à la transposition de la directive 94/33/CE du Conseil du 22/06/1994 relative à la protection des jeunes au travail</i> [Order no 2001-174 of 22 February 2001 on the transposition of the council Directive 94/33/EC of 22/06/1994 on the protection of young people at work]</p> <p><i>Loi no 2000-37 du 19 janvier 2000 relative à la réduction négociée du temps de travail</i> [Act no 2000-37 of 19 January 2000 on the negotiated reduction of working time]</p> <p><i>Ordonnance no 2004-691 du 12 juillet 2004 portant diverses dispositions d'adaptation au droit communautaire dans le domaine des transports</i> [Order no 2004-691 of 12 July 2004 containing various provisions to adapt community legislation in the transport sector]</p> <p><i>Décret no 2006-534 du 10 mai 2006 relatif à la protection des jeunes âgés de moins de dix-huit ans embarqués sur les navires</i> [Decree no 2006-534 of 10 May 2006 on the protection of young people under eighteen years on board vessels]</p> <p><i>Décret n° 2007-126 du 29 janvier 2007 relatif aux modalités d'accueil en milieu professionnel des élèves de l'enseignement et de la formation professionnelle agricoles et modifiant le code rural</i> [Decree n° 2007-126 of 29 January 2007 laying down the welcoming modalities at workplace of</p>	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			students from vocational training in agriculture and amending the Rural Code]		

1.2 GENERAL INSTITUTIONAL FRAMEWORK

This section presents key policy documents and describes the institutional structure together with roles and responsibilities of the main authorities and other stakeholders. It reviews all mechanisms and structures for coordination amongst those authorities in the framework of the transposition and implementation of the directives. Control and enforcement authorities will be covered under Section 5 below.

France has adopted a second National Plan for Occupational Health 2010-2014, a means of applying European and national policy in these areas. The national system for health and safety operates along three major horizontal axes:

- The control body: the Labour Inspectorate, under the Ministry of Labour, employment, vocational training and social dialogue
- The insurance system: the Work accidents-Occupational illness Branch of the National Health Insurance Fund – Workers
- A screening and prevention system organised as an “occupational medicine service”, responsible for the regular medical follow-up of individuals and populations and also for improving working conditions.

The coordination of occupational health and safety issues has been entrusted to the Ministry of Labour and Employment which involves other bodies and social partners and associate them with the development and deployment of Occupational Health and Safety policies, through various coordination bodies at national, regional, local and individual company level.

1.2.1 Key policy documents

The National Plan for Occupational Health¹, a means of applying European and national policy in these areas, is placed under the authority of the Minister of Labour and Employment. The National Plan sets four main objectives:

- To develop research and knowledge on occupational health.
- To develop measures to prevent professional risks with a focus on psycho-social risks and chemical risks, notably CMR, neurotoxic and musculo-skeletal troubles, as well as certain sectors. These sectors include construction, agriculture and forestry, home care service providers. Finally, priority is also placed on particular vulnerable person groups – older workers, new employed, seasonal workers, self-employed and public sector.
- To reinforce support to the companies in their prevention activities, with a focus on enterprises with less than 50 workers, often lacking worker representation.
- To reinforce coordination and involvement of the different stakeholders (partners) at both national and regional levels.

Based on the National Plan, all regions have adopted a Regional Occupational Health Plan to adapt the national measures to local circumstances, as generally identified by a regional diagnosis of

¹ National Plan for Occupational Health No 2, 2010-2014, Ministry of Labour, available at <http://travail-emploi.gouv.fr/espaces,770/travail,771/dossiers,156/sante-et-securite-au-travail,301/plans-de-sante-au-travail-pst,548/plan-de-sante-au-travail-2010-2014,1629/plan-de-sante-au-travail-le-texte,1915/le-plan-de-sante-au-travail-2010,12475.html>

occupational health.

1.2.2 Main authorities and stakeholders

In France, the national system for health and safety operates along three major horizontal axes:

- The control body: Labour Inspectorate
- The insurance system: the AT-MP Branch (Work accidents-Occupational illness) of the CNAMTS (National Health Insurance Fund – Workers)
- A screening and prevention system organised as an “occupational medicine service”, responsible for the regular medical follow-up of individuals and populations and also for improving working conditions.

France’s “Labour Inspectorate” system is described as “general”, which has several implications: that the agents are qualified to apply both Labour Agreement-based and State-issued standards, that their work covers all aspects of employment relations including occupational Health and Safety, and lastly that their skills are inter-professional. This means that all private business sectors are covered, even if some sectors², such as mines and quarries, the electricity and gas industries and defence establishments, employ specific systems. Their competence also extends partially to certain establishments in the public sector.

Private sector insurance systems (CNAMTS, CARSAT and MSA), over and above their role of overseeing and reimbursing health services, prepare and roll out prevention programmes intended for enterprises, in accordance with nationally-defined policy and priorities. These institutions are entrusted by law with specific missions such as the right to visit enterprises, ask any justified measure of prevention, participate in the CHSCT, underestimate or increase contributions to AT / MP or support investment in occupational health and safety. They can also make use of technical units (laboratories) to assist them in their assessment.

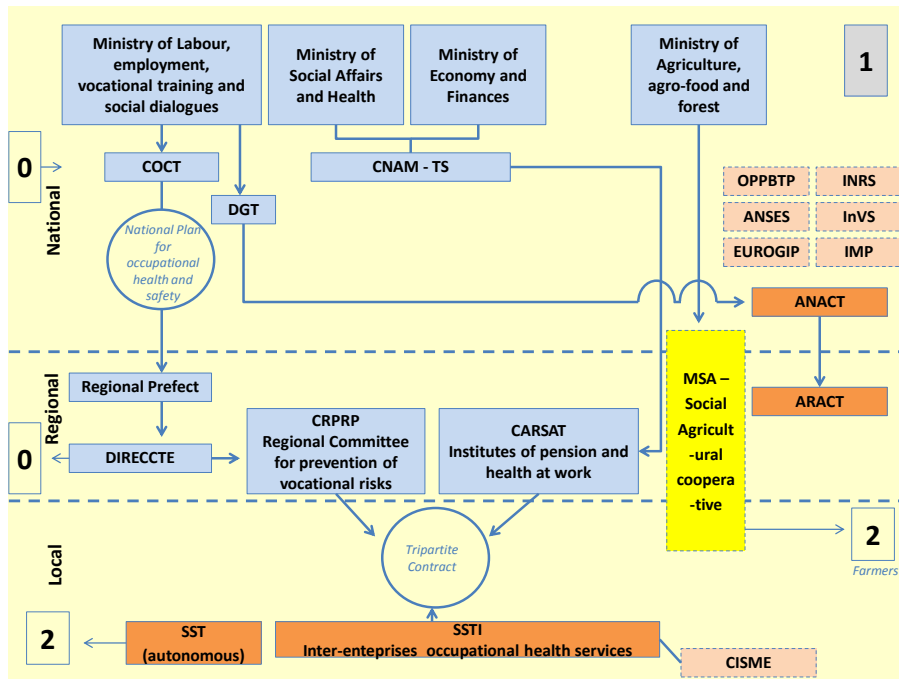
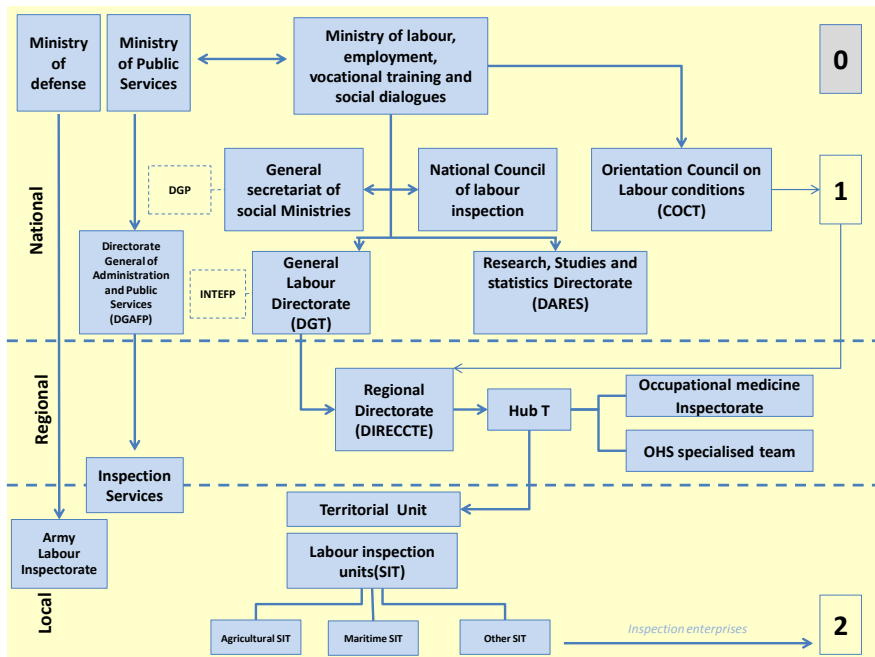
The most important system of prevention of occupational risks in France is the occupational medicine. It is undoubtedly the system closest to workers for preventing and addressing occupational health and safety issued at the enterprise’s level. The national strategy for occupational medicine is established by the National Health Plan which provides guidance on its implementation. Since the introduction of a structure for occupational medicine, several reforms have amended and supplemented this system. The most recent reforms were implemented in 2004-2005 and 2011-2012.

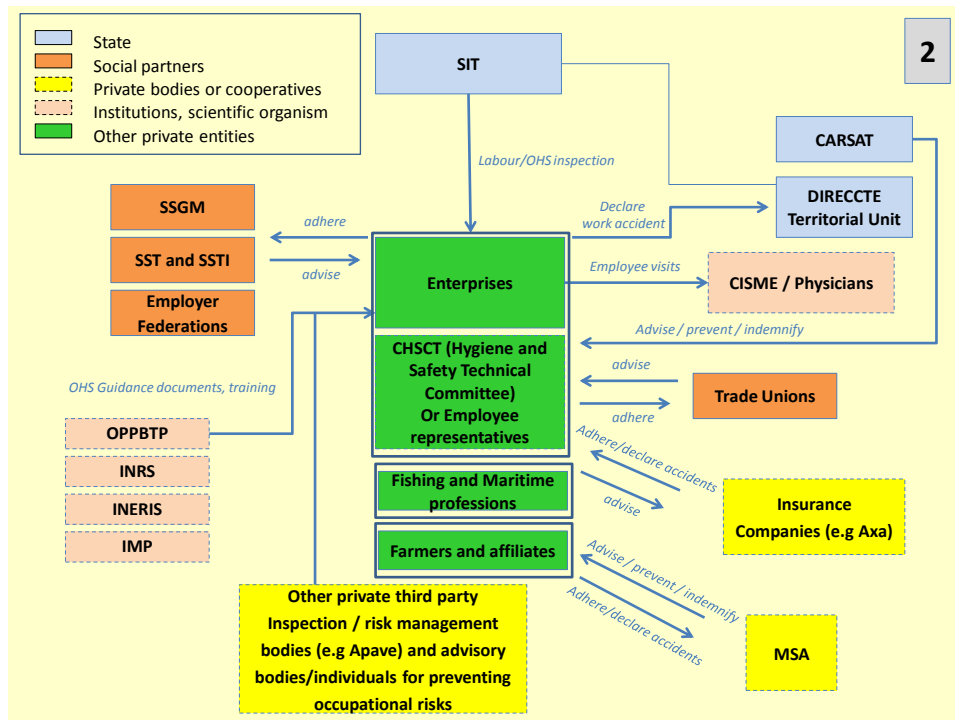
The June 2004 reform placed the practice of occupational medicine in the broader context of health. Within the wider framework of occupational health, occupational healthcare provisions were supplemented to include a preventive, multi-disciplinary approach that calls on external competencies in risk prevention through specialists (health and safety engineers, occupational hygienists, ergonomists, epidemiologists, psychologists, etc.) called “Intervenants en Prévention des Risques Professionnels” (IPRP).

The recent reform of 2011-2012 was implemented through the Decrees of 20 July 2011. It focuses on the organisation of occupational medicine (multidisciplinary teams supervised and coordinated by an occupational physician) and its operation (joint management of Inter-enterprises occupational health services). It also opens the possibility of adapting the regular medical follow-up of workers to business realities and responds to the increasing importance of new occupational risks. In addition, the regional steering has been modified to allow the development of a genuine regional occupational health policy adapted to regional issues, consistent with national policy.

² Determined by articles R.8111-8 to 12 of the French Labour Code. Article R.8111-10 has been amended by decree no. 2011-1697 of 1 December 2011, applicable as from 1 January 2012

The diagrams below offer a non-exhaustive overview of this system:





DGT (General Labour Directorate)

The DGT answers to the Ministry of Labour, employment, vocational training and social dialogue. It has authority over the services of the Labour Inspectorate (IT) and is tasked with applying ILO conventions no. 81, 129 (agriculture) and 178 (mariners), as well as conducting community-level discussions about the application and enforcement of European Directives relating to working conditions and to occupational health and safety services (OHS).

The DGT includes a subdivision dedicated to working conditions, occupational health and safety, to which the service that handles European questions about OHS pertains. The national report on implementation of the European OHS Directives, prepared in response to the requirement set out in Article 17a(1) of Directive 89/391/EEC, is coordinated by the CT1 unit.

The DGT fulfils the role of central authority for agents of the IT whose duties also involve checking the application of the laws, decrees and articles in the Labour Code, especially concerning working conditions and OHS.

DGAFP (Directorate General of Administration and Public Service)

The DGAFP answers to the Ministry of Public Services, Decentralisation and State reform.

The missions of the Directorate General of Administration and Public Service include the development and implementation of a comprehensive policy for the public services (State, Territory, Hospitals), especially of their human resources and occupational health and safety policies.

The office of Social Policy, Health and Safety (PS2) within the DGAFP coordinates the tasks relating to OHS and is responsible for modernising and implementing the public service's approach on the subject. Since 2009, the public service has strived to align its OHS policy with the Labour Code. In this regard, various Decrees were adopted and actions taken to align with the private sector rules such as the :

- Establishment of OHS follow up responsibilities.
- Establishment of Joint Hygiene and Safety Committees in the state and territorial function and

the modernisation of these committees in the hospitals.

- Renewal of the network and capacity of officers in charge of consultancy and technical assistance missions for the implementation of health and safety rules.
- Capacity building of Hygiene and safety inspectors.
- Development and modernisation of occupational health services and preventive medicine.
- Completion of the implementation of the risk assessment document.
- Monitoring and evaluation of exposure to CMR psychosocial risks and musculoskeletal disorders.
- Capacity building of the training and information of civil servants on occupational health and safety.

The General Labour Directorate:

- Determines the orientations of the labour policy; coordinates and evaluates actions, particularly as regards enforcing labour law.
- Organises the territorial network of the Labour Inspectorate.
- Discusses and coordinates the deployment of a community approach with regard to working conditions, occupational health and safety.
- Provides assistance and support for devolved services in performance of their role.
- Ensures that IT agents respect the rules of professional conduct.

The DGT supervises or assists in supervision of the following: the National Agency for the Improvement of Working Conditions (ANACT), the National Agency for Food Safety, Environment and Labour (ANSES), and the secretariat of the national advisory boards and committees in its field of expertise.

The Research, Studies and Statistics Directorate (DARES)

The DARES fulfils a dual function in the Ministry of work, employment, vocational training and social dialogue:

- It provides input for economic and social debate by producing regular statistics, conducting studies, promoting and organising public policy evaluation and stimulating research in the fields of employment, labour and vocational training.
- It illuminates the design and deployment of public policies on these subjects by producing forward-looking analyses and by monitoring and evaluating the results of the policies being pursued.

Its mission is to:

- Produce and distribute statistical data.
- Develop public policy evaluation. The DARES also promotes work aimed at evaluating actions under way concerning employment, labour (including OHS) and vocational training, whether for new employment policy schemes or development of the regulations already in place.
- Lead and coordinate study and research activity. Publish and communicate. The DARES makes the results of its work available to the public via its various publications and on the internet.
- Fulfil the needs of its different partners and meet social demand by consulting the social partners and leads a programmes committee.

The DARES acts as a European-level representative in the Employment Committee that assists the Council of Ministers on issues related to employment, labour and vocational training. It is also the chief technical contact of the Organisation for Economic Co-operation and Development (OECD) in this regard.

The broad subjects of the DARES' statistical, evaluation and research studies include:

- Working conditions (physical exertion and posture constraints, work environment, occupational risks, the hours and pace of work, relations with line management, and responsibilities).
- Occupational health (professional exposure to risks liable to be harmful to health, physical, biological and chemical, exposure, psycho-social factors, arduous nature of the work).

COCT

The Orientation Council on Labour Conditions³ participates in the national policy for the protection and promotion of occupational health and safety and the improvement of working conditions. It comprises:

- A Standing committee: consulted on the national action plans and public policy orientation projects.
- A General commission: helps develop projects of legislative and regulatory texts and formulates recommendations on legislation and regulations.
- A specialised commission⁴ on each of the following six subjects:
 - Cross-thematic strategies, international questions, studies and research
 - Prevention of occupational health risks (physical, chemical and biological)
 - Work premises and equipment
 - Occupational diseases
 - Local actors for prevention in enterprises (Hygiene and Safety Technical Committee (CHSCT), autonomous health and labour services, occupational risk prevention personnel)
 - Questions relating to farming activities.

The specialised Commissions involve social partners (employer federations, trade union), other ministerial representatives (such as the Ministry of Health or the Ministry of Ecology when relevant), OHS public bodies (INRS, OPPBTP, IMP, CSN, CRAM-TS). These commissions meet usually twice a year.

The Regional Committees of prevention of vocational risks (CRPRP) are regional offshoots of the COCT placed under the authority of the Regional Prefect.

National Council of labour inspection

This Council advises the Minister, and through this function ensures that the Labour Inspectorate fulfils its tasks and guarantees. The latter are defined, in particular, by the International Labour Organization's conventions concerning the Labour Inspectorate and by the French Labour Code.

INTEFP

The French National Institute of labour, employment and vocational training (INTEFP) has seven inter-regional centres through which it provides initial and continuous training for all staff working for the Labour Inspectorate system, and for the labour ministry.

DIRECCTE

The General Delegation (DGP) for steering the DIRECCTE is responsible for the running, coordination and cross-thematic steering of the DIRECCTE network.

The Regional Directorates of enterprises, competition, consumption, labour and employment (DIRECCTE), and DIECCTE⁵ for the French overseas territories, are the regional branches of the DGT. They operate independently of the prefect⁶. At sub-regional level, the territorial units contain a

³ Decree no. 2008-1217 of 25 November 2008 relative to the Orientation Council on Labour conditions

⁴ Order of 26 December 2008 relative to the creation of specialized commissions within the COCT

⁵ Decrees of 10 November 2009 (Direccte) and 17 December 2010 (Dieccte)

⁶ Article 33 of decree no. 2004-374 of 29 April 2004 with regard to the powers of prefects, the organisation and action of State services in the regions and departments

number of IT sections, a section being the territorial unit of action among businesses. The T hub (labour) of the DIRECCTE handles the activity of the Labour Inspectorate. This hub is tasked with steering and evaluating the labour policy and with ensuring – through the Inspectorate’s actions in particular – the effectiveness of labour law in enterprises, promotion of quality working conditions, and employee protection. These territorial units generally comprise 5 services:

- The Regional occupational medicine Inspectorate.
- The labour/employment relations service.
- The social dialogue assistance service.
- The legal expertise service.
- The multi-discipline unit.

Regional maritime reference correspondents⁷ are present in each DIRECCTE having a maritime coastline, in order to coordinate the inspection and prevention actions with the State services that have sea-related responsibilities. The same goes for the farming sector, where a reference correspondent ensures relations with the Ministry of Agriculture and ensures that the inspectors overseeing farming enterprises receive methodological assistance.

OPPBTB

The Professional Organisation for Prevention in Building and Public Works (OPPBTB) coordinates and deploys all training and prevention services in the building and public works sector. It is a consultant to the construction industry on accident prevention and the improvement of work conditions. Its missions are threefold:

- To advise enterprises and their workers on the prevention of occupational risks and the improvement of work conditions.
- To dispense training in these two areas.
- To inform and raise awareness of risk prevention and occupational illness.

ANACT

The National Agency for the Improvement of Working Conditions (ANACT) is a public administrative institution supervised by the Ministry of Labour and Employment. Its mission is to bolster public policy on labour and employment via concerted change management methods that seek to improve working conditions, prevent professional burnout and reduce musculoskeletal disorders and psychosocial risks. Its action is directed at three main targets:

- Company management and workers, in particular VSE and SME.
- Employee representative bodies in enterprises, branches at profession-level and the national and regional organisations.
- Operatives and consultants on health and safety and human resource management, in both the private and public sectors.

InVS

The French Institute for Public Health Surveillance (Institut de veille sanitaire, InVS), a governmental institution reporting to the Ministry of Health, is responsible for surveillance and alert in all domains of public health. Created by Law 98--535 dated 1 July 1998 to reinforce health surveillance and the safety of products intended for human use, its mandates were enlarged by the Public Health Policy Act of 2004 in order to meet the new challenges highlighted by recent health and emerging risks.

InVS is responsible for:

- Continuous monitoring of the population’s health status. InVS participates in the collection and analysis of population health data for epidemiological purposes, working with the public and private partners who make up the national public health network;
- Health surveillance. InVS gathers, analyses and updates information about health risks, their origin and trends; it prospectively detects risk factors that might modify or alter the health of

⁷ 2009 memorandum of understanding between the Ministries of Transport and Employment

the population or of some population subgroups, suddenly or insidiously; and it identifies and studies the most fragile or threatened population groups for each types of risk;

- Health alert. InVS has the duty to inform the Minister of Health as soon as possible of any threat to the health of the population or any population group, whatever the origin of this threat, and must recommend all appropriate measures or actions to prevent it or reduce its impact;
- Help manage health crises. InVS makes proposals to the health authorities for all appropriate measures or necessary actions

ANSES

The National Agency for Food Safety, Environment and Labour (ANSES) is a public institution supervised by the Ministries of Health, Agriculture, the Work environment and Consumer Affairs. It fulfils a watch, expertise, research and reference role, with far-reaching scope and a particular focus on human health. Its work includes characterising workers' occupational exposure.

IRSN

The National Institute for Nuclear Safety and Radiation protection is a public institution, it contributes to the safety of existing and future nuclear facilities, and to radiological monitoring of the national territory and workers exposed to ionizing radiation.

Institutions responsible for the health and safety of seafarers

The inspectors of the ship safety centres (CSN) verify that ships are compliant in terms of their construction, stability, fire-fighting means, rescue equipment, radio communications, navigation safety, loading safety and the transport of hazardous goods.

The seafarers' health service (SSGM) comprises doctors and nurses and its mission is to provide occupational health and prevention of medical risks in the marine environment.

The Maritime Risk Prevention Institute (IMP) works to prevent occupational risks in the maritime sector and improve the living and working conditions of mariners. In addition to its training activity, the IMP contributes to the preparation and distribution of guides and brochures for mariners about the occupational risks they face.

The Work accidents-Occupational illness (AT-MP) branch of French social security

This entity combines:

- The French National Health Insurance Fund – Workers (CNAMTS).
- The regional institutes of the above.
- The French National Institute of Research and Safety (INRS).

Within the CNAMTS, the Work accidents-Occupational illness commission decides on the orientations of the branch's prevention policy. It is assisted by national technical committees whose tasks specifically include defining the prevention priorities in their sectors. The CNAMTS writes and deploys the occupational risk prevention policy for the AT-MP branch. The regional institutes of pension and health at work (CARSAT) prepare and roll out risk prevention programmes directed at enterprises in their districts. Their support takes many diverse forms: direct visits to the workplace, collective actions in professional branches, design and promotion of risk prevention schemes, offers of risk prevention training and production of documentation.

The Social Agricultural cooperative (MSA)

The MSA governs the agricultural social insurance scheme which comprises a central institution and territorial branches. It operates under the dual supervision of the ministries of agriculture and social security. The MSA provides cover for the four branches of risk: health, family, old age and occupational risk (AT-MP) for agricultural workers and non-salaried workers alike. Its mission is to promote risk prevention⁸ in the field of occupational health, organise the related health services,

⁸ Article L.723-11 of the Rural Code and the Code of Maritime Fishing

coordinate the deployment of preventive actions at territorial level, and finally steer the multi-annual occupational health and safety plan for the agricultural workforce.

INRS

The mission of the INRS is to identify occupational risks, highlight hazards, analyse the consequences of these risks for the health and safety of people at work, develop and promote the resources and tools to be implemented to curb these risks. Its activities encompass studies and research, training, assistance, information and communication. It also undertakes a number of assistance actions and inspection campaigns on behalf of the public authorities under the terms of an agreement with the DGT.

EUROGIP

EUROGIP is a French organisation set up in 1991 to investigate issues relating to insurance and prevention of accidents at work and occupational diseases. It follows EU legislative developments regarding occupational risks and performs comparative surveys from the viewpoint of "prevention" or "insurance" of accidents at work and occupational diseases in Europe. EUROGIP coordinates the experts (from CNAMTS, CARSAT, INRS) who take part in the production of European and international standards relating to occupational health and safety. It ensures the coordination of French notified bodies for the certification of machinery and personal protective equipment. It helps to promote understanding of the actions decided on and implemented by the Community authorities or the relevant organisations in the EU countries in the area of occupational injury prevention and insurance

Occupational medicine service

Employers are obliged to organise and fund occupational medicine. All private-sector enterprises must have access to an occupational physician, whether by creating their own occupational healthcare service, (the "Autonomous Health and Labour Service", or by adhering to an occupational healthcare association, which is called an "Inter-enterprise Health and Labour Service"⁹. Occupational healthcare services must set up a Service project, planned over several years, integrated within negotiation of a tripartite contract between the Service, the State (represented at regional level by the DIRECCTE) and the National Health Insurance Fund (whose Work accidents-Occupational illness branch is represented at regional level by the CARSAT or the MSA).

SST/SSTI

There are about 334 occupational health services agencies¹⁰ recognised by the DIRECCTE¹¹, spread over the French territory. These SST/SSTI cover all the sectors (to the exception of public administrations/agencies).

Advisory bodies/individuals for preventing occupational risks (IPRP)

The reform of 2004¹² established the obligation for employers to enhance the prevention of occupational risks by calling for multi-disciplinary specialists complementing medical skills of physicians. These individuals and advisory bodies (IPRP) address issues such ergonomics, toxicology, occupational psychology at the level of enterprise. They are recognised by the DIRECCTE¹³.

Other Risk Management bodies

Other major risk management bodies advise and train at the level of enterprise on health and safety at the workplace, such as: Apave, CNPP, INERIS.

⁹ The organisation of the occupational healthcare service, after publication of decree no. 2012-137 of 30 January 2012 (François Desérable, 30 pages) on the ISTNF website (Occupational health institute of the north of France)

¹⁰ A list is accessible on <http://www.guide-iprp.fr>

¹¹ Decree n° 2012-137 of 30 January 2012 and Art. L4641-1 of the Labour Code

¹² Decree n° 2004-760 of 28 July 2004

¹³ About 899, IPRP are listed on <http://www.guide-iprp.fr>.

Social Partners (employers)

These federations are consultative bodies on labour, health and safety laws. They express their opinions on social choice and economic policy, and participate in bi-tri partite negotiations with workers and state. This list is non exhaustive and addresses only main bodies.

Transversal bodies:

- Movement of French enterprises (MEDEF): main entrepreneurs' representative body in France.
- Professional craft Union (UPA).
- Federation of auto-entrepreneurs (FEDAE) is a French professional organization representing self-employed entrepreneurs.
- Group of industrials federations (GFI).
- National Federation of modern enterprises and Freedoms (FNEML) is targeted at SMEs.
- National Union of Professions (UNAPL) is an inter- confederation of professionals.
- National Chamber of Professions , a confederation of professional.
- General confederation of Small and Medium Enterprises (CGPME).
- National organization for very small enterprises (ONTPE).
- French confederation of independent employers (ICSC).

Sector-wise bodies :

Aerospace

- Group of French Aerospace Industries (GIFAS).

Automotive

- National Council for the automotive professions (CNPA).
- Federation of industries for vehicle's equipment (FIEV).

Banking

- French banking federation (FBF).

Building

- French building federation (FFB).
- Confederation of building sector crafts and small business (CAPEB).
- Concrete industry federation (FIB).
- National association of quarry industries and building materials (UNICEM).

Chemistry, plastic and decoration

- Association of chemical industries (UIC).
- Federation of plastics industries.
- Federation of paintings, inks, colours, glues and adhesives, wood preservation industries (FIPEC).

Energy

- French Electricity Union (UFE).
- French association of Gas (AFG).
- National association of gas industries employers (UNEMIG).
- Federation of energy environment services (FEDENE).
- Association of renewable energies (SER) / Photovoltaic professionals (SOLER).
- French association of petroleum industries (UFIP).

Farming, Fishing

- National Federation of Farmers' Unions (FNSEA).

- National committee of maritime fishing (CNPMEM).

Furniture

- French national association of furniture Industries (UNIFA).

Garment, textile

- French association of garment industries (UFIH).
- Association of textile industries (UIT).

Insurance

- French insurance companies federation (FFSA).
- Group of corporate insurance companies (GEMA).

Mechanic and electronic

- Mechanical industries federation (FIM).
- Federation of electricity, electronics and communication industries (FIEEC).
- Union of manufacturing technology companies (SYMOP).

Metallurgy, other materials

- Association of Metallurgical Craft Manufacturers (UIMM).
- French steel federation (FFA).
- French association of aluminium (AFA).
- French confederation of ceramic industries (CICF).
- Federation of union chambers for glass industries.

Public work

- National federation of public works (FNTP).

Social, Health

- French federation of health industries (FEFIS).
- Federation of French pharmaceutical unions (FSPF).
- National union of trade and manufacturing of pharmaceutical products (FACOPHAR).
- Pharmaceutical industries federation (LEEM).
- National association of non-profit making employer federation for medical and social health services (UNIFED).
- Association of employers' representative in the social economy sector (USGERES).
- National group of associations for health and health home Services (UNASSAD).

Telecom and technologies of information and communication

- French telecom federation (FFT).
- CICF Informatique.

Transport and logistics

- Interprofessional group of transport and logistics (GITL).

Tourism and catering

- Association of hotel industries (UMIH).
- National union of food and fast Food (SNARR).

Toys and baby care

- French federation of toys – baby care industries (FIJP).

Water, Waste and environment

- National federation for environmental and de-pollution activities (FNADE).
- Water companies federation (FPEE).

Wood, Timber and paper

- National wood federation (FNB).
- French union of industries of cardboard, paper and Cellulose (COPACEL).

Trade Unions :

Five trade unions are recognised as main representative bodies for workers, the :

- General labour confederation (CGT).
- French democratic confederation of labour (CFDT).
- “Force Ouvrière” (FO).
- French confederation of managers (CFE-CGC).
- French confederation of christian workers (CFTC).

In addition to these multi-sectoral trade unions, there are several others affiliated per sector such as (non exhaustive list): Sud Énergie (Energy sector), CIDUNATI (trade sector), SMG (Health sector), FSPF (pharmaceutical sector), confédération paysanne (agricultural sector).

Insurance companies :

There are four types of insurance companies dedicated to enterprises, employers and workers :

General Insurances: (main insurance companies, non exhaustive list by importance order)

- Axa.
- CNP Assurances.
- Predica.
- Generali.
- BNP Paribas Assurances.
- Assurances du Credit Mutuel.
- Aviva.
- La mondiale.
- Swiss Life.
- Natixis.
- Suravenir.

Reinsurance companies: (non exhaustive list by importance order)

- Scor.
- Paris Ré.

Corporate insurances: (non exhaustive list by importance order)

- Groupama.
- Macif.
- Covéa/MMA (“Mutelles du Mans Assurances”).
- Covéa/MAAF (“Mutuelle d’Assurance des Artisans de France”).
- MAIF (“Mutuelle d’Assurance des Instituteurs de France”).
- Covéa/GMF.

Provident Institutions: (non exhaustive list by importance order)

- “AG2R La Mondiale”.
- PRO BTP.
- Klesia.

- Groupe Malakoff Médéric.
- Humanis.

1.2.3 Coordination

The coordination of occupational health and safety issues has been entrusted to the Ministry of Labour and Employment which involves other bodies and social partners and associate them with the development and deployment of Occupational Health and Safety policies, from the national level (Orientation Council on Labour conditions), to regional (Regional Committee of prevention of vocational risks), local (Inter-enterprise Health and Labour services) and individual enterprise level (Working conditions, Health and Safety joint Committee - CHSCT¹⁴). Occupational Health and Safety in the private sector makes a distinction between enterprises in the general system (that have a company Health and Labour service or are affiliated with an Inter-enterprise one), those in the agricultural system, and those covering mariners (fishing and maritime professions). The public sector breaks down its preventive medicine (which has a different legislation from that of Occupational Safety) according to its three public functions (State, hospital and territorial). It also has committees equivalent to the CHSCT. The Decree no 2012-148 of 30 January 2012, created the Public Sector Council « Conseil Commun de la Fonction Publique (CCFP) relating to hygiene, safety, and risk prevention. The CCFP has coordination mechanisms with the Labour Ministry (« Direction Générale du Travail ») for occupational health and safety matters.

The role of the Orientation Council on Labour conditions is further developed in section 1.2.1.

The Ministry of Labour and Employment ensures coordination with other Ministries owed of their own insurance system such as the Ministry of Agriculture or encouraging health and safety initiatives in their sector such as the Ministry of Transport.

1.3 LEGAL COVERAGE, OBSERVED DISCREPANCIES AND MORE STRINGENT MEASURES

The main principles of prevention in France adopt a global and integrated approach to preserve health, reduce work accidents and maintain well-being and workers capacities. To address these issues, the underlying principles are clearly delineated in the French “Code du Travail” (Labour Code) (Art. L4121-2) and implemented in an overall context which encompasses the individual and collective spheres without any distinction of the economic sector, type of establishment, or payroll size.

Section IV of the Code du Travail is entirely dedicated to occupational health and safety issues and transposes the majority of EU Directives in this matter, notably Directive 89/391/CEE. The Rural Code also contains health and safety provisions specifically targeting the rural and agricultural and forestry spheres, notably risk prevention of Phytopharmaceutic products and technical provisions relating to forestry work.

Two major reforms are also to be highlighted, the first one concerning occupational medicine and occupational health services, the aim of which is to develop their role as key players in the field of occupational health. A legislative instrument (the Occupational Medicine Act of 20 July 2011 – statute No 2011-867) and two regulations – decrees Nos 2012-137 on the organisation and functioning of occupational health services and 2012-135 on the organisation of the system of occupational medicine of 30 January 2012 – which introduced the reforms were the fruit of constructive consultation with the social partners. These reforms reflect the importance of the policy on health and safety at work and the improvement of working conditions. They enable to consolidate the role of occupational health services as legitimate operators in the field of health and safety at work and position them where they are able to listen to employees but also to exercise reinforced powers of action in workplaces. Other

¹⁴ For enterprises with more than 50 workers.

major players are involved in this evolution of occupational medicine and have experienced an amplification of their roles and responsibilities, namely the competent departments of the Ministry of Labour, Employment, Vocational Training and Social Dialogue, the authorities responsible for accidents at work and occupational diseases within the social security system and the social partners, which provide guidance and governance in the realm of occupational health, as well as enterprises and their employees.

The primary purpose of this reform process is to improve the governance of intercompany occupational health services, which is exercised by a joint board of management, overseen by a supervisory body – an intercompany committee or supervisory panel. The board of management thus comprises equal numbers of employers' representatives, whom the member companies appoint after consulting the representative national, sectoral or occupational business organisations, and of representatives of the workforce in each member company, appointed by the representative national or sectoral trade unions. These appointment procedures were the subject of lengthy parliamentary debates, one of the main concerns being to ensure that employers' representatives were made more accountable for the operation of the occupational health service. The chair of the board of management, who has a casting vote in the event of a tie, is elected from the employers' representatives, while the treasurer is elected from the employees' representatives. The intercompany committee or supervisory panel is consulted on all matters relating to the organisation and functioning of the occupational health service. As confirmed by the legislature, the supervisory panel is now chaired by an employees' representative; one third of its members are employers' representatives, and two thirds represent the workforce. This radical change in the governance of intercompany occupational health services is designed to deepen the involvement of employees' and employers' representatives in the management of these services by means of greater parity, new appointment procedures and more dynamic and interconnected governing bodies.

The reforms also serve to improve relations between member companies and the intercompany occupational health service, particularly by setting higher standards of financial transparency and by specifying the content of the compulsory exchange of information at the point of accession, namely the definition of reciprocal rights and obligations of the intercompany health service and the member company in the statutes and rules of procedure and communication of the scale of contributions, accompanied by a document giving details of the individualised membership fees to be paid on accession. The regional management of occupational health under the policy of authorisation and the contractualisation approach has been altered and should ensure, in the medium term, that a genuine regional occupational health policy can be pursued which matches regional requirements while adhering to national guidelines. Lastly, the reforms serve to define the tasks and instruments of the occupational health service and to establish a multidisciplinary approach¹⁵.

Following these reforms, a contractualisation drive was launched by Direccte, Carsat and the occupational health services with a view to achieving better regional management of occupational health by ensuring that the actions taken by the various institutional players were coherent and by invigorating occupational health services through shared quantity and quality targets. The multiannual ends and means contracts for which Article L.4622-10 of the Labour Code provides are an essential means of ensuring that occupational health policy is effectively managed at the regional level¹⁶.

In this way, these reforms continue to prioritise action in the working environment while varying the frequency of health checks. But they are also designed to create the conditions for better regional management of occupational health by ensuring that the actions taken by the various institutional players are coherent and by invigorating occupational health services through the shared quantity and quality targets laid down in a multiannual ends and means contract¹⁷. These evolutions respond to a real and growing expectation on the part of society and of all employees, especially the most

¹⁵ National Implementation Report 2013, Section II, Directive 89/391/EEC (EN) p. 35

¹⁶ National Implementation Report 2013, Section II, Directive 91/383/EEC (EN) p. 76

¹⁷ National Implementation Report 2013, Section I, Annex (EN) p. 30

vulnerable, arising from the emergence of new ways of organising production processes and of new occupational risks.

A second major reform concerns excessively strenuous work. Indeed, the year 2012 was marked by the entry into force of two major provisions resulting from the Pension Reform Act of 9 November 2010, namely the obligation, under Article L.138-29 of the Social Security Code, for some businesses to negotiate an agreement or adopt an action plan for the prevention of excessively strenuous work and the production, for the purpose of risk prevention, of a record sheet for every worker exposed to risks, as laid down by Article L.4121-3-1 of the Labour Code. These two provisions are part of the component of the 2010 Act devoted to the prevention of excessively strenuous work, a piece of legislation that now permeates general public policy for the prevention of occupational risks. Indeed, the prevention of unduly strenuous work is now one of the general principles of risk prevention enshrined in Article L.4121-1 of the Labour Code. To ensure the safety and protect the physical and mental health of the workforce, employers must take all necessary prevention measures, whether they target occupational risks or strenuous work. In Article L.4612-2 of the Labour Code, the law has also extended the powers of staff committees on health, safety and working conditions to analyse the exposure of workers to strain factors.¹⁸

In the Public Sector, the provisions of the Decree of 9 May 1995 have contributed to reinforcing the conformity of the occupational health and safety measures to EU legislation. Moreover, the agreement of 20 November 2009 on health and safety at work in the civil service had the effect of aligning the protective regime for civil servants with the regime for employees covered by the Labour Code. This agreement revised the health and safety policy of public-sector employers with a view to improving working conditions for civil servants. The agreement comprises 15 measures centred on three major priority areas, the main aims being to raise awareness of occupational risks and improve their prevention and to strengthen the instruments for the implementation of that policy. Foremost among the regulatory tasks are the pursuit of objectives in the first priority area of the agreement, which is devoted to strengthening and endorsing the operational bodies and players involved in health and safety at work (health and safety committees, staff entrusted with the task of providing advice and assistance for the implementation of health and safety rules, staff performing inspection functions and practitioners in the field of preventive medicine). The Social Dialogue Reform Act (Statute No 2010-751) of 5 July 2010 implemented one of the measures contained in the agreement by providing in Article 10 for the creation of committees on health, safety and working conditions.

The Decree no 2011-774 of 28 June 2011 on health, safety and medical preventive action in the civil service had four main objectives:

- to establish detailed rules for the application of the provisions of the aforementioned Act of 5 July 2010 relating to the creation of committees on health, safety and working conditions;
- to take account of changes to the joint technical committees implemented by the said Act of 5 July 2010 and by Decree No 2011-184 of 15 February 2011 on technical committees in government administrative bodies and public institutions;
- to enshrine in regulatory provisions the measures contained in the 2009 agreement relating to other players operating in the field of occupational health and safety;
- update the instrument to reflect regulatory developments, i.e. the revision of the Labour Code, and organisational changes, i.e. the reorganisation of local government.

As regards the civil service in local and regional government, Decree no 2012-170 of 3 February has modified the rules governing the composition, operation and tasks of the committees on health, safety and working conditions. New tasks were added to the committees' traditional remit. The amendment decree also provided for measures on preventive medicine designed to reinforce the doctor's role. The

¹⁸ National Implementation Report 2013, Section II, Directive 89/391/EEC (EN) p. 35

content of the medical examination for new recruits was defined, and an occupational health file was also created.¹⁹

In addition, Decree 2012-148 of 30 January 2012 has enabled the creation of the national council into a Joint Civil Service Council (CCFP). This body consists of the following three collegial representative bodies:

- representatives of the civil-service unions (32 members);
- representatives of the regional and local employers (10 members);
- representatives of health-service employers (5 members).

Only the members of these bodies have voting rights. Ex officio members, that is to say the director-general of the administration and of the civil service, the head of the Directorate-General for Local Government, the director-general of the health service, the head of the Budget Directorate, a member of the Council of State and the chair of the National Council for the health division of the civil service, take part in meetings of the Joint Council but cannot vote. The Joint Council meets either for general assemblies, which are chaired by the Minister for State Reform, Decentralisation and the Civil Service, or in specialised configurations devoted to working conditions, hygiene and health and safety; the latter is consulted on issues of health and safety at work and includes representatives of the Directorate-General of Labour (DGT).²⁰

These Regulations concerning hygiene, safety, and risk prevention for the civil service intends to gradually align with the conditions prevailing in the Private Sector (and governed by the Labour Code).

1.3.1 Observed discrepancies, more stringent and more detailed measures

The following tables describe observed discrepancies between the Directive's requirements and the transposing legislation and cases where the national legislation provides for more stringent, broader or more detailed measures than the Directive's ones. There is one table per directive.

Observed discrepancies between the Directive's requirements and the transposing legislation cover instances where the text of the national transposing legislation is different from the transposed Directive's provisions. This difference could lead to the non-application or partial application of the relevant CPM due to contradiction between the national provision and the corresponding one in the Directive. They are considered for each CPM, scoping requirements and limit values when relevant (tables 1-2 to 1-25).

More stringent provisions set requirements which go beyond the requirements of the Directive e.g. more severe limit values. This review covers systematically the scope and relevant definitions as well as provisions setting limit values.

The identification of more specific requirements is different from more stringent measures, as it relates to the extent to which national law includes more detailed mechanisms for the implementation of the CPMs. In such cases, the main requirements of the Directive are fully and effectively transposed and the Member States have set up more detailed rules on e.g. procedures, responsibilities, etc.

As described below, while no observed discrepancy has been identified, the French transposing legislation often sets more detailed or additional requirements e.g. in terms of periodicity of health surveillance, content of risk assessment, etc. In several instances, it also broadens the scope of application.

With regard to the scope of the legislation transposing Directive 89/391/EEC (Framework Directive),

¹⁹ National Implementation Report 2013, Section I, paragraph 2 (EN) p. 10-11

²⁰ National Implementation Report 2013, Section I, paragraph 2.3 (EN) p. 14

France includes domestic servants in the extent they are subject to medical follow-up. Additional requirements are set mainly in relation to organisational arrangements (operation of the joint hygiene and safety committees for specific sector), as well as health surveillance (e.g. periodicity (24 months with possible extension). French legislation also includes additional measures regarding sexual and moral harassment and work hardness (*pénibilité au travail*).

With regard to Directive 89/654/EC (workplace), the definition of workplace pursuant to the Labour Code exclude fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking buildings. However, the Rural and Marine Fisheries Code include special provisions setting requirements with an equivalent effect. The French legislation also includes additional requirements with regard to the information to be provided to workers. In general, all the minimum requirements set by the Directive are quantified in the French legislation. Other additional requirements include rules for the use of temporary and permanent electrical installations, preparation of a file for the maintenance of the workplace by the building owner, the existence of two levels of responsibility: the responsibility of the buildings owner and the one of the user.

Additional requirements in relation to Directive 2009/104/EC (work equipment) includes a more accurate definition of ‘machines – work equipment’, the fact that the employer is to inform all workers of risks arising from and any change affecting work equipment located in their immediate work environment, even if they do not use them personally. Finally, the Labour Code details health and safety measures applicable to new work equipment.

On Directive 89/656/EC (PPE), the French legislation covers PPE used by emergency and rescue services, as well as PPE not worn permanently onboard vessels. Moreover, the French legislation requires the employer to elaborate an instruction for use of the PPE and organise periodic training in accordance with the instruction. It also sets further requirements regarding the use of and information on PPE to protect against specific risks, e.g. chemical risks, asbestos, etc.

Additional requirements exist also in relation to Directive 92/58/EEC (OSH signs) with regard to ISO standard on traffic signs, signs used to indicate emergency roads for persons with disability and forestry vehicle drivers.

The scope of the French legislation transposing Directive 1999/92/EC (ATEX) is also broader as it does not exclude mineral extracting industries and the use of means of transport by land, water and air contrary to the Directive. The legislation also sets rules as to the regularity of the risk assessment. This also applies to Directive 90/269/EC (manual handling of loads), for which the French legislation also details the content of the risk assessment and of the training. Finally, the Labour Code quantifies the conditions applicable to the manual handling of a load by a worker. It also sets prohibitions for pregnant women (use of two-wheel trolley) and young worker below 18 years old (load above a certain weight depending on the age and sex). In relation to Directive 90/270/EEC (display screen equipment), France has not transposed the exemption applicable to typewriters of traditional design.

With regard to Directive 2002/44/EC (vibration), the French legislation sets more details or additional requirements (definition of the physical parameters characterising the exposure to mechanical vibrations, provision of risk assessment to national authorities on request, minimum duration for keeping records of assessment, periodicity of health surveillance, prohibition of certain hand-arm vibration work for women, labour inspectors can request measurement of exposure to mechanical vibration at the workplace).

The minimum requirements of Directive 2003/10/EC (noise) are defined more precisely in some cases (e.g. submission of risk assessment on request, periodicity of risk assessment, minimum time for keeping the assessment records, conditions for increased health surveillance and periodicity of health surveillance). In addition, the measurement of exposure levels must be renewed at least every five years and the labour inspection may request measurement of exposure at the workplace.

The French transposing legislation also sets additional or more detailed requirements concerning Directive 2006/25/EC (artificial optical radiation) including submission of the risk assessment to the Labour Inspectorate on request, periodicity of the assessment of the level of optical radiation, competences needed to assess risk arising from the specific use of lasers, information notice including specific OSH rules to be displayed in every work place subject to this risk, conditions for increased health surveillance, health assessment compulsory before employment and after the end of exposure, details on health surveillance records, periodicity of health surveillance, updated list of workers likely to be exposed to radiation above the exposure limit values, labour inspection can request measures of exposure at the workplace.

Concerning Directive 2004/37/EC, the scope of the French legislation is broader as it applies to reprotoxic substances. It also applies the carcinogen and mutagen classification according to the CLP Regulation (EC) 1272/2008. Other additional/more detailed requirements relate to the obligation to submit the authorities with information on request; information on replacement by other products, negative impacts on fertility, health surveillance requirements before employment and periodically, health records, periodicity of health surveillance. The list of CMR provided in the Labour Code is more comprehensive than Annex III of the Directive and more stringent values are set for vinyl chloride monomer and hardwood dusts.

Additional or more detailed requirements set in relation to Directive 98/24/EC (chemical agents at work) relates to the obligation to submit the authorities with information on request both on risk assessment and health surveillance, health records, periodicity of health surveillance. Finally France has also set a number of more stringent limit values.

More detailed information on Directive 2009/148/EC includes details on the types of work concerned in relation to the scope, risk assessment based on the level of exposure to asbestos arising from dust with the definition of three levels of exposure with indication of specific protective measures depending on the exposure level. The content and periodicity of training on the prevention of risks are detailed and subject to periodic renewal and shall be delivered by an accredited certification body (conditions of accreditation are also detailed). With regard to health surveillance, conditions, periodicity and health record are further regulated. Finally, more stringent limit values are set.

France has also set several more detailed or broader while transposing Directive 2000/54/EC (biological agents). It defines pathogenic agents, requires the employer to make the data used for assessing risks available to labour inspection and social security services. It sets a specific methodology for the risk assessment and additional requirements on information for workers and health surveillance. Finally, additional requirements are established with regard to the processing of waste in the context of care activities, for activities in medical laboratories, autopsy rooms and mortuaries, establishments and departments where workers may be in contact with sharp objects and self-employed workers performing aerial work in trees and to employers who perform such work themselves.

In relation to Directive 92/57/EEC (temporary and mobile construction sites), special powers are granted to the labour inspectors e.g. they can stop work if an employee is in a situation of grave and imminent danger.

Legislation transposing Directive 92/104/EEC (surface and underground mineral-extracting industries) and Directive 92/91/EEC (mineral-extracting industries through drilling) sets more detailed requirements only for submission of the risk assessment to national authorities on request and in relation to health surveillance.

With regard to Directive 92/29/EEC (medical treatment on board vessels), more stringent requirements apply as to the scope (vessels required to have a sick bay or a doctor and nursing staff,

rules on provision of medical supplies). Similarly, the scope of Directive 93/103/EC (work on board fishing vessels) has been extended to fishing vessels of 12 meters or more. Legal requirements differ depending on the size of vessels (12-24 m and above 24 m). The transposing legislation also includes additional requirements with regard to training of workers.

French legislation contains several provisions more favourable to pregnant/ breastfeeding workers as compared to Directive 92/85/EEC (pregnant/breastfeeding workers), in particular to request of the pregnant women for transfer in certain cases, a prominent role of the occupational physician in risk assessment and setting of preventive and protective measures, prohibition of exposure of certain agents without carrying a risk assessment, a more favourable duration of maternity leave, enhanced medical surveillance during pregnancy and for 6 months after confinement, greater flexibility in the use of the leave entitlement, arrangements to support breastfeeding. Collective agreements also often contain provisions that targeting pregnant women.

The French legislation does not set additional measures in relation to Directive 91/383/EEC (temporary workers) others than more detailed requirements applicable to health surveillance as part of the general provisions applicable to all workers.

Finally, French legislation transposing Directive 94/33/EC (young people at work) extends the scope to trainees and young students studying in technological or vocational college, included in agriculture and socio-medical sectors, as well as young people on jobseekers' vocational traineeships and young people accommodated in care establishments or attending care facilities under juvenile protection orders. The list of prohibited works is more detailed than in the Directive.

Table 1- 2 Directive 89/391/EEC (Framework Directive) – Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions (Art. 1 and 3)	<p>Art.1 1. All sectors of activity, both public and private (industrial, agricultural, commercial, administrative, service, educational, cultural, leisure, etc.). 2. Not applicable where characteristics peculiar to certain specific public service activities, such as the armed forces or the police, or to certain specific activities in the civil protection services inevitably conflict with it.</p> <p>Art.3</p> <ul style="list-style-type: none"> • Apply to any person employed by an employer, including trainees and apprentices but excluding domestic servants; • Employer: any natural or legal person who has an employment relationship with the worker and has responsibility for the undertaking and/ or establishment; 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> • Are specific public service activities (such as armed forces or police) included in the scope of the legislation which are not in the Directive? N. (Art. L. 4111-1 of the Labour Code) • Does the legislation include domestic servants in its scope? Y. Full-time employed domestic servants in the private sector benefit from a medical follow-up. In the public sector they benefit from preventive medical care. A distinction is made between domestic employed by a private employer and by a company (subject to health and safety provision of the Labour Code). Art. L7424-2 of the Labour Code provides individual protective measures that an employer shall apply for domestic servants. • Is the definition of employer broader than the Directive's? Y. the definition of employer is broader as it includes any person who employs workers. • Other additional or more detailed requirements N.
Conducting a risk assessment Art. 6(3), 9(1)(a)	<p>Art.6</p> <ul style="list-style-type: none"> • The employer must, taking into account the nature of the activities of the enterprise and/ or establishment evaluate the risks to the safety and health of workers, inter alia in the choice of work equipment, the chemical substances or preparations used, 	<p>No observed discrepancy has been identified</p> <p>Art. L4121-2 (and followings) and R4121-1 (and followings) of the Labour Code</p>	<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Art. R4121-1 to 4 of the labour Code and Order (circulaire) of 18 April 2002 clarifying that all risks shall be taken into account.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>and the fitting-out of work places. Art.9</p> <ul style="list-style-type: none"> The employer shall be in possession of an assessment of the risks to safety and health at work, including those facing groups of workers exposed to particular risks. 		<ul style="list-style-type: none"> Is the content of the risk assessment more detailed than described in the Directive? N. (Art. R4121-1 (and followings) of the Labour Code). Is a more specific methodology for risk assessment provided in the legislation? N. (Art. R4121-1 (and followings) of the Labour Code). Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. Art. L4121-3, the employer is responsible for conducting a risk assessment. Other additional or more detailed requirements N. However, Order (circulaire) of 18 April 2002, section 3 provides more details on the content of the health and safety document. But it is not a legislative act.
Ensuring preventive and protective services Art.7(1)	<ul style="list-style-type: none"> The employer shall designate one or more workers to carry out activities related to the protection and prevention of occupational risks for the undertaking and/ or establishment. Designated workers may not be placed at any disadvantage because of their activities related to the protection and prevention of occupational risks and shall be allowed adequate time to enable them to fulfil their obligations. If such protective and preventive measures 	No observed discrepancy has been identified	<ul style="list-style-type: none"> Does the legislation define in more specific terms who shall be designated? N. Art. L 4622-1 to 16 of the Labour Code. Are the conditions for resorting to external services more specifically defined in the legislation? N

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>cannot be organized for lack of competent personnel in the undertaking and/ or establishment, the employer shall enlist competent external services or persons.</p> <ul style="list-style-type: none"> • The employer shall inform them of the factors known to affect, or suspected of affecting, the safety and health of the workers. • In all cases (internal/external services), they must have the necessary capabilities/ aptitudes and means and must be sufficient in number to deal with the organization of protective and preventive measures. MS must define the necessary capabilities and aptitudes and determine the sufficient number. • The protection from, and prevention of, the health and safety risks shall be the responsibility of one or more workers, of one service or of separate services whether from inside or outside the undertaking and/ or establishment. The worker(s) and/ or agency(ies) must work together whenever necessary. • MS may define, in the light of the nature of the activities and size of the undertakings, the categories of undertakings in which the employer, provided he is competent, may him/herself take responsibility. 		<ul style="list-style-type: none"> • Are the competences required from workers or external services defined in the legislation? <p>Y. Art. L4622-8 of the Labour Code. The mission of occupational health services is ensured by a multidisciplinary team including occupational health physicians, stakeholders in prevention of occupational hazards and nurses. These teams may be supplemented by health care assistants and experts recruited after consulting physicians. Occupational physicians run and coordinate the multidisciplinary team.</p> <ul style="list-style-type: none"> • Are criteria to define the resources (number of persons designated) provided in the legislation? <p>N. Art. L4622-4 and L4622-8</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. Art. 4622-2 of the Labour Code defines the missions of the occupational health services. Art. L4622-5 of the Labour Code clarifies the possibility for several enterprises to call for the same occupational health service. Arts. L4622-11 and L4622-12 of the Labour Code clarify how the health services are administered.</p>
Information for workers Art.10	<ul style="list-style-type: none"> • The employer shall ensure that workers receive all the necessary information concerning the safety and health risks and protective and preventive measures and activities in respect of the establishment and each types of workstation. • The employer shall take appropriate measures so that employers of workers from 	No observed discrepancy has been identified	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N. (Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings) of the Labour Code).</p> <p>Specific conditions are provided according</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>any outside undertakings and/ or establishments engaged in work in his undertaking and/ or establishment receive similar information</p> <ul style="list-style-type: none"> The employer shall take appropriate measures so that workers with specific functions in protecting the safety and health of workers, or workers' representatives with specific responsibility for the safety and health of workers shall have access to the risk assessment and protective measures, to the list of and reports on occupational accidents and the information yielded by protective and preventive measures, inspection agencies and bodies responsible for safety and health. 		<p>to the risks at stake.</p> <ul style="list-style-type: none"> Is the content or form of information to workers further specified? N. (Art. R4141-3-1 of the Labour Code). Are there more detailed requirements relating specifically to one of the individual directives? N/A. All these provisions are included in the Labour Code. Other additional or more detailed requirements N.
Training of workers Art.12	<ul style="list-style-type: none"> The employer shall ensure that each worker receives adequate safety and health training during working hours, in particular in the form of information and instructions specific to his workstation or job and adapted to any changes in technology or risks and repeated periodically if necessary. The employer shall ensure that workers from outside undertakings and/ or establishments engaged in work in his undertaking and/ or establishment have in fact received appropriate instructions regarding health and safety risks. Workers' representatives with a specific role in protecting the safety and health of workers shall be entitled to appropriate training during working hours or in accordance with national practice either within or outside the undertaking and/ or the establishment. 	No observed discrepancy has been identified	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. (Art. L4121-1 2°, L4141-1 (and following) and R4141-1 (and following) and R4141-4 to 20 and L4614-14 to L 4614-16 of the Labour Code). Art. R1432-155 of the Public Health Code on the training of employer representatives. Are there specific requirements as to the competence of trainers provided in the legislation? N. Are there more detailed requirements relating specifically to one of the individual directives? N. All these provisions are included in the

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>Labour Code.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. Involvement of the joint hygiene and safety committee / occupational physicians in the preparation of the occupational health and safety training programme.</p>
<p>Health surveillance Art.14</p>	<ul style="list-style-type: none"> • The employer shall ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work. • These measures shall be such that each worker, if he so wishes, may receive health surveillance at regular intervals. • Health surveillance may be provided as part of a national health system. 	<p>No observed discrepancy has been identified</p>	<ul style="list-style-type: none"> • Are the arrangement for health surveillance records specified in the legislation? <p>Y. (Art. R4624-1 to R4624-4 of the Labour Code) summarise the actions and means of the health surveillance system. The missions of the health surveillance system are detailed in Art. R4624-1 of the Labour Code. Occupational physicians must dedicate at least a third of their work time (150 half day of actual work/year for a full time physician). The occupational physician communicates the results of its investigation (reporting) to the employer. The latter shall inform the workers representative.</p> <p>Art. R4624-16 of the Labour Code mentions that every employee shall receive a medical check at least every 24 months. This periodicity can be extended in certain circumstances.</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>Y. (Art. R4624-16 and R4624-17 of the Labour Code). Periodicity (24 months) and derogating measures.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> Is the periodicity of health surveillance provided in national law? <p>Y. 24 months. This periodicity can be extended in certain circumstances when pluriannual actions et interview with a nurse are implemented.</p>
Consultation of workers Art.11, 6(3)(c)	<ul style="list-style-type: none"> Employers shall consult workers and/ or their representatives and allow them to take part in discussions on all questions relating to safety and health at work. Workers' representatives with specific responsibility for the safety and health of workers shall have the right to ask the employer to take appropriate measures and to submit proposals to the employer to that end to mitigate hazards for workers and/ or to remove sources of danger. They shall have adequate time off work, without loss of pay, and the necessary means to enable them to exercise their rights and functions. Workers and/ or their representatives are entitled to appeal to the authority responsible for safety and health protection at work if they consider that the measures taken and the means employed by the employer are inadequate for the purposes of ensuring safety and health at work. Workers' representatives must be given the opportunity to submit their observations during inspection visits by the competent authority. 	No observed discrepancy has been identified	<ul style="list-style-type: none"> Is balanced²¹ participation reflected in the national legislation? Are specific criteria put in place? <p>N. Art. L2313-1 (and followings), Art. L4121-1 and followings) of the Labour Code</p> <ul style="list-style-type: none"> Are there more detailed requirements relating specifically to one of the individual directives? <p>N. All these provisions are included in the Labour Code.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>Y. Minimum periodicity of the meeting with the workers representative (Art. L2315-8 of the Labour Code) or health and safety joint committee(Art. L4611-1 to 7 of the Labour Code).</p>
Limit values	N/A	N/A	N/A

²¹ This covers balanced representation of groups or workers e.g. workers exposed to particular health or safety risks.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Other issues identified	E.g. List and reports regarding occupational accidents, emergency measures, adequate controls and supervision, other protective and preventive measures	No observed discrepancy has been identified	The legislation includes additional measures regarding sexual and moral harassment (Art L. 4121-1 of the Labour Code) and work hardness (Art. L. 4121-3-1 and L4612-2 of the Labour Code and L. 138-29 of the Social Security Code).

Table 1- 3 Council Directive 89/654/EEC (workplace) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and Art. 2	<ul style="list-style-type: none"> The Directive applies to workplaces, but excludes from its scope of application (a) means of transport used outside the undertaking and/or the establishment, or workplaces inside means of transport, (b) temporary or mobile construction sites, (c) extracting industries, (d) fishing boats, and (e) fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings. 'Workplace' means the place intended to house workstations on the premises of the undertaking and/or establishment and any other place within the area of the undertaking and/or establishment to which the worker has access in the course of his employment. 	<p>No observed discrepancy has been identified.</p> <p>The definition of workplace (Art. R4211-2 of the Labour Code) as it appears in the Labour Code is slightly different.</p> <p>Fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings are excluded from application. These provisions are however covered by the Rural and Marine Fishery Code.</p> <p>However, the scope of application of the requirements regarding the work place remain very broad, limiting the effect of the exclusion.</p>	<ul style="list-style-type: none"> Does the transposing legislation cover any of the elements that the Directive expressly excludes²²? N. Art. R4211-2 of the Labour Code. Is the definition of 'workplace' in national law broader than the required by the Directive? N. Art. R. 4211-2 of the Labour code. Other additional or more detailed requirements. Y. Art. R 717-86 of the Rural and Marine Fishery Code, includes in its scope specific provisions regarding the agricultural sector .
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective	N/A	N/A	N/A

²² Please note that points (b), (c) and (d) are regulated by specific legislation.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
services			
Information for workers Art. 7	<ul style="list-style-type: none"> Workers and/ or their representatives shall be informed of all measures to be taken concerning safety and health at the workplace Framework Directive applies. 	<p>No observed discrepancy has been identified.</p> <p>Decree 92-332 transposes Annex I and Decree 92-333 transposes annex II. The provisions of the legislation are codified in the Labour Code.</p>	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Art. R4141-3-1 of the Labour Code. Is the content or form of information to workers further specified? Y. Art. R4141-3-1 of the Labour Code provides further details on the information to be provided: risk assessment document, preventive measures, role of the occupational medicine and of workers representative in the prevention of occupational risks, when applicable, the provisions of internal rules regarding occupational health and safety, fire safety instructions. Other additional or more detailed requirements Y. Art. R4141-6 of the Labour Code. Occupational medicine is associated by the employer to the elaboration of the information to be provided to workers concerning the training measures. This information is provided to the workers by the employer.
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 8	<ul style="list-style-type: none"> Framework Directive applies. 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? N. All these provisions are included in the Labour Code. See table 1-2.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. Minimum periodicity of the meeting with the workers representative or health and safety joint committee. See table 1-2.</p>
Limit values	N/A	N/A	N/A
Others		No observed discrepancy has been identified.	<p>Yes.</p> <p>Article R4211-3 of the Labour Code. The building owner shall prepare and submit to users at the time entering the establishment and later in the month, a file for the maintenance of the workplace.</p> <p>French legislation recognises two levels of responsibility: the responsibility of the building owner and the responsibility of the building user (Decree no 2008-1053 of 10 October 2008).</p> <p>All the minimum requirements mentioned in the Directive are quantified in the French Legislation (Book 2, title 1 of the Labour Code: obligation applicable to the design of workplaces), e.g. Natural and artificial room lighting, ventilation, intervals of maintenance and checking of safety equipment, size and characteristics of emergency routes and exits, etc.</p> <p>Art. R 4226-1 to R 4226-21 of the Labour Code establishes the rules for the use of temporary and permanent electrical installations. Reference is made to specific norms.</p>

Table 1- 4 Directive 2009/104/EC (work equipment) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and Art. 2(a)	<ul style="list-style-type: none"> The Directive relates to the use of work equipment by workers at work where work equipment is defined as any machine, apparatus, tool or installation used at work. 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> Any additional or more detailed requirements Y (Art. R4311-4 of the Labour Code) a definition of "Machines – work equipment" is provided with more accuracy as: machines, interchangeable equipment, safety parts, lifting accessories, chains, cables, straps and removal motion systems. In Art.4311-6, a definition of "a partly completed machine" is provided.
Conducting a risk assessment Art. 3 #	<ul style="list-style-type: none"> The employer must take measures to ensure that the work equipment made available to workers is suitable for the work to be carried out or properly adapted for that purpose and may be used by workers without impairment to their safety or health. In selecting the work equipment which he proposes to use, the employer must pay attention to the specific working conditions and characteristics and to the hazards which exist in the undertaking or establishment, in particular at the workplace, for the safety and health of the workers, and any additional hazards posed by the use of the work equipment in question. 	<p>No observed discrepancy has been identified.</p> <p>Codified in Art. R4321-1 to R4321-5 of the Labour Code</p>	<ul style="list-style-type: none"> Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Art. R4321-4 The employer shall provide work clothes and personal protective equipment if the working conditions and hazards resulting from the use of the work equipment require so. Is the content of the risk assessment more detailed than described in the Directive? N. See table 1-2. Is a more specific methodology for risk assessment provided in the legislation? N. (Art. R4121-1 (and followings) of the Labour Code) - See table 1-2. Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. See table 1-2 Other additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 8	<ul style="list-style-type: none"> • Framework Directive applies. • Where appropriate, written instructions should be made available to workers on the work equipment used at work, including information on (a) the conditions of use of work equipment; (b) foreseeable abnormal situations; and (c) the conclusions to be drawn from experience, where appropriate, in using work equipment. 	<p>No observed discrepancy has been identified.</p> <p>Art. R. 4323-1, Art. R. 4323-2 and R. 4323-5 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings), Art. R. 4323-1 (and followings) of the Labour Code). • Other additional or more detailed requirements. Y. (Art. R. 4323-2 of the Labour Code). The employer shall appropriately inform all the workers of the risks arising from: work equipment located in their immediate work environment, even if they do not use them personally; for any change affecting the equipment.
Training of workers Art. 9	<ul style="list-style-type: none"> • Framework Directive applies. • Workers given the task of using work equipment receive adequate training, including training on any risks which such use may entail. • Workers specifically designated to carry out repairs, modifications, maintenance or servicing receive adequate specific training. 	<p>No observed discrepancy has been identified.</p> <p>Art. R. 4323-3, Art. R. 4323-4 of the Labour Code</p>	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. (Art. R. 4323-3, Art. R. 4323-4 of the Labour Code). • Are there specific requirements as to the competence of trainers provided in the legislation? N. Art. R. 4323-3, Art. R. 4323-4 of the Labour Code. • Other additional or more detailed requirements N. Art. R. 4323-3, Art. R. 4323-4 of the Labour Code.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 10	<ul style="list-style-type: none"> • Framework Directive applies. 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Is balanced²³ participation reflected in the national legislation? Are specific criteria put in place? N. See table 1-2. • Other additional or more detailed requirements N. No other requirements than those mentioned in table 1-2 (Minimum periodicity of the meeting with the workers representative or health and safety joint committee).
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	Y. Art. Annex I to Art. R4312-1 of the Labour Code provides health and safety measures applicable to new work equipment.

*Where appropriate, the existence of the earlier version (89/655/EEC) will be taken into account.

Employers are required to assess possible risks in selecting work equipment.

+ Inspection (and testing) by competent persons.

Table 1- 5 Council Directive 89/656/EEC (PPE) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	The Directive applies to personal protective equipment (PPE) used by workers at work. PPE as defined excludes (a) ordinary working clothes and uniforms not specifically designed to protect the safety and health of the worker; (b) equipment used by emergency and rescue services; (c) personal protective equipment worn or used by the military, the police and other public order	<p>No observed discrepancy has been identified.</p> <p>Art. 4311-8 to 4311-11 of the Labour Code. It should be noticed that PPE for road transport are established as a helmet and visor for two and three wheel vehicles.</p>	<ul style="list-style-type: none"> • Does the transposing legislation cover PPE used by emergency and rescue services? Y. (Art. Art. 4311-9 and Art. 4311-11 of the Labour Code). • Does the transposing legislation cover any of the other exclusions in the Directive? Y. (Art. 4311-11 of the Labour Code). The PPE for the protection or safeguarding of persons,

²³ This covers balanced representation of groups or workers e.g. workers exposed to particular health or safety risks.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	agencies; (d) personal protective equipment for means of road transport; (e) sports equipment; (f) self-defence or deterrent equipment; (g) portable devices for detecting and signalling risks and nuisances.		not worn permanently onboard vessels <ul style="list-style-type: none"> Other additional or more detailed requirements Y. (Art. 4311-9 and 4311-11 of the Labour Code), the definition provided to a PPE is broader .
Conducting a risk assessment Art. 5*	<ul style="list-style-type: none"> Before choosing personal protective equipment, the employer is required to assess whether the personal protective equipment he intends to use satisfies certain requirements. This assessment shall involve (a) an analysis and assessment of risks which cannot be avoided by other means; (b) the definition of the characteristics which personal protective equipment must have in order to be effective against such risks, taking into account any risks which this equipment itself may create; (c) comparison of those characteristics with the characteristics of the personal protective equipment available. <ul style="list-style-type: none"> The assessment shall be reviewed if any changes are made to any of its elements 	<p>No observed discrepancy has been identified.</p> <p>Art. L. 4121-2, Art. R4121-1 to 4 and Art. R4321-3 to 4 of the Labour Code. It shall be noted however that these provisions of the Labour Code are not specific to the risk assessment of PPE only.</p>	<ul style="list-style-type: none"> Any additional or more detailed requirements N. Art. L. 4121-2, Art. R4121-1 to 4 and Art. R4321-3 to 4 of the Labour Code (provisions not specific to risk assessment of PPE).
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	<ul style="list-style-type: none"> Framework Directive applies Workers and/or their representatives shall be informed of all measures to be taken with regard to the health and safety of workers when personal protective equipment is used by workers at work. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4323-104 to R4323-106 and Art. R4323-5 of the Labour Code</p>	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? Are there other additional or more detailed requirements? Y. Art. R 4323-104 of the Labour Code establish the information to be provided by the employer on the use of a PPE. Art. R4323-

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			105 specifies that the employer shall elaborate an instruction for use of the PPE.
Training of workers Art. 4(8) and 4(9)	<ul style="list-style-type: none"> The employer shall arrange for training and shall, if appropriate, organize demonstrations in the wearing of personal protective equipment. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4323-106 of the Labour Code</p>	<ul style="list-style-type: none"> Is more specific information on the scope of training on PPE provided in the legislation? N. (Art. R4323-106 of the Labour Code). Are there detailed requirements on demonstrations to be organized in the wearing of PPE? N. Other additional or more detailed requirements. Y. (Art. R4323-106 of the Labour Code) Periodic training shall be organised in accordance with the instruction of use of the PPE.
Health surveillance #	N/A	N/A	N/A
Consultation of workers Art. 8	<ul style="list-style-type: none"> Framework Directive applies 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? Are there other additional or more detailed requirements? N. No other requirements than those mentioned in table 1-2.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	<p>Y. Work at risks is listed in the legislation together with the specific personal protective equipment adapted to the risk at stake. For instance:</p> <p>Art. R 4412-19, R 4412-38 to R 4412-39 and R4412-72 to 75 of the Labour Code provide further requirements regarding the use and information of PPE to protect against chemical risks.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>Art. 4412-96 and 4412-98 of the Labour Code provide further requirements regarding the use and information of PPE to protect against asbestos.</p> <p>Art. 4425-5 to 4425-7 of the Labour Code provide further requirements regarding the use and information of PPE to protect against biological risks.</p> <p>Art. 4434-7 to 4434-10 of the Labour Code provide further requirements regarding the use and information of PPE to protect against noise.</p> <p>Art. 4445-3 of the Labour Code provides further requirements regarding the use of PPE to protect against mechanical vibrations.</p> <p>Art. 4452-16 to 4452-17 of the Labour Code provide further requirements regarding the use and information of PPE to protect against artificial optical radiations.</p> <p>Art. 4461-11 and R 4461-21 17 of the Labour Code provide further requirements regarding the use of PPE in a hyperbaric environment.</p> <p>Art. R717-85-3 of the Rural and Marine Fishery Code provide further requirements regarding self-employed on the use of PPE for works at height in trees.</p>

* The Directive makes no provision for a risk assessment. The need for the use of PPE is presumably identified in addressing the findings of other risk assessments, relating to the hazard which the PPE is intended to protect against. There is however provision for an assessment of the PPE itself (Article 5) but this is not specifically a risk assessment.
Health surveillance is covered by the provisions of those directives covering the risks from which a specific item of PPE is intended to provide protection.

Table 1- 6 Council Directive 92/58/EEC (OSH signs) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive applies to safety and/or health signs and excludes from its scope of application signs for placing on the market of dangerous substances and preparations, products and/or equipment and signs used for regulating road, rail, inland waterway, sea or air transport. 	<p>No observed discrepancy has been identified.</p> <p>Order of 2 August 2013 and Order of 4 November 1993.</p>	<ul style="list-style-type: none"> Any additional or more detailed requirements <p>N. Order of 2 August 2013 and Order of 4 November 1993.</p>
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	<ul style="list-style-type: none"> Framework Directive applies. Workers and/or their representatives shall be informed of all the measures to be taken concerning the safety and/or health signs used at work. 	<p>No observed discrepancy has been identified.</p> <p>Order of 4 November 1993, art. 5</p>	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N. See table 1.2.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Training of workers Art. 7(2)	<ul style="list-style-type: none"> Framework Directive applies. Workers must be given specific directions concerning the safety and/or health signs used at work, in particular the meaning of the signs, especially signs incorporating words, and the general and specific behaviour to be adopted. 	<p>No observed discrepancy has been identified.</p> <p>Order of 4 November 1993, art. 5</p>	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N. Order of 4 November 1993, art. 5.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N. Order of 4 November 1993, art. 5.</p>
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 8	<ul style="list-style-type: none"> Framework Directive applies. 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N. No other requirements than those mentioned in table 1-2.</p> <ul style="list-style-type: none"> Other additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			requirements N. No other requirements than those mentioned in table 1-2.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	Yes. Future modification of the Order of 4 November 1993, to take into account labelling requirements of pipes (Regulation (EC) 1272/2008), introduce the norm NF EN ISO 7010 vs. 2013 on traffic signs. Decree no 2011-1461 introduces specific provisions regarding the signs used to indicate emergency roads for persons with disability. Art. R. 717-82 -1 and R 717-82-2 of the Rural and Marine Fishery Code provide further requirements for forestry vehicles drivers.

Table 1- 7 Directive 1999/92/EC (ATEX) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive applies to the protection of workers potentially at risk from explosive atmospheres as defined in Art. 2. It excludes from its scope of application: (a) the areas used directly for and during the medical treatment of patients; (b) the use of appliances burning gaseous fuels; (c) the manufacture, handling, use, storage and transport of explosives or chemically unstable substances; (d) mineral extracting industries; and (e) the use of transport subject to international agreements as 	<p>No observed discrepancy has been identified.</p> <p>Article R4227-42 and R4227-43 of the Labour Code</p>	<ul style="list-style-type: none"> Does the transposing legislation include²⁴ : <ul style="list-style-type: none"> areas used directly for and during the medical treatment of patients? N. the manufacture, handling, use, storage and transport of explosives or chemically unstable substances? N. Other additional or more detailed

²⁴ Please note that points (b),(d) and (e) are regulated by specific legislation.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>specified.</p> <ul style="list-style-type: none"> The Directive applies to the risk from explosive atmospheres, i.e. from mixtures with air, under atmospheric conditions, of flammable substances in the form of gases, vapours, mists or dusts in which, after ignition has occurred, combustion spreads to the entire unburned mixture. 		<p>requirements</p> <p>Y. The legislation does not exclude mineral extracting industries; and the use of means of transport by land, water and air, as per Art. 1 (2) (d) and (e) of the Directive.</p>
<p>Conducting a risk assessment Art. 4(1)</p>	<ul style="list-style-type: none"> The employer shall assess the specific risks arising from explosive atmospheres, taking account at least of: <ul style="list-style-type: none"> the likelihood that explosive atmospheres will occur and their persistence, the likelihood that ignition sources, including electrostatic discharges, will be present and become active and effective, the installations, substances used, processes, and their possible interactions, the scale of the anticipated effects. Explosion risks shall be assessed overall. 	<p>No observed discrepancy has been identified.</p> <p>Article R4227-44 to R4227-48 of the Labour Code</p>	<ul style="list-style-type: none"> Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the types of work involved? <p>Y. (Art. R4121-2, Article R4227-45 and R4227-47 of the Labour Code).</p> <p>-At least annually</p> <ul style="list-style-type: none"> When new significant arrangements are planned which may modify health and safety or working conditions When additional information relevant to the assessment of risk in a work unit is collected. Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N. (Article R4227-44 of the Labour Code.)</p> Is the content of the risk assessment more detailed than described in the Directive? <p>N. See table 1.2.</p> Is a more specific methodology for risk assessment provided in the legislation? <p>N. (Article R4227-46).</p> Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>than in the Directive? N. See table 1.2.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers	N/A	N/A	N/A
Training of workers Annex II, 1.1	<ul style="list-style-type: none"> • The employer must provide those working in places where explosive atmospheres may occur with sufficient and appropriate training with regard to explosion protection. 	<p>No observed discrepancy has been identified.</p> <p>Order of 08 July 2003, Art. 5</p>	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. (Order of 08 July 2003, Art. 5) • Other additional or more detailed requirements <p>N.</p>
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	N.

Table 1- 8 Council Directive 90/269/EEC (manual handling of loads) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive relates to the manual handling of loads where there is a risk particularly of back injury to workers where manual handling is defined as any transporting or supporting of a load, by one or more workers, including lifting, putting down, pushing, pulling, carrying or moving of a load which, by reason of its characteristics or of unfavourable ergonomic conditions, involves a risk particularly of back injury to workers. 	<p>No observed discrepancy has been identified.</p> <p>Art. 4541-1 and 4541-2 of the Labour Code. It should be noticed that the notion of unfavourable ergonomic conditions is not mentioned as such in the French Legislation.</p>	<p>N. (Art. 4541-1 and 4541-2 of the Labour Code).</p>
Conducting a risk assessment Art. 4(a)	<ul style="list-style-type: none"> Wherever the need for manual handling of loads by workers cannot be avoided, the employer shall organize workstations in such a way as to make such handling as safe and healthy as possible and: assess, in advance if possible, the health and safety conditions of the types of work involved, and in particular examine the characteristics of loads, taking account the reference factors provided for in Annex I to the Directive. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4121-1, R4541-5 and 4541-6 of the Labour Code</p>	<ul style="list-style-type: none"> Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the types of work involved? Y. Art. R4121-1 to 3 of the Labour Code Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive, in particular are the reference factors provided in Annex I of the Directive further detailed? N. Art. 4541-6 of the Labour Code. Is the content of the risk assessment more detailed than described in the Directive? Y. Art. 4541-6 of the Labour Code. The employer shall take into account: <ul style="list-style-type: none"> the characteristics of the load, the physical effort required, characteristics of the work environment and the types of work involved; Individual risk factors, defined by joint order of the ministers of labour and

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>agriculture.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? N. see table 1.2. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. see table 1.2. • Other additional or more detailed requirements? Y. Art. D4121-5 to D4121-7 and L4121-3-1 of the Labour Code. Risk assessment and prevention of the work hardness according to the types of work involved.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 6	<ul style="list-style-type: none"> • Framework Directive applies • Workers and/or their representatives shall be informed of all measures to be implemented, pursuant to this Directive, with regard to the protection of safety and of health. • Employers must ensure that workers and/or their representatives receive general indications and, where possible, precise information on: <ul style="list-style-type: none"> — the weight of a load, — the centre of gravity of the heaviest side when a package is eccentrically loaded. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4541-7 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Art. L4121-1 2°, L4141-1 (and following) and R4141-1 (and following), Art. R4541-7 of the Labour Code. • Is the content or form of information to workers further specified? N. See table 1.2. • Other additional or more detailed requirements N. See table 1.2.
Training of	• Framework Directive applies	No observed discrepancy has been	• Is more specific information on the scope

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
workers Art. 6	<ul style="list-style-type: none"> Employers must ensure that workers receive in addition proper training and information on how to handle loads correctly and the risks they might be open to particularly if these tasks are not performed correctly, having regard to the reference factors provided for in Annex I to the Directive and the risk factors listed in Annex II to the Directive. 	<p>identified.</p> <p>Art. R4541-8 of the Labour Code</p>	<p>of training provided in the legislation, in particular in relation to the reference and risk factors?</p> <p>Y. Art. R4541-8 of the Labour Code. It is mentioned that during this – mainly practical – training, workers are informed about the gestures and postures to be adopted to achieve safe manual handling.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N</p>
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 7	Framework Directive applies	No observed discrepancy has been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N. No other requirements than those mentioned in table 1-2.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N. See above.</p>
Limit values	N/A	N/A	N/A
Other issues identified		<p>No observed discrepancy has been identified.</p> <p>Art. R4541-9 and 10 of the Labour Code</p>	<p>Y. Art. R4541-9 of the Labour Code quantifies the conditions applicable to the manual handling of a load by a worker. It establishes that, when the use of manual handling is unavoidable and mechanical equipment cannot be implemented, a worker may be allowed to handle loads greater than 55 kg only if he has been authorised by the occupational physician. In any case these loads cannot be greater than 105 kg. In addition, women are not allowed to handle loads greater than 25 kilograms or to carry loads with a wheelbarrow greater than 40 kg (wheelbarrow weight included).</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>Art. R4541-10 of the Labour Code specifies that the consignor of any package or object to be transported by sea or inland waterway weighing a gross weight of 1,000 kilograms or more shall provide on the package an indication of the weight on the outside. In exceptional cases where it is difficult to know the exact weight, the weight indicated can be a maximum weight determined by the volume and nature of the package. In the absence of the consignor, the obligation lays upon the representative appointed by him for shipping the package.</p> <p>Art. D. 4152-12 of the Labour Code, the use of a two-wheel trolley to handle a load is forbidden to pregnant women.</p> <p>Art. D. 4153-39 of the Labour Code, young workers of less than 18 years are not allowed to handle a load higher than:</p> <ul style="list-style-type: none"> - 15 kg for a worker of 14 or 15 years - 20 kg for a worker of 16 or 17 years - 8 kg for a young woman of 14 or 15 years - 10kg for a young woman of 16 or 17 years.
Annex I	<p>Reference Factors:</p> <ul style="list-style-type: none"> • The manual handling of a load may present a risk particularly of back injury if it is too heavy or too large; unwieldy or difficult to grasp; unstable or has contents likely to shift; positioned in a manner requiring it to be held or manipulated at a distance from the trunk, or with a bending or twisting of the trunk; likely, because of its contours and/or consistency, to result in injury to workers, particularly in the event of a collision. • A physical effort may present a risk particularly of back injury if it is too strenuous; only achieved by a twisting movement of the trunk; likely to result in a sudden movement of the load; made with the body in an unstable posture. • The characteristics of the work environment may increase a risk particularly of back injury if there is not enough room, in particular vertically, to carry out the activity; the floor is uneven, thus presenting tripping hazards, or is slippery in relation to the worker's footwear; the place of 		

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>work or the working environment prevents the handling of loads at a safe height or with good posture by the worker; there are variations in the level of the floor or the working surface, requiring the load to be manipulated on different levels; the floor or foot rest is unstable; the temperature, humidity or ventilation is unsuitable.</p> <ul style="list-style-type: none"> The activity may present a risk particularly of back injury if it entails over-frequent or over-prolonged physical effort involving in particular the spine; an insufficient bodily rest or recovery period; excessive lifting, lowering or carrying distances; a rate of work imposed by a process which cannot be altered by the worker. 		
Annex II	<p>Individual Risk Factors</p> <p>The worker may be at risk if he/she is physically unsuited to carry out the task in question; is wearing unsuitable clothing, footwear or other personal effects; does not have adequate or appropriate knowledge or training.</p>		

Table 1- 9 Council Directive 90/270/EEC (display screen equipment) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions	<ul style="list-style-type: none"> The Directive relates to work with display screen equipment as defined in Article 2, an alphanumeric or graphic display screen, regardless of the display process employed. The Directive does not apply to: <ul style="list-style-type: none"> (a) drivers' cabs or control cabs for vehicles or machinery; (b) (computer systems on board a means of transport; (c) computer systems mainly intended for public use; (d) 'portable' systems not in prolonged use at a workstation; (e) calculators, cash registers and any equipment having a small data or measurement display required for direct use of the equipment; (f) typewriters of traditional design, of the types known as 'typewriter with window' 	<p>No observed discrepancy has been identified.</p> <p>Art. R4542-1 and R4542-2 of the Labour Code.</p>	<ul style="list-style-type: none"> Does the transposing legislation cover any of the elements that the Directive expressly excludes? <p>Y. Art. R4542-1 of the Labour Code. Typewriters of traditional design, of the types known as 'typewriter with window' are not excluded.</p> Is the definition of 'display screen equipment' in national law broader than required by the Directive? <p>N. R4542-2 of the Labour Code.</p> Other additional or more detailed requirements <p>N.</p>
Conducting a risk assessment Art.3	<ul style="list-style-type: none"> Employers must perform an analysis of workstations in order to evaluate the safety and health conditions to which they give rise for their workers, particularly as regards 	<p>No observed discrepancy has been identified.</p> <p>Art. R4121-1 and R 4542-3 of the Labour</p>	<ul style="list-style-type: none"> Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the types of work involved?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>possible risks to eyesight, physical problems and problems of mental stress.</p> <ul style="list-style-type: none"> Employers must take appropriate measures to remedy the risks found, on the basis of the evaluation of the safety and health conditions, taking account of the additional and/or combined effects of the risks so found. 	Code	<p>Y. Art. R4121-1 to 3 of the Labour Code.</p> <ul style="list-style-type: none"> Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive, in particular are the reference factors provided in Annex I of the Directive further detailed? N. Art. 4542-3 of the Labour Code. Is the content of the risk assessment more detailed than described in the Directive? N. Art. 4542-3 of the Labour Code. Is a more specific methodology for risk assessment provided in the legislation? N. See table 1.2. Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. See table 1.2. Other additional or more detailed requirements N. See table 1.2.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 6	<ul style="list-style-type: none"> Framework Directive applies. Workers shall receive information on all aspects of safety and health relating to their workstation, in particular information on such measures applicable to workstations as are implemented under 	<p>No observed discrepancy has been identified.</p> <p>Art. R4542-16 of the Labour Code</p>	<ul style="list-style-type: none"> Is the content or form of information to workers further specified? N. (Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings) and Art. R4542-16 of the Labour Code.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	Articles 3 (analysis of workstations), 7 (daily work routine) and 9 (protection of workers' eyes and eyesight).		<ul style="list-style-type: none"> Other additional or more detailed requirements N.
Training of workers Art. 6	<ul style="list-style-type: none"> Framework Directive applies. Every worker shall receive training in use of the workstation before commencing work with display screen equipment and whenever the organization of the workstation is substantially modified. 	No observed discrepancy has been identified. Art. R4542-16 of the Labour Code	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. Art. R4542-16 of the Labour Code. Is the notion of 'substantially modified' further specified? N. Other additional or more detailed requirements N.
Health surveillance Art. 9*	<ul style="list-style-type: none"> Workers shall be entitled to an appropriate eye and eyesight test carried out by a person with the necessary capabilities: <ul style="list-style-type: none"> — before commencing display screen work, at regular intervals thereafter, and — if they experience visual difficulties which may be due to display screen work. Workers shall be entitled to an ophthalmological examination if the results such test show that this is necessary. If the results of the test or of the examination show that it is necessary and if normal corrective appliances cannot be used, workers must be provided with special corrective appliances appropriate for the work concerned. In no circumstances these measures may involve workers in additional financial cost. Protection of workers' eyes and eyesight may be provided as part of a national health system. 	No observed discrepancy has been identified. Art. R4542-17 and R4542-18 of the Labour Code.	<ul style="list-style-type: none"> Are the conditions in which eye and eye sight test is required more specifically described in the legislation? N. Art. R4542-17 of the Labour Code. Is the periodicity of eye and eye sight test provided in national law? N. Art. R4542-18 of the Labour Code. Other additional or more detailed requirements N.
Consultation of workers	<ul style="list-style-type: none"> Framework Directive applies. 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Art. 8			N. No other requirements than those mentioned in table 1-2. • Other additional or more detailed requirements N. See table 1.2.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	N.

* The primary purpose of this requirement is to identify users who have deficiencies in their eyesight which require correction to enable them to carry out their work with DSE without risk to their health.

Table 1- 10 Directive 2002/44/EC (vibration) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 1(2) and Art 2	<ul style="list-style-type: none"> • This Directive shall apply to activities in which workers are or are likely to be exposed to risks from mechanical vibration during their work. • 'hand-arm vibration': the mechanical vibration that, when transmitted to the human hand-arm system, entails risks to the health and safety of workers, in particular vascular, bone or joint, neurological or muscular disorders; • 'whole-body vibration': the mechanical vibration that, when transmitted to the whole body, entails risks to the health and safety of workers, in particular lower-back morbidity and trauma of the spine. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4441-1 and R4441-2 of the Labour Code. It should be noticed that when talking about 'whole-body vibration' French legislation makes reference to micro trauma of the spine and not trauma.</p>	<ul style="list-style-type: none"> • Any additional or more detailed requirements Y. Art. R4441-2 of the Labour Code defines the physical parameters characterising the exposure to mechanical vibrations as the daily exposure limit value standardised to an eight-hour reference period.
Conducting a risk assessment Art.4	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure the levels of mechanical vibrations to which workers are exposed. • The data obtained shall be preserved in a suitable form to permit consultation at a 	<p>No observed discrepancy has been identified.</p> <p>Art. R4121-1 and Art. R4444-1 to 7 of the Labour Code. It should be noticed however</p>	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? Y. Art. R4444-4 of the Labour Code. Risk

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>later stage.</p> <ul style="list-style-type: none"> • The employer shall give particular attention to: <ul style="list-style-type: none"> - the level, types and duration of exposure, including any exposure to intermittent vibration or repeated shocks; - the exposure limit values and the exposure action values - any effects concerning the health and safety of workers at particularly sensitive risk - any indirect effects on worker safety resulting from interactions between mechanical vibration and the workplace or other work equipment - information provided by the manufacturers of work equipment - the existence of replacement equipment designed to reduce the levels of exposure to mechanical vibration - the extension of exposure to whole-body vibration beyond normal - working hours under the employer's responsibility - specific working conditions such as low temperatures - appropriate information obtained from health surveillance, including published information, as far as possible • The employer must be in possession of the risk assessment • The risk assessment shall be recorded on a suitable medium; it may include a justification by the employer that the nature and extent of the risks related to mechanical vibration make a further detailed risk assessment unnecessary. • The risk assessment shall be kept up-to- 	<p>that Art. 4 (2) of EU legislation is not transposed as it is in French Legislation. It does not entail any consequences on the understanding and operation of risk assessment.</p>	<p>assessment shall be provided to the Labour Inspectorate <u>on request</u>.</p> <ul style="list-style-type: none"> • Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? N. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. Art. R4121-1 of the Labour Code. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements Y. Art. 4444-3 of the Labour Code mentions that the records of the assessment must be kept for at least 10 years.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	date on a regular basis, particularly in case of significant changes.		
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 6	<ul style="list-style-type: none"> • Exposed workers and/or their representatives must receive information and training on the outcome of the risk assessment in particular: - measures taken to eliminate or reduce to a minimum the risks from mechanical vibration; - the exposure limit values and the exposure action values - the results of the assessment and measurement and the potential injury arising from the work equipment in use; - why and how to detect and report signs of injury; - circumstances in which workers are entitled to health surveillance - safe working practices to minimise exposure. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4447-1 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings) and Art. R4447-1 of the Labour Code. • Is the content or form of information to workers further specified? N. However, Art. R4447-1 (4) of the Labour Code makes reference to specific information and training on an "injury arising from the use of work equipment producing vibrations" in addition to the provision regarding why and how to detect them. • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Training of workers Art. 6	Same as above	No observed discrepancy has been identified. Art. R4447-1 of the Labour Code	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. See above regarding Art. R4447-1 (4) of the Labour Code . Are there specific requirements as to the competence of trainers provided in the legislation? N. Other additional or more detailed requirements N.
Health surveillance Art. 8	<ul style="list-style-type: none"> Health surveillance of workers measures with reference to the risk assessment outcome where it indicates a risk to their health. Health surveillance is intended to prevent and diagnose rapidly any disorder linked with exposure to mechanical vibration. Such surveillance shall be appropriate where: <ul style="list-style-type: none"> workers' exposure to vibration is such that a link can be established with an identifiable illness or harmful effects on health, it is probable that the illness or the effects occur in a worker's particular working conditions, and there are tested techniques for the detection of the illness or the harmful effects on health. Workers exposed to mechanical vibration in excess of the values shall be entitled to appropriate health surveillance. Individual health records are required and kept up-to-date. Health records to contain a summary of 	No observed discrepancy has been identified. Art. R4624-10 to R4624-27 and R4446-2 to 4 of the Labour Code	<ul style="list-style-type: none"> Does the national legislation require health surveillance prior to exposure to vibration? Y. Art. R4624-18 to 19 of the Labour Code establish the conditions for increased health surveillance. The conditions and schedule for a health assessment are established by the occupational physician. Art. R4624-11 of the Labour Code requires undertaking health assessment before employment. Art. R 4624-16 requires to undertake health examination periodically. Does the national legislation oblige employers to set health surveillance requirements after the end of exposure? N. Art. R4624-25 and R4446-2 to 4 of the Labour Code, foresee, however that the occupational physician can operate complementary checks on request. Does the national legislation oblige employers in case where, as a result of health surveillance, a worker is found to have an identifiable disease or adverse

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>the results of the health surveillance and kept in a suitable form to permit any later consultation, taking into account any confidentiality.</p> <ul style="list-style-type: none"> • Where a worker is found to have an identifiable disease or adverse health effect, considered by a doctor or occupational health-care professional to be the result of exposure to mechanical vibration at work: <ul style="list-style-type: none"> - The worker shall be informed of the result which relates to him personally and, in particular, information and advice regarding any health surveillance which he should undergo following the end of exposure; - The employer shall be informed of any significant findings from the health surveillance, taking into account any medical confidentiality. - Arrange continued health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. The competent doctor/authority or occupational health care professional may propose that exposed persons undergo a medical examination. 		<p>health effect which is considered to be the result of exposure to mechanical vibration at work, to review the risk assessment and the measure to eliminate or reduce risk?</p> <p>Y. Art. R4446-3 of the Labour Code.</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation, in particular in terms of content? <p>N.</p> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N.</p> • Is the periodicity of health surveillance provided in national law? <p>Y. 4624-16 of the Labour Code requires undertaking health examinations periodically at least every 24 months . In additional specific and more regular checks can be implemented by the occupational physician ,if necessary, to prevent risks arising from vibration.</p> • Other additional or more detailed requirements <p>N.</p>
<p>Consultation of workers Art. 7</p>	<ul style="list-style-type: none"> • Framework Directive applies 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? <p>N. No other requirements than those mentioned in table 1-2 (Minimum periodicity of the meeting with the workers representative or health and safety joint committee).</p> • Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N. See above.
Limit values Art.3	<ul style="list-style-type: none"> • The Directive provides for a set of exposure limit values and exposure action values in respect of the daily vibration exposure levels. • Hand-arm vibration: <ul style="list-style-type: none"> - Daily exposure limit value standardised to an eight-hour reference period: 5 m/s²; - Daily exposure action value standardised to an eight-hour reference period: 2,5 m/s². • For whole-body vibration: <ul style="list-style-type: none"> - Daily exposure limit value standardised to an eight-hour reference period: 1,15 m/s² or, at the MS's choice, a vibration dose value of 21 m/s^{1,75}; - Daily exposure action value standardised to an eight-hour reference period: 0,5 m/s² or, at the MS's choice, a vibration dose value of 9,1 m/s^{1,75}. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4443-1 and R4443-2 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent values? N. Art. R4443-1 and R4443-2 of the Labour Code. • Other additional or more detailed requirements N.
Other issues identified		<p>No observed discrepancy has been identified.</p>	<p>Y. Art. D. 4152-8 of the Labour Code. Hand-arm vibration work involving the use of compressed air jackhammers are strictly forbidden to women (and a fortiori to pregnant women).</p> <p>Art. R4722-18 and 19 of the Labour Code allow the Labour Inspection to request measurement of exposure to mechanical vibration at the workplace.</p>

Table 1- 11 Directive 2003/10/EC (noise) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
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	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 1 and Art 2	<ul style="list-style-type: none"> • Directive shall apply to activities in which workers are or are likely to be exposed to risks from noise as a result of their work. - daily noise exposure level ($L_{EX,8h}$) (dB(A) re. 20 μPa): time weighted average of the noise exposure levels for a nominal; - weekly noise exposure level ($L_{EX,8h}$): time-weighted average of the daily noise exposure levels for a nominal week of five eight-hour working days as defined by international standard ISO 1999:1990, point 3.6 (note 2). 	<p>No observed discrepancy has been identified.</p> <p>Art. R4431-1 of the Labour code. It should be noticed that this Article of the Labour Code does not make reference to ISO 1999:90 standard.</p>	<ul style="list-style-type: none"> • Any additional or more detailed requirements <p>N. Art. R4431-1 of the Labour code.</p>
Conducting a risk assessment Art.4	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure the levels of noise to which workers are exposed, giving particular attention, to: - the level, types and duration of exposure, including any exposure to impulsive noise; - the exposure limit values and the exposure action values; - any effects concerning the health and safety of workers belonging to particularly sensitive risk groups; - as far as technically achievable, any effects on workers' health and safety resulting from interactions between noise and work-related toxic substances, and between noise and vibrations; - any indirect effects resulting from interactions between noise and warning signals or other sounds that need to be observed in order to reduce the risk of accidents; - information on noise emission provided by manufacturers of work equipment in accordance with relevant EU directives; - the existence of alternative work equipment 	<p>No observed discrepancy has been identified.</p> <p>Art. R4431-1 to 7 of the Labour Code.</p>	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>Y. Art. R4433-4 of the Labour Code. Risk assessment shall be provided to the Labour Inspectorate <u>on request</u>.</p> <ul style="list-style-type: none"> • Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? <p>N.</p> <ul style="list-style-type: none"> • Are the risks/factors to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>designed to reduce the noise emission;</p> <ul style="list-style-type: none"> - the extension of exposure to noise beyond normal working hours under the employer's responsibility; - appropriate information from health surveillance, including published information, as far as possible; - the availability of hearing protectors with adequate attenuation characteristics. <ul style="list-style-type: none"> • The employer shall be in possession of the risk assessment. • The risk assessment shall be recorded on a suitable medium, according to national law and practice. • The risk assessment shall be kept up to date on a regular basis, particularly in case of significant changes which could render it out of date, or when the results of health surveillance show it to be necessary. 		<p>assessment provided in the legislation? N. Art. R4121-1 of the Labour Code.</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements Y. Art. 4433-2 of the Labour Code establishes that an assessment of the level of noise should be scheduled at least every 5 years. Art. 4433-3 of the Labour Code mentions that the records of the assessment must be kept for at least 10 years.
Ensuring preventive and protective services Art 4(4)	<ul style="list-style-type: none"> • The assessment and measurement shall be planned and carried out by competent services at suitable intervals 	<p>No observed discrepancy has been identified.</p> <p>Art R4433-2 of the Labour Code</p>	<ul style="list-style-type: none"> • Any additional or more detailed requirements. N. Art R4433-2 of the Labour Code.
Information for workers Art. 8	<ul style="list-style-type: none"> • Workers exposed at work at or above the lower exposure action values, and/or their representatives, receive information and training relating to risks resulting from exposure concerning, in particular: <ul style="list-style-type: none"> - the nature of such risks; - the measures taken to implement this Directive in order to eliminate or reduce to a minimum the risks from noise, - the exposure limit values and the exposure action values - the results of the assessment and 	<p>No observed discrepancy has been identified.</p> <p>Art R4436-1 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. See table 1-2 . • Is the content or form of information to workers further specified? N. (Art. R4141-3 of the Labour Code). • Other additional or more detailed requirements N. Except that Art. R4436-1 (7) of the Labour

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>measurement together with an explanation of their significance and potential risks</p> <ul style="list-style-type: none"> - the correct use of hearing protectors - why and how to detect and report signs of hearing damage - the circumstances in which workers are entitled to health surveillance and the purpose of health surveillance - safe working practices to minimise exposure to noise 		Code transposing Art. 8 (g) of the Directive uses the term "increased health surveillance".
Training of workers Art. 8	Same as above	<p>No observed discrepancy has been identified.</p> <p>Art R4436-1 of the Labour Code</p>	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. Art R4436-1 of the Labour Code.
Health surveillance Art. 10	<ul style="list-style-type: none"> • Health surveillance of workers where the results of the assessment/measurement show a risk to their health. • A worker whose exposure exceeds the upper exposure action values shall have the right to have his/her hearing checked by a doctor or by another suitably qualified person under the responsibility of a doctor, • Preventive audiometric testing shall also be available for workers whose exposure exceeds the lower exposure action values, where the risk assessment indicates a risk to health. • The objectives of these checks are to provide early diagnosis of any hearing loss and preserve hearing function. • Individual health records are made and kept up to date. • Health records shall contain a summary of the results of the health surveillance carried out. • They shall be kept in a suitable form to permit consultation, taking into account 	<p>No observed discrepancy has been identified.</p> <p>Art. R4624-10 to 27 and R4435-1 to 5 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the national legislation require health surveillance prior to exposure to noise? Y. Art. R4624-18 to 19 of the Labour Code establishes the conditions for increased health surveillance. The conditions and schedule for a health assessment are established by the occupational physician. Art. R4624-11 of the Labour Code requires undertaking a health assessment before employment. Art. R 4624-16 requires to undertake health examination periodically. • Does the national legislation oblige employers to set health surveillance requirements after the end of exposure? N. Art. 4624-25 and R4435-2 to 5 of the Labour Code , foresee, however that the occupational physician can operate complementary checks on request. • Are the arrangements for health surveillance records specified in the legislation, in particular in terms of

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>any confidentiality.</p> <ul style="list-style-type: none"> Copies of the appropriate records shall be supplied to the CA on request. The individual worker shall, at his or her request, have access to health records relating personally to him/her. Where, as a result of surveillance, a worker is found to have identifiable hearing damage, a doctor, or a specialist if the doctor considers it necessary, shall assess if the damage is likely to be the result of exposure at work. If this is the case: <ul style="list-style-type: none"> the worker shall be informed by the doctor or other suitably qualified person of the result which relates to him or her personally; <p>The employer shall:</p> <ul style="list-style-type: none"> review the risk assessment review the risk mitigation measures taking into account the advice of the occupational healthcare professional or other suitably qualified person or the CA in implementing any measures required to eliminate or reduce risk and, including the possibility of assigning the worker to alternative work where there is no risk of further exposure; and arrange systematic health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. 		<p>content?</p> <p>N.</p> <ul style="list-style-type: none"> Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N.</p> <ul style="list-style-type: none"> Is the periodicity of health surveillance provided in national law? <p>Y. Art. R4624-16 of the Labour Code requires undertaking health examination periodically at least every 24 months. In addition, specific and more regular checks can be organised by the occupational physician, if necessary, to prevent risks arising from Noise.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
<p>Consultation of workers Art. 9</p>	<ul style="list-style-type: none"> Framework Directive applies 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N. No other requirements than those mentioned in table 1-2 .</p> <ul style="list-style-type: none"> Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N. See above.
Limit values Art.3	<ul style="list-style-type: none"> For the purposes of this Directive the exposure limit values and exposure action values in respect of the daily noise exposure levels and peak sound pressure are fixed at: <ul style="list-style-type: none"> (a) exposure limit values: $L_{EX,8h} = 87$ dB(A) and peak = 200 Pa (1) respectively; (b) upper exposure action values: $L_{EX,8h} = 85$ dB(A) and peak = 140 Pa (2) respectively; (c) lower exposure action values: $L_{EX,8h} = 80$ dB(A) and peak = 112 Pa (3) respectively. When applying the exposure limit values, the determination of the worker's effective exposure shall take account of the attenuation provided by the individual hearing protectors worn by the worker. The exposure action values shall not take account of the effect of any such protectors. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4431-2 of the Labour Code</p>	<ul style="list-style-type: none"> Does the transposing legislation set more stringent values? N. Art. R4431-2 of the Labour Code. Other additional or more detailed requirements N.
Other issues identified		No observed discrepancy has been identified.	Y. Art. R4722-16 and 17 of the Labour Code allow the Labour Inspection to request measurement of exposure to noise at the workplace.

Table 1- 12 Directive 2004/40/EC (electromagnetic fields) - Observed discrepancies, more stringent and more detailed requirements

Not Applicable. This Directive has not yet been transposed. A transposition of this EU legislation will be performed on the basis of Directive 2013/35/CE.

A regulation on limits for public exposure to electromagnetic fields emitted by the equipments used in telecommunication networks or broadcasting facilities was established by Decree no 2002-775 of 3 May 2002. This Regulation includes also recommendations of WHO (Rec. 1999/519/EC) on the matter. In addition, Act No. 2004-806 of 9 August 2004 codified as Article L. 1333-21 of the Public Health Code specifies that the prefects can ask to proceed measurements of the electromagnetic fields to monitor compliance with the limit values laid down to protect exposed population. A protocol was prepared by the National Frequency Agency for in-situ measurements of fixed transmitting stations enable to check maximum admissible exposure levels mentioned within the Decree of 3 May 2002.

Specific preventive and protective measures are introduced by the normative system for specific kinds of equipments.

Table 1- 13 Directive 2006/25/EC (artificial optical radiation) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 1 and Art 2	<ul style="list-style-type: none"> • It lays down minimum requirements for the protection of workers from risks to their health and safety arising or likely to arise from exposure to artificial optical radiation during their work. • It refers to the risk to the health and safety of workers due to adverse effects caused by exposure to artificial optical radiation to the eyes and to the skin. • optical radiation: any electromagnetic radiation in the wavelength range between 100 nm and 1 mm. The spectrum of optical radiation is divided into ultraviolet radiation, visible radiation and infrared radiation: <ul style="list-style-type: none"> (i) ultraviolet radiation: optical radiation of wavelength range between 100 nm and 400 nm. The ultraviolet region is divided into UVA (315-400 nm), UVB (280-315 nm) and UVC (100-280 nm); (ii) visible radiation: optical radiation of wavelength range between 380 nm and 780 nm; (iii) infrared radiation: optical radiation of wavelength range between 780 nm and 1 mm. The infrared region is divided into IRA (780-1 400 nm), IRB (1 400-3 000 nm) and IRC (3 000 nm-1 mm). 	<p>No observed discrepancy has been identified.</p> <p>Art. R4451-1 to 6 and R4452-1 of the Labour Code</p>	<ul style="list-style-type: none"> • Any additional or more detailed requirements <p>N. Art R4452-1 of the Labour Code.</p>
Conducting a risk assessment Art.4	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure and/or calculate the levels of exposure to optical radiation to which workers are likely to be exposed • The data obtained shall be preserved in a suitable form to permit their consultation at 	<p>No observed discrepancy has been identified.</p> <p>Art. R4452-7 to 12 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>Y. Art. R4452-10 of the Labour Code. Risk assessment shall be provided to the Labour</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>a later stage.</p> <ul style="list-style-type: none"> The employer shall give particular attention, when carrying out the risk assessment, to the following: <ul style="list-style-type: none"> - the level, wavelength range and duration of exposure; - the exposure limit values - any effects concerning the health and safety of workers belonging to particularly sensitive risk groups; - any possible effects resulting from workplace interactions between optical radiation and photosensitising chemical substances; - any indirect effects e.g. temporary blinding, explosion or fire; - the existence of replacement equipment designed to reduce the levels of exposure to artificial optical radiation; - appropriate information obtained from health surveillance, including published information, as far as possible; - multiple sources of exposure; - a classification applied to a laser as defined in accordance with the relevant IEC standard and, in relation to any artificial source likely to cause damage similar to that of a laser of class 3B or 4, any similar classification; 		<p>Inspectorate <u>on request</u>.</p> <ul style="list-style-type: none"> Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. R4452-8 of the Labour Code. Is the content of the risk assessment more detailed than described in the Directive? N. Is a more specific methodology for risk assessment provided in the legislation? N. Art. R4121-1 of the Labour Code. Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. Other additional or more detailed requirements Y. Art. R4452-9 of the Labour Code establishes that an assessment of the level of optical radiation should be scheduled at least every 5 years. Art. R4452-21 on the competence to assess risks (and participate in the development of preventive measures) arising from the specific use of Lasers as referred to in Art. R 4452-8 of the Labour Code.
Ensuring preventive and protective services	<ul style="list-style-type: none"> The assessment, measurement and/or calculations referred to in paragraph 1 shall be planned and carried out by competent services or persons at suitable intervals 	<p>No observed discrepancy has been identified.</p> <p>Art. R4452-9 of the Labour Code</p>	<ul style="list-style-type: none"> Any additional or more detailed requirements N. Art. R4452-9 of the Labour Code.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Art 4(2)			
Information for workers Art. 6	<ul style="list-style-type: none"> The employer shall ensure that workers exposed to risks from artificial optical radiation at work and/or their representatives receive necessary information and training relating to the outcome of the risk assessment in particular: <ul style="list-style-type: none"> measures taken to implement this Directive; the exposure limit values and the associated potential risks; the results of the assessment, measurement and/or calculations with an explanation of their significance and potential risks; how to detect adverse health effects of exposure and how to report them circumstances in which workers are entitled to health surveillance; safe working practices to minimise risks from exposure; proper use of appropriate personal protective equipment 	<p>No observed discrepancy has been identified.</p> <p>Art. R4452-20 to 21 of the Labour Code</p>	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. See table 1.2. Is the content or form of information to workers further specified? Y. Art. R4452-20. An information notice shall be displayed in every work place subject to this risk. The information notice shall include specific OHS rules regarding the use of the equipment. Other additional or more detailed requirements N.
Training of workers Art. 6	Same as above	<p>No observed discrepancy has been identified.</p> <p>Art. R4452-19 of the Labour Code</p>	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? Y. Art. R4452-19 of the Labour Code provides the minimum scope of the training. Are there specific requirements as to the competence of trainers provided in the legislation? N. Other additional or more detailed requirements N.
Health surveillance Art. 8 and	<ul style="list-style-type: none"> Health surveillance is carried out by a doctor, an occupational health professional or a medical authority 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> Does the national legislation require health surveillance prior to exposure to artificial optical radiation?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Annex II	<p>responsible for health surveillance</p> <ul style="list-style-type: none"> • Individual health records are made and kept up to date. • Health records shall contain a summary of the results of the health surveillance and be kept in a suitable form to permit later consultation, taking into account any confidentiality. • Copies of the appropriate records shall be supplied to the competent authority on request, taking into account any confidentiality. • Doctor, the occupational health professional or the medical authority responsible for the health surveillance, has access to the results of the risk assessment where such results may be relevant to the health surveillance. • Individual workers shall, at their request, have access to their own personal health records • When exposure above limit values is detected, a medical examination shall be made available to the worker(s) concerned. • In both cases, when limit values are exceeded or adverse health effects (incl. diseases) are identified: <ul style="list-style-type: none"> - the worker shall be informed of the result which relates to him personally and receive information and advice regarding any health surveillance which he should undergo following the end of exposure; - the employer shall be informed of any significant findings of the health surveillance, taking into account any medical confidentiality; 	<p>Art. R4624-10 to 27 and R4452-22 to 31 of the Labour Code</p>	<p>Y. Art. R4624-18 to 19 of the Labour Code establishes the conditions for increased health surveillance. The conditions and schedule for a health assessment are established by the occupational physician. Art. R4624-11 of the Labour Code requires undertaking a health assessment before employment. Art. R4624-16 requires undertaking a health examination periodically.</p> <ul style="list-style-type: none"> • Does the national legislation oblige employers to set health surveillance requirements after the end of exposure to artificial optical radiation? Y. Art. R4452-29 of the Labour Code. • Are the arrangements for health surveillance records specified in the legislation? Y. Art R4452-31 of the Labour Code. A file comprising a copy of the exposure record and the dates and results of the medical checks. • Are the conditions in which health surveillance is required more specifically described in the legislation? N. • Is the periodicity of health surveillance provided in national law? Y. Art. R4624-16 of the Labour Code requires undertaking a health examination periodically at least every 24 months. In addition, specific and more regular checks can be organised by the occupational

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> - the employer shall: <ul style="list-style-type: none"> o review the risk assessment o review the measures taken to eliminate or reduce risks o take into account the health professional advice in implementing such measures o arrange continued health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. In such cases, the competent health professional may propose that the exposed persons undergo a medical examination. 		<p>physician , if necessary, to prevent risks arising from artificial optical radiations.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. Art. R4452-22. The employer shall maintain an updated list of workers likely to be exposed to artificial optical radiation above the exposure limit values set out in Articles R. 4452-5 and R. 4452-6.</p>
Consultation of workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. No other requirements than those mentioned in table 1-2. • Other additional or more detailed requirements N. See table 1.2.
Limit values Art.3	<ul style="list-style-type: none"> • Exposure limit values for non-coherent radiation, other than that emitted by natural sources of optical radiation, are set out in Annex I. • Exposure limit values for laser radiation are set out in Annex II. 	No observed discrepancy has been identified. Art. R4452-5 and R4452-6 of the Labour Code	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent values? N. Annex I and II to Book IV, Title V Chapter II of the Labour Code. • Other additional or more detailed requirements N.
Other issues identified		No observed discrepancy has been identified.	Y. Art. R4452-12 of the Labour Code allows the Labour Inspection to request measurement of exposure to artificial optical radiations at the work place.

Table 1- 14 Directive 2004/37/EC (carcinogens or mutagens) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art 3(1) read in conjunction with Art 2</i>	<ul style="list-style-type: none"> • This Directive shall apply to activities in which workers are or are likely to be exposed to carcinogens or mutagens as a result of their work. • Carcinogens Substance category 1 or 2 carcinogens Annex VI to Directive 67/548/EEC. • Mutagens: Substance category 1 or 2 mutagens Annex VI to Directive 67/548/EEC. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4412-59 and R4412-60 of the Labour Code. It should be noticed that there is no definition of "limit value".</p>	<ul style="list-style-type: none"> • Does the national legislation apply the carcinogen and mutagen classification according to the CLP Regulation (EC) 1272/2008? Y. Art. R4412-60 of the Labour Code. • Does the transposing legislation also cover reprotoxic substances (1A and 1B)? Y. Art. R4412-60 of the Labour Code. • Other additional or more detailed requirements N. Order of 5 January 1993 corresponding to annex 1 of the Directive.
Conducting a risk assessment <i>Art. 3</i>	<ul style="list-style-type: none"> • Nature, degree and duration of workers' exposure shall be determined in order to make it possible to assess any risk to the workers' health or safety and to lay down the measures to be taken. • The assessment shall be renewed regularly and in any event when any change occurs in the conditions which may affect workers' exposure to carcinogens or mutagens. • The employer shall supply the authorities at their request with the information used for making the assessment. • When assessing the risk, account shall be taken of all other routes of exposure, such as absorption into and/or through the skin. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4121-1 and Art. R4412-61 to R4412-65 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the transposing legislation oblige employers to supply the authorities with information automatically and not on request? Y. On request. Art. R4412-64 of the Labour Code. The information should be disclosed in the "Document Unique". Art. R4121-1 of the Labour Code establish the conditions laying down the development of this document. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directives? N. Art. R4412-62 to 65 of the Labour Code. • Is the content of the risk assessment more detailed than described in the Directives? N. • Is a more specific methodology for risk assessment provided in the legislation?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>N. Art. R4121-1 of the Labour Code</p> <ul style="list-style-type: none"> Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directives? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.11&12	<p>Appropriate measure to ensure that:</p> <ul style="list-style-type: none"> Workers and/or any workers' representatives in the undertaking can check that this Directive is applied or can be involved in its application in particular for: <ul style="list-style-type: none"> the consequences for workers' safety and health of the selection, wearing and use of protective clothing and equipment, without prejudice to the employer's responsibility for determining the effectiveness of protective clothing and equipment; the measures in case of foreseeable exposure Workers and/or their representatives are informed as quickly as possible of abnormal exposures including foreseeable ones or the cause and of the measures taken or to be taken to rectify the situation The employer keeps an up-to-date list of the workers engaged in the activities in respect of which the results of the 	<p>No observed discrepancy has been identified.</p> <p>Art 4412-40 to 43 and Art. R4412-86 to R4412-93 of the Labour Code</p>	<ul style="list-style-type: none"> Does the Directive set additional information requirements, including on: <ul style="list-style-type: none"> relevant activities and industrial processes, including reasons why carcinogens mutagens and reprotoxins are used; <p>N. Art. R4412-86 to R4412-93 of the Labour Code.</p> <ul style="list-style-type: none"> quantities of substances and preparations manufactured or used that contain CMR <p>N.</p> <ul style="list-style-type: none"> numbers of workers exposed <p>N.</p> <ul style="list-style-type: none"> replacement by another product <p>Y. Art. 4412-86 (7) and the provisions of Art. R4412-66 and R4412-16 which requires that a substitute to CMR products Cat 1 should be sought systematically.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>assessment reveals a risk to workers and indicating if available their exposure</p> <ul style="list-style-type: none"> • Doctors and/or competent authorities have access to this list. • Each worker has access to the information about him • Workers and/or workers representatives have access to anonymous collective information. 		<ul style="list-style-type: none"> ◦ negative impacts on fertility <p>Y. Art. R4412-89 of the Labour Code. The information to workers focuses on the potentially harmful effects of chemical exposure on fertility, in particular upon the embryo during early pregnancy as well as on the foetus and on the child during breastfeeding.</p> <ul style="list-style-type: none"> • Does the legislation provide for specific conditions in relation (e.g. size of the establishments) to workers information? N. (See table 1.2. • Is the content or form of information to workers further specified? N. Art. 4412-86 of the Labour Code transpose provisions of Art. 6 of the Directive. • Other additional or more detailed requirements N.
Training of workers Art.11	<ul style="list-style-type: none"> • Sufficient and appropriate training on the basis of all available information on: <ul style="list-style-type: none"> ◦ Potential risks to health including the additional risks due to tobacco consumption ◦ Precautions to be taken to prevent exposure. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4412-87 to R4412-88 of the Labour Code</p>	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. Art. R4412-87 of the Labour Code. • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Other additional or more detailed requirements N.
Health surveillance	<ul style="list-style-type: none"> • Health surveillance prior exposure and at regular intervals thereafter . 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> • Does the national legislation set health surveillance requirements after the end of

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Art.14	<ul style="list-style-type: none"> • If a workers suffer from an abnormality suspected to be the result of exposure the doctor or relevant authority may require other workers who have been similarly exposed to undergo health surveillance. In that even a reassessment of the risk must be carried out. • Medical records must be kept and doctors must propose any protective or preventive measures to be taken in respect of any individual worker. • Advice must be given to workers on health surveillance after the end of exposure. • Workers have access to the result of health surveillance that concern them. • Workers/employers may request a review of the results of the health surveillance. 	Art. R4624-10 to 27 and R4412-44 to 53 of the Labour Code	<p>exposure?</p> <p>Y. Art. R4624-18 to 19 of the Labour Code establishes the conditions for increased health surveillance. The conditions and schedule for a health assessment are established by the occupational physician. Art. R4624-11 of the Labour requires undertaking a health assessment before employment. Art. R 4624-16 requires undertaking health examination periodically.</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation? <p>Y. Art R4412-54 of the Labour Code. A file comprising a copy of the exposure record and the dates and results of the medical checks.</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>Y. Art R4624-16 of the Labour Code requires undertaking a health examination periodically at least every 24 months. In addition, specific and more regular checks can be organised by the occupational physician , if necessary, to prevent risks arising from CMR. Art. R 4412-51 of the Labour Code refers to the periodicity of health checks regarding health surveillance after exposure to chemical substances.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> Other additional or more detailed requirements N.
Consultation of workers Art.13	<ul style="list-style-type: none"> Framework Directive applies 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? N. No other requirements than those mentioned in table 1-2 (Minimum periodicity of the meeting with the workers representative or health and safety joint committee) Other additional or more detailed requirements N. See above.
Limit values Art 16 and Annex III	<ul style="list-style-type: none"> Limit values on Benzene, Vinyl chloride monomer, hardwood dusts 	No observed discrepancy has been identified. Art. R4412-149 of the Labour code	<ul style="list-style-type: none"> Does the transposing legislation set more stringent limit values? Y. Art. R4412-149 of the Labour code. Limit values of vinyl chloride monomer: 2.59 mg/m³ and 1 ppm. Limit values of hardwood dusts 1 mg/m³. Other additional or more detailed requirements. N.
Other issues identified		No observed discrepancy has been identified.	Y. French Legislation extends this transposed legislation to teratogenic substances. The list of CMR provided in Art. R4412-149 of the Labour code is more comprehensive than Annex III of the Directive.

Table 1- 15 Council Directive 98/24/EC (chemical agents at work) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
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	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p>Scope and definitions Art. 1 and 2</p>	<ul style="list-style-type: none"> • The requirements of this Directive apply where hazardous chemical agents are present or may be present at the workplace, without prejudice to the provisions for chemical agents to which measures for radiation protection apply pursuant to Directives adopted under the Treaty establishing the European Atomic Energy Community. • Chemical agent is defined as any chemical element or compound, on its own or admixed, as it occurs in the natural state or as produced, used or released, including release as waste, by any work activity, whether or not produced intentionally and whether or not placed on the market. • Hazardous chemical agent is defined as <ul style="list-style-type: none"> ○ any chemical agent which meets the criteria for classification as a dangerous substance according to the criteria in Annex VI to Directive 67/548/EEC, whether or not that substance is classified under that Directive, other than those substances which only meet the criteria for classification as dangerous for the environment; ○ any chemical agent which meets the criteria for classification as a dangerous preparation within the meaning of Directive 88/379/EEC, whether or not that preparation is classified under that Directive, other than those preparations which only meet the criteria for classification as dangerous for the environment; ○ any chemical agent which, whilst not meeting the criteria for classification as 	<p>No observed discrepancy has been identified.</p> <p>Art. 4412-1 to 4412-4 of the Labour Code</p>	<ul style="list-style-type: none"> • Is the scope broader than the directive's for: <ul style="list-style-type: none"> - Chemical agent? N. Art. 4412-2 of the Labour Code. - Hazardous chemical agent? N. Art. 4412-2 of the Labour Code. Make reference to the list established in Regulation (CE) no 1272/2008. • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>dangerous in accordance with (i) and (ii), may, because of its physico-chemical, chemical or toxicological properties and the way it is used or is present in the workplace, present a risk to the safety and health of workers, including any chemical agent assigned an occupational exposure limit value under Article 3 of the Directive.</p>		
<p>Conducting a risk assessment Art. 4(1), (2) and (4)</p>	<ul style="list-style-type: none"> • The Directive requires a risk assessment to be carried out by employers which must determine whether any hazardous chemical agents are present at the workplace. If so they should assess them taking into account, inter alia, their hazardous properties; level, types and duration of exposure; the circumstances of work involving such agents; occupational exposure limit values or biological limit values; effect of preventive measures taken or to be taken; conclusions to be drawn from any health surveillance. • In case of activities involving exposure to several agents, the risk must be assessed taking into account all chemical agents in combination. • The risk assessment must be documented. The employer must be in possession of the risk assessment. 	<p>No observed discrepancy has been identified.</p> <p>Art. 4412-5 to 4412-10 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? Y. On request. Art. R4412-30 of the Labour Code. Art. R4412-10 of the Labour Code. The information should be disclosed in the "Document Unique". Art. R4121-1 of the Labour Code establish the conditions laying down the development of this document. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Art. R4412-7 of the Labour Code. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. Art. R4121-1 of the Labour Code. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N. <ul style="list-style-type: none"> Other additional or more detailed requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.8	<ul style="list-style-type: none"> The employer must ensure that workers are provided with: <ul style="list-style-type: none"> Data obtained from the risk assessments Information on the hazardous chemical agents occurring in the workplace (e.g. relevant occupational exposure limit values) Training and information on appropriate precautions and actions to be taken Safety data sheet. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4412-38 to R4412-39 of the Labour Code</p>	<ul style="list-style-type: none"> Does the transposing legislation set any additional information requirements? N., Art. R4412-38 to 4412-39 of the Labour Code. Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Is the content or form of information to workers further specified? N. Other additional or more detailed requirements N.
Training of workers Art.8	<ul style="list-style-type: none"> The employer must ensure that workers are provided with: <ul style="list-style-type: none"> Training and information on appropriate precautions and actions to be taken. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4412-38 of the Labour Code</p>	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. Art. R4412-38 of the Labour Code. Are there specific requirements as to the competence of trainers provided in the legislation? N. Other additional or more detailed requirements? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Health surveillance Art.10	<ul style="list-style-type: none"> The employer shall provide health surveillance of workers for whom the results of the assessment of the hazardous chemical agents reveal a risk to health. Individual health and exposure records shall be made and kept up-to-date and contain a summary of the results of health surveillance and of any monitoring data representative of the exposure of the individual. Copies must be supplied on request to the authorities. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4624-10 to 27 and Art. R4412-44 to R4412-53 of the Labour Code</p>	<ul style="list-style-type: none"> Does the transposing legislation require health surveillance to be provided for other workers than those for which the assessment of the hazardous chemical agents revealed a risk to health? N. Does the transposing legislation oblige employers to supply the authorities with information automatically and not on request? Y. On request. Art. R4412-30 of the Labour Code. Art. R4412-10 of the Labour Code. The information should be disclosed in the "Document Unique". Art. R4121-1 of the Labour Code establish the conditions laying down the development of this document. Are the arrangements for health surveillance records specified in the legislation? Y. Art R4412-54 of the Labour Code. A file comprising a copy of the exposure record and the dates and results of the medical checks. Are the conditions in which health surveillance is required more specifically described in the legislation? N. Is the periodicity of health surveillance provided in national law? Y. Art R4624-16 of the Labour Code requires undertaking a health examination periodically at least every 24 months. In addition, specific and more regular checks

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			can be organised by the occupational physician, if necessary, to prevent risks arising from CMR. Art. R 4412-51 of the Labour Code refers to the periodicity of health checks regarding health surveillance after exposure to chemical substances.
Consultation of workers Art.11	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. No other requirements than those mentioned in table 1-2 (Minimum periodicity of the meeting with the workers representative or health and safety joint committee) • Other additional or more detailed requirements N. See above.
Limit values Art 3 and 6(4) and (5)	<ul style="list-style-type: none"> • Exposure limit values and biological limit values 	No observed discrepancy has been identified. Art. R4412-32 and Art. R4412-149 of the Labour Code	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent limit values? Y. Art. R4412-149. Limit values of lead and its compound: 0.1 mg/m³ Art. R4412-152. Biological limit values: 40 micrograms/100 ml of blood for men and 30 micrograms/100 ml for women. (See also Additional information concerning indicative exposure limit values established within Directive 91/322/EEC, Directive 2000/39/EC, Directive 2006/15b/EC and Directive 2009/161/EC in the following table) • Other additional or more detailed requirements Y. Art. R4412-149 of the Labour code is more comprehensive than Annex I and II of the Directive. It provides additional Limit values

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			for chemical agents. In general, French legislation is more stringent than EU legislation. In particular, it provides values for some agents without LVFE established at EU level such as perchloroethylen or the dichloromethan.
Other issues identified		No observed discrepancy has been identified.	N.

Additional information concerning indicative exposure limit values established within Directive 91/322/EEC, Directive 2000/39/EC, Directive 2006/15/EC and Directive 2009/161/EC

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Limit values	Annex to Directive 91/322/EEC		INRS ED 984 of April 2012 Limit values adopted at national level are indicative Indicative limit value of tin is more stringent: 0,1 mg/m ³
	Annex to Directive 2000/39/EC	Binding limit value dopted at national level: <ul style="list-style-type: none"> Hydrogen chloride : no eight hours limit value (however limit value on the short-term more stringent) 	Art. R4412-149 of the Labour Code and Order of 30 June 2004 (+subsequent amending orders) Limit values adopted at national level are indicative for : 1,1 Dichloroethane; Chlorodifluoromethane; Propionic acid; 2-Phenylpropene; e-Caprolactame; ,1,4-Dichlorobenzene; Allyl Alcohol; Ethylene glycol; 5-Methylhex-2-one; Piperazine; Dimethyether; n-Butylacrylate; n-Buthyacrilate; 5-Methylheptan-3-one; Amylacetate; Silver (metallic); Orthophosphoric acid; Fluorine; Dihydrogen selenide; Hydrogen bromide; Fluorides (inorganic).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>Other limit values as per the annex to Directive 2000/39/EC are binding.</p> <p>The following limit values are more stringent:</p> <ul style="list-style-type: none"> • 2-Phenylpropene: limit value eight hours 123 mg/m³ - 25 ppm • Ethylbenzene: limit value eight hours 88,4 mg/m³ - 20 ppm; limit value on the short-term 442 mg/m³ - 100 ppm • 1,4-Dichlorobenzene: limit value eight hours 4.5 mg/m³ - 0.75 ppm • Allyl alcohol: limit value eight hours 0.48 mg/m³ - 0.2 ppm; limit value on the short-term 4.8 mg/m³ - 2 ppm • 1-Methoxypropanol-2: limit value eight hours 188 mg/m³ - 50 ppm; limit value on the short-term 375 mg/m³ - 100 ppm • 2-Butoxyethanol: limit value eight hours 49 mg/m³ - 10 ppm • 2-Butoxyethyl acetate: limit value eight hours 66.5 mg/m³ - 10 ppm • Triethylamine: limit value eight hours 4.2 mg/m³ - 1 ppm • Dimethylamine: limit value eight hours 1.9 mg/m³ - 1 ppm; limit value on the short-term 3.8 mg/m³ - 2 ppm • N,N-Dimethylacetamide: limit value eight hours 7.2 mg/m³ - 2 ppm; limit value on the short-term 36 mg/m³ - 10 ppm • N-heptane: limit value eight hours 1668 mg/m³ - 400 ppm; limit value on the short-term 2085 mg/m³ - 500 ppm • Hydrogen chloride: limit value on the short-term 7.6 mg/m³ - 5 ppm • Ammonia: limit value eight hours 7 mg/m³ - 10 ppm; limit value on the short-term 14

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>mg/m³ - 20 ppm</p> <p>More information are provided for the following agents:</p> <ul style="list-style-type: none"> • Acetone: limit value on the short-term 2420 mg/m³ - 1000 ppm • Ethylamine: limit value on the short-term 28.2 mg/m³ - 15 ppm • 1,2,4-Trimethylbenzene: limit value on the short-term 250 mg/m³ - 50 ppm • Mesitylene: limit value on the short-term 250 mg/m³ - 50 ppm • 5-Methylhexan-2-one: limit value on the short-term 475 mg/m³ - 100 ppm • 1,2,3-Trimethylbenzene: limit value on the short-term 250 mg/m³ - 50 ppm • Orthophosphoric acid: limit value eight hours 0. 2 ppm; limit value on the short-term 0.5 ppm
	Annex to Directive 2006/15/EC		<p>Art. R4412-149 of the Labour Code and Order of 30 June 2004 (+subsequent amending orders)</p> <p>Limit values adopted at national level are indicative for : Formic acid; Choloethane; Isopentane; Nitrobenzene; Resorcinol; 2-(2-Methoxyethoxy)ethanol; 2-(2-Butoxyethoxy)ethanol; Carbon dioxide; Oxalic acid; Cyanamide; Neopentane; Diphosphorus pentoxide; Diphosphorus pentasulphide; Silver (soluble compound); Barium; Chromium metal; Nitric acid; Chlorine; Phosphine; Pyrethrum</p> <p>Other limit values as per the annex to Directive 2006/15/EC are binding.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			The following limit values are more stringent: <ul style="list-style-type: none"> • Toluene: limit value eight hours 76.8 mg/m³ - 20 ppm; limit value on the short-term 384 mg/m³ - 100 ppm.
	Annex to Directive 2009/161/EC		Art. R4412-149 of the Labour Code and Order of 30 June 2004 (+subsequent amending orders) <p>Limit values adopted at national level are indicative for : n-methyl-2-pyrrolidone; Sulfuric acid; Hydrogen sulphide</p> <p>Other limit values as per the annex to Directive 2009/161/EC are binding.</p> <p>More information are provided for the following agents:</p> <ul style="list-style-type: none"> • Methyl methacrylate: limit value eight hours 205 mg/m³ and limit value on the short-term 410 mg/m³ • 2-Methoxyethanol: limit value eight hours 3.2 mg/m³ • 2-Methoxyethyl acetate: limit value eight hours 5 mg/m³ .

Table 1- 16 Directive 2009/148/EC (asbestos) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art.1 and 2	The Directive covers health and safety risks arising or likely to arise from exposure to asbestos at work where asbestos is defined as any one of six fibrous silicates: - asbestos actinolite, CAS No 77536-66-4 (1); - asbestos grunerite (amosite), CAS No 12172-73-5 (1);	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Any additional or more detailed requirements <p>Y. Art. R4412-94 of the Labour Code provides more information on the types of work concerned.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> - asbestos anthophyllite, CAS No 77536-67-5 (1) - chrysotile, CAS No 12001-29-5 (1); - crocidolite, CAS No 12001-28-4 (1); - asbestos tremolite, CAS No 77536-68-6 (1). 		
Conducting a risk assessment Art.3(2)	<ul style="list-style-type: none"> • In the case of activity likely to involve a risk of exposure to dust arising from asbestos or materials containing asbestos, this risk must be assessed to determine the nature and degree of the workers' exposure. 	<p>No observed discrepancy has been identified.</p> <p>Art. L4121-2 and R4412-97 to 99 of the Labour Code</p>	<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Art. R4121-1 to 4 of the labour Code and Order (circulaire) of 18 April 2002 clarifying that all risks shall be taken into account. • Is the content of the risk assessment more detailed than described in the Directive? Y. Art. R4412-98 of the Labour Code. Assessment of risks according to the level of exposure to asbestos arising from dust. • Is a more specific methodology for risk assessment provided in the legislation? N. (Art. R4121-1 (and followings) of the Labour Code). • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. Art. L4121-3, the employer is responsible for conducting a risk assessment. • Other additional or more detailed requirements Y. Definition of the three level of exposure to dust arising from asbestos. Level 1 < 100

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			Fibber/L, Level 2 > or = 100 Fibber/L and < 6000 Fibber/L and Level 3 > or = 6000 Fibber/L and < 25000 F/L. For each level, specific protective measures are implemented.
Ensuring preventive and protective services Art.7(4)	<ul style="list-style-type: none"> • Sampling shall be carried out by suitably qualified personnel. The samples taken shall be subsequently analysed, in laboratories equipped for fibre counting. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4412-103 to R4412-106 of the Labour Code</p>	<ul style="list-style-type: none"> • Any additional or more detailed requirements. <p>Y. Art. R4412-103 of the Labour Code. the body which carries out sampling must be accredited and independent from the body controlled.</p> <p>Art. R4412-106 of the Labour Code. The level of asbestos in dust is controlled according to the META methodology.</p>
Information for workers Art.4(4) Art.17	<ul style="list-style-type: none"> • Art.4(4): Workers must have access to the documents used in the documentation system • Art.17: Workers must receive adequate information on: <ul style="list-style-type: none"> - potential risks to health from exposure to dust arising from asbestos or materials containing asbestos; - existence of statutory limit values and the need for the atmosphere to be monitored; - hygiene requirements, including the need to refrain from smoking; - precautions to be taken as regards the wearing and use of protective equipment and clothing; - special precautions designed to minimise exposure to asbestos. • Workers must have access to the results of asbestos-in-air concentration measurements and can be given explanations of the significance of those results. if the results exceed the limit value, the workers concerned are informed as 	<p>No observed discrepancy has been identified.</p> <p>Art. R4412-38 to 39 and Art. R4412-116 to 117 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the transposing legislation set any additional information requirements? N. Art. 4412-38 to 4412-39 of the Labour Code. • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	quickly as possible of the fact and the reasons for it and the workers are consulted on the measures to be taken or, in an emergency, are informed of the measures which have been taken.		
Training of workers Art.14	<ul style="list-style-type: none"> • Appropriate training must be given for all workers who are, or are likely to be, exposed to dust from asbestos or materials containing asbestos. Such training must be provided at regular intervals and at no cost to the workers. • The content of the training must be easily understandable for workers. It must enable them to acquire the necessary knowledge and skills in terms of prevention and safety, particularly as regards: <ul style="list-style-type: none"> - properties of asbestos and its effects on health; - types of products or materials likely to contain asbestos; - operations that could result in asbestos exposure and the importance of preventive controls to minimise exposure; - safe work practices, controls and protective equipment; - appropriate role, choice, selection, limitations and proper use of respiratory equipment; - emergency procedures; - decontamination procedures; - waste disposal; - medical surveillance requirements. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4412- 39 , Art. R4412-87 and Art. R4412-116 to 117 of the Labour Code</p> <p>Order of 23 February 2012 on the training of worker operating in asbestos environment.</p>	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? Y. The Order of 23 February 2012 defines the conditions for the training regarding the prevention of risks related to asbestos as well as its periodic renewal. It concerns technical supervisors or operators. • Are there specific requirements as to the competence of trainers provided in the legislation? Y. Training shall be delivered by certified bodies. This certificate is delivered by a certification body accredited according to the criteria established in the Order of 23 February 2012. • Are there more detailed requirements on the content of training than in the Directive? Y. The Order of 23 February 2012 defines the conditions for the training regarding the prevention of risks related to asbestos as well as its periodic renewal. It concerns technical supervisors or operators. • Are there more detailed requirements on the regularity of training than in the Directive? Y. See. Above. Annex III of this Order. • Other additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>requirements.</p> <p>Y. Order 23 February 2012. To assign a worker already trained for the prevention of risks arising from asbestos to an activity in an asbestos-containing environment, the employer must ensure beforehand that it has performed the training of a same activity level less than 12 months ago, or that its final certificate of competency has been obtained less than 6 months ago. Otherwise, the employer must ensure the employee follows another cycle of training.</p>
<p>Health surveillance Art.18 and annex I</p>	<ul style="list-style-type: none"> • Assessment of each worker's health must be available prior to the beginning of exposure to dust arising from asbestos or materials containing asbestos at the place of work. It must include a specific examination of the chest. • A new assessment must be available at least once every 3 years for as long as exposure continues. • Individual health record to be established for each worker. • The doctor or responsible authority shall advise on individual protective/preventive measures to be taken or determine such measures, including where appropriate the withdrawal of the worker from all exposure to asbestos. • Information and advice must be given to workers on any assessment of their health which they may undergo following the end of exposure. • The doctor may indicate that medical surveillance must continue after the end of exposure for as long as he/she considers it necessary to safeguard the health. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4624-10 to 27 and R4412-44 to 53 of the Labour Code</p>	<ul style="list-style-type: none"> • Do these health surveillance requirements also apply if worker exposure is sporadic and of low intensity, and is clear from the results of the risk assessment that the exposure limit for asbestos will not be exceeded? <p>Y. Art. R4412-98 of the Labour Code. Assessment of risks according to the level of exposure to dust arising from asbestos</p> <ul style="list-style-type: none"> • Does the national legislation oblige worker to continue medical surveillance after exposure to asbestos? <p>Y. Art. R4624-18 to 19 of the Labour Code establishes the conditions for increased health surveillance. The conditions and schedule for health assessment are established by the occupational physician. Art. R4624-11 of the Labour requires undertaking health assessment before employment. Art. R 4624-16 requires undertaking health examination periodically.</p> <ul style="list-style-type: none"> • Are the arrangements for health

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> • The worker concerned or the employer may request a review of the assessments. • These measures do not apply if worker exposure is sporadic and of low intensity, and is clear from the results of the risk assessment that the exposure limit for asbestos will not be exceeded (See Article 3(3)). 		<p>surveillance records specified in the legislation?</p> <p>Y. Art R4412-54 of the Labour Code. A file comprising a copy of the exposure record and the dates and results of the medical checks.</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N. Nothing more but Art. R4624-16 and R4624-17 of the Labour Code. Table 1-2.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>Y. Art R4624-16 of the Labour Code requires undertaking a health examination periodically at least every 24 months. In addition, specific and more regular checks can be organised by the occupational physician , if necessary, to prevent risks arising from CMR. Art. R 4412-51 of the Labour Code refers to the periodicity of health checks regarding health surveillance after exposure to chemical substances (including asbestos).</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. Art. R4412-54 of the Labour Code. The medical records are kept for at least 50 years.</p>
Consultation of workers Art.3(5) and 7(3) and 12	<ul style="list-style-type: none"> • Art.3(5): risk assessment is subject to worker consultation. • Art.7(3): sampling is carried out after worker consultation. • Art.12: workers must be consulted on measures to be taken in case of activities 	<p>No observed discrepancy has been identified.</p> <p>Art. L 4121-2, R4412-105 and Art. R4412-107 to 115</p>	<ul style="list-style-type: none"> • Does the national legislation set additional worker consultation requirements? <p>N. Art. R4412-105 of the Labour Code.</p> <ul style="list-style-type: none"> • Are more specific criteria put in place? <p>N. Art. R4412-105 of the Labour Code.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	such as demolition, asbestos removal work, repairing and maintenance where it is foreseeable that the limit values will be exceeded, before the activities start.		<ul style="list-style-type: none"> Other additional or more detailed requirements N.
Limit values Art.8	<ul style="list-style-type: none"> Employers shall ensure that no worker is exposed to an airborne concentration of asbestos in excess of 0,1 fibres per cm³ as an 8-hour time-weighted average (TWA). 	No observed discrepancy has been identified. Art. R4412-100 of the Labour Code	<ul style="list-style-type: none"> Does the transposing legislation set more stringent limit values? Y. Art. R4412-100 of the Labour Code. Concentration of asbestos in air shall not exceed 10 Fibbers/L (i.e. 0.01 fibres per cm³) as an 8-hour time-weighted average (this provision will apply from 1 July 2015) Other additional or more detailed requirements N.
Other issues identified		No observed discrepancy has been identified.	N.

Table 1- 17 Directive 2000/54/EC (biological agents) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive covers risks, arising or likely to arise from exposure to biological agents at work. 'biological agents': micro-organisms, including those which have been genetically modified, cell cultures and human endoparasites, which may be able to provoke any infection, allergy or toxicity. 	No observed discrepancy has been identified. Art. R4421-1 to 4 of the Labour Code	<ul style="list-style-type: none"> Is the scope of the national legislation broader than the Directive? N. Other additional or more detailed requirements Y. Art. R4421-4 of the Labour Code provides the definition of a Pathogenic Agent (= biological agents of groups 2,3 and 4).
Conducting a risk assessment Art. 3, 7(1)	<ul style="list-style-type: none"> The nature, degree and duration of workers' exposure must be determined. In the case of activities involving exposure 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> Does the national legislation require employers to submit risk assessment to national authorities automatically?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>to several groups of biological agents, the risk shall be assessed on the basis of the danger presented by all hazardous agents present.</p> <ul style="list-style-type: none"> • The assessment must be renewed regularly and in any event when any change occurs in the conditions which may affect workers' exposure. • The employer must supply the CAs, at their request, with the information used for making the assessment. • The assessment is conducted on the basis of all available information: <ul style="list-style-type: none"> - classification of biological agents which are or may be a hazard to human health - recommendations from a CA which indicate that the biological agent should be controlled to protect workers' health when workers are or may be exposed to such a biological agent as a result of their work - information on diseases which may be contracted as a result of the work of the workers - potential allergenic or toxigenic effects as a result of the work of the workers; - knowledge of a disease from which a worker is found to be suffering and which has a direct connection with his work. • Where the assessment reveals risk to workers' health or safety, employers shall, when requested, make available to the CA appropriate information on: <ul style="list-style-type: none"> - the results of the assessment; - the activities in which workers have been exposed or may have been exposed; - the number of workers exposed; - the name and capabilities of the person 	<p>Art. L4121-2 and R4423-1 to 4 of the Labour Code</p>	<p>Y. On request. Art. R4423-4 of the Labour Code. The employer shall make the data used to assess risks available to labour inspection and social security services.</p> <ul style="list-style-type: none"> • Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? N. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. R4423-2 of the Labour Code. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? Y. Order of 23 January 2013 on the best practices to ensure safety and security of operations mentioned in Art. R 5139-18 of the Public Health Code includes a specific methodology for the risk assessment. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>responsible for OSH,</p> <ul style="list-style-type: none"> - the protective and preventive measures taken; - an emergency plan for the protection of workers from exposure to a group 3 or 4 biological agent which might result from a loss of physical containment. 		
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.10	<ul style="list-style-type: none"> • Employers shall provide written instructions and, if appropriate, display notices which shall, include the procedure to follow in the case of: <ul style="list-style-type: none"> - a serious accident or incident involving the handling of a biological agent; - handling a group 4 biological agent. • Employers shall inform the workers of any accident/incident which may have resulted in the release of a biological agent and could cause severe human infection and/or illness. • Employers shall inform the workers as quickly as possible when a serious accident or incident occurs, of its causes and the remedial measures taken or to be taken. • Each worker shall have access to the information on the list of exposed workers which relates to him personally. • Workers or their representatives shall have access to anonymous collective information. • Employers shall provide workers and/or their representatives, at their request, with the information for CAs (see Article 7). 	<p>No observed discrepancy has been identified.</p> <p>Article R4424-4, R4424-7 and Art. R4425-1 to 5 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the information to be provided to the CAs need to be available to the workers independently of their request? Y. Art. R4425-4 of the Labour Code. • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Art. R4425-1 of the Labour Code. • Is the content or form of information to workers further specified? Y. Art. R4424-7 of the Labour Code. Information on the methods of decontamination and disinfection. Art. 4424-4 of the Labour Code. Safety Instructions prohibiting food and beverage, articles for smoking, cosmetics and handkerchiefs of other materials than tissue in areas where a risk of contamination exists. • Other additional or more detailed requirements N.
Training of	<ul style="list-style-type: none"> • Workers receive training concerning: 	No observed discrepancy has been	<ul style="list-style-type: none"> • Is more specific information on the scope

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
workers Art.9	<ul style="list-style-type: none"> - potential risks to health; - precautions to be taken to prevent exposure; - hygiene requirements; - wearing and use of protective equipment and clothing; - steps to be taken in case of incidents and to prevent them. • Training shall be: - given at the beginning of work involving contact with biological agents, - adapted to new or changed risks, and repeated periodically if necessary. 	<p>identified.</p> <p>Art. R4425-6 to 7 of the Labour Code</p>	<p>of training provided in the legislation? N. Art. R4425-6 of the Labour Code.</p> <ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Other additional or more detailed requirements N.
Health surveillance Art.14 and annex IV	<ul style="list-style-type: none"> • Each worker can undergo, if appropriate, relevant health surveillance prior to exposure and at regular intervals • When necessary, effective vaccines should be made available for workers who are not already immune to the biological agent to which they are exposed. • A worker is found to be suffering from an infection and/or illness which is suspected to result from exposure, the doctor or responsible authority shall offer such surveillance to other workers similarly exposed. In that event, a reassessment of the risk of exposure shall be carried out. • In cases where health surveillance is carried out, an individual medical record shall be kept for at least 10 years following the end of exposure. • In the special cases of infection [referred to in Article 11(2) second subparagraph], an individual medical record shall be kept for an appropriately longer time up to 40 years following the last known exposure. • The doctor or responsible authority shall 	<p>No observed discrepancy has been identified.</p> <p>Art. R4426-1 to 13 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the national legislation set more stringent requirements on health surveillance (e.g. individual medical records must be kept more than 10 years)? N. Art. R4426-9 of the Labour Code. • Are the arrangements for health surveillance records specified in the legislation? Y. Art. 4426-8. A specific medical file is kept by the occupational physician for workers who may be exposed to pathogenic agents. • Are the conditions in which health surveillance is required more specifically described in the legislation? N. • Is the periodicity of health surveillance provided in national law? Y. Art R4624-16 of the Labour Code requires undertaking a health examination periodically at least every 24 months. In addition, specific and more regular checks

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>propose protective or preventive measures in respect of any individual worker.</p> <ul style="list-style-type: none"> • Information and advice must be given to workers on health surveillance they may undergo after the end of exposure. • Workers shall have access to the results of the health surveillance which concern them, and they or the employer may request a review of these results. • All cases of diseases or death identified from occupational exposure to biological agents shall be notified to the CA. 		<p>can be organised by the occupational physician, if necessary, to prevent risks arising from biological agents. Art. R 4426-6 to 7 define the conditions for increased health surveillance.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Consultation of workers Art.12	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? <p>N.</p>
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	<p>The NIR identifies the following additional requirements:</p> <ul style="list-style-type: none"> '- The processing of waste in the context of care activities has been regulated by Articles R.4424-7 and -8 of the Labour Code and by the statutory order of 4 November 2002 prescribing decontamination and disinfection procedures to be carried out for the protection of workers in places where they may be in contact with biological pathogens that may be present in live or dead animals, particularly during the elimination of contaminated waste, as well as isolation measures that apply in premises where there are animals which may be contaminated by biological agents of group 3 or group 4. - Rules have been established for activities in medical laboratories, autopsy rooms and mortuaries in Articles R.4424-9 and -10 of the

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>Labour Code, in the statutory order of 16 July 2007 establishing technical prevention measures, especially confinement measures, to be taken in research, teaching and pathological anatomy and cytology laboratories, autopsy rooms and industrial and agricultural establishments where workers may be exposed to biological pathogens and in circular DGS/SD5C/DHOS/E2/DRT/CT1/CT2 No 2004-382 of 30 July 2004 on precautions to be taken in pathological anatomy and cytology departments, autopsy rooms, mortuaries and biology laboratories specialising in unconventional transmissible agents (UTAs) to avert the risk of infection by conventional transmissible agents (CTAs) and unconventional transmissible agents (UTAs).</p> <ul style="list-style-type: none"> - There are provisions covering establishments and departments where workers may be in contact with sharp objects, namely Article R.4424-11 of the Labour Code and the statutory order of 10 July 2013 on the prevention of biological risks to certain workers who may be in contact with sharp objects. - Compulsory vaccinations are prescribed for health personnel, that is to say the staff of establishments providing prevention and/or care or accommodating elderly persons, the staff of medical laboratories and students of the medical and paramedical professions (Article L.3111-4 of the Labour Code). - In the realm of agriculture and forestry, Decree No 2008-1053 of 10 October 2008, applying the provisions of Article L.717-8 of the Rural and Fisheries Code, set out the list of

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>prescripts that apply to self-employed workers performing aerial work in trees and to employers who perform such work themselves. The purpose of these rules is to prevent the risks to which workers are exposed when they perform their work in a tree, essentially when pruning or dismantling trees, attaching guy lines, treating trees and collecting seed. Article R.717-85-8 of the Rural and Fisheries Code ensures that these workers are covered by the provisions of the Labour Code regarding the prevention of the biological risk to which they may be exposed in the presence of pathogens such as processionary caterpillars, sooty bark disease of sycamore or bird droppings.'</p>

Table 1- 18 Council Directive 92/57/EEC (temporary or mobile construction sites) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1, 2 and 10(1) and (2)	<ul style="list-style-type: none"> The Directive applies to the health and safety of workers at temporary or mobile construction sites, i.e. any construction site at which building or civil engineering works are carried out (a non-exhaustive list of works is provided in Annex I). It does not apply to drilling and extractive industries*. 	No observed discrepancy has been identified.	N. Act no 85-704 of 12 July 1985.
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.11	<ul style="list-style-type: none"> Framework Directive applies. Workers and/or their representatives must be informed of all the measures to be taken concerning their safety and health on the construction site. The information must be comprehensible to the workers concerned. 	<p>No observed discrepancy has been identified.</p> <p>The provisions of the Framework Directive transposed in national legislation apply.</p>	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. See table 1-2. Is the content or form of information to workers further specified? N. (Art. R4141-3-1 of the Labour Code). See table 1-2. Other additional or more detailed requirements N.
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 12	<ul style="list-style-type: none"> Framework Directive applies. The consultation of workers must be coordinated, whenever necessary, 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> Are specific criteria put in place for coordination of workers consultation e.g. based on the size of the work site?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	between workers and/or workers' representatives carrying out their activities at the workplace, having regard to the degree of risk and the size of the work site.	The provisions of the Framework Directive transposed in national legislation apply.	N. • Other additional or more detailed requirements
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	Y. Art. L4731-1 of the Labour Code. The labour inspector can stop work if a situation of danger is observed. For the sector of Forestry similar requirements apply to the contractor. Art. R717-78-1 of the Rural and Marine Fishery Code provides the framework for OHS cooperation between employers and self-employed staff.

* The Council Decision 74/326/EEC, to which the Directive refers for a definition of "drilling and extracting industries" has been repealed by the Council Decision setting up an Advisory Committee on Safety and Health at Work.

Table 1- 19 Council Directive 92/104/EEC (surface and underground mineral-extracting industries) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	The Directive applies to surface and underground mineral-extracting industries (excluding extraction by drilling which is subject to a separate directive).	No observed discrepancy has been identified. The Act no 2009-526 of 12 May 2009 (art. 33) made applicable the provisions of the Labour Code regarding health and safety to surface and underground mineral-extracting industries.	N.
Conducting a risk assessment Art. 3.2	The employer shall ensure that a document concerning safety and health and covering the relevant requirements on risk assessment of the Framework Directive is drawn up and kept up to date. The safety and health document shall demonstrate in particular	No observed discrepancy has been identified. Art. L4121-2 (and followings) and R4121-1 (and followings) of the Labour Code.	• Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? Y. On request. Art. R4121-4 of the Labour Code.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>that the risks to which workers at the workplace are exposed have been determined and assessed.</p>		<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Art. R4121-1 to 4 of the Labour Code and Order (circulaire) of 18 april 2002 clarifying that all the risks shall be taken into account. • Is the content of the risk assessment more detailed than described in the Directive? N. (Art. R4121-1 of the Labour Code). Table 1-2. • Is a more specific methodology for risk assessment provided in the legislation? N. (Art. R4121-1 of the Labour Code). Table 1-2. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. Art. L4121-3, the employer is responsible for conducting a risk assessment. • Does the national legislation include more specific information on the content of the 'health and safety document' as provided for by the Directive for the part related to the risk assessment? N. However Order (circulaire) of 18 april 2002, section 3 provides more details but it is not part of the legislative acts. . Table 1-2. • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Ensuring internal and/or external preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies • Workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at workplaces, and in particular of those relating to the implementation of Articles 3 (general obligations), 4 (protection from fire, explosions and health-endangering atmospheres), 5 (Escape and rescue facilities) and 6 (communication, warning and alarm systems). • The information must be comprehensible to the workers concerned. 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings) of the Labour Code) . See table 1-2. • Is the content or form of information to workers further specified? N. (Art. R4141-3-1 of the Labour Code). See table 1-2. • Other additional or more detailed requirements N.
Training of workers Art. 10 (Annex part 1.5 and 1.6)	<ul style="list-style-type: none"> • Workers must be given the necessary information, instructions, training and re-training to ensure their health and safety. • The employer must ensure that workers receive comprehensible instructions so as not to endanger their safety and health or those of other workers. 	<p>No observed discrepancy has been identified.</p> <p>The provisions of the Framework Directive transposed in national legislation apply.</p>	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. (Art. L4121-1 2°, L4141-1 (and followings) and R4141-4 to 20 of the Labour Code). Table 1-2. • Are there specific requirements as to the competence of trainers provided in the legislation? N. Table 1-2. • Other additional or more detailed requirements N. Art. 32 and 38 of the RGIE impose regular health and safety tests.
Health	<ul style="list-style-type: none"> • To ensure that workers receive health 	No observed discrepancy has been	<ul style="list-style-type: none"> • Does the transposing legislation require

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
surveillance Art. 8	<p>surveillance appropriate to the health and safety risks they incur at work, measures shall be introduced in accordance with national law and/or practices.</p> <ul style="list-style-type: none"> • The measures shall be such that each worker shall be entitled to, or shall undergo, health surveillance before being assigned to duties related to the activities covered by the Directive and subsequently at regular intervals. • Health surveillance may be provided as part of a national health system. 	<p>identified.</p> <p>The provisions of the Framework Directive transposed in national legislation apply.</p>	<p>health surveillance if workers experience health problems that can be attributed to the performance of the activities covered by the Directive?</p> <p>Y. (Art. R4624-16 (and followings) of the Labour Code).</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation? <p>Y. (Art. D4624-46 (and followings) of the Labour Code).</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>Y. (Art. R4624-16 and R4624-17 of the Labour Code). Periodicity (24 months) and derogating measures.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>Y. 24 months.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Consultation of workers Art. 9	<ul style="list-style-type: none"> • Framework Directive applies 	<p>No observed discrepancy has been identified.</p> <p>The provisions of the Framework Directive transposed in national legislation apply.</p>	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? <p>N. No other requirements than those mentioned in table 1-2 (Minimum periodicity of the meeting with the workers representative or health and safety joint committee).</p> <ul style="list-style-type: none"> • Other additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			requirements N. See above.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	The specificities regarding extractive industries are mentioned in "le Règlement Général des Industries Extractives (RGIE)" [General rules of extractive industries [RGIE]. The provisions of the RGIE are being revised to avoid duplication with the provisions of the Labour Code.

Table 1- 20 Council Directive 92/91/EEC (mineral-extracting industries through drilling) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive applies to the safety and health protection of workers in mineral extracting industries; i.e. industries practising extraction of minerals through drilling by boreholes, prospection with a view to such extraction and/or preparation of extracted materials for sale, excluding activities of processing the materials extracted. 	<p>No observed discrepancy has been identified.</p> <p>The Act no 2009-526 of 12 May 2009 (Art. 33) made applicable the provisions of the Labour Code regarding health and safety to surface and underground mineral-extracting industries.</p>	N.
Conducting a risk assessment Art.3(2)	<ul style="list-style-type: none"> A 'safety and health document', covering the relevant requirements of the Framework Directive is drawn up and kept up to date. It shall demonstrate in particular that the risks incurred by the workers at the work place have been determined and assessed. 	<p>No observed discrepancy has been identified.</p> <p>Art. L4121-2 and R4121-1 of the Labour Code.</p>	<ul style="list-style-type: none"> Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? Y. On request. Art. R4121-4 of the Labour Code. Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Art. R4121-1 to 4 of the Labour Code and Order (circulaire) of 18 april 2002 clarifying that all the risks shall be taken into account.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? N. See table 1-2. • Is a more specific methodology for risk assessment provided in the legislation? N. (Art. R4121-1 of the Labour Code). • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. Table 1-2. • Does the national legislation include more specific information on the content of the 'health and safety document' as provided for by the Directive for the part related to the risk assessment? N. Table 1-2. • Other additional or more detailed requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies • Workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at workplaces, and in particular those relating to the implementation of Articles 3 (general obligations), 4 (protection from fire, explosions and health-endangering 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings)of the Labour Code) . See table 1-2. • Is the content or form of information to

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>atmospheres), 5 (Escape and rescue facilities) and 6 (communication, warning and alarm systems).</p> <ul style="list-style-type: none"> The information must be comprehensible to the workers concerned. 		<p>workers further specified?</p> <p>N. (Art. R4141-3-1 of the Labour Code). See table 1-2.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Training of workers <i>Art. 10 (Annex Part A 2.5)</i>	<ul style="list-style-type: none"> Workers must be given the necessary information, instructions, training and retraining to ensure their health and safety. The employer must ensure that workers receive comprehensible instructions so as not to endanger their safety and health or those of other workers. 	<p>No observed discrepancy has been identified.</p> <p>The provisions of the Framework Directive transposed in national legislation apply.</p>	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? <p>N. (Art.L4141-1 (and followings) andR4141-4 to 20 of the Labour Code.</p> <ul style="list-style-type: none"> Are there specific requirements as to the competence of trainers provided in the legislation? <p>N. Table 1-2.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements. <p>N. Nothing additional to the requirements mentioned in table 1-2.</p>
Health surveillance <i>Art. 8</i>	<ul style="list-style-type: none"> To ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work, measures shall be introduced in accordance with national law and/or practices. The measures shall be such that each worker shall be entitled to, or shall undergo, health surveillance before being assigned to duties related to the activities covered by the Directive and subsequently at regular intervals. Health surveillance may be provided as part of a national health system. 	<p>No observed discrepancy has been identified.</p> <p>The provisions of the Framework Directive transposed in national legislation apply.</p>	<ul style="list-style-type: none"> Does the transposing legislation require health surveillance if workers experience health problems that can be attributed to the performance of the activities covered by the Directive? <p>Y. (Art. R4624-16 (and followings) of the Labour Code).</p> <ul style="list-style-type: none"> Are the arrangements for health surveillance records specified in the legislation? <p>Y. (Art. D4624-46 (and followings) of the Labour Code).</p> <ul style="list-style-type: none"> Are the conditions in which health

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>surveillance is required more specifically described in the legislation? Y. (Art. R4624-16 and R4624-17 of the Labour Code). Periodicity (24 months) and derogating measures.</p> <ul style="list-style-type: none"> Is the periodicity of health surveillance provided in national law? Y. 24 months (see above). Other additional or more detailed requirements N.
Consultation of workers Art. 9	<ul style="list-style-type: none"> Framework Directive applies 	<p>No observed discrepancy has been identified.</p> <p>The provisions of the Framework Directive transposed in national legislation apply.</p>	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? N. No other requirements than those mentioned in table 1-2 (Minimum periodicity of the meeting with the workers representative or health and safety joint committee). Other additional or more detailed requirements N. See above.
Limit values	N/A	N/A	N/A
Other issues identified		<p>No observed discrepancy has been identified.</p>	<p>The specificities regarding extractive industries are mentioned in "le Reglement Général des Industries Extractives (RGIE)" [General rules of extractive industries [RGIE]. The provisions of the RGIE are being revised to avoid duplication with the provisions of the Labour Code.</p>

Table 1- 21 Council Directive 92/29/EEC (medical treatment on board vessels) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2(a) and(b), Art 2(3) and (4)	<ul style="list-style-type: none"> The Directive applies to workers on board a vessel, i.e. any vessel flying the flag of a MS or registered under the plenary jurisdiction of a MS, seagoing or estuary-fishing, publicly or privately owned, excluding inland navigation vessels, warships, pleasure boats used for non-commercial purposes and not manned by professional crews and tugs operating in harbour areas. It applies to workers, excluding port pilots and shore personnel carrying out work on board a vessel at the quayside. Vessels of more than 500 gross registered tonnes with a crew of 15 or more workers and engaged in voyage of more than three days are required to have a sick bay. Vessels with a crew of 100 or more workers and engaged in international voyage of more than 3 days are required to have a doctor responsible for medical care on board. 	<p>No observed discrepancy has been identified.</p> <p>Order of 23 November 1987 and Decree no 96-859 of 26 September 1996 modifying Decree no 84-810 of 30 August 1984.</p>	<ul style="list-style-type: none"> Does the national legislation require a sick bay for vessels board under conditions that go beyond the conditions set by the directive? Y. Art. 215.14 of the Order of 23 November 1987 modified by the Order of 23 January 2013. Vessels of more than 500 gross registered tonnes or every vessel with a crew of 12 or more workers and engaged in a voyage of more than 2 days are required to have a sick bay. Does the national legislation require having a doctor responsible for medical care on board under conditions that go beyond the conditions set by the directive? Y. Art. 217-2.02 of the Order of 23 November 1987. Vessels with a crew of 100 or more workers (and passengers)and engaged in travel of more than 2 days are required to have a doctor. A second doctor is compulsory for vessels with a crew of 1200 or more workers (and passengers) and engaged in travel of more than 3 days. Other additional or more detailed requirements Y. Art. 217-2.03 of the Order of 23 November 1987 regarding the nursing staff (compulsory on a vessel with a doctor) and their number.
Conducting a risk assessment	N/A	N/A	N/A
Ensuring	N/A	N/A	N/A

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
preventive and protective services			
Information for workers Art. 5	<p>Each Member State shall take the measures necessary to ensure that:</p> <ol style="list-style-type: none"> 1. medical supplies are accompanied by one or more guides to their use, including instructions for use of at least the antidotes required in Annex II section III; 2. all persons receiving professional maritime training and intending to work on board ship have been given basic training in the medical and emergency measures to be taken immediately in the event of an accident or serious medical emergency; 3. the captain and any worker or workers to whom he delegates the use of the medical supplies pursuant to Article 4 (1) (b) have received special training updated periodically, at least every five years, taking into account the specific risks and needs connected with the different categories of vessel and in accordance with the general guidelines set out in Annex V'. 	<p>No observed discrepancy has been identified.</p> <p>Art. 217-3-01, Art. 217-4.01, Art. Annexe 217-3.A.1.1 of the Order of 23 November 1987 (regarding point 1).</p> <p>Art. 160.3 of the Order of 23 November 1987 (concerning point 2 and 3).</p> <p>Decree no 99-439 of 25 May 1999 on the deliverance of vocational training certificates and working conditions on board merchant vessels, fishing vessels and pleasure craft (concerning point 3).</p>	<ul style="list-style-type: none"> • Does the national legislation set additional information requirements? N. • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		<p>No observed discrepancy has been identified.</p>	<p>Chapt 217-3 of the Order of 23 November 1987 regarding the medical supplies provides further requirements for category A and B vessels, including the requirement of specific supplies P1, P2, P3 and P4 for vessels with</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			passengersTo implement the recommendations of the IOM regarding the emergency medical supplies for vessels with passengers, to amend the training programme on healthcare onboard and to adapt the rules to allow renewal of medical supplies.

Table 1- 22 Council Directive 93/103/EC (work on board fishing vessels) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2(b) and(c)	<ul style="list-style-type: none"> The Directive applies to any new or existing fishing vessels with a length between perpendiculars of 15 meters or over (which on or after 23 November 1995 furthermore satisfied the conditions specified therein) or with a length of 18 metres or over respectively. 	<p>No observed discrepancy has been identified.</p> <p>French legislation apply to fishing vessels with a length between perpendiculars of 12 meters or more. The main provisions regarding this Directive are included in Order of 23 November 1987 and Decree no 96-859 of 26 September 1996 modifying the Decree no 84-810 of 30 August 1984.</p>	<ul style="list-style-type: none"> Does the national legislation apply the requirement of the Directive to other fishing vessels than the ones covered by the Directive? Y. Chapter 211-2 of the Order of 23 November 1987. Fishing vessels of 12 meters or more. Other additional or more detailed requirements. Y. Legal provisions differs according to two sizes of fishing vessels : 12-24 m (Volume 5 division 226) and > 24 m (Volume 5 division 228).
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.8	<ul style="list-style-type: none"> The framework Directive applies. The information must be comprehensible to the workers concerned. 	<p>No observed discrepancy has been identified.</p> <p>No reference to information for workers was found. General requirements concerning</p>	<ul style="list-style-type: none"> Does the national legislation set additional information requirements? N. Does the legislation provide for specific

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
		information for workers apply.	<p>conditions (e.g. size of the establishments) in relation to workers information? N.</p> <ul style="list-style-type: none"> Is the content or form of information to workers further specified? N. Other additional or more detailed requirements N.
Training of workers Art.9 Art.10	<p>Art.9</p> <ul style="list-style-type: none"> Workers shall be given suitable training, in particular in the form of precise, comprehensible instructions, on safety and health on board vessels and on accident prevention The training shall cover in particular fire fighting, the use of life-saving and survival equipment and, for the workers concerned, the use of fishing gear and hauling equipment and the use of various types of signs including hand signals Such training shall be subject to the necessary updating where this is required by changes in the activities on board <p>Art.10</p> <ul style="list-style-type: none"> Any person likely to command a vessel shall be given detailed training on: <ul style="list-style-type: none"> - the prevention of occupational illness and accidents on board and the steps to be taken in event of accident; - stability and maintenance of the vessel under all foreseeable conditions of loading and during fishing operations; - radio navigation and communication, including procedures. 	<p>No observed discrepancy has been identified.</p> <p>Decree no 99-439 of 25 May 1999 on the deliverance of vocational training certificates and working conditions on board merchant vessels, fishing vessels and pleasure craft.</p> <p>Decree no 2007-1377 of 21 September concerning maritime vocational training Order of 29 June 2011 concerning medical training of crew onboard armed vessels.</p>	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation (general training for person likely to command a vessel)? N. Title I, Chapter II and III, and Title III, Chapter III (Art. 44 and 45) of the Decree no 99-439 of 25 May 1999. Are there specific requirements as to the competence of trainers provided in the legislation? N. Other additional or more detailed requirements Y . Title II of the Decree no 99-439 of 25 May 1999 provides tables summarising the competences and the level of requirements regarding trainings according to the responsibilities and the types of vessels. <p>In addition, Order of 29 June 2011 provide the detail of health training to be undertaken by the crew onboard armed vessels.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Health surveillance	N/A	N/A	N/A
Consultation of workers Art.11	<ul style="list-style-type: none"> The framework Directive applies 	<p>No observed discrepancy has been identified.</p> <p>No reference to consultation of workers was found. General requirements concerning consultation of workers apply.</p>	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? N. Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	Y. Order of 23 November 1987 and Decree no 96-859 of 26 September 1996 modifying the Decree no 84-810 of 30 August 1984. French legislation concerning work on board fishing vessels applies to fishing vessels with a length between perpendiculars of 12 meters or more.

Table 1- 23 Council Directive 92/85/EEC (pregnant/breastfeeding workers) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<p>The Directive applies to pregnant workers and workers who have recently given birth or who are breastfeeding.</p> <ul style="list-style-type: none"> <i>Pregnant worker</i> shall mean a pregnant worker who informs her employer of her condition, in accordance with national legislation and/or national practice; <i>Worker who has recently given birth</i> shall mean a worker who has recently given birth within the meaning of national legislation and/ or national practice and who informs her employer of her condition, in accordance with that legislation and/or practice; <i>Worker who is breastfeeding</i> shall mean a 	<p>No observed discrepancy has been identified.</p> <p>No references to these definitions were found in the French Legislation; however specific provisions exist in the Labour Code regarding pregnant/breastfeeding workers. The status of pregnant worker is confirmed by a medical certificate.</p> <p>Part IV, Book I, Title V, Chapter II of the Labour Code.</p> <p>In addition, Art. L1225-4 of the Labour Code explains that "no employer may terminate</p>	<ul style="list-style-type: none"> Any additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	worker who is breastfeeding within the meaning of national legislation and/or national practice and who informs her employer of her condition, in accordance with that legislation and/or practice.	the employment contract of an employee when her pregnancy is medically ascertained" and Art. R1225-1 of the Labour Code "to benefit from the protection of pregnancy and maternity, provided for in Articles L. 1225-1 et seq, the employee returns against receipt or send by registered mail to the employer a medical certificate certifying her pregnancy".	
Conducting a risk assessment Art. 4	<p>For all activities liable to involve a specific risk of exposure to the agents, processes or working conditions of which a non-exhaustive list is given in Annex I, the employer shall assess the nature, degree and duration of exposure, in the undertaking and/or establishment concerned in order to:</p> <ul style="list-style-type: none"> - assess any risks to the safety or health and any possible effect on the pregnancy or breastfeeding of workers - decide what measures should be taken. 	<p>No observed discrepancy has been identified.</p> <p>Art. L4121-2 and R4121-1 of the Labour Code</p>	<ul style="list-style-type: none"> • Does the national legislation go beyond the Directive by prohibiting exposure of agent listed in Annex I without carrying out a risk assessment? Y. For the following agents: <ul style="list-style-type: none"> - Art. D. 4152-3 of the Labour Code concerning Biological risks - Art. D. 4152-10 of the Labour Code, agents of category 1 and 2 toxic for reproduction - Art. D. 4152-10 of the Labour Code, benzene - Art. D. 4152-9 of the Labour Code, Thiophosphoric Ester - Art. D. 4152-10 of the Labour Code, some derivatives of aromatic hydrocarbons - Art. D. 4152-9 of the Labour Code, mercury and its compounds - Art. R 1225-4 of the Labour Code, phytosanitary products which may cause health issues for pregnant women, or classified as carcinogenic or mutagenic for breastfeeding workers - Art. R 1225-4 of the Labour Code,

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>lead and its compounds</p> <ul style="list-style-type: none"> - Art. R. 4453-2 et D. 4152.6 and 4152.7 of the Labour Code, artificial optical radiation - Art. D. 4152-8 of the Labour Code, hand-arm vibration work involving the use of a compressed air jackhammer - Decree of 28 march 1990 article 32bis, work in a hyperbaric environment under certain conditions - Art. D. 4152-12 of the Labour Code, the use of a two-wheel trolley to handle a load - Art. L. 1225-9 of the Labour Code, Night work at the request of the employee during pregnancy and during the postnatal statutory leave, at the request of the occupational physician when he believes that the night shift is incompatible with the health status of the worker. <ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? Y. On request. Art. R4121-4 of the Labour Code. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Art. R4121-1 to 4 of the Labour Code. • Is the content of the risk assessment more

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>detailed than described in the Directive? N (Art. R4121-1 (and followings) of the Labour Code).</p> <ul style="list-style-type: none"> Is a more specific methodology for risk assessment provided in the legislation? N. (Art. R4121-1 (and followings) of the Labour Code). Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. See table 1-2. Other additional or more detailed requirements Y. Art. D4152-5 of the Labour Code on exposure to artificial optical radiation. This exposure should be less than 1 mSv between the declaration and the moment the worker gives birth.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.4(2)	Pregnant workers, workers who have recently given birth, workers who are breastfeeding in the undertaking and/or establishment concerned shall be informed of the results of the assessment and of all measures to be taken concerning health and safety at work.	<p>No observed discrepancy has been identified.</p> <p>Art. L4121-1 2°, L4141-1 (and followings) , R4141-1 (and followings) and Art. R4141-3-1 of the Labour Code</p>	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? Y (Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings) of the Labour Code). Is the content or form of information to workers further specified? N. (Art. R4141-3-1 of the Labour Code).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Other additional or more detailed requirements. <p>Y. Art. D4152-11 of the Labour Code. The employer shall inform women about the potentially harmful effects of exposure to harmful chemicals agent on fertility, embryo, foetus.</p>
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values Art. 6	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	The NIR identifies a number of additional requirements, which are described in details. These relate in particular to request of the pregnant women for transfer in certain cases, a prominent role of the occupational physician in risk assessment and setting of preventive and protective measures, a more favourable duration of maternity leave, enhanced medical surveillance during pregnancy and for 6 months after confinement, greater flexibility in the use of the leave entitlement, arrangements to support breastfeeding. Collective agreements also often contain provisions that targeting pregnant women.

Table 1- 24 Council Directive 91/383/EEC (temporary workers) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 3(1) read in conjunction with Art 2	<ul style="list-style-type: none"> This Directive shall apply to: <ul style="list-style-type: none"> employment relationships governed by a fixed-duration contract of employment concluded directly between the employer and the worker, where the end of the contract is established by objective conditions such as: reaching a specific date, supplementing a specific task or the occurrence of a specific event; temporary employment relationships between a temporary employment business which is the employer and the worker, where the latter is assigned to work for and under the control of an undertaking and/or establishment making use of his services. 	<p>No observed discrepancy has been identified.</p> <p>The provisions of the French Labour Code apply to this category of workers.</p>	<ul style="list-style-type: none"> Any additional or more detailed requirements <p>N.</p>
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services Art. 6	<ul style="list-style-type: none"> Protective and prevention services are to be informed about the assignment of workers with temporary or fixed-duration contracts. 	<p>No observed discrepancy has been identified.</p> <p>L. 4154-2 of the labour code and D4625-19 to 21 of the Labour Code</p>	<ul style="list-style-type: none"> Does the legislation define in more specific terms information to be provided to such services? <p>N. Art. D4625-19 to 21 of the Labour Code.</p>
Information for workers Art.3 (and 7)	<ul style="list-style-type: none"> In addition to the general requirements with regard to workers' information, temporary workers shall be informed of special occupational qualifications or skills or special medical surveillance and about increased risks that the job may entail. 	<p>No observed discrepancy has been identified.</p> <p>Art. L. 4141-1 and Art. D4625-19 of the Labour Code</p>	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? Is the content or form of information to workers further specified? Other additional or more detailed requirements <p>N.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N.
Training of workers Art.4	<ul style="list-style-type: none"> In addition to the general requirements regarding training, each temporary worker must receive sufficient training appropriate to the particular characteristics of the job, account being taken of his qualifications and experience. 	<p>No observed discrepancy has been identified.</p> <p>Art. L. 4141- 2 and Art. L. 4142-2 and L. 4154-2 of the labour code</p>	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? Y. Art. L. 4142-2 and L. 4154-2 of the Labour Code. Strengthened safety training is provided when the worker undertakes a mission with specific risks. Other additional or more detailed requirements N.
Health surveillance Art.5(2)	<ul style="list-style-type: none"> Workers who are used for particularly dangerous work which requires special medical surveillance must be provided with appropriate special medical surveillance. 	<p>No observed discrepancy has been identified.</p> <p>Art. D4625-1 and Art. R4624-18 to 19 of the Labour Code establish the conditions for increased health surveillance.</p>	<ul style="list-style-type: none"> Does the transposing legislation require medical surveillance for all types of temporary workers? Y. Art. D4625-1 of the Labour Code. Are the arrangements for health surveillance records specified in the legislation? Y. (Art. R4624-1 to R4624-9 of the Labour Code). Are the conditions in which health surveillance is required more specifically described in the legislation? Y. (Art. R4624-16 and R4624-17 of the Labour Code). Periodicity (24 months) and derogating measures. Is the periodicity of health surveillance provided in national law? Y. 24 months. See above. Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	N.

Table 1- 25 Council Directive 94/33/EC (young people at work) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 2(1) in conjunction with Art. 3 Art. 2(2)	<ul style="list-style-type: none"> The Directive applies to any person under 18 years of age (defined as a 'young person') having an employment contract or an employment relationship. It provides for the optional exclusion of occasional or short-term work in domestic service in a private household or of work not considered to be harmful, damaging or dangerous to young people in a family undertaking. 	<p>No observed discrepancy has been identified.</p> <p>Art. L4151-1 and Part IV, Book I, Title V, Chapter III of the Labour Code</p>	<ul style="list-style-type: none"> Does the transposing legislation cover occasional or short-term work in domestic service in a private household or work not considered to be harmful, damaging or dangerous to young people in a family undertaking? <p>Y. Art. L4151-1 ensures that the provisions on health and safety for young people at work are applicable to private employers.</p> <p>Art. L4153-5 excludes work not considered to be harmful, damaging or dangerous to young people in a family undertaking.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>Y. Part IV, Book I, Title V, Chapter III of the Labour Code. The scope is extended to trainees and young students studying in technological or vocational college, included in Agricultural and socio-medical sector. It also covers young people on jobseekers' vocational traineeships and young people accommodated in care establishments or attending care facilities under juvenile protection orders</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p>Conducting a risk assessment Art. 6(2)</p>	<ul style="list-style-type: none"> The employer shall implement the measures necessary to protect the safety and health of young people on the basis of an assessment of the hazards to young people in connection with their work. <p>The assessment must be made before young people begin work and when there is any major change in working conditions and must pay particular attention to the following points:</p> <ul style="list-style-type: none"> (a) the fitting-out and layout of the workplace and the workstation; (b) the nature, degree and duration of exposure to physical, biological and chemical agents; (c) the form, range and use of work equipment, in particular agents, machines, apparatus and devices, and the way in which they are handled; (d) the arrangement of work processes and operations and the way in which these are combined (organization of work); (e) the level of training and instruction given to young people. <ul style="list-style-type: none"> Where this assessment shows that there is a risk to the safety, the physical or mental health or development of young people, an appropriate free assessment and monitoring of their health shall be provided at regular intervals without prejudice to Directive 89/391/EEC. The free health assessment and monitoring may form part of a national health system. 	<p>No observed discrepancy has been identified.</p> <p>Art. L4121-2 (and followings) and R4121-1 (and followings) of the Labour Code</p>	<ul style="list-style-type: none"> Does the transposing legislation provide for a risk assessment to be conducted on a regular basis (i.e. every year) independently of any major change in working conditions? Y. (Art. R4121-2 and followings). Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? Y. On request. Art. R4121-4 of the Labour Code. Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Art. R4121-1 to 4 of the Labour Code. Is the content of the risk assessment more detailed than described in the Directive? N. (Art. R4121-1 (and followings) of the Labour Code). Is a more specific methodology for risk assessment provided in the legislation? N. (Art. R4121-1 (and followings) of the Labour Code). Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. See table 1-2. Other additional or more detailed requirements.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N.
Ensuring preventive and protective services Art. 6(4)	<ul style="list-style-type: none"> The employer shall involve the protective and preventive services referred to in Article 7 of Directive 89/391/EEC in the planning, implementation and monitoring of the safety and health conditions applicable to young people. 	<p>No observed discrepancy has been identified.</p> <p>Art. L4622-1 to 16 of the Labour Code</p>	<ul style="list-style-type: none"> Does the national legislation set any specific/detailed rules on the way and extent of the involvement of protective and preventive services in the planning, implementation and monitoring of the safety and health conditions applicable to young people? <p>N. Art. L4622-1 to 16 of the Labour Code.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Information for workers Art. 6(3)	<ul style="list-style-type: none"> The employer shall inform young people of possible risks and of all measures adopted concerning their safety and health. Furthermore, he shall inform the legal representatives of children of possible risks and of all measures adopted concerning children's safety and health. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4141-3-1 of the Labour Code</p>	<ul style="list-style-type: none"> Is the content or form of information to young workers/legal representatives of children further specified? <p>N. Art. R4141-3-1 of the Labour Code.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Training of workers Art.6 (2)	<ul style="list-style-type: none"> The employer shall implement the measures necessary to protect the safety and health of young people on the basis of an assessment of the hazards to young people in connection with their work. <p>The assessment must be made before young people begin work and when there is any major change in working conditions and must pay particular attention to the following points:</p> <p>(e) the level of training and instruction given to young people. *</p>	<p>No observed discrepancy has been identified.</p> <p>Art. L4142-1, R4141-5 and R. 4141-2 of the labour code</p>	<ul style="list-style-type: none"> Does the transposing legislation provide for mandatory training of young workers (according to the Directive, the level of training given must be taken into account in assessing any hazards although there is no explicit requirement to provide any such training)? <p>N.</p> <ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation in relation to young workers? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Health surveillance Art. 6(2) and 9(3)	<p>Where the assessment shows that there is a risk to the safety, the physical or mental health or development of young people, an appropriate free assessment and monitoring of their health shall be provided at regular intervals without prejudice to Directive 89/391/EEC.</p> <p>The free health assessment and monitoring may form part of a national health system.</p> <ul style="list-style-type: none"> • Prior to any assignment to night work and at regular intervals thereafter, adolescents shall be entitled to a free assessment of their health and capacities, unless the work they do during the period during which work is prohibited is of an exceptional nature. 	<p>No observed discrepancy has been identified.</p> <p>Art. R4624-1 to 19 of the Labour Code establish the conditions for increased health surveillance</p>	<ul style="list-style-type: none"> • Besides night work and cases where an assessment of the hazards to young people in connection with their work was shown that there is a risk to the safety, the physical or mental health or development of young people, does the transposing legislation provide for a free health assessment of young workers in other circumstances? Y. Art. 4624-1 to 9. • Are the arrangements for health surveillance records specified in the legislation? Y. (Art. R4624-1 to R4624-9 of the Labour Code). Table 1-2. • Are the conditions in which health surveillance is required more specifically described in the legislation? Y. (Art. R4624-16 and R4624-17 of the Labour Code). Table 1-2. • Is the periodicity of health surveillance provided in national law? Y. Art. R4624-16 and R4624-17 of the Labour Code Periodicity (24 months) and derogating measures. • Other additional or more detailed requirements N.
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	Y. The list of forbidden work is more detailed than in the Directive. Art. D 4153-15 to 37 of the Labour Code.

* The level of training given must be taken into account in assessing any hazards although there is no explicit requirement to provide any such training.

1.3.2 Options

This sub-section considers the options provided by the directives to the Member States to exercise their legislative powers beyond what is strictly required by the Directives. In this case, Member States can ultimately set more stringent measures than those required by the Directive. The analysis here reviews whether these options have been used, contributing to the identification of more stringent measures.

France has made use of two of the options considered under Directive 91/383/EEC on temporary workers: to prohibit workers with a fixed-duration contract of employment or workers with temporary employment from being used for certain work which would be particularly dangerous for their safety or health, and to require occupational qualifications required and the specific features of the job to be filled to appear in the contract of assignment.

Table 1- 26 Options

Directive	Y/N	Legal references and brief description
Directive 2000/54/EC on biological agents - Annex I	N	-
Directive 91/383/EEC on temporary workers - Art. 5(1)	Y	Art. L 4154-1 of the Labour Code. It is prohibited to use temporary workers for performing work which would be dangerous to their health and safety. These types of work are listed in Art. D 4154-1 of the Labour Code. This list includes in particular work subject to increased health surveillance. The administrative authority may exceptionally allow derogations to this article under certain circumstances. A derogation shall be granted before the work starts.
Directive 91/383/EEC on temporary workers - Art. 5(3)	N	-
Directive 91/383/EEC on temporary workers - Art. 7(2) second indent	Y	Article L1242-12 of the Labour Code regarding fixed-term contracts. Shall appear in the contract : <ul style="list-style-type: none"> - Occupational qualifications - Specific features of the employment and if the job exposes the worker to a particular risk. Article L 1251-16 of the Labour Code regarding a contract with a temporary employment agency. Shall appear in the contract : <ul style="list-style-type: none"> - Occupational qualifications.

1.4 INTERACTIONS

This section aims at identifying synergies provided in the national legislation for the transposition of CPMs across Directives.

With the exception of Council Directive 92/29/EEC (medical treatment on board vessels) and Council Directive 93/103/EC (work on board fishing vessels), the CPM provisions of OHS Directives are mainly transposed by Decree and Order in the French Labour Code, the Public Health Code or the Rural and Marine Fishery Code, therefore all these CPMs interact within the Codes.

The results of the analysis are presented in table 1-27 below.

Table 1- 27 Interactions between CPMs across OSH Directives

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
Directive 89/391/EEC (Framework Directive)	Art. L4121-2 (and followings) and R4121-1 (and followings) of the Labour Code	Art. L4622-1 to 16 of the Labour Code	Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings) and Art. R4141-3-1 of the Labour Code	Art. L4121-1 2°, L4141-1 (and followings), R4141-L 4614-14 to L4614-16 and 1 (and followings) and Art. R4141-3-1 of the Labour Code. Art. R1432-155 of the Public Health Code	Art. R4624-1 to R4624-4 and R4624-16 to R4624-17 of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Council Directive 89/654/EEC (workplace)	/	/	Art. R4141-3-1 and Art. R4141-6 of the Labour Code	/	/	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Directive 2009/104/EC (work equipment)	Art. R4321-1 to R4321-5 of the Labour Code	/	Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings), Art. R. 4323-1, Art. R. 4323-2 and R. 4323-5 of the Labour Code	Art. R. 4323-3, Art. R. 4323-4 of the Labour Code	/	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Council Directive 89/656/EEC (PPE)	Art. L. 4121-2, Art. R4121-1 to 4 and Art. R4321-3 to 4 of the Labour Code	/	Art. R4323-104 to R4323-106 and Art. R4323-5 of the Labour Code	Art. R4323-106 of the Labour Code	/	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code

	Risk assessment	Preventive and protective services	Information for workers	Training of workers	Health surveillance	Consultation of workers
Council Directive 92/58/EEC (OSH signs)	/	/	Order of 4 November 1993, art. 5 Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings) and Art. R4141-3-1 of the Labour Code	Order of 4 November 1993, art. 5 Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings) and Art. R4141-3-1 of the Labour Code	/	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Directive 1999/92/EC (ATEX)	Art. R4121-2 and R4227-44 to R4227-48 of the Labour Code	/	/	Order of 8 July 2003, Art. 5 Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings) and Art. R4141-3-1 of the Labour Code	/	/
Council Directive 90/269/EEC (manual handling of loads)	Art. L4121-2 (and followings) and R4121-1 (and followings), R4541-5 and 4541-6 of the Labour Code	/	Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings), Art. R4141-3-1, Art. 4541-7 of the Labour Code	Art. 4541-8 of the Labour Code	/	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Council Directive 90/270/EEC (display screen equipment)	Art. L4121-2 (and followings) and R4121-1 (and followings) and R 4542-3 of the	/	Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings), R4542-	Art. R4542-16 of the Labour Code	Art. R4542-17 and R4542-18 of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the

	Risk assessment	Preventive and protective services	Information for workers	Training of workers	Health surveillance	Consultation of workers
	Labour Code		16 of the Labour Code			Labour Code
Directive 2002/44/EC (vibration)	Art. R4121-1 and Art. R4444-1 to 7 of the Labour Code	/	Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings), R4447-1 of the Labour Code	Art. R4447-1 of the Labour Code	Art. R4624-10 to R4624-27 and R4446-2 to 4 of the Labour code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Directive 2003/10/EC (noise)	Art. R4431-1 to 7 of the Labour Code	Art R4433-2 of the Labour Code	Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings), R4436-1 of the Labour Code	Art R4436-1 of the Labour Code	Art. R4624-10 to 27 and R4435-1 to 5 of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Directive 2004/40/EC (electromagnetic fields)	N/A ²⁵	N/A	N/A	N/A	N/A	N/A
Directive 2006/25/EC (artificial optical radiation)	Art. R4452-7 to 12 of the Labour Code	Art. R4452-9 of the Labour Code	Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings), R4452-20 to 21 of the Labour Code	Art. R4452-19 of the Labour Code.	Art. R4624-10 to 27 and R4452-22 to 31 of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Directive 2004/37/EC (carcinogens or mutagens)	Art. R4121-1 and Art. R4412-61 to R4412-65 of the Labour Code	/	Art. L4121-1 2°, L4141-1 (and followings) and R4141-1 (and followings), R4412-	Art. R4412-87 to R4412-88 of the Labour Code	Art. R4624-10 to 27 and R4412-44 to 53 of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the

²⁵ N/A refers to “not applicable because the Directive has not been transposed in national legislation”. The acronym of N/A will be used consistently throughout the remainder of the tables.

	Risk assessment	Preventive and protective services	Information for workers	Training of workers	Health surveillance	Consultation of workers
			40 to 43 and Art. R4412-86 to R4412-93 of the Labour Code			Labour Code
Council Directive 98/24/EC (chemical agents at work)	Art. R4121-1 and R4412-5 to 4412-10 of the Labour Code	/	Art. R4412-38 to 4412-39 of the Labour Code	Art. R4412-38 of the Labour Code	Art. R4624-10 to 27 and Art. R4412-44 to R4412-53 of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Directive 2009/148/EC (asbestos)	Art. L4121-2, R4121-1 and R4412-97 to 99 of the Labour Code	Art. R4412-103 to R4412-106 of the Labour Code	Art. R4412-38 to 39 and Art. R4412-116 to 117 of the Labour Code	Art. R4412-39, Art. R4412-87 and Art. R4412-116 to 117 of the Labour Code. Order of 23 February 2012 on the training of worker operating in asbestos environment	Art. R4624-10 to 27 and R4412-44 to 53 of the Labour code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Directive 2000/54/EC (biological agents)	Art. L4121-2 and R4423-1 to 4 of the Labour Code	/	Article R4424-4, R4424-7 and Art. R4425-1 to 5 of the Labour Code	Art. R4425-6 to 7 of the Labour Code	Art. R4426-1 to 13 of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Council Directive 92/57/EEC (temporary or mobile construction sites)	/	/	Art. L4121-1 ^{2°} , L4141-1 (and followings), R4141-1 (and followings) and Art. R4141-3-1	/	/	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the

	Risk assessment	Preventive and protective services	Information for workers	Training of workers	Health surveillance	Consultation of workers
			of the Labour Code			Labour Code
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)	Act no 2009-526 of 12 May 2009 Art. L4121-2 (and followings) and R4121-1 (and followings) of the Labour Code	/	Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings) and Art. R4141-3-1 of the Labour Code	Art. L4121-1 2°, L4141-1 (and followings) and R4141-4 to 20 of the Labour Code Art. 32 and 38 of the RGIE	R4624-16 to R4624-17 and D4624-46 (and followings) of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Council Directive 92/91/EEC (mineral-extracting industries through drilling)	Act no 2009-526 of 12 May 2009 Art. L4121-2 (and followings) and R4121-1 (and followings) of the Labour Code	/	Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings) and Art. R4141-3-1 of the Labour Code	Art. L4141-1 (and followings) and R4141-4 to 20 of the Labour Code	R4624-16 to R4624-17 and D4624-46 (and followings) of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Council Directive 92/29/EEC (medical treatment on board vessels)	/	/	Art. 217-3-01, Art. 217-4.01, Art. Annexe 217-3.A.1.1 of the Order of 23 November 1987 Art. 160.3 of the Order of 23 November 1987 Decree no 99-439 of 25 May 1999	/	/	/
Council Directive 93/103/EC (work on board fishing vessels)	/	/	/	Decree no 99-439 of 25 May 1999	/	/

	Risk assessment	Preventive and protective services	Information for workers	Training of workers	Health surveillance	Consultation of workers
				Decree no 2007-1377 of 21 September 2006 Order of 29 June 2011		
Council Directive 92/85/EEC (pregnant/breastfeeding workers)	Art. L4121-2 and R4121-1 of the Labour Code	/	Art. L4121-1 2°, L4141-1 (and followings), R4141-1 (and followings) and Art. R4141-3-1 of the Labour Code	/	/	/
Council Directive 91/383/EEC42 (temporary workers)	/	L. 4154-2 and D4625-19 to 21 of the Labour Code	Art. L. 4141-1 and Art. D4625-19 of the Labour Code	Art. L. 4141- 2 and Art. L. 4142-2 and L. 4154-2 of the labour code	Art. D4625-1 and Art. R4624-18 to 19 of the Labour Code	/
Council Directive 94/33/EC (young people at work)	Art. L4121-2 (and followings) and R4121-1 (and followings) of the Labour Code	Art. L4622-1 to 16 of the Labour Code	Art. R4141-3-1 of the Labour Code	Art. L4142-1, R4141-5 and R. 4141-2 of the labour code	Art. R4624-1 to 19 of the Labour Code	Art. L2313-1 (and followings), Art. L4121-1 (and followings), Art. L2315-8 of the Labour Code
Conclusions on interactions between Directives	With the exception of Council Directive 92/29/EEC (medical treatment on board vessels) and Council Directive 93/103/EC (work on board fishing vessels), the provisions of OHS Directives are mainly transposed by Decree and Order in the French Labour Code, the Public Health Code or the Rural and Marine Fishery Code, therefore all these CPMs interact within the Codes.					

2 MAPPING QUESTION 2: GAPS IN CONTENT OR TIME

This section aims at determining whether the Member State has applied or used derogations and transitional periods when provided for by the Directives. Provisions setting options are covered under MQ1, in section 1.3.

2.1 TRANSITIONAL PERIODS

Transitional periods: these are periods of time where a derogation applies with extended deadlines for the implementation of particular provisions of the Directives. It is noteworthy that most of the transitional periods are not applicable anymore as the dates by which provisions in question had to be implemented at latest have already passed. However, these periods should be taken into consideration to explain delays in implementation of certain Directives.

Such transitional periods can be found in eight Directives as listed below. France has set transitional periods only for three directives: Directive 2002/44/EC (vibration), Directive 2003/10/EC (noise) and Directive 2009/104/EC (work equipment).

Table 2- 1 Transitional Periods

Directive	Transitional periods applied	Transitional period respected	Date of end of application of the transitional period
Directive 90/270/EEC (display screen equipment)	No ²⁶	-	-
Directive 92/91/EC (mineral-extracting industries through drilling)	No ²⁷	-	-
Directive 92/104/EC (surface and underground mineral extracting industries)	No	-	-
Directive 93/103/EC (work on board fishing vessels)	No	-	-
Directive 1999/92/EC (ATEX)	No ²⁸	-	-
Directive 2002/44/EC (vibration)	Yes	Yes	6 July 2010
Directive 2003/10/EC (noise)	Yes	Yes	14 February 2011
Directive 2009/104/EC (work equipment)	Yes	Yes	1 January 1997 ²⁹

2.2 DEROGATIONS

Derogations: these are provisions, which explicitly permit Member States to derogate from certain requirements contained in the Directive. All derogations are accompanied by conditions which need to be fulfilled before and/or after derogation is permitted. The following table shows which derogations

²⁶ Decree n ° 91-451 of 14 May 1991 on the prevention of risks concerning display screen equipments mentions in Article 14 that "The provisions of this Decree shall enter into force from 1 January 1993; However, for equipment placed in service before that date, the provisions of Articles 7 to 11 shall not apply until 1 January 1997.

²⁷ Same observation for the Directive 92/104/EC. The transposition of this Directives was for the vast majority of the provisions made in the title of RG RGIE (eg Article 32 and 56 RG identical to Article 3.1f or paragraph 14-1 of the annex part A). The title RG was introduced by Decree 95-694 which contained no transitional provision. It seems therefore that the opportunity provided by section 10 (2) has not been used by France.

²⁸ Decree No. 2002-1553 of 24 December 2002 concerning the prevention of explosions at the workplace provides mentions in Article 3 that "The provisions of this Decree shall enter into force on 1 July 2003. However, this provision will be in force at the latest 1 July 2006 for workplaces which are already in use before 30 June 2003, the employer shall nevertheless comply with the requirements of Article R. 232-12-26 (regarding risk assessment) of the Labour Code before 1 July 2003. "

²⁹ This Directive refers to earlier provisions

have been used and whether or not the conditions attached are adequately reflected in the transposing legislation.

French transposing legislation reflects part of the derogations and, as a rule, the conditions attached to them, namely derogations from the prohibition of employment of young people for certain works in the case of adolescents, derogations from the limits on the working hours of children, derogations to the prohibition of night work by adolescents, derogations from rest periods in respect of adolescents for specific categories of work and derogations linked to force majeure (Directive 94/33/EC (young people)). In relation to Directive 2002/44/EC on vibration, France has set a derogation from the obligation to comply with exposure limit values in the case of sea and air transport. It has also used derogations from the obligation to fully and properly use individual hearing protection in exceptional situations, provided for by Directive 2003/10/EC on noise.

Table 2- 2 Derogations

<i>Directive</i>	<i>Article</i>	<i>Use of derogation</i>	<i>Y/N</i>	<i>Explanation</i>	<i>Conditions reflected</i>	<i>Y/N</i>	<i>Explanation</i>
Directive 89/656/EEC on personal protective equipment	Art.4.6, second indent	Member States' legislation may allow for contribution of workers towards the costs of some personal protective equipment.	N	France has not made use of this Derogation. According to Article R4321-4 to 5 of the Labour Code, the employer sets appropriate personal protective equipment at disposal of the worker.	The derogation applies in circumstances where use of the equipment is not exclusive to the workplace.	N	France has not made use of this Derogation.
Directive 92/57/EEC on temporary or mobile construction sites	Art. 3.1	Derogation from the obligation to draw up a health and safety plan	N	France has not made use of this Derogation Art. L4532-1 to 4 of the Labour Code.	The derogation does not cover work involving particular risks as listed in Annex II.	N	France has not made use of this Derogation.
				ibid.	The derogation does not cover work for which prior notice is required pursuant to paragraph 3 of this Article.		
Directive 92/58/EEC on safety and/or health signs at work	Art. 6.2.	Derogation from the application of Annex VIII, section 2	N	The provisions regarding Annex VIII (verbal communication) and Annex IX (hand signals) are not included in the scope of Order of 4 November 1993 transposing Directive 92/58/EEC.	Alternative measures guaranteeing the same level of protection laid down	N	France has not made use of this Derogation.
		Derogation from the application of Annex IX, section 3	N	ibid.	Alternative measures guaranteeing the same level of protection laid down		
Directive 92/85/EEC on breastfeeding workers	Art.11.4	Member States may make entitlement to benefits conditional	N	France has not made use of this Derogation.	The worker concerned shall fulfil the conditions of eligibility for such benefits laid down under national	N	France has not made use of this Derogation.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
					legislation. These conditions may under no circumstances provide for periods of previous employment in excess of 12 months immediately prior to the presumed date of confinement.	N	France has not made use of this Derogation.
Directive 94/33/EC on the protection of young people at work	Art.5.3	Derogation from the requirement to receive a prior authorisation for the employment of children for the purposes of performance of children in cultural and similar activities	N	France has not made use of this Derogation. Art. L.7124-1 of the Labour Code provides the requirements regarding prior authorisation for the employment of young people of less than 16 years for the purpose of the performance of cultural, audio-visual and modelling activities. Art. L7124-2 of the Labour Code. Children of at least 13 years of age shall give their written approval in addition to the authorisation mentioned above.	In the case of children of at least 13 years of age, Member States may authorize, by legislative or regulatory provision, in accordance with conditions which they shall determine, the employment of children for the purposes of performance in cultural, artistic, sports or advertising activities.	N	France has not made use of this Derogation.
	Art. 7.3.	Derogation from the prohibition of employment of young people for works listed in Article 7.2 in the case of adolescents	Y	Art. L4153-9 of the Labour Code. Young workers of less than 18 years and more than 15 years of age can obtain a derogation to work in the prohibited types of work listed in Art. D4153-15 of the Labour Code.	Derogations indispensable for their vocational training	Y	Art. R4153-38 to 48 of the Labour Code
					Protection of their safety and health is ensured by the fact that the work is performed under the supervision of a competent person within	Y	Art. R4153-40(4) of the Labour Code

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
					the meaning of Article 7 of Directive 89/391/EEC		
					Protection afforded by Framework Directive is guaranteed	Y	These specific provisions for young workers complement the general terms of the labour code regarding the protection of workers.
	Art. 8.5	Derogations from limits on the working hours of children specified in Article 8.1.(a).	Y	French legislation is more stringent than the Directive. Working hours for young workers cannot exceed 35 hours per week and eight hours per Day. Derogation can be authorised (in the maximum limit of 5 hours per week). In addition for young workers of less than 16 years of age the weekly rest can be decreased to 36 consecutive hours. (Art. L3162-1 and L6222-25 of the Labour Code) Under certain conditions, derogations to weekly rest can be authorised. (Art. L3132-5 to 7 of the Labour Code)	Derogation is justified by way of exception	Y	Art. L3162-1 and L6222-25 of the Labour Code. In exceptional cases, a derogation can be authorised by the labor inspectorate (with the assent of the occupational physician) for a maximum of five additional working hours per week. The hours of work concerned may in no case be higher than the normal daily or weekly hours of work of adult workers in the establishment.
					<u>Or</u> Derogation is used because objective grounds are provided	N	
					Member States shall, by legislative or regulatory provision, determine the conditions, limits and procedure for implementing such derogations.	N	
	Art.9.2	Article 9 (2) a Member States may, by legislative or regulatory provision, authorize work by adolescents in	Y	Derogations to the prohibition of night work can be authorised under certain circumstances. Derogations can be authorised for young	Work by adolescents in specific areas of activity	Y	For cultural activities (shows), worker of less than 16 years are not authorised to work beyond midnight.
					Supervision of the	Y	

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		specific areas of activity during the period in which night work is prohibited as referred to in paragraph 1 (b).		workers employed for commercial and cultural activities. (Art. L. 3163-2 of the Labour Code) In case of extreme emergency, as foreseen in Art. L3163-3 of the Labour Code, it is possible to ask young worker between 16 and 18 years of age to work at night. An equivalent rest period shall be provided within 3 weeks by the employer.	adolescent by an adult where such supervision is necessary for the adolescent's protection. Work shall continue to be prohibited between midnight and 4 a.m.		Art. R3163-2 to 4 specifies the limit of working hours / activity. In any other case work at night cannot be authorised beyond midnight (Art. R 3163-1 to 3163-4 of the Labour Code).
		<i>Article 9 (2) b second indent</i> Derogation from prohibition of night work for adolescents for: — work performed in the shipping or fisheries sectors; — work performed in the context of the armed forces or the police; — work performed in hospitals or similar establishments; — cultural, artistic, sports or advertising activities.	Y	The list of activities that could benefit from the derogation is provided in Art. R3163-1of the labour code. It includes work in hotels, catering, bakery, pastry, cultural activities (shows), horseracing.	Objective grounds for so doing	Y	In case of extreme emergency, as foreseen in Art. L3163-3 of the Labour Code it is possible to ask young worker between 16 and 18 years of age to work at night. In any other case work at night cannot be authorised beyond midnight (Art. R 3163-1 to 3163-4 of the Labour Code).
				and provided that adolescents are allowed suitable compensatory rest time	Y	An equivalent rest period shall provided within 3 weeks by the employer.	
			and that the objectives set out in Article 1 are not called into question:	Y	General provisions of the Labour apply concerning social protection of young people.		
	Art.10.3	Derogation from the minimum rest periods for interruption in the case of activities	N	France has not made use of this Derogation. The minimum rest period below 12 consecutive hours. (Article L3164-1 of			

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		involving periods of work that are split up over the day or are of short duration.		the Labour Code)			
	Art. 10.4	Derogations from rest periods in respect of adolescents for (a) work performed in the shipping or fisheries sectors; (b) work performed in the context of the armed forces or the police; (c) work performed in hospitals or similar establishments; (d) work performed in agriculture; (e) work performed in the tourism industry or in the hotel, restaurant and café sector; (f) activities involving periods of work split up over the day.	Y	Article L3164-1 of the Labour Code applies. A minimum rest period of less than 12 consecutive hours is not allowed. However, derogations can be authorised concerning the weekly rest period according to Art. L3164-2 to 5 of the Labour code. Art. L3132-5 to 11. Are concerned : work performed in industries processing perishable goods; in port, docks and stations; seasonal activities; cleanup of industrial buildings and maintenance; work performed in the context of the armed forces; industrial establishments operating continuously; Guardians and caretakers of industrial and commercial establishments.	Objective grounds are provided and provided that they are granted appropriate compensatory rest time and that the objectives set out in Article 1 are not called into question	Y	Art. L3164-2 of the Labour Code.
	Art. 13	Member States may, by legislative or regulatory provision, authorize derogations from Article 8 (2),	Y	Art. L3163-3 of the Labour Code concerning work at night. In case of extreme emergency, as foreseen in Art. L3163-3 of the Labour	Work is of a temporary nature and must be performed immediately	Y	In case of emergency only.
				Adult workers are not available		Y	In case of emergency only.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		Article 9 (1) (b), Article 10 (1) (b) and, in the case of adolescents, Article 12, for work under force majeure		Code, it is possible to ask young worker between 16 and 18 years of age to work at night. An equivalent rest period shall be provided within 3 weeks by the employer.	Adolescents are allowed equivalent compensatory rest time within the following three weeks.	Y	In case of emergency only.
Directive 98/24/EC on chemical agents at work	Art. 9.2 and 9.3	Derogations from prohibition of the use of certain chemical agents and activities involving chemical agents in the following circumstances: - for the sole purpose of scientific research and testing, including analysis, - for activities intended to eliminate chemical agents that are present in the form of by-products or waste products, - for the production of the chemical agents referred to in paragraph 1 for use as intermediates, and for such use.	N	France has not made use of this Derogation. Order of 1 February 1993, Art. 1 (modified).	Exposure of workers to chemical agents must be prevented, via single closed systems, from which the chemical agents may be removed only to the extent necessary to monitor the process or service the system.	N	France has not made use of this Derogation.
					Member States may provide for systems of individual authorisations.	N	France has not made use of this Derogation.
					The competent authority shall request the employer to submit the information listed in Article 9.3.	N	France has not made use of this Derogation.
Directive 2002/44/EC on vibration	Art. 10.1	Derogation from the obligation to comply with exposure limit values in the case of sea and air transport,	Y	A derogation can be requested to the Labour Inspectorate if the exposure limit value of whole-body vibration is exceeded onboard vessels. (Art. 9 of Decree	In duly justified circumstances with respect to whole-body vibration where, given the state of the art and the specific characteristics of workplaces, it is not	Y	Article 6 and 8 of Decree No. 2005-748 of 4 July 2005.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
				No. 2005-748 of 4 July 2005)	possible to comply with the exposure limit value despite the technical and/or organisation measures taken.		
					The derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain. (Art.10.3)	Y	Article 9 of Decree No. 2005-748 of 4 July 2005.
	Art. 10.2	Derogation from the obligation to comply with exposure limit values in a case where the exposure of a worker to mechanical vibration is usually below the exposure action values but varies markedly from time to time and may occasionally exceed the exposure limit value	N	France has not made use of this Derogation. (Art. R.4441-1 to R.4447-1 of the Labour Code)	The exposure value averaged over 40 hours must be less than the exposure limit value and	N	France has not made use of this Derogation.
					There must be evidence to show that the risks from the pattern of exposure to the work are lower than those from exposure at the exposure limit value	N	France has not made use of this Derogation.
					The derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased	N	France has not made use of this Derogation.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
					health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain. (Art.10.3)		
Directive 2003/10/EC on noise	Art.11.1 and 11.2	Derogations from the provisions of Articles 6 (1)(a) and (b) and 7.in exceptional situations where, because of the nature of the work, the full and proper use of individual hearing protectors would be likely to cause greater risk to health or safety than not using such protectors	Y	In exceptional situations where, because of the nature of the work, the full and proper use of individual hearing protectors would be likely to cause greater risk to health or safety than not using such protectors (Art. R4437-1 of the Labour Code)	Guarantee, taking into account the special circumstances, that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance.	Y	Derogation authorised taking into account that the resulting risks are reduced to a minimum. (Art. R4437-3 of the Labour Code)
					Review every four years and withdrawn as soon as the justifying circumstances no longer obtain.	Y	Review every year, Derogation renewable and withdrawn as soon as the justifying circumstances no longer obtain. (Art. R4437-4 of the Labour Code)
Directive 2004/40/EC on physical agents (electromagnetic fields)	Art.4.6	The risk assessment may include a justification by the employer that the nature and extent of the risks related to electromagnetic fields make a further detailed risk assessment unnecessary.	N	N/A Directive not transposed			

3 MAPPING QUESTION 3: LEVEL OF COMPLIANCE BY DIFFERENT STAKEHOLDERS

The question consists of two separate, but intertwined questions: the degree of compliance and approaches to compliance.

3.1 DEGREE OF COMPLIANCE

The question aims to ascertain the extent to which establishments in Member States comply with the key requirements of the 24 OSH Directives and to what extent differences exist between public/private sector; different sizes of establishments: micro/SMEs/large enterprises and different sectors of economic activity.

The results are summarized in tables 3.1 and 3.2. Table 3.1 outlines the range of compliance with the common processes and mechanisms (CPMs) **across all 24 OSH Directives**. Table 3.2 complements the previous table by addressing the level of compliance with the CPMs at the **level of individual Directives**.

As regards **key requirements** which do not constitute CPMs, a detailed overview is provided in Table 3.3.

The following indicators are used for estimating the degree of compliance :

- (5) very high degree of compliance: indicators above 80%
- (4) high degree of compliance: indicators 60-79%
- (3) medium degree of compliance: indicators 40-59%
- (2) low degree of compliance: indicators 20-39%
- (1) very low degree of compliance: indicators below 20%.

The percentages are intended as approximate guides, not exact values.

The assessment of the degree of compliance with common processes and mechanisms across directives is primarily based on various surveys of the Research, Studies and Statistics Directorate of Ministry of Labour. The surveys show a medium degree of compliance in relation to risk assessment, ensuring protective and preventive services, a low degree for training of workers and information for workers and a very high level for making available health surveillance and consultation of workers. As a rule, the degree of compliance increases with the size of the companies. No data is available to assess the degree of compliance by CPMs and directives. Some general trends have been estimated based on expert opinion, the 2012 annual report from labour inspectors and interviews in relation to each directive (covering all key requirements). It reveals a mixed picture, with some directives featuring a high degree of compliance (such as the Framework or Workplace Directives), others a medium level of compliance and one a very low degree of compliance (Directive 2006/25/EC (artificial optical radiation)).

With regard to the ESENER data reported upon in the below table, it should be noted that ESENER data are based on a relatively small sample size (interviews were carried out in only 28,649 establishments in 31 European countries) and composition (enterprises up to 10 employees were not involved). Moreover, this information is based on managers' responses and the ESENER average response rate is around a third as only some 20 per cent answered in five out of the EU's six largest countries (Germany, Spain, Italy, Poland and the UK).³⁰ The post-test of the ESENER survey noted that "it is important to mention that companies participating in the survey are likely to be the

³⁰ EU-OSHA, European Survey of Enterprises on New and Emerging Risks - Managing safety and health at work, 2010, p.95

organisations with high standards or good procedures in place and therefore represent a self-selected sample of 'good examples'.³¹

³¹ EU-OSHA, Qualitative post-test evaluation of ESENER: National overview report, 2013

Table 3- 1 Degree of compliance: Common processes and mechanisms (across Directives)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
Risk assessment	% of establishments which perform regular ³² risk assessment	(3)	<p>DARES Analysis n°55, September 2013. Results of 2010 SUMER investigation. Size of the sample: 47983 workers. High reliability of the source (information recovered from health surveillance services)</p> <p>Indicators: % of risk assessment document available and up to date % of establishments having performed a risk assessment analysis and implemented an action plan to prevent risks at stake.</p>	<p>Data unreliable for small enterprises as more than 50% of the workers admitted that they did not know the answer to the question. Overall for all the sizes of establishments, the % of workers unable to answer the questions shows there is a lack of knowledge on risk assessment results. This lack of knowledge is however reduced proportionally to the size of establishments.</p> <p>Size of establishments: - 1 to 9 workers: (1) - 10 to 49 workers: (2) - 50 to 499 workers: (3) - More than 500 workers: (4).</p>

³² Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions which may affect workers exposure?

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale																														
		According to ESENER1 data: 65.1% of workplaces are regularly checked for health and safety as part of RA	The ESENER1 survey ³³ suggests that a relatively low number of the workplaces (65.1%) are regularly checked for health and safety as part of a risk assessment or similar measure. However, it should be noted that the SUMER survey is based on a larger sampling hence is seen as more reliable.	The ESENER1 survey ³⁴ shows the following differences according to enterprise size and sectors: <table border="1"> <thead> <tr> <th>Company Size</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>10 to 19 employees</td> <td>55.70 %</td> <td>44.12 %</td> </tr> <tr> <td>20 to 49 employees</td> <td>70.85 %</td> <td>27.25 %</td> </tr> <tr> <td>50 to 249 employees</td> <td>78.77 %</td> <td>20.15 %</td> </tr> <tr> <td>250 to 499 employees</td> <td>85.09 %</td> <td>14.30 %</td> </tr> <tr> <td>500 or more employees</td> <td>86.94 %</td> <td>13.06 %</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Sector Type</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Production sector</td> <td>77.95 %</td> <td>21.10 %</td> </tr> <tr> <td>Private Services</td> <td>65.80 %</td> <td>33.77 %</td> </tr> <tr> <td>Public Services</td> <td>52.87 %</td> <td>45.51 %</td> </tr> </tbody> </table>	Company Size	Yes	No	10 to 19 employees	55.70 %	44.12 %	20 to 49 employees	70.85 %	27.25 %	50 to 249 employees	78.77 %	20.15 %	250 to 499 employees	85.09 %	14.30 %	500 or more employees	86.94 %	13.06 %	Sector Type	Yes	No	Production sector	77.95 %	21.10 %	Private Services	65.80 %	33.77 %	Public Services	52.87 %	45.51 %
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Ensuring protective and preventive services	% of establishments having ensured protective and preventive services	(3)	DARES Analysis n°55, September 2013. Results of 2010 SUMER investigation. Size of the sample 47983 workers. High reliability of the source (information recovered from health surveillance services) Indicators: % of establishments with a CHSCT or equivalent % of workers covered by the IPRP	Size of establishments: - 1 to 9 workers: (1) - 10 to 49 workers: (2) - 50 to 499 workers: (4) More than workers: (5). Sectors: - Industry: (4) - Agriculture: (1) - Building: (2) - Tertiary sector: (2) - State administration: (4).																														
		According to ESENER1: 13.44% – 92.32%	ESENER1 2009 asks about different forms of service ³⁵ . Occupational Health Physician, 92.32%; Safety	Data based on company size showed a general trend for greater usage in larger companies. For sectors there was a general pattern of similar use of each																														

³³ ESENER1, question MM161

³⁴ ESENER1, question MM161

³⁵ <https://osha.europa.eu/sub/esener/en/front-page/106/005> (MM150).

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
			specialist, 47.74%; Psychologist 13.44%; Ergonomist, 18.49%; Health & Safety Consultant, 19.57%.	speciality with the exception of psychologist usage which had an exponentially higher usage in the public services sector (35.58%) vs. the other sectors (≤6%). Conversely, the use of an occupational health physician was lower in the public services sector compared with the other sectors (78% vs. 97%).
Information for workers	% of establishment which provide information to workers	Information on occupational risks (IOR): (2) Safety instructions displayed (SID): (3)	Based on 2013 data provided by the DARES (" <i>Enquête conditions de travail</i> ", not published yet) – size of the sample unspecified. High reliability of the source (information recovered from health surveillance services)	Size of establishments: - 1 to 9 workers: (1) - 10 to 49 workers: (1) - 50 to 499 workers: (2) - 500 to 999 workers: (2) - More than 1000 workers: (1).
Training of workers	% of establishment which provide training to workers	(2)	Based on 2013 data provided by the DARES (" <i>Enquête conditions de travail</i> ", not published yet) – size of the sample unspecified. High reliability of the source (information recovered from health surveillance services). Indicator: % of workers who followed safety training followed in the last 12 months	Size of establishments: - 1 to 9 workers: IOR (1) / SID (2) - 10 to 49 workers: IOR (1) / SID (2) - 50 to 499 workers: IOR (2) / SID (3) - 500 to 999 workers: IOR (2) / SID (3) More than 1000 workers: IOR (2) / SID (3).
Making available health surveillance	% of establishments which provide health surveillance to workers	(5)	Based on 2013 data provided by the DARES (" <i>Enquête conditions de travail</i> ", not published yet) – size of the sample unspecified. High reliability of the source (information recovered from health surveillance services). Indicator: % of workers who has undergone a medical examination in the last 24 months.	

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
		According to ESENER1 data: health of workers is monitored in 84.03% of the workplaces	The ESENER1 survey suggests that the health of workers is monitored in most of the workplaces (84.03%).	The ESENER1 survey ³⁶ shows the following differences according to enterprise size and sectors: Company Size Yes No 10 to 19 employees 81.11 % 18.89 % 20 to 49 employees 88.27 % 11.31 % 50 to 249 employees 83.03 % 16.65 % 250 to 499 employees 93.35 % 6.65 % 500 or more employees 97.76 % 2.24 % Sector Type Yes No Production sector 93.35 % 6.65 % Private Services 88.30 % 11.59 % Public Services 68.32 % 31.20 %
Consultation of workers	% of establishments with appointed worker rep % of establishments which consult workers on risk assessment % of establishments which consult	(5)	DARES, enquête REPOSE 2010-2011 ³⁷ . 4023 representatives of the management, 2433 representative of workers and 11 378 workers provided inputs to this study. Indicator: % of establishments with workers representatives. Other data on the consultation of workers are not available.	Size of establishments: - 11 to 19 workers: (2) - 20 to 49 workers: (4) - 50 to 99 workers: (5) - More than 100 workers: (5).

³⁶ ESENER1, question MM154

³⁷ DARES Analyses, n°26 , April 201, www.travail-emploi.gouv.fr/IMG/pdf/2013-026.pdf

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
	workers on measures	According to ESENER1 data: 23.31% -28.23% ³⁸ have some form of representation/consultation	<p>ESENER1 2009 asked separately about different forms of consultation.³⁹ Companies were least likely to have a health and safety committee and most likely to have a health and safety representative. The categories are not mutually exclusive.</p> <ul style="list-style-type: none"> - Trade union representative – 28.23% (production sector: 23.31%; private services: 23.75%; public services: 40.53%) - Health and safety representative: 27.71% (production sector: 28.63%; private services: 22.11%; public services: 37.04%) - Health and safety committee: 25.15% (production sector: 25.64%; private services: 21.43%; public services: 31.48%) 	The data showed an increasing trend for all questions with company size. Overall, the public sector was more likely to have each of the forms of consultation/representation.

³⁸ Values as reported by ESENER MM 351-355-358.

³⁹ https://osha.europa.eu/sub/esener/en/front-page/219/005?group_by=sec3

Table 3- 2 Degree of compliance: Common processes and mechanisms (individual Directives)

Data available in France do not enable to assess the degree of compliance by CPMs and Directives.

Common Processes and mechanisms (individual Directives)	Criteria/indicator to guide the assessment	Directive nr.	Assessment of the degree of compliance	The rationale upon which the assessment has been made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
Risk assessment	% of establishments which perform regular ⁴⁰ risk assessment	Data not available			
Ensuring protective and preventive services	% of establishments having ensured protective and preventive services	Data not available			
Information for workers	% of establishment which provide information to workers	Data not available			
Training of workers	% of establishment which provide training to workers	Data not available			
Making available health surveillance	% of establishments which provide health surveillance to workers	Data not available			
Consultation of workers	% of establishments with appointed worker rep % of establishments which consult workers on risk assessment % of establishments which consult workers on measures	Data not available			

⁴⁰ Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions which may affect workers exposure?

Table 3- 3 Degree of compliance: Key requirements

The indicators are figured out on non-scientific basis, therefore data provided in the table below may not be accurate. Data available in France do not enable to assess the degree of compliance by key requirements and Directives. Only very general self-estimated trends can be deduced.

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
89/391/EEC (Framework)	All	(4)	Assessment was made on the basis of the 2012 annual report from labour inspectors ⁴¹ . The percentage is based on the number of non-conformity reports in comparison to the total number of non-conformity reports related to directive specific requirements. The assessment was adjusted following the results of the interviews.	
89/654/EEC (Workplace)	All	(4)	Idem	
2009/104/EC (Work equipment)	All	(3)	Idem	
89/656/EEC (PPE)	All	(4)	Idem	Certainly closer to (3) in SMEs
2004/37/EC (carcinogens and mutagens)	All	(4)	Idem	Certainly closer to (3) in SMEs and (1) in microenterprises. Problems in agriculture sector.
90/269/EEC (manual handling of loads)	All	(4)	Idem	Certainly closer to (3) in SMEs
2003/10/EC (Noise)	All	(3)	Idem	
2002/44/EC (Vibration)	All	(4)	Idem	
2000/54/EC	All	(4)	Idem	

⁴¹ L'inspection du travail en France 2012 Ministère du Travail, de l'Emploi et de la Formation Professionnelle, Anne IIB3.

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
(biological agents)				
2006/25/EC (artificial optical radiation)	All	(1)	Idem	Equipment non-adapted to the requirements of the Directive
98/24/EEC (chemical agents at work)	All	(3)	Idem	

3.2 APPROACHES TO COMPLIANCE

The second question complements the first sub-question in that aims to answer the question of to what extent can potential differences in the degrees of compliance observed as between private undertakings and public sector bodies, various sizes of companies, etc. be attributed to different approaches to compliance.

France is following a holistic and integrated approach to occupational health and safety. There is no distinction between the size of establishment and sectors. The public sector tends to align its health and safety provisions on the private sector, although the public sector appears a bit behind compared to the private sector. In addition, compliance differs depending on the size of the companies. The situation is worse in small enterprises (between 20 and 50 workers), mainly due to the lack of resources. Priorities for compliance measures are set on the basis of improvement of knowledge on occupational health and safety, further prevention, support to medium, small and micro enterprises, focus on high risk sectors, coordination of enforcement authorities. The development of practical documentation adapted to the specificities of the sector or business for small enterprises is still needed.

Table 3- 4 Approaches to compliance

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
<p>What approach has been adopted? Is it systematic?</p>	<p>France adopted a global and integrated approach to preserve health, reduce work accidents and maintain well-being and workers capacities. To address these issues, the underlying principles are clearly delineated in the French "Code du Travail" (Labour Code) (Art. L4121-2) and implemented in an overall context which encompasses the individual and collective spheres without any distinction of the economic sector, type of establishment, or payroll size.</p> <p>Section IV of the Code du Travail is entirely dedicated to occupational health and safety issues and transposes the majority of EU Directives in this matter, notably Directive 89/391/CEE. The Rural Code also contains health and safety provisions specifically targeting the rural and agricultural and forestry spheres, notably risk prevention of Phyto-pharmaceutic products and technical provisions relating to forestry work.</p> <p>Even if the public sector has its own texts regulating health and safety at work, they refer explicitly to the provisions of the books I to V of the part IV of the Labour Code and to their enforcing Decrees.</p> <p>Thus, in the public state administration , Article 3 of Decree No. 82-453 of 28 May 1982 on the hygiene and safety as well as preventive medicine in the public service mentions: " in jurisdictions and institutions mentioned in Article 1, the rules regarding health and safety subject are those defined in the books I to V of Part IV of the Labour Code and, where appropriate , by Article L.717 -9 of the Code rural and maritime Fishery"</p> <p>This provision is also stated in Article 3 of Decree No. 85-603 of</p>	<p>The French approach is holistic. There is no distinction between the size of establishment and sectors. The public sector tends to align its health and safety provisions on the private sector.</p> <p>However in practice, according to the size of establishments, significant differences in the approaches to compliance are reported. Large establishments have the financial means and competences to comply with OSH legislation, while it is more difficult for VSEs and SMEs.</p> <p>A distinction must be made between very small enterprises and small enterprises.</p> <p>In very small enterprises, the employer works directly with the workers, OSH issues are almost systematically integrated, but not necessarily formalized. Communication is direct between employer and workers.</p> <p>The situation of small enterprises, in particular those that have between 20 and 50 workers, forming a substantial part of the French economy, is more sensitive. They have to face a high number of accidents and/or occupational diseases. These enterprises do not necessarily have the resources required to comply with OSH legislation, when what they really need is formalization in order to improve OSH implementation and compliance.</p> <p>There is a delay of the public sector compared to the private sector, although the recent reforms tend to redress the balance in the approaches. As soon as the private sector is notified of the change, it must comply with the legislation, under penalty of being</p>

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
	<p>10 June 1985 on the hygiene and safety as well as occupational and preventive medicine covering the public territorial services.</p> <p>As for public hospitals, Article L. 4111-1 of the Labour Code foresees that the provisions of Part IV of the Labour Code are applicable to health, social and medico-social establishments mentioned in Article 2 of law No. 86-33 of 9 January 1986 on statutory provisions relating to the public hospital .</p> <p>The provisions concerning risk assessment are observed identically in the public sector and in the private sector. The hospital sector applies in full the section on health and safety of the Labour Code.</p> <p>Other key provisions are also applied in public sector according to Decrees No. 28-453 and No. 85-603 (Article 6 on staff training; Articles 10 to 26/28 concerning the health surveillance and following articles concerning the health, safety and working conditions committees).</p>	<p>subject to seizure.</p> <p>The public sector can not undertake corrective action unless it finds credits, otherwise no action will be taken.</p> <p>In terms of policy, as mentioned above, the National Plan for Occupational Health 2010-2014⁴² establishes as one key objective to develop measures to prevent professional risks certain sectors. These sectors include construction, agriculture and forestry, home care service providers. Priority is also placed on particular vulnerable person groups including self-employed. Public sector workers are also seen as a priority group.</p>
<p>What are the key characteristics of the approach?</p>	<p>National guidance on health and safety is ensured by the COCT which sets the objectives and details the terms of the four-year National Plan for Occupational Health and Safety (PST) which is then deployed at the regional level (PRST). The DGT (for private sector) and DGAFP (Public Sector) coordinate all actions of control and inspection on OHS ruled by (or referring to) the Labour Code or other Decrees respectively.</p> <p>Both public and private sector have specific inspection services to control and monitor the implementation of national health and safety legislative and regulatory provisions.</p>	<p>Idem.</p>

⁴² National Plan for Occupational Health No 2, 2010-2014, Ministry of Labour, available at <http://travail-emploi.gouv.fr/espaces,770/travail,771/dossiers,156/sante-et-securite-au-travail,301/plans-de-sante-au-travail-pst,548/plan-de-sante-au-travail-2010-2014,1629/plan-de-sante-au-travail-le-texte,1915/le-plan-de-sante-au-travail-2010,12475.html>

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
	<p>The employer shall take the necessary measures to ensure the safety and protect the physical and mental health of workers. In addition the employer shall transcribe and update in a single document the results of the risk assessment for health and safety of workers. This assessment includes an inventory of the risks identified in each work unit of the company or establishment.</p> <p>Occupational physicians and nurses provide health surveillance services. They are financed by the employers. In addition prevention specialists (health and safety engineers, occupational hygienists, ergonomists, epidemiologists, psychologists, etc.) called "Intervenants en Prévention des Risques Professionnels" (IPRP) can be called upon to improve prevention.</p> <p>Research institutes (such as INRS) and other stakeholders (IMP, CARSAT, ANACT, etc.) contribute to develop tools and promote health and safety at work. They also contribute to increasing prevention through training and seminars.</p>	
<p>What are the criteria upon which priorities for compliance measures are set?</p>	<ul style="list-style-type: none"> • Improve knowledge on health and safety • Develop policies to further prevent occupational risks • Encourage MSME and PMEs to better manage occupational risks (awareness raising, training, incentives and management support) • To focus on high risk sectors with reduced risk management capacities such as transport, agriculture or building sectors • Enhance consistency of enforcement authorities at national level (enhance communication, develop national and territorial networks) 	/
<p>Are stakeholders (workers and their representatives) involved in the forming of the compliance approach and its further development?</p>	<p>Employer and workers representative liaison also at national level to adopt a common compliance approach and develop supporting tools and coordinated actions. They also form part of the COCT.</p>	<p>For MSMEs/SME mainly problems of time and skills available act as a brake on compliance. They rarely have staff dedicated to OSH. Even if all firms have easy access to a plethora of OHS documentation, the ownership of these documents is usually limited to</p>

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
	<p>Workers are involved in improving compliance of national health and safety provisions through their representatives (for enterprises with less than 50 workers) or their CHSCT (for enterprise with more than 50 workers) or its equivalent in the public sector.</p>	<p>larger companies with sufficient human and time resources. For small businesses, there are two major obstacles to the use of these documents:</p> <ul style="list-style-type: none"> • Very often they feel they do not sufficiently match the specificities of the sector and require ownership / transposition phase which is not easy • Even if access to information is facilitated by the Internet, the multiplicity of regulations and support mechanisms is difficult to grasp for entrepreneurs <p>For small businesses, the need for practical and adapted documentation to the specificities of the sector or business remains.</p>

4 MAPPING QUESTION 4: ACCOMPANYING ACTIONS THAT SUPPORT THE RESPECT OF THE RULE

The following types of accompanying documents/actions relating to OSH legislation are covered:

- Guidance documents (through decisions and other soft measures, guidelines);
- Awareness-raising campaigns;
- Support tools (possibly IT based); and
- Financial incentives i.e. tax benefits or possibility to offer reduction of insurance premium to reward organisations for going beyond the legal requirements
- Education and training actions.

Please note that accompanying measures targeted specifically at SME and micro-enterprises are also covered under Section 7.

In France, many accompanying documents/actions cover all OSH directives, produced by various stakeholders, in particular the National Institute of Research and Safety for the prevention of work accidents and professional diseases (INRS). Several organisations including the Ministry of Labour, Employment, Vocational Training and Social Dialogue, the National Health Insurance Fund for Employees (CNAMTS) and the Pensions and Occupational Risks Funds (Carsat), as well as the Industry Body for Risk Prevention in the Building and Public Works Sector (OPPBTP), the National Agency for the Improvement of Working Conditions (ANACT) make available guidance and awareness raising documents on their website. Guidance and support actions are available in relation to almost all OSH directives.

Furthermore, several surveys on OSH have been conducted at national level. For instance, “Sumer 2010”⁴³ followed up by the DARES (Research, Studies and Statistics Directorate) aims at measuring exposure of workers to specific risks arising from work, both in the public and the private sectors. Other surveys, such as the “Health and Professional Career Survey” (*Enquête santé et itinéraire professionnel*) aim to explore the links between health issues and working conditions⁴⁴.

One of the main general awareness-raising action is the bi-annual ‘Preventica Fair’ on the management of occupational risks.

There are also a number of financial incentives in place, in particular, the Fund for the Improvement of Working Conditions (FACT) managed by the Ministry of Labour, Employment, Vocational Training and Social Dialogue which provides financial support to the improvement of working conditions or the National Agreements of Prevention Objectives (CNOP) which support enterprises with less than 200 workers to implement preventive measures and the Simplified Financial Support targeting SMEs.

It remains difficult to assess the real impact of all these initiatives although it appears that large enterprises do make use of existing accompanying measures. Interviews confirmed that the situation is particularly difficult for SMEs due to a lack of awareness and OSH expertise. Difficulties also exist for certain sectors, in particular construction, with low-qualified highly mobile workers. Accompanying actions should be more targeted to SMEs, simpler and more practical.

⁴³ Sumer 2010, available at <http://travail-emploi.gouv.fr/etudes-recherches-statistiques-de,76/statistiques,78/conditions-de-travail-et-sante,80/les-enquetes-surveillance-medecale,1999/l-enquete-sumer-2010,15981.html> (accessed February 2015).

⁴⁴ For a comprehensive list of more recent publications, see also <http://travail-emploi.gouv.fr/etudes-recherche-statistiques-de,76/etudes-et-recherche,77/publications-dares,98/>

4.1 EXISTING ACCOMPANYING ACTIONS

This sub-section identifies the relevant accompanying documents/actions as described above.

Directive 89/391/EEC (Framework Directive)

- The INRS offers an online platform which gathers and makes available all information related to Occupational Health and Safety, including targeted approaches to risk assessment and prevention. www.inrs.fr. It also proposes relevant publications for the Joint Hygiene and Safety Committees such as “travail et sécurité” [work and Safety], other publications for hygiene and safety engineers and technicians such as “cahiers de notes documentaires” [briefing notes] and some documents for health services such as “Références et santé au travail” [References and Health at work].
- The French Ministry of Labour, Employment and health publishes a series of guidance documents and information on OHS on a dedicated website <http://www.travaillermieux.gouv.fr/Outils-et-Publications.html>. This website also addresses emerging risks and work hardness.
- The ANACT contributes to developing knowledge on OHS through its publications “Agir Sur” [Act on] and the bi-monthly publication “travail et changement” [work and change]. In addition, it manages the FACT - Fonds pour l’Amélioration des Conditions de travail [Fund for Improving Working Conditions], www.anact.fr
- The CNAMTS <http://www.ameli.fr/l-assurance-maladie/statistiques-et-publications/index.php> and regional CARSAT promote OHS through the publication of brochures and notes targeting enterprises. In addition, there is a partnership between the CNAMTS and the Ministry of Education (Protocol of 1 October 1997) to promote prevention in education.
- Several surveys are conducted at national level on OHS such as “Summer 2010” followed up by the DARES (Research, Studies and Statistics Directorate), covering both public and private sectors and aiming at measuring exposure of workers to specific risks arising from work. <http://travail-emploi.gouv.fr/etudes-recherche-statistiques-de,76/etudes-et-recherche,77/publications-dares,98/> or publications “DARES Analyses” [DARES Analysis]. Other surveys such as “Enquête santé et itinéraire professionnel” [Occupational health and career survey] are exploring the relations between occupational health issues and working conditions. The survey COSET operated by the InVS provides data on hygiene and safety for workers in the agriculture sector, in addition to other surveys providing additional information on health surveillance, <http://www.invs.sante.fr/>.
- Several awareness raising actions are organised at national level such as the bi-annual OHS Fair “Préventica” www.preventica.com.
- “Evaluation des Risques Professionnels” [Risk Assessment] , INRS, Brigitte Andéol, Nathalie Guillemy and Anny Leroy, Brochure ED 887, 2004
- “Grille de Positionnement en santé et sécurité au travail” [Diagnosis of health and safety at work], INRS, Software, 2011
- “Outils de diagnostic en prevention pour la petite entreprise” [Prevention diagnosis tools for VSEs], INRS, Software, 2011
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Council Directive 92/57/EEC (temporary or mobile construction sites)

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- “Basculement d’une grue mobile, fiche accident” [Tilting of a mobile crane – Accident notice], Cahier pratique BTP, janvier 2008, N°103, 2008
- “Ascenseur de chantier” [Work Site elevators], Fiche prevention, C3 F 04 11, OPPBTP, 2011
- “Installations de levage de charges temporaires sur chantiers” [Temporary lifting equipment on construction sites], Fiche prévention, C3 F 05 09, OPPBTP, 2009
- “Adapter les modes opératoires aux contraintes spécifiques des sites” [Adapt modus operandi to construction site specificities], Chantiers BTP, juin 2002, N°42, 2002
- “Grues de chargement installées sur véhicules porteurs” [Loading cranes installed on carrier vehicles], Fiche prévention C3 F 02 11, OPPBTP, 2011
- “Sélectivité des dispositifs de protection différentielle” [Selectivity of differential protective equipment], Fiche prévention G1 F 05 11, OPPBTP, 2011
- “Les plate-formes individuelles roulantes (PIR)” [Individual mobile platforms (PIR)], fiche prévention, B5 F 03 09, 2009
- “Prévention des risques de chute de hauteur” [Risk prevention for falls from height], OPPBTP, ED 6110, Novembre 2012
- “Echelles portables, Installation et utilisation” [Portable ladders, Installation and use], Fiche Prévention B6 F 01 09, OPPBTP, 2009
- “Les gardes-corps provisoires de chantier en rive de dale” [temporary railing in work sites], Fiche prévention B1 F 01 09, OPPBTP, 2009
- “Transport de charpentes légères, Fiche Prévention” [transportation of light structures, Prevention Fiche], E7 F 01 10, OPPBTP 2010
- “Préparation des opérations de montage lavage” [Preparing lifting cleaning operations], Fiche prévention, D7 F 01 09, OPPBTP, 2009
- “Travaux effectués dans un établissement par une entreprise extérieure” [Works executed in situ by an external contractor], Fiche prévention, A4 F 08 13, OPPBTP, 2013
- “Équipement de protection individuelle contre les chutes de hauteur – Systèmes d’arrêt des chutes – Démarche de prévention et description des équipements” [Personal protective equipment against falling, fall-stop systems, preventive steps and equipment description], Fiche prévention, B7 F 10 13, OPPBTP, 2013
- “Les échafaudages de service – Généralités” [Scaffolding - Generalities], Fiche Prévention, B2 F 01 09, OPPBTP, 2009
- “Guide de sécurité pour les travaux de couverture” [Safety guide for roofing works], F1 G 04 10, OPPBTP, 2010
- “Les plateformes élévatrices mobiles de personnes” [Mobile lifting platforms for workers], Prévention BTP, Avril 2010, Numéro 128, 2010
- “Des solutions sur mesure pour chaque chantier” [Customised solutions for every building site], Prévention BTP, Novembre 2005, N°79, 2005
- “Fiche accident : basculement d’un échafaudage roulant” [Accident Fiche : tilting of a mobile scaffold], cahier pratique prévention BTP, Décembre 2009-III, N°124, 2009
- “Systèmes antichute” [Fall prevention systems], Prévention BTP, Mai 2009, N°118, 2009
- “Éléments préfabriqués” [Prefabricated elements], Prévention BTP, Octobre 2006, N°89, 2006
- “Organisation Grue de chantier” [Organisation of cranes], Prévention BTP, Avril 2008, N°106, 2008
- “E-prevention”, IT tool for assessing OHS risks in the construction sector, OPPBTP, <http://www.preventionbtp.fr/Espace-e-prevention/Tout-savoir-sur-l-espace-e-prevention>

Council Directive 92/104/EEC (surface and underground mineral-extracting industries)

- “Gestion d’un centre de production de granulats” [Management of a centre for the production of aggregates], Prévention BTP, Octobre 2010, N°134, 2010
- “Réseaux souterrains, un guide-fusée pour la sécurité des fonçages” [Underground networks – a guide for safe works], Prévention BTP, Novembre 2008, N°112, 2008
- “La sécurité dans les carrières, livret à l’usage des salariés” [Safety in quarries –workers handbook], INRS, ED 799, 2002
- Initiative and webdossier “Santé et sécurité” [Health and safety initiative and web dossier], UNICEM www.unicem.fr

Council Directive 92/91/EEC (mineral-extracting industries through drilling)

- “Machines de forage, manuel de sécurité” [Drilling machines, safety handbook], Bello, J. P., Hanotel, T., Le Brech, A., INRS, ED 6108, Décembre 2011
- “Machines de forage en service, sécurisation de la zone de travail” [Drilling machines in operation – securing of the work area], INRS, ED 6111, juillet 2012
- “Forages et sondages, fondations spéciales” [Drilling and probing – special bedding], Travail et Sécurité, Janvier 2012

Council Directive 92/29/EEC (medical treatment on board vessels)

- “Responsabilité des soins médicaux à bord des navires” [Medical care responsibilities onboard vessels], Pujos, M., Duguet, A. M., Ducasse, J. L., 16èmes journées de la Médecine des Gens de mer, 2012
- “Santé et sécurité au travail : qu’attendre d’une convention internationale du travail ? L’exemple de la Maritime Labour Convention” [Health and safety at work – what to expect from an international labour convention? Example of the Maritime Labour Convention], 2006, Charbonneau, A, 16èmes journées de la Médecine des Gens de mer, 2012
- “La convention du travail maritime de 2006, un nouvel instrument pour la santé des gens de mer” [Maritime labour convention 2006, a new instrument for health of seafarers], Sauvage, T., 16èmes journées de la Médecine des Gens de mer, 2012
- “Accidents du travail maritime (ATM) en Languedoc Roussillon, Chiffres, commentaires et enseignements dérivés” [Marine work accidents (ATM) in Languedoc Roussillon, figures, comments and diverse lessons], De Lleurian, G., 16èmes journées de la Médecine des Gens de mer, 2012
- “Transport maritime : activité ancienne, risques nouveaux” [Maritime transport, old activity, new risks], Lucas, D., Jegaden, D., Loddé, B., Pougnet, R., Cewitte, J. D., 16èmes journées de la Médecine des Gens de mer, 2012
- Concept Dota-B [kit Dota-B], Institut Maritime de Prévention, 2013 <http://www.imp-orient.com/2013/06/le-concept-dota-b/>
- Campagne de promotion du concept Dota-B, [Awareness raising campaign concept Dota-B], Institut Maritime de Prévention, launched 26 April 2014

Council Directive 93/103/EC (work on board fishing vessels)

- “Sécurité et conditions de travail à bord des navires de moins de 15 mètres : les outils disponibles d’aide et de conseils” [Safety and working conditions onboard vessels of less than 15 metres : available help and advice tools], Le Roy, Y., Les journées de médecine maritime 2012 - Marseille
- “L’analyse des situations de travail à bord des navires de pêche” [Assessment of working situations onboard fishing vessels], Institut Maritime de Prévention, 2009
- “L’arbre des causes – Pêche” [Causal Tree – Fishing sector], Institut Maritime de Prévention, 2009

- “Théty's Premium Pêche”, DVD, Institut Maritime de Prévention
- “Téthys”, IT Tool, Institut Maritime de Prévention
- “Campagne de formation sécurité à la pêche” [Awareness raising campaign and training courses on safety on board fishing vessels], Institut Maritime de Prévention, 2007-2013

Council Directive 92/85/EEC (pregnant/breastfeeding workers)

- “Travail et grossesse. Points d’actualité sur quelques risques professionnels” [Work and pregnancy. Latest news on occupational risks], Lafon, D., 2012, 14/9/2012-TOURS-Symposium INMA, INRS, 2012
- “Grossesse et champs électromagnétiques” [Pregnancy and electromagnetic fields] , INRS, ED 4216, 2011
- “Grossesse et travail - Quels sont les risques pour l'enfant à naître?” [Pregnancy and work, what are the risks for the unborn child?], AE 6, INRS, 2010
- Webdossier “Femmes enceintes” [Pregnant women] and “Protection des risques en cas de grossesse” [Protection against risks in case of pregnancy], www.travaillez-mieux.gouv.fr
- “Grossesse et travail : une demande de prévention globale concertée” [Pregnancy and work: a request for concerted global prevention], Archives des Maladies Professionnelles et de l'Environnement, 2011, vol. 72, n° 5, pp. 422-425, INRS
- “Bruit et grossesse : il faudrait aussi protéger le foetus” [Noise and pregnancy: the foetus should also be protected], Le Concours Médical, Tome 133, N° 7 (2011) 556-557, INRS

Council Directive 91/383/EEC42 (temporary workers)

- “Travailleurs migrants” [Migrant workers], Fiche Prévention, A1 F 06 12, OPPBTP, 2012
- “Accueil et formation à la sécurité des nouveaux arrivants” [Welcoming and safety training for newcomers], Fiche Prévention, A7 F 01 12, OPPBTP, 2012
- “Accueil du nouvel arrivant sur un chantier de gros œuvre” [Welcoming of newcomers in a large construction site], E5 G 02 10, OPPBTP, 2010
- “L’employeur et les nouveaux embauchés” [Employers and newly employed staff], Fiches droit, Cahier pratique Prévention BTP, Avril 2009, N°117, 2009
- “Travail saisonnier, la sécurité en éveil pendant les vacances” [Seasonal workers, safety alert during the holidays], Ravallec, C., Brasseur, G., Lemarié, J, Travail et Sécurité, juillet août 2011
- “Nouveaux embauchés, une population à former et à informer” [newly employed staff, a population to train and inform], Ravallec, C., Travail et Sécurité, Septembre 2010
- “Vous avez recours à l’intérim: Guide de bonnes pratiques” [Temporary work – Good practices], CNAM TS, 2011
- “Vous avez recours à l’intérim: Guide pour l’accueil, la formation, et la surveillance médicale du travailleur intérimaire” [Temporary work: Welcome, training and medical surveillance guidance], CNAMTS, 2012
- Webdossier “Le travail à temps partiel” [Part-time work], Ministry of Labour
- “Refonder la politique d’intégration” [Reorganising integration policy], rapport du groupe protection sociale, Octobre 2013
- “Conditions de travail et précarité de l’emploi” [Working conditions and precarious employment], DARES, Premières synthèses Information – Juillet 2009 N°28.2
- “Intérim. Travail temporaire, risque permanent ?” [Temporary work: permanent risk?], Travail et sécurité, n°698, INRS, septembre 2009

Council Directive 94/33/EC (young people at work)

- “La prévention pour les jeunes travailleurs” [Prevention for young workers], Soudry, C., Travail et Sécurité, INRS, Mai 2011
- “Formation à la prévention des risques auprès des jeunes du bâtiment et des travaux publics” [Training on risks prevention for young people working in construction and public works] OPPBTP/CFA (Centre de Formation des Apprentis) en Région Provence Alpes Côte d’Azur, 2012
- “Convention DRAF-DIRECCTE-MSA afin d’assurer une formation sur les dérogations aux travaux interdits aux jeunes et sur l’élaboration du document unique de prévention des risques” [Agreement for training on the derogations related to the prohibited work for young workers and preparing a risk assessment report], DRAAF-DIRECCTE-MSA région Centre, 2013
- Trophée “Prévention Jeunes” [Trophy « prevention young people »], 2011 and 2012, challenge équi-santé [équi-santé challenge], 2011. Actions pour stimuler les actions de formation à la prévention des risques auprès des jeunes, MSA, région Nord-Pas-de-Calais
- “Travail saisonnier: 15 conseils pour bosser cet été” [Seasonal work: 15 tips for working this summer], Association JOC, 2011
- “Accompagner le travail des jeunes” [Supporting young people’s work], Travail et changement, n°342, mars/avril 2012, ANACT, 2012
- Web dossier Health protection of young workers, www.travailler-mieux.gouv.fr
- “Les jeunes travailleurs Droit en pratique” [Young workers: rights in practice], Travail et sécurité, n°640, INRS, mai 2004
- “La prévention pour les jeunes travailleurs Droit en pratique” [Prevention for young workers: rights in practice], Travail et sécurité, n°717, INRS, mai 2011
- “Jeunes au travail. Débute en sécurité” [Young people at work: safe start], Travail et sécurité, n°666, INRS, octobre 2006
- “Apprentis et stagiaires : les obligations de sécurité - Droit en pratique” [Apprentices and trainees: safety obligations], Travail et sécurité, n°664, juillet-août 2006
- Webdossier “Accueillir et intégrer un nouveau embauché” [Welcoming and incorporating a new worker], DW01, INRS, 2009
- “Les enfants du spectacle : un suivi médical du travail particulier” [Children in entertainment: specific occupational medical surveillance], Références en santé au travail, TP 2014, INRS, 2012

For each identified document/action, the table indicates:

- The name of the action
- The types of accompanying action: guidance (G)/awareness-raising programme (AR)/support tool (IT) financial incentive (FI)/ education and training actions (ET);
- The entity who initiated it: authorities (A)/social partners (SP);
- The target groups of the action: specific sectors, specific groups, SMEs.

Table 4- 1 Accompanying Actions

Name	Types	Initiated by (and date)	Target groups
Directive 89/391/EEC (Framework Directive)			
Preventica Fair	AR, ET	A and SP (twice a year)	All types of undertaking. All audiences (employers and workers)
Partnership between the CNAMTS and the Ministry of Education (Protocol of 1 October 1997) to promote	ET	A (1997)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
prevention in education			
FACT - Fonds pour l'Amélioration des Conditions de travail [Funding for the Improvement of Working Conditions]	FI	A (yearly)	All types of undertakings
Vocational Training (at the INTEFP) of Public Authorities on health and safety	ET	A (yearly)	Competent Authorities
Risk Assessment , ED 887	G	A (2004)	All types of undertakings
Diagnosis of health and safety at work	ST (IT Tool)	A (2011)	Undertakings of more than 50 workers
Prevention diagnosis tools for VSEs	ST (IT Tool)	A (2011)	VSEs
Management of Health and Safety at work, ED 6014	G	A(2007)	All types of undertakings
Health and safety distant learning tool	ET	A(2011)	All types of undertakings
Health and Safety at work : who does what ?, ED 6141	G	A(2012)	All types of undertakings
The joint Hygiene and Safety Committee, ED 6022	G	A(2007)	Undertakings of more than 50 workers
National coordinated actions plan 2009-2012 for the occupational accidents/diseases Medical Insurance branch	G	A(2009-2012)	Competent Authorities
Introduction to Risk Prevention, DW 20	G	A(2007)	All types of undertakings
In the field of prevention, DVD	ST, ET (Video)	A(1999)	All types of undertakings
The prevention of occupational risks, ANACT, 2009	G	A (2009)	All types of undertakings
CNOP – Conventions Nationales d'Objectifs de Prévention [National Agreement of Prevention Objectives]	FI	A (undetermined)	All types of undertakings (less than 200 workers)
Aide Financière Simplifiée [Simplified Financial Support]	FI	A (undetermined)	All types of undertakings (less than 50 workers)
Financial support provided by the SAMETH, AGEFIPH, MSA or OETH to maintain workers with disabilities at work (training, workplace arrangement)	FI	SP (undetermined)	All types of undertakings
Epicéa - Database gathering more than 18000 reports of serious occupational accidents since 1990	ST	A (undetermined)	All types of undertakings
OIRA (Online Interactive Risk Assessment), tool for risk assessment	ST (IT Tool)	A (undetermined)	All types of undertakings
Council Directive 89/654/EEC (workplace)			
"Eclairage des locaux de travail" [Lighting in the work place] , Soudry, C., INRS, Aide-mémoire juridique TJ 13, 2009	G	A (2009)	All types of undertakings
"Atmosphère des lieux de travail, L'air et la mesure"	G	A(2007)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
[Conditions of the work places, air and measures], Travail et sécurité, N°670, février 2007			
"Conception des lieux de travail, obligations des maîtres d'ouvrage, Règlementation" [Design of the working area and building owner duty], INRS, ED 773, 2011	G	A(2011)	All types of undertakings
"Evaluation du risque Incendie dans l'entreprise, Guide méthodologique"» [Asses fire risks at the workplace, Methodological guide], INRS, ED 970, 2012	G	A(2012)	All types of undertakings
"Incendie et lieu de travail, prévention et lutte contre le feu" [Fire and the Work Place – Prevention and Fire Fighting measures], INRS, ED 990, 2007	G	A(2007)	All types of undertakings
"Aération et assainissement des lieux de travail" [Aeration et improvement of the Work Place], Aide-mémoire juridique, INRS, TJ 5, 2007	G	A(2007)	All types of undertakings
"La circulation en entreprise" [Traffic in the company], INRS, ED 975, Octobre 2010	G	A(2010)	All types of undertakings
"Installations sanitaires des entreprises" [Sanitary Installations in the Company], Aide-mémoire juridique, TJ 11, INRS, 2011	G	A(2011)	All types of undertakings
"Plaquette sur les points clés pour la conception et l'aménagement des salles de traite à destination des éleveurs d'ovins", [Leaflet to sheep farmers on the key points for the design and development of milking premises], MSA, 2010	G	A(2010)	Farmers
"E-prevention", IT tool for assessing OHS risks in the construction sector, OPPBTP, http://www.preventionbtp.fr/Espace-e-prevention/Tout-savoir-sur-l-espace-e-prevention	ST (IT Tool)	A (undetermined)	All types of undertaking
Directive 2009/104/EC (work equipment)			
"Sécurité des machines. Modes de fonctionnement protection neutralisée" [Safety of Machinery: Neutralised Operational Protection Modes], Blaise, J. C., Welitz, G., INRS, 2012	G	A (2012)	All types of undertakings
"Interventions sur un équipement de travail : réflexion pour la sécurité lors des arrêts" [Operations on Work	G	A(2008)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
Equipment: reflections for security during stops], INRS, ED 6038, 2008			
"Sécurité des machines - Modes de fonctionnement protections neutralisées" [Safety of Machinery: Protected neutralised operational modes], INRS, ED 6129, 2012	G	A(2012)	All types of undertakings
"Vérification des machines et appareils de levage" [Verifying machinery and lifting equipment], INRS, ED 6067, 2010	G	A (2010)	All types of undertakings
"Maintenance : des activités à risques" [Maintenance: Risk Activities], Fiche pratique de sécurité, INRS ED 123, 2013	G	A (2013)	All types of undertakings
"Maintenance - Prévention des risques professionnels" [Maintenance: Preventing occupational risks], Fiche pratique de sécurité, INRS, ED 129, 2010	G	A (2010)	All types of undertakings
"Consignation et déconsignation" [Consignment and consignment removal], ED 6109, INRS, Novembre 2011	G	A (2011)	All types of undertakings
"Guide pour la sécurité des interventions de maintenance - Préconisations AFIM/INRS pour la maîtrise des energies" [Guide to safety of maintenance operations – recommendations and advice: advice from AFIM/INRS for Energy Management], Securafim, 2012	G	SP(2012)	All types of undertakings
"Interventions sur un équipement de travail: quelles mesures de sécurité?" [Operation on a work equipment: what safety measures ?], Blaise, J. C., Poyard, J. L., Lupin, H., Welitz, G., INRS, 2010	G	A (2010)	All types of undertakings
"Prise en compte de la sécurité dès la conception du produit, expérience pédagogique" [consideration of safety from product design: teaching experience], Martin, P., Baudouin, C., Daille-Lefevre, B., Godot, X., Etienne, A., Siadat, A., Marsot, J. Actes du 3ème colloque national AIP-PRIMECA, Publication scientifique, INRS, 2012	G	A (2012)	All types of undertakings
"Retour d'expérience sur les processus de maintenance et les risques professionnels"	G	A (2010)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
[Feedback on maintenance processes and occupational hazards], Blaise J. C., 2010, Proceedings of the XX International Maintenance Conférence, Fiera di Verona (Italy), 12th 14th May 2010, pp. 40-43, Publication scientifique, INRS, 2010			
"Démarche pluridisciplinaire pour le développement d'un outil de travail plus approprié" [Multidisciplinary approach for the development of a more appropriate working tool], Lhuillier, J. C., 2011, Actes du 3ème congrès francophone sur les troubles musculo-squelettiques. Echanges et pratiques sur la prévention, Grenoble, 26-27 mai 2011, 9 p., Publication scientifique, INRS, 2011	G	A (2011)	All types of undertakings
MECAPREV – on-line library to provide solutions for risks prevention concerning the design of work equipment	ST (IT Tool)	A (undetermined)	Safety engineers and technicians
Council Directive 89/656/EEC (PPE)			
"Les équipements de protection individuelle (EPI)" [Personal Protective Equipments], INRS, ED 6077, 2010	G	A (2010)	All types of undertakings
"Les équipements de protection individuelle des yeux et du visage" [Personal eye and face protective equipments], INRS, ED 798, 2009	G	A (2009)	All types of undertakings
"Les équipements de protection individuelle de l'ouïe" [Personal ear protective equipments], INRS, ED 868, 2009	G	A (2009)	All types of undertakings
"Quels vêtements de protection contre les risques chimiques ?" [What clothing for chemical risk protection], INRS, ED 127, 2006	G	A (2006)	All types of undertakings
"Les articles chaussants de protection" [Protective shoes], INRS, ED 994, 2007	G	A (2007)	All types of undertakings
"Les casques de protection" [Protective headwear], INRS, ED 993, 2007	G	A (2007)	All types of undertakings
"Les vêtements de protection" [Protective clothing], INRS, ED 995, 2007	G	A (2007)	All types of undertakings
"Les appareils de protection respiratoire" [Protective breathing equipment], INRS, ED 6106, 2011	G	A (2011)	All types of undertakings
"Le guide des EPI" [Manual of	G	SP (2013)	All types of

Name	Types	Initiated by (and date)	Target groups
Personal Protective Equipment] , Prévention BTP			undertakings of the building sector
Fiche de prévention [prevention record]- B7 F 07 11, OPPBTP, 2011	G	SP (2011)	All types of undertakings of the building sector
Practical guidance documents of the National Federation of the prevention and protection stakeholders (SYNAMAP) on PPE	G	SP (undetermined)	Industrial sector
ProtecPo : software for selection of equipments for skin protection	ST (IT Tool)	A (underdetermined)	All types of undertakings
Prémédia: software used for the prediction of period of utilisation of cartridges of respiratory protective devices	ST (IT Tool)	A (underdetermined)	All types of undertakings
Council Directive 92/58/EEC (OSH signs)			
"Pictogrammes pour la signalisation de santé et de sécurité et l'étiquetage des produits chimiques" [Pictogrammes for health and safety and chemical labelling], dossier web INRS, 2009	G	A (2009)	All types of undertakings
"Signalisation de santé et de sécurité au travail Règlementation" [Regulations for health and work safety signs], INRS ED 777, 2005	G	A (2005)	All types of undertakings
"Signalisation temporaire, Références prévention" [Temporary signs, Prevention references], C4 G 02 10, OPPBTP, 2010	G	SP (2010)	All types of undertakings of the building sector
"La circulation en entreprise" [Workplace traffic], INRS, ED 975, Octobre 2010	G	A (2010)	All types of undertakings
"La signalisation de santé et de sécurité au travail", [Health and safety signs], INRS, ED 885, 2003	G	A (2003)	All types of undertakings
"La signalisation de santé et de sécurité sur les lieux de travail" [health and safety signs at the workplace], Prévention BTP, N°67, Octobre 2004	G	SP (2004)	All types of undertakings of the building sector
Directive 1999/92/EC (ATEX)			
"Incendie et lieux de travail" [Fire and workplace], ED 5005, INRS, 2003	G	A (2003)	All types of undertakings
"Évaluation du risque incendie dans l'entreprise" [Risk assessment of fire risk in the company], ED 970, INRS, 2012	G	A (2012)	All types of undertakings
"Incendie et lieu de travail, prévention et lutte contre le feu" [Fire and workplace, prevention and firefight], ED 990, INRS, 2007	G	A (2007)	All types of undertakings
"Mise en œuvre de la	G	A (2011)	All types of

Name	Types	Initiated by (and date)	Target groups
réglementation relative aux atmosphères explosives [Enforcement of the the Regulation concerning explosive atmospheres] (ATEX)", ED 945, INRS, 2011			undertakings
"Désenfumage" [Smoke clearance], ED 6061, INRS, 2009	G	A (2009)	All types of undertakings
"Consignes de sécurité incendie" [Fires safety instructions], ED 929, INRS, 2004	G	A (2004)	All types of undertakings
Traité pratique de sécurité incendie" [Fires safety treaty], CNPP, 2013	G	SP (2013)	All types of undertakings
"Maîtriser et gérer le risque d'incendie" [Control and manage the risk of fire], AFNOR, 2005	G	SP (2005)	All types of undertakings
"Bulletin ATEX-Info" [Newsletter on explosive atmospheres], INERIS, since 2000	G	SP (2000)	All types of undertakings
"Guide ATEX pour les neophytes" [ATEX Guide to the neophytes], INERIS	G	A (undertermined)	All types of undertakings
"ATEX Guidelines", European Commission, 2009 (3rd edition)	G	A (2009)	All types of undertakings
CarAtex: database providing information on flammability and explosive limits of substances	ST (IT Tool)	A (undertermined)	All types of undertakings
Council Directive 90/269/EEC (manual handling of loads)			
"Manutentions et postures" [Handling and Postures], Fiche Actualisée de nuisances, Groupement National Multidisciplinaire de Santé au Travail dans le BTP, 12/12/2008	G	SP (2008)	All types of undertakings of the building sector
Fiche "Manutention manuelle de charges" [Note on Manual handling of loads] www.travailler-mieux.gouv.fr	G	A (undetermined)	All types of undertakings
"Manutention Ces matériels qui facilitent le quotidien"[Manual handling – apparatus which facilitates daily life], Prévention BTP, Numéro spécial 344, Spécial Eté 2011	G	SP (2011)	All types of undertakings of the building sector
Fiche "Postures Pénibles" [Difficult Postures] www.travailler-mieux.gouv.fr	G	A (undetermined)	All types of undertakings
"Chiffres : Manutention de charges lourdes : le BTP en première ligne" [Data : Manual handling of heavy loads-construction industry in the front line], Prévention BTP, N°86, Juin 2006	G	SP (2006)	All types of undertakings of the building sector
"Manutention manuelle" [Manual handling], Aide-mémoire juridique TJ 18, INRS,	G	A (2010)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
2010			
"Les efforts de tirer-pousser", [Push and pull efforts], ND2365 INRS, 2012	G	A (2012)	All types of undertakings
"Manutention manuelle de charges"[Manual handling of loads] www.travailler-mieux.gouv.fr	G	A (undetermined)	All types of undertakings
Council Directive 90/270/EEC (display screen equipment)			
"Mieux vivre avec votre écran" [enjoy living with your screen], ED 922, INRS, 2004	G	A (2004)	All types of undertakings
"Ecrans de visualisation" [Display screens], ED 924, INRS, 2005	G	A (2005)	All types of undertakings
"Le travail sur écran en 50 questions" [Working on display screen equipment in 50 questions], Cail, F., ED 923, INRS, 2012	G	A (2012)	All types of undertakings
Directive 2002/44/EC (vibration)			
"Exposition aux vibrations transmises par les machines tenues à la main" [Exposure to vibrations transmitted by hand-held equipment], Donati, P., 18/5/2011-RENNES-Prévent'Ouest Rennes, Communication INRS, 2011	G	A(2011)	All types of undertakings
"Fiche Actualisée de nuisances Vibrations" [Updated notice on nuisances due to vibrations], Multidisciplinary Groupe National of Health and Safety at work in the Construction and public work sectors], Groupement National Multidisciplinaire de Santé au Travail dans le BTP, 2012	G	SP (2012)	All types of undertakings of the building sector
"Vibrations : les démarches de prévention" [Vibrations : preventive steps], Prévention BTP, N°124, Décembre 2009	G	SP (2009)	All types of undertakings of the building sector
"Vibrations mécaniques, Calculer et réduire le risque à la source" [Mechanical Vibrations Calculate and reduce risk at source], Prévention BTP, N°133, Septembre 2010	G	SP (2010)	All types of undertakings of the building sector
"Vibrations et mal de dos, Guide des bonnes pratiques en application du décret « Vibrations »" [Vibrations and back aches, Guide of good practice for applying the Decree on Vibrations], INRS, ED 6018, Avril 2012	G	A(2012)	All types of undertakings
"Comment mesurer les vibrations émises par les	G	A (2013)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
machines percutantes?" [How to measure vibration of perforating machines?], Notes techniques, Caruel, E., Donati, P., Hygiène et sécurité du travail, INRS, 2013			
"Vibrations, plein le dos Conducteurs d'engins mobiles" [Vibrations and backache for drivers of vehicles], ED 864, INRS, 2001	G	A (2001)	All types of undertakings
"Réduction des vibrations au poste de conduite des engins de chantier" [Reduction of vibrations at driving position of buiding machines], ED 6130, INRS, 2012	G	A (2012)	All types of undertakings
"Vibrations et mal de dos" [Vibrations and back ache], 11204, MSA, 2010	G	A (2010)	Farmers
"Webdossier Articulations et postures, TMS", [Articulation and postures, muskulosqueltal disorders], MSA	G	A (undefined)	Farmers
"Connaître son niveau d'exposition aux vibrations – Calculette d'expositions transmise au corps entier" [Knowing its exposure level to vibrations – Calculator of exposure transferred to the full body], MSA	G	A (undefined)	Farmers
"Connaître son niveau d'exposition aux vibrations – Calculette d'expositions transmise aux mains et aux bras" [Knowing its exposure level to vibrations – Calculator of exposure transferred to arms and hands], MSA	G	A (undefined)	Farmers
OSEV : calculator in Excel format to assess exposure of worker to the risks arising from vibrations , Software, INRS	ST (IT Tool)	A (undetermined)	All types of undertakings
Web dossier and brochures of the MSA (Agricultural sector) on Musculoskeletal disorders due to vibrations, http://references-sante-securite.msa.fr/	G	A (undetermined)	Farmers
Directive 2003/10/EC (noise)			
Règlementation nuisances physiques, Une approche commune [Regulation physical nuisances a common approach], INRS, ED 61 28, Novembre 2012	G	A (2012)	All types of undertakings
"Bruit et agents ototoxiques", [Noise and ototoxical agents], ED5028, INRS, 2005	G	A (2005)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
"Traitement acoustique des locaux de travail" [acoustic treatment of the workplaces], ED6103, INRS, 2011	G	A (2011)	All types of undertakings
"Les équipements de protection individuelle de l'ouïe" [Ear personal protective equipments], ED 868, INRS, 2009	G	A (2009)	All types of undertakings
"Valeurs limites d'exposition au bruit et port de protecteurs individuels" [Maximum limit values of exposure to noise and wearing of personal protective equipment], ED 133, INRS, 2012	G	A (2012)	All types of undertakings
"Evaluer et mesurer l'exposition professionnelle au bruit" [Assess and measure occupational exposure to noise], ED 6035, INRS, 2009	G	A (2009)	All types of undertakings
"Une nouvelle réglementation sur le bruit au travail" [New regulations on noise at work], TC 110, INRS, 2006	G	A (2006)	All types of undertakings
"Rapport sur le projet "Nomad". Enquête sur l'application des exigences essentielles de la directive machines relatives à l'information sur le risque bruit fournies dans les notices d'instruction par les fabricants" [NOMAD Project Report : inquiry on applying the Machinery Directive on the information concerning risks arising from noise to be provided in instruction notices], Jeanjean, G., Jacques, J., Chatillon, J., INRS, NS 296, 2012	G	A (2012)	All types of undertakings
"Le bruit au travail en 2003" [Noise at Work 2003], Premières Synthèses Informations, N°25.3, DARES, Juin 2005	G	A (2005)	Competent Authorities
"Bruit et vibrations au travail" [Noise and Vibrations at Work], numéro spécial 223, INRS, juin 2011	G	A (2011)	All types of undertakings
"Le bruit", dossier web INRS, [Noise, INRS Web dossier] 2009	G	A (2009)	All types of undertakings
"L'évaluation du risque lié au bruit professionnel » [Risk assessment of occupational noise], Thieery, L., Archives des Maladies Professionnelles et de l'Environnement, n° 70, pp. 649-652, Publication scientifique, INRS, 2009	G	A (2009)	All types of undertakings
"La prévention technique de l'exposition au bruit : synthèse des actions" [Prevention of	G	A (2010)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
exposure to noise – synthesis of actions], Trompette, N., Chatillon, J. , 2/3/2011-PARIS-BVT 2011 - Bruit et vibrations au travail, Communication scientifique, INRS, 2010			
"Protection auditives : bien se parer contre les nuisances sonores" [Ear protection: protecting against noise], Prévention BTP, N°70 janvier 2005	G	SP (2005)	All types of undertakings of the building sector
Webdossier "Bruit au travail" [Noise at work], Site travailler-mieux.gouv.fr	G	A (undefined)	All types of undertakings
"Webdossier "Risques, Bruit et vision" [Hazards, noise and vision], Mutualité Sociale Agricole, http://referencessante-securite.msa.fr/	G	A (undefined)	Farmers
"Le bruit", [Noise], 840, Mutualité Sociale Agricole, 2013	G	A (2013)	Farmers
Directive 2004/40/EC (electromagnetic fields)			
"Exposition des travailleurs aux risques dus aux champs électromagnétiques – Guide d'évaluation des risques" [Exposition of workers to the risks of electromagnetic fields – guideline to assess risk] , INRS ED 6136, janvier 2011	G	A (2011)	All types of undertakings
"Grossesse et champs électromagnétiques" [Pregnancy and electromagnetic fields], INRS, ED 4216, 2011	G	A (2011)	All types of undertakings
"Intégrer le risque "Rayonnements électromagnétiques" dans le document unique d'évaluation des risques professionnels" [Taking into account electromagnetic fields risks in risk assessment document], INRS, ND 2350-225-11, 2011	G	A (2011)	All types of undertakings
"Les sources de rayonnements non ionisants (jusqu'à 60 GHz) Champs électromagnétiques" [Sources of non-ionizing radiations (up to 60 GHz), electromagnetic fields], ED 4202, 2004, INRS	G	A (2004)	All types of undertakings
"Les effets des rayonnements non ionisants sur l'homme. Champs électromagnétiques" [Effects of non-ionizing radiations on humans. Electromagnetic fields], ED 4203, INRS, 2005	G	A (2005)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
"La réglementation en milieu professionnel. Champs électromagnétiques" [The regulation in occupational environment. electromagnetic fields], ED4204, 2005, INRS	G	A (2005)	All types of undertakings
"Intégrer le risque "rayonnements électromagnétiques" dans le document unique d'évaluation des risques professionnels" [incorporating the risk related to "electromagnetic radiations" in the risk assessment report], ND 2350, INRS, 2011	G	A (2011)	All types of undertakings
Webdossier electromagnetic fields, INRS, http://www.inrs.fr/accueil/risques/phenomene-physique/champ-electromagnetique.html	G	A (undetermined)	All types of undertakings
Directive 2006/25/EC (artificial optical radiation)			
"Sensibilisation à l'exposition aux rayonnements optiques artificiels (ROA) sur les lieux de travail (hormis les lasers et appareils à laser)" [Awareness raising on occupational exposure to artificial optical radiation (excluding lasers)], INRS, ED 6113, 2011	G	A (2011)	All types of undertakings
"Réglementation nuisances physiques. Une approche commune" [The regulation on physical nuisances – a common approach], INRS, ED 6128, 2012	G	A (2012)	All types of undertakings
"Rayonnements lasers, Principe, application, risque et maîtrise du risque d'exposition" [Laser radiation, principles, application, risk and control of risk exposure], Servent, J.P., INRS, ED 6071, Avril 2010	G	A (2010)	All types of undertakings
"Les lasers" [Lasers], ED 5009, INRS, 2009	G	A (2009)	All types of undertakings
Catrayon version 4 : software for the assessment of occupational exposure to optical radiations	ST (IT Tool)	A (undetermined)	All types of undertakings
Directive 2004/37/EC (carcinogens or mutagens)			
"Agir sur le risque chimique cancérigène en entreprise" [Act on the occupational carcinogens chemical risk], INRS, dossier mis à jour le 27/08/2010	G	A (2010)	All types of undertakings
"Cancers et substances chimiques" [Cancers and chemical substances], Institut	G	A (2009)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
National du cancer, 2009			
"Cancers professionnels : des clés pour agir" [Occupational cancers: the keys to act], Association pour la recherche contre le cancer, 2011	G	SP (2011)	All types of undertakings
"La substitution des agents chimiques dangereux" [Substitution of dangerous chemical agents], ED 6004, INRS, 2011	G	A (2011)	All types of undertakings
"Poussières de bois, l'ennemi invisible" [Wood dust: the invisible enemy], Carsat Pays de la Loire et l'Union Nationale des Artisans des Métiers de l'Ameublement, 2013	G	SP (2013)	All types of undertakings
Prévention des cancers professionnels [Prevention of occupational cancers], ED 992, 2012, INRS/CNAM TS	G	A (2012)	All types of undertakings
"Produits chimiques cancérigènes, mutagènes, toxiques pour la reproduction" – Classification réglementaire [CMR products – regulatory classification], ED 976, 2012, INRS	G	A (2012)	All types of undertakings
Valeurs limites d'exposition professionnelle aux agents chimiques en France [Limit value of occupational exposure to chemical agents in France] , ED 984, 2012, INRS	G	A (2012)	All types of undertakings
"Y a-t-il des cancérigènes dans votre milieu de travail ?" [Are carcinogenic products present in your work environment], RG-790, IRSST, 2013	G	SP (2012)	All types of undertakings
"Agir pour la prévention des cancers professionnels" [Act for the prevention of occupational cancers], Secafi / Giscop , 2010	G	SP (2010)	All types of undertakings
Colchic database: gathers datas on professional exposure in undertakings registered by regional health insurance) and National Institute of Research and Safety	ST (IT Tool)	A (1987)	All types of Undertakings & workers exposed to volatile organic compounds, health surveillance services, competent authorities
FIBREX database: gathers more than 10000 datas on professional exposures to inorganic or organic skills of artificial or natural origin	ST (IT Tool)	A (1987)	All types of Undertakings & workers exposed to volatile organic compounds, health surveillance services, competent authorities
« Panorama des expositions professionnelles à des composés organiques volatils	G	A (2011)	All types of Undertakings & workers exposed to

Name	Types	Initiated by (and date)	Target groups
entre 2003 et 2010» [Overview of professional exposures to volatile organic compounds between 2003 and 2010], INRS, ND 2349 225 11			volatile organic compounds, health surveillance services, competent authorities
CAREX International Information System on Occupational Exposure to Carcinogens (1990-1993)	G	SP (1993)	All types of Undertakings & workers exposed to volatile organic compounds, health surveillance services, competent authorities
“Les expositions aux produits chimiques cancérigènes en 2010” [Exposures to carcinogenic products in 2010], Dares Analyses, 2013-054, Dares, septembre 2013	G	A (2010)	All types of Undertakings & workers exposed to carcinogens
Council Directive 98/24/EC (chemical agents at work)			
“Les valeurs limites d'exposition professionnelle aux agents chimiques en France” [Limit value of exposure to chemical agents in France], INRS, ED 984, 2012	G	A (2012)	All types of undertakings
“La fiche de données de sécurité, Un document riche d'informations essentiel pour la prévention du risque chimique” [Safety Data Sheet – a document full of essential information for the prevention of chemical risks], Mardirossian, A., INRS, ED 954, 2012	G	A (2012)	All types of undertakings
“Travailler avec des produits chimiques: pensez prévention des risques !” [Working with chemical products :think risk prevention !], Aussel, H., Lemarié, J., Maison, A., INRS, ED 6150, juillet 2013	G	A (2012)	All types of undertakings
Fiche Agents chimiques dangereux (ACD) [Hazardous chemical agents Sheet] du Ministère du Travail http://www.travailler-mieux.gouv.fr	G	A (undetermined)	All types of undertakings
“La substitution des agents chimiques dangereux” [the substitution of hazardous chemical agents], INRS, ED 6004, 2011	G	A (2011)	All types of undertakings
“Le nouveau système technique de classification et d'étiquetage des produits chimiques” [The New chemical products' technical classification and labelling system], Maison, S., Malard, S., INRS, TC 125, Documents pour le	G	A (2009)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
médecin du travail N°118, 2ème trimestre 2009, 2009			
Webdossier Agents chimiques dangereux [Hazardous chemical agents], Risques chimiques REACH [Chemical hazards REACH] and "Risques chimiques SGH/CLP" [Chemical hazards SGH/CLP], travaillez-mieux.gouv.fr, Ministry of Labour	G	A (undetermined)	All types of undertakings
Webdossier "Risques chimiques et phytosanitaires" [Chemical and phytosanitary risks], MSA	G	A (undetermined)	Farmers
Colchic database: gathers data on professional exposure in undertakings registered by regional health insurance) and National Institute of Research and Safety	ST (IT Tool)	A (1987)	All types of Undertakings & workers exposed to volatile organic compounds, health surveillance services, competent authorities
Biotox : bio-toxicological guidance for occupational physicians	G	A (full update May 2013, partial update : February 2014)	All types of undertakings and health surveillance services
Métropol : Collection of methods for air sampling and testing to assess occupational exposure to chemical agents, INRS	G	A (undetermined)	All types of undertakings and health surveillance services
Solvex : Database with more than 350000 data of occupational exposure to solvents and other Volatile Organic Compounds (VOCs)	ST (IT Tool)	A (undetermined)	All types of undertakings and health surveillance services
Demeter : Documents for medical evaluation of products toxic to reproduction	G	A (undetermined)	All types of undertakings and health surveillance services
ProtecPo : software for selection of equipments for skin protection	ST (IT Tool)	A (undetermined)	All types of undertakings
Directive 2009/148/EC (asbestos)			
"Travaux de retrait ou d'encapsulation de matériaux contenant de l'amiante" [Removal or encapsulating work of materials containing asbestos], Guide de prévention, INRS, 6091, décembre 2012	G	A (2012)	All types of undertakings
"Fiches Métiers du Médecin du travail, Amiante Section 3" [Occupational medicine practical fiches : Asbestos Section 3], DTE 154, CRAMIF, Septembre 2012	G	A (2012)	Health Surveillance Services
"Travail sur l'amiante en ambiance chaude, Prévention des risques professionnels" [Work on asbestos in warm	G	A (2002)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
environments – preventing occupational risks], Note technique CRAMIF N°23, DTE 151, 2002			
“Travaux de réhabilitation, quelques bonnes pratiques de prevention” [Rehabilitation work, some good practices of prevention], CRAMIF, DTE 195, 2005	G	A (2005)	All types of undertakings
“Prévenir les risques de troubles musculo-squelettiques et diminuer les contraintes physiques lors des travaux de désamiantage, Guide de bonnes pratiques” [Prevent risks of repetitive strained injury and reduce physical constraints during work involving removing asbestos. Guide to good practices], DTE 200, CRAMIS, 2007	G	A (2007)	All types of undertakings
“Entreprises qualifiées pour le retrait et le confinement de l'amiante” [Entreprises acknowledged for removing and isolating asbestos], INRS, DW 12, 2009	G	A (2012)	All types of undertakings
“Amiante : l'essentiel” [Asbestos : the essential], INRS, DW 06, 2009	G	A (2009)	All types of undertakings
Synthèse scientifique et technique sur les expositions professionnelles à l'amiante [Scientific and technical summary of occupational exposure to asbestos], ANSES, 2011	G	A (2011)	All types of undertakings
Exp-Pro web portal, Outils d'aide à l'évaluation des Expositions professionnelles [Occupational exposure assessment tool], Institut National de Veille Sanitaire (INVS)	ST (IT Tool)	A (undetermined)	All types of undertakings
“Agir pour la prévention des cancers professionnels” [Act for the prevention of professional cancers], Secafi / Giscop, 2010	G	SP (2010)	All types of undertakings
Webdossier Amiante [Webdossier Asbestos], www.travaillez-mieux.gouv.fr	G	A (undetermined)	All types of undertakings
Colchic database: gathers datas on professional exposure in undertakings registered by regional health insurance) and National Institute of Research and Safety	ST (IT Tool)	A (1987)	Produits chimiques, amiante, CMR CMR All types of Undertakings & workers exposed to volatile organic compounds, health surveillance services,

Name	Types	Initiated by (and date)	Target groups
			competent authorities
FIBREX database: gathers more than 10000 datas on professional exposures to inorganic or organic of artificial or natural origin silks	ST (IT Tool)	A (1987)	All types of Undertakings & workers exposed to volatile organic compounds, health surveillance services, competent authorities
« Panorama des expositions professionnelles à des composés organiques volatils entre 2003 et 2010 » [Overview of professional exposures to volatile organic compounds between 2003 and 2010], INRS, ND 2349 225 11	G	A (2011)	CMR All types of Undertakings & workers exposed to volatile organic compounds, health surveillance services, competent authorities
CAREX International Information System on Occupational Exposure to Carcinogens(1990-1993)	G	SP (1993)	CMR All types of Undertakings & workers exposed to volatile organic compounds, health surveillance services, competent authorities
Directive 2000/54/EC (biological agents)			
"Baobab - BAsé d'OBservation des Agents Biologiques" [Biological agents Database], INRS, 2013 http://www.inrs.fr/accueil/produits/bdd/baobab.html	ST (IT Tool)	A (2013)	All types of undertakings
"Les valeurs de référence en biométrie des expositions professionnelles" [Reference Values in biometry of occupational exposure], Pillière F., Cointot M. L., Archives des Maladies Professionnelles et de l'Environnement, vol. 73, n° 3, June 2012, Pages 451-454, 2012	G	A (2012)	All types of undertakings
"Document unique et risques biologiques" [Risk assessment report and biological risks], Fiche Agents biologiques INRS ED 4410, déc. 2012	G	A (2012)	All types of undertakings
"Les risques biologiques sur les lieux de travail" [Biological risks at the workplace], INRS, TJ 24 Aide-mémoire juridique, juin 2010	G	A (2012)	All types of undertakings
"Les risques biologiques en milieu professionnel" [Biological risks in occupational environment], C. Le Bacle, Hygiène et sécurité du travail, Cahier de notes documentaires, 2e trimestre 2007, no 207, p. 85., INRS, 2007	G	A (2007)	All types of undertakings
"Les agents biologiques" [Biological agents], C. David,	G	A (2004)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
INRS, ED 117, 2004			
"Identification d'une origine professionnelle : les outils de l'INRS" [Identification of occupational origin :INRS tools], Pilliere, F. , Delepine, A., Publication scientifique, INRS, 2009	G	A (2009)	All types of undertakings
"Les légionelles en milieu de travail" [Legionellosis at work], ED 5012, 2006, INRS	G	A (2006)	All types of undertakings
"Guide de prévention des risques liés à la légionellose" [Prevention guidance of legionellosis-related risks], Union des caisses nationales de sécurité sociale	G	A (undetermined)	All types of undertakings
"Les risques biologiques en milieu professionnel" [Occupational biological hazards], ED 6034, INRS, 2008	G	A (2008)	All types of undertakings
6034, INRS, 2008 Webdossier Zoonoses [Webdossier Zoonosis], 2013, INRS http://www.inrs.fr/accueil/risques/biologiques/zoonoses.html	G	A (2013)	All types of undertakings
Webdossier Risques biologiques [Webdossier biological risks], MSA http://references-sante-securite.msa.fr/	G	A (undetermined)	Farmers
« Guide Eficatt »: Guidance for occupational physicians on accidental exposure to infectious agent and action to be taken in workenvironment, INRS	G	A (undetermined)	Health surveillance services
Council Directive 92/57/EEC (temporary or mobile construction sites)			
"Vérifications réglementaires des équipements de travail utilisés pour le levage de charges, l'élévation des postes de travail ou le transport en élévation de personnes" [Regulatory assessment of work equipment used for lifting loads, elevation of work stations or transport of persons at height], Fiche Prévention, OPPBTP, – C3 F 01 09, 2009	G	SP (2009)	All types of undertakings of the building sector
"Basculement d'une grue mobile, fiche accident" [Tilting of a mobile crane – Accident notice], Cahier pratique BTP, janvier 2008, N°103, 2008	G	SP (2008)	All types of undertakings of the building sector
"Ascenseur de chantier" [Work site elevators], Fiche prevention, C3 F 04 11, OPPBTP, 2011	G	SP (2011)	All types of undertakings of the building sector
"Installations de levage de	G	SP (2009)	All types of

Name	Types	Initiated by (and date)	Target groups
charges temporaires sur chantiers" [Temporary lifting equipment on construction sites], Fiche prévention, C3 F 05 09, OPPBTP, 2009			undertakings of the building sector
"Adapter les modes opératoires aux contraintes spécifiques des sites" [Adapt modus operandi to construction site specificities], Chantiers BTP, juin 2002, N°42, 2002	G	SP (2002)	All types of undertakings of the building sector
"Grues de chargement installées sur véhicules porteurs" [Loading cranes installed on carrier vehicles], Fiche prévention C3 F 02 11, OPPBTP, 2011	G	SP (2011)	All types of undertakings of the building sector
"Sélectivité des dispositifs de protection différentielle" [Selectivity of differential protective equipment], Fiche prévention G1 F 05 11, OPPBTP, 2011	G	SP (2011)	All types of undertakings of the building sector
"Les plate-formes individuelles roulantes (PIR)" [Individual mobile platforms (PIR)], fiche prévention, B5 F 03 09, 2009	G	SP (2009)	All types of undertakings of the building sector
"Prévention des risques de chute de hauteur" [Risk prevention of falls from height], OPPBTP, ED 6110, Novembre 2012	G	SP (2012)	All types of undertakings of the building sector
"Echelles portables, Installation et utilisation" [Portable ladders, Installation and use], Fiche Prévention B6 F 01 09, OPPBTP, 2009	G	SP (2009)	All types of undertakings of the building sector
"Les gardes-corps provisoires de chantier en rive de dale" [temporary railing in work sites], Fiche prévention B1 F 01 09, OPPBTP, 2009	G	SP (2009)	All types of undertakings of the building sector
"Transport de charpentes légères, Fiche Prévention" [transport of light structures, Prevention Fiche], E7 F 01 10, OPPBTP 2010	G	SP (2010)	All types of undertakings of the building sector
"Préparation des opérations de montage lavage" [Preparing lifting cleaning operations], Fiche prévention, D7 F 01 09, OPPBTP, 2009	G	SP (2009)	All types of undertakings of the building sector
"Travaux effectués dans un établissement par une entreprise extérieure" [Works executed in situ by an external contractor], Fiche prévention, A4 F 08 13, OPPBTP, 2013	G	SP (2013)	All types of undertakings of the building sector
"Equipement de protection	G	SP (2013)	All types of

Name	Types	Initiated by (and date)	Target groups
individuelle contre les chutes de hauteur – Systèmes d'arrêt des chutes – Démarche de prévention et description des équipements" [Personal protective equipment against falls, fall-stop systems, Preventive steps and equipment description], Fiche prévention, B7 F 10 13, OPPBTP, 2013			undertakings of the building sector
"Les échafaudages de service – Généralités" [Scaffolds - Generalities], Fiche Prévention, B2 F 01 09, OPPBTP, 2009	G	SP (2009)	All types of undertakings of the building sector
"Guide de sécurité pour les travaux de couverture" [Safety guide for roofing works], F1 G 04 10, OPPBTP, 2010	G	SP (2010)	All types of undertakings of the building sector
"Les plateformes élévatoires mobiles de personnes" [Mobile lifting platforms for workers], Prévention BTP, Avril 2010, Numéro 128, 2010	G	SP (2010)	All types of undertakings of the building sector
"Des solutions sur mesure pour chaque chantier" [Customised solutions for every building site], Prévention BTP, Novembre 2005, N°79, 2005	G	SP (2005)	All types of undertakings of the building sector
"Fiche accident : basculement d'un échafaudage roulant" [Accident Fiche : tilting of a mobile scaffold], cahier pratique prévention BTP, Décembre 2009-III, N°124, 2009	G	SP (2009)	All types of undertakings of the building sector
"Systèmes antichute" [Anti fall systems], Prévention BTP, Mai 2009, N°118, 2009	G	SP (2009)	All types of undertakings of the building sector
"Eléments préfabriqués" [Prefabricated elements], Prévention BTP, Octobre 2006, N°89, 2006	G	SP (2006)	All types of undertakings of the building sector
"Organisation Grue de chantier" [organisation of crane], Prévention BTP, Avril 2008, N°106, 2008	G	SP (2008)	All types of undertakings of the building sector
"E-prevention", IT tool for assessing OHS risks in the construction OHS sector, OPPBTP, http://www.preventionbtp.fr/Espace-e-prevention/Tout-savoir-sur-l-espace-e-prevention	ST (IT Tool)	A (undetermined)	All types of undertaking
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
"Gestion d'un centre de production de granulats" [Management of a centre of production of aggregates], Prévention BTP, Octobre 2010, N°134, 2010	G	SP (2010)	All types of undertakings of the building sector
"Réseaux souterrains, un guide-	G	SP (2008)	All types of

Name	Types	Initiated by (and date)	Target groups
fusée pour la sécurité des fonçages" [Underground networks – a guide for securing works], Prévention BTP, Novembre 2008, N°112, 2008			undertakings of the building sector
"La sécurité dans les carrières, livret à l'usage des salariés" [Safety in quarries –workers handbook], INRS, ED 799, 2002	G	A (2002)	All types of undertakings
Initiative and webdossier" Santé et sécurité" [Health and safety initiative and web dossier], UNICEM www.unicem.fr	G	SP (undetermined)	All types of undertakings
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			
"Machines de forage, manuel de sécurité" [Drilling machines, safety handbook], Bello, J. P., Hanotel, T., Le Brech, A., INRS, ED 6108, Décembre 2011	G	A (2011)	Mineral extracting undertakings
"Machines de forage en service, sécurisation de la zone de travail" [Drilling machines in operation – securing of the work area], INRS, ED 6111, juillet 2012	G	A (2012)	Mineral extracting undertakings
"Forages et sondages, fondations spéciales" [Drilling and probing – special bedding], Travail et Sécurité, Janvier 2012	G	A (2012)	Mineral extracting undertakings
Council Directive 92/29/EEC (medical treatment on board vessels)			
"Responsabilité des soins médicaux à bord des navires" [Medical care responsibilities onboard vessels], Pujos, M., Duguet, A. M., Ducasse, J. L., 16èmes journées de la Médecine des Gens de mer, 2012	G	A (2012)	Seafarers
"Santé et sécurité au travail : qu'attendre d'une convention internationale du travail ? L'exemple de la Maritime Labour Convention" [Health and safety at work – what to expect from an international labour convention ? Example of the Maritime Labour Convention], 2006, Charbonneau, A., 16èmes journées de la Médecine des Gens de mer, 2012	G	A (2012)	Seafarers
"ATM en Languedoc Roussillon, Chiffres, commentaires et enseignements derives" [ATM in Languedoc Roussillon, figures, comments and diverse lessons], De Leurian, G., 16èmes journées de la Médecine des Gens de mer, 2012	G	A (2012)	Seafarers
"Transport maritime : activité	G	A (2012)	Seafarers

Name	Types	Initiated by (and date)	Target groups
ancienne, risques nouveaux" [Maritime transport, old activity, new risks], Lucas, D., Jegaden, D., Loddé, B., Pougnet, R., Cewitte, J. D., 16èmes journées de la Médecine des Gens de mer, 2012			
Concept Dota-B [kit Dota-B], Institut Maritime de Prévention, 2013 http://www.imp-orient.com/2013/06/le-concept-dota-b/	ST (IT Tool)	A (2013)	Seafarers
Campagne de promotion du concept Dota-B, [Awareness raising campaign concept Dota-B], Institut Maritime de Prévention	AR	A (2014)	Seafarers
Council Directive 93/103/EC (work on board fishing vessels)			
"Sécurité et conditions de travail à bord des navires de moins de 15 mètres : les outils disponibles d'aide et de conseils" [Safety and working conditions onboard vessels of less than 15 mètres : available help and advice tools], Le Roy, Y., Les journées de médecine maritime 2012 - Marseille	G	A (2012)	Seafarers
"L'analyse des situations de travail à bord des navires de pêche" [Assessment of working situations onboard fishing vessels], Institut Maritime de Prévention, 2009	G	A (2009)	Seafarers
"L'arbre des causes – Pêche" [Causal Tree – Fishing sector], Institut Maritime de Prévention, 2009	G	A (2009)	Seafarers
"Thétys Premium Pêche", Institut Maritime de Prévention, DVD	ST (IT Tool)	A (undetermined)	Seafarers
"Téthys", Institut Maritime de Prévention, Software	ST (IT Tool)	A (undetermined)	Seafarers
"Campagne de formation sécurité à la pêche" [Awareness raising campaign and training courses on safety on board fishing vessels], Institut Maritime de Prévention	AR/ET	A (2007-2013)	Seafarers
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
"Travail et grossesse. Points d'actualité sur quelques risques professionnels" [Work and pregnancy. Current points on occupational risks], Lafon, D., 2012, 14/9/2012-TOURS-Symposium INMA, INRS, 2012	G	A (2012)	All types of undertakings
"Grossesse et champs électromagnétiques" [Pregnancy and	G	A (2011)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
electromagnetic fields], INRS, ED 4216, 2011			
Grossesse et travail - Quels sont les risques pour l'enfant à naître ?" [Pregnancy and work, what are the risks for the child to be born?], AE 6, INRS, 2010	G	A (2010)	All types of undertakings
Webdossier « Femmes enceintes » [Pregnant women] and « Protection des risques en cas de grossesse» [Protection against risks in case of pregnancy], www.travailez-mieux.gouv.fr	G	A (undetermined)	All types of undertakings
"Grossesse et travail : une demande de prévention globale concertée" [Pregnancy and work: a request for concerted global prevention], Archives des Maladies Professionnelles et de l'Environnement, 2011, vol. 72, n° 5, pp. 422-425, INRS	G	A (2011)	All types of undertakings
"Bruit et grossesse : il faudrait aussi protéger le fœtus" [Noise and pregnancy: the foetus shall also be protected], Le Concours Médical, Tome 133, N° 7 (2011) 556-557, INRS	G	A (2011)	All types of undertakings
Council Directive 91/383/EEC42 (temporary workers)			
"Travailleurs migrants" [Migrant workers], Fiche Prévention, A1 F 06 12, OPPBTP, 2012	G	SP (2012)	All types of undertakings of the building sector
"Accueil et formation à la sécurité des nouveaux arrivants" [safety welcoming and training for newcomers"], Fiche Prévention, A7 F 01 12, OPPBTP, 2012	G	SP (2012)	All types of undertakings of the building sector
"Accueil du nouvel arrivant sur un chantier de gros œuvre" [Welcoming of newcomers in a large construction site], E5 G 02 10, OPPBTP, 2010	G	SP (2010)	All types of undertakings of the building sector
"L'employeur et les nouveaux embauchés" [Employers and newly employed staff"], Fiches droit, Cahier pratique Prévention BTP, Avril 2009, N°117, 2009	G	SP (2009)	All types of undertakings of the building sector
"Travail saisonnier, la sécurité en éveil pendant les vacances" [Seasonal workers, safety alert during the holidays], Ravallec, C., Brasseur, G., Lemarié, J, Travail et Sécurité, juillet août 2011	G	A (2011)	All types of undertakings
"Nouveaux embauchés, une population à former et à informer" [newly employed	G	A (2010)	All types of undertakings

Name	Types	Initiated by (and date)	Target groups
staff, a population to train and inform], Ravallec, C., Travail et Sécurité, Septembre 2010			
"Vous avez recours à l'intérim: Guide de bonnes pratiques" [Temporary work – Good practices], CNAM TS, 2011	G	A (2011)	All types of undertakings
"Vous avez recours à l'intérim: Guide pour l'accueil, la formation, et la surveillance médicale du travailleur intérimaire" [Temporary work: Welcome, training and medical surveillance guidance], CNAMTS, 2012	G	A (2012)	All types of undertakings
Webdossier "Le travail à temps partiel" [Part-time work], Ministry of Labour	G	A (undetermined)	All types of undertakings
Refonder la politique d'intégration [Reorganising integration policy], rapport du groupe protection sociale, Octobre 2013	G	A (2013)	Competent Authorities
"Conditions de travail et précarité de l'emploi" [Working conditions and precarious employment], DARES, Premières synthèses Information – Juillet 2009 N°28.2	ST	A (2009)	Competent Authorities
"Intérim. Travail temporaire, risque permanent ?" [Temporary work: permanent risk?], Travail et sécurité, n°698, INRS, septembre 2009	A	A (2009)	All types of undertakings
Council Directive 94/33/EC (young people at work)			
"La prévention pour les jeunes travailleurs" [Prevention for young workers], Soudry, C., Travail et Sécurité, INRS, Mai 2011	G	A (2011)	All types of undertakings
"Formation à la prévention des risques auprès des jeunes du bâtiment et des travaux publics" [Training on risks prevention for young people working in construction and public works] OPPBTP/CFA (Centre de Formation des Apprentis) en Région Provence Alpes Côte d'Azur, 2012	ET	SP (2012)	All types of undertakings of the building sector
"Convention DRAF-DIRECCTE-MSA afin d'assurer une formation sur les dérogations aux travaux interdits aux jeunes et sur l'élaboration du document unique de prévention des risques" [Agreement for training on the derogations related to the	G	A (2013)	Competent Authorities

Name	Types	Initiated by (and date)	Target groups
forbidden works of young worker and elaborating a risk assessment report], DRAAF-DIRECCTE-MSA région Centre, 2013			
Trophée "Prévention Jeunes" Trophy « prevention young people », 2011 and 2012, challenge équi-santé [équi-santé challenge], 2011. Actions pour stimuler les actions de formation à la prévention des risques auprès des jeunes, MSA, région Nord-Pas-de-Calais	AR	A (2011-2012)	Farmers
"Travail saisonnier: 15 conseils pour bosser cet été" [Seasonal work: 15 advices to work this summer], Association JOC, 2011	G	SP (2011)	Young people
"Accompagner le travail des jeunes" [Supporting young people's work], Travail et changement, n°342, mars/avril 2012, ANACT, 2012	G	A (2012)	All types of undertakings
Web dossier [Health protection of young workers], www.travailler-mieux.gouv.fr	G	A (undetermined)	All types of undertakings
"Les jeunes travailleurs Droit en pratique" [Young workers: rights in practice], Travail et sécurité, n°640, INRS, mai 2004	G	A (2004)	All types of undertakings
"La prévention pour les jeunes travailleurs Droit en pratique" [Prevention for young workers: rights in practice], Travail et sécurité, n°717, INRS, mai 2011	G	A (2011)	All types of undertakings
"Jeunes au travail. Débute en sécurité" [Young people at work: safe start], Travail et sécurité, n°666, INRS, octobre 2006	G	A (2006)	All types of undertakings
"Apprentis et stagiaires : les obligations de sécurité - Droit en pratique" [Apprentices and trainees: safety obligations], Travail et sécurité, n°664, juillet-août 2006	G	A (2006)	All types of undertakings
Webdossier "Accueillir et intégrer un nouveau embauché" [Welcoming and incorporating a new worker], DW01, INRS, 2009	G	A (2009)	All types of undertakings
"Les enfants du spectacle : un suivi médical du travail particulier" [Entertainment children: a specific occupational medical surveillance], Références en santé au travail, TP 2014, INRS,	G	A (2012)	Health surveillance services

Name	Types	Initiated by (and date)	Target groups
2012			

4.2 USE OF ACCOMPANYING ACTIONS

This sub-section assesses to what extent the accompanying actions are actually used by establishments to pursue the objective of protecting health and safety of workers.

For large enterprises with skilled OHS staff and CHSCT in place, relevant accompanying measures (IT tools, guidance documents) are known and used. This is what can be observed from the website of the INRS, OPPBTP or other sites. Other institutional organisations such as CARSAT have also developed OHS-related brochures, but the real impact of such initiatives is difficult to measure. The most important element is to ensure that information is properly relayed by the actors on the ground. On this specific point, there is still room for improvement. A particular issue for France would be to reduce the historical gap between occupational physicians and institutional preventive services and enhance cooperation towards the development of coordinated actions for the enterprises. The situation is currently evolving with the recent reforms of health surveillance services and priorities currently debated concerning the forthcoming PST 3. The interviews identified that sometimes there is a lack of coordination between OHS institutional bodies and specific trends to re-develop existing OHS communication material such as brochures.

Concerning awareness campaigns, effectiveness is also difficult to estimate. Indeed, in most cases, analysis of accidents is made on the basis of statistics over an average period of 3 years. Long-term campaigns usually have a better impact than punctual campaigns. Historical difficulties occur in the dispersion of resources and lack of readability for the enterprises, in particular the small ones.

4.3 GAPS

This sub-section aims at determining whether there are any information needs that are not met.

There is a debate in progress between Social Partners and the State for developing accompanying measures more focused on accident-sectoral issues (eg in the field of services to individuals) or emerging issues (eg: psychosocial issues). Taking better account of OHS at educational level is also an objective of the current PST 2 and a growing emerging stake of the forthcoming PST 3.

Reforms on the hardship of work and the establishment of a “compte pénibilité” [account for hardship of work] is being discussed. An effectively performing tool is not yet sufficiently simplified to allow effective rollout in enterprises, especially smaller ones.

Moreover, interviews confirm that companies with less than 50 workers are not very aware of occupational health and safety issues and have no particular in-house skills on these subjects enabling them to identify and efficiently use existing accompanying actions. They also face specific difficulties in appropriating the procedures proposed by the prevention advisors. For such companies, and in particular for small businesses, accidentology is characterized by a lower than average frequency across all types of company, and by higher severity. It is in the smallest companies, where the role of social partners is significantly more marginal (manual workers, SMEs with less than 10 workers) that despite efforts, the greatest difficulties are met in taking up and implementing OHS regulations. Taking on board new safety concepts and applying them on a daily basis is challenging and takes time.

Similarly, applying OHS legislation, despite a broad range of existing accompanying measures, appears to be more difficult in certain sectors and companies (construction in particular), with

characterised low-qualified, highly mobile workers who are therefore very difficult to protect (these groups include essentially unskilled temporary workers, or those under fixed-term contracts, or the self-employed). Moreover, there are too many SMEs, including micro-enterprises, that are too small and whose disciplines and cultures are too different for regulations alone to suffice as motivation for them to protect the health and safety of their workers. The information is there and is distributed, but it is not simplified enough to make it accessible to the typical SME manager, regardless of his/her professional branch.

The latter often highlights the little importance given to risk assessment in SMEs, which is evident from the risk assessment document (which set out the risks in the company and recommend corrective measures) the content of which lacks specific focus. Such documents do not evolve much in spite of changing work environments, and are not regularly updated. In certain cases, employers fail to seek enough documentary information about chemical hazards or about risks. Workers do not protect themselves sufficiently as they do not have a clear idea of the potential consequences of chronic exposure to a given risk. Risk reduction methods at source and collective and organizational preventive measures however, come up against numerous obstacles to their development: investment and operating costs, changes in important practices at company level, and the financial incentive measures set up by the French state (e.g. FACT or funds specific to the construction sector) fail to correct this.

The non-specific nature of accompanying actions poses a first challenge to the VSEs/SMEs given its need for time of adaptation. The second challenge found among VSEs/SMEs is that they are difficult to access, even if the information is available on the Internet. In addition, the VSEs /SMEs do not necessarily have the expertise and temporary resources to find and process the information on a regulation that already takes up much of their time to implement. Some of them also relied on professional organisms to convey the information to them. The enterprises, in particular the VSEs/SMEs and the various audiences within them, need a practical document that is perfectly suited to the peculiarities of the sector. The documents have long been intended for, and therefore prepared by OHS professionals. The VSEs/SMEs specifically need easily workable elements.

In the agricultural field, the INRS, CARSAT, and ARACT are not known by the professionals because the latter ones are directly related to the Social Agricultural Cooperative (MSA).

5 MAPPING QUESTION 5: ENFORCEMENT

The following section provides information on enforcement of the 24 directives. It describes the structure in place for enforcement

In France, the General Labour Directorate under the Ministry of Labour, Employment, Vocational Training and Social Dialogue is the central authority for the enforcement of OSH-related legislation. It has Regional Directorates which territorial units include different Labour Inspectorate sections. Enforcement in the public sector is under the responsibility of the inspection services of the General Directorate of Administration and Public Services.

With the exception of Directive 92/29/EEC (medical treatment on board vessels) for which the Regional Directorate of Sea and Health Services of Seafarers, under the Ministry of Ecology, Sustainable Development and Energy, is competent, the Labour Inspectorate is competent for enforcing all OSH directives covered by this study. For certain sectors/activities, the Labour Inspectorate does so in coordination with other inspection services:

- the Professional Organisation for Prevention in the Building and Public Works sector responsible for enforcement of the technical provisions of the regulations concerning public works and building industries.
- the National Institute for the Nuclear Safety and Radiation protection, competent to implement dosimetry controls for workers exposed to ionising radiation.
- the inspectors of the ship safety centres (CSN), who verify that ships are compliant in terms of their navigation safety, loading safety and the transport of hazardous goods.
- the Regional Directorate for Environment, Planning and Housing, under the Ministry of Ecology, Sustainable Development and Energy, in relation to the mineral-extractive industry.

In terms of statistical information on inspections, the number of inspectors has increased by 45% from 2007 to 2012, while the number of workers per labour inspector decreased by 21% and the number of inspections per 100,000 workers increased by 8%.

The main strategic documents for enforcement are the Occupational Health Plans both at national and regional levels. Another important strategic document is the National coordinated actions plan 2009-2012 for the Medical Insurance accidents at work/occupational diseases branch). Priorities are set in terms of the size of the companies targeted, sectors, groups of workers, type of equipment, information and training, research and expertise, management and financing. The main criteria to set those priorities are the risk assessment, the results of inspections, the national and regional Occupational Health Plans and the national coordinated action plan 2013-2016.

Criminal sanctions for infringement to OSH legislation include fines and imprisonment. Administrative sanctions include administrative fines. The company can also be condemned to the payment of a compensation to the worker in case of accident. The number of reported infringements increased by about 30% between 2007 and 2012, although the percentage of reported infringements without further legal action augmented by about 160%. This seems to suggest that more cases are settled before sanctions are initiated. It should be noted that all these figures relate to both health and safety but also labour regulations. Health and safety related infringements represent about 36% of all reported infringements.

Structure for enforcement

The table below provides a list of the bodies in charge of enforcement in the Member State, by Directive if applicable.

Table 5- 1 Enforcement authorities

Name	Types of authority
<p align="center">Directive 89/391/EEC (Framework Directive)</p> <p><i>Direction Générale du Travail (DGT) – General Labour Directorate</i></p>	<p>The DGT answers to the Ministry of Labour, employment, vocational training and social dialogue. It has authority over the services of the Labour Inspectorate (IT) and has the mandate for applying ILO conventions No. 81, 129 (agriculture) and 178 (mariners), as well as conducting community-level discussions about the application and enforcement of European Directives relating to working conditions and to occupational health and safety services (OHS).</p> <p>The DGT includes a subdivision dedicated to working conditions, occupational health and safety, to which the service that handles European questions about OHS responds. The national report on implementation of the European Directives is drafted in accordance with Article 17a(1) of Directive 89/391/EEC) and coordinated by the CT1 unit.</p> <p>The DGT fulfils the role of central authority for agents of the IT whose duties also involve checking the application of the laws, decrees and articles in the Labour Code, especially concerning working conditions and OHS.</p>
<p><i>Direction générale de l'administration et de la fonction publique (DGAFP) - Directorate General of Administration and Public Service</i></p>	<p>The missions of the Directorate General of Administration and Public Service include the development and implementation of a comprehensive policy to the public services (State, Territory, Hospitals), especially of its human resources and occupational health and safety policies.</p> <p>The office of Social Policy, Health and Safety (PS2) within the DGAFP coordinates the missions in relation to OHS and is responsible for modernising and implementing the public service's approach on the subject.</p>
<p>DIRECCTE (Regional Directorates of all types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)</p>	<p>The Regional Directorates of all types of establishments, competition, consumption, labour and employment (DIRECCTE), and DIECCTE for the French overseas territories, are the regional branches of the DGT.</p> <p>At sub-regional level, the territorial units contain a number of IT sections, a section being the territorial unit of action among businesses. The T hub (labour) of the DIRECCTE handles the activity of the Labour Inspectorate. This hub is tasked with steering and evaluating labour</p>

Name	Types of authority
	<p>policy and with ensuring – through the Inspectorate's actions in particular – the effectiveness of labour law in all types of establishments, promotion of quality working conditions, and employee protection. These territorial units generally comprise 5 services:</p> <ul style="list-style-type: none"> • The Regional occupational medicine Inspectorate • The labour/employment relations service. • The social dialogue assistance service. • The legal expertise service. • The multi-discipline unit. <p>Regional maritime reference correspondents are present in each DIRECCTE having a maritime coastline, in order to coordinate the inspection and prevention actions with the State services that have sea-related responsibilities. The same goes for the farming sector, where a reference correspondent aids relations with the Ministry of Agriculture and ensures that the inspectors overseeing farming All types of establishments receive methodological assistance.</p>
Council Directive 89/654/EEC (workplace)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Directive 2009/104/EC (work equipment)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Council Directive 89/656/EEC (PPE)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Council Directive 92/58/EEC (OSH signs)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Directive 1999/92/EC (ATEX)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour	See Framework Directive

Name	Types of authority
and employment)/DIECCTE (French overseas territories)	
Ministry of Energy, Sustainable Development and Ecology	The Ministry of Ecology, Sustainable Development and Energy is responsible for the implementation of Directive 94/9/EC. However, coordination mechanisms exists with the Ministry of Labour (through CLATEX Commission) to manage interactions between Directive 94/9/EC and Directive 1999/92/EC on enforcement policies.
Council Directive 90/269/EEC (manual handling of loads)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Council Directive 90/270/EEC (display screen equipment)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Directive 2002/44/EC (vibration)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Directive 2003/10/EC (noise)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Directive 2004/40/EC (electromagnetic fields)	
N/A	N/A
Directive 2006/25/EC (artificial optical radiation)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Directive 2004/37/EC (carcinogens or mutagens)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Council Directive 98/24/EC (chemical agents at work)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of	See Framework Directive

Name	Types of authority
establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	
Directive 2009/148/EC (asbestos)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Directive 2000/54/EC (biological agents)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Council Directive 92/57/EEC (temporary or mobile construction sites)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
DREAL (Regional Directorate for Environment, Planning and Housing)	Enforcement authority of the French Ministry of Ecology, Sustainable Development and Energy for extracting industries (Safety of sites and environment)
Council Directive 92/91/EEC (mineral-extracting industries through drilling)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
DREAL (Regional Directorate for Environment, Planning and Housing)	Enforcement authority of the French Ministry of Ecology, Sustainable Development and Energy for extracting industries (Safety of sites and environment)
Council Directive 92/29/EEC (medical treatment on board vessels)	
Ministère de l'Ecologie, du Développement Durable et de l'Energie – French Ministry of Ecology, Sustainable Development and Energy Directorate General of Maritime Affairs (DGAM)	DGAM provides guidance and establishes the strategy to be deployed at regional level by the DIRM.
Regional Directorate of Sea (DIRM) Health Service of Seafarers (SSGM)	The DIRM is an enforcement authority of the French Ministry of Ecology, Sustainable Development and Energy. SSGM operates under the DIRM and is

Name	Types of authority
	responsible for health monitoring and inspections on board vessels.
Council Directive 93/103/EC (work on board fishing vessels)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Ministère de l'Ecologie, du Développement Durable et de l'Energie – French Ministry of Ecology, Sustainable Development and Energy Directorate General of Maritime Affairs (DGAM)	DGAM provide guidance and establish the strategy to be deployed at regional level by the DIRM.
Regional Directorate of Sea (DIRM)	The DIRM is an enforcement authority of the French Ministry of Ecology, Sustainable Development and Energy.
Council Directive 92/85/EEC (pregnant/breastfeeding workers)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Council Directive 91/383/EEC42 (temporary workers)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive
Council Directive 94/33/EC (young people at work)	
Direction Générale du Travail – General Labour Directorate	See Framework Directive
DIRECCTE (Regional Directorates of All types of establishments, competition, consumption, labour and employment)/DIECCTE (French overseas territories)	See Framework Directive

In addition, information is provided on any interactions between the enforcement bodies listed above.

The labour inspectors and controllers are responsible for the enforcement of labour regulations. The Labour Inspectorate system is considered to be 'general'. This means that the agents are qualified to apply both Labour Agreement-based and State-issued standards, that their work covers all aspects of employment relations including occupational Health and Safety, and lastly that their skills are inter-professional. The Labour inspectors and controllers are assigned to the DIRECCTE at regional and local levels and ultimately operate under the aegis of the DGT.

The DGAFP inspection services ensure compliance of public bodies with the French regulation on occupational health and safety (State, Territory, Hospitals). The CCFP "*Conseil Commun de la Fonction Publique*" (which operates under the DGAFP) has coordination mechanisms with the DGT for occupational health and safety matters.

The OPPBTP also has agents responsible for ensuring enforcement of the technical provisions of the regulations concerning public works and building industries. These Agents operate in accordance with the mandates and guidelines set by the DGT.

The CARSAT has safety engineers and controllers who conduct advisory missions and safety controls in accordance with the strategy deployed within the Regional Plan for Occupational Health (PRST).

The IRSN is competent to implement dosimetry controls for workers exposed to ionising radiation.

The seafarers' health service (SSGM) provides occupational health and prevention of medical risks in the marine environment. In addition, the inspectors of the ship safety centres (CSN) verify that ships are compliant in terms of their navigation safety, loading safety and the transport of hazardous goods. Controls are performed in a coordinated manner with the Labour Inspection services (DIRECCTE). The same goes for the farming sector, with the Ministry of Agriculture in order to ensure that the inspectors overseeing farming sector receive methodological assistance. Coordinated controls are also implemented in the extractive and mining industry between the DREAL and the DIRECCTE.

National guidance on health and safety is ensured by the COCT which sets the objectives and details the terms of the four-year National Plan for Occupational Health and Safety (PST) which is then deployed at the regional level (PRST). The DGT (for private sector) and DGAFP (Public Sector) coordinate all actions of control and inspection on OHS ruled by (or referring to) the Labour Code or other Decrees respectively.

Specific coordination units exist when competences common to several ministries are at stake. This is for example the case for Directives 1999/92/EC for which the CLATEX Committee coordinates joint actions between the Ministry of Labour and the Ministry of Ecology, Sustainable Development and Energy.

When an infringement of OSH legislation is established, the inspectors draft a formal report of the infringement. On this basis, administrative sanctions can be adopted or it can be decided to take the infringement to court, for example, because of the criminal nature of the infringement.

Inspections

Statistical Information

The table below provides information on the statistical data available in relation to inspections in order to gain an understanding of the level of enforcement activities in the France.

Table 5- 2 Inspections statistical data

	<i>Number of labour inspectors⁴⁵</i>	<i>Number of workers per labour inspector⁴⁶</i>	<i>Number of inspections per 100.000 workers⁴⁷</i>	<i>Number of inspections per inspector⁴⁸</i>	<i>Comments</i>
2007	1541	10441	1339	140	In France, Labour Inspection covers all areas of activity, numbers correspond to the general activity of Labour
2008	1706	9390	1567	147	
2009	2190	8324	1686	140	
2010	2257	8068	2022	163	
2011	2256	8111	1450	157	
2012 ⁴⁹	2236	8229	1450	117	

⁴⁵ Rapport d'évaluation de l'application des directives européennes en santé et sécurité au travail, 2014, p5-6

⁴⁶ Rapport d'évaluation de l'application des directives européennes en santé et sécurité au travail, 2014, p5-6

⁴⁷ Expert calculation, extrapolated from the figures provided in the French National Implementation Report., 2014

⁴⁸ Bilan & rapports L'inspection du travail en France, publication 2008, 2011 and 2012, Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

	Number of labour inspectors ⁴⁵	Number of workers per labour inspector ⁴⁶	Number of inspections per 100.000 workers ⁴⁷	Number of inspections per inspector ⁴⁸	Comments
Evolution 2007-2012	+ 695 (45%)	-2212 (-21%)	+ 111 (8%)	-23 (-16.5%)	Inspection.

With regard to the frequency of inspections, the ESENER survey⁵⁰ shows that less than half of the respondents (43.84%) responded positively to the question whether a health and safety inspector visited the workplace in the last 3 years to check health and safety. The survey shows the following differences according to enterprise size and sectors:

Company Size:

- 10 to 19 employees 42.80 %
- 20 to 49 employees 43.76 %
- 50 to 249 employees 49.32 %
- 250 to 499 employees 46.60 %
- 500 or more employees 41.47 %

Sector Type

- Production sector 61.48%
- Private Services 48.22%
- Public Services 20.82 %

	Total number of inspections ⁵¹	% of the controls activity ⁵²	Number of companies subjected to inspections ⁵³	Number of workers subjected to inspections ⁵⁴	Comment
2007	215588	67.5%	1.59 million	16.09 million	In France, Labour Inspection covers all areas of activity, numbers correspond to the general activity of Labour Inspection.
2008	251093	66.5%	1.60 billion	16.02 billion	
2009	307500	61%	1.84 billion	18.23 billion	
2010	368300	67%	1.82 billion	18.21 billion	
2011	356200	62%	1.82 billion	18.3 billion	
2012	265300	60%	1.82 billion	18.3 billion	
Evolution 2007-2012	+ 49757 (23%)	- 7.5 %	+ 0.23 billion (14%)	+ 2.21 billion (14%)	

The Labour inspection services are in charge of several missions (chapter 1.2).

⁴⁹ Incomplete data (data not downloaded)

⁵⁰ ESENER1, question MM170

⁵¹ Bilan & rapports L'inspection du travail en France, publication 2008, 2011 and 2012, Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

⁵² Bilan & rapports L'inspection du travail en France, publication 2008, 2011 and 2012, Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

⁵³ Bilan & rapports L'inspection du travail en France, publication 2008, 2011 and 2012, Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

⁵⁴ Bilan & rapports L'inspection du travail en France, publication 2008, 2011 and 2012, Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

*Size of the companies*⁵⁵

	1-9 workers	10-49 workers	50-249 workers	250 workers
2007	984225	163487	26402	5526
2008	996481	169153	27606	5761
2009	995199	167455	27667	5772
2010	986909	163899	27093	5634
2011	986091	165828	27726	5738
2012	980655	170211	28694	5962
Evolution 2008-2012	- 3750 (-0.35%)	+ 6724 (4%)	+ 2292 (8.70%)	+ 436 (8%)

Data on workers

	Total of workers ⁵⁶	Workers ⁵⁷	Public sector ⁵⁸	Private sector
2007	26485418	24130000	-	-
2008	26337759	23966000	-	-
2009	26121389	23744000	5504500	18239500
2010	26259433	23791000	5514100	18276900
2011	26353134	23823000	5493200	18329800
2012	26293662	23733232	-	-
Evolution 2007-2012	- 191756 (-0.70%)	- 396768 (-1.65%)	- 11300 (-0.20%)	+ 90300 (+0.50%)

*Data on vulnerable workers*⁵⁹

	Women	% of the total number of workers	Young people (15-24 years)	% of the total number of workers	Ageing workers (from 50 years)	% of the total number of workers	Immigrants	% of the total number of workers
2007	12028000	47.07	2336000	9.14	6193000	24.25	1262000	4.94
2008	12220000	47.19	2349000	9.07	6320000	24.41	1347000	5.2
2009	12179000	47.48	2281000	8.89	6458000	25.18	1277000	4.98
2010	12194000	47.46	2255000	8.78	6651000	25.90	1366000	5.32
2011	12240000	47.48	2219000	8.61	6866000	26.64	1394000	5.41
2012	12278000	47.67	2096000	8.14	7151000	27.78	14210	5.52

⁵⁵ Rapport d'évaluation de l'application des directives européennes en santé et sécurité au travail, 2014, p5-6

⁵⁶ Rapport d'évaluation de l'application des directives européennes en santé et sécurité au travail, 2014, p5

⁵⁷ INSEEE Effectifs par catégorie socioprofessionnelle, hiérarchique, statut/contrats aidés et par versant de la fonction publique http://www.insee.fr/fr/themes/tableau.asp?reg_id=0&ref_id=NATnon03188

⁵⁸ INSEEE Effectifs par catégorie socioprofessionnelle, hiérarchique, statut/contrats aidés et par versant de la fonction publique http://www.insee.fr/fr/themes/tableau.asp?reg_id=0&ref_id=NATnon03188

⁵⁹ INSEE Population en emploi et taux d'emploi selon la nationalité, le sexe et l'âge en 2012 http://www.insee.fr/fr/themes/tableau.asp?reg_id=0&ref_id=NATnon03177

	Women	% of the total number of workers	Young people (15-24 years)	% of the total number of workers	Ageing workers (from 50 years)	% of the total number of workers	Immigrants	% of the total number of workers
							00	
Evolution 2007-2012	+ 58000 (2%)		- 240000 (-10%)		+ 958000 (15.50%)		+ 159000 (12.60%)	

Strategies for inspection

The box below provides a short description of the strategic documents for enforcement.

Strategic documents for enforcement

- Plan de Santé au Travail [Occupational Health Plan], 2010-2014, French Ministry of Work, Employment, and Professional Training and Social Dialogue⁶⁰
- Regional Occupational Health Plan 2010-2014 : Bretagne, Alsace, Ile de France, Aquitaine, Provence Alpes Côte d'Azur and other regions
- Plan national d'actions coordonnées 2009-2012 de la branche Accidents du Travail/Maladies Professionnelles, Assurance Maladie [National coordinated actions plan 2009-2012 for the Medical Insurance accidents at work/occupational diseases branch]⁶¹
- Annual Reports on the Working Conditions
 - Annual report 2012⁶²
 - Annual Report 2011⁶³
 - Annual report 2010⁶⁴
 - Annual report 2009⁶⁵
 - Annual report 2008⁶⁶
 - Annual report 2007⁶⁷
- Annual Reports of the State Labour Inspectorate⁶⁸
 - Annual report 2012
 - Annual report 2011
 - Annual report 2010
 - Annual report 2009
 - Annual report 2008
 - Annual report 2007

⁶⁰ <http://travail-emploi.gouv.fr/espaces.770/travail.771/dossiers.156/sante-et-securite-au-travail.301/plans-de-sante-au-travail-pst.548/plan-de-sante-au-travail-2010-2014.1629/>

⁶¹ http://travail-emploi.gouv.fr/IMG/pdf/Risques_professionnels_plan_CNAM_2009-2012.pdf

⁶² www.travailler-mieux.gouv.fr/IMG/pdf/Bilan_CT_2012.pdf

⁶³ http://www.travailler-mieux.gouv.fr/IMG/pdf/Conditions_de_travail_en_2011.pdf

⁶⁴ http://travail-emploi.gouv.fr/IMG/pdf/Bilan_des_conditions_de_travail_2010-2.pdf

⁶⁵ http://www.travailler-mieux.gouv.fr/IMG/pdf/BilanCT_2009_reduit.pdf

⁶⁶ <http://www.ladocumentationfrancaise.fr/var/storage/rapports-publics/094000263/0000.pdf>

⁶⁷ <http://travail-emploi.gouv.fr/publications-officielles.49/rapports.51/travail-emploi.900/conditions-de-travail.1770/conditions-de-travail-bilan-2007.8377.html>

⁶⁸ <http://travail-emploi.gouv.fr/publications-officielles.49/rapports.51/travail-emploi.900/>

- Activity Report CNAMTS
 - Activity Report 2012⁶⁹
 - Activity Report 2011⁷⁰
 - Activity Report 2010⁷¹
- Activity Report MSA⁷²
- Annual report DGAFP
 - Annual report 2011-2012
 - Annual report 2009-2010
- Report on the evolution of maritime accidents⁷³
 - Report 2009-2010
 - Report 2008
 - Report 2007

The table below presents how priorities are set within strategic documents for inspections in relation to the different topics covered by the OSH Directives.

Table 5- 3 Data on enforcement strategy⁷⁴

<i>Priorities set in terms of</i>			
size of companies targeted	sectors	groups or workers	other criteria
✓	✓	✓	<ul style="list-style-type: none"> • Equipment (Work equipment and PPE) • Information and training • Research and expertise • Management and financing
<i>Priorities set on the basis of</i>			
risk assessment	result of inspections	Others	
✓	✓	<ul style="list-style-type: none"> • PST 2010-2014 and PRST • National coordinated action plan 2013-2016 	

Sanctions

The table below presents the types and level of sanctions provided by law for infringements as defined in the national legislation for each of the Directive covered in the study for both criminal and administrative sanctions. Only the maximum sanctions are provided. The table includes fines and imprisonments. Other sanctions can be imposed such as the temporary stopping of works in case of grave and imminent danger.

⁶⁹ <http://www.ameli.fr/l-assurance-maladie/connaitre-l-assurance-maladie/rapport-d-activite-2012.php>

⁷⁰ <http://www.securite-sociale.fr/Le-rapport-d-activite-2011-de-la-CNAMTS?type=presse>

⁷¹ www.egora.fr/sites/default/files/Cnamts_RA2010.pdf

⁷² <http://www.msa.fr/lfr/organisation/rapports-annuels>

⁷³ <http://www.developpement-durable.gouv.fr/Accidents-du-travail-maritime.html>

⁷⁴ Plan de Santé au Travail [Occupational Health Plan], 2010-2014, French Ministry of Work, Employment, and Professional Training and Social Dialogue

Table 5- 4 Result table – types and level of sanctions

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
Directive 89/391/EEC (Framework Directive)		
<p>The employer or its representative does not fulfil the conditions concerning occupational health and safety laid down in the Labour Code (Title I, III and IV and section 2 of the Chapter IV of the Title V of the first Book / Title II of the second book / Book III / Book IV / Title I chapter III and IV of the Title IV of the Book five / Chapter II of the title II of the Book seven)</p>	<p>The employer can be sentenced to one year of imprisonment in case of repetition. (Art. 4741-1 of the Labour Code).</p>	<p>Administrative fine up to 3 750 Euros and up to 9 000 Euros in case of repetition.</p>
<p>In the case of a worker accident.</p> <p>If the inexcusable fault of the employers is acknowledged, that is to say if the employer "knew or should have known the hazard the employee was exposed to and did not take necessary measures to protect her/him".</p>	<p>The employer can be sentenced to one year of imprisonment and/or is liable to pay a fine up to 15 000 Euros (three times more in case of work disability of more than 3 months).</p> <p>If the employer is liable of culpable homicide, he can be sentenced to five year of imprisonment and/or a fine up to 75 000 Euros.</p> <p>The company is liable to pay a fine of up to 75 000 Euros (up to 225 000 Euros in case of work disability of more than 3 months).</p>	<p>Payment by the company of compensation or an income to the concerned worker.</p>
Council Directive 89/654/EEC (workplace)		
See Framework Directive		
Directive 2009/104/EC (work equipment)		
See Framework Directive		
Council Directive 89/656/EEC (PPE)		
<p>Personal protective equipment at disposal and used by the workers are not in conformity with the law or present risks and do not provide adequate level of protection to workers.</p>	<p>The employer can be sentenced to one year of imprisonment.</p> <p>In case of non-use of PPE by workers: the employer is criminally sanctioned and must make sure through the company's rules and regulations that the workers use PPE.</p>	<p>Administrative fine from 3 750 Euros up to 9 000 Euros in case of repetition.</p> <p>The fine is applied as many times as this condition is not fulfilled. (Article L. 4741-1 of Labour Code).</p>
Council Directive 92/58/EEC (OSH signs)		
See Framework Directive		
Directive 1999/92/EC (ATEX)		
See Framework Directive		
Council Directive 90/269/EEC (manual handling of loads)		
See Framework Directive		

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
Council Directive 90/270/EEC (display screen equipment)		
See Framework Directive		
Directive 2002/44/EC (vibration)		
See Framework Directive		
Directive 2003/10/EC (noise)		
See Framework Directive		
Directive 2004/40/EC (electromagnetic fields)		
N/A		
Directive 2006/25/EC (artificial optical radiation)		
See Framework Directive		
Directive 2004/37/EC (carcinogens or mutagens)		
See Framework Directive		
Council Directive 98/24/EC (chemical agents at work)		
See Framework Directive		
Directive 2009/148/EC (asbestos)		
See Framework Directive		
Directive 2000/54/EC (biological agents)		
See Framework Directive		
Council Directive 92/57/EEC (temporary or mobile construction sites)		
<p>The building owner shall fulfil the following provisions:</p> <p>(1) Respect the general prevention principles</p> <p>(2) Organize coordination of health and safety</p> <p>(3) Make sure that the coordinator prepare the general coordination plan when required</p> <p>(4) take into account safety rules during works</p> <p>(5) Constitute the inter companies health and safety committee.</p>	<p>(2) up to 1 year of imprisonment in case of repetition and/or a fine of 15 000 Euros</p> <p>(3) up to 1 year of imprisonment in case of repetition and/or a fine of 15 000 Euros</p> <p>(4) up to 1 year of imprisonment in case of repetition and/or a fine of 15 000 Euros</p>	<p>(1) Fine ranging from 4 500 Euros to 9 000 Euros in case of repetition</p> <p>(2) Fine of 9 000 Euros, in case of repetition</p> <p>(3) Fine of 9 000 Euros, in case of repetition</p> <p>(4) Fine of up to 9 000 Euros, in case of repetition</p> <p>(5) Fine of up to 1 500 Euros in case of repetition the fine can amount to 3 000 Euros.</p>
<p>The employer does not respect the decision of the labour inspector to immediately remove an employee from a situation exposing the worker to a danger.</p>	<p>The employer can be sentenced to one year of imprisonment and/or a fine of 15 000 Euros.</p>	<p>Fine amounting to 3 750 Euros</p>
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)		
See Framework Directive		
Council Directive 92/91/EEC (mineral-extracting industries through drilling)		
See Framework Directive		
Council Directive 92/29/EEC (medical treatment on board vessels)		
See Framework Directive		
Council Directive 93/103/EC (work on board fishing vessels)		
See Framework Directive		
Council Directive 92/85/EEC (pregnant/breastfeeding workers)		

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>If the employer does not respect the provisions of articles L. 1225-1 concerning employment of pregnant and breastfeeding workers.</p>		<p>Fine of Level 5 (1 500 Euros for individuals and 7 500 Euros for legal persons)</p> <p>Fine is increased in case of repetition (3 000 Euros for individuals and 9 000 Euros for legal persons)</p> <p>Possibility of payment of compensations.</p>
<p>The employer does not respect work ban conditions as per art. R. 1227-6 of the Labour Code (no 9: mandatory rest period during maternity leave).</p>		<p>Fine of Level 5 (1 500 Euros for individuals and 7 500 Euros for legal persons)</p> <p>Fine is increased in case of repetition (3 000 Euros for individuals and 9 000 Euros for legal persons)</p>
Council Directive 94/33/EC (young people at work)		
<p>The employer does not respect the provisions of the Labour Code concerning the age for admission of young workers.</p>		<p>Fine of Level 5 (1 500 Euros for individuals and 7 500 Euros for legal persons)</p> <p>Fine is increased in case of repetition (3 000 Euros for individuals and 9 000 Euros for legal persons).</p>
<p>Illegal employment of young workers under 18 subject to scholar obligations</p>	<p>Up to 5 years of imprisonment and/or fine of 75 000 Euros</p>	
<p>The employer does not respect the conditions laid down in articles L. 3162-1 and L. 3162-2 of the Labour Code concerning the maximum daily and weekly work period.</p>		<p>Fine of Level 4 (750 Euros for individuals and 3 750 Euros for legal persons).</p> <p>This fine is applied as many times as this condition is not fulfilled.</p>
<p>(1) Employing a young worker for more than 4h30 or not allowing a break of 30 consecutive minutes against the provisions of article L. 3162-3 of Labour Code</p> <p>(2) Do not meet the daily rest time against the provisions of article L. 3164-1 of Labour Code</p> <p>(3) Do not allow weekly rest against the provisions of article L. 3164-2 of Labour Code C. trav., art.</p>		<p>(1) (2) (3) Fine of Level 5 (1 500 Euros for individuals and 7 500 Euros for legal persons)</p> <p>Fine is increased in case of repetition (3 000 Euros for individuals and 9 000 Euros for legal persons)</p> <p>(1) the penalty is applied as many times as this condition is not fulfilled.</p>

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
R. 3165-2, R. 3165-5 et R. 3165-7		
Employ young workers during day-off against the provisions of article L. 3164-6 of Labour Code		<p>Fine of Level 5 (1 500 Euros for individuals and 7 500 Euros for legal persons)</p> <p>Fine is increased in case of repetition (3 000 Euros for individuals and 9 000 Euros for legal persons).</p>
<p>(1) Do not respect the provisions of Art. L 3164-8 of the Labour Code concerning the derogations to be requested for the work undertaken during day-off</p> <p>(2) Do not respect the provisions of Art. L 3164-5 of the Labour Code concerning the work of apprentices on Sunday in the sectors listed by the Labour Code</p>		<p>Fine of Level 4 (750 Euros for individuals and 3 750 Euros for legal persons)</p>
<p>(1) Do not respect the ban of night work established through article L. 3163-1 of Labour Code</p> <p>(2) Employ an apprentice of less than 18 years of age for a night work against the provisions of article L. 6222-26 of Labour Code</p>		<p>Fine of Level 5 (1 500 Euros for individuals and 7 500 Euros for legal persons)</p> <p>Fine is increased in case of repetition (3 000 Euros for individuals and 9 000 Euros for legal persons).</p>
Do not respect the provisions of Art. L 3163-1 of the Labour Code concerning young workers between 16 and 18 for temporary works at night in case of extreme emergency		<p>Fine of Level 4 (€ 750 € for individuals and € 3 750 for legal persons).</p> <p>the penalty is applied as many times as this condition is not fulfilled</p>
Employing young workers for certain works (no 19 to no 29): immoral works, works with exposure to dangerous chemical agents, works with ionizing radiation, work with banned equipment, works with electrical hazard,		<p>Fine of Level 5 (1 500 Euros for individuals and 7 500 Euros for legal persons)</p> <p>Fine is increased in case of repetition (3 000 Euros for individuals and 9 000 Euros for legal persons).</p>

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
works with pressure devices, work with animals, construction work, work with glass, manual loads handling (list art. R. 4743-3 of the Labour Code) Employing an apprentice for hazardous works (Art. R. 6226-5 of the Labour Code) to her/his health or safety		
(1) Employing young workers under 16 years of age in entertainment sector for dangerous works against provisions of Art. L 7121-16 of the Labour Code (2) Employing a child as a model during holidays for a number of days higher than half of the duration of the holidays (Art. L 7121-16 of the Labour Code)	Up to 5 years of jail and/or fine of 75 000 Euros	

Enforcement actions

Table 5- 5 Number of infringements and court cases⁷⁵

Type/year	Total number of infringement which resulted in legal action						Evolution 2007-2012
	2007	2008	2009	2010	2011	2012	
Total number of reported infringements	5520	5954	6981	7143	8240	7217	1697 (30.75%)
Number of reported infringements with penalties	3668	3802	4250	3836	3768	2461	-1207 (-33%)
In % in comparison with total	66%	64%	61%	54%	46%	34%	-
Number of reported infringements still being processed	590	867	1521	1615	2332	2120	1530 (+260%)
Number of reported infringements without further legal action	1019	1026	958	791	512	129	-890 (-87%)
Number of reported infringements with	600	671	657	505	363	96	-504 (-84%)

⁷⁵ Bilan & rapports, L'inspection du travail en France [summary and report of the Labour Inspection], Annexe IIB27, publication 2012, Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

Total number of infringement which resulted in legal action							Evolution 2007-2012
Type/year	2007	2008	2009	2010	2011	2012	
alternative penalties to legal action							
Number of reported infringements with legal proceedings	1459	1238	1114	925	561	116	-1343 (-92%)
Number of reported infringements without further legal action	1852	2152	2731	3307	4472	4756	2904 (+157%)
In % in comparison with total	34%	36%	39%	46%	54%	66%	-
Unknown legal actions	1617	1879	2424	2994	4234	4689	3072 (+190%)
Divestment	235	273	307	313	238	67	-168 (-71.5%)

Other data on the number of court cases specific to OSH issues in the period 2007-2012

Number of legal action notice observing one or more infringement⁷⁶, per category of legal requirements

	Collective bargaining	Workers' representation	Health and safety	Employment contract	General requirements	Fundamental rights	Employment/training
2007	-	-	-	-	-	-	-
2008	22067	45269	591717	166761	37013	18492	8867
2009	25 387	52 106	622777	189459	38 419-	19 939	17 814-
2010	-	-	-	-	-	-	-
2011	27265	63316	8460244	236742	55930	25696	9169
2012	19139	41318	559987	168141	43668	17113	5738
Evolution 2008-2012	- 2928 (13.27%)	- 3951 (-8.73%)	- 31730 (-5.35%)	1380 (0.83%)	6655 (+18%)	- 1379 (-7.50%)	- 3129 (-35%)

Number of legal action notice observing one or more infringement for some categories of proceedings (Years 2008 and 2012)⁷⁷

2008	Legal notice	Decision	Decision on work site	Verification request	Formal notice	Written observations	Reported infringement	Report	Temporary measures	Alert	Total
Fixed-term contracts: common	12	45	3	0	0	631	27	17	0	1	736

⁷⁶ Bilan & rapports L'inspection du travail en France [summary and report of the Labour Inspection], publication 2008 (p207-210), 2009(p248), 2011 (p74, 81, 85, 88, 90, 93, 95) and 2012 (p78, 83, 93, 96, 100, 102), Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

⁷⁷ Bilan & rapports L'inspection du travail en France [summary and report of the Labour Inspection], publication 2008 (Annexe 1 – Tableau 1) and 2012 (Annexe IIB3), Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

2008	Legal notice	Decision	Decision on work site	Verification request	Formal notice	Written observations	Reported infringement	Report	Temporary measures	Alert	Total
dispositions											
Women, young workers, temporary contracts	0	2	0	0	0	1	0	0	0	0	3
Women maternity	1	201	0	0	0	103	3	9	1	0	318
Information, training to safety	103	43	29	10	2	9003	418	217	0	4	9829
Young workers	233	25731	9	11	8	15139	40	317	0	0	41888
General prevention principles	250	544	98	23	184	62889	391	290	9	20	64698

2012	Legal notice	Decision	Decision on work site	Verification request	Formal notice	Written observations	Reported infringement	Report	Temporary measures	Alert	Total
Fixed-term contracts: common dispositions	36	54	1	0	1	787	78	22	1	1	981
Women, young workers, temporary contracts	0	6	0	0	0	3	0	0	0	0	9
Women maternity	1	3	0	0	16	45	0	1	0	0	66
Information, training to safety	163	173	49	4	39	7625	424	222	3	11	8713
Young workers	428	43291	7	0	36	9168	47	297	0	0	53274
General prevention principles	294	309	125	19	605	79047	484	341	7	39	81270

Evolution 2008 – 2012

	Legal notice	Decision	Decision on work site	Verification request	Formal notice	Written observations	Reported infringement	Report	Temporary measures	Alert	Total
Fixed-term contracts: common dispositions	24	9	- 2	0	1	156	51	5	1	0	245
Women, young workers, temporary contracts	0	4	0	0	0	2	0	0	0	0	6
Women maternity	0	- 198	3	0	16	-58	-3	-8	-1	0	-252
Information, training to safety	60	130	20	-6	37	-1378	6	5	3	7	-1116
Young workers	195	17560	-2	-11	28	-5971	7	-20	0	0	11386
General prevention principles	44	-235	27	-4	421	16158	93	51	-2	19	16572

Evolution of reported infringements, per category of legal requirements ⁷⁸

Reported infringement	Health and safety	Work contract	Employee Representative	Employment /training	General obligations	fundamental rights	Collective bargaining	Diverse	Total
2007	2189 (40%)	864 (16%)	174 (3%)	56 (1%)	2068 (37%)	21 (0%)	0 (0%)	148 (3%)	5520
2008	2298 (39%)	1235 (21%)	196 (3%)	49 (1%)	1943 (33%)	34 (1%)	1 (0%)	198 (3%)	5954
2009	2535 (36%)	1771 (25%)	262 (3%)	44 (1%)	2163 (31%)	51 (1%)	5 (0%)	150 (2%)	6981
2010	2590 (36%)	1828 (26%)	224 (3%)	40 (1%)	2257 (32%)	68 (1%)	9 (0%)	127 (2%)	7143
2011	2927 (36%)	1965 (24%)	296 (4%)	35 (0%)	2765 (34%)	91 (1%)	12 (0%)	149 (2%)	8240
2012	2602 (36%)	1747 (24%)	208 (3%)	40 (1%)	2364 (33%)	59 (1%)	9 (0%)	188 (3%)	7217
Evolution 2007-2012	413 (19%)	883 (102%)	34 (19.5%)	-16 (-29%)	296 (14%)	38 (181%)	9	40 (27%)	1697 (31%)

⁷⁸ Bilan & rapports L'inspection du travail en France [summary and report of the Labour Inspection], publication 2012 (Annexe IIB25), Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

*Legal proceedings further to a reported infringement concerning health and safety requirements*⁷⁹

Year of reported infringement	No action	Alternative procedures to legal proceedings	Legal proceedings	Not mentioned and Divestment	Total
2007	265	86	624	545	1520
2008	266	98	478	711	1553
2009	-	-	-	-	-
2010	-	-	-	-	-
2011	-	-	-	-	-
2012	-	-	-	-	-
Evolution 2007-2008	1 (0.40%)	12 (14%)	-146 (-23%)	166 (30.5%)	33 (2%)

*Legal sanctions*⁸⁰

Year of reported infringement	Fine	Imprisonment with fine	Imprisonment without fine	Penalty exemption & other decisions	Total
2007	365	65	5	10	490
2008	372	55	10	5	487
2009	-	-	-	-	-
2010	-	-	-	-	-
2011	-	-	-	-	-
2012	-	-	-	-	-
Evolution 2007-2008	7 (2%)	-10 (-15%)	5 (50%)	-5 (-50%)	-3 (-1%)

⁷⁹ Bilan & rapports L'inspection du travail en France, publication 2012 (Annexe IIB28 and IIB29), Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

⁸⁰ Bilan & rapports L'inspection du travail en France, publication 2012 (Annexe IIB30 and IIB31), Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue Social

6 MAPPING QUESTION 6: SPECIFIC GROUPS OF WORKERS

Several vulnerable groups - women, young workers, temporary workers - are specifically targeted by French legislation. Several guidance documents address specific vulnerable groups, namely young workers, migrant workers, ageing workers, workers with disabilities, part-time workers, temporary workers, and women. The National Occupation Health Plan sets actions targeting specifically ageing workers, temporary workers and self-employed.

The table 6-1 below provides an overview of the documents, including legislation, strategies, guidelines, roadmaps or plans, as well as other documents addressing the question of vulnerable groups.

Through this table, focus is put on health and safety-related provisions and documents.

Table 6- 1 Tools addressing risk factors for all vulnerable groups

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Art. R4412-89 of the Labour Code, information concerning pregnancy	Women	✓													✓				
Art. D. 4152-10 of the Labour Code Agent of category 1 and 2 toxic for reproduction	Women	✓										✓							
Art. R 1225-4 of the Labour Code, phytosanitary products which may cause health issue for pregnant women, or classified as carcinogenic or mutagenic for breastfeeding workers	Women	✓					✓					✓			✓				
Art. L. 1225-9 of the Labour Code, Night work at the request of the employee during pregnancy and during the postnatal statutory leave	Women	✓					✓					✓			✓				
Art. D. 4153-39 of the Labour Code, Maximum load for young worker of	Young workers									✓	✓								

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
less than 18 years																			
Art. D. 4152-8 of the Labour Code on the hand-arm vibration work involving the use of compressed air jackhammer	Women	✓					✓					✓		✓					
Art. R4412-89 of the Labour Code concerning the information of workers on the potentially harmful effects of chemical exposure on fertility, in particular embryo during early pregnancy as well as on the foetus and child during breastfeeding.	Women	✓					✓					✓							
Art. R 1225-4 of the Labour Code on the phytosanitary products which may cause health issue for pregnant women, or classified as carcinogenic or mutagenic for breastfeeding workers	Women	✓					✓					✓							

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Art. D4152-11 of the Labour Code information of women about the potentially harmful effects of exposure to harmful chemicals agent on fertility, embryo, foetus.	Women	✓					✓					✓							
Art. D 4153-15 to 37 of the Labour Code on the forbidden works	Young Workers					✓				✓									
Art. L 4154-1 of the Labour on the list of dangerous works forbidden to temporary workers	Temporary workers					✓									✓				
Art. L 7424-2 of the Labour Code	Domestic workers					✓								✓					✓
Webdossier Ageing workers – EU OSHA ⁸¹	Ageing workers						✓	✓				✓			✓				
Webdossier Ageing workers – INRS ⁸²	Ageing workers						✓	✓				✓			✓				

⁸¹ https://osha.europa.eu/en/priority_groups/ageingworkers

⁸² <http://www.inrs.fr/accueil/situations-travail/travailleurs-particuliers/vieillissant.html>

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Age, travail et emploi – travailleurs vieillissants et vieillissement dans le travail – Ministère du Travail [Age, work and employment – ageing workers at work – Ministry of Labour] ⁸³	Ageing workers						✓								✓				
Politiques et réglementation visant à lutter contre l'emploi précaire (ACTRAV) – Policies and regulations aiming at fighting against precarious employment ⁸⁴	Ageing workers					✓	✓								✓				
Webdossier Le travail à temps partiel [Part-time work], Ministère du Travail [Ministry of Labour] ⁸⁵	Part-Time Workers					✓													
Refonder la politique d'intégration,	Migrant					✓							✓	✓	✓	✓	✓	✓	✓

⁸³ http://travail-emploi.gouv.fr/publications/Revue_Travail-et-Emploi/mta/drs_mta_4_710.htm

⁸⁴ ILO, 2011 http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/meetingdocument/wcms_164287.pdf

⁸⁵ <http://travail-emploi.gouv.fr/informations-pratiques.89/les-fiches-pratiques-du-droit-du.91/duree-du-travail.129/le-travail-a-temps-partiel.1016.html>

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
rapport du groupe protection sociale (Octobre 2013) [Restructuring integration policy] ⁸⁶	workers																		
INRS Webdossier Travailleurs handicapés [Workers with Disabilities] ⁸⁷	Workers with Disabilities			✓							✓				✓				
Ministry of Labour – Webdossier Health protection of young workers ⁸⁸	Young workers												✓			✓			✓
Grossesse et travail : une demande de prévention globale concertée [Pregnancy and work: a request for concerted global prevention] ⁸⁹	Women	✓					✓					✓			✓				
Bruit et grossesse : il faudrait aussi	Women	✓							✓	✓									

⁸⁶ http://www.fn64.fr/RAPPORT_PROTECTION_SOCIALE.pdf

⁸⁷ <http://www.inrs.fr/accueil/situations-travail/travailleurs-particuliers/handicape.html>

⁸⁸ <http://www.travailler-mieux.gouv.fr/Protection-de-la-sante-des-jeunes.html>

⁸⁹ Archives des Maladies Professionnelles et de l'Environnement, 2011, vol. 72, n° 5, pp. 422-425

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
protéger le foetus, [Noise and pregnancy: foetus shall also be protected] ⁹⁰																			
DARES, Premières synthèses Information – Juillet 2009 N°28.2, Conditions de travail et précarité de l'emploi [Working conditions and precarious jobs] ⁹¹	Temporary workers					✓													
Femmes et précarité [Women and precariousness] ⁹²	Women					✓													
Jeunes une génération précaire [Young workers, a precarious generation] ⁹³	Young Workers					✓													
La gestion des travailleurs	Ageing						✓	✓											

⁹⁰ Le Concours Médical, Tome 133, N° 7 (2011) 556-557

⁹¹ http://travail-emploi.gouv.fr/IMG/pdf/2009_07-28.2.pdf

⁹² Eveline Duhamel, Henri Joyeux, Février 2013, Les éditions des journaux officiels http://www.lecese.fr/sites/default/files/pdf/Etudes/2013/2013_09_femmes_precaire.pdf

⁹³ Secours catholique Statistiques d'accueil, 2010 <http://www.secours-catholique.org/espace-presse/communiqués-de-presse/publication-du-rapport-statistique-2010-du-secours.10429.html>

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
vieillissants : l'articulation des niveaux d'action L'exemple de la chimie et du bâtiment [Management of ageing workers: interconnection of action levels, examples of the chemical and building sectors] ⁹⁴	workers																		
Guidances « Temporary work – Good practices» and « welcome, training and medical surveillance» ⁹⁵	Temporary workers																	✓	✓
The National Occupational Health Plan 2010-2014 – Action 19 ⁹⁶	Ageing workers						✓	✓							✓				
The National Occupational Health Plan 2010-2014 – Action 21	Temporary workers					✓							✓	✓					✓
The National Occupational Health	Self-												✓	✓					✓

⁹⁴ Élisabeth Brun-Hurtado et Philippe Mossé, 2010 http://travail-emploi.gouv.fr/IMG/pdf/Travail_emploi_122_Hurtado_Mosset.pdf

⁹⁵ <http://www.ameli.fr/employeurs/prevention/l-interim.php>

⁹⁶ http://travail-emploi.gouv.fr/IMG/pdf/Table_Ronde_2_QVT_EP_Annexe_B_Plan_SanteauTravail.pdf

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Plan 2010-2014 – Action 22	employed working as employee																		

Disabled workers:

It should be mentioned that in the public sector, there is a legal obligation to employ at least 6% of disabled workers. Employers who do not meet this objective pay an annual contribution - calculated proportionally to the numbers of missing disabled workers - to a fund whose mission is to promote the integration and employment of disabled workers. Employers call for these funds to finance a pluriannual disability programme hinged on specific actions, such as: awareness-raising on disability, training of disabled workers, improvement of the workplace, etc.

Companies can benefit from various financial aid schemes and services provided by bodies such as the Support Service for the Continued Employment of Workers with Disabilities (Sameth), the National Association for the Administration of the Occupational Integration Fund for Persons with Disabilities (Agefiph), the Association for the Employment of Workers with Disabilities (OETH) and, in the case of farmworkers, the Agricultural Social Insurance Funds with regard to the recruitment or continued employment of persons with disabilities, and resulting in measures such as the adaptation of workstations.⁹⁷

Pregant and breastfeeding women:

It is worth to mention that a female employee may request to be transferred temporarily to another job if her state of health, medically diagnosed by her consulting physician or by the occupational physician, so demands (Article L.1225-7 of the Labour Code). In the event of disagreement between the employer and the employee, or if the change of post takes place on the initiative of the employee, only the occupational physician may establish the medical necessity of a change of job and the employee's aptitude to occupy the envisaged post.

Besides the specific prohibitions of exposure to particular work situations or the use of particular products, the general obligation of employers to ensure safety and prevent occupational risks which is enshrined in Article L.4121-1 of the Labour Code requires them to take account of every other element which might prove to be a risk factor for a pregnant or breastfeeding woman and to take all necessary measures to limit its potentially detrimental effects. In case of doubt, employers can take advice from the occupational physician.

In addition, the occupational physician can require them to undergo more frequent check-ups or additional examinations. He or she is the sole judge of the frequency and nature of the examinations required for this surveillance (Article R.4624-19 of the Labour Code). The purpose of this surveillance is to ensure that the employee's job and working conditions are compatible with the satisfactory progression of the pregnancy. The occupational physician may request, if he or she considers it necessary, an adaptation of the employee's work or a temporary transfer to another workstation.

It should also be noticed that, for a year following the date of birth, an employee breastfeeding her child may devote one working hour each day to that purpose (Articles L.1225-30 to L.1225-33 of the Labour Code). Regulatory provisions lay down that the hour available to employees for breastfeeding is to be divided into two 30-minute periods, one in the morning and one in the afternoon. The period is determined by agreement between the employee and her employer. The employee may breastfeed her child within the establishment. Companies with more than a hundred employees may be given notice to install dedicated premises within or near the establishment. Regardless of the breastfeeding provisions, pregnant or breastfeeding women must be allowed to rest in a lying position in appropriate conditions. Employers must therefore ensure that women are able to find such a place in the enterprise where they can take this kind of rest during break times (Article R.4152-2 of the Labour Code).⁹⁸

⁹⁷ National Implementation Report 2013, Section II, Directive 89/654/EEC (EN) p.43

⁹⁸ National Implementation Report 2013, Section II, Directive 92/85/EEC (EN) p.103 to 108

Young Workers:

It should be noticed that significant regional measures have been taken in the framework of the second occupational health plan (PST2) for young workers. For instance, in the Provence-Alpes-Côte d'Azur region, an agreement was concluded at the start of 2013 by the Regional Directorate for Enterprise, Competition, Consumer Affairs, Labour and Employment (Direccte), the Agricultural Social Insurance Fund, the Regional Directorate for Food, Agriculture and Forestry (DRAAF) and the agricultural training structures on the integration of occupational health and safety instruction into agricultural training curricula. In that same region, the Industry Body for Risk Prevention in the Building and Public Works Sector (OPPBTP) has also spent several years developing a policy for the risk-prevention training of young people in the building and public works sector, including prevention visits to apprenticeship supervisors in apprentice training centres and awareness-raising programmes for young people and apprenticeship supervisors.

In the Centre region, an agreement drawn up by the Regional Directorate for Agriculture and Forestry (DRAF), Direccte and the Agricultural Social Insurance Fund has been concluded with the region's 33 agricultural training establishments with a view to ensuring that courses in safety are incorporated into the curricula of training programmes for young people. These courses deal specifically with exemptions from prohibitions on the assignment of young people to particular types of work and with the completion of the single risk-assessment document.

In the Nord-Pas de Calais region, the Agricultural Social Insurance Fund has launched a risk-prevention award scheme for young people. Eight agricultural training establishments took part in 2010, with 11 projects, and nine took part in 2012, with 12 projects. Three projects were selected for awards, and one of them won the national prize. In the same context, 11 young people took part in the *équi-santé* challenge in 2011. These initiatives serve to encourage training and risk-prevention activities for young people.

In the Basse-Normandie region, a partnership involving Carsat Normandy, the Confederation of Building Trades and Small Enterprises (CAPEB), the French Building Federation (FFB), the OPPBTP, Pro BTP (welfare service for the building and public works sector), the National Association for the Promotion of Road Safety Training (ANPER) and the Apprentice Training Centres has launched a scheme known as *Apprentissage Anticipé de la Conduite* ('Early Driving Instruction') within enterprises where apprentices are working. Given the number of road accidents involving young workers, such prevention initiatives are important.⁹⁹

When compared to EU Directive specifications, French measures cover a wider population of young people. The Directive, in fact, benefits only young employees, who may or may not be undergoing vocational training. Since 1991, France has applied the provisions protecting young workers to the whole population of school-age pupils attending vocational or technological training establishments, including colleges of agriculture. In order to eliminate any discrimination between young people undergoing vocational training, coverage has been extended to young people on jobseekers' vocational traineeships and young people accommodated in care establishments or attending care facilities under juvenile protection orders. These groups of young people are not employees but are receiving vocational education. As regards work that must not be entrusted to young workers, France has not confined its protection from electrical risks to high-voltage hazards. Consequently, with the exception of safety extra-low voltage (SELV), it is illegal for young persons under the age of 18 to have unsupervised access to any part of an establishment or site where there is a risk of contact with uninsulated live parts. It is also prohibited for young persons to undertake work on live equipment. The operation of mobile equipment and lifting equipment by young persons is also prohibited, as is the operation of quadricycles and tractors that are not fitted with certain safety components.¹⁰⁰

⁹⁹ National Implementation Report 2013, Section II, Directive 94/33/EEC (EN) p.117

¹⁰⁰ National Implementation Report 2013, Section II, Directive 94/33/EEC (EN) p.118

Temporary workers:

France has not implemented a specific national plan for employees on fixed-term contracts and temporary workers. However, priority area 3 of the second Occupational Health Plan (PST 2) for the years 2010 to 2014 – encouraging risk-prevention initiatives in enterprises –also applies to those groups - although not explicitly targeting employees on fixed-term contracts and temporary workers. Four objectives have been identified with regard to the development of company risk-prevention strategies:

- to raise awareness of occupational risks among occupational groups, enterprises and employees;
- to assist enterprises in diagnosing risks and constructing action plans;
- to establish or strengthen territorial and occupational approaches;
- to use the reform of occupational health services as a basis for overhauling the management of occupational health and the governance of the occupational health services.

Moreover, regional and local activities for these groups of employees are run by the various regional players in the field of occupational risk prevention. In the PST 2 framework, each region has derived its own regional occupational health plan (PRST 2 – 2010-2014) that takes account of specific regional characteristics. It is within the scope of these regional plans that the Regional Directorates for Enterprise, Competition, Consumer Affairs, Labour and Employment (Direccte), supported by such partners as the Pensions and Occupational Risks Funds (Carsat), the Regional Health Agencies (ARS), the Industry Body for Risk Prevention in the Building and Public Works Sector (OPPBTP) and the Regional Associations for the Improvement of Working Conditions (ARACT), have launched awareness-raising campaigns and produced information documents for SMEs on the health and safety of employees on fixed-term contracts and temporary workers. In the Champagne-Ardenne region, three multiannual ends and means contracts address the issues relating to non-permanent employees by means of the following measures designed to enhance the prevention of risks to temporary employees:

- promoting the use of communication files between temporary employment agencies and the occupational health service;
- implementing collective awareness-raising measures targeting temporary employment agencies and the occupational health service;
- holding collective or individual meetings with heads of agencies;
- holding information meetings, in partnership with temporary employment agencies, for the benefit of temporary employees on the five adopted priority areas – movements and postures, personal protective equipment, addictions, commuting accidents and carcinogenic, mutagenic and reprotoxic agents;
- promoting and organising the collection of communication files in partnership with agencies and user enterprises by signing a charter of good practice;
- optimising the medical monitoring of employees in user enterprises in the building and public works sector by training the region's occupational physicians in the specific health and safety issues in that sector, which employs 15% of all temporary workers.

In addition, the industry-wide agreement on the health and safety of temporary employees, which was signed on 26 September 2002 and is currently being renegotiated by the social partners, is designed to foster the development of occupational risk prevention with a view to protecting the health and ensuring the safety of both permanent and temporary employees of temporary employment agencies. These agencies are in a special situation with regard to the general safety obligation in that some of their employees – the temps – engage in their occupational activity under the responsibility of another enterprise – the user company – to which they are seconded. As a result, when the obligations of temporary employment agencies are defined, a distinction must be made between two categories of employees:

- In the case of the agency's permanent staff, it is up to the agency to ensure compliance with the legal and regulatory provisions governing the protection of their health and safety.

- In the case of the temps, the provisions of Article 1251-21 of the Labour Code specify that it is a matter for the user company to take the necessary measures to protect their health and ensure their safety. The signatory organisations stress that temporary employees must enjoy, from the first day of their placement, the same health and safety protection that is afforded to the other employees of the user company.

Following the completion of a three-year prevention programme, the National Joint Committee on Occupational Health and Safety (CPNSST) identified, on the basis of occupational accident and disease statistics, the industries and occupations in which temporary workers were at risk of serious and fatal accidents, of accidents entailing more than three months' absence from work and of occupational diseases. The same CPNSST also developed tools intended for all temporary employment agencies, such as a safety booklet for issuing to temps, a multimedia awareness-raising package for occupational risk prevention in the building trade, an end-of-placement assessment form and a 'spot the hazards' worksheet.

The temporary employment services sector also concluded national partnership charters with the building, public works and concrete sector with a view to mainstreaming occupational risk prevention at every stage in the placing of temporary staff. Joint initiatives have been undertaken with the various established prevention structures, such as the temporary employment agencies' committees on health, safety and working conditions, the National Technical Committees, the CNAM, the INRS, the OPPBTP and ANACT, in order to establish sustainable and efficient concrete measures.¹⁰¹

¹⁰¹ National Implementation Report 2013, Section II, Directive 91/383/EEC (EN) p.76 to 77

7 MAPPING QUESTION 7: SMEs AND MICRO-ALL TYPES OF ESTABLISHMENTS

This question focuses on the identification of measures adopted by Member States in order to assist SMEs and micro-All types of establishments in the implementation of OSH requirements. Measures provided by other actors, such as social partners, are not included. The concept of ‘measures’ is considered as covering national legislation and soft measures, i.e. incentives. Other measures such as guidance are included in section 4.

Three elements should be checked for each Directive:

- Exemptions: are there thresholds of number of workers to be exempted from certain key requirements? If so, what are the thresholds? To what requirements does it apply?
- Lighter regime: are certain norms/ regulatory standards provided by law differentiated for SMEs?
- Incentives: have financial measures/tax reductions been adopted to support SMEs?

The results are summarised in Table 7-1 and then detailed in Table 7-2. It should be taken into account that the SME measures laid down in the national legislation transposing the Framework Directive are equally applicable to all of the transpositions of the other OSH individual Directives.

The national Occupational Health Plan 2010-2014 hinges the development of 2014-2014 OHS measures on risks preventions with focus on micro and small enterprises (headline 3). Objectives 7, 8 and 9 recommend to further assisting VSEs in implementing OHS practices and developing OSH culture through the diffusion of support tools for improving risk assessment and management practices, enhancing prevention of occupational risks and further promoting social dialogue. These recommendations are deployed at regional levels and further developed within the regional Occupational Health Plan.

The measures in place targeting SMEs and micro enterprises are financial incentives.

Table 7- 1 Overview of measures targeting SMEs and micro-All types of establishments

	Exemptions	Lighter regime	Incentives
Directive 89/391/EEC (FW)			
	✓	-	✓
Directive 89/654/EEC (workplace)			
	-	-	-
Directive 2009/104/EC (work equipment)			
	-	-	✓
Council Directive 89/656/EEC (PPE)			
	-	-	-
Council Directive 92/58/EEC (OSH signs)			
	-	-	-
Directive 1999/92/EC (ATEX)			
	-	-	-
Council Directive 90/269/EEC (manual handling of loads)			
	-	-	-
Council Directive 90/270/EEC (display screen equipment)			
	-	-	-
Directive 2002/44/EC (vibration)			
	-	-	-
Directive 2003/10/EC (noise)			
	-	-	-
Directive 2004/40/EC (electromagnetic fields)			
	N/A	N/A	N/A
Directive 2006/25/EC (artificial optical radiation)			

	Exemptions	Lighter regime	Incentives
	-	-	-
Directive 2004/37/EC (carcinogens or mutagens)			
	-	-	-
Directive 98/24/EC (chemical agents)			
	-	-	-
Directive 2009/148/EC (asbestos)			
	-	-	-
Directive 2000/54/EC (biological agents)			
	-	-	-
Council Directive 92/57/EEC (temporary or mobile construction sites)			
	-	-	-
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
	-	-	-
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			
	-	-	-
Council Directive 92/29/EEC (medical treatment on board vessels)			
	-	-	-
Council Directive 93/103/EC (work on board fishing vessels)			
	-	-	-
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
	-	-	-
Council Directive 91/383/EEC42 (temporary workers)			
	-	-	-
Council Directive 94/33/EC (young people at work)			
	-	-	-

Table 7- 2 Description of measures targeting SMEs and micro-All types of establishments

	Exemptions	Lighter regime	Incentives
Directive 89/391/EEC (FW)			
	<ul style="list-style-type: none"> - Enterprises with less than 11 workers. No obligation to elect a worker representative - From 11 to 49 workers. Obligation to elect workers representatives (Art. L2312-1 of the Labour Code) - From 50 workers obligation to create a joint hygiene and safety committee (Art. L4611-1 of the Labour Code) and elect workers representatives 	-	<p>FACT – <i>Fond d'amélioration des conditions de travail</i> [Fund for Improving Working Conditions] which supports the modernisation of enterprises in order to improve working conditions (focus on VSMEs and PME)</p> <p>AFS - <i>Aide Financière Simplifiée</i> [Simplified Financial Support] to help PMEs (with less than 50 workers) implement risk prevention measures</p> <p>CNOP – <i>Conventions Nationales d'Objectifs de Prévention/ Contrat de Prévention</i> [National Agreement of Prevention Objectives / Agreement of Prevention] which provide financial support at national and local level to help enterprises</p>

	Exemptions	Lighter regime	Incentives
			(with less than 200 workers) implement preventive measures. Financial support provided by the SAMETH, AGEFIPH, MSA or OETH to maintain workers with disabilities at work (training, workplace arrangement)
Directive 89/654/EEC (workplace)			
	-	-	-
Directive 2009/104/EC (work equipment)			
	-	-	Financial support of the OPPBTP for the PMEs of the building and public work sectors (with less than 150 workers) to purchase equipment for reducing work hardness
Council Directive 89/656/EEC (PPE)			
	-	-	-
Council Directive 92/58/EEC (OSH signs)			
	-	-	-
Directive 1999/92/EC (ATEX)			
	-	-	-
Council Directive 90/269/EEC (manual handling of loads)			
	-	-	-
Council Directive 90/270/EEC (display screen equipment)			
	-	-	-
Directive 2002/44/EC (vibration)			
	-	-	-
Directive 2003/10/EC (noise)			
	-	-	-
Directive 2004/40/EC (electromagnetic fields)			
	-	-	-
Directive 2006/25/EC (artificial optical radiation)			
	-	-	-
Directive 2004/37/EC (carcinogens or mutagens)			
	-	-	-
Directive 98/24/EC (chemical agents)			
	-	-	-
Directive 2009/148/EC (asbestos)			
	-	-	-
Directive 2000/54/EC (biological agents)			
	-	-	-
Council Directive 92/57/EEC (temporary or mobile construction sites)			
	-	-	-
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
	-	-	-
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			
	-	-	-
Council Directive 92/29/EEC (medical treatment on board vessels)			
	-	-	-
Council Directive 93/103/EC (work on board fishing vessels)			
	-	-	-
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
	-	-	-

	<i>Exemptions</i>	<i>Lighter regime</i>	<i>Incentives</i>
Council Directive 91/383/EEC42 (temporary workers)	-	-	-
Council Directive 94/33/EC (young people at work)	-	-	-

As quoted in the NIR, the main instrument of public policy to support SMEs and micro-enterprises is the Occupational Health Plan, in which priority area 3 is devoted to encouraging risk-prevention initiatives in enterprises, particularly in SMEs and micro-enterprises. More specifically, objective 7 of that priority area is to raise awareness of occupational risks among occupational groups, enterprises and employees, thereby enhancing the ability of micro-enterprises and SMEs to engage in activities designed to improve working conditions. This is one of the most effective means of multiplying the number of prevention initiatives in places of work.¹⁰²

Numerous information and awareness-raising measures have been taken by the various national and regional organisations that operate in the field of occupational risk prevention. The Internet has become an important channel for the communication of public information. The Internet presence of the administrative authorities includes the websites <http://travail-emploi.gouv.fr> and <http://www.travaillier-mieux.gouv.fr/>. There are likewise many sites hosted by employers' and employees' organisations and by prevention bodies, such as the website of the National Research and Safety Institute INRS which can be consulted by SMEs and micro-enterprises.

In fact, both the social partners and the prevention bodies are contributing to the spread of knowledge about OHS Regulations, thereby reinforcing risk prevention in SMEs and micro-enterprises. For example, in 2009 the INRS launched a reflection process on the adaptation of prevention approaches to the needs of small businesses and devoted studies to small businesses, presenting a prototype software tool for the layout of bakery premises. In addition, several sectoral guides are elaborated by the INRS, other bodies and employer federations. Similarly, ANACT, the National Agency for the Improvement of Working Conditions, engages in diagnostic and consultancy activities in enterprises, conducting studies and publishing analytical reports. Information is also disseminated through channels such as regular publications and specialised brochures, such as the INRS brochure on workplace design, which reproduces all of the pertinent regulatory instruments and official circulars.

In terms of financial assistance to companies, mechanisms exist for this purpose, such as the Fund for the Improvement of Working Conditions (FACT), which is a type of aid that can be awarded in the form of a public grant to enterprises and establishments with fewer than 250 employees that devise and implement measures which serve to improve working conditions and contribute to better prevention of occupational risks.¹⁰³

National target agreements can be concluded between the CNAMTS and business organisations or the Central Office of the Agricultural Social Insurance Fund and the farmers' and farmworkers' unions. When a national agreement on prevention targets is concluded, any company affiliated to the signatory organisation which has fewer than 200 employees may conclude a prevention contract with the regional social insurance fund. This contract enables the company to benefit from financial assistance for the implementation of projects designed to improve health and safety at work. One of the declared objectives of most national agreements relates to improvements in the safe use of machinery and work equipment and in the conditions governing their operation. When such an objective is translated into the terms of a prevention contract with an individual company, it means that the company can benefit from an advance enabling it to fund a project that includes measures linked to the safety of work equipment. If the company meets all of its commitments, it retains such advances, which are converted

¹⁰² National Implementation Report 2013, Section II, Directive 89/391/EEC (EN) p. 35

¹⁰³ National Implementation Report 2013, Section II, Directive 89/654/EEC (EN) p. 42-43

into grants. For businesses with fewer than 50 employees, or fewer than 11 in the case of agricultural businesses, the funds offer a simplified financial aid mechanism adapted to the operation and management of small businesses for the pursuit of priority prevention objectives, which are defined on a regional or, in the case of agriculture, on a national basis. The purpose of this assistance is to help businesses in a particular trade to raise the level of prevention of a specific risk. Capped at €25 000 – or €3 000 in the agricultural sector – they may, for example, target investments in equipment. Another type of aid, awarded in the form of grants or loans and capped at €23 000, may be granted to agricultural businesses by one of the Agricultural Social Insurance Funds or by their central body if the business has made real progress in improving its health and safety arrangements and mechanisms.

In the realm of building and public works, the Industry Body for Risk Prevention in the Building and Public Works Sector (OPPBTP) offers a specific grant for companies with fewer than 150 employees on the condition that the subsidised machinery or equipment will serve to reduce risk factors associated with strenuous work. This grant can cover work equipment, particularly items for handling heavy loads, such as winches, hoists and ladder lifts. The amount of this grant ranges from €1 000 to €5 000. Businesses with fewer than 20 employees taking part in an Adapt-métiers scheme – an advisory initiative that helps businesses to think about risks, chiefly the risk of musculoskeletal disorders (MSDs) associated with the pursuit of a number of occupations - benefit from a 20% top-up, which increases the maximum grant to €6 000.¹⁰⁴

¹⁰⁴ National Implementation Report 2013, Section II, Directive 2009/104/EC (EN) p. 48-49

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- Activity Report CNAMTS (2010-2012)
- Activity Report MSA
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- National implementation report of France on the implementation of European OSH Directives (2013)
- Report on the evolution of maritime accidents (2007-2010)

Relevant French OSH stakeholders:

- ANACT - www.anact.fr
The ANACT contributes to transfer knowledge on OHS through its editions “Agir Sur” [Act on] and bi-monthly publication “travail et changement” [work and change]
- CNAMTS - <http://www.ameli.fr/l-assurance-maladie/statistiques-et-publications/index.php>
The CNAMTS and regional CARSAT promote OHS through the publication of brochures and notes targeting the enterprises.
- DARES - Several surveys are conducted at National Level on OHS such as “Summer 2010” followed up by the DARES (covering both public and private sectors) and aiming at measuring exposure of workers to specific risks arising from work.
- DGT - The French Ministry of Labour, Employment and health publishes a series of guidance documents and information on OHS on a dedicated website <http://www.travailler-mieux.gouv.fr/Outils-et-Publications.html> . This website addresses also emerging risks and work hardness.
- INRS - The INRS contributes to foster an online platform gathering and making available all information related to Occupational Health and Safety, including targeted approaches to risk assessment and prevention. www.inrs.fr . It proposes also relevant publications for the Joint Hygiene and Safety Committees such as “travail et sécurité” [work and Safety], other editions for hygiene and safety engineers and technicians such as “cahiers de notes documentaires” [briefing notes] and some documents for health services such as “Références et santé au travail” [References and Health at work].
- MSA - <http://referentes-sante-securite.msa.fr/>
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institution and territorial branches. One of its mission is to promote risk prevention¹⁰⁵ in the field of occupational health.

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- “Cancers professionnels : des clés pour agir” [Professional cancers: keys to taking action], Association pour la recherche contre le cancer,
- “La substitution des agents chimiques dangereux” [Substitution of dangerous chemical agents], ED 6004, INRS, 2011
- “Poussières de bois, l'ennemi invisible” [Wood dust: the invisible enemy], Carsat Pays de la Loire et l'Union Nationale des Artisans des Métiers de l'Ameublement, 2013
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- “Amiante : l’essentiel” [Asbestos : the essentials], INRS, DW 06, 2009
- “Entreprises qualifiées pour le retrait et le confinement de l’amiante” [Entreprises qualified to remove and confine asbestos], INRS, DW 12, 2009
- “Fiches Métiers du Médecin du travail, Amiante Section 3” [Work medicine practical fiches : Asbestos Section 3], DTE 154, CRAMIF, Septembre 2012
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Council Directive 92/57/EEC (temporary or mobile construction sites)

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- “Adapter les modes opératoires aux contraintes spécifiques des sites” [Adapting modus operandi to construction site specificities], Chantiers BTP, juin 2002, N°42, 2002
- “Ascenseur de chantier” [Work Site elevators], Fiche prévention, C3 F 04 11, OPPBTP, 2011
- “Basculement d'une grue mobile, fiche accident” [Tipping over of a mobile crane – Accident notice], Cahier pratique BTP, janvier 2008, N°103, 2008
- “Des solutions sur mesure pour chaque chantier” [Customised solutions for building sites], Prévention BTP, Novembre 2005, N°79, 2005
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- “Eléments préfabriqués” [Prefabricated elements], Prévention BTP, Octobre 2006, N°89, 2006
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- “Les gardes-corps provisoires de chantier en rive de dale” [Guard rails in work sites], Fiche prévention B1 F 01 09, OPPBTP, 2009
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- “Transport de charpentes légères, Fiche Prévention” [Transporting light weight frameworks], E7 F 01 10, OPPBTP 2010
- “Travaux effectués dans un établissement par une entreprise extérieure” [Works executed in situ by an outside contractor], Fiche prévention, A4 F 08 13, OPPBTP, 2013

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- Initiative and webdossier “Santé et sécurité” [Health and safety commitment], UNICEM
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- “Sécurité et conditions de travail à bord des navires de moins de 15 mètres : les outils disponibles d’aide et de conseils” [Security and conditions of work on naval vessels of less than 15 mètres : available help and advice tools], Le Roy, Y., Les journées de médecine maritime 2012 - Marseille

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- “Grossesse et champs électromagnétiques” [Pregnancy and electromagnetic fields] , INRS, ED 4216, 2011
- “Bruit et grossesse : il faudrait aussi protéger le fœtus” [Noise and pregnancy: foetus shall also be protected], Le Concours Médical, Tome 133, N° 7 (2011) 556-557, INRS
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- “Accueil et formation à la sécurité des nouveaux arrivants” [Welcoming and training new hires to security], Fiche Prévention, A7 F 01 12, OPPBTP, 2012
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- “L’employeur et les nouveaux embauchés” [Employers and new hires], Fiches droit, Cahier pratique Prévention BTP, Avril 2009, N°117, 2009
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Directive 94/33/EC (young people at work)

- “Accompagner le travail des jeunes” [Accompanying young people’s work], Travail et changement, n°342, mars/avril 2012, ANACT, 2012
- “Apprentis et stagiaires : les obligations de sécurité - Droit en pratique” [Apprentices and trainees: safety obligations], Travail et sécurité, n°664, juillet-août 2006
- “Jeunes au travail. Débute en sécurité” [Young people at work: start safe], Travail et sécurité, n°666, INRS, octobre 2006
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- “Les enfants du spectacle : un suivi médical du travail particulier” [Entertainment children: a specific medical follow-up of work], Références en santé au travail, TP 2014, INRS, 2012
- “Les jeunes travailleurs Droit en pratique” [Young workers: rules in practice], Travail et sécurité, n°640, INRS, mai 2004
- « Travail saisonnier: 15 conseils pour bosser cet été” [Seasonal work: 15 advices to work this summer], Association JOC, 2011
- Webdossier “Accueillir et intégrer un nouveau embauché” [Welcoming and integrating a new worker], DW01, INRS, 2009
- Web dossier “Protection de la santé des jeunes taravilleurs” [Health protection of young workers], Travailler-mieux.gouv.fr, Ministry of Labour

ANNEX II – INTERVIEWS

How many interviews...	... in total		... with national authorities		... with labour inspectorates		... with workers' representatives		... with employers' representatives		... with research institutes, academia, OSH professional bodies, etc.	
	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed
FR	25	18	9	6	2 ¹⁰⁶	1	4	1	7	6	4	4

This table details all the interviews that were completed with French stakeholders, and includes as well the number of stakeholders contacted for these interviews. A further distinction is made on the basis of the category of stakeholders.

It should be noted that this study was conducted at the same time as a heated debate on a major reform of working conditions on the hardship of work. This reform has mobilised all the attention and resources of key actors: government, employers' federations and trade unions and explains the low rate of return (for government central authorities and trade unions) compared to expectations despite a stated willingness, especially expressed by the government, to give more feedback. This reform also exacerbates tensions between OHS stakeholders, particularly from the point of view of trade unions which were very few to wish to express their opinions. Five main trade unions (members of COCT's technical committees) were consulted, only one gave its position. Another trade union not represented at the COCT was contacted as well but they did not reply positively to the request for interview. In addition one of the organism classified as other is a bipartite body (with both employers and workers representatives).

¹⁰⁶ Contact has been made at national level to be forwarded at regional level to the different inspectorates. There was no feedback despite repeated requests.