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- * FEES Symposium in GfA Congress
- * Munich 14th March 2014

the resources for the debate

France: Ergonomics challenges

- * The annual SELF congresses ;
 - * 2010 : reliability, resilience and adaptation,
 - * 2011 : ergonomics at the crossing of risks ;
 - * 2012 : innovation and work ;
 - * 2013 : Ergonomics and society.
 - * 2014 : Ergonomics and development for all.

- * The SELF news bulletin and the SELF public standpoints;
- * The journals relevant for the French speaking ergonomics
- * Books, such as those issued for the last SELF Congress for the 50th anniversary of our society :
 - * Happiness at work
 - * Ergonomics –Work – Design - Health
- * The ergonomists' professional practices, that we may understand through different sources or through our own practice.

The economic and social situation in France

- * **unemployment at a high level and the weakening of the employment : precarious work, short term contracts, temporary workers, part time work**
- * **changes in the companies management**
 - * **appealing to the involvement of the workers**
 - * **reducing delays and staff numbers**
 - * **increasing pressure of the clients**
 - * **development of methods such as the “just in time” or the “lean production”**
- * **new kinds of diseases : psycho-social or musculo-skeletal disorders**
- * **the “old risks” remain**
- * **A new issue : arduousness at work**

The content of the interventions in ergonomics (1)

- * the classical model based on the risk factors identification put in debate by the ergonomists : physical environment, design of the equipment, training, ...
- * in the case of the musculo-skeletal disorders prevention, the biomechanical model (strenght, repetitivity, posture) is considered as insufficient
- * integration in a multi-factorial model :
 - * the managerial practices
 - * the company work organisation :organisational dependence, procedures, margins of manoeuvre inside the work team, ...

The content of the interventions in ergonomics (2)

- * Ergonomists propose to act on the whole determinants : necessity to take into charge the work involvement pathologies
- * the work and its organisation not allows to the workers that kind of involvement
- * the crucial point is to organise spaces for discussion as near as possible to the work units in order to let the workers speech to appear.
- * Places for collective deliberation must allow the consciousness and proposals coming from the staff.
- * The need to articulate in risk prevention :
 - * the “regulated safety” : to anticipate the dangerous situations –which may be foreseen
 - * and the “managed safety” : the knowledge brought by the experience, in real time - the unforeseen

The institutional changes (1)

The field of occupational health and safety

- * **The development of multidisciplinary services for occupational health is in progress with regulations which have redesigned the work medicine : a lever for the ergonomists intervention in the field of OSH.**
- * **A significant number of ergonomists have been hired in the occupational health services**
- * **The organizations have not always been adapted to the new needs of the companies**
- * **New resources to be developed : a global approach based on the analyze of the working situations**
- * **The aknowlegment of the ergonomists as a profession has been decided with the adoption of the collective adreement for OHS services in**

The institutional changes (2): the field of standardization

- * to improve the ergonomists participation in the standardization working groups in the ergonomics field, machinery or PPE
- * organization of the feedback from the field by ergonomics through field studies
- * role of ergonomists to express the users standpoint, to help the representation of the workers interests

The differences among the ergonomists community (1)

Ergonomists meet in different associations, according to their field of intervention, to their institutional position or their practice :

- * ergonomists working inside the companies
- * ergonomists specialised on the issue of handicapped persons
- * ergonomists members of an OHS experts association
- * ergonomists specialized in computer ergonomics
- * consultants ergonomists members of a professional Union
- * young researchers who meet through a network
- * teachers – researchers in ergonomics members of a « college »
- * + various local groups of ergonomists

The differences among the ergonomists community (2)

- * **The development of differentiated ergonomics**
- * **Different theoretical approaches ?**
- * **Different interventions and ways of the practice of ergonomics ?**
- * **What is at stake is mainly :**
 - **the professional recognition**
 - **the ergonomists training**
 - **to take into account these bodies and orientations inside our association**
- * **A challenge linked to the training processes : a risk to make disappear the explicit reference to ergonomics in the name of the masters 2**

Conclusion

France: Ergonomics challenges

- * the topic of our next Congress in 2014 “*ergonomics and development for all*”
- * to allow jointly the development of the persons and the development of the organization.
- * What is at stake : to set up of “*enabling environments*” which allow to develop the activity in all its aspects : physical, cognitional, social ... to reach the aim of a sustainable work
- * The idea of universality at work under development : the universal design, the accessibility for all, the adaptation of the work to the diversity of the working populations
- * An issue for today :
 - * how to hold together diversity and performance, diversity and health
 - * how to develop the resource that is work in order to link the persons, and the different challenges of the society : economical, social, moral and cultural...