

6 KEYS TO UNDERSTAND PSYCHOSOCIAL RISKS AT WORK

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1. Is there a definition of psychosocial risks ?

Despite they have an important place in French labor law,
there is no legal definition of psychosocial risks.

However, some texts
refer to it.

French Labor Code - Art. L. 4121-1:

« The employer shall take the appropriate measures to ensure workers safety and protect their physical **and mental health** ».

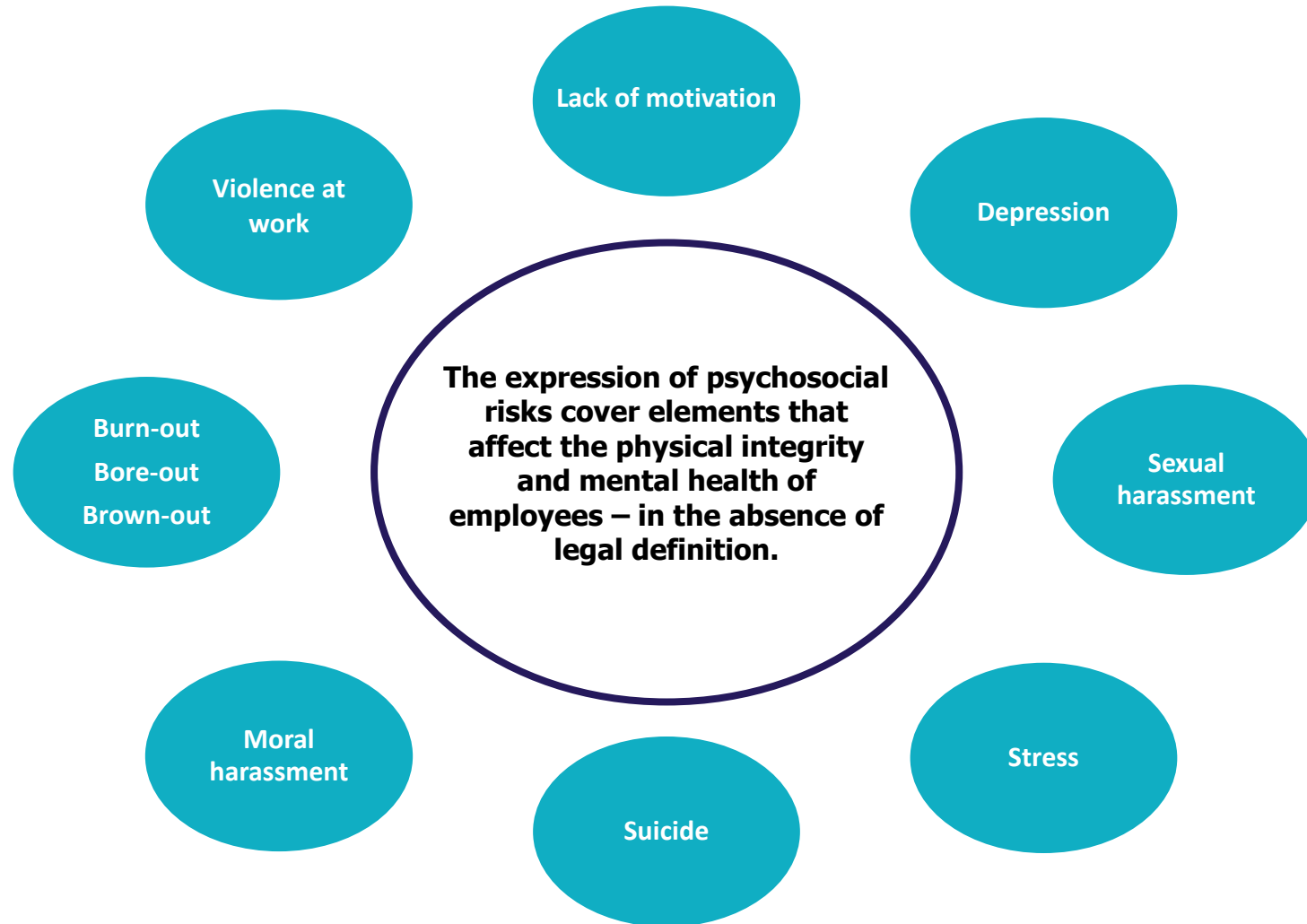
French Social Security Code
Art. L. 461-1 :

« Mental pathologies can be recognized as **work-related diseases** ».

Some psychosocial risks are subject to a special legal regime, such as **moral harassment** and **sexual harassment** :

French Labor Code
Art. L. 1152-1 and L. 1153-1.

2. What are psychosocial risks ?



3. What are the risk factors?



4. What are the impacts of psychosocial risks ?

Impact on physical and mental health of employees (depression, burn-out, stress)

Risks of work accidents

Absenteeism and turnover

Low employee productivity

Deterioration of industrial relations climate

Impact on the company's reputation

5. What is the role of the employer ?



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IDENTIFY THE RISK FACTORS

Employers can find much of the information they need to identify risks from :

STEP 1

- Feedbacks of employees.
- Analysis of risk assessment.
- Annual report of the occupational health doctor.
- Surveys sent to the company's employees concerning their working conditions.
- Meeting minutes of the work councils.
- The Social and Economic Database (number of departures from the company, number of accidents at work...).

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EVALUATE THE RISKS

The assessment of psychosocial risks must be included in the Professional Risk Document

STEP 2

This document is mandatory in all companies.

It consists in making an inventory of the risks identified in each work unit of the company (physical, psychological and environmental risks).

The Work Council must be consulted on this document.

This document is made available to employees, Work Council, occupational health doctor...

This document is updated at least once a year, when any major decision is taken to change working conditions and when information related to the assessment of risks is brought to the employer attention.

5. What is the role of the employer ?

IMPLEMENT A PLAN TO PREVENT PSYCHOSOCIAL RISKS

The objective is to eliminate or to control psychosocial risk factors in order to reduce their impact on employees, as for example :



6. Psychosocial risks, sanitary crisis and telework

In France, **50%** of companies experienced **sick leave due to psychosocial risks** in 2020.

Telework can generate **psychosocial risks** for employees (social isolation, lack of motivation, burn-out).



Do not hesitate to set out a clear framework for telework in an agreement or charter :
right to disconnect, regular reviews with managers, working hours...