

**Débats d'EUROGIP 2017**

**Thursday 2 March**

**Paris (France)**

**Health and safety at work,  
a performance lever for  
the company**



## **European conference**

### **Programme Contributors' profile**

Conference organized by EUROGIP

[www.eurogip.fr](http://www.eurogip.fr)





## ISSUE OF THE 2017 CONFERENCE

Often seen as a constraint and a financial burden, occupational safety and health (OSH) nevertheless can be highly profitable for the company. This aspect will be at the heart of the 2017 EUROGIP Discussions, "Les Débats d'EUROGIP".

## OBJECTIVE OF THE CONFERENCE

Since 2003, EUROGIP has organized an annual conference on a theme related to the prevention of occupational risks or insurance against occupational injuries in Europe.

The objective of the EUROGIP Discussions is to promote the exchange of information and good practices among participants at European level.

The EUROGIP Discussions are organised in the form of round tables at the end of which, time is devoted to questions and answers between the speakers and the participants.

**Enjoy the conference!**

**Please do not hesitate to send your remarks and suggestions at [eurogip@eurogip.fr](mailto:eurogip@eurogip.fr)**

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## **PROGRAMME**

### **9.00 Opening of the EUROGIP Discussions**

Patrick Néron, Chairman of EUROGIP's Board

#### **Introduction to the Discussions - What link between OSH and performance?**

**Roxane Duret**, Doctor in Sciences Management, Health-Safety-Environment Director for France, JCDecaux Group

**Marc Lassagne**, Senior Lecturer in Management Science at the Ecole Nationale Supérieure des Arts et Métiers (ENSAM), Director of the Specialized Master in Global Risk Management

**Christian Trontin**, Economist, National Research and safety Institute for prevention of occupational injuries (INRS)

#### **Economic impact of OSH: international and European analyses**

**Christian Felten**, Secretary General, International Section on Prevention in Transportation, International Social Security Association (ISSA)

**Nicolas Echarti**, International relations, German Social Accident Insurance (DGUV)

**Juliet Hassard**, Senior Lecturer in Occupational Health Psychology, Department of Psychology, Nottingham Trent University

**Dietmar Elsler**, Project Manager, Prevention and Research unit, EU-OSHA

**Joël Poix**, Responsible for Prevention and performance mission, Organisme professionnel de prévention du bâtiment et des travaux publics (OPPBTP)

### **Lunch on the spot**

## Feedback: testimonials from companies and OSH experts

### Tonnellerie DARNAJOU Testimonials

**David Le Glanaër**, Associate, SYD CONSEIL

**Marius Šereiva**, Specialist in OSH, Statga

**François Hutteau**, Operational Excellence Expert, Allergan and **Luc Thomasset**, Ergonomist, OSH expert, Caisse d'assurance retraite et de la santé au travail (CARSAT) Rhône-Alpes

**Christian Mostosi**, Occupational Doctor, Interentreprises services Centre (CESI) and **Jean-François Stéphanne**, OSH Adviser, Brussels Airport Sud Charleroi

### Point of view and orientations of European social partners

**Esther Lynch**, Confederal Secretary, European Trade Union Confederation (ETUC)

**Jean-Louis Marchand**, President, European Construction Industry Federation (FIEC)

**Rebekah Smith**, Senior Adviser, Social Affairs Department, BUSINESSEUROPE

**Ulrik Spannow**, OSH Policy Advisor, President of the OSH coordination group, European Federation of Building and Woodworkers (EFBWW)

### Conclusion

**Marine Jeantet**, Director, Occupational risks Department, Caisse nationale de l'assurance maladie des travailleurs salariés (CNAMTS)

**Gregor Doepke**, Director of Corporate Communications, Chief Press Officer, German Social Accident Insurance DGUV

## 17.00 End of the Discussions

The conference will be moderated by **Régis de Closets**, journalist

## CONTRIBUTORS' PROFILE

(alphabetical order)



**Gregor Doepke, German Social Accident Insurance (DGUV)**

Since 2007, Gregor Doepke has been Director of Communications at DGUV (*Deutsche Gesetzliche Unfallversicherung*). DGUV was created as a result of the merger of HVBG, the Federation of the German accident insurance funds for industry and craft trades, and the

Federation of the accident insurance funds for the public sector. Gregor joined HVBG in 1994 and became Head of Institutional Communications in 1998. He has also been a member of the Board of Directors of the German association for safety, health and work environment since 2003. Gregor is also serving in the Curatorium of the German sport federation for the disabled. From 1991 to 1994, he was project manager at the European Commission in Luxembourg.



**Roxane Duret, Groupe JCDecaux**

After graduating in Building and Civil Engineering (ESTP Paris) and obtaining a Research Master's degree in Risk Management (Master SDMR, GRID, Arts et Métiers Paris Tech), Roxane Duret started to work in a big group of the construction industry in 2007, first as a prevention engineer, then as Director of the

Environment, Health and Safety (EHS) Department of a group entity. At the same time, she began a PhD in Management Sciences at the IAE de Paris (Sorbonne Business School) in research-intervention. Roxane joined the Groupe JCDecaux in 2015 as EHS Director for France and submitted her thesis in November 2016. Her research focused on the study of the institutionalisation of health and safety risks by an organisation. Through the examination of the case of the construction industry, she uses in particular the social representations theory of the risk to propose a decision support model for prevention strategies.



**Nicolas Echarti, German Social Accident Insurance (DGUV)**

At present, Nicolas Echarti is a Research Associate in International Relations at the German Social Accident Insurance DGUV (*Deutsche Gesetzliche Unfallversicherung*). His current research projects are a study with the International Social Security Association (ISSA) on return on work reintegration

(which will be presented at the conference) and a dissertation project on labour market effects of return to work. Before joining DGUV, Nicolas worked at the *Gesellschaft für Internationale Zusammenarbeit (GIZ)* as internship. Nicolas is an economist with a Master's degree in Public Policy and Human Development with a specialization in Social Protection Policy Design and Financing (developed by ILO) and Bachelor of Science in International Economics and Business Economics (Maastricht University). Nicolas likes playing basketball and watching political cabaret!



**Dietmar Elsler, EU-OSHA**

Dr. Dietmar Elsler has worked in health and safety for more than 20 years. At present he is working as a project manager at the European Agency for Safety and Health at Work (EU-OSHA), Bilbao (Spain). Dietmar is responsible for projects on economic aspects of occupational safety, such as the cost of accidents and

ill-health to society, cost-benefit analysis of health and safety interventions or how to create economic incentives for better working conditions. Further he coordinates the good practice exchange programme for EU-OSHA campaign partners, i.e. international companies (e.g. Toyota, Siemens, Generali), social partners and professional organisations, who support the EU-OSHA healthy workplaces campaigns. Dietmar has worked in health and safety since 1996. Before joining the European Agency in 2006 he was a project manager at BAuA (Federal OSH Institute of Germany), first in the International Affairs unit in Dortmund and then in the Strategy unit in Berlin.



**Christian Felten, BG Verkehr - International Social Security Association (ISSA)**

Dr. Christian Felten is Head of the Occupational Health and Industrial Hygiene Department within the Prevention Division of the *BG Verkehr*, the German Social Accident Insurance Institution for Commercial Transport, Postal Logistics and

Telecommunication. He is an expert on the prevention of occupational injuries. He is the leader of the Working Group on the International Occupational

Diseases Guidelines of the ISSA. As Secretary General of the International Section on Prevention in Transportation of the Association he promotes and supports the global exchange of expertise on the subject of occupational safety and health in transportation.



**Juliet Hassard, Nottingham Trent University**

Dr Juliet Hassard is a Senior Lecturer in Occupational Health Psychology in the School of Psychology at Nottingham Trent University (Great Britain). Prior to this post she was Deputy Director of the Centre for Sustainable Working Life at Birkbeck University of London. Dr Hassard obtained her PhD in Applied Psychology from the University of Nottingham in 2013. Her research area is focused on examining the impact of work and organisational factors on employee and organisational health; with a concentrated interest in understanding such relationships within the context of sustainability. She has conducted research for the European Agency for Safety and Health at Work (EU-OSHA), the European Commission, the British Health and Safety Executive and the British Economic and Social Research Council. Juliet has a developing publication track record in the field of Occupational Health Psychology with over 40 published works, including peer-reviewed articles (e.g., *Journal of Occupational Health Psychology*, *Health Promotion International*, *Occupational Medicine*), research reports, book chapters, edited books and online peer-reviewed articles for the EU-OSHA's knowledge exchange and best practice networking e-platform ([www.OSHwiki.eu](http://www.OSHwiki.eu)); and has presented her research at some of the most prestigious conferences in the field of psychology and occupational health. Dr Hassard has been an invited speaker for many professional training workshops, and provided consultancy within Industry on issues surrounding work and wellbeing.



**François Hutteau, Allergan Group**

**Luc Thomasset, Caisse d'assurance retraite et de la santé au travail (CARSAT) Rhône-Alpes**

In order to prevent psychosocial risks and musculoskeletal disorders in particular in companies, the CARSAT (Pension and Occupational Health Insurance fund) for the Rhône-Alpes region and its partners have been acting for more than ten years on the organizational levers. This work led to develop a new approach reconciling health and global



performance. Thus, to improve occupational health via the transformation of work situations, the CARSAT has developed a prevention strategy structured around three approaches: "Risk", "Organisation of prevention" and "Health & performance". The latter is the purpose of the innovative partnership project ELENCE carried out in the Auvergne-Rhône-Alpes region with the support of the CNAMTS (National health insurance fund for employees). Its aim is to put the human being at the centre of the development and operation of companies. Its deployment implies the involvement of institutional partners (State, Region, CARSAT, ARACT - Regional association for the improvement of working conditions) and private ones (Thesame, Ecam-Agera, etc.), the commitment of branches and professional sectors and finally the skill improvement of resource networks (higher education, continuing education, consultants). Simultaneously, the Pringy site of the pharmaceutical group Allergan tests this concept in its own way by developing a lean approach based on a synergy between performance and well-being at work. François Hutteau, operational excellence expert at Allergan and Luc Thomasset, OSH expert and ergonomist at the CARSAT for the Rhône-Alpes region and co-initiator of the ELENCE project, will share their experience.



**Marine Jeantet, Caisse nationale de l'assurance maladie des travailleurs salariés (CNAMTS)**

Marine Jeantet is a specialist public health doctor who started her career in 2002 with the French Agency for Healthcare Products (Afssaps) before joining the Agricultural Social Insurance Mutual Benefit Fund (CCMSA) as an expert for drugs and medical devices. In 2007, she joined the Social Security Directorate (DSS) as assistant to the Deputy Director for financing the health care system, notably taking charge of establishing and monitoring the national health insurance spending target (ONDAM), and coordinating the health insurance part of the draft of the Social Security Financing Act (PLFSS). In 2010, she became a medical adviser to the Social Security Director and worked on subjects such as the modernization of the health care offering and experimenting new systems of remuneration for health care professionals in health care homes, hubs and centres. In 2011, she joined the Inspectorate General of Social Affairs (IGAS) and carried out various assignments, chiefly in the field of health care and social welfare. In early 2015, Marine joined the French national health insurance fund for employees (CNAMTS) as Occupational Risk Director.



**Marc Lassagne, École nationale supérieure d'arts et métiers (ENSAM)**

Marc Lassagne is graduated from Sciences Po Paris (Public Service section) and from University of Paris I-Panthéon Sorbonne (Economics). He is a graduate of the École normale supérieure de Cachan, laureate of the "agrégation" in economics-management and Doctor in Management Science. At ENSAM, he teaches courses on risk management, decision analysis, strategic management, corporate social responsibility and epistemology. He is in charge of the Research Master's degree speciality "Sciences de la décision et management des risques" and of the specialized Master's degree "Management global des risques", ranked for several years as the best French training course on risk management by the SMBG independent consulting firm. Marc is co-leader of the research team "risques et organisations" which involves ENSAM, the École normale supérieure de Rennes and the IAE de Paris within the Research Group in management and organisation (GREGOR) of the IAE de Paris. His work focuses on industrial risk management, health and safety at work and more generally on the inclusion of uncertainty in management processes, a field which may have applications in various areas ranging from human resources management to logistics. Marc worked in France and in the United States with companies such as le Bureau Veritas, EDF, Bouygues, Liebherr, L'Air Liquide, etc. Apart from his publications in academic journals, he is notably the co-author of a reference work on the social cost of occupational stress published in 2012.



**David Le Glanaër, SYD CONSEIL**

Co-founded in 1999 by David Le Glanaër, SYD Conseil works today in the field of the acceleration of the digital transformation of companies (ERP, CRM, counselling, infrastructures, outsourcing). David is also national delegate of prospective within the Centre des jeunes dirigeants d'entreprises (CJD - Centre for young business leaders). He is a speaker, a trend analyst and also the initiator of the label TomorrowTogether. For this prospective approach to be global, he shares it with customers, prospects, institutions and collectivities in order to get it across, to validate and enrich it. The themes of the conferences organised concern societal transformations, technological change and their impact on corporate strategies, the evolution of organisations.



**Esther Lynch, European Trade Union Confederation (ETUC)**

Irish/English, Esther Lynch was elected as ETUC Confederal Secretary at the Paris Congress in 2015. She has extensive experience of the trade union movement both in Ireland and at European and international level. Before joining the ETUC, she was the legislation and social affairs officer of the Irish Congress of Trade Unions (ICTU). She represented the ICTU on the Board of the Health and Safety Authority of Ireland, the European Commission's advisory committee on the free movement of workers and in the ILO as well as on ETUC committees and working groups. She is a member of the International Centre for Trade Union Rights. Esther started her trade union career in the 1980s when she was elected as a shop steward. She was political adviser to the Irish Minister for Social Affairs (now Deputy Prime Minister) Joan Burton before moving to the ICTU in 1993. She holds a degree in management and law from Dublin Institute of Technology, and lectures in law at the National University of Ireland in Maynooth. Actively engaged in arts and media, Esther is completing a Master's degree in Media focussing on social media in trade union campaigns.



**Jean-Louis Marchand, European Construction Industry Federation (FIEC)**

Jean-Louis Marchand is a graduate from Ecole Polytechnique and Ecole nationale supérieure des télécommunications. He started his career at the Directorate General of Telecommunications (today Orange), then joined Cochery-Bourdin-Chaussé which became Eurovia, the road transport subsidiary of the Vinci Group, where he was Managing Director and supervised in particular the internationalisation of the company. Jean-Louis is a member of the Board of the National Public Works Federation (FNTP) and he was appointed President of FIEC in June 2016, after serving as Vice-President. FIEC was created in 1905. It has 29 members from 26 European countries (including Turkey).



**Christian Mostosi, Centre de services interentreprises (CESI)**

During his medical studies, Christian Mostosi had only one thing in mind: orthopaedics. However, during his final year, he was convinced by the course in occupational medicine that it was the ideal way to go for him. Occupational physician since 2005, he is mainly interested in the industrial world and toxicology.

Christian also completed training in various fields, particularly in tobacco control and psychotherapy. Around the year 2013, he took the Brussels South Charleroi

Airport (BSCA) in the portfolio of affiliated companies he is in charge of at CESI (Intercompany services centre). BSCA's prevention advisor J.-F. Stéphenne started to get interested in manual handling of loads and ergonomics in the cargo hold of airliners for a number of years. Therefore they began to work in close collaboration to study this workplace which is little known in order to reduce strenuousness for baggage handlers in spite of important constraints. Christian firmly believes that more emphasis should be put on workers' information and training and that the current learning methods should be called into question.



**Patrick Néron, EUROGIP**

Patrick Néron has been a member of the Eurogip Board of Directors for several years, and its chairman since September 2014. He was also a member of the Occupational Injury and Disease Commission for the CFTC trade union (Confédération française des travailleurs chrétiens). Within this Confederation he is the national adviser on "occupational health". Patrick is also a member of the National Technical Committee (CTN) for occupational risk prevention and vice-chairman of the Caisse d'assurance retraite et de la santé au travail (CARSAT: Pension and occupational health insurance fund) for the Midi-Pyrénées region.



**Joël Poix, Organisme professionnel de prévention du bâtiment et des travaux publics (OPPBTP)**

The mission of the French professional agency for risk prevention in building and civil engineering (OPPBTP) is to advise, train and inform companies of the construction sector on the prevention of accidents at work and occupational diseases and improve working conditions. Thanks to its network of 340 members in 18 agencies in France, OPPBTP supports companies in risk-analysis, completion of the single document, implementation of their training plan. Therefore it offers companies services and training courses tailored to their needs and puts various publications, practical tools, tip sheets at their disposal to help them manage prevention. Joël Poix is in charge of the "Prévention et performance" mission. Rather than building a discourse based on its own intuition, OPPBTP is engaged in an extensive work of measure and analysis of the link between economic performance and prevention on a representative panel of building and civil engineering firms. More than 210 cases from a hundred of volunteer companies were thus carefully scrutinised and analysed on



the spot in the light of various criteria. And the result is confirmed year after year: yes, prevention pays off! In practical terms, on average on the basis of the cases analysed, for each euro invested in a preventive measure there is an economic benefit of €2.34.



**Marius Šereiva, Statga**

Born in Lithuania, Marius Šereiva gained a degree in Business Management and Occupational Psychology from Dublin Business School (Ireland) and a postgraduate certificate in Health, Safety and Risk Management from Robert Gordon University (Aberdeen). He has been working as health and safety specialist for UAB “Statga” for nearly a year. UAB “Statga” mission is to ensure safe and healthy work environment for the company’s most valuable assets – employees. As a socially responsible organisation UAB “Statga” understands the importance of occupational health and safety and it is a fundamental part of its business strategy. It is constantly working on improving occupational health and safety by performing risk assessments, complying with legal requirements and standards, providing training and educating employees, monitoring everyday activities and production processes, establishing new risk management goals and accomplishing them. The management of the organisation understood that risk to employee health could not be ignored and effective means to tackle the health and safety problem had to be developed; it noticed that respirators and protective glasses could not provide effective protection to workers. Employees were reluctant to use the PPE provided to them. The management of the organization came to the conclusion that these risks had to be effectively controlled. In order to find a solution to the identified problem it decided to test a variety of protective equipment. In 2011 the tests performed provided the necessary feedback and the decision was made to invest in individual air purifying devices for 42 metalworkers, 36 welders and 6 metal painters. Since 2011 UAB “Statga” has built a new factory and hired approximately 300 employees. It is currently building a second factory which should be fully operational by September 2017.



**Rebekah Smith, BUSINESSEUROPE**

Rebekah Smith is Senior Adviser in the Social Affairs department of BUSINESSEUROPE, with responsibility for Health and Safety, Social Protection and Inclusion and Corporate Social Responsibility. She has been working at BUSINESSEUROPE for nine years and in the field of EU affairs for fifteen years. She

coordinates employer members of the Advisory Committee on Safety and Health, of the Advisory Committee on Coordination of Social Security, and of the board of the EU-OSHA in Bilbao. She is a member of the European Pensions Forum and the CSR Multistakeholder Forum coordination committee, and is responsible for BUSINESSEUROPE's liaison with the EU Social Protection Committee. Previously she was Policy and Communications Manager for a Brussels-based consultancy specialised in assisting UK SME representatives to be active on EU policy, as well as working for the EU Representation office of a UK region. Rebekah has a Master's degree in European Studies and studied at Hull University in the UK and Osnabrück University in Germany.



**Ulrik Spannow, European Federation of Building and Woodworkers (EFBWW)**

Ulrik has a Master's degree in Socioeconomic Planning and a Diploma of Leadership. He has been working as an OHS policy advisor for more than 15 years. Nowadays, he is President of the OHS Co-ordination Group at the EFBWW. This Federation has 72 affiliated unions in 31 countries in the field of the construction industry, the building materials industry, the wood and furniture industry and the forestry industry. Ulrik works in Denmark as a trade union official in BAT, the Danish Federation of Building and Wood Workers, which is a federation of 7 construction trade unions in Denmark. He is a member of the Danish Council of OHS and other OHS committees and networks.



**Jean-François Stéphane, Brussels South Charleroi Airport, Belgium**

Jean-François Stéphane has a Master's degree in Motricity Sciences with a major in Ergonomics (Diploma in Physiotherapy) from the Faculty of Medicine (Motricity Sciences Department) of the Catholic University of Leuven; he also has a Certificate in Disaster Medicine of the Free University of Brussels and a university degree of prevention advisor (Health & Safety - level 1) from the Polytechnic Faculty of Mons. Jean-François was officer (volunteer) firefighter with the regional fire service of the city of Thuin from 1999 to 2007 and logistics manager of the disaster plan at the Fire Department of the Brussels South Charleroi Airport from 2000 to 2008. Since then, he has been in charge of the Health, Safety and Environment Department of this airport. As regards management and research, Jean-François has been manual handling coordinator at the Training institute of

the region of Hainaut in the firefighters and paramedics' Training Department since 2002. As of 2004, he has been supervising the final scientific work with a major in Biomechanics/Ergonomics at the High School of Leuven in the region of Hainaut (HELHa, Motricity Sciences Department). From 2010 to 2013, he conducted a study and research on the assessment of the electromyographic and cinematic activity of the back during the manual handling of luggage in the cargo hold of airliners, and from 2012 to 2014, on the following subject: Does size affect the strategy on manual handling in a kneeling position in a confined space?



**Luc Thomasset, Caisse d'assurance retraite et de la santé au travail (CARSAT) Rhône-Alpes**  
See François Hutteau



**Christian Trontin, Institut national de recherche et de sécurité (INRS)**

Christian Trontin is an economist, head of the laboratory "Gestion et organisation pour la santé et la sécurité au travail" at INRS (National research and safety institute). His work focuses on the economic aspects of occupational risk

prevention. He more particularly worked on the mechanisms of the occupational risk insurance and its incentives (prevention compared to contracts theory), macroeconomic assessment (he is notably the co-author of a work on the cost of occupational stress, published in 2012) as well as microeconomic assessment (cost evaluation of the accident at work, cost-benefit analysis and return on investment in prevention). Christian participates in the work of the research team «risques et organisations» which involves ENSAM, the École normale supérieure de Rennes and the IAE de Paris within GREGOR (Research Group in management and organisation of the IAE de Paris), particularly on the issue of incentives and the use of nudges.



## A few words about EUROGIP..

Founded in 1991 within the French Social Security system, EUROGIP is both an observatory and a resource centre. Its field of action covers best practices at the international level, and especially in Europe, for the prevention and insurance of occupational injuries and diseases.

In this framework, EUROGIP:

- performs comparative studies
- publishes and disseminates European information useful for action: newsletter, study reports, thematic notes, statistics...
- encourages the exchange of experience through the EUROGIP Discussions and bilateral meetings
- coordinates the experts of the French Occupational Risk Insurance Fund who take part in the production of European and international standards in the area of occupational safety and health
- coordinates a network of organizations whose role is to certify the machinery and personal protective equipment to allow their free movement in the European market
- takes part in projects of Community interest, notably on behalf of the European Commission.

EUROGIP thus enables French actors, in conjunction with their counterparts from the other countries, to help occupational risk prevention and insurance move forward based on best practices.

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