



Advisory Board for Working Conditions

COCT Secretariat-General, 29 June 2018

Statement from the COCT standing advisory group on the draft standard: “mental health and safety in the workplace” (ISO/TC 283)

Standard ISO 45001 on occupational health and safety was published in March 2018, without being adopted in the French body of standards.

In this regard, the standing advisory group of the Advisory Board for Working Conditions (COCT) had already made its position clear:

“With respect to standard ISO 45001, work is continuing at international level in spite of the risks and limitations inherent in this draft. The COCT standing advisory group, bringing together French public authorities and social partners, issues a reminder that occupational health “management” already involves procedures provided for by the regulations (French Labour Code) and social dialogue (at enterprise level within the occupational health & safety committee – CHSCT in France – as well as at sectoral and cross-industry level); since there is a fundamental human and social dimension associated with it, it forms part of those activities unsuited to setting standards.”¹

In the meantime, the AFNOR standards commission was consulted about the programme of activities outlined by ISO, with the following priorities:

Priority 1: Guide to implementing standard ISO 45001 for small businesses,

Priority 2: Advice for managing psychosocial risks in the workplace,

Priority 3: Indicators for assessing the performance of the occupational health management system,

Priority 4: Survey on accidents and incidents.

¹ - http://travail-emploi.gouv.fr/IMG/pdf/20161103_avis_gpo_coct_normalisation.doc.pdf

In this context, the ISO "mental health and safety in the workplace" working party will be responsible for drawing up a specific draft ISO standard on "managing mental health and safety in the workplace".

The members of the COCT standing advisory group would like to draw attention to the fact that such a subject is not a matter for standardisation, but for regulations and social dialogue. **As a result, they are not in favour of initiating a draft standard on "mental health and safety in the workplace"**. Standards are not appropriate for addressing this theme.

This document has been debated and adopted by the social partners within the context of the COCT standing advisory group.

The members of this group are representative trade union (CFDT, CGT, CGT-FO, CFTC, CFE-CGC) and employer's (MEDEF, CPME, U2P, UNAPL, FNSEA) organisations at national level, the Government (Ministry of Labour – General Directorate for Labour/DGT – and Ministry of Agriculture and Food – Department for Financial, Social and Logistical Affairs/SAFSL) and the National Health Insurance Fund/CNAM (Occupational Risks Directorate).