



French National Agency for
the Improvement of
Working Conditions



| Participative Organisational Change |

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1. MISSIONS

The ANACT network for the improvement of work conditions was set up to improve quality of working life and company efficiency and promote the appropriation of corresponding methods by all the players concerned.

It helps companies and other organisations to develop innovative projects in the labour-related field.

The ANACT network encourages companies to put work on the same level as other economic factors (products, markets, technology...) and focuses on the participation of all corporate players (senior and middle management, employees) in development projects.

2. A PROXIMITY NETWORK

The Anact network for the improvement of work conditions is composed of:

- The Agence Nationale pour l'Amélioration des Conditions de Travail (Anact)
A public administrative establishment under the responsibility of the Ministry of Employment,
- 25 regional associations (Aract or branch)
Private structures, administered and funded jointly by the State (Anact-DRTEFP) and the Regions.

The Anact provides Aract with technical support and coordinates the network. The Anact network works closely with companies' institutional partners in the field of employment, professional training, health at work, work organisation and technological change.

ANACT- ARACT relations

They are set out in a Network Charter which defines mutual commitments. This charter reasserts the missions of the network, specifies its operating mode with respect to companies, employers' and employees' organisations as well as public finance organisations.

Our organisation

The ANACT has a three-party board. It groups together representatives of employer organisations and employees and State representatives. It deliberates on the budget and the agency's programme of actions.

ANACT also has a scientific committee which contributes to the follow-up and assessment of actions conducted by the agency.

ARACT boards bring together representatives of employers and employees. They jointly validate the programme of actions, monitor it and manage each association.

Key dates in the development of the Anact network

- 1973: Creation of the ANACT by Act n° 73-1195 dated 27th December 1973
- 1974: agreement between social partners
- 1982: beginning of intervention in companies
- 1990: introduction of the free short diagnostic
- 1994: first conference for the Anact network Presidents
- 1996: creation of the "Travail & Changement" review
- 1998: completion of the relocation of Anact to Lyon
- Between 1983 and 2004: creation of 25 regional associations (Aract)

Key figures

- ❑ 280 employees (80 at ANACT, 200 in the regions)
- ❑ 170 specialists involved in steering in concerted change
- ❑ 1500 annual interventions in companies
- ❑ 300 events per year mainly within the framework of the quality of life in the workplace week organised in May
- ❑ € 26 million of consolidated budget
- ❑ 300 non-periodical documents and publications in 30 years

3. SUPPORTING COMPANIES AND ORGANISATIONS

3.1. Varied methods of action

- Short interventions aimed at small and medium sized companies. 5 days long, these interventions are free of charge for the company
- Back-up for companies, provided by tools and methods for project steering, follow-up of work groups (help in the drafting of specifications, assessment of change procedures...) in order to experiment long-term projects then evaluate their impact. These interventions are invoiced.
- Collective territorial, branch or interprofessional actions aimed at small and very small businesses
- Surveys to understand the context and the effects of interventions better
- Training designed for company players and outside interveners (consultants, prevention players, etc.)

3.2. Our ethics

The ANACT network has drawn up an ethics charter. It is applied by Network employees and consultants acting on behalf of the Network, after approval by the Boards who guarantee its implementation.

To do so, the Boards are regularly informed of requests made to Network structures as well as the content of interventions.

4. ACTIVITIES

4.1. 2004-2008 progress contract

The network's work themes are determined by a progress contract signed with the State for 5 years. Since September 2001, activity of the ANACT network is organised into projects to which the ANACT and ARACTs contribute. The projects structure the activity and fuel discussion on priority themes.

Until 2008, the network will strive to:

- Promote health in the workplace and prevent occupational risks
- Develop policies linking organisation, skills and qualifications
- Better integrate technological change and organisational change
- Favour life-long age management

4.2. The Anact programme and Network projects

The ANACT activity programme and the 2006 network's projects are part of the priorities and 2004-2008 progress contract commitment: development of a network on age management, growth of share of operational time dedicated to intervention in companies and stimulation of the communication information strategy.

In terms of age management, 2006 sees the introduction of a three-party action plan of which the ANACT will be one of the architects.

Health at work is supported by three projects: professional risks, muscular and skeletal disorders and psycho-social risks. 2006 will see the publication of several major documents on each of these three themes. It is therefore a key year in terms of capitalisation and transfer.

As far as skills and competences are concerned, demographic and economic trends make an enhanced effort in terms of securing professional careers necessary. Above all it is necessary to ensure joint evolution of organisations and skills to meet competitiveness requirements.

In terms of organisational changes, the aim is to encourage company project steering methods to evolve, especially small and medium sized companies, by taking into account work issues and participative requirements in investment projects and reorganisations.

5. PARTNERSHIPS

The Anact network works closely with companies' institutional partners in the field of employment and professional training.

The ANACT network works with several partners. These include trade unions and employer organisations as well as similar movements such as the Centre des jeunes dirigeants (young managers' centre).

It also works closely with professionals and their organisations directly concerned by work issues: company medical officers and health in the workplace associations, prevention officers, consultants specialising in ergonomics, labour organisation, organisation sociology, skills management, human and management resources.

We also work with research organisations such as the INRS in the field of health in the workplace, the CEREQ in skills, the EEC or, on the European level, the European Foundation for the Improvement of Living and Working Conditions in Dublin, the Agency for Safety and Health at Work in Bilbao, and several university laboratories.

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