

Paradoxes of the risks assessment in the sector of bakery-pastry making

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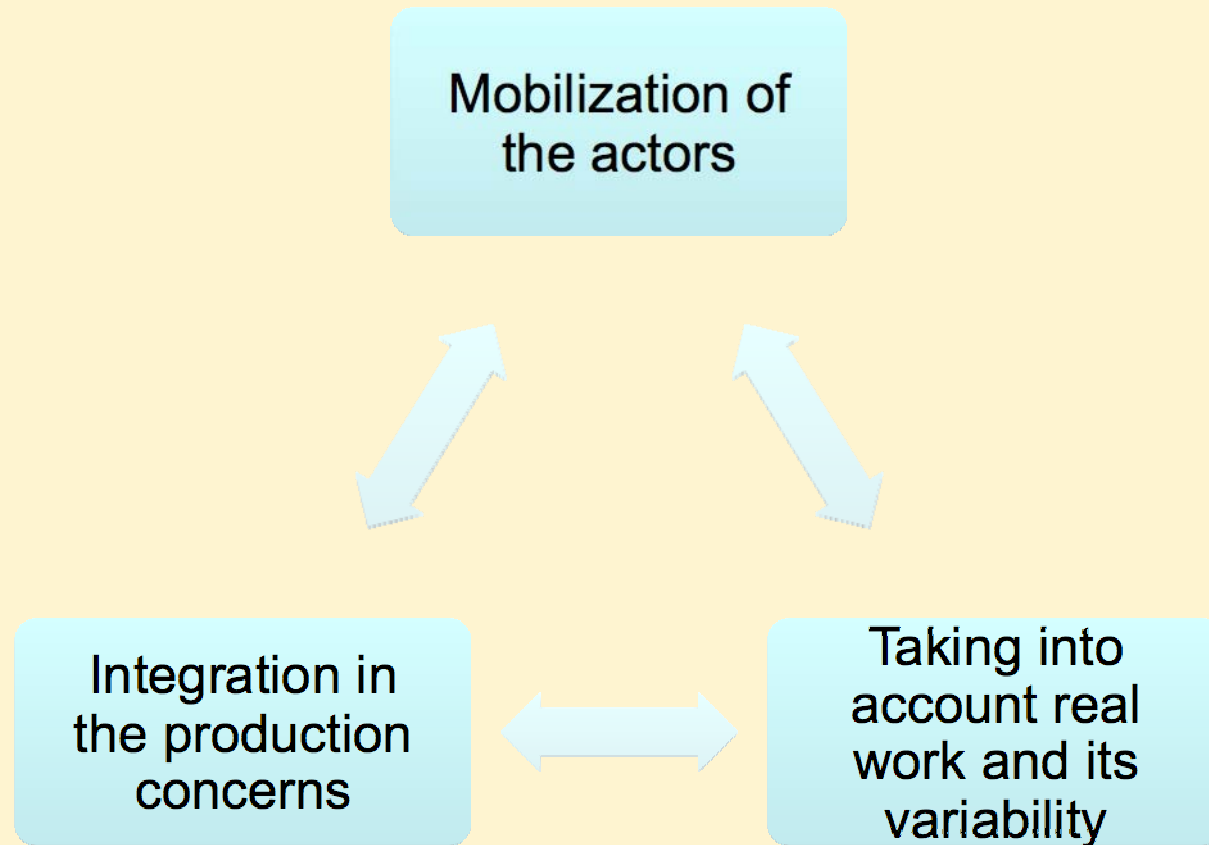
- A request of the branch of activity of bakery-pastry making
- The research-action carried out by the Ergonomics Department of the Institute of Technology of Bordeaux
- The research was financed by an foundation for 3 years

Our research-action

- **Background:** a lot of works about occupational hazards, health and safety and risks prevention but tools for assessment not used and still the same level of accidents and occupational diseases
 - Respiratory disorders and WrMSDs
 - 53% of the bakers carried out the assessment procedure
- **Aim:**
 - to help the professional branch to prevent risks and assess the difficulties of the bakers to do it
 - to draw up some concrete proposals and tools to be used

- **Hypothesis:** obstacles to risks prevention must be found in the constraints of the work activities of artisans
- **Methods:**
 - documentary work
 - observations in 8 bakeries
 - 25 interviews of workers
 - interviews of branch actors
- **Results:** not yet finished!

The conditions of success of the risks assessment



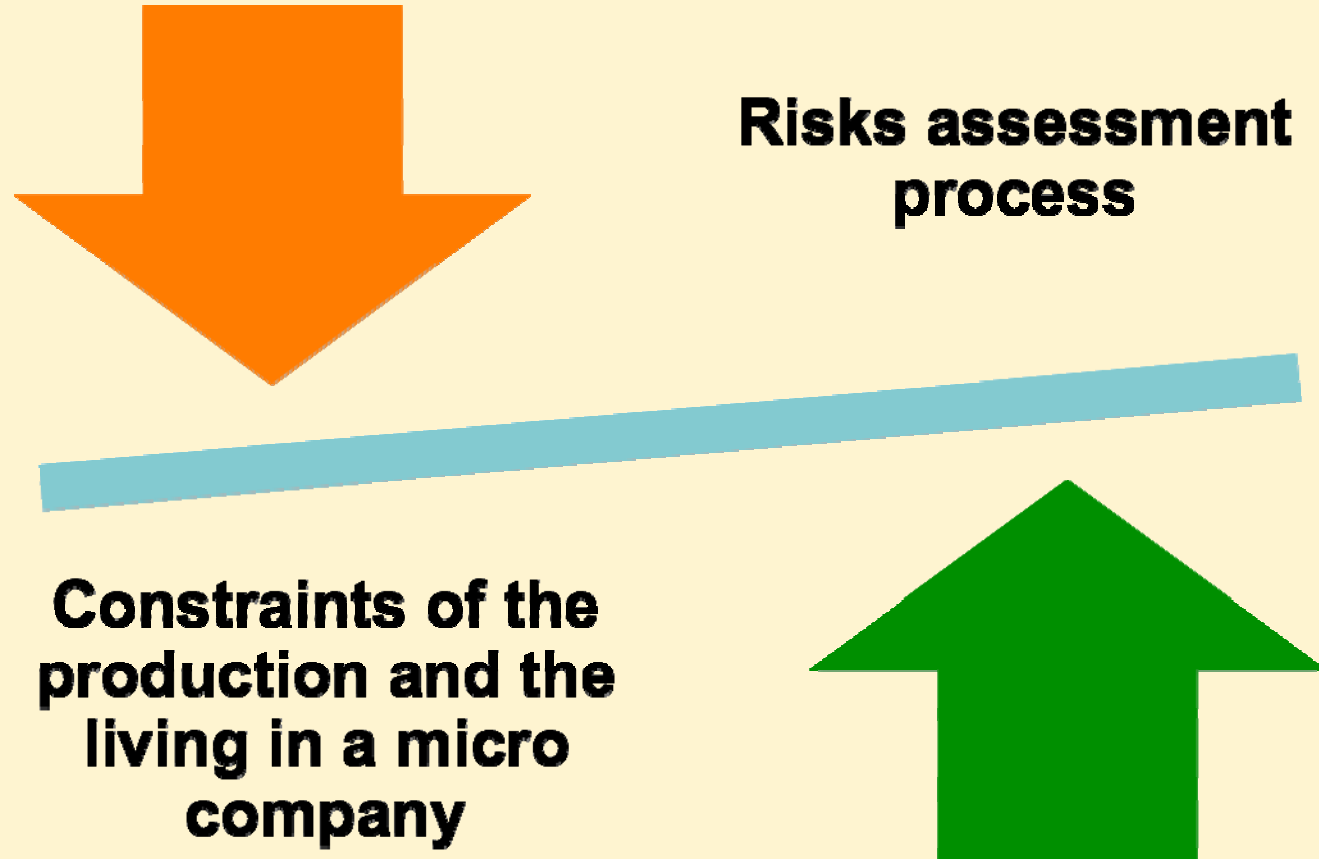
A “work-centred” point of view

- In the daily activity of the bakers, are produced:
 - the quality of work
 - the risks for the workers
 - the ways to solve it
 - the congruence between production and health
- Start from a work analysis to understand the constraints of the production, the appearance of risks and the obstacles to an effective risks assessment

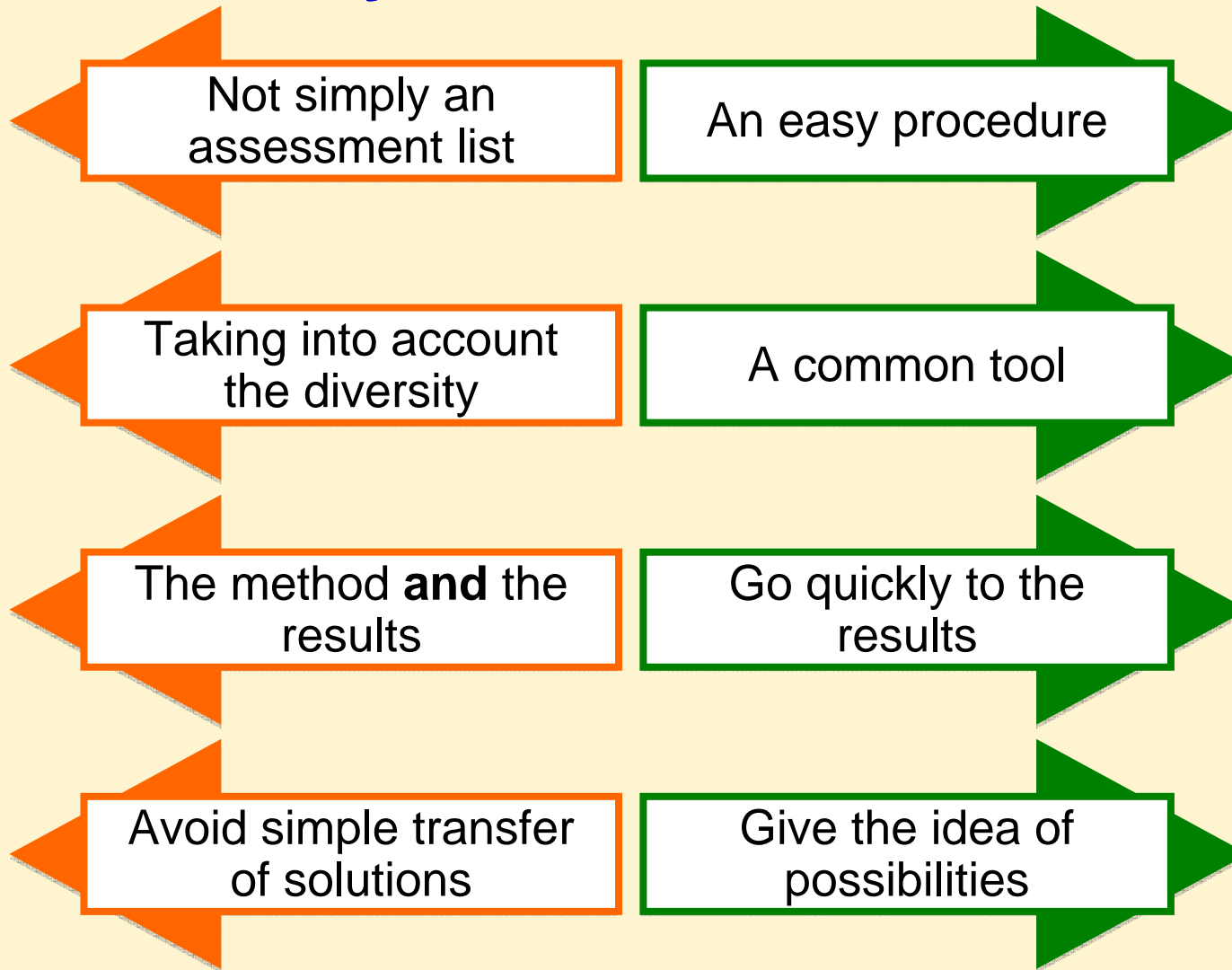
The stake of the risks assessment

- As opposed to what one thinks, to assess the risks and set up a prevention program is not to answer a request or an expectation
- It is to answer to contradictory requirements, especially in small companies
- The risks prevention must strongly be linked with production concerns i.e. an helpful assessment

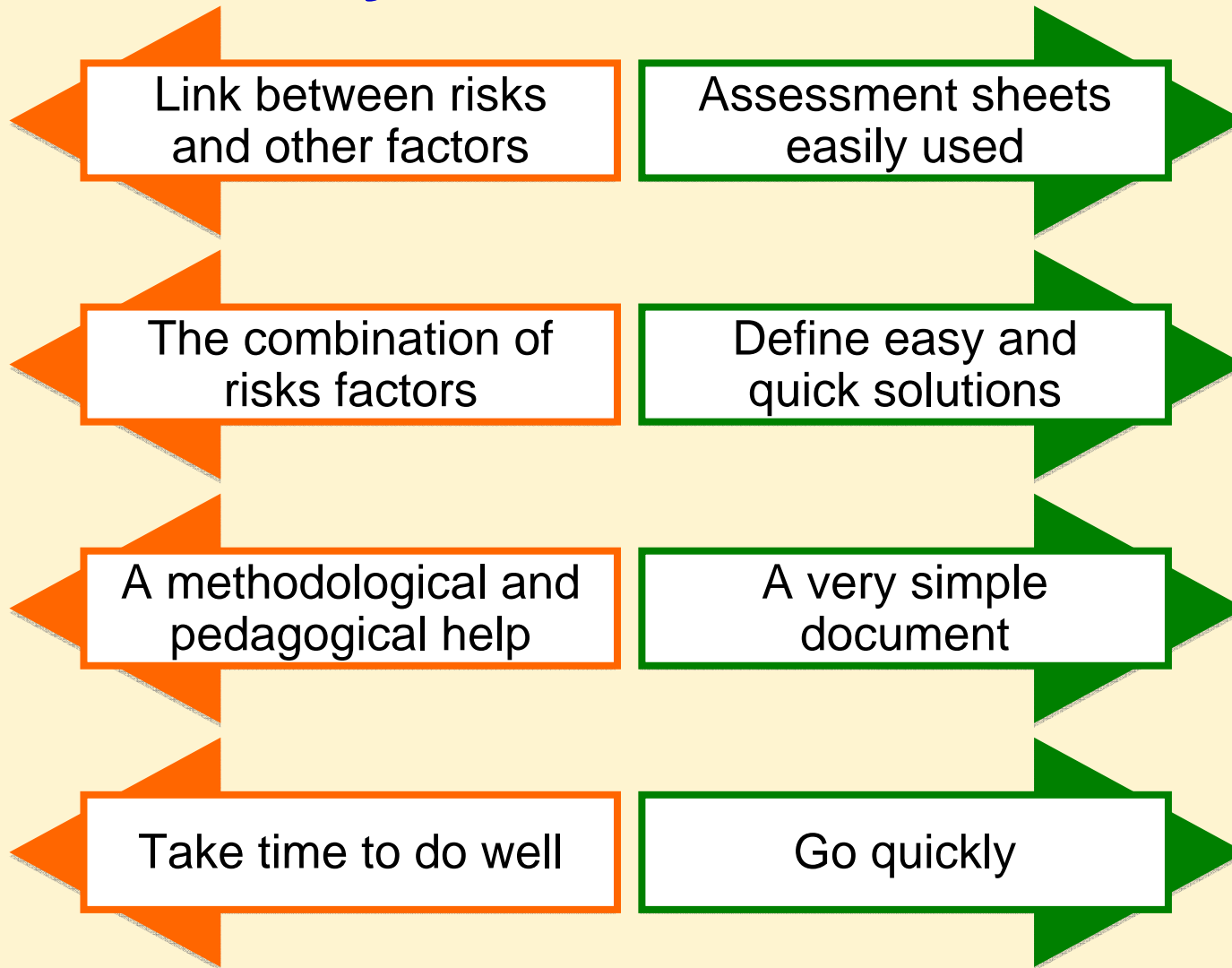
Contradictory tensions



Contradictory tensions



Contradictory tensions



And some difficulties...

- The stake of the stabilization of the employees in the firms:
 - time to manage the consequences of non-attractive working environment
- The proximity of experience employers/employees but the difficult development of a shared representation of the risk
 - the similarity of experience
 - But a difference in the recognition by the social

- The weight of the manufacturers and developers in the projects
 - None or very light book of schedules
- The contradictions between rules e.g. security or sanitary conditions vs working conditions

Conclusion

- Consider the risks assessment as a “project review” : what needs to be improving if we had to refurbish the bakery or the preparation room ?
- Rebuild the tools for assessment and write a guide to set up and follow projects in the bakeries
- But the need of a branch impetus