



## HEALTH – SAFETY – WORKING CONDITIONS

### **AFNOR Editions publishes THE practical guide on the Social and Economic Committee (CSE)**

**Published shortly before the deadline of December 31, 2019, the new book provides all the keys to successfully installing a CSE. How is this new instance supposed to work? What are the means of action of staff representatives in matters of health, safety and working conditions (SSCT)? A practical book, designed for all employees and all stakeholders in company life.**

What is the role of the CSE in matters of SSCT? What are the employer's obligations in terms of information and consultation of the CSE? How to act when setting up an *open space* ? How to conduct an investigation after a workplace accident? In 100 questions/answers, Lise Mattio and Francis Cohen, recognized trainers on the issues of SSCT and professional risks, review all the principles, methods and tools of the CSE, this body resulting from the merger of staff delegates, of the works council (CE) and the health, safety and working conditions committee (CHSCT).

Clear and educational, this legal-practical guide provides concrete answers not only to company managers and management, for the establishment and proper functioning of the CSE in matters of SSCT, but also to elected officials of the CSE, to continue playing an essential role in the prevention of professional risks, despite the disappearance of the CHSCT.

Supporting examples, it proposes numerous actions to be taken for the protection of employees and compliance, by the employer, with legal and regulatory obligations in matters of SSCT. It also presents the means to act effectively during major changes, implementation new forms of work organization or in the most sensitive situations

(violence, harassment, suicide attempt, addictions...).

A book that comes at the right time for all audiences concerned with SSCT subjects: employees, current or future staff representatives, employers but also HR managers, OHS or QSE managers, training organizations, trade union organizations, branches and professional organizations. ..

The essential guide to successfully setting up and operating your CSE, in its health and safety aspects at work!

## **Authors**

Holder of a master's degree in human resources, **Lise Mattio** regularly leads training activities with staff representatives within her own training organization approved by the Ministry of Labor for compulsory training in SSCT for members of the CSE and those of the CSSCT. In addition, she is a trainer authorized by the Professional Risk Health Insurance/INRS for the "Initiation to the prevention of psychosocial risks" training and that intended for the occupational health and safety referent. She also carries out consulting missions (prevention of psychosocial risks, diagnosis of arduousness, etc.) in different sectors of activity. She is co-author of several works, such as *100 questions on the CHSCT*, published by Éditions AFNOR.

**Francis Cohen** has been a lecturer and consultant trainer for nearly 20 years in business law and social law. In this capacity, he works within the master's degree in Social Relations at the AEI faculty of UPEC and the master's degree in Strategic HR Management at the University of Paris 1 Panthéon-Sorbonne, as well as with several schools and training organizations ( Centrale Supélec Executive, IGS group, Catholic Institute of Paris, etc.). With his legal expertise on OSH and social law issues, he also intervenes on the QSE license and master courses developed by ESQESE Paris and IAE Paris 1. In addition, he regularly leads training courses and seminars. intended for elected staff members, managers, professional federations on labor law or social relations issues. Co-author of several works (including *100 questions on the CHSCT*, AFNOR Éditions), he is also a teacher in methodology and

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