

# WORKING ENVIRONMENT



## THE CHALLENGES

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### IN THE WORLD

Issues relating to well-being at work are playing an increasingly important role in employees' expectations. In the United States, for example, it is second only to pay as a criterion for changing jobs. 61% of employees now consider work-life balance and well-being to be “very important”, compared with 53% in 2015.<sup>1</sup> What is more, well-being at work is a real factor in productivity and professional success. When asked what employees mean by “well-being at work”, work-life balance comes top of the list.<sup>2</sup> Young people are also expressing their need for greater flexibility, time for themselves, rapid autonomy and responsibility (without sacrificing free time). 47% of them want above all to be able to maintain good relations with their colleagues and find a caring working environment.<sup>3</sup>

Globally, platforms such as Glassdoor, ChooseMyCompany or themed hashtags such as *#Balance Ton Agency* allow employees to rate their company. So employer branding is no longer just in the hands of the company, but also in those of its employees, who are the most credible people to talk about it.

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### FOR THE OPTICAL SECTOR

In factories, workers sometimes have difficult working conditions: the risk of being hit by foreign objects, prolonged exposure to loud noises, restrictive working hours, etc. As in all companies, it is necessary to improve working conditions to encourage employee loyalty and commitment.

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<sup>1</sup> Source: [Gallup](#)

<sup>2</sup> ISC Paris and the BVA study institute

<sup>3</sup> Source: Job Teaser

# WHAT DOES THE LAW SAY?

Labour regulations in Europe, and particularly in France, are among the most restrictive in the world, with numerous laws and regulations in place.

Here we highlight a few of them that are intimately linked to well-being.

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## WORKER SAFETY

The 1989 European framework directive 89/391 stipulates that the employer must take the practical measures necessary to ensure the safety of workers and protect their health, including the choice of work equipment, chemical substances or preparations and the layout of workplaces.

The transposition of this directive into French law introduced the obligation to draw up a single document for the assessment of occupational risks (DUERP).

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## RIGHT TO DISCONNECT

In January 2021, the European Parliament adopted a resolution on the right to disconnect. It aims to ensure that workers, particularly those working remotely, are not obliged to respond to business communications outside normal working hours, including emails, phone calls and other forms of digital communication. However, each EU country must take specific legislative measures to implement and enforce this right. Several European countries, including France (in

2017), Spain and Italy, have already introduced national laws on the right to disconnect.

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## CSRD

The new European non-financial reporting directive, the Corporate Sustainability Reporting Directive (or CSRD), will require medium-sized and large companies to report on family-related leave granted to staff and other measures taken to improve the work/life balance of their workforce from 2025. Other aspects of the working environment are also addressed in the CSRD.

Smaller companies are not exempt; they will also have to provide this information between 2026 and 2029, depending on their size.

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## DISCRIMINATION

European Directive 2000/78/EC aims to ensure that people of a particular religion or belief, disability, age or sexual orientation are not discriminated against and receive equal treatment in the workplace.

# WHERE TO START?

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## SAFETY

- Organise regular training sessions on good safety practice, including the correct use of equipment and materials
  - Train a number of employee volunteers in emergency procedures
  - In the factory, provide appropriate protective equipment (safety goggles, cut-resistant gloves, masks, etc.)
  - Call on occupational medicine for free training in musculoskeletal disorders (office and factory)
  - Introduce an anonymous harassment alert system
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## LOCATIONS

- Provide the workplace with a rest room, ergonomic workstations, noise management, lunch facilities, etc.
  - Ensure that premises are well ventilated and kept at the right temperature to prevent the spread of viruses
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## PROFESSIONAL / PERSONAL LIFE

### BALANCE

- Respect work-life balance through flexible working hours with precise rules, the right to disconnect, time off for personal events and time off for carers.

## CONVIVIALITY

- Reinforce conviviality between employees: organisation of festive events, celebration of successes, regular presentations of the different departments at plenary sessions, participation in sponsorship initiatives, etc.
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## ADVANTAGES

- Introduce 100% supplementary health insurance, soft mobility packages, negotiated discounts at sports halls, fruit available, crèche schemes, etc.
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## DIVERSITY & INCLUSION

- Ensure that minority employees feel comfortable, integrated into teams and taken seriously
  - To do this, be very clear about your commitment to diversity as soon as a new recruit arrives, and don't hesitate to repeat it whenever possible
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## EMANCIPATION

- Adopt a more horizontal management style, allowing employees to flourish.
- Listen to employees' requests for training and take them into account
- Encourage exchanges between juniors and seniors so that each can train the other in his or her own knowledge.

# THEY DID IT

## ACTIONS RESULTING FROM APPLICATIONS FOR THE SILMO 2023 CSR PRIZE

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### SAFETY

- Reorganisation of working hours in the event of hot weather – **NAONED EYEWEAR**

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### PREMISES

- Workstation improvements (armrests, ergonomic chairs, anti-fatigue mats) + training on MSD and good posture – MANUFACTURE DE LUNETTERIE THIERRY

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### PROFESSIONAL / PERSONAL LIFE

#### BALANCE

- Blocking receipt of emails outside working hours – GROUPE ALL ALLIANCE OPTIQUE REV

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### ADVANTAGES

- 100% cover for provident fund contributions, 3-day cover for sick child - GROUPE ALL ALLIANCE OPTIQUE REV
- On-site sports courses and anti-stress workshops – OPAL DEMETZ
- Breakfast on Mondays + a free lunch every week – MYKITA