Acting together for coherent and effective prevention

A collective, multidisciplinary and participatory approach must be undertaken. It requires the involvement of all stakeholders.

This approach aims to transform work situations through different types of actions:

**TECHNICAL**
- Design and layout of premises for suitable workspaces
- Work in comfort zones for joints
- Choice of suitable equipment (handling assistance, automation)
- Weight reduction of packaging

**ORGANIZATIONAL**
- Balance between workload, staff and break time
- Increase of the task variety by promoting mutual help
- Possibility to organize one’s work
- Taking into account the learning time

**HUMAN**
- Support at work
- Training and transmission of know-how
- MSDs risk information and awareness
- Professional career support

In order to prevent these diseases from becoming chronic, they must be diagnosed and managed early. Talk to your occupational physician about it.

Identify resource actors

- **Occupational physician**
- **Human resources department**
- **Real estate service**
- **Risk prevention advisor**
- **Unit Director**
- **Manager**
- **Prevention assistant**
- **Work Collectives**

Identify resource actors

- **Unit Director**
- **Manager**
- **Prevention assistant**
- **Work Collectives**

In your daily movements, promote green areas!
What are MSDs?

Musculoskeletal disorders (MSDs) affect joints and can be work-related. Pain is the main symptom. It can be accompanied by numbness and tinglings that initially disappear after a break (weekend or holidays). The pain then settles permanently and the injuries can lead to a decrease in joint mobility.

Identify risk factors in work situations

MSDs result from a combination of several factors and are related to their number and/or intensity.

Prime cause of occupational illness

MSDs can lead to serious and long-term disabilities with consequences in professional and personal life. They can potentially concern all jobs at Inserm and both women and men, regardless of age.

Constraints related to undersized or cluttered workplaces or to the use of unsuitable equipment contribute to creating at risk situations. Cold work, vibrations and noise can enhance biomechanical factors.

MSDs can result from a combination of several factors and are related to their number and/or intensity.

A context of organizational change, or uncertainty in employment are sources of stress and are also risk factors for MSDs.

When they are unfavorable, they generate stress.

For example:
• Frequent disruptions at work
• Inability to organize work or to choose how to do it
• Lack of collective recognition and support
• Barriers to quality of work

We are not all equal when it comes to MSDs. Aging and disease are potential risk factors.