



## BRIEF DESCRIPTION

Inserfac is a work integration social enterprise (WISE) in the French département of Puy-de-Dôme, which was set up in 1991 by a national training agency, INFA, as an atelier et chantier d'insertion, to "promote the professional integration of people in difficulty by organising projects of social utility". It now operates nine workshops which offer 66 integration places as well as employing 22 supervisors and administrators along with 17 volunteers. Each employee follows a tailor-made programme comprising assessment, action plan, technical training and help with finding a permanent job.

Operations include a knife factory, ecological cleaning, costume design and conservation, sewing, ironing, book laminating, forestry, tourism, play and an organic restaurant.

Annual turnover is €2.5 million.



## GOVERNANCE MODEL

The association has a board of eight members.

In 2014 a change in French labour law meant that workers in integration enterprises had to be considered as employees. The resulting increase in numbers meant that social dialogue bodies had to be set up. The law demands that firms employing more than 50 people set up a Comité d'hygiène, santé et conditions de travail - CHSCT (Hygiene, safety and working conditions committee). Working within their collective agreement, Synesi, the employers' union of integration workshops, the trade unions and the workshops decided to adapt this model for use in integration workshops employing fewer than 50 people. The resulting model of the Instance Santé Conditions de Travail (ISTC - Health and Working Conditions Committee) goes further than the law requires by including not only permanent employees but also workers in integration.

Thus, since 2016, Inserfac has had the following representative staff bodies:

- four elected representatives of the permanent staff, who represent their interests to the employer

- a works council made up of employer and trade union members, which makes social, economic and cultural contributions

- a health and safety committee, which includes both permanent employees and workers in integration

Following a further reform in labour law in 2017, these will be consolidated into a single Social and Economic Committee before the end of 2019.

The role of the ISTC is particularly important in representing and safeguarding vulnerable workers. It does not replace the trade unions and other representative bodies, but has the task of analysing working conditions and occupational hazards, ensuing compliance with regulations, implementing preventative measures, raising awareness, training, and analysing the causes of workplace accidents. At Inserfac, it is made up of the four employee representatives, plus a representative from each of the nine operational sites. The trade unions declined to take part. The committee invites experts such as the occupational doctor or the labour inspector to work on relevant issues.



START DATE:  
1991



LEGAL FORM:  
Association



N° EMPLOYEES:  
88



## SOCIAL IMPACT

Social dialogue extended to include workers in integration promotes the two-way flow of information, allows a collective rather than a conflictual approach to the resolution of issues, and enhances skills and self-confidence among workers in integration.



## STRENGTHS

- taking part in the social dialogue bodies helps workers in integration to learn new skills such as public speaking, and raises their self-esteem.
- the ISTs helps to prioritise issues to be addressed and promotes collective decision-making, cohesion and trust within the organisation.
- good facilitation methods enable the ISTC to work well.



## WEAKNESSES

- given the relatively rapid turnover of workers in transition, it is necessary to organise the transmission of information to new committee members.
- while the ISTC was flexible, the establishment of the single staff delegation causes problems as the legal requirements are rigid.

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