

Occupational Safety and Health Guide

For workers in the Public Services

TUNISIA

Purpose of the manual

The Occupational Health and Safety Manual is a fundamental and essential document for workers, providing them with the information and guidance necessary to ensure a safe and healthy working environment. It details the procedures that must be followed, the risks that should be identified, and the measures that need to be taken to prevent workplace accidents and occupational diseases.

You can find below some of the key benefits of the Occupational Health and Safety Manual:

Prevention of workplace accidents and occupational diseases: The manual identifies potential hazards associated with each task, activity, or professional duty. It proposes preventive measures to reduce these risks or eliminate them, thereby contributing to a reduction in workplace accidents and occupational illnesses.

Legal Compliance: The Management is legally obligated to comply with occupational health and safety standards. The manual helps ensure that the organization adheres to these regulations, thereby avoiding penalties and legal problems.

Improved Productivity: A safe and healthy work environment promotes the well-being of workers and employees, reduces absenteeism, and enhances productivity. When employees feel secure, they are more focused and perform their duties with greater ease and confidence.

Cost Reduction: Workplace accidents and occupational diseases incur significant costs for the organization, including medical expenses and compensation for sick leave. The health and safety manual helps minimize these costs by preventing incidents and health issues.

Social Responsibility: Ensuring the health and safety of employees is a social responsibility of the organization. Adhering to the Occupational Health and Safety Manual demonstrates the organization's commitment to the physical and mental well-being of its staff, and enhances its reputation, and fosters a positive social climate within the workplace.

Training and awareness: The Occupational Health

In brief, the Occupational Health and Safety Manual is an indispensable tool for any organization that values the well-being of its employees and their overall performance.

It helps establish a safe, healthy, and productive work environment, while ensuring regulatory compliance and reducing costs associated with workplace accidents and occupational illnesses.

and Safety Manual serves as a training support tool for employees, helping them understand potential risks and the necessary safety measures to take. It also raises awareness on the importance of occupational health and safety and promotes a prevention culture.

Work Characteristics in Public Service Sectors

The public service sectors in Tunisia consist of the public unions affiliated with the Public Services International. These unions include:

- The General Union of Municipal Workers
- The General Union of Agriculture
- The General Union of Justice Officers, State Property, and Real Estate Affairs
- The General Union of Public Works and Environment
- The General Union of Electricity and Gas
- The General Union of Water
- The General Union of Planning and Finance
- The General Union of Health

These unions represent workers across various essential public service sectors provided by the state and the public sector, which do not aim to generate financial profit. These services cover multiple fields that directly impact people's daily lives and are primarily funded through taxes, state resources, local authorities, and public contributions. Public services are considered one of the fundamental pillars on which the state relies to achieve social and economic development, as well as ensuring a minimum level of justice and equality among citizens.

Given the importance of these sectors representing public services, they face several challenges. Some of these challenges are linked to their close relationship with citizens, as they provide essential services for a decent living, while others relate to their funding, as reliance on taxpayer money subjects them to specific regulatory and operational frameworks. Although Tunisia has achieved significant progress in expanding access to certain services (such as education and healthcare), it still faces substantial challenges:

- Insufficient funding
- Decline in the quality of certain services
- Significant regional disparities (with coastal areas being more developed than inland and southern regions)
- Bureaucracy and weak governance


The nature of these services and the specific requirements of delivering them effectively necessitate a wide range of skills and specializations on one hand and involve diverse workloads and risks on the other. To ensure the continuity and development of these services, it is essential to safeguard the well-being of the workforce. This must be achieved by systematically identifying and assessing the risks which workers may be exposed to, and by proposing practical measures to prevent them and minimize workplace accidents and occupational diseases to the greatest extent possible.

Workplace Hazards in Public Service Sectors

Hazards in public service sectors can be classified into the following categories:

1. Physical Hazards:

- **Noise:** Common in cleaning, roadwork, and maintenance tasks.
- **Vibrations:** Resulting from the use of handheld or heavy machinery.
- **Poor lighting:** Affects work accuracy and increases the risk of accidents.
- **Extreme temperatures:** Especially for outdoor workers (e.g., in municipal services or sanitation).

 **2. Electrical Hazards:**
Arising from working with public lighting networks, medium- and high-voltage power lines, pumps, or electrical devices in public buildings without adequate protection.

3. Biological Hazards:

- **Viral or bacterial infections:** Particularly relevant for workers in healthcare, cleaning, or waste management.
- **Exposure to contaminated or wastewater and waste materials:** Increases the risk of disease transmission.

4. Chemical Hazards:

- Use of chemicals, strong cleaning agents, or pesticides without proper protective equipment.
- Exposure to toxic gases or fumes during maintenance or sewage-related work.

5. Mechanical and Physical Movement Hazards:

- **Slips and falls:** In wet or uneven areas.
- **Injuries from machinery:** During maintenance or cleaning operations.
- **Lifting heavy loads:** May cause muscular injuries or spinal problems.

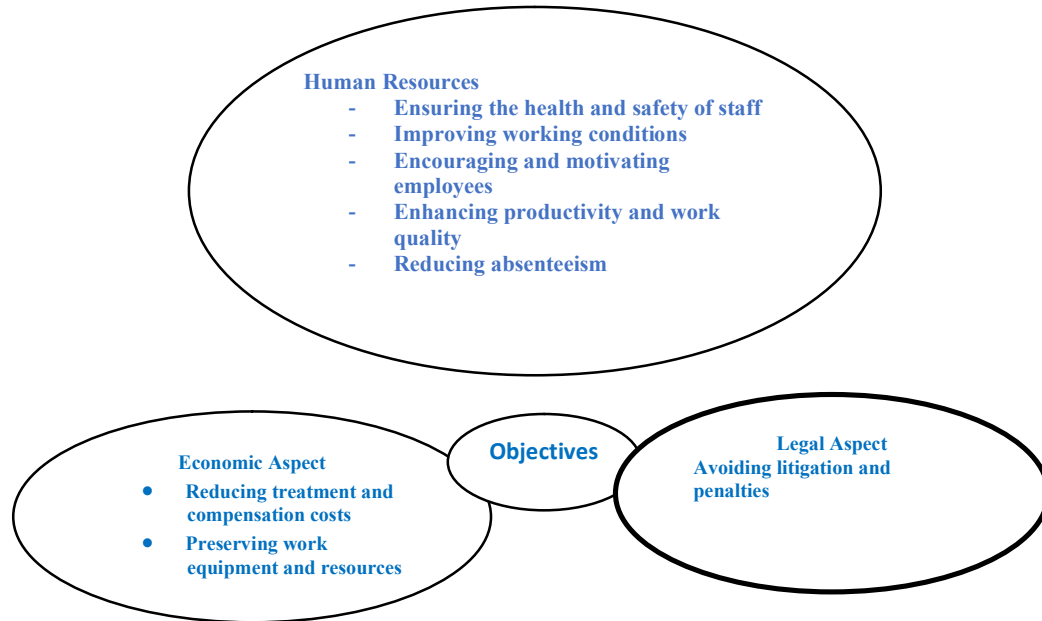
6. Psychosocial Hazards:

- **Psychological stress:** Arising from daily interactions with citizens or supervisors.
- **Occupational burnout:** Due to long working hours or lack of resources.
- **Verbal or physical abuse:** From citizens during tense situations (especially in frontline service offices).
- **Sexual harassment:** From colleagues within the workplace or from the public.

7. Organizational Hazards:

- Lack or weakness of a safety culture within the institution.
- Insufficient training and preparedness to handle emergencies and occupational risks.

Importance of Occupational Risk Prevention



Parties Responsible for Occupational Risk Prevention

1. The Administration
2. Joint Administrative Committees
3. Institutional Councils
4. Labor Unions
5. Local Occupational Health and Safety Committees
6. Occupational Health Groups
7. Territorially Competent Labor Inspectorates

The worker's life is precious, protect it by adhering to safety rules.

The Importance of Workers' Mental Health

Stress is among the most common occupational hazards in the workplace and one of the most impactful on both the physical and mental health of workers. It is a shared risk that affects both laborers and employees alike, and its symptoms have become increasingly evident in recent decades due to the fast-paced and complex nature of modern life. This issue is further exacerbated by the declining purchasing power of workers and the growing difficulty of commuting to their workplaces. As a result, addressing mental health has become a necessity.



Mental health in the workplace refers to the psychological and emotional well-being of employees within their professional environment. It encompasses individuals' ability to cope with stress, maintain a healthy work-life balance, and build positive and respectful relationships with colleagues.

Good mental health at work contributes to higher productivity, reduced absenteeism, increased job satisfaction, and a lower risk of developing mental health conditions such as anxiety, depression, or burnout.

Key factors influencing mental health in the workplace

- Work Environment**
A respectful, inclusive, and collaborative environment is essential. Interpersonal relationships play a significant role in overall well-being.
- Stress Management**
Stress management policies, such as preventing work overload or providing time management training, can help employees better handle stressful situations.
- Recognition and Feedback**
Employees feel valued when they receive positive feedback and recognition for their efforts.
- Autonomy and Control**
Having the ability to make decisions about one's work and manage one's schedule contributes to greater job satisfaction and motivation.
- Work-Life Balance**
Maintaining a healthy balance between professional and personal responsibilities is crucial for avoiding prolonged stress.

Mental health is critically important in a worker's life, as it enables them to achieve self-satisfaction, maintain a balance between professional and family life, and build healthy, positive relationships in the workplace.

Employers can implement initiatives to support mental health, such as counseling programs, relaxation spaces, and fostering a culture of kindness and open communication. Preventive and intervention measures, like mental health training and providing support for stress management, can also make a significant difference.

**The importance of motivation in the life of a municipal worker and
its impact on their physical and mental well-being**

Self Motivation

Not feeling threatened

Self-reliance

Greater self-esteem

Feeling secure

Inner strength and self sufficiency

Feeling victorious

**Gaining people's admiration and being considered a role
model**

Motivation from others

They might be out of your life

They may not be available

**They might unexpectedly stop motivating
you**

They might be busy

They might change or become jealous

**You might lose confidence in
them**

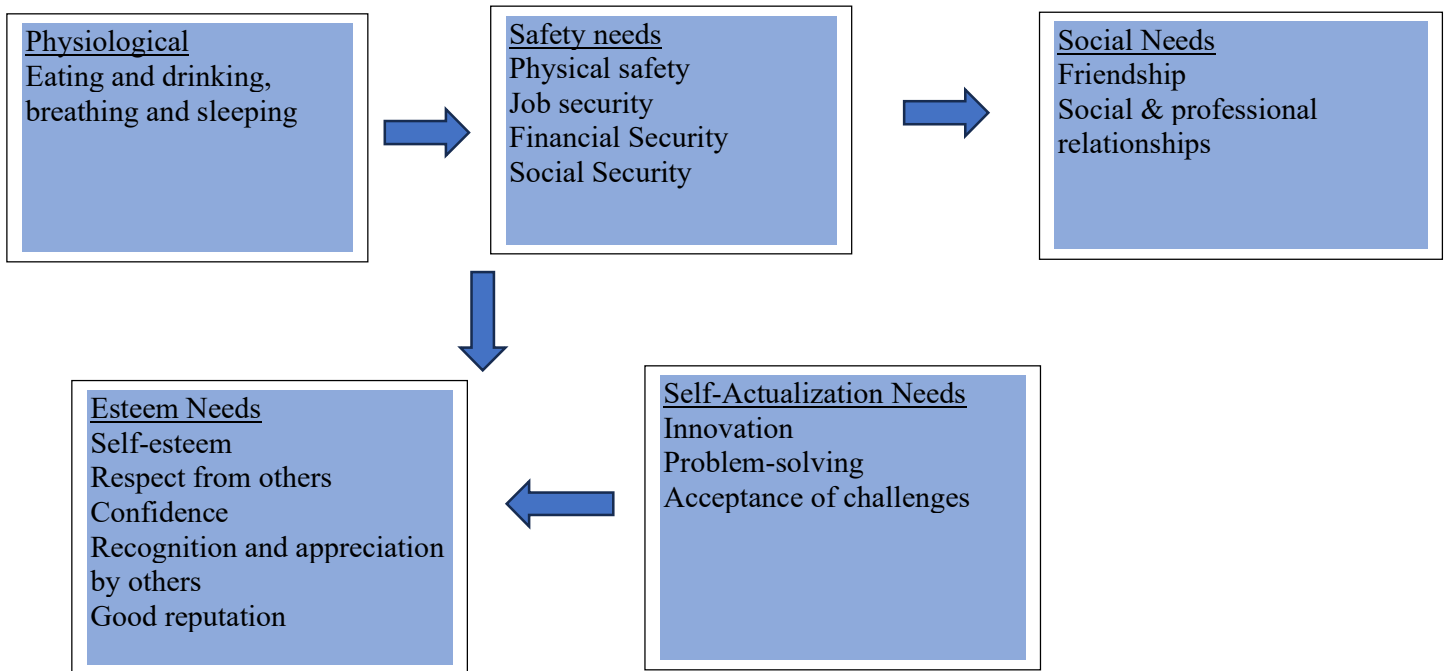
**They might make you feel that you
weren't up to their expectations**

**They might get bored from
you**

**Be sure you're on the right
path, as true leaders serve
their people.**

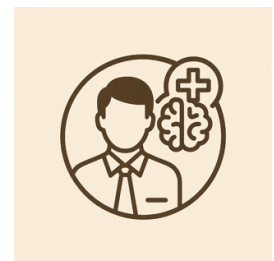


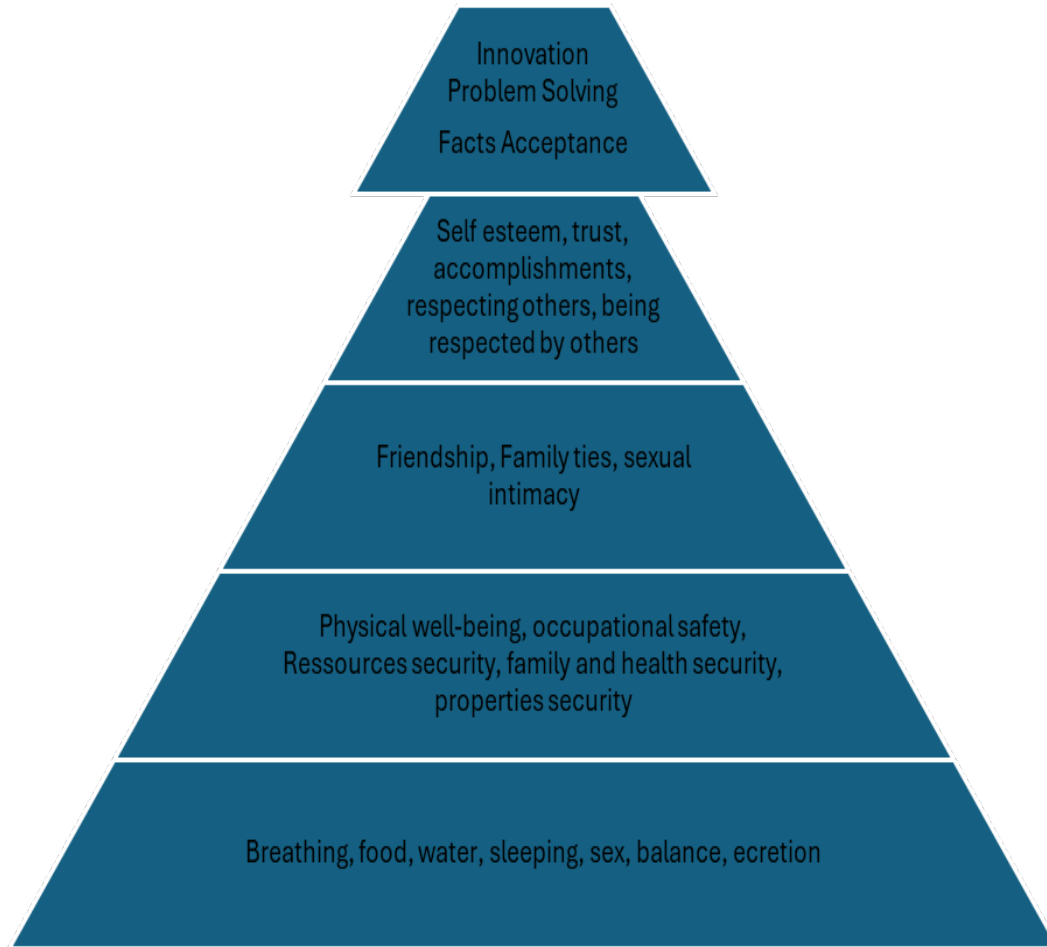
What are a person's needs?



Human needs are often represented as a pyramid, with basic and vital needs forming the base, and self-actualization and higher-level needs at the top. As an individual develops, their needs evolve to higher levels in pursuit of self-fulfillment.

- The need for self-actualization
- The need to be appreciated
- Social needs
- The need for security
- The physiological needs





How to provide psychological comfort for workers

The following elements contribute to providing psychological comfort for workers, reducing their stress, and creating a healthy professional environment where work and effort are appreciated:

- Fair and proper distribution of tasks and responsibilities among employees.
- Care for the external appearance at the workplace.
- Ensuring cleanliness within the workplace, along with good ventilation, lighting, and pleasant scents.
- Providing showers and restrooms.
- Providing suitable work uniforms bearing the institution's logo and name, which enhances the employee's sense of belonging and makes them feel distinguished and appreciated.
- Ensuring that workers wear uniform during working hours and remove it at the end of their shift, then shower and wear their personal clothes before leaving work.
- Creating a healthy social environment within the institution.
- Allowing workers to exercise their union rights, express their opinions, and make suggestions for improving their work.
- Granting them their professional rights, such as promotions, breaks, fair wages, and social benefits.
- Providing social security to reinforce their sense of safety and security.
- Securing workplaces and employees against all potential threats.
- Enhancing public trust in the administration to reduce pressure on workers.
- Strengthening internal communication and interpersonal relationships as a tool to prevent potential conflicts.
- Encouraging group activities, especially collective thinking workshops regarding all matters related to the institution.
- Raising awareness about the dangers of sexual harassment and how to avoid it and report it.



Additional Tips

- Encourage engaging in physical activity and sports.
- Encourage pursuing hobbies and recreational activities.
- Encourage getting sufficient sleep.
- Encourage following a healthy diet.

Sexual Harassment in the workplace

It is any unwelcome behavior of a sexual nature that makes a person feel distressed, humiliated, or intimidated. This behavior can take many forms, including, but not limited to:

- **Verbal harassment:** such as sexual comments, obscene jokes, sexually suggestive remarks, or inappropriate questions about one's personal life or body.
- **Non-verbal harassment:** such as sexually suggestive staring or leering, sexual gestures, displaying pornographic material or sexually explicit images.
- **Physical harassment:** such as unwelcome touching, kissing, groping, or any physical assault of a sexual nature.
- **Coercion for sexual favors:** demanding or implying the exchange of sexual favors for professional or academic benefits, or to avoid negative consequences.

Sexual harassment is any unwanted sexual behavior that negatively affects a person's dignity and creates an unsafe or uncomfortable environment.

Key points to keep in mind

- **Intention is not required:** It doesn't matter whether the harasser intended to offend or harass the victim. What matters is the impact of the behavior on the victim.
- **Unwelcome nature:** At the core of harassment is that the behavior is unwanted by the person experiencing it.
- **Can happen in any context:** Sexual harassment can occur in the workplace, educational institutions, public spaces, or online.
- **Affects all genders:** Both men and women can be victims of sexual harassment.
- **Creates a hostile environment:** Sexual harassment contributes to a hostile, intimidating, abusive, or humiliating work, educational, or social environment.

How can it be addressed?





- **Awareness:** Promote a culture of respect for others and provide training on professional behavior.
- **Clear policies:** Establish internal regulations that criminalize harassment and clearly define complaint procedures. Make it explicit that **zero tolerance** applies, regardless of the harasser's position.
- **Safe reporting:** Provide confidential and secure channels for reporting without fear of retaliation.
- **Sanctions:** Enforce clear and firm disciplinary actions (in addition to possible legal prosecution).
- **Psychological support:** Provide victims with access to counselors or psychologists for emotional support.



Please refer to Law No. 58 of 2017 on the Elimination of Violence Against Women. You can also contact the toll-free numbers 1899, 197, or 193 to report cases of sexual harassment or threats against working women or inform your local union representative.

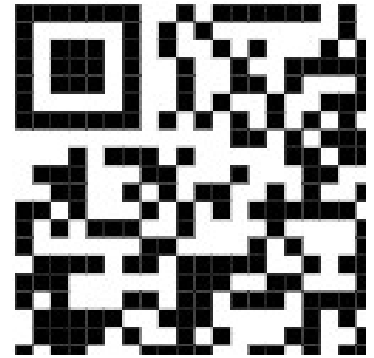
Physical Hazards

Physical hazards are defined as environmental factors that can cause injuries or illnesses to workers due to their presence in the workplace. They are among the most common types of workplace hazards and require strict preventive measures to ensure workers' safety. These hazards are generally classified into the following categories:

Noise	
Vibrations	
Poor Lighting	
Extreme temperatures	

Electrical Hazards

Workers involved in public lighting, employees of the Tunisian Electricity and Gas Company, and other electrical workers face numerous risks while performing their professional tasks. These risks are divided into hazards related to working at great heights and those associated with handling the electrical network. These jobs are among the most dangerous for workers' health, so it is essential that the worker is well-trained, highly attentive when dealing with the electrical network, and uses appropriate personal protective equipment (PPE) and suitable work tools. (For more details, please scan the corresponding code.)



Electrical hazards in the workplace include a range of threats that may lead to serious injuries or even death. These hazards include:

- **Electric shock**
- **Burns**
- **Fires**
- **Explosions**

These risks can result from various causes such as exposed wires, damaged equipment, overloaded electrical circuits, and failure to follow proper electrical safety practices.

Main Electrical Hazards in the Workplace

- **Electric Shock:** Occurs when electric current passes through the human body, which can cause damage to internal organs, heart disturbances, and even death.
- **Burns:** Electrical burns can result from direct exposure to electric current or from an electric arc, which happens when current passes through the air between two conductors.
- **Fires:** Electrical hazards can cause fires due to overheating of wires or equipment, or as a result of electrical sparks.
- **Explosions:** Electrical explosions may occur in areas containing flammable or explosive materials, such as petrochemical plants, when electric current ignites these substances.

Causes of Electrical Hazards

- **Exposed wires:** Exposure to exposed wires puts people at risk of electric shock.
- **Damaged equipment:** Faulty or damaged equipment may cause electrical current leakage, sparks, or fires.
- **Overloading:** Overloading electrical circuits beyond their capacity can cause wires to overheat and potentially start a fire.

- **Failure to follow safety practices:** Not adhering to proper electrical safety practices—such as not wearing personal protective equipment or failing to disconnect power when working on equipment, increases the risk of electrical accidents.

How to Prevent Electrical Hazards

- **Training:** Provide appropriate training to employees on how to handle electrical devices and use personal protective equipment (PPE).
- **Maintenance:** Conduct regular maintenance of electrical equipment and devices to ensure their safety and proper functioning.
- **Grounding:** Ensure that all electrical devices and equipment are properly grounded to provide a safe path for electric current in case of a fault.
- **Use of Personal Protective Equipment:** Workers should wear suitable PPE, such as insulating gloves and helmets, when working with electrical devices.
- **Power Disconnection:** Disconnect electrical power when performing any repairs or maintenance on electrical equipment and devices.
- **Awareness:** Raise workers' awareness about electrical hazards and how to avoid them.

Additionally, employers must provide a safe work environment free from electrical hazards and comply with all regulations and guidelines related to electrical safety.

Biological Hazards

Biological hazards in the workplace refer to any living organisms or substances produced by living organisms that pose a threat to human health, either through infection, allergic reactions, or toxic effects. These hazards can be present in a wide variety of work environments and require specific preventive measures to control them.

Examples of Biological Hazards

- **Microorganisms:** such as bacteria, viruses, fungi, and parasites. These organisms can cause various diseases, including influenza, tuberculosis, and hepatitis.
- **Body fluids:** such as blood and other bodily fluids, which may transmit diseases like HIV, Hepatitis B, and Hepatitis C.
- **Plants and animals:** Some plants can be toxic or allergy-inducing, while animals can transmit diseases to humans (known as zoonotic diseases).
- **Insects:** Certain insects can transmit diseases or cause toxic bites or allergic reactions.
- **Biotoxins:** Toxic substances produced by living organisms, such as snake venom or bacterial toxins.

Sectors Most at Risk of Biological Hazards

Biological hazards exist in many workplaces, but are most commonly found in:

- **Healthcare and laboratories:** where workers handle biological samples and treat patients with infectious diseases.
- **Agriculture and animal farming:** where workers are exposed to animals, contaminated soil, and plants.
- **Waste management and sanitation:** due to handling waste and materials that may contain disease-causing microorganisms.
- **Food industry:** where products may become contaminated with bacteria.
- **Construction:** especially when dealing with soil or old buildings that may contain mold or fungi.

Control and Prevention Measures for Biological Hazards

Prevention measures are based on the principle of the "Hierarchy of Controls," which prioritizes the most effective interventions first. These measures include:

Elimination and Substitution

- **Elimination:** Completely removing the biological hazard at its source, if possible.
- **Substitution:** Replacing hazardous materials with less harmful alternatives.

Engineering Controls

- **Ventilation systems:** Use proper ventilation systems to reduce the concentration of biological contaminants in the air.
- **Biological safety cabinets:** Specialized equipment designed to safely handle pathogenic microorganisms.
- **Physical barriers:** Such as shields or enclosures to prevent direct contact with hazardous materials.

Administrative Controls

- **Standard Operating Procedures (SOPs):** Establish and implement clear, safe work procedures for handling biological materials.
- **Training:** Provide employees with appropriate training on how to identify biological hazards, handle them safely, and use personal protective equipment (PPE) correctly.
- **Vaccination:** Offer necessary vaccinations to employees exposed to specific biological risks (e.g., Hepatitis B vaccine).
- **Personal hygiene:** Ensure the availability of handwashing facilities and encourage good hygiene practices.
- **Waste handling:** Implement clear procedures for the safe disposal of hazardous biological waste, such as needles and contaminated materials, using designated and labeled containers.

Mechanical and Kinetic Hazards

Slips, Trips, and Falls

For more information on occupational hazards related to falls, slips, and trips, please scan the following code:

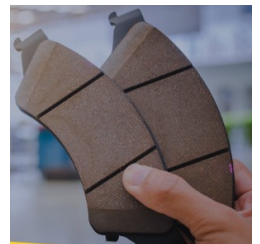


Machine related injuries

Routine maintenance of vehicles and machinery is an essential part of ensuring worker safety in any environment where such equipment is used. The importance of maintenance goes beyond simply keeping equipment in good condition, it directly contributes to preventing accidents and injuries.

Below are the key aspects proving why routine maintenance is extremely critical:

1. **Prevention of sudden failures:** Routine maintenance helps in the early detection of faults or wear and tears in vehicles and machinery, preventing unexpected breakdowns during operation. Sudden failures can lead to serious accidents, such as loss of control over the vehicle or equipment collapse, putting workers at risk.
2. **Ensuring Equipment Safety:** Regular maintenance includes checking all parts of vehicles and machines, such as brakes, tires, lights, and safety systems. This ensures that the equipment is functioning correctly and safely, and that all safety features are operational.
3. **Reducing Accident Risks:** By conducting routine maintenance, potential hazards can be identified and resolved before they lead to incidents. This significantly reduces the likelihood of workers being injured while using vehicles or machinery.
4. **Extending equipment lifespan:** Routine maintenance helps keep vehicles and machinery in good condition, which extends their operational lifespan. This reduces the need for frequent equipment replacements, saving costs and minimizing the risks associated with using unfamiliar new equipment.
5. **Compliance with standards and regulations:** Many tasks require adherence to safety standards and regulations, which mandate regular maintenance of equipment. Complying with these standards ensures worker safety and prevents legal liability.
6. **Improving work environment:** Well-maintained vehicles and machinery operate more efficiently, reducing noise, vibrations, and harmful emissions. This enhances the overall work environment and reduces health risks for employees.
7. **Increased confidence and productivity:** When workers know that the equipment they use is regularly maintained,



they feel more confident about their safety. This leads to higher productivity and improved work quality.

Check also the presence of insurance and technical inspection certificates for vehicles to avoid potential risks to the safety of workers and others, and to ensure no civil liability is incurred.

In general, make sure not to operate any machinery or equipment that does not meet safety standards: worn-out brakes or tires, non-functioning lights, missing rearview mirrors, etc.

Training

Make sure to receive the necessary training before working with any new machine or equipment, so you can handle it safely and avoid any risks to your safety.

Lifting

Heavy

Loads

Manual tasks or activities requiring physical effort to lift heavy weights are among the most common activities performed by municipal workers and are associated with a range of risks.
(For more details, scan the corresponding code)



Safety steps must be followed, starting with avoiding the following mistakes.



Carrying weights should consider the balance of the load on the back as shown in the following image:



Avoid lifting very heavy objects and ask for help from your colleagues when needed. Spinal injuries are very serious and very difficult to heal, especially with advancing age.



Risk Assessment by Type Across Public Service Sectors

Potential Occupational Hazards	Municipal Sector	Agriculture Sector	Justice, State Property & Real Estate Sector	Public Works & Environment Sector	Electricity & Gas Sector	Water Sector	Planning & Finance Sector	Health Sector
1- Physical Hazards								
Noise	+	-	-	+	+	+	-	+
Vibrations	+	+	-	+	+	+	-	-
Poor lighting	+	+	+	+	+	+	+	+
Extreme temperatures	+	+	-	+	+	+	-	+
2- Electrical Hazards	+	-	-	-	+	-	-	-
3- Biological Hazards	+	-	-	-	-	-	-	+
4- Chemical Hazards	+	+	-	+	-	+	-	+
5- Mechanical & Kinetic Hazards								
Slips, trips and falls	+	+	-	+	+	+	-	+
Machine-related injuries	+	+	-	+	+	+	-	-
Lifting heavy loads	+	+	-	+	+	+	-	+
6- Psychological and Social Hazards								
Psychological stress	+	+	+	+	+	+	+	+
Occupational fatigue	+	+	+	+	+	+	+	+
Verbal and physical violence	+	+	+	+	+	+	+	+
7- Organizational Hazards	+	+	+	+	+	+	+	+

"+" indicates presence of risk, "-" indicates absence or low presence.

We conclude from the table that the most common risks are psychological and social risks, followed by the working conditions inside the administration (poor lighting and unsuitable office conditions and equipment according to safety standards), then followed by mechanical and kinetic risks.

General Recommendations

For your physical and mental safety at work, it is advisable to:

- Consult the occupational doctor promptly about any pain or concerns you experience.
- Follow the principle that prevention is better than cure.
- Report to the union secretary any problems or risks threatening your physical safety.
- Adhere strictly to safety rules.
- Do not operate any machinery or equipment without the necessary training and instruction.
- Never neglect safety equipment: protective shoes, work suit, gloves, etc., as your safety comes first.
- Wear your work uniform only at work and change out of it before going home or into public places.
- Avoid mental fatigue and stress; consult your direct supervisor or union secretary if needed.
- Do not take risks; always ask for help when necessary.
- Request improvements to working conditions if you feel they are inadequate.



The role of the union in improving working conditions

Basic unions play a vital role in improving working conditions and protecting workers' rights through a variety of activities and mechanisms. These can be summarized as follows:

1. Collective Bargaining

Collective bargaining is one of the most important roles of unions, as they represent workers in negotiations with the administration on wages, working hours, and other working conditions. Through collective bargaining, unions can achieve gains that workers might not be able to secure on their own, such as salary increases, professional advancement, and a safer work environment.

2. Defending Workers' Rights

Unions protect workers' rights by monitoring the application of labor laws and defending workers who face violations. They provide legal support to workers who are subjected to unfair dismissal, discrimination, or other forms of injustice.

3. Improving Occupational Health and Safety

Unions work to improve health and safety conditions in the workplace by monitoring the environment and demanding safe and healthy working conditions. They are also represented in the Health and Safety Committee. Unions organize awareness campaigns about workplace hazards and train workers on how to prevent occupational injuries and illnesses.

4. Raising Awareness

Unions help raise awareness among workers about their rights and responsibilities by organizing training courses, seminars, and conferences. They also disseminate information about labor laws and workers' rights through various media channels.

5. Influencing Public Policy

Unions seek to influence public policies related to labor by pressuring governments and parliaments to pass laws that protect workers' rights. They also participate in social dialogue with governments and employers to help shape fair and equitable labor policies.

In general

- Unions contribute to achieving social justice and equality in the workplace.
- They promote social and economic stability by maintaining balanced labor relations.
- They help improve workers' productivity by ensuring a safe and motivating work environment.
- Unions support sustainable development by promoting decent work.

In general, labor unions play a fundamental role in improving working conditions and protecting workers' rights, and they are a key partner in building a just and prosperous society.

Importance of caring for office spaces and workplace aesthetics

Comfort and health

Providing clean, comfortable, and well-lit workspaces with ergonomic office furniture reduces physical and mental strain on employees. This positively impacts their focus and overall health.

Boosting morale

An aesthetically pleasing and organized work environment conveys professionalism and respect. This positively affects employees' morale, making them more engaged and increasing their sense of belonging to the organization.

Improved communication and collaboration

Office designs that include open spaces or designated areas for informal meetings can encourage communication among employees, fostering teamwork and collaboration.

Building a positive culture and increasing loyalty

When management cares about the work environment, it sends a clear message that employees' comfort and ease of work are valued.

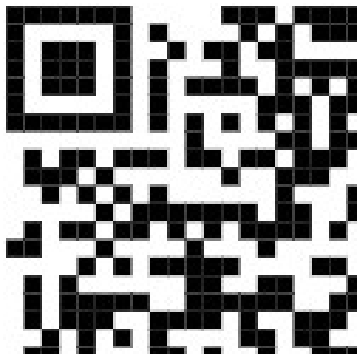
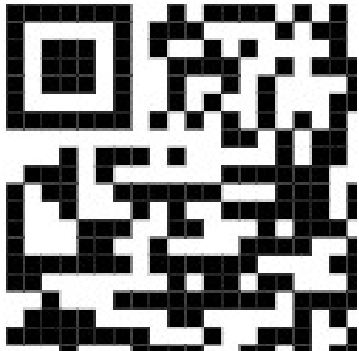
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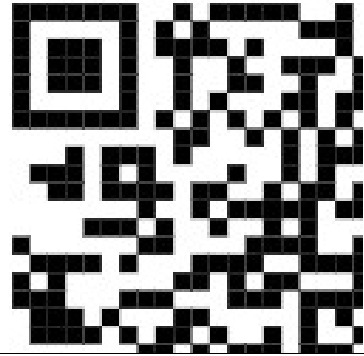
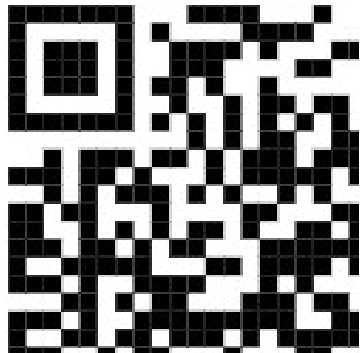
- **Enhances trust:** Employees recognize that management is investing in tools and environments that support their success, which builds mutual trust.
- **Reduces turnover:** Employees who feel comfortable and appreciated in their workplace are more likely to stay longer, reducing hiring and training costs.
- **Attracts talent:** Companies with modern and comfortable workplaces are more attractive to new talent, helping to build a strong and creative team.

In short, taking care of the appearance of the workplace is not a luxury, but a foundation for a healthy and productive work environment that supports employee growth and the long-term success of the organization.

Legal References

Legal texts and references related to occupational health and safety

<p>Law No. 56 of 1995 concerning the special system of compensation for damage resulting from work-related accidents and occupational diseases in the public sector.</p>	
<p>The special compensation system for damages resulting from work-related accidents and occupational diseases in the private sector.</p>	
<p>Example of a municipal decision to establish the Municipal Committee for Occupational Health and Safety in municipalities.</p>	

Compensation Procedures for Work-Related Accidents and Occupational Diseases	
List of occupational diseases in Tunisia	

**Working in public services is tiring but beneficial for everyone.
By maintaining your safety, you ensure the provision of a decent living for the
citizens.**