

Experimental strategy for taking into account and giving responses to psychosocial risks at the scale of two ski stations



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Location

Les Belleville

Country

France

Short summarizing description

The objective of the project is to limit psychosocial occupational risks of seasonal workers and employers. We are planning three years to develop our actions. The first year will be motivated by sharing experiences of what already exists as well as the dissemination of the project and the consideration of needs. The second year will consist of putting in place the actions of concrete preventions / trainings, all in continuing at mobilizing the companies / seasonal workers by a effective communication strategy. Finally, during the third and last year concrete actions will be continued and evaluated qualitatively and quantitatively.

Key Terms

prevention, stress at work, quality of life

Context and background, Which problems/challenges does your measure try to solve/cope with?

In 2010, during a diagnostic of the municipality, many seasonal workers as well as business leaders talk about the intensity of the work stress during the season. Indeed, some companies accumulate their turnover for the year for a short period (between 4 and 6 months). Especially since it does not depend solely on them. The snow, the resort's attendance for example are more or less factors controllable. In addition, when these conditions are met, the demands of mountain living in the winter season (cost of living, isolation, traffic problems, falls snow, cold) and work (work intensity, high traffic peaks, housing conditions) are still very difficult. The Observatory report of the Regional Health Authority in 2008 clearly highlights all these aspects.

Which are the key objectives of your measure?

- Restrict professional psychosocial risks seasonal workers and employers - sharing experiences of what already exists as well as the dissemination of the project and the consideration of the needs - action in prevention and trainings, all in continuing at mobilize the companies / seasonal by communicating to the maximum - implement an action plan to persist over time and especially to empower managers / managers / seasonal workers on the management of psychosocial risks at work in an optimum way

Who are the main target groups and beneficiaries of your measure?

Seasonal workers and employers

Which actions have already been implemented and which results have been achieved so far?

In the first year, communication tools and educational programs for seasonal workers to prevent risks as much as possible have been developed. - Development of a Facebook account of the Seasonal Area. A Facebook page of the Seasonal Area did not exist so far. Thanks to sharing experience with other structures, and following the request of seasonal, it seems that information is circulating very easily by this network for a cost (time and money) quite low. - development of a seasonal card for cultural linked actions / training courses / events - Preparation of pre-seasonal trainings for seasonal workers and employees

Which were the main problems and challenges you were/are facing when implementing the project and how did/do you (try to) overcome them?

The geographical distance (the size of the municipality is around 44km long) and the access of the two ski stations (only one road) makes an easily connection in between the involved persons complicated. Meetings were organized directly in person in the ski stations to motivate th most possible the companies and stakeholders to participate.

Link to website

<http://emploi.lesbelleville.fr/>

Starting date

2015-10-01

Regional scale

1 - local (one municipality)

Other involved partners

Local politicians of the municipality and region, Health officer of APTV (LEADER cooperation), Employment Basin Committee (Comité du bassin d'Emploi), Occupational Health Service 73, Service of the region, DIRECCTE, Employee representatives, Em

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Category 1, Managing social change

The project wants seasonal employees and employers to realize the influence of the quality of work and life in a ski station on their health, especially on the psychosocial risks. The diagnostic made in the municipality is communicated to the local companies and employers to increase awareness. In workshops best practice examples were shown and discussed, so that companies and employees get ideas how to develop and to improve their "work system". The idea is to support the local companies and employees so long until they are 'independent' in this project and started to implement different actions (as for example the study courses before the season for seasonal workers to know the ski stations better, to support the seasonal workers giving from the beginning on information how, where and what to deal with in the daily life while working in the ski station).

Category 2: Integrating migrants into the local/,regional labour market

The seasonal workers will get a study class, organised by the local company, before starting their season in the ski station (up to 3 weeks). During this time the migrants get an operative preparation course with learning a language (Russian or English, visiting the ski station, welcoming point for clients, information about social networking). The first "welcome" step is that the companies send their employees to the "Espaces saisonniers" of the municipality where the migrants will be welcomed, informed and supported during their first days and later on during their stay in the station. Due to this project the people could be welcomed already before the official start of the ski season which helps them to be integrated in the municipality from the beginning on.

Category 3: Improving land use, nature ,protection and regional development

A regular bus shuttle for the employees and employers from the town "Moutiers" is organised. There are a lot of apartments empty in Moutiers; therefore the municipality of Les Belleville in collaboration with Moutiers developed a strategy for using the empty flats for seasonal workers. This has a big influence on the use of land in the municipality of Les Belleville. Furthermore, the local economy of Moutiers will be redevelopped and the commun transport system reduces the use of personal cars.

Category 5, PR impact and awareness raising

The project, its actions and the success of the measure are regularly communicated on the web page of the municipality, of the "Espace saisonniers" and facebook. Furthermore 2 or 3 times per year, articles in the local newspaper gives information on this project and its actions.

Category 6, Innovative dimension

The Region Auvergne Rhône Alpes supports this project because of its innovative dimension. In France only 50 "Espaces Saisonniers" exists, in the French Alps around 15. The action, working on health consequences for seasonal workers in ski stations, itself is the only one existing at the moment in France.

Category 7, Transferability

The concept of the study class before starting the season in a ski station is already possible to be transferred in other areas. There are already other "espaces saisonniers" in France interested in the methodology and concept of the study classes and the developed communication tools. During a LEADER cooperation project, the project and its outputs is made visible on national level.

Category 8, Embedment in a comprehensive welcoming strategy

This project takes part on the global welcoming strategy of the "Espaces Saisonniers" in the municipality Les Belleville. In this "Welcoming centre" all new arrival are informed and accompany during their stay in the municipality (help to find an accommodation, support on administrative things, information about study classes,... in general all social services needed).

Further Information



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