

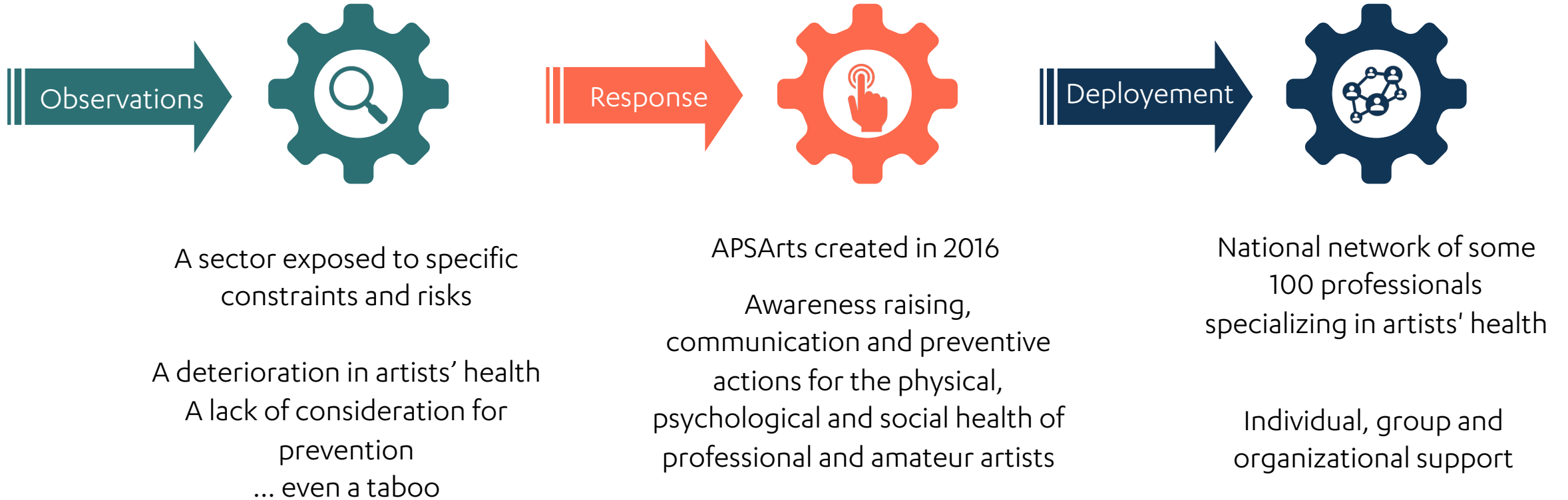
Feedback on experiences and interventions from the APSArts network: From tertiary prevention measures towards the appropriation of a culture of health at work

Research Meeting

Determinants of the Physical, Mental, and Social Health of Professional Orchestra Musicians and Proposals for Prevention



Quoniam , S. Posturologist
Van Compernel, H. Ph.D. in Social and Organizational Psychology



A level of prevention

Requests from structures and artists are mainly at tertiary (or secondary) and individual level

Examples

Gestures and postures training
Functional rehabilitation
Stress, time or conflict management training
Relaxation or yoga sessions...

Limits

Limited effectiveness
Short-term effects
Lack of reflection on real work and the conditions under which it's performed
Lack of a comprehensive, systemic approach to occupational health



How to introduce primary and organizational responses/analyses to tertiary and individual requests for intervention?



Supporting a national regional orchestra on occupational health issues

Reluctance

- To discuss instrumental difficulties collectively
- To acknowledge the existence of psychological suffering in the workplace
- To question the organizational, collective, managerial and political dimensions of work...
- To engage in a participatory approach

A progressive approach

- Support since 2020
- Initiate the process with less "engaging" subjects
- An initial quantitative approach to themes such as sleep and diet
- Gradual introduction of topics such as addictions, stress and psychosocial risks
- Increasing team awareness of occupational health and safety issues



Requests

Situations of interpersonal conflict between employees or between employees and members of management

Interpretation of the situation and its causes on an individual level only (personalities, jealousies, fatigue, etc.)

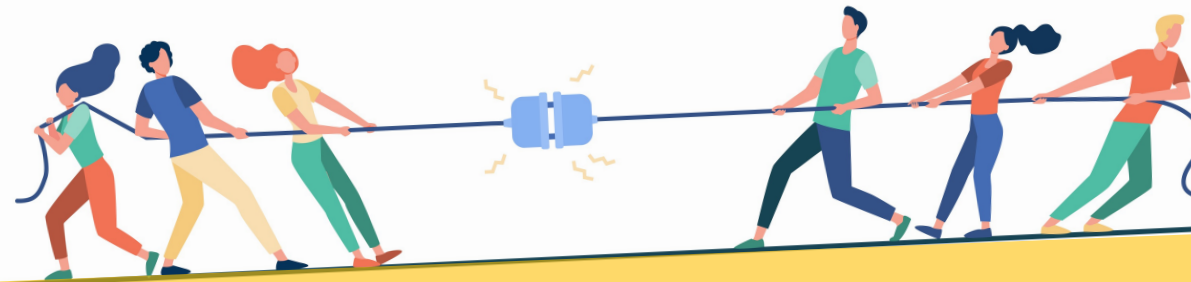
→ Request for individual-focused interventions (mediation, coaching, personal development...)

Proposals

Analysis of the request, questioning the "system of actions and relationships" (Dubost, 1987) through interviews and observations

Demand reformulation: organizational interpretation of conflict situations

- Beyond individual-focused intervention, proposal of a systemic approach applied to the entire organization
- Analysis focused on real work
- Develop a discussion on psychosocial risks and proposals for collective/organizational actions





**Quantitative Study ARACT
HDF/APSArts**

« Pregnancy and parenthood in
artistic workplaces »



Results

Women musicians' fear of
announcing their pregnancy

Pregnancy and maternity's needs
not taken into account in cultural
structures



**Actions taken and to be
considered**

Develop research and reflection on
the reconciliation of work and
pregnancy (Malenfant, 1996) among
artists

Drafting the Charter of Welcome
and Respect for Artistic Teams:
collective and organizational actions
on health issues



Some proposals



Based on requests for intervention at tertiary level, encourage artistic structures to develop a more general, systemic approach to the conditions under which work is carried out



Aim for the gradual integration of a culture of prevention by combining individual and organizational levels of intervention



Take psychosocial and organizational dimensions into account in understanding and preventing MSDs, and raise awareness of the many demands, constraints and stressors associated with the musician's profession



Focus on collective actions that encourage the sharing of mutual concerns, knowledge, expertise, resources and strategies in the face of difficulties encountered in the workplace



Develop research/scientific knowledge on HRQoL and psychological health at work in the arts sector, and promote the appropriation of this knowledge by the arts community

Thank You !

Any questions?

