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Photo: Thomas Blättler, HAFL

Working Conditions on Alpine Farms

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When We Imagine Alpine Farming...

... we see beautiful nature and landscapes.



... we taste traditionally crafted products.



... we celebrate the folklore of ancient traditions.

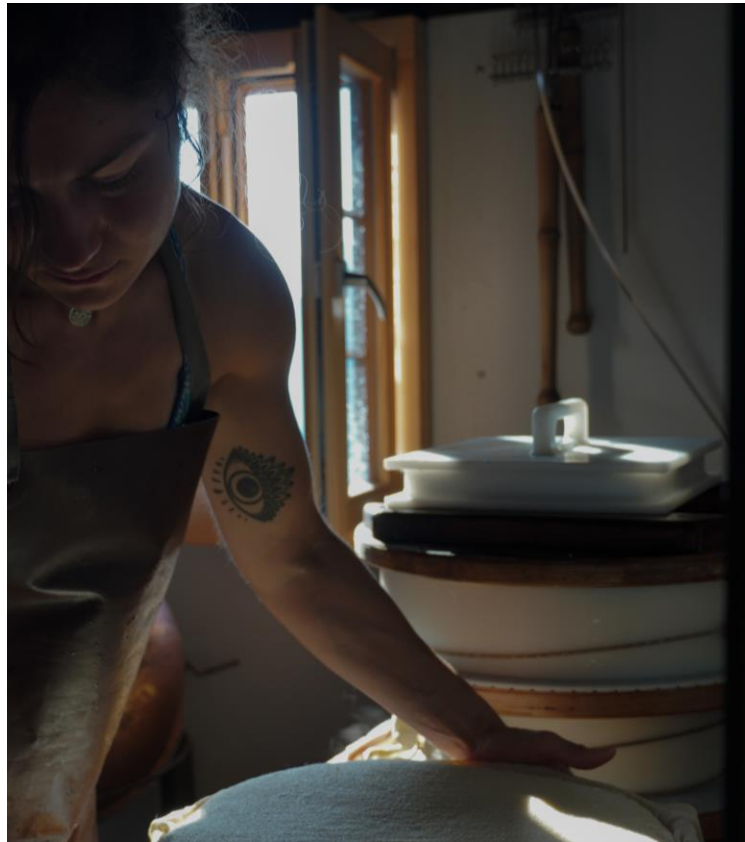


To Make Our Imaginations Come True, It Takes...

... a lot of work,

... skill,

... and knowledge.



Context: Why is it important?

► Long-term, qualified staff contribute to the...

... the ***stability*** of the overall 'Alp' system.

... ***quality*** in pasture and herd management, as well as in the production of Alpine products.

... ***the profitability*** of summer grazing.

(see also von Felten 2011; Calabrese et al. 2014)



Source: Lena Rief

Context: Our research project

- ▶ Data collection as part of the **research project ‘Motivated and loyal alpine staff – framework conditions for the alp as a workplace’**
(Partner: Swiss Alpine Farming Association (SAV))
- ▶ **Survey:** 366 participants from the target group
- ▶ **Interviews:** 13 interviews with returnees; 10 interviews with non-returnees
(sample drawn from survey participants)

Results: What are the challenges for staff?

- ▶ **Factors external to the alp:** The main reasons cited by respondents for not returning or for an uncertain return are their **living and working conditions**.
- ▶ **Internal factors:** Other important factors for the respondents regarding a decision not to return or to return are the **terms of employment and working conditions, the alpine managers and the alpine team**.

But it is not that easy...

- ▶ Despite the **lowest overall evaluation (OE)** of the last alpine farm, **shepherds** have the **highest return rate (RR)** of all roles
- ▶ Although **social relations** (with the alpine farm managers or the other workers) are more important for not returning to an alp, they are **rated better than the alpine farm buildings**.