Safety culture and risk management in agriculture – Sacurima COST Action Working Group 2 results Novi Sad 21.3. 2019

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SACURIMA WG 2 Novi Sad meeting results

Worked for the draft of the survey tool.

Survey have now 50 questions including background, injury history, safety practise, safety culture and seven safety barrier questions.

Circulate survey in delphi rounds and then test the final version with the farmers.

5 test farms in Portugal, Ireland, Portugal and Finland (totally 20). Then we create online questionnaire before the next MC meeting.

WG 2 dissemination Novi Sad meeting

Period 2:

- Workshop presentation in Hurdal, Norway.

- WG 2 workshop in Brussels

- STSM visit in November, Romania to UCL, Belgium

- ITC conference presentation- Farm safety education: chance to improve safety and helath literacy among agriculture workers

- Participating in article working with WG 1 and 4
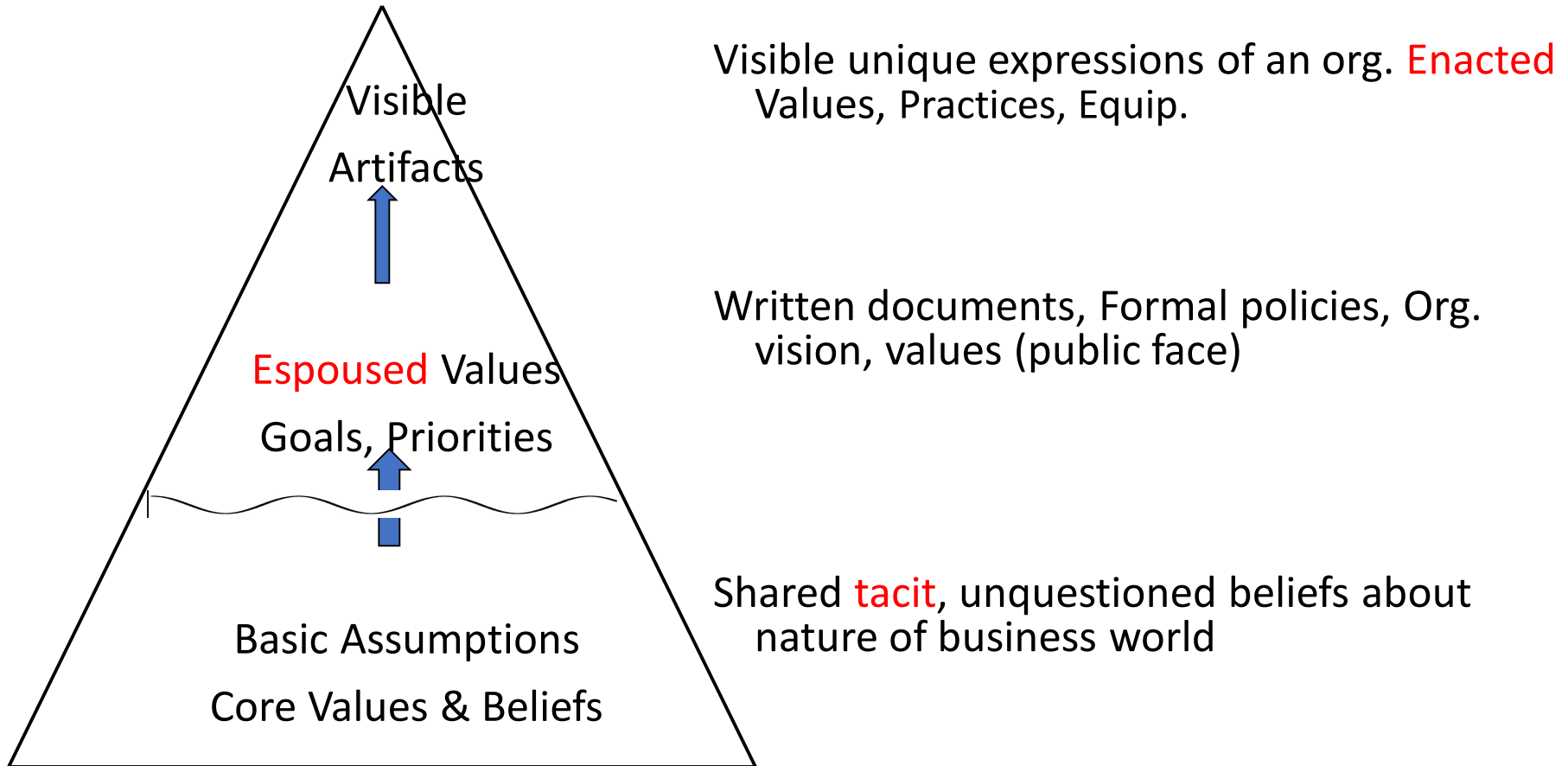
- Poster about WG 2 work

WG 2 dissemination Novi Sad meeting

Period 3:

- Two STSM's, one about survey analysing, one for article writing

- One ITC grant about the survey results

- Survey tool to farmers and farm workers

- Article draft submitted

- Poster

- Workshop presentation in Milan, preliminary survey results

- Stephan to Conference grant in Turkey, November 2019

A Levels Model of Org. Culture
From deep to surface levels (Schein, 1985)

Visible Artifacts — Visible unique expressions of an org. Enacted Values, Practices, Equip.

Espoused Values Goals, Priorities — Written documents, Formal policies, Org. vision, values (public face)

Basic Assumptions Core Values & Beliefs — Shared tacit, unquestioned beliefs about nature of business world

What is <u>organizational climate</u>?
A rational & functional perspective

- Org climate is a social cognitive construct referring to employee <u>shared</u> perceptions regarding the kinds of role behavior likely to be recognized and rewarded

- Given the complexity of the org environ. (e.g. competing demands, inconsistent policies), workers use each other experiences to identify positive/negative consequences

- When everyone agrees about consequences of specific behaviors, climate emerges (service, innovation, safety)

Detecting the (implicit) reward structure helps employee adaptation by choosing the better-rewarded role behaviors

Approaching safety culture/safety climate?

The pattern of shared values, beliefs & basic assumptions that unite the members of an organization by indicating the right ways for thinking and acting

Culture is the pattern of shared beliefs and values that provide members of an institution with a common compass by separating right from wrong behaviours

Safety is a high priority in organisations, which have good safety culture. On farms it is seen in farm people behavior, attitudes, practices and work activities, which are adopted to farm and farm work in a safe manner.