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Sacurima – CA 16123

Safety Culture and Risk Management in Agriculture

Pilot survey: results on effective models for training and integrating vulnerable populations into the agricultural workforce



Funded by the Horizon 2020 Framework Programme
of the European Union



COST Action

This stands for; Cooperation in Science and Technology

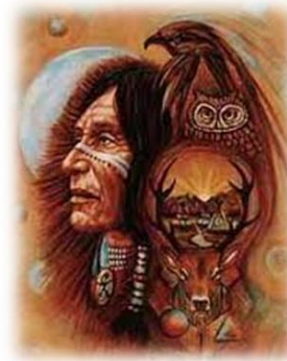
The SACURIMA COST Action focuses specifically on
Safety, Health and Welfare issues in Agriculture

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Farmer



Working Group 3 task:

identifying effective models for training and integration of vulnerable populations* (including refugees and young workers) into the agricultural workforce

**1) immigrants; 2) migrants; 3) refugees; 4) young persons; 5) older persons; 6) women; 7) persons with disabilities; 8) minority; 9) seasonal workers*

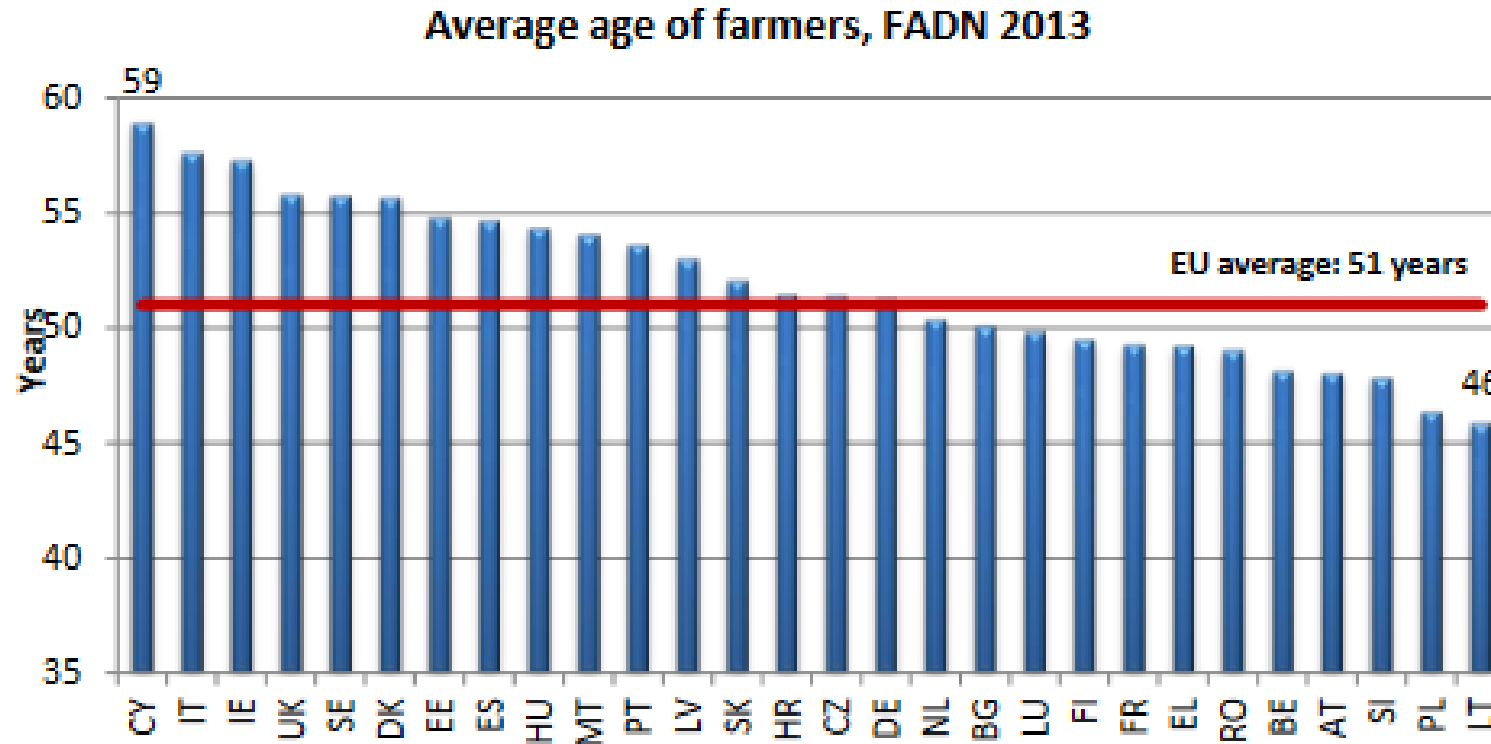
Problems in agriculture sector regarding workforce

1. EU statistics show decreasing farm numbers and increasing farm sizes
2. Farmers usually do not hire, are both the sole decision makers in farm management and the farm workers
3. Shortage of qualified human resources in rural areas

Source: Stoner et al., 2006; Dao, Peduzzi, 2004; Hardarker, et al. 1999; Dillon, 2003; OECD, 2011; Meuwissen et al., 2001; Rural Development in the European Union, Statistical and Economic Information, Report 2013.

Workforce situation in agriculture (1)

- In EU the average age of farmers was 49.2 in 2004 and 51,4 in 2013. The same increasing tendency is also identified in US, where the average age of farmer is even higher – 58,3 in 2012.



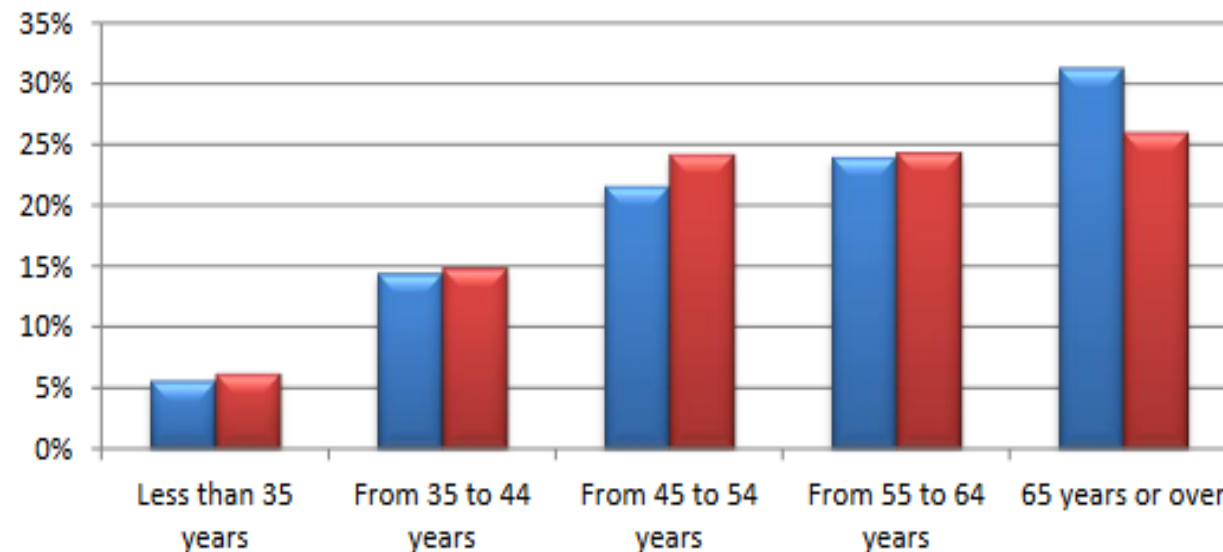
European Commission (2017),

https://ec.europa.eu/agriculture/sites/agriculture/files/rural-area-economics/briefs/pdf/015_en.pdf

Workforce situation in agriculture (2)

- By Young Farmers Statistics (cited Kuis, Mitrovica, Feldman, 2014), almost half of all agricultural workers are 55 years old or older. At the EU-27 level, there is approximately one farmer of less than 35 years old for each nine farmers.

Age structure of EU farmers, 2013



European Commission (2017),

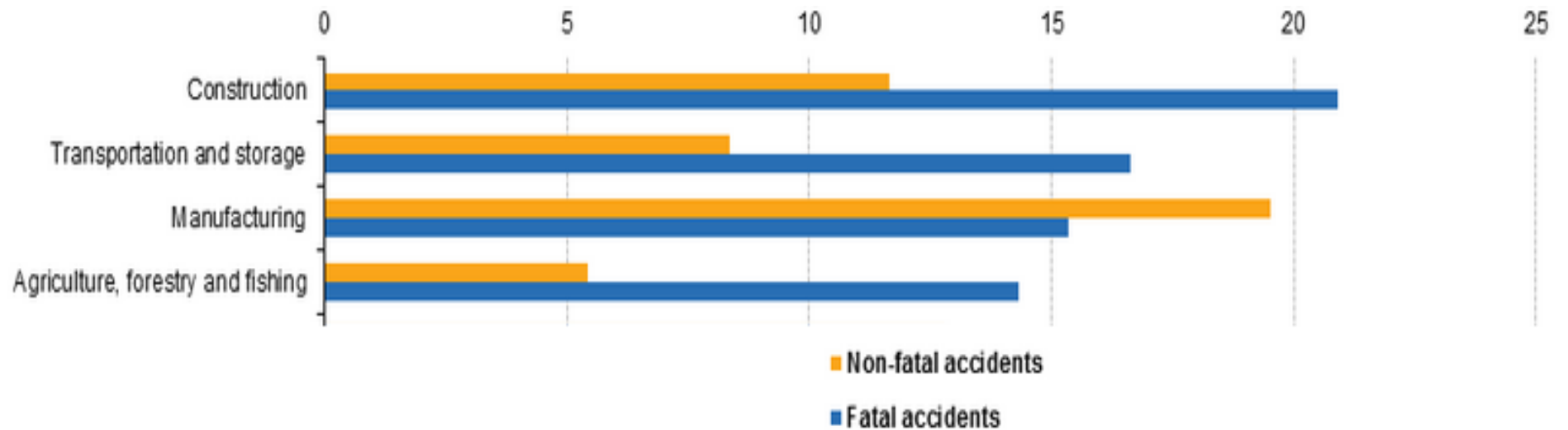
https://ec.europa.eu/agriculture/sites/agriculture/files/rural-area-economics/briefs/pdf/015_en.pdf

■ EU-28 ■ EU-28 excl. Romania

Workforce situation in agriculture (3)

- One of the most dangerous industries:

- National Consumers League (2012) listed working in agriculture as one of the five most dangerous summer jobs for teens in the US (Hard, 2014).
- Agriculture is the UK most dangerous industry in 2016 (Hancock, 2017).
- Pesticides using in agriculture cases serious health problems, this means high health costs (Schreinemachers, Tipraqsa, 2012; Zafar, Mehmood, Baig, et al. 2016).



Fatal and non-fatal accidents at work by economic activity, EU-28, 2014
(% of fatal and non-fatal accidents), Eurostat

Individual motivation to work in agriculture

(Kusis, J., & Miltovica, B. 2016 according to Urban Youth Perceptions in Latvia, Lithuania and Poland)

Would like to work in agriculture

- Like nature and animals;
- work is healthy;
- agriculture industry is highly developing and it will always remain important;
- own the farm;
- be engaged in agricultural employment if the farm is developed;
- modern farmers have a lot of financial resources

Do not want work in agriculture

- There is no development;
- it is dirty work;
- it is hard work;
- to prefer urban lifestyle instead of rural;
- it is low – paid work;
- it takes too much time and responsibility;
- don't like peaceful environment;
- a dirty job;
- the work does not provide satisfaction.

Do not know

- It is a life-style;
- work in agriculture is not the priority;
- there are no strict working or rest hours in farm;
- didn't decide.

Stereotypes in agriculture

Positive

- The male with a straw hat in agricultural clothes;
- a man with a shovel, a man with a tractor;
- good natured people, agriculture work that gives people food;
- a man who is equipped with new machinery, tractors, jeeps.

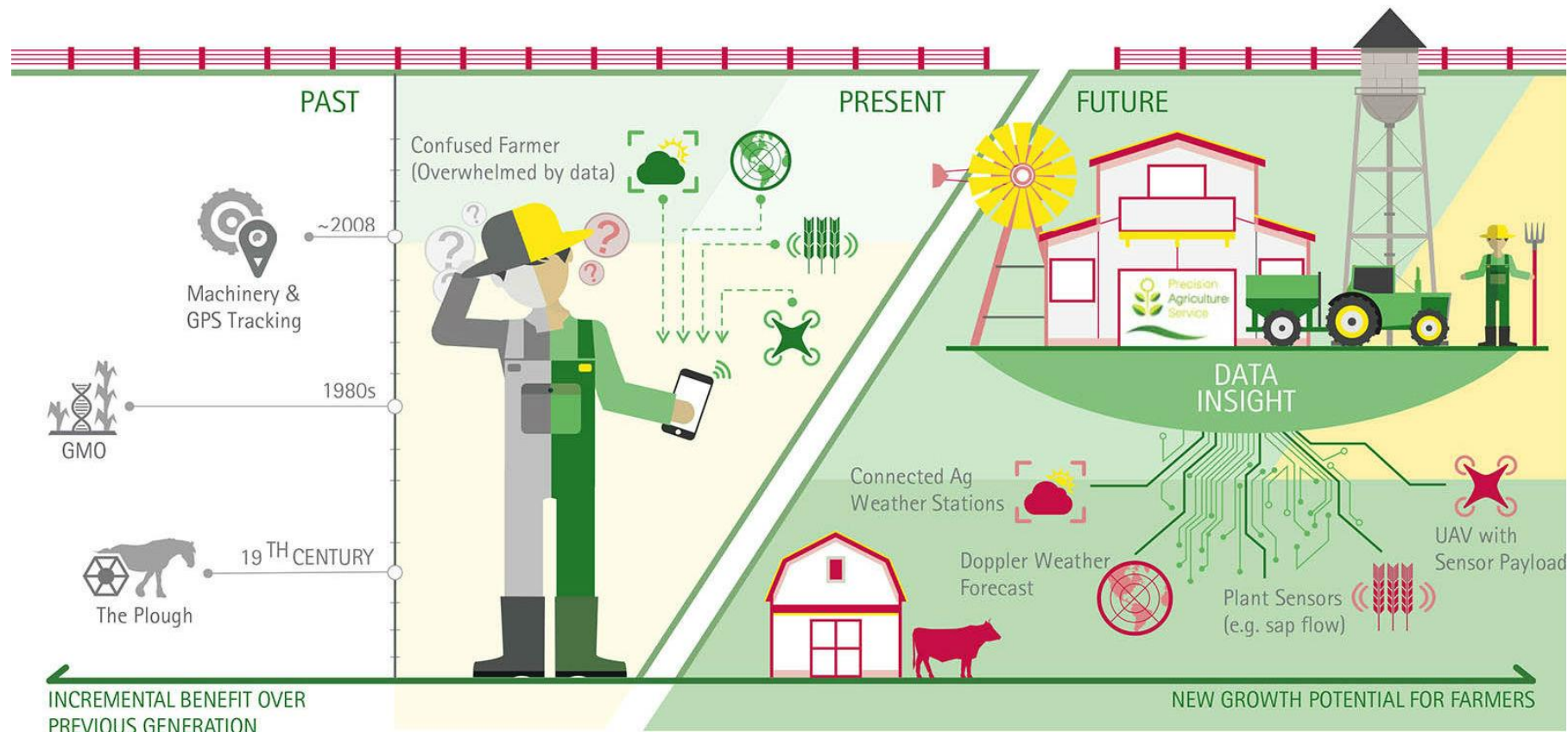
Neutral

- A man who is always busy;
- a man with dirty clothes, muscles, moustaches;
- an old man with a long beard;
- an old man who takes care of their land and harvest.

Negative

- A man who is low-skilled, without education;
- heavy drinking; rude and inattentive;
- using a bad words and vocabulary;
- small profits tough heavy job;
- retarded, do not use social networks;
- hard work, weeding.

New technology may change stereotype



Southern Crop Production Association (2018), <http://www.southcrop.org/precision-agriculture/how-ag-technology-is-evolving/>

Vulnerable population and problems related to integration into agriculture workforce (1)

Young people

- work at farmers' farms is not prestigious
- prefer urban lifestyle instead of rural
- young people tend to migrate to urban areas or foreign countries
- pure social lifestyle for youth in rural areas

Persons with disabilities

- work at agriculture is very dangerous
- work in agriculture is hard, physical demanding

Vulnerable population and problems related to integration into agriculture workforce (2)

Migrants/ immigrants

- migrants work not always follow labor law
- people tend to migrate to countries with higher salaries
- complicated procedures for employment

Older people

- work at agriculture is very dangerous
- work with machinery requires special knowledge and skills
- work in agriculture is hard, physical demanding
- older workers are less flexible and adaptable
- older workers had more health concerns

Vulnerable population and problems related to integration into agriculture workforce (3)

Refugees

- language barrier
- cultural difference
- lack of professional skills
- personality problems (lack of autonomy, lack of motivation)
- extra care is required for adapting these workers

Women

- women often want to work part-time
- women who return to work after maternity are never as good as they were
- family commitments
- work in agriculture is hard, physical demanding

Measures for integrating vulnerable population into the agricultural workforce (1)

- Training:
 - To deal with problems:
 - Inconvenient training time
 - Stereotypes that reduce motivation
 - Low education level
 - To increase sustainability of training :
 - A rigorous selection of participants
 - Broader capacity-development strategies
 - Strategic partnership arrangements with local, national and/or regional actors

Measures for integrating vulnerable population into the agricultural workforce (2)

- Consultancy services:
 - It is support there to get information about new agricultural policies, requirements
 - Important role for increasing competitiveness, to the diversification of the agricultural produce and activities, to the restructuring and modernization of this sector, to the application of modern, environment-friendly technologies, and to renewable sources of energy (Saticu, Mateoc-Sirb, 2011)

Measures for integrating vulnerable population into the agricultural workforce (3)

- Appropriate legal system:
 - Demotivation to work in agriculture involved weekend work, irregular working hours and overtime
 - For motivation agriculture workforce is important primary needs according to the hierarchy of needs and hygiene factors (Kolstrup, 2012)

Measures for integrating vulnerable population into the agricultural workforce (4)

- Financial support:
 - Solving older generation problem must be ensure continuity in agriculture, as the farming business goes from generation to generation. Therefore, need to be encouraged to get involved in agriculture (Lobley et al, 2010). There may help financial support.

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Young persons

- **Lithuania**

Employees who hire young workers (18-29 years of age) are exempt from social insurance taxes for the first 6 months of employment

- **Turkey**

-

- **Slovenia**

If young person complete training in innovative employment projects, he/she can work for a minimum of one year through the Let's Employ Youth program. The employer receives a subsidy for his/her employment.

Immigrants

- **Lithuania**
- Erasmus projects were implemented. Main purpose - language teaching and cultural adaptation. Developing lessons andragogues adapt their content to the culture of the local country, so that during these lessons migrants learn about the facts about the country's history, traditions and customs.
- **Turkey**
-
- **Slovenia**
-

Migrants

- **Lithuania**

Migrants who come back to work to Lithuania gets free legal consultation about taxes, registration and other issue

- **Turkey**

Ongoing several researches and services for migrants working in agriculture in coordination with EU, WHO, ILO particularly at the Southeast of Turkey; general employment trainings for migrant workers.

- **Slovenia**

-

Refugees

■ Lithuania

When the refugees enter Lithuania, the Lithuanian language and culture are taught for 3 months in Refugees reception center. After that, mentor is assign for each refugee for 12 month. Mentor helps with such issues as: renting apartment, finding a job, organizing all documentation and so on.

Turkey

Ongoing several researches and services for migrants working in agriculture in coordination with EU, WHO, ILO since 2015. General OHS trainings and special employment trainings, besides, language and qualification courses.

Slovenia

-

Elderly persons

- **Lithuania**

Subsidy for employer who hires person over 50 years old.

- **Turkey**

-

- **Slovenia**

-

Disabled people

- **Lithuania**

Few projects were adapted. Methodological recommendations for vocational training of deaf people were created

- **Turkey**

-

- **Slovenia**

Tax incentives for the employment of disabled people.

Minorities

■ Lithuania

Several programs are adapted for gypsy community in Vilnius district. Program period 2016-2019. Program offer such measures:

- promoting the integration of gypsies into the education system;
- increasing access to health services;
- seek to reduce social exclusion;
- improving the lives of gypsy people;
- increasing the openness of gypsies culture;
- stop the spread of drug addiction in gypsy living area and the nearby area.

■ Turkey

-

■ Slovenia

-

Seasonal workers

■ Lithuania

Tax compensation for seasonal workers in agriculture. People who earn no more than 1750 Eur per season is exempt from income tax. Employers can pay them using agriculture receipts, it is not necessary to go through employment procedures.

■ Turkey

Health Promotion of Seasonal workers Project in coordination with UNFPA in the SouthEast of Turkey (2011-2015). General OHS trainings for seasonal workers, besides special trainings for health mediators and labour mediators.

■ Slovenia

-

Youth <18years

■ Lithuania

In 2013 in Lithuania was implemented project “Trust yourself” where employer which hire young people 14-15 years of old gets tax exempt

■ Turkey

The Project has been conducted in coordination with UNICEF 2017-2018; training of mediators on prevention of child workers.

■ Slovenia

Project Learning for Young Adults for 15-26 years youth. Project helps to learn new skills.



Thank you