

Growing  
ideas  
through  
networks

# Sacurima – CA 16123

Safety Culture and Risk  
Management in Agriculture

## WG3 results



Funded by the Horizon 2020 Framework Programme  
of the European Union



# Working Group 3 task:

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

# Time table (according SACURIMA CA16123 plan)

Objectives	Taks	Milestones	Deliverables	Implementation period
Identify effective models for training and integrating vulnerable populations, including refugees and young	1) Literature review of research findings	1) Literature review done	1) Manuscript to peerreviewed publication	From 2018-01 till 2019-08
	2) Surveys of vulnerable workers on farms	2) Survey completed	2) Report to MC on vulnerable populations on farms	From 2018 09 till 2020-04
	3) Report on literature and survey	3) Reports submitted		from 2019-05 till 2020-08
	4) Develop recommendations	4) Recommendations prepared.		from 2019-05 till 2020-08

# Conferences (1):

- primary results were presented in international scientific conference 23rd EBES CONFERENCE – MADRID (2017-09-27/29), presentation title: Human Risk in Agriculture: Problems and Perspectives;
- Phd student from Lithuania (Erika Besuspariene) has presented topic „Integration models for young workers into the agricultural workforce“ in international conference in France (Paris) „Coping with risks in agriculture: What challenges and prospects?“ on 2018 02 22/23 (Financed by COST);
- COST action possibilities and WG 3 research area was presented in Aleksandras Stulginskis University scientific conference „Research results in 2017 in Faculty of Economics and Management“ on 2018 02 15.

## Conferences (2):

- International Dairy Research Consortium (IDRC) at the University of Washington in Seattle, WA, USA, August 6, 2019
- In Western Agricultural Safety and Health Conference in Seattle, WA on August 6-9, 2019 were presented two posters:
  - International collaboration to improve safety culture and risk management among vulnerable populations in agriculture
  - Personal protective equipment use among farmers in Nebraska, Latvia, Lithuania, and Slovenia

## Conferences (3):

- **Use of personal protective equipment among farmers in Nebraska, Lithuania, Latvia, and Slovenia. Presented at the 2019 European Public Health Conference in Marseille, France;**
- **International Conference “Rural development 2019” in Lithuania, poster presentation “Why Young Person Do Not Choose To Work In Agriculture? 2019 09 26-28**

# Future plans for conferences

- At least on presentation in the conference – presenting survey results

# Papers

1. Human Risk in Agriculture: Problems and Perspectives” is accepted for publication in the 23rd EBES Conference Proceedings (will be published in 2020)
2. Use of personal protective equipment among farmers in Nebraska, Lithuania, Latvia, and Slovenia. European Journal of Public Health, Volume 29, Issue Supplement\_4, November 2019, ckz186.107, <https://doi.org/10.1093/eurpub/ckz186.107> (published)

## Papers are in preparation stage:

- Vulnerable populations – who are they in agriculture?
- Integration models for young workers into the agricultural workforce
- WG3 Kaunas meeting report
- France conference manuscript

# Surveys

- 3 pilot surveys were implemented by WG3:
  - Personal protective equipment use among farmers in Nebraska, Latvia, Lithuania, and Slovenia
  - Pilot survey: results on effective models for training and integrating vulnerable populations into the agricultural workforce (Slovenia, Tukey, Lithuania)
  
- **Survey about effective models for training and integrating vulnerable populations into the agricultural workforce in the SACURIMA countries**

# MG3 meeting and workshop

- MG3 meeting and workshop was organized 2019 04 25-26 in Vytautas Magnus University Agriculture Academy (Lithuania).
- During this meeting five main vulnerable groups were identified: foreign-born farmworkers (including both immigrants and refugees); migrant and seasonal farmworkers; beginning farmers (those with less than five years of experience), farm families (including women, children, and older adults); farmworkers who have physical, mental, or intellectual disabilities.

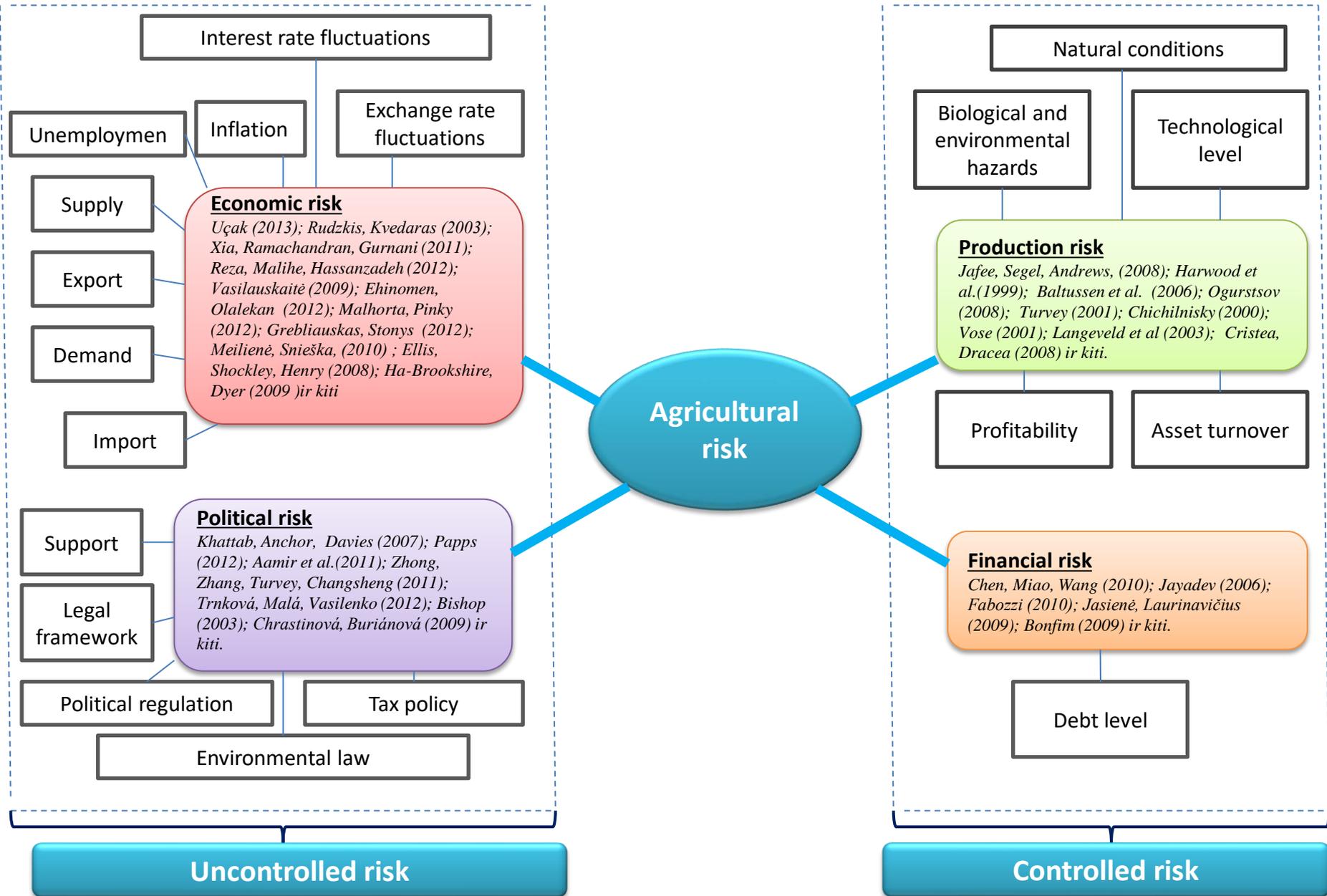
# ITC

- Erika Besuspariene (Lithuania) - international conference in France (Paris) „Coping with risks in agriculture: What challenges and prospects?“ on 2018 02 22/23
- Laura Girdziute (Lithuania) - Western Agricultural Safety and Health Conference in Seattle, WA on August 6-9, 2019
- Jože Staric (Slovenia) – middle European Buiatrics congress in Livin

# SHSM

Laura Girdziute (Lithuania) - University of  
Nebraska Medical Center (Omaha)

# WG 3 research results



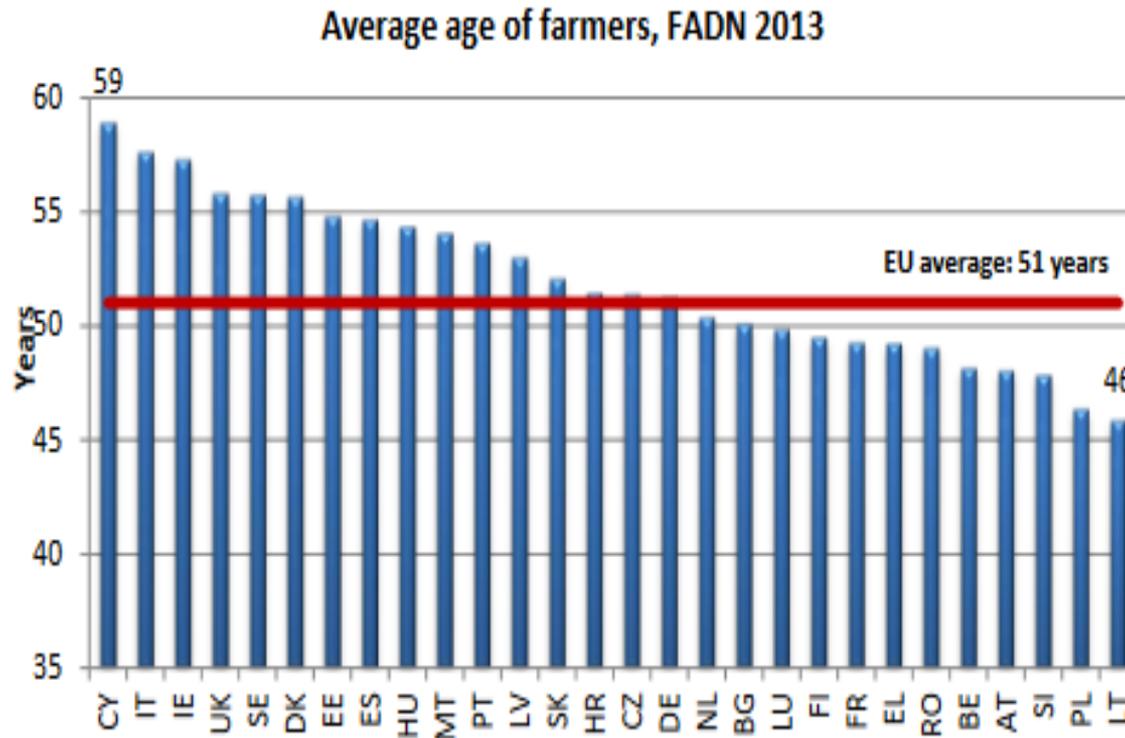
# Problems in agriculture sector regarding workforce

*(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)*

- work at farmers' farms is not prestigious
- shortage of qualified human resources in rural areas
- inclination to migrate to urban areas or foreign countries among young and perspective employees
- farmers usually do not hire, are both the sole decision makers in farm management and the farm workers
- Agriculture is risky industry for people who work in it, because work is related to heavy machinery, livestock that increases possibility to be injured, to get health issues or even disability

# 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.



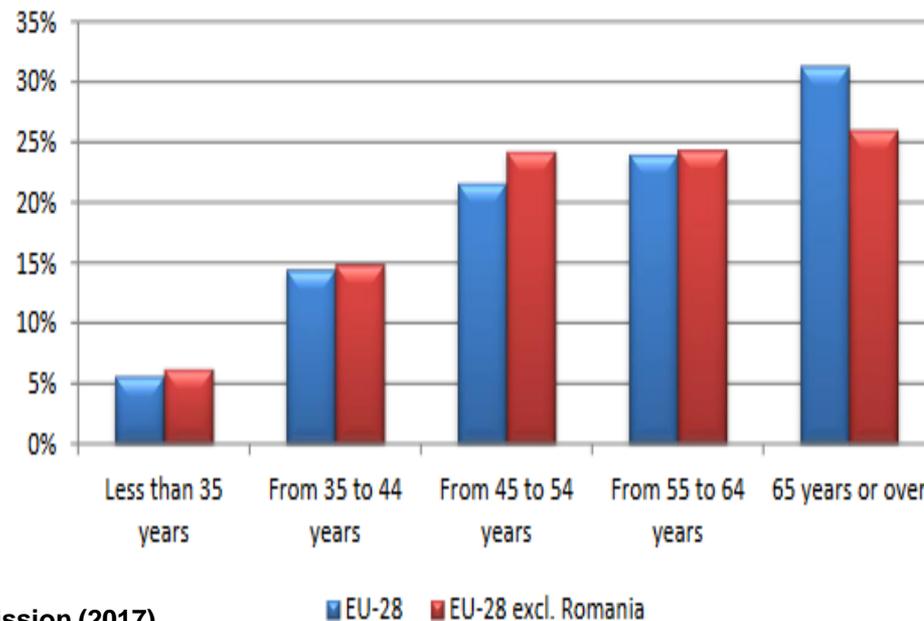
European Commission (2017),

[https://ec.europa.eu/agriculture/sites/agriculture/files/rural-area-economics/briefs/pdf/015\\_en.pdf](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 Kuisis, Miltovica, 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](https://ec.europa.eu/agriculture/sites/agriculture/files/rural-area-economics/briefs/pdf/015_en.pdf)

# 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

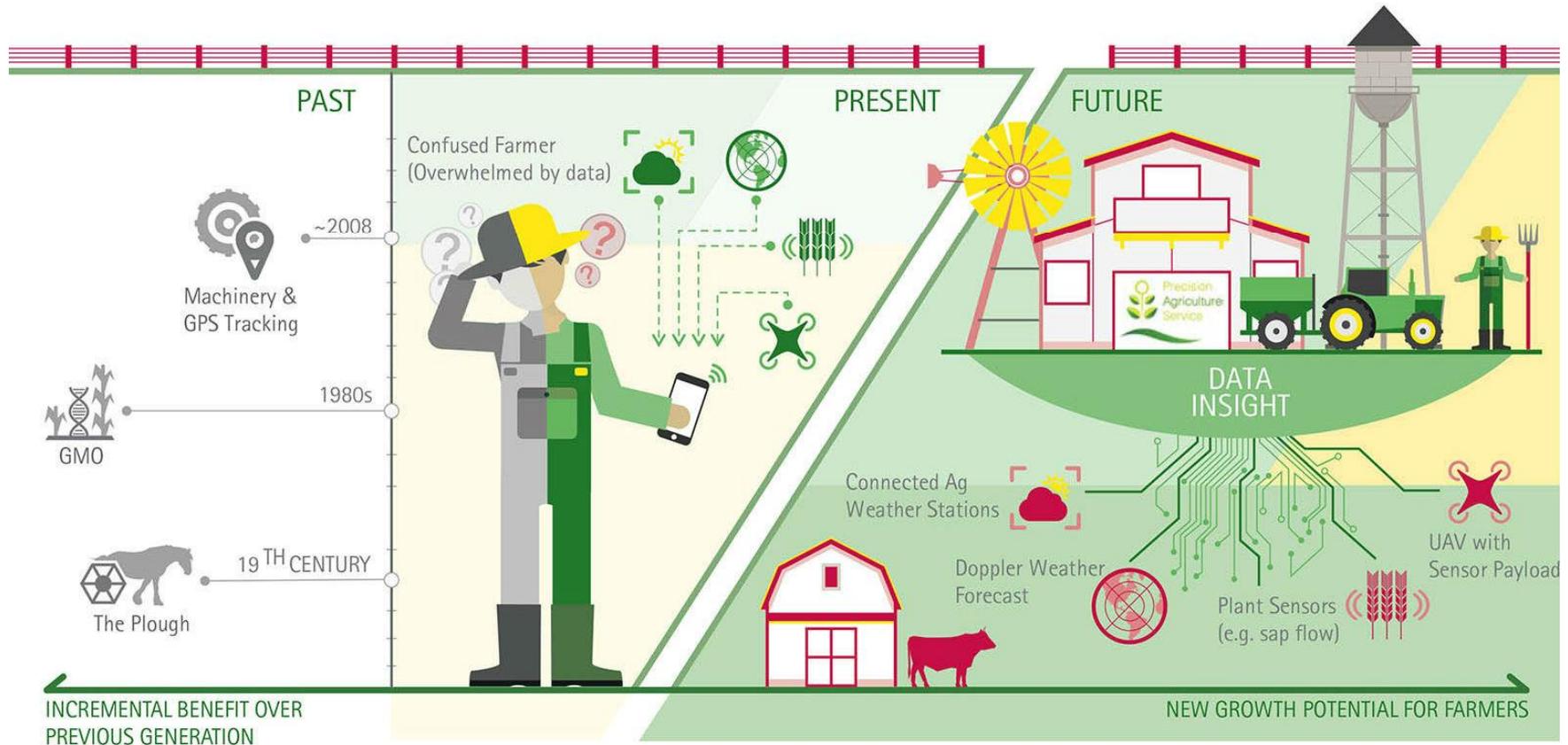
## Do not want work in agriculture

- 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

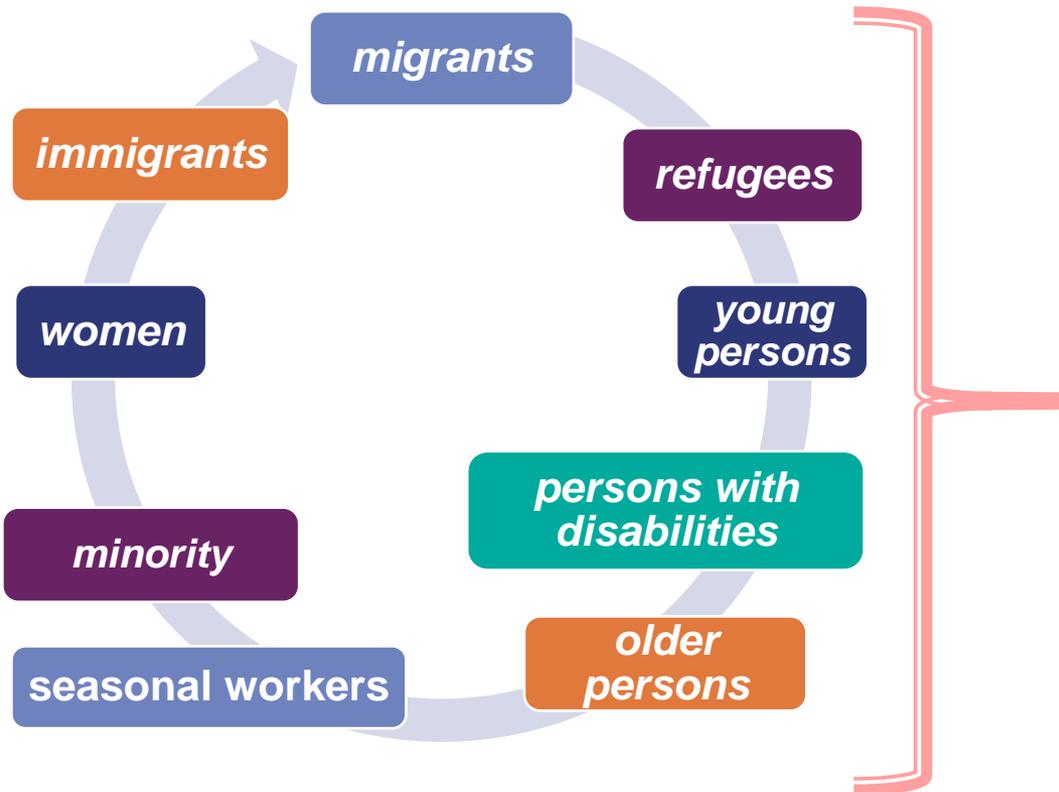
- It is a life-style;
- work in agriculture is not the priority;
- there are no strict working or rest hours in farm;
- didn't decide.

# New technology may change stereotype



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

# Vulnerable population concept in SACURIMA



- 1) foreign-born farmworkers (including both immigrants and refugees);
- 2) migrant and seasonal farmworkers;
- 3) beginning farmers (those with less than five years of experience),
- 4) farm families (including women, children, and older adults);
- 5) farmworkers who have physical, mental, or intellectual disabilities.

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

**Beginning farmers (those with less than five years of experience)**

- do not have have start-up capital
- lack of knowledge about how businesses works
- lack experience in areas of production, finance, labor management
- higher injury risk

**Farmworkers who have physical, mental, or intellectual 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)

## Migrant and seasonal farmworkers

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

## Foreign-born farmworkers (including both immigrants and 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
- work not always follow labor law

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

## 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**

## Children

- **while children living, playing and even working in farms they are exposed to many of the same hazards as adults who live and work on the farm**

## Older adults

- **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**

# 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.

# Preliminary results on survey of effective models for training and integrating vulnerable populations into the agricultural workforce

## SACURIMA case

# Survey participants: 17 SACURIMA members

- BOSNIA AND HERZEGOVINA
- REPUBLIC OF CROATIA
- DENMARK
- ESTONIA
- FINLAND
- GERMANY
- GREECE
- IRELAND
- MALTA
- NORWAY
- LITHUANIA
- PORTUGAL
- SERBIA
- SPAIN
- SWITZERLAND
- TURKEY
- UNITED STATES (NEW YORK)

# 1. Please describe problems and/or challenges related to vulnerable agricultural workers in your country (1)

- A relatively small number of agricultural workers are officially employed in business entities compared to the actual number of workers engaged in this sector.
- There are no regulations for implementation Occupational health and safety Act for family farm members. The number of injuries and occupational diseases cannot be estimated at all.
- Language problem training migrant workers. Also cultural, and temperament barriers cause risks to their OHS.

# 1. Please describe problems and/or challenges related to vulnerable agricultural workers in your country (2)

- Low levels of education and literacy of the agricultural workers, especially the vulnerable ones
- Increasing proportions of older age agricultural workers
- Inadequate knowledge of their labor rights - fear and reluctance to speak up about unfair treatment and hazardous conditions
- Use of cheap agricultural work force (untrained workers for temporary agricultural jobs), especially immigrants and refugees who lack work license (green card) and insurance
- Etc.

## 2. Is there any training on agricultural health and safety offered to vulnerable agricultural workers in your country? For example, are there any specific training programs or initiatives that focus on vulnerable workers (1)

- 58,8 percent answered **NO** (10 countries):

BOSNIA AND  
HERZEGOVINA

DENMARK

ESTONIA

MALTA

NORWAY

PORTUGAL

SERBIA

SPAIN

SWITZERLAND

LITHUANIA

## 2. Is there any training on agricultural health and safety offered to vulnerable agricultural workers in your country? For example, are there any specific training programs or initiatives that focus on vulnerable workers (2)

- 42,2 percent answered **YES**  
(7 countries):

FINLAND

NORWAY

GERMANY

TURKEY

GREECE

UNITED

IRELAND

STATES

(NEW YORK)

### 3. What type of training(s) do you believe is most effective for vulnerable workers in your country? Why?

- The most effective type of training is a combination of theoretical and practical part on farm because of specific risks.
- Mandatory courses, seminars
- Provide safety material that can be discussed among workers and with employer
- Monetary support to trainers from public health protection institutions should be defined by yearly national budget plan (probably at most 0.05%)
- Etc.

## 4. What policy recommendations would be helpful regarding training and integrating vulnerable agricultural workers? Why?

- First, to recognize the vulnerable agricultural workers as workers.
- Special governmental support for training on prevention work accidents and rising farmers awareness in occupational safety (especially need governmental support family farmers, young workers, aged workers and specialist working in high risk of accidents)
- It should be promoted that every worker who starts with a new job or new activities receives a training and information about the evaluation of the risks of that specific job or activity and how to avoid them.

# 5. Is any training available for employers of vulnerable agricultural workers in your country? (1)

- 58,8 percent answered **NO** (10 countries):

BOSNIA AND HERZEGOVINA  
DENMARK  
ESTONIA  
GREECE  
MALTA  
NORWAY  
SERBIA

SWITZERLAND  
TURKEY  
LITHUANIA  
SERBIA  
SPAIN  
SWITZERLAND  
LITHUANIA

## 5. Is any training available for employers of vulnerable agricultural workers in your country? (2)

- 42,2 percent answered **YES** (7 countries):

FINLAND  
REPUBLIC OF CROATIA  
FINLAND  
GERMANY  
IRELAND  
PORTUGAL  
SPAIN  
UNITED STATES (NEW YORK)

## 6. What suggestions do you have for educating and engaging potential agricultural employers of vulnerable workers? (1)

- Continuous work on raising worker's awareness and safety culture
- Incentives for being involved in educating and engaging potential agricultural employers of vulnerable workers
- Develop short, instructive training material for employers, that can be used for different groups of foreign workers (tail-gate training). Should be informal and focuses on safety topics related to the specific job

## 6. What suggestions do you have for educating and engaging potential agricultural employers of vulnerable workers? (2)

- Policy making to protect vulnerable workers in cooperation with all relevant public institutions, workers' and employers' organizations and other stakeholders
  - Incentives for them being involved in educating and engaging potential agricultural employers of vulnerable workers
  - Campaigns focusing on their legal responsibilities and social protection of vulnerable workers
  - Operating the process of convincing employers about the benefits to their businesses of integrating and training of vulnerable workers
  - Increasing their awareness on occupational health and safety of vulnerable workers
- Etc.

## NEXT STEPS:

- SACURIMA countries 32
- Survey completed by 17 countries (53 percent)
- **Split survey repeatedly, hoping to get majority response and publish results received**



Thank you

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