

Growing
ideas
through
networks

**Identifying effective models
for training and integration of
vulnerable populations into
the agricultural workforce**

Sacurima – CA 16123

Safety Culture and Risk
Management in Agriculture

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Working Group 3

Identify effective models for training and integrating vulnerable populations (including refugees and young workers) into the agricultural workforce.

Working Group 3 was investigating and evaluating measures taken in participating countries to train and integrate vulnerable populations, including refugees, in the agricultural workforce.



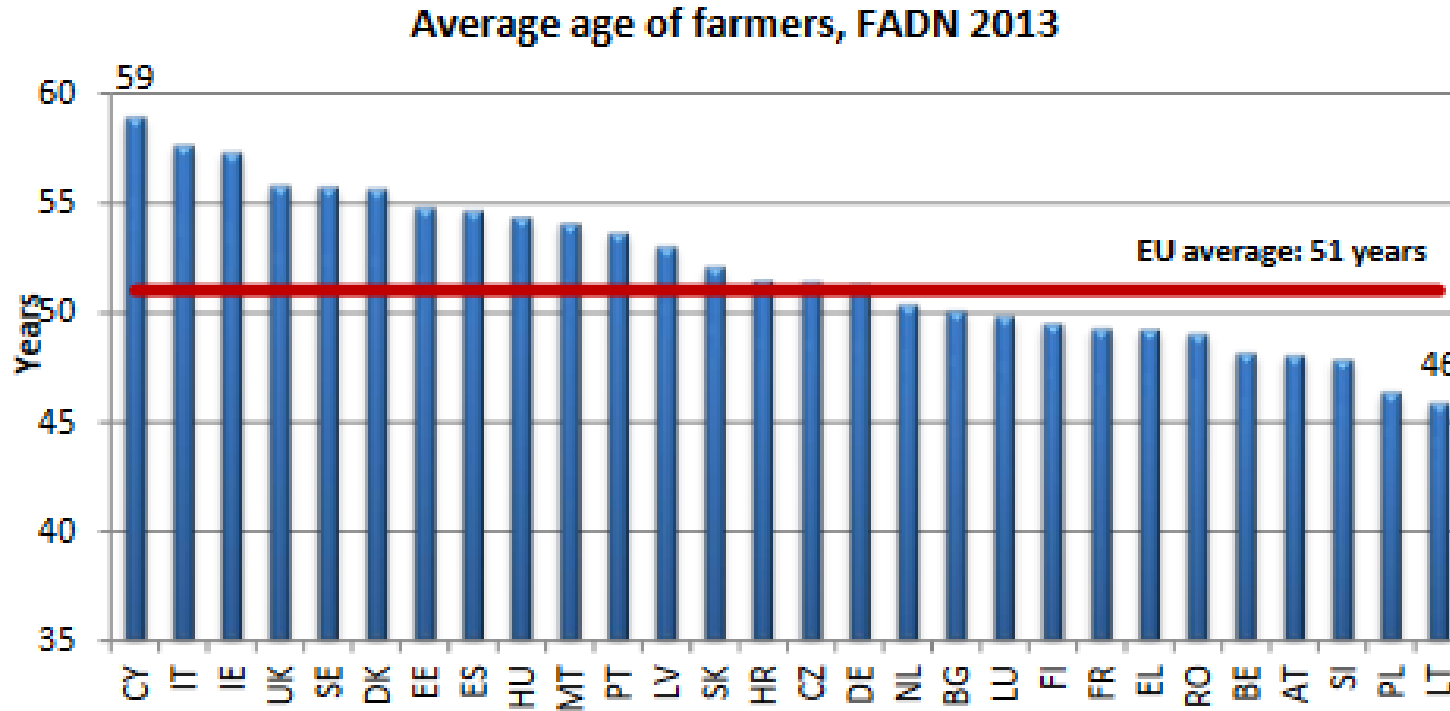
Problems in agriculture sector regarding workforce

(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 in agriculture is **not prestigious**
- **Shortage of qualified human resources** (i.e., labor) in rural areas
- **“Brain drain”** of young people and other perspective workers migrating from rural to urban areas or to foreign countries
- Farmers tend to be the **sole decision makers** in the farm, plus they have to work the farm and potentially manage other workers
- Agriculture is a **risky economic activity** because of dangers associated with heavy machinery, chemicals, environment and livestock that increase the possibility of injury, health issues, disability, or even death

Workforce situation in agriculture

In EU, the average age of farmers was 49.2 in 2004 and 51.4 in 2013 – increasing like in the U.S. where the average age of farmers is even higher – 57.5 in 2017.



European Commission (2017)

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 technologically advanced and 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

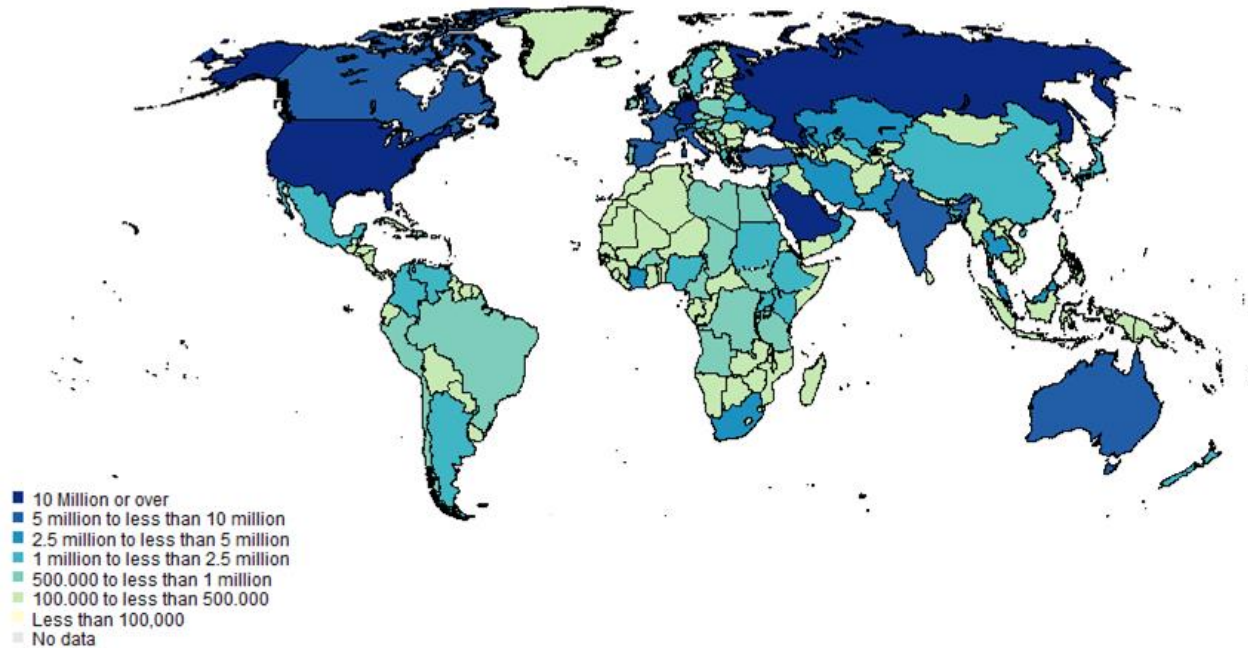
- There is no development;
- it is dirty work;
- it is hard work;
- to prefer urban lifestyle instead of rural;
- it is low-paid work;
- it takes too much time and responsibility;
- don't like the quiet environment;
- work does not provide satisfaction.

Do not know

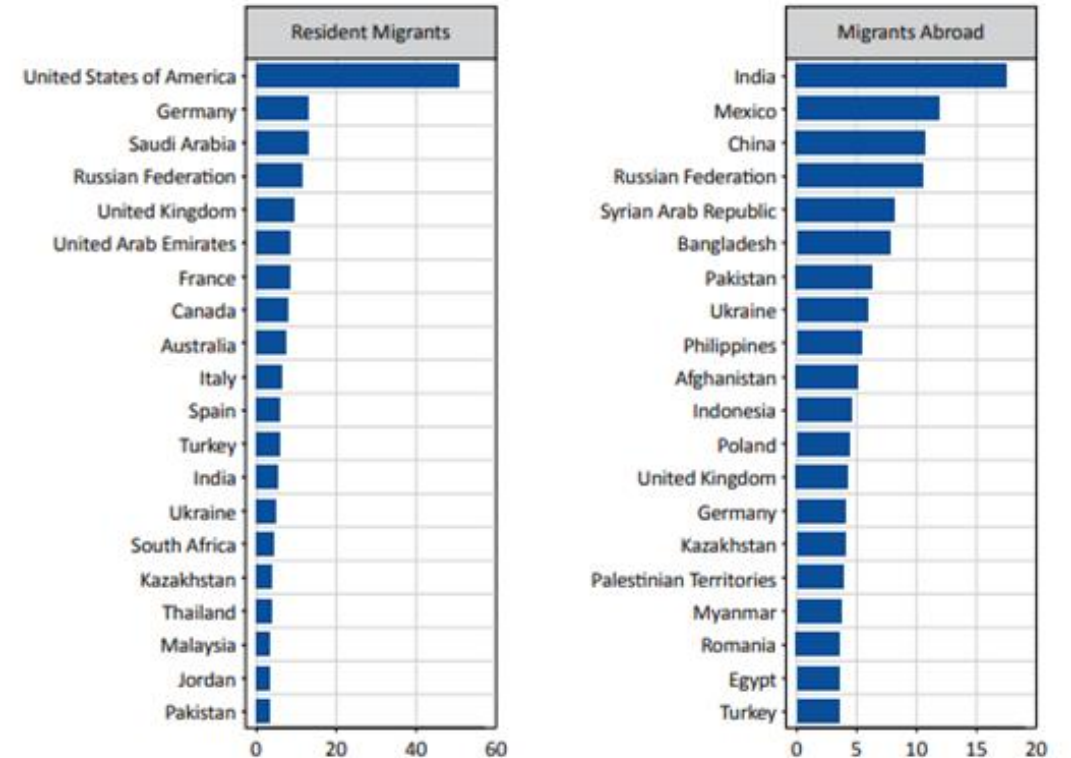
- It is a lifestyle;
- work in agriculture is not the priority;
- there are no strict working or rest hours in farm;
- didn't decide.

Migration – It's a global phenomena

Number of international migrants



Top 20 destinations (left) and origins (right) in international migrants in 2019 (millions)



U.N. Population Division, International Migration. International migrant stock: 2019.
<https://www.un.org/en/development/desa/population/migration/data/estimates2/estimatesmaps.asp?0t0>

International Organization for Migration. (2020). World migration report.

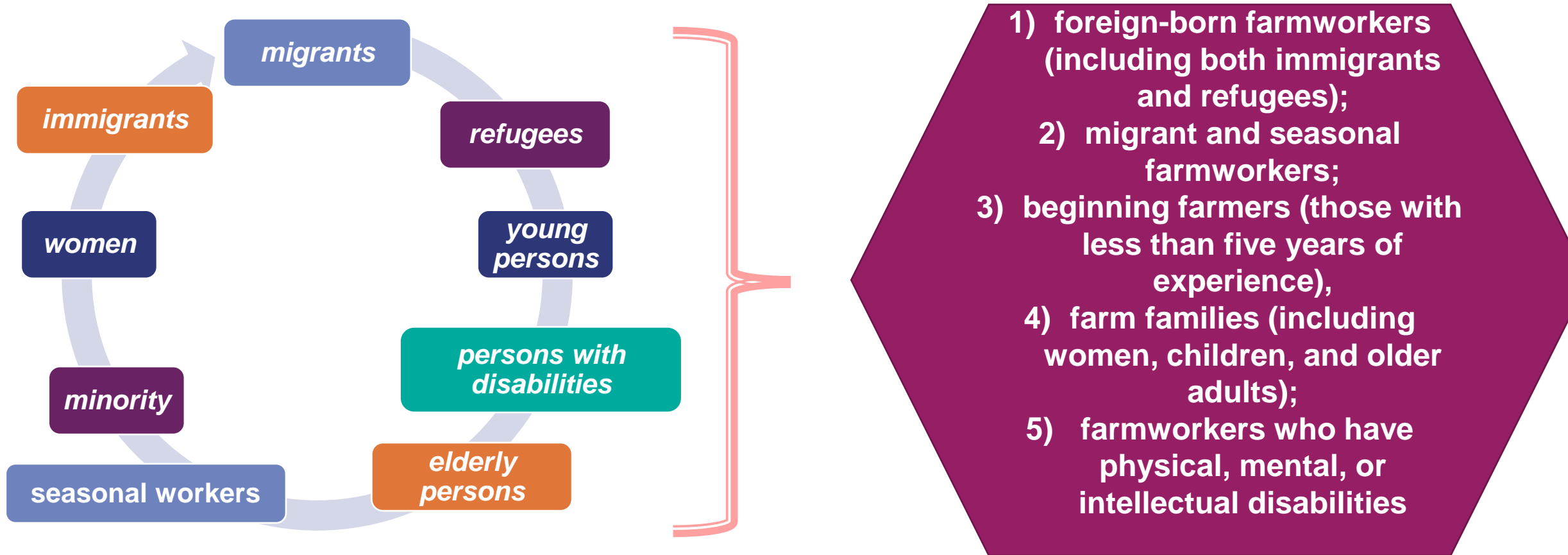
There were an estimated 164 million migrant workers globally in 2017.

WG3 workshop

“How to improve safety culture and risk management in vulnerable populations in agriculture?”
25-26 April 2019, Lithuania



Vulnerable populations concept in SACURIMA



Ramos, A.K., Girdžiūtė, L., Starič, J., & Rautiainen, R.H. (2020). Defining "vulnerable agricultural populations" at risk for occupational injuries and illnesses: A European perspective. *Journal of Agromedicine*. DOI: 10.1080/1059924X.2020.1771498

Results on survey of effective models for training and integrating vulnerable populations into the agricultural workforce

SACURIMA case

Survey participants: 19 SACURIMA members

- 1 BOSNIA AND HERZEGOVINA
- 2 REPUBLIC OF CROATIA
- 3 DENMARK
- 4 ESTONIA
- 5 FINLAND
- 6 GERMANY
- 7 GREECE
- 8 IRELAND
- 9 MALTA
- 10 NORWAY
- 11 LITHUANIA
- 12 PORTUGAL
- 13 SERBIA
- 14 SLOVENIA
- 15 SPAIN
- 16 SWITZERLAND
- 17 TURKEY
- 18 UNITED STATES
- 19 NETHERLANDS

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
- Culturally and **linguistically-appropriate training for migrant workers** is needed to educate on OHS risks

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

- **Low level of education** and literacy of the agricultural workers, especially the vulnerable workers
- Increasing proportion of **elderly agricultural workers**
- **Inadequate knowledge** of labor rights; fear and **reluctance to speak up about unfair treatment and hazardous conditions**
- Use of **cheap agricultural workforce** (e.g., untrained workers for temporary agricultural jobs), especially immigrants and refugees who lack work license and insurance

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)

▪ **47 percent answered NO** (9 countries):

1. BOSNIA AND HERZEGOVINA
2. DENMARK
3. ESTONIA
4. MALTA
5. LITHUANIA
6. PORTUGAL
7. SERBIA
8. SPAIN
9. SWITZERLAND

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)

▪ **53 percent answered YES** (10 countries):

1. REPUBLIC OF CROATIA
2. FINLAND
3. GERMANY
4. GREECE
5. IRELAND
6. NORWAY
7. SLOVENIA
8. TURKEY
9. UNITED STATES
10. NETHERLANDS

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** risk specific information
- **Mandatory courses, seminars**
- **Supporting employers with safety materials** that can be discussed with workers
- **Monetary support** to trainers from public health protection institutions, which is incorporated into national annual budget (max 0.05%)

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

- **Recognize vulnerable agricultural workers as workers**
- All **workers** who start a **new job** or **new activities** should receive **training** and information about the evaluation of the risks of that specific job or activity and how to avoid/prevent them
- Special **governmental support** for training on prevention of work-related injuries and increasing awareness of occupational safety concerns

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

- **53 percent answered NO** (10 countries):

1. BOSNIA AND HERZEGOVINA
2. DENMARK
3. ESTONIA
4. GREECE
5. MALTA
6. LITHUANIA
7. SERBIA
8. SLOVENIA
9. SWITZERLAND
10. TURKEY

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

▪ **47 percent answered YES** (9 countries):

1. REPUBLIC OF CROATIA
2. FINLAND
3. GERMANY
4. IRELAND
5. NORWAY
6. PORTUGAL
7. SPAIN
8. UNITED STATES
9. NETHERLANDS

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 (tailgate training). Should be informal and focuses on safety topics related to the specific job they will do**

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
 - **Increase awareness** of occupational health and safety concerns experienced by vulnerable workers
 - **Promote the benefits of integrating and training** of vulnerable workers to employers
 - **Develop campaigns** focusing on legal responsibilities and social protections of vulnerable workers
 - **Incentivize educating and engaging** vulnerable workers by agricultural employers



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Thank you