

Psychosocial risks of farmers and farmworkers and their vulnerability to excessive stress, absenteeism, presenteeism, and turnover

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WHAT ARE THE PSYCHOSOCIAL RISKS?

DEFINITION:

The aspects of work performance, the characteristics of  and their  , the climate of work organisation and the other socio-demographic circumstances that may affect psychophysical health,  susceptibility to STRESS, BURNOUT, ABSENTEEISM, PRESENTEEISM, TURNOVER, PROBLEMS in reconciling work and family life.

The negative effects of psychosocial risks at the individual level

work-related stress

poor mental health

burnout

difficulties at home

drug and alcohol abuse

poor physical health ...

Sources of psychosocial risks in work environments

work demands, work intensity

job and employment insecurity

emotional demands of work

lack of autonomy

personal relationships, mobbing, conflicts

NEW PSIHOSOCIAL RISKS

✓ **Demografic changes (elderly workers, women)**

✓ **New technologies, Covid-19 pademic, ...**

The purpose of our research

- To investigate the causes of the **psychosocial risks** to which **farmers** and **farm workers** are exposed.
- To establish an **assessment of their vulnerability** to the following phenomena:
 - STRESS
 - ABSENTEEISM
 - PRESENTEEISM
 - TURNOVER
- using the **e-OPSA tool**.

How was the survey conducted?

- In 2021 (May – December), Slovenia
- **Using OPSA questionnaire** (e-form and )

We invited different stakeholder groups to participate:

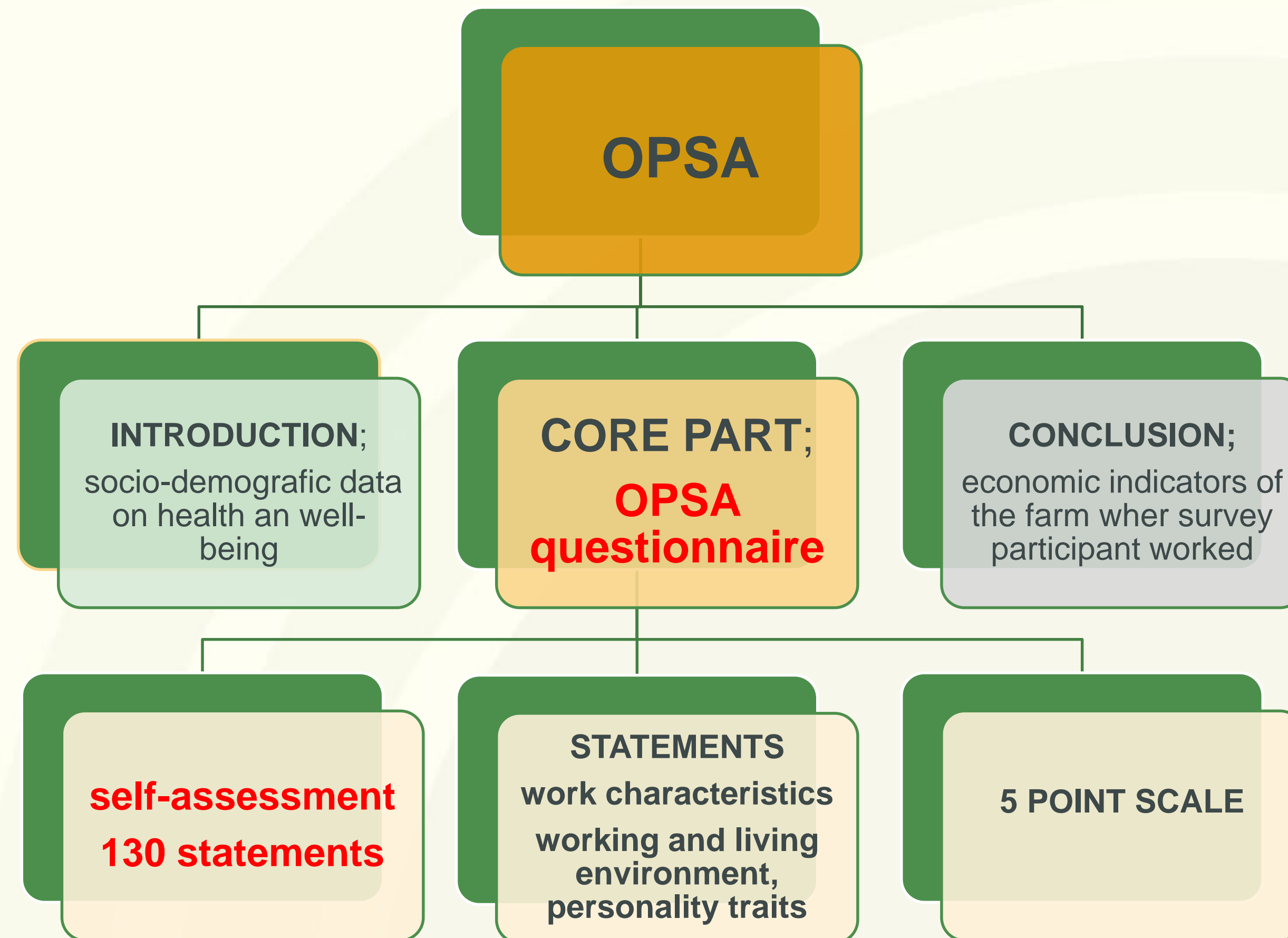
- **Chamber of Agriculture and Forestry of Slovenia (CAFS)**
- **Slovenian Farmers' Union**
- **Women Farmers Association of Slovenia**
- **Slovenian Rural Youth Association and**
- **Slovenian Cooperative Union.**

- RR = 409 questionnaires, **259 (64%) fully completed.**



OPSA - Psychosocial Risk and Absenteesm Management Tool

Consist of 3 parts:

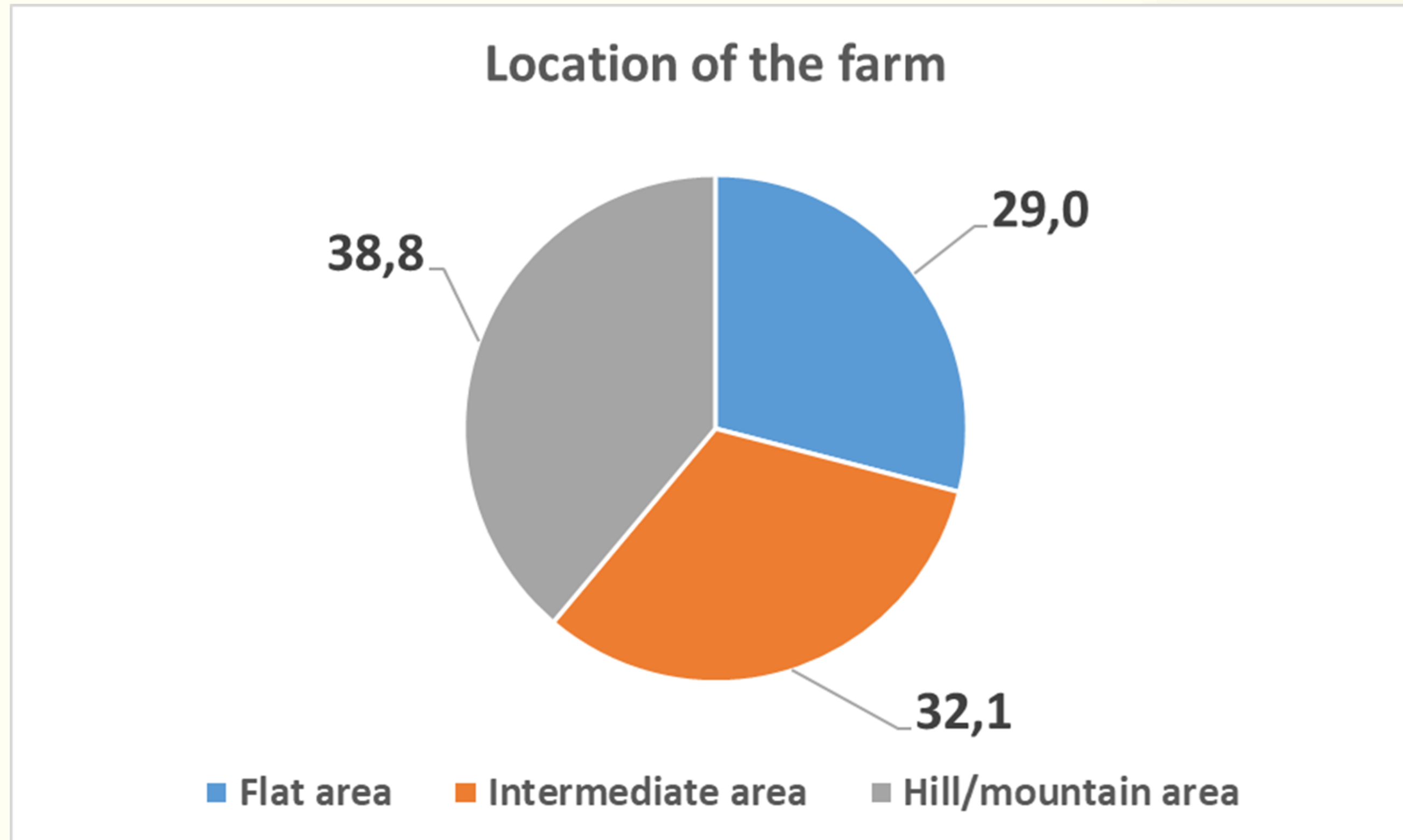


Sociodemographic characteristics of the sample

PARTICIPANTS: N = 259	65,3% = MEN 34,7% = WOMEN
Age structure	15,4% 18-to 30-year old 23,9% 31-to 40-year old 22,4% 41-to 50-year old 34,7% 51-to 65-year old 3,1% 65 ≤
Education level of the participants	3,1% primary education ≥ 3,1% lower vocational educ. 17,4% vocational school 28,2% secondary education 17,8% vocational college 26,3% faculty 2,7% master's degree 1,5% PhD



Location of the farm



Depending on the region of residence, the sample includes most participants from the Savinjska region (25,9%).

This region was most affected by the recent floods in August!



Sources of psychosocial loads




The most stressful psychosocial factors for women



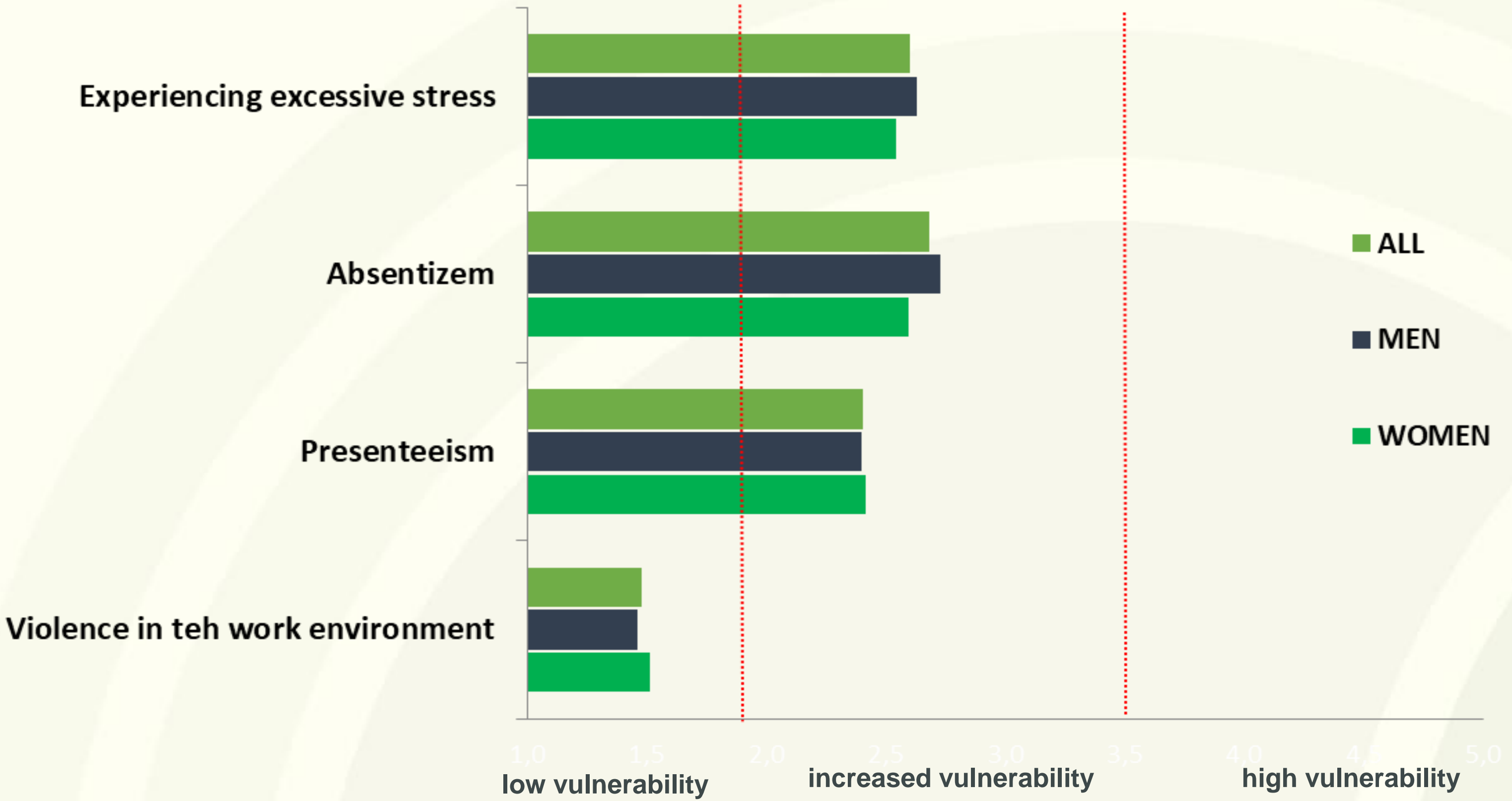
SCOR	ITEM
4,19	My earnings are too low compared to the amount of work I do.
4,19	The work I do means a lot to me and I feel responsible for the success of the operation.
4,16	The results and goals of the work are very important to me.
4,09	I perform several different jobs at the same time.
3,94	My working hours are longer than 8 hours.
3,87	The income from farming is too low to cover basic needs.
3,76	I don't take enough time for myself.
3,68	The scope of my work tasks is large.
3,67	My work is very demanding.
3,66	For me, work represents the most important value in life.
3,62	I have an unequal distribution of working time.
3,59	I have to participate in raising funds to maintain the farm and our income.
3,58	My work involves repetitive movements.
3,58	I tend to want to do my work perfectly.
3,57	I lift heavy loads at work.
3,51	My work hours are unpredictable.
3,49	At work, my posture is forced for long periods of time (sitting, standing).

The most stressful psychosocial factors for men



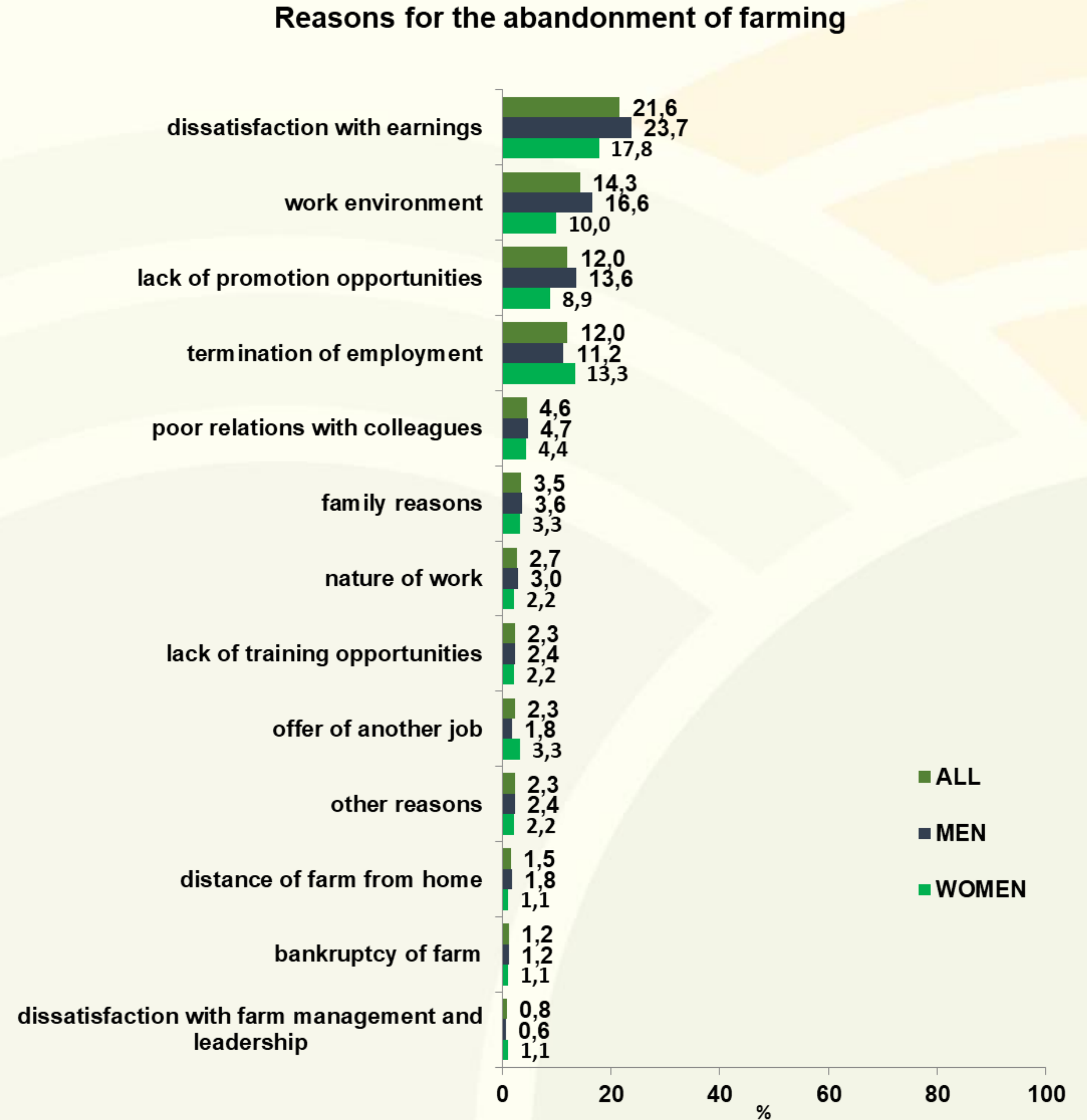
SCOR	ITEM
4,47	The work I do means a lot to me and I feel responsible for the success of the operation.
4,37	My working hours are longer than 8 hours.
4,25	My earnings are too low compared to the amount of work I do.
4,23	The results and goals of the work are very important to me
4,20	I perform several different jobs at the same time
4,16	I bear a lot of responsibility in my work, because the success of the farm or the success of other members of the farm depends largely on the results of my work.
4,08	The scope of my work tasks is large.
4,05	My work is very demanding.
4,00	The income from farming is too low to cover basic needs.
3,98	I have an unequal distribution of working time.
3,92	I lift heavy loads at work.
3,89	My work hours are unpredictable.
3,83	I have to participate in raising funds to maintain the farm and our income.
3,82	My work also takes place outdoors.
3,79	At work, my posture is forced for long periods of time (sitting, standing).
3,79	The procedures of my work are dangerous (phytopharmaceuticals, work with animals, machines...)
3,87	I am exposed to harmful environmental influences (noise, heat, cold, gases, vapours, dust, vibrations, glare).

Vulnerability to experience excessive stress, absenteeism, presenteeism, and violence in the work environment



Fluctuation

Nearly **30%** of **respondents** (27.8% of men and 31.1% of women) said that they **intended to quit farming!**





Take home message

- **Psychosocial risks** were present **at levels** and **intensities** that placed farmers at increased risk for problems related to **poorer mental, physical, and social health** in almost all areas assessed.
- The experience of **greater psychosocial risks** was evident in **men** compared with women.
- **The extent and intensity of psychosocial risks** was also reflected in the assessment of increased **vulnerability to excessive stress, absenteeism, and presenteeism.**
 - **Men** showed **higher vulnerability to excessive stress and absenteeism**, while both genders showed similar vulnerability to **presenteeism.**
 - **30%** of the sample expressed the **intention to quit farming** and seek employment in other fields.

Psychosocial risks of farmers



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Thank you



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