



Congress and Publications

2021/01

Realized by Priscila Malanski at 12/02/2021

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Congress

International Symposium on Work in Agriculture - ISWA - New dates : March 29th - April 1st, 2021

Because many people may not be able to travel as a result of the pandemic Covid 19 or of its economic impact, the 2nd ISWA Symposium on Work in Agriculture is going to a totally virtual Symposium. Making the Symposium more accessible helps our underlying mission to elaborate and advance in multidisciplinary approaches on work in agriculture and to expand our capacity of thinking the future of work.

Going to totally virtual is a radical change. We loose the advantages of direct relationships, of direct professional interactions and networking. The participants won't discover the nice landscapes of Auvergne, the old city of Clermont Ferrand and won't have the opportunity to visit french farms. The good news are i) that we can hope to reach to a larger audience and ii) that the virtual conference will be very close to the technical content we scheduled, the sessions being adapted in order to favor interactions (during and after) and to shorten their duration. The workshops will undergo with the same contents of oral presentations, posters and interactive discussions. The round table and the tool bazaar will be maintained as well.

Registration will still be compulsory to access to the Symposium, and will offer the possibility of a reserved access to the papers and posters before and after the Symposium dates. Registration will open in 2021.

Registrations are open from January 14th to March 14th, 2021

Links : <https://symposium.inrae.fr/workinagriculture-iswa/>

32ème congrès de l'AGRH à Paris du 13 au 15 octobre 2021

Qu'ils soient délibérés ou subis, brutaux ou progressifs, les changements rythment la vie des organisations. La conduite des changements fait partie des missions des responsables des ressources humaines et nourrit de nombreux travaux scientifiques. Les connaissances académiques et les savoir-faire instrumentaux sont bien définis. Les « mutations », en revanche, mouvements plus profonds, plus diffus, inscrits dans la durée et qui s'imposent aux organisations sans qu'elles en aient toujours conscience, sont plus difficiles à cerner.

Les mutations industrielles, technologiques, économiques, sociales interpellent en effet la GRH comme champ de pratiques et comme champ de recherche : évolution du rapport au travail et de la relation d'emploi (individualisation et flexibilisation, contrat tacite de type transactionnel,...) ; évolution des formes d'organisation (horizontale, agile, libérée,...) et des modes de travail (collaboratif, nomade, autonome,...) ; évolution des relations professionnelles et des formes de conflictualité (formalisation des règles du dialogue social, « grève froide et drôle de négociation »...) ; évolution des technologies et de leurs usages (automatisation, digital, big data, intelligence artificielle,...). La crise sanitaire , économique et sociale actuelle vient se greffer à ces mutations, en produisant sur celles-ci des effets tantôt accélérateurs ou amplificateurs, tantôt inhibiteurs. Alors même que la GRH est plus nécessaire que jamais, elle semble en perte de repères.

Links : <https://www.agrh.fr/evenements//2019/11/14/31me-congrs-de-lagrh-tours-stn7w>

IFSA 2022 in Evora

The 14th European IFSA Conference was planned to be held in the week of 21-27 March 2020 in Evora (Portugal)... but as we all know, that was when the first wave of COVID-19 swept across Europe. The conference was then rescheduled to March 2021, but as travel possibilities are still uncertain, the Steering Committee and the Local Organising Committee have decided to post-pone the conference until March 2022.

For further information regarding deadlines and topics, please see the conference website. We'll be looking forward to seeing you in Evora!

Links : <http://ifsa.boku.ac.at/cms/index.php?id=2>

Call for Papers

Appel à communication Diversité et inclusion dans l'emploi (Question(s) de Management)

Diversité et inclusion dans l'emploi : nouvelles perspectives Les organisations sont amenées à intégrer une force de travail de plus en plus diversifiée en termes de sexe, d'âge, d'origine ethnique (Boekhorst, 2015). Ces pratiques de diversité et d'inclusion dans l'emploi se sont d'abord développées aux États-Unis à la fin des années 80 avant d'être progressivement adoptées par les organisations dans plusieurs pays européens au début des années 2000 (Doytcheva, 2010; Tatli, Vassilopoulou, Al Ariss et Özbilgin, 2012).

Aujourd'hui la pression sociétale se fait de plus en plus forte pour que les entreprises adoptent des politiques de responsabilité sociale visant à intégrer les populations vulnérables dans l'emploi et à refléter la société dans sa diversité (Cornet and Warland, 2008; Peretti and Roch, 2012). Face à ce phénomène, la recherche en gestion s'est intéressée aux pratiques de diversité et d'inclusion déployées par les organisations notamment dans les domaines du recrutement (Griffith & Combs, 2015; McKay, Avery, Tonidandel, Morris, Hernandez & Hebl, 2007) et de la formation (Combs & Luthans, 2007 ; Kalinoski, Steele-Johnson, Peyton, Leas, Steinke et Bowling, 2013).

Date limite de soumission : 30/06/2021

Langue de Soumission : anglais ou français

Links : <https://www.agrh.fr/evenements/2021/1/19/appel-communication-diversit-et-inclusion-dans-lemploi-questions-de-management>

XIVème colloque AGECSO - 2021

Nous avons le plaisir de vous annoncer que le XIVème colloque AGECSO se tiendra au lac Chambon (Auvergne) du 18 au 20 mai prochain avec pour thème "La résilience entre objet de recherche et pratique" (l'appel à communication est en fichier joint).

La sélection des communications aura lieu sur la base d'un résumé étendu en français ou en anglais. Les intentions de communication de 1500 mots (bibliographie comprise), devront être anonymes et au format pdf. La page de garde indiquera le titre de la communication, les auteurs, et leurs adresses mails. Ils sont à déposer sur <https://gecso2021.sciencesconf.org/>

Date limite de soumission : 22 mars 2021.

Réponses du comité de sélection : 12 avril 2021.

Links : <https://www.agrh.fr/evenements/2021/1/19/xivme-colloque-agecso>

Publications

Understanding the job-hopping syndrome among millennial employees in the U.S. food and agribusiness sector: a national survey

A company's ability to retain its employees is one of the pillars of long-term success for any business. For this reason, employee retention and employment continuity have been topics of interest among researchers in business, human capital and psychology fields. By 2025, millennials will constitute approximately 40% of the U.S. workforce. The existing research suggests that 60% of millennial employees

will leave their employer within three years from their start date imposing significant costs on the company to re-hire and train new employees. These challenges can be even more significant in the U.S. food and agribusiness sector, where a growing global demand for food and fiber increases demand for talent. Therefore, this study uses a national-level survey of millennial employees who work in the U.S. food and agribusiness sector to: (1) explore the frequency of job-hopping; (2) identify job-related factors influencing their decision to stay with their current employer; and (3) evaluate how these factors impact millennial employees' frequency of job-hopping. The findings indicate that the job-hopping is indeed observed in the U.S. food and agribusiness sector but to a lesser degree compared to non-agriculture sectors. The number one reason for leaving or considering leaving their current employer was the lack of opportunities for career growth and advancement. These findings show that employers need to focus on meeting the employees' not only short-term but also long-term career goals, as well as work-life balance, relationship with management, health care benefits to increase employment continuity and reduce job-hopping.

Links : <https://www.wageningenacademic.com/doi/abs/10.22434/IFAMR2020.0001?af=R&>

Tags : HRM

Gambling in the garden: Pesticide use and risk exposure in Ugandan smallholder farming

The use and promotion of pesticides is on the increase in many sub-Saharan African countries, including in the smallholder sector. This paper stems from place-based research in Uganda and aims at advancing current knowledge on smallholder farmers' motivations for pesticide use, the extent and character of such use, as well as on lived experiences regarding the impacts of pesticides. Data was generated through a household survey, in-depth interviews and focus group discussions with farmers, complemented by field observations and interviews with local agricultural actors. Conceptually, we draw on political ecology to link local practice to broader conditions and processes and their social-environmental outcomes. Our findings demonstrate that a large majority of farmers have resorted to pesticides as their primary strategy for pest control. Current practices entail substantial human health and environmental risks which tend to be socially differentiated, including along gender lines. Many farmers are concerned about the impacts and uncertainties surrounding pesticides, but face numerous barriers to behavioral change. While intensifying pest pressure is one such immediate barrier, our findings also suggest that deep structural forces shape farmers' adoption of pesticides and prevent adequate protective measures. Rapid market liberalization combined with poor regulation enforcement have resulted in widespread promotion of agro-chemicals and a large informal market for cheap, poor-quality products, including counterfeits. Low public spending on the agricultural sector, a malfunctioning extension system and systematic lack of development and promotion of strategies not centered on synthetic pesticides furthermore severely constrain farmers' access to support on, and indeed options for, pest control. This lacking capacity and effort to adequately protect smallholders from pesticide exposure and ensure their ability to make informed decisions on pest management clearly places the burden of risk disproportionately on an already vulnerable group.

Links : https://www.sciencedirect.com/science/article/pii/S0743016721000139?dgcid=rss_sd_all

Tags : Health and decent work

Competitiveness of diversification strategies in agricultural dairy farms: Empirical findings for rural regions in Switzerland

Compared to all other branches of Swiss agriculture, milk production has the largest economic significance. The price pressure on Swiss dairy farms is growing even though the market is heavily protected by tariff barriers in relation to Europe and the rest of the world. Against this background, the question arises for dairy farms as to which strategic orientation for their own farm is most profitable. The options are specialization in milk production, diversification such as with direct marketing or agritourism or an exit from milk production. However, the latter is not possible for farms with a high capital lockup in the dairy industry. Diversification into a complementary branch of farming such as direct marketing or agritourism can, in contrast, be linked to existing milk production. The present study examines three different strategies for dairy farms - highly specialized milk production, diversification into direct marketing and diversification into agritourism.

Based on the analysis of a Kruskal-Wallis Tests on accounting data from over 3500 specialized dairy farms and those with direct marketing and agritourism in Switzerland, a pattern can be identified of the biggest competitive advantage for the group of diversified dairy farms with agritourism. For Switzerland as a whole, the farm income as well as the labour productivity of dairy farms with agritourism perform best in this comparison. Because it is a niche market, however, only a small percentage of farms will be able to go into agritourism; most will have to resort to other options to meet the challenges of the dairy market.

Links : https://www.sciencedirect.com/science/article/pii/S0743016721000218?dgcid=rss_sd_all

Tags : Work productivity

Agricultural Injuries among Farmers and Ranchers in the Central United States during 2011-2015

The high risk of occupational fatalities in agriculture is well documented, but information on non-fatal injuries is lacking due to challenges in injury surveillance. This surveillance study explored the frequency, characteristics, and risk factors for non-fatal injuries among farmers and ranchers in the central United States. The Central States Center for Agricultural Safety and Health (CS-CASH), in collaboration with the USDA National Agricultural Statistics Service (NASS), conducted annual surveys (n = 34,777 sent) during 2011-2015 covering a seven-state region (Iowa, Kansas, Minnesota, Missouri, North Dakota, Nebraska, and South Dakota). The average response rate was 32% in the five consecutive annual surveys. The average injury incidence rate was 7.0 injuries/100 operators per year. Most injuries (89%) occurred during agricultural work. The most frequent sources of injury were livestock (22%), machinery (13%), and hand tools (12%). Risk factors for injury included: male gender, younger age (vs. 65+ years), farming as the primary occupation, greater work time, greater land area, ranch (vs. farm), organic farming, internet access, and production of several types of crops and animals. Most injuries (56%) required a doctor visit, and 12% required hospitalization. The average medical costs were \$1,936 out of pocket and \$8,043 paid by insurance. The combined average costs for most serious injuries were \$7,858. Most injuries (66%) resulted in some lost time from agricultural work, and 13% were serious, resulting in more than 30 days of lost work time. The non-fatal injury rate for self-employed farmers and ranchers was higher than that of hired agricultural workers reported by the Bureau of Labor Statistics. This result reaffirms farming/ranching as a dangerous occupation and emphasizes the need for efforts to prevent agricultural injuries, especially those associated with identified injury sources and risk factors.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1845268?af=R>

Tags : Health and decent work

Survey on Agricultural Accidents or Injuries in Taiwan

The agricultural industry has been identified as one of the most hazardous industries in developed countries. The main purpose of this paper was to conduct a comprehensive analysis of agricultural accidents (or injuries) in Taiwan during the period of 2009 to 2018. The occupational accident rates (per 1,000 farmers employed) in Taiwan's agricultural industry showed a decreasing trend over the past decade from 1,486 in 2009 to 1,053 in 2018. This trend could be attributed to the joint-cooperation efforts of the industrial, official, academic, and non-profit parties under the Occupational Safety and Health Act (OSHA) revised in 2013. Although the occupational accident, disability, and other injury rates in all non-agriculture industries were higher than those in the agricultural industry during this period, the fatality rates in the agricultural industry were higher than those in all industries. Finally, some inter-ministerial measures on occupational safety and health issues in the agricultural industry for preventing agricultural accidents or injuries were recommended in the paper.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2020.1845895?af=R>

Tags : Health and decent work

Exploring prosumption: Reconfiguring labor through rural-urban food networks?

The aim of this special issue is to explore emergent phenomena in the agri-food sector through the lens of prosumption, in order to highlight its heuristic value in identifying new and emerging trends in the field, especially focusing on the interplay between social and economic relations. This introduction explores the theoretical foundations of the notion of prosumption and the linkages with the alternative agri-food networks literature in order to propose a new set of research questions that can help scholars to better articulate the relationships between the emergence of hybrid actors and new forms of work in the production and consumption of food.

Links : https://www.sciencedirect.com/science/article/abs/pii/S0743016720317137?dgcid=rss_sd_all

Disrupted gender roles in Australian agriculture: first generation female farmers' construction of farming identity

This article examines the experiences of female farmers in the Australian context who neither married into nor were born into farming and how they construct their farmer identity. Drawing on interviews with seventeen first generation female farmers it demonstrates a detraditionalized farmer identity created in response to concern for environmental and social sustainability. They are enabled by an online, global community of practice and shifting narratives of what constitutes responsible farming. Participants leveraged their skills from previous occupations to their farming enterprises to internalize a managerial and entrepreneurial farming identity. First generation female farmers have been empowered as new actors in Australian agriculture, reflecting a disruption in traditional patterns of gendered privilege.

Links : <https://link.springer.com/article/10.1007/s10460-021-10192-3>

Tags : Gender, Identity

Hired and Contract Agricultural Workforce - Sustainable Solutions

On August 7, 2019, a thematic session on hired and contract agricultural workers was held as part of the Western Agricultural Safety and Health Conference in Seattle, WA. This session had three goals: (1) to enhance collaborations between people working on common research and outreach challenges to improving health and safety among hired and contract agricultural workers; (2) to share knowledge of unique approaches appropriate for improving the health of hired and contract workers; and (3) to learn about effective approaches to addressing sensitive health issues such as sexual harassment and mental health among vulnerable workers.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2021.1849499?af=R>

Tags : Hired work, Health and decent work

Occupational Health Research in the Commercial Fishing Industry

The commercial fishing industry in the United States is one of the most hazardous work settings. Operations are characterized by hazardous machinery and equipment, strenuous labor, long work hours, harsh weather, and moving decks. Risk varies by vessel and types of gear. During 2000-2016, the fishing industry suffered a fatality rate of 115 deaths per 100,000 workers, compared with an average of 4 deaths per 100,000 workers among all U.S. workers. 1 During this same time, 755 commercial fishermen died, with nearly half of these fatalities (364, 48%) occurring after a vessel disaster, 30% (227) after a fall overboard, and 13% (97) from traumatic injuries sustained onboard. 1 The remaining 67 (9%) fatalities occurred either while diving or from injuries that occurred onshore or on the dock. 1 Risk factors and recommendations have been made to prevent these fatalities by fishery and by region of the country. 2-6

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2021.1849494?af=R>

Tags : Health and decent work

Climate Change and the Amplification of Agricultural Worker Health Risks

Work in agriculture is hard, and it is about to get harder. Hired farm labor is a form of highly precarious employment, due to various contingencies, with significant degrees of insecurity and poorly paid wages. Work schedules and hours can also vary unpredictably for which workers have little control. 1,2 Most hired farm work in the United States is now done by immigrants, with seven of ten born in Mexico and an additional 6% migrating from Central America. The majority have arrived since 2000. Many are without documentation and less than half have health insurance.

Climate change can be seen as a process that amplifies health risks in agriculture, along with creating new hazards for certain worker populations. 4 Climate change is associated with higher temperatures in the Western United States, leading to a higher frequency of extreme heat days. Extreme heat can have serious consequences for agricultural workers, including heat-related illness, increased risk of injuries, and long-term chronic health effects. Climate change can also increase the probability of catastrophic events such

as wildfires. Amplification of worker health risks due to climate is clearly discernible today. Our session at the Western States Agricultural Safety and Health Conference explored how: 1) changes in climate are affecting outdoor work; 2) what adaptive strategies for climate change are available; 3) the acute and chronic health effects of extreme heat; and 4) the health impacts to agricultural workers due to air pollution from wildfires.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2021.1849211?af=R>

Tags : Hired work, Health and decent work

Protecting the life and health of workers during the COVID 19 pandemic: Overview of national legislative and policy responses

The COVID-19 crisis has highlighted the cardinal importance of protecting health and safety in the workplace. ILO Member States are responding, through legislative and policy measures in the world of work, to the occupational health and safety issues raised by this extraordinary situation. This Brief provides examples of laws and policies from 35 countries and territories that are relevant to understanding how workers' safety and health have been upheld during the crisis.

Links : http://www.ilo.org/global/research/publications/WCMS_767389/lang--en/index.htm

The persistence of credit-labor interlinked transactions in rural Myanmar: The case of Kanyingu Village in Ayeyarwady Delta

Financial inclusion has been one of the key agendas for poverty reduction in development practices since the mid-2000s. However, informal finance has clearly not been completely replaced by formal finance in the Global South. This study examines labor-tying credit, which is one type of informal finance, and based on a case study in the Delta region of Myanmar, the study explores the reason for which it persists despite the promotion of financial inclusion policies.

This paper found that credit-labor interlinked credits or advance wage payments from farmers to agricultural laborers persist because subsistence is still the key element of life for the poor in rural Myanmar. Formal finance, which includes microfinance and conventional types of informal finance such as credit from money lenders, is only a partial substitution. The poor must stabilize consumption or meet other basic needs in the lean season, and there is no better option or credit source available. In the reality of the subsistence-oriented poor, "How much is left?" is more important than "How much is taken?" Therefore, the high interest rates involved in labor-tying credit is not the major concern of its recipients because of the immediacy of such advances.

Links : https://www.sciencedirect.com/science/article/abs/pii/S0743016720317149?dgcid=rss_sd_all

Post-Soviet smallholders between entrepreneurial farming and diversification. Livelihood pathways in rural Moldova

The breakdown of socialist agriculture in post-Soviet countries generated a large number of smallholders, of which only a minority turned to entrepreneurial agriculture. With the largest number of family farms per capita in Europe, Moldova represents an exemplary case study to explore the livelihood trajectories of

these land recipients. Relying on an original smallholder survey, we analyse the role of farming in their livelihoods two decades after land privatisation. Two groups are identified: 'peasants', who represent a large majority, and 'entrepreneurial' farmers. The former tend to diversify their livelihoods off-farm; the latter turned agriculture into a proper full-time business but maintain a small-size compared to the corporate farms that succeeded the Soviet kolkhozy and sovkhozy. The two groups are found to share similar goals and values, but while 'entrepreneurs' pursue profit maximisation, 'peasants' set their working pace based on family needs. Still, some 'peasants' invest part of their off-farm income in agriculture to intensify production and commercialise 'niche' products. De-commodification, internalisation, mutual aid mechanisms, and reliance on 'traditional markets' emerge as strategies to preserve autonomy vis-à-vis risky modern markets, rather than a mere outcome of necessity. Despite such aspirations of most smallholders, EU-driven rural development policies require them to behave as 'entrepreneurs'.

Links : https://www.sciencedirect.com/science/article/abs/pii/S0743016721000061?dgcid=rss_sd_all

Tags : Family work

Animal Agriculture and the One Health Approach

According to the Centers for Disease Control and Prevention, One Health is the integrative effort of multiple disciplines to attain optimal health for people, animals, and the environment. 1 The One Health concept recognizes that human health is connected to the health of both animals and the environment. Within the One Health framework, livestock operation productivity and efficiency involve a triad of interactions between the animal, equipment and environment, and worker.

A One Health approach has been recommended to facilitate communication and collaboration across research disciplines in responding to challenges in human, animal, and environmental health. While One Health may have generated a great deal of research interest in the infectious disease disciplines, the One Health model has yet to fully overcome the research silos and barriers which can prevent cross-discipline collaboration. 2 To date, research emphasis has been placed on the animal health or production practices, with very little research attention placed on the worker, and his/her interaction with the animal or environment. A thematic session was dedicated to the One Health approach in animal agriculture at the 2019 Western Regional Agricultural Safety and Health Conference in Seattle, WA. In this session, presenters addressed how worker health and safety research is implemented within a One Health framework across different animal production practices.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2021.1849136?af=R>

Tags : Health and decent work

Off-farm employment in aquaculture: A case study of New England's oyster growers

Global aquaculture markets have experienced a great deal of recent success. However, growers are still highly susceptible to risks caused by seasonality, interannual variability in earnings, and environmental factors. As a result, we see growers turning to alternative sources of income, and participating in off-farm labor. We utilize a series of zero-inflated count models to examine the relationship between an aquaculture grower's off-farm labor decision and relevant explanatory variables including demand-side potency, which is often omitted in the literature. We also look to identify and analyze the importance of professional social networks among growers as a stabilizing mechanism and a way to mitigate risk to

growers. This study expands upon an economic model that has traditionally been used for analyzing off-farm labor choices within an agricultural context and applies it to an increasingly important industry, aquaculture.

Links : <https://onlinelibrary.wiley.com/doi/abs/10.1111/cjag.12264?af=R>

Tags : Rural Employment