



Congress and Publications

2021/10

Realized by Priscila Malanski at 04/11/2021

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Congress

EAAE 2023

Every three years the EAAE organizes a congress with a general theme in the broad field of agricultural economics. The congress brings together between 700 to 800 academics, scholars, practitioners, stakeholders and policy makers from all over the world to discuss the latest and most pressing issues in the agri and food domain.

Links : <http://eaae.org/>

Transferring the Family Farm

All you need to know about succession and inheritance Transferring the family farm is so much more than just a simple business transaction; there are a number of complex issues to be addressed. These upcoming webinars are a follow on from the 2020 clinics and are designed to help farm families through the process of and all aspects that need to be considered when transferring the family farm.

Links : <https://www.teagasc.ie/news--events/national-events/events/ttff-day2.php>

Emplois et activités en agriculture : mobilité professionnelle des agriculteurs

Alors que l'agriculture a longtemps été peu perméable à la mobilité sociale ou professionnelle, les tendances récentes semblent indiquer une plus grande porosité avec les autres secteurs de l'économie. Ce webinaire a présenté les dynamiques récentes en matière de trajectoires professionnelles des agriculteurs, en se focalisant particulièrement sur le parcours de ceux qui quittent le secteur précocement.

Links : <https://idele.fr/detail-article/emplois-et-activites-en-agriculture-mobilite-professionnelle-des-agriculteurs>

La place de la rémunération dans le travail

Le World Inequality Lab organise un débat de l'égalité, le 20 octobre de 18h à 19h30 (CET), dédié à la présentation du numéro « Rémunérer le travail » de la revue « Regards croisés sur l'économie », en présence de Sophie Bernard et Philippe Askenazy. La conférence se tiendra en français.

Links : <https://socioeco.hypotheses.org/7427>

Agricultores, camponeses, populações tradicionais, terra e trabalho: cenários de re-existência

O aprofundamento da mercantilização e da financeirização dos bens da natureza que vem sendo imposta pelas elites, fundando uma nova ordem de mercados globais alimentares. A continuidade do projeto de acumulação rentista pela via dos negócios do agro, das águas e da mineração, ganham novos contornos numa tentativa cada vez maior de flexibilização das leis ambientais e de reversão dos direitos territoriais de povos e comunidades tradicionais.

Tudo isso culmina na elevação da violência, contra indígenas, quilombolas e camponeses. Uma nova ofensiva do pacto do agronegócio rentista sobre assentamentos de reforma agrária, terras indígenas, quilombolas e de demais povos e comunidades tradicionais, é sustentada por uma opacidade desses espaços construída por uma indiferença consentida pelos grandes veículos de mídia, transformando-os em zonas de extermínio. Aqueles que lutam por direitos e que ainda constroem relações de sentido intensas com a terra, com a floresta, com as águas e com a cidade - no interior da Amazônia, dos Cerrados e das Caatingas, assim como a periferia das grandes cidades - são negligenciadas em favor da sacralização da mercadoria e da propriedade privada.

Links : <https://redesrurais.org.br/agricultores-camponeses-populacoes-tradicionais-terra-e-trabalho-cenarios-de-re-existencia/>

3º Simpósio da SOBER NORTE: Bioeconomia para uma Amazônia sustentável

O Grupo “Trabalho e Políticas Públicas na Amazônia” acolherá artigos que analisam o trabalho na produção familiar, assalariada e coletiva, em atividades agrícolas ou não agrícolas, no mundo rural. Políticas públicas que tratam da geração de emprego ou que provocam a sua transformação, a exemplo da reforma trabalhista de 2017, também serão privilegiadas. As políticas públicas de transferência de renda, de incentivo à produção, à agregação de valor e à comercialização, bem como, aquelas que objetivam a soberania e segurança alimentar e nutricional e a melhoria de infraestruturas também estarão no foco do debate do grupo.

Links : <https://www.even3.com.br/3sobernorte/>

Pour une approche psychosociale des instruments de gestion et d'organisation du travail

Nous proposons différentes pistes de recherche associant, dans une visée compréhensive, l'instrumentation de gestion aux transformations du travail et de l'organisation :

- Comment rendre compte des dynamiques psychique et sociale mobilisées dans les activités instrumentées ?
- Quel est le « mode d'existence » des instruments de gestion ?
- Quels apports le psychologue peut-il avoir en amont du déploiement d'un instrument de gestion ?
- Peut-on imaginer une contribution du psychologue dans la conception et l'évaluation de l'acceptation de ces instruments de gestion médiatisés ?
- Quelles sont les nouvelles perspectives théoriques et méthodologiques ouvertes par l'étude des dispositifs de gestion ?

Cet appel à articles vise à esquisser des pistes de réponses à ce questions et, plus largement, à approfondir la compréhension du rôle joué par les instruments de gestion dans les contextes organisationnels de toute nature (secteur marchand, organismes publics, associations, etc.). Il accueillera les résultats d'études empiriques ou conceptuelles portant sur les effets des instruments de gestion aux niveaux des individus, des équipes de travail, des organisations ou des réseaux inter-organisationnels. Les orientations théoriques comme les approches méthodologiques seront considérées sans exclusive aucune.

Links :

https://static1.squarespace.com/static/55d3760ee4b0b49feaf080a3/t/61557c8d27a2c94dc63d6fc6/1632992398202/Appel_Nume%CC%81ro+the%CC%81matique+PTO_29+sept.+2021.pdf

Call for Papers

Femmes et Gouvernance. Quel est l'impact de la présence des femmes dans la gouvernance des organisations sur les décisions ?

Nous avons le plaisir de vous faire part de l'appel à articles n°2-2022 de la Revue Communication & Management aux éditions ESKA sur le thème de "Femmes et Gouvernance. Quel impact de la présence des femmes dans la gouvernance des organisation sur les décisions໿", numéro dirigé par Marie-Christine Chalus-Sauvanet.

Tous les articles doivent être soumis en français ou en anglais à l'adresse suivante : submission-femmesetgouvernance@univ-lyon3.fr au plus tard le 5 Décembre 2021.

Links : <https://www.sfsic.org/aac-publication/femmes-et-gouvernance-quel-est-limpact-de-la-presence-des-femmes-dans-la-gouvernance-des-organisations-sur-les-decisions/>

Le monde du travail face aux défis de la transition écologique

Les impératifs de la transition écologique pénètrent le monde du travail à travers des dimensions multiples et transversales : sous le prisme de la santé des travailleurs, de l'évolution des métiers, des emplois verts, de la formation, de la reconversion professionnelle ou encore des relations professionnelles, etc. L'ensemble des enjeux environnementaux qui traversent les entreprises révèlent à quel point les croisements entre environnement et travail sont ancrés dans la réalité et impliquent la participation de toutes les parties prenantes, au premier chef les travailleurs et leurs représentants. À l'heure où la loi Climat et Résilience vient d'être adoptée, cet appel à contribution permet de se saisir d'un sujet d'avenir pour mieux appréhender les interactions qui se tissent autour du rapport travail / transition écologique, en croisant les approches de plusieurs disciplines en sciences humaines et sociales.

Links : <https://calenda.org/914875>

Dynamiques inclusives : Nouveaux enjeux, nouvelles formes organisationnelles et nouveaux emplois

Les mutations du travail initiées par les changements technologiques, les modes de management et les comportements des salariés peuvent être une opportunité pour créer des organisations et des territoires plus inclusifs. Redéfinir la place de l'individu au sein du collectif nécessite que chacun se perçoive comme un membre d'un groupe au sein duquel ses « besoins » d'appartenance et de singularité sont satisfaits (Shore et al., 2011). Ce management inclusif, ce sont tous les acteurs d'une organisation voire d'un territoire qui sont concernés pour répondre à ce défi. Considérer la question de l'inclusion dans le monde professionnel ne peut se limiter à l'organisation et doit envisager l'évolution du travail et de la formation que permet notamment le numérique pour penser un environnement inclusif. Repenser la place des individus au sein d'une équipe de travail grâce notamment aux outils numériques et aux dispositifs que peuvent mettre en place des équipes sensibilisées à ces problématiques est donc crucial.

Cette deuxième édition vise à mieux comprendre les enjeux de l'inclusion au sein des organisations et ce que devra être l'organisation inclusive de demain, avec comme levier central les nouvelles formes de travail (télétravail, travail en temps partagé, etc.) et d'emploi (groupement d'employeurs, job sharing, travail occasionnel, travail nomade, etc.) mais également l'ensemble des leviers managériaux.

Links : <https://www.agrh.fr/evenements/2021/10/1/dynamiques-inclusives-nouveaux-enjeux-nouvelles-formes-organisationnelles-et-nouveaux-emplois>

Southern Rural Sociological Association

The Southern Rural Sociological Association (SRSA) 2022 Annual Meeting is a forum to share scholarly work that studies the impacts of such shocks on the agricultural food system and supply chain, rural vulnerabilities, and alternative mitigation and adaptation strategies at the different footprints of rurality. We also anticipate papers and panels that discuss the importance of social and place-based theories in studying poverty, human-environment relationships and decision-making, climate injustice, and in studying inequitable access and opportunities to resources and federal agricultural and community development programs.

Links : https://rss.memberclicks.net/index.php?option=com_content&view=article&id=789:southern-rural-sociological-association-call-for-papers&catid=23:call-for-papers&Itemid=134

ISWA - Workshop 5 Wage earners

Obtaining "necessary" agricultural foreign labour: obvious paradoxes of bordering in pandemic times

During the Covid-19 crisis, the establishment of spatial and sanitary barriers in Europe and Canada highlighted the invisible and yet indispensable contribution of foreign labour in Western European and North American agriculture. The systematic recourse to foreign seasonal workers, widely documented in the francophone press between March and May 2020, shows the variations and invariants in the employment of foreigners in northern agriculture. The pandemic reminds us that the regulation of the residence of foreigners is a social and political construction, imposing a continuum of precarious statuses "changing according to circumstances, according to the populations concerned" and which "aims to impose on everyone the definition constituted according to the needs of the moment" (Sayad 1991: 64). On the basis of an exhaustive corpus constituted between March and June 2020, we will decrypt the media-political semantics that developed on the issue of agricultural employment during the Covid crisis. Papers

collected describe in detail different sequences of mobilization of a "galvanized" agricultural sector trying to avoid any disruption in production and distribution in the food chain. The analysis of the francophone press shows the convergence and divergence concerning the employment of foreign workers in agricultural sector of major interest. Both quantitative and qualitative content analysis make it possible to understand who are the main actors at work, the structure of their relationships and their evolution in space and time. Among the newspaper articles collected, certain themes were common: labour shortage, specific skills of a foreign workforce assigned to different precarious statuses (seasonal or posted workers), contagion by the formation of clusters in the host areas. Although this attention is exceptional, it does however shed light on the way the press takes hold of certain structural dynamics of the employment of foreigners in the agricultural sector. Exacerbated by the pandemic, the degraded living and working conditions that characterise the seasonal employment of foreigners have been denounced massively by trade unions and workers' associations. It implies an awareness of the fact that the migration regime invalidates the "protection of the rights" of workers, even if this protection is a sine qua non condition of the "freedom to provide services" promoted in the unified European market.

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4970/70316/version/1/file/WS5_S4_Hellio-M%C3%A9sini_Long%20paper.pdf

Tags : Hired work, Migration, Health and decent work, Policy

Modeling the links between evolutions in employees' career and changes on livestock farms: evidence from permanent employees on dairy farms in Auvergne, France

Hiring employees in agriculture has become more common during the last forty years, especially permanent employees. Despite the increasing importance, precarity characterizes the socioeconomic status of employees in farms. This condition is against stable employment of hired workers and improve turnover in farms. However, developing employees' career and providing attractive working conditions are essential to retaining employees working in farms and decrease turnover. In this sense, modelling the changes on employees' career and the changes on farms can provide an overview of the links between them, since the previous studies considered these two elements separately. Based in the advances in the literature in livestock farming systems and human resources management, we developed and tested an original model linking the evolutions on employees' career with changes in livestock farms. This is a new way to represent changes, since it is not structured by a timeline, but rather by a set of elements in which the analysis is based: 1) three dimensions of employees' career - tasks assignment, specialization/versatility, autonomy; 2) the drivers of changes related to the farm, the team, and the employee him-self; 3) three rhythms of evolutions - progressive, sudden, stable. The capacity of our model to represent the diversity of careers evolution was tested in five types of career evolution of employees working in dairy farms in Auvergne, France. Our model can be used by researchers to better understand trade-offs between human resources management and livestock farms characteristics in order to better understand how to motivate employees either to stay working in the farm or leave the farm according to changes in working conditions overtime.

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4969/70313/version/1/file/WS5_S3_Malanski_Long%20paper.pdf

Tags : Hired work

A study of Human Resource Management practices on Irish dairy farms

Managing people outside the farm family unit is a relatively new issue for many farmers. In the context of unprecedented dairy expansion the management of employees has become crucially important to dairy farmers in Ireland. This paper explores the Human Resource Management (HRM) practices implemented by Irish dairy farmers. Farmers were selected at random based on herd size and location. A questionnaire was developed, piloted and issued to each farmer. Data was coded and analysed, using one way ANOVA and Chi-square tests. Farmers with three or more employees (FE 3) took significantly more time off throughout the year. The most common recruitment practice used by farmers was 'word of mouth' (41.9%). Farmers in FE 3 used 'work of mouth', family members and Farm Relief Service (FRS) to recruit employees significantly more than farmers with only one employee (FE 1). Significantly more farmers in FE 3 used automatic debit as a method to pay employees than FE 1 and farmers with two employees (FE 2). More farmers in FE 3 had employment contracts, issued and retained payslips compared with FE 1 and FE 2 ($P < 0.05$). In total, 9.4% of farmers with employees reported that they had an employee details form with significant difference between FE 3 and FE 1. Overall, 14.3% of the farmers had a position/ job description in place for employees. A lower percentage of farmers in FE 1 had a position/ job description for employees compared with FE 2 and FE 3 ($P < 0.001$). Overall, 26.6% of the farmers recorded employees time worked. A higher percentage of farmers in FE 3 paid for staff training or further education compared with FE 1 and FE 2 ($P < 0.05$). The results of this study show that HRM practices used on farms are predominantly informal with improvements required to formalise some of these practices particularly in terms of legal compliance. With a highly competitive labour market across all sectors of the Irish economy, farmers must focus on adopting HRM practices that will make their farm a more attractive place to work, comply with employment law, provide training opportunities and focus on the career development of their employees as part of their future business strategy.

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4968/70310/version/1/file/WS5_S3_Lawton_Long%20paper.pdf

Tags : HRM

What is important for attracting and retaining farm employees? Evidence from the Australian orchard industry

We report on a study of the job experiences of employees in the orchard industry in the Goulburn-Murray region of the Australian state of Victoria. The focus was employees' satisfaction with their jobs and with the industry and their future career intentions. In 2018 we surveyed 57 current, ongoing employees of orchard business across a range of sizes. We used psychological contract theory as a theoretical framework for exploring the relationship between employees' experience of their jobs and their job satisfaction and future career intentions. The theory proposes that the relationship between an employee and their employer is a form of informal contract where the employer promises (explicitly or implicitly) to provide a range of benefits and that an employee's job satisfaction and commitment to their employer are positively correlated with the extent to which these promises and commitments are met. The theory also proposes that an employee's intention to leave their job is correlated with perceived breaches of the psychological contract. Employment conditions and human resource management practices influenced employees' job satisfaction and career intentions. Where promises were made, employees rated fulfilment by their employers as generally high. Employees with high promise fulfilment scores for "Safety and security" and "Enabling good work" were the least likely to intend to leave their employer, so

employers should focus on making sure that these basic elements are in place. Once those things are in place, employers can focus on offering training and career development opportunities. There are particular pressures that affect employees in middle management positions (leading hands, supervisions, assistant managers and managers). They had lower job satisfaction, and their work hours were as long as those of senior managers even though they received a lot less pay. Yet they were no less committed to their employer. Individual employers and the industry should consider ways to make these roles more attractive, for example by ensuring that the expectations of the roles are reasonable, and that these expectations are set out clearly in position descriptions.

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4967/70307/version/1/file/WS5_S3_Santhanam%20Martin_Long%20paper.pdf

Tags : HRM

Neither corporate, nor family: the Indian “patronal” farm

After the disappearance of socialist State farms and cooperatives, the diversity of farms in the world seemed to have been reduced to a simple dichotomy: family farms on the one hand and corporate farming on the other. The former category, the dominant model on the planet, includes undertakings where labour is provided by the family, while corporate farming that was long limited to South America, is exclusively based on hired labour. This reading grid however, turns out to be particularly problematic when looking at the Indian case. Despite their small size, the vast majority of Indian farms make use of a combination of family and hired labour. Based on an analysis of national statistics and fieldwork in thirteen small regions, this article characterises agricultural work and the ways in which family and hired labour function together on Indian farms. It shows that alongside family farms where wage labour (either hiring or being hired) serves to ensure full employment for family labour, we find

another type of farm, called “patronal farms” where the aim of hiring agricultural labourers is to increase income produced by family labour. For these patronal farms to exist, the wage paid to the labourers must be lower than the total farm labour productivity, and this is systematically the case for irrigated agriculture. After describing the characteristics of this original model, the article discusses its coherence with India’s political economy and questions its durability.

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4999/70403/version/1/file/WS5_S2_Aubron_Abstract.pdf

Tags : Family work, Hired work

Setting the price of labour: social determinants of agricultural labour wages in post-socialist areas

The purpose of this paper is to analyse different social determinants of the price of agricultural wage labour in a context of transformation of production system in post-socialist areas. In this way, it explores a dimension of social inequalities never specifically analysed in the literature about rural areas of the former USSR. Nevertheless, several hypotheses arise from the literature review: Despite the privatisation of land to former workers of the socialist farms, the price of labour in agriculture contributes to social differentiation in post socialist countryside; Administrative and legal regulation of labour relations have lost their strength to guarantee wage levels because of the dependence of the local government and the new owners of the land on LFEs and local employers after agrarian reforms; A worker’s ability to bargain

over the price of labour varies according to other transfers and relationships he or she has with the employer and the economic situation of his or her household. To overcome the traditional opposition between structural determinants and individual agency that shape the scientific discussion about price formation, this research is based on an economic ethnography. The different dimensions that frame economics (cultural institutions, state regulations, situation of transactions...) are not separated theoretically, but they are rather analysed as intertwined in social spheres of workers' existences. Here, wage labour and work relations are analysed together with other social scenes, as household production, local power relations and local markets. To do so, the paper rest on interviews and observations led in a village and in an administrative centre in Ukraine. The local data are compared with the situation at the national level through the data base of the Ukrainian Longitudinal Monitoring Survey.

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4966/70304/version/1/file/WS5_S2_Deffontaines_Long%20paper.pdf

Tags : Rural Employment, Hired work

Rural labor market: an analysis for workers in agricultural and non- agricultural activities

This article aimed to investigate the factors that contribute to wage inequality and to analyze the effects of occupational segmentation of Brazilian workers in rural areas, engaged in agricultural and non-agricultural activities. Quantile regression with correction of sample selection bias and counterfactual decomposition of wages by quantiles was used, utilizing the microdata from the National Continuous Household Survey (PNAD-C) for the years 2012 and 2018. The results showed that there is wage inequality between workers engaged in agricultural and non-agricultural activities, which is higher for those with higher incomes, characterizing agricultural workers as a disadvantaged group. The presence of occupational segmentation was also confirmed, of which the largest share in 2012 corresponds to the personal attributes of the worker and in 2018, in certain qua

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4965/70301/version/1/file/WS5_S2_Staduto_Long%20paper.pdf

Tags : Rural Employment

How public policies and social capital secure professional insertion and livelihoods? Insights from the Haitian migrant community involved in the agricultural sector in Guadeloupe

This paper aims at understanding livelihood trajectories of Haitian immigrants working as farm laborers and small farmers in Guadeloupe as farm-waged workers or small-scale farmers. It questions the processes at play for their resilience/vulnerability. The theoretical basis articulates the sustainable rural livelihood framework with an approach in terms of "circulatory-transformative capabilities" inspired by Sen's works. Analyzing capitals and resources' endowment, choices and socio-economic trajectories, the paper questions the room for maneuver of immigrants in achieving the kind of life they find valuable. It then gives a central place to individual choices that are constrained by the contexts at different scales. The paper addresses the ability of immigrants to organize their life and to face hazards. The qualitative survey's findings highlight two major findings. First, immigrants mobilize, accumulate, and circulate capitals in a transnational space to pursuit their livelihood strategies. Second, some resources

(regularization, access to land and to nonfarm activities) interfere in their trajectories and question their resilience/vulnerability. The results discuss in particular the specific role of social capital and public policies in securing incomes, a debate that can be useful in terms of public action to support immigrants in reinforcing their livelihoods

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4964/70298/version/1/file/WS5_S1_Fr%C3%A9guin_Gresh_Long%20paper.pdf

Tags : Hired work, Migration, Policy

Nuancing narratives on labour market effects of Large-Scale Agricultural Investments in sub-Saharan Africa: evidence from Kenya, Mozambique and Madagascar

The recent surge in Large-Scale Agricultural Investments (LAI) has triggered much debate and analysis on land issues. But what are the debates and results saying about labour issues? This paper offers a comparative perspective by studying Kenya, Mozambique and Madagascar - three African countries having contrasted experiences in terms of LAI. Based on qualitative and quantitative data (LAI inventory and household large-scale survey), it brings comprehensive analysis of both wage employment creation (quantity and quality of jobs created) and distribution (workers and households profiles) attributable to LAI. It offers original results by analysing jointly labour demand and supply, comparing different LAI business models, and prompting debate about agriculture development models (LAI versus family farming).

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/4963/70295/version/1/file/WS5_S1_Mercandalli_Long%20paper.pdf

Tags : Hired work

Publications

Good farming as surviving well in rural Australia

Agriculture policies in Australia have long encouraged productivist agriculture that aims to maximise yields through intensive production. Many have argued Australian farmers are trapped on the productivist treadmill as a result and there is evidence of an Australian farming culture where productivism is internalised as the standard of good farming. In this paper, I share the stories and experiences of commercial farmers in two regions of rural Australia who view good farming as production that moves them away from extractive productivism and towards a way of producing food that lets them and their non-human counterparts survive well.

Links : https://www.sciencedirect.com/science/article/abs/pii/S074301672100320X?dgcid=rss_sd_all

Tags : Identity

Work exposures and mental and musculoskeletal symptoms in organic farming

This study focussed on harmful exposures and mental and musculoskeletal symptoms in organic and conventional farming using interview data of Finnish farmers over the winter of 2014-2015. The data consisted of 2,169 full-time farmers, out of whom 231 (11%) practiced organic farming and 1,938 (89%) conventional farming. Exposure to poisonous and irritating substances was less frequent while exposures to vibration and mould ('smell of root cellar') were more frequent on organic farms. Mental and musculoskeletal symptoms were slightly more common among organic farmers, but the associations were not statistically significant in regression modelling. Risk factors for mental symptoms included animal production, hired labour, female gender, constant hurry, working alone, economic uncertainty, and inadequate recovery from workdays. Risk factors for musculoskeletal symptoms included older age, female gender, constant hurry, economic uncertainty, difficult working postures, heavy lifting and carrying, and inadequate recovery. Workload and recovery, managing the transition period and better follow-up of the occupational well-being were identified as concerns among organic farmers.

Practitioner summary: Converting from conventional to organic farming has become increasingly common. Farmer interviews indicated that exposure to poisonous and irritating substances was less frequent while exposures to vibration and mould were more frequent on organic farms. Mental and musculoskeletal symptoms and risk factors were similar in both types of farming.

Links : <https://www.tandfonline.com/doi/full/10.1080/00140139.2021.1974102>

Tags : Health and decent work

Social protection and migration

The relationship between social protection, migration, and rural development is critical to the FAO mandate to end hunger for all. In its capacity as an organization working across emergency and development contexts, FAO is well positioned to promote the synergies that exist at the intersection of social protection and migration in rural contexts.

Links : <https://www.fao.org/documents/card/en/c/cb7105en>

Tags : Migration

Labour, mechanization, market integration, and government policy: Agrarian change and lowland rice cultivation in northeastern Thailand and southern Laos

Over the last two decades, significant changes in lowland rice cultivation practices have occurred in mainland Southeast Asia. Here, we compare lowland rice farming in six provinces in northeastern Thailand and four districts in Savannakhet Province in southern Laos and consider the ways that agrarian change, including the deepening of capitalist relations, is occurring. Some of the most important changes taking place relate to increasing mechanization, remittances, changing bases of labour's simple reproduction, and the increased importance of international markets, especially for organic rice. These changes and associated government policies are having a considerable influence on agricultural practices. The Chinese market for organic rice from Laos is reducing pesticide and herbicides use and prolonging hand-

transplanting of paddy, while encouraging farmers to use uniform sized high-yielding rice varieties, and abandoning local seeds. Rice exports from Laos are having both positive and negative environmental effects, indicating the nuanced influences of particular international markets and government policies.

Links : <https://onlinelibrary.wiley.com/doi/10.1111/joac.12452>

Tags : Policy, Innovation

What kind of labour regime is contract farming? Contracting and sharecropping in Java compared

This article compares contract farming with share tenancy, another labour regime in which smallholder farmers are bound by contract to deliver produce to another, usually more powerful party. Based on research in the Javanese village of Kaliloro, we explore contracting and sharecropping as labour regimes, each with their own specific mechanisms of surplus transfer from producers to non-producers. The cases compared are sharecropping of irrigated rice, contract farming of watermelon, and contract farming of poultry. There are important differences in how labour inputs are organized, how decisions are made, how costs are divided between landowner/contractor and farmer, and in the mechanisms of surplus transfer between the contracting parties. Exploring these differences allows us to understand and compare the role of the two labour regimes in the penetration of capital into the rural economy. Neither contract farming nor share tenancy are in themselves “win-win” or “win-lose” relationships, good or bad for small-scale cultivators. The actual balance of burdens and benefits—often contravening the provisions of written contracts or state regulation—is determined by power relations between the contracting parties.

Links : <https://onlinelibrary.wiley.com/doi/10.1111/joac.12459>

Tags : Family work, Hired work, Value chains

Gender and the environmental concerns of young farmers: Do young women farmers make a difference on family farms?

Although the visibility of women farmers in agriculture is increasing, we have little knowledge about the impact this will have on the environmental management of family farms. Numerous studies have documented that young women farmers show high concern for environmentally friendly farming practices relative to young male farmers. However, family farms are still a prominent business form globally, and it is still unclear whether or not we can expect young women farmers in different employment statuses (manager, or full-time farm worker and spouse) and work schedules (full- or part-time) to show any differences in the adoption of environmental practices compared to young male farmers. This study investigates the question of how increasing the visibility of women on family farms, and young women's sensitivity to environmental concerns relative to male's, plays out in the dynamic of adopting Agri-Environment-Climate Measures (AECMs). Our results confirm gender differences in AECM adoption behavior when we investigate the employment statuses of young women farmers; however, for part-time family farms, gender differences in the adoption behavior disappears, while they emerge for environmental subsidies received. We argue that gender aspects of the adoption behavior of AECMs contain several overlapping issues, particularly gender differences in the spouse's involvement in farm work.

Links : https://www.sciencedirect.com/science/article/abs/pii/S0743016721002916?dgcid=rss_sd_all

Tags : Gender, Family work

Digital from farm to fork: Infrastructures of quality and control in food supply chains

This paper considers the digitalisation of food infrastructure as a wider context within which smart farming and big data applications in agriculture are being introduced. It examines the use of digital devices aimed providing traceability and transparency across different sites of food supply chains, from farm to fork. The infrastructural perspective problematises ideas of digitalisation as a technological fix to the uncertainty of food supply chains, and highlights the relational nature of food. Digital devices aimed at ensuring food integrity and the control of supply chains are shown to reconstitute infrastructures of qualification by which the qualities of foodstuffs are established as they move through the processes of the supply chain, from production to consumption. The paper identifies question of power around the ongoing process of infrastructuring that generate a requirement for more labour by some actors; the possibility of new politics and relationships built around increased circulation of quality information; and questions of who controls access to information that are obscured by different understandings of transparency.

Links : https://www.sciencedirect.com/science/article/abs/pii/S0743016721002990?dgcid=rss_sd_all

Tags : Value chains

From Fisher wives to fish vendors: Gendered livelihood transitions in a fishing village in Egypt

Like women in fishing communities elsewhere, the women interviewed as part of this study play a pivotal in the fishing sector. When there is an aggravated depletion of fish capture in this coastal area, households witness very gendered livelihood transitions. Able-bodied men mostly seek livelihoods elsewhere. The women left behind face a situation of poverty and multiple transitions at the household, market and community levels. While the supply chain of farmed fish provided livelihood opportunities to these women, the transition was fraught with perils and challenges both at the market and household levels. Capital, in its different human, financial, and social forms, defines to a greater extent the parameters of these livelihood transitions.

Links : https://www.sciencedirect.com/science/article/abs/pii/S0743016721003181?dgcid=rss_sd_all

Tags : Gender, Value chains

Exposure Assessment at a Pullet Barn - A Case Study

Poultry production is an integral part of agriculture and of the U.S. economy, accounting for millions of eggs and chicken products consumed annually. Most ubiquitous to the poultry industry from farm production to research are broiler and layer poultry operations, with pullet operations at the forefront. Although essential to the cycles of production, there is a dearth of evidence regarding the occupational exposure risks of pullet production. The aim of this case study was to measure total dust and ammonia levels during the growth cycle of pullets. Ammonia and total dust concentrations were measured as single day measurements at three different points of time during the 16.5-week growth cycle of pullet flocks using two fixed sampling stations configured to represent the breathing zone height of poultry workers. As birds grew from chicks to hens, concentrations of total dust and ammonia increased. Notably, from 3

weeks-of-age to 9 weeks-of-age concentrations of total dust increased from 1.1-1.2 mg/m³ to 16.0-18.0 mg/m³; and from 9 weeks-of-age to 15 weeks-of-age, dust concentrations reached 43.0-50.0 mg/m³. Concentrations of ammonia also increased from 9 weeks to 15 weeks from 1.1-2.7 ppm to 22.0-30.0 ppm. Both levels of ammonia and total dust reached levels that have the potential to induce adverse health effects among farmers raising pullets.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2021.1979154?af=R&>

Tags : Health and decent work

The plight of female agricultural wagedworkers in Morocco during the COVID-19 pandemic

While vaccination campaigns against COVID-19 were launched worldwide, a drama has been unfolding in the Moroccan countryside. It has been marked, over the last couple of decades, by rapid agrarian transformation, manifestations of which have included expanding irrigation frontiers and the increasing growth of high-value crops. These dynamics rely strongly on female agricultural wagedworkers. Although they earn low wages, their income is crucial and is used to care for loved ones by paying for school fees, rent, electricity, and medicines. These workers, therefore, cannot afford to quit their jobs. However, most female wagedworkers in Morocco are employed without a contract or social security cover. While working in an informal environment and living already in a precarious situation, little is known about how the pandemic has affected them. In this article, we seek to supply some of this information by drawing on the authors' commitment over almost a decade of covering female wage-workers' experiences in different agricultural regions in Morocco. Additionally, since March 2020, we have conducted 30 phone interviews with female laborers and farmers in the Saiss and in the coastal area of the Gharb and Loukkos. Using the pandemic as a focus, our results illustrate the inherent contradictions upon which Morocco's agricultural boom has been founded. Although many female laborers are de facto heads of household or contribute in fundamental ways to the household income, they continue to be considered as secondary earners or as housewives, leading to low structural wages. Moreover, these women assume the prime responsibility for all domestic tasks, which are not economically recognized or valued. Consequently, they face new challenges in addition to their already precarious situations. Reduced work opportunities and limited state support have led to financial and psychological hardship which jeopardize their own and their family's survival.

Links : https://www.cahiersagricultures.fr/articles/cagri/full_html/2021/01/cagri210023/cagri210023.html

Tags : Gender, Rural Employment, Health and decent work

A cross sectional survey of knowledge, attitude and practices related to the use of insecticides among farmers in industrial triangle of Punjab, Pakistan

Pesticides in Pakistan are abundantly utilized for pest control in agriculture sector. The over and unsafe use of insecticides plus poor handling leads to the development of resistance, outbreak of secondary pests and hazardous impact on environment. The present study was aimed to access the current knowledge, attitude and common practices of farmers about the use of insecticides against pest in industrial triangle of Province Punjab, Pakistan. This study was conducted during October 2019 to February 2020. In this study farmers (n = 300) took part from three localities of Province Punjab (Gujrat, Gujranwala and

Sialkot). Farmers were interviewed using a questionnaire to collect data about the knowledge of pest control by use of chemical method, biological method and combination of both to eradicate the pests. The result shows almost all (93%) farmers were male and they did not know about the insecticides mode of action and its chemical composition. They do not have any knowledge about the biological control of pests and did not get any assistance or help from Agriculture Extension Officer. They even did not properly dispose off the empty containers of insecticides. Statistical analysis reveals that lack of education and awareness about biological control of pest depicts development of resistance and outbreak of secondary pest including health hazards and environmental pollution. Poor understanding about pests, abundant use of insecticides, incorrect perception about application of insecticides and negligence regarding biological control shows that there is need to initiate public awareness programs to ensure the application of integrated pest management (IPM) and sustainable agriculture.

Links : <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0255454>

Tags : Health and decent work

Understanding farm generational renewal and its influencing factors in Europe

Understanding the complex process of generational renewal (GR) in agriculture is essential for supporting the continuation of farming. This paper demonstrates how multiple factors, simultaneously and through their mutual interactions, influence GR and related individual decision-making processes. Results originated from 155 in-depth interviews performed on 85 farms in eleven European regions, and were triangulated with the literature. Our analysis, combining inductive and deductive approaches, revealed three conceptual phases (successor identity formation, farm succession process, and farm development) and fourteen factors important to understand GR. We elaborate how these factors interact, hence exert their impact on (one of) the phases in a complex and variable way. Implications highlight potential pitfalls and opportunities for attracting people into agriculture. Although policy-makers should be aware of their limited ability to affect GR by targeting the first phase, we propose some ideas that would complement current existing measures acting on the third phase.

Links : <https://www.sciencedirect.com/science/article/pii/S0743016721001972>

Tags : Rural Employment, Family work, Policy

Agricultural robotics: part of the new deal?

Throughout the fifth edition of the International Forum of Agricultural Robots (FIRA) in December 2020, more than 1,500 farmers, manufacturers, advanced technology suppliers, innovators, investors, journalists and experts from 71 countries around the world gathered to ask questions, share stories and exchange ideas about agricultural robots. This book is a journey into the state of the art of this industry in 2020, and includes 27 agricultural robot information sheets. It is designed to provide a nuanced look at the industry's most pressing topics, from the overarching impact of the global food crisis to the everyday influence of semi-autonomous tractors on a family-owned farm in France. The book achieves this goal by taking a deep dive into the perspectives shared by FIRA 2020 presenters and panelists.

Links : <https://www.quae-open.com/produit/171/9782759233823/agricultural-robotics-part-of-the-new-deal-fira-2020-conclusions>

Tags : Innovation

Building inclusive labour markets: Active labour market policies for the most vulnerable groups

The COVID-19 pandemic risks widening further the divide in labour market outcomes for the most vulnerable groups who face numerous employment obstacles, such as limited work experience, care obligations, low skills or health limitations. Not all these groups show up on the radar of public employment services (PES), which is why it is important to identify the groups at risk and their needs, develop effective outreach strategies, and provide integrated, comprehensive and well-targeted support. This in turn requires a good exchange of information and co-operation between the relevant institutions responsible for the provision of employment, health, education and social services, as well as income support.

Links : https://www.oecd-ilibrary.org/employment/building-inclusive-labour-markets-active-labour-market-policies-for-the-most-vulnerable-groups_607662d9-en

The Work Assessment Method shows potential to improve performance and social sustainability on Australian dairy farms

Context: Social aspects of livestock farming systems, including farm workforce and how work is organised, have received less research attention than the biophysical and technological aspects. This constrains understanding of social challenges to the sustainability of livestock systems, such as farm labour shortages, farmers' overwork, the undesirability of farming careers, workforce and skills changes linked to new technologies, and the connections of all these to farm performance and profitability.

Aims: We introduce and test the applicability and utility in the Australian context of a method developed in France for assessing work organisation: The Work Assessment Method (WAM). The WAM goes beyond standard labour productivity metrics, such as total labour cost or livestock units per worker, to examine different types of work (routine, seasonal), who does the work (owner-managers, employees, contractors) and how these change seasonally. A measure of social sustainability ('calculated time available') is a key feature.

Methods: We conducted the first Australian trial of the WAM on two Victorian dairy farms. Through facilitated discussions between participating farmers and the research team, we evaluated the utility of the method, and identified requirements to adapt it for larger, pasture-based dairy systems.

Key results: The WAM was applied successfully on the pilot farms, despite differences in farm systems between France and Australia. The method characterised in detail the sources of overwork for each farm, enabling discussion of how the social sustainability and overall performance of the farms could be improved. The participating farmers reported that the method provided insights that were not available from current financial and physical analyses.

Conclusions: The WAM shows potential for supporting farmers, advisors and researchers in work aimed at improving farm social sustainability and profitability, but requires adaptation to suit Australian conditions. A larger exploratory study applying the WAM on additional dairy farms, and on mixed farms, is suggested.

Implications: This study provides a strong foundation for further research to develop the WAM as a useful research and advisory tool for Australian livestock production systems.

Links : <https://www.publish.csiro.au/an/AN20438>

Tags : Work organisation

How women saved agricultural economics

Women entered agricultural economics in numbers starting in the 1980s, and their ranks are increasing over time. We make the case that women have increased the relevance in the field of agricultural economics through their diverse interests, perspectives, and experiences. We document how women have changed the profession of agricultural economics in both academia and government. In research, women have expanded the field's treatment of non-traditional topics such as food safety and nutrition and environmental and natural resource economics. In this sense, women saved the profession from a future as a specialty narrowly focused on agricultural production and markets.

Links : <https://onlinelibrary.wiley.com/doi/10.1002/aepp.13183>

Measuring farmers' well-being: Influence of farm-level factors on satisfaction with work and quality of life

To achieve social sustainability, there is a need to incorporate social metrics of farmers' well-being into agricultural monitoring systems. We contribute to the operationalisation of the measurement of farmers' well-being by determining how farm-level factors influence farmers' satisfaction with their work and quality of life. Using a data sample of 1099 farms that are part of the Farm Accountancy Data Network (FADN) in nine European countries, we tested a set of hypotheses related to work satisfaction and life quality perception based on a structural equation model. Satisfaction with on-farm work has a significant and substantial influence on satisfaction with quality of life. Farm-level aspects, such as working time, age of assets, financial situation of the farm and community engagement, significantly influenced farmers' satisfaction with farming, but their joint effect explained less than one-fifth of the satisfaction. The results suggest that agricultural information systems intended to monitor and compare sustainability progress on farms would benefit from the integration of a metric measuring social concerns from the farmers' point of view.

Links : <https://onlinelibrary.wiley.com/doi/10.1111/1477-9552.12457?af=R>

Tags : Health and decent work

Weather, Workload and Money: Determining and Evaluating Sources of Stress for Farmers in Ireland

The demands of modern farming can place substantial stress upon the farmer, adversely impacting their wellbeing. This study identifies both the prevalence of stress and assesses the demographic, farm, and social characteristics that impact the incidence of stress. We report the results of a survey of a nationally representative sample of farm enterprises in Ireland undertaken in association with the Teagasc National Farm Survey (NFS) in 2018, which saw 736 questionnaires completed by farm operators. Frequency analysis is used to report the primary sources and prevalence of stress. A probit model is developed identifying and quantifying the factors that impact the incidence of stress. There were 57% of farmers who reported experiencing stress resulting from their farm work. Key sources of stress included "poor weather", (47%), "workload" (32%) and "financial" concerns (28%). The results of the probit model establish that the effect of age on the incidence of stress is significant, positive, and non-linear, indicating as farmers get older they are more likely to experience stress but at a declining rate. Operating a sheep farm system, as

opposed to any other type of farm system, reduces the probability of stress. Working off-farm also reduces the probability of stress by 0.097, other things being equal. The findings highlight variance in the levels of stress reported by farmers by age and farm system, and consequently, the need to develop targeted supports that take consideration of differences within the population of farmers and farm enterprises.

Links : <https://www.tandfonline.com/doi/full/10.1080/1059924X.2021.1988020?af=R&>

Tags : Health and decent work

Can Latinx Entrepreneurship Help Rural America?

The contributions of immigrant labor, especially Latinx labor,¹ to the US agricultural sector are well known (See Horst and Marion [2019] for a review of the history and growth of Latinx farm workers). Latinx comprise 51% of hired agricultural workers; only 65% of agricultural workers are born in the US (Economic Research Service, 2018). Without immigrants, who are often temporary, labor-intensive cropping activities would likely be less feasible. The mechanization of agriculture facilitated a mass movement from farms to the cities that continues to the present era (Population Reference Bureau, 2003). Immigrants filled gaps in left-behind tasks that were difficult to mechanize, though they are increasingly also becoming farm operators as well. The ongoing rural out-migration produced other effects, as rural main street businesses closed or consolidated, and empty storefronts became commonplace in small-town America (Agranoff, 2020). A policy question is whether immigrants can fill some of the business voids in small towns as they have done with farm labor and farm ownership. Immigrants are characterized as being more entrepreneurial than stationary individuals (Carpenter and Loveridge, 2017). Policies could enhance this propensity.

Links : <http://www.aaea.org/publications/publications-update/can-latinx-entrepreneurship-help-rural-america>

Tags : Migration, Entrepreneur

Changing patterns and dynamics of agricultural labour markets in India: Insights from Cotton Farming in Gujarat and Punjab

The issues of farm labour are generally side stepped while examining the issues in the farm sector, especially in agriculturally grown states like Gujarat or Punjab as dominant paradigm is that of landholder as stakeholders while most of the farm labour happens to be landless. Therefore, it is important to examine the state of agricultural sector so far as labour issues and interface of farm workers and landowning farmers in concerned. This paper examines this aspect with evidence from the cotton sector- a high value cash crop in two cotton growing states of Gujarat and Punjab with secondary and primary data including insights from focus groups with different sets of farm workers. It examines the systems of labour provision and inherent worker exploitation in such arrangements and the gender dimension of labour relations in the cotton context. The paper concludes by raising major research and policy issues from farm worker perspective.

Links : https://symposium.inrae.fr/workinagriculture-iswa/content/download/5000/70406/version/1/file/WS5_S4_Sukhpal_Abstract.pdf

Tags : Rural Employment

Innovating digitally: The new texture of practices in agriculture 4.0

This research aimed to identify the practices used by actors while innovating digitally in the field of agriculture. We also attempted to depict if and how they experience disruptions associated with the emergence of digital technologies. A qualitative research design permitted us to uncover that work-related and system-related disruptions follow the process of agricultural digitalisation. The study also indicated that innovating digitally is a collective process in which, however, some actors independently attempt to elevate their positions through weaving, that is, engaging in networking practices. On the other hand, despite their intense efforts to promote these technologies to farmers, innovation brokers, technology providers, and researchers are not actively involved in the process of co-creating value for and with farmers. We conclude by arguing that digital technologies are not scope-neutral devices and by pointing out the need for redefining what responsibility means, what agricultural digitalisation research should stand upon, and what it should stand for.

Links : <https://onlinelibrary.wiley.com/doi/10.1111/soru.12356>

Tags : Innovation

Care in dairy farming with automatic milking systems, identified using an Activity Theory lens

Context: In Sweden, 34% of herds in official statistics 2021 (77% of the cows) have an automatic milking system (AMS) and keep 19% of the dairy cows.

Objective: This study should be considered in relation to the rapid increase of digitalisation in agriculture. It aimed at investigating Swedish farmers' experiences and reflections in dairy farming concerning AMS use from a care perspective, based on two research questions: 1) What kinds of success factors and management challenges do farmers experience with AMS usage? and 2) How do farmers view their work environment in this kind of system?

Methods: A mixed method approach was performed, using method triangulation through a questionnaire, interviews, and field visits. The Activity Theory (AT) was used as a theoretical lens to consider care practice in the dairy farming as a learning system.

Results AND CONCLUSIONS: Participating dairy farmers were found to be in a continuous learning process on different levels in their system, from detailed problems with an individual cow or the herd to the whole dairy system. Implementation of AMS required learning in order to manage, and thus care for, a system comprising of animals, technology, and humans, to increase business viability. In successful AMS use, willingness to learn, adapt to the local situation, and continually improve practice, or care as a patterning of activities, appeared to be the most important factors. With more people involved, differentiations were possible, which in turn accentuated the need for more trained staff who can perform more complicated tasks. The findings indicated high importance of experience and a 'stockperson's eye', in combination with tool-mediated seeing using data from the robot, in developing enhanced professional vision and good care. A good stockperson had broad competence combining a stockperson's eye with experience with robot data. One of the greatest challenges for dairy farms was finding a good stockperson as staff or advisor. Increased flexibility in work and better physical health were important driving forces for implementing AMS, while handling alarms was mentally stressful and gave different perspectives on AMS vulnerability. Overall, the analysis of the collected data showed that AMS had brought major,

primarily positive, changes in daily work and increased work satisfaction for most farmers, with a clear majority of the respondents feeling good in their work situation and enjoying their work.

Significance: Application of AT in studying AMS from a care perspective, represents a shift from traditional research that normally addresses technological inventions, to studying farmers' socio-technical system. The AT lens revealed the work practices in performing care, as a patterning of activities accomplished by a tinkering learning process, in the rich and messy matrix of humans, cows, and technology.

Links : https://www.sciencedirect.com/science/article/pii/S0743016721002709?dgcid=rss_sd_all

Tags : Health and decent work, Innovation

Trade and decent work: Indicator guide

The purpose of the present Guide is to provide analytical tools, which can support further research on trade and decent work. It offers a broad set of labour market indicators for trade policy assessment that can be used in studies on the nexus between trade and employment, labour relations, and working terms and conditions. To that end, the Guide singles out and contextualizes those of the ILO's decent work indicators that are suitable for analysing the impact of trade policy on the labour market. It also facilitates the use of these indicators in macro, sectoral and micro assessments of the impact of trade on the labour market at the country level by providing an overview of measurement approaches, relevant data sources, links to trade theory and empirical evidence. Such assessments will help to support a more human-centred approach to the future of work - as called for in the ILO Centenary Declaration for the Future of Work (ILO 2019a) - by making decent work a central objective of trade policy. Additionally, it resonates with the twin objectives of realizing free trade and decent work enshrined in the United Nations Sustainable Development Goals, under Goal 17 and Goal 8, respectively.

Links : https://www.ilo.org/global/publications/WCMS_821843/lang--en/index.htm

Tags : Health and decent work, Value chains

Trade and decent work: Handbook of assessment methodologies

This Handbook presents and critically evaluates the methodologies used to assess the impact of trade on various areas of decent work. To that end, it traces the evolution of theories and methodological approaches ranging from the macro (country), through the meso (industry/sector), to the micro (firm and worker) level. The Handbook examines the strengths and weaknesses of these approaches, taking into consideration their underlying assumptions, data requirements and the scope that they provide for analysing broader labour market outcomes, including those that can be measured using decent work indicators. Particular attention is paid to micro approaches, since analysis at that level, especially using linked employer-employee data sets, allows one to understand better the distributional effects of trade. Such data sets make it possible to take into account not only firm and worker characteristics but also their interactions, potentially leading to more realistic conclusions.

The Handbook has been designed to help with the selection of methodological approaches for assessing the effects of trade on broader labour market outcomes. It is suitable for both researchers and a wider audience interested in learning more about these techniques. Policymaking is often informed by the results obtained from models, some of which, however, are based on rigid and unrealistic assumptions. An improved understanding of the various methodologies, and of the complementarities between them, could therefore lead to the development of more effective models.

Links : https://www.ilo.org/global/publications/WCMS_821841/lang--en/index.htm

Tags : Health and decent work, Value chains

Travailler en élevage porcin en France : facteurs d'attractivité et contraintes

En France, environ 12 700 personnes travaillent dans les élevages porcins. Face au double défi de maintenir les actifs en poste et d'attirer de nouvelles recrues, la filière porcine doit se positionner : mettre en avant ses atouts tout en apportant des solutions à la pénibilité de certaines tâches et aux conflits éventuels entre éleveurs et citoyens.

Links : <https://productions-animales.org/article/view/4808>

Le territoire : un dispositif opératoire révélé par l'activité de travail

L'analyse de l'activité de travail permet de repenser le statut du territoire dans nos recherches. Car il n'est pas seulement le « sol » sur lequel l'histoire des activités de travail et de leurs protagonistes est tissée au quotidien : nous considérons en effet que le territoire est aussi un produit de l'activité, il est agi et reconstruit quotidiennement - l'activité intervient dans les processus de territorialisation. Cette perspective justifie que l'activité de travail prenne place dans les débats sur le vivre ensemble et sur les options de l'action publique dans l'aménagement du territoire. On interpelle dès lors les modes de participation publique, en revendiquant que les citoyens travailleurs y soient plus étroitement associés. Mais comment procéder ? Quelles traces permettent de démontrer l'apport de l'activité de travail aux processus de territorialisation ? Ces questions ont émergé au cours d'un programme de recherche - et nous les étayons ici en reprenant l'étude développée dans le secteur du transport collectif routier de passagers en milieu rural. L'analyse du territoire, telle que nous la concevons, est ainsi enrichie par le point de vue de l'activité et par les débats qui en émergent. Mais le territoire que nous révèle ici l'activité est surtout celui que ses protagonistes en font, au cours d'un processus de transformation trop souvent peu visible, sédimenté par nombre de répétitions silencieuses - jusqu'à devenir une ressource collective.

Links : <https://journals.openedition.org/activites/6925>

Travail, Territoire et Politique

L'ergonomie de langue française défend l'idée de la centralité du travail comme « opérateur de santé » (Dejours, 2016), mais aussi de performance dans les organisations de production. Elle remet en cause l'approche par le poste de travail et propose la notion de situation de travail pour éclairer le périmètre dans lequel se déploie l'activité de travail. La situation de travail est posée comme une unité d'analyse pour saisir la dimension organisée de l'action dans la réalisation du travail réel. Elle permet d'opérer des liens à différentes échelles, celle micro de l'activité de travail réel avec celle plus macro des choix stratégiques des entreprises. L'ergonomie s'est ensuite élargie aux questions collectives et organisationnelles et interroge depuis peu les modèles économiques dans les entreprises.

5 Avec le déploiement important des services et les enjeux de développement durable, les situations de travail débordent les frontières classiques de l'entreprise. Elles sont aujourd'hui en prise avec des dimensions de l'ordre du territoire. Cette échelle est nouvelle pour la discipline.

Links : <https://journals.openedition.org/activites/6920>

Analyse d'ouvrage par Marianne Cerf

« Concevoir le travail, le défi de l'ergonomie », s'inscrit dans la suite de l'ouvrage de référence pour les ergonomes, paru en 1991 et intitulé « comprendre le travail pour le transformer, la pratique de l'ergonomie ». Cette continuité est assurée entre autres par la présence parmi les éditeurs, de François Guérin, mais se lit aussi dans l'ouvrage à travers l'accent mis sur les bases et les ressources pour la pratique ergonomique. L'ouvrage écrit par F. Guérin, Valérie Pueyo, Pascal Béguin, Alain Garrigou, François Hubault, Joël Maline et Thierry Morlet n'est pas une juxtaposition de leurs points de vue, mais présente un ensemble cohérent. Le livre couvre différents volets utiles pour penser et mettre en œuvre une pratique ergonomique. Sont ainsi abordés : les enjeux pour l'ergonomie (partie 1) ; les modèles de la santé et de la performance ainsi que sur la rationalité d'action de l'ergonomie (partie 2) ; la méthode d'intervention (partie 3) ; les outils et techniques qui font ressource dans l'intervention (partie 4) ; les interpellations sociétales et disciplinaires à prendre en compte par l'ergonomie (partie 5) ; la réaffirmation de l'importance de la bataille du travail réel et de l'émancipation par le travail dans le contexte de crise Covid (partie 6). Il faut souligner l'effort d'intégration qui a été fait par les auteurs à partir de leur diversité de trajectoires, d'approches et compétences, afin d'affirmer et expliciter ensemble un certain regard à la fois politique, théorique et méthodologique sur la pratique ergonomique. Sans doute destiné en premier lieu aux étudiants, cet ouvrage est cependant une ressource pour tout ergonomiste qui souhaite s'interroger sur la pratique de l'ergonomie et contribuer à la développer. Il peut se lire comme un tout cohérent qui donne une vision large de cette pratique et de ses enjeux actuels et futurs. Il peut aussi donner lieu à l'approfondissement d'un chapitre donné où apports, points de vigilance pour la pratique, et exemples sont souvent associés permettant de s'en saisir aisément.

Links : <https://journals.openedition.org/activites/7143>

« Travail et transmission »

Cet ouvrage collectif explore les conditions, visées, médiations et objets de la transmission. La diversité des contributions ici présentes met en exergue la dynamique de la transmission, éclairant aussi bien ses empêchements, interférences, que sa portée créative. Elle se dévoile alors comme « traversée » pluridirectionnelle qui transforme tout à la fois celui qui donne, celui qui reçoit et l'objet transmis.

Links : <https://ergonomie-self.org/2021/10/22/ouvrage-travail-et-transmission/>

La relocalisation des systèmes alimentaires dans les territoires : quel cadre d'analyse en ergonomie

La relocalisation des systèmes alimentaires dans les territoires s'inscrit dans une volonté politique et citoyenne de reconnecter agriculture et alimentation, et de répondre aux enjeux du développement durable. Elle interpelle l'ergonomie, car une telle évolution ne peut s'entendre sans mutations du travail. Cet article repose sur une étude de cas exploratoire qui a été conduite sur le plateau de Saclay. L'étude concerne l'approvisionnement de cantines d'entreprise en produits locaux. Elle s'intéresse à des acteurs dont les statuts (responsable d'exploitation agricole, responsable de restaurant) et les expériences

permettent de révéler une reconception progressive et « dans l'usage » des processus de coordination intra et inter-organisationnelles. L'étude de cas éclaire également l'élasticité de la définition territoriale saisie par ces acteurs impliqués dans le développement d'un système alimentaire local à l'aulne des valeurs sociales et culturelles qu'ils défendent. Ces acteurs s'approprient et modifient l'organisation d'un système qui traverse les frontières de leurs organisations. Nous proposons ici d'aborder le changement inter-organisationnel induit par la relocalisation de l'alimentation dans et par les territoires. Nous définissons ce changement comme un processus de conception collective mettant en dialogue deux processus de reconception des coordinations, l'un à l'échelle de l'organisation et l'autre à l'échelle des relations inter-organisationnelles. Finalement, nous caractérisons un « travail de territorialisation », singulier et situé, qui d'une part inclut ces activités de reconception des coordinations ; et d'autre part vise à faire évoluer un espace géographique, culturel et/ou politique, que les acteurs identifient comme territoire, pour que cet espace corresponde à leur vision du local et du durable. Nous discutons des implications de ces résultats pour l'analyse et l'intervention ergonomiques.

Links : <https://journals.openedition.org/activites/6980>

Tags : Value chains

Innovation, créativité et qualité de vie au travail : proposition et expérimentation d'un dispositif d'innovation transitionnelle

Si les démarches dites de qualité de vie au travail (QVT), selon leur dénomination politique, sont décrites comme recherchant l'alliance entre les performances économiques et les performances sociales, elles suscitent encore nombre de réserves. En effet, pour que la QVT ne soit pas qu'un « glissement lexical » de plus dans le champ de la santé psychique au travail (Clot, 2019), il est nécessaire de se poser sérieusement la question des méthodologies à construire afin qu'elle réponde « aux problématiques socio-organisationnelles qui naissent de la vie de l'entreprise [...] et non qu'elle vienne en surplomb constituer un énième projet à ajouter [...] » (Levet, 2013, p. 104). Dans cette perspective, l'objectif de cet article est de présenter une méthodologie reposant sur des innovations organisationnelles générées à partir d'activités transitionnelles sources de créativité et de santé (Lhuillier & Roche, 2009 ; West & Far, 1990 ; Winnicott, 1999/1948). Ce dispositif, dit d'innovation transitionnelle, vise ainsi particulièrement à dépasser la difficulté à aller du diagnostic à la transformation durable et à accompagner les acteurs dans les épreuves à traverser. Il a été expérimenté pour la première fois dans un service de santé au travail qui devait intervenir au sein d'un institut de formation supérieur aux prises avec d'importants troubles psychosociaux. L'analyse de ses résultats a permis d'observer des transformations de l'organisation et des situations de travail et leur durabilité un an après la clôture du dispositif.

Links : <https://journals.openedition.org/activites/6800>

Tags : Innovation

Du « caporale » au « caponero ». L'intermédiation de main-d'œuvre agricole migrante en Italie du Sud

Cet article propose une analyse de la réappropriation de la figure du « caporale », intermédiaire informel de main d'œuvre agricole caractéristique des campagnes de l'Italie du Sud, par les travailleurs agricoles migrants de la filière de la tomate à industrie. Tout en cherchant à comprendre quelles sont les spécificités du « caporale » migrant - ou « caponero » - par rapport à sa version locale, il s'agira de mettre à jour la dimension de « figure de l'entre-deux » qu'il revêt, non seulement au sein du marché du travail

agricole mais également au sein des espaces ruraux du Mezzogiorno. Proposant une réflexion tant sur le fonctionnement du système productif agricole que sur la possibilité, pour les migrants, de vivre et de travailler dans les campagnes méridionales, ce travail entend également contribuer au débat provoqué par l'adoption récente, par le parlement italien, d'une loi « anti-caporalato » destinée à punir l'intermédiation informelle de main d'œuvre agricole.

Links : <https://journals.openedition.org/mefrim/3333>

Tags : Migration

Apport des approches instrumentale et ergotoxicologique pour la conception : le cas du matériel de pulvérisation des pesticides en viticulture

Cet article vise à développer une approche critique de la conception et des usages des pulvérisateurs en viticulture. Cette approche a pour ambition de souligner l'intérêt de lier les approches instrumentale et ergotoxicologique pour la conception de ce matériel. L'analyse de l'activité effectuée au sein de deux exploitations viticoles a mis en évidence un nombre important de difficultés d'usage et de variabilités rencontrées lors de l'utilisation de pulvérisateurs qui peuvent entraîner des situations d'exposition aux pesticides. Afin de rendre compte de l'inventivité des viticulteurs, cette analyse a également porté l'attention sur les genèses instrumentales présentes dans l'activité. Et c'est au regard de ces résultats que ce travail nous permet de mettre en évidence l'enjeu de coupler les approches instrumentale et ergotoxicologique pour viser un développement des démarches de prévention.

Links : <https://www.cairn.info/revue-le-travail-humain-2021-3-page-197.htm>

Tags : Health and decent work

A relação entre intensificação no uso de agrotóxicos e intoxicações nos estabelecimentos agropecuários do Brasil

Resumo: Este estudo verifica a relação entre a intensidade do uso de agrotóxicos e o número de intoxicações nos estabelecimentos agropecuários do Brasil. A partir dos dados do Censo Agropecuário 2006, utilizou-se do Propensity Score Generalizado (PSG) para tornar os municípios com diferentes intensidades do uso de agrotóxicos comparáveis. Os resultados revelam que a proporção de estabelecimentos com pessoas intoxicadas aumenta à medida que se intensifica o uso de pesticidas, demonstrando efeito negativo e estatisticamente significativo dos agrotóxicos sobre a saúde. Nesse contexto, os serviços de assistência técnica e extensão rural (ATER), por meio do auxílio aos agricultores em relação ao uso e manuseio adequados de pesticidas e do incentivo à adoção de alternativas sustentáveis de manejo de pragas, tornam-se essenciais para mitigação dos riscos à saúde associados ao uso de agrotóxicos. Em conjunto com a ampliação dos serviços de ATER, destaca-se a importância do desenvolvimento de produtos mais eficientes e menos nocivos à saúde e ao meio ambiente.

Links : <https://www.revistasober.org/article/doi/10.1590/1806-9479.2021.244491>

Tags : Health and decent work, Extension

Clase, proceso de trabajo y reproducción social: ampliando las perspectivas de los estudios laborales

En este libro intentamos ir en esta dirección dividiendo los capítulos en cuatro bloques temáticos: clase y teoría del pro-ceso de trabajo (es el caso de Panitch; Carter y Brook, Vidal y Misoczky y Kruter Flores); clase y precariedad (Smith y Ngai, Perez y Cifuentes, Nichterwitz Scherer y Zilio Abdala); perspectivas sobre la reproducción social (es el caso de Mezzadri, Arruzza y leite Lopes); abordajes empíricos en la perspectiva del proceso de trabajo vinculados con temáticas emergentes (es el caso de Woodcock y el trabajo de plataforma o de Baglioni y los regímenes laborales de la informalidad en cadenas de exportación); e indagando en las heterogeneidades sociales y las desigualdades geográficas (es el caso de Dornelas Camara, D'Avila da Rosa y Faé en Brasil, de Pegler y Chourdakis en Grecia, de D'Urso en Argentina). Si en este camino el libro se convierte en un aporte para la mayor articulación de los estudios del trabajo y el análisis de clases, desde una perspectiva crítica de las dinámicas del capitalismo actual e inspirado en una perspectiva realmente internacionalista, habrá cumplido los objetivos planteados por los editores.

Links : http://www.ceil-conicet.gov.ar/2021/10/ceil-libros-clase-proceso-de-trabajo-y-reproduccion-social-ampliando-las-perspectivas-de-los-estudios-laborales-maurizio-atzeni-rodolfo-elbert-clara-marticorena-jeronimo-montero-bressan-y-ju/?utm_source=rss&utm_medium=rss&utm_campaign=ceil-libros-clase-proceso-de-trabajo-y-reproduccion-social-ampliando-las-perspectivas-de-los-estudios-laborales-maurizio-atzeni-rodolfo-elbert-clara-marticorena-jeronimo-montero-bressan-y-ju

Tags : Value chains

Estudio Económico de América Latina y el Caribe 2021: dinámica laboral y políticas de empleo para una recuperación sostenible e inclusiva más allá de la crisis del COVID-19

En su edición correspondiente a 2021, el Estudio Económico de América Latina y el Caribe consta de tres partes. En la primera, se resume el desempeño de la economía regional en 2020 y se analiza su evolución durante los primeros meses de 2021, así como las perspectivas de crecimiento para 2021 y 2022. De igual forma, se examinan los factores externos e internos que han incidido en el desempeño económico de la región durante 2020, su evolución en 2021, y la manera en que condicionarán el crecimiento económico en los próximos años.

Links : <https://www.cepal.org/es/publicaciones/47192-estudio-economico-america-latina-caribe-2021-dinamica-laboral-politicas-empleo>