



Agriculture psychosocial risks

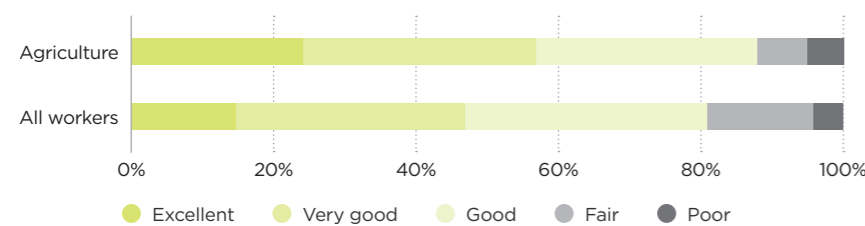
Psychological harm¹

The percentage of agriculture workers that report experiencing the following in the last 12 months:



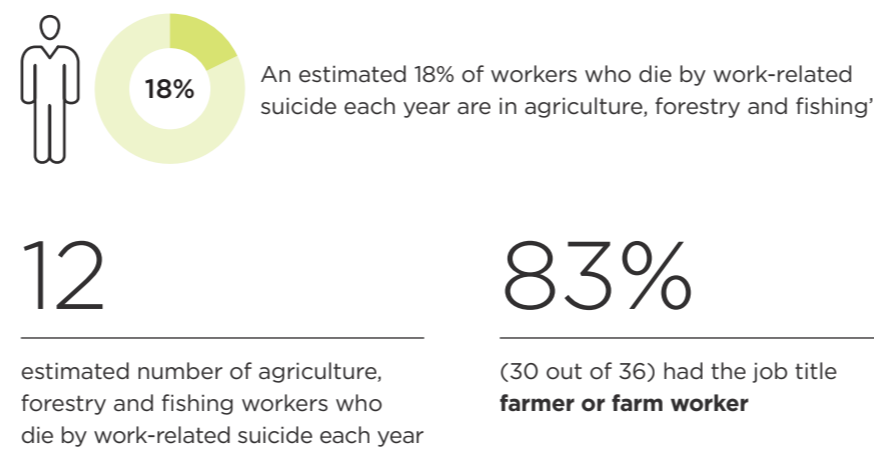
Self-rated health²

Self-rated health is a key indicator for monitoring quality of life and population health. Agriculture workers were slightly more likely to rate their health as good or above compared to all workers.



Work-related suicide³

Work-related suicide research reviewed 1,678 coronial findings (from applicable cases) between 2017-2021.



All agriculture, forestry and fishing workers who died by work-related suicide experienced **significant work-related stressors**. The following work-related stressors appeared in work-related suicides by people who worked in agriculture, forestry and fishing:

HOW WORK IS DESIGNED	SOCIAL FACTORS AT WORK	WORK ENVIRONMENT	WORK CONTEXT
- Job demands	- Bullying and victimisation	- Work-related injury	- Performance management process
- Workload and work pace	- Interpersonal relationships		- Making a mistake at work
- Working hours and schedule	- Work-life balance		
- Job security and precarious work	- Leadership		
- Job control and autonomy	- Violence at work		

Offensive behaviours²

Offensive behaviours can cause harm to the person they are directed at as well as people witnessing the behaviour. Repetitive or severe exposure can cause both physical and psychological harm.

Percentage of agriculture workers who were exposed at least once in the last 12 months:



Policies around bullying, harassment and violence¹



¹ WorkSafe Workforce Segmentation and Insight surveys 2020 and 2021.
² WorkSafe (2022). *New Zealand Psychosocial Survey 2021*.
³ WorkSafe (2024). *Work-related suicide: Examining the role of work factors in suicide*.
⁴ WorkSafe (2023). *Mentally healthy work online form analysis: Review of concerns received from 26 April 2022 - 1 May 2023*.

Psychosocial risks²

Agriculture workers are more likely to be exposed to:



Higher work pace



Lower control over working time



Higher work life conflict

Protective factors²

Protective factors can mitigate the impact of risk factors and may enhance mental wellbeing. Agriculture workers are more likely than all New Zealand workers to report:



Lower quantitative demands



Organisational justice



Recognition



Lower illegitimate tasks



Vertical trust



Horizontal trust



Lower emotional demands



Lower demands for hiding emotions



Role clarity

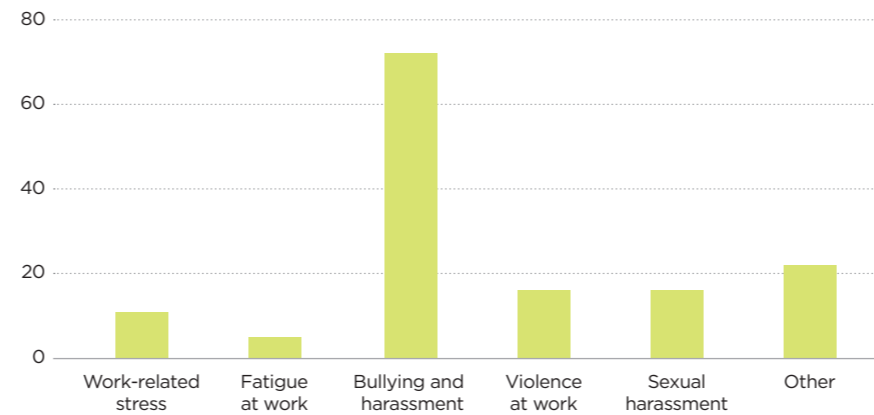
Mentally healthy work concerns⁴

This data involves mentally healthy work concerns WorkSafe received from 26 April 2022 - 1 May 2023.

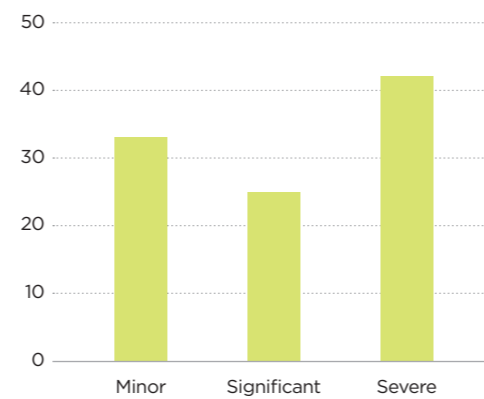
6%

of mentally healthy work concerns that WorkSafe received in that period were from workers in the agriculture, forestry and fishing sectors (18 out of 283 concerns)

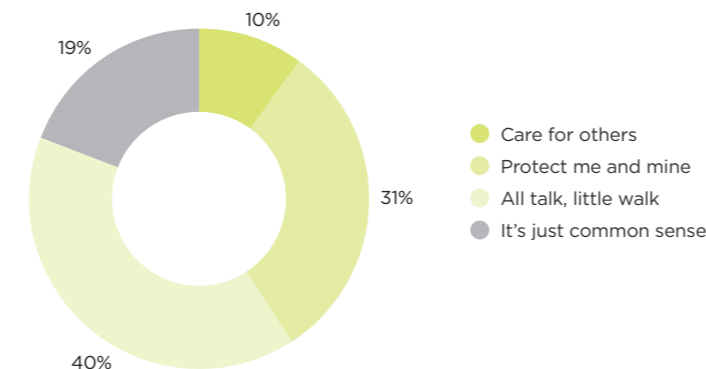
Percentage of concerns by issue



Percentage of concerns by levels of harm



Employer health and safety maturity in agriculture¹



Employers' health and safety perceptions¹

Percentage of agriculture employers that agree with the following statements:

67%

we make the time and effort to ensure we're up to date with changes in health and safety legislation

70%

disagree that it's better to 'keep the peace' with staff than worry about when they haven't followed a safety rule or guideline

65%

if you put the effort in health and safety is easy

51%

we have rules about working safely, but it's up to workers how much they always follow them

71%

I am confident our workers always tell a co-worker if they aren't working safely

Employers' health and safety practices¹

Percentage of agriculture employers that:

29%

say they conduct an assessment on workers' level of exposure to a health risk

14%

say they provide workers with health checks/monitoring for health problems that could be related to their work

66%

say they make changes to the work environment or equipment to reduce the risk to people's health and safety

42%

say they develop or update a formal management plan or policy to address key health and safety risks