Confined Spaces on the Farm Meeting Kit

DEFINING FEATURES OF CONFINED SPACES

- The space is enclosed or partially enclosed.
- The space is not designed or intended for continuous human occupancy.
- The space has limited or restricted means of entry or exit that may complicate the provision of first aid, evacuation, rescue or other emergency response services.
- The space is large enough and configured in a way that a worker could enter to perform assigned work.

CONFINED SPACE HAZARDS ON THE FARM

- Grain and feed storage facilities
- Corrugated steel bins
- Silos
- Sumps, tunnels, and pump pits
- Forage storage
- Manure storage tanks
- Manure transport vehicles
- Bulk transport vehicles
- Sprayer and chemical transport vehicles
- Forage and silage dump wagons
- Feed grinders/mixers
- Feed mixer wagons tanks
- Storage and mixing tanks, bins, and silos
- Bulk liquid storage tanks
- Containment areas around diked storage tanks
- Wells, cisterns, dry wells, septic tanks
- Grain driers
- Fuel storage tanks

DETERMINING WHETHER A SPACE IS A CONFINED SPACE – RECOGNITION

Once you have determined the confined spaces at your farm, you must identify the associated hazards.

- Evaluate all confined spaces to determine if they contain any actual or potential hazards.
- Train workers to never enter a confined space before the hazards have been identified and steps have been taken to mitigate those hazards.
- Ensure workers review, understand, and follow the written procedures before entering confined spaces and know how and when to exit. Ensure there is a safe means to enter and exit the space.
- Consider chemical reactions that could occur based on the materials in the confined spaces, and potential byproducts that could create a hazardous atmosphere.
- Ensure air sampling is conducted prior to anyone entering the space.
- Ensure that sampling equipment can measure potential by products.
- Use an appropriate routine and simple detection approach. A 4-gas meter will only detect oxygen deficiency and three additional hazards (usually flammability, carbon monoxide, and hydrogen sulfide). Detector tubes or a simple hand-held meter such as a photoionization detector may also be needed.
- Ensure confined spaces are properly ventilated.
- Ensure that workers entering confined spaces maintain contact at all times with a trained attendant either visually, by phone, or by two-way radio.
- Use appropriate equipment (fall protection, rescue, air monitoring, lighting, and communication) according to entry procedures.
- Develop an emergency action plan that includes quick removal of the entrant and procedures for facility operators and local responders.
- Wear proper equipment: Use the correct respirator and make

sure all equipment is tested and grounded.
- Follow lock-out procedures to avoid accidental start-up of equipment, and disconnect and cap all input lines.
- Have at least one trained and equipped coworker standing by in case there's trouble. Decide ahead of time how to communicate.
- Use spark-proof tools, lights, and fans.
- A harness and attached lifeline is key for performing a rescue. Simply putting a rope around the waist isn't enough.
- If a worker must be rescued, never go in after them unless another trained and equipped worker is there. Have trained rescuers on standby.

FINAL WORD

The safest approach for preventing injuries in confined spaces is to simply perform all work from outside of the confined space when possible.

Confined Spaces on the Farm Meeting Kit – Spanish

QUÉ ESTÁ EN RIESGO

CARACTERÍSTICAS QUE DEFINEN DE LOS ESPACIOS CONFINADOS

- El espacio está cerrado o parcialmente cerrado.
- El espacio no está diseñado o destinado a la ocupación humana continua.
- El espacio tiene medios de entrada o salida limitados o restringidos que pueden complicar la prestación de primeros

auxilios, evacuación, rescate u otros servicios de respuesta a emergencias.
- El espacio es lo suficientemente grande y está configurado de manera que un trabajador pueda entrar para realizar el trabajo asignado.

CUÁL ES EL PELIGRO

RIESGOS DE LOS ESPACIOS CONFINADOS EN LA GRANJA

- Instalaciones de almacenamiento de cereales y piensos
- Depósitos de acero corrugado
- Silos
- Sumideros, túneles y pozos de bombeo
- Almacenamiento de forraje
- Tanques de almacenamiento de estiércol
- Vehículos de transporte de estiércol
- Vehículos de transporte a granel
- Vehículos de transporte de pulverizadores y productos químicos
- Vagones de descarga de forraje y ensilado
- Trituradoras/mezcladoras de piensos
- Vagones mezcladores de piensos
- Depósitos, cubetas y silos de almacenamiento y mezcla
- Tanques de almacenamiento de líquidos a granel
- Zonas de contención alrededor de los tanques de almacenamiento con diques
- Pozos, cisternas, pozos secos, fosas sépticas
- Secadores de grano
- Tanques de almacenamiento de combustible

COMO PROTEGERSE

DETERMINAR SI UN ESPACIO ES UN ESPACIO CONFINADO – RECONOCIMIENTO

Una vez que haya determinado los espacios confinados en su granja, debe identificar los peligros asociados.

- Evalúe todos los espacios confinados para determinar si

contienen algún peligro real o potencial.

- Capacite a los trabajadores para que nunca entren en un espacio confinado antes de que se hayan identificado los peligros y se hayan tomado medidas para mitigarlos.
- Asegúrese de que los trabajadores revisan, entienden y siguen los procedimientos escritos antes de entrar en los espacios confinados y saben cómo y cuándo salir. Asegúrese de que existe un medio seguro para entrar y salir del espacio.
- Tenga en cuenta las reacciones químicas que podrían producirse en función de los materiales presentes en los espacios confinados, así como los posibles subproductos que podrían crear una atmósfera peligrosa.
- Asegúrese de que se realiza un muestreo del aire antes de que nadie entre en el espacio.
- Asegúrese de que el equipo de muestreo pueda medir los posibles subproductos.
- Utilice una rutina adecuada y un enfoque de detección simple. Un medidor de 4 gases sólo detectará la deficiencia de oxígeno y tres peligros adicionales (normalmente la inflamabilidad, el monóxido de carbono y el sulfuro de hidrógeno). También pueden ser necesarios los tubos detectores o un medidor manual sencillo, como un detector de fotoionización.
- Asegúrese de que los espacios confinados están correctamente ventilados.
- Asegúrese de que los trabajadores que entren en espacios confinados mantengan contacto en todo momento con un asistente capacitado, ya sea visualmente, por teléfono o por radio de dos vías.
- Utilice el equipo adecuado (protección contra caídas, rescate, control del aire, iluminación y comunicación) de acuerdo con los procedimientos de entrada.
- Elabore un plan de acción de emergencia que incluya la retirada rápida del entrante y los procedimientos para los operadores de las instalaciones y el personal de respuesta local.
- Lleve el equipo adecuado: Utilice el respirador correcto y

asegúrese de que todo el equipo está probado y conectado a tierra.
- Siga los procedimientos de bloqueo para evitar la puesta en marcha accidental del equipo, y desconecte y tape todas las líneas de entrada.
- Tenga al menos un compañero de trabajo capacitado y equipado en caso de que haya problemas. Decida de antemano cómo comunicarse.
- Utilice herramientas, luces y ventiladores a prueba de chispas.
- Un arnés y una línea de vida conectada son fundamentales para realizar un rescate. No basta con ponerse una cuerda alrededor de la cintura.
- Si hay que rescatar a un trabajador, no entre nunca tras él a menos que haya otro trabajador capacitado y equipado. Disponga de personal de rescate capacitado en espera.

CONCLUSIÓN

El enfoque más seguro para prevenir lesiones en espacios confinados es simplemente realizar todo el trabajo desde fuera del espacio confinado cuando sea posible.

Safe Ladder Use Stats and Facts

FACTS

1. Falls from ladders are the leading cause of deaths on construction sites.
2. Over the past decade, the number of people who have died from falls from ladders has tripled.
3. Falls from ladders are the leading cause of ladder-related

injuries, followed by using a ladder improperly, using a faulty or defective ladder, and simple carelessness.
4. Ladders are available in many forms ranging from: attic ladders, orchard ladders, and roof ladders to sectional ladders, cat ladders, Christmas tree ladders,
5. There are 4 main types of ladder injuries. These include injuries related to: selecting the wrong type of ladder, using worn/damaged ladders, using ladders incorrectly, and placing ladders incorrectly.
6. Fractures are the most common type of ladder-related injury.

STATS

- In 2018, 150 workers died while using a ladder. (BLS)
- In 2017, there were 20,000 non-fatal workplace injuries involving ladders. (BLS)
- According to the BLS, 50% of all ladder-related injuries occurred when the individual was climbing with objects in their hands.
- 500,000 people receive medical treatment in the U.S. annually due to ladder use, according to the CPSC.
- According to the World Health Organization, the United States leads the world in ladder deaths. Each year, there are more than 164,000 emergency room-treated injuries and 300 deaths in the U.S. that are caused by falls from ladders.
- Most ladder deaths are from falls of 10 feet or less.
- Elevated falls account for almost 700 occupational deaths annually.
- More than 90,000 people receive emergency room treatment from ladder-related injuries every year.
- The most common type of ladder-related injury, with 32%, is fractures.

Safe Ladder Use Stats and Facts – Spanish

HECHOS

1. Las caídas desde escaleras son la principal causa de muerte en las obras de construcción.
2. En la última década se ha triplicado el número de personas que han muerto por caídas desde escaleras de mano.
3. Las caídas desde escaleras son la principal causa de lesiones relacionadas con las mismas, seguidas por el uso inadecuado de la escalera, el uso de una escalera defectuosa y el simple descuido.
4. Las escaleras están disponibles en muchas formas que van desde: escaleras de ático, escaleras de huerto y escaleras de tejado hasta escaleras seccionales, escaleras de gato y escaleras para árboles de Navidad,
5. Hay cuatro tipos principales de lesiones por escaleras. Entre ellos se encuentran las lesiones relacionadas con la selección del tipo de escalera incorrecto, el uso de escaleras desgastadas/dañadas, el uso incorrecto de las escaleras y la colocación incorrecta de las mismas.
6. Las fracturas son el tipo más común de lesiones relacionadas con las escaleras.

ESTADÍSTICAS

- En 2018, 150 trabajadores murieron mientras usaban una escalera. (BLS)
- En 2017, hubo 20.000 lesiones no mortales en el lugar de trabajo que involucraron escaleras. (BLS)
- Según el BLS, el 50% de todas las lesiones relacionadas con escaleras se produjeron cuando el individuo estaba subiendo con objetos en las manos.
- Según la CPSC, 500.000 personas reciben tratamiento médico anualmente en EE. UU. debido al uso de escaleras.

- Según la Organización Mundial de la Salud, Estados Unidos está a la cabeza del mundo en muertes por el uso de escaleras. Cada año se producen más de 164.000 lesiones tratadas en urgencias y 300 muertes en EE. UU. causadas por caídas desde escaleras.
- La mayoría de las muertes por escaleras se producen por caídas de 3 metros o menos.
- Las caídas elevadas suponen casi 700 muertes laborales al año.
- Más de 90.000 personas reciben tratamiento en urgencias por lesiones relacionadas con escaleras cada año.
- El tipo más común de lesiones relacionadas con las escaleras, con un 32%, son las fracturas.

Importance of Breaks in Adult Learning – Train the Trainer

Breaks keep our brains healthy and play a key role in cognitive abilities such as reading comprehension and divergent thinking (the ability to generate and make sense of novel ideas).

Breaks play an important role during a training session, particularly in the case of longer sessions. If you are delivering a full day training session, then you should give at least 2 breaks during the training day. The first break could be a coffee break in the morning while the second can be a lunch break in the afternoon.

LUNCH BREAK

It is essential that the lunch be a light meal so that participants can come back to the training with energy. The trainer may provide some physical activities, such as a game that involves movement, to participants right after the lunch break in

order to re-energize participants. Alternatively, the trainer may keep participants seated right after the lunch break providing them with a video or a brief activity that does not require movement, then follow that with a physical activity. This allows participants to get a brief rest first after lunch before they go ahead with the physical activity. The transitional step helps reduce trainee resistance for carrying out the physical activity the trainer asks them to do after the lunch break.

For shorter training sessions, (i.e. 3 hours in length), a trainer may proceed with one break only. The break should be timed near the middle of the training session.

BREAK LENGTH

As a rule of thumb, the trainer should include 10 minutes of rest for each hour of training. For instance, for a 3-hour training session, the trainer may give a 30-minute break.

For a training day that is 8 hours long, the trainer should provide a total of 80 minutes in breaks. If the trainer is giving 2 breaks, then one of them can be for 20 minutes (coffee break) and the other for 1 hour (lunch break) which together amount for a total of 80 minutes. Alternatively, the 80 minutes may be divided into 30 and 50 minutes respectively. A trainer may even decide to divide the 80 minutes on 3 breaks instead. For instance, the 3 breaks can be set to 20, 40 and 20 minutes respectively, with the longest break being reserved for lunch.

BE FLEXIBLE

The time interval of breaks does not have to be set in stone. A trainer may decide on more or less than 10 minutes of break time for each hour of training depending on circumstances. However, the trainer should be very clear about the exact time the break ends so that trainees come back in time.

Getting your employees to take breaks that are actually beneficial takes some effort. But creating a break-positive environment and educating your workers about the importance of mental and physical

rest can help.

BENEFITS OF BREAKS

Improves memory. It has been shown that short, repeated sessions of learning with breaks increase concentration and facilitate the memorization of new contents.

Energy boosts. It is very common to feel drained of energy when we focus all our attention on one task. Resting can be useful to allow your body to recover. Power naps of 10-20 minutes can be a great way to feel revitalized.

Stress Reduction. Constant worry can lead to chronic stress, and learners have been reported to be more likely to suffer higher levels of stress, which can have a physical and mental impact.

Boosts performance and creativity. New creative approaches to problems may arise when doing different activities. So, the next time you're stuck, try to take a break, rest and do something different.

KEY TAKEAWAYS

- Learning is promoted by periods of rest in between training times.
- Taking breaks should be distributed throughout the day when learning a new task.

Meeting Minutes – Tips and Tricks – Train the Trainer

SIMPLE TIPS FOR BETTER MEETING MINUTES

Meeting minutes help with communication at work and they ensure people have a common understanding of what the meeting was about, what was done, and what they should be doing next.

PURPOSE OF MINUTES

Minutes are particularly helpful for formal meetings as they serve as a permanent record of the discussion and the decisions that were made.

A written record of the meeting in the form of minutes can be especially useful for people who were not able to attend in person as they get to see what came up in the meeting.

TIPS FOR WRITING EFFECTIVE MEETING MINUTES

1. **Strike When the Iron Is Hot**

Don’t leave writing up your minutes until the meeting is a distant memory. If you can’t remember everything, get someone else to read your minutes and clarify any points before you send out your final version.

2. **Start with an Action Review and Agenda**

Whether or not you reviewed the actions from last time at the beginning of the meeting, put them at the start of the minutes.

Know the agenda so you are prepared for the topics.

Write down all the actions from the last meeting and a summary of their progress.

If the action was completed, don’t bother to write it out again. Instead, add a line at the top of the action section that says all other actions were completed or are no longer relevant.

3. **Document Actions and Owners**

During the meeting, identify the new actions from this meeting.

In the minutes, include these actions in the flow of the text. You can also include an action summary at the end of the minutes.

Tabular format works well for this. Remember to include the names of the people who are going to work on these actions and, if possible, a date by which they are going to have the task completed.

4. **Record Attendance**

Make a note at the top of your minutes to reflect who attended and who wasn’t able to make it.

5. **Include Images**

If you use flip charts or mind mapping software in the meeting, include links to the documents, screenshots or embedded files.

You can take photos of what you wrote on flip charts with a phone camera. The resolution will be good enough to include in the minutes.

6. **Have a Standard Template or a Designed One**

If your company does not have a standard template for minutes, feel free to make one. A standard template saves time. Attendees will also get used to reading the minutes in that format.

7. **Document Decisions**

Use your minutes to confirm the decisions that were made in the meeting. For example, make a note of any project change requests that were approved or rejected, or budget decisions.

If the group decided anything, write it down!

8. **Use Tables**

A tabular format works well for minutes. Use three columns: item number, discussion summary and action owner. People can scan down the right-hand column for their initials to see what actions they picked up. This format works well if your minutes record lots of actions. If the meeting is mainly discussion with few actions,

this column then looks bare. Choose a format that works for you.

You can also type your minutes directly into word processing software without entering the text in a table, but use sub-headings to flag which area of discussion you are writing about.

9. **To Delay is To Deny**

Ideally, you should send out minutes within the week. Sooner is better. And they should definitely be circulated before the next meeting! Be sure to send them to people who weren't able to attend as well.

10. **Syntax / Grammar**

Minutes are issued after the meeting has happened, so minutes should be written in the past tense.

11. **Apologies**

Apologies are notifications from attendees to let you know they can't come to the meeting. Note this at the top of the minutes so everyone knows who was invited but couldn't come.

TAKEAWAY

Listen: Your job is to summarize, not write everything.

Focus on making sure decisions, actions, and problems are recorded.

Public Speaking Tips – Train the Trainer

BETTER PUBLIC SPEAKING

Public speaking ability is a key ingredient to success in any profession. Here are some tips to help improve your public speaking, from preparation to practice to delivery.

1. **Start practicing when you're not under pressure.** Practice your skills in venues where you are not under pressure, which could include:

   - Formal debate clubs such as Toastmasters, a nonprofit dedicated to improving public speaking skills
   - Games such as Talking Points and Drink Talk Learn
   - Mock "debate nights" with friends

2. **Understand the assignment and the audience.** Before you start working on your presentation's content and structure, understand who will be watching your presentation. Learn about the following:

   - How long of a presentation is expected?
   - Has the topic already been determined?
   - Is there information your topic must include?
   - Will you be presenting remotely or in person?
   - What technology will be available to you?
   - Is a slide deck expected?
   - How familiar is the audience with the topic? Should you avoid technical terms?
   - Does the audience expect handouts?
   - Is there an expected tone for your presentation – formal, informal, somewhere between?

3. **Craft a strong opening and conclusion.** Though the meat of your presentation comes in the middle, the beginning and end can leave the strongest impressions. Generally speaking, your intro should take 10-20% of your presentation's length. It helps to start with a 30-45 second hook, which can take the form of a:

   - Relevant statistic
   - Description of a current problem

- Provocative rhetorical question

During your conclusion, pull together the story you've told or point you've argued. To do this, try:

- Describing possibilities you envision
- Quoting a public figure who inspires you

4. **Practice by yourself — and record yourself practicing.** You can start perfecting your presentation by practicing on your own. Record yourself giving the presentation solo and review the video with a critical eye for tone and vocal inflections, body language, and presentation length. Watch out for mistakes like filler words, word choices, eye contact, and rhythm.
5. **Be mindful of pace.** The ideal talking speed for a presentation is close to normal conversation. Speaking too quickly will confuse and overwhelm your audience. Too slowly, and their attention will begin drifting. Either way, they may end up not retaining much of your speech.
6. **Loosen up.** Remember to relax. Memorization isn't worth much if your delivery is stilted and robotic. While you should take care to memorize your intro and conclusion for the sake of structure, the middle section benefits from loosening up.
7. **Minimize your notes; maximize their effectiveness.** To maximize your presentation's effectiveness, try minimizing your reliance on notes. Your notes should cue you to stay on track and hit every main point. Over-reliance on them looks bad and will hurt your confidence.

If you're using a slideshow or other visual aid, you can incorporate cues for yourself, including graphs, tables or stock imagery.

8. **Prepare your mind.** Do something that will regulate your heart rate and ease your nerves. This could include:

- Meditating
- Walking in nature
- Reading a book
- Listening to a calming music

- Listening to a speech you find inspiring

9. **Look for familiar faces in the audience.** You need a non-adversarial picture of your audience to give a successful presentation. Your audience is at worst neutral and at best hungry to understand your perspective. To help reduce the fear of speaking to a group, connect with your audience as they enter the room. Shake hands, smile, introduce yourself. Direct your eye contact towards familiar faces, whether you are in a virtual or in-person setting.
10. **Overcome the adrenaline rush.** Presenters' nerves are at their worst when they first begin to speak. Start with an icebreaker to engage the audience and give your mind and body time to settle. You could ask audience members to raise a hand if the situation you're addressing has affected them or turn to a neighbor and rate how helpful a certain process is.
11. **Don't fear pauses.** Dead air and a staccato, stop-start rhythm can ruin a presentation, but this does not mean pauses are your enemy! Try adding a pause whenever you need to allow the emotional impact or deeper implications of a statement to sink in for your audience.
12. **Be willing to say, "I don't know".** If someone asks a question that you cannot answer, own it.

TAKEAWAY

Public speaking is a learned skill, and can increase emotional intelligence, confidence, and professional pride in one's work.

Showing Appreciation – Train

the Trainer

WHAT IS APPRECIATION?

Appreciation generally means “recognition and enjoyment of the good qualities of someone or something”. In the workplace, appreciation can be as simple as saying “thank you” for a job well done, for completing a project quickly, or for coming to a meeting prepared and on time.

WHY SHOW APPRECIATION IN THE WORKPLACE?

1. Appreciation improves productivity.
2. Appreciation improves workplace morale.
3. Appreciation keeps employees engaged.
4. Appreciation helps build staff loyalty.

CREATIVE RECOMMENDATIONS TO SHOW EMPLOYEE APPRECIATION – MORE THAN A “THANK YOU”

Send a handwritten note. Handwritten notes are rare and can have a huge impact on the recipient. A thoughtful handwritten note is often saved by being taped in their work area or saved in a drawer that is referenced many times over.

Display a photo of the person. Have a Wall of Fame that highlights all of your employees. Add their photo on the company website and post it on company social media sites. Best practice is to use a professional photo.

Hold an appreciation ceremony. This can be a formal event or as informal as part of an agenda item for your weekly team meeting where you take a few minutes for employees to verbally acknowledge the efforts of coworkers.

Offer a paid day off. Everyone can use a day to take care of personal issues or to enjoy a little more leisure time. A paid day off can afford a three-day weekend or other excursion.

Give credit to others. Cite your sources, publicly applaud the ideas of others and recognize the people that have helped you.

Cater a monthly lunch. Have lunch brought in that allows employees to eat with other coworkers. Take a few minutes to let everyone know how much the company values their contributions.

Provide development training. Offering ongoing training in areas like team building, leadership, effective communication, goals setting, and time management can build a powerful company culture.

Rotating trophy. Get a trophy that circulates through your team. Each person awarded the trophy holds it for one week then passes it on to another coworker.

Give the power of voice. Create a culture of insight and innovation by allowing employees to be heard. This confirms that you value their opinion and perspective.

Be polite. Politeness opens doors while rudeness closes them. One tool to increase the probability of gaining the help you want is to attach the word “please” when asking.

Offer an award plaque. Have a special plaque with their name and achievement on it that can be hung on the wall or placed on a shelf honoring them.

Support community outreach. Let employees use a couple hours of company time to give back to the community.

Ask instead of telling. Exercise the habit of asking people to do what you would like them to do instead of telling them what to do.

Encourage collaboration. Allow for brainstorming and input from everyone on how to best achieve goals.

Compliment more than you criticize. If you are only criticizing, it will be hard to establish a positive working relationship that is needed to achieve organizational goals.

TAKEAWAY

Appreciation is a powerful everyday tool that managers and leaders can use with their staff. Unfortunately, it is greatly underutilized.

Training Across Cultures in the Workplace – Train the Trainer

Technologies that allow employees and organizations to collaborate virtually has exposed the cultural differences gap in the workplace. As a result, there is a need for cross-cultural training programs. These programs aim to brief employees on what to expect when working with those of other cultural backgrounds, how to work through differences, and maximize the benefits of cultural teams.

WHAT IS CROSS-CULTURAL TRAINING?

CROSS-CULTURAL TRAINING (CCT) refers to a procedure or practice that aims to enable learners to develop the awareness, knowledge and skills required to be culturally competent in cross-cultural situations, domestically and abroad. The three pillars of successful CCT are:

- It is key to remain aware of unconscious biases that influence us as a result of our own culture. Doing so allows employees to recognize that cultural differences are present, and is therefore the first step in managing these differences.
- It’s important to understand the notion of culture, its basic features, and how it affects human behavior. Gaining new knowledge about other cultures helps us to counter stereotypes and understand cultural motivations and

behaviors.
- Key skills to developing cultural intelligence include: interpersonal skills, tolerance for uncertainty, empathy, discernment and adaptability.

WHY IS CROSS-CULTURAL TRAINING IMPORTANT

Different cultures approach the workplace in different ways, and the resulting cultural gap can leave employees feeling frustrated or stressed if there's a lack of sensitivity to cultural norms. Taking the time to help colleagues understand each other makes all the difference in setting expectations and building a rapport among employees from different cultures.

TIPS FOR MAXIMIZNG THE EFFECTIVENESS OF CCT

Observation techniques

- How are ideas presented? Pay attention to tone, body language and metaphors.
- How are decisions made, in or out of official settings?
- Look for congruence or inconsistency between what people say and what they do.

Ask Questions

- Ask questions about things that seem to be common sense. Assumptions are how most misunderstandings happen.
- Ask questions more than once. Make questioning a normal part of interactions.
- Ask for specific examples of positive and negative interactions. In the answer, listen for clues about:
    - Employer-employee relations.
    - How conflict is addressed in this setting (e.g., directly, indirectly).
    - Expectations and understandings of safety.
    - The priority of safety in relation to other company priorities.

Be Prepared and Proactive

- Be prepared to have your assumptions questioned.
- Make sure colleagues feel comfortable communicating with you about cultural differences.
- Be aware that power dynamics can impede communication and may take time and concerted effort to overcome.

TAKEAWAY

Cultural training will become increasingly important as the global economy grows and diversifies. Safety professionals who develop the ability to work effectively in cross-cultural settings will be better positioned to promote workers health, safety and well-being in the increasingly global economy.

Understanding Communication Styles – Train the Trainer

UNDERSTANDING COMMUNICATION STYLES MATTERS

Communication style is the key to fostering positive relationships, avoiding miscommunications, and ensuring the message you send is understood by the recipient. The advantages are even more pronounced in a business context, where effective communication is essential to success on an individual, team, and company-wide level.

FOUR PRIMARY COMMUNICATION STYLES

1. **Passive Communication Style.** Passive communicators are typically quiet and don’t seek attention. They may act indifferent during debates and rarely take a strong stance or assert themselves. They don’t usually share their needs or express their feelings, so it may be difficult to know

when they are uncomfortable or need help. **You can identify a passive communicator by these tendencies:**

- Inability to say no
- Poor posture
- Easy-going attitude
- Lack of eye contact
- Soft voice
- Apologetic demeanor
- Fidgeting

Consider these methods to encourage a good working relationship if dealing with a passive communicator:

- Take a direct approach.
- Ask for their opinions.
- Use broad language. Avoid asking “yes” or “no” questions that can be answered with little elaboration.

2. **Aggressive Communication Style.** Aggressive communicators frequently express their thoughts and feelings and tend to dominate conversations, often at the expense of others. An aggressive communicator may also react before thinking, which can negatively affect relationships and decrease productivity in the workplace.

Aggressive Communicators Have These Tendencies:

- Interrupting people while they’re speaking
- Invading personal spaces
- Presenting an overbearing posture
- Using aggressive gestures
- Maintaining intense eye contact

Consider these methods when working with an aggressive communicator:

- Be calm and assertive.
- Keep conversations professional.
- Know when to walk away.

3. **Passive-Aggressive Communication Style.** Passive-aggressive

communicators appear passive on the surface but often have more aggressive motivations driving their actions. While their words might sound agreeable, their actions don't always align with what they say. Passive-aggressive communicators can quietly manipulate a situation into one that benefits them.

Examples Of Passive-Aggressive Communicators

- Muttering
- Using sarcasm
- Exhibiting denial
- Giving the silent treatment
- Presenting a happy face when they're clearly upset

Consider the following approaches when dealing with a passive-aggressive communicator:

- Make clear requests. Try not to leave room for misinterpretation or confusion.
- Confront negative behavior. Talk to them directly about their behavior.
- Ask for feedback. Directly ask for feedback in one-on-one situations to try to elicit honest response.

4. **Assertive Communication Style.** The assertive style is typically the most respectful and productive type of communication in the workplace. Assertive communicators share their thoughts and ideas confidently, but they're always respectful and polite. They readily take on challenges but know how to say "no" when it's required. These individuals understand their own limits and protect their boundaries without acting overly aggressive or defensive.

Assertive Behavior Exhibits Itself Through:

- Expansive gestures
- Collaborative and sharing tendencies
- Healthy expression of ideas and feelings
- Good posture

- A clear voice
- Friendly eye contact

If you have assertive communicators on your team, encourage them to share their ideas, place them in positions of leadership and enlist their help dealing with passive, passive-aggressive and aggressive communication styles.

TAKEAWAY

Recognizing different forms of communication will dramatically enhance the quality of your working relationships. That’s because your skill of managing difficult conversations depends on communication ability.

Using Incentives and Rewards – Train the Trainer

Training is important. It helps people succeed at their jobs, becoming more efficient and effective in the workplace. There are those people who are self-motivated and make the time for training on their own. It’s all too easy for the rest of us to push training aside or rush through it without retaining the information.

IT’S ALL ABOUT MOTIVATION

In our increasingly busy world, it can be challenging to get people to actually show up to training, let alone retain the information. How do you get people to be present and engaged? Incorporate training incentives to give people the extra encouragement they need to participate and make training a priority. Rewards add immense value to learning and development, and can result in high-performing channel partners, improved customer service, and increased sales. Organizations often notice

an immediate increase in eLearning participation and engagement because people enjoy being rewarded.

TRAINING INCENTIVES TO IMPROVE TRAINING PARTICIPATION

Crafting an appealing online training incentives program is an excellent way to motivate distributed workforces and members of your extended enterprise. Effectively training your contractors, resellers, partners, and employees is one proven way to reinforce key business objectives and improve your bottom line.

3 KEY THINGS TO MAKE SURE OF WHEN DEVELOPING AN INCENTIVES PROGRAM

1. The incentive is something people want. Chances are high that branded water bottles or flashlights will not motivate learners. But a gift card to the retailer of their choice, a donation to their favorite cause or a little extra paid-time-off could very well give just the push they need.
2. The incentive is accessible. If trainees have to jump through countless hoops in order to earn the incentive, it will have to be a pretty significant reward, which typically isn’t budget friendly. Instead, make sure the amount of effort expected is in line with the reward and the results are attainable.
3. The incentive is delivered quickly and simply. If it takes six weeks after the incentive is earned to actually receive it, you are going to lose the interest of your learners.

TRAINING INCENTIVES TO IMPROVE PARTICIPATION

You must be strategic in developing training incentives that show partner appreciation and provide a compelling reason to excel. Training incentives to improve participation are:

Gift Cards

A popular way to improve training participation is by awarding

partners with gift cards for completing online courses. Gift cards have shown to be superior over cash because they are more memorable. They serve as a reminder of achievement and are perceived as a true gift, rather than compensation for performance. It is tempting to spend cash on necessities like bills, but gift cards allow for guilt-free spending on special items. As businesses move to non-cash training incentives, gift cards prove to be a strong motivator because people enjoy using them.

Gamified Points Program

Rewarding your partners with points rather than cash has become the go-to strategy in many training incentive programs. After the successful completion of each training, participants earn points to either redeem immediately or use in the future. They like this option because of the flexibility in choosing their reward, which empowers them and boosts morale. You can offer incentives like travel, merchandise, and electronics that your partners will love and work hard to earn.

Paid Time Off (PTO)

A proven method to win your workforce over is through paid time off. Show employees you care about their education and learning, but also understand the need for work-life balance. Refreshed, focused, and dedicated people are the foundation of a successful business. Therefore, rewarding them with personal time is a win-win!

Create a training incentives program that strongly encourages your workforce to get involved and rewarded for their effort. It is always important to start with what your partners and employees want out of a program. This way, you'll build a training incentives program they will actually use.

TAKEAWAY

There's no question, training is important. Motivating learners to take training on their own, rather than having to remind them to

do it, is not only valuable for learners, but also good for business. Moreover, one of the best ways to motivate learners is with a properly developed incentives program. Offering learners something they want, that’s both attainable and immediately redeemable, will give them the extra push they need to participate in training.

Farm Stress Management Meeting Kit

DEFINITION

Stress can be defined as energy in a blocked or chaotic state. Individuals should seek to develop calm, free-flowing energy that promotes harmony and balance in a person’s body, psyche and soul. To relax and manage stresses well during peak farm stress seasons – planting and harvesting – takes discipline and daily practice at controlling events, attitudes and responses.

Stressors

Stressors are the things that may cause stress. Things like weather, pests, disease, off-farm work, major life changes, relationships, fears and uncertainty are all things that can be stressors.

Types of Stress

Acute stress is also known as the fight-or flight response. Acute stress is your body’s immediate reaction to a perceived threat, challenge or scare. Chronic stress is more subtle than acute stress, but the effects may be longer and more problematic.

Some symptoms of chronic stress can include:

- Stomach distress
- Unexplained headaches
- Muscle tension
- Chronic fatigue
- Insomnia or disrupted sleep
- Change in appetite
- Relationship problems
- Depression/withdrawal
- Substance abuse

Farming ranks as one of the most dangerous industries in the U.S. Stress, long hours, and fatigue contribute to injury risk. When several stressors are confronted at once, distraction may occur, and this distraction can cause errors that lead to serious or fatal incidents, such as tractor rollovers or entanglement in a fast-moving machine. Proper safety precautions are essential for preventing such incidents.

STRESS FACTORS

Many factors that influence a farm’s viability are out of a farmer’s control and can cause stress.

- The weather
- Increased input costs
- Large debt loads
- Livestock health
- Erratic markets
- Government regulations
- Long working hours
- Uncertain crop yields
- Handling dangerous goods e.g. farm chemicals
- Machinery breakdowns

HOW TO CONTROL STRESS

- Plan ahead. Don’t procrastinate. Replace worn machinery parts during the off season.
- Before the harvest discuss who can be available to run for

parts, care for livestock, etc.
- Set priorities about what has to be done today and what can wait until tomorrow. Plan your time.
- Say no to extra commitments that you do not have time to do.
- Simplify your life. If possible, reduce your financial dependence on others.
- Schedule stressful events within your control, such as elective surgery.

Control attitudes

- See the big picture: “I’m glad that tire blew out here rather than on that next hill.”
- List all the stresses you now have. Identify those you can change; accept the ones you cannot change.
- Shift your focus from worrying to problem solving.
- Think about how to turn your challenges into opportunity.
- Recognize what you have accomplished rather than what you failed to do.
- Set realistic goals and expectations daily. Give up trying to be perfect.

Stress Management Techniques

- Focus on relaxing your body and mind. Whether you are walking, driving or phoning, do it slowly and relax. Keep only that muscle tension necessary to accomplish the task.
- Take care of your body. Exercise regularly and eat well-balanced meals. Limit your intake of stimulants such as coffee, sodas and tea.
- Avoid smoking cigarettes, using alcohol or other drugs, or using tranquilizers or sleeping pills.
- If your health allows, tense and then relax each part of your body from toes to head, one part at a time.
- Shake away tension as you work by vigorously shaking each of your limbs.
- Take a break. Climb down from your tractor and do a favorite exercise.
- Take three deep breaths – slowly, easily. Let go of unnecessary stress.

- Stop to reflect or daydream for 10 minutes. Close your eyes and take a short mental vacation to a place you really enjoy. See the sights; hear the sounds; smell the smells.
- Think positive thoughts: “I can and will succeed.”
- Balance your work and your play. Do both well.
- Find someone with whom you can talk about your worries and frustrations.
- Seek help when you need it. There are times when all of us can benefit from professional help or support.
- Unwind before bedtime. Do stretching exercises, listen to soothing music, practice rewinding deeply.

FINAL WORD

Stress that goes unrecognized and is not managed well can cause you to make risky choices and can result in a farm incident. Unrelieved stress can take an emotional as well as a physical toll, in the form of anxiety or depression, or high blood pressure and heart disease. If unattended, stress can seriously damage physical health; psychological well-being; and relationships with friends, family, and coworkers.

Farm Stress Management Meeting Kit – Spanish

QUÉ ESTÁ EN RIESGO

DEFINICIÓN

El estrés puede definirse como la energía en un estado bloqueado o caótico. Las personas deben tratar de desarrollar una energía tranquila y fluida que promueva la armonía y el equilibrio en el

cuerpo, la psique y el alma de una persona. Para relajarse y manejar bien el estrés durante las temporadas de mayor estrés en la granja -la siembra y la cosecha- se requiere disciplina y práctica diaria para controlar los eventos, las actitudes y las respuestas.

Factores de estrés

Los factores estresantes son las cosas que pueden causar estrés. Cosas como el clima, las plagas, las enfermedades, el trabajo fuera de la granja, los cambios importantes en la vida, las relaciones, los miedos y la incertidumbre son todas cosas que pueden ser estresantes.

CUÁL ES EL PELIGRO

Tipos de estrés

El estrés agudo también se conoce como respuesta de lucha o huida. El estrés agudo es la reacción inmediata del cuerpo ante una amenaza, un desafío o un susto percibido. El estrés crónico es más sutil que el agudo, pero sus efectos pueden ser más prolongados y problemáticos.

Algunos síntomas del estrés crónico pueden ser

- Malestar estomacal
- Dolores de cabeza inexplicables
- Tensión muscular
- Fatiga crónica
- Insomnio o trastornos del sueño
- Cambios en el apetito
- Problemas de relación
- Depresión/ abstinencia
- Abuso de sustancias

COMO PROTEGERSE

La agricultura es una de las industrias más peligrosas de EE. UU. El estrés, las largas horas de trabajo y la fatiga contribuyen al

riesgo de lesiones. Cuando se enfrentan varios factores de estrés a la vez, puede producirse una distracción, y esta distracción puede causar errores que conduzcan a incidentes graves o mortales, como el vuelco de un tractor o el enredo en una máquina que se mueve rápidamente. Las precauciones de seguridad adecuadas son esenciales para prevenir estos incidentes.

FACTORES DE ESTRÉS

Muchos de los factores que influyen en la viabilidad de una explotación están fuera del control del agricultor y pueden causar estrés.

- El clima
- El aumento de los costes de los insumos
- Grandes cargas de deuda
- La salud del ganado
- Mercados erráticos
- Regulaciones gubernamentales
- Largas jornadas de trabajo
- Rendimiento incierto de las cosechas
- Manipulación de mercancías peligrosas, por ejemplo, productos químicos agrícolas
- Averías de la maquinaria

CÓMO CONTROLAR EL ESTRÉS

- Planifique. No lo deje para más tarde. Sustituya las piezas desgastadas de la maquinaria durante la temporada baja.
- Antes de la cosecha, discuta quién puede estar disponible para ir a buscar piezas, cuidar del ganado, etc.
- Establezca prioridades sobre lo que debe hacerse hoy y lo que puede esperar hasta mañana. Planifique su tiempo.
- Diga no a los compromisos adicionales para los que no tiene tiempo.
- Simplifique su vida. Si es posible, reduzca su dependencia económica de otros.
- Programe los acontecimientos estresantes que estén bajo su control, como la cirugía electiva.

Actitudes de control

- Vea el panorama general: “Me alegro de que esa rueda se haya reventado aquí y no en la siguiente colina”.
- Enumere todas las tensiones que tiene ahora. Identifique los que puede cambiar; acepte los que no puede cambiar.
- Cambie su enfoque de la preocupación a la resolución de problemas.
- Piense en cómo convertir sus retos en oportunidades.
- Reconozca lo que ha logrado en lugar de lo que ha dejado de hacer.
- Establezca diariamente objetivos y expectativas realistas. Deje de intentar ser perfecto.

Técnicas de gestión del estrés

- Concéntrese en relajar su cuerpo y su mente. Ya sea caminando, conduciendo o llamando por teléfono, hágalo lentamente y relájese. Mantenga sólo la tensión muscular necesaria para realizar la tarea.
- Cuide su cuerpo. Haga ejercicio regularmente y coma de forma equilibrada. Limite el consumo de estimulantes como el café, los refrescos y el té.

- Evite fumar cigarrillos, consumir alcohol u otras drogas, o usar tranquilizantes o pastillas para dormir.
- Si su salud se lo permite, tense y luego relaje cada parte de su cuerpo desde los dedos de los pies hasta la cabeza, una parte cada vez.
- Sacuda la tensión mientras trabaja sacudiendo vigorosamente cada una de sus extremidades.
- Tómese un descanso. Bájese del tractor y haga su ejercicio favorito.
- Respire profundamente tres veces, despacio y con tranquilidad. Deje de lado el estrés innecesario.
- Deténgase a reflexionar o a soñar despierto durante 10 minutos. Cierre los ojos y tómese unas breves vacaciones mentales a un lugar que realmente le guste. Vea las vistas; escuche los sonidos; huela los olores.
- Piense en cosas positivas: “Puedo y tendré éxito”.
- Equilibre su trabajo y su diversión. Haga las dos cosas bien.

- Encuentre a alguien con quien pueda hablar de sus preocupaciones y frustraciones.
- Busque ayuda cuando la necesite. Hay momentos en los que todos podemos beneficiarnos de la ayuda o el apoyo profesional.
- Relájese antes de acostarse. Haga ejercicios de estiramiento, escuche música relajante, practique el rebobinado profundo.

CONCLUSIÓN

El estrés que no se reconoce y no se gestiona bien puede hacer que tome decisiones arriesgadas y puede provocar un incidente en la granja. El estrés no controlado puede pasar factura tanto emocional como física, en forma de ansiedad o depresión, o de hipertensión y enfermedades cardíacas. Si no se controla, el estrés puede dañar gravemente la salud física, el bienestar psicológico y las relaciones con los amigos, la familia y los compañeros de trabajo.

Sleep and Effective Farming Meeting Kit

Though **“Normal Sleep”** is different for everyone, it usually goes through different sleep stages that allow your body to perform different functions.

Sleep disorders include sleep deprivation, circadian rhythm disorder, insomnia, and sleep apnea. Sleep disorders can have consequences that may seem unrelated, but can affect brain development, anxiety, and depression, growth, and muscle development. Sleep disorders can also cause slow metabolism and weight gain. Furthermore, the immune system is also anchored in

good deep sleep, so there is a higher risk of infections in people with sleep disorders.

SLEEP PROBLEMS FOR FARMERS

The issue isn’t typically due to an inadequate sleep routine. Instead, there is often the issue of stressors related to farm life. When a farmer is up in the middle of the night with cows giving birth, dealing with a broken fence, or thinking about farm-related issues, it can prevent the farmer from getting enough quality sleep.

WORK LIFE BALANCE

Farmers must get sleep just like everyone else, and in fact, their work routine helps them fall asleep on a schedule. This can make all the difference in improving one’s quality of sleep because it sets their internal clock. For anyone trying to improve their sleeping habits, sleeping when the sun is down is one of the best ways to do this.

GENERAL TIPS TO IMPROVE SLEEP

- Get up at the same time every day and try to keep your sleep schedule as regular as possible.
- Create mental triggers before bedtime such as reading a book, taking a shower, putting on pajamas and creating a to-do list for the next day, so your head is clear before bed.
- Set your nighttime room temperature at 60 t0 68 degrees. When skin cools down, it signals the brain it is time to sleep.
- However, cold feet can interfere with your ability to fall asleep. Place a hot water bottle or heating pad under the covers if socks don’t warm them enough.
- Focus on sleep position – spine aligned, arms and legs not bent much, no leg-stacking. Sleep on your back, if possible, unless you have sleep apnea.
- Change pillow or mattress plushness to have better support.

You don’t want pillows to be too plush or flat.

- Talk to your physician about a blood test to determine your iron level or discuss any current medications that may affect sleep. Sometimes taking medicine at a different time of day helps.
- Get direct sunlight after you wake, and dim lights indoors in the evening.
- Eat healthily and drink water throughout the day. Also, watch your caffeine intake.

FINAL WORD

Farm work often involves long hours, physical labour, and concentration. During busy times like calving, seeding and harvest good quality sleep can become scarce. It’s important on the farm to get enough good quality rest so you can work effectively and safely.

Sleep and Effective Farming Meeting Kit – Spanish

QUÉ ESTÁ EN RIESGO

Aunque el “**sueño normal**” es diferente para cada persona, suele pasar por diferentes etapas de sueño que permiten a su cuerpo realizar diferentes funciones.

Los trastornos del sueño incluyen la privación del sueño, el trastorno del ritmo circadiano, el insomnio y la apnea del sueño. Los trastornos del sueño pueden tener consecuencias que pueden parecer no relacionadas, pero pueden afectar al desarrollo del cerebro, la ansiedad y la depresión, el crecimiento y el

desarrollo muscular. Los trastornos del sueño también pueden provocar un metabolismo lento y un aumento de peso. Además, el sistema inmunitario también está anclado en un buen sueño profundo, por lo que existe un mayor riesgo de infecciones en las personas con trastornos del sueño.

CUÁL ES EL PELIGRO

PROBLEMAS DE SUEÑO PARA LOS AGRICULTORES

El problema no suele deberse a una rutina de sueño inadecuada. En cambio, a menudo se debe a los factores de estrés relacionados con la vida en la granja. Cuando un agricultor se levanta en mitad de la noche con las vacas pariendo, lidiando con una valla rota o pensando en asuntos relacionados con la granja, esto puede impedir que el agricultor tenga un sueño de buena calidad.

COMO PROTEGERSE

EQUILIBRIO ENTRE TRABAJO Y VIDA PRIVADA

Los agricultores tienen que dormir como todo el mundo y, de hecho, su rutina de trabajo les ayuda a conciliar el sueño según un horario. Esto puede marcar la diferencia a la hora de mejorar la calidad del sueño, ya que fija su reloj interno. Para cualquiera que intente mejorar sus hábitos de sueño, dormir cuando el sol se pone es una de las mejores maneras de hacerlo.

CONSEJOS GENERALES PARA MEJORAR EL SUEÑO

- Levántese a la misma hora todos los días e intente mantener su horario de sueño lo más regular posible.
- Cree estímulos mentales antes de acostarse, como leer un libro, ducharse, ponerse el pijama y crear una lista de tareas para el día siguiente, para tener la cabeza despejada antes de acostarse.
- Ajuste la temperatura nocturna de su habitación a entre 60 y 68 °F. Cuando la piel se enfría, indica al cerebro que es hora de dormir.

- Sin embargo, los pies fríos pueden interferir en su capacidad para conciliar el sueño. Coloque una bolsa de agua caliente o una almohadilla térmica bajo las sábanas si los calcetines no los calientan lo suficiente.
- Concéntrese en la posición para dormir: la columna vertebral alineada, los brazos y las piernas no muy doblados, sin apilar las piernas. Duerma boca arriba si es posible, a menos que tenga apnea del sueño.
- Cambia la almohada o la felpa del colchón para tener un mejor soporte. No conviene que las almohadas sean demasiado mullidas o planas.
- Hable con su médico sobre un análisis de sangre para determinar su nivel de hierro o comente cualquier medicamento actual que pueda afectar al sueño. A veces, tomar los medicamentos a una hora diferente del día ayuda.
- Reciba la luz solar directa después de despertarse, y atenúe las luces en el interior por la noche.
- Coma de forma saludable y beba agua durante todo el día. Además, vigile su consumo de cafeína.

CONCLUSIÓN

El trabajo agrícola suele implicar largas horas, trabajo físico y concentración. En épocas de mucho trabajo, como el momento del parto, la siembra y la cosecha, el sueño de calidad puede ser escaso. En la granja es importante descansar lo suficiente para poder trabajar con eficacia y seguridad.

Farm Stress Management Stats and Facts

FACTS

1. Stress and fatigue have been identified as key causes of agricultural accidents, according to researchers.
2. Stress from perceived overregulation and paperwork is an important contributor to the unacceptably high rate of accidents.
3. The reasons for the high accident rate among farmers may be contributed to by excessive self-confidence, an optimistic bias, and feeling of immunity to accident or injury.
4. Factors that directly impact farmers that they often have little control over include fluctuating crop and input prices, interest rates on land and loans, the weather, and finding good laborers.
5. The CDC found a number of reasons why suicide rates among farmers and those who live in rural areas in general are higher than their urban counterparts. Access to mental health is more sporadic, rural populations tend to earn less, and overall health factors tend to be lower in rural areas.

STATS

- The leading cause of death for people aged between 20 and 34 is suicide – approximately, more than one farmer a week dies by suicide.
- More than 450 farmers killed themselves across nine Midwestern states from 2014 to 2018, according to data collected by the USA TODAY Network and the Midwest Center for Investigative Reporting. The real total is likely to be higher because not every state provided suicide data for every year and some redacted portions of the data.
- The CDC reports that the suicide rate among workers (ages 16-64) has jumped 34% from 12.9 suicides per 100,000 workers in 2000 to 17.3 per 100,000 workers in 2016. Suicides among farmers are 1.5 times higher than the national average and could be higher because some farm suicides could be masked

as farm-related accidents, according to the CDC.

- The Bloomberg School’s Psychiatric Epidemiology Training Program, said that more robust rural firearm safety and control initiatives could help policymakers who are grappling with rising suicide rates, which rose to 13.3 deaths per 100,000 people in 2015, the highest rate in 30 years.

Farm Stress Management Stats and Facts – Spanish

HECHOS

1. El estrés y la fatiga han sido identificados como causas fundamentales de los accidentes agrícolas, según los investigadores.
2. El estrés derivado de la percepción de un exceso de regulación y de papeleo es un importante factor que contribuye a la inaceptablemente alta tasa de accidentes.
3. A las razones de la alta tasa de accidentes entre los agricultores puede contribuir el exceso de confianza en sí mismos, un sesgo optimista y la sensación de inmunidad a los accidentes o lesiones.
4. Los factores que afectan directamente a los agricultores y sobre los que a menudo tienen poco control son la fluctuación de los precios de los cultivos y de los insumos, los tipos de interés de la tierra y de los préstamos, el clima y la búsqueda de buenos trabajadores.
5. El CDC encontró una serie de razones por las que las tasas de suicidio entre los agricultores y los que viven en las zonas rurales en general son más altas que sus homólogos urbanos. El acceso a la salud mental es más esporádico, las

poblaciones rurales tienden a ganar menos y los factores de salud en general tienden a ser más bajos en las zonas rurales.

ESTADÍSTICAS

- La principal causa de muerte de personas de entre 20 y 34 años es el suicidio: aproximadamente, más de un agricultor a la semana muere por suicidio.
- Más de 450 agricultores se suicidaron a lo largo de nueve estados del Medio Oeste entre 2014 y 2018, según los datos recogidos por la red USA TODAY y el Centro del Medio Oeste para el Reportaje de Investigación. Es probable que el total real sea mayor porque no todos los estados proporcionaron datos de suicidio para cada año y algunos redactaron partes de los datos.
- Los CDC informan de que la tasa de suicidio entre los trabajadores (de 16 a 64 años) ha aumentado un 34%, pasando de 12,9 suicidios por cada 100.000 trabajadores en 2000 a 17,3 por cada 100.000 trabajadores en 2016. Los suicidios entre los agricultores son 1,5 veces más altos que la media nacional y podrían ser más altos porque algunos suicidios agrícolas podrían enmascararse como accidentes relacionados con la agricultura, según los CDC.
- El Programa de Capacitación en Epidemiología Psiquiátrica de la Escuela Bloomberg, dijo que unas iniciativas más sólidas de seguridad y control de las armas de fuego en el ámbito rural podrían ayudar a los responsables políticos que están lidiando con las crecientes tasas de suicidio, que aumentaron a 13,3 muertes por cada 100.000 personas en 2015, la tasa más alta en 30 años.

Farm Workshop Safety Stats and Facts

FACTS

1. Each farm shop is unique in size and design. One thing all farm shops have in common are the everyday hazards found in housekeeping, chemical storage, and obstacles that can cause slips, trips and falls.
2. Small farm shops are often housed in aging buildings where electrical wiring may have deteriorated or is no longer adequate for electrical needs. Wiring may have also been installed by someone lacking important electrical wiring experience.
3. Air tank hoses often lie on the floor of smaller farm shops. Their presence greatly increases the chances that someone will trip and fall. Lighting is often insufficient and dim, multiplying the risk of many other hazards.
4. While some standard hazards pose a lower risk in a newer and larger farm shop, the expanded space allows for activities such as arc welding that can pose additional risks.
5. Larger shops can accommodate more people, which means several activities can occur at the same time leaving greater opportunity for someone to be injured by work activity going on next to them.
6. Large shops often have overhead storage and include a loft. A loft requires an adequate stairway with a handrail.
7. When engines are running inside the shop, carbon monoxide poses a serious threat.

STATS

- Around 15.1% of agricultural fatalities involved powered tools, equipment and appliances in 2010 to 2014 combined.
- Between 2015–2019 3% of workshop fatalities occurred due to contact with electricity. This is six deaths (on average)

each year.

- In 2012, 374 farmers and farm workers died from farm workshops, resulting in a fatality rate of 20.2 deaths per 100,000 workers.
- On average, 113 youth less than 20 years of age die annually from farm-related injuries with most of these deaths occurring to youth 16-19 years of age (34%).
- Every day, about 167 agricultural workers suffer a lost-work-time injury. 5 % of these injuries result in permanent impairment.
- In 2012, an estimated 14,000 youth were injured on farms; 2,700 of these injuries were due to farm workshops.
- 25 % of injuries are the direct result of poor "housekeeping" in the workshop. Trips, slips, and falls account for the bulk of these mishaps.

Farm Workshop Safety Stats and Facts – Spanish

HECHOS

1. Cada granja es única en tamaño y diseño. Una cosa que todos los talleres agrícolas tienen en común son los peligros cotidianos que se encuentran en las tareas domésticas, el almacenamiento de productos químicos y los obstáculos que pueden causar resbalones, tropiezos y caídas.
2. Las pequeñas granjas suelen estar ubicadas en edificios antiguos en los que el cableado eléctrico puede haberse deteriorado o ya no es adecuado para las necesidades eléctricas. El cableado también puede haber sido instalado por alguien que carece de experiencia importante en cableado eléctrico.

3. Las mangueras de los depósitos de aire suelen estar en el suelo de los talleres agrícolas más pequeños. Su presencia aumenta en gran medida las posibilidades de que alguien tropiece y se caiga. La iluminación suele ser insuficiente y tenue, lo que multiplica el riesgo de muchos otros peligros.
4. Mientras que algunos peligros estándar suponen un riesgo menor en un taller agrícola más nuevo y grande, el espacio ampliado permite actividades como la soldadura al arco que pueden suponer riesgos adicionales.
5. Los talleres más grandes pueden acomodar a más personas, lo que significa que se pueden realizar varias actividades al mismo tiempo, lo que supone una mayor oportunidad de que alguien se lesione por la actividad laboral que se realiza a su lado.
6. Los talleres grandes suelen tener almacenes superiores e incluyen un altillo. Un altillo requiere una escalera adecuada con una barandilla.
7. Cuando los motores están en marcha dentro del taller, el monóxido de carbono supone una grave amenaza.

ESTADÍSTICAS

- Alrededor del 15,1% de las víctimas mortales en la agricultura estuvieron relacionadas con herramientas, equipos y aparatos eléctricos en el conjunto de 2010 a 2014.
- Entre 2015 y 2019, el 3% de las muertes en talleres se produjeron por contacto con la electricidad. Esto supone seis muertes (de media) cada año.
- En 2012, 374 agricultores y trabajadores agrícolas murieron en talleres agrícolas, lo que supone una tasa de mortalidad de 20,2 muertes por cada 100.000 trabajadores.
- Por término medio, 113 jóvenes menores de 20 años mueren anualmente por lesiones relacionadas con la agricultura, y la mayoría de estas muertes corresponden a jóvenes de 16 a 19 años (34%).
- Cada día, unos 167 trabajadores agrícolas sufren una lesión con baja laboral. El 5 % de estas lesiones provocan una

discapacidad permanente.

- En 2012, se estima que 14.000 jóvenes se lesionaron en las explotaciones agrícolas; 2.700 de estas lesiones se debieron a talleres agrícolas.
- El 25 % de las lesiones son el resultado directo de una mala "limpieza" en el taller. Los tropiezos, resbalones y caídas representan la mayor parte de estos percances.

Farm Stress Management Fatality File

Ginnie pauses at the desk where she found her husband Matt's letter on the night he died.

"My dearest love," it began, and continued for pages. "I have torment in my head."

On the morning of his last day, 12 May 2011, Matt stood in the kitchen of their farmhouse.

"I can't think," he told Ginnie. "I feel paralyzed."

It was planting season, and stress was high. Matt worried about the weather and worked around the clock to get his crop in the ground on time. He hadn't slept in three nights and was struggling to make decisions.

"I remember thinking 'I wish I could pick you up and put you in the car like you do with a child,'" Ginnie says. "And then I remember thinking … and take you where? Who can help me with this? I felt so alone."

Ginnie felt an "oppressive sense of dread" that intensified as the day wore on. At dinnertime, his truck was gone and Matt wasn't answering his phone. It was dark when she found the letter. "I just knew," Ginnie says. She called 911 immediately, but by the

time the authorities located his truck, Matt had taken his life.

Ginnie describes her husband as strong and determined, funny and loving. They raised two children together. He would burst through the door singing the Mighty Mouse song – “Here I come to save the day!” – and make everyone laugh. He embraced new ideas and was progressive in his farming practices, one of the first in his county to practice no-till, a farming method that does not disturb the soil. “In everything he did, he wanted to be a giver and not a taker,” she says.

After his death, Ginnie began combing through Matt’s things. “Every scrap of paper, everything I could find that would make sense of what had happened.” His phone records showed a 20-minute phone call to an unfamiliar number on the afternoon he died.

When she dialed the number, Dr Mike Rosmann answered.

“My name is Virginia Peters,” she said. “My husband died of suicide on May 12th.”

There was a pause on the line.

“I have been so worried,” said Rosmann. “Mrs Peters, I am so glad you called me.”

Rosmann, an Iowa farmer, is a psychologist and one of the nation’s leading farmer behavioral health experts. He often answers phone calls from those in crisis. And for 40 years, he has worked to understand why farmers take their lives at such alarming rates – currently, higher rates than any other occupation in the United States.

More than 900 farmers died by suicide in five upper Midwest states.

Farm Stress Management Fatality File – Spanish

Ginnie se detiene en el escritorio donde encontró la carta de su marido Matt la noche en que murió.

“Mi queridísimo amor”, comenzaba, y continuaba por páginas. “Tengo un tormento en la cabeza”.

La mañana de su último día, el 12 de mayo de 2011, Matt estaba en la cocina de su casa de campo.

“No puedo pensar”, le dijo a Ginnie. “Me siento paralizado”.

Era la temporada de siembra y el estrés era alto. Matt se preocupaba por el tiempo y trabajaba sin descanso para poder plantar su cosecha a tiempo. No había dormido en tres noches y le costaba tomar decisiones.

“Recuerdo que pensé: ‘Ojalá pudiera recogerte y meterte en el vehículo como se hace con un niño'”, dice Ginnie. “Y luego recuerdo que pensé… ¿y llevarte a dónde? ¿Quién puede ayudarme con esto? Me sentía tan sola”.

Ginnie sintió una “opresiva sensación de temor” que se intensificó a medida que avanzaba el día. A la hora de la cena, su camión no estaba y Matt no respondía al teléfono. Era de noche cuando encontró la carta. “Lo supe”, dice Ginnie. Llamó inmediatamente al 911, pero para cuando las autoridades localizaron su camión, Matt se había quitado la vida.

Ginnie describe a su marido como fuerte y decidido, divertido y cariñoso. Criaron juntos a dos hijos. Irrumpía en la puerta cantando la canción de Mighty Mouse: “¡Aquí vengo a salvar el día!” – y hacía reír a todo el mundo. Adoptó nuevas ideas y fue progresista en sus prácticas agrícolas, siendo uno de los primeros en su condado en practicar la siembra directa, un método de cultivo que no perturba el suelo. “En todo lo que hacía, quería dar y no recibir”, dice ella.

Tras su muerte, Ginnie comenzó a revisar las cosas de Matt. “Cada trozo de papel, todo lo que pude encontrar que diera sentido a lo que había pasado”. Sus registros telefónicos mostraban una llamada de 20 minutos a un número desconocido la tarde en que murió.

Cuando marcó el número, contestó el Dr. Mike Rosmann.

“Me llamo Virginia Peters”, dijo. “Mi marido murió por suicidio el 12 de mayo”.

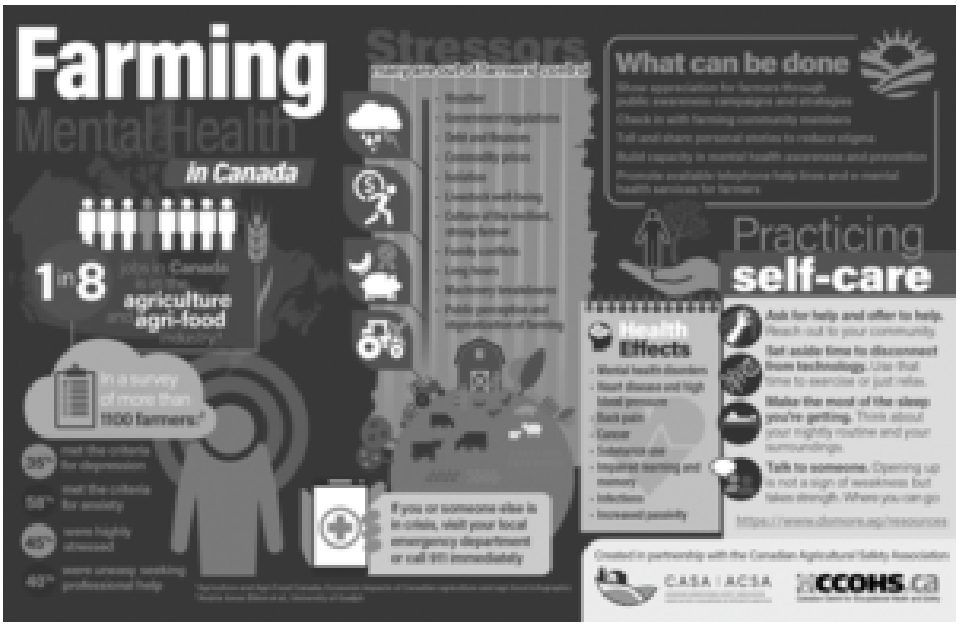
Hubo una pausa en la línea.

“He estado muy preocupada”, dijo Rosmann. “Señora Peters, me alegro mucho de que me haya llamado”.

Rosmann, agricultor de Iowa, es psicólogo y uno de los principales expertos en salud mental de los agricultores del país. A menudo responde a las llamadas telefónicas de personas en crisis. Y durante 40 años ha trabajado para entender por qué los agricultores se quitan la vida a un ritmo tan alarmante — actualmente, más alto que cualquier otra ocupación en Estados Unidos.

Más de 900 agricultores murieron por suicidio en cinco estados del Alto Medio Oeste.

Farm Stress Management Picture This



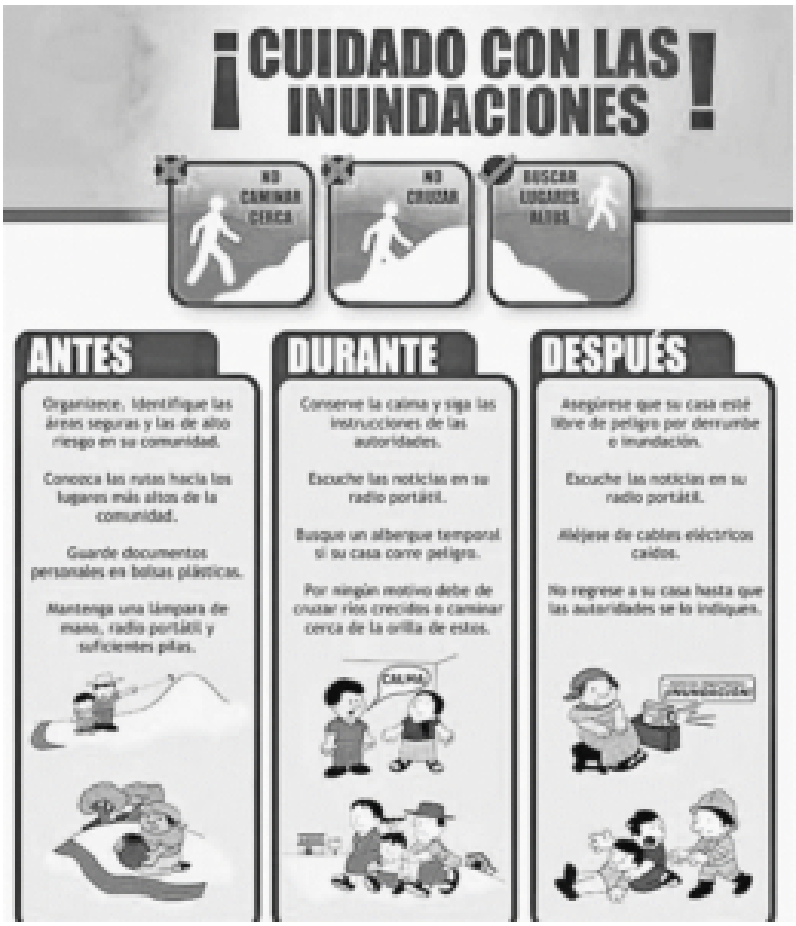
Source: *https://www.ccohs.ca*

Farm Stress Management Picture This – Spanish



Fuente: *https://www.goodfruit.com/*

Responding to an Emergency Picture This – Spanish



Fuente: *https://cnbguatemala.org/*

Farm Workshop Safety Meeting

Kit – Spanish

QUÉ ESTÁ EN RIESGO

El taller es esencial para el funcionamiento de la granja. Hay una gran variedad de tareas que se realizan en el taller y existe la posibilidad de que se produzcan muchos peligros.

CUÁL ES EL PELIGRO

PELIGROS EN EL TALLER

Hasta el 20% de las lesiones agrícolas que se procesan en los servicios de urgencias de los hospitales están causadas por los trabajos de mantenimiento de la granja. Más del 30% de ellas son lesiones oculares y más del 30% son lesiones en las manos.

COMO PROTEGERSE

INSTALACIONES DEL TALLER AGRÍCOLA

Un taller constituye un punto central en la granja para la reparación y el mantenimiento de máquinas, aperos y estructuras. También proporciona un lugar donde almacenar las herramientas de forma ordenada, un almacén para los suministros y las piezas de repuesto, y un refugio donde se puede trabajar durante las inclemencias del tiempo. Todas las explotaciones deberían disponer de una instalación de este tipo. Sin embargo, el tamaño y el diseño de un taller deben ser proporcionales al tamaño de la explotación y al trabajo que se vaya a realizar en él.

El taller debe estar situado cerca del centro de trabajo de la granja y conveniente para el hogar de la granja, en un terreno bien drenado y suficientemente nivelado para permitir una fácil maniobra de los equipos. Cuando se disponga de energía eléctrica, deberá tenerse en cuenta la proximidad a la fuente de energía.

El equipo necesario en el taller dependerá del tipo y el alcance

del trabajo que se vaya a realizar. Por lo general, se trata de las herramientas necesarias para realizar el mantenimiento diario de las máquinas y para llevar a cabo los trabajos de reparación general y los pequeños trabajos de construcción necesarios en los edificios y equipos de la explotación. Sin embargo, cualquier taller, independientemente de su tamaño, necesitará algunas herramientas sencillas para trabajar la madera, algún medio para afilar las herramientas de campo y llaves (de tuercas) de varios tipos y tamaños. Si el equipo del taller incluye un soldador, debería estar situado, en aras de la seguridad, lejos de la zona de trabajo de la madera y, preferiblemente, cerca de la puerta principal, donde pueda utilizarse convenientemente dentro o fuera del edificio.

CARACTERÍSTICAS DE UNA TALLER SEGURA Y EFICIENTE

1. Espacio suficiente para la máquina más grande que pueda necesitar reparación, incluyendo el espacio de trabajo alrededor de la misma.
2. Una entrada lo suficientemente ancha y alta para el equipo más grande para el que se ha diseñado el taller. Si el edificio está cerrado con paredes sólidas o con malla metálica, una segunda puerta es esencial para la seguridad en caso de incendio.
3. Algunos medios para levantar y soportar cargas pesadas. Cuando la luz del techo es de 3 m o menos, una viga de madera suele ser suficiente. Para vanos mayores o cargas muy pesadas, se necesitará una cercha. Como alternativa, se puede utilizar un polipasto portátil.
4. Iluminación y servicio eléctricos para las herramientas eléctricas.
5. Un suministro de agua, tanto por comodidad como por seguridad.
6. Uno o varios extintores del tipo adecuado para incendios de combustible.
7. Armarios para almacenar herramientas, suministros y repuestos.
8. Un banco de trabajo pesado fijado a la pared o con otro soporte firme. Debe haber suficiente espacio libre a su

alrededor para poder maniobrar con las piezas de trabajo y, si está fijado a una pared sólida, amplias aberturas de ventanas por encima de él para proporcionar luz.

CONTROL DE SEGURIDAD DEL TALLER

- Mantenga el taller ordenado y evite los peligros de tropiezo, como los cables de arrastre, las herramientas, etc.
- Asegúrese de que las botellas de gas de soldadura estén aseguradas en posición vertical y que, cuando se utilicen, puedan moverse fácilmente en un carro.
- Compruebe que la carga de la batería se realiza en una zona bien ventilada y alejada de fuentes de ignición, como las llamas de la soldadura.
- Evite los disolventes clorados como el “trike” o el “perc” para desengrasar.
- Asegúrese de que la soldadura por arco se realiza en una zona protegida para que otras personas cercanas no se vean afectadas por la luz ultravioleta.
- Utilice el disco abrasivo adecuado para el trabajo y ajuste los apoyos de la amoladora de banco cerca del disco.
- Asegúrese de que los niveles de ruido de las instalaciones, como los compresores, estén controlados.
- Inspeccione regularmente las herramientas de mano para asegurarse de que están en buen estado y son adecuadas para el trabajo.
- Proporcione los EPP adecuados: por ejemplo, protección ocular para trabajos de cincelado, amolado y soldadura, o protección respiratoria para trabajos que generen polvo.
- Proporcione medios de acceso seguros para las zonas de almacenamiento elevadas o los entrepisos.
- Utilice equipos de elevación y dispositivos mecánicos de manipulación para reducir el riesgo de lesiones musculoesqueléticas (TME). Estos equipos deben ser capaces de soportar las cargas requeridas y ser inspeccionados y probados regularmente.

CONCLUSIÓN

El taller es esencial para el funcionamiento de su granja. Hay una gran variedad de tareas que se realizan en el taller y existe la posibilidad de que se produzcan muchos peligros. Un taller ordenado y organizado es importante para un trabajo seguro y eficaz.