

Migrant/Seasonal Farmworkers: Stress Issues and Solutions

The Intersection of Farmworker Occupational and Mental Health

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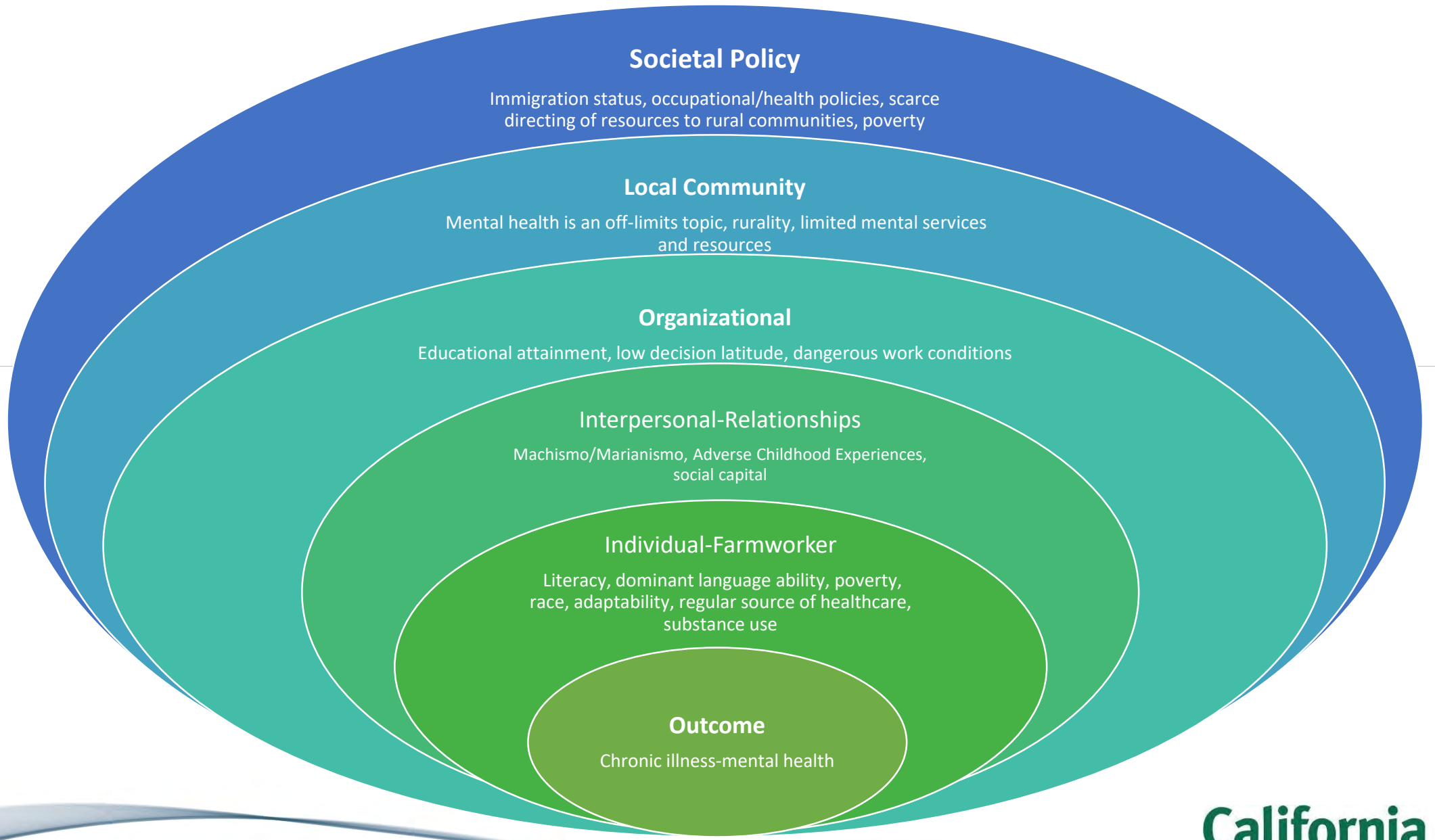


Learning Objectives

- Impact of musculoskeletal disorders (MSDs) on farmworker mental/behavioral health
 - Labor intense agriculture
 - Risk factors
 - Typical MSDs and progression
- Environmental Stressors
- Workplace Psychosocial Factors
 - Social and cultural isolation
 - Workplace Sexual Harassment
- Solutions and resources to reach and assist farmworkers experiencing stress
 - Workplace Interventions
 - *Promotores*, trusted community leaders



*SOLUTION



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Research Highlights

Physical injuries on a daily basis. ³

Work through musculoskeletal discomfort, injury, and illness. ¹

Barriers to seek care. ²

Psychiatric distress from acculturative stress. ⁴

Injured on-the-job 7x more likely to be depressed. ⁵

Depression and *nervios* were 5x and 2x more likely among injured FW. ⁶

WSH - Number of women workers rapidly increasing – in seasonal NOT permanent or leadership positions. ⁷



Slide Credit Dr. Kimberly Prado

¹(Arcury, Thomas A., et al. 2012) ²(Cooper, Sharon P., et al. 2006) ³(McCurdy, Stephen A., et al. 2003)

⁴(Hovey, Joseph D., and Cristina G. Magaña. 2002) ⁵(Ramos, Athena K., et al. 2016)

Farmworkers and Agriculture

- Estimated 2.5 to 3 million farmworkers in the United States
- > 400,000 Hired farmworkers in CA
- ~90% of CA farmworkers were born in Mexico
- Average \$12,500 annually
- Only 5% of migrant workers have health insurance
- In California, most of the 350 crops require labor-intensive practices

What is Labor Intensive Agriculture?



The Farmworker Experience: Labor Intensive Agriculture and Health Issues

- Musculoskeletal Disorders (MSDs)
 - Most common of all occupational injuries and illnesses
 - Most common injuries in the production of fruits and vegetables nationally (33%)
 - Back pain is most common symptom/MSD/injury in agricultural workers
- Strain and sprain most disabling injuries in California agriculture (31-43%)
- MSD rates near or above traumatic injuries
 - Respiratory illnesses
 - Pesticide related injuries
 - Dermatological injuries

Priority Risk Factors for MSDs

Physical

- Stoopd postures
- Heavy lifting & carrying
- Rapid hand movement/work (cutting/clipping)
 - Piece rate, competitive (H2A)

Psychosocial, cultural, legal, mental

- Mostly migrant workers from Mexico, with limited education
- Mostly Spanish
 - Many indigenous languages (e.g., Mixtec, Zapotec, Triqui)
- 50-80% undocumented
- 2009-2010 National Agricultural Workers Survey
 - 9% of agricultural workers experienced elevated depressive symptoms
 - 8% of men and 17% of women

“Hasta que dios me de vida y la espalda aguante”

- Living in pain, suffering in silence ...
- 47-year old Araceli, 26 years of ag work
- "I come to my house, and **when I am alone**, I lie in my bed to wallow in pain, and cry"



Source: Telemundo & Fathallah

Interventions at the Workplace

Types of interventions

- Reduce or eliminate known risk factors (e.g., stooped postures)
- Mechanical worker protection or worker aids
- Training, administrative/work organization
- Regulations and Laws
- Familial/Community Support

Stooped Work Intervention-Findings

- Hourly breaks vs. only 30-min lunch break
- 3-5 minutes (20 min total)
- Significant decrease in reported symptoms—Relief
- No decrease in productivity

Source: Fathallah

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Common Environmental Stressors



“We are exposed to everything — chemicals, fire, harassment, COVID-19”-Farmworker, Davis Enterprise

Source: Delano Voice

Work Psychosocial Factors

- Social and cultural isolation among immigrant workers
- Language and cultural barriers
- Lack of mental health resources
- Substance use



The Fields: The Hidden Faces of Farmworker Women



J Immigrant Minority Health (2015) 17:1834–1839
DOI 10.1007/s10903-014-9992-z

ORIGINAL PAPER

“They Talk Like That, But We Keep Working”: Sexual Harassment and Sexual Assault Experiences Among Mexican Indigenous Farmworker Women in Oregon

Jeanne Murphy · Julie Samples · Mavel Morales ·
Nargess Shadbeh

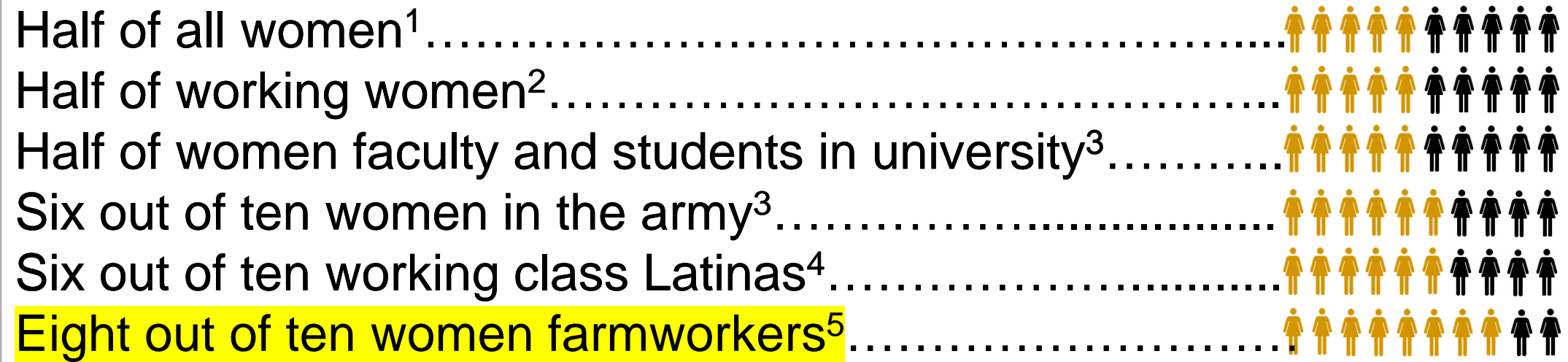
Agriculture

FACILITATOR'S PRESENTATION



Prevalence of WSH

The Sexual Harassment Prevalence Across Selected Groups



1(Gutek and Done 2001), 2(Fitzgerald and Cortina 2018), 3(Richman, Rospenda et al. 1999, Moylan and Wood 2016), 4((Barth, Kimerling et al. 2016, Gurung, Ventuneac et al. 2018), 5(Cortina 2001), 6(Waugh 2010)

Slide from Dr. Kimberly Prado

WSH

Costs

Legal Fees ^{10, 11}
Increased Sick Leave Costs ¹⁰
Negative Publicity ¹⁰

For the Organization

For the Crew

Working Crews

Lower Productivity ^{3,10}
Performance ⁴
Reduced Employee Recruitment /Retention ¹⁰
Increased Absenteeism ^{3,10}
Work and Job Withdrawal ¹
Reduced Job Satisfaction ^{1,3}
Damage to goodwill ¹³
Intra-team conflict ⁴

For the Victim

Psychological

PTSD ^{1,5, 6}
Anxiety ⁷
Depression ⁷
Suicidal Ideation ⁷

Physiological

Headaches ⁹
Gastrointestinal Disorders ⁹
Sleep Disturbances ⁹
Emotional Exhaustion
High Blood Pressure ¹²
Suppressed Immune Function ⁸
Inflammation ⁸

Physical

Rape Injuries
Spread of STD's
Unwanted Pregnancy

Slide Credit Dr. Kimberly Prado

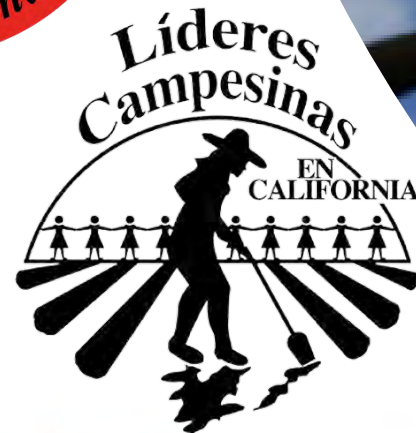
¹(Willness et al. 2007; Pina and Gannon 2012) ²(Street et al. 2008; O'Leary-Kelly et al. 2009; Pina and Gannon 2012)

³(Macdonald 2012; Pina and Gannon 2012) ⁴(Raver and Gelfand 2005) ⁵(Avina and O'Donohue 2002) ⁶(Basile, Smith et al. 2015)

⁷(Kim, Vásquez et al. 2016) ⁸(Smith 2006) ⁹(Magley, Hulin et al. 1999, Wasti, Bergman et al. 2000) ¹⁰(Lengnick-Hall 1995) ¹¹(Tamayo

¹²(Krieger, Waterman et al. 2006, Smith 2006, Willness, Steel et al. 2007, Krieger, Chen et al. 2008) ¹³(Murphy, Samples et al. 2015)

Advocates & Promotoras



CLEMENS BILAN/GETTY IMAGES

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Promotores, trusted community leaders are:

- Cultural and language brokers
- Relationship builders
- Referral experts
- Advocates
- Peer educators



Promotores Conference 2018



Setting
the
Stage
for

Community-based
Partnerships for
Farmworker Outreach



UC DAVIS

Western Center
for Agricultural Health
and Safety



WRASAP

Western Regional Agricultural
Stress Assistance Program

California
 **AgrAbility**



CHCF.ORG

California Poised for Major Expansion of Community Health Workers - California Health Care Foundation

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California
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WESTERN REGIONAL AGRICULTURAL STRESS ASSISTANCE PROGRAM

Network Quarterly Meeting

Thursday, October 14, 2021

1:00PM PT | 2:00 PM MT

3:00PM CT | 4:00PM ET

Register by Monday

October 11, 2021

tinyurl.com/WRASAPNQM102021

Featured Organization

Montana State University



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