

**Addressing current and future challenges of work in agriculture:  
research, policy and practice**

International Symposium on Work in Agriculture, 7-10 July 2026, Berne, Switzerland

**Title:** Management of OHS in the very small companies in the agricultural sector

**Convenors:**

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**Topic:**

Very small businesses pose several challenges for all countries with occupational injury prevention and compensation systems (Hasle and Refslund, 2018; Champoux and Brun, 2015). In Quebec, the recent *Loi de modernisation du régime québécois en santé et sécurité du travail* provides for the application of different preventive measures and worker participation for businesses with fewer than 20 employees. Workers in the agricultural sector are exposed to a range of risk factors (e.g., infectious agents and allergens, contact with pesticides, repetitive movements, awkward postures, noise and temperature, high workload). Kallioniemi et al. (2011) showed that the demands of strategic activities (e.g., adapting to new laws and regulations) could cause significant psychosocial risks for agricultural producers. The main topic of our working group is the Health and Safety. We would like to have a systemic view on the organizational of the health and safety (OSH) management in the very small companies in the agricultural sector, that's why we will also discuss about other topics of this Symposium: workforce sustainability, sharing of practices, ecosystem of intermediary players and policy environment.

**Aims:**

With the international point of view of the participants, a diversity of knowledge and practical examples will be discussed. All this information will validate and increase the data from our actual scoping review and could offer opportunities of collaboration and publication.

**Format:**

A World café will be organized. The session will be divided into 4 parts:

1. Presentation of the result of our scoping review (5min)
2. Small-Group Rounds (3 x 20min). (60min)
3. The “harvest”: synthesis from each topic discuss (20min)
4. Conclusion (5min)

During the conversational rounds, we will make sure that all people come to each table and to mix the group at all rounds. Groups of participants will be from 4 to 5 people, with the maximum of 15 people in this working group.

The 3 topics of our conversational rounds are:

- Topic 1 : Who is part of the OSH management in these small enterprises? (e.g., owner, manager, worker, external actors)
- Topic 2 : What does OSH management mean in a small agricultural enterprise and what practices are put in place? (e.g., prevention practices by owner or worker, strategic planning or production management practices that impact OSH)
- Topic 3 : What are the current challenges of OSH management in small agricultural enterprises? (e.g., regulatory constraints, workforce characteristics, limited resources and specific challenges that vary by country, legal framework and production sector such as dairy or grain)