

Latino Thoroughbred Worker Characteristics: What are we learning from workers?

This is part of a series of research briefs reporting the findings from the Thoroughbred Worker Health and Safety Study. **The goal of this brief is to describe the demographics, work characteristics, and benefits available to Latino thoroughbred farmworkers as reported by workers.** All 225 Latino thoroughbred farm workers who participated in the Thoroughbred Worker Health and Safety Study were asked about their demographic and work characteristics as well as the benefits that were available to them. This brief reports on those findings.

Worker Characteristics

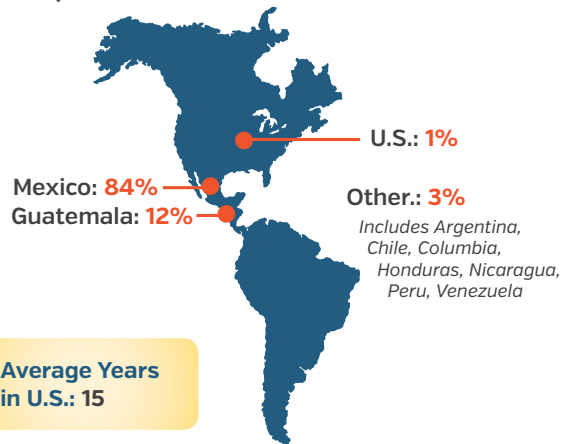
Gender



86% Male

Average Age: 35

Birthplace

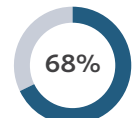


Average Years in U.S.: 15

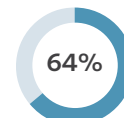
Other Characteristics



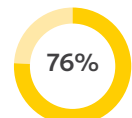
Spanish is dominant language



Married/living as married

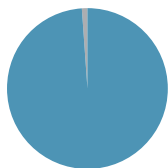


Parents of children <18

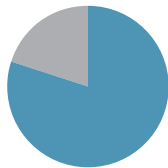


≤Middle school education

Work Characteristics



Permanent worker: 99%
Seasonal worker: 1%



Hourly worker: 80%
Salaried worker: 20%

Average hourly wage: \$10.25



Average days worked/week



Average hours worked/day

Jobs Performed*

	%	Mean # Yrs
Handling yearlings	70	5.9
Handling mares	63	5.6
Landscaping	57	5.0
Maintenance	53	5.1
Handling stallions	22	7.7
Breeding horses	12	7.5
Nightwatch	7	3.4
Riding horses	5	6.9
Other	2	6.9

*% may not equal 100 because worker may perform multiple jobs

Avg time worked on horse farm: 11 years
Avg time worked on current farm: 5 years
Avg size of farm: 13 workers

Thoroughbred Worker Health & Safety Study

WHO? Researchers at the University of Kentucky and University of Maryland, guided by Industry and Community Advisory Councils, funded by CDC/NIOSH

WHAT? Research study to identify farm safety & health challenges, work organization & farms' best practices

WHEN? 2011-2016

WHERE? Thoroughbred Farms

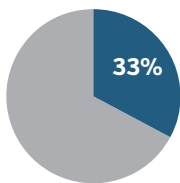
HOW? Interviews with farm representatives & workers

WHY? To improve worker health & safety & reduce costs for farms

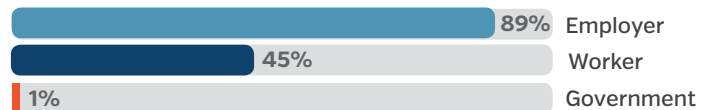


Worker Benefits

Workers with personal health insurance

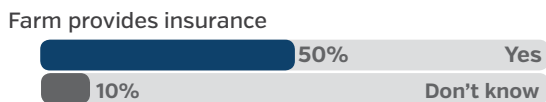


Among those with insurance, who pays?* (n=75)



*% may not equal 100 because workers may select more than one option

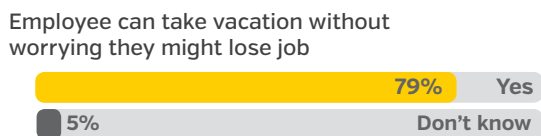
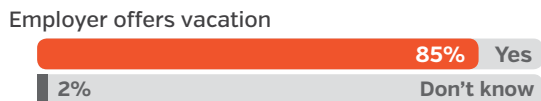
If sick or injured at work



Paid vacation



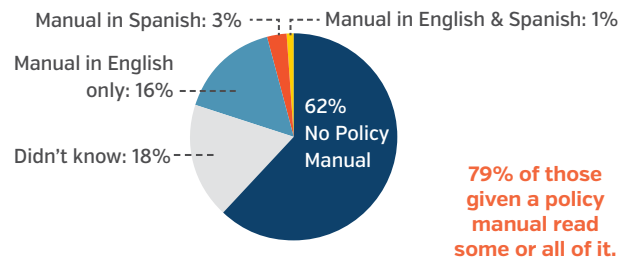
Avg # paid vacation days/year



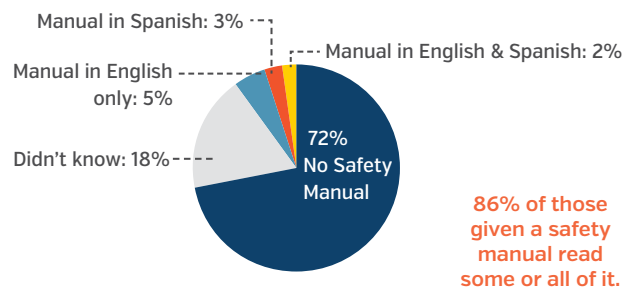
Resources offered by farm

	%
Any bonus	81
Dental insurance	10
Life insurance	8
AFLAC w/farm contribution	4
Retirement plan w/employer contribution	4
English as a Second Language classes	1

Employee policy manual access



Safety manual access



Management Tips

- Many workers did not know if they had access to certain policies or practices. Offer orientation to the job and describe benefits available to workers.
- Even if very simple, offer a document to workers that describes their benefits so that they may reference it later.
- Try to make all work-related documents available in English and in Spanish and keep the language simple – at a 5th grade reading level.

Resources

Template for employee policy manual*
www.na.fs.fed.us/wihispanic_eval/employee_handbook

Bluegrass Community Health Center
 (859) 259-2635 | bchc.uku.edu

Blue Grass Farms Charities
 English: (859) 219-0910
 Español: (859) 351-4426 | www.bgfcky.org

*Review final product for alignment with your farm's policies

Acknowledgements

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