

## **A Study About Pesticide Spreading Work Organisation by Organisational Congruence (O.C.) Method**

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### **Objectives**

The aim of this study consists in focusing pesticides spreading critical points by using Organisational Congruences Method (O.C.M.). With the aim to validate obtained results we use the GlobalGap check list.

### **Methods**

Organisational Congruences Method claims that every work situation depends on some choices, decisions and actions that are connected with choices about objectives, management of activities and of persons, and all that factors contribute to development of activities that make up the whole work, together with the management of the available technologies. O.C. method requires a careful scrutiny of the sequences of acts that all together make up a job; this survey has to be conducted together with the workers and its aim is to identify and to remove some organisational constraints they meet in the job. In this research we study the distribution of pesticides carried out inside a greenhouse executed by a little team made up from two persons and we gathered some data about the job (time, actions, devices, PPD, sequence of acts, etc).

### **Results**

The accurate division of the whole work into elementary phases has enabled us to identify 8 main phases mutually connected and by taking in account every single moves effected by workers we were able to identify some critical points. Later, we discussed about them with workers and the management. The comparison between the obtained results and GlobalGap check list shows that the as concerning safety this kind of study highlight some critical points that workers and management usually are not able to recognised. The research intends to be mainly a basis for to go into the matter more thoroughly together with work doctors and work psychologists, with the aim to increase dramatically safety, health, wellness of workers and to set up a more efficient method to study work organisation by using Organisational Congruences Method.