



Wellbeing in Horticulture and Viticulture

Research Summary 2021



Acknowledgements

We wish to acknowledge the lead researcher Dr Allan Wyllie, from Wyllie & Associates.

Thanks also to Horticulture NZ for their support during the research design, interview recruitment and survey promotion phases.

Finally, we want to thank all the growers, managers and workers who so kindly participated in this research.

Introduction

Farmstrong is a nationwide, rural wellbeing initiative for farmers and growers. It helps those working in rural industries to maintain and increase their wellbeing so they can cope better with the ups and downs of farming and growing.

It does this by sharing practical, wellbeing tips from those within industry as well as creating resources informed by the science of wellbeing.

Farmstrong connects with rural audiences through its website, rural networks and media channels. It also goes to where industry is running workshops and community initiatives and maintains a presence at agricultural events.

In early 2021, Farmstrong commissioned research to better understand the challenges to the wellbeing of people working in horticulture and viticulture. The following is a summary of the main findings, including a selection of grower insights about challenges to their wellbeing and solutions that are already working for some.

We would like to thank all the growers, organisations and networks that supported and took part in this research. Without your help it would not have been possible to achieve the number of responses we received and gain an understanding of wellbeing in horticulture and viticulture.

Since Farmstrong was launched in 2015 it has made a positive difference to the working lives of many farmers. A 2020 random sample survey found 22% of farmers and growers surveyed attributed some level of improvement in their wellbeing to Farmstrong.

We look forward to working with the horticulture/viticulture sectors in coming years to increase the numbers reporting wellbeing gains.

For a copy of the full report visit: farmstrong.co.nz/resources/research



Approach and Methodology

Methodology

In early 2021, Farmstrong commissioned research to better understand the challenges to the wellbeing of people working in horticulture and viticulture.

The research also asked which wellbeing topics interested them most and the things they thought would improve their wellbeing.

The research focused on improving the wellbeing of growers and workers in the horticulture and viticulture industries. The sectors covered were:

- vegetable
- other fruit and berries
- wine
- kiwifruit
- avocado.

Qualitative insight interviews were conducted with 53 people (individually and in small groups) from a range of roles in South Auckland, Bay of Plenty, Hawkes Bay and Nelson/Marlborough. The individual interviews lasted 90 minutes and the mini-groups 90-120 minutes.

Between March and May 2021, a further 286 people, (predominantly horticulture business owners and managers) completed an on-line survey.

- 27% were from kiwifruit
- 27% were from avocado.
- 24% were from other fruit and berries
- 16% were from vegetable
- 14% from wine.

Sixty-two percent of respondents were male.

In terms of age range:

- 54% were aged 55 years and over.
- 41% were aged 35-54 years
- five percent were under 35 years.



What We Found Out

Key Findings

Main Wellbeing Challenges

Across the sector, the following were reported as having a 'large' or greater negative impact on their wellbeing by a quarter or more of survey participants:

- Too much work on compliance (34%)
- Workload/fitting everything in (32%)
- Lack of available employees/contract workers (29%)
- Not enough time away from work (28%)
- Feeling stressed coping with ups and downs of work/business (28%)
- Feeling fatigued/exhausted (25%)
- Financial issues (e.g. prices being paid for crops, rate of pay) (25%).

Managers often reported higher levels of negative impact than did owners.

The Vegetable sector reported the largest levels of negative wellbeing impact, followed by Other Fruit and Berries.

The following are issues for which vegetable growers reported higher levels than others. Nearly half (48%) reported 'Not enough time away from work' as having a 'large' or greater negative impact on their wellbeing. Forty-four percent felt stressed by the both the ups and downs of the business and fitting everything in and 46% felt under financial pressure. Nearly a quarter of vegetable growers – 23% - felt challenged by the physical demands of the work.

Those working in the 'other fruit and berries' sector were more likely than others to report 'lack of available employees/ contract workers' as having a 'large' or greater negative impact on their wellbeing (48%), while 43% reported feeling 'fatigued/exhausted'.

In the qualitative interviews, availability of good staff, particularly since Covid, was a major challenge for almost everyone spoken to who was dealing with staff.

The qualitative research also revealed that the growers experiencing the greatest challenges to their wellbeing were small operators who were not in a strong financial position.

Interest in Wellbeing

The survey highlighted that participants were keen to improve their wellbeing.

- 82% had a 'high 'or 'moderate 'interest in improving their wellbeing and resilience
- 94% had a 'high 'or 'moderate 'interest in one or more of the wellbeing topics listed, such as thinking strategies, nutrition, exercise, people skills, self-confidence, happiness, employee management, managing workload.

Things that do or could contribute most to improved wellbeing

When survey participants were asked to choose the top three things which do or could contribute most to their wellbeing, the most-mentioned were:

- Quality sleep (33%)
- Having sufficient good employees/contract workers (31%)
- Exercise (31%)
- Getting enough time away from work (30%)
- Having good personal relationships (29%).



"I like having new challenges every day."

"There's never a dull moment."

"There's always something to learn."

"You don't get bored with repetitive stuff."

"There are new ideas, research, technology – the whole journey is learning."

The research showed that despite any attendant challenges and pressures there is plenty that appeals to people about working in horticulture. This was true for both owners and non-owners.

For owners, the main attractions were:

- Working outside (71%)
- Enjoy being part of the industry (61%)
- Working with trees/plants (58%)
- Performing the best we can (53%)
- The people I work with (43%)
- Financial returns (39%).

For non-owners the greatest appeal was the variety of work (75%) followed by learning new things (64%), the people I work with (63%), working outside (49%), working with plants/trees (46%), meeting new people (44%) and flexible hours (40%).

The acquisition of new skills and knowledge was a consistent theme in the interviews. "I like looking at challenges, options, new ideas – it keeps it fresh," said one interviewee. Another explained, "We're constantly reassessing what we're doing...pivoting and adapting."

The collegiality and value of industry events was also evident. "I attend grower Fieldays – advice gets shared – everyone's willing to share information – it's not competitive at the grower level."



Workload and Fitting Everything In

"The vision for our business was to have more time for family, but that has been a complete fallacy. We have tried to get better at saying 'No', but when you are growing the business you feel you have to be open to any opportunity."

"I hardly ever stop for lunch – it's just adding another hour on end of the day."

"My orchard partners need to take time out, breathe and eat well instead of constantly abusing themselves."

"You get asked to do extra work with no notice – it's not fair – it's always urgent."

The Challenges

The research showed that workload and not getting sufficient breaks away from work were major contributors to diminished wellbeing for many owner/managers interviewed, especially at peak times such as harvesting.

This was particularly the case for managers, where 44% cited workload as having a 'large' or greater negative impact on them, while for owners it was 28%.

While noting that it is becoming less acceptable for people to do 100-hour weeks, one grower reported that it was still happening, especially for those running pack houses.

Another interviewee, a wine grower, reported working 50 to 60 hour weeks for seven months straight with very little time off.

The result of long hours is often fatigue. A fifth of owners and over a third of managers reported feeling fatigued/exhausted. Time off was also hard to come by for many. Over a quarter of owners and 35% of managers felt they didn't have 'enough time away from work.'

Attitude towards downtime was also acknowledged as important. As one respondent commented, the 'kiwi attitude' can be a barrier to reducing excessive work hours. "You know the job has to be done... and don't want to be seen as slacking."

Strategies For Improving Wellbeing

Scheduling rest and recovery time, from mini breaks during the day to longer breaks away from the business, is an essential aspect of keeping well for anyone in a busy, results-focused work environment.

This was clearly reflected in the list of wellbeing priorities mentioned by participants. Getting more time away from work ranked fourth among the 14 things people thought do or could contribute most to improving their wellbeing and was mentioned by 30% of participants.

The research also highlighted growers, managers and business owners who are already proactively taking steps to 'recharge their battery'.

One very busy grower, who was not getting breaks, bought a ski boat and has it set up ready to go and takes two hour breaks. He says he comes back "completely refreshed. The whole family is happy... You realise things haven't come tumbling down [while you're away] - stand back and get things more in perspective."

Scheduling holidays in advance was a common strategy too. One interviewee shared, "My wife books a break mid-year, far enough away where I can't drive back and poor phone reception." Timing is obviously everything and needs to take into account harvest and production schedules as one grower noted. "I'm planning something for when it's [the peak period] is over – a holiday."

Delegating responsibility can be hard when so much is at stake in a business, but some participants are managing to free up time by doing this. "It's about having good staff who you can leave in charge," said one interviewee. "Ask for help, delegate," suggested another.

For others, family time was the greatest source of relaxation and time out. "I go home and purposely turn off the phone, or don't go to the computer, so I spend time with my wife and kids," commented one interviewee.

"It's about taking a step back – sometimes I only need a bit of time in the garden and other times I take a whole day off with the family... I don't answer the phone, or make myself available to staff," said another.



Stress and Coping

"I feel the pressures of my job – I'm prone to have work on my mind even when I'm not at work."

"Mobile phones don't allow time to withdraw and breathe – you are constantly 'on' the whole time, which leads to heightened anxiety."

"If you're 'under the pump' you should ask someone for help but I probably don't do this as often as I should - I'm a bit proud. I don't want to admit that I can't do what I'm meant to. I'm also aware it's taking others away from what they have to do."

"The pressure health and safety compliance brings to business creates its own health risks via stress."

"All the layers of bureaucracy thrown in – we already had three hats and now need to wear five."

Running The Business - Challenges to Wellbeing

Twenty-eight percent of all those surveyed mentioned they felt stressed coping with the ups and downs of their work. This was true for 26% of owners and 38% of managers.

It's worth noting that this sentiment was much more pronounced in some sectors than others – 44% of vegetable growers, 39% of wine and 34% of 'other fruit and berries' participants felt this type of stress. This compared with only 10% for Kiwifruit and 15% in the avocado sector.

Uncertainty over ongoing labour supply, exacerbated by Covid-related border restrictions, was a major source of stress. Nearly half of those surveyed in fruit and berries (49%), 39% in wine and 36% in vegetables cited 'lack of available employees/contract workers' as having a large or greater negative impact on their wellbeing.

In fact, 'having sufficient good employees/contract workers' was the second most-mentioned way to improve wellbeing in the sector and cited by 31% percent of all those surveyed. In some sectors of the industry this figure was even higher – 46% of respondents in the wine sector, 37% in 'other fruit and vegetables' and 33% of those in the 'vegetable' sector cited access to sufficient labour as the a thing that does or could contribute to their wellbeing.

The research also showed compliance requirements were a major source of a stress, especially for smaller businesses, where owners can't afford to employ help to manage compliance requirements. Thirty-four percent of those surveyed felt they had to do 'too much work on compliance' to the detriment of their wellbeing. Commented one grower: "The Food Act compliance is a burden – you have to be an administrator, not just a grower."

Financial issues, such as poor returns for crops, was an issue for a quarter of those surveyed. Once again, though, its impact was sector-specific. Poor returns were a significant source of stress and diminished wellbeing for vegetable growers (46%), other fruit and berries (32%) and wine growers (32%), compared to just 10% of Kiwifruit and 8% of avocado growers.

One grape grower reported that he was only surviving by getting bigger and cutting costs, but that required more mechanisation, which meant more debt which "brought its own pressures". He noted that smaller growers had to go to lease models to get more land, which brought pressures as grapes are "a reasonably risky crop". Another noted that yields were down 20 percent this year, but "you still had to pay the same amount for labour".

The weather is another significant source of stress for some. While most accepted it as something they couldn't control, during interviews many mentioned the stress that arises from unexpected and severe weather events, like frost or hail storms. Dealing with the weather had a 'large' or greater impact on the wellbeing of 16% of those surveyed.

Adverse weather obviously impacts different businesses in different ways. Some growers interviewed had lost 60 to 80 percent of their crop due to a frost which was more severe than expected.

Another manager, reporting on the impact of a bad frost, said he didn't have to worry about his income because he worked for a large company. However, he was concerned about his workers, who could no longer get their full earning potential and commented: "Some had really taken it on their shoulders... I had to give them time to have that grief." Some interviewees noted climate change as a factor producing extreme weather – '1 in 100 year' events were becoming more common.

The stress levels of horticulturists were also affected by the portrayal of rural industries in the media and among the general public. Twenty percent of those surveyed said negative media perceptions were having a large or greater negative impact on their wellbeing. As one organic wine grower summarised: "The media are constantly putting you down, it's so unfair when you're making a big environmental effort. There is a big lack of understanding about farming."

Strategies to improve wellbeing

"I only let myself get stressed about things I can influence... I learnt this in the corporate world."

"I take a deep breath, assess and understand why I'm stressed... to see if there are other ways I can approach the situation."

"When you're stressed you don't think clearly. Have people who can advise you, who you trust. I realise that if I'm shitty it all goes downhill through the staff."

"If you're worrying about something, make a decision, whether it [turns out to be] right or wrong, act."

"I stop and look at the stars, if I'm up for a frost."

There will always be aspects of horticulture, such as the weather, regulations and market prices, which are beyond anyone's control. Having strategies to deal with this uncertainty is the key to maintaining and increasing wellbeing.

The science of wellbeing says people who invest in the Five Ways to Wellbeing - staying connected with friends; keeping active; taking note of and enjoying the simple things in life; learning new things and giving back to friends and community - are more resilient and better able to cope during tough times.

The good news is that this sort of thinking was already evident among a number of those interviewed. Several interviewees, for example, were enjoying simple pleasures as ways to de-stress and maintain perspective. "Once you get an imbalance, stop and watch the sunset, embrace it, have fun," said one. "[I do some] self-reflection while walking the dog around the orchard. When you're stepping back from specifics, solutions drop into place - and stress is relieved - clearing the head," commented another.

Others noted the importance of staying connected. "Spend time with others - share problems - you can't live in a silo - it relieves tension," said one person. Another said, "I just spent the weekend with the grandkids, so I didn't have to think about work - it shows you what's important."

The restorative power of activity - walking, biking and hiking were also mentioned. One grower who had a 30km bike circuit he rode, reported: "Pushing myself [physically], the brain switches off - I don't think about work."

Others mentioned how learning can help. "Taking time to do something different - I fill my head with different thoughts and come back fresh," commented one participant. "I like looking at challenges, options, new ideas - it keeps it fresh," said another interviewee.

Another grower shared how projects and hobbies outside work can boost wellbeing. "I'm building a cabin after work - it picks my mood up - I've got a goal - it strengthens my mind."

There were other great ideas for relieving stress too, such as the owner who gets his kids to text him the 10 best things that happened during the day. "You realise how quickly it can change your mood," he noted.

Employing helpful thinking strategies and re-framing negative situations was also mentioned by managers, owners and growers as important in coping with stress and uncertainty.

Said one grower: "When problems occur (e.g. hail storms) learn and understand - think what you can do to mitigate these things... I see positives and opportunities."

Another said, "In a lot of cases something is only a problem if you make it one. For example, if you're not willing to call the right people and spend the money to fix an irrigation issue."

Another owner reported having to retrain his thought processes, after two really poor years. He had become much more proactive, making sure he got things done early and not taking any short cuts, such as skipping sprayings.

Another spoke of the importance of prioritising to-do lists. "Zone out – take a deep breath or two. I think 'What's important right now? What needs to be done first?'"

Overall, there were high levels of interest among those in the industry about suggested topics to help manage these types of stressors. Most (82%) of the survey participants reported at least 'moderate' interest in improving their wellbeing and resilience. This included 36% with a 'high' level of interest.

Twenty percent had a 'high level' of interest in thinking strategies to deal with the ups and downs of the industry.



Exercise, Nutrition and Sleep

Challenges to Wellbeing

Sleep, exercise and eating well are top of mind for many working in horticulture when it comes to improving their wellbeing. These 'basics' are the foundation for improving wellbeing and people's ability to cope with stress and pressure.

The importance of good sleep was mentioned by many in the research. "It takes weeks to catch up if I have a late night," summarised one grower.

Twenty percent of all those surveyed cited lack of sleep or poor quality sleep as having a large or greater impact on their wellbeing.

Fourteen percent of those surveyed felt they weren't getting sufficient exercise.

Strategies for improving wellbeing

There was plenty of interest among those surveyed about improving their wellbeing in these three areas.

Quality sleep ranked first among people's priorities for improving their wellbeing. A third of those surveyed mentioned it as one of their top three priorities.

Meanwhile, exercise (26%) and nutrition (24%) ranked second and third respectively among the wellbeing topics people were interested in the most.

When people are time-poor and busy at work it can be difficult to focus on the basics that keep us well. But the qualitative interviews revealed some examples of people proactively working on their wellbeing in their own time.

One woman, who had been going to a personal trainer for two years, outlined the benefits to her wellbeing of keeping active: "It kept me going. It helps me clear my head. At the start of the week it gets you motivated and moving.'

Another person reported that every year he goes away hiking for a week during a quieter period at work and also goes mountain biking once a week and plays social sport.

Others had developed excellent strategies for improving their sleep. "Just before going to bed, I email a list of things that need to be done the following day, so I can switch off and go to sleep," reported one interviewee.

"I read a book, especially if I can't sleep –it distracts my mind from churning over all the issues," said another person.

Another stressed the importance of not planning when trying to sleep "I can't sleep when I'm planning or worrying about things that might happen – think of the good that you have done in the day [instead]."

Some of the larger employers were being proactive in this space as well. One was hiring out the local gymnasium for the RSEs on a weekend afternoon while another was providing seminars on healthy nutrition, including getting a nutritionist in to talk to staff.



Relationships and Social Connection

"You need a healthy group environment – I don't put work pressure on staff."

"[It's important] to get to know staff and their families."

"Because we work in teams we vent in conversations, without realising we are venting."

Challenges To Wellbeing

The scale and corporate nature of many horticultural operations is a distinct feature of the industry.

Group work environments obviously bring additional pressures in terms of maintaining good team relationships and connecting with others. This was also evident in the research.

Nine percent of those surveyed cited 'challenges with work relationships' as having a 'large or greater' negative impact on their wellbeing.

Twenty-nine percent thought 'having good personal relationships' does or could contribute most to improving their wellbeing. It was among the top five of things nominated by those surveyed.

Twenty-four percent of those surveyed expressed a high interest in learning more about people skills and communication skills. Among managers the figure was even higher – 33%.

The qualitative interviews also revealed the challenges of dealing with team dynamics and reading workplace moods.

One interviewee mentioned "being aware of workmates, what sort of mood they come to work in – you don't know what's happened. If he's down, he will pull everyone else down."

Another supervisor related that she always came to work with a smile on her face, as the workers were then happy. "If you're grumpy, the guys aren't as productive – they feel they've done something wrong."

Strategies to Improve Wellbeing

"[We] treat them like family."

"Our senior management understand employees have a life too."

"Finding ways to connect is big."

The research showed that horticultural businesses are already using a range of strategies to value and look after their employees and ensure good team dynamics. These include:

- Allowing flexible work hours to fit in around children and allow them to bring their children to work during holidays.
- Providing holiday employment for older children.
- Ensuring all staff have a half hour lunch break at the same time, so they can talk to each other.

In the Hawkes Bay, there is a Samoan RSE liaison person based in Hastings, who can be accessed if help is needed with any issues.

The research also highlighted the importance of creating an environment where people feel able to speak up if they're feeling 'under the pump', rather than bottling it up. As one worker summarised: "Tell the bros [workmates] if you're not having a good day."

A common strategy, used by supervisors in particular, when things were getting too stressful with staff, was to remove themselves from the situation until they felt able to go back and sort the issue out. This ranged from taking a few breaths through to taking a day off, to taking two months before they worked with someone again.

"I go into the chiller and cool down," said one supervisor. "I go and do paperwork – focussing on something else allows you to calm down," said another.



Forty-five percent of survey participants had heard of Farmstrong¹. The majority of these people (60%) knew at least 'a little' about it and almost a quarter (24%) knew either 'a lot' or a 'moderate' amount about it.

A third had sourced their information from 'articles in magazines/ newspapers or 'articles in Farmers Weekly' and quarter attributed their awareness to word of mouth.

The importance of sharing practical wellbeing advice via authentic, horticultural stories was apparent. "People learn off stories, I trust them, otherwise it's theory," summarised one grower.

Others noted the importance of recognising the scale and corporate nature of many horticultural enterprises and tailoring material accordingly. As one kiwifruit grower summarised: "I don't relate to the blokey farmers that well.... We are a big operation with 40-50 staff... I'm not wandering back paddocks."

"[It's about] having that information you can bring back and put into practice with teams. The more you talk about it, the more people open up," commented another person.

Overall, there was a high level of interest among growers about learning more about improving their wellbeing. 82% had a 'high' or 'moderate' interest in improving their wellbeing and resilience and 94% had a 'high' or 'moderate' interest in one or more of the wellbeing topics listed. As one participant summarised, "Everyone should be able to take at least one leaf out of the [Farmstrong] programme."

There was also a strong message in the research that face-to-face communication is going to be more effective than other channels. A major difference from livestock farming is the opportunity to reach many people in these sectors face-to-face through their workplaces. The larger operations interviewed are used to providing seminars/workshops for their staff and were supportive of Farmstrong workshops in the workplace.

There was widespread endorsement for Farmstrong attending industry-specific fieldays, pack house fieldays and grower seminar days, where growers come to talk about issues. Another face-to-face opportunity often mentioned by owners/managers was a table at industry conferences and getting a speaking slot.

Most owners/managers felt that industry e-newsletters and regular industry publications (especially regional ones) were a good channel to reach them. Workplace staff rooms

¹ Given the survey was promoted as a Farmstrong survey for horticulture, there may well have been a bias towards participation by persons who were aware of Farmstrong.

(including pack houses) often had notice boards with posters and pamphlets and some of those interviewed felt these would be useful communication vehicles.

Industry communication channels were the most used by growers, particularly industry newsletters (76%) and industry magazines (65%). Finally, the research also reinforced the need to tailor resources and material to horticulture audiences.



Summary and Conclusion

This research found that the greatest impacts on the wellbeing of people working in horticulture were workload, issues associated with running the business, particularly compliance, availability of staff and not enough time off.

Managers of businesses reported the highest levels of reduced wellbeing and two of the five sectors researched – vegetables and other fruit and berries – reported higher levels of diminished wellbeing.

The research has also identified the key things that horticulturalists saw as contributing to an improvement in their wellbeing, with getting time away from work, better quality sleep and exercise being in the top group.

In addition to existing wellbeing topics about managing stress (including thinking strategies), eating well, sleeping well, physical conditioning and social connection, there was also high interest in wellbeing topics related to purpose, such as happiness, self-confidence and interpersonal and staff management skills.

These findings are consistent with other research which Farmstrong has undertaken on this topic with farmers, young farmers and women in farming.

The combination of the insight research and survey findings has provided rich data for understanding the needs of horticulture businesses. This can now be used by Farmstrong and others to inform their efforts in improving the wellbeing of those in the industry.

Based on the research it is recommended that Farmstrong increasingly include within its wellbeing initiatives stories, tips and resources on the topics that people working in horticulture say are of highest interest. The research also shed light on the best media, organisational and network channels to reach them.

Collaboration with a wide variety of organisations and networks has been key to the response received from those participating in this research. It is recommended that this collaborative approach continue throughout the design and implementation of solutions by Farmstrong and others.

Appendix – Graphs and Tables

FIGURE 1: LEVELS OF 'LARGE' OR 'UNBEARABLE' NEGATIVE IMPACTS

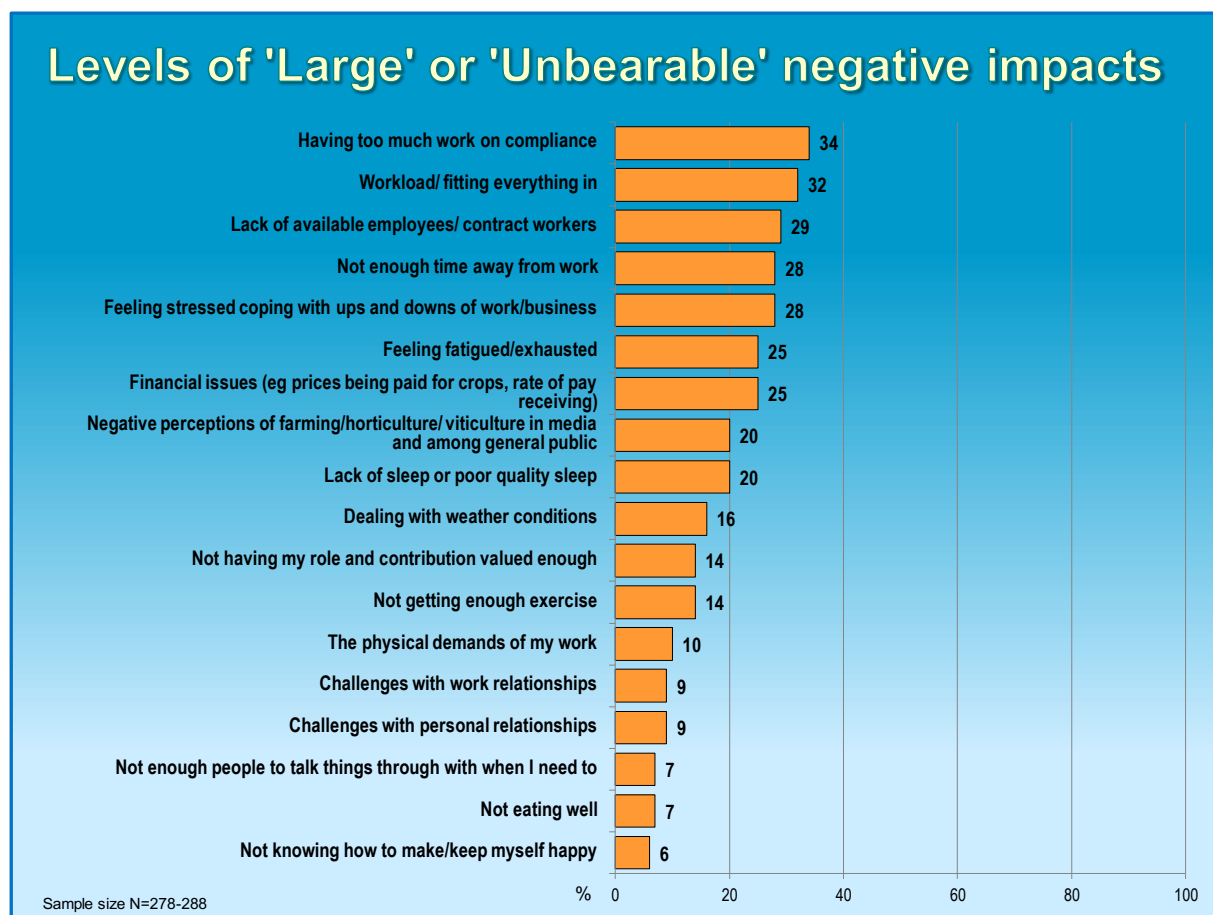


FIGURE 2: LEVELS OF 'LARGE' OR 'UNBEARABLE' NEGATIVE IMPACTS, BY SECTOR

SOURCES OF 'LARGE' OR 'UNBEARABLE' NEGATIVE IMPACTS	SECTOR					
	Total Sample (278-288) %	Wine (40-41) %	Vege- tables (47-48) %	Kiwifruit (74-78) %	Avocado (76-80) %	Other Fruit & Berries (67-70) %
Having too much work on compliance	34	38	46	29	26	39
Workload/fitting everything in	32	39	44	22	19↓	42
Lack of available employees/ contract workers	29	39	36	22	9↓	49↑
Not enough time away from work	28	32	48↑	18	18	37
Feeling stressed coping with the ups and downs of work/business	28	39	44↑	10↓	15↓	34
Feeling fatigued/exhausted	25	38	31	13↓	14↓	43↑
Financial issues (e.g. prices being paid for crops, rate of pay receiving)	25	32	46↑	10↓	8↓	32
Negative perceptions of farming / horticulture/ viticulture in the media and among the general public	20	15	23	12	10↓	31
Lack of sleep or poor quality sleep	20	33	21	14	13	29
Dealing with weather conditions	16	20	15	13	10	20
Not having my role and contribution valued enough	14	18	19	9	8	14
Not getting enough exercise	14	20	19	8	8	20
The physical demands of my work	10	5	23↑	7	8	9
Challenges with work relationships	9	7	13	10	5	9
Challenges with personal relationships	9	7	8	9	8	9
Not enough people to talk things through with when I need to	7	5	17	5	8	1
Not eating well	7	10	11	5	4	12
Not knowing how to make/keep myself happy	6	5	13	3	1	6
My accommodation	3	5	2	3	1	4
Challenges developing relationships in a new community	3	0	6	4	1	7
Poor quality facilities provided for workers (e.g. lunch rooms, toilets)	1	2	2	1	0	1
Statistically significant higher levels are denoted by an upward arrow (↑) and lower levels by a downward arrow (↓)						

FIGURE 3: THINGS WHICH DO OR COULD CONTRIBUTE MOST TO WELLBEING

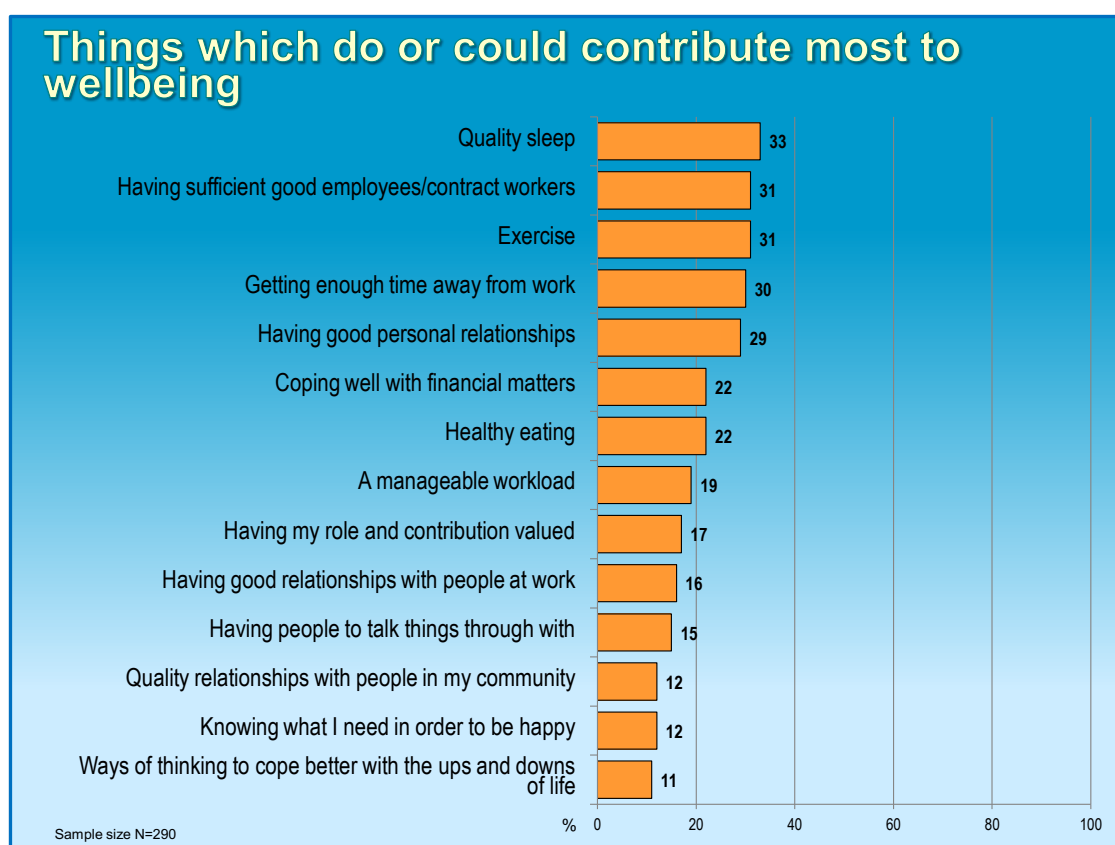


FIGURE 4: THINGS WHICH DO OR COULD CONTRIBUTE MOST TO WELLBEING, BY SECTOR

THINGS WHICH DO OR COULD CONTRIBUTE MOST TO WELLBEING	SECTOR					
	Total Sample (290)	Wine (41)	Vegetables (48)	Kiwifruit (78)	Avocado (80)	Other Fruit & Berries (70)
	%	%	%	%	%	%
Quality sleep	33	34	33	31	31	46†
Having sufficient good employees/ contract workers	31	46	33	28	21	37
Exercise	31	34	40	31	28	29
Getting enough time away from work	30	39	40	21	24	34
Having good personal relationships	29	15↓	25	28	36	20
Coping well with financial matters	22	10↓	31	26	19	17
Healthy eating	22	10↓	19	26	33	24
A manageable workload	19	15	27	12	15	24
Having my role and contribution valued	17	29	21	19	14	14
Having good relationships with people at work	16	17	19	13	14	16
Having people to talk things through with	15	10	15	23	18	16
Quality relationships with people in my community	12	7	10	19	16	9
Knowing what I need in order to be happy	12	10	15	14	19	7
Ways of thinking to cope better with the ups and downs of life	11	12	17	14	13	11
Good accommodation	3	0	2	4	5	1
Good facilities for workers	2	2	2	3	0	1
Other	5	10	4	3	5	7

FIGURE 5: INTEREST IN IMPROVING WELLBEING AND RESILIENCE

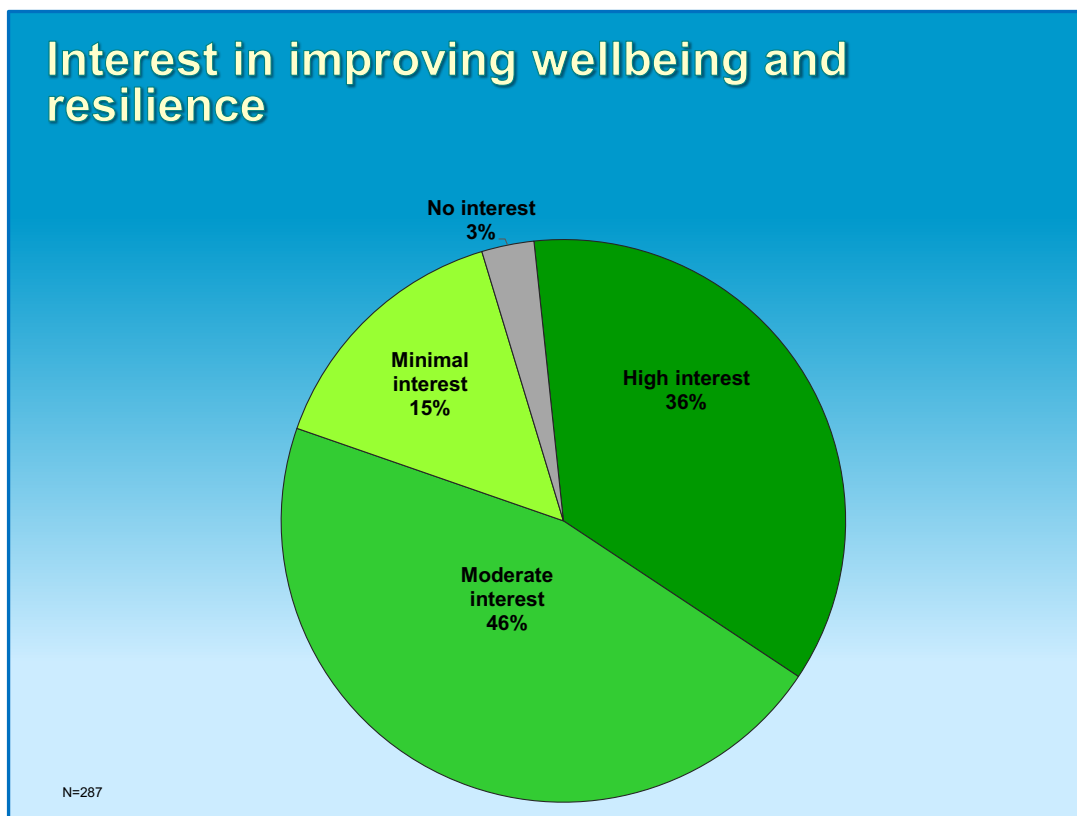


FIGURE 6: 'HIGH' LEVEL OF INTEREST IN WELLBEING TOPICS

