



بسمه تعالی

فرم چکیده سخنرانی ژورنال کلاب دانشجویان کارشناسی ارشد

دانشکده بهداشت، دانشگاه علوم پزشکی کاشان



نام و نام خانوادگی دانشجو: عصمت عنایت

شماره دانشجویی: ۱۴۰۱۱۱۷۳۲۰۰۳

رشته تحصیلی: مدیریت سلامت، ایمنی و محیط زیست

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تاریخ برگزاری جلسه: ۱۴۰۳/۰۲/۰۳ ساعت: ۱۳:۰۰-۱۲:۰۰



Occupational accidents in immigrant workers in Spain: The complex role of culture

Garcia-Arroyo JA, Segovia AO. Occupational accidents in immigrant workers in Spain: The complex role of culture. *Safety science*. 2020 Jan 1;121:507-15.

<https://doi.org/10.1016/j.ssci.2019.09.027>

چکیده (۲۲۲ کلمه):

Although the work accident rates in immigrants are usually higher than that of native workers, little research has been done on this topic from a cultural perspective. This study explores whether differences in language, the cultural distance between countries, and national cultural values can explain the accident rate and its variability in different economic sectors (agriculture, industry, construction and services). Accident rates of immigrant workers from 34 countries in Spain were analysed. The cultural distance between countries (countries of origin and host – Spain) was estimated and regression analysis was used to test linear, curvilinear and interaction associations. Results show that speaking a different language and being culturally different does not influence accidents in immigrants, except in agriculture where speak a different language is associated with fewer accidents. National cultural values (individualism, power distance, uncertainty avoidance, masculinity and long-term orientation) are related to accidents, either linearly (uncertainty avoidance in agriculture, and long-term orientation in industry, construction and services) or quadratically (power distance and uncertainty avoidance, in construction and services), or modulates on each other (power distance modulates individualism in industry). (Cultural values by themselves, instead of language or cultural distance between countries, are better predictors of the variance of work accidents in immigrants. The similarities and differences between the economic sectors are analysed and proposals are made to improve intervention programmes to prevent accidents.