

# Labour Costs in Agriculture: Cross Country comparative analysis

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Karolien Lenaerts and Matthias Busse



[@CEPS\\_thinktank](https://twitter.com/CEPS_thinktank)

# Part 1: Introduction

# Overview of the project

- Financed by: The European Commission under the heading of *Industrial relations and social dialogue*
- Timeframe: Jan. 2018 till end of 2019
- Ambition: Comparative study on Labour Costs in Agriculture
- Challenge: Lack of (comparable) data

## Inputs

Survey

Public  
data

Existing  
Literature

## Analysis

- Contrasting information across sources
- Identifying reason for discrepancies
- Addressing remaining gaps
- Harmonizing information

# Project phases



Stage 1

Stage 2

Stage 3

Stage 4

Literature review & first Questionnaire (part 1)

Completion of questionnaire 1 (labour costs)

Questionnaire 2 (labour organization)

Draft final report



Analysis of scoping questionnaire & review

Analysis of questionnaire 1 (complete)

Analysis of Questionnaire 2

# Questionnaire 1

## Labour cost structure

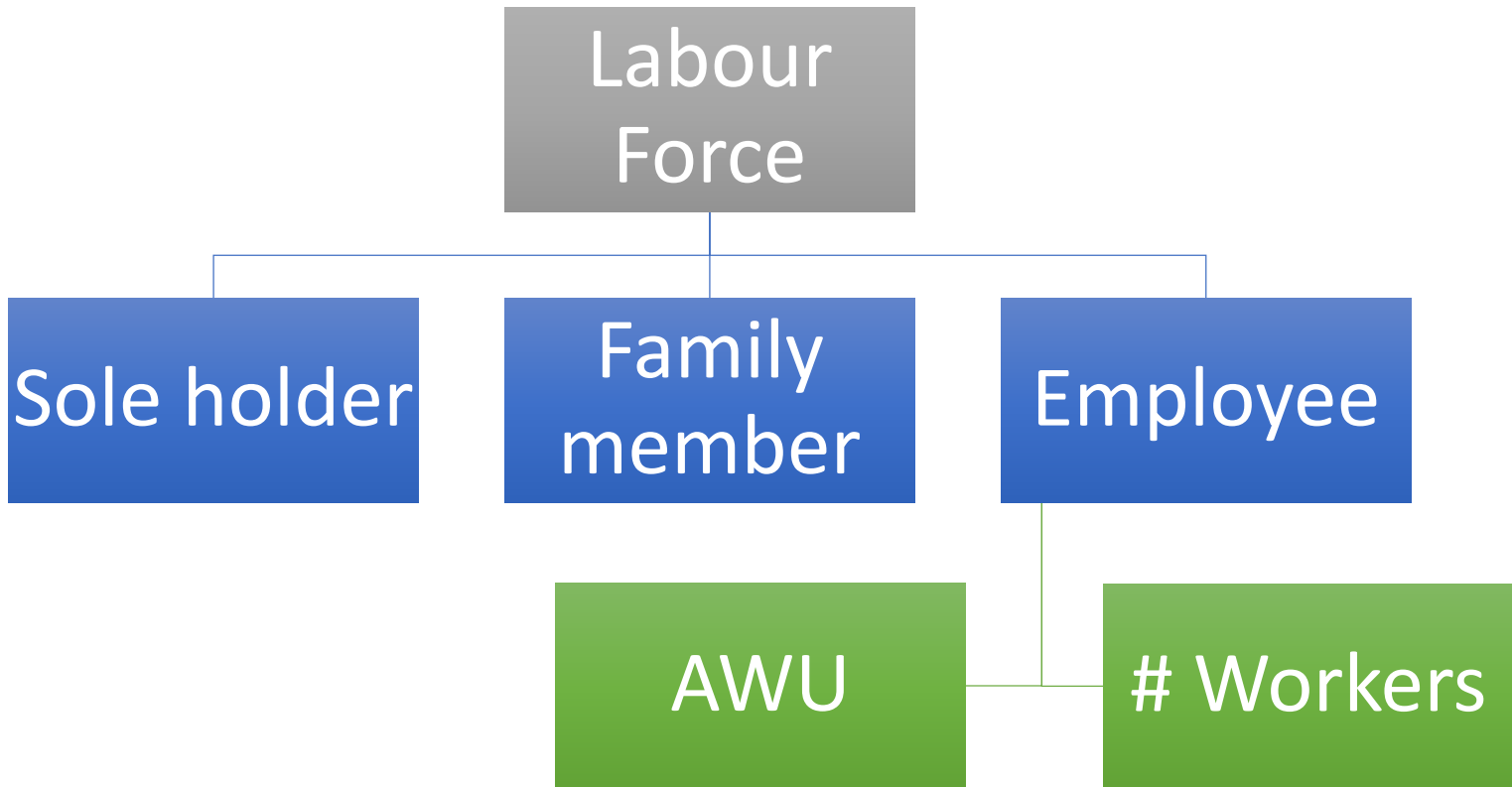
→ Part A and part B

First part:

1. Employment figures
2. Minimum wages
3. Average gross wages

- With sectoral data
- Breakdown by contract type perspective

# Who is counted?



# Responses

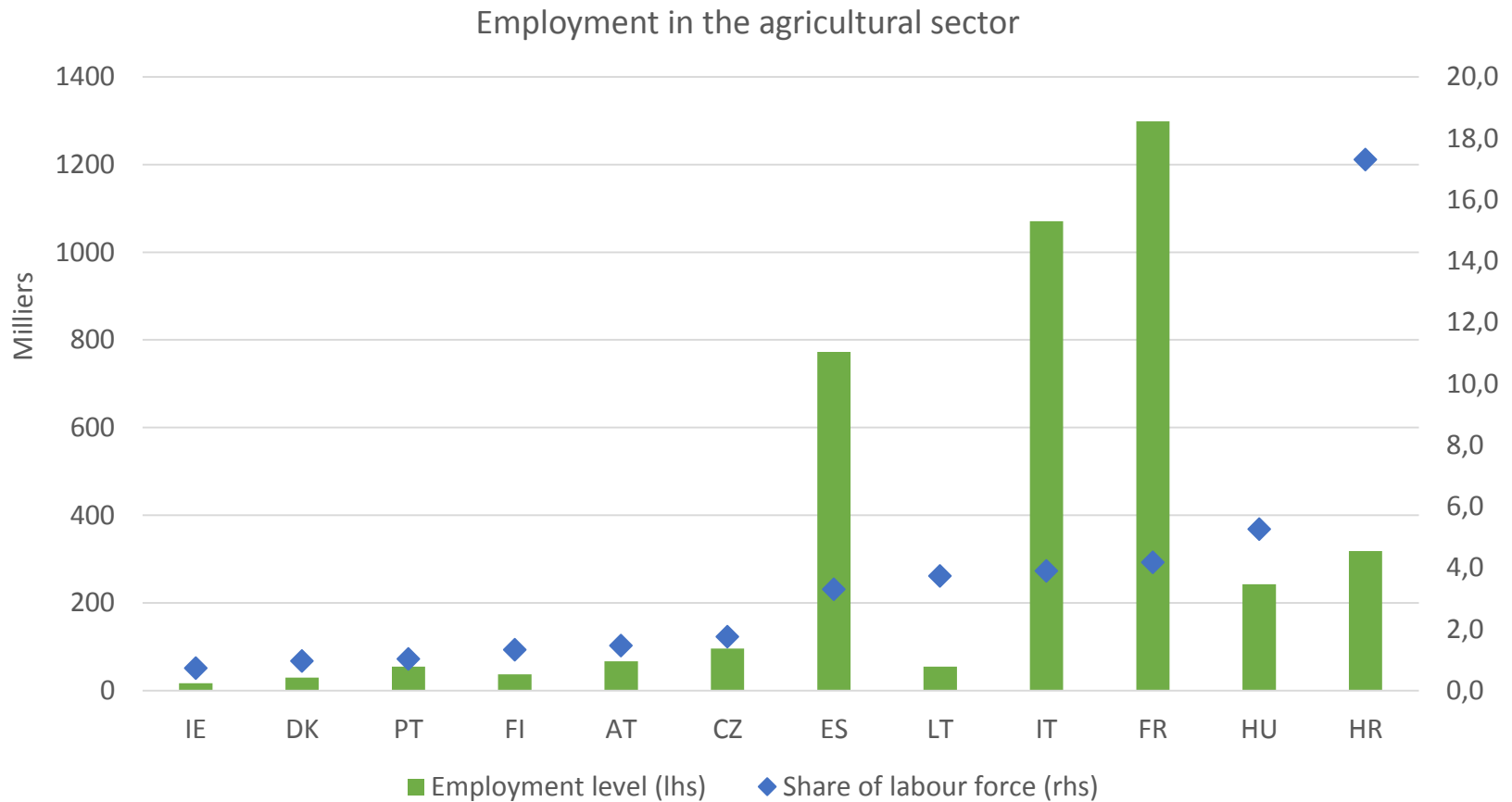
- Replies from 13/20 national associations
- Delivery date
- Clarity in terms of notes and explanations
  - Heterogeneity in units used
- Missing information in first 3 tables
  - Sector breakdown
  - Type of contract



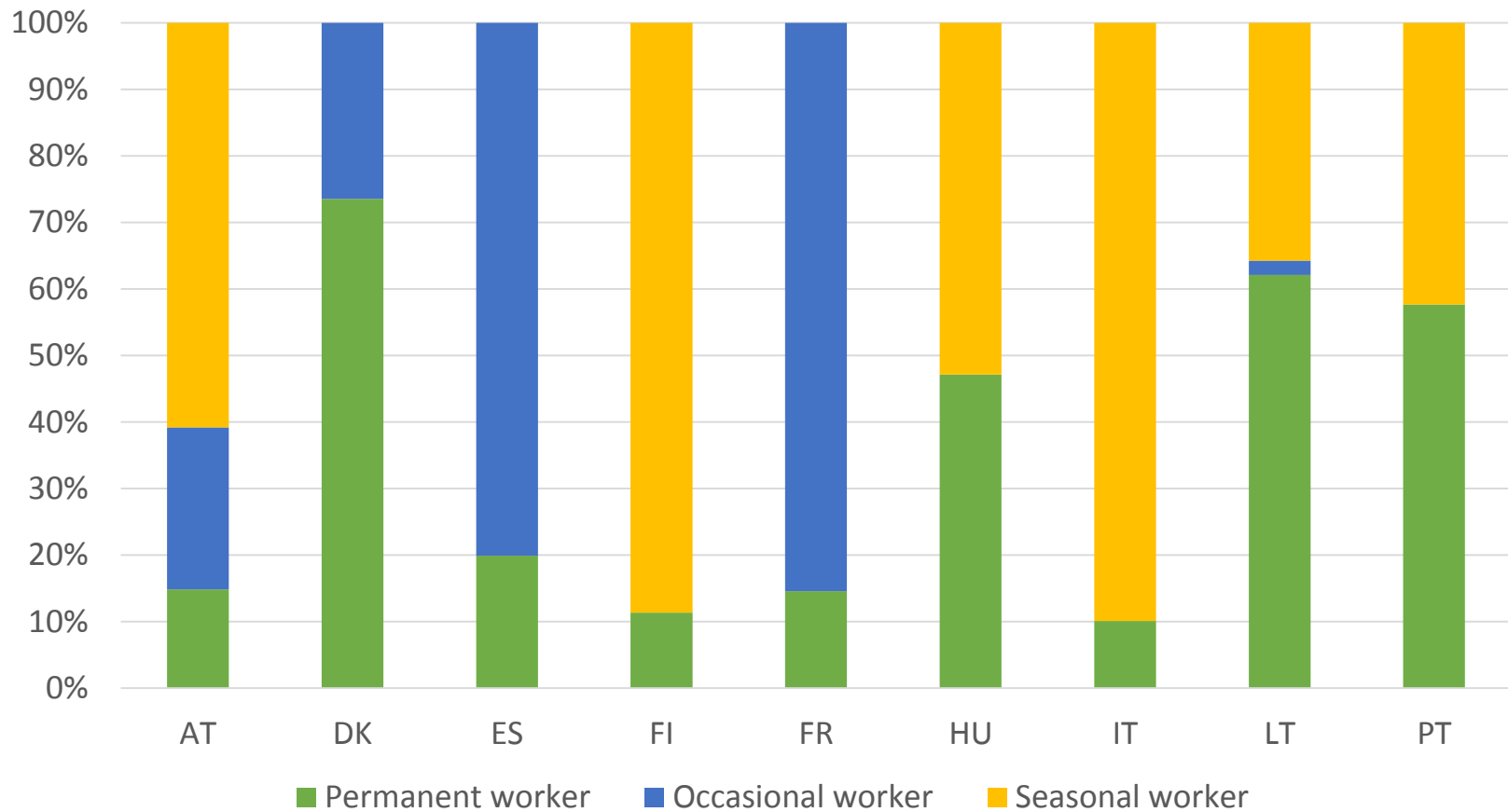
# Part 2: Survey results (I)

Work Force in the Agricultural Sector

# Employment in the agricultural sector

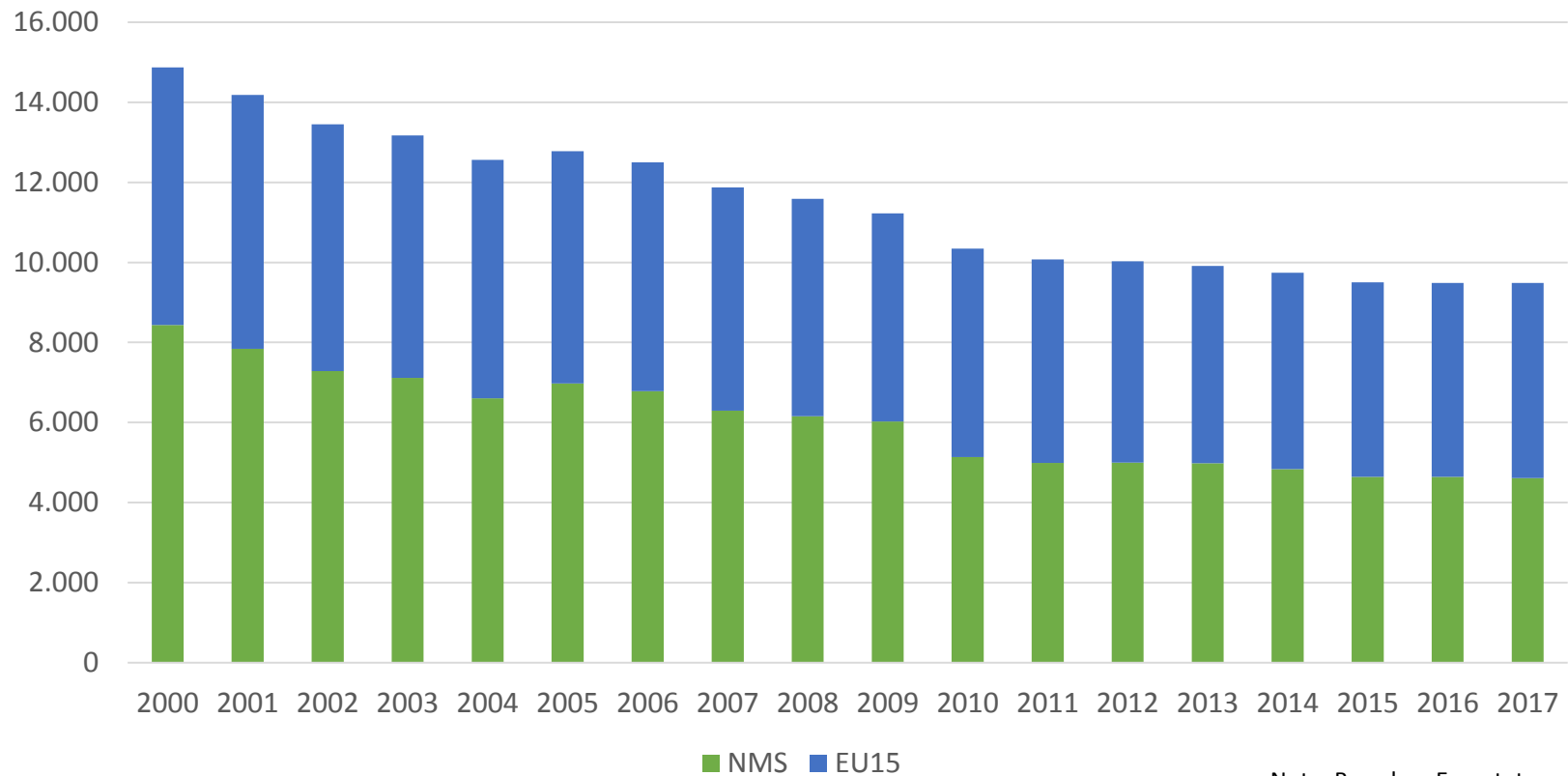


# Importance of labour flexibility



# Employment trend

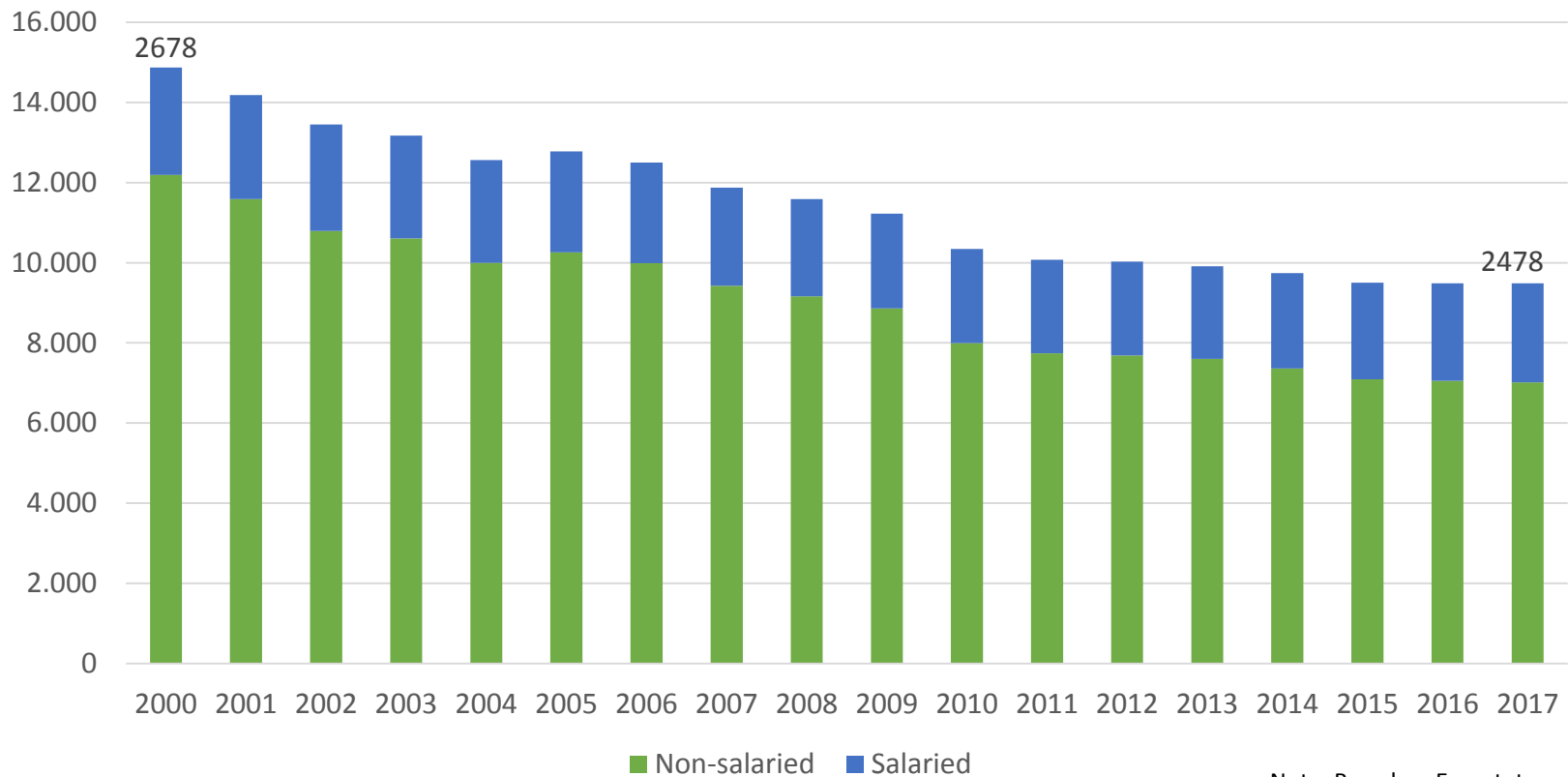
Declining labour inputs (AWU)



Note: Based on Eurostat

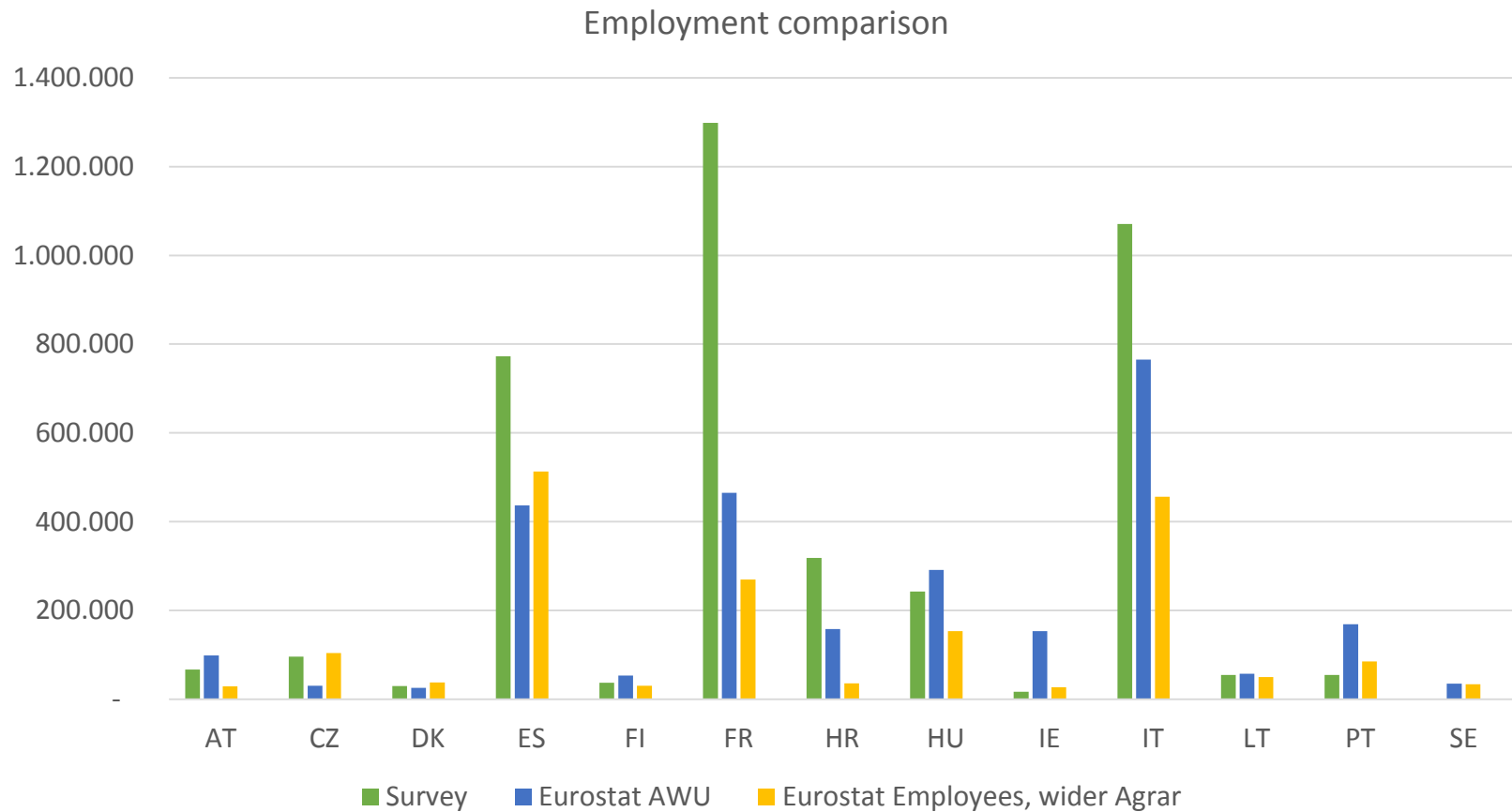
# Distribution of labour input

Self-employed, family members and workers (AWU)

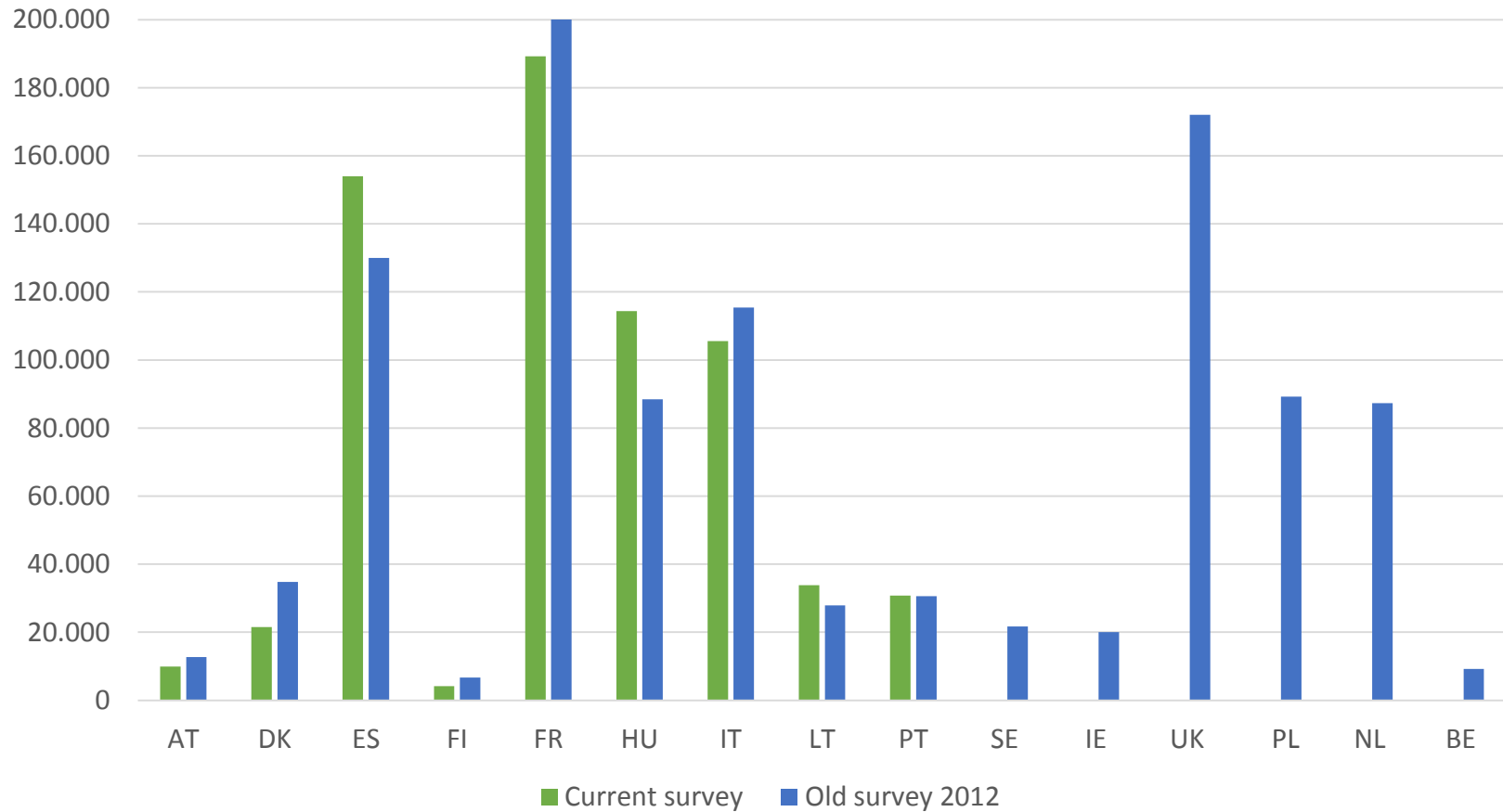


Note: Based on Eurostat

# Validation exercise (I)



# Validation exercise (II)

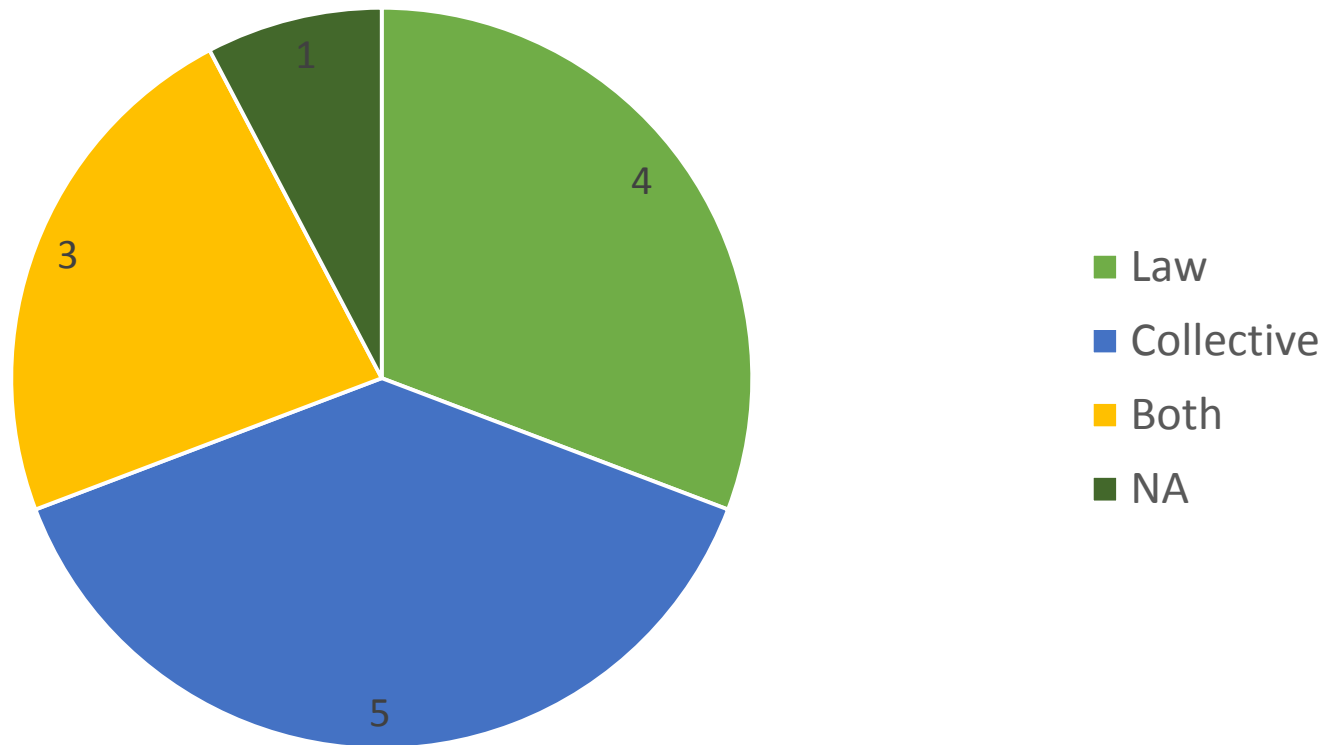


# Part 2: Survey results (II)

Minimum Wages in the Agricultural Sector



# Minimum wage setting



# Minimum wages: raw data

Gross minimum wage				
	Total	Permanent worker	Occasional worker	Seasonal worker
Austria	6.78 - 9.56	7.11 -9.56	6.78 - 9.56	6.78 - 9.56
Czech Rep.	73.2	Submit later	Submit later	Submit later
Denmark	137.62	144.51	NA	NA
Spain	23.59	NA	33.5	NA
Finland	NA	9.69	8.43	8.43
France	9.88	9.88	9.88	9.88
Croatia	NA	NA	83.19	83.19
Hungary	794	794	NA	675
Ireland	9.55	9.55	9.55	9.55
Italy	NA	6.8	7.5	6.6
Lithuania	2.45	2.45	2.45	2.45
Portugal	582	NA	NA	34.4
Sweden	Depend on various factors	Depend on various factors	Depend on various factors	Depend on various factors

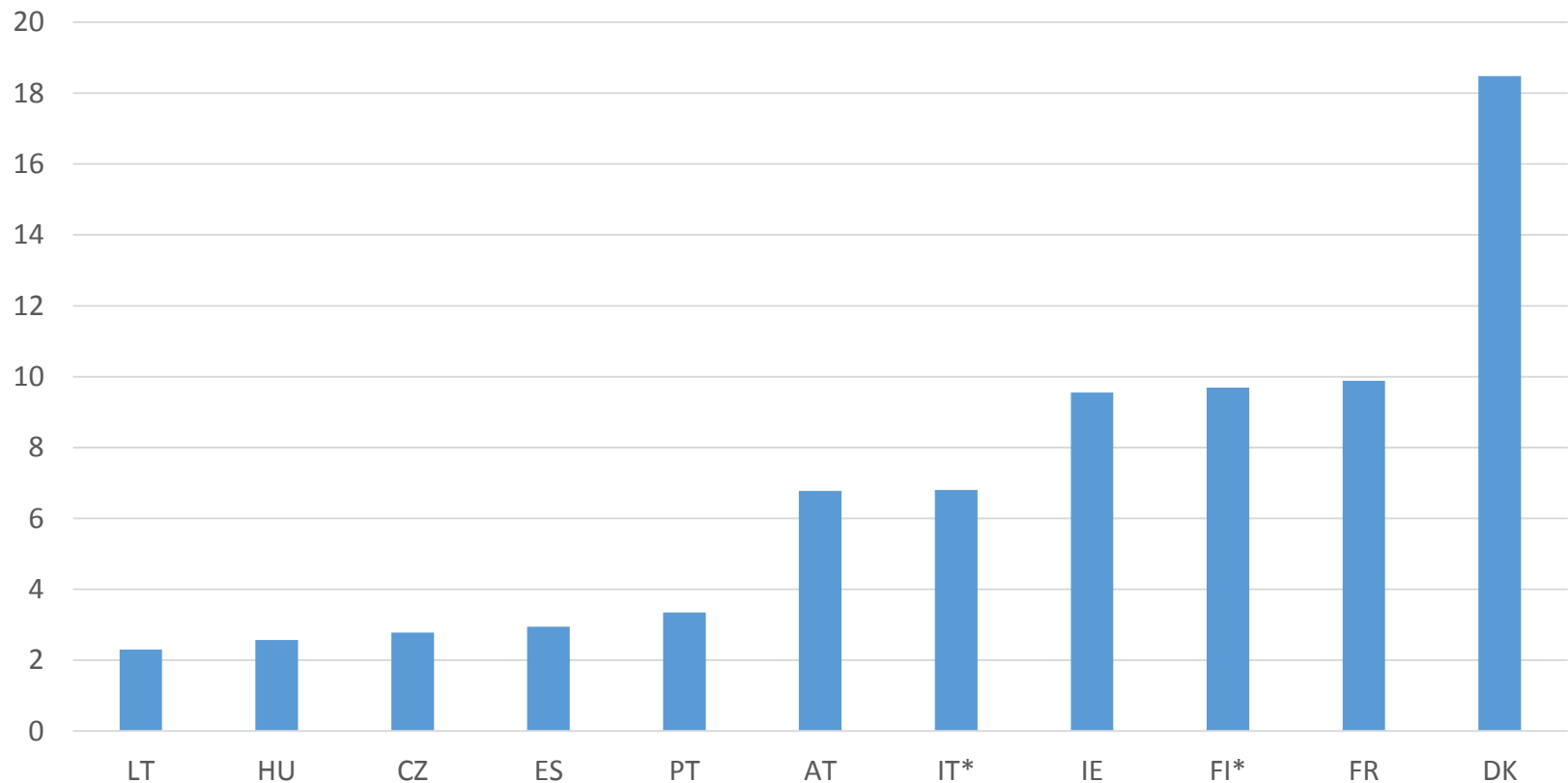
# Minimum wages: comparability

## Conversion/harmonization

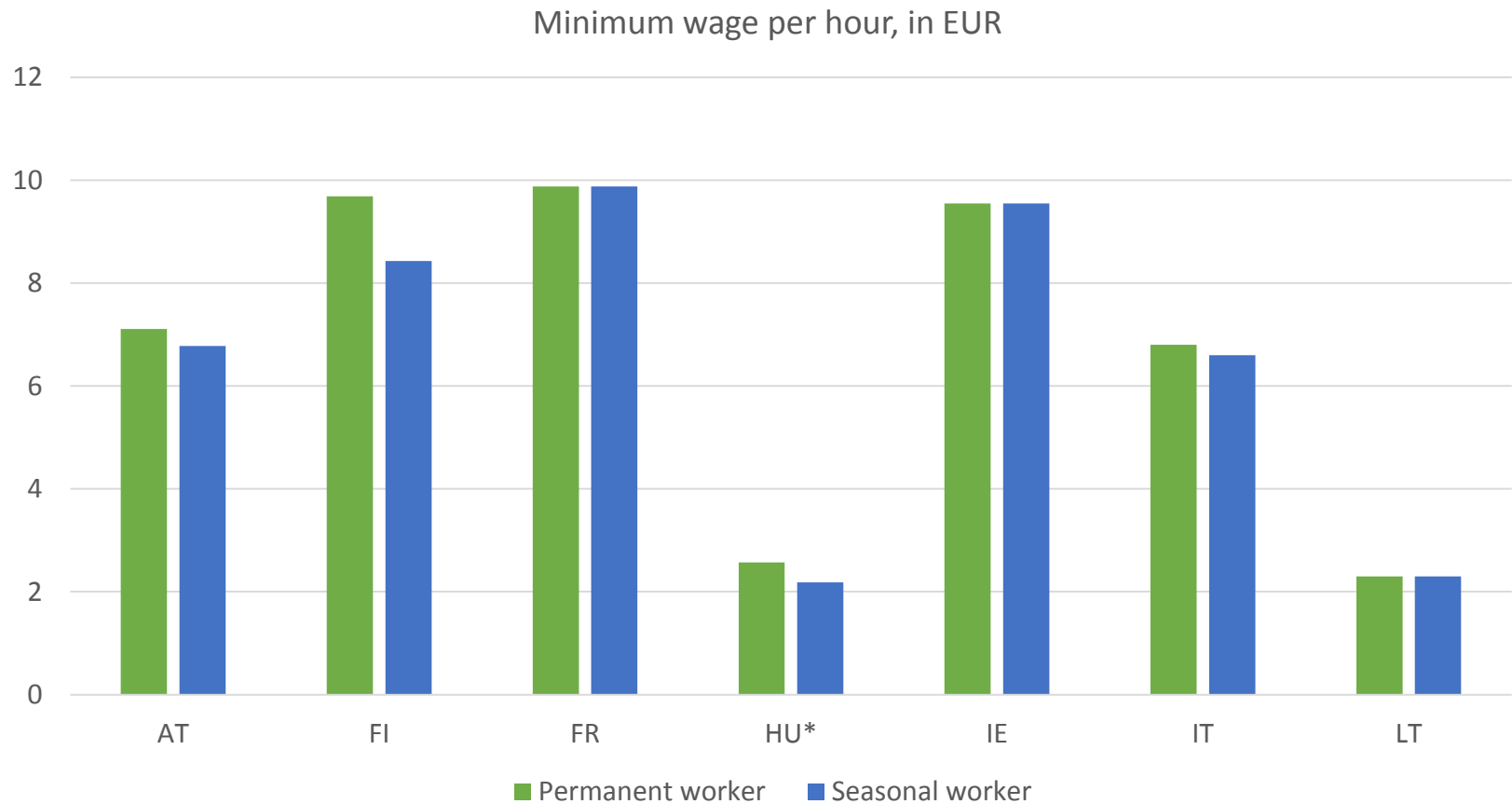
- Standardized in Euro
- Hours per week
- Hours per month
- Permanent vs. “total” workers
- Occasional vs. seasonal workers
- Other

# Harmonized minimum wages

Gross minimum wage per hour, in EUR



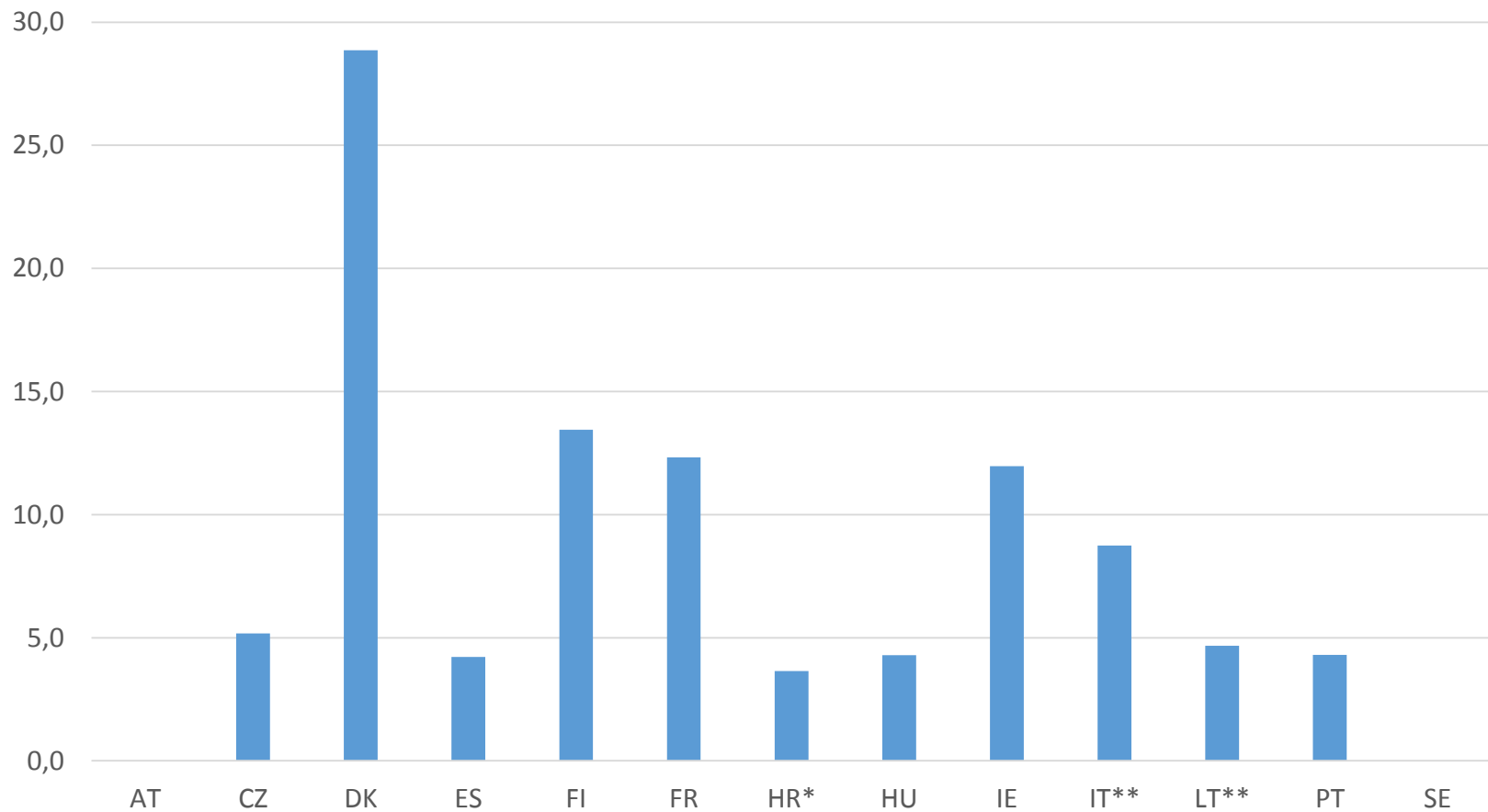
# Permanent vs. seasonal workers



# Part 2: Survey results (III)

Average Gross Wages in the Agricultural Sector

# Average Gross Wage per hour, in EUR

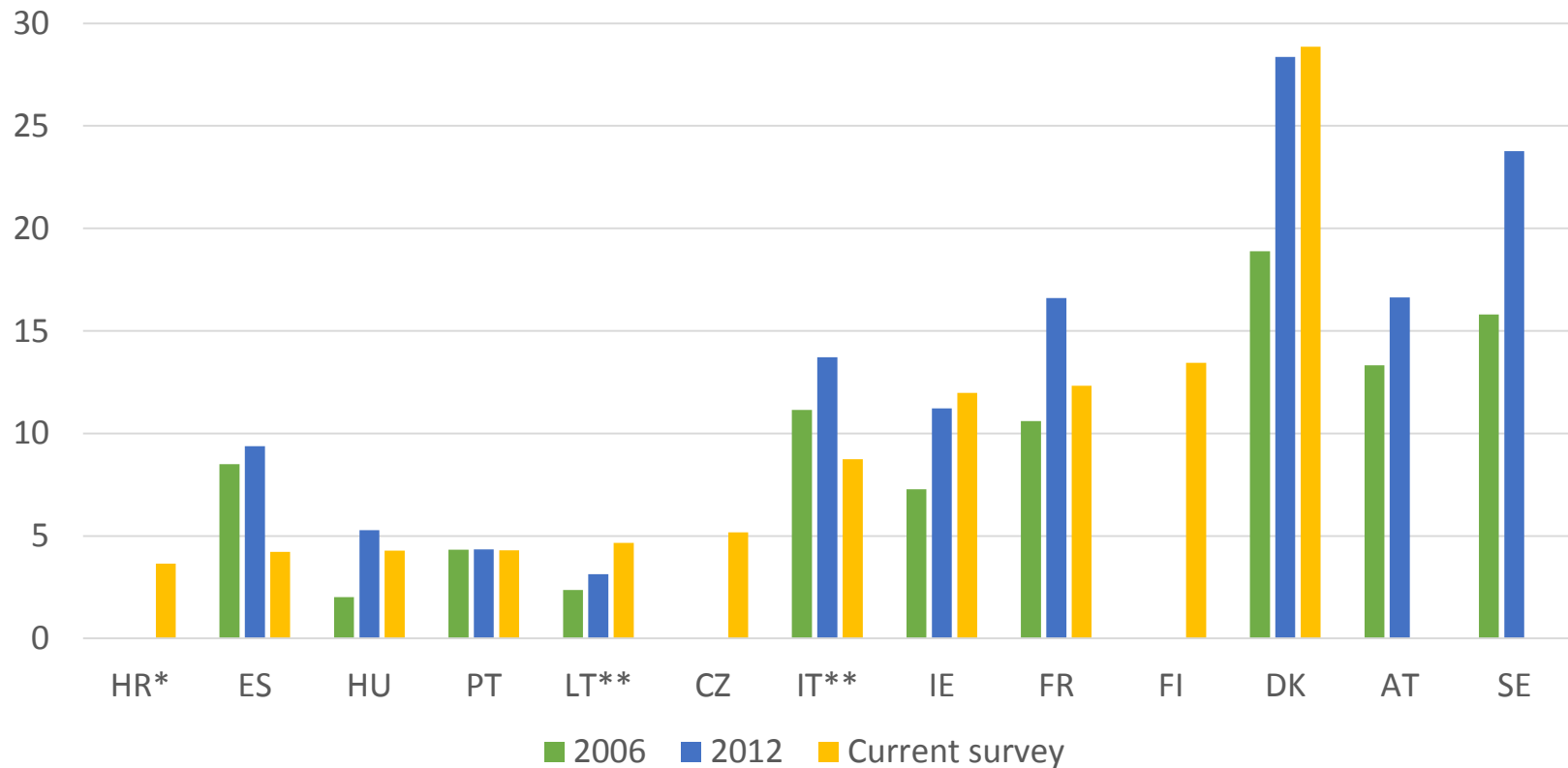


\*Note: Average hourly net salary.

\*\*Note: Permanent worker, instead of all workers

# Average gross wage over time

Average Gross Wage per hour, in EUR





# Issues on average gross wages

- Common understanding of what items are included
  - Overtime, holidays, payment in kind, bonuses (determined in Questionnaire 1 remaining part)
- Addressing lack of data:
  - 8 (11) provide overall statistics
  - 4 provide statistics on specific sectors
  - 4 provide statistics by type of contract (for some)

# Part 3: Outlook

Average Gross Wages in the Agricultural Sector

# Going forward (I)

## Completing Questionnaire 1:

- Fill gaps if possible (first 3 tables)
- Fill remaining questions
- Organizing bilateral talks (clarifications & elaborations)

**The study lives from your inputs!**

# Going forward (II)

## Discussion points:

- Common understanding/terminology
- Expansion or reduction of tables?
  - Sectors
  - Occasional/seasonal worker
  - Posted worker
- Gross wages (open to items or 2012 report style)
- How to address lack of data
- Content of second questionnaire



@CEPS\_ThinkTank



[info@ceps.eu](mailto:info@ceps.eu)