Labour Costs in Agriculture: Cross Country comparative analysis

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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
**Survey**

**Public data**

**Existing Literature**

**Input**

**Analysis**

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

Stage 1
- Literature review & first Questionnaire (part 1)
- Analysis of scoping questionnaire & review

Stage 2
- Completion of questionnaire 1 (labour costs)
- Analysis of questionnaire 1 (complete)

Stage 3
- Questionnaire 2 (labour organization)
- Analysis of Questionnaire 2

Stage 4
- Draft final report
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?

- Labour Force
  - Sole holder
  - Family member
  - Employee
    - AWU
    - # Workers
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

Employment in the agricultural sector

Milliers

IE  DK  PT  FI  AT  CZ  ES  LT  IT  FR  HU  HR

Employment level (lhs)  Share of labour force (rhs)
Importance of labour flexibility

AT | DK | ES | FI | FR | HU | IT | LT | PT
---|----|----|----|----|----|----|----|----
0% | 10%| 20%| 30%| 40%| 50%| 60%| 70%| 80%| 90%| 100%

- Permanent worker
- Occasional worker
- Seasonal worker
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)

Employment comparison

- Survey
- Eurostat AWU
- Eurostat Employees, wider Agrar
Validation exercise (II)

Current survey  Old survey 2012

AT  DK  ES  FI  FR  HU  IT  LT  PT  SE  IE  UK  PL  NL  BE
Part 2: Survey results (II)

Minimum Wages in the Agricultural Sector
Minimum wage setting

- Law: 4
- Collective: 5
- Both: 1
- NA: 3
## Minimum wages: raw data

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<th>Total</th>
<th>Permanent worker</th>
<th>Occasional worker</th>
<th>Seasonal worker</th>
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</tr>
</tbody>
</table>
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

*Note: Permanent worker as reference point.
Permanent vs. seasonal workers

Minimum wage per hour, in EUR

*Note: No data on permanent worker, instead total 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

*2006 data based on collectively agreed wages. Exchange rate impact to be noted.
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