The European agricultural labor market: labor costs, flexibility and contractual aspects
AGRICULTURAL ENTERPRISES HIRING: 190,045

Labour hiring companies* 62.4%
Self-employed farmers 33%
Cooperatives 4.6%

Up to 5 workers 76.4%
Up to 10 workers 12.7%
Over 10 workers 10.9%

*companies satisfying their labour needs exclusively with employed workers.
AGRICULTURAL WORKERS 1,093,047

- Permanent workers: 10.6%
- Fixed-term workers: 89.4%

- Men: 63.5%
- Women: 36.5%

- Italian workers: 87%
- Foreign workers: 13%
<table>
<thead>
<tr>
<th>Company activity</th>
<th>A Number of employers</th>
<th>B Permanent employees</th>
<th>C Total number of seasonal workers</th>
<th>D Of which: Employed for up to 50 days</th>
<th>E Of which: Employed for 51 to 100 days</th>
<th>F Of which: Employed for 101 to 150 days</th>
</tr>
</thead>
</table>
**MINIMUM WAGE**

In national currency (monthly value)

<table>
<thead>
<tr>
<th>Permanent employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum monthly wage for agricultural workers:</td>
</tr>
<tr>
<td>- € 1.200 (Professional area 1)</td>
</tr>
<tr>
<td>- € 1.100 (Professional area 2)</td>
</tr>
<tr>
<td>- € 750 (Professional area 3)</td>
</tr>
<tr>
<td><em>(CCNL National Collective Labour Contract for agricultural workers 2010-2013)</em></td>
</tr>
</tbody>
</table>

**Herdsperson:** 1,100.00

**Qualified tractor driver:** 1,200.00

**Qualified employee in the horticulture sector:** 1,115.00

**Employees from agricultural contractors:**
- Min 1,567.00
- Max 2,286.00
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal Provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

MINIMUM WAGE
In national currency (monthly value)

Seasonal employees
(general: 750.00)

Seasonal employees
(harvest: 750.00)
Collectively agreed gross earnings
In national currency (monthly value at 1st January 2013)

Permanent employees

Herdsperson: 1,378.33 (non-weighted average value)

Qualified tractor driver: 1,400.34 (non-weighted average value)

Qualified employee in the horticulture sector: 1,350.28 (non-weighted average value)

Employees from agricultural contractors:
- Min 1,567.00
- Max 2,286.00
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

Collectively agreed gross earnings
In national currency (monthly value at 1st January 2013)

Seasonal employees
general: 8.55 (non-weighted average hourly value)

Seasonal employees
harvest: 6.64 (non-weighted average hourly value)
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal Provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

Collectively agreed special payments
In national currency or as a multiple of a monthly wage (monthly amounts for 13\textsuperscript{th} and 14\textsuperscript{th} month pay)

<table>
<thead>
<tr>
<th>Permanent employees</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>- 13\textsuperscript{th} month pay at the end of the year, corresponding to the December wage. (article 51 CCNL agricultural workers)</td>
<td></td>
</tr>
<tr>
<td>- 14\textsuperscript{th} month pay, on the 30\textsuperscript{th} of April, corresponding to the global monthly pay (article 52 CCNL)</td>
<td></td>
</tr>
<tr>
<td>Herdsperson: 229.72</td>
<td></td>
</tr>
<tr>
<td>Qualified tractor driver: 233.39</td>
<td></td>
</tr>
<tr>
<td>Qualified employee in the horticulture sector: 225.04</td>
<td></td>
</tr>
<tr>
<td>Employees from agricultural contractors:</td>
<td></td>
</tr>
<tr>
<td>- Min 261.16</td>
<td></td>
</tr>
<tr>
<td>- Max 381.00</td>
<td></td>
</tr>
</tbody>
</table>
Structure of labour costs

Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave).

Collectively agreed special payments
In national currency or as a multiple of a monthly wage (monthly amounts for 13th and 14th month pay)

Seasonal employees
NA

Seasonal employees
NA
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal Provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

Effective gross income
In national currency (year 2012)

Permanent employees

Herdsperson: 1,378.33

Qualified tractor driver: 1,400.34

Qualified employee in the horticulture sector: 1,350.28

Employees from agricultural contractors:
- Min 1,567.00
- Max 2,286.00
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal Provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

Effective gross income
In national currency (year 2012)

Seasonal employees
general: 8.55 (value per hour)

Seasonal employees
harvest: 6.64 (value per hour)
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal Provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

**Holiday pay**
In working days

**Permanent employees**
26 days of paid leave; 10 days of marriage leave; 1 day to the father for the birth of a child; 3 days for the death of a 1st degree relative

**Herdsperson:**
26 days of paid leave; 10 days of marriage leave; 1 day to the father for the birth of a child; 3 days for the death of a 1st degree relative

**Qualified tractor driver:**
26 days of paid leave; 10 days of marriage leave; 1 day to the father for the birth of a child; 3 days for the death of a 1st degree relative

**Qualified employee in the horticulture sector:**
26 days of paid leave; 10 days of marriage leave; 1 day to the father for the birth of a child; 3 days for the death of a 1st degree relative

**Employees from agricultural contractors:**
26 days of paid leave; 10 days of marriage leave; 1 day to the father for the birth of a child; 3 days for the death of a 1st degree relative
**Structure of labour costs**

Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave).

<table>
<thead>
<tr>
<th>Temporary Employees</th>
<th>Seasonal employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>General: none</td>
<td>Harvest: none</td>
</tr>
</tbody>
</table>

**Holiday pay**

*In working days*
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

Public holidays
In working days

Permanent employees
13 days for public holidays

Herdsperson: 13

Qualified tractor driver: 13

Qualified employee in the horticulture sector: 13

Employees from agricultural contractors: 13
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave).

Public holidays
In working days

Seasonal employees
general: none

Seasonal employees
harvest: none
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal Provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

Social security
As a percentage of the gross yearly earnings (including pension and accident insurance contributions)

Permanent employees
- 36.0965% contribution rate paid by the employer for agricultural workers in traditional agricultural holdings
- 40.4965% contribution rate paid by the employer for agricultural workers in agricultural holdings with industrial production processes
- 34.5665% contribution rate paid by the employer for agricultural workers in individual fams

Herdsperson: 36.0965%

Qualified tractor driver: 36.0965%

Qualified employee in the horticulture sector: 36.0965%

Employees from agricultural contractors:
39.57% if tertiary or in special cases 36.0965%
### Structure of labour costs

Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave).

#### Social security

As a percentage of the gross yearly earnings (including pension and accident insurance contributions)

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seasonal employees general</td>
<td>35.8965%</td>
</tr>
<tr>
<td>Seasonal employees harvest</td>
<td>35.8965%</td>
</tr>
</tbody>
</table>
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal Provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

Miscellaneous costs
As a percentage of the gross yearly earnings (end-of-service allowance)

Permanent employees: 6,907%
Herdsperson: 6,907%
Qualified tractor driver: 6,907%
Qualified employee in the horticulture sector: 6,907%
Employees from agricultural contractors: 6,907%
Structure of labour costs
Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal Provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave)

Social security
As a percentage of the gross yearly earnings (including pension and accident insurance contributions)

Seasonal employees
general: 8.63%

Seasonal employees
harvest: 8.63%
### Working Time and Working Time Flexibility

Please provide data for the reference date 1 January 2013, and the yearly average of overtime hours during 2012

<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Planned weekly working time in hours</td>
<td>39-hour working week as laid down in the National Collective Contract</td>
</tr>
</tbody>
</table>
| 2 Company’s flexible weekly working time                                | The working time can also be calculated as average time within a period not longer than twelve months, with the possibility of spreading the 39 hours over one or more weeks for more than 39 hours, and for less than 39 hours over the remaining weeks as a compensation.  
Flexibility in the planned weekly working time is allowed for not more than 75 hours per year, with a weekly working time threshold of 44 hours.  
Methods and criteria, including those for worker information, are established by the provincial collective contracts. |
<p>| 3 Individual flexible weekly working time                               | Provincial collective contracts may include the distribution of weekly working time over five days or a reduction of the daily working time on Saturdays (even for limited periods during the year), with the exception of livestock farming. |
| 4 Paid overtime                                                         | Contractual limitations:                                                                                                                                                                              |
|                                                                         | - daily 2 hrs                                                                                                                                                                                          |
|                                                                         | - weekly 12 hrs                                                                                                                                                                                         |
|                                                                         | - yearly 250 hrs                                                                                                                               |</p>
<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 Overtime premiums as a percentage</td>
<td>25% for agricultural workers (article 42 of the CCNL) and 29% for the workers (article 43 of the CCNL).</td>
</tr>
<tr>
<td></td>
<td>Provincial collective bargaining has the power to increase the these rates</td>
</tr>
<tr>
<td>6 Compensatory days of leave in exchange for overtime</td>
<td>Employees working overtime are allowed to choose to receive the statutory increase only. Thus they will be entitled to periods of compensatory rest to be used compatibly with the quotas and the modalities established by the provincial bargaining.</td>
</tr>
<tr>
<td>7 Lost, unpaid hours of overtime</td>
<td>Information not available. Overtime hours are usually always paid.</td>
</tr>
<tr>
<td>8 Seasonally variable working time</td>
<td>Flexibility in the planned weekly working time is allowed for not more than 75 hours per year, with a weekly working time threshold of 44 hours. This extra time is to be compensated in another corresponding period of the year. See row one.</td>
</tr>
<tr>
<td>9 Working time accounts</td>
<td>The provincial bargaining establishes the methods of use of overtime hours (time savings account), for which the employees are allowed to choose to receive the statutory increase only.</td>
</tr>
</tbody>
</table>
## Working Time and Working Time Flexibility

Please provide data for the reference date 1 January 2013, and the yearly average of overtime hours during 2012

<table>
<thead>
<tr>
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<th>ANSWER</th>
</tr>
</thead>
<tbody>
<tr>
<td>10a Working time account arrangements – balancing-out period</td>
<td>When applicable, the balancing out period is established in compliance with the provincial collective bargaining or at company level.</td>
</tr>
<tr>
<td>10b Working time account arrangements – “corridors”</td>
<td>The fluctuation must in no case exceed the maximum number of overtime hours allowed to the worker (see row 4). The actual arrangements for corridors are established by the provincial collective bargaining or at company level.</td>
</tr>
<tr>
<td>11 Flexibility through working time</td>
<td>Legislative Decree No 276/2003 has liberalized the supply of staff also in the agricultural sector. This instrument though is not widely used, especially during the harvest, due to the costs the user company should be liable for, which are at least 20-30% higher than for direct recruitment.</td>
</tr>
<tr>
<td></td>
<td>In such cases, the product is more frequently sold unharvested. It is the purchaser of the agricultural product, and not the farmer, who takes care of the harvest with its own employees.</td>
</tr>
<tr>
<td></td>
<td>Harvests are also more and more put out to tender and assigned to private companies and cooperatives. Unfortunately these are often fake contractors without the appropriate means. Therefore farmers may be inflicted even penal sanctions for illicit supply of staff.</td>
</tr>
</tbody>
</table>

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**COLDIRETTO**

**Confagricoltura**
<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 Miscellaneous instruments</td>
<td>In case of breaks as a result of force majeure, the hours not worked will be paid only if the employer made arrangements for the worker to remain in the company at his/her disposal.</td>
</tr>
<tr>
<td></td>
<td>As to permanent workers, provincial labour contracts may regulate how to balance the hours not worked because of bad weather. Within the laws and regulations applicable, this balancing will have to take place within 15 days from the event occurred, for a maximum of 2 hours per day and 12 hours per week.</td>
</tr>
<tr>
<td>13 Costs</td>
<td>Working time flexibility in the agricultural sector does not automatically entail higher wages.</td>
</tr>
</tbody>
</table>