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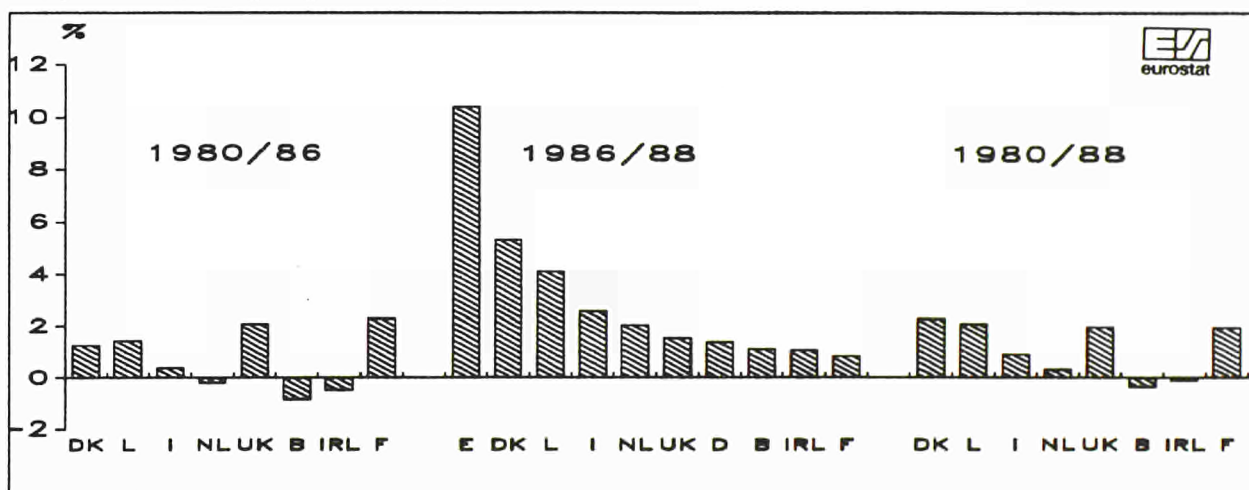
### EARNINGS OF WORKERS IN AGRICULTURE IN 1988

*The earnings of permanent full-time workers employed in agriculture rose during the period 1986-1988 in the ten Community countries for which data are available. Gaps between the Member States narrowed. During this period, the reduction in the number of workers continued and was accompanied by a slight fall in the number of hours paid.*

#### *The average gross hourly earnings of permanent full-time workers rose between 1986 and 1988*

Between 1986 and 1988, real average gross earnings per hour (i.e. deflated by the consumer price index) for permanent full-time manual workers employed in agriculture increased in all ten of the Member States for which data are available. Expressed as annual averages, these increases ranged from 5.3% in the case of Denmark to 0.9% for France, with the exception of Spain which had an annual average increase of 10.4%. Comparative data for Greece and Portugal are not available.

**Graph 1: Yearly change in gross earnings**



Over a longer period, for the eight Community countries for which data are available, the real earnings of permanent manual workers in agriculture rose between 1980 and 1988 by 19.6% in Denmark, 18.1% in Luxembourg, 16.9% in the United Kingdom, 16.6% in France, 7.7% in Italy and 2.9% in the Netherlands. In Belgium and Ireland, in spite of the positive trend from 1986 onwards, real earnings decreased very slightly between 1980 and 1988 (reductions of 2.9% and 0.8% respectively).

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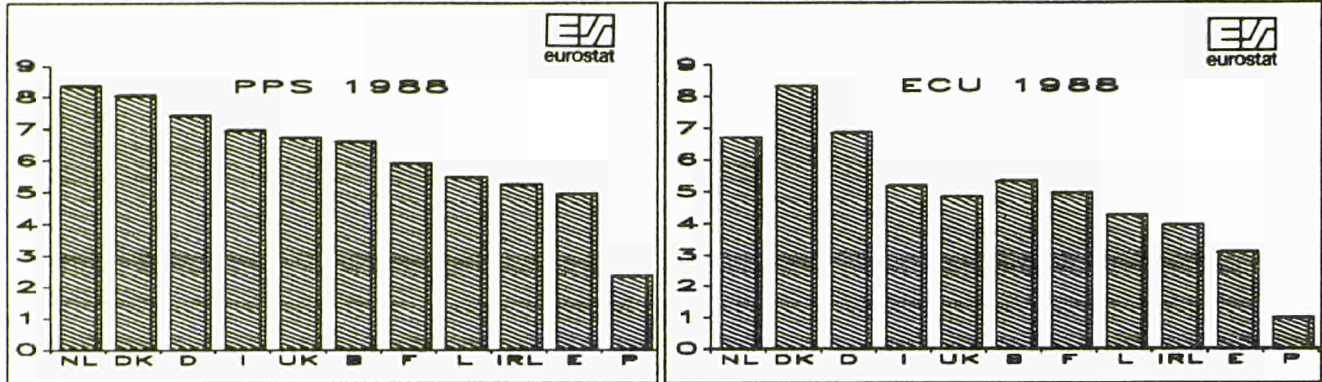
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## Disparities between countries

In order to compare absolute levels of gross average hourly earnings (before deduction of taxes and social security contributions) of full time permanent manual workers in the different countries, data have been converted into ecus and purchasing power standards (PPS). Using these two units, three groups representing different levels of earnings can be distinguished. The first consists of the Netherlands (PPS 8.33; ECU 6.71), Denmark (PPS 8.05; ECU 8.31) and the Federal Republic of Germany (PPS 7.41; ECU 6.86), where earnings are highest in terms of both PPS and ecus; the second group, comprising Italy, the United Kingdom, Belgium, France, Luxembourg, Ireland and Spain, is in the middle of the range, whilst Portugal brings up the rear (PPS 2.32; ECU 0.98). By way of comparison, it should be noted that the hourly earnings of non-permanent manual workers in Greece are estimated at PPS 4.68 and ECU 2.93.

Graph 2: Earnings expressed in PPS and in ECU

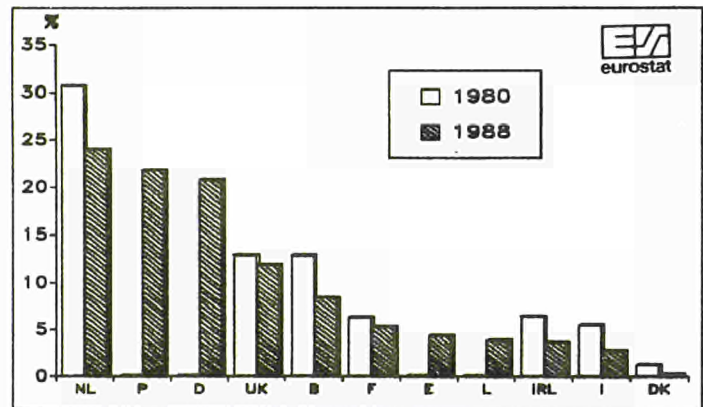


Graph 2 clearly shows that the disparities between countries are quite considerable in terms of ecus, but much less so when purchasing power standards are used. Compared with the situation in 1986 (which means excluding Portugal), the gap between the extreme ends of the range has narrowed. In ecus, the ratio between the levels of earnings in Denmark and Spain was 3.01 in 1986 and 2.70 in 1988. The same calculation in PPS between the Netherlands and Spain gives a ratio of 1.95 for 1986 and 1.69 for 1988.

## Male/female gap narrowing

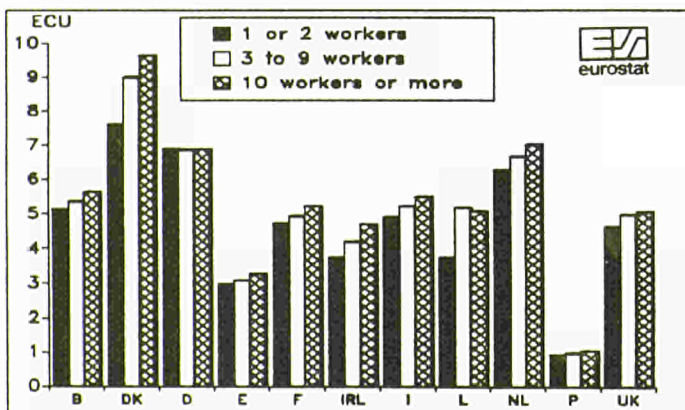
The gap between the gross average hourly earnings of male and female manual workers has narrowed in all countries for which statistics are available (Graph 3). Nevertheless in 1988 the average earnings gap was still over 20% in the Netherlands, Portugal and Germany, around 12% in United-Kingdom, 8% in Belgium, and less than 5% in the other Member States. These disparities should be interpreted with caution as there was only a small number of women in the group studied, and structural effects (occupational qualifications, age, etc.) have not been eliminated from the calculations.

Graph 3: Gap between male and female workers' earnings



## Results according to size of holding

Graph 4: Earnings accorded to size of holding



The survey results allow a fairly general correlation to be established between the level of earnings and the size of holdings, earnings increasing with the size of the holding. This holds true for both men and women.

As regards employment, the structure is different for men and women. Whereas 53.6% of permanent female workers are employed on holdings with more than 10 workers and 14.2% on holdings with 1 or 2 workers, the spread of male employment is more homogeneous, being 24.3% and 37.8% respectively.

## Payment in kind

In the eleven Community countries for which data are available, almost 29% of permanent manual workers in agriculture receive payment in kind. The most common type of benefit is free accommodation (22.3%). Almost 4.6% of workers receive both free accommodation and meals, whilst around 2.4% receive free meals only. The survey results show that a higher proportion of men receive benefits in kind than women (30.3% as against 13.4%) in general agriculture and stock-keeping, and on holdings employing fewer than 10 workers.

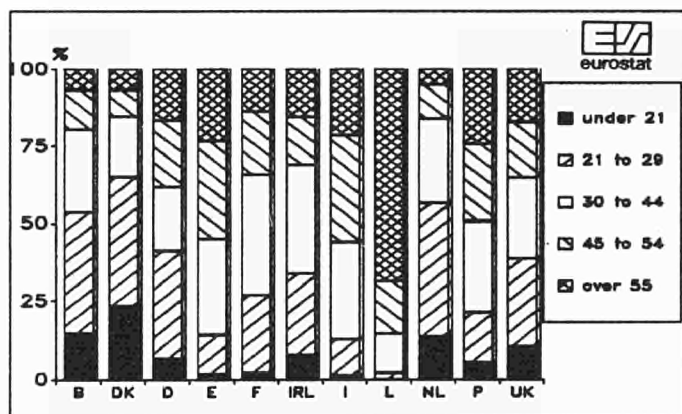
Graph 5: Average earnings according to payment in kind



The survey results show that, on average, the earnings of workers who receive benefits in kind are lower than the earnings of those who do not. This is due in large part to the low level of earnings generally received by workers given free accommodation and meals or free meals only. The cash earnings of workers receiving accommodation only are very similar to those of workers who do not receive any benefits in kind.

## Results according to age

Graph 6: Distribution of workers according to age



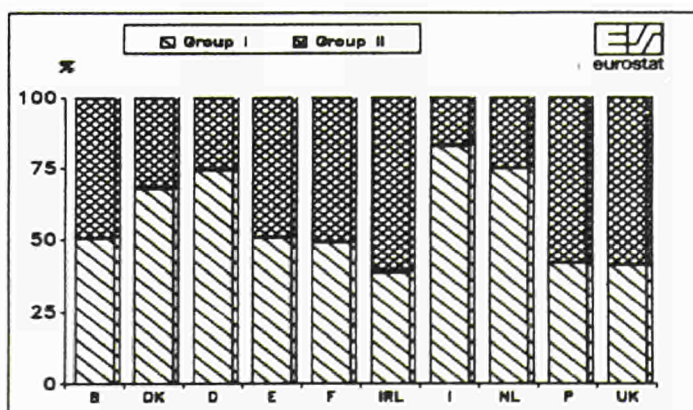
The age structure of agricultural workers, allows three distinct groups of countries to be distinguished: 1) Denmark, The Netherlands and Belgium, where more than 50% of all workers are below the age of 30, and where the wage-earning labour force is very young; 2) Luxembourg, Italy, Spain and Portugal, where by contrast half or more of all agricultural workers are over the age of 44, and therefore the labour force is fairly "old"; and 3) Germany, France, Ireland and United-Kingdom, where there is a balance between the different age groups, which means that the wage-earning labour force in the agricultural sector is replenished smoothly and continuously. In general, the age structure according to sex shows that the female labour force is younger than the male.

The survey also gives results for levels of earnings according to age. For men, the highest earnings are for workers between the ages of 30 and 44 (in Belgium and Luxembourg between the ages of 45 and 54). Earnings increase significantly across the first three age groups (under 21, 21 to 29 and 30 to 44); they subsequently level off or decrease slightly. The only exception is in the Netherlands, where the age/level-of-earnings ratio is always positive: highest average earnings are for workers over the age of 55. The pattern is similar for women.

## Results according to occupational qualifications

Graph 7: Occupational qualifications of the workers

The structure of employment according to occupational qualification is characterized in Italy, The Netherlands, Germany and Denmark by a large proportion of group I workers (workers whose qualifications are recognized and necessary in order to carry out specialized work involving a high degree of responsibility). In the other countries, only 40 to 50% of workers belong to this group. The gap between the average earnings of group I and group II workers is generally in the order of 15%, with extremes in the case of Belgium (8%) and Denmark (26.4%).



### ***A fall in the number of permanent full-time manual workers in agriculture...***

According to the survey results, the total number of permanent full-time workers in agriculture in the Community in 1988 was 481 147, 8.1% of whom were women. It should be stressed that this figure does not include permanent part-time workers or seasonal workers. This explains the absence of data for Greece, where the wage-earning labour force in agriculture consists almost entirely of seasonal workers. Almost 80% of employment is concentrated in four countries: Spain (103 045), Italy (102 805), the United Kingdom (95 081) and France (88 547) (See Table 1).

**Table 1: Number of permanent manual workers in agriculture**

	B	DK	D	E	F	IRL	I	L	NL	P	UK
1980	3661	15286			120750	14173	123496	344	17229		145898
1986	3194	14618	19870	116950	94951	11332	104984	323	23615		109598
1988	3243	13936	19757	103045	88547	9725	102805	408	23508	21092	95081

The results confirm the trend towards a reduction in the number of permanent full-time workers employed in agriculture: between 1986 and 1988, it is estimated that the total number of workers fell by 39 380 in the ten countries for which data are available (i.e. excluding Portugal and Greece). Since 1980, the decrease was more than 100 000 in eight member states (i.e. excluding Germany, Greece, Spain and Portugal).

### ***...and a fall in the average number of hours paid per month***

The average number of hours paid per month for permanent workers employed in agriculture, calculated on the basis of data for 11 member states, is estimated at 182 hours. France and Luxembourg (181), Ireland (184) and Germany (186) were close to the average. The United Kingdom (205) and Portugal (196) are well above the Community average, whilst Belgium (153), Denmark (169), the Netherlands (169), Italy (170) and Spain (174) were clearly below the average. These figures show a slight decrease in relation to previous surveys, the average number of hours paid having fallen between 1986 and 1988 (for the 10 member states for which data is available i.e. excluding Greece and Portugal) from 185 to 181. Although this decrease was fairly general, it should be noted that it was lowest in the country where hours worked were longest: the number of hours paid in the United Kingdom has fallen only by two hours per month since 1980.

#### **TECHNICAL NOTE**

*Community surveys on the earnings of workers in agriculture are organized on the basis of Council Directive 82/606/EEC. Such surveys have been carried out since 1974.*

*Gross earnings: Sum total of cash payments received for the reference month before deduction of taxes and social security contributions paid by the worker (or stoppages made by the employer). However, bonuses and ex gratia payments not included regularly in the pay packet are excluded, as are payments for hours of absence where the employer has paid a reduced wage, even if the difference was made up by payments from a social security fund.*

*Number of hours paid: Total number of hours for which payment was made to the worker during the reference month. This total includes all hours for which payment was received, whether the worker was present or absent.*

*Permanent worker: Manual worker who is not a member of the family and who is in permanent employment on the holding, by which is meant full-time employment that is continuous and regular throughout the year. Workers regularly employed on a part-time basis are thus excluded, as are wage-earners working for part of the year only and carrying out very specific work.*

*Reference period: September, October or November 1988, depending on the country.*

#### **FURTHER INFORMATION:**

**Eurostat: Earnings in Agriculture 1988**

**Eurostat: Unit E2 Living and Working conditions M.S.Loranca Tel.: 4301-3273**