

## 5 Labour input in agriculture

According to the methodology (Agricultural Labour Input – ALI) data on labour force in agricultural covers the period of 1 October 2004 to 30 September 2005. Data on employment in agriculture is indicated in annual work units 1 annual work unit (AWU) corresponds to the actual number of hours worked by a person undertaking full time work in the agriculture. The basis for the annual availability of working hours was set as 1800 and is based on the number of working days with 8 working hours a day minus minimum statutory claim for holiday and minus the average number of hours not worked for incapacity for work. This number corresponds to fulltime jobs.

According to the EU methodology, all family members aged 15+ working or helping out on the farm and employed non-family workers who carried out agricultural work regularly between October 2004 and September 2005 are separately included in the labour force of the holding of natural person.

Holdings of legal persons supplied data for both their employees and working holders, whose work on the holding is their the only (main) occupation.

**Tab. 5 Workers: by hours worked  
between October 2004 and September 2005** persons

Indicator	Number of persons, total	Holdings of natural persons	Holdings of legal persons				
			Total	incl.			
				Business companies & partnerships	incl.		Cooperatives
					Limited liability companies	Joint stock companies	
<b>Number of persons, total</b>	<b>183 648</b>	<b>75 057</b>	<b>108 591</b>	<b>70 258</b>	<b>26 083</b>	<b>43 766</b>	<b>35 162</b>
Hours worked:							
Up to 449	18 563	14 099	4 464	3 098	1 396	1 678	1 099
450 - 899	16 675	12 397	4 278	2 994	1 184	1 787	1 157
900 - 1349	16 664	10 636	6 028	4 175	1 525	2 613	1 679
1350 - 1800	25 191	7 864	17 327	11 737	4 179	7 463	5 119
1800 and more	106 554	30 060	76 494	48 254	17 799	30 225	26 108

The results of the FSS 2005 show that 183 648 persons provided labour input to the agricultural holdings during the period in question. Holdings of legal persons employed 59.1% of the agricultural workers while the holdings of natural persons employed 40.9% of them. The difference results from differences in share of full-time employed workers. The share of persons employed full time is 70.4% on the holdings of legal persons and 40.0% on the holdings of natural persons. This fact implies that a number of workers on the holdings of natural persons have other gainful activity besides agriculture.

On holdings of natural persons there were 27 770 persons, falling into a category “family labour force”, providing a labour input. Only 4.7% of them were employed on the basis of a contract. In total only 7 869 non-family workers were employed by 39 419 farm holders. Expressed in another way, regardless the hours worked, one out of ten persons working on the holdings of natural persons is not a member of the farm holder’s family.

The Total number of agricultural workers diminished by 7.9% compared to 2003. A decrease of more than 10% in the number of workers was recorded in holdings of legal persons. Better infrastructure and higher investments into agriculture have enabled this recessive trend in the number of workers in agriculture and increase of labour productivity.

Because of the mostly seasonal character of work in agriculture, employers have solved the immediate need of labour force more and more often by employing seasonal workers and workers (mainly foreigners) by way of employment agencies. The number of seasonal workers has increased by 4.0% compared with 2003.

**Tab. 6 Workers: by hours worked  
between October 2004 and September 2005**

AWU

Indicator	AWU, total	Holdings of legal persons					
		Holdings of natural persons	Total	incl.			
				Business companies & partnerships	incl.		Cooperatives
					Limited liability companies	Joint stock companies	
<b>Number of persons, total</b>	<b>147 585</b>	<b>50 000</b>	<b>97 585</b>	<b>62 643</b>	<b>23 027</b>	<b>39 268</b>	<b>32 208</b>
Hours worked:							
Up to 449	2 320	1 763	558	387	175	210	137
450 - 899	6 253	4 649	1 604	1 123	444	670	434
900 - 1349	10 415	6 648	3 768	2 609	953	1 633	1 049
1350 - 1800	22 042	6 881	15 161	10 270	3 657	6 530	4 479
1800 and more	106 554	30 060	76 494	48 254	17 799	30 225	26 108

The volume of the agricultural labour force in 2005 was 147 585 persons expressed in full time employed. Recalculation of the number of actual persons working on the holdings into Annual Work Units shows a noticeable decrease – by 25 057 persons – on the holdings of natural persons. Share of persons who work full time in the total employment in agriculture (33.9%) is lower than for actual persons. As mentioned above, only 40.0% of employees undertook a full time work on the holdings. The others (60.0%) deal with agriculture only on a part-time basis. They either work on a farm in their free time or have a part time job in agriculture.

**Tab. 7 Seasonal workers: by hours worked  
between October 2004 and September 2005**

persons

Indicator	Number of persons, total	Seasonal employees in holdings of natural persons			Seasonal workers in holdings of legal persons		
		Male	Female	Total	Male	Female	Total
Hours worked:							
Up to 449	38 513	3 363	5 563	8 926	14 841	14 746	29 587
450 - 899	4 568	410	530	940	1 822	1 806	3 628
900 - 1349	2 208	183	333	516	934	758	1 692
1350 - 1800	1 112	91	124	215	473	424	897
1800 and more	462	92	83	175	149	138	287

According to the European Union's methodology, members of the holder's family are included in the yearly labour force regardless of whether they work on the farm regularly or not. This is why there are only non-family seasonal workers on the holdings of natural persons recorded in the following table.

**Tab. 8 Workers: by age group, 2005**

Indicator	Workers. total		Workers in holdings			
	abs.	%	Natural persons		Legal persons	
			abs.	%	abs.	%
<b>Number of persons, total</b>	<b>183 648</b>	<b>100.0</b>	<b>75 057</b>	<b>100.0</b>	<b>108 591</b>	<b>100.0</b>
Age group:						
Up to 24	9 309	5.1	4 449	5.9	4 860	4.5
25 - 34	26 831	14.6	10 760	14.3	16 071	14.8
35 - 44	36 071	19.6	13 365	17.8	22 706	20.9
45 - 54	55 545	30.2	18 551	24.7	36 994	34.1
55 - 64	42 760	23.3	17 313	23.1	25 447	23.4
65 and more	13 131	7.2	10 618	14.1	2 513	2.3

Because of the way the survey was carried out, the age structure of the labour force in 2005 covers all workers in agriculture regardless of whether they work part time or full time and/or whether they work on the basis of a contract or not (the second condition concerns holdings of natural persons only).

Majority of workers in agriculture, almost one third (30.2%), fall into the age group of 45 – 54 years. Almost one fourth (23.3%) fall into the subsequent age group (55 – 64 years) and finally 7.2% of workers in agriculture are older than 65 years. It is by 3.9 percentage points more than in 2003; in terms of absolute value it means that the number of workers 65+ years has doubled and reached 13 131 persons in 2005. The least numerous age group of workers in agriculture (5.1%) was the age group up to 24 years.

**Tab 9. Changes in the age structure of labour input in agriculture between 2003 and 2005**

Indicator	Workers, total		Workers in holdings			
	Difference +,-	index 2005/2003	Natural persons		Legal persons	
			Difference +,-	index 2005/2003	Difference +,-	index 2005/2003
<b>Number of persons, total</b>	<b>-15 692</b>	<b>92.1</b>	<b>-3 003</b>	<b>96.2</b>	<b>-12 689</b>	<b>89.5</b>
Age group:						
Up to 24	-1 579	85.5	-1 001	81.6	-1 120	81.3
25 - 34	-4 075	86.8	-2 324	82.2	-2 199	88.0
35 - 44	-7 424	82.9	-2 912	82.1	-4 167	84,5
45 - 54	-13 857	80.0	-4 345	81.0	-7 556	83.0
55 - 64	4 646	112.2	2 788	119.2	2 041	108.7
65 and more	6 596	200.9	4 790	182.2	312	114.2

The agricultural labour force is getting older. In comparison to 2003 there are no significant changes in the age structure in all types of holdings. Regardless of the legal type of the holding the number of workers is getting smaller by the similar rate in all age groups up to 54 years. In the highest age groups (55 – 64 years and 65+) one can observe some differences among the holdings by legal type. When looked at more closely, from 2000 to 2003 the number of labour force on holdings of natural persons went up by almost one fifth in age group 55 – 64 years and by more than four fifths in age group 65 years and more. In general, it is possible to conclude that nowadays, farmers – seniors – do not train the next generation of successors who would continue on their farms. Holdings of legal persons have not experienced so significant increase of labour input in the two above mentioned age groups.

Work in the agricultural industry is often hard and less profitable in comparison with work in other industries and it is obvious that young people are looking for jobs in other economic sectors. Subsidies (from structural funds) paid to young farmers are not (and cannot) be high enough to compensate for the low profitability of agricultural production. Prices of agricultural and forestry producers are the only ones which did not rise during this time (they fell by 6% in 2005 compared to 2000). For instance, industrial producer prices went up by approximately 11% in comparison with 2000 and the prices of construction and market services rose by approximately 17% and 14% respectively, at the same time. The producer prices determine the level of wages, which is in the case of agriculture significantly under the national average. In agriculture the average gross salary per month was 16 046 CZK in the year 2005 but most of the employees in agriculture draw a gross salary in a range from 10 000 to 12 000 CZK per month. For example in industry the average gross salary per month was 20 730 CZK, in construction it was 21 911 CZK and in education 20 181 CZK.