

## 6 LABOUR FORCE IN AGRICULTURE

Methodology of investigation on the labour force in Agricultural census enables classification of results by the labour status, full-time/part-time work, gender, age etc. related to legal forms of the holdings, their specialisation, and regionalisation.

Labour force regularly working in agriculture consisted of two thirds of employees, 1.9% of working owners, 14.9% of holders and 17.5% of members of holder's family. Because of high seasonality of some agricultural work, the holdings employ temporarily persons working on the basis of contracts (for work or for services) during work peaks.

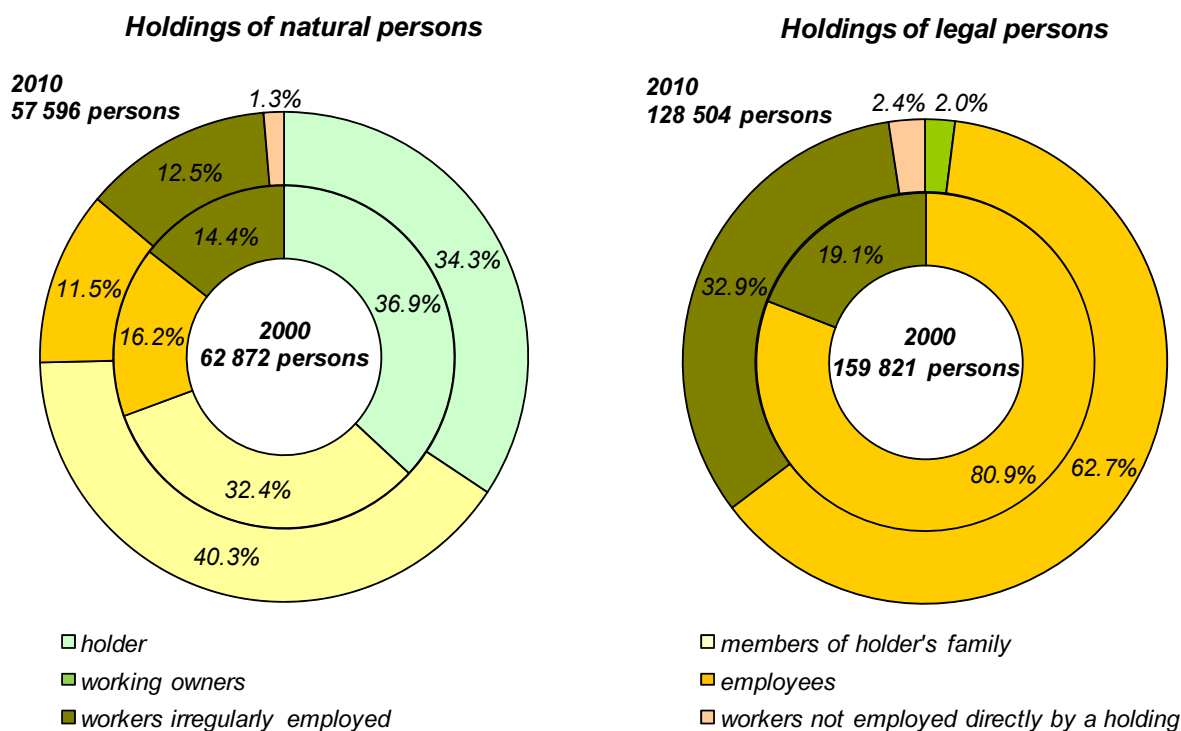
In 2010 there were 186 100 persons in total involved in agricultural work; out of them 132 750 persons were regularly employed and 49 487 persons irregularly employed. Also persons employed not directly by agricultural holdings, i.e. either self-employed persons or employed by job agencies, took positions in the holdings. They represented 2.1% of the total labour force.

The labour force totals decreased by 36 593 persons, i.e. 16.4%, during the period 2000–2010. This decline was observed mainly in holdings dealing with animal production as the consequence of lowered interest in raising of main livestock species.

In total 57 596 persons were working in holdings of natural persons in 2010, i.e. by 8.4% less than in 2000. Current situation in Czech agriculture leads to involving family members in the farm work instead of employees and persons working on the basis of contracts. While in 2000 there were 16.2% of employees and 32.4% of holders' family members, ten years later the shares were 11.5% for employees but 40.3% for family members.

A distinct decline of labour force occurred in holdings of legal persons. During the period 2000–2010, the number of workers decreased by almost 20% to 128 504, and the number of workers regularly employed even by 35.7% to 83 117. Agricultural holdings engaged persons working on the basis of contracts or employed by job agencies for short-term activities with high share of manual work (harvest of vegetables, fruits, or potatoes). In 2010, the holdings of legal persons engaged 42 293 persons working on the basis of contracts, 2 530 persons employed by job agencies, and 564 self-employed persons.

**Graph 8 – Labour force structure in holdings of natural and legal persons**



According to standard EU methodology, data on labour force in agricultural sector is expressed in Annual Work Units (AWU). One AWU is the full-time equivalent employment, i.e. the total number of hours worked divided by the average annual number of hours worked in full-time jobs in the country. The annual fund of working hours is set at 1 800 hours 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.

After recalculation to AWU, the labour force headcount decreased by 41.5% to 108 814 AWU in 2010, and by 25.3% to 166 365 AWU in 2000. The number of AWU in 2010 was lower by 34.6% compared to 2000.

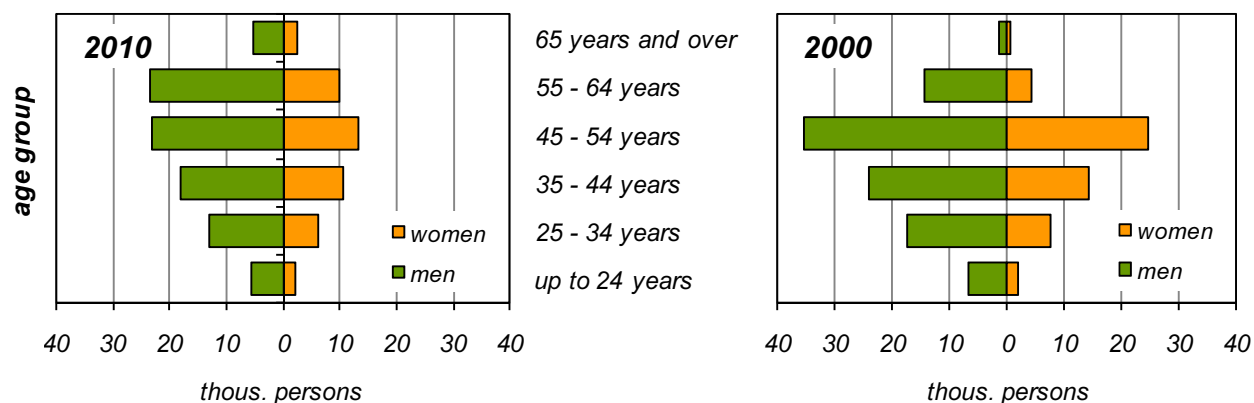
Part-time and temporary jobs are utilised more frequently in holdings of natural persons, where the headcount after the recalculation went down by 46.6% to 30 785 AWU, while in holdings of legal persons it fell by 39.3% to 78 029 AWU.

## Age structure of labour force

A serious problem of ageing of the labour force is visible in the agricultural sector. During the period 2000–2010, the share of young workers (up to 34 years) on the total number of regularly employed persons decreased from 22.9% to 20.1%. Agricultural work is not much popular and promising for the young generation, and in a long term view, average wages in the sector are below the national average. Also share of middle-age generation (35–54 years) decreased, and, therefore, share of persons in pre-retirement and retirement age (55 years and more) regularly employed grew continually. Share of middle-age generation went down from 63.7% in 2000 to 49.0% in 2010, while share of employees aged 55 and more rose from 13.5% to 30.9%.

Differences in the age structure among legal forms can be seen in comparison of holdings of natural persons and of legal persons. Holdings of natural persons, usually small family farms, show more uniform distribution of age groups and there is a larger share of young workers up to 25 years (7.9%; compare with 4.6% in holdings of legal persons) as well as share of age group 65 years and more (10.7%; 3.0% in holdings of legal persons). However, in 2000 there were only 1.4% of workers over 65 years in holdings of natural persons. It is obvious that structural supports for young farmers can only partly solve these generational problems.

**Graph 9 – Age structure of labour regularly employed**



## Women employed in agricultural sector

The share of women on the labour regularly employed did not change distinctly during the last ten years. It decreased by 1.0 p.p. to 33.4% compared to 2000. In 2010, the share of women in holdings of legal persons was lower than in 2000: it declined by 2.4 p. p. On the contrary, the share of women rose by 2.6 p. p. in holdings of natural persons in connection with increased share of holder's family members working on the farm.