

One million people in permanent employment

The labour input from farm holders, partners and permanent or occasional employees was higher in 2010 than in 2000 but family helpers' input regressed.

In 2010 in metropolitan France, there were about 500,000 farms (174,000 less than 10 years previous). More than 966,000 people work regularly and can be termed 'permanent workers'.

One million people in permanent employment and 751,000 annual work units

The vast majority are farm holders and partners (603,900 people). Other family members (spouse, family helper...) also work on the farm. This family population works either exclusively on the farm or to supplement another gainful activity.

They total 811,400 people and account for 84% of permanent workers. 154,900 non-family, salaried, top up the permanent workforce on the farm. Furthermore, seasonal or occasional workers bring labour back-up either during a specific period or for a specific job (grape harvesting or other fruit picking). To that must be added the work from the ETA (Agricultural Service providers) and also, but on a much lesser scale, from the Cuma (farm machinery sharing cooperatives). All these people make use of 751,000 AWU, 59% of which is provided by holders and partners alone. In 2000, there were 1,300,000 permanent agricultural workers for 664,000 farms. The decrease of 26% recorded over 10 years is equivalent to the decrease in the number of farms. On the other hand, the volume of work used by French farms as a whole has decreased less (-21%). In all, the volume of work per farm has increased by 6%. This can be explained in particular through a more rapid disappearance of small farms than large ones.



Source: SSP - Agreste-Agricultural census

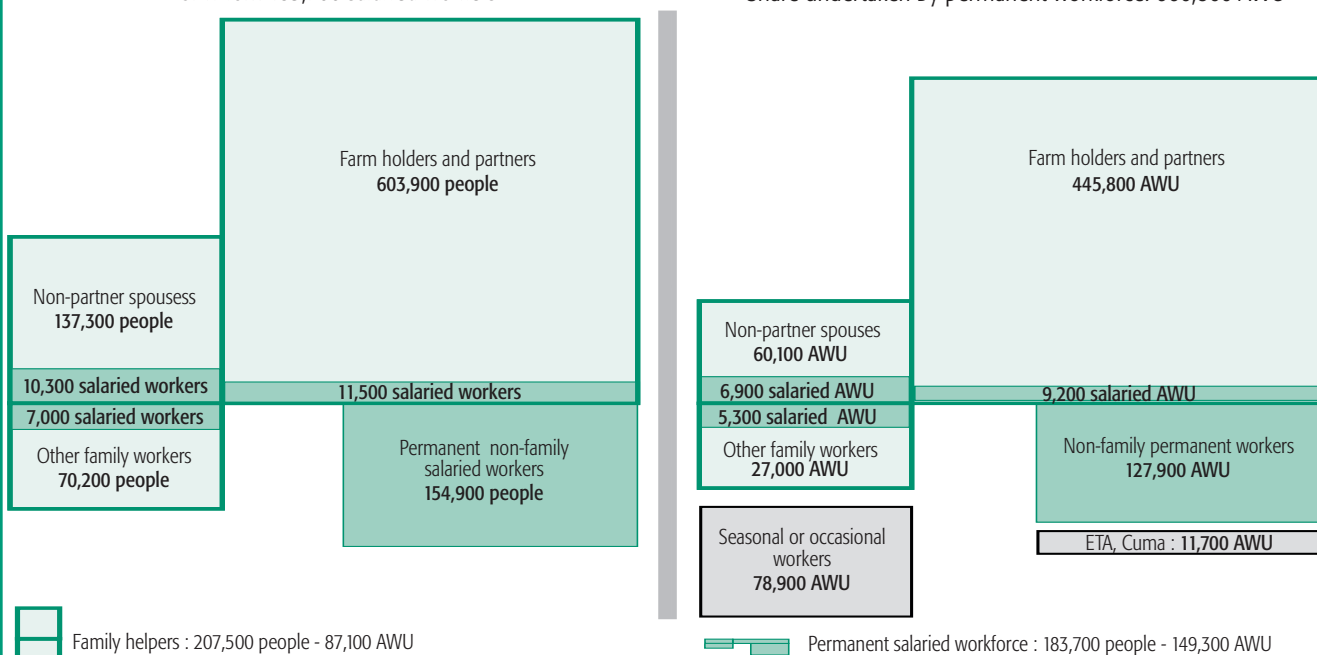
Decline of family help

The greater part of farm work is done by holders and partners (63% of permanent workers) and family help. For all these workers salaried employment is >

A double measure of agricultural activity

Permanent workforce: 966,300 people
of whom 183,700 salaried workers

Annual labour input: 751,400 AWU
Share undertaken by permanent workforce: 660,800 AWU



The areas are proportional to the number of workers (people or AWUs).

NB: non-partner spouses account for 137,300 people of whom 10,300 are salaried workers. Their work input corresponds to 60,100 AWU of which 6,900 are from salaried workers.

Scope: metropolitan French farms.

Source: SSP - Agreste-Agricultural census 2010

Feather reading...

Consult the SSP Web site:
www.agreste.agriculture.gouv.fr

➤ on the increase although relatively speaking is not very widespread. Just 1.9% of holders and partners and 8.4% of family helpers are concerned (in all 28,800 permanent workers). Salaried employment (6.7% on average) is, however, more

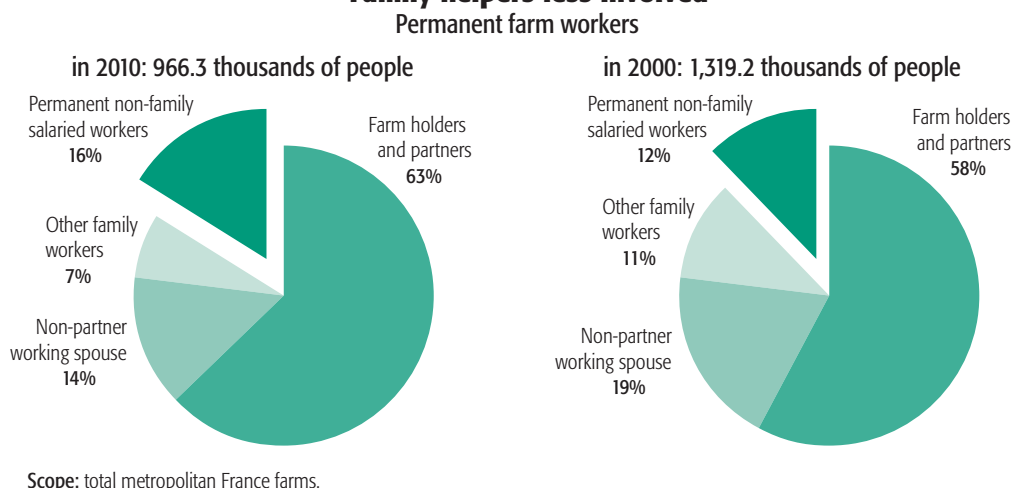
widespread on large farms. The number of family helpers has decreased by 30% over 10 years whereas over the same period the number of farms decreased by 26%. Holders and partners are higher in number but only account for 59% of

farm work. Their relative proportion to all permanent workers increased from 58% in 2000 to 63% in 2010. Furthermore, co-farming increased to a certain extent with many holders' spouses gaining access to partner status. Other members of the

Results

Agricultural census 2010
Bookmark 2010

Family helpers less involved



Source: SSP - Agreste-Agricultural census

Fewer workers												
Agricultural workers and labour input according to worker type												
	2010						2000					
	Permanent workers (number of people)		Annual labour input (in AWU)		AWU per permanent worker	AWU per farm	Permanent workers (number of people)		Annual labour input (in AWU)		AWU per permanent worker	AWU per farm
	Total	salaried workers	Total	salaried workers			Total	salaried workers	Total	salaried workers		
Holders and partners¹	603,900	11,500	445,800	9,200	0.74	0.91	764,000	11,700	536,500	9,500	0.70	0.81
Non-partner spouses ²	137,300	10,300	60,100	6,900	0.44	0.12	248,000	8,400	126,500	5,800	0.51	0.19
Other family workers	70,200	7,000	27,000	5,300	0.39	0.06	143,000	7,900	55,100	6,100	0.39	0.08
Total family help	207,500	17,300	87,100	12,200	0.42	0.18	391,000	16,300	181,600	11,900	0.46	0.27
Non-family permanent salaried workers	154,900	154,900	127,900	127,900	0.83	0.26	164,200	164,200	137,500	137,500	0.84	0.21
Total permanent workforce	966,300	183,700	660,800	149,300	0.68	1.35	1,319,200	192,200	855,600	158,900	0.65	1.29
Seasonal or occasional manpower	///	///	78,900	///	///	0.16	///	///	93,800	///	///	0.14
ETA - Cuma	///	///	11,700	///	///	0.02	///	///	8,000	///	///	0.01
Total agricultural workers	///	///	751,400	149,300	///	1.53	///	///	957,400	158,900	///	1.44

Scope: total metropolitan France farms.
 1. Including holder or partner spouses, they themselves partners.
 2. Non-partner holder or partner spouses.

Source: SSP - Agreste-Agricultural census

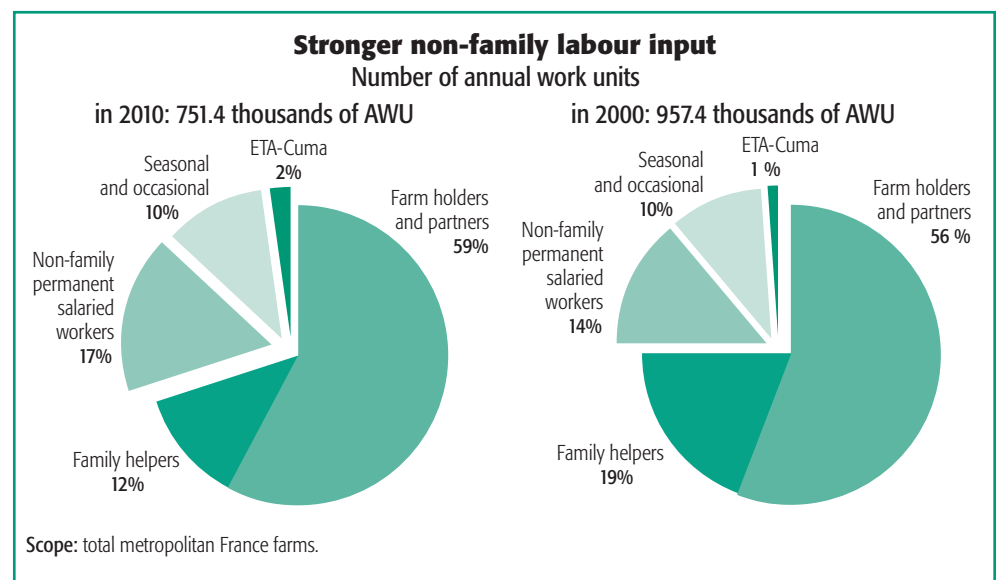
➤ holders' family are less and less involved in work on the farm whatever its size. In all, they total just over 207,000 people which is almost half as many as in 2000 and is a greater decrease than that of the number of farms. A large part of family help comes from non-partner holders' spouses (137,000 people). These are mainly women (63%).

holder. One worker out of 4 is a woman. When these retire, they are replaced by young, salaried workers. Seasonal and occasional workers do 10% of the volume of all farm work (79,000 AWU in 2010 compared with 94,000 in 2000). Their labour input is not to be underestimated. Furthermore, a part of the farm work is sometimes outsourced. One farm out of two

has recourse to agricultural service providers, whose machines and skills are indispensable to certain farm activities. These providers supply 2% of farm work (11,700 AWU.) Such recourse, however, can alter the organization of the work and equipment on the farm and thus heavily influence the labour input that is necessary. Globally speaking, the different components that ➤

Increase in the proportion of non-family salaried employees

155,000 permanent workers (164,000 in 2000) without any family link to the holder or partner add to the bulk of permanent family workers on the farm. Whatever the size of the farm, this category of workers grew in 2010 and accounts for 16% of all permanent workers, which is 4 points more than the 10 years previous, and account for 20% of the AWU of total permanent labour input on the farm. The average age of permanent workers is 40, which is 10 years less than that of the average farm



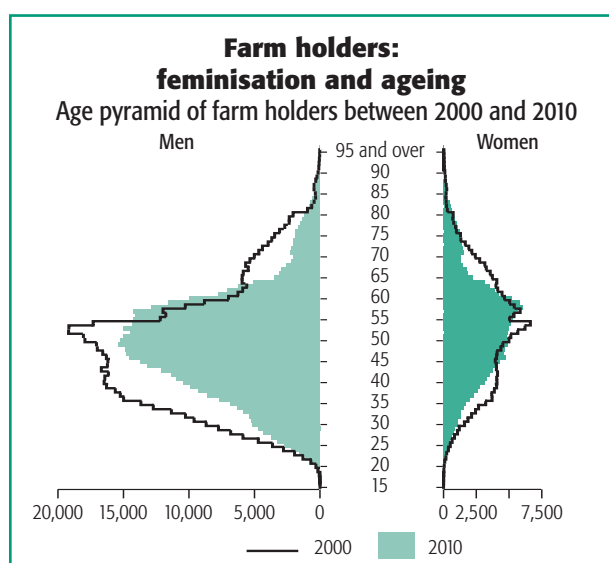
Source: SSP - Agreste-Agricultural census

More women, more salaried workers, more full time workers Family worker characteristics according to permanent worker type

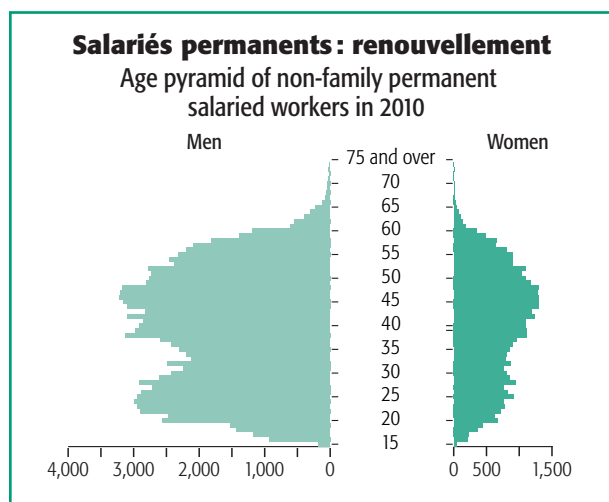
		Farms holders and partners		Non-partner working spouses		Other family workers		Total family helpers	
		2010	2000	2010	2000	2010	2000	2010	2000
Number of people		603,900	764,000	137,300	248,000	70,200	143,000	207,500	391,000
Distribution by age group (in %)	Less than 30 years old	4.8	5.4	2.2	3.5	23.8	33.8	9.5	14.5
	30 to 39 years old	14.6	20.7	10.7	16.6	8.6	7.4	10.0	13.2
	40 to 49 years old	28.5	27.0	26.0	29.0	6.6	4.9	19.5	20.2
	50 to 59 years old	32.2	26.5	30.7	25.5	9.5	7.7	23.5	19.0
	60 and over	20.0	20.5	30.4	25.5	51.5	46.3	37.5	33.1
Percentage of women		26.7	24.4	62.4	68.1	28.5	31.0	51.0	54.5
Percentage of salaried workers		1.9	1.5	7.5	3.4	10.0	5.5	8.4	4.2
Working time (in % of number of workers)	Less than one 1/4 time	20.6	23.0	45.7	34.7	49.1	48.3	46.8	39.7
	Full time	61.5	54.7	20.7	23.6	14.2	12.8	18.5	19.7

Scope: total metropolitan France farms.

Source: SSP - Agreste-Agricultural census



Source: SSP - Agreste-Agricultural census



Source: SSP - Agreste-Agricultural census

> make up non-family labour (either seasonal, occasional or permanent) has increased from 25% to 30% over 10 years.

More and more women farm holders

Farm holders and partners now total 161,000 and more than 27% are women (24% in 2000). 37,500 are women partners. This can be partially explained by the fact that a number of holders' spouses, who were previously considered as family helpers, have opted for partner status. The ageing of holders is comparable to that of the French population in general. The average age of farm holders in 2010 was 49.2 years for men and 53.2 for women. This figure however is 3 years less for both sexes in middle and large farms. In the coming 10 years, the generation that has the largest workforce in the agricultural sector will be concerned by retirement. The under 40 holders are proportionally less than 10 years ago. The greatest increase is in the 50-59 age-group. The over 60 age group has dwindled only slightly, probably because of the improvement in social security measures concerning the status

of holders. The composition of this not insignificant, over 60, age group (17% men and 28% women) no doubt indicates a greater statutory precariousness of women. This, and the custom of 'taking over' the farm by the wife when the husband retires or dies can also explain why the average age of women holders and partners is 4 years higher than that of their masculine counterparts.

62% of farm holders work full time

A large proportion of permanent workers work part time. 21% of holders and partners work less than one quarter time and 62% work full time (respectively 23% and 55% in 2000). In all and on average in 2010, they made use of 0.74 AWU per permanent worker. Family helpers input on the farm is less. Only 19% of their work was full time and on average they made use of 0.42 AWU per worker. Full time, salaried labour is however more widespread on the large farms. Over 10 years, on like-size farms, total family input has been less except on small farms. For example, for middle sized farms, the AWU ratio per permanent worker

Agricultural workers: contribution remains very variable and depends on farm size

Main ratios relating to agricultural workers and annual work input by farm size

		Small farms		Middle farms		Large farms		Total farms	
		2010	2000	2010	2000	2010	2000	2010	2000
Number of farms		177,800	277,500	150,500	217,600	161,700	168,700	490,000	663,800
Number of permanent workers per farm	Farm holders and partners	1.02	1.01	1.13	1.08	1.57	1.47	1.23	1.15
	Non-partner spouse	0.26	0.28	0.31	0.43	0.27	0.44	0.28	0.37
	Other family workers	0.09	0.12	0.17	0.30	0.17	0.27	0.14	0.22
	Total family help	0.35	0.40	0.48	0.73	0.44	0.71	0.42	0.59
	Non-family permanent salaried employees	0.04	0.03	0.15	0.12	0.78	0.77	0.32	0.25
	Total permanent workers	1.41	1.44	1.76	1.93	2.79	2.95	1.97	1.99
Number of AWU per permanent worker	Farm holders and partners	0.40	0.36	0.84	0.87	0.91	0.93	0.74	0.70
	Non-partner spouse	0.29	0.29	0.49	0.59	0.53	0.64	0.44	0.51
	Other family workers	0.27	0.26	0.38	0.39	0.46	0.47	0.39	0.39
	Total family help	0.28	0.28	0.45	0.51	0.50	0.58	0.42	0.46
	Non-family permanent salaried employees	0.76	0.75	0.73	0.74	0.85	0.86	0.83	0.84
	Total permanent workers	0.38	0.35	0.72	0.73	0.83	0.83	0.68	0.65
Number of AWU per farm	Farm holders and partners	0.41	0.37	0.95	0.95	1.43	1.36	0.91	0.81
	Non-partner spouse	0.07	0.08	0.15	0.25	0.14	0.28	0.12	0.19
	Other family workers	0.03	0.03	0.07	0.11	0.08	0.13	0.06	0.08
	Total family help	0.10	0.11	0.22	0.36	0.22	0.41	0.18	0.27
	Non-family permanent salaried employees	0.03	0.02	0.11	0.09	0.66	0.67	0.26	0.21
	Total permanent workers	0.54	0.50	1.28	1.40	2.31	2.44	1.35	1.29
	Season or occasional workers	0.02	0.02	0.09	0.08	0.38	0.42	0.16	0.14
ETA-Cuma	0.00	0.00	0.02	0.01	0.05	0.03	0.02	0.01	
	Total agricultural workers	0.56	0.52	1.39	1.49	2.74	2.89	1.53	1.44
Proportion of salaried employees (in %)	Farm holders and partners	0.5	0.5	1.5	1.1	3.2	3.1	1.9	1.5
	Non-partner spouse	0.7	0.3	3.5	1.3	18.9	9.3	7.5	3.4
	Other family workers	1.3	0.8	5.0	2.5	19.9	13.3	10.0	5.5
	Total family help	0.9	0.5	4.0	1.8	19.3	10.8	8.4	4.2
	Total permanent workers	3.2	2.4	10.7	7.5	32.7	30.4	19.0	14.6

Scope: total metropolitan France farms.

Source: SSP - Agreste-Agricultural census

➤ among farm holders and partners dropped from 0.87 in 2000 to 0.84 in 2010 (and from 0.51 to 0.45 for family helpers). Permanent non-family workers are more often employed full time. This is the case for 65% of them, which is 3 points more than 10 years ago.

1.5 Annual Work Units per farm

In 2010, permanent workers made use of 661,000 AWU. On average that is 1.35 AWU per farm of which 0.91 AWU are used by farm holders and partners, 0.18 AWU by family helpers and 0.26 AWU by permanent workers. Seasonal or occasional workers made use of less than 0.2 AWU per farm, quite variable but depending on farm type. Outsourced farm

labour is equivalent to less than 0.1 AWU per farm and concerns essentially vine growing farms and field cropping. All these workers together totalize a use of 1.53 AWU per farm which is 6% more than 10 years ago. This increase can be entirely accounted for by a shift in farm structure from smaller to larger farms, the larger farms using more work units than the smaller ones. In fact, on like-size farms, the global AWU per farm has decreased, which seems to show an improvement in their productivity. Furthermore, farms call upon replacement services during farm holders' vacations or other absences, either through direct employment or calling on replacement agencies, Cuma (farm machinery sharing cooperatives), or other service providers.

Manpower characteristics differ according to farm type

Large farms use on average almost one extra worker than the average farm. This stronger workforce concerns permanent non-family salaried employees. Salaried employment for family help is also more widespread and in progress. On small farms, more labour input comes from family aid and there is very little salaried employment. Middle and large farm holders are often younger than those on small farms. Different types of Farming give rise to very visible disparities in agricultural manpower, employment. For example, market garden vegetable and horticultural farms use on average 1.7 permanent workers (2.4 AWU) more than average farms. ➤

> The employment of non-family permanent salaried workers, but also seasonal and occasional workers, is indeed more widespread on these types of farm and can also be seen, though to a lesser extent, in vine growing farms. On fruit growing farms, the employment of seasonal or occasional workers predominates. This category of workers uses for this Farm Type 30% AWU more than the average farm. On livestock farms, which are more often small, the manpower is supplied essentially by the family. Whatever the degree of kinship, manpower from the family is more frequent. Women holders and partners are particularly well represented in vine growing and cattle (beef cattle excepted). Proportionally, there are more young farm holders in beef cattle livestock and in market gardening than in other farm types.

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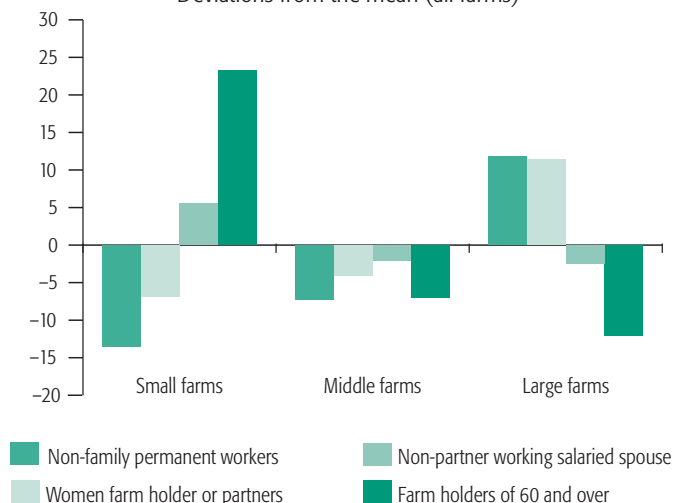
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SSP

Farm holders: older and more women in small farm

Main characteristics of farm workers by farm size in 2010

Deviations from the mean (all farms)



Reading mode: non-family permanent workers are proportionally 12% more on large farms than overall. On the other hand, farm holders of 60 and over are 12% less frequent.

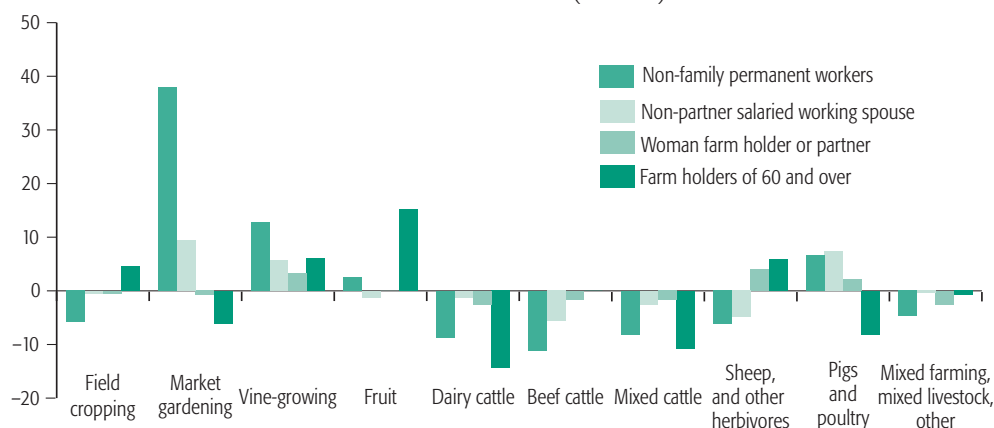
Scope: total metropolitan France farms.

Source: SSP - Agreste-Agricultural census 2010

Permanent salaried farm workers more frequent in market gardening and vine-growing

Main characteristics of farm workers by farm type (Otex) in 2010

Deviation from the mean (all farms)



Reading mode: non-family permanent workers are proportionally 39% more in horticulture and market gardening than overall. On the other hand, farm holders of 60 and over are 6% less frequent.

Scope: total metropolitan France farms.

Source: SSP - Agreste-Agricultural census 2010

Definitions

■ Annual Work Unit (AWU)

The volume of work used by farms is expressed in annual work units (AWU). This is a measure equivalent to full time work supplied by those active on the farm (holders and partners, family members, permanent employees, seasonal workers) and by farm work contractors and farm machinery cooperatives. This notion is an estimate of the volume of work used as a means of farm production and not as a measure of farm employment.

■ Working time of permanent workers

The working time of permanent workers on the farm is calculated in portions of quarter time, the minimum being less than a quarter time and the maximum a full time per worker. The portion of time attributed to each permanent worker is converted into agricultural work units as follows:

- Part time less than a quarter time is equivalent to 0.125 AWU
- Part time between a quarter time and less than a half time is equivalent to 0.375 AWU
- Part time between a half time and less than a three quarter time is equivalent to 0.625 AWU
- Part time between a three quarter-time and less than a full time is equivalent to 0.875 AWU
- Full time is equivalent to 1 AWU.

■ Volume of work

Seasonal or occasional workers

For every person having worked on the farm during the season 2009-2010, work is counted in number of hours, days or months of work. The quantity of work is then recalculated in annual work units (AWU).

■ Work carried out by agricultural service providers (ETA) or machine sharing cooperatives (Cuma) but not as a replacement service

Work is counted in the number of days supplied to the farm during the 2009-2010 season (1 day is equal to 7 hours in 2010 and 8 in 2000). The total is then recalculated in AWU.

■ Work supplied by replacement agencies (for vacations, training....of the holder or partner)

Work is counted in replacement days supplied to the farm during the 2009-2010 season (1 day is 7 hours in 2010 and 8 hours in 2000). The total is then recalculated in AWU. This service is not recorded in the accounts as part of farm work volume to avoid double counting.

Not only field cropping concerned by outsourcing

- If, between 2000 and 2010, the proportion (about 50%) of farms having recourse to agricultural service providers (ETA) remained stable, the average number of days for the farms concerned increased from 5 to 10 days. This is in part linked to the structural increase in the size of the farm.
- Although the volume of work undertaken by the ETA has more than doubled, its share in total farm input remains minor with 1.4% in 2010 (0.7% in 2000). Compared to permanent non-family labour input, it nevertheless accounts for 8% of the total (5% in 2000).
- Large farms use ETA services more. Close to 70% of them in 2010 used an average of 15 days per year. The farms mainly concerned are vine growing farms and field cropping farms.
- In vine growing, an increase both in the number of farms using this service (45% in 2010 compared with 38% in 2000) and in the input from the ETA (2.8% in 2010 compared with 1.2% in 2000) can be observed. Vine growing has thus become the production that uses the labour (in volume) supplied by the ETA the most (in 2000 it was field cropping). Outsourcing particularly concerns contract work and the increased use of harvesting machines. On average, vine growing farms using ETA services use them 28 days per year (47 days for large vine growing farms). For 850 farms out of 70,000, the labour input from the ETA accounts for more than half of farm input with an average of 325 days outsourced. In 2000, 250 farms out of 97,700 were concerned.
- In field cropping, those farms using ETA services increased slightly between 2000 and 2010 (62% in 2010 compared with 58% in 2000) as did the ETA labour input (2.7% compared with 1.6%). The increased labour input by the ETA is due to the increase in the number of days they were called in :10 days on average per year in 2010 (15 days for large farms) compared with 6 days on average in 2000. For 1,500 farms specialized in field cropping out of a total of 118,750, ETA services account for more than 50% of total farm work input with an average of 109 days. In 2000, 700 farms out of 125,800 were concerned.
- Finally, ETA services are still widespread in dairy cow farming (80% of farms in 2010). The proportion is the same as in 2000. The number of days, however, remains limited :5 days on average for 2010 compared with 4 days in 2000.
- Outsourcing farm work can also be undertaken by agricultural farm machinery sharing cooperatives (Cuma) but concerns only 8% of farms. This accounts for just 0.1% of farm work input in 2000 as in 2010. Recourse to the Cuma is more for the use of equipment manned by the farm's own workforce.

A replacement service used mainly by livestock farmers

- During the 2009-2010 farming season, more than 29,000 middle or large farms (9% of the total) turned to a replacement service when their holders or partners took a leave of absence (of any sort). This could be for a specific need linked to a health problem, an accident, maternity or paternity leave, a training period, a vacancy due to a promotion, a week-end off or holidays. In all, this accounts for a volume of 530,000 work days and 2,300 annual work units (AWU). It corresponds to 18 days on average per year which is the equivalent of 4% of farm labour input. Very few small farms turn to replacement services. Less than 0.5% of these farms use it for 2% of their global labour input.
- Nine times out of ten, these services are carried out by a replacement agency. The role of replacement services, which started in the 1970s and have since been grouped together in the 'Service de Remplacement France' network, is to provide a local service to farms confronted with the absence of a partner or holder, a spouse, a family helper, and this for whatever the reason. Other types of replacement exist, such as direct employment or recourse to a Cuma or even a temporary agency.
- The obligation of farmers to be present on their farms is strictly linked to the presence of animals on the farm. Almost all farms that use a replacement service are livestock farmers and practically one out of two is specialized in dairy cattle. This explains why, in the Loire region, Brittany, Lower Normandy and Franche-Comté, which account for more than half of this type of farm, the rate of recourse to this service is 2 to 3 times higher than the national average.
- Company organized farms (Gaec and Earl – respectively Farmers' Economic Interest Group and limited liability firms) use this service more than individual farms. The use of this service also depends on age.
- According to an Insee (French national institute of economic and statistical information) survey in 2004, farmers come under the category of workers which take the least holidays – only 40% compared with 65% in the population as a whole. Furthermore, the farm type law of January 5th, 2006 (loi d'orientation agricole du 5 janvier 2006), provided for replacement services for vacations (holidays, free time...) combined with a tax credit. This measure encourages farmers to take holidays and days-off, thus improving their working conditions and their lives. Seven times out of ten, the holder was able to use this cost-reducing measure in 2009 or 2010.