

Farm employment and wage patterns in the mid-1980s

Philip L. Martin □ Greg Miller

Wages paid to hired workers make up the single largest production expense for California crop and livestock farmers, and they rose 11% between 1984 and 1988. Crop and livestock employment is becoming concentrated on fewer, larger farms, and labor contractor employment is becoming fragmented among smaller contractors.

California agriculture depends on the hired workers who do 75 to 80% of the state's farm labor. The wages paid to these workers made up 27% of the \$11 billion in production expenses reported by farmers in the 1987 Census of Agriculture. The cost and availability of farm labor became more critical in the 1980s, when immigration reforms made it illegal for a farmer to knowingly hire illegal alien workers.

Between 1984 and 1988, the wages paid for seasonal agricultural services (crop-farm work and farm-oriented agricultural services) rose 17%. At the same time, growers shifted to hiring more through farm labor contractors (FLCs). The FLC share of total wages for seasonal agricultural services rose from 10 to 12% while the share of those wages paid by general crop farms fell from 13 to 10% and the share paid by vegetable and melon farms fell from 16 to 14%. The shift toward labor contractors was more pronounced in some counties. In Monterey County, for example, vegetable crop employment fell by 17% between 1984 and 1988, while FLC employment rose by 151%.

Employment concentration

In 1988, almost 35,000 agricultural employers paid \$5 billion to the equivalent of 420,000 full-time workers (table 1). California's Unemployment Insurance (UI) system requires that all employers paying wages of \$100 or more report the names, social security numbers, wages paid, and weeks worked for all employees each quarter. The employers pay a tax of 2 to 5% on the first \$7,500 of wages paid to each employee. The tax covers the cost of Unemployment Insurance benefits for jobless workers. California's Employment Development Department (EDD) began publishing quarterly UI data by commodity and county in the 1987 EDD

Report 882. Our report is based on the same data set that served as the basis for Report 882.

Virtually all California farm employers must obtain UI reporting numbers, report their workers and wages, and pay the UI tax, so the UI system should constitute a functional "census" of farm employment. Undoubtedly, some growers do not comply

with the law, but there are no state or federal estimates of noncompliance; enforcement officers generally agree that agriculture is not a "special problem" industry as, for example, is construction. When compared to Census of Agriculture data, the UI data report fewer employers and more wages paid. Because there is no incentive to understate wages on the Census of Agriculture, this comparison suggests that the smaller employers who report their hirings to the Census but not to UI authorities do not account for a significant share of total farm employment.

The Standard Industrial Classification (SIC) system is a set of identification codes developed by the Federal Office of Management and Budget to classify economic activity. SIC divides agriculture into three segments: crop production (SIC 01), live-

TABLE 1. California farm employment and wages paid in 1988, by commodity (percentage change from 1984, if any, is shown in parentheses)

Commodity	SIC	Reporting units ¹	Annual wages	Avg. ann. employment ²	Reporting units paying > \$500,000 in wages			Avg. ann. emp. > 50	
					Reporting units	Ann. wages	Avg. ann. emp.	Reporting units	Avg. ann. emp.
Cash grains	011	804	\$1,000,000						
Field crops	012	1,476	47.1(-4)	3,458(-23)	1	22(-1)	18(-10)	1(1)	12(28)
Vegetables & melons	0181	1,208(-8)	493.3(-3)	34,315(+11)	18(2)	78(-2)	72	18(12)	75(70)
Fruits & nuts	017	10,26(+10)	856.3(+23)	92.9(+50)	3(1)	52(0)	40(7)	8(2)	55(30)
Nonstructural specialties	018	1,449(-8)	500,1(+28)	30,031(+8)	18(4)	72(4)	66(8)	12(8)	58(54)
General crop farms	0181	3,023(-8)	376.1(+3)	30,102(-14)	5(1)	47(+)	40(3)	6(3)	48(28)
Crops	01	18,342(-8)	2,432.7(+1)	205,089	5(1)	60(3)	49(+)	8(3)	58(+44)
Beef etc.	021	1,340(-13)	76.2(+)	5,491(-18)	1	37(3)	29(1)	1(1)	24(25)
Dairy	0241	1,891(-10)	325.0(+0)	12,964(+7)	2	34(8)	29(+)	1(1)	20(+17)
Poultry	025	354(-14)	105.2(+)	6,743(-10)	11	75(+)	69(+)	8(+)	63(+62)
Animal specialties	027	391(-23)	20.7(-8)	1,588(-24)	1	18(2)	13(2)	1(1)	7(9)
General									
Livestock	0291	234(-20)	14.7(-8)	993(-28)	2(1)	27(8)	14	1(1)	13(+11)
Livestock	02	4,200(-13)	441.8(+15)	27,720(+6)	2	43(+)	35(2)	2(2)	35(30)
Crop & livestock	01								
Livestock	02	22,342(-9)	2,874.5(+1)	233,819(+1)	6(1)	97(3)	47(+)	7(3)	53(+43)
Crop harvest machine	0722	586(+17)	86.8(+35)	8,114(+42)	6(3)	63(+1)	63(+19)	6(2)	62(+33)
Crop prep. & cooling	0723	578(+)	371.0(+27)	27,132(+13)	30(+)	84(+)	79	29(+)	83(+78)
Crop services	072	1,738(-5)	575.9(+25)	37,041(+13)	10(+)	74(+)	70(+)	14(+)	72(+64)
Veterinary services	074	1,847(+)	218.6(+53)	13,860(+29)	3(2)	18(+)	12(+)		3(+)
Livestock services	075	1,288(+15)	80.8(+23)	6,102(+)	2	28(-)	18(-)	1(+)	14(+20)
FLC & management services	076	1,288(+)	574.2(+39)	82,477(+36)	25(+)	78(+)	71(+)	44(+)	83(+78)
FLCs	0761	623(+)	429.0(+43)	69,395(+38)	27(+)	77(+)	68(+)	55(+)	84(+80)
Farm mgmt. services	0762	346(+)	145.2(+30)	13,120(+41)	18(+)	81(+)	83(+)	18(+)	85(+78)
Lease services	079	5,882(+)	897.0(+82)	46,049(+88)	5(2)	52(+)	44(+)	4(+)	38(+27)
Agricultural services	07	12,284(+15)	2,187.0(+47)	186,537(+33)	6(2)	60(+)	58(+)	8(+)	68(+56)
Seasonal agricultural services	01								
Seasonal agricultural services	07	21,642(+7)	3,623.5(+17)	327,630(+8)	7(2)	65(+)	67(+)	10(+)	67(+53)
California agriculture	01, 02	34,808(-2)	5,041.6(+24)	420,306(+12)	7(2)	88(+)	82(+)	7(+)	60(+48)

SOURCE: Unemployment Insurance data, California Employment Development Department, 1988.
¹ A single farm may appear as two reporting units (e.g., if it maintains separate payrolls for grape and dairy operations that each include >50 employees).
² Average of the 12 monthly employment totals.
³ Seasonal agricultural services include SIC 01, 071, 072, and 076.

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