



What's up on work in agriculture?

2019/12

Realized by Priscila Malanski at 22/01/2020

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Call for Papers

2nd Symposium on Work in Agriculture qui aura lieu des 27 au 30 septembre 2020 - Clermont



L’IAWA (International Association on Work in Agriculture), l’INRA et l’Umr Territoires (Irstea, Inra, VetAgro Sup, AgroParisTech, Université Clermont Auvergne) organisent le 2nd Symposium on Work in Agriculture qui aura lieu des 27 au 30 septembre 2020 à Clermont Ferrand. Sont attendus entre 250 et 300 participants, dont une vingtaine d’invités, leaders scientifiques dans le domaine.

Links : <https://www.agreenium.fr/actualites/2nd-symposium-work-agriculture-27-30-septembre-2020-clermont-ferrand>

ERSA2020 Call for Abstracts is OPEN!

The Local Organising Committee is delighted to invite you to make your submission for the 60th ERSACongress which will take place from August 25-28, 2020 in Bolzano | Bozen, Italy.

The 2020 ERSACongress in Bolzano | Bozen will provide a quick and up-to-date overview of these challenges and the implications for Regional Development and Regional Science in Europe.

You will have a large choice of Special Session and General themes.

Don't miss this chance to be a Presenter of the biggest event in Regional Science! Grow your professional network with the right people, boost your knowledge, enhance your research career through a platform that connects you with scholars and associates across the globe.

Be part of #ERSA2020 in Bolzano | Bozen!

Deadline for the Call for abstracts : March 2, 2020!

Links : <https://ersa.org/2019/12/16/ersa2020-call-for-abstracts-is-open/>

Revue Management & Avenir

Plus particulièrement, ce dossier spécial vise à répondre aux questions suivantes : Comment les acteurs se représentent-ils aujourd'hui les évolutions en matière de carrières et le rôle des compétences sur celles-ci ? Comment individus et organisations se répartissent-ils les rôles en matière de gestion des compétences et de carrières ? Comment la gestion des compétences individuelles et organisationnelles peut-elles favoriser le développement des carrières en sein et en dehors des organisations. Comment la diversité des profils et des carrières individuelles peut-elle être prise en compte en matière de gestion des compétences ? Quels effets positifs mais aussi négatifs les carrières de type « nomade » engendrent-elles en matière de gestion des compétences ? Comment individus et organisations peuvent-ils œuvrer ensemble, par la gestion des carrières, à la capitalisation des compétences acquises et favoriser le développement de nouvelles compétences individuelles et collectives ?

Ce cahier spécial propose de rassembler les recherches conceptuelles et/ou empiriques abouties étudiant la relation entre carrières et compétences à un niveau individuel, organisationnel ou sociétal, répondant à ces questions ou plus largement aux thématiques (non exhaustives) suivantes :

- Carrières organisationnelles, carrières nomades et gestion des compétences
- Carrières internationales, nationales et territoriales et gestion des compétences
- GPEC, GTEC et Strategic Workforce planning
- Gestion des carrières, des compétences et employabilité
- Carrières, compétences et digitalisation
- Carrières et transmission des compétences

Les propositions d'articles doivent être envoyées par courrier électronique avant le **29 février 2020** sur la plateforme Bubblz via le lien suivant :

<https://v2.bubblz.net/#/partner/fa00cbf076-istec-articlesrma2019-nouvelle-proposition-d-article>

Links : <https://www.agrh.fr/evenements/2019/12/20/revue-management-amp-avenir>

Tags : HRM

Child Labour - Eliminating child labour and forced labour in cotton-growing communities

Cotton production is heavily demanding in terms of labour, natural resources and chemicals. It is also a crop vulnerable to pests and climate change. Child labour is prevalent in agriculture and is extensively

present in cotton production. Children are involved in a wide range of tasks and stages, depending on the system of production and varying across countries. Many of these tasks are hazardous and/or physically demanding. Common activities undertaken by children include land preparation, ploughing with oxen, the use, application and exposure to hazardous chemicals, and long-hours of work with handpicking of cotton balls, transportation and carrying of heavy weights at harvest time.

Links : <http://www.fao.org/3/ca6293en/ca6293en.pdf>

Tags : Child labour

A 2018 Inside Dairy article prompted farm manager Tom Buckley to adjust his summer milking schedules

Most farmers like a complete break from all things farming at Christmas time. Some though, like Owl Farm's Tom Buckley, can't resist getting in a little targeted reading, including an October 2018 article originally published in Inside Dairy.

Partly inspired by the article's farmer (Manawatu's Hayley Hoogendyk) and her summer milking schedule changes - and having tried once-a-day (OAD) milking over the 2017/18 summer season - Tom felt it was time to give something else a go.

Tom (centre) checks grass growth on Owl Farm with farm assistant Malou Obedencio (left) and 2IC La Arni Bayquin.

A new solution

So last summer, Tom's team switched the herd's twice-a-day (TAD) milkings to earlier times (4.30 a.m. and 1 p.m.), to shift the cows' walking and yard time away from the hottest part of the day.

"I don't 'speak cow', but I think they really enjoyed the schedule change. They walked more quickly to and from the shed. One of my team members told me she's really happy that they don't have to spend time and energy pushing the cows anymore.

"After each morning milking, the cows were fed 'easy-to-eat' feed - silage, palm kernel and turnips. When they returned to the yard at noon, they had an hour under the sprinkler, were milked, then went straight to the pasture paddock.

"That meant they ate all their grass feed in the late afternoon and overnight, in just over 15 hours. This also made grass allocation easier over summer," says Tom.

Links : <https://www.dairynz.co.nz/news/latest-news/wise-decisions-at-owl-farm/>

Tags : Work organisation

How do other farmers look after themselves and their teams? Check out the advice below, including some great ideas from Farmstrong

Farmstrong's top tips

Farmstrong is a nationwide, rural wellbeing initiative that helps farmers and their families cope with the ups and downs of farming. Here are some of its suggestions for keeping well.

Stay connected - Surround yourself with a network of people you can reach out to. It can be as simple as having a conversation in the pub or over the fence.

Keep active - Biking, walking, hunting, team sport - whatever appeals. It keeps you 'farm fit', boosts your mood and gets you off-farm.

Enjoy the small stuff - When you're working, take a moment to stop and enjoy the view or the nature. Not a bad office, is it?

Eat well - Make sure you have enough fuel in the tank to keep your energy levels up.

Look after yourself, look after your team - People are the most important part of the dairy sector.

Links : <https://www.dairynz.co.nz/news/latest-news/farmers-tips-for-staying-well/>

Tags : HRM

Publications

Insights on work in agriculture

Work in agriculture is a topic of major importance, considering the 1.3 billion of farmworkers (25% of the world active population) and the ongoing climate, market, and digital changes, which raise many planet issues such as food security, biodiversity, greenhouse gas, and water. Employment is more and more one of these core issues, notably in southern countries, because of the migration fluxes, and employment in the rural areas. Agriculture means steering biological processes leading to food and more frequently non-food production. But it also means men and women, family workers, and wage earners engaged in farming. "Work in agriculture" is indeed a rather imprecise expression, covering various themes and discipline interests, but all dealing with (i) people at work (employment, gender, health, skills and know-how, job satisfaction...) and (ii) farming systems (labor, equipment, practices, off-farm activities, efficiency and resilience, indicators and values) (Darnhofer et al. 2012; Dedieu 2019) (Fig. 1).

Links : <https://link.springer.com/article/10.1007/s13593-019-0601-3>

How Farmers Make Investment Decisions: Evidence from a Farmer Survey in China

Based on the grain production data hand collected in Mid-East China, a multinomial Logit model was employed to analyze factors that are critical to farmers' investment decisions in food production. Reasonable explanations are provided to help understand differences between expected farmers' investments in grain production and the actual results. It was found that the cost of machinery and the number of farmers is key factors affecting farmers' willingness to adjust investment. Further research shows that most of the farmers who had the willingness to adjust investment did not implement the adjustments in the short-term. From the micro-adaptability expectation perspective, the time that it takes to adjust the planting area could explain farmers' investment adjustment intention and the behavior. From the macro-investment perspective, short-term output elasticity of physical capital is less than long-term output elasticity. The differences between farmers' willingness to invest and the actual results are therefore generated. These findings suggest that it is necessary to strengthen the application

of big data technology in agriculture in order to improve the platforms' efficiency in data releasing and reaching out to farmers to provide more accurate advice regarding investment adjustment.

Links : <https://www.mdpi.com/2071-1050/12/1/247>

Tags : Family work

Gender and the Preservation of Family Farming in Ireland

Family farming is the main model of European agriculture and is a means to promote rural development, agricultural sustainability and safeguarding of cultural heritage. Nevertheless, changes in modern societies and commodity markets lead to disruptions in the traditional family farming model and increasingly challenge its preservation. In this changing environment, many farmers strive to secure intergenerational farm transfer, but women are sometimes still disadvantaged in inheriting the family enterprise. In Ireland, farm succession patterns are dictated by patrilineal socio-cultural values. This not only causes gender equality issues, but it also limits the pool of potential successors when willing candidates can be scarce. Men occupy the hegemonic position of the farmer and women are subordinated to the role of the farmer's wife. With these gender roles come societal expectations of what a traditional male farmer is. Problems arise from a disconnect between this traditional identity and the current reality of Irish farmers. Reliance on off-farm income, social isolation and the high pace of societal change contribute to reduced well-being of rural men. In this context, it is argued that evolution of patriarchal socio-cultural norms underpinning family farming could lead to a redefinition of gender roles, thereby reducing the pressure on farm men and empowering farm women.

Links : <https://onlinelibrary.wiley.com/doi/10.1111/1746-692X.12242>

Tags : Gender, Family work

Youth access to land, migration and employment opportunities: evidence from sub-Saharan Africa

This study examines the intersections between youth access to land, migration decisions and employment opportunities in various African countries.

It documents evidence on the evolving dynamics in land distribution and ownership patterns, the effect of land access on youth livelihood choices and development of rental and sales market in the region.

Overall, the analysis suggests that policy actions promoting access to land and security of tenure will significantly shape young people's engagement in farming and livelihood options.

Policies to promote youth access to land and security of tenure are not necessarily intended to keep youth permanently engaged in farming but rather to stimulate dynamic agricultural productivity growth.

Links : <https://www.ifad.org/web/knowledge/publication/asset/41489992>

Tags : Rural Employment, Youth, Migration, Policy

Economic participation of rural youth: what matters?

Employment opportunities (for youth and non-youth) depend on the development of the economy. In rural areas, employment transformation takes longer than in urban areas.

Anecdotal evidence suggests that when new off-farm opportunities develop in rural areas, youth are able to access them, while entry into farming may be hindered by lack of access to land.

A key lesson is that lack of technical skills does not seem to be the biggest obstacle youth face in entering the labour force. Evidence on agricultural extension programmes suggests that peer-to-peer learning works best.

Links : <https://www.ifad.org/web/knowledge/publication/asset/41489723>

Tags : Rural Employment, Youth

Climate and jobs for rural young people

Climate change matters for all young people. It matters especially for those whose livelihoods depend on agriculture and will continue to do so in the future due to slowing growth in labour-intensive manufacturing and constraints on labour absorption in the service sector.

Where agriculture is seen as a means to deliver job security and food security, vulnerability to climate change presents major risks for the large numbers of young job-seekers.

This study shows that adaptation to climate change is feasible and options increase as new technologies and management approaches come on-stream.

Links : <https://www.ifad.org/web/knowledge/publication/asset/41489828>

Tags : Rural Employment, Youth

Rural youth, today and tomorrow

What would it mean to develop a youth-inclusive agricultural and rural development agenda? Agriculture, and particularly smallholder farming, remains the single largest source of youth employment in most low- and middle-income countries but today's young rural men and women express little interest in agricultural futures.

Research on rural youth aspirations suggests that many young people are not averse to agriculture as such, but to agriculture's current neglected condition and the near impossibility of becoming an independent farmer while still young, due to lack of access to land.

A youth-inclusive agricultural and rural development agenda means approaching young people not as instruments of development, but as subjects, actors and citizens.

Links : <https://www.ifad.org/web/knowledge/publication/asset/41489793>

Tags : Rural Employment, Youth

Staying under the radar: constraints on labour agency of pineapple plantation workers in Costa Rica?

Plantation workers have seemingly little opportunities for labour agency, defined as the worker's ability to act and improve their conditions. In response to a call for a better understanding of the horizontal dimension shaping labour agency, this article questions what local factors determine the worker's ability to act by analysing the institutional constraints embedded in the national context through a mixed methods approach. A combination of qualitative and quantitative data is used to understand what shapes and constrains the potential for labour agency in the case of plantation workers in the pineapple sector of Costa Rica. We provide new empirical evidence of the relation between the local opportunity structure—proxied by perceived job security and union awareness—and labour agency in terms of a worker's intention to choose forthright (voice), evasive (exit) or repressed (loyalty) actions. The model results indicate that a lack of job security and a lack of union awareness significantly reduce the likelihood to use forthright actions (such as voicing concerns, striking or joining a union) compared to evasive (such as leaving the job) or repressed actions (such as doing nothing). In addition, the qualitative analysis of the local opportunity structure identifies four institutional constraints: weak employment protection, vulnerability of migrant workers, limited workers' representation and insufficient labour law enforcement. Besides overcoming these institutional constraints, empowering workers to make their voices heard also requires awareness raising about their collective bargaining rights and more job security.

Links : <https://link.springer.com/article/10.1007%2Fs10460-019-09998-z>

Tags : Rural Employment, Value chains

Development and Forecast of Employment in Forestry in the Czech Republic

Employment in forestry is an essential component of the forestry industry. It is a socio-economic phenomenon, which has been at the edge of economists' interest for quite a long time. The proportion of employees in the forestry sector is relatively small, standing at only 0.6%. However, forestry as a sector has a very significant multiplier effect which is reflected in the growth of related jobs. Examples of this can be found in the production of forestry machinery and equipment, the construction of wooden and timber structures, and the furniture sector. These sectors are kept separately in economic and statistical records, but forestry remains their natural determinant. The aim of this work is to describe, analyze, and formulate the prognosis for the development of these types of jobs. Conclusions of the work show that there has been a decrease in employment and simultaneously an increase in labor productivity. This is due to a increasingly high use of technological equipment. Development forecasts show that the Czech Republic does not differ from the overall surveyed trends in other selected countries. It is therefore evident that forecasts of the development of employment in forestry are also relevant in other similar countries. Our results show a statistically significant reduction in forestry employment. The analysis focused on the Czech Republic, but the results may also apply to other European countries. A significant decrease in employment leads to instability in the forestry sector. It means a skilled labor force leaves the forestry sector and is not replaced. Disruption of knowledge continuity leads to a negative impact on the environment

Links : <https://www.mdpi.com/2071-1050/11/24/6901>

Tags : Rural Employment

Youth and jobs in rural Africa: Beyond stylized facts

The share of working-age young people in Africa south of the Sahara has risen due to past declines in mortality coupled with high fertility. This “youth bulge” has created a sense of urgency among national governments and the international development community as the prospect of widespread youth unemployment in Africa, and the social instability and political unrest it could bring, looms closer. As a result, African governments are under pressure to create more and better jobs for the region’s young and rapidly growing population.

Although the scale of policy reforms and actions needed to address Africa’s youth bulge is daunting, there is an increasing alignment of interests and incentives: African governments have made youth employment a policy priority, and African youth are demanding policies that improve their job prospects. This creates promising opportunities to enact policies that effectively address rural youth employment—policies that are grounded in local evidence rather than stylized facts.

Links : <https://www.ifpri.org/publication/youth-and-jobs-rural-africa-beyond-stylized-facts>

Tags : Rural Employment, Youth, Policy

Land outsourcing and labour contracting: Labour management in China's capitalist farms

Difficulty in labour supervision has been considered to be one of the obstacles to the development of capitalist agriculture. This paper presents two distinctive labour management strategies in China's large-scale agriculture, which contributes to the development of agrarian capitalism in China. As shown in these cases, agribusiness companies engaged in grain crop production retreat from direct labour management by outsourcing crop cultivation, while acquiring profits from upstream and downstream activities. On the other hand, capitalist producers, who are involved in the labour-intensive and capital-intensive crop production, tend to mobilize local elites to manage the farmworkers. Although independent labour contracting services have not emerged, a specialized group of labour contractors is being cultivated. Rural social resources are utilized in labour recruitment and supervision to minimize the labour management costs in both strategies. However, the conflicts between capital and labour are covered or replaced instead of being settled.

Links : <https://onlinelibrary.wiley.com/doi/10.1111/joac.12353>

Tags : Hired work, Work organisation

Gender relations along the maize value chain in Mozambique

This article offers insights into gender relations at every node of the maize value chain in rural Mozambique. Data were collected using mixed methods, including a survey of 295 households, key informant interviews with 29 individuals (breeders, agro-dealers, traders, and processors), and 12 sex-disaggregated focus group discussions with smallholder farmers. The findings show that in terms of the gender division of labor in maize production, there is no significant difference between male-headed and female-headed households concerning the participation of men, women, children, and hired labor. In addition, due to their culturally prescribed role as head of household, men are responsible for maize marketing and for making decisions both at the farm level and across the higher nodes of the value chain. Moreover, cultural restrictions on women’s mobility and gender disparities in access to transportation tend to exclude women from participating in the markets. However, women from matrilineal villages are shown to have more autonomy than those from patrilineal villages in making decisions about the quantity of maize to sell, participation in the market, and control of revenue. Finally, whether the woman belongs to

the patriarchal or matriarchal system, she still faces challenges as she accedes to the higher nodes of the value chain, for example, participating as a trader, because of her dual roles as mother/homemaker and business woman.

Links : <https://doi.org/10.1177/0030727019888661>

Tags : Gender, Family work, Value chains

Who are the world's poor? A new profile of global multidimensional poverty

This paper is concerned with the following question: Who are the world's multidimensionally poor? To answer this, we compare and contrast the original Alkire-Foster measure of multidimensional poverty with other multidimensional indices in order to show how they differ and the consequences for poverty headcount estimates. We assess the extent of the multidimensionality of poverty using the original Alkire-Foster measure of multidimensional poverty. We then make estimates of the global profile of multidimensional poverty in 2015 using the Alkire-Foster measure and two alternative indices. We conclude that the world's multidimensionally poor are largely young people, residing in rural areas though not necessarily working in agriculture. Overall, the contribution of the paper is to explain how multidimensional poverty indices differ; and to present a new set of estimates of the global multidimensional poverty profile for 2015.

Links : <https://www.sciencedirect.com/science/article/pii/S0305750X19303651>

Well-off small-scale tobacco growers and farm workers in the Mexican agrarian reform (1972-1990)

In this article, I study small-scale growers of blonde tobacco varieties from the state of Nayarit in Mexico who had contract farming arrangements with the state-owned company Tabamex (1972-1990). I refer to them as "well-off small-scale tobacco growers" given that in the 1960s, 1970s, and the 1980s, they became one of the subaltern social groups that benefited the most from the Mexican Agrarian Reform. I want to set this research apart from the ones carried out on tobacco growers in Nayarit, which have almost exclusively understood this group as agricultural producers and have perceived as secondary, and even as anecdotal, the impact of the high levels of wage labour hired in the region. I argue that in order to have a better understanding of the social relations at play, it is important to take into account that Nayarit tobacco growers have also been employers of farm workers. Hence in my analysis, I have also included the seasonal farm workers hired by these small-scale tobacco growers because of their importance in the labour force. More specifically, I have looked into the vulnerability and invisibility of these workers both within this branch of agricultural activity and state institutions.

Links : <https://onlinelibrary.wiley.com/doi/10.1111/joac.12352>

Tags : Hired work

Agricultural production mode transformation and production efficiency: A labor division and cooperation lens

Purpose

The purpose of this paper is to analyze the impact of farmers' agricultural production mode transformation, from the perspective of agricultural division of labor and cooperation, on their agricultural production efficiency including technical efficiency, pure technical efficiency and scale efficiency.

Design/methodology/approach

This paper analyzes the impact of the agricultural production mode's transformation on farmers' agricultural production efficiency, based on the classical theory of division of labor and specialization, transaction costs and cooperation. It uses 2013 survey data from 396 farms in 15 Chinese provinces to explore the contributing factors of agricultural production efficiency using a double selection model (DSM), which can correct the endogenous selection bias in farmers' decisions.

Findings

Farmers that participate in agricultural division of labor and cooperation means transform their agricultural production from a traditional self-sufficient mode to one that is specialized and intensive. Agricultural division of labor measured by farmers' participation in an agricultural division of labor in the production stages, or in agricultural products, and agricultural cooperation measured by farmers' participation in farmers' cooperatives significantly and positively influence their agricultural production efficiency after correcting farmers' endogenous selection bias.

Originality/value

This paper proposes a unified framework to analyze the impact of farmers' agricultural production mode transformation on their production efficiency. Further, it builds a DSM for an empirical analysis to avoid the endogenous biases in farmers' self-selection behavior. This paper also provides ways for policy makers to improve farmers' agricultural production efficiency from the modern agricultural production perspective.

Links : <https://www.emerald.com/insight/content/doi/10.1108/CAER-07-2017-0129/full/html>

Tags : Work productivity, Work organisation