

# NASDA Survey Training

## Agricultural Labor Survey – April 2021 (AG LABOR)



**United States Department of Agriculture  
National Agricultural Statistics Service**



NOD-Training Group  
March 2021



# Ag Labor Survey Overview

- Legislators and USDA use farm worker data in making farm policy decisions.
  - Agencies responsible for administering farm labor recruitment and placement programs use the statistics in their planning and evaluation.
- Labor data are used in the formulation of farm productivity indexes.
  - The inclusion of wage rate data in the Parity Index (Index of Prices Paid by Farmers) is required by law.
- Farm worker data are an important component of the agricultural sector in the Gross Domestic Product.

# Survey Information

- Project Code: **956 - Agricultural Labor**
- Questionnaires:
  - Mailed April 1<sup>st</sup>
  - Web option and instructions in mail package.
- Release:
  - *Farm Labor Report*
  - May 26<sup>th</sup>, 3PM (eastern)

# 2020 April Ag Labor Data

- April Reference Week:
  - 688,000 workers on farms
  - Average Wage: \$15.07 per hour
  - Average Hours worked: 40.3
- January Reference Week:
  - 568,000 workers on farms
  - Average Wage: \$15.28
  - Average Hours worked: 40.2

# Screening/Initial Questions

- Name, address, and phone verification.
- In-business/ag activity screening questions.
  - Grow Crops?
  - Livestock or Poultry?
  - Sell any Ag products?
  - Receive government agricultural payments?
  - More than 19 acres idle cropland or 99 acres pasture?
- Who makes the day-to-day decisions?
  - Individual, Hired Manager, or Partners?
    - Verify name, address, and phone number of any partners.

# Paid Workers

- Survey asks for hired worker data for two separate weeks. Questions are the same, only the reference period changes.

April 11<sup>th</sup> – 17<sup>th</sup>

January 10<sup>th</sup> – 16<sup>th</sup>

# Paid Workers for April

- Did this operation have anyone on the payroll to do agricultural work the week of April 11<sup>th</sup> – 17<sup>th</sup>?
  - Include:
    - Workers directly hired and paid by the operation, regardless of method of pay.
    - Part-time workers, paid family members, and hired managers.
    - Workers on paid leave.
  - Exclude:
    - Contract or custom workers.
    - Workers primarily engaged in retail sales or value-added work
      - Value-added work: the material alteration of products – production of jam, wine, cheese, cider, etc.

# Paid Workers for April

- How many workers did you have on the payroll to do agricultural work the week of April 11<sup>th</sup>-17<sup>th</sup>?
- How many workers on the payroll that week will be paid for 150 days or more in 2021?



# Paid Workers for April

- Fill out the table for all paid workers during the reference week.
- Report workers who fall under the same worker code on a single line.
- Report each worker only once.
- For salaried employees, report the standard amount of hours worked on your operation

# Paid Workers for April

- Recording paid workers:
  - Select the appropriate worker code from the list.
  - Record number of paid workers
  - Record total hours worked by all paid workers in that category
    - Of the total hours, how many were:
      - Base Hours
      - Overtime Hours

# Worker Type Categories (And Subcategories)

## MANAGERS AND SUPERVISORS:

**Farmers, Ranchers, and Other Agricultural Managers:** Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, tree farms, or other agricultural establishments.

**First-Line Supervisors of Farm Workers:** Directly supervise and coordinate the activities of agricultural, aquacultural, and related workers.

## LIVESTOCK WORKERS:

**Graders and Sorters – Farm, Ranch, and Aquacultural Animals:** Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition

**Hand Packers and Packers – Farm, Ranch, and Aquacultural Animals:** Pack or package by hand a wide variety of products and materials.

**Animals Breeders:** Select and breed animals according to their genealogy, characteristics, and offspring.

**Pesticide Handlers and Sprayers –** Mix or apply agricultural chemicals through sprays, dusts, vapors, or chemical application to livestock and livestock facilities.

**Ag Equipment Operators – Farm, Ranch, and Aquacultural Animals:** drive and control heavy farm machinery while attending to live farm, ranch, or aquacultural animals and in harvest of unprocessed animal products

**Farmworkers – Farm, Ranch, and Aquacultural Animals:** Attend to live farm animals.

**All Other Livestock Workers:** All agricultural workers working with farm, ranch, and aquacultural animals or products not included in previous codes.



# Worker Type Categories (And Subcategories)

## CROP, NURSERY, and GREENHOUSE:

**Graders and Sorters - Crop, Nursery, and Greenhouse Products:** grade, sort, or classify crop

**Hand Packers and Packagers - Crop, Nursery, and Greenhouse Products:** Pack or package by hand a variety of products

**Pesticide Handlers and Sprayers -** Mix or apply agricultural chemicals through sprays, dusts, vapors, soil incorporation, or chemical application to all crops including nursery and greenhouse products or facilities. Exclude pilots who spray crops from aircraft.

**Ag Equipment Operators – Crop, Nursery, and Greenhouse:** Drive and control farm equipment while Attending to crops

**Fieldworkers - Crop, Nursery, and Greenhouse:** manually plant, cultivate, and harvest crops

**All Other Field Workers:** All agricultural workers working with crops, nursery, or greenhouse products not included in previous codes

## AGRICULTURAL INSPECTORS:

**Agricultural Inspectors:** Inspect agricultural commodities, processing equipment and facilities, and aquacultural operations, to ensure compliance with regulations and laws governing health, quality, and safety.

## OTHER WORKERS:

**Any Other Worker Not Listed Above:** Including, but not limited to, mechanics, shop workers, truck drivers, accountants, bookkeepers, office workers. Excluding contract & custom workers, retail workers, and “value-added” workers.



# Paid Workers for April

- Of the gross wages recorded, how much were:
  - Total base wages
    - The minimum amount paid regardless of method of pay, but excluding bonus and overtime pay.
  - Total bonus wages
    - Includes performance pay, hazard pay, other regularly paid bonuses, etc. that are paid in addition to base pay
  - Total overtime wages

# Paid Workers

- **Note:** For field and livestock workers, the type of work they were ***hired to do*** determines the category of work they go in
  - For example: A worker may normally work with livestock, but during the reference week, he helped harvest hay. He is considered a livestock worker.
- If unsure or if operator has additional remarks, leave a note

# Paid Workers for January

- After the April reference week, survey asks the exact same series of questions BUT reference date is January 10<sup>th</sup>-16<sup>th</sup>.
  - All includes/excludes are the same as April reference week.

# Other Ag Labor Information

- During 2020 what was or will be the largest number of hired workers on the payroll on **any one day**?
  - Include all workers directly hired and paid by the operation.
  - Exclude contract or custom workers
- During 2020 did the operation have any H-2A temporary agricultural workers on the payroll?



# H-2A Temporary Ag Worker Program

- Program allows U.S. employers to hire foreign nationals to fill temporary agriculture jobs.
- To qualify, an employer must:
  - Offer a job that is temporary or seasonal in nature.
  - Demonstrate that there are not sufficient U.S. workers who are able, willing, qualified, and available to do the temporary work.
  - Show that the employment of H-2A workers will not adversely affect the wages and working conditions of similarly employed U.S. workers.

# Value of Sales

- Total **gross value of sales** for 2020. Report by general range of sales
  - If no sales in 2020, or sales <\$1,000:
    - Record all 2021 crops, land uses, and livestock or poultry now on the total acres operated
- Type of operation category
  - Which category represents the largest portion of gross income from the operation
    - 16 Categories (Grains, Fruit, Hogs, Aquaculture, etc)
    - Can only choose *one*

# Watch For:

- Total workers not equal to sum of categories
- Sum of workers paid is not equal to total number of workers reported
- High/low wages
- High/low hours worked
- Paid supervisors out of line with number of other workers
- Hours incorrectly reported
- Livestock operations without livestock workers
  - Stock operations will usually have workers year-round
  - Crop operations may have more seasonal workers

# Be Aware Of:

- Workers are commonly misreported by type. In many regions, farmer workers usually fall into the “Equipment Operators” category and not the “Farmworkers” category as they are likely operating a tractor or some other large piece of equipment and not manually planting or harvesting by hand.
- Nursery Operations: A number of greenhouse workers may get reported as “Other,” when really they should be included in “Field Workers.” Landscape workers, florists, etc. and non-ag income, should be excluded from the data. Nurseries should report only what is produced on the operation as gross value of sales.
- Supervisors: You need to watch out for operations paying their CEOs and upper management large salaries when they are not involved in the day-to-day decision making process of the operation. We want to collect data on supervisors who are making the day-to-day decisions on the farm, not someone who is in a corporate office away from the day-to-day decision making.

# Out of Business? No Paid Workers?

- ‘No’ to all screening questions?
  - Has operation been sold/rented/turned over?
- ‘Yes’ to screening questions but ‘No’ to paid workers on operation? Asks for:
  - Largest # of workers on any one day in 2020?
  - Any H-2A Workers in 2020?
  - Total Gross Value of Sales in 2020?
  - Type of Operation?

# Conclusion

- Make notes for anything odd or unusual
- Any questions, comments?
- Practice exercises

