



Who Are California Crop Workers and How Is This Changing?

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Disclaimer: Views are solely those of the
presenter



Overview

- Who are California crop workers?
 - Their demographics
 - Where they come from
 - Work patterns
 - Health insurance and health care use
- How has the population changed in the last 15 years?



National Agricultural Workers Survey

(Source: National Agricultural Workers Survey)

- National survey of crop workers, started fiscal year 1989
- Annual random sample survey of 1,500-3,000 workers
- Establishment survey – find workers at work
- A source of reliable information on crop worker demographics
- Limited regional coverage and no local numbers
- H-2A workers excluded

NAWS Data Caveats

- This presentation uses the most recently available data from FY2013-FY2014. The data are preliminary and should not be cited.
- The data are grouped in two-year intervals to get a large enough sample to make comparisons.
 - Two time periods will be compared: 1999-2000 and 2013-2014; these time points are referred to as 2000 and 2014 throughout the talk.
 - The sample sizes were 2,691 in 1999-2000 and 1,639 in 2013-2014.
- Internal review of the data to account for the complex sampling design of the NAWS indicates that some of the estimates should be interpreted with caution because they have relative standard errors between 31 and 50 percent, and some of the estimates had to be suppressed because they are based on fewer than four observations or they have relative standard errors greater than 50 percent. Values to be interpreted with caution are identified below with a superscript 'a', and suppressed values are identified with a superscript 'b'.



Recent Changes in Agriculture Affecting Crop Labor

- Increased fruit and vegetable consumption and changing grain use
- New production practices
- Competition from abroad
- Competition from other industries



California Has More Labor Intensive Crops

- According to the 2012 Census of Agriculture, California comprised:
- 11 percent of US crop sales in dollars
- 46 percent of sales of labor intensive crops – vegetables, fruits and nuts, nursery
- 68 percent of sales of fruits and tree nuts including berries
- California producers sold \$26.5 billion worth of labor intensive crops in 2012.



California Labor Expenditures

- According to the 2012 Census of Agriculture,
- California crop producers spent:
- \$8 billion on labor
- \$5 billion on direct hires
- \$3 billion on contract labor
- California has higher contract labor expenditures.

Crop Worker Population

(Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages)

- In 2014 California had on average:
 - 380,000 crop workers
 - 175,000 hired workers
 - 205,000 contract workers
- Peak employment can be twice the average.



Supply Shocks¹

- More difficult to cross US-Mexico border because of new US laws and more border enforcement
- More expensive to hire smugglers to cross US-Mexico border
- Reduced incentive for Mexican citizens to migrate to US because of:
 - Increasing economic growth in Mexico
 - Improved social programs
 - Decreased birth rates
- More immigration enforcement in US interior

¹Fan, M., Gabbard, S., Pena, A.A., & Perloff, J.M. (2015). Why Do Fewer Agricultural Workers Migrate Now?



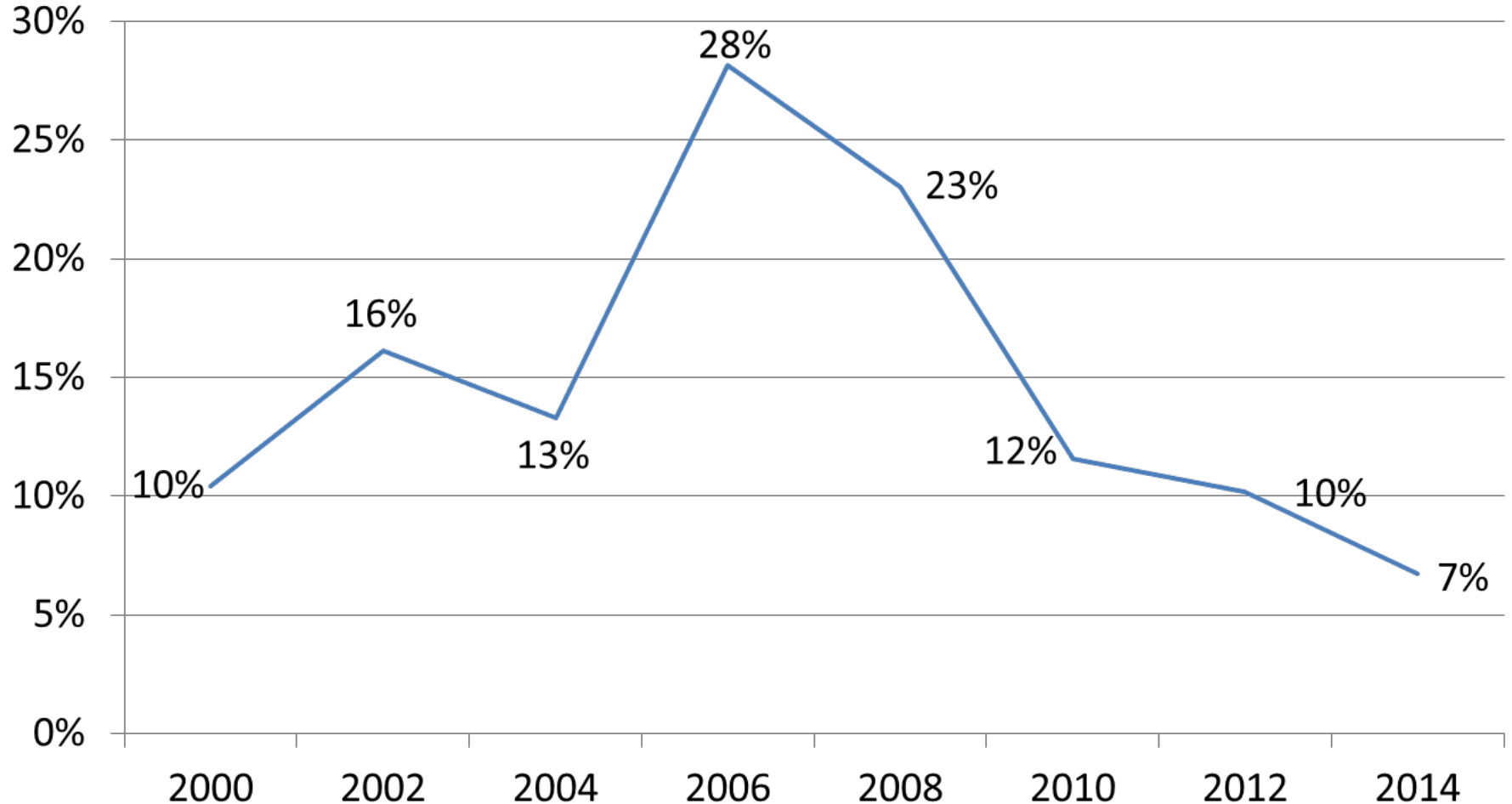
Place of Birth

(Source: National Agricultural Workers Survey)

- In 2014, the California crop labor force was 91 percent immigrant.
- Nine percent were born in the US, 89 percent were born in Mexico, and one percent were born in Central America.

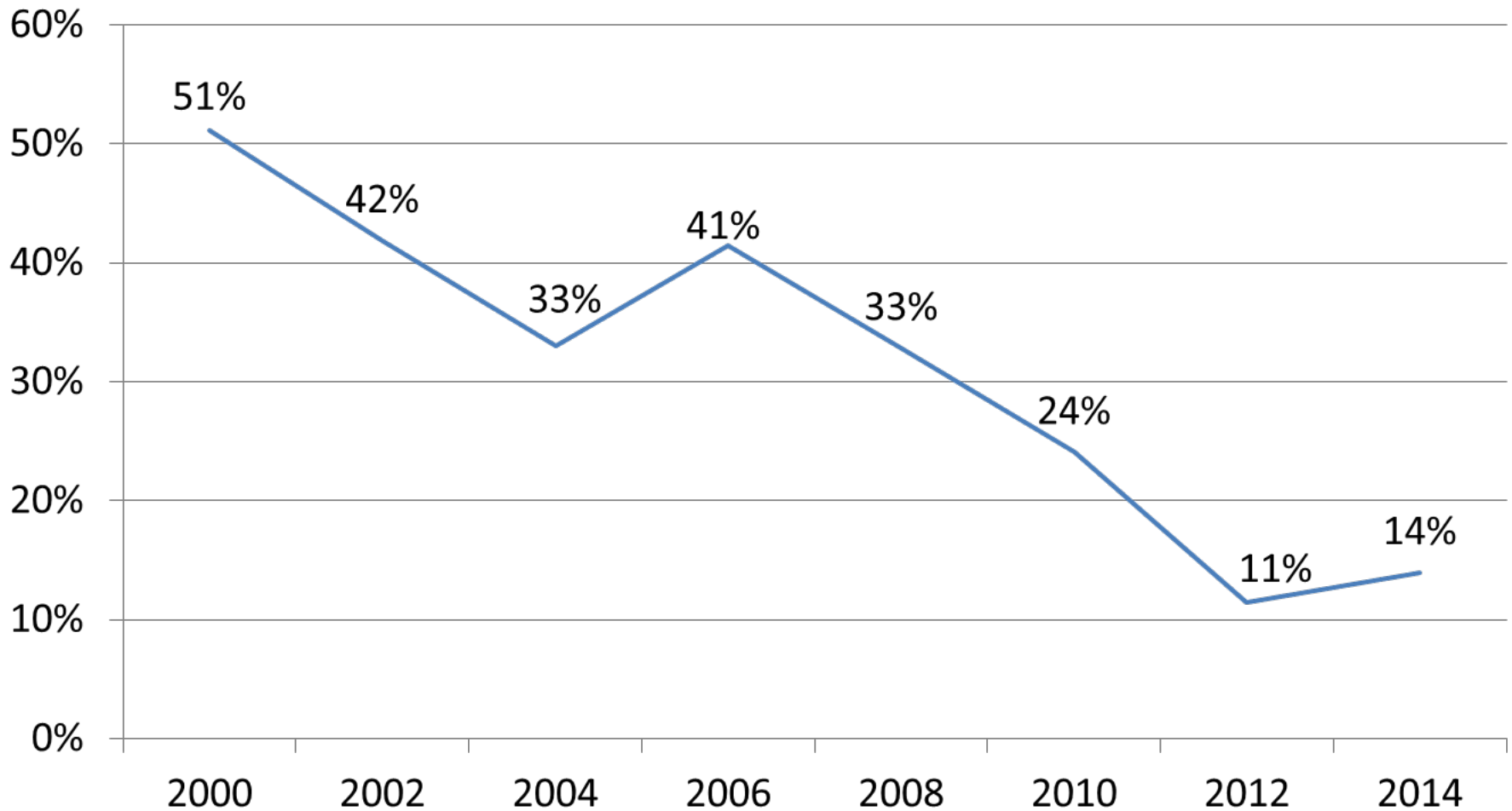
California Indigenous Crop Workers Trend

(Source: National Agricultural Workers Survey)



California Crop Workers Migrant Trend

(Source: National Agricultural Workers Survey)



California Migrant Crop Workers

(Source: National Agricultural Workers Survey)



- Fewer crop workers migrated either within the US or across international borders on an annual basis.
- Newcomers to crop work who were born abroad declined from:
 - 29 percent in 2000 to
 - One percent in 2014

International Migrants Crossing the US-Mexico Border to Work in California

Map Source: <http://travel.state.gov/content/dam/tsg-global/country-maps/mx-map.gif>

Data Source: National Agricultural Workers Survey



Declines in California Migrant Workers From 2000 to 2014

(Source: National Agricultural Workers Survey)

Crop	2000	2014	Percentage
			Point Difference
Vegetables	60%	12% ^a	48%
Fruits/nuts	51%	16%	35%
Field crops	44%	10% ^a	34%
Horticulture	30%	-0% ^b	N/A

Declines in California Migrant Workers From 2000 to 2014

(Source: National Agricultural Workers Survey)

Task	Percentage Point Difference		
	2000	2014	
Pre-harvest	55%	16%	39%
Harvest	58%	24%	34%
Technical	43%	9%	34%

H-2A Employer-Filled Applications Certified

(Source: Department of Labor, Office of Foreign Labor Certification)



Between 2007 and 2013:

- In California, the number of applications certified increased by 28 percent from 195 to 250.
- In the US, the number of applications certified increased by 23 percent from 6,602 to 8,118.

H-2A Positions Certified

(Source: Department of Labor, Office of Foreign Labor Certification)

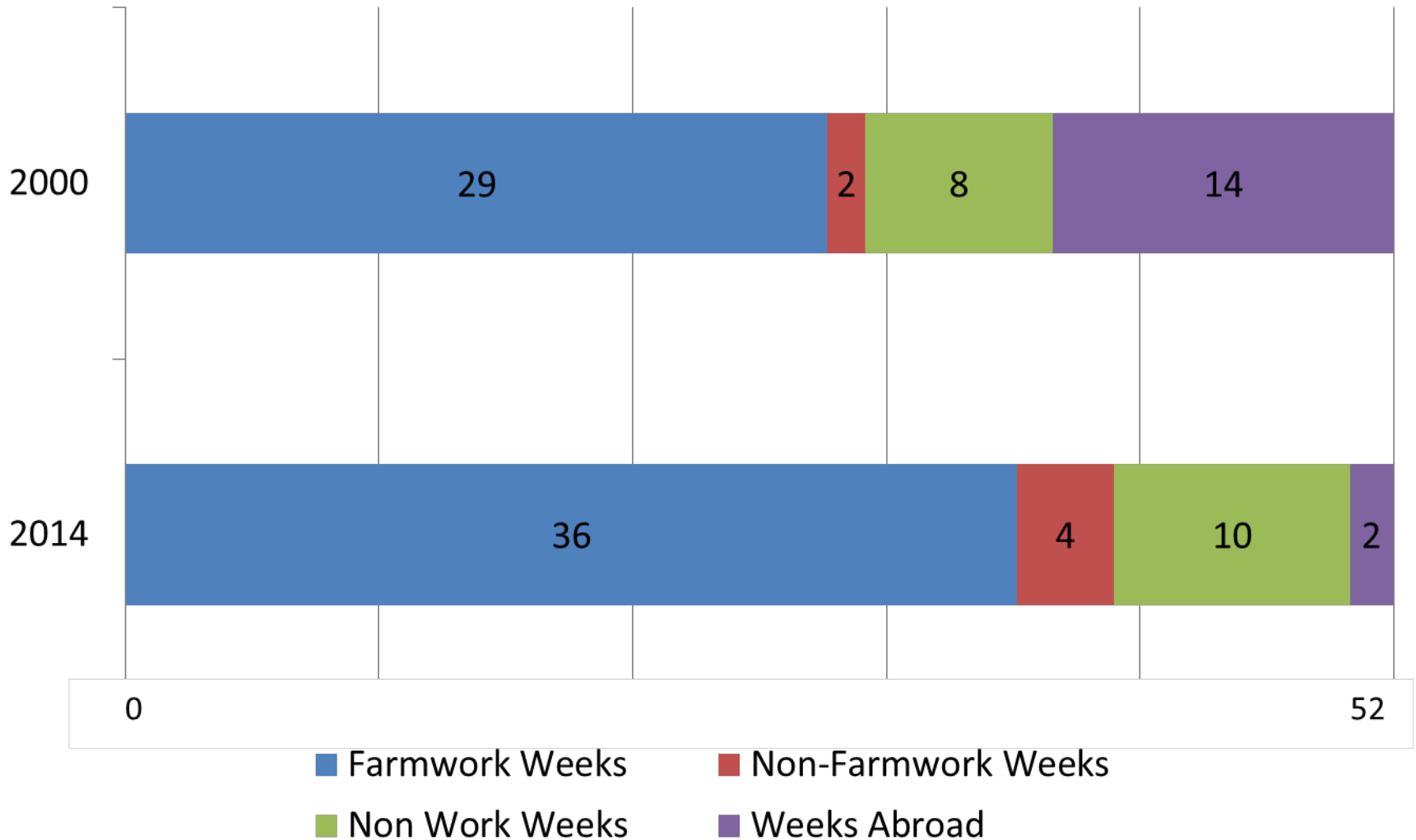


Between 2007 and 2013:

- In California, the number of positions certified increased by 85 percent from 2,263 to 4,199.
- In the US, the number of positions certified increased by 104 percent from 48,336 to 98,821.

California Crop Worker Weeks by Activity

(Source: National Agricultural Workers Survey)





California Crop Workers with Non-Farm Jobs

(Source: National Agricultural Workers Survey)

- The average number of non-farm work weeks decreased from 28 to 24 weeks for those who had a non-farm job between 2000 and 2014.
- The percent of crop workers who had non-farm jobs increased from six percent to 17 percent between 2000 and 2014.

Number of Farm Employers of California Crop Workers

(Source: National Agricultural Workers Survey)

Number of Farm Employers	2000	2014
1	68%	74%
2	21%	15%
3 or more	11%	11%

How California Crop Workers Are Paid

(Source: National Agricultural Workers Survey)

In 2014, the majority (79%) of crop workers in California were paid by the hour. One in eight (12%) were paid by the piece.

Crop	Percent That Was Hourly 2000	Percent That Was Hourly 2014
Field Crop	96%	93%
Fruits and Nuts	71%	69%
Horticulture	94%	96%
Vegetables	91%	96%

Tasks Paid by the Hour in California

(Source: National Agricultural Workers Survey)

Task	Percent That Was Hourly 2000	Percent That Was Hourly 2014
Pre-Harvest	94%	95%
Harvest	51%	53%
Post-Harvest	87%	84%
Technical	86%	86%



California Crop Worker Housing

(Source: National Agricultural Workers Survey)

- In California, 93 percent of crop workers lived off-farm, up from 91 percent in 2000.
- Nationally, 85 percent of crop workers lived off-farm, up from 80 percent in 2000.
- The remainder lived on-farm or had another living arrangement.

Primary Language

(Source: National Agricultural Workers Survey)



- In 2014, the majority of crop workers' primary language was Spanish both in US (72%) and in California (91%).
- The share of crop workers with Spanish as a primary language decreased from 2000 when it was 85 percent in US and 96 percent in California.

Crop Worker Education

(Source: National Agricultural Workers Survey)

- In California, between 1999 and 2014, the average number of years of education for crop workers increased from 6 years to 7 years.
- In the US, for the same time period, it increased from 6 years to 9 years.



Crop Worker Age

(Source: National Agricultural Workers Survey)

- Crop workers are a young labor force and FLC workers are younger than those hired directly by growers by three years on average.
- From 2000-2014, the California farm labor force became older.
 - Average age for FLC workers increased by seven years, from 30 in 2000 to 37 in 2014.
 - Average age for direct-hire labor force age increased by eight years, (from 32 to 40 from 2000 to 2014.)

Average Age by Crop

(Source: National Agricultural Workers Survey)

Average age of California crop workers varied by crop in 2014 and increased since 2000 for all crops:

Crop	Average Age	Increase
Field crops	41 years	up 9 years
Fruits and nuts	38 years	up 7 years
Horticulture	41 years	up 9 years
Vegetables	39 years	up 8 years

Average Age by Task

(Source: National Agricultural Workers Survey)

Average age of California crop workers varied by task in 2014 and increased since 2000 for all tasks:

Task	Average Age	Increase
Pre-harvest	40 years	up 11 years
Harvest	38 years	up 7 years
Post-harvest	37 years	up 7 years
Technical	39 years	up 6 years



Tenure in Farm Work

(Source: National Agricultural Workers Survey)

- The average number of years doing farm work in the US increased between 2000 and 2014.
- Tenure increased for all workers:
 - From 7 to 15 years for FLC workers
 - From 10 to 16 years for directly-hired workers



Crop Worker Gender

(Source: National Agricultural Workers Survey)

- The farm labor force in California is mostly male for both FLCs (73% male, 27% female) and growers (74% male, 26% female).
- Between 2000 and 2014, the share of female crop workers has grown, from 26 percent to 27 percent for FLCs and from 20 percent to 26 percent for growers.

Female Crop Workers by Crop

(Source: National Agricultural Workers Survey)



- The largest growth in share of crop workers who were female was in horticulture, from 15 percent to 40 percent between 2000 and 2014.
- A more modest growth in fruit and nut crops, with the share of crop workers who were female increasing from 23 percent to 25 percent between 2000 and 2014.
- The share of vegetable workers who were female also increased slightly, from 26 percent to 28 percent between 2000 and 2014.



Female Crop Workers By Task

(Source: National Agricultural Workers Survey)

- Increasing percent of female crop workers:
 - Pre-harvest: from 29 percent to 35 percent
 - Harvesting: from 23 percent to 27 percent
- Decreasing percent of female crop workers:
 - Post Harvest: from 62 percent to 56 percent
 - Technical tasks: from 15 percent to nine percent



Family Composition

(Source: National Agricultural Workers Survey)

- California workers' family composition has changed with single workers declining from 41 percent to 22 percent between 2000 and 2014.
- The number of crop workers that are parents increased from 49 percent to 63 percent between 2000 and 2014.

Family Togetherness and Separation

(Source: National Agricultural Workers Survey)

In 2014:

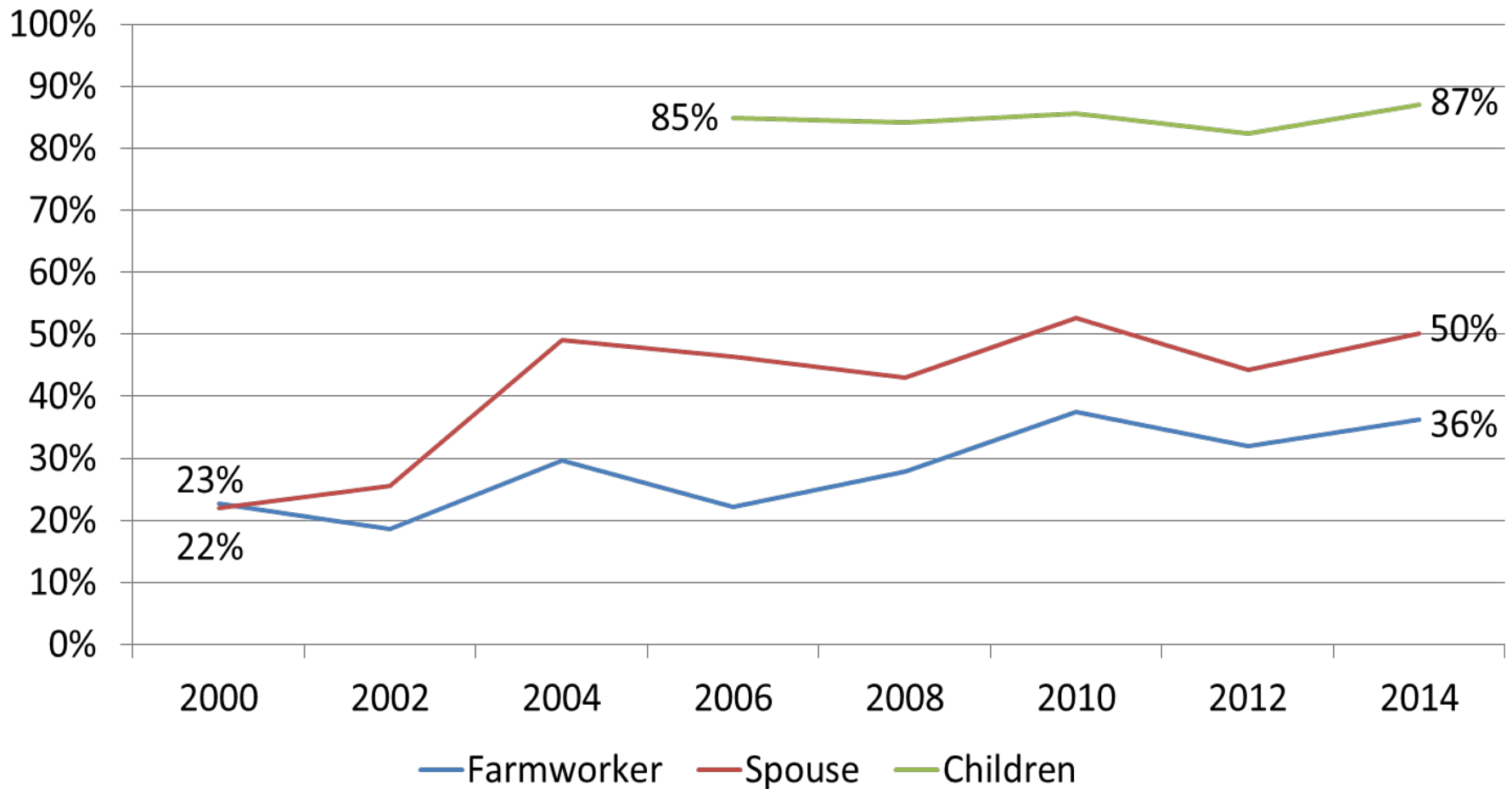
- About two thirds of California crop workers lived with nuclear family members.
- About one in ten had a spouse or children but lived away from them.
- The remainder were single workers.

Between 2000 and 2014, the percent of California workers living with nuclear family members increased:

- from 32 percent to 62 percent for FLC workers and
- from 42 percent to 71 percent for grower-hired workers

California Health Insurance Coverage Trends

(Source: National Agricultural Workers Survey)



Sources of Crop Worker Health Insurance in California

(Source: National Agricultural Workers Survey)

- One-third of crop workers reported having health insurance coverage in 2014.
- In 2014, insurance was reportedly provided by:

Government Program	47%
Employer	39%
Family Purchased	8%
Spouse's Employer	5%
Other Sources	3%

Sources of Spouse's Health Insurance in California

(Source: National Agricultural Workers Survey)

In 2014, among crop workers with spouses,
insurance coverage was reportedly provided by:

Government Program	58%
Employer	21%
Spouse's Employer	13%
Family Purchased	9%
Other Sources	2% ^a

Children's Insurance in California

(Source: National Agricultural Workers Survey)

In 2014, among crop workers with children, insurance coverage was reportedly provided by:

Government Program	84%
Family Purchased	6%
Employer	6%
Spouse's Employer	4%
Other Sources	3% ^a

California Crop Workers' Health Care Visits

(Source: National Agricultural Workers Survey)

- Visits to US providers in the prior two years increased from
 - One in three crop workers in 2000 to
 - Over one-half in 2014
- Visits to providers abroad in the prior two years declined from
 - One in five crop workers in 2000 to
 - One in 10 in 2014

Health Care Visit in Previous Two Years by Insurance Status, 2014

(Source: National Agricultural Workers Survey)

Insurance Status	Had a US Health Care Visit in Previous Two Years
All California Crop Workers	57%
Uninsured California Crop Workers	50%
Insured California Crop Workers	70%

Summary of California Crop Workers

- In 2000, the California farm labor force was younger with more single males. The California workforce was 29 percent newcomers and almost all Mexican.
- Fifteen years later (1999-2014), the California farm labor force was still made up primarily of immigrants.
- West Central Mexico continued to be the region in which the largest share of California crop workers were born, although the share from this region has declined.
- In 2014, there were very few newcomers in the farm labor force and the number of migrants had declined. Employers were keeping their workers longer and the workforce was aging. They were also employing more women, and finding more of their workers in the local, settled labor market.
- The share of California crop workers with health insurance increased by 64 percent between 2000 and 2014, from 22 percent to 36 percent.



The End

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