Agricultural Industrial Relations Bibliography

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May 1991

We are grateful to the California Employment and Development Department and the University of California, Berkeley Institute of Industrial Relations for support.
Agricultural Industrial Relations Bibliography

This farm labor industrial relations bibliography was prepared by a team at the Department of Agricultural and Resource Economics, University of California, Berkeley using a subset of the records in our computer database, which contains information on articles, books, and other publications on farm labor more generally. This project represents the work of the following people:

1) Grace Dote, Jeffrey M. Perloff, and Howard R. Rosenberg designed and supervised the construction of this database.
2) Nanyan Xiong was in charge of the computer work. She and Jeff Perloff designed the database record structure. She and Grace Dote determined the formatting conventions used (though some were imposed on us by the nature of the computer database software).
3) Troy Schmitz downloaded records from various computerized databases and did the preliminary editing of these records.
4) Cheryl L. Brown and Christopher Edmonds performed most of the library work, writing of abstracts, and assigning subject words. They worked with Sheila Watson on proof reading and editing.
5) Nanyan Xiong and Jeff Perloff wrote the programs used to create this final hard copy.

The development of the computer database was funded by the California Employment and Development Department (EDD). We are grateful to the following people at EDD who helped us with this project: Alvin Chong, Susan Farrar, and Myra Young. We are also extremely grateful to several prominent researchers who, in response to requests from Rosenberg and Perloff, sent us information about their research. Most of these authors granted us permission to quote their abstracts verbatim. We also received information from a number of government and nonprofit agencies concerning their reports (including the U. S. Department of Agriculture, U. S. Department of Labor, and various California agencies). We are very grateful to the following (and apologize if anyone has been inadvertently left off this list):

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We are particularly grateful to Robert D. Emerson, who gave us permission to reproduce verbatim the abstracts from Robert D. Emerson and Anita L. Battiste, *U. S. Agriculture and Foreign Workers*, United States Department of Agriculture, Bibliographies and Literature of Agriculture Number 73, (Washington, D. C.: Economic Research Service, December 1988). In the following, an "(e)" appears at the end of abstract that are verbatim copies (or have only been slightly rewritten) of those from Emerson and Battiste. Most of the other abstracts were either written by Cheryl Brown or Christopher Edmonds or are verbatim copies of abstracts provided by the original authors.

**Journals**

Journals that we systematically searched include:

- Agricultural Economics Research
- American Journal of Agricultural Economics
- American Economic Review
- California Agriculture
- California Farmer
- Industrial Relations
- Industrial and Labor Relations Review
- Journal of Political Economy
- Journal of Rural Studies
- Journal of Labor Economics
- Journal of Labor Research
- Journal of Human Resources
- Monthly Labor Review
- North Central Journal of Agricultural Economics
- Northeastern Journal of Agricultural Economics
- Research in Rural Sociology & Development
- Review of Economics and Statistics
- Rural Sociology
- Southern Journal of Agricultural Economics
- Western Journal of Agricultural Economics

In addition, various trade journals, such as *American Nurseryman*, were searched. We also consulted the *Journal of Economics Literature* using the 710 (Agriculture) and 800 (Manpower; Labor; Population) classifications. EDD reports were obtained from *California State Publications*, which is published by the California State Library.

**Other Databases**

Other computerized databases we searched for appropriate entries include AGRICOLA, ERIC, NTIS, SOCIND, and SOCIO. In addition, we used the Giannini Foundation library's on-line catalog ORPHA and the University of California's on-line catalog MELVYL and University of California at Berkeley's on-line catalog GLADIS.

**Rules for Constructing the Database**

In constructing the database, the following rules were followed. Only articles in English and pertaining to the United States were included. Unpublished articles more than five years old were excluded. General articles on labor economics were not included unless they refer directly to agricultural markets or workers. When in doubt, we included articles that use the word "rural," though some may not be relevant for a study of agricultural labor markets.

Relevant chapters in edited books are listed separately. We tried to include articles from economics, sociology, education, political science, and management. We paid particular attention to
economics and management, however. Articles on education are not included unless they deal with training (e.g., on-the-job training) or retraining workers. Articles on vocational training of high school students, 4H programs, farmer-training programs and so forth (especially those that concentrate on the training itself — e.g., the use of computers in vocational training) are not included unless they refer to job search in agriculture directly. With few exceptions, we restricted our database entries to those from 1965 on.

The following fields are controlled (only answers from a specified list or range are used): subjects, dates, pagination, and geography. Key words and abstracts are not controlled. Typically, keywords are supplied by the author, whereas the subjects were assigned by us.

**Fields**

The computerized database has the following fields:

1. Record No.
2. Authors
   - (e.g., Summers, L. A.; McKillop, William G.)
   - (U. S. Department of Agriculture)
   - (article, chapter, or book title)
3. Corporate Author
   - (book; journal; series)
4. Title
   - (journal: date, vol, no., pp.)
   - (series: date, pp.)
5. Key words
   - (e.g., Summers, L. A.; McKillop, William G.)
6. Source
   - (for working papers, bulletins, ...)
8. Editors
   - (publication place and publisher)
9. Series No.
10. Publication info
11. Publication Year
12. Source of reference
13. Type of publication
   - (journal, book, gov. report, unpub., films, ...)
14. Geography
   - (e.g., CA; US; AZ, TX, WA, OR, Pacific NW, other states)
15. Data Analysis
   - (e.g., means; regressions; plots)
16. Discipline
   - (economics, sociology, education, institutional)
17. Subjects
   - (controlled vocabulary)
18. Who last checked the abstract
19. Abstract
20. Notes
   - (primarily from AGRICOLA)
Subject List

On the following pages are lists of subject words. Terms in the parentheses are synonyms or other related words. For example, a search for "wages" produces many articles concerning "compensation;" however, "compensation" is not included separately in the subject list. We organize the list alphabetically within major categories (these italicized category terms are not subject headings).

Following the alphabetical listing of all the articles in our database, subject word indexes are provided, which list the articles by number. Where we did not have the original article, we tried to infer the subjects from the title and other information (hence mistakes may have been made). Also provided is an index of articles that reference California. The subject words that were used to create this subset, in bold face, are some of those that are particularly relevant for studying industrial relations.

Subject Words by Categories

Demographics
Age (ref. to specific groups, such as youths, children, teens, older workers)
Documentation (legal status: "illegal," unregistered,...)
Education (incl. skills, training)
Ethnicity (Other non-Hispanic: Asians, Filipinos...)
Family (incl. ethnographic studies, kinship network, school issues)
Hispanic (if refers to Mexicans in particular, use "Mexican" as well)
Mexican (use Mexican and Hispanic)
Race (blacks,...)
Women

Compensation and Health
Benefits (fringe, insurance, retirement, vacation)
Hazard (accidents, occupational safety, on-the-job exposure, job-related health problems)
Health (other issues than "hazards" including insurance and overall health)
Housing (incl. living conditions)
Income (annual earnings)
Piece-work (output-based pay [vs. hourly work]; piece rates)
Wage (compensation)

Employees/Employment
Careers (moving in and out of agriculture, long-run)
Hours (time worked)
Nonfarm (employment off the farm; may be paired with family or career)
Seasonal (employees, production; seasonality)
Year-round (employees)

Employer/Farming Relationship (including type of farm)
Contractor (farm labor contractor [FLC], independent contractor, share farmer [sharecropper], tenant farmer)
Corporate (farming)
Family-farm (Family-operated farm)
Other-farm (Horticulture, organic, collective, share, tenant farming,...)

Management and Union
Labor-relations (labor disputes, grievances)
Manager (Manager, crew leader, foreman, supervisor, supervision; person and activity)
Personnel-Management (job design, organization structure, job analysis, employee communications, performance appraisal,...; business articles)

Seniority
Union (collective labor agreements, collective bargaining, United Farm Workers Organizing Committee [AFL-CIO])
Working-conditions (e.g., employer provides rides, tools, water, toilets)

Government/Public Policy
Case (litigation: e.g., Borello, Lauritzen, Adams Fruit)
IRCA (Immigration Reform and Control Act — list "Law" also)
Programs (government assistance programs: unemployment insurance, government training, production subsidies, market and trade policies, Bracero (program), Guest (workers program), H-2 (program, H-2A), SAW, RAW — list specific programs in keywords)
Regulations (health, sanitation, and other government regulations and limitations)

Industry and Macroeconomics
Demand (Labor)
Immigration (mobility from outside the U. S. — as opposed to "migration" — might also use documentation)
Migration (mobility, w/in the U. S. — as opposed to "immigration")
Supply (Labor)
Unemployment (layoff, firing, underemployment; macro)

Hiring
Job-Search (job search by workers)
Recruit (search for employees by employers, methods used, selection)

Production
Costs (farmer’s)
Crew (teams)
Intensive (factor ratios: labor intensive, capital intensive,...)
Labor-requirements
Productivity (performance)
Tasks (e.g., harvest, prune, hoe, wrap, pack, load, spray, plant; jobs; activities)
Technology (mechanization, technological advances)

Other
(California: recorded in the geography field — not here)
History (prior to 1965; slavery is put into keywords field)
Alphabetical Listing of Subject Words

Age (ref. to specific groups, such as youths, children, teens, older workers)
Benefits (fringe, insurance, retirement, vacation)
Careers (moving in and out of agriculture, long-run)
Case (litigation on Borello, Lauritzen, Adams Fruit)
Contractor
Corporate (farming)
Costs (farmer’s costs)
Crew (teams)
Demand (Labor)
Documentation (legal status: "illegal," unregistered,...)
Education (incl. skills, training)
Ethnicity (Other non-Hispanic: Asians, Filipinos...)
Family (incl. ethnographic studies, kinship network, school issues)
Family-farm (Family-operated farm)
Hazard (accidents, occupational safety, on-the-job exposure; job-related health problems)
Health (other issues than "hazards" including insurance and overall health)
Hispanic (if refers to Mexicans in particular, use "Mexican" as well)
History (prior to 1965; slavery put in keywords fields)
Hours (time worked)
Housing (living conditions)
Immigration (mobility from outside the U. S. — as opposed to "migration")
Income (annual earnings)
Intensive (factor ratios: labor intensive, capital intensive,...)
IRCA (Immigration Reform and Control Act; cite Law also)
Job-Search (job search by workers)
Labor-relations (labor disputes, grievances)
Labor-requirements
Laws (Acts)
Manager (Manager, crew leader, foreman, supervisor, supervision; person and activity)
Mexican (use Hispanic also)
Migration (mobility, w/in the U. S. — as opposed to "immigration" — might also cite Documentation)
Nonfarm (employment off the farm; may be paired with Family or Career)
Other-farm (Horticulture, organic, collective, share, tenant farming,...)
Personnel-Management (job design, organization structure, job analysis, employee communications, performance appraisal; business articles)
Piece-work (output-based pay [vs. hourly work]; piece rates)
Productivity (performance)
Programs
Race (blacks,...)
Recruit (search for employees by employers, methods used)
Regulations (health, sanitation, government limits)
Seasonal (employees, production; seasonality)
Seniority
Supply (Labor)
Tasks (e.g., harvest, prune, hoe, wrap, pack, load, spray, plant; jobs; activities)
Technology (mechanization, technological advances)
Unemployment (layoff, firing, underemployment)
Union
Wage (compensation)
Women

Working-conditions (e.g., employer provides rides, tools, water, toilets)

Year-round (employees)
Subjects: recruit; personnel-management 
Geography: US

Subjects: personnel-management; recruit 
Geography: US

Subjects: seasonal; productivity; tasks; labor-requirements; personnel-management 
Geography: CA

Subjects: contractor; labor-relations; supply; demand; personnel-management; wage 
Geography: NY

Subjects: contractor; labor-relations; supply; demand; personnel-management; wage 
Geography: NY

Subjects: migration; unemployment; supply; demand; careers; education; income; wage; technology; productivity; race; programs; age; seasonal 
Geography: US


Subjects: working-conditions; year-round; family; other-farm; race; history 
Geography: South

Abstract: Based on a mail questionnaire sent to all growers in: 1) the fresh market tomato industry in San Diego and Fresno Counties, CA, Berrien County, MI, and Dade and Collier Counties, FL, 2) the raisin industry in Fresno County, CA, 3) the apple industry in Yakima County, WA, Berrien County, MI, and Wayne County, NY, and 4) the mushroom industry in Chester County, PA. 
Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm; contractor 
Geography: US

Subjects: working-conditions; seasonal; laws; housing; health; corporate 
Geography: FL; US

Subjects: education; manager; personnel-management; tasks; technology 
Geography: US

Subjects: education; careers; year-round; supply; productivity 
Geography: US


Subjects: productivity; personnel-management; tasks
Geography: US


Subjects: productivity; personnel-management; tasks
Geography: US


Subjects: IRCA; documentation; recruit; personnel-management
Geography: US


Abstract: Based on revised procedures for calculating total factor productivity and measuring productivity growth in U.S. agriculture over the postwar years based on (1) a disaggregated treatment of outputs and inputs and (2) indexing procedures that do not impose a priori restrictions on the structure of production, the author finds that productivity grew at the average annual rate of 1.75% during the 1948-79 period, compared with the 1.70% per year estimated by the U.S. Department of Agriculture.

Subjects: productivity; piece-work; personnel-management
Geography: US


Abstract: Thornqvist-Theil indexes of outputs and inputs for U.S. agriculture for the period 1948 to 1975 are constructed. Productivity indexes are derived from a flexible multioutput-multipactor model output production structure under a constant returns to scale technology. Total factor productivity grew at an average annual rate of 1.75%, compared with 1.70% per year estimated by the U. S. Department of Agriculture. Despite the fact that the two estimates are close to one another, there remain some important differences in measurement of individual inputs productivity changes between the two estimates.

Subjects: productivity; technology
Geography: US


Subjects: hours; careers; manager; nonfarm
Geography: US


Subjects: union; labor-relations; programs; technology; education
Geography: US; Midwest


Abstract: Several possible explanations for why part-time farmers pursue off-farm jobs are proposed: a) off-farm employment is sought to supplement income needed to sustain the family farm, b) farming is a secondary or "hobby" occupation of part-time farmers, c) labor effort diversification and life cycle employment plans, d) investment farming wherein the farm is purchased as an investment then employees are hired to run the business, and e) response to greater availability of off-farm employment in rural areas. Row-crop and livestock farmers from a county in Georgia were studied in detail for the study. Most part-time farmers pursue off-farm labor as part of a long-term plan that involved rejection of full-time farming early in life and completion of education needed to attain stable off-farm jobs. A small group of part-time farmers are found to be downwardly mobile farmers who pursue off-farm work to supplement income. Finally, investment farmers motivated by a desire to keep the farm in family hands makes up a third small group. Family dynamics of the part-time farming decision, and the impact of the farm crisis are also considered.

Subjects: age; family; income; careers; nonfarm; hours; family-farm; intensive; technology; productivity; education; housing; hours; year-round
Geography: GA; US

Abstract: This paper summarizes findings from a case study of 23 selected full-time farm workers in a county in the state of Georgia. The study contradicts a number of commonly held beliefs about the socio-economic characteristics of farmhands. These results are similar to those of H. Newby who studied farmworkers in England (The Deferential Worker, Madison: University of Wisconsin Press, 1979). The present study finds that both black and white farmhands are generally young, often have employment histories which include nonfarm jobs, and reveal belief in the security of their farm employment. Average daily pay for the small sample averaged 26 dollars per 11-hour work day. The case studies show this pay is supplemented with cash and in-kind benefits. Contrary to a negative stereotypical impression of bad relations between farmers and farm workers and farmworker dislike of their labor, the case studies indicate farm workers frequently have personal ties with farm owners and indicate strong positive attitudes toward farm work. Farm workers often share an agrarian ideology with farm owners. The author suggests this belief system may be linked to the farm workers' own farm background.

Subjects: age; family; benefits; wage; hours; nonfarm; year-round; labor-relations; working-conditions; unemployment

Geography: GA; US


Abstract: First in a series of publications on the topic of Human Resources in agriculture.

Subjects: supply; demand; income; productivity; personnel-management

Geography: US


Abstract: Using data for beef farms in twelve Southern states and Oklahoma, this paper looks at the effects on beef production of part-time farming in these areas. Stocking rates and non-land capital requirements per acre for part-time and full-time beef farms are compared. Returns per hour of operator labor, labor hired per acre, and cost per acre are compared for part-time and full-time farms. Motivational and attitude characteristics of part-time and full-time farmers are compared. The increasing importance of part-time farmers in these states is documented.

Subjects: nonfarm; other-farm; income; demand; productivity; costs

Geography: South; OK


Abstract: Attachment of Illinois farm operators to production agriculture is created as an index using farm size, occupational status, and a farm's ability to generate income as variables. A second index reflecting a farm operator's change in attachment gives greater weight to occupation and days worked on the farm. Soil productivity per farm is highly correlated with farm operators' level of attachment to production agriculture. The availability of off-farm employment opportunities will cause farmers to become part-time operators when farm sector economic conditions are poor.

Subjects: income; hours; nonfarm; careers; education; productivity

Geography: IL


Subjects: history; corporate; labor-relations; seasonal; intensive; tasks

Geography: LA


Subjects: personnel-management; labor-relations; manager; costs

Geography: US


Abstract: Review of a book discussing the social consequences of mechanization in agriculture.

Subjects: income; wage; seasonal; year-round; personnel-management; union; demand; supply; unemployment; technology; intensive

Geography: US


Abstract: Analysis, procedures, findings, recommendations, and products of the study are reported, summarizing Phase II of the study of employment demand data for agriculture and agribusiness in New York state. Recommendations were made for an information management system and for improved data gathering and analysis.

Subjects: demand; labor-requirements; tasks; recruit; education
Geography: NY


Subjects: personnel-management
Geography: US; CA


Subjects: personnel-management; productivity; recruit; manager
Geography: CA; US


Subjects: personnel-management; manager
Geography: CA; US


Subjects: recruit; personnel-management; race; ethnicity; women; unemployment; labor-relations; manager; laws; regulations
Geography: CA

34. Billikopf, Gregory E. "Both Merit and Seniority Count When Raising Pay." California Farmer, v.262, n.11, June 1, 1985, p.32.

Abstract: This article discusses how to implement a system of pay increases for employees based on merit and seniority. Workers can get regular wage increases based on length of service as well as raises based on job performance. Regular reviews are important for workers, along with goals for work improvement. A triangular graph represents different ways in which an employee's wages can progress.

Subjects: seniority; personnel-management; manager; wage; productivity; piece-work; costs
Geography: US


Abstract: Three orders of the Industrial Welfare Commission (IWC) affect California employers of farm labor. The different orders apply to specific industries. Not everyone is covered by the orders. The orders specify a minimum wage and benefits that are creditable toward the minimum wage. Overtime payment requirements depend on type of occupation. Compensatory time can be given in place of overtime pay, but employers are cautioned that many rules must be followed. A booklet explaining "Laws Affecting Farm Employment in California" is available.

Subjects: laws; wage; regulations; benefits; personnel-management; working conditions
Geography: US; CA


Abstract: This article discusses the communication problems that might arise between growers, foremen, and workers. Examples of ways in which the message might get changed around are given. Suggestions for how better communication can develop are presented.

Subjects: personnel-management; manager; labor-relations
Geography: US


Abstract: Cost-of-living increases in wages maintain workers buying power. This article looks at ways in which to implement these raises. Wage increases could be at a flat dollar amount for each individual or a percentage of each worker's current wage. The result could be wage compression or further increases in wage differentials. Changes in the minimum could also cause wage compression.

Subjects: wage; seniority; personnel-management; costs; productivity
Geography: US


Subjects: manager; personnel-management
Geography: US; CA

Abstract: Farmers need to keep several categories that are protected from discrimination by law in mind when hiring. Courts will look at disparate treatment and adverse impact when hearing discrimination cases. Employers do not have to hire indiscriminately and should not hire unqualified workers. Employers should avoid the appearance of subtle discrimination. Seven suggestions are given for farmers to avoid a discrimination suit or to have a better chance of winning in court.

Subjects: personnel-management; laws; Hispanic; women; race; age; recruit; tasks; case; IRCA

Geography: US


Subjects: wage; productivity; labor-relations; seniority; personnel-management

Geography: US


Subjects: wage; personnel-management; seniority; manager; productivity

Geography: US


Abstract: Sometimes a grower wants to reward a worker who is performing extra duties for a specific time period. The best way to do this is to give a bonus in a separate envelope and on a different day from payday, to show the worker that the payment is for a specific task and is not a raise that will continue indefinitely.

Subjects: wage; benefits; tasks; personnel-management; seasonal

Geography: US; CA


Subjects: regulations; laws; personnel-management

Geography: US


Subjects: contractor; laws; personnel-management

Geography: US; CA


Subjects: labor-relations; wage; personnel-management; hours; careers

Geography: US


Subjects: regulations; laws; documentation; personnel-management

Geography: US; CA


Subjects: contractor; laws; personnel-management; manager; regulations

Geography: US; CA


Subjects: personnel-management; wage; income; careers; seniority

Geography: US


Subjects: seniority; wage; productivity; personnel-management; recruit

Geography: US


Subjects: personnel-management; manager; labor-relations

Geography: US


Subjects: personnel-management; manager; laws; regulations

Geography: US
   Subjects: manager; unemployment; laws; regulations; personnel-management
   Geography: US; CA; AZ

   Subjects: wage; productivity
   Geography: US

   Subjects: laws; regulations; personnel-management
   Geography: US; West

   Abstract: A productivity study was done on piece-rate grape vine pruners. The data showed that workers have different capacities for productivity. It also indicated that there are circumstances under which pay incentives do not affect worker performance as directly as was expected. Improved selection of employees that leads to hiring only fast workers will eliminate some productivity variance and reduce growers' costs.
   Subjects: recruit; personnel-management; productivity; crew; wage; piece-work; tasks; seasonal; costs
   Geography: CA

   Subjects: productivity; personnel-management; labor-requirements
   Geography: CA

   Abstract: How to promote workers is the topic of this article. Problems of pay overlap can occur when workers are promoted to positions with different classifications. Seniority and merit raises complicate the issue of promotions. Performance appraisals are an important solution to the problem of wage structure overlap. Demotions or transfers may be necessary if workers do not perform up to position requirements.
   Subjects: labor-relations; manager; personnel-management; wage; seniority; productivity
   Geography: US

   Subjects: personnel-management; piece-work; wage; productivity; costs
   Geography: CA; US

   Subjects: costs; personnel-management; productivity
   Geography: US

   Subjects: manager; personnel-management
   Geography: US

   Subjects: productivity; personnel-management; tasks; labor-requirements
   Geography: CA; US

   Subjects: wage; personnel-management; seniority; productivity
   Geography: US

   Subjects: personnel-management; recruit; manager
   Geography: US

   Subjects: personnel-management
   Geography: US

Subjects: labor-relations; wage; personnel-management; hours; careers
Geography: CA; US

Subjects: recruit; personnel-management; laws; regulations
Geography: US; CA

Subjects: documentation; recruit; regulations; personnel-management
Geography: CA; US

Abstract: The guidelines from the Immigration and Naturalization Service on requirement for agricultural employers to verify eligibility of new hires. If I-9s must be filled out during the grace period, could this set the growers up for perjury charges in the future? This aspect of implementation of the Immigration Reform and Control Act of 1986 needs clarification.
Subjects: documentation; laws; IRCA; seasonal; recruit; programs
Geography: US

69. Billikopf, Gregory E.; Rosenberg, Howard R. "How Do I Decide What To Pay My Workers?." California Farmer, v.261, n.8, November 17, 1984, p.10-A, 10-D.
Abstract: This article looks at how to set up a wage system. Two common questions are 1) should pay be the same across different jobs, and 2) should pay be the same for everyone within the same job. Wage differences should reflect preparation needed for the job, level of responsibility and degree of unpleasantness in work conditions. When pay rates are commensurate with job importance, internal equity prevails. When pay rates are comparable to wages paid outside the farm, external equity prevails. A range of rates within a job classification allows for individual performance differences.
Subjects: personnel-management; wage; piece-work; seniority; labor-relations
Geography: US; CA

Abstract: Although hiring requirements imposed by the Immigration Reform and Control Act were intended to drastically reduce employment of ineligible aliens, current evidence shows that hiring of such workers persists. Employers easily meet their obligation to verify eligibility on the basis of fraudulent worker documents that appear to be genuine. Without adjustments in the verification procedure or requirements, completion of I-9 forms is likely to continue to be a charade.
Subjects: documentation; immigration; recruit; IRCA
Geography: US

Subjects: documentation; IRCA; immigration; manager; personnel-management; recruit
Geography: CA; AZ; US

Abstract: The question of a farmer's legal liability for verifying employment eligibility under IRCA when working with farm labor contractors (FLC) is addressed. The Immigration and Naturalization Service (INS) releases the grower from responsibility only when the FLC is independent. Criteria for determining independence are listed.
Subjects: IRCA; laws; contractor; documentation; case; recruit
Geography: US

Subjects: recruit; productivity; tasks; labor-requirements
Geography: US

Abstract: This study examined the health status of 552 farm workers in the St. Johns River
basin agricultural area of northern Florida. These workers that represent 65% of the total migrant labor force in the area, were surveyed in 1973 and 1974 about the health of themselves and their families. The workers were also questioned about their use of professional health care services and facilities. The paper found there were 22 physicians in private practice, 2 hospitals, 3 public health clinics, and 2 health clinics that provided service to these migrants. The majority of health care contacts made by the farm workers were with health care professionals in public facilities, particularly migrant health clinics. Researchers estimated heads of households average 3.5 visits to a physician per year, which was less than the level of 4.9 physician visits per year for the overall U.S. population found in a 1971 National Health Survey. Factors associated with low health care utilization by the migrant workers surveyed were the presence of an acute medical condition and the general perception of being in poor health.

Subjects: health; hazard; housing; seasonal; migration; working-conditions
Geography: FL; US

Abstract: This article examines gender allocation of specific farm tasks and farm decision making. The authors present a theory for integrating interpersonal, household economic, and structural perspectives to explain gender roles in farm households. Multivariate analysis of survey data on 880 Kentucky farm women is used to examine the association between women's task performance, self-identity, farm background, farm size, individual characteristics, and off-farm employment as well as other factors. This analysis indicates women's positive self-image is positively associated with participation in farm work and decision making. In addition, women's participation in farm activities is associated with characteristics of the farm enterprise. In general, women responding to the Kentucky survey report low levels of participation in farm decision making. Other findings are discussed, as are the policy implications of the report's findings.
Subjects: tasks; women; family; careers; family-farm; corporate; nonfarm; manager
Geography: KY; US

Subjects: union; Hispanic; labor-relations; migration
Geography: NJ

Subjects: Hispanic; union; labor-relations; migration
Geography: NJ

Abstract: Estimates of production practices, costs and returns for 1984 are provided.
Subjects: costs; productivity; income; labor-requirements
Geography: LA

Abstract: Interview data from a survey of 27 women in Oklahoma, Vermont, and Colorado are used to determine the level of participation in farm work and decision making of women in farm households. Interview results suggest farm women tend to be heavily involved in farm work, as well as in related productive enterprises of the farm. A woman's involvement in farm work is not significantly associated with her participation in decision making regarding the farm enterprise. Comparison of the household division of labor in rural and urban families is difficult due to uniformly high reported levels of satisfaction by farm women, and value differences between rural and urban households. The article cautions that Census procedures have the potential to seriously undercount the level of labor effort contributed by farm women.
Subjects: women; hours; productivity; family; careers; nonfarm; family-farm; tasks; housing; manager
Geography: OK; VT; CO; US


Abstract: This paper uses regression analysis to improve upon the typical enterprise budgets used for cost-of-production studies. Procedures for estimating the relationships between tobacco labor costs and different production variables are considered. Hypotheses concerning cost-input and cost-output relationships in the production of flue-cured tobacco were tested using regression models. These models provide estimates of labor costs for different production practices.

Subjects: costs; labor-requirements; productivity; tasks
Geography: South; NC; US


Abstract: Using an econometric model of the tomato production and processing industry, simulation analysis is used to compare industry performance with and without mechanical harvesting and to examine the effect of differing wage scales on the industry. Production is greater with mechanical harvesting, and mechanical harvesting is accompanied with greater labor input in selected areas. Specifically, industry labor requirements for preharvest, seasonal and off-season cannery, and assembly workers are greater under mechanical harvesting than with continued hand harvest. This increased labor demand offsets much, but not all, of the reduction in seasonal harvest labor. Mechanical harvesting of tomatoes shifted jobs toward those requiring higher skill and pay, according to simulation results. Mechanical harvesting lowers the market price of tomatoes. Measures of economic welfare and consumer and producer surplus suggest consumers are the primary long-run beneficiaries of the change to mechanical harvesting.

Subjects: wage; seasonal; management; demand; unemployment; costs; intensive; labor requirements; productivity; tasks; technology
Geography: CA; US


Subjects: income; costs; labor-requirements; productivity; manager
Geography: NY


Subjects: benefits; personnel-management; programs; labor-relations
Geography: NY


Subjects: wage; piece-work; personnel-management; productivity
Geography: NY; US


Subjects: productivity; year-round; tasks; manager; costs
Geography: NY


Subjects: personnel-management; manager; labor-relations
Geography: NY


Subjects: personnel-management; family-farm; family; labor-relations
Geography: NY; US

Subjects: personnel-management
Geography: NY

Subjects: personnel-management; education
Geography: US; NY

Subjects: women; tasks; history; family; hours; labor-requirements; intensive; technology; productivity
Geography: US; Southeast

Subjects: immigration; documentation; programs; laws; regulations; supply; demand; labor-relations; wage; seasonal; careers
Geography: US

Abstract: Reviews nonimmigrant labor programs of the United States from the point of the Contract Labor Act of 1864 through the present time. Includes historic data on nonimmigrant labor programs. Considers nonimmigrant programs as an alternative to illegal immigration, but rejects them as an undesirable approach to the problem.
Subjects: history; documentation; contractor; programs; laws; seasonal; immigration; supply; recruit; labor-requirements; tasks
Geography: US

Abstract: Traces the history of nonimmigrant labor programs in the United States from the time of the Contract Labor Act of 1864. Gives particular attention to the West Indies and other agricultural labor programs as well as to immigration proposals.
Subjects: history; labor-relations; seasonal; supply; programs; laws; documentation; immigration
Geography: US

Subjects: costs; tasks; recruit; technology; productivity
Geography: FL

Abstract: Mechanical systems for harvesting U. S. fruit and vegetable crops have been developed steadily since 1940. Progress in mechanization reached its peak during the 1960's, but has continued to today. This paper looks at the current level and status of mechanization in U. S. agricultural production overall and for six major fruit and vegetable crop. An estimated 11% of fruit harvested and 63% of vegetable production are harvested mechanically. The authors estimate that, despite advances in mechanical harvesting, it still takes an average of 120 labor-hour per acre to produce and harvest crops. There is a continued reliance on hand pickers for harvests driven by cost and supply considerations. Past experience in U. S. agriculture with manual labor is reviewed. The level of mechanization is compared across farms of different size and farms growing different crops. The authors predict less innovation in mechanical harvesting technology in the face of continuing declines in government research money, and warn that improvements in the technology may become necessary as production capacity increases in the future.
Subjects: seasonal; programs; intensive; labor-requirements; productivity; tasks; technology; demand
Geography: US
Subjects: women; income; careers; corporate; personnel-management; manager; tasks
Geography: US; Southwest; CA; NM; AZ; TX

Abstract: Information from workers compensation sources were analyzed for 84,576 cases of illness and injury experienced by agricultural workers. The majority of accidents or illnesses occurred to males, with younger workers suffering a greater number of injuries, and older workers suffering more serious injuries. The most prevalent disease types were skin diseases from plants, food products, pesticides, and chemicals; systemic effects of pesticides; and eye conditions due to chemicals and pesticides. Being struck by or against objects resulted in the most common injury type.
Subjects: health; hazard; age; tasks; programs
Geography: PR; TN; VT; CA; NJ; NY; OH

Abstract: The potential political implications of the trend for increasing numbers of farmers and members of farm families to hold nonfarm jobs is examined. Two opposing theories as to the impact have been proposed in the sociological literature. In one, as nonfarm employment among farm families increases, the likelihood of political action or liberal identification by farm family members increases because of the greater number of contacts with unions, the industrial work experience, greater economic insecurity, and reduced identification with rural community. In the second, the opposite effect is predicted: nonfarm jobs lead to greater economic well being and thereby reduce the likelihood of political activity by farmers. This article tests these theories using data from a sample of New York State farmers gathered in 1979. Analysis shows a small inverse relationship between nonfarm employment/part-time farming and indications of liberal political identification. The level of negative association between nonfarm employment and liberal identification vary systematically depending upon the nature of the nonfarm job held.
Subjects: careers; nonfarm; seasonal; hours; programs; family; manager
Geography: NY; US

Subjects: supply; demand; wage; hours; recruit; year-round
Geography: US

Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm
Geography: WA

Abstract: Summarizes California laws covering agricultural laborers.
Subjects: laws; labor relations; union
Geography: CA

Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

Subjects: labor-relations; union; laws; case; programs
Geography: CA; US
106. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

107. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

108. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

109. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

110. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

111. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

112. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

113. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

114. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

115. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

116. California Agricultural Labor Relations Board. 
Subjects: labor-relations; union; laws; case; programs
Geography: CA; US

117. California Agricultural Labor Relations Board. 
Subjects: labor-relations; wage; union; laws; programs
Geography: CA; US

118. California Department of Food and Agriculture. 
Sacramento, CA: Worker Health and Safety Unit, Division of Pest Management, Environmental
Subjects: hazard; health; working-conditions  
Geography: CA; US

Subjects: hazard; health; tasks; technology; productivity; working-conditions  
Geography: CA; US

Subjects: hazard; education; regulations; costs  
Geography: CA; US

Subjects: hazard; health; working-conditions  
Geography: CA; US

Subjects: unemployment; income; programs; hazard  
Geography: CA; US

Subjects: demand; supply; unemployment; seasonal; tasks; labor-requirements; costs; wage; piece-work; productivity; year-round  
Geography: CA; US

Abstract: Summarizes labor supply by six major agricultural areas in California. Published weekly from April through September.  
Subjects: demand; supply; unemployment; seasonal; tasks; labor-requirements; costs; wage; piece-work; productivity; year-round  
Geography: CA; US

Subjects: labor relations; union; laws  
Geography: CA; US

Subjects: union; labor-relations; personnel-management  
Geography: CA

Subjects: laws; programs; IRCA; immigration; costs; productivity  
Geography: CA; US

Subjects: labor relations; laws; union; programs; case
Subjects: labor relations; laws; union; programs
Geography: CA; US

Subjects: seasonal; education; personnel-management
Geography: US

Subjects: costs; labor-requirements; productivity
Geography: GA

Subjects: costs; labor-requirements; productivity
Geography: GA

Subjects: history; productivity; intensive; technology
Geography: MD

Subjects: supply; recruit; seasonal
Geography: NM


Abstract: This paper examines the effectiveness of union strikes against agricultural industries, with an application to the 1979 California lettuce strike. Input substitution possibilities create problems for union leaders. The concept of a minimum effective union (MEU) is introduced. MEU means that the union has sufficient power to impose economic damage on the industry through strike action. The union must reduce output by a substantial percentage below competitive levels thus reducing producer profits. Producer profits were actually increased by the lettuce strike.
Subjects: union; labor-relations; income; costs; wage; seasonal; tasks; intensive; labor-requirements
Geography: US; CA

Abstract: The Imperial Valley lettuce strike resulted in a substantial increase in profits for producers in aggregate even though some producers may have suffered losses. A relatively large reduction in industry output due to the strike is required before producers in aggregate are made worse off than without a strike and hence would be willing to bargain with the union as a group. Some comparisons are made between the effectiveness of a strike versus a boycott in enhancing the well-being of union lettuce workers.
Subjects: labor-relations; union; costs; income; seasonal; tasks
Geography: CA; US

Abstract: In 1979 agricultural labor called a strike against lettuce producer-shippers in the Imperial Valley of California. Aggregate increases in revenue were obtained by lettuce producers even though some producers may have had reduced sales. Problems were encountered by agricultural labor unions in obtaining higher wages for farm workers because of their inability to reduce output and profits substantially. A consumer boycott could potentially be more harmful to producers than a strike.
Subjects: wage; labor-relations; union; intensive; tasks; labor-requirements; productivity
Geography: CA; US

Abstract: This article investigates the causes of labor unrest in the San Joaquin cotton harvest during the 1930's through review of relevant literature from the period. The author finds several causes of the labor unrest experienced during the period; poor manager/worker relationship between hired agricultural laborers employed by large farm enterprises, exploitation of a largely Mexican workforce characterized by payment of sub-subsistence wages, and predominant grower ideologies which perceived Mexican workers as inferior to non-Mexican workers. The author contends that the 1933 cotton strike was a conflict that extended beyond growers and workers, and included ginning companies. Cotton ginning companies are cited as providing one of the primary impetus for the 1933 strike through their control of farm credit financing and farm wages.

Subjects: Mexican; wage; labor-relations; history; corporate; working-conditions; union; hours
Geography: CA; US


Subjects: family-farm; age; education; family; ethnicity; race; hours; nonfarm; manager; costs; productivity
Geography: CA


Subjects: productivity; intensive; technology
Geography: US


Subjects: education; manager; technology
Geography: US


Abstract: According to more than half of those interviewed in low-income counties in the rural South, a lack of jobs makes finding work extremely difficult. Over a third said that not knowing the right people and not having enough training or education also were serious obstacles.

Subjects: education; income; job-search
Geography: South


Subjects: history; technology; intensive; productivity; regulations
Geography: US


Subjects: labor-requirements; recruit; supply
Geography: US


Abstract: The Agricultural Labor Relations Board (ALRB) of California has been accused of bias toward farmworkers. This paper defends the ALRB against these attacks. It argues that complete impartiality does not exist. A bias in favor of workers is necessary to offset the bias in favor of employers that has existed in the past and continues today. The ALRB should support improved conditions for farmworkers. These accusations of bias have slowed the bureaucratic process and increased litigation.

Subjects: labor-relations; union; laws; case
Geography: CA


Abstract: Reports on a special survey in 1966 of apple harvest workers in six Eastern States employing foreign workers in the harvest. The average production per domestic worker was 8.8 bushels per hour versus 9.1 bushels per hour for foreign workers. Productivity was affected by factors such as the picking method, the variety of the fruit, and the ultimate use of the fruit.

Subjects: seasonal; productivity; tasks
Geography: US; Eastern states

Abstract: This article examines recent industrialization in the sunbelt states by looking at labor markets in one state—Georgia. Increasing industrial employment and corresponding declines in agricultural jobs, migration of other regions of the country that characterize employment trends in Georgia are disaggregated across different segments of the state’s population. The author finds the level of income inequality in Georgia declined slightly during the 1970’s. The highest rates of inequality were found in counties with the greatest levels of industrialization, had large white populations, rural counties, and high levels of employment in white collar occupations. The author finds support for the industrialization thesis which predicts industrialization will tend to increase income inequality, in his research. In general, economic development is found to be uneven in Georgia.

Subjects: education; personnel-management; benefits; income; nonfarm; programs; migration; unemployment; technology

Geography: GA; US


Subjects: education; laws; regulations; age; hazard

Geography: OR


Abstract: Findings from a fifteen year panel study of 33 New York farm households support the household model of farm decision making. Similarities are found in the decision making processes of the farm families studied and the processes examined in development studies in less developed countries. Farm family decision making is characterized as male dominated due to male control of information networks. Great flexibility and the ability to reach decisions quickly regarding input and output choices is evidenced by the panel study data, according to researchers. The author compare their qualitative findings with quantitative research results from other studies.

Subjects: family; family-farm; hours; income; productivity; costs; manager; careers; intensive; technology

Geography: NY; US


Subjects: immigration; laws; wage; recruit; demand

Geography: US


Abstract: A "reasonably" general multiple cohort model for fishery harvests is derived in this paper. The conditions for optimal harvest and age structure of fishery output are examined based on a discrete time control problem in which the present value of net revenues is maximized subject to labor recruitment and spawning constraints. Once outlined, model is applied to the hard clam crop in Great South Bay, Long Island, New York. Under the model, the steady state optimum calls for harvesting of the younger clams and more valuable "littleneck" breed cohorts exclusively; leaving the older, and less valuable, "cherrystone" and "chowder" breed cohorts to specialize in regeneration.

Subjects: other-farm; manager; recruit; labor-requirements; tasks

Geography: NY; US


Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm

Geography: CA


Subjects: personnel-management

Geography: US


Abstract: Migrant and nonmigrant farmworkers have the lowest annual income of all occupational groups and are concerned about their powerlessness. They are not covered at the federal
and state levels by protective legislation covering minimum wage standards, unemployment insurance, child labor protection, and the benefits of the National Labor Relations Act which guarantees labor the right to organize and bargain for wages. They are beginning to shake off apathy and a sense of powerlessness in Texas, using strikes, marches, and organizational efforts.

Subjects: income; laws; labor-relations; union; Hispanic; working-conditions
Geography: TX


Subjects: personnel-management; manager; costs; labor-requirements; recruit; labor-relations
Geography: US


Subjects: productivity; wage; costs; supply; demand; seasonal; labor-requirements
Geography: NY


Subjects: productivity; wage; costs; supply; demand; seasonal; labor-requirements
Geography: NY


Subjects: history; labor-relations; other-farm; supply; demand
Geography: South


Subjects: laws; labor-relations
Geography: CA


Abstract: The occupational structure of the U. S. farming industry is examined, beginning with a historical overview of agriculture in the U. S., starting from simple commodity production and progressing to today's relatively industrial mode of production. The role of farmers and hired farm labor as a variable production input is highlighted as an important characteristic of industrialized agriculture. There is increasing product specialization, which led to the separation of farm businesses and farm households and made farming an occupation. The number of labor force participants employed in agriculture has declined steadily due to market expansion, new farming techniques, and commodity tax programs. Despite the primarily male composition of the farm labor force, there is variation across farm occupations. Women in the farm labor force tend to be younger and have lower incomes than males. Farm operators have lower incomes than do farm managers or foremen because of the lower educational attainment of farm operators.

Subjects: family; income; personnel-management; unemployment; intensive; technology; demand; women; age; education; programs; family-farm; corporate; manager
Geography: US


Subjects: regulations; personnel-management
Geography: FL


Subjects: regulations; personnel-management
Geography: FL


Subjects: health; hazard; labor-relations; working-conditions; union
Geography: CA


Abstract: Changes in agricultural methods in response to population growth in terms of world food production, changes in farmland, and use of fertilizer are discussed.

Subjects: education; technology; productivity
Geography: US


Subjects: costs; labor-requirements; income; productivity
Geography: NY; US


Subjects: tasks; productivity
Geography: NY; WA


Abstract: This paper provide a summary examination of the causes of agricultural workplace accident. A definition of the nature of policy alternatives to impact the level of workplace safety is offered. The paper explains how the types of workplace accident prevention policies are applied in the agricultural sector. Finally, the paper identifies research required to provide information to aid policy makers to weigh the costs and benefits of various agricultural workplace safety policies.

Subjects: hazard; benefits; laws; programs; costs
Geography: US


Abstract: For an employer to avoid termination problems and liabilities s/he should follow the guidelines listed in this article. It is important to hire the right person for the job. Company forms should be reviewed for terms such as "permanent status." Supervisors need to follow company procedures and document disciplinary actions. Documentation is important for all employment related actions, employee misconduct, company rules and regulations, etc. Suspend a worker before terminating.

Subjects: personnel-management; recruit; labor-relations; regulations; unemployment
Geography: US


Subjects: recruit; personnel-management; tasks
Geography: NM


Subjects: demand; supply; history; technology; recruit; unemployment
Geography: US; International


Subjects: technology; unemployment; productivity; seasonal; migration; tasks
Geography: CA; US


Subjects: technology; unemployment; productivity; seasonal; migration; tasks
Geography: CA; US

175. De Janvry, Alain; Vandeman, A. *Patterns of Proletarianization in Agriculture: An International
Abstract: The patterns of industrialization and the proletarianization of agricultural laborers is studied in California, India, Chile, and Egypt. In each country, various forces are common to capitalist agricultural development across all counties. The authors synthesize these forces into a paradigm of structural determinants of proletarianization. An exploration and discussion of the qualitative and quantitative aspects of these structural causes is the primary focus of this paper.
Subjects: labor-relations; manager; unemployment; wage; hours; income; seasonal; year-round
Geography: CA; US; India; Egypt; Chile
Subjects: tasks; seasonal; supply; demand; history; labor-relations; wage
Geography: CA
Subjects: family-farm; corporate; wage; benefits; manager; other-farm
Geography: US
Abstract: Examines variations in the productivity of apple-harvest workers between states. Gives particular attention to a comparison of a survey of Michigan apple pickers done by the Rural Manpower Center at Michigan State University in comparison with the Bureau of Employment Security surveys done in the Northeastern States. Considers differences in working conditions, survey methodology, type of workers, and supervision.
Subjects: productivity; personnel-management; tasks; working-conditions
Geography: US; MI; Northeast
Subjects: history; union; labor-relations; ethnicity
Geography: CA
Abstract: Reports a summary of a Bureau of Employment Security special survey of six Northeastern States for apple harvest workers, which found that the average productivity of foreign and domestic workers was about the same. Productivity increased from 1966, and the increase was attributed to better yields in 1967.
Subjects: documentation; productivity; seasonal
Geography: NY; MA; VT; CT; NH; ME; Northeast; US
Subjects: productivity; intensive
Geography: US
Abstract: This paper develops a model of labor requirements that can be used to estimate future structural patterns of agricultural labor needs. Agricultural labor requirements for Georgia in 1980 are projected. The number of retained and new workers that will be available for the farm labor market are estimated. The anticipated occupational structure and educational attainment of new entrant requirements is examined.
Subjects: labor-requirements; demand; unemployment; wage; intensive; productivity; education
Geography: GA
Abstract: Labor-saving technologies and higher nonfarm wages reduced total labor input on U.S. farms from about 19.3 billion hours in 1950 to 5.5 billion hours in 1986. But farm wages have risen at a greater rate than the price of other farm inputs, such as agricultural chemicals, making them cheap substitutes for labor. Nevertheless, labor expenditures still make up a significant proportion of total cash operating expenses, accounting for 10.7% in 1986. The large declines in farm labor tapered off by the 1980's when the production of many commodities had become completely mechanized. However, the harvesting of most fresh
fruit and vegetables still is not mechanized and requires large amounts of seasonal labor. The Immigration Reform and Control Act of 1986 (IRCA) has the potential of significantly reducing illegal immigration, historically the main source of season farm labor. The IRCA will have the greatest effect on farmers who depend upon large amounts of labor. Data from the 1986 Farm Costs and Returns Survey show that large farms, farms specializing in vegetables, fruit and tree nuts, and horticultural specialty crops, and farms in the Pacific and Southeast may be most affected by IRCA.

Subjects: documentation; Mexican; wage; hours; seasonal; year-round; IRCA; demand; immigration; supply; unemployment; costs; intensive; productivity; technology
Geography: U. S.


Abstract: The paper examines the effects of the lack of job benefits and undesirable working conditions on the welfare of Mexican-American and undocumented migrant agricultural workers. The welfare impact of these characteristics of migrant agricultural employment are investigated empirically using survey data from a sample of Mexican-American and illegal alien migrant agricultural workers. Researchers identify welfare losses from absent benefits that have an estimated monetary value to workers that is greater than the cost to farm employers of providing the benefits. This implies positive welfare gains could possibly be achieved through policies which facilitate provision of the non-wage benefits. The paper also examines preferences for nonpecuniary benefits among migrant laborers. Contrary to some expectations, this comparison of benefit demands across workers with varied socioeconomic characteristics indicates undocumented workers exhibit equal or greater preference for fourteen of the fifteen nonpecuniary benefits considered.

Subjects: documentation; Mexican; benefits; housing; income; wage; seasonal; working-conditions; programs; migration; immigration; productivity; costs
Geography: US; CA; Mexico


Subjects: productivity; technology; labor-requirements
Geography: US


Subjects: history; union; labor-relations
Geography: CA


Abstract: The impact of a reduction in the number of undocumented workers in New Mexico on agriculture in the state is investigated based on interviews with roughly 50 farm producers and others about farm practices and employment. Undocumented workers are important to New Mexico's agricultural production. The undocumented workers provide lower cost labor and are willing to perform many tasks domestic workers are reluctant to complete. Significant disruption is anticipated were the supply of undocumented workers to be cut sharply as a result of changes in federal immigration policy or enforcement. Before any changes, we should allow a significant transition period to permit agricultural producers to adjust to the change and thereby reduce disruptions to the farm economy.

Subjects: documentation; Mexican; housing; wage; seasonal; laws; programs; immigration; demand; supply; recruit; costs; tasks
Geography: NM


Subjects: income; education; productivity; careers; income; family-farm
Geography: KS


Abstract: The book provides an overview of the history of labor relations in California. Unique aspects of commercial agriculture in California are highlighted including its high reliance on large pools of seasonal laborers. Laws to regulate the farmworker-employer relationship are the primary focus of the book. The Agriculture Labor Relations Act of 1975, and enforcement of the
law's unfair labor practice, representation election, and other provisions by the Agricultural Labor Relations Board (ALRB) are reviewed. Book contains numerous tables which summarize trends in unionization, ALRB activities, and employment trends.

Subjects: Mexican; seasonal; corporate; labor-relations; union; case; laws
Geography: CA


Subjects: wage; benefits; union; labor-relations
Geography: CA


Subjects: labor-requirements; productivity; technology
Geography: US


Subjects: personnel-management; manager; labor-relations; regulations
Geography: NY


Subjects: personnel-management; seasonal; recruit; crew; labor-relations
Geography: US


Subjects: migration; working-conditions; race; productivity; ethnicity
Geography: US; FL


Abstract: Farm workers are shown to respond strongly to economic incentives to seasonally migrate for work. The economic model is specified with separate earnings structures for migratory and nonmigratory work, and reservation wage for migration is specified to reflect the choice between migratory and nonmigratory work. The empirical model adjusts for the self-selectivity in the sample and demonstrates that domestic farm workers sort themselves into migratory and nonmigratory workers in a manner consistent with the theory of comparative advantage. Implications for immigration and government employment and training programs are considered.

Subjects: wage; seasonal; programs; supply; migration; recruit
Geography: US


Abstract: This paper analyzes the H-2 foreign worker program in agriculture within the context of the theory of monopsony in accordance with program regulations. Empirical results for the Florida sugarcane industry are presented. Authors consider the implications of income distribution for alternative levels of the adverse-effect wage rates.

Subjects: ethnicity; income; seasonal; corporate; programs; migration; supply; recruit
Geography: FL; US; Caribbean


Abstract: Reports on an econometric model of the Florida citrus-harvesting labor market including the period when H-2 workers were employed in the harvest. The model including a domestic labor supply equation, foreign and domestic labor demand equation, and a wage equation suggested a highly elastic domestic supply of labor. A qualitative variable (for the termination of the Bracero Program and the change in governmental attitude toward foreign workers) suggested that the more restrictive stance against foreign worker certification after the termination of the Bracero Program shifted wages above what they would have been.
Subjects: programs; demand; supply; wage; immigration; tasks; costs; productivity; seasonal; documentation
Geography: FL; US

Abstract: Based on a survey of Indiana grain, fertilizer, chemical and farm supply firms, compensation and benefits are reported by firm size and six employee types: manager, assistant manager, department manager, elevator employee, typical employee, and outside salesperson.
Subjects: wage; benefits; manager
Geography: IN

Subjects: wage; benefits; manager
Geography: US

Abstract: The major federal programs that affect agricultural labor markets are discussed including the Fair Labor Standards Act, Occupational Safety and Health Act, unemployment insurance, workman's compensation, and others. The author reviews the legislative histories behind these laws, and examines ways in which the laws impact the employer-employee contractual relationship in agriculture. Five policy issues emerge from the author's review: 1) coverage, 2) record-keeping and reporting, 3) cost impacts, 4) treatment of migrant farm laborers under current law, 5) and the information available to employers and employees about the laws.
Subjects: documentation; benefits; hazard; wage; seasonal; labor-relations; working-conditions; laws; migration
Geography: US

Subjects: personnel-management; programs
Geography: US

Subjects: personnel-management; manager; education; productivity
Geography: US

Abstract: Factors contributing to undocumented entry of Mexican workers are examined. A review of historical trends in undocumented migration reveals such migration involves a great number of workers each year, and has been an enduring activity. Key factors identified are slow growth and poor economic opportunities, income inequalities, and rapid population growth in Mexico. Analysis of trends in these factors lead the authors to conclude that undocumented entry of Mexican workers into the U.S. is likely to continue as the incentives to emigrate persist. The effect of U.S. policy toward undocumented immigration on future immigration is not discussed, although the ability of the U.S. to restrict undocumented immigration without addressing the underlying factors accounting for the migration is questioned.(e)
Subjects: Mexican; income; migration; immigration; seasonal; wage; careers; personnel-management; unemployment
Geography: US; Mexico

Subjects: history; productivity; technology; intensive
Geography: US

Subjects: supply; demand; women; technology; migration; productivity
Geography: US

Abstract: This paper is an introduction to a volume on rural labor markets. The sociology of labor markets are discussed in broad terms and prior research efforts are quickly summarized. The authors conclude with an overview of the papers that comprise the volume.

Subjects: women; ethnicity; family; income; careers; personnel-management; demand; supply; unemployment; productivity

Geography: US


Subjects: education; supply; demand; careers; programs; migration; technology; intensive; unemployment; seasonal; wage; laws; productivity

Geography: US


Abstract: This guide to the management of farm labor covers gross income and labor costs, competition, Social Security, employer rating, and employing young people.

Subjects: programs; costs; personnel-management

Geography: US


Subjects: Mexican; programs; immigration; documentation; labor-relations

Geography: CA


Abstract: The apple harvest labor force in New York's Champlain Valley has been made up of local and migrant workers as well as temporary Jamaican workers. This paper uses regression analysis to look at changes in labor productivity over six seasons for the three major groups of harvest workers. Hourly productivity of migrant workers declined significantly over the period. Local workers make up the bulk of the labor force and their harvesting capacity remained relatively constant. Productivity of Jamaican workers declined.

Apple producers are expected to request additional foreign workers.

Subjects: supply; productivity; tasks; labor-requirements; costs; immigration

Geography: NY


Subjects: manager; family-farm; nonfarm

Geography: US


Subjects: supply; productivity; tasks

Geography: US


Subjects: laws; labor-relations; union

Geography: CA


Abstract: Contrasts the experiences of Jamaican H-2 workers harvesting apples on a New York farm with the experiences of domestic black migrant workers (as related by Friedland and Nelkin). Based on the personal experiences and observations of one of the authors who lived and worked in the camp with the Jamaican workers, the Jamaicans were indeed more motivated and industrious. Foner and Napoli attribute the difference primarily to the relative position in society of the two groups. The Jamaicans see the employment as an opportunity for advancement whereas black domestic migrants see it as no opportunity for advancement. The relative value of the wages is substantially different to the two groups.(e)

Subjects: tasks; productivity; programs; wage; seasonal; migration; race; careers

Geography: NY


Subjects: IRCA; laws; labor-relations; supply; demand; immigration; documentation

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Subjects: tasks; education; wage; piece-work; other-farm; productivity; personnel-management

Abstract: This paper develops a commodity system approach for analysis of agricultural labor markets and development of a sociology of agriculture. The author discusses implications of the commodity approach and its advantages and disadvantages.
Subjects: technology; intensive; labor-relations; personnel-management; supply; productivity; union

Subjects: seasonal; union; corporate; labor-relations

Abstract: Findings from a regression analysis of changes in the rates of undocumented immigration from Mexico to the United States from 1946 to 1965 are presented. Several factors account for changes in the level of migration and in the origin and destination of migrants. The level of undocumented immigration by Mexican workers is significantly associated with changes in the relative level of economic activity in the two countries. Roughly half of the variation in the level of migration are explained by changes in the following variables: wages paid to farm workers and agricultural productivity in the United States and Mexico, Mexican farm prices and agricultural capital investment, after inflation is controlled for econometrically. The author divides factors associated with differing level of migration into push and pull factors, and concludes that the "push" factors are of greater importance in varying level of migration than "pull" factors.

Subjects: productivity; supply; demand; corporate; family-farm

Abstract: The impact of working and living conditions of agricultural workers on the workers' health is estimated using data from Tulare, California. The probability of agricultural worker reporting gastrointestinal disorders is 60% higher among employees of farms that lack field sanitation on agricultural job sites. The probability that workers experience gastrointestinal, respiratory, and muscular problems are significantly higher among workers facing adverse living conditions. These health problems do not significantly increase the likelihood that a worker's family receives welfare payments or earns a lower income. However, the probability that a worker receives unemployment compensation is substantially increased if the worker suffers respiratory problems.
Subjects: health; income; hours; seasonal; working-conditions; programs; housing; unemployment; productivity

Subjects: history; race; supply; family; laws; labor-relations

Subjects: migration; unemployment; supply; demand; careers; education; income; wage; technology; productivity; seasonal; race; programs; history; laws

Abstract: This article examines barriers to unionization under the California Agricultural Labor Relations Act of 1975. Under the Act, farm workers in the state can organize and collectively bargain with growers. The Act laid a groundwork for marked increases in unionization of agricultural laborers. Various constraints to unionization are outlined in the paper. The authors develop an analytical model to compare union activity in seeking to organize farm laborers to that of commercial enterprises providing services. Individual characteristics of farm laborers, and the costs and uncertainties of unionization act as economic constraints on unions seeking to organize California farm workers. Other barriers to successful organizing identified are ethnic factors, primitive employment practices, and logistical barriers associated with forming hiring halls. The authors doubt that a majority of California farm workers will be unionized in light of the constraints to unionization identified.

Subjects: ethnicity; Mexican; personnel-management; seasonal; labor-relations; union; laws; costs

Geography: CA; US


Subjects: labor-requirements; productivity

Geography: US


Subjects: education; programs; other-farm; personnel-management; productivity

Geography: US


Abstract: This article estimates the decline in labor's relative share in U. S. tobacco production for the period 1949-1976. This decline was due to a high elasticity of substitution of capital for labor and a labor-saving bias in technological changes. A comparison of these findings with those of similar studies is made.

Subjects: intensive; technology; labor-requirements; tasks; productivity

Geography: NC; US


Abstract: Paper looks at the effect of federal commodity price support policies on farm labor. The author concludes programs such as deficiency payments, price supports, supply management, and other commodity policies neither help nor hurt farm laborers significantly. The programs have opposing effects which tend to cancel one another, although positive and negative effects are found when programs are looked at separately.

Subjects: wage; programs; demand; supply; technology; productivity; unemployment

Geography: US


Abstract: To answer critics of the environmental effects and energy use of U. S. agriculture, this paper looks at the feasibility of de-mechanizing agriculture. A switch from tractors to workstock is considered, along with the increased need for human labor. Pesticide needs, fertilizer needs, and crop drying needs are examined in an organic versus inorganic context. Although fuel conservation should be undertaken, the current technology should not be abandoned at great cost to farm production, food prices, and the economy.

Subjects: demand; hours; labor requirements; intensive; productivity; technology; wage

Geography: Northeast


Subjects: supply; demand; seasonal; laws; labor-relations; other-farm

Geography: US

Abstract: Prior to World War II the sugar industry was labor intensive. Unionization drove up the cost of labor and led to mechanization of the sugar industry. The authors use a case study to challenge the assumption that mechanization is primarily initiated by management to gain control over workers. They disagree with the idea that mechanization inevitably leads to deskilling of the labor force. Rationalization of production is only one aspect of the continuing class struggle. The outcome of rationalization is determined by the given historical context.

Subjects: union; intensive; costs; labor-requirements; productivity; technology; history

Geography: HI; US


Abstract: This article examines the relation between socio-economic well being and the organization of agricultural production of several agricultural counties. The relation is studied in two counties in an attempt to control for regional effects on the association. Data for the study cover the period 1949 to 1970. Changes in agricultural production during the 1949 to 1969 are used to gauge the socio-economic well being of counties in the Corn Belt and central Great Plains states. The researchers conclude that there are significant regional effects of the link between changes in agricultural production and socio-economic well being. In addition, increases in the proportion of farm labor hired rather than coming from family or operator sources is associated with reduced well being. Increases in the scale of production (i.e., size of farms) is also negatively associated with socio-economic well being of the counties studied, although this effect is considerable less strong than the effect of increases in hired labor. Other variables considered by the author include population change, tenant farms, and type of farm. These are compared with changes in an index of socio-economic well being using regression techniques.

Subjects: family-farm; income; careers; productivity; technology; history; corporate; personnel-management; housing

Geography: US; Northern Region; Central Region


Subjects: migration; supply; demand; working-conditions; labor-relations

Geography: US


Subjects: immigration; laws; programs; supply; demand; personnel-management

Geography: US


Abstract: This paper characterizes agricultural labor markets as secondary/casual labor markets. The author points to several key features of casual labor markets that are present in agricultural labor markets, including: an absence of unions, impersonal relationships between laborers and employers, largely unskilled labor, compensation by unit of product (piece-work) rather than by unit of time (hourly wages), and low level of use of capital or machinery. The author concludes that public policy should aim to decasualize agricultural labor markets. Mechanisms for formalizing labor markets and benefits from decasualization are discussed.

Subjects: documentation; benefits; wage; piece-work; seasonal; labor-relations; regulations; technology; history

Geography: US; CA; South

236. Good, Darrel; LaDue, Eddy; Davey, Lance. "Economics of Mechanical Tree Fruit Harvesters." Journal of the Northeastern Agricultural Economics Council, v.6, n.1, April 1977.

Abstract: The difficulty of obtaining harvest labor has increased interest in mechanical harvesters. Cost and harvester performance data for apples and cherries were gathered from 15 New York growers. Mechanical harvester costs were compared to costs of hand harvesting of apples and custom harvesting of cherries. Machine harvest rates were calculated. They are important for determining the total quantity of apples that can be harvested and the savings that can result (when compared to hand harvesting). Harvest rates depend on type of
apple, size of tree, trees per acre, and management of orchard. Lower harvest costs resulted from half of the harvesters analyzed.

Subjects: seasonal; costs; productivity; tasks; technology
Geography: NY


Abstract: This article is the summary of a symposium held at the July 1986 American Agricultural Economics Association annual meeting. Participants presented information and exchanged ideas on the agricultural labor market. Martin presented research on the three major farm labor issues in western agriculture, mechanization, immigration reform, and collective bargaining. Gunter focused on Georgia’s efforts aimed at establishing a task force to address farm labor problems. Goodwin examined the wage and benefit structure of, and demand for, hired agricultural labor in the lower Rio Grande Valley. Coltrane summarized policies, trends, and patterns relating to hired farm labor.

Subjects: benefits; wage; seasonal; corporate; laws; programs; demand; supply; immigration; migration; costs; intensive; technology; labor-requirements; productivity
Geography: US; GA; TX


Abstract: This article examines employment in the Lower Rio Grande Valley of Texas during 1978-1984. This period is characterized as one of transition, with a rise in service sector employment, and changes in the types of farms employing workers in the agricultural sector. The region experienced an acceleration of an earlier trend toward greater industrialization during the period studied. Cotton farming, once the dominant crop in the areas has given way to citrus and vegetable farming, which is more labor intensive. Another important trend highlighted in the paper is the expansion of documented and undocumented Mexican laborers into the region in response to deteriorating economic conditions in Mexico. The characteristics of the regions labor force are summarized. Problems apparent from a decline in the demand for unskilled agricultural laborers in the region are discussed.

Subjects: Mexican; income; seasonal; migration; immigration; supply; demand; technology; productivity; documentation
Geography: TX; US


Abstract: Using longitudinal data set, the factors associated with nonfarm labor market entry by members of farm households are examined. These factors are compared with factors affecting departure from the nonfarm labor market for these same workers. The model of labor market entry and exit developed considers the effects of changes in key economic variables over a four-year period. Labor allocation decisions among home production, farm production, and off-farm employment of women in farm families in Wisconsin are examined using probit analysis of panel data covering four years. Labor market decisions of these women are important factors in the well-being of the families involved and for the communities in which the women reside. The authors discuss these welfare implications. The nonfarm labor participation by women in the survey increased over the course of the data collection period.

Subjects: women; family; income; family-farm; supply; productivity; tasks
Geography: WI; US


Subjects: history; labor-relations
Geography: CA


Abstract: This article discusses experience under the British West Indies Temporary Alien Labor Program during the late 1970’s and early 1980’s. The program permitted agricultural workers from the British West Indies to enter the United States on a seasonal basis to perform agricultural harvesting labor. The chief use of the program were by the apple growers in the Northeast and the sugar cane growers in Florida. Legal disputes over the program have occurred between the growers, who argue the imported labor is required to supplement
insufficient domestic labor, and representative of domestic agricultural workers who criticize the program of depressing wages and promoting poorer working conditions. The relationship between legal issues, the U. S. farm labor market, and the Jamaican peasantry. The author finds the program is jeopardized by its use in times of high domestic unemployment. The author argues that the import of labor from the British West Indies is best understood as resulting from a historical perspective that considers the labor market conditions of relevant countries internationally rather than by focusing solely upon to labor needs of a particular country in a single year.

Subjects: documentation; ethnicity; seasonal; programs; immigration; laws; unemployment; union; labor-relations; personnel-management; housing; working-conditions; history; case

Geography: US; FL; NY


Abstract: This report analyzes variable and total costs per acre of producing burley tobacco rose in 1981. Authors estimated that costs rose 11% in 1981. Projections indicate that the cost of production of both crops will continued to increase by about 6% in 1982. Cost of tobacco inputs are also estimated. The costs of petroleum-based inputs and labor are forecasted to rise at a slower rate in 1982 then they did in 1981. Estimates were generated using 1977 survey data from a sample of 790 burley tobacco producers in the Bluegrass and south-central regions of Kentucky, and north-central and eastern Tennessee.

Subjects: intensive; costs; productivity

Geography: KY; TN; US


Abstract: This paper uses selected 1981 data from family owner-operated Pennsylvania dairy farms to model the structure of production using a translog variable cost function. Own-price and cross-price elasticities are estimated, as well as elasticities of scale and input substitution. Constant returns to scale are implied by an elasticity of scale parameter of 1.00. All feeds except pasture were considered substitutes for hired labor. The own-price elasticities of hired labor were inelastic.

Subjects: costs; productivity; labor-requirements; tasks; technology

Geography: PA


Abstract: The California Agricultural Labor Relation Act of 1975 (CALRA) was the first comprehensive statute in the United States creating a legal structure for selection of bargaining representatives and collective bargaining by agricultural laborers. The agency charged with overseeing the implementation of the Act collected information from participant-observation regarding a number of issues during the first year under the act. This article discusses the following issues: (1) bargaining unit determinations, (2) identification of the employing enterprise, (3) worker eligibility to vote in elections for union representatives, (4) election timing, (5) calculation of a "show of interest" in unionization by workers, and (6) application of National Labor Relations Act election procedures to CALRA. Specific factual questions relating to policy choices confronting the agency implementing CALRA are outlined. The author discusses alternative means by which the agency could acquire information and develop expertise in administering CALRA. The author argues the agency should initiate the collection of factual data by consulting with labor relation experts, and sponsoring relevant research.

Subjects: union; labor-relations; seasonal; personnel-management; programs

Geography: CA; US


Subjects: women; hours; family-farm; family; nonfarm; manager; age; education

Geography: CA


Subjects: working-conditions; seasonal; migration

Geography: CA

Abstract: One hundred and four farm laborers at 2 migrant labor camps were studied for evidence of psychopathology from self-reports of various symptoms of mental disorder. Those surveyed showed an overriding concern with exploitation by their crew boss, the farm owner, and by other workers. There were reports of numbness about life and place in society, pervasive feelings of fear and anxiety, distrust of others, and self-criticism.

Subjects: migration; working-conditions; health; labor-relations; manager

Geography: US


Abstract: Chronicles the use of H-2 workers in the Eastern apple harvest. Presents primarily the labor viewpoint arguing against the program. Argues that the work should be done by domestic workers and that organization is necessary to protect the workers.

Subjects: supply; demand; tasks; seasonal; labor-relations; programs

Geography: US; East


Subjects: migration; unemployment; supply; demand; careers; education; income; wage; technology; productivity; seasonal; race; programs; age; women

Geography: US


Abstract: This article examines the determinants of job satisfaction among a sample of Mexican-American laborers from four southwestern states. The relationship between non-work satisfaction and reported job satisfaction (termed the spillover effect) is a particular focus of the study. Data for the study were obtained from a survey of 245 workers. Researchers find substantial spillover effects exist based on partial correlation analysis of survey data. Seven variables that measure worker satisfaction with non-work life were all found to be significantly related to job satisfaction after controlling for job and worker characteristics. These results were generally true across both rural and urban subsamples of the data, although some differences were detected. The paper concludes with a discussion of the findings in light of the effect of residing in urban areas, the cultural background of Mexican-Americans, and area of residence. The authors explain that the results show the importance of including non-work variables in measures of job satisfaction.

Subjects: Mexican; age; education; family; housing; income; manager

Geography: US; Mexico


Abstract: Chapter examines the history and effect of the California Agricultural Labor Relations Act (CALRA). The author discusses effect of the law on unionization of agricultural laborers, employee and employer behavior, agricultural wage rates, and related topics. The effectiveness of the law in achieving its objectives is favorably reviewed. The applicability of the CALRA to other states in the U. S. is investigated, and a comparison between the CALRA and the National Labor Relations Act (NLRA) is carried out.

Subjects: wage; labor-relations; union; working-conditions; laws

Geography: CA; US

252. Heady, Earl O. "The Agriculture of the U. S."


Subjects: history; productivity; technology; intensive; costs; programs

Geography: US


Subjects: tasks; labor-requirements; education; personnel-management; productivity

Geography: VA; US


Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm

Geography: MI


Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm

Geography: NY


Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm

Geography: FL


Abstract: Based on participant-observation research during 1978-1979 on the Eastern Shore of Virginia, this is a study documenting the system of harvest labor and the living and working conditions of migrant farm workers on the Eastern Shore of Virginia. The labor force was composed of migrant crews from Florida, supplemented with local workers and others "shanghaied" from nearby urban areas. Crews were segregated into Mexican/Mexican American and American Black workers. The author lived with six different crews, interviewing workers and crew leaders. She also interviewed farmers employing migrant labor crews. The focus of the research was to compare the experiences, values, and attitudes of both of these types of crews, as well as the attitudes of others toward them.

Subjects: Hispanic; Mexican; Race; seasonal; working-conditions; migration; crew; housing

Geography: VA


Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm

Geography: CA


Abstract: The study provides a legislative history of the agricultural components of IRCA and their intents. It then evaluates the success of the law and examines the impact of IRCA on the agricultural industry, focusing on its effects on seasonal farm workers. The study looks at changes in numbers of workers and potential workers and changes (or lack of changes) in wages, benefits and working conditions, as well as changes in farm operations and the overall industry of perishable crop agriculture.

Subjects: documentation; working-conditions; IRCA; laws; immigration; seasonal; supply; wage; benefits

Geography: US


Abstract: This paper looks at labor contracts in industry and their effects on inflation. Agriculture can learn from industry’s labor problems. The U.S. can learn from Germany and Japan, and should eliminate automatic cost-of-living pay increases. A common expiration date for major contracts might help restructure collective bargaining.

Subjects: productivity; union; technology; intensive; history; labor-relations; personnel-management; wage

Geography: US

Abstract: This paper reviews the Agricultural Labor Relations Act (ALRA) since its passage in 1975. Different cases are cited as evidence of the failure of the ALRA. Agricultural workers should instead be covered under the National Labor Relations Act (NLRA). The NLRA has proved itself to be a balanced law over the past forty years. Conforming the ALRA to the NLRA would create a stable legal framework for collective bargaining in the agricultural sector. Making the ALRA identical to the NLRA would lessen the political nature of the Agricultural Labor Relations Board’s (ALRB) operations by settling disputes over the unique provisions of the ALRA.

Subjects: Labor-relations; union; laws; case Geography: CA


Abstract: The article presents a legislative history of the Smith-Hughes Act. The positions of industry, labor, agriculture groups regarding the legislation are analyzed. The alignment of these organizations that shaped and permitted the passage of the Smith-Hughes Act are reviewed. The author considers what the passage of the Act implies regarding future legislation in this policy area. The article discusses in detail the organization and role of the National Society for the Promotion of Industrial Education in the legislation.

Subjects: education; laws; programs; productivity Geography: US


Subjects: migration; job-search; supply; wage Geography: ID


Subjects: women; labor-relations; union Geography: US


Subjects: personnel-management; costs; productivity; income Geography: US


Subjects: seasonal; personnel-management; housing; income Geography: FL


Subjects: personnel-management; recruit Geography: US


Subjects: personnel-management; tasks; labor-requirements Geography: US


Abstract: Using a dual model, this paper examines the dynamic structure of the U. S. dairy industry. Applying the properties of the theory of the competitive firm to independent adjustment of two quasi-fixed inputs, the authors test and do not reject the theory for labor and herd size. However, when the model is used to test instantaneous adjustment of labor and herd size, instantaneous adjustment is rejected for these quasi-fixed inputs. The authors estimate adjustment to optimal levels of inputs requires about two years for labor and ten for cows. Qualitative input adjustments of the labor and cow are found to not fully capture technological change in the dairy industry that took place over the period from which data for the study was obtained.
Subjects: Mexican; migration; supply; demand; laws; technology; corporate; labor-relations; union
Geography: Southwest

Subjects: manager; personnel-management; costs; labor-requirements; tasks
Geography: US

Abstract: The implications of micro-economic theory on seasonal farm labor are discussed. The results from existing empirical studies covering a range of issues related to seasonal agricultural labor are presented.
Subjects: wage; benefits; seasonal; working-conditions; migration; union; demand; supply; unemployment
Geography: US

Subjects: personnel-management; wage; productivity
Geography: WA

Subjects: hazard; laws
Geography: US

Subjects: history; technology; productivity; intensive; race
Geography: VA

Subjects: other-farm; recruit; personnel-management
Geography: US

Subjects: migration; immigration; job-search; recruit
Geography: US

Abstract: Recent analyses of the economic function served by immigrant workers from Mexico have tended to highlight two perspectives; the role of these workers in addressing labor shortages in the U. S., and use of Mexican immigrant workers by farm operators in retarding political action by domestic farmworkers. This article argues that labor scarcity has had little to do with the influx of foreign workers for unskilled labor based on a review of Immigration and Naturalization Statistics. Instead, review of the data reveal the social control function has been of greater importance in peripheral sectors of the U. S. economy. The researcher finds that Mexican immigrants do not form a simple upward curve as would be necessary for the scarcity argument to be valid; the level of immigration has been continually high. Rather, the immigration is a result of social control through desire by employers in the United States for a highly dependable labor force. The argument is illustrated with a review of the history of braceros in Southwestern agriculture.
Subjects: Mexican; documentation; seasonal; manager; personnel-management; union; laws; programs; demand; immigration; supply
Geography: Southwest region; CA; AZ; NM; TX; US

Subjects: labor-relations; union; working-conditions; wage
Subjects: labor-relations; union; working-conditions; wage
Geography: US

Subjects: Mexican; union; labor-relations; Hispanic
Geography: TX

Abstract: This paper reports on empirical research looking at the management structure and practices within the nonagricultural labor markets in rural areas. The study found significant differences in fringe benefit payments for insurance programs between metropolitan and non-metropolitan employers using a national survey of firms. Several factors were found to be important in accounting for the differences. Factors associated with lower payments for fringe benefits by employers included: employment in a non-manufacturing industry, work in medium and small firms, firm location in Southern states, and the absence of unions. The authors offer an additional explanation for the differences, pointing out that differences between metropolitan and non-metropolitan areas are consistent with the presence of a more homogeneous labor market in rural areas.
Subjects: benefits; wage; nonfarm; year-round; personnel-management; union
Geography: US; South

Subjects: migration; seasonal; labor-relations
Geography: NY


Abstract: This paper investigates policies aimed at increasing the incomes of the farm population. Policies considered to achieve this objective include international trade policy for agricultural products. The paper hypothesizes that if farm incomes are increased, declines in the size of the farm labor force and rural population would be slowed. The policy intervention used to influence positively the number of persons working in agriculture should focus on increasing the demand for resources that are used in agriculture.
Subjects: income; careers; programs; demand; supply; unemployment; productivity
Geography: US

Abstract: Presents a theoretical examination of the effects of continued large-scale illegal immigration of low-skilled labor into the United States. Concludes that domestic low-skilled workers would lose through lower wages rather than through unemployment. High-skilled workers and owners of capital would gain. Considers potential effects on the supply of skilled labor and capital.
Subjects: documentation; immigration; unemployment; wage; intensive; Mexican; personnel-management; programs; technology
Geography: US

Subjects: costs; intensive; productivity; labor-requirements
Geography: ND

Abstract: Data was gathered from interviews with North Dakota farmers. Regression equations were developed that estimate seasonal use of farm operator labor and management time by farm size. How farmers allocate their management time among activities was examined. The time needed to coordinate and supervise labor increases at an increasing rate with the amount of labor needing supervision leading to diseconomies of size.
Subjects: seasonal; labor-requirements; tasks; manager; hours
Geography: ND

Abstract: This article begins by presenting a legislative history of the Migrant Health Act of 1962 and related legislation. The organizations important to passage of the Act are outlined, and the key issues which led to the Act's acceptance are discussed. The article also explains the administrative structure of agencies charged with implementation of the Act. The author argues that further policies are necessary to adequately provide required health care for migrants and other seasonal farm workers.

Subjects: Hispanic; working-conditions; programs; history; health; hazard
Geography: US


Abstract: The conclusions and recommendations of a 1988 study of migrant farm workers in Illinois by Charles Kyle and others entitled "Una Vida Dura" (English "A Hard Life") are summarized in this article. The study reviewed was critical of the services provided by the Catholic Church to migrant farm workers in Illinois. The study recommended that the Church place greater emphasis on political organizing and personal empowerment in the Church's services to the segment of the population.

Subjects: union; migration; working-conditions; family; housing; seasonal
Geography: IL; US


Subjects: labor-relations; income; family-farm
Geography: US


Subjects: migration; Mexican; wage; labor-relations
Geography: West


Subjects: union; immigration; labor-relations
Geography: US


Subjects: supply; demand; education; income; productivity
Geography: US


Abstract: This is a brief discussion of the theory of induced innovation as an explanation for mechanization in agriculture. The relation of the induced innovation theory to alternative explanations of machine-labor substitution in agriculture are examined.

Subjects: personnel-management; unemployment; technology; tasks; intensive; productivity
Geography: US


Abstract: This is a brief discussion of the theory of induced innovation as an explanation for mechanization in agriculture. The relation of the induced innovation theory to alternative explanations of machine-labor substitution in agriculture are examined.

Subjects: personnel-management; unemployment; technology; tasks; intensive; productivity
Geography: US


Subjects: technology; health; hazard; productivity
Geography: US


Subjects: costs; labor-requirements; tasks; productivity
   Subjects: costs; productivity; supply; demand

   Subjects: personnel-management; labor-relations; manager

   Subjects: ethnicity; seasonal; working-conditions; history; technology; family

   Subjects: unemployment; recruit; job-search; demand; nonfarm; seasonal; year-round

   Subjects: personnel-management; Mexican; manager; labor-relations

   Subjects: costs; personnel-management; manager


   Subjects: age; productivity

   Subjects: costs; productivity

   Abstract: Environmental concerns have raised questions about the continuous growing of potatoes on Long Island farms. An integrated pest management technique, crop rotations, could reduce total pesticide use. This paper uses a farm-level linear programming model to investigate the economic impacts of crop rotations. Pesticide use would go down as potato acreage decreased but a strong economic incentive remains for farmers to continue to grow potatoes intensively. A potato-cauliflower rotation has high returns, if growers can overcome managerial problems of using seasonal labor.
   Subjects: costs; productivity; technology

   Subjects: supply; demand; wage; productivity; technology; family-farm; costs

   Abstract: Food prices and wages, employment, productivity, and other labor market characteristics of the U. S. manufacturing and retail food industry are examined within a simultaneous equation model. In general, the food price determination process is found to be more
complicated than previously thought. Simulation results show that endogenizing input costs in a fully-specified model of mark-up pricing produces a complex pattern of food price determination. Estimation of pricing models other than simple market pricing models lead to significant new insights. Key variables linking general price level to price level in the food industry include wages and energy prices. The food sector labor productivity declines were in response to exogenous commodity price shocks. The results of this study highlight the importance of labor market developments in the food industry as well as macroeconomic changes on food pricing.

Subjects: wage; productivity; costs; demand
Geography: U.S.

Subjects: wage; productivity; costs; demand; technology
Geography: US

Subjects: programs; education; productivity
Geography: MS

Subjects: tasks; wage; manager; personnel-management
Geography: MI

Subjects: technology; tasks;
Unemployment; productivity
Geography: US

Subjects: race; unemployment; supply; demand; income; job-search
Geography: South

Abstract: Interview and dental exam data from a sample of Colorado adult migrant agricultural workers are used to ascertain the health care needs, level of use, and accessibility of health care services. Data on 503 adult migrant workers (331 males and 172 females) were collected in 1986. Researchers develop several indices of medical, dental, nutritional, and reproductive health to generate an overall profile workers state of health. The paper concludes with recommendations regarding the funding and delivery of health care services to migrant farmworkers.
Subjects: age; family; women; health; benefits; hazard; seasonal; programs
Geography: CO; US

Subjects: personnel-management; nonfarm; year-round
Geography: CA

Subjects: education; productivity;
personnel-management
Geography: UT

Subjects: labor-relations; seasonal; year-round; nonfarm
Geography: US

Subjects: education; programs; productivity
Geography: TN; Appalachia

Subjects: union; labor-relations; wage; benefits
Geography: US

Subjects: technology; intensive; productivity; demand; costs
Geography: South; US

Subjects: family; women; manager; family-farm
Geography: SC

Abstract: Background characteristics and personnel attributes are associated with migration, as shown by a regression analysis of National Longitudinal Survey of the High School Class of 1972. Based on this analysis, migration is significantly related to individual characteristics and early economic and social experiences. Among males, the most important distinction between migrants and non-migrants from rural farming areas are their background characteristics. Compared to non-migrating men, males migrating from rural areas are less likely to come from farm backgrounds or to have career intentions to pursue farming. Migration by women also was significantly related to background characteristics; however, a significantly larger proportion of women from farm families was found. The analysis points to significance between the pattern of early adult social and economic attainments. These differences were also found to be significantly related to migration decisions in predicted directions.
Subjects: migration; income; careers; age; nonfarm; supply; job-search; family-farm; education; women; family
Geography: US

Abstract: An introduction to situs (group) analysis for use in sociological studies of agricultural labor markets is presented. When applied to nonhierarchical differentiation of occupations in the agricultural sector, situs is operationalized as two or more internally consistent, mutually exclusive, occupational families. A three-category situs classification is proposed comprised of production agriculture, agribusiness, and agricultural education/research. Each occupational situs is made up of a number of jobs that are hierarchically ranked according to social status. Overall, the proposed classification scheme represents three distinct, parallel, status ladders for agricultural occupations. The proposed classification scheme is then applied using data from the United States Census. The paper divides 70 agricultural occupations according to their proposed situs location. Then each situs is looked at with respect to worker socioeconomic characteristics. The paper also outlines an earnings determination model for each occupational group. Results from the Census data support the validity of the situses, showing they differ in the socioeconomic and demographic composition of workers making up the situs differ, as do incomes.
Subjects: education; income; careers; corporate; family-farm; manager
Geography: US

Abstract: The association between farm ownership and personal characteristics and government policies is analyzed using a cross-tabulation analysis of National Longitudinal Survey data. Chief findings of the paper include: entry to farming is restricted in the U. S. by the small amount of farm land that changes ownership each year; tax policy generally restricts the availability of farm land; credit policies favor expansion of existing farms into large scale enterprises over starting new enterprises, and credit policies also facilitated the entry of non-farm investors into farming. Comparing entering farmers to established farm enterprises, the study found entering farmers are more likely to rent land, be involved in a small scale enterprise, have a higher per acre investment in the farm, and to work off-farm to supplement their income. The backgrounds of newly entering farmers are compared with the nonfarm population. New farmers are more likely to come from farm backgrounds, be male, rent or purchase land from a relative, and to have formal training in agriculture.

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Subjects: family-farm; recruit; corporate; nonfarm; careers; year-round; training; programs; costs; intensive

Geography: US


Abstract: Questionnaires were mailed to a sample of junior and senior college students (899 males and 286 females) in agricultural programs at universities in 15 southern states. Data on three sets of variables relating to social background, social factors, and prior agricultural experiences are collected. Data are used to identify characteristics and conditions associated with pursuit of agricultural degrees in college. Students' were also asked about their anticipated careers, incomes, and ultimate educational goals. Data are analyzed to generalize about sex-based differences in perceived job opportunities and reward structures. Male respondents had significantly more prior agricultural work and educational experience than women. Male and female agricultural students perceive qualitatively different sets of labor market rewards and opportunities.

Subjects: education; family; income; women; recruit

Geography: South; TX; FL; GA; AL; MS; LA; AK; SC; NC; VA; US


Abstract: This article examines labor recruitment by U. S. farms. Two distinct questions are addressed; 1) what is the relationship between the working in an agricultural job and individuals' stated intention to pursue agricultural employment, and 2) what individual characteristics and social conditions are associated with temporal sequencing of plans to pursue farm employment, being hired on farm jobs, and the decision abandon farm employment and pursue non-agricultural jobs. These questions are analyzed through regression analysis of panel data from the National Longitudinal Survey of the High School Class of 1972. The author finds that stated occupational intentions of high school seniors are poor indicators of actual employment in agriculture. The majority of individuals working in agriculture four years after high school graduation did not express an intent to do so prior to graduation. Prior family exposure or job experience in agriculture are the best predictors of youth's attainment of agricultural employment.

Subjects: age; family; education; women; careers; family-farm; migration; recruit

Geography: US


Subjects: personnel-management; labor-relations; year-round

Geography: US


Subjects: hazard; working-conditions; health; tasks

Geography: CA; US


Subjects: hazard; working-conditions; health; tasks

Geography: CA; US


Subjects: wage; recruit; labor-requirements; hours

Geography: US


Abstract: Discusses the growth of organized unions and the use of strikes over control issues (with reference to Marxian theory) as well as wages.

Subjects: history; union; labor-relations; wage; working-conditions

Geography: CA

Subjects: union; programs; labor-relations
Geography: CA


Subjects: personnel-management; recruit; manager
Geography: US


Subjects: personnel-management; recruit; manager; labor-relations
Geography: US


Subjects: personnel-management; manager; recruit; labor-relations
Geography: US


Abstract: Education and training needs perceived by managers in lettuce industry are examined.

Subjects: manager; personnel-management
Geography: CA; US


Subjects: education; crew; personnel-management; productivity
Geography: CA


Abstract: This article applies Marxist theory to an analysis of sharecropping in the deep south in an effort to gauge the theory's usefulness for understanding uneven rural development and the obstacles which impeded development of capitalist agriculture in that region. A second purpose of the paper is to analyze historical data documenting uneven capitalist development in cotton production in the American South during the period from 1870-1930. The authors summarizes some of the social, historical, and technical factors that accounted for this uneven development through a comparative regional examination of the data.

Subjects: race; income; other-farm; labor-relations; programs; migration; supply; unemployment; technology; productivity; history
Geography: South; TX; AL; MS; GA; US


Subjects: intensive; productivity; tasks
Geography: US


Subjects: supply; demand; costs; productivity; unemployment
Geography: US


Subjects: costs; personnel-management; manager
Geography: US


Subjects: costs; productivity; personnel-management
Geography: US


Subjects: Mexican; personnel-management
Geography: US

346. Martin, M. E. Facts for California Agricultural Employees About Agricultural Labor Relations Act

Abstract: This paper shows why elasticity of factor substitution and bias of technical change must be known in order to determine labor's relative share of output value. These two parameters are estimated for the case of mechanization of U. S. cotton production using data from 1952-1969. Labor's relative share in the U. S. cotton industry has declined since World War II, as cotton production was rapidly mechanized.

Subjects: intensive; technology; demand; unemployment; tasks; labor-requirements; productivity

Geography: US


Abstract: The University of California at Davis surveyed California farm employers in 1987 to collect employment and wage data and to ask growers how the Immigration Reform and Control Act of 1986 affected them. This paper presents the survey results.

Subjects: supply; demand; immigration; documentation; wage; seasonal; piece-work; tasks; recruit; labor-requirements

Geography: CA


Subjects: productivity; intensive

Geography: US


Abstract: A brief overview of the structure of the farm economy in California is presented. The state's reliance of migrant laborers composed of mainly Mexicans and Mexican-Americans is discussed. Other distinguishing features of California farming include the great number of large corporate vegetable farms; the use of farm labor contractors to secure laborers; technological changes in farming which have reduced some farm jobs while creating others. The demographic characteristics of the state's farm workers and farms are surveyed. Success of unionization in selected agricultural markets and the increasing dominance of Central Valley farms are seen as segmenting the state's farm market. Past policy and policing efforts to improve wages and working conditions of farm laborers are characterized as unsuccessful. The author sees little prospect that policy makers will make the tough decisions required to address the state's labor problems, and accordingly, the continued reliance on low paid migrant labor is likely to continue.

Subjects: age; Mexican; ethnicity; women; wage; nonfarm; seasonal; contractor; corporate; manager; union; regulations; demand; immigration; supply; intensive; technology

Geography: CA


Subjects: migration; income; immigration; productivity

Geography: US


Subjects: immigration; intensive; technology; labor-requirements; productivity

Geography: US


Abstract: This article summarizes discussions of 22 papers presented by labor experts from 12 countries at the Conference on Migrant Agriculture in May 1984 at the University of California at Davis. International comparisons of public and private policies to supply labor required in labor intensive agriculture are presented. Countries whose policies are discussed include France, Israel, South Africa, and the United States. Trends in the levels of migrant labor forces of these countries are summarized. Countries have varied between accepting foreign workers to supply needed
workers and adopting policies intended to formalize
the agricultural labor force and to integrate the
agricultural and non-agricultural labor forces. The
characteristics of manpower for labor-intensive
agriculture for several countries are discussed. The
author explains various policies that have been used
to reduce reliance on foreign workers.

Subjects: documentation; seasonal;
corporate; other-farm; intensive; personnel-
management; laws; programs; migration; supply;
demand; technology; immigration
Geography: US; Europe; Israel

354. Martin, Philip L. "Network Recruitment and
Labor Displacement." In U. S. Immigration in the

Subjects: recruit; supply; unemployment;
immigration
Geography: US

355. Martin, Philip L. The California Farm Labor
Market. Paper prepared for the Conference on Farm
Labor and Rural Poverty, May 7, 1988, Fresno, CA.
Davis, CA: University of California, Department of

Abstract: The paper presents a review of
issues with regard to the California agricultural
labor market in the 1980's. Overall, the market is
characterized as highly decentralized and
segmented, with continued heavy reliance on
undocumented workers, a large role of farm labor
contractors and foremen in hiring and managing
workers, and which generally serves as the job of
last resort of workers. The diversity of employment
arrangements, working and living conditions, and
characteristics of workers employed in California
agriculture is emphasized. The effect of
immigration reform on California agriculture is
discussed, particularly the SAW program. The
paper includes summaries of other research carried
out on the California agricultural labor market, and
has several tables of employment and wage data
during the 1980's. The author considers four
possible scenarios for the future of the California
agricultural labor market, and concludes public
policies can have a significant effect on which
scenario is realized.

Subjects: benefits; piece work; wage;
undocumented; contractor; manager; labor-relations;
union; personnel management; working-conditions;
laws; programs; hours; demand; supply;
unemployment; immigration; search; recruit; crew;
productivity; seasonal
Geography: CA; USA

356. Martin, Philip L. "The Outlook for
Agricultural Labor in the 1990's." U.C. Davis Law

Abstract: Serious problems in the U. S.
farm labor market include inadequate wages and
imperiled living conditions of many workers,
farmer uncertainty over the availability of sufficient
workers during harvest, and continued dependance
on undocumented workers. Efforts to remedy the
situation through a variety of programs designed to
decasualize farm labor have failed in the face of
large labor surpluses which leave farmers with little
incentive to hire smaller numbers of longer term
workers. The paper traces farm labor shortages the
U. S. agricultural sector had experienced in the past,
and reviews government policies which impacted
farm labor. The paper considers the effect of the
Immigration Reform and Control Act (IRCA) on
farm labor, focusing on the RAW and SAW
programs in the Act. Technological and other non-
labor changes that could effect the farm labor
market in the 1990's are also discussed.

Subjects: documentation; Mexican; wage;
seasonal; contractor; corporate; family-farm;
manager; working-conditions; laws; IRCA;
programs; immigration; migration; supply; recruit;
technology
Geography: CA

357. Martin, Philip L. "The Outlook for Farm Labor
and Mechanization." In Farm Machinery
Conference. Davis, CA: University of California,
Department of Agricultural Engineering, January 10,
1989, p.5-10.

Subjects: technology; tasks; productivity;
intensive; unemployment; income
Geography: US

358. Martin, Philip L.; Egan, Daniel L. "The
Makewhole Remedy in California Agriculture."
Industrial and Labor Relations Review, v.43, n.1,
October 1989, p.120-30.

Subjects: labor-relations; laws; union
Geography: US;CA

359. Martin, Philip L.; Mamer, John W. "The Farm
Labor Market." In Proceedings - Academic Political
Science. New York, The Academy of Political

Subjects: supply; demand; unemployment;
labor-relations; union
Geography: US

Issues and Policies: Discussion." American Journal of
Subjects: supply; demand; working-conditions; unemployment
Geography: US


Abstract: Article evaluates the effects of California funded mechanization research on farm workers, rural lifestyle, small farms, consumers, and collective bargaining in agriculture. Authors discuss lawsuit filed against the University of California for carrying out publicly funded agricultural mechanization research and conclude the existing evidence does not support the negative impacts alleged. The issue of researcher and university liability for failure to carry out all legislative mandates included in public research funds is highlighted as an important one that extends beyond the case discussed in the article.

Subjects: technology; productivity; unemployment; family-farm; labor-requirements; laws; programs
Geography: CA


Subjects: Mexican; immigration; seasonal; laws; IRCA; union; unemployment
Geography: CA


Abstract: California's labor intensive fruit, vegetable, and horticulture farms depend on hired workers, and have thus been the target of farm labor union organizers. Collective bargaining agreements were reached in the 1960s. California farmworkers are represented by seven unions. The United Farm Workers Union has the most members and has successfully organized in the Coastal and Imperial Valleys. The Agricultural Labor Relations Act (ALRA) was passed by the California legislature in 1975. The Agricultural Labor Relations Board (ALRB) was created to administer this law. The ALRB has supervised elections and decided charges brought by workers, unions, and employers. Farmworker strikes have not been successful because illegal immigration has provided an abundant agricultural labor supply. Strikes have also resulted in higher prices and profits for growers. Boycotts and political action against corporate farms have had the most success, especially against farm subsidiaries of conglomerates.

Subjects: Labor-relations; union; programs; corporate; immigration; history; laws
Geography: CA


Subjects: union; personnel-management; seasonal; year-round; education; Mexican; unemployment
Geography: CA


Subjects: union; wage; seniority; benefits; labor-relations
Geography: CA


Subjects: Education; personnel-management; tasks
Geography: US


Abstract: Analyzes the effects of the reduced number of foreign workers employed in U. S. agriculture as a result of the termination of the Bracero Program and the apparent change in attitude by the Government toward the importation of workers under P.L. 414. Examines the changes in production and acreage of crops where foreign workers were employed, and finds little reduction in output in the aggregate, although location of production changed somewhat. Found only modest changes in the employment of domestic workers in agriculture, suggesting that the reduction in foreign workers was compensated for by the substitution of capital for labor, in addition to other technological and location changes. Concludes that the abrupt termination of the Bracero Program only hastened changes already taking place.

Subjects: intensive; productivity; demand; unemployment; Mexican; technology
Geography: US

Abstract: Analyzes the effect of the termination of the Bracero Program on the labor market for the Michigan pickle industry. Contrary to the industry predictions, domestic workers accepted employment harvesting pickles in 1965. Wages did rise, and employment conditions did improve. The farm wage rate for all hired farmworkers in Michigan significantly increased from 1964 to 1965. Although the acreage in pickles fell somewhat for 1965 and 1966, 1967 acreage returned to the 1964 level partly because of mechanization.

Subjects: programs; immigration; seasonal; wage; benefits; working-conditions

Geography: MI

369. Mason, Robert. *Productivity Estimates for Alien and Domestic Strawberry Workers and the Number of Farm Workers Required to Harvest the 1988 Strawberry Crop.* Agricultural Experiment Station, Oregon State University, Special Report, 828. Corvallis, OR: Agricultural Experiment Station, Oregon State University, 1988.

Abstract: Oregon strawberry growers were surveyed to determine the number of 1987 acres in production, total pounds of berries harvested and left unharvested, number of worker-days needed, age and legal status of workers, and planting and harvesting intentions for 1988. Size and productivity of the workforce was estimated. Age and legal status, as well as length of time spent working on one farm, were found to affect the productivity of the workers. Farmers planned to reduce 1988 strawberry acreage due to uncertainty over labor supply.

Subjects: Age; Documentation; Seasonal; Demand; Supply; Labor-requirements; Productivity; Tasks

Geography: OR


Abstract: Paper discusses the importance of off-farm work as a supplement to farm worker income historically, the earnings and employment tenure of agricultural laborers on off-farm jobs, and the determinants of which farm workers obtain off-farm jobs. The author begins with a summary of existing research on off-farm jobs by agricultural laborers. An overview of historical data on off-farm labor is presented. Next, the paper outlines a model of off-farm labor, which is tested using OLS regression techniques. One finding of the study are that among workers that depend upon farm work as their primary source of income, the earnings of workers who concentrate on farm employment only are not significantly different from the earnings of workers who combine farm and nonfarm employment. However, nonfarm work remains important to those in the hired farm worker market as a way of increasing incomes in the face of underemployment and unstable incomes. The author recommends the adoption of public polices to promote nonfarm employment by agricultural workers.

Subjects: nonfarm; income; recruit

Geography: US


Subjects: Mexican; documentation; immigration; seasonal; wage; union; unemployment

Geography: CA


Subjects: union; productivity; manager; tasks

Geography: US


Subjects: job-search; careers; nonfarm; year-round; education; income

Geography: US


Subjects: education; unemployment; programs; demand; job-search

Geography: TX

Management, Environmental Protection and Worker Safety, Worker Health and Safety Branch, 1990.

Subjects: hazard; manager; programs; health

Geography: CA; US


Subjects: unemployment; income; family-farm; corporate-farm; productivity

Geography: US


Subjects: recruit; contractor; immigration; seasonal; programs

Geography: US


Subjects: Mexican; documentation; case; labor-relations

Geography: US


Subjects: history; union; labor-relations; Mexican; immigration; seasonal; documentation

Geography: US


Subjects: education; technology; careers; personnel-management

Geography: US


Abstract: This paper looks at the different types of employers and farmworkers in California agriculture. Data were gathered in a 1983 survey by the California State Employment Development Department (EDD). Workers hired by farm labor contractors (FLC) were found to have lower wages and poorer working conditions than workers hired by growers. FLCs were more likely to pay piece-rates and to concentrate on harvest tasks. They also hired workers with less union exposure. FLCs are on the rise in California, although there are regional variations. Demographics of farmworkers from the 1983 survey are compared to 1965 data. Age, ethnicity, and sex of farmworkers is compared. Educational levels of the children of farmworker families are considered. Since 1965, the farmworker population is made up of more Mexicans, more families, more women, and fewer old men and children. It is more settled with less reliance on migration with crop harvests. Unemployment rates are still high for farmworkers. Technological changes have lightened some tasks allowing for more women workers and less seasonal demand for workers, encouraging more long-term employment.

Subjects: Working-conditions; contractor; tasks; piece-work; wage; family; Mexican; women; ethnicity; education; age; seasonal; documentation

Geography: CA


Subjects: seniority; migration; seasonal

Geography: CA


Abstract: The citrus harvest in Ventura County, California, has been characterized by use of Mexican immigrant labor since the 1960's, when shortages of labor led growers to hire Mexican immigrants. Helped by employers, undocumented Mexican workers obtained citizenship and permanently resided in Ventura county, providing growers with a stable pool of seasonal labor. The article relates that settlement of workers led them to demand higher wages and improved working conditions. Ultimately, the workers sought assistance in pursuing their demands from the United Farm Workers union. Another change associated with permanent settlement was a rise in farm labor contracting activity when contractors hired the most recent Mexican immigrants and grew by taking advantage of not paying negotiated benefits and thereby were able to undercut union workers costs by up to 25% by not paying benefits. This increase caused the displacement of many more senior migrant Mexican workers. Policies to address the situation in Ventura Co. are discuss.
Subjects: Mexican; immigration; seasonal; costs; benefits; wage; contractor; labor-relations; working-conditions; programs; unemployment; crew; documentation; union
Geography: CA; Ventura County; US

Subjects: labor-relations; housing; union; Mexican; seasonal; migration; immigration
Geography: CA

Abstract: The law states that a child under the age of 12 cannot work at all. From 12 to 18 varied restrictions apply. California labor laws are the toughest in the country. Opinions vary as to whether child labor is increasing or declining in California. According to recent court decisions concerning child labor law violations, farmers are liable for penalties even if a labor contractor is used. An outline of federal and state child labor laws is presented.
Subjects: age; Mexican; laws; regulations; hazard; contractor; IRCA; case
Geography: CA; US

Subjects: tasks; seasonal; costs; productivity
Geography: US

Subjects: Mexican; laws; programs; labor-relations
Geography: TX

Subjects: other-farm; nonfarm; family-farm; labor-relations; corporate; careers
Geography: Midwest

Subjects: ethnicity; seasonal; working-conditions; history; technology; family
Geography: US

Subjects: manager; family-farm; union
Geography: US

Abstract: This paper applies recently developed neo-Marxist class theory to a class analysis of midwestern agricultural production. The author integrates prior work by Braverman and Wright in identifying four indicators of class status of agricultural laborers. The author develops three "pure" class indicators using the relation between the four indicators. Contradictions between the pure indicators result from imperfect coincidence in the characterization of simple commodity and capitalist production systems, and support Wright's concept of "contradictory class location." The paper argues this concept is particularly relevant to the analysis of class in agricultural production. The paper also examines five social relations in agricultural production with respect to the specified indicators of class location.
Subjects: education; family; race; income; family-farm; manager
Geography: Midwest; IL; IW; IN; OH; MI; MN; WI; US

Subjects: contractor; costs; productivity
Geography: US

Abstract: Presents an empirical model of farm labor markets for southwestern states employing Bracero workers. Estimates the program's effect on wages and employment and on economic welfare of the U. S. and Mexico. Suggests that the United States and Mexico gained by the free flow of labor under the program.(e)

Subjects: labor-relations; year-round; other-farm; manager

Geography: US


Abstract: The latest group of immigrants, which arrived in the United States during the 1970's and 1980's, was one of the largest in U. S. history. This book looks at the impact of this immigration on the U. S. economy, society, and government, focusing on immigration to the state of California and the Los Angeles Metropolitan area. A historical review of immigration to the U. S. is followed by an analysis of the demographic, economic, and social characteristics of recent immigrants, including estimates of the total numbers of immigrants to the U. S. during the 1970's and 1980's. The experiences of new immigrants, the effects of immigration on government expenditures, and the impact of immigration on employment of native workers and on wage levels are discussed. The presence of Mexican and other immigrants in the Los Angeles area has depressed wages for both immigrant and native workers in manufacturing and some service industries and that Mexican immigrant households receive government services and assistance that cost more than the taxes paid by these same families. The book concludes with projections of labor demand in California.

Subjects: documentation; education; family; ethnicity; Hispanic; Mexican; women; housing; income; wage; programs; demand; immigration; migration; supply; unemployment; recruit; history

Geography: CA; US


Subjects: education; income; productivity

Geography: US


Abstract: This paper looks at the 1975 administrative ruling by the state of California banning the use of the short-handled hoe, el cortito, after it was declared an occupational hazard to farm workers. The historical development of this occupational hazard is presented. The litigation and policy formation process is examined in the context of the social and political situation of the late 1960's and early 1970's. The use of legal institutions as a means for resolving social conflict issues is questioned.

Subjects: Mexican; history; laws; regulations; hazard; labor-relations; working-conditions; tasks; case

Geography: US; CA


Subjects: recruit; migration; seasonal; programs

Geography: US


Subjects: housing; health; working-conditions; seasonal; migration

Geography: US


Subjects: Mexican; history; union

Geography: CA


Subjects: recruit; supply; demand; hours; seasonal; wage; income; labor-relations

Geography: NJ

Subjects: personnel-management; seniority; labor-relations
Geography: US

Subjects: education; personnel-management
Geography: US

Subjects: piece-work; tasks; wage; personnel-management
Geography: US

Abstract: Describes the British West Indies workers who cut sugarcane in Florida. Describes the contracting process between the employers and the home government and some terms of these contracts. Briefly overviews the H-2 program as it applies to the Florida sugarcane industry.(e)
Subjects: programs; seasonal; documentation; immigration; ethnicity; labor-relations
Geography: FL

Subjects: costs; other-farm; productivity
Geography: MI

Subjects: manager
Geography: US

Subjects: education; tasks; productivity
Geography: US

Subjects: corporate; manager; nonfarm; seasonal; year-round
Geography: MO

Subjects: costs; productivity
Geography: KY

Abstract: Studies the interplay of social, economic, and technological systems pertaining to harvesting agricultural crops in Arizona. Presents observations on workers based on primary survey data. Although the emphasis is on the harvesting system rather than on the Bracero Program, makes observations about the program.(e)
Subjects: programs; seasonal; technology; history; intensive; tasks; productivity
Geography: US; AZ

Subjects: nonfarm; family; farm; income; job-search
Geography: US

Subjects: history; demand; supply; productivity
Geography: US

Subjects: other-farm; productivity; crew
Geography: US


Abstract: Farm operators attitudes toward risk are studied using conjoint analysis of farmer survey data. Conjoint analysis is a technique in which part-worths or "utilities" are assigned to prespecified levels of attributes in an effort to minimize differences between actual and predicted ranking of multiattribute alternatives. This analysis is used to derive trade-offs between alternative economic outcomes and associated risks. For the survey used in the study, farmers were asked to rank alternative production plans with defined levels of net income, risks of bankruptcy, and required level of operator labor effort. From this simulation, researcher estimated trade-offs between risk and income, and between labor effort and income. Trade-offs vary widely among farmers. Variance in trade-offs between farmers were not significantly associated with differences between farmers suggested by common socio-economic theory.

Subjects: hours; income; supply; wage; productivity; labor-requirements; costs
Geography: US


Subjects: laws; programs; wage; hours; age; hazard
Geography: MN


Subjects: laws; programs; wage; hours; age; hazard
Geography: US


Abstract: This article presents results of a study of agricultural laborers job competencies. Researchers compare competency attainment across workers of different groups in an attempt to measure differences between affective competencies exhibited by production agriculture and agribusiness workers of different ages.

Subjects: age; education; year-round; corporate; personnel-management; programs; labor-requirements; tasks; productivity
Geography: US


Subjects: personnel-management; labor-requirements; tasks; seasonal
Geography: US


Subjects: personnel-management; recruit
Geography: US


Subjects: history; ethnicity; family; technology; seasonal; working-conditions
Geography: US


Subjects: immigration; programs; history; migration; working-conditions; documentation
Geography: CA


Abstract: Agricultural development is a multi-linear process. Differences in farm structure are associated with different economic, social, and political factors, which differ over time and place. Farm labor management represents distinct problems due to natural conditions inherent in agricultural production. The characteristics of farm structure in a particular area results from the interaction of personnel management constraints due to natural conditions of production and particular economic, social, and political conditions. A historical analysis of three production structures is use to explain and consider this position. The three are the development of corporate farming in California, sharecropping in the South, and family farming on the Great Plains. Each of these systems of production initially arose under conditions of concentrated ownership of land, but differences between the regions in the available farm work force led to radically different systems of farm production.

Subjects: seasonal; year-round; corporate; family-farm; other-farm; personnel-management; programs; supply; costs; intensive; labor-requirements; productivity; tasks; history
Geography: US


Abstract: The role of Mexican workers in California fruit and vegetable production is examined. A key characteristic of fruit and vegetable labor is the great seasonality in demand: large numbers of laborers are only required during harvests. This seasonality of employment restricts the ways employers can manage their labor. Three systems of control are outlined: technological, bureaucratic, and personal. Farm labor management is typically personal-control stemming from the direct authority of the grower or foremen. The production process also limits the types of workers for whom employment in the industry is attractive. Workers must be willing to accept short-term employment, easy to hire on short notice, able to work until harvest is complete, and willing to accept low wages. Political control of harvest workers through state agents is also important in this labor
market. Because braceros represent a captive workforce due to U.S. entry requirements, successful unionization requires rejection of the bracero system. Gains by braceros have been undermined by employment of undocumented workers who are unable to demand higher wages and improved living conditions.

Subjects: Mexican; seasonal; migration; programs; benefits; wage; corporate; manager; union; personnel-management; recruit; productivity; documentation

Geography: CA; US


Abstract: Using data from surveys of farms in two heavily agricultural counties, typical of many Cornbelt and Mississippi Delta areas, the impact of participation in federal agricultural support programs on farm structure is analyzed. Examination of the two socioeconomically distinct regions enables researchers to analyze program effects in different environments. Two distinct questions are addressed in the paper: 1) how farmers use the federal agricultural support programs in conjunction with other inputs as part of an overall strategy to sustain a farm and 2) specific outcomes associated with program participation are examined. Regression results show farmers in both regions use receipts from federal farm support programs to expand farm operations. Important regional differences associated with the implementation of this strategy were found. Authors attribute these regional differences to varied levels of enrollment in farm programs in the past across the two regions, and to variations in farm organization. Farm reliance on household or hired labor is highlighted as an important organizational difference.

Subjects: family; income; family-farm; corporate; programs; costs; productivity; technology

Geography: IA; MS; US


Subjects: job-search; recruit; corporate; education

Geography: US


Subjects: hazard; health; tasks

Geography: US


Subjects: supply; demand; age; education; race; seniority

Geography: US


Subjects: supply; demand; age; education; race; seniority; women

Geography: US


Subjects: supply; demand; age; education; women; family

Geography: US


Subjects: demand; seasonal; seniority; ethnicity; race

Geography: FL


Subjects: documentation; hazard; wage; benefits; seasonal; labor-relations; working-conditions; migration; laws

Geography: US


Subjects: corporate; productivity; personnel-management

Geography: US
Subjects: labor-relations; manager; other-farm
Geography: US

Abstract: Interviews were conducted with documented Mexican immigrants at the point of arrival in the United States. The data indicate that an important segment of this population has nonrural origins, comparatively high levels of education, industrial and service occupational backgrounds, and most are headed for urban areas and jobs. These results support the idea that this immigration is an outgrowth of capitalist development in Mexico and not a consequence of rural backwardness. U. S. government policies for dealing with illegal immigration are analyzed.(e)
Subjects: Mexican; documentation; immigration; education; careers; programs; laws; supply; job-search
Geography: US;CA

Subjects: income; seniority; piece-work; wage; hours
Geography: FL

Subjects: income; productivity; seasonal; migration; benefits
Geography: US; South

Abstract: The Agricultural Labor Relations Board (ALRB) found that the United Farm Workers (UFW) violated several provisions of the Agricultural Labor Relations Act (ALRA) in its 1986 dispute with Egg City. The ALRB ruled that the UFW's secondary boycott of Egg City customers did not comply with the ALRA, and that the Union might have to pay compensation to Egg City.
Subjects: union; labor-relations; laws; case
Geography: CA

Subjects: health; hazard; tasks
Geography: AZ

Subjects: education; productivity; manager
Geography: US

Subjects: programs; costs; union; income; family-farm
Geography: US

Subjects: women; productivity; unemployment
Geography: ND

Subjects: costs; seasonal; migration; productivity; unemployment
Geography: WV

Subjects: manager; race; personnel-management; seniority
Geography: US


Abstract: This paper presents results from field research in Guadalupe, Mexico. Twenty-six informants representing a cross-section of the town of 2,621 inhabitants were studied to construct historical migration trends from a representative rural Mexican town. Researchers analyzed successive migrant cohorts over 1940-1978 to characterize changes in the impetus and demographic composition of Mexican migrants. This analysis shows that migration before 1965 was composed primarily of males working as braceros (day laborers) in the United States. After 1965, a trend toward increasing numbers of women and youth migrants, and a growing share of migrants entering the U.S. legally as permanent resident aliens. The authors hypothesize that the recent trend may indicate a permanent change in U.S.-Mexican migration. Changes in the size and composition of migrant cohorts over the 1940-1978 period were generally associated with shifts in U.S. immigration policies. The authors qualify their findings, stating that continued mechanization of agriculture could severely curtail U.S. demand for Mexican migrant labor and end current seasonal migration patterns.

Subjects: wage; benefits; seasonal; corporate; family-farm; labor-relations; demand; supply; labor-requirements
Geography: South; VA


Subjects: other-farm; costs; productivity
Geography: US


Subjects: recruit; age; manager; personnel-management
Geography: OH


Subjects: history; immigration; Mexican; supply; income; working-conditions
Geography: US

Abstract: The author outlines federal policies to train and assist farm workers. The programs discussed in greatest detail are Title III of the Comprehensive Employment and Training Act (CETA), and programs of the United States Employment Service. The specific target groups of federal training and assistance programs for farm workers are reviewed. The author considers the effectiveness of these federal programs and makes recommendations for improving policies to assist farm workers.

Subjects: income; programs; unemployment; seasonal; education; benefits; job-search

Geography: US


Abstract: This paper summarizes 10 case studies of the performance of Chicano farmer cooperatives in California. A historical review of Chicano efforts to become farm owners during the 1970's and 1980's is provided. Such ownership was initially stimulated by the availability of federal anti-poverty money, but later drew its support from networks of community support when federal funding ebbed in the early 1980's. Efforts in the 1970's were largely unsuccessful, a fact the author links with internal and external conflict resulting from cooperative dependance on outside support. The efforts of the 1980's are characterized as more successful. Several factors are identified as keys to success: the strength of members' aspirations to achieve independence as farm producers, specialization/concentration of production into labor-intensive crops (e.g. cherry-tomatoes, strawberries), and the existence of a solid support network within community where the cooperative is located. External/internal factors affecting coop success are discussed. Factors associated with failure include high attrition rates and "free riders," lack of social cohesion, financial instability, and hostility.

Subjects: income; wage; seasonal; year-round; other-farm; programs; demand; immigration; migration; supply; unemployment; productivity

Geography: CA


Subjects: personnel-management; manager; labor-relations

Geography: US


Subjects: manager; personnel-management

Geography: US

Abstract: Before hiring an employee, it is important to have a written description of the job. This allows the employer to be clear about the qualifications needed for the position. A potential employee's job-relevant characteristics can be obtained from written biographical data forms, employment tests, interviews, reference checks, and physical examinations. Employees may also be chosen for their potential to learn on the job.

Subjects: personnel-management; recruit; productivity; tasks
Geography: US


Subjects: personnel-management
Geography: US


Subjects: manager; productivity; working-conditions
Geography: US


Subjects: personnel-management
Geography: US


Subjects: manager; personnel-management; labor-relations
Geography: US


Abstract: Most management decisions in nursery businesses can benefit from information or rationality provided by employees. The extent and form of worker participation in management should vary with the characteristics of the employees, managers, and the given situation. Models of participation are outlined.

Subjects: personnel-management; laws
Geography: US


Subjects: personnel-management; laws
Geography: US


Subjects: personnel-management; programs; laws; regulations; seasonal; labor-requirements
Geography: US


Subjects: personnel-management; labor-relations
Geography: US


Abstract: How to set up a disciplinary system for employees is the topic of this article. The two major components are a list of standards that indicate what performance is expected and what offenses will trigger discipline and, a set of procedures that will be put into effect when offenses occur. A system of progressive discipline specifies actions that will increase in severity in response to unacceptable behavior on the job. An appeals process for the employee is important. A written record should be kept of all action taken.

Subjects: personnel-management; labor-relations; union; regulations; unemployment
Geography: US


Subjects: recruit; personnel-management
Geography: US

Subjects: recruit; personnel-management
Geography: US


Subjects: recruit; personnel-management
Geography: US


Subjects: recruit; personnel-management
Geography: US


Subjects: recruit; personnel-management
Geography: US


Subjects: recruit; personnel-management
Geography: US


Subjects: IRCA; programs; documentation; personnel-management; recruit
Geography: US


Subjects: personnel-management; labor-relations; working-conditions
Geography: US


Abstract: This article looks at why a worker might not perform up to expectations, or might not work more than the necessary minimum.

Some ideas for encouraging employees to work harder are presented. Perhaps more training or incentives are needed.

Subjects: personnel-management; manager; labor-relations; working-conditions
Geography: US


Subjects: manager; personnel-management
Geography: US


Subjects: manager; personnel-management; labor-relations; tasks
Geography: US


Subjects: personnel-management; manager; labor-relations; tasks
Geography: US; CA


Subjects: manager; personnel-management
Geography: US


Abstract: Nine methods for dealing with employee performance problems are presented. They are: 1) penalty imposition, 2) specific warning, 3) vague threat, 4) emphasis of authority, 5) avoidance, 6) humorizing or cajoling, 7) explanation, 8) appeal to values, and 9) problem solving. The first four are more likely to cause defensiveness, anger, or alienation. The last four tend to result in further two-way discussion between supervisor and worker.

Subjects: personnel-management; manager; labor-relations
Geography: US

Subjects: personnel-management; labor-relations; manager; productivity  
Geography: US

Subjects: personnel-management; labor-relations  
Geography: US

Subjects: personnel-management; labor-relations  
Geography: US

Subjects: personnel-management; labor-relations; manager  
Geography: US

Subjects: personnel-management; laws; programs; regulations  
Geography: US

Abstract: Effective leadership and supervision is the subject of this article. There are five different kinds of power that supervisors might use: 1) coercive power, 2) reward power, 3) legitimate power, 4) expert power, and 5) referent power. The best situation involves a combination of types of power.  
Subjects: personnel-management; manager; labor-relations; seniority  
Geography: US; CA

Subjects: recruit; demand; personnel-management; tasks  
Geography: US

Subjects: manager; personnel-management  
Geography: US

Subjects: wage; productivity; piece-work; personnel-management  
Geography: US

Subjects: personnel-management; manager  
Geography: US

Abstract: Performance improved at a cannery after the supervision at the plant was reassessed and changes were made. Written job descriptions and qualifications were posted, and in-house recruitment filled the positions. Employees responded to new procedures, and productivity improved. Supervisors also responded in a positive way. Although supervision is not always the problem, it is an important aspect of effective operations.  
Subjects: personnel-management; productivity; seniority; labor-relations; manager; recruit; education  
Geography: US; CA

Abstract: The availability of farm labor was effected by the Immigration Reform and Control Act of 1986. New programs available to agricultural employers are the Special Agricultural Worker (SAW) program, the Replenishment Agricultural Worker (RAW) program, and the H-2A program. This paper explains these programs and how employers can participate in them.

Subjects: supply; programs; IRCA; laws; documentation; immigration; seasonal; supply; demand; recruit; wage; personnel-management

Geography: CA; US


Abstract: Management is divided into five major functions: 1) planning, 2) organizing, 3) staffing, 4) leading, and 5) controlling. First-line managers deal directly with operational employees and represent farm workers and growers to one another. Supervisors have a short time frame to work within and are often involved in some degree of operational work. The supervisor's position is complex, as s/he has to deal with people, information, equipment, and products. A written job description is important for effective management.

Subjects: personnel-management; manager; labor relations; tasks

Geography: US


Abstract: Ways of rationalizing promotion and layoff decisions, based on seniority and merit criteria are presented. Common advantages and disadvantages are considered.

Subjects: seniority; personnel-management

Geography: US


Abstract: Suggestions for successful management are given. The supervisor's responsibilities, major duties, and basic role need to be clearly specified—preferably written down. Skill qualifications for the job should be posted and hiring should conform to them. Orientation and training of new supervisors is important, as is backing up decisions made by supervisors. Supervisors included in management meetings have more information to work with.

Subjects: personnel-management; productivity; manager; seniority; crew; education; recruit; labor relations

Geography: US

Subjects: personnel-management; programs
Geography: US


Subjects: women; hours; careers; manager; wage
Geography: US


Subjects: personnel-management; programs; education
Geography: US


Subjects: union; labor-relations; technology; education
Geography: Midwest


Abstract: This paper tests for, and dates, the emergence and integration of regional farm labor markets in Massachusetts. Labor market growth consequences for the preindustrial society are demonstrated. New wage and labor productivity indices for Massachusetts' agricultural economy from 1750 to 1855 are presented. The domination of regional and interregional markets for labor, farm commodities, and capital transformed the economy of rural Massachusetts by 1800. This can be seen by the behavior of relevant prices and the growth of labor productivity.

Subjects: history; wage; productivity; supply; demand
Geography: MA


Subjects: demand; seniority; age; women; seasonal; race; year-round
Geography: US


Subjects: demand; seniority; age; race; women; seasonal; year-round
Geography: US


Subjects: programs; recruit
Geography: WA


Subjects: costs; personnel-management
Geography: US

524. Ruesink, David C., and Batson, T. Brice. *Bibliography Relating to Agricultural Labor*. College Station, TX: Texas Agricultural Experiment Station, Texas A & M University, 1969.

Abstract: Book is a bibliography (93 pages) of books, proceedings, bulletins and unpublished material, U. S. Government documents, periodical articles, and other bibliographies that relate to agricultural labor. Bibliography is divided by type of publication, and includes an subject index. The bibliography contains citations mainly from the mid-to-late-1960's.

Subjects: programs; policies; manager; personnel-management; documentation; Mexican; migration; immigration; seasonal; union; labor-relations; supply; unemployment; wage; technology
Geography: U. S.

Southwest Institute for Research on Women, 
Arizona University, 1984. 30p.

Abstract: Statistical profiles of Mexican American female workers with case narratives describing the women’s role in trade unions are used to show the precarious economic position of this group, and women in general. The study uses Census and Labor Department data to document national labor trends from 1930-1980. Employment is disaggregated by occupational type, median income, and educational level for Mexican American, Anglo, Black, and American Indian women and for Mexican American and Anglo men. The chief findings of the paper are: (1) lowest mean incomes in the southwest region are reported among Mexican American and American Indian women; (2) White and Mexican American men reported higher median incomes than women; and (3) educational background of women is associated with higher median incomes and employment rates. An overview of participation of Mexican American women in industry and unions focuses on issues of ethnic and sexual discrimination. Examples of Mexican American women’s labor militancy are described. The effects of mechanization, undocumented workers, and seasonal work on female workers are examined. Women who must work to support their families view job security as of greatest importance.

Subjects: women; race; Mexican; wage; careers; working-conditions; income; hours; manager; union

Geography: CA; AZ; NM; NV; TX; US


Abstract: Hired farmworkers constituted 35% of the total farm workforce in 1985, up from 30% in 1975. This growth trend means that Federal laws and regulations governing employment taxes, wages, and working conditions are increasingly affecting employers of such workers. This report is a single source of information describing the Federal laws and regulations that pertain to agricultural employer-employee relations and agricultural employment taxes.

Subjects: documentation; wage; hazard; housing; hours; contractor; laws; labor-relations

Geography: U. S.


Subjects: costs; manager; other-farm; education

Geography: WI


Subjects: education; family-farm; productivity; programs

Geography: WI


Abstract: Analyzes employer payroll records of Hudson Valley apple growers for the 1968 apple harvest. Focuses on a comparison of domestic workers and foreign workers in the apple harvest and a comparison of employers who used a mix of foreign and domestic workers and those who used only domestic workers.

Subjects: wage; income; productivity; tasks; seasonal; migration; immigration; hours

Geography: NY


Abstract: Existing health care policy targeting service for migrant and seasonal agricultural workers is discussed. The level of health care to seasonal agricultural laborers is characterized as low, especially in light of the occupational health hazards and poor living conditions of migrant and seasonal agricultural workers and their dependents in the United States. The relatively few occupational health professionals have been involved in serving farmworkers. The reason for this neglect is analyzed and a definition of the population that should be targeted in farmworker health policy is provided. The paper reviews existing evidence regarding hazards of four major occupational exposures-pesticides, the sun, injuries, and poor field sanitation. Policies developed to address these hazards are reviewed. The paper summarizes negative health effects of farmworker living conditions that are indirect occupational hazards. Several policy, planning, and research recommendations are made. The author is skeptical that adequate solutions for farmworker health care will be developed and argues that improvements will require significant sociopolitical
advances (unionization and other forms of political organizations).

Subjects: documentation; hazard; health; benefits; housing; seasonal; programs; laws; migration; union

Geography: US

531. Salant, Priscilla. *Farm Women: Contribution to Farm and Family*. Mississippi State, MS: Agricultural Experiment Station, 1983. 36p.

Subjects: women; income; family; nonfarm; productivity

Geography: MS; TN


Subjects: nonfarm; income; manager; costs

Geography: US


Subjects: family-farm; corporate; productivity; costs

Geography: US


Subjects: union; labor relation; migration; seasonal; documentation; Mexican

Geography: CA; TX; US; Mexico


Subjects: recruit; personnel-management; manager

Geography: US


Subjects: hazard; health; tasks; working-conditions; seasonal

Geography: CA; US


Subjects: age; women; health; recruit; supply

Geography: US


Subjects: health; hazard

Geography: US


Subjects: migration; laws; labor-relations; demand

Geography: WA; US


Subjects: demand; supply; productivity; income

Geography: US


Subjects: tasks; manager; women; family

Geography: US


Subjects: union; labor-relations; manager

Geography: CA; US


Subjects: union; labor-relations; manager

Geography: CA; US

Abstract: The dimensions of internal stratification of small landholders by surveying farmers from three North Carolina Piedmont counties are investigated. This study differs from others in that most of respondents are low-income blacks. Most of the farms surveyed produce flue-cured tobacco. Analysis of survey data nonetheless find significant dimensions of internal stratification similar to those identified in previous studies. The major dimensions of internal stratification identified through promax factor analysis are farm size, use hired labor, farm operator's age and education, and land tenure. Significant difference in social status between smallholders who do and who do not own tobacco allotments is found through discriminant analysis. The paper's findings suggest the importance of including land tenure and commodity choice into analyses of socio-economic stratification among small landholders.

Subjects: age; education; race; family; manager; family-farm
Geography: NC; Piedmont Counties; US

Subjects: migration; unemployment; supply; demand; careers; education; income; wage; technology; productivity; seasonal; race; programs
Geography: US

Subjects: crew; intensive; education; costs; productivity; labor-requirements; tasks
Geography: LA

Subjects: manager; recruit; contractor; seasonal; personnel-management
Geography: NY

Subjects: IRCA; supply; costs; productivity
Geography: AZ; US

Subjects: laws; wage; hours; productivity; age
Geography: MI

Subjects: health; manager; laws
Geography: MI

551. Shumway, C. R. Economic Interrelationships in Texas Field Crop Production. College Station, TX: Texas A & M University, Department of Agricultural Economics, 1983. 36p.
Subjects: crew; productivity; manager; labor-relations
Geography: TX

Abstract: Using data on New York State farm families, this study investigates household labor allocation decisions. Researchers look at how farm couples distribute their labor across farm and nonfarm work. The authors first develop a model of gender-specific work behavior for two crops, tobacco and peanuts-soybeans. These crops are studied because they represent two different types of production. The model is also examined for a third farm industry, dairy farming. Results are replicated for dairy farming because it correspond to the "small batch" methods of tobacco farmers and contrasts the continuous-process production system of peanut-soybean farmers. The paper finds farm, family, and individual characteristics affect the level of differentiation or integration in farm couples farm and nonfarm labor. These findings replicate earlier findings, but show that the effects of these characteristics vary according to the crop being produced by the farm.
Subjects: family; women; income; careers; nonfarm; family-farm; productivity
Geography: NY


Subjects: age; recruit

Geography: US


Subjects: personnel-management; recruit

Geography: US


Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm

Geography: PA

557. Smith, Roy J.; Seamount, Daniel T.; Mills, Bruce H. Lemon Picking and the Ventura County Production Incentive Wage System. Berkeley, CA: Division of Agricultural Sciences, University of California, California Agricultural Experiment Station, 1965. 60p.

Subjects: piece-work; wage; productivity

Geography: CA


Subjects: seasonal; labor-requirements; personnel-management

Geography: TX


Subjects: laws; corporate; documentation; wage; hours; age; labor-relations

Geography: US


Abstract: Analysis of data from 1965-1970 in the Pacific Northwest does not support the argument that "jobs follow people." Non-market goods play an important role in peoples' decisions to migrate, and the importance of the income incentive has declined over the past decade.

Subjects: migration; supply; demand; age; education; job-search; recruit

Geography: OR;WA;Northwest


Abstract: This article reviews existing literature concerning causes of undocumented immigration. The predominant approach is characterized as legalistic, which the author argues tends to view such immigration as caused by the immigrants. Contrary to this view, existing literature shows there is an institutionalized setting in which undocumented workers are employed in border areas. The variety of institutions covertly supporting undocumented immigration are outlined. The aliens' economic role in assuming jobs unacceptable to native workers is highlighted. The article also describes a acculturation system that exists in the U. S., which enables undocumented workers to live and work in this country without detection by the Immigration and Naturalization Service. A system of patronage between undocumented workers and employers is also detailed, as are various other steps in the aliens' acculturation. The study's findings were based on extensive interviews by bilingual sociology students of 200 workers on 13 farms in the central Rio Grande Valley.

Subjects: Mexican; housing; seasonal; documentation; personnel-management; immigration; crew

Geography: TX; Rio Grande Valley; US; Mexico


Subjects: family-farm; income; productivity; programs

Geography: US

563. Streeter, Deborah H.; Sause, William E. Nonmonetary Considerations in Farm Operator Labor Allocations. Ithaca, NY: Dept. of Agricultural Economics, Cornell University Agricultural Experiment Station, New York State College of

Abstract: This paper examines the off-farm wages, labor force participation, and hours of work of farmers. Empirical and theoretical models of farmer labor market participation are developed. Using data from a 1971 survey of farmers in Illinois, researchers generate econometric estimates of farmers labor market characteristics. Econometric models indicate the wage received by farmers for nonfarm work depends upon the farmer's human capital and the conditions of the local labor market. The research confirms the sensitivity of nonfarm work to economic incentives. The econometric model estimates a 10% increase in the nonfarm wage is associated with an 11% increase in hours of nonfarm work, holding farm characteristics constant. The author also finds seasonality, risk, and life cycle factors each significantly affect the level of nonfarm work performed by farmers.

Subjects: age; family; wage; income; nonfarm; careers; hours; seasonal; year-round; family-farm; demand; supply; productivity

Geography: US


Subjects: IRCA; documentation; year-round; personnel-management

Geography: US


Subjects: personnel-management; programs; laws; regulations; documentation

Geography: CA; US


Subjects: demand; costs; productivity; tasks

Geography: US


Subjects: other-farm; income; manager; wage

Geography: US


Abstract: Productivity varies with a farmer's age; middle-aged farmers appear to be the most productive. Farm production functions are estimated for six different age groups of farmers using U. S. Census of Agriculture data. Different age groups use slightly different technologies and use some inputs at different levels of efficiency. Production functions vary more as age differentials get larger.

Subjects: age; productivity; intensive; technology; careers; seniority

Geography: US


Subjects: costs; productivity; seasonal

Geography: FL


Abstract: This paper reveals that the post-bellum shift to cotton production occurred in the Piedmont area of South Carolina and Georgia, and not in the entire South. An analysis of cotton production between 1860 and 1880 shows patterns that are different from those shown in an analysis of 1880 alone. The racial composition of the inhabitants, not tenure variables best explain the 1880 pattern.

Subjects: history; technology; race; intensive; productivity; wage

Geography: South; GA


Subjects: union; labor-relations; laws

Geography: US; Midwest


Abstract: An edited volume of nine case studies examining the effects of immigration reform on specific agricultural industries. Based primarily on interviews with growers and workers the studies identify changes occurring between 1986 and 1989 in the composition of the labor force, in wages and working conditions for farm workers, and in grower operations in particular areas and industries.

Subjects: IRCA; immigration; wage; working-conditions; contractor; other-farm; seasonal
Geography: US


Abstract: This paper uses a simultaneous equation, partial adjustment model of the demand for inputs to obtain estimates of the technical change parameters for wheat, corn, soybeans, and cotton. The results show a labor-saving bias in technical change for these field crops and thus support the induced innovation hypothesis. Although there was no evidence of a productivity slowdown, one may yet affect agriculture in the United States.

Subjects: intensive; technology; labor-requirements; productivity
Geography: US


Subjects: education; personnel-management; manager; programs
Geography: US


Subjects: manager; labor-relations; corporate; seasonal
Geography: AZ; CA


Subjects: laws; union; wage; benefits; labor-relations
Geography: CA; US


Subjects: recruit; education; technology; productivity
Geography: US


Abstract: This paper examines compares the economic well being and determinants of independent farmers with farmers that have a spouse. The paper defined independent farmers of individuals with managerial responsibilities over a farm who do not have a spouse who regularly engages in farm-related labor activities. These effects are also examined across male and female independent farmers. Data for the study are from a 1980 Farm Women Survey. The chief findings are; the economic well-being of independent male farmers does not differ significantly from farmers with wives who work on the farm, independent women farmers have lower levels of economic well-being than non-independent women farmers. Analysis of the cause of this lowered economic position of independent farmers revealed most of the difference can be accounted for by differences in the class position, and family and demographic characteristics of independent and non-independent women farmers.

Subjects: careers; women; income; nonfarm; year-round; family-farm; productivity
Geography: US


Subjects: personnel-management; manager; labor-relations
Geography: US


Abstract: Theoretical and research issues relating to stratification research into labor markets are discussed, including the proper focus of inquiry, the usefulness of a case study approach, the availability of appropriate individual-level data for
analysis of stratification, and the proper boundaries for regional/local research. A brief analysis of the North Florida Coastal labor market illustrates this approach. The author calls for greater research into labor market stratification and criticizes existing policy-oriented research as being inadequate to enable formulation of appropriate policy responses to nonmetropolitan labor market stratification.

Subjects: age; education; income; careers; personnel-management; manager
Geography: FL; US


Subjects: migration; unemployment; supply; demand; careers; education; income; wage; intensive; technology; productivity; seasonal
Geography: US


Abstract: Two opposing theories of poverty are summarized. The first views poverty as an outcome dependent upon individual characteristics, focusing attention on the individual and inquiry on the question of 'who is poor.' The author criticizes this theory for its failure to consider the processes that create poverty positions in the social structure. The second theory views poverty as a function of local economic opportunity and social structure. Using data from South Carolina, the article analyzes poverty rates, industrial structure, and labor markets in light of the two theories. Based on this analysis, the author confirms the structural hypothesis.

Subjects: race; income; unemployment; productivity; education; age; family; housing
Geography: SC; US


Abstract: Current research on unionization among farmworkers has two failings: 1) prior research on unionization focuses on California nearly to the exclusion of all other states, 2) prior studies have looked at the structural impediments to unionization to the exclusion of individual social barriers. To address these inadequacies in current research, researchers interviewed a 147 migrant farm workers in Immakalee, Florida in 1978 to study the association of seven demographic and socioeconomic characteristics on farm worker support for unionization. Support for unionization was most strongly related to being Black. Worker perception that mechanization is a threat to job security was the second most strongly associated characteristic. Dependence on farm work, and marriage were next. Support for unionization was negatively associated with non-citizenship status, illiteracy, and low educational attainment (most negatively).

Subjects: documentation; education; race; careers; seasonal; programs; immigration; migration; unemployment; technology; union
Geography: FL; US


Subjects: costs; productivity; migration
Geography: US


Abstract: The Agricultural Labor Relations Act (ALRA) is compared to the Labor-Management Relations Act (LMRA). Several provisions of the ALRA were intended to plug holes in the LMRA. The ALRA representation election procedure is more protective of employee rights. The elapsed time between the filing of a petition and the holding of an election is approximately two months under the LMRA, and only seven days under the ALRA. This shorter time period helps prevent employer coercion that might affect the outcome of the election. The ALRA specifically provided for the make whole remedy, as a deterrent against employers bargaining in bad faith. Provisions in the ALRA have attempted to speed resolution of legal disputes and avoid systemic delay.

Subjects: Laws; union; labor-relations
Geography: CA


Subjects: costs; productivity; family-farm
Geography: US


Subjects: seasonal; immigration; tasks; programs; documentation; productivity; supply; demand; labor-requirements

Geography: US


Abstract: The demand for legal foreign workers for temporary or seasonal agricultural work permitted under the H-2A program will likely increase as the employer sanctions in the Immigration Reform and Control Act (IRCA) of 1986 limit the use of undocumented foreign workers. IRCA requires that domestic workers be given first opportunity for jobs and that their wages and working conditions are not adversely affected by the use of H-2A workers. The Department of Labor (DOL) uses two surveys to set minimum wages for U. S. farmworkers: a Department of Agriculture (USDA) nationwide survey on farm labor wages and selected state-conducted, DOL area surveys of prevailing wages. The GAO believes that the USDA survey is generally sound but has a potentially serious flaw as used by DOL to set hourly wage minimums, because the precision of its wage estimates is unknown and potentially unreliable, and some of the prevailing wage surveys include practices that create potentially erroneous wage estimates. The GAO also questioned the DOL practices.

Subjects: programs; immigration; IRCA; working-conditions; wage; documentation; laws; personnel-management

Geography: US


Subjects: programs; working-conditions; laws; income; race

Geography: NC


Subjects: programs; laws; regulations; working-conditions; wage; hazard; hours; labor-relations; union

Geography: US


Subjects: documentation; labor-relations; laws

Geography: US


Subjects: labor-relations; programs

Geography: US; VI


Subjects: immigration; documentation; laws; programs; manager

Geography: US


Subjects: family; women; family-farm; nonfarm; year-round; income; hours; careers; costs; productivity

Geography: US


Subjects: supply; demand; productivity; migration; unemployment; nonfarm
Geography: US; TN


Subjects: productivity; unemployment; income; technology
Geography: US


Abstract: This publication is a summary of agricultural statistics for 1980. It contains information on output, inputs, crop production, livestock production, cropland use, crop production per acre, fertilizer use, farm machinery numbers, hours of farm labor, farmworker productivity. High temperatures and drought were a problem in 1980.

Subjects: productivity; demand; technology
Geography: US


Abstract: This publication contains a summary of agricultural statistics for 1981. It contains information on cropland use, crop production per acre, fertilizer use, input use, farm machinery numbers, hours of farm labor, farmworker productivity, and farm production. Dry conditions plagued farmers in 1981.

Subjects: productivity; costs; labor-requirements; intensive; technology
Geography: US


Abstract: This publication contains a summary of agricultural statistics for 1982. It contains information on crop production, livestock production, input use, productivity, cropland use, yields per acre, fertilizer use, farm machinery numbers, hours of farm labor, and farmworker productivity.

Subjects: costs; productivity
Geography: US


Abstract: Crop production in 1984 returned to near-normal levels from the reduced output of the drought year 1983. The top five States in net farm income were California, Iowa, Texas, Florida, and Illinois. Cattle and calves, and dairy products were the top earners among commodities. Texas led in cattle-and-calf earnings, and Wisconsin led dairy production. Iowa led in receipts of soybeans, corn, and hogs, the next three highest-earning commodities.

Subjects: costs; productivity; hours; income; technology
Geography: US; IA; CA; TX; FL; IL


Subjects: careers; manager; year-round; seasonal; corporate; personnel-management; demand; labor-requirements; education
Geography: New England; ME; MA; VT; NH; CT; RI; US; Northeast


Subjects: personnel-management; costs; wage; labor-requirements; productivity; manager; benefits; labor-relations
Geography: US

Abstract: This publication is a summary of agricultural statistics for 1979. It contains information on farm output, crop and livestock production, cropland use, crop production per acre, tractor and farm machinery numbers, hours of farm labor, farmworker productivity, production inputs, and changes in production and farm mechanization.

Subjects: productivity; technology; intensive; labor requirements
Geography: US


Abstract: This is the preliminary report of estimates from the 1980-81 surveys of sugarbeet and sugarcane producers and processors.

Subjects: costs; productivity; labor-requirements; tasks; hours; wage
Geography: US


Abstract: This is a review of the Training and Technical Assistance Project. In general, the workshops conducted were successful. However, farmworker organizations had problems gaining access to the Appropriate Technology Small Grants Program. The reasons for this problem were lateness of the grant award, closeness of the due dates, and the general uncertainty created by the change in administration.

Subjects: technology; education; tasks; productivity; intensive; programs; union
Geography: US


Abstract: compares the increase in labor costs for fresh fruits and vegetables resulting from termination of the Bracero Program with a change in their retail price. Finds that only asparagus and strawberries showed sharp changes in the retail price, although labor costs did generally rise. The retail price of most other fruits and vegetables changed little.

Subjects: costs; labor-requirements; supply; demand; programs; other-farm; productivity
Geography: US


Abstract: This brochure gives listings of crop areas, seasonal work periods, and job service offices. It contains a map of the Eastern seaboard states, and lists dates for work and harvest of specific crops.(e)

Subjects: labor-requirements; demand; recruit; tasks; seasonal; programs
Geography: US; Eastern Seaboard


Abstract: This brochure gives listings of crop areas, seasonal work periods, and job service offices. It contains a map of the Gulf to Great Lakes states, and lists dates for work and harvest of specific crops.(e)

Subjects: labor-requirements; demand; recruit; tasks; seasonal; programs
Geography: US; Gulf states to Great Lakes states


Abstract: This brochure gives listings of crop areas, seasonal work periods, and job service offices. It contains a map of the Intermountain states, and lists dates for work and harvest of specific crops.(e)

Subjects: labor-requirements; demand; recruit; tasks; seasonal; programs
Geography: US; Intermountain states


Abstract: This brochure gives listings of crop areas, seasonal work periods, and job service offices. It contains a map of the Western states, and lists dates for work and harvest of specific crops.(e)

Subjects: labor-requirements; demand; recruit; tasks; seasonal; programs
Geography: US; Western states


Subjects: documentation; demand; seasonal; laws; programs; recruit; immigration

Abstract: Summarizes the employment of foreign workers in agriculture by source country for 1942-66. Gives tabular data on employment of foreign workers.(e)

Subjects: history; supply; demand; immigration; productivity; intensive

Geography: US


Subjects: regulations; programs; laws; migration; seasonal; labor-relations

Geography: US


Subjects: health; programs; laws; working-conditions; tasks

Geography: US


Subjects: documentation; supply; demand; wage; benefits; working-conditions; laws; immigration; unemployment

Geography: US


Subjects: productivity; personnel-management

Geography: US


Subjects: personnel-management

Geography: US


Abstract: This chapter concentrates on the raisin and tomato industries in Fresno County, California.

Subjects: IRCA; immigration; seasonal; wage; working-conditions; income; costs; documentation; other-farm; contractor

Geography: CA


Abstract: Article reviews the farm labor contracting system, and levels of contracting activity. The primary federal laws regulating farm labor contracting (The Farm Labor Contractors Registration Act of 1963 and the Migrant Seasonal Workers' protection Act of 1982) are outlined. Enforcement activities under the two acts are considered. The authors conclude that existing legislation has not stopped farm labor contractors from hiring undocumented workers. Data in support of this conclusion are presented.

Subjects: documentation; ethnicity; Hispanic; Mexican; seasonal; contractor; laws; programs; recruit

Geography: US; CA


Abstract: Farm labor contractors provide California farms with about a fifth of the agricultural workers employed. The role of farm labor contractors in California agriculture is discussed and recent data on farm labor contractors are summarized. The article begins by tracing the historical role of farm labor contracting in the state. Contractors are specialized middlemen who carry out numerous personnel management tasks for farmers. In addition to handling payroll, hiring, training, and other typical personnel activities, contractors often act as a communication link between farmers and non-English speaking farm workers. Federal regulations of contractors are discussed. Enforcement of regulations on farm labor contractors is characterized as insufficient. The number and size of farm labor contractors are summarized using California Unemployment Insurance Record data. Wages paid to workers employed by contractors are lower than wages paid to workers directly hired by farms. The use of farm
labor contractors is growing and FLC's will continue to play an important part in California's agriculture.

Subjects: documentation; ethnicity; Mexican; benefits; wage; seasonal; contractor; labor relations; personnel-management; working-conditions; laws; recruit; history
Geography: CA

Subjects: women; labor-relations
Geography: US

Abstract: The Comite Civico Popular Mixteco (CCPM), an organization of Mexican Indian workers from Oaxaca, plans to expand its organizing efforts to farming regions around California. Another new labor organization, the California Arizona Border Agricultural Workers Union, represents field hands along the U. S.-Mexican border. Both seek to increase farm wages and the CCPM is concerned with discrimination against the Oaxacan workers. The CCPM has a good chance for success because of their dynamic leadership.
Subjects: documentation; Mexican; housing; wage; benefits; seasonal; labor-relations; union; working-conditions; immigration
Geography: CA

Subjects: labor-relations; union
Geography: CA

Subjects: history; manager; corporate; other-farm
Geography: VA; MD

Subjects: other-farm; recruit; income; personnel-management
Geography: CO

Subjects: education; year-round; seniority
Geography: OH

Subjects: costs; productivity; wage
Geography: NY

Abstract: The appropriate econometric treatment and interpretation of corner solutions observed in cross-sectional samples of farm-level production decisions is considered. The authors propose an estimation strategy, which they apply to a data set for Pennsylvania dairy farms. They derive a complete set of choice functions that are consistent with multiple outputs and inputs, expected profit maximization, and the existence of corner solutions with respect to the labor hiring decision. Application of the model shows failure to consider the existence of corner solutions can cause substantial estimation bias. Elasticities of inputs and outputs are estimated. Substantial responsiveness of input and output decisions to factor price changes. Education and acreage operated are associated with substantial changes in output and input mixes according to the econometric estimates. Differences in production across farms with and without hired labor are substantial.
Subjects: education; corporate; family-farm; demand; costs; intensive; productivity; technology
Geography: PA; US

Subjects: history; costs; Mexican; union; wage
Geography: CA
Subjects: labor-relations; programs; seasonal
Geography: CA

Abstract: Authors advocate the merger of three independent bodies of thought regarding contemporary farms and farm families. One research stream looks at the fate of small farms in advanced capitalist societies by focusing on the continuing role of small-scale agriculture rather than its decline. A second body focuses on the question of the future role of small-scale agriculture, which is currently viewed as existing on the periphery of the world capitalist system. The third set of ideas centers on changes in domestic and local social relations of small farm communities in the "First" and "Third" World societies. Despite limited overlap between these three literatures, the authors criticize the lack of a systematic melding of them. This paper attempts such a merger, arguing that the domestic relations among small-scale farms are central to the role small scale farms play in the world political economy. The authors also argue that despite changes in the role small farms play in world economies, small scale farming remains economically significant in most developed capitalist societies.
Subjects: family-farm; productivity
Geography: US; Europe

Subjects: productivity; demand; intensive; seasonal
Geography: WA; OR; ID

Subjects: history; other-farm; productivity; hours
Geography: South


Abstract: Production agriculture in the Northeast has three characteristics that will shape its future: 1) an unfavorable resource base, 2) proximity to population centers, and 3) a diversity of enterprises. The Northeast's share of national agricultural production is declining. Changing technology, particularly biotechnology, will have an effect on production agriculture in the Northeast. The changing structure of production agriculture, the Northeast's competitive position, pesticide and other regulations, and labor supply and availability are important factors for the future of the region. Specialty crops play an important role in the Northeast.
Subjects: demand; supply; costs; productivity; technology; intensive
Geography: Northeast

Abstract: Data was gathered from migrant farmworkers in New York state. The workers were mostly black males with a mean age of 35. Employment earnings of this group were approximately equal to the federal poverty income. A two equation model is developed to explain 1) the effect on farmworker productivity of human capital investments such as education, experience, and health, and 2) the demand for health capital investments. The results show that health capital investments have a larger marginal effect on earnings than education or experience.
Subjects: age; education; race; wage; health; income; seasonal; migration; benefits; productivity

Geography: NY


Subjects: women; productivity; income; nonfarm

Geography: US


Subjects: education; productivity; seasonal; age; careers

Geography: US


Subjects: age; women; careers; education; productivity

Geography: US


Abstract: This article summarizes agricultural labor market theories and prior agricultural labor market research, and explains the various issues researchers have looked at to understand the agricultural labor market. The various conceptualizations of the farm labor force are discussed. Specific theories examined include 1) agricultural labor markets are separate from non-agricultural labor markets and the employment relationships different across the two, 2) segmented labor market theory, and 3) theories that emphasize different types of labor within the agricultural work force. Criticizing the lack of consensus regarding the definition of the agricultural labor force, the author calls for additional research to create a common definition. The paper also reviews data inadequacies that have hindered research into agricultural labor markets.

Subjects: family; housing; income; seasonal; careers; nonfarm; year-round; family-farm; corporate; personnel-management; laws; immigration; migration; programs

Geography: US


Subjects: supply; seasonal; productivity; costs

Geography: WA


Subjects: labor-relations; Mexican

Geography: CA


Subjects: hazard; health; migrant; seasonal

Geography: US


Subjects: manager; other-farm; personnel-management; productivity

Geography: NY


Subjects: recruit; migration; seasonal; programs; job-search

Geography: US


Subjects: education; productivity; job-search; income

Geography: IA; KS; MO; NE

Subjects: education; productivity
Geography: LA

Subjects: technology; intensive; productivity
Geography: US

Abstract: Southern Florida sugar cane farms annually recruit between 8,000 and 10,000 workers from the small-farmer population of 5 English-speaking Caribbean islands. Based on a 1981 survey of 302 Caribbean workers employed in the Florida sugarcane harvest, the average cane cutter earned $4,000 per season. Workers remitted $19 million to their home countries through mandatory savings plans, voluntary money orders, goods in-kind, and cash in hand. The survey results provide little evidence that harvest earnings in the United States expand agricultural production on their own farms or that the earnings contributed significantly to the ownership of land, although repeat migrants were more likely to own their homes. Instead, the workers use their earnings to increase household consumption rather than to invest in their farms. The estimate that the remittances generated about 1,000 full-time equivalent jobs in the rural areas of Jamaica. Overall, worker participation in the seasonal guestworker program is found to improve worker welfare but does little to increase agricultural output and enhance productive capacity of the Caribbean farmer-guestworkers.
Subjects: documentation; ethnicity; race; income; seasonal; corporate; family-farm; laws; programs; migration; recruit; productivity; technology
Geography: FL; US; Jamaica

Abstract: Advice is provided to farmers on how to manage farm labor and how to compete with nonfarm employers for higher skilled workers.
Subjects: manager
Geography: US

654. Wotowiec, P. "Hire the Disabled." Western Fruit Growers, v.107, n.3, March 1987, p.44.
Subjects: recruit
Geography: US

Subjects: unemployment; productivity; seasonal
Geography: US

Subjects: technology; seasonal; productivity; intensive
Geography: CA

Subjects: manager; productivity; other-farm
Geography: MN

Subjects: productivity; manager
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Subjects: costs; productivity; labor-requirements
Geography: US
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