

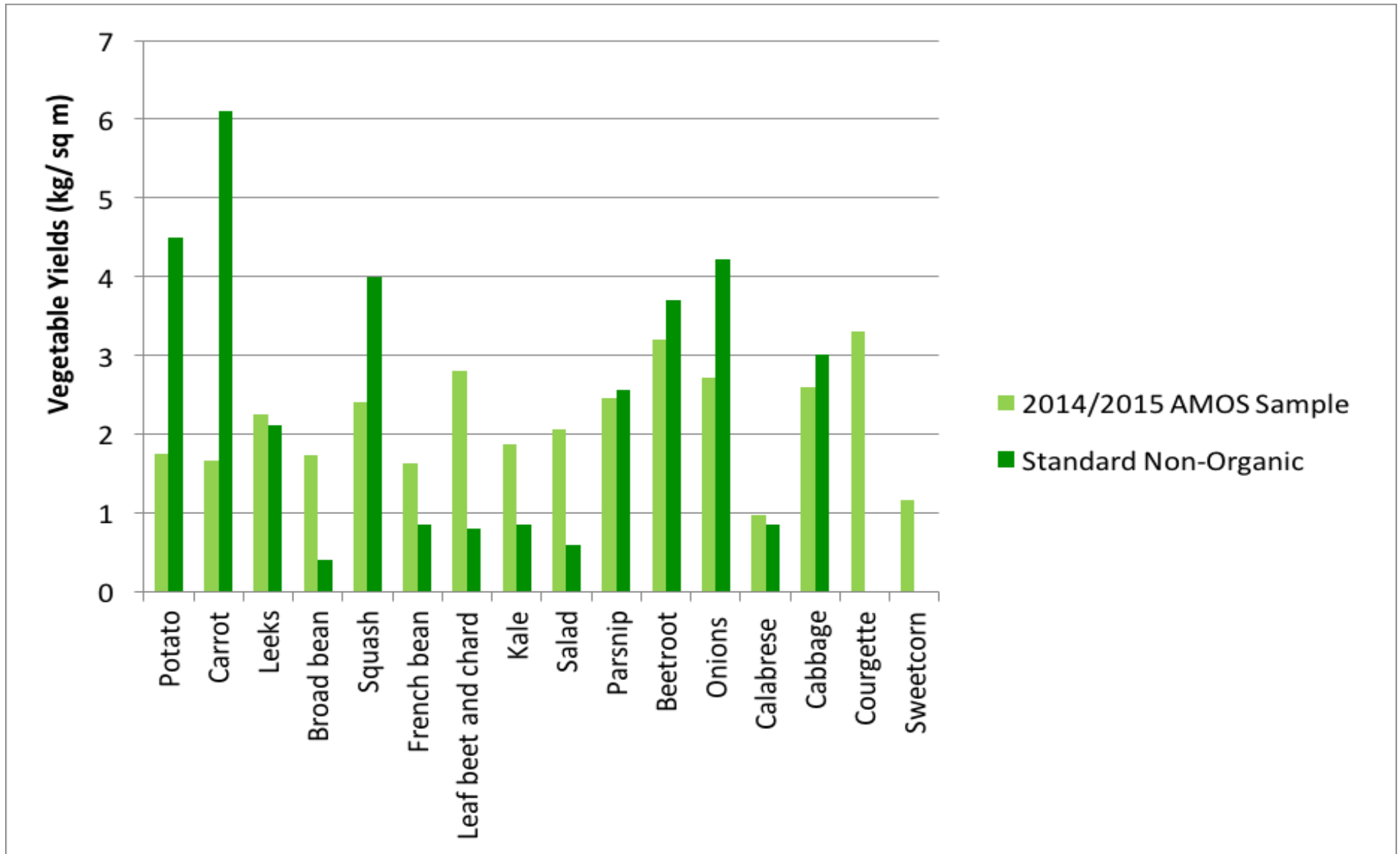
Farm labour and livelihoods – Workers, new entrants and who will pick our fruit and veg after Brexit?



Employment on Small Farms

- A Matter of Scale: Farms 20ha and less (Laughton 2017)
 - 3.2 full time equivalents per hectare
 - 2.25 FTE/holding
 - Includes farms of <1ha (highly labour intensive)
- UK Farm average = 0.026 Annual Work Units/ha (Defra 2015)
- UK Horticultural average = 0.23 Annual Work Units/ha (Devlin 2016,p11)

Comparison of yields (kg/m²) from 'A Matter of Scale' survey with data for non-organic producers



A Financial Struggle (A Matter of Scale)

- 72% had annual net income of less than £10,000, although for some this represented profit
- Others generating £10-25k net income
- Employees may get living wage, but growers/farmers often don't.
- Housing insecurity, no sick pay, maternity leave or pension
- 59% had an off farm job to supplement income
- 78% were receiving no farm subsidies

And yet.....

Skilled and varied work



Satisfying and Meaningful



Convivial Community



Agroecology as a Vehicle for Contributive Justice

Christian Timmerman and Georges F. Félix
Agric. Hum. Values (2015) 32:523–538

- Challenges assertion that labour input has to be minimized
- Consider the **quality** of work involved in farming, not just labour efficiency
- Aim for fair distribution of meaningful and tedious work
- Agroecology requires creativity to overcome challenges and commitment to “tedious tasks”

The value of tedious work.....



Community Supported Agriculture as a vehicle for contributive justice



Please
Other
Small sign

PYO
SPINACH
&
CHARD
please pull
leaf & stem
down from base
of plant
PLEASE DON'T
PICK BEYOND
THE STRING

Repatriating Production

Current UK trade gap in horticultural produce of £7.8 billion/year (Schoen and Lang (2016) FRC Horticulture Briefing, p1)

If just one percent of this were substituted with local fruit and vegetables, an additional £78 million would be traded locally.

Enough to create 3,900 jobs paid at £20,000/year

Envisioning the Ideal Future

- Mixture of scales
- Rural, urban, peri-urban
- Worker's co-ops, CSAs and family farms
- Appropriate technology
- Knowledge intensive
- Empowered and skilled workers
- Adequate remuneration and housing

