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A Cross Comparison Between California and Its Domestic and International Competitors With Respect to Key Labor Issues

Report prepared for the California Institute for the Study of Specialty Crops

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EXECUTIVE SUMMARY

California had a market value of agricultural products sold of \$25.7 billion in the year 2002 ranking it as the top agricultural producing state in the country. Approximately 74% of this market value was attributed to crop sales. California producers spent nearly \$20.5 billion on total farm expenses. The largest single expense for agricultural producers in the state was labor at \$4.3 billion. Another \$1.6 billion was spent on contract labor. Hired and contract labor expenses accounted for nearly 29% of total farm expense. Approximately 34,000 California farms hired over 535,000 laborers. Of these farms, 25% reported hiring migrant labor and 29% hired 10 or more employees. With labor being such an integral part of the California producers' operations, the purpose of this project is to do a cross-comparison regarding labor issues with other agricultural competitors, both domestic and international.

There were four key areas that California ranked in the top five in a state-by-state cross comparison—farm production expenses allocated to labor, wages in certain industries, worker's compensation, and migrant labor.

- Labor Expense Key Facts
 - California, with its \$4.3 billion in labor expense, spends nearly 4 times its closest competitor, Florida.
 - California with 21% of total farm production expense allocated to labor expense was ranked third behind Florida at 24% and Washington at 22%.
 - At 8%, California ranked second behind Florida at nearly 9% when allocating production expense to contract labor.
- Wages Key Facts
 - At an aggregate level, average agricultural wages in California do not rank it in the top five.
 - Wages are not uniformly distributed across agricultural industries causing certain industries to bear a heavier wage burden relative to other states. These industries are: the vegetable and melon industry, the fruit and tree nut industry, the green house and nursery industry, the cattle ranching industry, and the dairy industry.
 - At \$6.75, California has the second highest minimum wage.
- Worker's Compensation Key Facts
 - California producers in the orchard industry, the field crop industry, and the nursery industry, paid the second highest worker's compensation rates.
 - California cattle producers had the highest worker's compensation rate in comparison to the other states in the study. In the logging or lumbering industry, California was ranked third behind Missouri and North Carolina.
- Migrant Labor Key Facts
 - California has the highest number and percentage of farms hiring migrant laborers in comparison to its competitors.
 - Out of the 34,000 farms hiring labor, nearly 8,800 farms hired migrant labor.
 - Over 25% of California farms employed migrant workers.

A select group of commodities were chosen in this study to identify California agricultural producer's main international competitors. The top fifteen countries identified were: Canada, Mexico, New Zealand, Australia, Chile, Netherlands, Brazil, Spain, Costa Rica, Colombia, India, China, Argentina, Italy and Germany. It was found that the three countries whose total labor in percentage terms is heavily reliant upon agriculture were India, China, and Colombia. Each country received over twenty-five percent of their total labor force from agriculture. Minimum wages for the top fifteen importers of a select group of agricultural products were examined. There were five countries with minimum wages below a dollar an hour. These would include Mexico, Brazil, Costa Rica, Colombia, and India. Only the Netherlands and Italy had higher minimum wages than California.

Information on social security, worker's compensation, and unemployment insurance were found. New Zealand and Australia were the only two countries that neither the workers nor the employers paid into the social security system. Chile was the only other country that did not require employers to pay into the system. Canada, Mexico, Netherlands, and Costa Rica all have employer contribution rates less than the United States. Brazil, Spain, China, and Italy all have employer contribution rates above twenty percent.

The worker's compensation systems in most of the countries in this study were much like the United States. India and the Netherlands are the only countries in this study that do not have a specific worker's compensation system because the employees are covered under some other system, e.g., medical. The countries of New Zealand, Australia, Chile and Brazil do not require the worker or the employer to pay into the unemployment system. Mexico and India's laws require that the employer must pay a severance to workers who are dismissed. Canada, Spain, China, and Germany all require both the employer and the employee to pay into the unemployment system. Argentina and Italy require only the employer to pay into the unemployment system.

Introduction and Project Objectives

According to the 2002 Agricultural Census conducted by the United States Department of Agriculture (USDA), California had a market value of agricultural products sold of 25.7 billion dollars, where approximately seventy-four percent could be attributed to crop sales and the rest towards the sales of livestock, poultry, and their products. In order to generate these sales, California producers spent nearly 20.5 billion dollars on expenses which far surpassed any other state.

California agricultural producers are heavily dependent on labor to produce their products. This expense ranks as the highest single expense for these producers. According to the USDA 2002 Census, approximately thirty-four thousand California farms hired over five hundred and thirty thousand laborers. Twenty-five percent of these farms reported hiring migrant labor and twenty nine percent hired ten or more employees. These producers spent 4.3 billion dollars on hired labor expenses and 1.6 billion dollars on contract labor. Hired labor expenses accounted for twenty-one percent of producers' total farm production expenses, while contracted labor accounted for over eight percent.

The primary goal of this project was to develop a perspective of how the California agricultural labor environment compares to that of its major competitors both national and international. Key issues were identified and a cross comparison of these issues was done between California and its major domestic and international competitors. To achieve this goal, this project had the following three objectives:

- ❑ Identify the key labor issues that affect California's competitiveness in agricultural production.
- ❑ Identify the top fifteen producing agricultural states and compare California's agricultural labor environment with these top-producing states.
- ❑ Synthesize available information regarding agricultural labor from international agriculturally producing countries and do a cross comparison with California where possible.

Methodology

The first objective of this project was to identify the key labor issues that affect California's competitiveness in agricultural production. To accomplish this task, a search was done of both academic and internet-based sources. After an extensive search was conducted, no definitive sources of key issues were found. While there are many studies that identify the key issues of agricultural laborers, there does not appear to be much work done on identifying the key agricultural labor issues in California from the producer's standpoint. No surveys could be found that examined this specific topic.

There are two sources that discussed agricultural labor issues from the producer's vantage point. One was a presentation done by Sumner at the 21st Annual Agribusiness Management Conference sponsored by the Center for Agricultural Business located at Fresno State University (2002). Sumner finds that labor is a growing cost component for much of California agriculture

with rising wages likely to accelerate. He also explains that California producers are heavily reliant on immigrant labor. The second source of issues was an article written by Martin for the Institute of Industrial Relations (2001). Martin identifies that “federal and state regulation of wages and working conditions in the labor market” are the major issues for California agriculture in the 21st century. In this particular article, he primarily discusses the issues rather than providing evidence that these truly are the issues that California producer’s are most concerned about. Since no definitive research was found to indicate the key agricultural labor issues in California, key issues will be drawn out from the data examined in this study.

The second objective of this study was to identify and compare California’s agricultural labor environment with the top fifteen producing states. If any of the NFACT (New Mexico, Florida, Arizona, California, and Texas) states were not in this top fifteen identified, then they were added to the list for comparison. To identify the top fifteen producers, data related to market value of agricultural products sold were examined from the USDA 2002 Agriculture Census. Market value of product sold is defined as “gross market value before taxes and production expenses of all agricultural products sold or removed from the place regardless of who received the payment (USDA NASS 2002 Census of Agriculture).”

To develop a general picture of agricultural labor in the United States, information was primarily gathered from three sources—the United States Department of Labor (DOL), the United States Bureau of Labor Statistics (BLS), and the United States Department of Agriculture. Within the USDA, two organizations are primarily accountable for maintaining agricultural labor statistics—the Economic Research Service (ERS) and the National Agricultural Statistics Service (NASS). The domestic data has been primarily drawn from the DOL, the BLS and the NASS. To maintain comparability across states, the year 2002 was selected because of the Agricultural Census and the completeness of the data. Any regulations taken from the DOL are current to the end of 2003.

The DOL was used to obtain information related to certain labor regulations, unemployment insurance, and minimum wages. Information related to worker’s compensation was gathered from a report developed by the Oregon Department of Consumer and Business Services (2002). Data on production expenses, labor costs, market value of agricultural production, and labor expenses were taken from the USDA’s 2002 Agricultural Census developed by NASS. Average hourly wages were taken from a NASS farm labor report. The BLS was used to examine state-by-state data on average weekly and average annual wages for specific agricultural industries. These industries include: 1) the crop production industry, 2) the vegetable and melon farming industry, 3) fruit and tree nut farming industry, 4) greenhouse and nursery production industry, 5) animal production industry, 6) cattle ranching and farming industry, 7) dairy cattle and milk production industry, 8) hog and pig farming industry, 9) poultry and egg production industry, 10) turkey production industry, 11) animal aquaculture industry.

Above and beyond doing a state-by-state comparison of agricultural labor issues, this study also compiled select labor information for top international competitors to California agricultural producers. To develop this list of competitors, import data found on the USDA Foreign Agricultural Services BICO database was examined. A select group of imported products were chosen that California producer’s were most likely competing with either directly or indirectly.

The groupings used to define the top fifteen competitors were: 1) Cheese, 2) Fresh Vegetables, 3) Fruit and Vegetable Juices, 4) Hardwood Lumber, 5) Live Animals, 6) Nursery Products, 7) Other Dairy Products, 8) Other Fresh Fruit Products, 9) Processed Fruits and Vegetables, 10) Red Meats (Fresh, Chilled, or Frozen), 11) Seafood Products, 12) Soft/Treated Lumber, and 13) Tree Nuts. The top fifteen competitors were chosen based on having the highest imported value in 2002 of all these commodities combined with the exclusion of seafood products. An analysis was also done to identify the top fifteen competitors for each of the above groups.

Once these top international competitors were identified, a search was done to find international agricultural labor data. International and national data sources were examined first. These data sources included the World Bank, the World Trade Organization, the International Labor Organization, the Organization for Economic Cooperation and Development, CountryWatch, and the Food and Agriculture Organization of the United Nations. The agricultural labor issues that could be found that were cross-comparable were agricultural labor as a percentage of the total labor force, minimum wages, social security, worker's compensation, and unemployment insurance. In the area of minimum wages, multiple sources were used to find the information. Some information was found on average hourly wages for a small minority of the top fifteen agricultural competitors identified in this study, but due to a lack of cross-comparability from a multitude of factors this information was left out of the report.

There were four main limitations to the international data that should be espoused. The first limitation was that current data beyond 2000 was not available for most countries. Furthermore, data was collected from different years. The second limitation was that the data collected was not collected in the same way. The information collected by international agencies such as the WTO, the World Bank, OECD, and the ILO were piecemeal and much of it non-current. Since these organizations are collecting information from each of the governments statistics gathering organizations, the problem of cross-comparability discussed above also exists for this data. The third limitation is that some countries did not collect the same data as other countries. Wage information collected in one country could account for items that not covered in the definition of wages collected from a different country. China is an excellent example of the problems that can arise from international data sources. China's statistical collection is in its infancy of collecting agricultural data. China is currently undergoing a change in how it collects its agricultural statistics. The first national Agricultural Census was carried out in China in 1997. Results related to agricultural labor could not be found from this census. The ERS has published a report that cautions about the reliability of Chinese agricultural data from the past (Gale). The fourth limitation was that the international data focused on the manufacturing sector rather than the agricultural sector. Hence, finding micro level data on agricultural labor was challenging.

Key Labor Issues

To identify the key agricultural labor issues for California, the data collected in this report were examined and each state was ranked in each category. A key issue for California is defined as an issue that California ranks in the top five in comparison to the other sixteen states examined in this study. There were four key areas that California ranked in the top five—farm production expenses allocated to labor, wages, worker’s compensation, and migrant labor. These key areas were drawn from an analysis of the domestic results given below.

From both an absolute value and a percentage standpoint, labor expense is an important issue to California producers. California, with its 4.3 billion dollars in labor expense, spends nearly four times its closest competitor in this area, Florida. When examining the percent of total farm production expense allocated to labor expense, California ranked third at twenty-one percent behind Florida at twenty-four percent and Washington at twenty-two percent. At eight percent, California ranked second behind Florida at nearly nine percent when allocating production expense to contract labor.

When examining average wages for field and livestock work together, it does not appear that wages are a key issue for California producers. The state ranks ninth in this area. By disaggregating this overall industry into some of its major components, there are certain industries that are bearing a heavier wage burden relative to other states. These industries are: the vegetable and melon industry, the fruit and tree nut industry, the green house and nursery industry, the cattle ranching industry, and the dairy industry. In each of these industries, California had at least the third highest wage. The other issue with wages stems from the minimum wage. At \$6.75, California ranks second behind Washington at \$7.16. Most states follow the federally mandated rate of \$5.15.

Worker’s compensation is a very important issue for California producers. The state ranked in the top three for each agricultural industry examined. To have the highest ranking in this comparison meant that the state had the highest worker’s compensation rate. In the orchard industry, the field crop industry, and the nursery industry, California was ranked second behind top ranked Florida. California cattle producers had the highest worker’s compensation rate in comparison to other states. In the logging or lumbering industry, California was ranked third behind top ranked Missouri and second ranked North Carolina.

California has the highest number and percentage of farms hiring migrant laborers in comparison to its competitors. Out of the thirty-four thousand farms hiring labor, nearly eighty-eight hundred farms are hiring migrant labor. This equates to over twenty-five percent of California farms employed migrant workers in 2002. The state of Washington, California’s closest competitor in this area, has nearly thirty-five hundred farms hiring migrant labor. While California has over twice as many farms employing migrant farm labor over its closest competitor, Washington ranks a close second in percentage of farms hiring migrant workers with twenty-five percent.

Domestic Results

Figure 1 below shows the top fifteen producing states and NFACT states with their overall state rankings for market value of agricultural products sold. This figure was derived from the 2002 Agricultural Census. This figure also shows the net cash income for each of these states. The top five ranking states in market value are California, Texas, Iowa, Nebraska, and Kansas. California's market value of agricultural products sold, nearing twenty-six billion dollars, is almost double the next closest competitor, Texas, which has market value of agricultural products sold of over fourteen billion dollars. California's net cash income of nearly six billion dollars ranks the state first. The next highest net cash income is from Iowa at nearly three billion dollars.

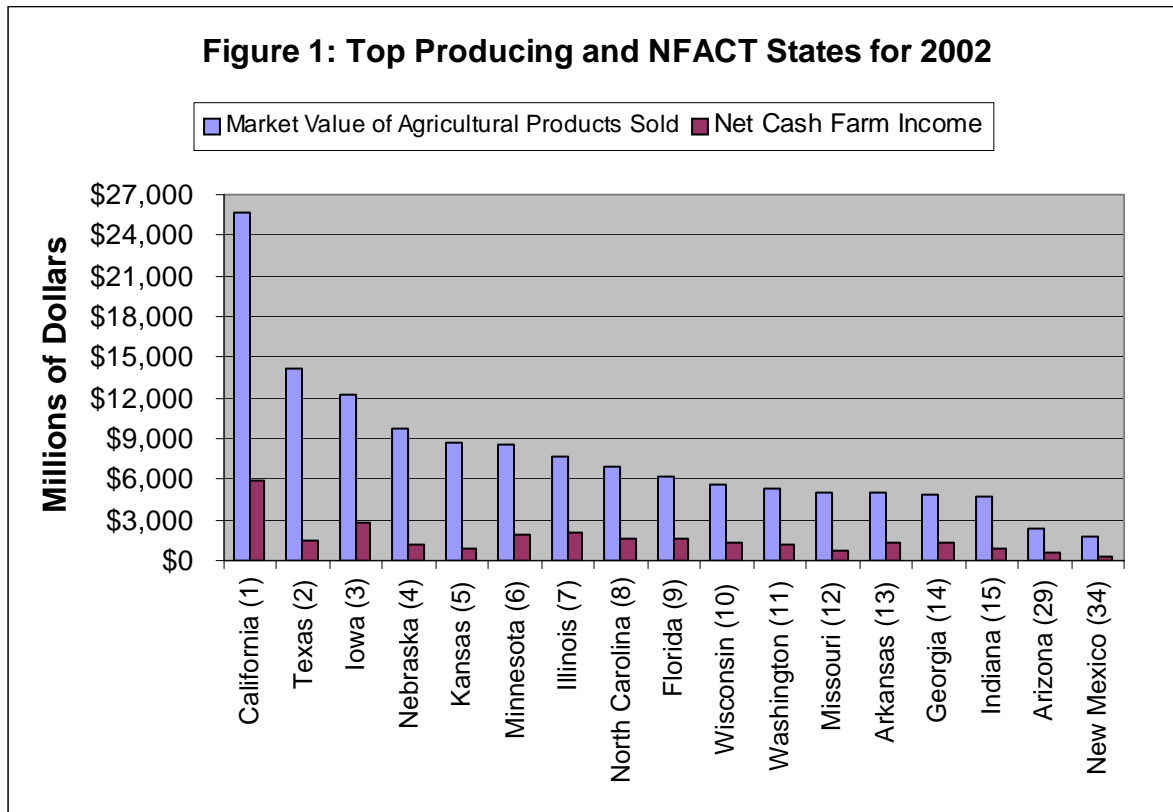
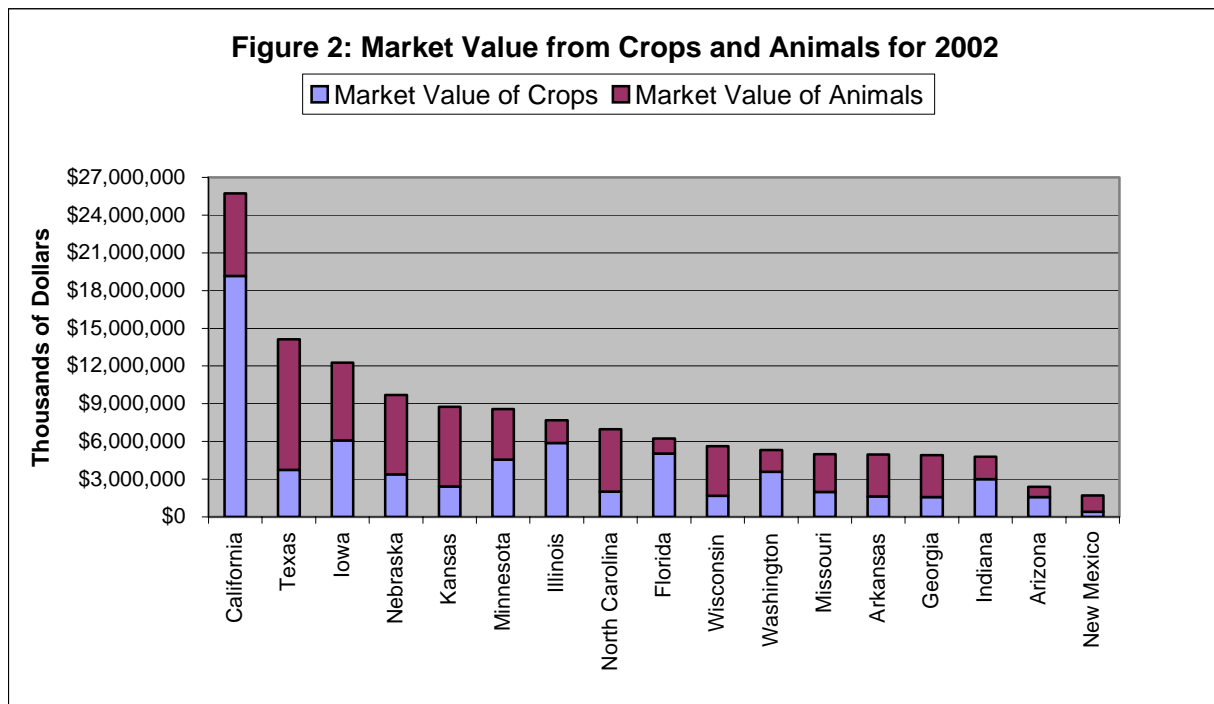


Table 1 in the Appendix gives the ranking of the top fifteen agricultural producing states and incorporates the NFACT states that are not in the top fifteen, i.e., Arizona and New Mexico. Arizona was ranked twenty-ninth in this area, while New Mexico was ranked thirty-fourth. This table was derived from the 2002 Agricultural Census. One point to notice in Table 1 is that while California is the largest producer by far when examining market value of product sold, California is only approximately 50% higher than its closest competitor Iowa when comparing net cash income. When examining the ratio of net cash income to market value of product sold, California is earning net cash income of \$0.23 per dollar of market value while the top ranked Georgia in this category is earning \$0.28. This implies that California agricultural producers are capturing twenty-three cents of net cash income for every dollar of market value they sell.

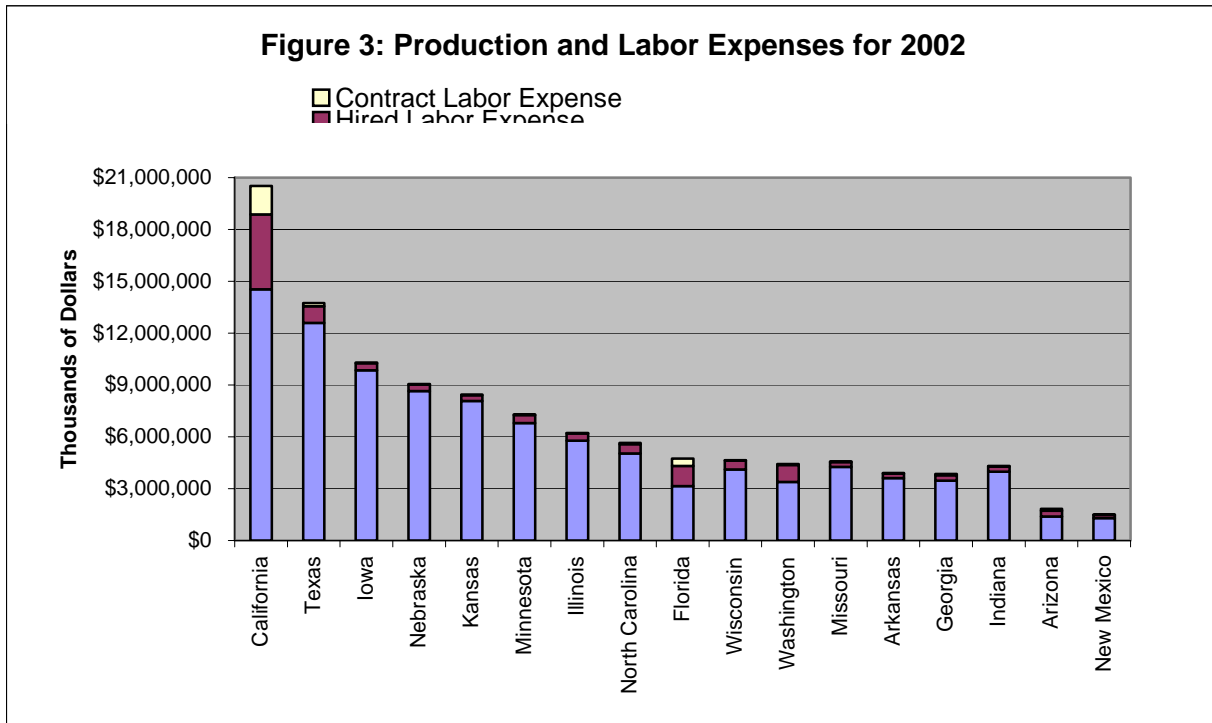
California producers ranked eight in this category behind Georgia, Arkansas, Illinois, Arizona, Florida, Wisconsin, and Iowa.

Figure 2 and Table 2 in the Appendix demonstrate the breakdown of the source of market value of products sold between crops and animals. This table and figure were derived from the 2002 Agricultural Census. California derived nineteen billion dollars of its total market value of products from crop sales, which equates to seventy-four percent of its source of market value. The only other states that derived a higher percentage in this area are Florida at eighty-one percent and Illinois at seventy-six percent. New Mexico and Texas are opposite of California where they have their highest percentage of market value of products sold from animal sales at seventy-seven and seventy-four percent respectively. It is interesting to note that California's market value from crop production alone far exceeds the market value from both crops and animals of any other state.

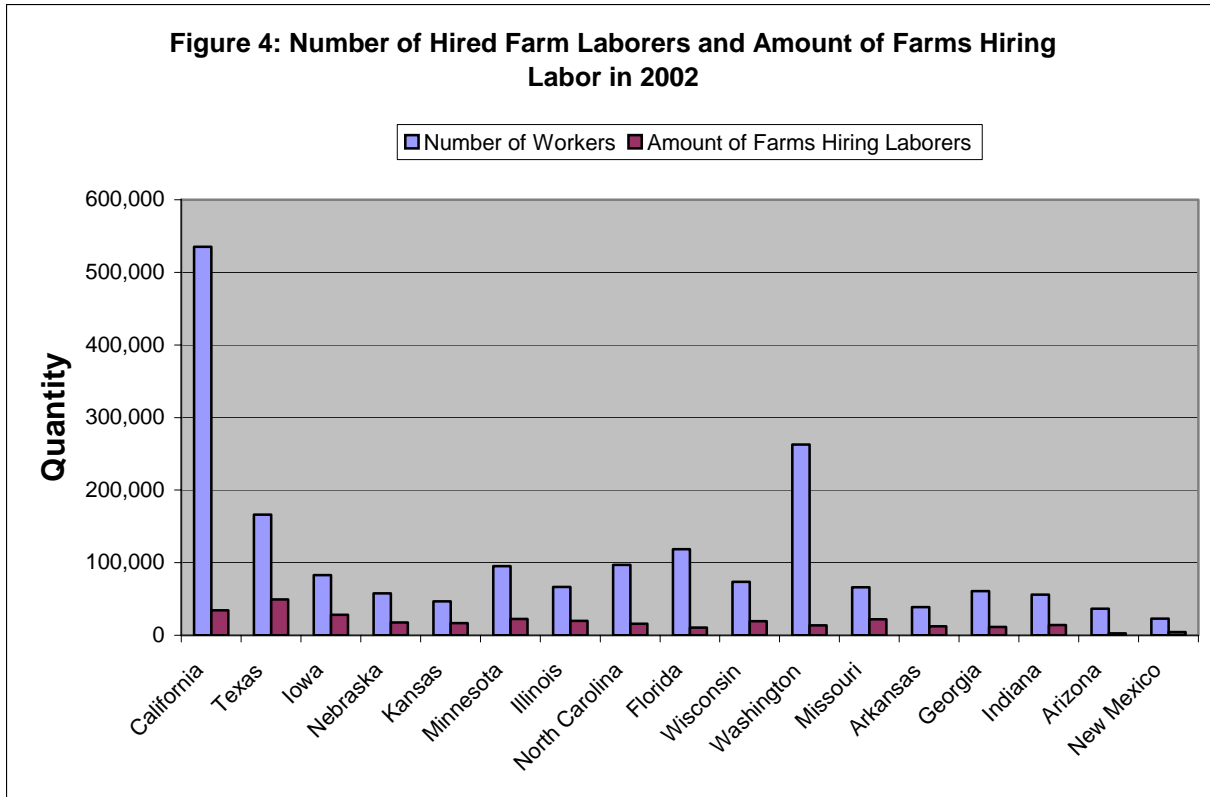


For the states being examined in this study, Figure 3 below and Table 3 in the appendix summarize the total farm production and labor expenses. These two items were derived from the 2002 Agricultural Census. California had the highest dollar amount spent on both hired (\$4.3 billion) and contract (\$1.7 billion) labor expenses. Hired labor expenses accounts for all costs associated with hired labor including employer's cost for social security, workman's compensation, insurance premiums, pension plans, etc. When examining the ratio of hired labor expense to total farm production expense, California spends approximately \$0.21 out of every dollar on hired labor expense. This is the third highest percentage ranking the state behind Florida (\$0.24) and Washington (\$0.22). Examining the contract labor to total farm expense ratio shows California ranked second at \$0.08. Florida ranks first spending nearly \$0.09 on contract labor per dollar of production expense. Accounting for hired and contract labor

expenses together, California ranks second behind Florida in the percentage of labor costs as a part of total production expenses.



Deriving results from the 2002 Agriculture census, Figure 4 below and Table 4 in the appendix show that California, with its four hundred and thirty-five thousand hired workers, is ranked first in hiring agricultural workers. The next closest state to California in this area is Washington with its two hundred and sixty-two thousands agricultural workers hired. While California has the highest number of hired agricultural workers, Texas has the most farms hiring labor. Texas is ranked first with forty-nine thousand farms hiring worker, whereas California is second with thirty-four thousand farms. When examining average workers per farm, Washington is ranked the highest with an average of nineteen workers per farm. California, with an average of over fifteen workers per farm, ranks second behind Washington. The only other states that have an average of over ten workers per farm are Florida and Arizona.



An average of fifteen workers per farm for California is a bit deceiving. Figure 5 and Table 5 in the appendix present the distribution of hired workers across farms. This table and figure were derived from the 2002 Agricultural Census. While California averaged fifteen hired workers per farm, only twenty nine percent of the farms hired ten or more workers. Since seventy-one percent of California farms are hiring less than ten workers, this would imply that the average number of workers on farms hiring ten or more workers could be quite a bit higher than the fifteen mentioned above. In comparison, over thirty-four percent of Washington farms hired ten or more laborers. Only one other state, Arizona, had over twenty percent of their farms hiring ten or more laborers. Kansas had the smallest percentage of farms hiring ten or more workers. At the other spectrum, nearly twenty-three percent of California farms hired only one worker. Washington was the only other state to have a lower percentage of farms hiring only one worker. The state that had the highest percentage of farms hiring only one worker was Kansas at nearly forty-six percent. Approximately half of the states in this study had over forty percent of their farms that hired labor only hiring one worker.

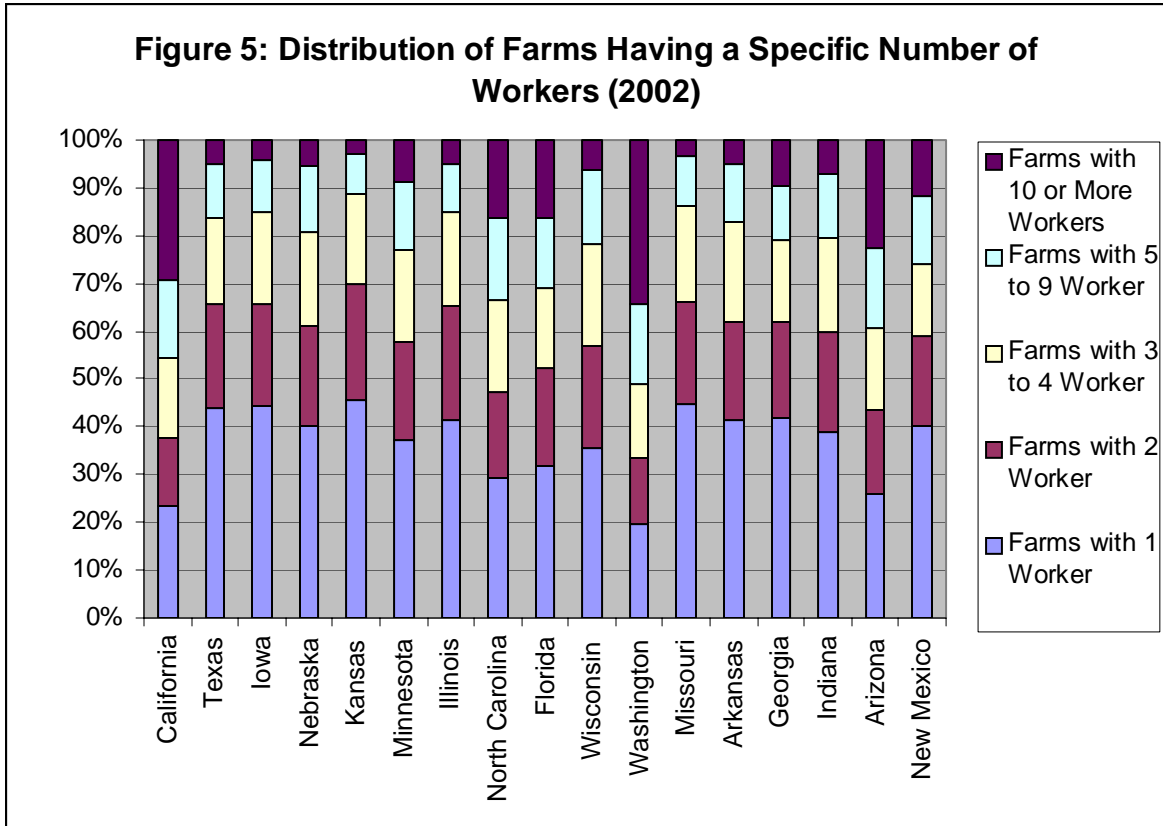
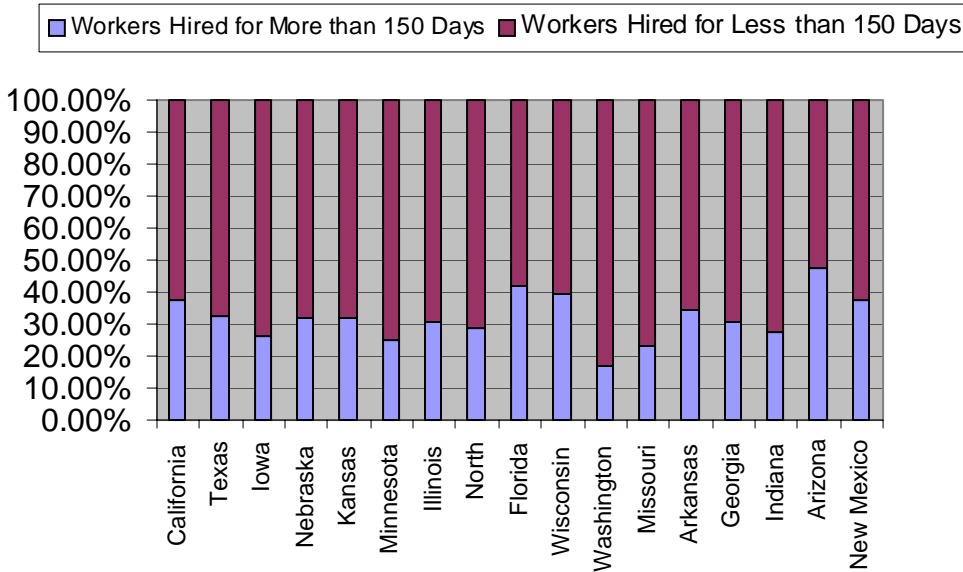


Figure 6 and Table 6 in the appendix further breakdown the numbers and distributions of workers by the amount of farms hiring workers for more than one hundred and fifty days and by the amount of farms hiring workers for less than one hundred and fifty days. This table and figure were derived from the 2002 Agricultural Census. At nearly thirty-eight percent, California has the fourth highest percentage of workers hired for more than one hundred and fifty days. Arizona is the highest ranked in this area with nearly forty-eight percent of its agricultural workers employed for more than one hundred and fifty days. Next is Florida and Wisconsin at forty-two and forty percent respectively.

California agricultural producers hired over two hundred thousand workers to work more than one hundred and fifty days, and over three hundred and thirty thousand for less than one hundred and fifty days. In both categories, this far exceeded any other state in this study. Texas hired nearly fifty four thousand workers for more than one hundred and fifty days making it the second highest ranked state in this area. At two hundred and seventeen thousand workers, Washington was the second highest ranked state in the area of hiring workers for less than one hundred and fifty days.

Figure 6: Distribution of Workers Hired for More Than and Less Than 150 Days



A closer look at how the number of workers per farm is distributed across the farms hiring labor for more than one hundred and fifty days is presented in Table 7 in the appendix. This table was derived from the 2002 Agricultural Census. At nearly twenty percent, California has the second highest percentage of farms that are hiring ten or more workers for more than one hundred and fifty days. The only state higher is Arizona at nearly twenty-one percent. California has the lowest percent of farms in comparison to the other states in this study hiring only one worker for more than one hundred and fifty days.

Table 8 in the appendix presents a closer look at how the number of workers per farm is distributed across the farms hiring labor for less than one hundred and fifty days. This table was derived from the 2002 Agricultural Census. Examining the category of hiring ten or more workers, California at twenty six percent has the second highest percentage of farms in this category. Washington has the highest percentage in this area at thirty-three percent. California has the third lowest percentage of farms hiring only one worker for less than one hundred and fifty days. Washington has the lowest percentage at nearly twenty-three percent, followed by Arizona at twenty-six percent.

The number of farms that directly hire migrant farm labor is demonstrated in Figure 7. Table 9 in the appendix provides further information on how many farms hired laborers and what percentage of those farms hire migrant labor. This figure and table were derived from the 2002 Agricultural Census. California has thirty-four thousand farms hiring labor. This ranks it second behind Texas at forty-nine thousand farms. Of California farms that hired labor in 2002, nearly twenty-six percent hired migrant farm labor. A migrant farm laborer is defined by the USDA NASS 2002 Agricultural Census as a “ farm worker whose employment required travel that

prevented the migrant worker from returning to his/her permanent place of residence the same day.” This percentage ranks California as the state that has the highest percentage of farms hiring migrant labor. Washington ranked a close second in this area with twenty five percent of its farms hiring migrant labor. North Carolina, Florida, Arizona were the only other states that had percentages above ten percent in this area.

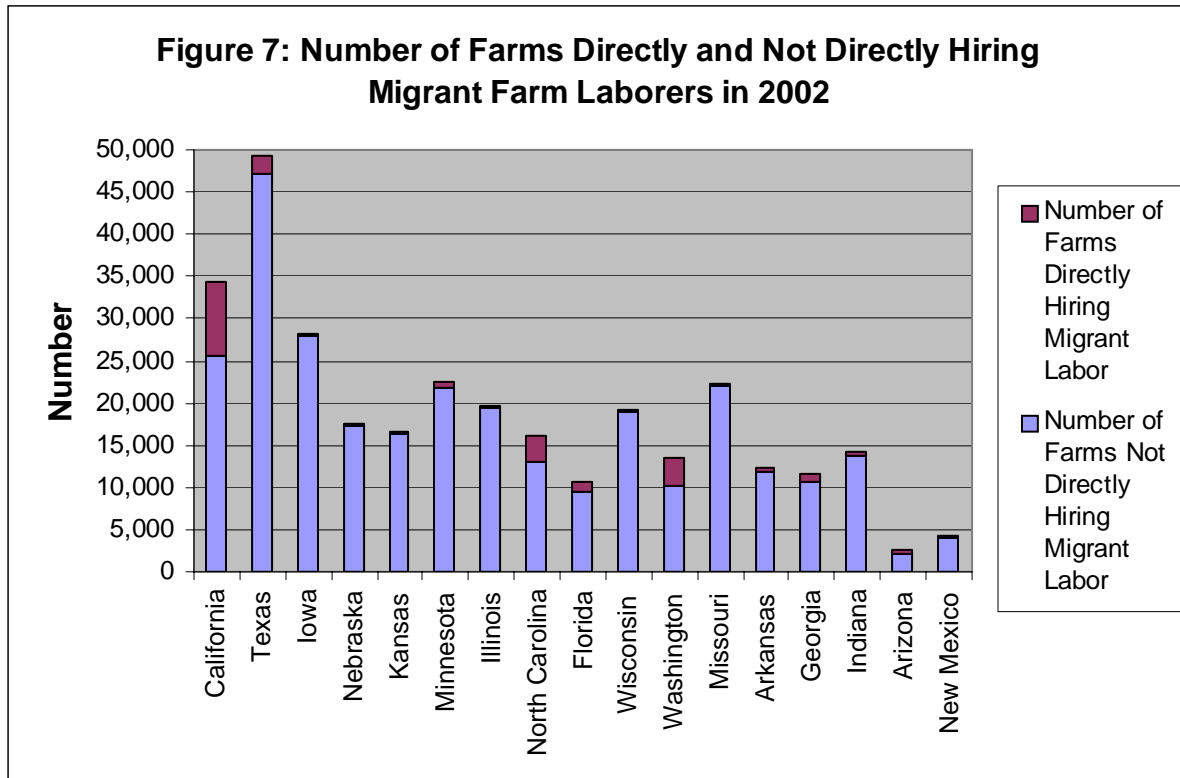


Table 10 in the appendix presents information on farms hiring contract labor and the number of farms reporting only hiring contract laborers. This table was derived from the 2002 Agricultural Census. California has nearly twenty-five thousand farms contracting labor. This ranks it second behind Texas which has thirty-seven thousand farms hiring contract labor. Of the farms that reported only using contract labor, California at over fifteen hundred has the highest amount of farms hiring migrant farm labor. Texas was ranked second in this area with approximately seven hundred farms hiring migrant farm labor.

Provided in Table 11 is a summary of the unemployment insurance rates for the states in this study. At seven thousand dollars, California, Nebraska, Florida, Indiana and Arizona have the lowest taxable wage base for unemployment insurance. This taxable wage base is the maximum amount of wages that can be taxed for unemployment insurance. California has the fifth highest new employer unemployment insurance rate at 3.4%. The new employer insurance rate is the rate a new entrant into the industry must pay on unemployment insurance. Illinois, Arkansas, Missouri, and Nebraska all have higher new employer rates. California has the highest minimum employer unemployment insurance rate at 1.5%. Some states like Iowa, Missouri, and North Carolina have a minimum of zero. At 6.2%, California is in the middle of the rankings for the

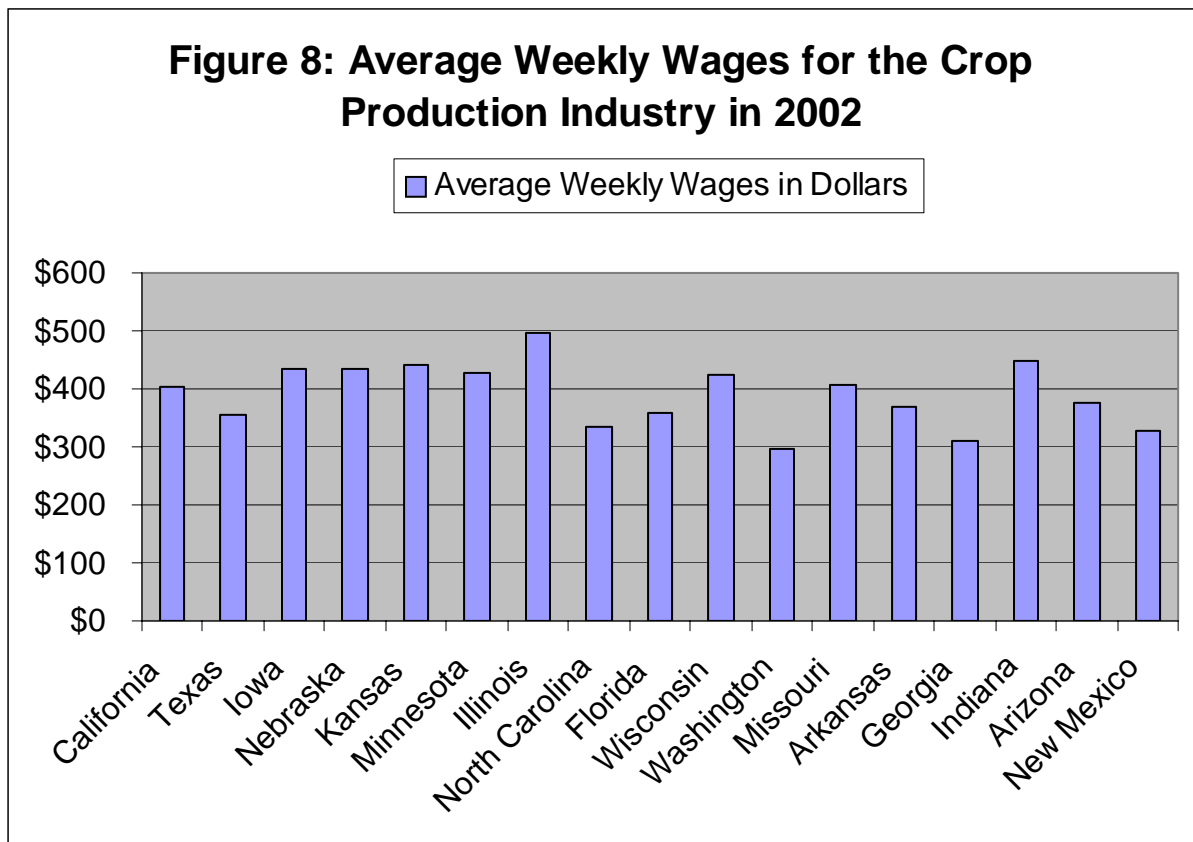
maximum employer unemployment insurance rate. Minnesota and Arkansas have the highest maximum unemployment insurance rate above ten percent for each.

Worker's compensation rates per one hundred dollars of wages from 2002 are presented in Tables 12 and 13 in the appendix. This research has been acquired by a study conducted by the Oregon Department of Consumer and Business Services. Since this study was commissioned by the state of Oregon, all of California's commodity classes are not represented. There are five areas that the Oregon study examines on a state-by-state basis that are related to agriculture and worker's compensation. These specific areas are nurseries, orchards, field crops, cattle, and logging or lumbering. California producers had the second highest worker's compensation rates for orchards (\$13.02), field crops (\$15.49), nurseries (\$6.89), and logging or lumbering (\$43.38). Florida is ranked first in the area of orchards (\$17.89), field crops (\$16.34), and nurseries (\$13.07). California has the highest rate for cattle production at \$16.58 per hundred dollars in payroll. Florida at \$16.42 ranks second in worker's compensation rates for the cattle industry. In relationship to logging and lumbering, California (\$43.38) ranks third behind Missouri (\$49.03) and North Carolina (\$45.92).

The minimum wage set across states as well as the average wage of agricultural workers are presented in Tables 14 and 15 in the appendix. Table 14 was drawn from the DOL and is representative of information up to January 2004, while Table 15 is taken from the USDA NASS and is representative of 2003. California has the second highest minimum wage of \$6.75 behind Washington State whose minimum wage is \$7.16. Most states have the federally mandated minimum wage of \$5.15. When examining the average wage rate for field work, field and livestock work, and all agricultural workers, California does not rank in the top five of the states being examined. There are at least nine other states that have lower average wages than California. The highest average hourly wage for field workers is in Minnesota at a cost of \$9.80, and the lowest cost occurs in Arizona and Arkansas at \$6.99. California producers on average paid a wage of \$8.34 per hour to its field workers. The highest average hourly wage for field and livestock workers combined is in Iowa at a cost of \$9.87, where the lowest cost occurs in Arizona and Arkansas at \$7.12. The hourly wage rate for California was \$8.50 for field and livestock workers. While California was ranked ninth in average hourly wages in the areas of field work and field and livestock work, California producers jumped to the seventh ranking when examining the average wages for all agricultural workers. The top five states ranked in this area were Iowa, Minnesota, Illinois, Indiana, and Kansas. California producers paid an average of \$9.25 an hour to all agricultural workers.

Tables 16 through 27 in the appendix were derived from the Bureau of Labor Statistics database to give a disaggregate view of wages in different industries, i.e., the average annual and average weekly wages by agricultural industry. While examining California agricultural industries aggregated at the level of crops and livestock does not show California as having the highest wages in those areas, examining the industries at a more disaggregated level shows that some industries are impacted by wages in relationship to other states. Wages from this database are derived from "wages paid by Unemployment Insurance covered employers during the calendar quarter, regardless of when the services were performed (Bureau of Labor Statistics)." It should be noted that since these disaggregated wages are from a different source than the wages in Table 15, they are not directly comparable to the USDA NASS results.

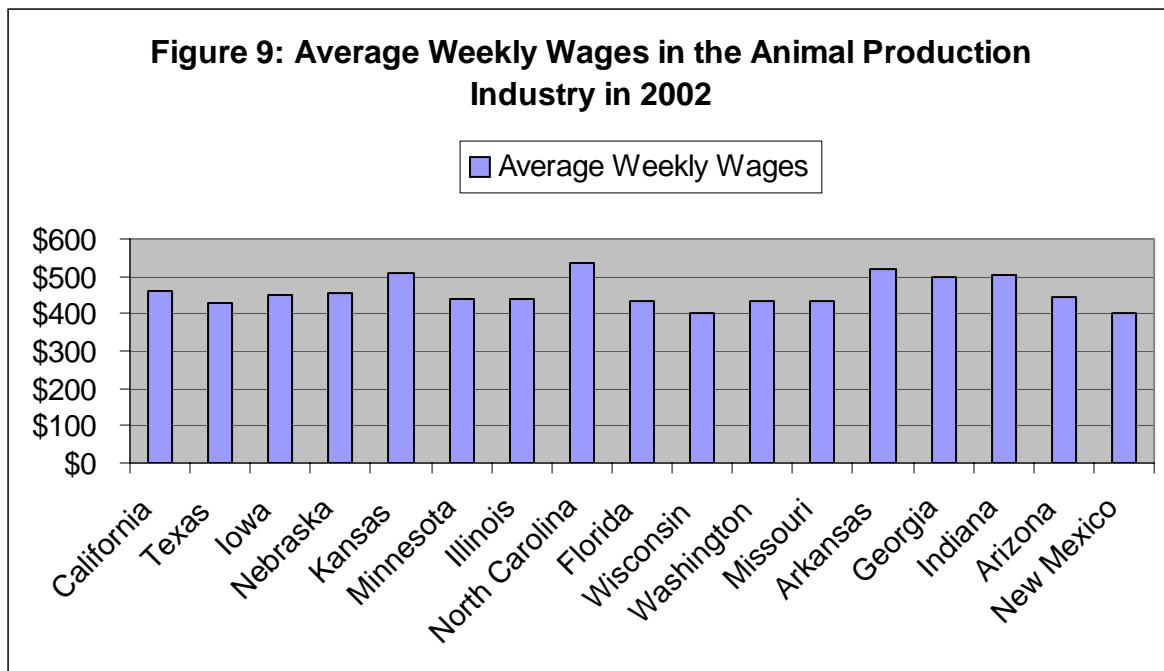
Examining tables 16 through 20 show that wages in California are not uniformly distributed across the agricultural industries. Figure 8 shows the average weekly wage for crop production in 2002. California ranked ninth in relationship to average weekly wages in general crop production. The top five states were Illinois, Indiana, Kansas, Iowa, and Nebraska. When looking at specific industries within the crop industry, California ranked first in the nursery industry, second in the vegetable and melon industry, and third in fruit and tree nut industry. In this case, higher rankings are given to states that have higher wages. In 2002, California producers spent an average of four hundred and thirty five dollars in weekly wages in the vegetable and melon industry. Wisconsin at four hundred and forty dollars was the only state to average higher than California in this industry. In the tree fruit and nut industry, California had an average weekly wage of three hundred and fifty-seven dollars. Wisconsin had the highest industry average weekly wage of four hundred and seventy-two dollars. Florida was ranked second in this area at three hundred and eighty-one dollars.



Examining Tables 21 through 27 shows similar results for the animal production industry as the crop production industry. California’s animal production industry does not rank in the top five. It comes much closer than the crop industry by ranking sixth overall. In 2002, the top five states with the highest average weekly wages are North Carolina, Arkansas, Kansas, Indiana, and Georgia. Figure 9 and Table 21 depict these average weekly wages for each state. Taking a closer look at individual industries within the animal production industry shows that California is ranked in the top five in the cattle ranching industry, the dairy industry, and the animal

aquaculture industry. It did not rank in the top five in the hog and pig industry, the poultry and egg production industry, and the turkey industry.

In the cattle ranching industry, California at an average weekly wage of four hundred and sixty dollars is ranked third behind Kansas and Indiana. Producers from Kansas had an average weekly wage of five hundred and twenty-four dollars, while Indiana producers paid an average weekly wage of four hundred and sixty-one dollars. In the dairy cattle and milking industry, California also ranked third by paying an average weekly wage of four hundred and fifty-six dollars. At four hundred and seventy-four dollars, Indiana dairy producers paid the highest average weekly wage, while dairy producers from Kansas were second at four hundred and seventy dollars. California animal aquaculture producers were ranked second in average weekly wages behind Florida. California aquaculture producers paid an average weekly wage of five hundred and seventeen dollars, while Florida producers paid five hundred and ninety-three dollars.



Information is presented in Tables 28 through 30 in the appendix on child labor laws related to agriculture. These tables were primarily taken from the DOL. Information on Texas was found at the Texas Worker's compensation Commission, while information regarding Nebraska was found on the Nebraska Cooperative extension website. Federal child labor laws relative to agriculture are affected primarily by the Fair Labor Standards Act. This legislation provides a minimum level of standards that each state must follow. The federal law requires that the minimum age for employment during school hours is sixteen. Outside of school hours, children at or over the age of fourteen can work on a farm. This requirement is relaxed to the age of twelve if there is written parental consent or the child is working on a farm that the parent is employed. A child under the age of twelve can work on a farm with written parental consent on farms that are exempt from the federal minimum wage. There are provisions in the act that

further restrict certain ages from working depending on whether the farm job is considered hazardous.

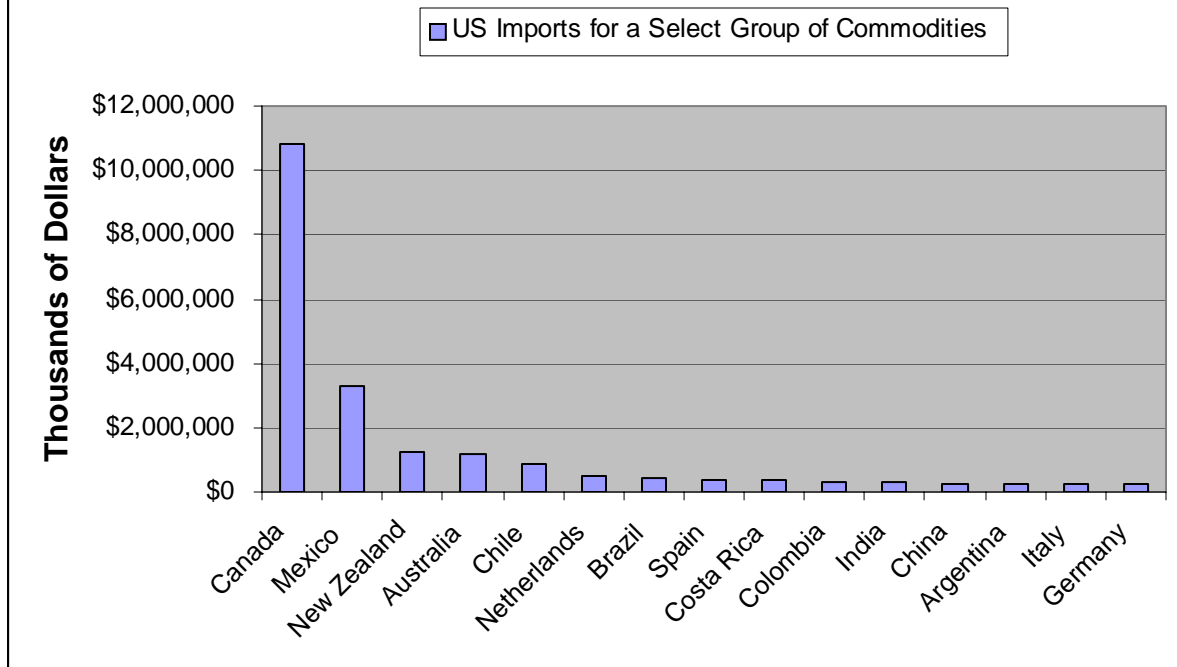
The information in Tables 28 through 30 represent stiffer labor law requirements passed by the states. Examining these tables show that California, Iowa, Nebraska, and Wisconsin have the strictest qualification for child labor on farms. California requires that a student must be at least eighteen to work during school hours unless that student is not required to attend school. The minimum age outside of school hours is twelve. Minors under the age of sixteen are only allowed to work six days a week. Iowa requires that the minimum age of employment during school hours is sixteen. Outside of school hours, a child as young as fourteen is allowed to work on a farm. Nebraska has a minimum age of sixteen to work during school hours, and fourteen outside school hours. If the agricultural job is non-hazardous, the minimum age to work outside school hours is twelve. Wisconsin requires a person to be at least eighteen to work during school hours and at least twelve to work outside school hours. Wisconsin also puts a requirement that children ages twelve and thirteen may only work six days a week.

International Results

To provide a motivation for which international competitors should be focused on in this report, an examination was done of the top importing countries into the United States. Rather than examining overall imports from each country, a select group of imported commodities were examined from the USDA Foreign Agricultural BICO database. This select group of commodities included: cheese, vegetables, wood products, live animals, red meats, tree nuts, and lumber products. These products were chosen because they are the ones that would affect California producers the most. To maintain comparability with the results from above, the year 2002 was used.

Figure 10 and Table 31 in the appendix demonstrate the top fifteen importing countries to the United States. Canada is by far the largest importer at over ten billion dollars. Mexico is ranked second at over three billion dollars. New Zealand and Australia ranked third and fourth respectively at just over a billion dollars of imported goods. Chile was the fifth largest importer at eight hundred and fifty million dollars. The rest of the countries in the top fifteen in order of ranking were: Netherlands, Brazil, Spain, Costa Rica, Colombia, India, China, Argentina, Italy and Germany.

Figure 10: Top Fifteen Importing Countries to the US for a Select Group of Products



An examination was also conducted with the select group of commodities mentioned above with seafood products added to the mix. Table 31 in the appendix shows that Canada and Mexico maintain their number one and two rankings, but the third ranked importer becomes Thailand. Canada imported almost thirteen billion dollars, while Mexico imported nearly four billion dollars. Thailand imported nearly two billion dollars when also accounting for seafood products. New Zealand was pushed to the fourth ranking importer, while Chile moves up to number five. Four countries from the ones discussed above drop out of the top fifteen. These are Colombia, Argentina, Italy, and Germany. The three other countries other than Thailand that moved into the top fifteen were Ecuador, Vietnam, and Indonesia.

The top fifteen importers of cheese, fresh vegetables, and fruit and vegetable juices are presented in Table 32 in the appendix. The three largest importers of cheese are Italy, New Zealand and France. In 2002, Italy imported one hundred and sixty-two million dollars of cheese, while New Zealand and France imported ninety-four and seventy-one million dollars of cheese respectively. Mexico, Canada, and the Netherlands were the three largest importers of fresh vegetables in 2002. Mexico imported 1.6 billion dollars, Canada imported four hundred and fifty million dollars, and the Netherlands imported one hundred million dollars of fresh vegetables. While fruit and vegetable juices may not be perceived as products that directly compete with California agricultural producers' products, they can have an effect on the prices California agricultural producers receive. In the area of fruit and vegetable juices, Argentina, Chile, and Brazil are the top three importers. Argentina imports nearly one hundred and eleven million dollars worth of juices. Brazil follows with approximately ninety million dollars.

Hardwood lumber, live animals, and nursery products are the focus of Table 33 in the appendix. Canada, Brazil, and Peru were the largest hardwood lumber importers in 2002. Canada imported two hundred and twenty million dollars, Brazil imported eighty-five million dollars, and Peru imported thirty-nine million dollars. Canada at 1.4 billion dollars was the largest importer of live animals in 2002. Mexico and Ireland were ranked second and third respectively. Mexico imported four hundred and ten million dollars of live animals, while Ireland imported sixty-five million dollars of this product. The top three importers of nursery products imported over eight hundred million dollars of these products. Canada and Colombia, who were ranked first and second respectively, both imported over three hundred million dollars of nursery products. The Netherlands ranked third in this category with two hundred and twenty million dollars imported.

The top fifteen agricultural importers in 2002 for the categories of other dairy products, other fresh fruits, and processed fruits and vegetables are presented in Table 34 in the appendix. In the category of other dairy products, New Zealand, Ireland, and Canada are the top importers. New Zealand imported over three hundred and sixty million dollars in this category. Ranked second behind New Zealand was Ireland at one hundred and five million dollars. A close third was Canada at one hundred million dollars of imported products in the category of other dairy products. Mexico, Chile, and Costa Rica are the three largest importers in the category of other fresh fruits. Mexico imported six hundred and forty-two million dollars in this category. Ranked second behind Mexico was Chile at six hundred and six million dollars. Costa Rica imported less than one-third of what Mexico or Chile did. Canada, Mexico, and Spain were the largest importers of nursery products in 2002. Spain was ranked third with just over two hundred and sixty million dollars. Canada was over twice this much at over six hundred million dollars. Mexico was ranked second by importing over four hundred and twenty-five million dollars in imports of nursery products.

The import categories of red meats (fresh, chilled, and frozen), seafood products, soft/treated lumber, and tree nuts are presented in Tables 35 and 36 in the appendix. Canada, Australia, and New Zealand are the top importers of red meats in 2002. At 1.8 billion dollars, Canada is ranked first in this category. Australia ranked second with a billion dollars of imported red meats, while New Zealand imported almost six hundred million dollars in this category. In the category of seafood products, Canada was ranked number one with 1.9 billion dollars imported. Thailand was ranked second with 1.6 billion dollars imported, while China was third at six hundred and fifty million dollars. In the area of soft/treated lumber, Canada was ranked number one with 5.6 billion dollars imported. This eclipsed the second largest importer, New Zealand. New Zealand imported one hundred and thirty million dollars worth of treated/soft lumber, while Chile was ranked third with one hundred and twenty-six million dollars imported. The top three importers of tree nuts in 2002 were India, Brazil, and Vietnam. These three countries combined accounted for three hundred and eighty million dollars worth of tree nuts imported. India was the top ranked importer in this category at two hundred and twenty million dollars. Brazil imported ninety-four million dollars of tree nuts, while Vietnam imported four-seven million in this category.

Table 37 presents information from CountryWatch on how the agriculture sector of the top fifteen agricultural importing countries affects the particular country in 2002. The United States was put in this table to provide a point of reference. In 2002, the United States had a GDP of 8.9

trillion dollars of which two percent of this amount was derived from agriculture. This amounts to one hundred and seventy-eight billion dollars of total GDP were derived from agriculture. The only countries in absolute terms with higher GDP from the agricultural sector are China and India. China derived seven hundred and eighty-one billion dollars from agriculture, while India derived four hundred and sixty-one billion dollars from agriculture. As a percentage of GDP, India, China, and Colombia were most heavily dependent on agriculture. India derived twenty-five percent of its GDP from agriculture. Colombia and China derived respectively fifteen and fourteen percent of their GDP from agriculture. In terms of employment, agriculture provided two percent of the United States total employment. The country that is most dependent on agriculture for employment is India. Nearly sixty-five percent of India's total employment comes from agriculture. The second most dependent country on agriculture for employment is China. Agriculture provided over forty-seven percent of the total employment for this country. Colombia was the only other country that agriculture provided over twenty five percent of total employment. Approximately twenty-eight percent of Colombia's total employment is derived from agriculture.

In the domestic results above minimum wage standards were examined across states. Washington had the highest minimum wage at \$7.16 an hour followed by California with a minimum wage of \$6.75. Table 38 in the appendix provides a summary of minimum wages for the top fifteen agricultural importing countries in this study. To develop these statistics, a multitude of sources were used and most wages had to be converted to dollars using historical currency exchange rates provided by www.oanda.com. Caution should be used when cross comparing these wages. Many of the countries examined did not have a national minimum wage—rather territories, provinces, and regions set wages. Some of the statistics for hourly wages from the Irish jobs website are actually an average of the minimum wage for a country. These statistics were developed by Mercer Human Resource Consulting, LLC. When possible, the range of minimum wages for the country is given.

The first thing to notice from Table 38 is that there were five countries with minimum wages below a dollar an hour. These would include Mexico, Brazil, Costa Rica, Colombia, and India. Only the Netherlands and Italy had higher minimum wages than California. Italy's minimum wage in 2001–2002 was roughly equal to \$7.07, while the Netherlands had a minimum wage of approximately \$8.11. There are two countries that little information could be found about their minimum wage—Germany and China. Germany does not appear to have any minimum wage requirements for the country. China has a new set of minimum wage regulations that went into effect on March 1, 2004. China's minimum wage does not have a set number. Its law depends on local factors and conditions of the worker. The key to having a minimum wage is enforcement. No statistics were found on how well the minimum wage is enforced.

Table 39 in the appendix shows the contribution rates for workers and employers into their respective social security systems for the top fifteen agricultural importing countries in this study. Information in this table was acquired from the United States Social Security Administration. In the United States, a worker and an employer are both required to pay 6.2% of the workers wages into the system. There are two countries in this study that do not have either the employer or the worker pay into their social security system—New Zealand and Australia. The total cost of their systems is paid through the government's general revenue. Chile does not

require employers to pay into the social security system, but they do require the employee to pay at least 18.84% of their wages into the social security system. Canada, Mexico, Netherlands, and Costa Rica all have employer contribution rates less than the United States. Brazil, Spain, China, and Italy all have employer contribution rates above twenty percent. Canada and Colombia both have special provisions in their social security systems for agricultural employment.

Tables 40 and 41 in the appendix lay out the worker and employer's contribution into the worker's compensation system and the unemployment system for the top fifteen agricultural importers of this study. The worker's compensation system in these countries is much like the United States. Under the worker's compensation system in all the countries, no workers pay into the system. In most cases the employer pays the total cost of the system. Usually the employer's cost is dependent on what industry the company is in and how much risk is involved with the occupation. India and the Netherlands are the only countries in this study that do not have a specific worker's compensation system because the employees are covered under some other system, e.g., medical. Examining Table 41 shows that New Zealand, Australia, Chile and Brazil do not require the worker or the employer to pay into the unemployment system because it is completely funded by the government. Mexico and India's laws require that the employer must pay a severance to workers based on the number of years the employee has worked for the company. Canada, Spain, China, and Germany all require both the employer and the employee to pay into the unemployment system. Argentina and Italy require only the employer to pay into the unemployment system.

Summary and Conclusions

The purpose of this study was to provide a broad overview of a comparison of California agricultural labor issues with its main competitors, both national and international. Expending twenty-one percent of its total expenses on labor expenses demonstrates the importance of labor to the California agricultural producer. California had the highest dollar amount spent on both hired (\$4.3 billion) and contract (\$1.7 billion) labor expenses. Key labor issues were identified and compared. Four areas were identified as key areas for California agricultural producers. These were wages in select industries, migrant workers, worker's compensation, and total farm expenses allocated to labor.

California, with an average of over fifteen workers per farm, ranks second behind Washington. While California averaged fifteen hired workers per farm, only twenty nine percent of the farms hired ten or more workers. This ranked it second behind Washington. At nearly thirty-eight percent, California has the fourth highest percentage of workers hired for more than one hundred and fifty days. California agricultural producers hired over two hundred thousand workers to work more than one hundred and fifty days, and over three hundred and thirty thousand for less than one hundred and fifty days. At nearly twenty percent, California has the second highest percentage of farms that are hiring ten or more workers for more than one hundred and fifty days. The only state higher is Arizona at nearly twenty-one percent. In 2002, nearly twenty-six percent of California farms hired migrant farm labor. This percentage ranks California as the state that has the highest percentage of farms hiring migrant labor. Washington ranked a close second in this area with twenty five percent of its farms hiring migrant labor. California has nearly twenty-five thousand farms contracting labor ranking second behind Texas.

California producers had the second highest worker's compensation rates for orchards, field crops, nurseries, and logging or lumbering. California has the highest rate for cattle production and the third highest rate in logging and lumbering.

California has the second highest minimum wage behind Washington State. When examining the average wage rate for field work, field and livestock work, and all agricultural workers, California does not rank in the top five of the states being examined. California ranked ninth in relationship to average weekly wages in general crop production. California ranked first in the nursery industry, second in the vegetable and melon industry, and third in fruit and tree nut industry. California's animal production industry does not rank in the top five. Taking a closer look at individual industries within the animal production industry shows that California is ranked in the top five in the cattle ranching industry, the dairy industry, and the animal aquaculture industry.

The top fifteen countries identified as California's biggest competitors in agriculture were: Canada, Mexico, New Zealand, Australia, Chile, Netherlands, Brazil, Spain, Costa Rica, Colombia, India, China, Argentina, Italy and Germany. Minimum wages for the top fifteen importers of a select group of agricultural products were examined. Mexico, Brazil, Costa Rica, Colombia, and India had minimum wages below a dollar an hour. Only the Netherlands and Italy had higher minimum wages than California.

Information on social security, worker's compensation, and unemployment insurance were found. New Zealand and Australia were the only two countries that neither the workers nor the employers paid into the social security system. Chile was the only other country that did not require employers to pay into the system. Canada, Mexico, Netherlands, and Costa Rica all have employer contribution rates less than the United States. The worker's compensation systems in most of the countries in this study were much like the United States.

In conclusion, agricultural labor is an important issue for California producers. Upon examination of different labor areas, California's key labor issues are wages in select industries, migrant workers, worker's compensation, and total farm expenses allocated to labor. With such a large expenditure devoted to labor, California agricultural producers need to manage their labor resources well.

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Appendix

Table 1: Market Value of Agricultural Products Sold and Net Cash Income for the Top 15 Agricultural Producing States and NFACT States

Overall Ranking by Cash Receipts	Top 15 Agricultural Producing States and NFACT States	Market Value of Agricultural Products Sold in Thousands of Dollars (2002)	Net Cash Farm Income in Thousands of Dollars (2002)	Net Cash Income to Market Value of Agricultural Products Sold
1	California	\$ 25,737,173	\$ 5,931,847	23.05%
2	Texas	\$ 14,134,744	\$ 1,447,457	10.24%
3	Iowa	\$ 12,273,634	\$ 2,863,769	23.33%
4	Nebraska	\$ 9,703,657	\$ 1,225,016	12.62%
5	Kansas	\$ 8,746,244	\$ 841,600	9.62%
6	Minnesota	\$ 8,575,627	\$ 1,925,185	22.45%
7	Illinois	\$ 7,676,239	\$ 2,094,037	27.28%
8	North Carolina	\$ 6,961,686	\$ 1,557,074	22.37%
9	Florida	\$ 6,242,272	\$ 1,652,232	26.47%
10	Wisconsin	\$ 5,623,275	\$ 1,384,224	24.62%
11	Washington	\$ 5,330,740	\$ 1,219,896	22.88%
12	Missouri	\$ 4,983,255	\$ 802,946	16.11%
13	Arkansas	\$ 4,950,397	\$ 1,384,246	27.96%
14	Georgia	\$ 4,911,752	\$ 1,381,354	28.12%
15	Indiana	\$ 4,783,158	\$ 833,052	17.42%
29	Arizona	\$ 2,395,447	\$ 652,021	27.22%
34	New Mexico	\$ 1,700,030	\$ 294,688	17.33%

Source: USDA NASS, Census of Agriculture 2002.

Table 2: Market Value of Crops and Animals for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Market Value of Crops in Thousands of Dollars (2002)	Percent of Market Value Coming From Crops	Market Value of Animals in Thousands of Dollars (2002)*	Percent of Market Value Coming From Animals*
California	\$ 19,152,722	74%	\$ 6,584,451	26%
Texas	\$ 3,731,751	26%	\$ 10,402,993	74%
Iowa	\$ 6,071,272	49%	\$ 6,202,362	51%
Nebraska	\$ 3,388,265	35%	\$ 6,315,392	65%
Kansas	\$ 2,418,447	28%	\$ 6,327,797	72%
Minnesota	\$ 4,562,882	53%	\$ 4,012,745	47%
Illinois	\$ 5,871,542	76%	\$ 1,804,697	24%
North Carolina	\$ 2,008,634	29%	\$ 4,953,052	71%
Florida	\$ 5,041,433	81%	\$ 1,200,839	19%
Wisconsin	\$ 1,690,071	30%	\$ 3,933,204	70%
Washington	\$ 3,582,818	67%	\$ 1,747,922	33%
Missouri	\$ 1,992,446	40%	\$ 2,990,809	60%
Arkansas	\$ 1,620,384	33%	\$ 3,330,014	67%
Georgia	\$ 1,579,596	32%	\$ 3,332,156	68%
Indiana	\$ 2,992,747	63%	\$ 1,790,411	37%
Arizona	\$ 1,587,775	66%	\$ 807,672	34%
New Mexico	\$ 397,257	23%	\$ 1,302,773	77%

Source: USDA NASS, Census of Agriculture 2002.

*Animals include livestock, poultry, and their products.

Table 3: Production and Labor Expenses for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Total Farm Production Expense in Thousands of Dollars (2002)*	Hired Labor Expense in Thousands of Dollars (2002)	Hired Labor to Total Farm Production Expense	Contract Labor Expense in Thousands of Dollars (2002)	Contract Labor to Total Farm Production Expense	Hired and Contract Labor to Total Farm Production Expense
California	\$ 20,527,198	\$ 4,317,078	21.03%	\$ 1,665,671	8.11%	29.15%
Texas	\$ 13,734,706	\$ 969,979	7.06%	\$ 172,668	1.26%	8.32%
Iowa	\$ 10,303,448	\$ 409,190	3.97%	\$ 37,829	0.37%	4.34%
Nebraska	\$ 9,050,038	\$ 371,650	4.11%	\$ 26,263	0.29%	4.40%
Kansas	\$ 8,443,180	\$ 332,498	3.94%	\$ 32,466	0.38%	4.32%
Minnesota	\$ 7,288,947	\$ 459,332	6.30%	\$ 29,399	0.40%	6.71%
Illinois	\$ 6,223,876	\$ 421,803	6.78%	\$ 18,530	0.30%	7.07%
North Carolina	\$ 5,645,471	\$ 552,486	9.79%	\$ 65,193	1.15%	10.94%
Florida	\$ 4,734,590	\$ 1,157,569	24.45%	\$ 422,218	8.92%	33.37%
Wisconsin	\$ 4,642,287	\$ 515,473	11.10%	\$ 20,181	0.43%	11.54%
Washington	\$ 4,430,693	\$ 987,399	22.29%	\$ 55,607	1.26%	23.54%
Missouri	\$ 4,578,834	\$ 287,744	6.28%	\$ 37,297	0.81%	7.10%
Arkansas	\$ 3,898,297	\$ 253,395	6.50%	\$ 27,758	0.71%	7.21%
Georgia	\$ 3,845,512	\$ 326,621	8.49%	\$ 60,861	1.58%	10.08%
Indiana	\$ 4,310,513	\$ 300,988	6.98%	\$ 25,888	0.60%	7.58%
Arizona (29)	\$ 1,825,328	\$ 343,422	18.81%	\$ 95,038	5.21%	24.02%
New Mexico (34)	\$ 1,500,021	\$ 182,380	12.16%	\$ 27,307	1.82%	13.98%

Source: USDA NASS, Census of Agriculture 2002.

*Hired labor expenses includes employer's cost for social security, workman's compensation, insurance premiums, pension plans, etc.

Table 4: Amount of Farms Hiring Laborers and the Average Number of Workers Per Farm for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Amount of Farms Hiring Laborers (2002)	Number of Workers	Average Number of Workers Per Farm
California	34,342	535,256	15.59
Texas	49,206	166,117	3.38
Iowa	28,135	82,991	2.95
Nebraska	17,489	57,971	3.31
Kansas	16,549	46,857	2.83
Minnesota	22,623	95,055	4.20
Illinois	19,750	66,750	3.38
North Carolina	16,091	97,138	6.04
Florida	10,672	118,581	11.11
Wisconsin	19,275	73,403	3.81
Washington	13,598	262,528	19.31
Missouri	22,168	66,201	2.99
Arkansas	12,225	38,833	3.18
Georgia	11,636	60,713	5.22
Indiana	14,256	56,131	3.94
Arizona (29)	2,678	36,459	13.61
New Mexico (34)	4,249	23,126	5.44

Source: USDA NASS, Census of Agriculture 2002.

Table 5: Distribution of Farms Having a Specific Number of Workers for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Percent of Farms with 1 Worker	Percent of Farms with 2 Worker	Percent of Farms with 3 to 4 Worker	Percent of Farms with 5 to 9 Worker	Percent of Farms with 10 or More Workers
California	23.33%	14.52%	16.40%	16.66%	29.08%
Texas	43.94%	21.80%	17.96%	11.14%	5.17%
Iowa	44.44%	21.31%	19.38%	10.66%	4.22%
Nebraska	40.16%	20.76%	19.88%	13.60%	5.60%
Kansas	45.66%	24.05%	19.06%	8.24%	2.99%
Minnesota	37.14%	20.77%	19.02%	14.39%	8.68%
Illinois	41.47%	23.97%	19.54%	10.12%	4.90%
North Carolina	29.47%	17.83%	19.18%	17.10%	16.41%
Florida	31.93%	20.38%	16.87%	14.70%	16.12%
Wisconsin	35.76%	21.12%	21.55%	15.11%	6.46%
Washington	19.79%	13.84%	15.32%	16.78%	34.27%
Missouri	44.80%	21.16%	20.31%	10.45%	3.28%
Arkansas	41.60%	20.40%	20.96%	11.95%	5.10%
Georgia	41.96%	19.78%	17.41%	11.19%	9.65%
Indiana	39.02%	20.78%	19.82%	13.24%	7.13%
Arizona (29)	26.10%	17.36%	17.06%	16.73%	22.74%
New Mexico (34)	40.10%	18.73%	15.27%	14.17%	11.72%

Source: USDA NASS, Census of Agriculture 2002.

Table 6: Break-Down of Farms Hiring Laborers for More than and Less than 150 Days for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Amount of Farms Hiring Laborers for More than 150 Days	Number of Workers Hired for More than 150 Days	Percent of Workers Hired for More than 150 Days	Amount of Farms Hiring Laborers for Less than 150 Days	Number of Workers Hired for Less than 150 Days	Percent of Workers Hired for Less than 150 Days
California	19,950	201,852	37.71%	25,984	333,404	62.29%
Texas	18,305	53,820	32.40%	38,955	112,297	67.60%
Iowa	9,057	22,027	26.54%	24,103	60,964	73.46%
Nebraska	7,667	18,349	31.65%	14,115	39,622	68.35%
Kansas	6,031	15,003	32.02%	13,714	31,854	67.98%
Minnesota	7,967	23,560	24.79%	19,365	71,495	75.21%
Illinois	7,016	20,310	30.43%	16,252	46,440	69.57%
North Carolina	6,080	27,916	28.74%	13,417	69,222	71.26%
Florida	5,397	49,610	41.84%	8,155	68,971	58.16%
Wisconsin	10,182	29,123	39.68%	13,923	44,280	60.32%
Washington	6,238	44,731	17.04%	12,069	217,797	82.96%
Missouri	6,169	15,340	23.17%	18,836	50,861	76.83%
Arkansas	5,154	13,311	34.28%	9,656	25,522	65.72%
Georgia	4,343	18,406	30.32%	9,333	42,307	69.68%
Indiana	4,605	15,386	27.41%	12,222	40,745	72.59%
Arizona (29)	1,786	17,425	47.79%	1,755	19,034	52.21%
New Mexico (34)	1,800	8,637	37.35%	3,386	14,489	62.65%

Source: USDA NASS, Census of Agriculture 2002.

Table 7: Distribution of Farms Hiring Workers for More Than 150 Days Having a Specific Number of Workers for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Percent of Farms with 1 Worker	Percent of Farms with 2 Worker	Percent of Farms with 3 to 4 Worker	Percent of Farms with 5 to 9 Worker	Percent of Farms with 10 or More Workers
California	28.86%	17.32%	17.72%	16.35%	19.75%
Texas	55.19%	20.85%	13.30%	6.58%	4.08%
Iowa	55.67%	19.65%	16.33%	6.29%	2.05%
Nebraska	55.45%	18.77%	16.34%	6.90%	2.54%
Kansas	57.93%	20.13%	13.51%	5.74%	2.69%
Minnesota	46.60%	22.86%	17.08%	9.89%	3.56%
Illinois	55.49%	18.93%	15.59%	5.84%	4.15%
North Carolina	37.65%	23.70%	17.75%	12.06%	8.85%
Florida	37.98%	14.34%	16.03%	14.34%	17.31%
Wisconsin	43.83%	21.30%	21.90%	9.66%	3.30%
Washington	33.34%	20.15%	17.94%	13.07%	15.50%
Missouri	60.84%	19.86%	11.62%	5.58%	2.11%
Arkansas	48.41%	22.56%	17.77%	8.52%	2.74%
Georgia	48.61%	20.08%	15.54%	8.89%	6.88%
Indiana	47.73%	20.59%	15.64%	12.20%	3.84%
Arizona (29)	32.31%	17.58%	15.17%	14.28%	20.66%
New Mexico (34)	40.50%	21.17%	17.61%	9.39%	11.33%

Source: USDA NASS, Census of Agriculture 2002.

Table 8: Distribution of Farms Hiring Workers for Less than 150 Days Having a Specific Number of Workers for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Percent of Farms with 1 Worker	Percent of Farms with 2 Worker	Percent of Farms with 3 to 4 Worker	Percent of Farms with 5 to 9 Worker	Percent of Farms with 10 or More Workers
California	26.65%	14.74%	16.52%	15.83%	26.27%
Texas	47.89%	20.96%	17.20%	9.97%	3.97%
Iowa	51.48%	19.70%	17.31%	7.96%	3.55%
Nebraska	48.67%	19.40%	17.36%	10.20%	4.37%
Kansas	53.12%	22.64%	17.15%	5.33%	1.76%
Minnesota	42.54%	20.21%	18.33%	11.41%	7.51%
Illinois	46.81%	23.92%	17.17%	8.50%	3.60%
North Carolina	33.55%	17.44%	18.56%	16.18%	14.27%
Florida	39.31%	21.43%	16.21%	10.94%	12.10%
Wisconsin	41.91%	22.57%	19.97%	10.97%	4.58%
Washington	22.89%	14.47%	14.25%	14.83%	33.56%
Missouri	47.73%	20.32%	19.73%	9.47%	2.74%
Arkansas	47.49%	21.78%	18.24%	8.80%	3.69%
Georgia	45.59%	20.14%	15.80%	9.79%	8.67%
Indiana	44.49%	20.28%	18.95%	10.24%	6.05%
Arizona (29)	26.15%	25.53%	17.72%	13.22%	17.38%
New Mexico (34)	45.98%	17.22%	16.63%	10.66%	9.51%

Source: USDA NASS, Census of Agriculture 2002.

Table 9: Farms Hiring Labor and Migrant Labor for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Amount of Farms Hiring Laborers (2002)	Amount of Farms with Migrant Farm Labor on Farms with Hired Labor (2002)*	Amount of Farms with Migrant Farm Labor on Farms with Hired Labor to Amount of Hired Farm Laborers
California	34,342	8,787	25.59%
Texas	49,206	2,159	4.39%
Iowa	28,135	101	0.36%
Nebraska	17,489	272	1.56%
Kansas	16,549	124	0.75%
Minnesota	22,623	789	1.72%
Illinois	19,750	339	3.49%
North Carolina	16,091	3,097	12.21%
Florida	10,672	1,303	19.25%
Wisconsin	19,275	424	2.20%
Washington	13,598	3,460	25.44%
Missouri	22,168	193	8.34%
Arkansas	12,225	407	3.18%
Georgia	11,636	858	3.33%
Indiana	14,256	454	7.37%
Arizona (29)	2,678	432	16.13%
New Mexico (34)	4,249	272	6.40%

Source: USDA NASS, Census of Agriculture 2002.

* The 2002 Agriculture Census asked farms “whether any hired or contract workers were migrant workers.” A migrant worker was defined as a “farm worker whose employment required travel that prevented the migrant worker from returning to his/her permanent place of residence the same day.”

Table 10: Farms Hiring Contract Labor and Migrant Farm Labor for the Top 15 Agricultural Producing States and NFACT States

Top 15 Agricultural Producing States and NFACT States	Amount of Farms Hiring Contract Labor	Amount of Farms with Migrant Farm Labor on Farms Reporting Only Contract Labor (2002)*	Amount of Farms with Migrant Farm Labor on Farms Reporting Only Contract Labor to Amount of Farms Hiring Contract Labor
California	24,716	1,521	6.15%
Texas	37,394	719	1.92%
Iowa	6,425	39	0.61%
Nebraska	5,016	43	0.86%
Kansas	4,749	22	0.46%
Minnesota	4,746	65	1.37%
Illinois	3,791	45	1.19%
North Carolina	5,599	364	6.50%
Florida	10,204	453	4.44%
Wisconsin	3,630	54	1.49%
Washington	3,702	130	3.51%
Missouri	8,584	32	0.37%
Arkansas	5,253	89	1.69%
Georgia	5,175	141	2.72%
Indiana	4,078	75	1.84%
Arizona (29)	1,648	44	2.67%
New Mexico (34)	2,610	88	3.37%

Source: USDA NASS, Census of Agriculture 2002.

* The 2002 Agriculture Census asked farms “whether any hired or contract workers were migrant workers.” A migrant worker was defined as a “farm worker whose employment required travel that prevented the migrant worker from returning to his/her permanent place of residence the same day.”

Table 11: Summary of Unemployment Insurance Rates

Top 15 Agricultural Producing States and NFACT States	2004 Taxable Wage Base for Unemployment Insurance	2004 New Employer Unemployment Insurance Rate	2004 Minimum Employer Unemployment Insurance Rate	2004 Maximum Employer Unemployment Insurance Rate
California	\$7,000	3.40%	1.50%	6.20%
Texas	\$9,000	2.70%	0.53%	8.26%
Iowa	\$19,700	1.00%	0.00%	8.00%
Nebraska	\$7,000	3.50%	0.05%	5.40%
Kansas	\$8,000	2.97%	0.08%	7.40%
Minnesota	\$22,000	2.41%	0.44%	10.76%
Illinois	\$9,800	4.00%	0.90%	8.60%
North Carolina	\$16,200	1.20%	0.00%	5.70%
Florida	\$7,000	2.70%	0.35%	5.40%
Wisconsin	\$10,500	3.05%	0.00%	9.75%
Washington	\$30,200	Based on Industry Average	0.97%	5.40%
Missouri	\$8,000	3.51%	0.00%	6.00%
Arkansas	\$10,000	3.70%	0.90%	10.70%
Georgia	\$8,500	2.62%	0.03%	7.02%
Indiana	\$7,000	2.70%	0.10%	5.50%
Arizona	\$7,000	2.70%	0.10%	5.40%
New Mexico	\$16,800	2.00%	0.03%	5.40%

Source: United States Department of Labor, 2004.

Table 12: Worker's Compensation Rates per \$100 in Wages and Their Relative Rankings by State

Top 15 Agricultural Producing States and NFACT States	Worker's Compensation Rate: Farm— Orchard	Relative Ranking for Orchard	Worker's Compensation Rate: Farm— Field Crops	Relative Ranking for Field crops	Worker's Compensation Rate: Farm— Cattle*	Relative Ranking for Cattle
California	\$13.06	2	\$15.49	2	\$16.58	1
Texas	\$7.53	5	\$8.09	3	\$10.24	5
Iowa	\$4.51	13	\$5.28	10	\$5.89	15
Nebraska	\$6.72	7	\$4.77	11	\$6.40	14
Kansas	\$6.19	9	\$6.50	6	\$7.97	7
Minnesota	\$7.92	4	\$7.92	4	\$7.92	8
Illinois	\$7.29	6	\$5.52	8	\$7.86	9
North Carolina	\$5.65	10	\$4.75	12	\$4.84	16
Florida	\$17.89	1	\$16.34	1	\$16.42	2
Wisconsin	\$5.24	12	\$5.50	9	\$6.99	11
Washington	\$2.94	17	\$3.82	16	\$8.11	6
Missouri	\$6.39	8	\$6.07	7	\$7.18	10
Arkansas	\$4.27	14	\$4.47	15	\$6.41	13
Georgia	\$5.40	11	\$7.00	5	\$6.86	12
Indiana	\$3.50	16	\$3.42	17	\$3.89	17
Arizona	\$3.87	15	\$4.52	14	\$11.25	4
New Mexico	\$11.24	3	\$4.74	13	\$14.53	3

Source: Oregon Department of Consumer and Business Services, March 2003

Table 13: Worker's Compensation Rates per \$100 in Wages and Their Relative Rankings by State

Top 15 Agricultural Producing States and NFACT States	Worker's Compensation Rate: Farm—Nursery*	Relative Ranking for Nurseries	Worker's Compensation Rate: Farm—Logging or Lumbering	Relative Ranking for Logging or Lumbering
California	\$6.89	2	\$43.38	3
Texas	\$6.23	4	\$15.69	17
Iowa	\$3.33	14	\$18.72	15
Nebraska	\$5.52	6	\$17.12	16
Kansas	\$4.11	11	\$20.75	12
Minnesota	\$6.78	3	\$26.60	7
Illinois	\$4.98	8	\$39.82	4
North Carolina	\$3.79	12	\$45.92	2
Florida	\$13.07	1	\$23.86	9
Wisconsin	\$5.37	7	\$31.94	5
Washington	\$3.02	15	\$21.32	11
Missouri	\$5.74	5	\$49.03	1
Arkansas	\$4.82	9	\$18.92	14
Georgia	\$4.39	10	\$31.90	6
Indiana	\$2.33	17	\$19.48	13
Arizona	\$2.82	16	\$26.08	8
New Mexico	\$3.37	13	\$23.46	10

Source: Oregon Department of Consumer and Business Services, March 2003

Table 14: Minimum Wage

Top 15 Agricultural Producing States and NFACT States	Minimum Wage (2004)
California	\$ 6.75
Texas	\$ 5.15
Iowa	\$ 5.15
Nebraska	\$ 5.15
Kansas	\$ 2.65
Minnesota	\$ 5.15 (receipts over 500k), \$4.90 otherwise
	\$ 5.50
Illinois	\$ 6.50 in 2005
North Carolina	\$ 5.15
Florida	None
Wisconsin	\$ 5.15
Washington	\$ 7.16
Missouri	\$ 5.15
Arkansas	\$ 5.15
Georgia	\$ 5.15
Indiana	\$ 5.15
Arizona	None
New Mexico	\$ 5.15

Sources: United States Department of Labor, 2004.

Table 15: Average Hourly Wage of Agricultural Workers

Top 15 Agricultural Producing States and NFACT States	Average Wage for Field Work (2003)	Relative State Ranking for Field Work*	Average Wage Rate for Field and Livestock (2003)	Relative State Ranking for Field and Livestock	Average Wage Rate for All Agricultural Workers (2003)	Relative State Ranking for All Agricultural Workers
California	\$ 8.34	9	\$ 8.50	9	\$ 9.25	7
Texas	\$ 7.52	14	\$ 7.63	15	\$ 8.12	15
Iowa	\$ 9.74	2	\$ 9.87	1	\$ 10.34	1
Nebraska	\$ 8.28	10	\$ 8.39	10	\$ 8.67	12
Kansas	\$ 8.73	6	\$ 8.97	5	\$ 9.54	5
Minnesota	\$ 9.80	1	\$ 9.56	2	\$ 10.23	2
Illinois	\$ 9.04	4	\$ 9.27	3	\$ 9.88	3
North Carolina	\$ 7.80	13	\$ 7.94	14	\$ 8.55	13
Florida	\$ 8.18	11	\$ 8.18	12	\$ 9.14	9
Wisconsin	\$ 9.04	3	\$ 8.92	6	\$ 9.37	6
Washington	\$ 8.50	8	\$ 8.70	8	\$ 9.14	8
Missouri	\$ 8.67	7	\$ 8.70	7	\$ 9.11	10
Arkansas	\$ 6.99	17	\$ 7.12	17	\$ 7.37	17
Georgia	\$ 8.09	12	\$ 8.22	11	\$ 8.78	11
Indiana	\$ 8.95	5	\$ 9.00	4	\$ 9.73	4
Arizona	\$ 6.99	16	\$ 7.12	16	\$ 7.37	16
New Mexico	\$ 7.05	15	\$ 8.04	13	\$ 8.39	14

Source: USDA NASS, 2003.

*A '1' represent the state with the highest relative average wage and '17' is the lowest relative average wage.

Table 16: Total, Average Weekly, and Average Annual Wages for Agriculture, Forestry, Fishing, and Hunting Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$ 7,410,148	1	\$ 379	14	\$ 19,701	14
Texas	\$ 1,323,049	4	\$ 389	12	\$ 20,233	12
Iowa	\$ 284,127	13	\$ 446	5	\$ 23,202	5
Nebraska	\$ 216,165	16	\$ 438	8	\$ 22,763	7
Kansas	\$ 225,812	15	\$ 489	1	\$ 25,446	1
Minnesota	\$ 361,528	10	\$ 443	6	\$ 22,034	10
Illinois	\$ 391,326	8	\$ 478	2	\$ 24,872	2
North Carolina	\$ 718,019	5	\$ 440	7	\$ 22,856	6
Florida	\$ 1,822,393	2	\$ 356	15	\$ 18,495	15
Wisconsin	\$ 390,868	9	\$ 432	10	\$ 22,484	9
Washington	\$ 1,520,860	3	\$ 383	13	\$ 19,908	13
Missouri	\$ 249,694	14	\$ 438	9	\$ 22,761	8
Arkansas	\$ 358,644	11	\$ 460	4	\$ 23,925	4
Georgia	\$ 574,315	6	\$ 409	11	\$ 21,250	11
Indiana	\$ 287,912	12	\$ 470	3	\$ 24,436	3
Arizona	\$ 503,673	7	\$ 331	16	\$ 17,196	16
New Mexico	\$ 201,464	17	\$ 311	17	\$ 16,190	17

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '17' lowest for all states.

Table 17: Total, Average Weekly, and Average Annual Wages for Crop Production Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$ 3,917,446	1	\$ 404	9	\$ 21,024	9
Texas	\$ 459,715	4	\$ 355	13	\$ 18,436	13
Iowa	\$ 64,907	14	\$ 435	4	\$ 22,637	4
Nebraska	\$ 51,968	16	\$ 434	5	\$ 22,562	5
Kansas	\$ 55,648	15	\$ 441	3	\$ 22,908	3
Minnesota	\$ 128,735	11	\$ 429	6	\$ 22,286	6
Illinois	\$ 248,975	5	\$ 497	1	\$ 25,863	1
North Carolina	\$ 220,244	6	\$ 335	14	\$ 17,404	14
Florida	\$ 1,063,909	2	\$ 357	12	\$ 18,580	12
Wisconsin	\$ 143,179	9	\$ 424	7	\$ 22,030	7
Washington	\$ 759,259	3	\$ 296	17	\$ 15,416	17
Missouri	\$ 87,430	12	\$ 408	8	\$ 21,217	8
Arkansas	\$ 73,432	13	\$ 370	11	\$ 19,215	11
Georgia	\$ 171,737	8	\$ 311	16	\$ 16,170	16
Indiana	\$ 139,921	10	\$ 449	2	\$ 23,341	2
Arizona	\$ 205,649	7	\$ 376	10	\$ 19,545	10
New Mexico	\$ 46,886	17	\$ 326	15	\$ 16,954	15

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '17' lowest for all states.

Table 18: Total, Average Weekly, and Average Annual Wages for Vegetable and Melon Farming Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$758,908	1	\$435	2	\$22,606	2
Texas	\$29,136	7	\$269	10	\$13,981	10
Iowa	\$436	15	\$265	11	\$13,802	11
Nebraska	ND	NA	ND	NA	ND	NA
Kansas	ND	NA	ND	NA	ND	NA
Minnesota	\$21,402	8	\$434	3	\$22,543	3
Illinois	\$14,170	10	\$395	5	\$20,544	5
North Carolina	\$18,002	9	\$210	15	\$10,907	15
Florida	\$278,428	2	\$276	9	\$14,349	9
Wisconsin	\$43,679	5	\$440	1	\$22,897	1
Washington	\$83,158	3	\$352	7	\$18,287	7
Missouri	\$2,994	13	\$399	4	\$20,723	4
Arkansas	\$608	14	\$222	13	\$11,525	13
Georgia	\$34,660	6	\$215	14	\$11,203	14
Indiana	\$6,910	12	\$280	8	\$14,548	8
Arizona	\$69,260	4	\$372	6	\$19,353	6
New Mexico	\$11,169	11	\$264	12	\$13,738	12

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '15' lowest for all states.

Table 19: Total, Average Weekly, and Average Annual Wages for Fruit and Tree Nut Farming Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$1,577,809	1	\$357	3	\$18,548	3
Texas	\$15,632	7	\$288	9	\$14,955	9
Iowa	\$399	15	\$236	13	\$12,288	13
Nebraska	ND	NA	ND	NA	ND	NA
Kansas	ND	NA	ND	NA	ND	NA
Minnesota	\$2,042	13	\$234	14	\$12,166	14
Illinois	\$4,718	12	\$207	15	\$10,773	15
North Carolina	\$7,761	9	\$254	12	\$13,207	12
Florida	\$202,063	3	\$381	2	\$19,793	2
Wisconsin	\$26,357	4	\$472	1	\$24,564	1
Washington	\$418,613	2	\$255	11	\$13,286	11
Missouri	\$5,377	11	\$332	5	\$17,238	5
Arkansas	\$1,191	14	\$290	8	\$15,092	8
Georgia	\$22,799	5	\$308	7	\$15,994	7
Indiana	\$5,606	10	\$275	10	\$14,280	10
Arizona	\$21,248	6	\$350	4	\$18,202	4
New Mexico	\$9,654	8	\$326	6	\$16,953	6

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '15' lowest for all states.

Table 20: Total, Average Weekly, and Average Annual Wages for Greenhouse and Nursery Production Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$888,741	1	\$488	1	\$25,359	1
Texas	\$214,386	3	\$404	7	\$21,007	7
Iowa	\$27,527	13	\$393	10	\$20,459	10
Nebraska	\$6,077	17	\$343	17	\$17,856	17
Kansas	\$13,965	14	\$364	16	\$18,931	16
Minnesota	\$68,377	8	\$415	6	\$21,593	6
Illinois	\$107,200	4	\$454	2	\$23,608	2
North Carolina	\$84,918	6	\$453	3	\$23,557	3
Florida	\$475,538	2	\$381	12	\$19,828	12
Wisconsin	\$48,566	9	\$365	15	\$18,998	15
Washington	\$98,103	5	\$376	13	\$19,555	13
Missouri	\$40,953	11	\$399	8	\$20,773	8
Arkansas	\$8,215	16	\$391	11	\$20,343	11
Georgia	\$72,830	7	\$421	5	\$21,884	5
Indiana	\$40,083	12	\$399	9	\$20,757	9
Arizona	\$42,713	10	\$424	4	\$22,042	4
New Mexico	\$13,274	15	\$367	14	\$19,094	14

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '17' lowest for all states.

Table 21: Total, Average Weekly, and Average Annual Wages for Animal Production Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$711,990	1	\$461	6	\$23,957	6
Texas	\$481,373	2	\$431	15	\$22,391	15
Iowa	\$172,368	4	\$450	8	\$23,383	8
Nebraska	\$137,289	8	\$455	7	\$23,651	7
Kansas	\$139,100	7	\$509	3	\$26,463	3
Minnesota	\$170,245	5	\$441	10	\$22,952	10
Illinois	\$65,999	17	\$439	11	\$22,817	11
North Carolina	\$296,622	3	\$534	1	\$27,744	1
Florida	\$133,422	9	\$436	12	\$22,655	12
Wisconsin	\$160,138	6	\$403	17	\$20,963	17
Washington	\$133,290	10	\$435	13	\$22,601	13
Missouri	\$101,057	15	\$434	14	\$22,544	14
Arkansas	\$107,676	14	\$517	2	\$26,869	2
Georgia	\$114,245	13	\$497	5	\$25,862	5
Indiana	\$115,132	12	\$505	4	\$26,257	4
Arizona	\$88,082	16	\$446	9	\$23,214	9
New Mexico	\$115,717	11	\$404	16	\$21,001	16

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '17' lowest for all states.

Table 22: Total, Average Weekly, and Average Annual Wages for Cattle Ranching and Farming Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$532,135	1	\$460	3	\$23,909	3
Texas	\$334,376	2	\$431	9	\$22,392	9
Iowa	\$28,274	11	\$377	15	\$19,616	15
Nebraska	\$88,923	7	\$459	4	\$23,875	4
Kansas	\$122,104	4	\$524	1	\$27,249	1
Minnesota	\$42,725	10	\$347	17	\$18,068	17
Illinois	\$11,066	16	\$413	10	\$21,464	11
North Carolina	\$15,730	15	\$413	11	\$21,466	10
Florida	\$74,326	8	\$441	6	\$22,941	6
Wisconsin	\$125,855	3	\$385	14	\$20,041	14
Washington	\$104,751	6	\$439	7	\$22,805	7
Missouri	\$16,135	14	\$371	16	\$19,311	16
Arkansas	\$8,555	17	\$433	8	\$22,514	8
Georgia	\$22,916	13	\$410	12	\$21,320	12
Indiana	\$23,829	12	\$461	2	\$23,955	2
Arizona	\$72,767	9	\$449	5	\$23,337	5
New Mexico	\$108,169	5	\$404	13	\$21,030	13

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '17' lowest for all states.

Table 23: Total, Average Weekly, and Average Annual Wages for Dairy Cattle and Milk Production Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$386,585	1	\$456	3	\$23,730	3
Texas	\$62,047	5	\$368	14	\$19,125	14
Iowa	\$19,470	10	\$359	15	\$18,677	15
Nebraska	\$9,136	14	\$404	8	\$21,015	8
Kansas	\$18,482	12	\$470	2	\$24,461	2
Minnesota	\$38,509	8	\$342	16	\$17,762	16
Illinois	\$7,250	15	\$392	12	\$20,371	12
North Carolina	\$13,103	13	\$402	10	\$20,887	10
Florida	\$43,843	7	\$426	6	\$22,136	6
Wisconsin	\$118,162	2	\$381	13	\$19,816	13
Washington	\$80,209	4	\$444	4	\$23,097	4
Missouri	\$6,641	16	\$294	17	\$15,290	17
Arkansas	\$1,313	17	\$404	9	\$20,985	9
Georgia	\$19,381	11	\$401	11	\$20,874	11
Indiana	\$20,133	9	\$474	1	\$24,662	1
Arizona	\$46,386	6	\$439	5	\$22,840	5
New Mexico	\$81,637	3	\$408	7	\$21,191	7

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '17' lowest for all states.

Table 24: Total, Average Weekly, and Average Annual Wages for Hog and Pig Farming Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$3,832	12	\$456	8	\$23,692	8
Texas	\$17,528	8	\$485	5	\$25,217	5
Iowa	\$92,081	2	\$468	6	\$24,316	6
Nebraska	\$37,713	5	\$458	7	\$23,826	7
Kansas	\$9,334	9	\$446	11	\$23,175	11
Minnesota	\$61,488	3	\$493	3	\$25,644	4
Illinois	\$35,107	6	\$453	9	\$23,565	9
North Carolina	\$113,595	1	\$501	2	\$26,030	2
Florida	ND	NA	ND	NA	ND	NA
Wisconsin	\$5,882	10	\$521	1	\$27,105	1
Washington	\$64	13	\$327	13	\$17,026	13
Missouri	\$50,148	4	\$453	10	\$23,535	10
Arkansas	ND	NA	ND	NA	ND	NA
Georgia	\$5,625	11	\$437	12	\$22,721	12
Indiana	\$29,714	7	\$493	4	\$25,649	3
Arizona	ND	NA	ND	NA	ND	NA
New Mexico	ND	NA	ND	NA	ND	NA

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '13' lowest for all states.

Table 25: Total, Average Weekly, and Average Annual Wages for Poultry and Egg Production Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$94,343	2	\$457	9	\$23,776	9
Texas	\$76,674	4	\$442	12	\$22,971	12
Iowa	\$42,223	8	\$478	8	\$24,875	8
Nebraska	ND	NA	ND	NA	ND	NA
Kansas	\$3,081	14	\$454	10	\$23,593	10
Minnesota	\$61,201	6	\$488	7	\$25,382	7
Illinois	ND	NA	ND	NA	ND	NA
North Carolina	\$149,440	1	\$584	1	\$30,362	1
Florida	\$14,803	10	\$489	6	\$25,421	6
Wisconsin	\$8,954	12	\$494	5	\$25,669	5
Washington	\$14,165	11	\$437	13	\$22,719	13
Missouri	\$27,326	9	\$453	11	\$23,550	11
Arkansas	\$72,950	5	\$530	3	\$27,547	3
Georgia	\$79,529	3	\$553	2	\$28,760	2
Indiana	\$45,742	7	\$502	4	\$26,126	4
Arizona	\$3,886	13	\$359	15	\$18,690	15
New Mexico	\$3,052	15	\$388	14	\$20,176	14

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '15' lowest for all states.

Table 26: Total, Average Weekly, and Average Annual Wages for Turkey Production Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$21,103	3	\$464	6	\$24,116	6
Texas	\$7,621	4	\$708	1	\$36,802	1
Iowa	\$2,754	8	\$381	10	\$19,790	10
Nebraska	\$1,316	10	\$479	5	\$24,901	5
Kansas	ND	NA	ND	NA	ND	NA
Minnesota	\$28,840	2	\$442	7	\$22,972	7
Illinois	\$1,471	9	\$343	11	\$17,845	11
North Carolina	\$98,296	1	\$597	2	\$31,033	2
Florida	ND	NA	ND	NA	ND	NA
Wisconsin	\$531	11	\$421	9	\$21,902	9
Washington	ND	NA	ND	NA	ND	NA
Missouri	\$5,873	5	\$426	8	\$22,155	8
Arkansas	\$3,079	7	\$496	3	\$25,788	3
Georgia	ND	NA	ND	NA	ND	NA
Indiana	\$4,171	6	\$489	4	\$25,434	4
Arizona	ND	NA	ND	NA	ND	NA
New Mexico	ND	NA	ND	NA	ND	NA

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '11' lowest for all states.

Table 27: Total, Average Weekly, and Average Annual Wages for Animal Aquaculture Industry in 2002

Top 15 Agricultural Producing States and NFACT States	Total Wages in Thousands of Dollars*	Relative Rank of Total Wages**	Average Weekly Wages in Dollars*	Relative Rank of Average Weekly Wages**	Average Annual Wages in Dollars*	Relative Rank of Average Annual Wages**
California	\$15,126	1	\$517	2	\$26,866	2
Texas	\$6,397	5	\$477	6	\$24,794	6
Iowa	\$264	10	\$512	3	\$26,648	3
Nebraska	ND	NA	ND	NA	ND	NA
Kansas	\$206	11	\$311	9	\$16,166	9
Minnesota	ND	NA	ND	NA	ND	NA
Illinois	ND	NA	ND	NA	ND	NA
North Carolina	ND	NA	ND	NA	ND	NA
Florida	\$7,717	3	\$593	1	\$30,826	1
Wisconsin	\$830	8	\$340	8	\$17,701	8
Washington	\$7,361	4	\$480	5	\$24,982	5
Missouri	\$1,241	6	\$299	10	\$15,544	10
Arkansas	\$13,899	2	\$492	4	\$25,608	4
Georgia	ND	NA	ND	NA	ND	NA
Indiana	\$641	9	\$259	11	\$13,445	11
Arizona	\$1,237	7	\$353	7	\$18,332	7
New Mexico	ND	NA	ND	NA	ND	NA

Source: United States Bureau of Labor Statistics database

*ND implies that data was not available

**NA implies not applicable. '1' denotes highest, while '11' lowest for all states.

Table 28: State Child Labor Laws in Agriculture that Amend the Fair Labor Standards Act for California, Texas, and Iowa

Top 15 Agricultural Producing States and NFACT States	Minimum Age for Employment During School Hours	Minimum Age for Employment Outside School Hours	Maximum Days Per Week for Minors Under 16 Unless Otherwise Indicated	Notes
California	18 (16 if not required to attend school)	12	6	
Texas				State and federal child labor laws apply to farm and ranch owners and operators who employ workers under the age of 16. Children under the age of 16 can only be employed part time. According to the Texas Labor Code, part time is considered four hours per day, not to exceed 28 hours in a seven-day period. Federal law states that children may not work during school hours.
Iowa	16	14 (12 for migratory labor -- younger with permit from Labor Commissioner upon court order)	None	Law exempts part-time work in agriculture (less than 20 hours per week when school is not in session and less than 14 hours a week while school is in session). It covers all migratory labor. Law exempts work in the production of seed, limited to the removal of off-type plants, corn tassels and hand pollinating during June through August for children 14 and over.

Sources: Department of Labor and http://www.twcc.state.tx.us/information/videoresources/stp_ag-child.pdf.

NA denotes no information could be found available for agriculture.

Table 29: State Child Labor Laws in Agriculture that Amend the Fair Labor Standards Act for Nebraska, Kansas, Minnesota, Illinois, North Carolina, Florida, and Wisconsin

Top 15 Agricultural Producing States and NFACT States	Minimum Age for Employment During School Hours	Minimum Age for Employment Outside School Hours	Maximum Days Per Week for Minors Under 16 Unless Otherwise Indicated	Special Notes
Nebraska	16	14 (12 if agricultural job is non-hazardous)	NA	Children 12-13 years old may be employed outside school hours, in a non-hazardous job, on a farm where their parent or legal guardian is employed. Children under 12 years may be employed under the same conditions as 12- and 13-year olds if the farm employer is exempt from federal minimum wage provisions.
Kansas	NA	NA	NA	
Minnesota	16	12	None	
Illinois	12	10	None	
North Carolina	NA	NA	NA	
Florida	None	14	6	
Wisconsin	18	12	6 for ages 12 and 13	

Sources: Department of Labor and <http://ianrpubs.unl.edu/farmmgmt/g1002.htm#minimum>.

NA denotes no information could be found available for agriculture.

Table 30: State Child Labor Laws in Agriculture that Amend the Fair Labor Standards Act

Top 15 Agricultural Producing States and NFACT States	Minimum Age for Employment During School Hours	Minimum Age for Employment Outside School Hours	Maximum Days Per Week for Minors Under 16 Unless Otherwise Indicated	Special Notes
Washington	18	14 (12 if hand-harvesting or cultivating berries, bulbs, cucumbers and spinach during non-school week)	6 (7 in dairies, livestock, hay and irrigation, with one day off every two weeks, under 18)	
Missouri	16	14	6	
Arkansas	16	14	6 if under the age of 18	
Georgia	NA	NA	NA	
Indiana	None	12	None	
Arizona	16	14	None	
New Mexico	16 (14 in hardship cases)	None	None	

Source: Department of Labor.

NA denotes no information could be found available for agriculture.

Table 31: Top Fifteen Agricultural Importing Countries For a Select Group of Products to the United States in 2002*

Rank	Country	US Imports in Thousands of Dollars: A Select Group of Commodities without Seafood Products*	Country	US Imports in Thousands of Dollars: A Select Group of Commodities with Seafood Products*
1	Canada	\$ 10,804,633	Canada	\$ 12,749,897
2	Mexico	\$ 3,279,471	Mexico	\$ 3,765,969
3	New Zealand	\$ 1,256,212	Thailand	\$ 1,817,015
4	Australia	\$ 1,154,249	New Zealand	\$ 1,368,452
5	Chile	\$ 854,665	Chile	\$ 1,338,310
6	Netherlands	\$ 494,242	Australia	\$ 1,224,307
7	Brazil	\$ 422,276	China	\$ 927,690
8	Spain	\$ 376,396	India	\$ 582,994
9	Costa Rica	\$ 369,427	Brazil	\$ 578,233
10	Colombia	\$ 328,591	Ecuador	\$ 547,527
11	India	\$ 286,934	Vietnam	\$ 525,512
12	China	\$ 271,477	Netherlands	\$ 494,242
13	Argentina	\$ 239,855	Indonesia	\$ 453,041
14	Italy	\$ 237,981	Costa Rica	\$ 447,378
15	Germany	\$ 224,792	Spain	\$ 376,396

Source: USDA Foreign Agricultural Service BICO database

*A select group of imported products were chosen that were incorporated in this table. These were: Cheese, Fresh Vegetables, Fruit and Vegetable Juices, Hardwood Lumber, Live Animals, Nursery Products, Other Dairy Products, Other Fresh Fruit Products, Processed Fruits and Vegetables, Red Meats (Fresh, Chilled, or Frozen), Seafood Products, Soft/Treated Lumber, and Tree Nuts

Table 32: Top Fifteen Agricultural Importing Countries to the United States for Cheese, Fresh Vegetables, and Fruit and Vegetable Juices in 2002

Rank	Country	US Cheese Imports in Thousands of Dollars	Country	US Fresh Vegetables Imports in Thousands of Dollars	Country	US Fruit and Vegetable Juices Imports in Thousands of Dollars
1	Italy	\$ 162,518	Mexico	\$ 1,607,403	Argentina	\$ 110,909
2	New Zealand	\$ 94,528	Canada	\$ 454,362	Brazil	\$ 89,916
3	France	\$ 71,196	Netherlands	\$ 107,180	Chile	\$ 59,764
4	Denmark	\$ 50,772	Peru	\$ 63,045	Mexico	\$ 58,571
5	Netherlands	\$ 43,494	Costa Rica	\$ 43,366	Philippines	\$ 49,514
6	Lithuania	\$ 35,433	Israel	\$ 23,574	China	\$ 36,553
7	Germany	\$ 33,182	Spain	\$ 20,668	Costa Rica	\$ 35,795
8	Switzerland	\$ 30,785	Dominican Republic	\$ 19,417	Canada	\$ 25,806
9	Norway	\$ 30,475	China	\$ 14,859	Thailand	\$ 25,479
10	Finland	\$ 26,505	Jamaica	\$ 11,064	Germany	\$ 24,785
11	United Kingdom	\$ 25,391	Chile	\$ 9,401	Italy	\$ 22,779
12	Canada	\$ 22,343	Argentina	\$ 9,076	Belize	\$ 21,284
13	Argentina	\$ 19,900	Guatemala	\$ 8,685	Poland	\$ 13,094
14	Australia	\$ 18,882	Belgium	\$ 5,742	Hungary	\$ 10,850
15	Ireland	\$ 14,914	Hong Kong	\$ 4,372	South Africa	\$ 10,113

Source: USDA Foreign Agricultural Service BICO database

Table 33: Top Fifteen Agricultural Importing Countries to the United States for Hardwood Lumber, Live Animals, and Nursery Products in 2002

Rank	Country	US Hardwood Lumber Imports in Thousands of Dollars	Country	US Live Animals Imports in Thousands of Dollars	Country	US Nursery Products Imports in Thousands of Dollars
1	Canada	\$ 223,478	Canada	\$ 1,474,685	Canada	\$ 310,856
2	Brazil	\$ 85,268	Mexico	\$ 410,221	Colombia	\$ 306,398
3	Peru	\$ 39,484	Ireland	\$ 65,857	Netherlands	\$ 224,154
4	Malaysia	\$ 22,108	United Kingdom	\$ 46,655	Ecuador	\$ 99,812
5	Indonesia	\$ 9,091	Netherlands	\$ 45,259	Mexico	\$ 45,583
6	Ghana	\$ 8,294	Germany	\$ 36,437	Costa Rica	\$ 35,963
7	Bolivia	\$ 7,718	Australia	\$ 23,112	Guatemala	\$ 17,916
8	Cote D'ivoire	\$ 6,639	France	\$ 12,705	Israel	\$ 16,321
9	Cameroon	\$ 6,279	Japan	\$ 11,135	Taiwan	\$ 12,257
10	Chile	\$ 6,271	Argentina	\$ 10,596	China	\$ 9,358
11	Burma	\$ 4,842	Belgium	\$ 6,332	Thailand	\$ 8,113
12	Thailand	\$ 4,359	Chile	\$ 5,885	Italy	\$ 7,798
13	Nicaragua	\$ 4,153	New Zealand	\$ 4,870	Chile	\$ 6,091
14	Ecuador	\$ 3,176	Brazil	\$ 3,910	New Zealand	\$ 5,613
15	Guatemala	\$ 2,476	Colombia	\$ 3,241	United Kingdom	\$ 4,766

Source: USDA Foreign Agricultural Service BICO database

Table 34: Top Fifteen Agricultural Importing Countries to the United States for Other Dairy Products, Other Fresh Fruits, and Processed Fruits and Vegetables in 2002

Rank	Country	US Other Dairy Products Imports in Thousands of Dollars	Country	US Other Fresh Fruits Imports in Thousands of Dollars	Country	US Processed Fruits and Vegetables Imports in Thousands of Dollars
1	New Zealand	\$ 366,595	Mexico	\$ 642,335	Canada	\$ 605,133
2	Ireland	\$ 105,500	Chile	\$ 606,440	Mexico	\$ 426,203
3	Canada	\$ 100,453	Costa Rica	\$ 191,710	Spain	\$ 261,934
4	France	\$ 58,375	Spain	\$ 80,806	China	\$ 176,902
5	Netherlands	\$ 47,492	Canada	\$ 75,871	Thailand	\$ 153,026
6	Australia	\$ 45,528	Argentina	\$ 66,007	Philippines	\$ 104,114
7	Germany	\$ 42,155	New Zealand	\$ 57,055	Greece	\$ 63,332
8	India	\$ 20,808	Guatemala	\$ 52,412	Indonesia	\$ 53,171
9	Poland	\$ 20,155	Honduras	\$ 36,155	Turkey	\$ 45,261
10	Denmark	\$ 18,090	South Africa	\$ 29,512	India	\$ 38,524
11	United Kingdom	\$ 12,025	Brazil	\$ 26,157	Costa Rica	\$ 35,541
12	Mexico	\$ 9,091	Australia	\$ 25,185	France	\$ 34,880
13	Ukraine	\$ 8,542	Peru	\$ 17,645	Guatemala	\$ 34,254
14	Italy	\$ 7,416	Dominican Republic	\$ 17,489	Ecuador	\$ 32,556
15	Russian Federation	\$ 6,660	South Korea	\$ 14,365	Chile	\$ 29,311

Source: USDA Foreign Agricultural Service BICO database

Table 35: Top Fifteen Agricultural Importing Countries to the United States for Red Meats (Fresh, Chilled, or Frozen) and Seafood Products in 2002

Rank	Country	US Red Meats (Fresh, Chilled, or Frozen) Imports in Thousands of Dollars	Country	US Seafood Products Imports in Thousands of Dollars
1	Canada	\$ 1,836,805	Canada	\$ 1,945,264
2	Australia	\$ 1,023,579	Thailand	\$ 1,607,735
3	New Zealand	\$ 585,843	China	\$ 656,213
4	Denmark	\$ 143,928	Mexico	\$ 486,498
5	Nicaragua	\$ 29,360	Chile	\$ 483,645
6	Uruguay	\$ 27,534	Vietnam	\$ 476,702
7	Costa Rica	\$ 25,098	Ecuador	\$ 391,205
8	Mexico	\$ 15,264	Indonesia	\$ 381,411
9	Argentina	\$ 11,057	India	\$ 296,060
10	Finland	\$ 4,119	Russian Federation	\$ 214,723
11	China	\$ 3,474	Taiwan	\$ 180,301
12	Taiwan	\$ 1,970	Brazil	\$ 155,957
13	Ireland	\$ 1,701	Iceland	\$ 151,917
14	Sweden	\$ 1,410	Philippines	\$ 148,154
15	United Kingdom	\$ 1,397	Honduras	\$ 123,068

Source: USDA Foreign Agricultural Service BICO database

Table 36: Top Fifteen Agricultural Importing Countries to the United States for Soft/Treated Lumber and Tree Nuts in 2002

Rank	Country	US Soft/Treated Lumber Imports in Thousands of Dollars	Country	US Tree Nut Imports in Thousands of Dollars
1	Canada	\$ 5,668,270	India	\$ 222,181
2	New Zealand	\$ 134,127	Brazil	\$ 94,496
3	Chile	\$ 126,789	Vietnam	\$ 47,750
4	Brazil	\$ 119,744	Mexico	\$ 36,182
5	Sweden	\$ 79,816	Philippines	\$ 29,116
6	Germany	\$ 70,472	China	\$ 23,888
7	Austria	\$ 51,220	Turkey	\$ 22,573
8	Lithuania	\$ 27,807	Australia	\$ 13,452
9	Mexico	\$ 27,727	Dominican Republic	\$ 11,521
10	Czechoslovakia	\$ 18,302	Bolivia	\$ 10,911
11	Argentina	\$ 12,310	Thailand	\$ 9,174
12	Finland	\$ 12,231	South Africa	\$ 8,680
13	South Africa	\$ 7,598	Italy	\$ 6,781
14	Russian Federation	\$ 7,553	Canada	\$ 6,571
15	Estonia	\$ 4,010	Indonesia	\$ 4,248

Source: USDA Foreign Agricultural Service BICO database

Table 37: Agricultural GDP and Percentage of Total Employment Allocated to Agriculture for the Top Fifteen Agricultural Importing Countries and the United States in 2002

Country	Country GDP in Millions of Dollars	GDP Derived from Agriculture in Millions of Dollars	Percentage of GDP from Agriculture	Percentage of Total Employment Allocated to Agriculture
Canada	\$ 709,800	\$ 21,294	3.00%	3.50%
Mexico	\$ 815,240	\$ 40,762	5.00%	23.50%
New Zealand	\$ 63,864	\$ 5,109	8.00%	8.30%
Australia	\$ 415,034	\$ 12,451	3.00%	4.70%
Chile	\$ 181,910	\$ 10,915	6.00%	15.40%
Netherlands	\$ 346,651	\$ 12,133	3.50%	3.40%
Brazil	\$ 1,018,617	\$ 142,606	14.00%	22.30%
Spain	\$ 664,526	\$ 21,265	3.20%	8.20%
Costa Rica	\$ 25,302	\$ 3,542	14.00%	20.50%
Colombia	\$ 236,432	\$ 44,922	19.00%	28.50%
India	\$ 1,847,364	\$ 461,841	25.00%	64.70%
China	\$ 5,208,309	\$ 781,246	15.00%	47.20%
Argentina	\$ 292,707	\$ 20,490	7.00%	12.00%
Italy	\$ 1,159,888	\$ 30,157	2.60%	7.80%
Germany	\$ 1,759,315	\$ 21,112	1.20%	2.20%
United States	\$ 8,900,396	\$ 178,008	2.00%	2.40%

Source: CountryWatch

Table 38: Minimum Wage Information for the Top Fifteen Agricultural Importing Countries

Country	Minimum Wage in US Dollars	Year Minimum Wage Valid	Special Notes
Canada	\$4.41/hour to \$6.36/hour	2004	Canada's minimum wage depends on province. Some provinces exempt farm and ranch employees from the minimum wage.
Mexico	\$ 3.82/day	2004	Mexico's minimum wage depends on where you are in the country. The minimum wage presented is for rural areas of Mexico.
New Zealand	\$ 4.01/hour	2001-2002	
Australia	\$ 6.74/hour	2001-2002	
Chile	\$ 1.14/hour	2001-2002	
Netherlands	\$ 8.11/hour	2001-2002	
Brazil	\$ 0.44/hour	2001-2002	
Spain	\$ 1.99/hour	2001-2002	
Costa Rica	\$137/month to \$662/month	2000	
Colombia	\$ 0.85/hour	2001-2002	
India	\$0.17/day to \$1.92/day	2001	India's minimum wage depends on Territory/State.
China			Each province in china has its own minimum wage that must meet a national benchmark set of rules.
Argentina	\$ 1.52/hour	2001-2002	
Italy	\$ 7.07/hour	2001-2002	
Germany			No national legislation could be found regarding minimum wages.

Source for New Zealand, Australia, Netherlands, Brazil, Spain, Columbia, Argentina, and Italy was <http://www.irishjobs.ie/advice/mercier.html>. Source for Canada was Manitoba Labour and Immigration Research Branch . Source for Mexico was Mexico Solidarity Network: http://www.mexicosolidarity.org/news_dec15_03.html. Source of India information was India's Ministry of Labour: <http://labourbureau.nic.in/wagetab.htm>. Source for China information: <http://www.beijingportal.com.cn/7838/2004/02/24/1380@1901157.htm>. Source for Costa Rica was the US Department of State: <http://www.state.gov/g/drl/rls/hrrpt/2000/wha/746.htm>.

Table 39: Social Security for the Top Fifteen Agricultural Importing Countries

Country	Worker's Contribution	Employer's Contribution	Notes
Canada	4.95%	4.95%	Seasonal agricultural employment is exempt. A universal pension system also exists where neither the worker nor the employer contribute.
Mexico	1.75%	4.90%	
New Zealand	None	None	Total cost of the system is paid from general revenue.
Australia	None	None	Total cost of the system is paid from general revenue.
Chile	18.84% (wages) 20.30% (salary)	None	A private system exists where the worker pays 10% of earnings. Usually the employer pays nothing.
Netherlands	19.15%	5.85%	The employer may have to pay up to 3% more in a variable rate contribution.
Brazil	7.65%, 8.65%, 9.00%, 11.00%	20%	Worker's contribution is dependent on level of wages.
Spain	4.70%	23.60%	A special system exists for agricultural workers and small farmers.
Costa Rica	2.50%	4.50%	A private system exists where the worker contributes around 1% and the employer contributes 3.25%
Colombia	3.75% to 5.375%	10.125%	Some agricultural employees are excluded in some regions. Rates will be increasing in 2004.
India	12.00%	13.50%	An employer with a firm with at least ten workers must pay an additional 4%.
China	8.00%	23.00%	Only employees in state-run enterprises are covered in this system.
Argentina	11.00%	17.00% to 21.00%	
Italy	8.89%	23.81%	
Germany	9.55%	9.55%	

Source: The US Social Security Administration: <http://www.ssa.gov/policy/docs/progdesc/ssptw/>, 2002, 2003, 2004.

Table 40: Worker's Compensation for the Top Fifteen Agricultural Importing Countries

Country	Worker's Contribution	Employer's Contribution	Notes
Canada	None	Total Cost	Contributions vary by industry based on risk assessment.
Mexico	None	Total Cost	Contributions vary by industry based on risk assessment.
New Zealand	None	Total Cost	Contributions vary by industry based on risk assessment.
Australia	None	Total Cost	Contributions vary by industry based on risk assessment.
Chile	None	0.95%	Up to an additional 6.8% depending on risk assessment of the industry.
Netherlands			No worker's compensation system because workers are covered under sickness and disability programs.
Brazil	None	None	There is no official worker's compensation program.
Spain	None	0.81% to 16.20%	Contributions vary by industry based on risk assessment.
Costa Rica	None	Total Cost	Contributions vary by industry based on risk assessment.
Colombia	None	0.348% to 8.70%	Contributions vary by industry based on risk assessment.
India			No worker's compensation system because workers are covered under sickness and disability programs. Employees in the agricultural sector earning over 6500 rupees a month are excluded from the program.
China	None	1%	Coverage for employees in state-run enterprises and some collective enterprises.
Argentina	None	Total Cost	Employer can go through a work injury insurer or self-insure.
Italy	None	0.50% to 16.00%	Contributions vary by industry based on risk assessment.
Germany	None	Total Cost	Family helpers in agriculture are also covered. Contributions vary by industry based on risk assessment.

Source: The US Social Security Administration: <http://www.ssa.gov/policy/docs/progdesc/ssptw/>, 2002, 2003, 2004.

Table 41: Unemployment Insurance for the Top Fifteen Agricultural Importing Countries

Country	Worker's Contribution	Employer's Contribution	Notes
Canada	2.1%	2.94%	
Mexico			Employer must pay a lump sum of three month's pay plus twenty days pay for each year of service to a dismissed employee. It is unknown if this applies to agriculture.
New Zealand	None	None	Funded by the government.
Australia	None	None	Funded by the government.
Chile	None	None	Funded by the government.
Netherlands	Variable	Variable	Contributions depend on the industry.
Brazil	None	None	Funded by the government.
Spain	1.55% to 1.60%	6.00% to 7.00%	Special system exists for agricultural workers.
Costa Rica			No statutory benefit. A mandatory severance pay scheme exists which employer must contribute 1.50%.
Colombia	None	8.30%	
India			The law requires that the employer must pay a severance payment of 15 days average pay for each year the worker was employed.
China	1.00%	2.00%	Coverage for employees in state-run enterprises and some collective enterprises.
Argentina	None	1.50%	Must contribute to the National Employment Fund to be covered.
Italy	None	1.61% to 4.61%	Employer contribution depends on the industry.
Germany	3.25%	3.25%	

Source: The US Social Security Administration: <http://www.ssa.gov/policy/docs/progdesc/ssptw/>, 2002, 2003, 2004.