



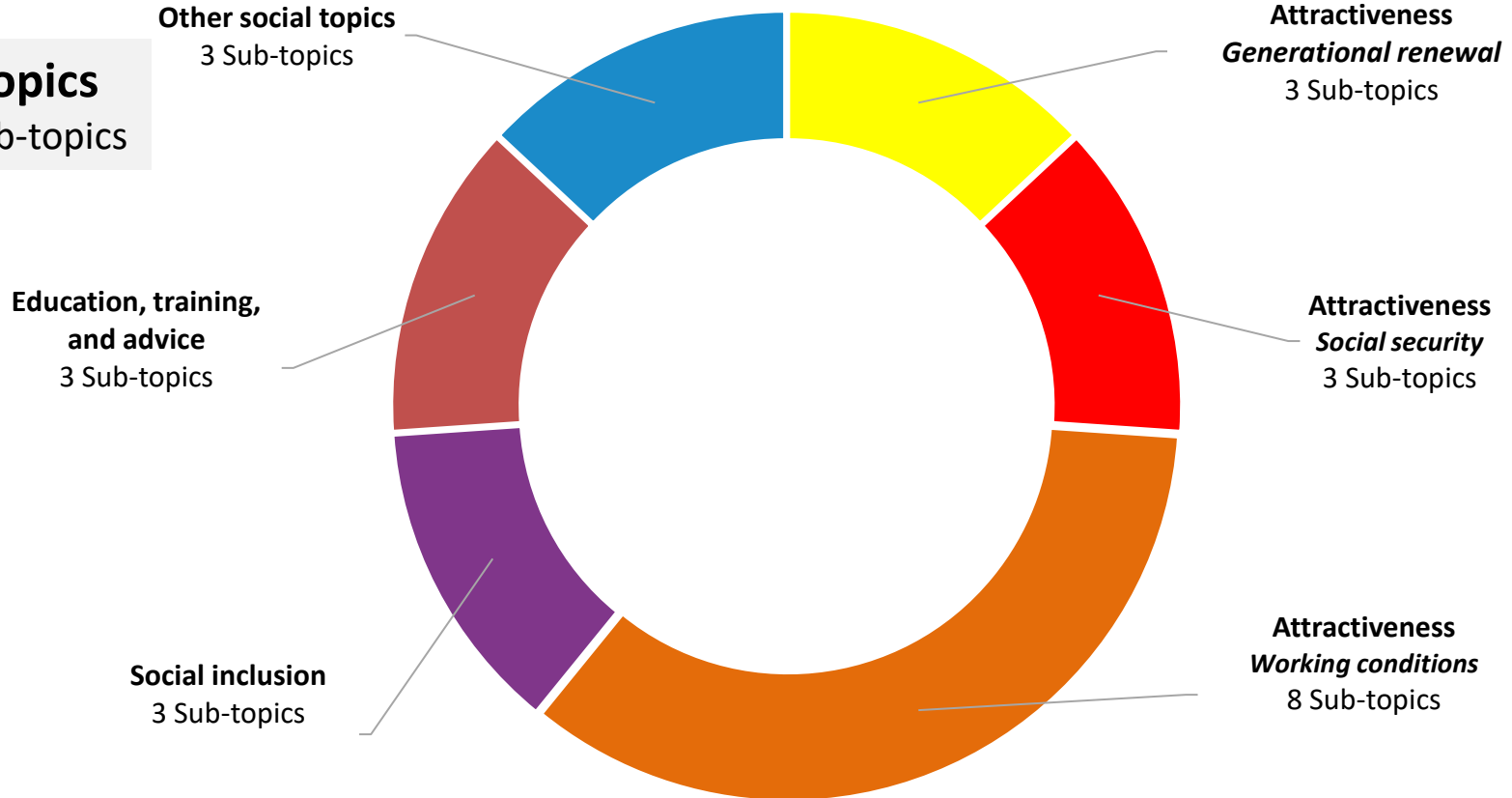
Social Sustainability


Antonio Bubbico - Ecorys

Topics and identified sub-topics and variables

Social

4 topics
23 sub-topics





***Topic: Attractiveness of
the farming sector***

Sub-topics – Variables – Categories

Sub-topic	Sub-topic description	Variable description	Categories
Farm management by the same family	Management of the farm by the same family for more than one generation	Farm managed by a family member of the previous manager	
Continuity in farm management	Period of activity of the manager	Number of years since the last manager entered the farm	
Security about farm succession	Plan for farm manager succession	Indication of the presence of a plan for farm manager succession	Gender of the foreseen future manager

Liaison Agencies' position on the collection of the sub-topics

■ *Already collected* ■ *Small effort to collect* ■ *Significant effort to collect*

Farm management by the same family



Continuity in farm management



Security about farm succession

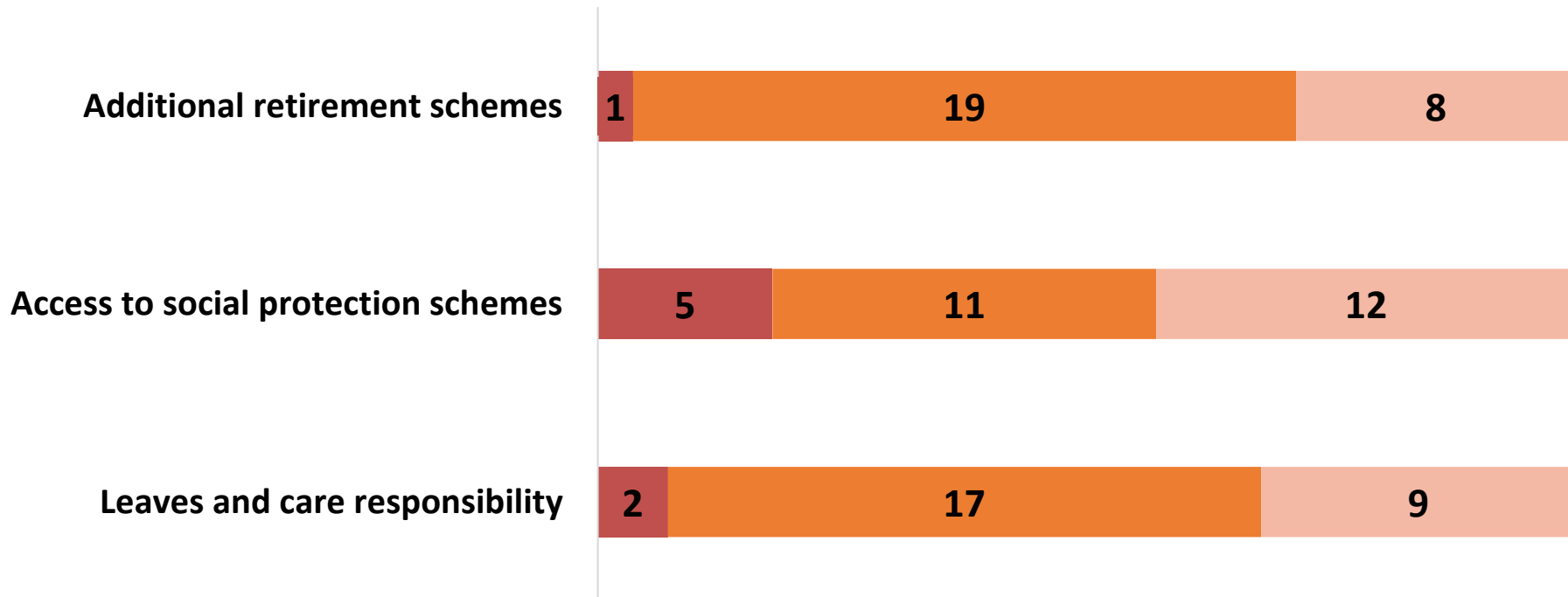


Sub-topics – Variables – Categories

Sub-topic	Sub-topic description	Variable description	Categories
Additional retirement schemes	Access to additional retirement schemes by farm manager and farm workers	Share of farm manager and workers who access to additional retirement schemes	<ul style="list-style-type: none"> • Gender • Category of labour
Access to social protection schemes	Share of workers who are beneficiaries of social protection schemes	Share of farm managers and workers who are beneficiaries of social protection schemes	<ul style="list-style-type: none"> • Gender • Category of labour • Type of social protection scheme
Leaves and care responsibility	Time used by workers and farm manager for care leaves reported	Number of days used by farm managers and workers for care leaves	<ul style="list-style-type: none"> • Gender • Category of labour • Type of care giving activity

Liaison Agencies' position on the collection of the sub-topics

■ *Already collected* ■ *Small effort to collect* ■ *Significant effort to collect*



Sub-topics – Variables – Categories

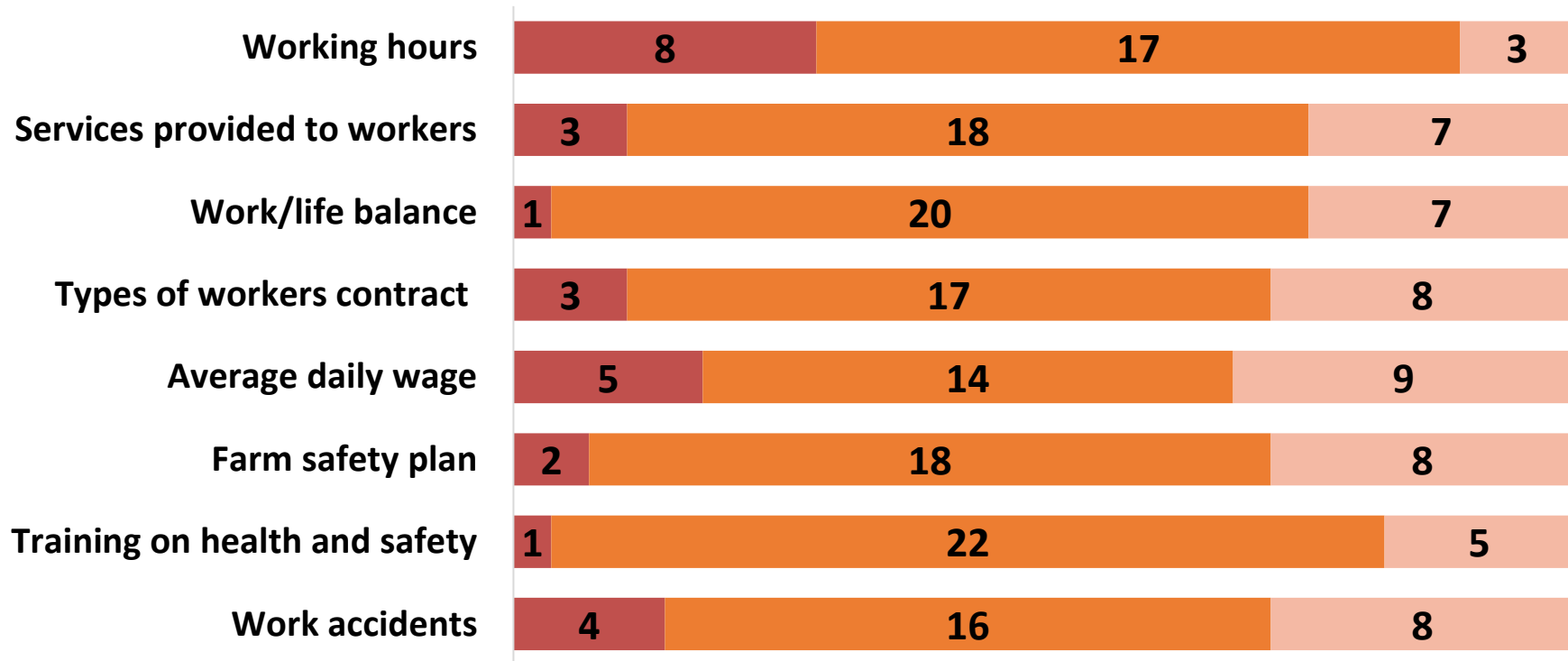
Sub-topic	Sub-topic description	Variable description	Categories
Working hours	Working hours of the farm manager and workers	Average number of working hours per day of the farm manager and workers on farming related activities and non-farming related activities	<ul style="list-style-type: none"> • Category of labour • Gender
Services provided to workers	Services provided to workers by the farm (accommodation, transport, and sanitary facilities)	<ul style="list-style-type: none"> • Average farm investment in accommodation per worker and their family members, both on the farm holding premises and outside it • Average farm investments and costs for workers commute per worker • Average space for accommodation provided by farm per worker (including worker family members) • Availability of sanitary facilities located close to the workplace (yes/no) • Availability of locker rooms located close to the workplace (yes/no) 	
Work/life balance	Managers and workers holidays	Average number of days on holidays per manager and worker	Category of labour

Sub-topics – Variables – Categories

Sub-topic	Sub-topic description	Variable description	Categories
Category of labour	Category of labour by characteristics of farm manager and workers	Total number of farm managers and workers (persons and AWU)	<ul style="list-style-type: none"> • Gender • Nationality • Age
Wage	Daily wage	Average daily wage of workers	<ul style="list-style-type: none"> • Category of labour • Gender • Nationality • Age
Farm safety plan	Implementation and dissemination of a farm safety plan	<ul style="list-style-type: none"> • Existence of a farm safety plan (yes/no) • On-farm risks identified • Dissemination of farm safety plan to farm workers (yes/no) 	<ul style="list-style-type: none"> • Likelihood of risk • Potential impact of risk
Training on health and safety	Health and safety standards training and awareness activities	Number of health and safety training and awareness activities attended by farm managers/holders and workers	<ul style="list-style-type: none"> • Awareness activity • Training activity
Work accidents	Work-related accidents	Accidents incidence rate in the farm	<ul style="list-style-type: none"> • Category of labour • Age • Gender • Type of accident

Liaison Agencies' position on the collection of the sub-topics

■ **Already collected** ■ **Small effort to collect** ■ **Significant effort to collect**



Issues in data collection & reporting, and proposed way forward



Legal issues:

- Concerns related to data protection and privacy, including GDPR implications
- Fear of legal responsibility and liability



Operational issues:

- Exchange of information with other data collectors, such as insurance companies for work accidents.
- Reliance on farmers' answers can lead to biased data (reduced willingness to answer correctly)



Proposed ways forward:

- Agreement with other organisations to exchange data, where GDPR compliant



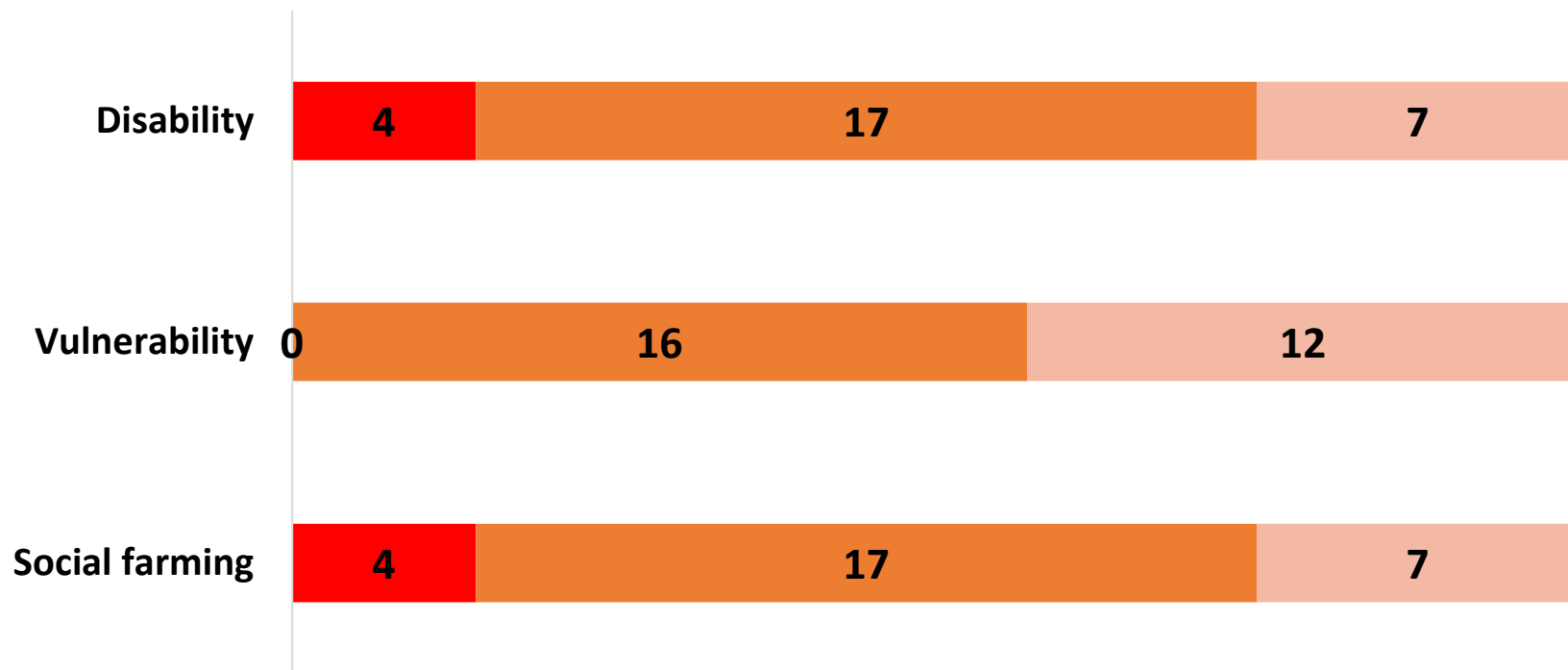
Topic: Social inclusion


Sub-topics – Variables – Categories

Sub-topic	Sub-topic description	Variable description	Categories
Disability	Disability of the managers and workers	Number of managers and workers with disability	<ul style="list-style-type: none"> • Type of disability • Gender
Vulnerability	Farm managers and workers belonging to vulnerable groups	<ul style="list-style-type: none"> • Indication that the farm manager belongs to a vulnerable group • Number of workers belonging to vulnerable groups 	<ul style="list-style-type: none"> • Type of vulnerable groups • Gender
Social farming	Implementation of social farming activities	Indication of the implementation of social farming activities in the farm	Type of social farming activity

Liaison Agencies' position on the collection of the sub-topics

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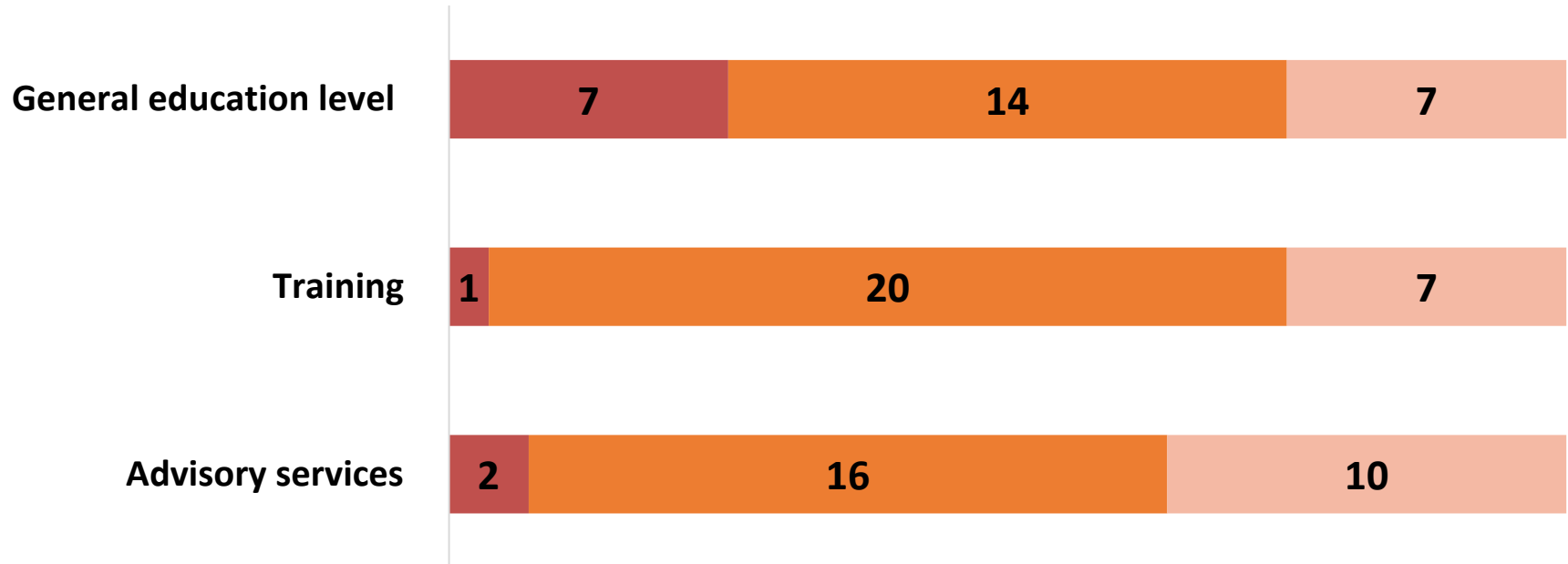


***Topic: Education,
training and advice***

Sub-topic	Sub-topic description	Variable description	Categories
General education level	General education level of farm manager and workers	Indication of the education level	<ul style="list-style-type: none"> • Category of labour • Gender
Training	Training related to the management of the farm activities, including agricultural practices, marketing, accountancy	Average hours of training per manager and worker	<ul style="list-style-type: none"> • Category of labour • Gender • Type of training
Advisory services	Advisory/consultancy	Number of received consultancy/advisory services by the farm manager	<ul style="list-style-type: none"> • Topic of received advice • Type of advisor

Liaison Agencies' position on the collection of the sub-topics

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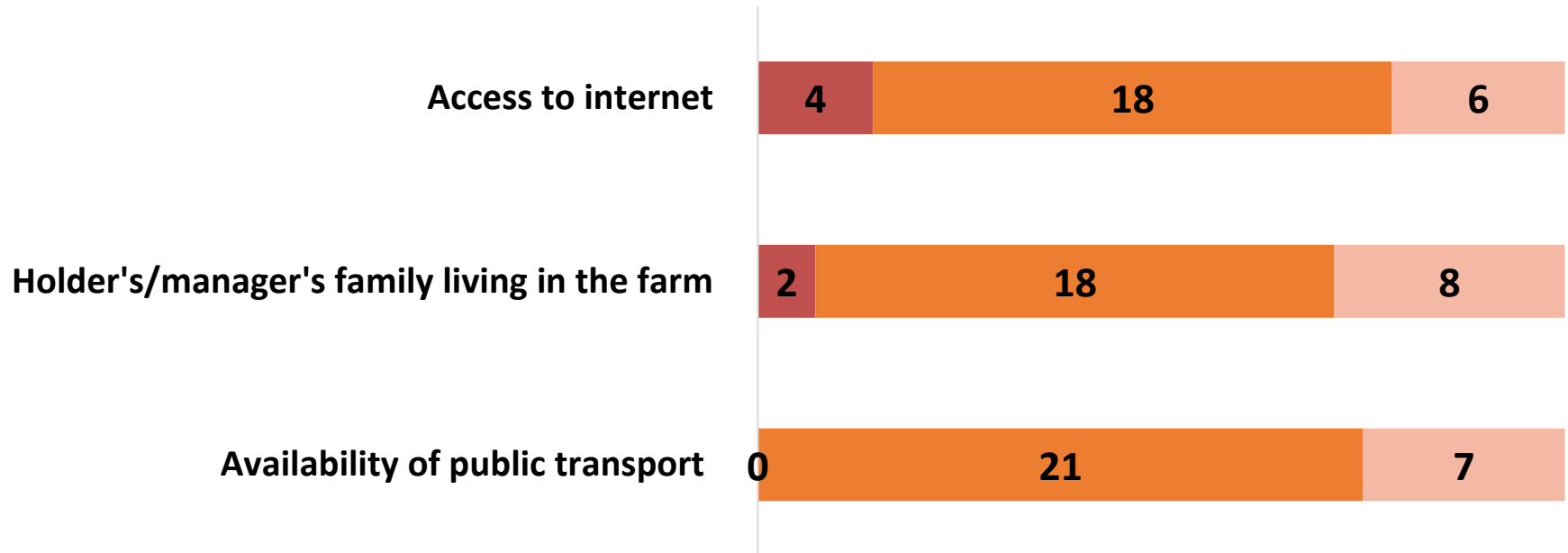


Topic: Other social topics

Sub-topic	Sub-topic description	Variable description	Categories
Access to internet	Access to broadband connection	Access to broadband infrastructure (yes/no)	
Holder's/manager's family living in the farm	Holder's/manager's family living in the farm	<ul style="list-style-type: none"> • Number of individuals part of the managers family living in the farm (including managers) • Size of accommodation used by managers family living in the farm • Average space for accommodation per managers family component living in the farm 	Age groups
Availability of public transport	Availability of public transport	Distance of the farm center from public transport facilities	

Liaison Agencies' position on the collection of the sub-topics

■ *Already collected* ■ *Small effort to collect* ■ *Significant effort to collect*



Data source - Data collection methods

All Social topics



Feasible data sources:

- Farm accounts, farm records, including logbooks
- Public and Private Advisory services
- IACS; Administrative sources; other databases (EU-databases/Banks/Census)



Feasible data collection methods:

- Farmers recording on paper/electronic format/databases

Issues and ways forward

All Social topics



Legal issues:

- Concerns related to data protection and privacy, including GDPR implications



Operational issues:

- Sensitive topic and reluctancy or unwillingness of farmers to record or report private and sensitive information

Proposed way forward

All Social topics



Proposed ways forward:

- Implement financial incentives such as additional compensation, subsidies linked to data submission, and appropriate payment for data collection
- Foster better cooperation and willingness among data providers and other organisations to exchange data
- Adapt definitions and data collection methods to avoid asking sensitive information