



Farmer's Attitude's towards Employment Law

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Background/Rationale

The number of people gaining employment in agriculture has risen in recent years. Irish agriculture and forestry employ over 4,000 full-time workers and a further 15,000 seasonal workers (Farrell, 2020). Almost half of Irish farms have a worker in place (CSO, 2020). There are over 60 separate pieces of employment legislation and regulation.

Research Objectives

1. To access farmers knowledge

2. To access farmers attitudes

3. To determine if there is merit for a proposed service

Methodology

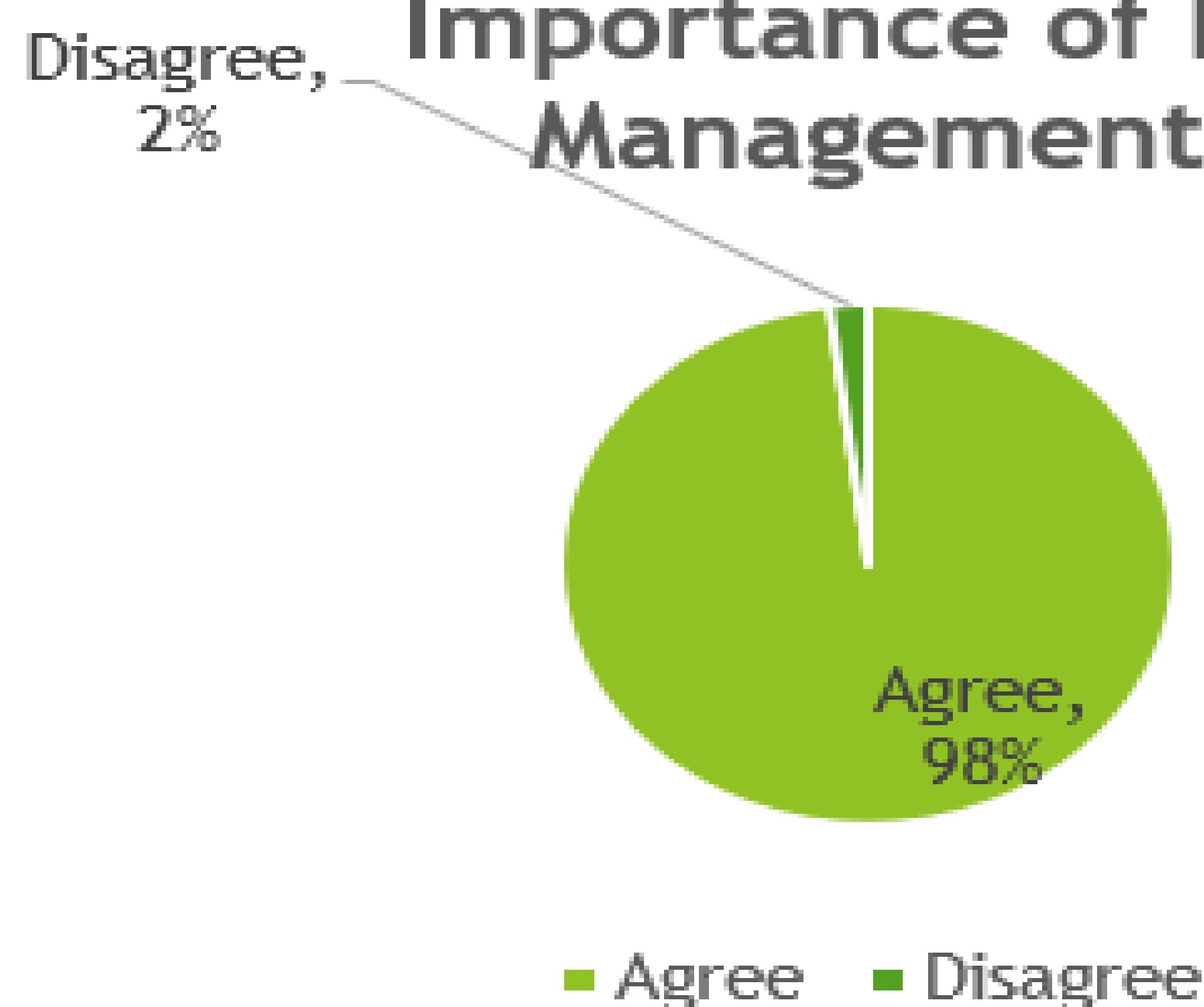
1. Mixed Method Survey of 42 farmers from four commodities

2. Key Informant Interview wit Jerome Forde – Forde HR

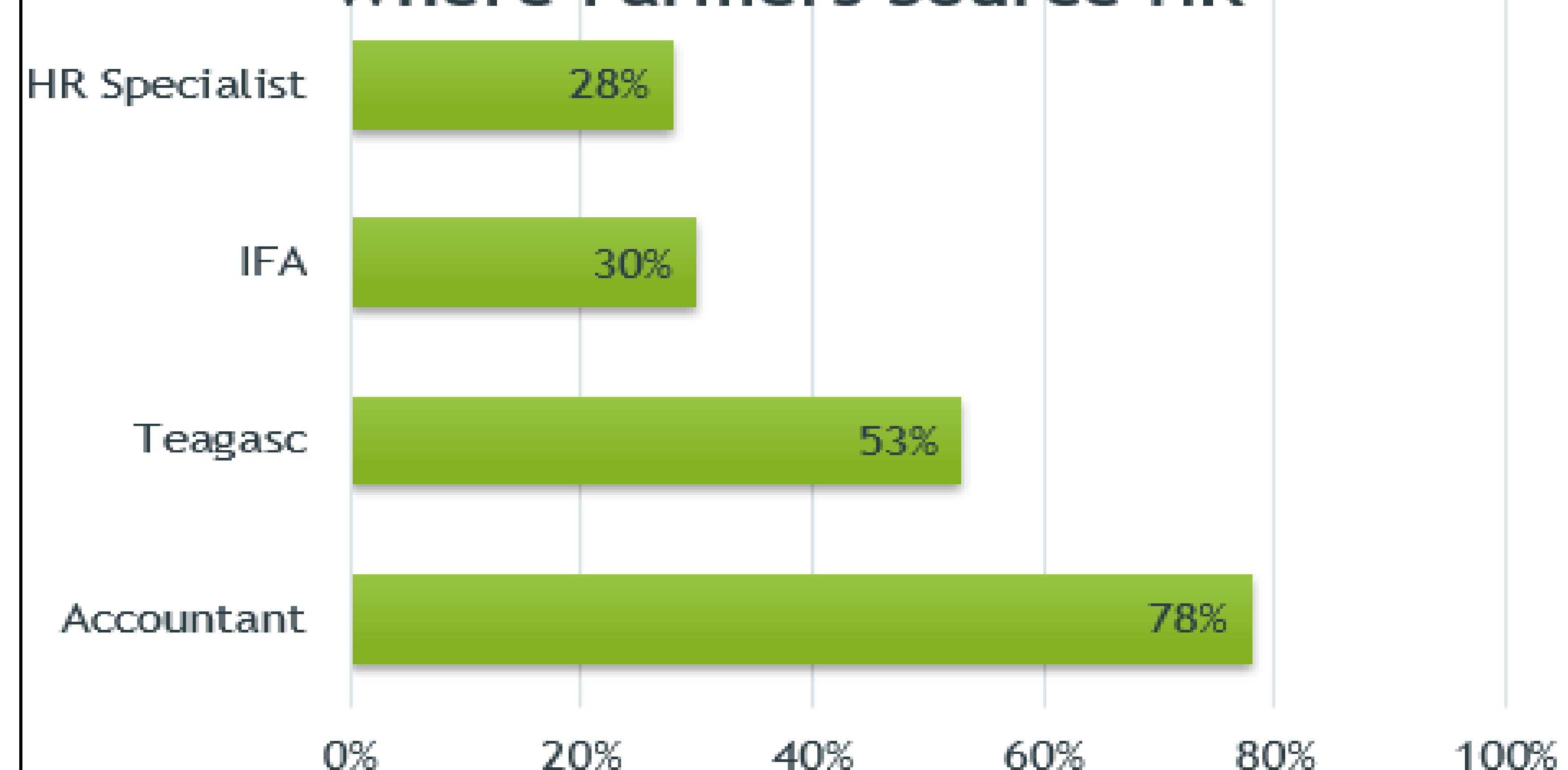


Results & Conclusion (n=42 respondents)

Importance of HR Management



Where Farmers Source HR



"Taking on employees isn't a one off event – it's the beginning of a relationship"

Results

- 98% of respondents agree that HR management is important.
- Farm Accountants are the main source of HR information (78%).
- Only 28% of farmers source HR information from HR specialists.
- Just 10% of farmers were confident that they had all HR measures in place.
- 63% of farmers are willing to pay for a service.

Conclusion

Farmers source their HR from agri-accountants and solicitors. Professional HR management services only feature in a small percentage. The overall picture suggests that most farmers are not unduly stressed at this stage but there is an appetite for a proposed service.