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**REPORT**

# **MEXICO'S FARM LABOR MARKET**

## **JUNE 2024**



**JORNALEROS EN  
LA AGRICULTURA  
DE EXPORTACIÓN**



**fundación  
novagob**  
México





Farmworkers in Mexico's Export Agriculture

Report 3  
Mexico's Farm Labor Market  
June 2024

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Report 3

## Mexico's Farm Labor Market

### June 2024

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This report provides an analysis of the situation for agricultural workers for the twelve months ending in June 2024, considering official labor activity data, such as the number of workers registered with the Instituto Mexicano del Seguro Social (IMSS) [Mexican Social Security Institute] and their wages, as well as quarterly employment, occupation and income statistics from the Instituto Nacional de Estadística y Geografía (INEGI) [National Institute of Statistics and Geography], Mexico's official statistical agency.

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We are grateful for comments from Diego Escobar González, Elisa Alejandra Martínez Rubio, José Daniel Rodríguez Morales, and Sarahí Lay Trigo.

The findings, conclusions and recommendations presented in this report are those of the author(s) alone, and do not necessarily reflect the opinions of the institutions or the foundation.

2024



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## INTRODUCTION

Jornamex, with the generous support of Walmart Foundation and Novagob's analysis, is pleased to share report # 3 for the Mexican farm labor market, updated to June, 2024. This report analyzes the most recent trends in the labor market. This introduction, in addition, assesses the impact of the federal government's cash transfer programs on farm-holding and farm worker households.

## EXECUTIVE SUMMARY

### *Stagnation in formal jobs, rising wages*

The period ending on June 30, 2024, exhibits two general trends. First, there is a clear fall in the number of formal agricultural jobs reported to IMSS, Mexico's social security institute. This trend was incipient in December 2023, as we found in report # 2, but is now beyond doubt. Does this mean there is an informalization of agricultural work, in other words that the fraction of good farm jobs in agriculture is declining? We believe more information is needed to establish whether or not this is the case.

**Figure I.** Labor formality and informality rate.



**Source:** Own estimates from data from INEGI's National Occupation and Employment Survey (ENOE), 2Q2024..



Farm jobs rise and fall in a systematic manner every year. Their variations in 2024 are atypical, however. In addition, a small drop in total agricultural GDP was also reported. If GDP drops and total jobs fall accordingly, then possibly the proportion of formal agricultural jobs stays fairly flat. What can be said is that the trend towards better, absolute and relative, formal agricultural jobs, which grew at a rate of 7% p.a. for the previous 15 years, has stopped or has at least been momentarily suspended. That tendency towards formality was crucial to reduce extreme poverty in rural areas, thanks to rising formal jobs provided by export growers.

This fall affects temporary (eventual<sup>1</sup>) farm workers overwhelmingly. While the absolute amount of permanent formal workers remains without changes, the number of formal temporary farm jobs falls by 6.6% compared to the same month one year earlier. This bodes ill for temporary farm workers, who earn lower incomes than permanent ones, and who depend on social security health services to a greater extent than others. This trend is socially regressive. A rise in rural poverty is not unlikely, if this trend persists.

Second, real farm wages continue to rise. Agriculture has exhibited some of the fastest-rising wages in the Mexican economy, and the twelve months ending in June 2024 are no exception. Real farm incomes have risen 7.4% in real terms according to IMSS data. Agriculture therefore continues to represent a sector with larger-than-average rises in farm worker incomes.

What could be driving the stagnation in formal jobs? There seem to be two major factors, each composed of various sub-factors, although the specific contribution of each cannot be ascertained here. One relates to total production costs, and the other to the quality of certification of employment practices. Firstly, costs have increased, and profit margins fallen, on account of:

- A nominal, and a larger real, fall in the dollar exchange rate. The nominal exchange rate fell by 17%, and the real exchange rate (the purchasing power of dollars) by approximately 24%, since mid-2023.
- Interest rates rose from an official reference value of 4% to 11.5%, from 2023 to mid-2024. Actual rates collected by banks from growers, however, are reported by the latter to have risen to 24%.
- Labor costs rose on account of various changes to the Federal Labor Law. There are no independent assessments of this rise. Industry fiscal experts, however, assert they have increased by 52%. For a grower selling fresh product direct from the fields, this increase drives up final prices by about 18-20%. For a vertically-integrated firm selling clean, packed, or processed products directly to retailers, the impact is roughly half the above. These rising costs involve changes in labor management, since extra hours have been limited by law to 9 hours per week. This poses a problem. Mexico is facing a labor shortage. Growers have responded to the shortage by extending working hours. Faced with a shrinking labor force and limits on extra hours, growers respond by investing in labor-saving technologies and management techniques, or by paying for extra hours informally.

1 Workers under contracts lasting less than 6 months.





The second main factor relates to poor, insufficient compliance verification systems. Stakeholders in our Task Force (growers, industry associations, labor union representatives, CSO and others) agree that the current training, certification and auditing systems are expensive and unable to scale up to make a difference in actual working conditions for a majority of the workers. These systems are in dire need of updating. Ethical Charter Program (ECIP), Stronger2gether and the Programa de Verificación Laboral Voluntaria (VELAVO) of the Secretaría del Trabajo y Previsión Social (STPS) [Secretariat of Labor and Social Prevision] make significant contributions to job quality, but the industry urgently needs systems that can at once be scaled up to actually record updated information on most export growers, and can report engagement with improvements for workers.

This system should

- Allow medium-scale growers to acquire the skills necessary, and be certified
- Count on a person-to-person alternative, and not just online tools
- Rely on technological compliance verification, but allow for in-person checks if necessary
- Admit a basic, “first-tier” compliance level that will provide market access, but foster improvement beyond this basic level
- Provide the grower with increasing market benefits, as their level of compliance improves, and
- Program less frequent compliance verification procedures for highly compliant employers, and more frequent for those that are not (much like trusted traveler systems).

Since the above system consists of improvements in the control, report and verification mechanisms as they flow from growers to buyers and retailers, the responsibility for the creation, enactment, and maintenance of the operation of this system lies with retailers and buyers, much as ECIP has proceeded. Our Task Force is also asking the Secretariat of Labor to implement inspections and sanction procedures for all growers, and not only those that report exports, or formal employers. Dividing agriculture into two sectors, whether they be formal and informal or export and domestic, hurts farm workers, who are hired under precarious job conditions part of the time, harming their working conditions but also their access to social security and retirement savings.

Our next report will analyze the state of the Mexican agricultural labor market in December 2024.

### ***Income from federal cash transfer programs in farm worker households***

This section addresses the incidence (percentage of beneficiary households) and income amounts being delivered to various kinds of farm worker households. Farm workers are among Mexico’s poorest and most vulnerable groups. Since the federal government has repeatedly stated that



Mexico's poor are the main beneficiaries of its social programs, farm workers should benefit from them more than others. Some analysts have stated that the largest increases in federal cash transfers have been found among Mexico's top income decile. Others, on the contrary assert they benefit the poorest most. Some growers worry that large cash transfers disincentivize workers to migrate for work to Mexico's West and Northwest. They could therefore be directly related to the labor shortages they are experiencing. This section attempts to provide the most precise assessment of income from federal cash transfers in farm workers' households, from official statistical sources.

Mexico's employment survey has practically no information on federal cash transfers. We therefore resort to Mexico's National Household Income and Expenditure Survey (ENIGH, by its Spanish acronym). The last survey available for this analysis was carried out by Mexico's census institute (INEGI) in August-October 2022.

Table I is divided into six columns. Each column corresponds to a type of household. The first one refers to average income for all Mexican households. This column is therefore overwhelmingly urban, non-agricultural and non-farm worker. The second column (agricultural households) refers to all households in which one or more members report any agricultural occupation, whether it be waged, on their own account or unwaged. A list of the occupations we are considering is provided. A significant fraction of these households possesses land. Their income is the lowest because some members perform unwaged work or work on their own account. Column three refers to the same category as column three, except that it focuses on indigenous households only. Column four refers to the households of waged farm workers. Column five refers to the households of *jornaleros* or day workers according to the Consejo Nacional de Evaluación de la Política de Desarrollo Social (CONEVAL) [National Council for the Evaluation of Social Development Policy]. The difference between columns four and five is that, in column five, all those agricultural workers with a permanent contract are excluded. In other words, column five refers to households of waged, casual agricultural workers. Finally, column six refers to households with at least one worker reporting the above kind of employment, but it zooms into households in which workers classified as 9111, the most common value for workers performing manual field labor.

As can be seen, the largest transfers from any source arrive at the average Mexican household, not farm workers' households. But they receive a small amount from government cash transfer programs (1,777 pesos quarterly) which is only equivalent to 2.8% of their total earnings.

Agricultural households in columns 2 and 3 show very low total income because they include unwaged and self-employed agricultural workers. They receive smaller total transfers from all sources, but considerably more from the government (2,652 pesos, equivalent to 6.53%, or, in relative terms, more than twice as much of their total income is derived from government cash transfers, when compared to all households). Indigenous agricultural households have the lowest



total income of all categories analyzed here, and their income from government cash transfers is the highest of all. The fraction of their total income derived from government cash transfers is the highest of all categories analyzed here (2,915 pesos or 8.38% of their total income). Considering their income level, it can be said that these cash flows are correctly targeted to the poorest households.

**Table I.** Total income, transfer income, and government cash transfer income  
Households (2022)  
Unadjusted monetary income (quarterly)

	All Households	Agricultural Households (2)	Indigenous agricultural households (3)	Waged farm worker households JORNAMEX (4)	Agricultural wage worker households CONEVAL (5)	Agricultural day worker households CONEVAL (6)
Total monetary quarterly income	63,695	40,620	34,770.9	40,650	39,973	38,425
All transfers (1)	10,,928	7,692	7,571	5,386	5,399	5,496
Government transfers	1,777	2,652	2,915	1,814	1,844	1,899
% receiving government transfers	34.2	53.18	60.35	42.56	43.09	44.65
Transfers as % of total income	17.16	18.94	21.77	13.25	13.51	14.30
Government transfers as % of total income	2.8	6.53	8.38	4.46	4.61	4.94

**Source:** ENIGH 2022.

(1) All transfers: Retirement income, pensions, scholarships, remittances and government programs .

(2) Agricultural households: One or more members report any agricultural occupation, in any occupational position (includes unwaged and own account) (SINCO code: 6111 to 6117, 6119, 6131, 6223, 6311, 6999 and 9111).

(3) Indigenous agricultural households: Households in which the head self-identifies as indigenous and works in one of the abovementioned occupations.

(4) Waged agricultural worker households JORNAMEX: at least one member works in the abovementioned occupations in subordinate and waged positions.

(5) Agricultural waged worker households CONEVAL: at least one member works in the abovementioned occupations, in a subordinate and waged position, with a short-term contract or without a contract.

(6) Agricultural day worker households CONEVAL: at least one member declares code 9111 occupations as their main or their secondary income and is paid for it, with a short-term contract or without a contract.



The three final columns refer to waged farm worker households. Households classified as such by Jornamex (all those comprising a subordinate, waged worker in agriculture) earn the same total income level as agricultural households, but their income from government cash transfers is much lower, on a par with the first category (all households). Their total income from government cash transfers is 1,814 pesos, or 4.5%. Agricultural worker households according to CONEVAL earn a slightly lower total amount, compared to column four, and their income from government transfers is roughly the same (1,844 pesos or 4.6%). Finally, “day laborer” households according to CONEVAL, in the final column, earn slightly lower total incomes and receive a very slightly higher income from the government. In sum, farm worker households receive far less transfers than peasant households.

Table I does not tabulate income from government cash transfer programs aimed at “businesses”<sup>2</sup>, i. e., amounts in principle aimed at increasing production. ENIGH tabulates them under a separate section. This section includes income for workers over 12 years of age who, from home, run a business devoted to agriculture, forest management, cattle raising and hunting. This section is the only one with information on beneficiaries of the program called *Sembrando Vida* (“Planting life”, a program originally aimed at reforestation through the work of small peasant families on their own land).

According to these business-oriented tables, in 2022 there were 4,727,174 workers in these household businesses, who inhabit 4,072,008 homes throughout Mexico. According to these data, 275,301 households receive the *Sembrando Vida* subsidies aimed at production. On average, these households receive 52,358 pesos per quarter, or 17,453 pesos monthly from this program. The section includes other production-oriented subsidies, including “unspecified” (2,222 pesos per month), the fertilizer program (2,195 per month), and the rural development program (1,606 monthly).

In other words, about 1/8 of all households possessing land for agriculture or forestry, and declaring they work on it, receive the largest subsidies recorded by the survey. These households are encompassed in our “agricultural household” category, which means our second and third categories receive, when all government income is added up, the largest absolute and relative transfers of all, far surpassing the government income reported in Table I. Their government income is far more than 10% of the total.

2 Some federal government programs, such as *Sembrando Vida* “Planting Life” or subsidies for cattle and fertilizer, are listed in ENIGH under “business income and expenditures”. Nevertheless, in a peasant household, business and household income and expenditures are handled in one single, informal accounting system. Therefore, that income can be considered household income.



Government cash transfer income is allocated as follows:

- Towards indigenous agricultural households, above all, which is socially progressive.
- Towards agricultural households in general, especially if “business” cash transfer programs are accounted for.
- Comparatively, much less so towards farm worker households fitting any of the three criteria listed in columns 4 – 6.
- And particularly biased against the households of workers working under a casual contract or without one (CONEVAL).

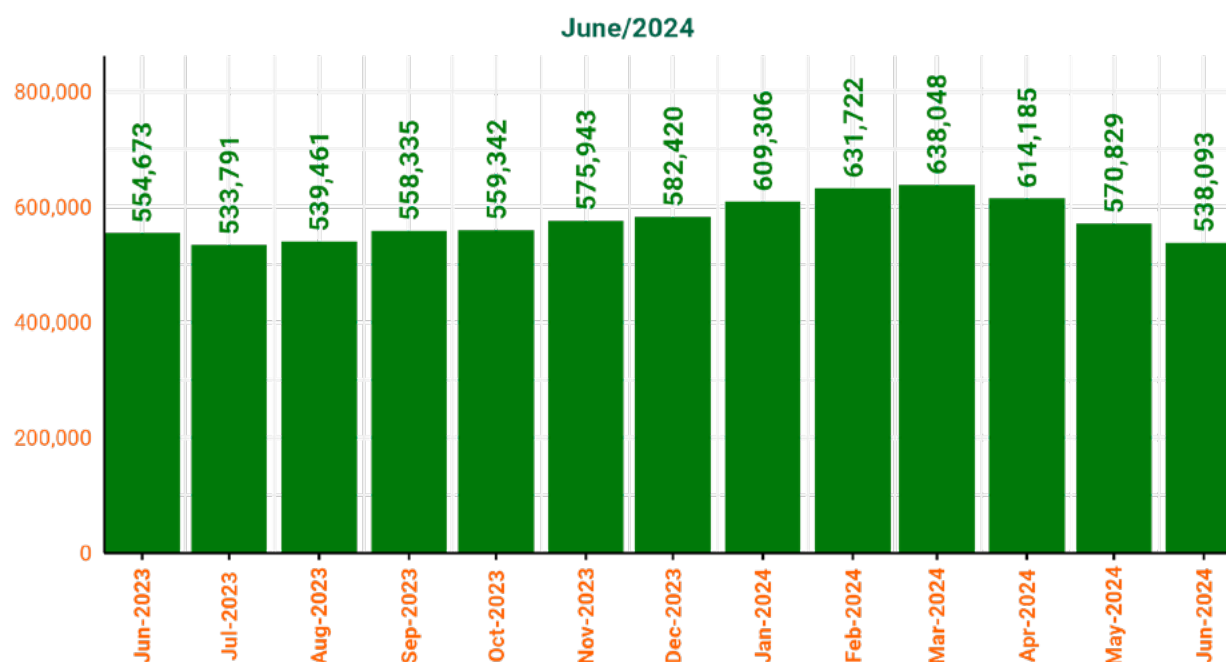
In 2018, social programs were initially conceived as if Mexico’s poorest households were smallholder peasant households. But in terms of their social class and level of well-being, farm workers lacking land are even poorer (they own fewer assets) and more vulnerable. In this analysis, they have a bit more monetary income because the value of harvests in agricultural households is not accounted for. Our survey Encuesta Nacional de Jornaleros en la Agricultura de Exportación (ENJOREX) [National Survey of Farm Workers in Mexico’s Export Agriculture] reported only 8% of the farm workers in Mexico’s export agriculture have land. In other words, subsidies aimed towards peasant households owning small plots of land miss most farm worker households. It is possible that the need to migrate may contribute to marginalize farm workers from these benefits. We suggest it is necessary to study the way in which these cash transfers can reach more poor farm worker households.



## WORKERS REGISTERED WITH SOCIAL SECURITY (IMSS)

As of June 2024, the labor market in Mexico had a total of 22,319,444 workers registered with IMSS, of which 538,093 (2.41%) are agricultural sector workers. This shows a decrease of 5.7% in waged agricultural workers compared to the previous month and a 3.0% decrease compared to the same month last year. This drop coincides with a 2.4% annual decline in the primary sector's economic activity index for June.

Figure 1. Evolution of total IMSS affiliates in the agricultural sector.

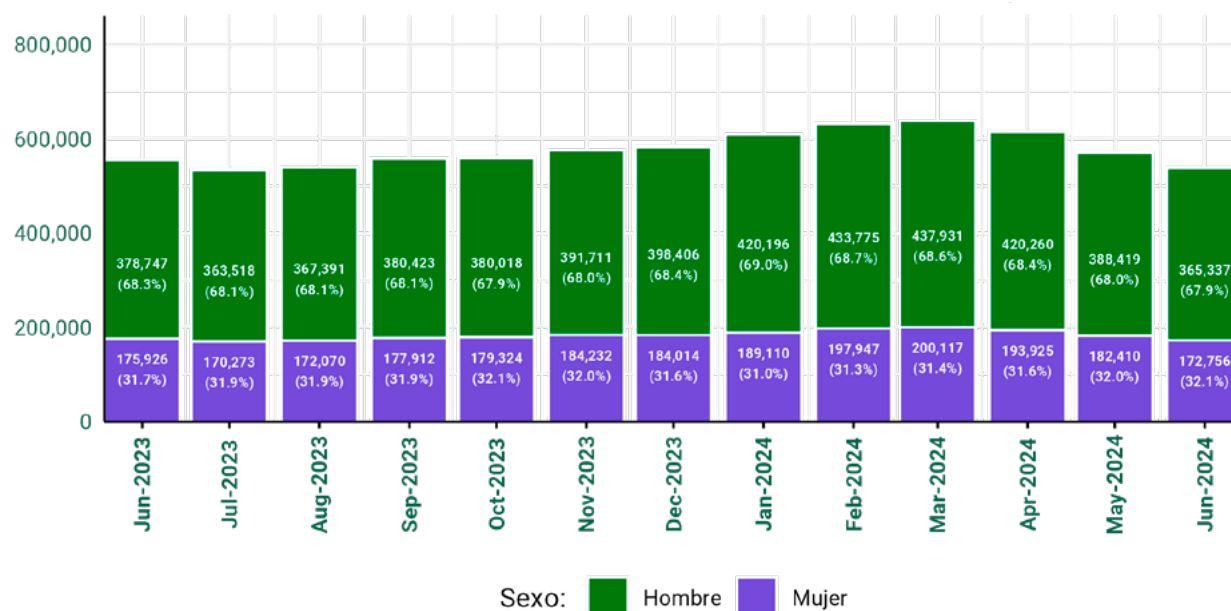


Source: Own estimates from IMSS labor statistics.



As of June 2024, 67.9% of the sector's registered workers are male, and 32.1% are female. The number of women in the agricultural sector varies less than the number of men, whose numbers fluctuate throughout the agricultural cycle.

**Figure 2.** Agricultural Sector Workers Registered with IMSS, June 2022-June 2023, by sex.



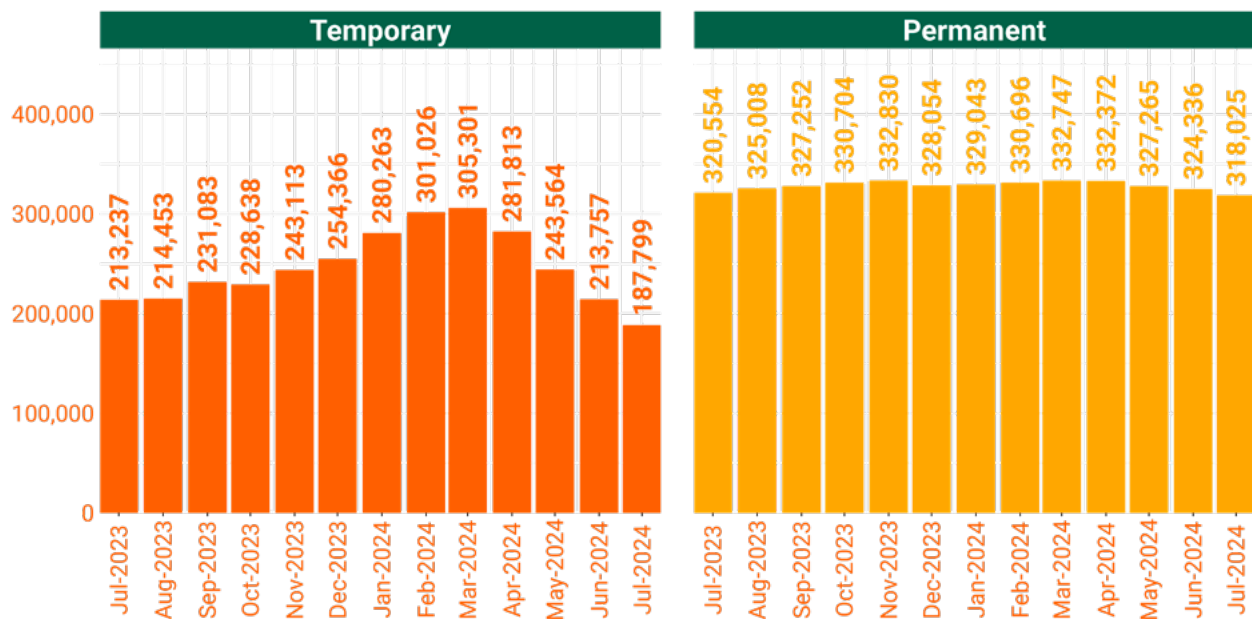
**Source:** Own estimates from IMSS labor statistics.





In June 2024, there were 213,757 temporary workers and 324,336 permanent workers in the agricultural sector. Temporary workers accounted for 39.7% of the total IMSS affiliates in agriculture. The annual decline in total IMSS affiliation impacts temporary workers more than permanent ones. Temporary affiliations dropped by 6.6% compared to June 2023, while permanent worker affiliations showed an insignificant decrease of 0.4%.

**Figure 3.** Temporary and permanent workers in the agricultural sector.

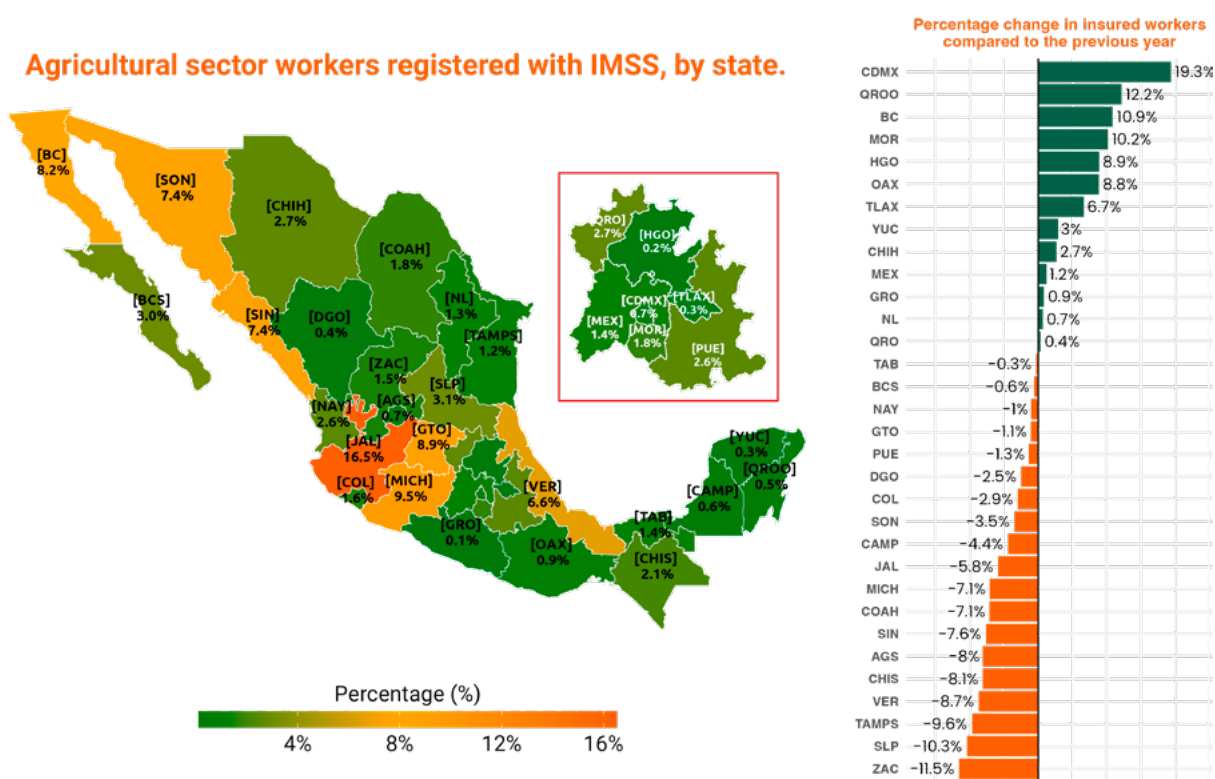


**Source:** Own estimates from IMSS labor statistics.



The state with the highest number of IMSS affiliates in agriculture is Jalisco (16.5%), followed by Michoacán (9.5%), Guanajuato (8.9%), Baja California (8.2%), Sonora and Sinaloa (7.4%), and Veracruz (6.6%). Between June of last year and June 2024, 13 states increased their number of insured agricultural workers, while 19 states saw a decline. In percentage terms, CDMX and Quintana Roo had the highest increases, while Zacatecas and San Luis Potosí saw the largest decreases.

**Figure 4.** IMSS-affiliated agricultural workers by state.



**Source:** Own estimates from IMSS labor statistics.

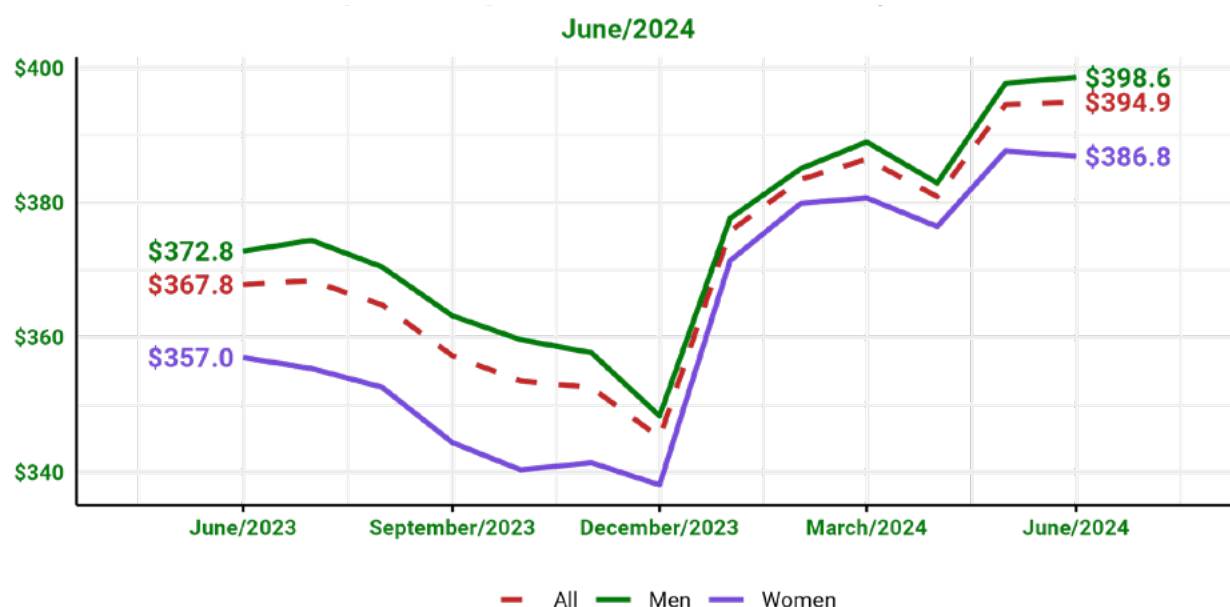


## BASE WAGE AND INCOME DATA

This section analyzes wage data for the agricultural sector in general. The wage reported to IMSS by employers is called the contribution base wage. Two points need clarification: First, some employers under-report this wage to pay lower contributions to IMSS. Second, this wage is an average for the sector. Although most workers are field laborers, it also includes wages for non-manual and office workers in the agricultural sector. As a result, the contribution wage is higher than the average wage for field laborers. The first factor under-reports real wages, while the second over-reports them, at least for manual laborers working directly in the fields.

As of June 2024, the contribution base wage in agriculture is \$394.9 pesos per day at the national level. The contribution wage for men is \$398.6 and \$386.8 for women; permanent employees earn \$400.7, while temporary workers earn \$388.1.

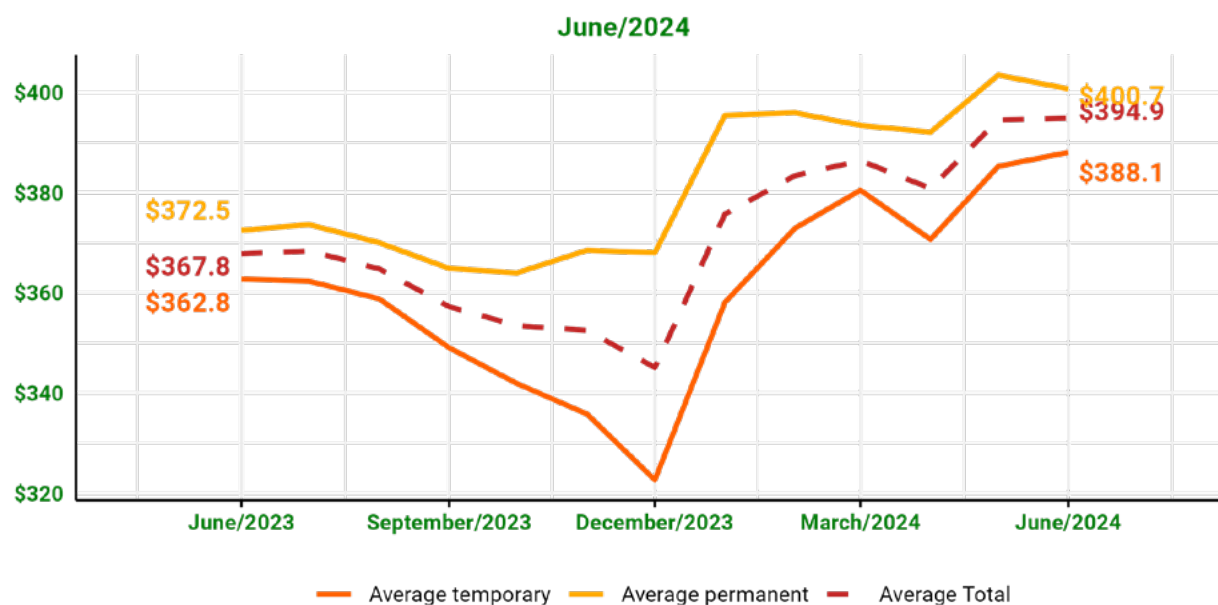
**Figure 5.** Evolution of the average contribution wage in the agricultural sector over the past 12 months, by sex.



**Source:** Own estimates from IMSS labor statistics. Real figures. Prices as of June 2024.



**Figure 6.** Evolution of the average contribution wage in the agricultural sector over the past 12 months, by type of employment.

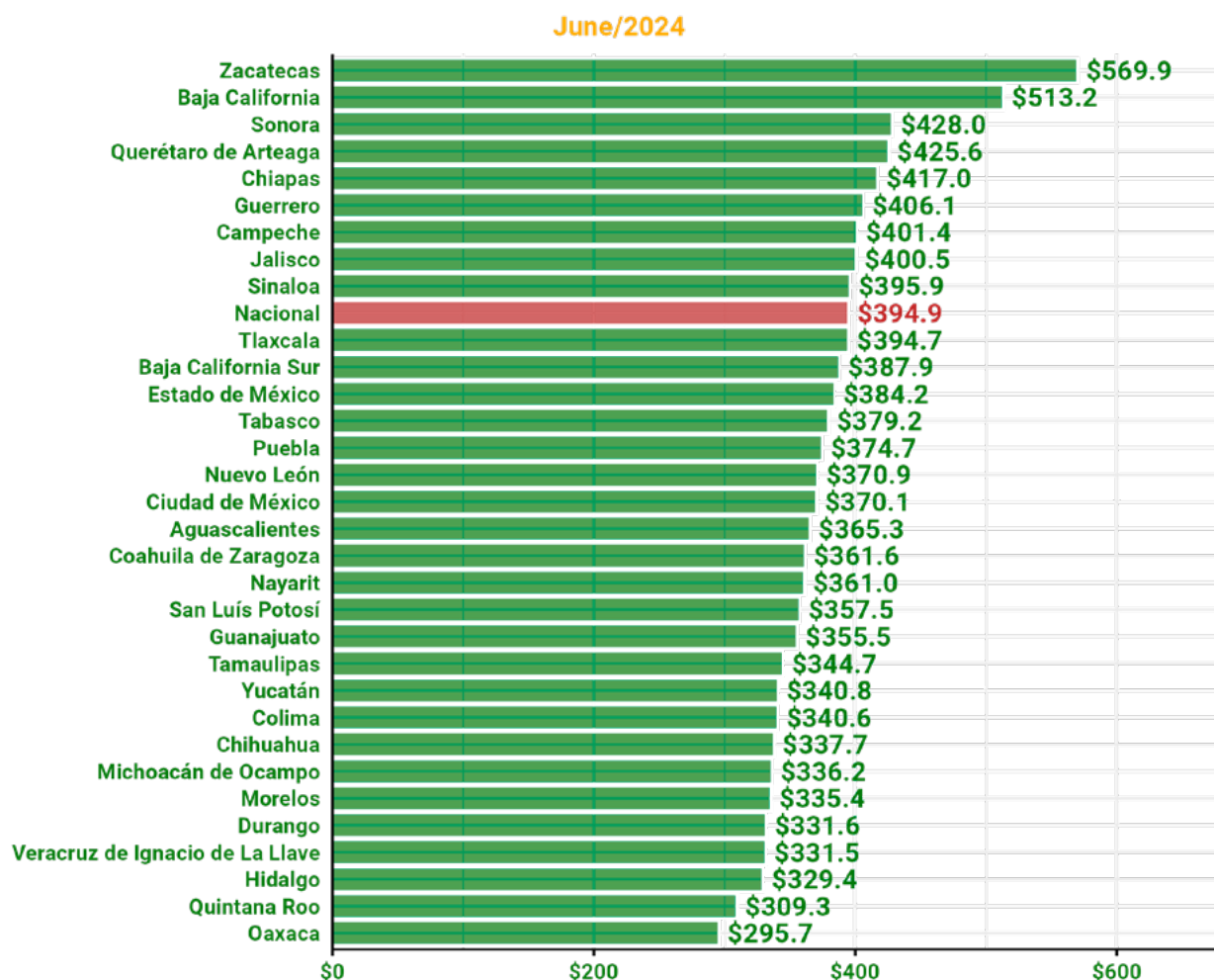


**Source:** Own estimates from IMSS labor statistics. Real figures. Prices as of June 2024.



The states with the highest contribution wages in June 2024 were Zacatecas (\$569.9), Baja California (\$513.2), and Sonora (\$428.0), while the lowest were Oaxaca (\$295.7), Quintana Roo (\$309.3), and Hidalgo (\$329.4).

**Figure 7.** Daily contribution wage, IMSS-affiliated agricultural workers.

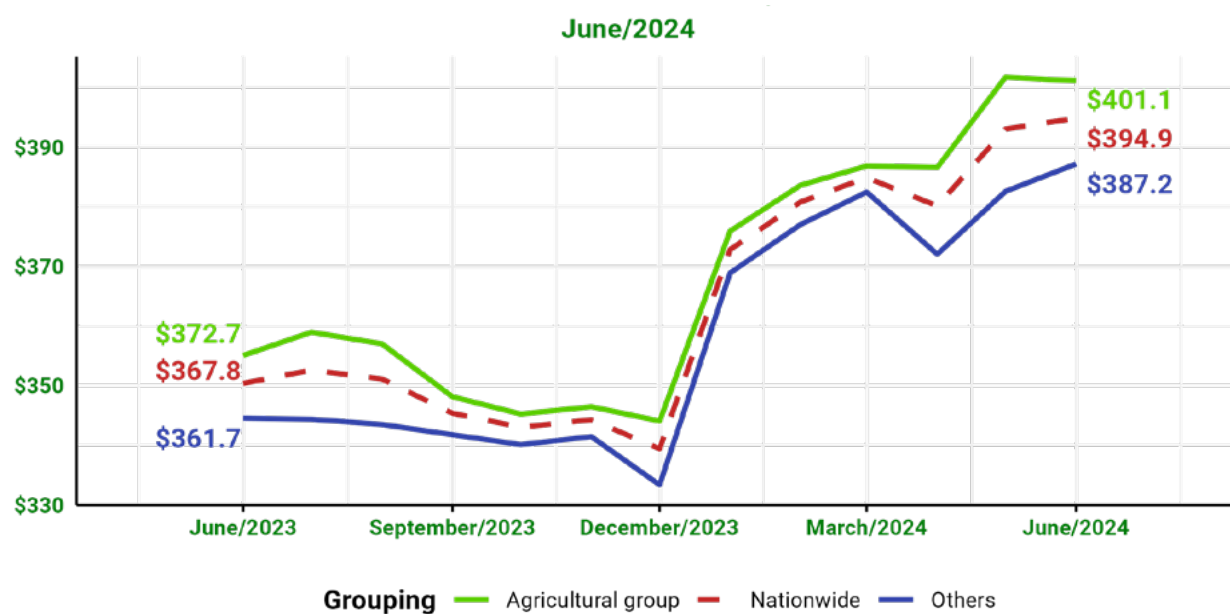


**Source:** Own estimates from IMSS labor statistics. Real figures. Prices as of June 2024.



In the “agricultural group of states” (the largest agricultural exporters, i.e. Guanajuato, Michoacán, Jalisco, Sinaloa, and Baja California), the contribution wage is \$401.1, while in other states, it is \$387.2.

**Figure 8.** Evolution of the average contribution wage in the agricultural sector over the past 12 months, by group of states.



**Source:** Own estimates from IMSS labor statistics. Real figures. Prices as of June 2024.



## EMPLOYMENT, FORMALITY, AND INCOME IN THE NATIONAL OCCUPATION AND EMPLOYMENT SURVEY (ENOE)

Starting with this report, our analysis of the National Occupation and Employment Survey (ENOE) will refer to waged farm workers only. In the past, our series referred to workers in the agricultural, forestry, cattle raising, fishing and hunting sector. The new series is therefore no longer comparable to those published in reports 1 and 2.

According to this source<sup>3</sup>, there are 2,131,132 waged workers in agriculture. These workers represent 34.1% of the total Economically Active Population employed in the Agriculture, Livestock, Forestry, Fishing, and Hunting sectors.

**Figure 9.** Total Economically Active Population of salaried agricultural workers, 2Q2024.



**Source:** Own estimates from data from INEGI's National Occupation and Employment Survey (ENOE), 2Q2024.

3 From this labor market report onwards, agricultural occupations will be extracted from the following 12 classes in Mexico's National Occupational Classification System (SINCO, by its Spanish name): 6111, workers performing various tasks for the cultivation of maize and beans; 6112, ditto, vegetables; 6113, ditto, coffee, cacao and tobacco; 6114, ditto, fruit and nut trees; 6115, ditto, flowers; 6116, ditto, other crops; 6117, workers processing agricultural produce; 6119, other agricultural workers; 6131, workers combining agriculture and cattle raising; 6223, workers in greenhouses and nurseries; 6311, operators of agricultural and forestry machines; 9111, support workers in agriculture.

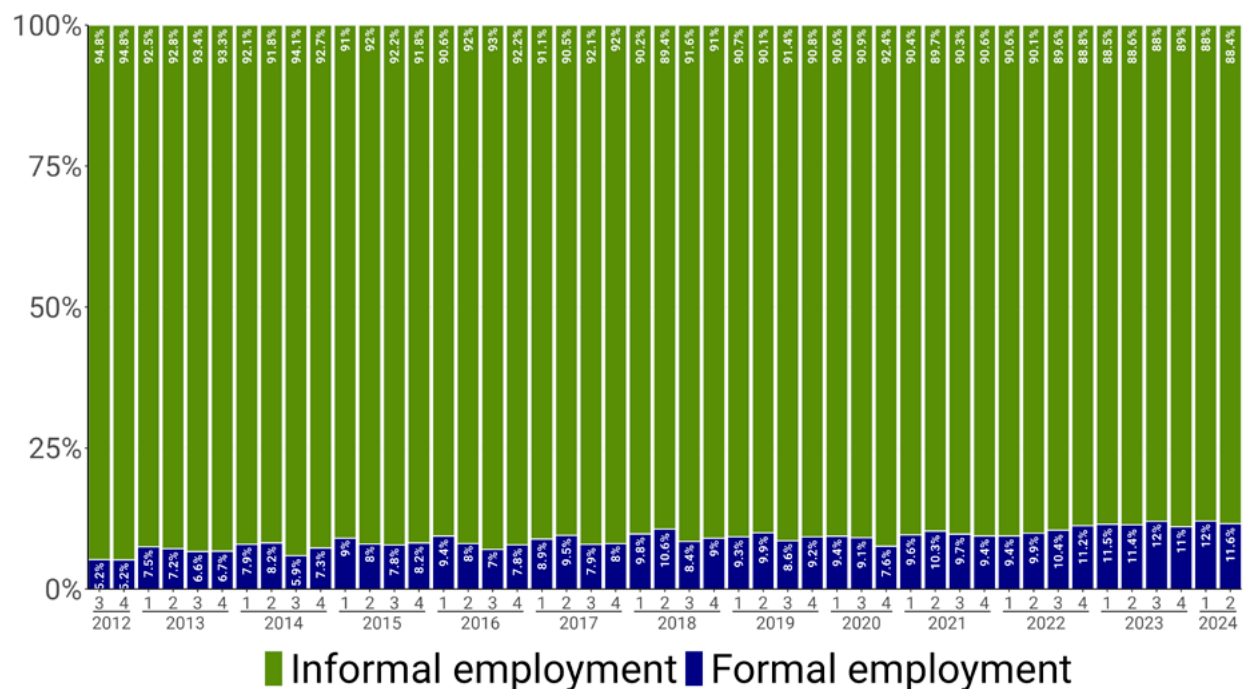




Waged agricultural work is predominantly male, with men making up 85.8% of workers, while women account for 14.2%. Additionally, 88.4% of salaried agricultural workers work in informal employment, compared to just 11.6% in formal jobs. This informality rate is higher than the 84.1% rate in the broader Agriculture, Livestock, Forestry, Fishing, and Hunting sectors, which is the most informal sector of the economy, even surpassing Other Services (82.1%), Construction (78.3%), and Hospitality and Food Services (69.6%).<sup>4</sup>

**Figure 10.** Formality and informality rates for waged agricultural workers, 2Q2024.

### Salaried agricultural workers



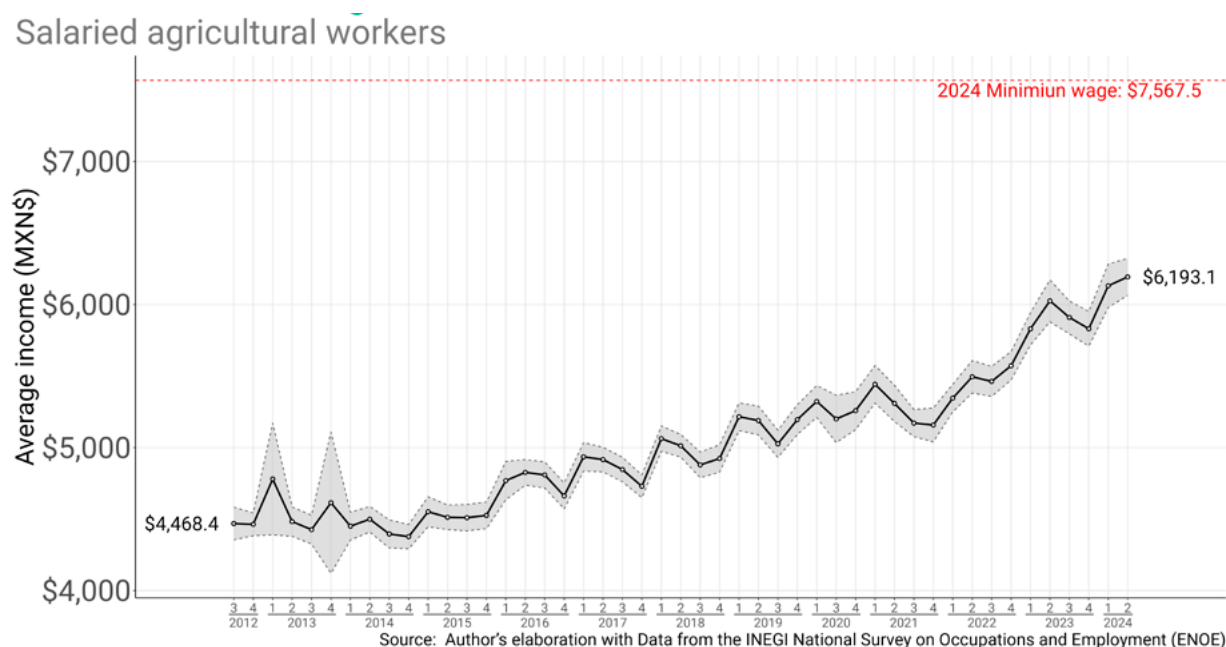
**Source:** Own estimates from data from INEGI's National Occupation and Employment Survey (ENOE), 2Q2024.

<sup>4</sup> IMSS and ENOE databases provide starkly different totals for formal (IMSS-affiliated) agricultural workers. ENOE reports affiliation according to the responses provided by any person over 15 years of age in the household (i.e., not the worker herself) where the worker lives. IMSS data is derived from the fees paid to IMSS by workers identified by their NSS. The more reliable source is IMSS. According to IMSS, the formality rate in agriculture is 23.3%.



The average monthly income for waged agricultural workers is \$6,193.1 Mexican pesos, with an upward trend observed since the fourth quarter of 2015. This income is \$1,374.4 pesos below the minimum wage as of January 1, 2024. Note that in this section the only workers included in the analysis are manual workers in agriculture, while in the previous (IMSS) section, non-manual workers in agricultural companies were also included. Since non-manual workers earn higher wages and salaries, this difference may account for the lower wages reported in our analysis from ENOE.

**Figure 11.** Average monthly income of waged agricultural workers, 2Q2024.



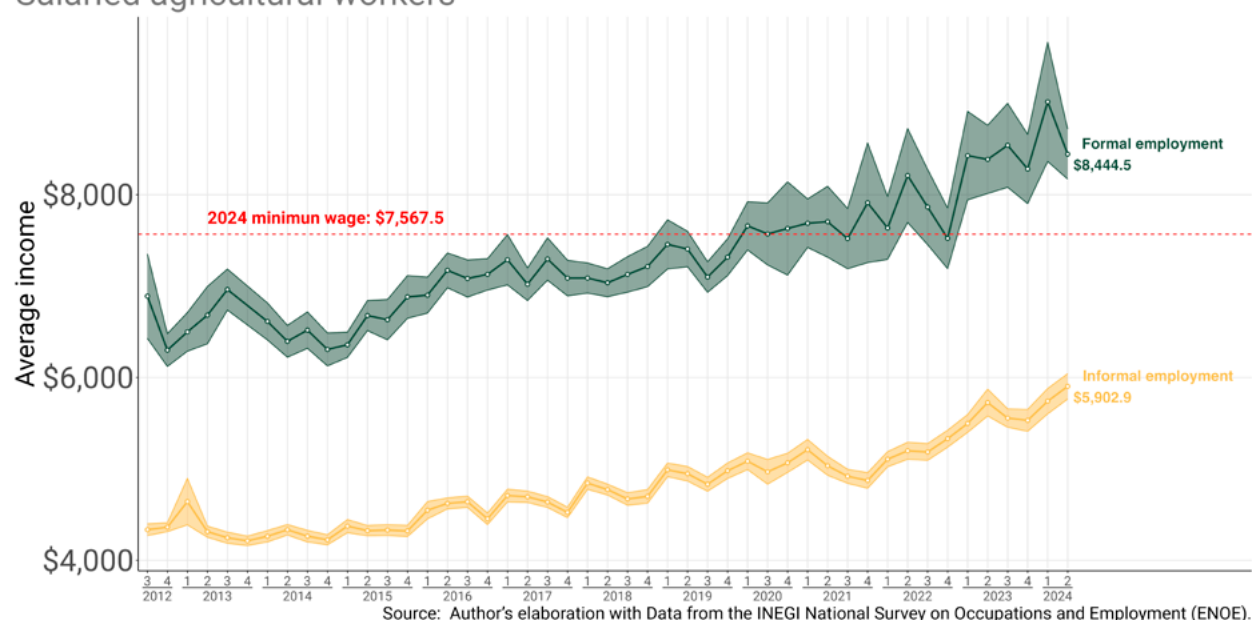
**Source:** Own estimates from data from INEGI's National Occupation and Employment Survey (ENOE), 2Q2024. Prices as of 2Q2024.



Analyzing this survey's data, the average income for formal salaried agricultural workers<sup>5</sup> is \$8,444.5 per month, while informal workers earn \$5,902.9 pesos, a difference of \$2,541.6 pesos. While there is a notion in the sector that informal employment<sup>6</sup> may pay more (due to piecework without regard to overtime or rest days), it is clearly demonstrated that formal workers not only enjoy better jobs due to benefits. They also earn up to 40% more than their informal counterparts.

**Figure 12.** Average monthly income of waged agricultural workers according to formality, 2Q2024.

### Salaried agricultural workers



**Source:** Own estimates from data from INEGI's National Occupation and Employment Survey (ENOE), 2Q2024. Prices as of 2Q2024.

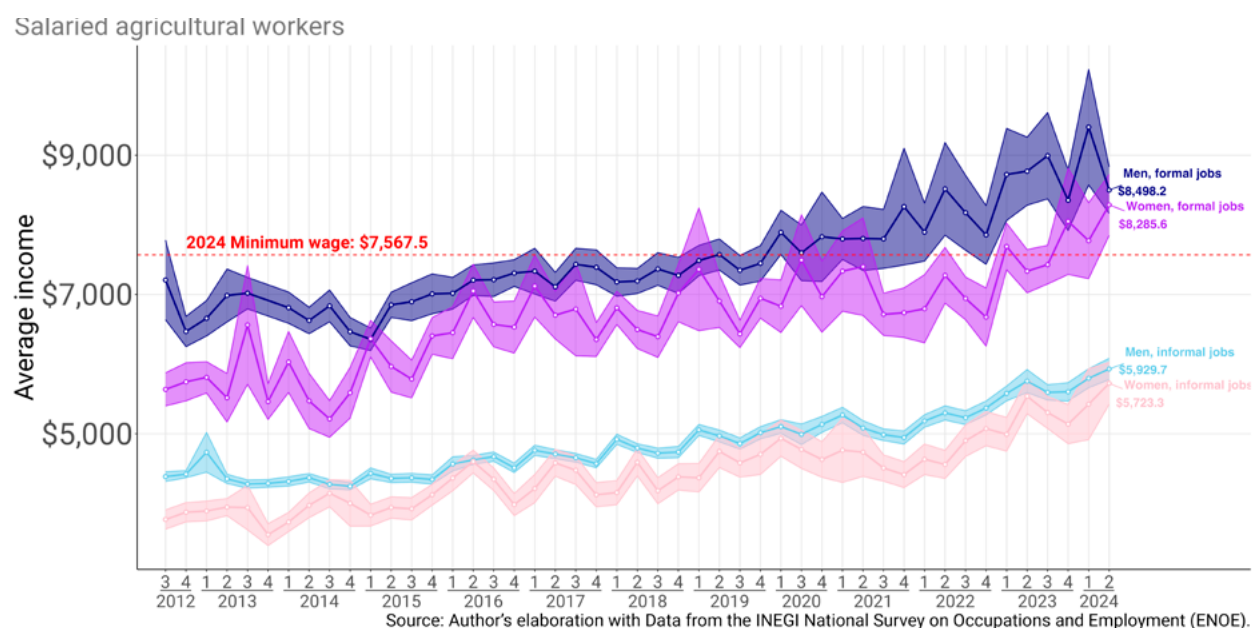
<sup>5</sup> Formal jobs in Mexico are characterized by official registration of the worker by her employer, which leads to a large number of benefits, adding roughly 70% to the cash wage. Social Security and housing fund savings alone are equivalent, on average, to 32.8% of the wage bill, and they include housing saving funds, paid sick leave, maternity leave, retirement savings, retirement due to injury, and protection against unjustified layoff. Formal employment also leads to much higher overtime pay, a maximum of hours worked, profit sharing, and other benefits.

<sup>6</sup> On the opposite end, informal employment means the worker is not registered as such anywhere, has no formal contract, and does not pay taxes on his work income. Informal workers lack all of the above-listed benefits, although some informal employers pay for their workers' doctor appointments and basic emergency care. Lack of benefits leads to much higher economic vulnerability, since social security works as a safety net.



In terms of gender, formal male agricultural workers earn \$8,498.2 on average, while women earn \$8,285.6 pesos. Informal male workers earn \$5,929.7 pesos, and women earn \$5,723.3 pesos. For 2Q2024, there is no statistically significant difference between men and women for the same employment situation.

**Figure 13.** Average monthly income of waged agricultural workers according to formality and gender, 2Q2024.



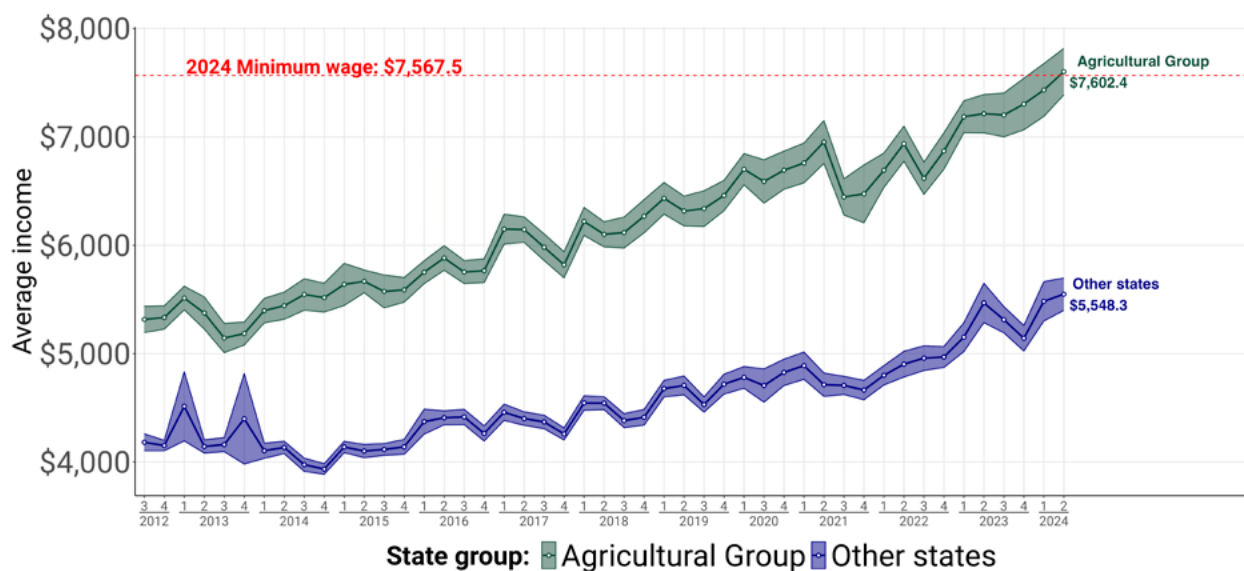
**Source:** Own estimates from data from INEGI's National Occupation and Employment Survey (ENOE), 2Q2024. Prices as of 2Q2024.



For the agricultural group states (Guanajuato, Michoacán, Jalisco, Sinaloa, and Baja California), the average income for all salaried agricultural workers is \$7,602.4 pesos per month, while in other states, it is \$5,548.3 pesos, a difference of \$2,054.1 pesos.

**Figure 14.** Average monthly income of waged agricultural workers by state group, 2Q2024.

### Salaried agricultural workers



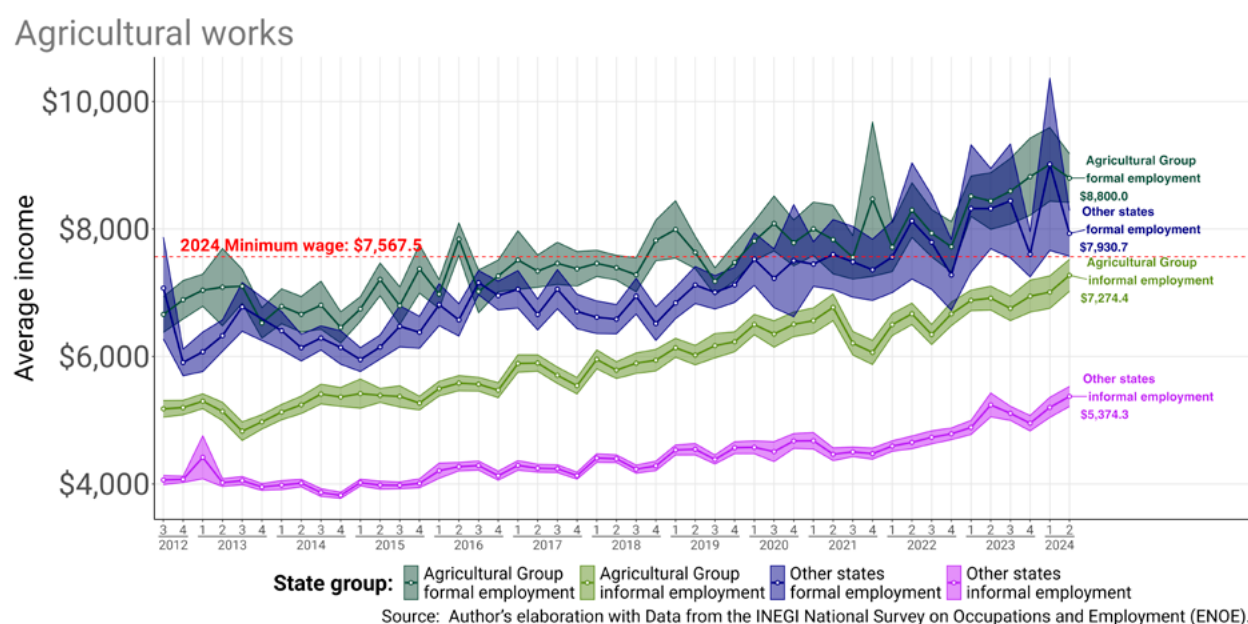
Source: Author's elaboration with Data from the INEGI National Survey on Occupations and Employment (ENOE).

**Source:** Own estimates from data from INEGI's National Occupation and Employment Survey (ENOE), 2Q2024. Prices as of 2Q2024.



Disaggregating by job type, formal salaried agricultural workers in agricultural export states earn \$8,800 pesos per month, while those in other states earn \$7,930.7 pesos, a statistically insignificant difference. For informal workers, those in the agricultural group states earn \$7,274.4 pesos per month, while those in other states earn \$5,374.3 pesos, a difference of \$1,900.1 pesos.

**Figure 15.** Average Monthly Income by Group of States and Formal versus Informal Employment, 2Q2024.

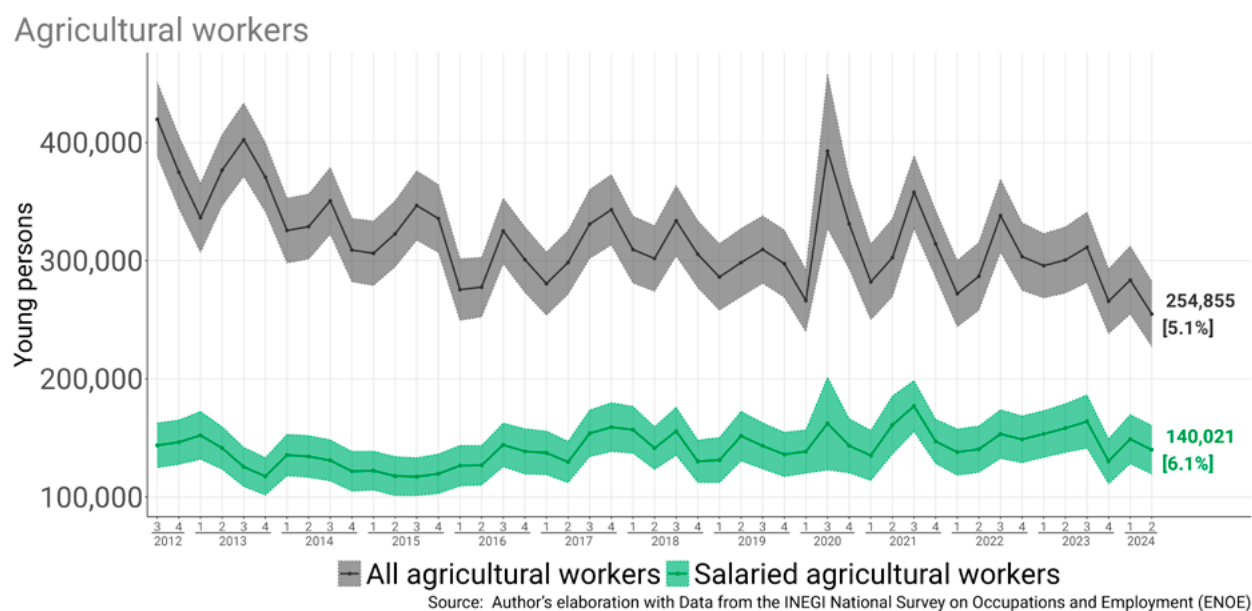


**Source:** Own estimates from data from INEGI's National Occupation and Employment Survey (ENOE), 2Q2024. Prices as of 2Q2024.



Finally, it is estimated that 254,855 young people aged 15 to 17 are employed in agricultural activities in 2Q2024, of whom 140,021 (54.9%) work as salaried workers, while the rest work in unpaid or unspecified positions. Minors represent 6.1% of all salaried agricultural workers.

**Figure 16.** Estimated total Economically Active Population aged 15 to 17 in agricultural jobs, and estimated total waged agricultural workers in the same age group, 2Q2024.



**Source:** OwnOwn estimates from data from INEGI's National Occupation and Employment Survey (ENOE). The Economically Active Population aged 15 to 17 is considered.





## SPECIAL MUNICIPALITIES LIST

The following pages show results for special monitoring municipalities for IMSS-affiliated agricultural workers. These municipalities traditionally export more by value and/or employ more people. The list includes the following municipalities:

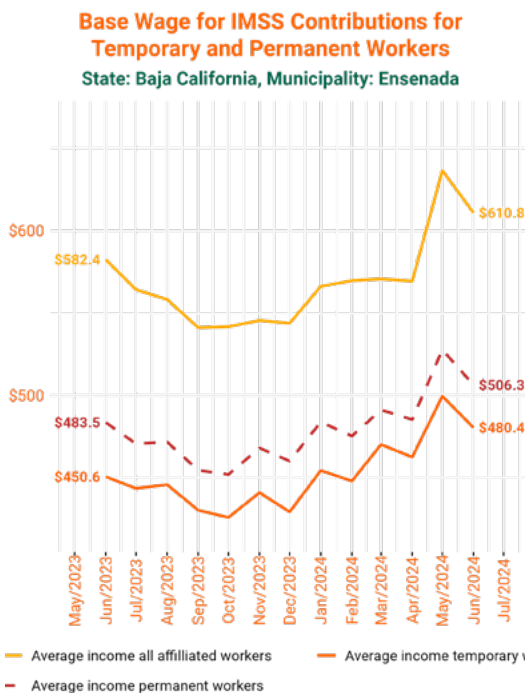
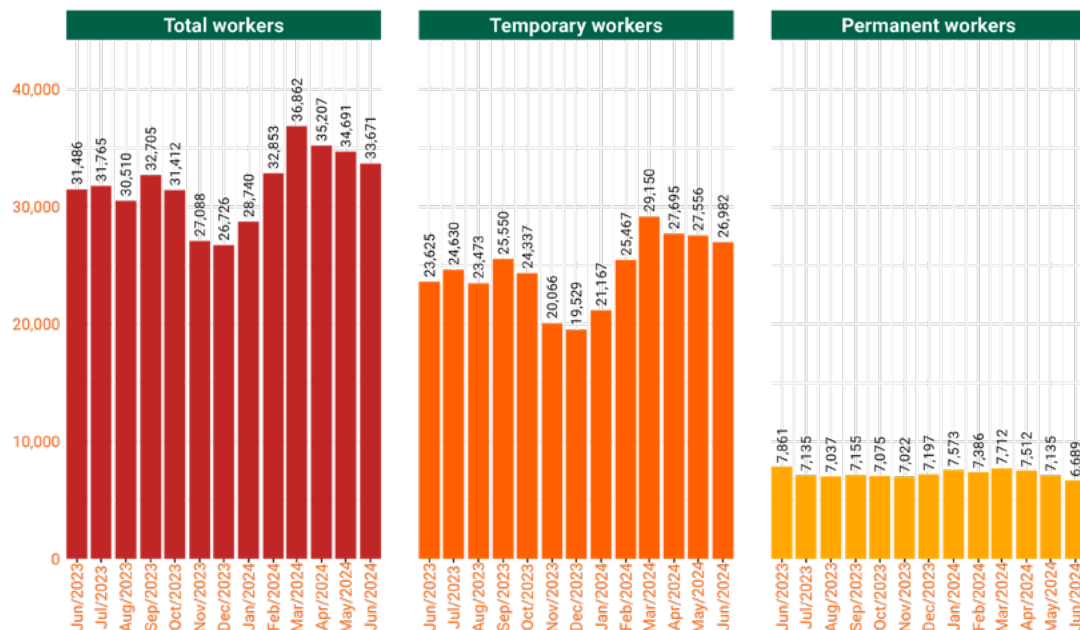
State	Municipality	Crops
Baja California	Ensenada	Horticultural, grapes, berries
Baja California	Mexicali	Horticultural, grapes, berries
Baja California	San Quintín*	Horticultural, berries
Guanajuato	Abasolo	Very diverse, horticultural, berries, agave, others
Guanajuato	Dolores Hidalgo Cuna de la Independencia	Very diverse, horticultural, berries, agave, others
Guanajuato	Irapuato	Very diverse, horticultural, berries, agave, others
Guanajuato	Pénjamo	Very diverse, horticultural, berries, agave, others
Guanajuato	Romita	Very diverse, horticultural, berries, agave, others
Guanajuato	Valle de Santiago	Very diverse, horticultural, berries, agave, others
Jalisco	Amacueca	Berries
Jalisco	Amatitán	Agave
Jalisco	Arandas	Agave
Jalisco	Atotonilco el Alto	Agave
Jalisco	Gómez Farías	Berries
Jalisco	Jocotepec	Berries
Jalisco	Sayula	Berries
Jalisco	Tequila	Agave
Jalisco	Zapotlán el Grande	Berries
Michoacán de Ocampo	Jacona	Berries
Michoacán de Ocampo	Tancítaro	Avocado
Michoacán de Ocampo	Uruapan	Avocado
Michoacán de Ocampo	Zamora	Berries
Sinaloa	Culiacán	Tomatoes and peppers
Sinaloa	Navolato	Tomatoes and peppers
Sonora	Hermosillo	Grapes, horticultural

\* Numbers presented for San Quintín in Baja California do not correspond to actual numbers. This may be due to the very recent declaration of San Quintín as a municipality. The vast majority of formal workers in San Quintín are still registered in the neighboring municipality of Ensenada.

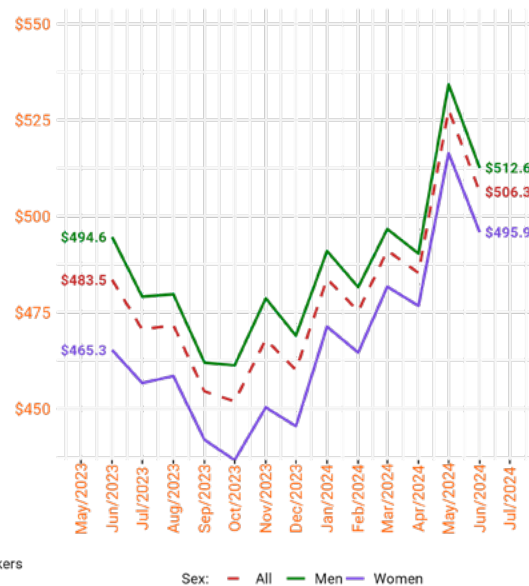


Figure 17. State: Baja California. Municipality: Ensenada.

**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Baja California, Municipality: Ensenada**

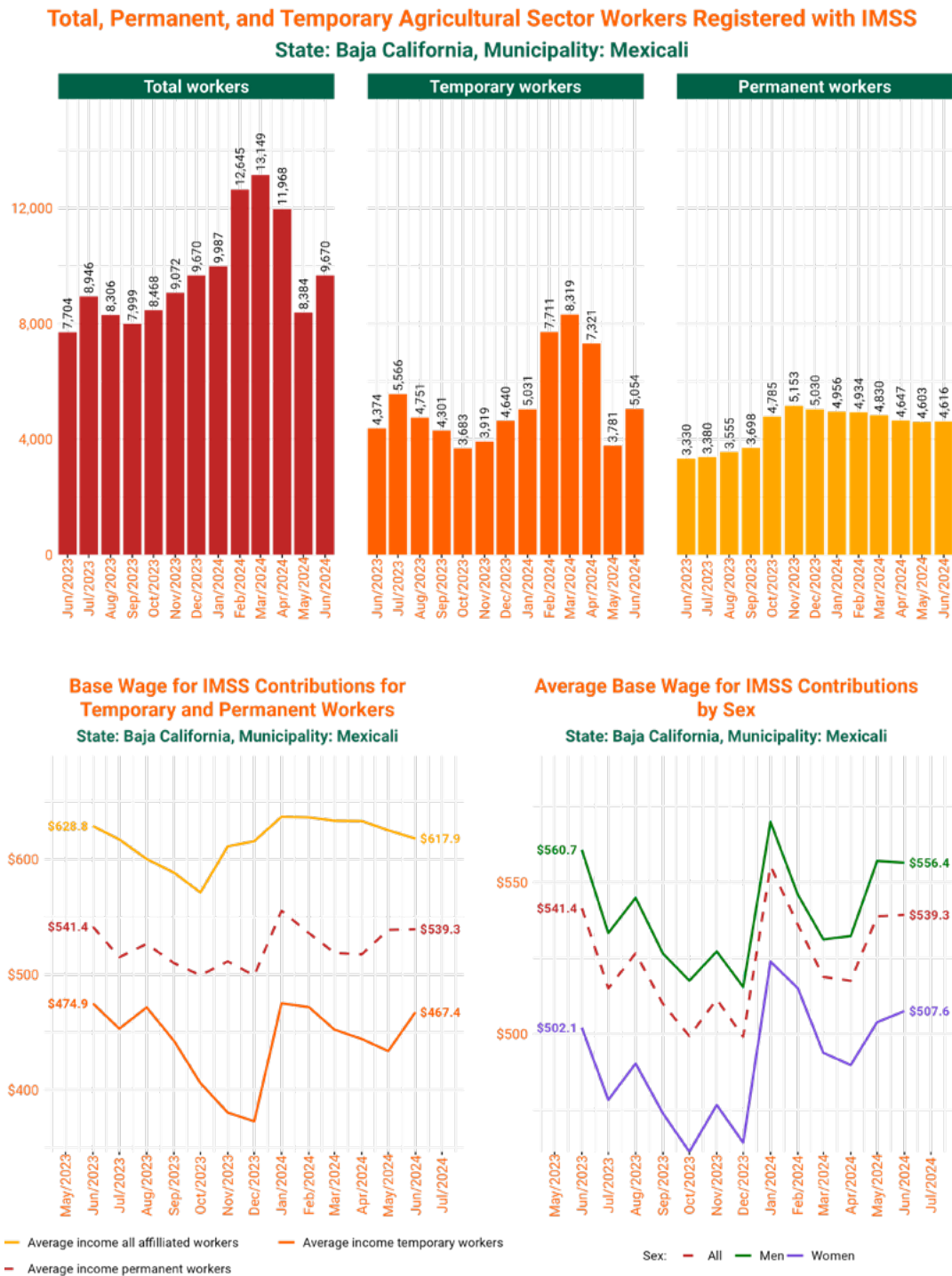


**Average Base Wage for IMSS Contributions by Sex**  
**State: Baja California, Municipality: Ensenada**



Source: Own estimates from IMSS labor statistics.



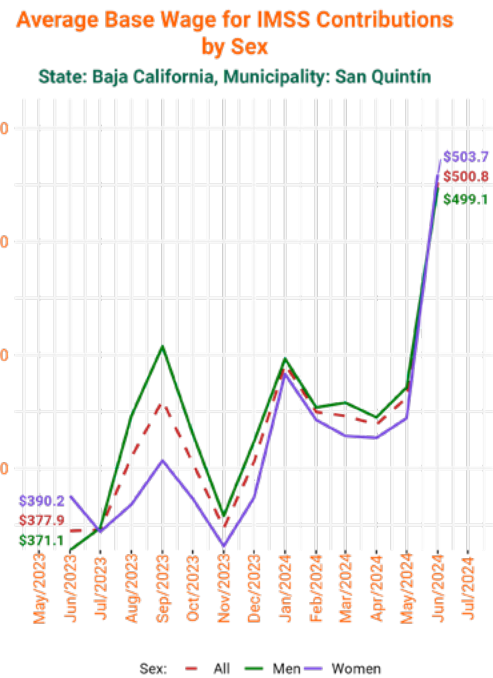
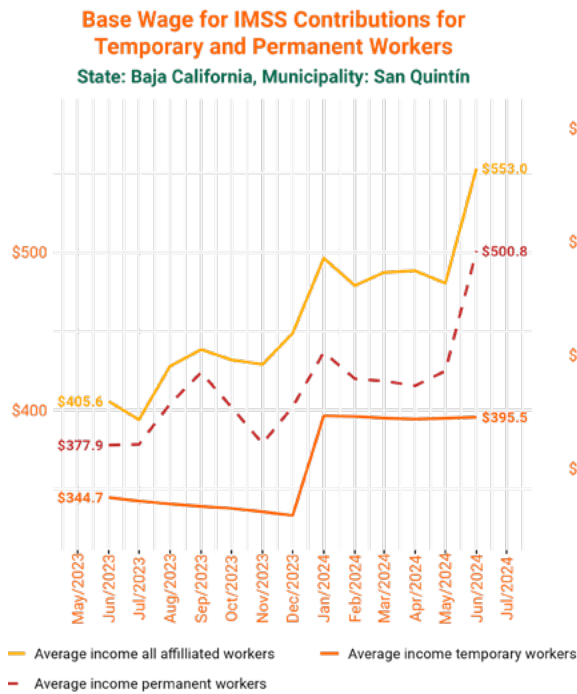
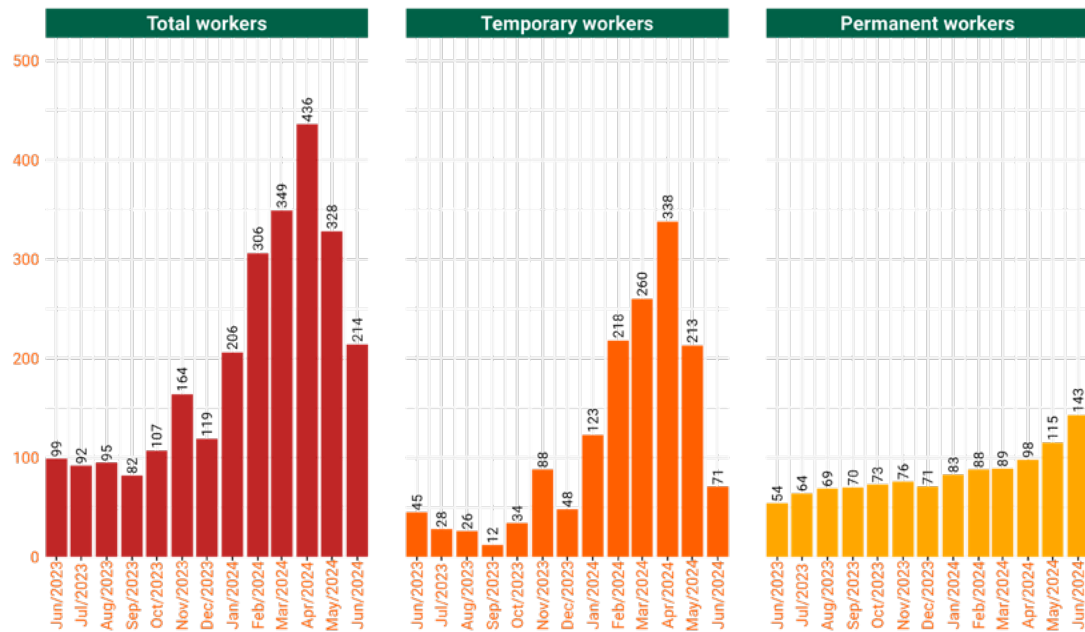
**Figure 18.** State: Baja California. Municipality: Mexicali.

**Source:** Own estimates from IMSS labor statistics.



**Figure 19.** State: Baja California. Municipality: San Quintín.

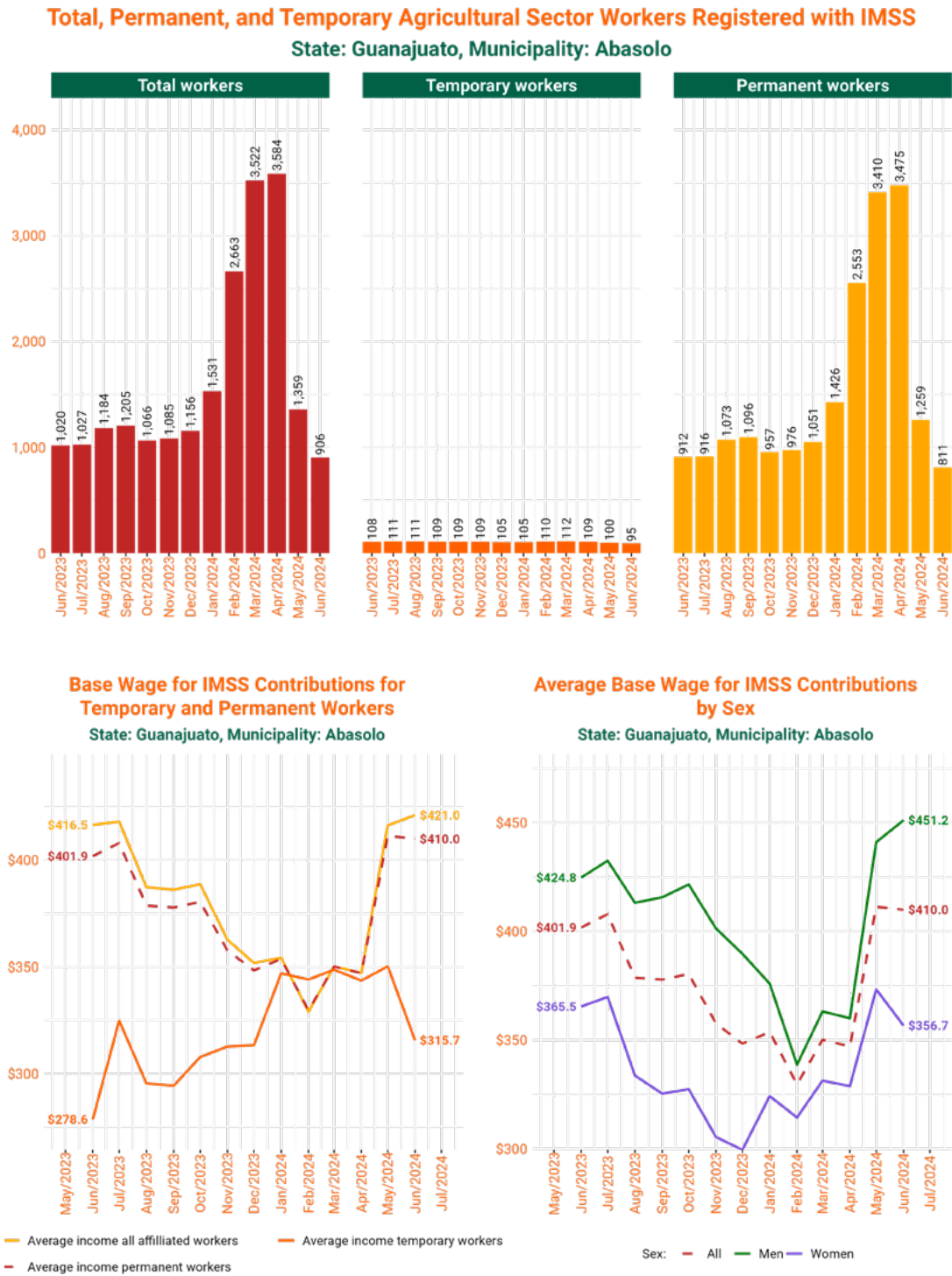
**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Baja California, Municipality: San Quintín**



**Source:** Own estimates from IMSS labor statistics.

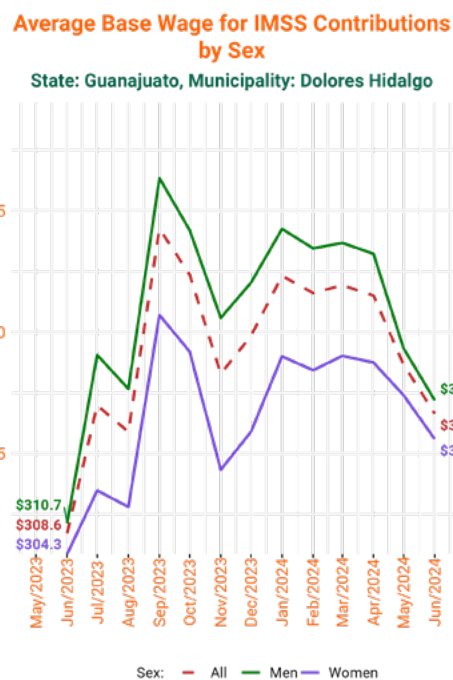
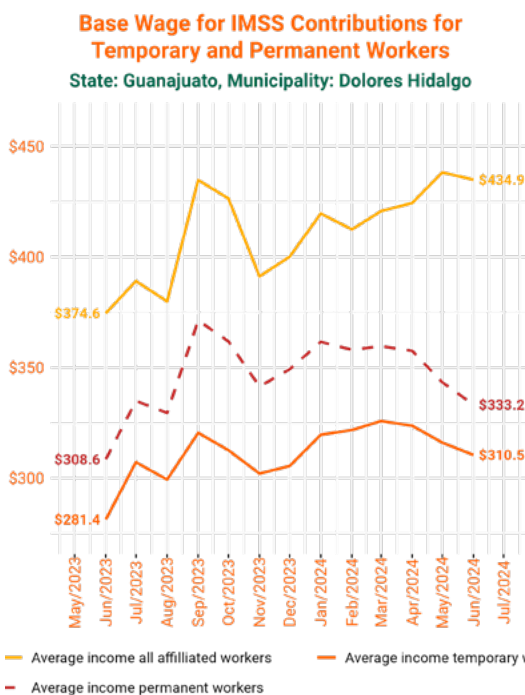
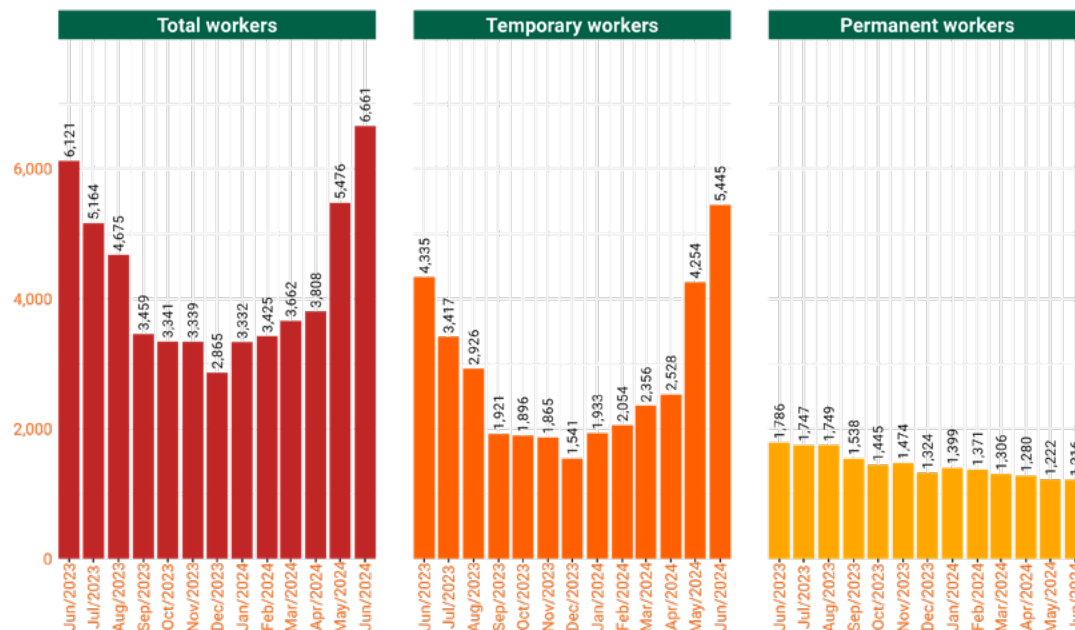


Figure 20. State: Guanajuato. Municipality: Abasolo.



**Figure 21.** State: Guanajuato. Municipality: Dolores Hidalgo Cuna de la Independencia.

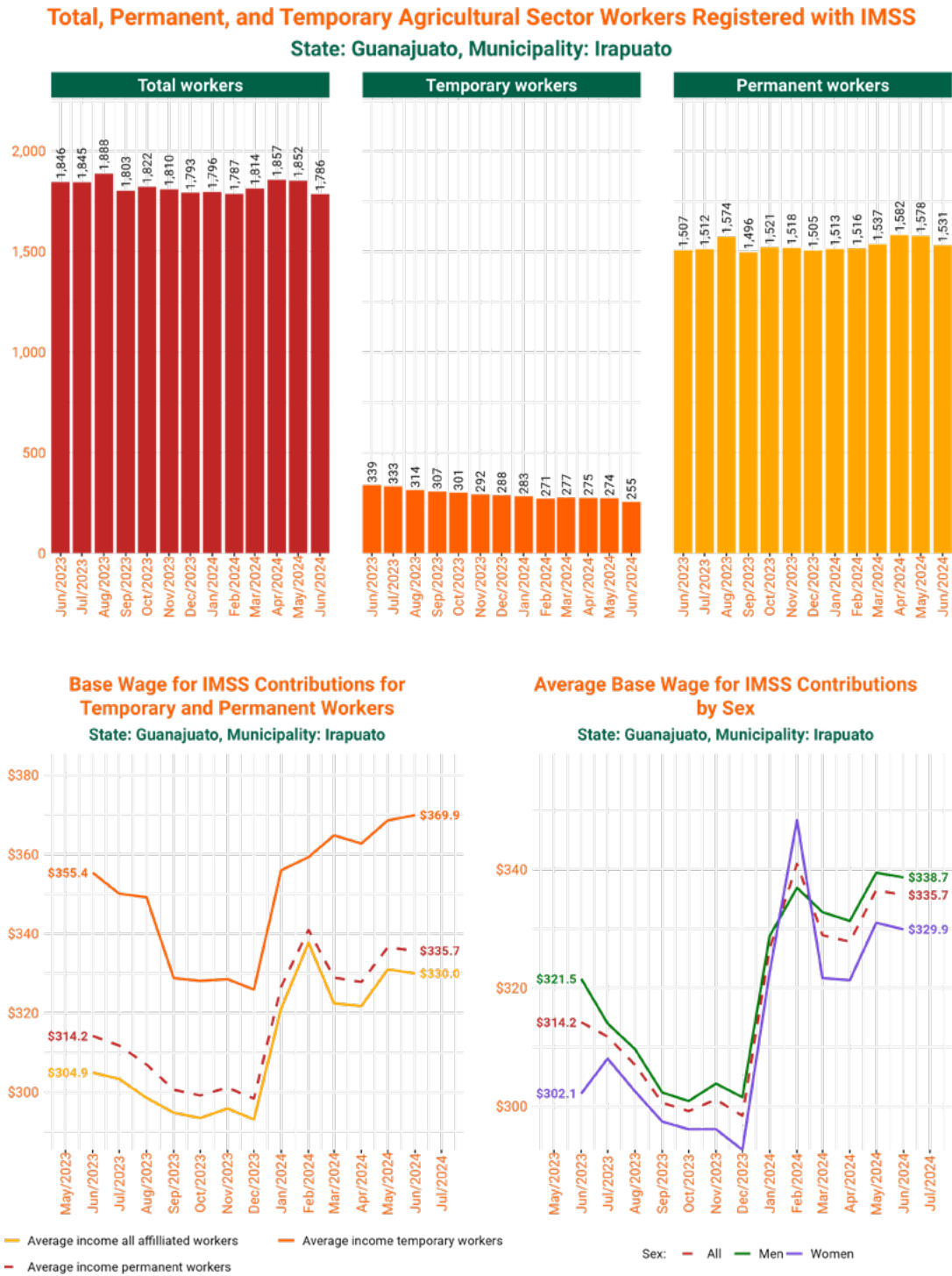
**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Guanajuato, Municipality: Dolores Hidalgo Cuna de la Independencia**



**Source:** Own estimates from IMSS labor statistics.



Figure 22. State: Guanajuato. Municipality: Irapuato.



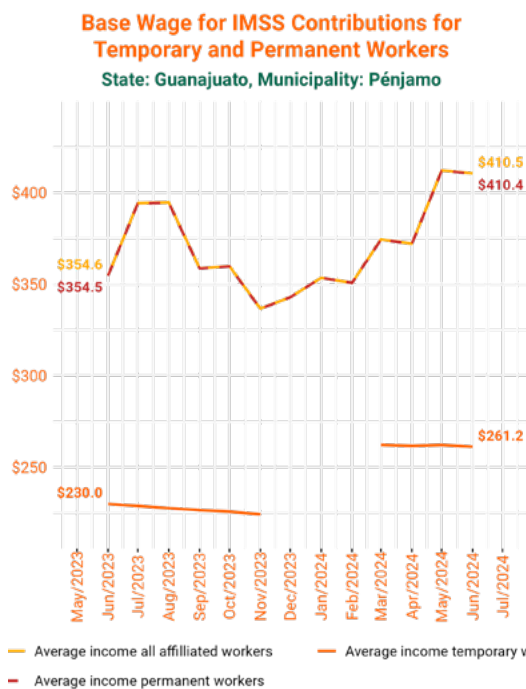
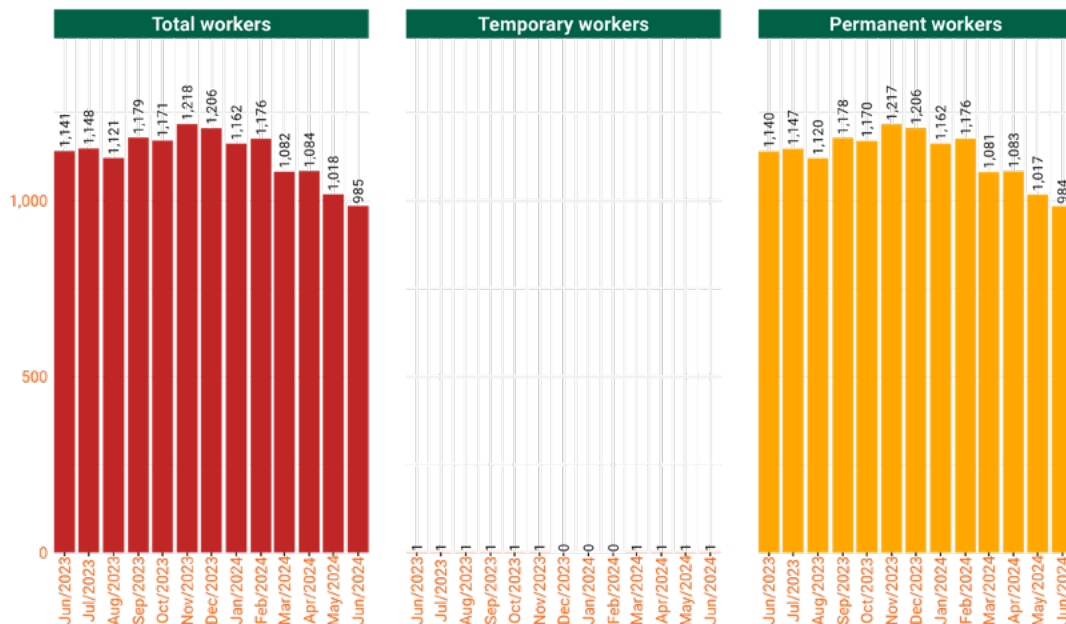
Source: Own estimates from IMSS labor statistics.



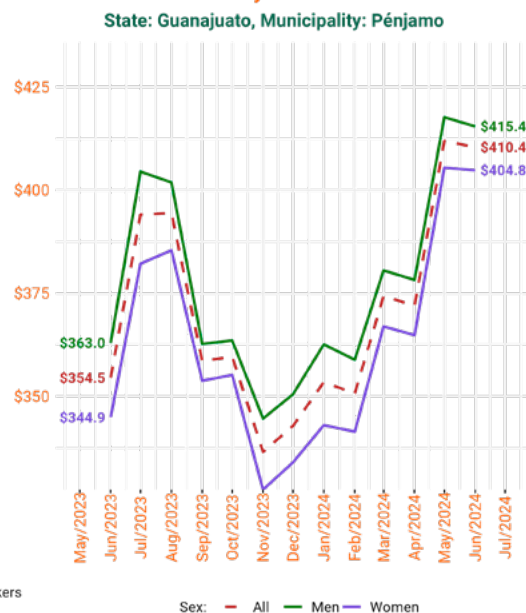


**Figure 23.** State: Guanajuato. Municipality: Pénjamo.

**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Guanajuato, Municipality: Pénjamo**



**Average Base Wage for IMSS Contributions by Sex**  
**State: Guanajuato, Municipality: Pénjamo**

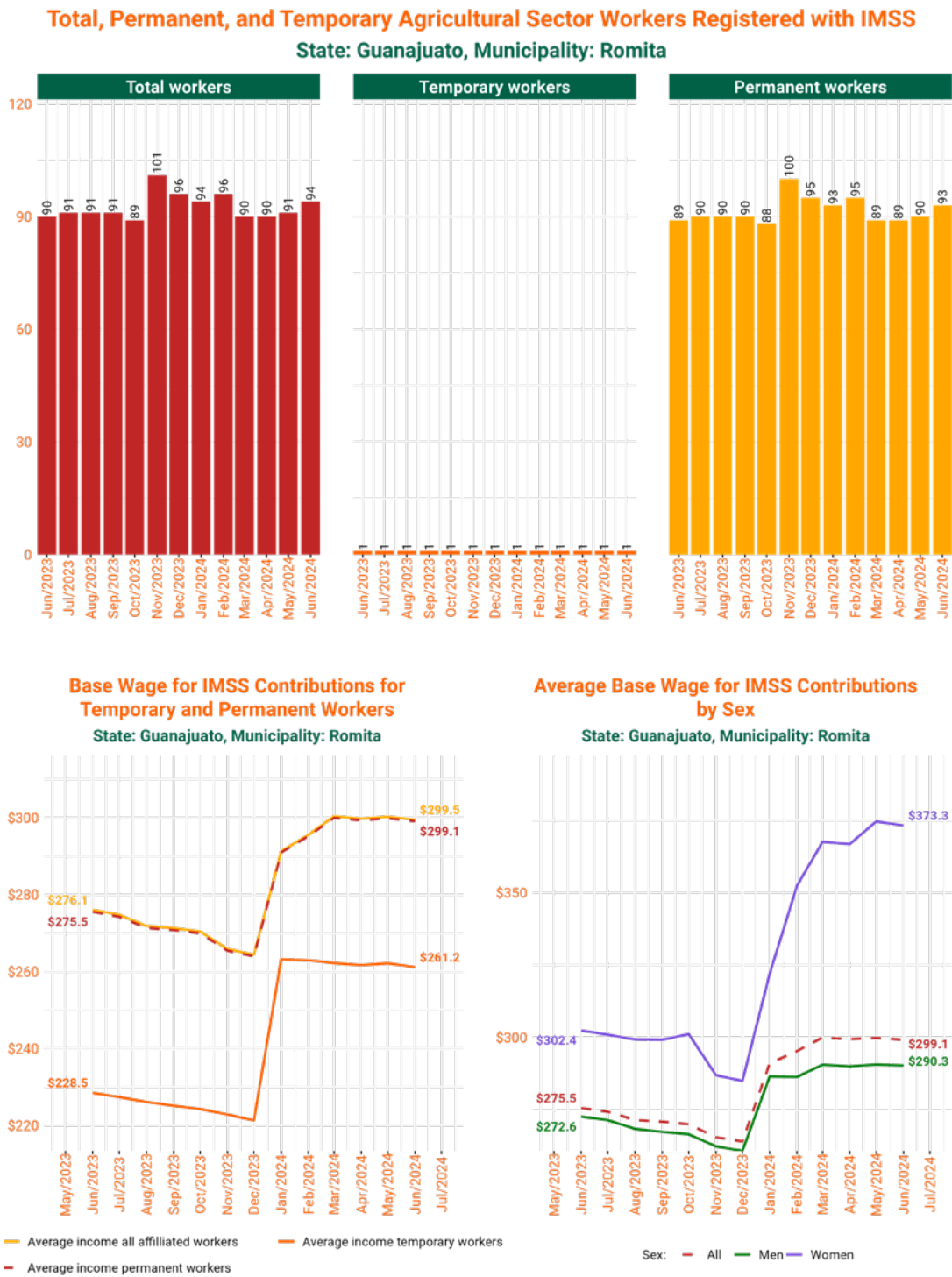


**Source:** Own estimates from IMSS labor statistics.





Figure 24. State: Guanajuato. Municipality: Romita.

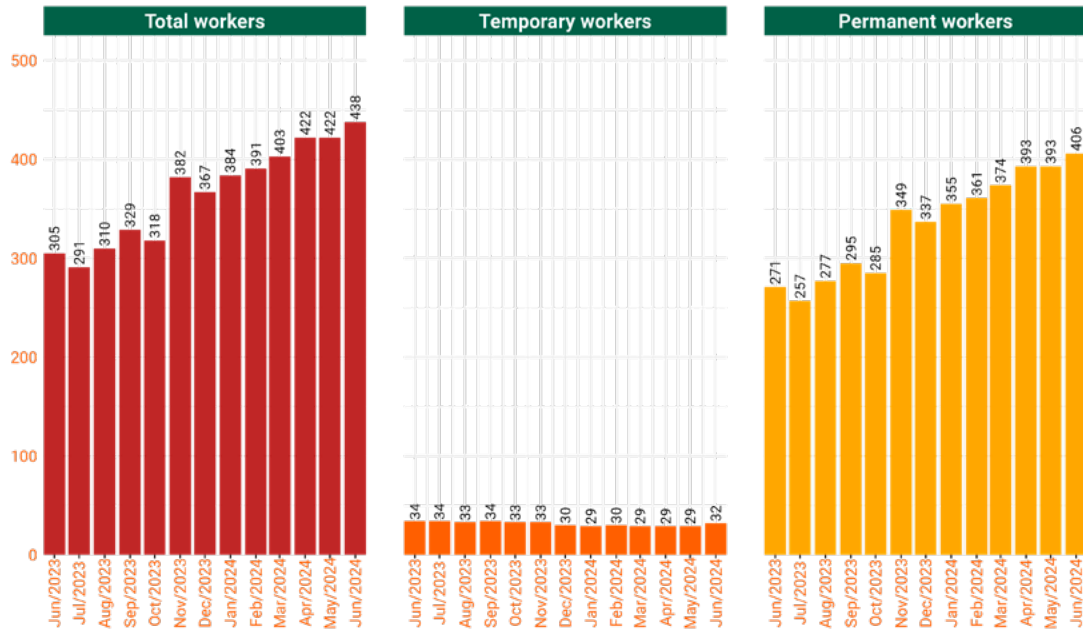


Source: Own estimates from IMSS labor statistics.

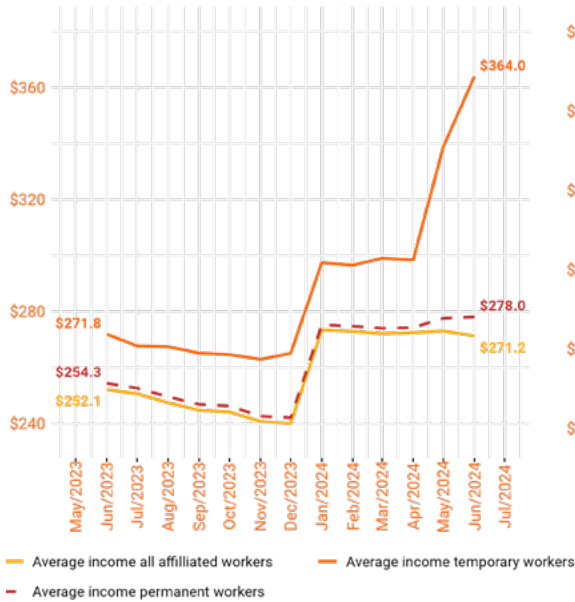


**Figure 25.** State: Guanajuato. Municipality: Valle de Santiago.

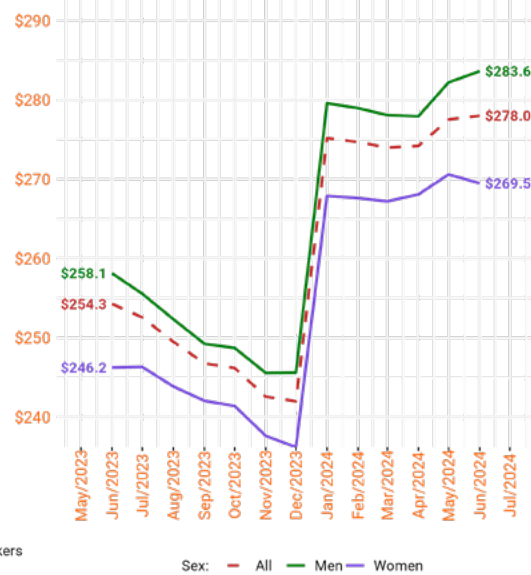
**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Guanajuato, Municipality: Valle de Santiago**



**Base Wage for IMSS Contributions for Temporary and Permanent Workers**  
**State: Guanajuato, Municipality: Valle de Santiago**



**Average Base Wage for IMSS Contributions by Sex**  
**State: Guanajuato, Municipality: Valle de Santiago**

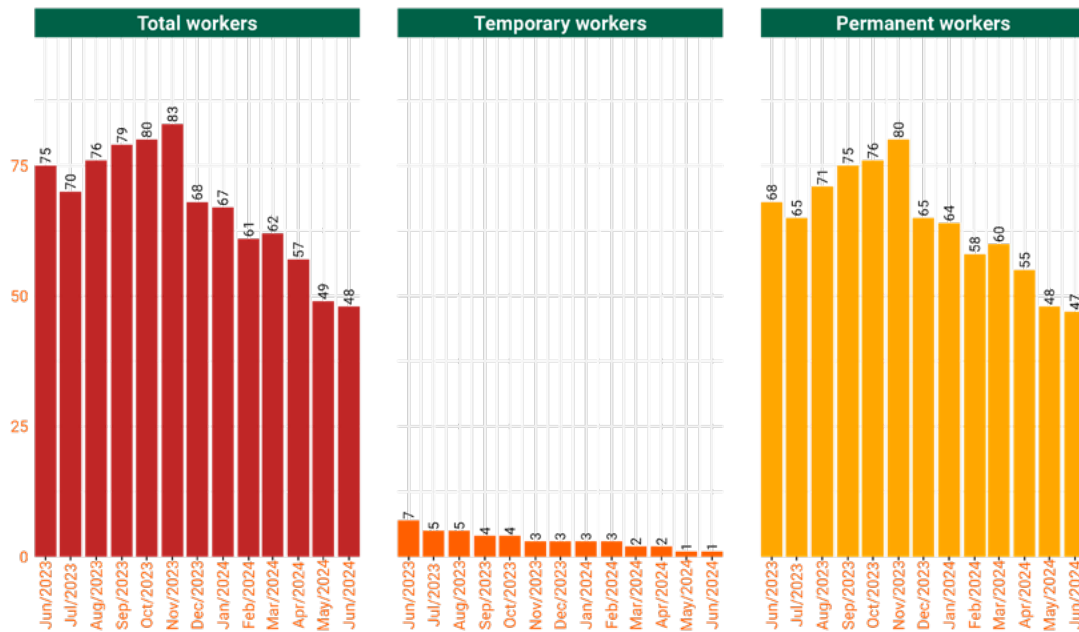


**Source:** Own estimates from IMSS labor statistics.

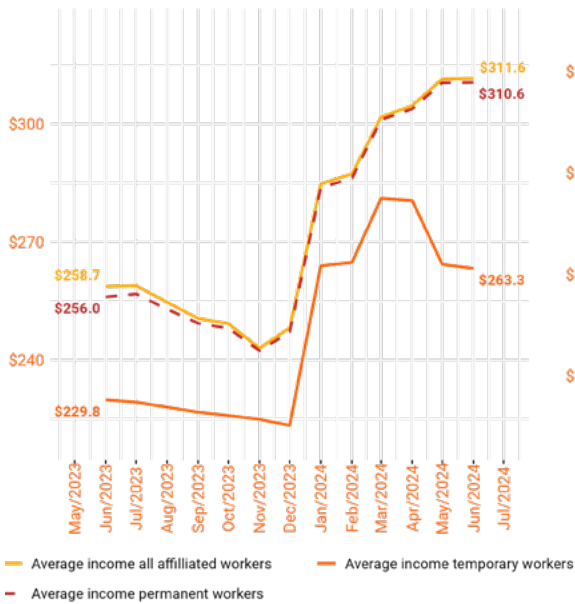


**Figure 26.** State: Jalisco. Municipality: Amacueca.

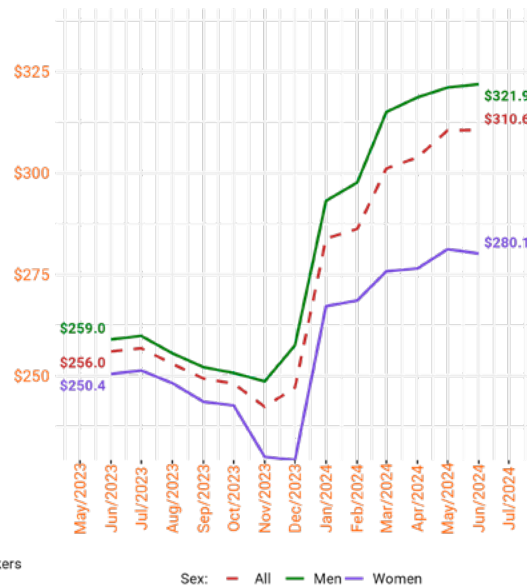
**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Jalisco, Municipality: Amacueca**



**Base Wage for IMSS Contributions for Temporary and Permanent Workers**  
**State: Jalisco, Municipality: Amacueca**



**Average Base Wage for IMSS Contributions by Sex**  
**State: Jalisco, Municipality: Amacueca**

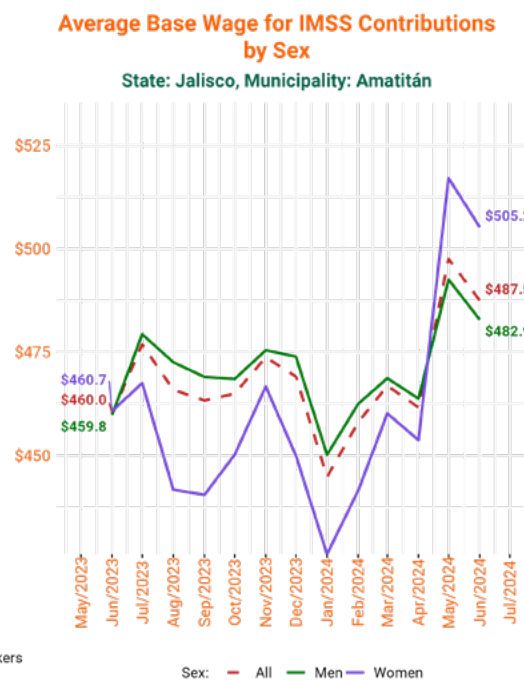
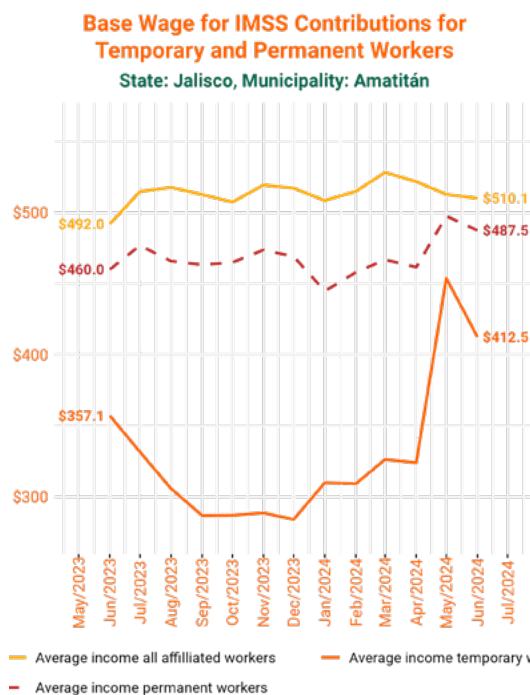
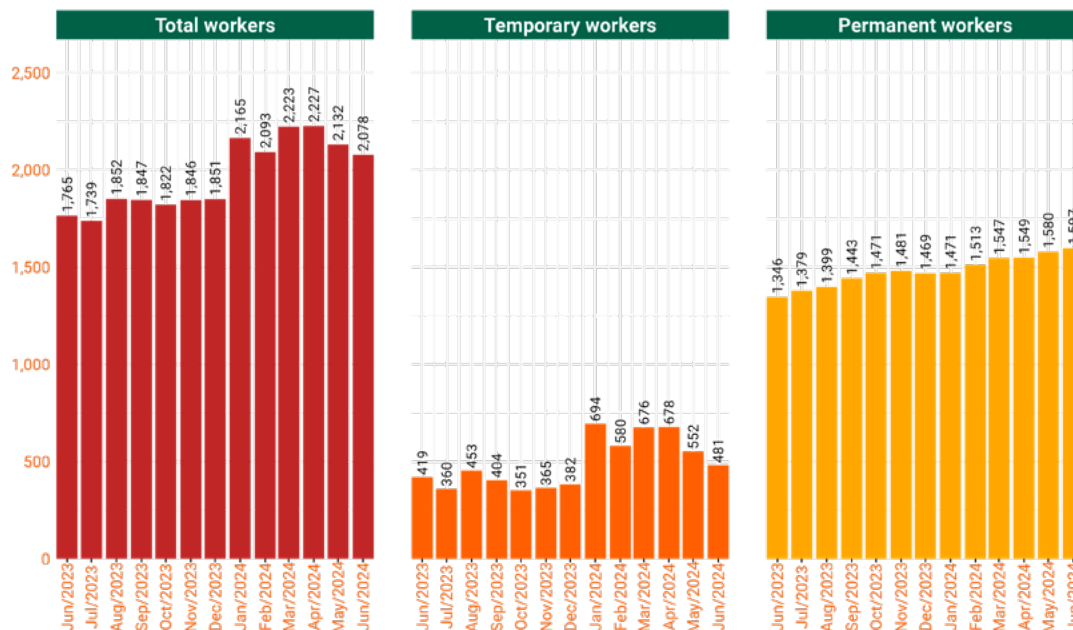


**Source:** Own estimates from IMSS labor statistics.



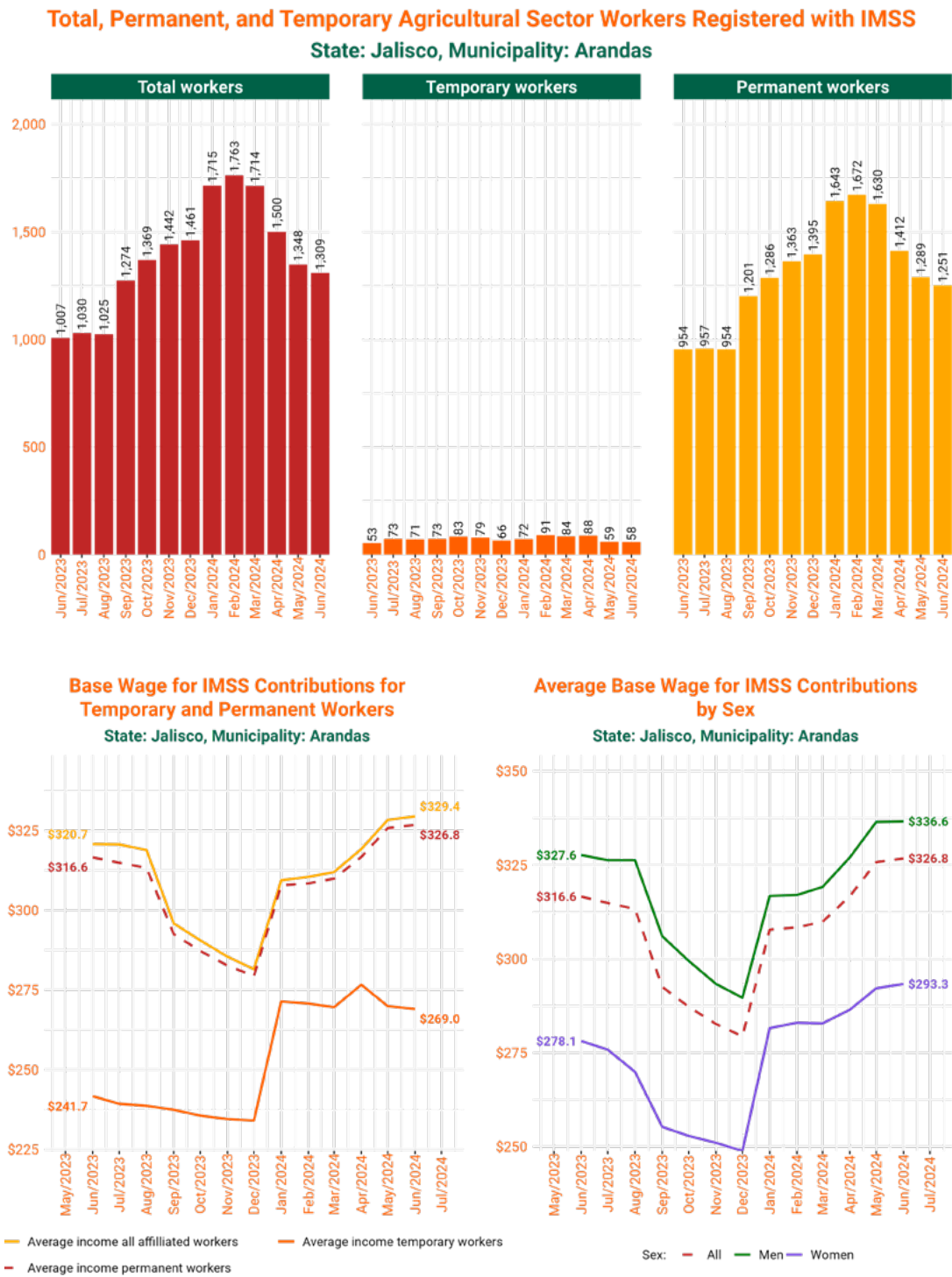
Figure 27. State: Jalisco. Municipality: Amatitán.

**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Jalisco, Municipality: Amatitán**



**Source:** Own estimates from IMSS labor statistics.



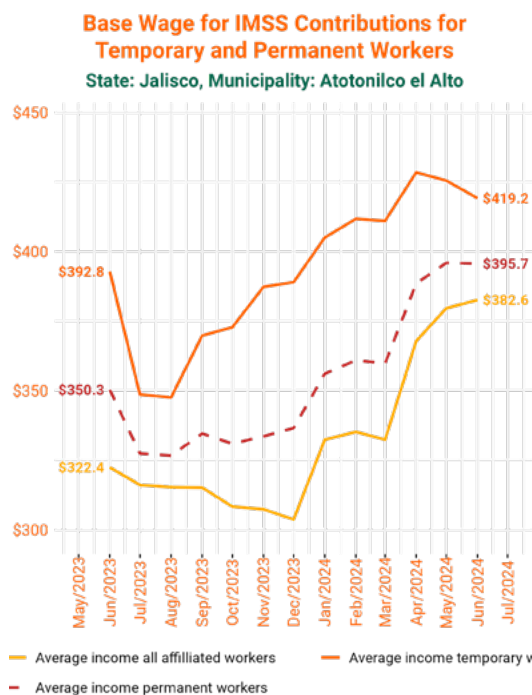
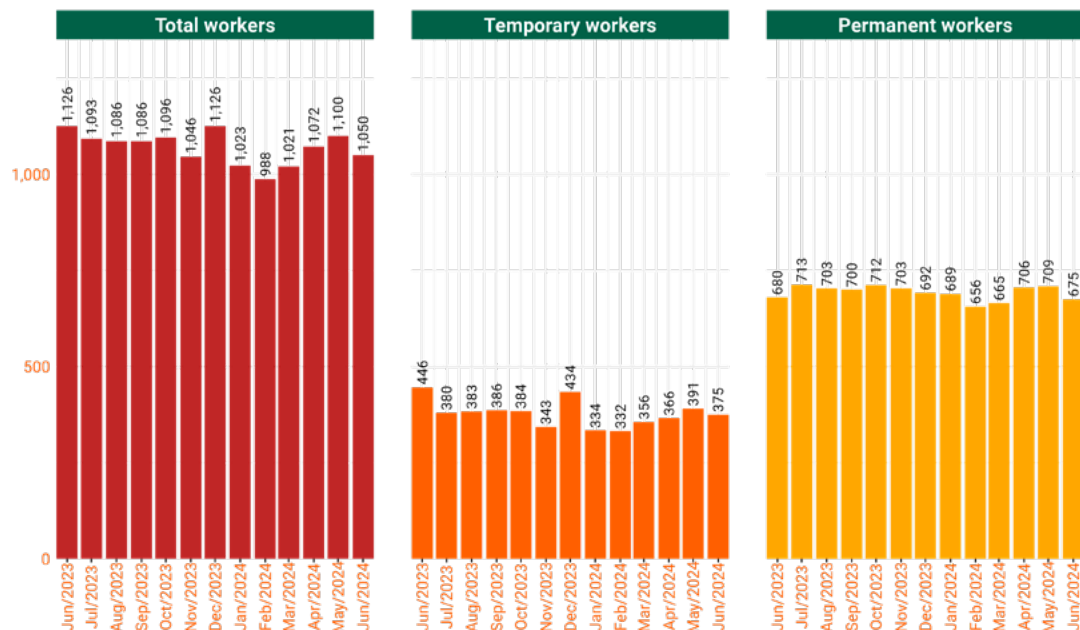
**Figure 28.** State: Jalisco. Municipality: Arandas.

**Source:** Own estimates from IMSS labor statistics.

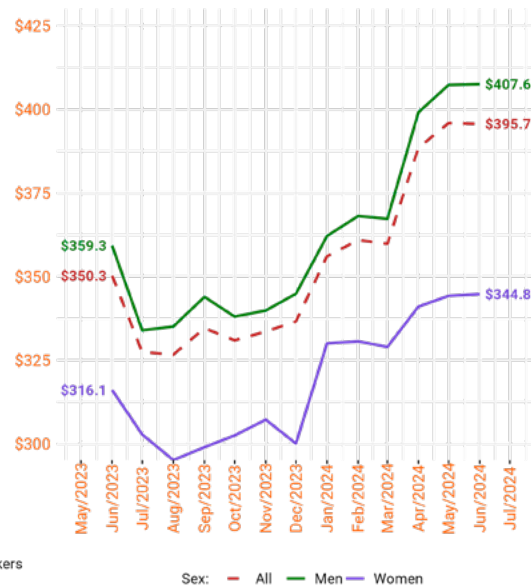


**Figure 29.** State: Jalisco. Municipality: Atotonilco el Alto.

**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Jalisco, Municipality: Atotonilco el Alto**

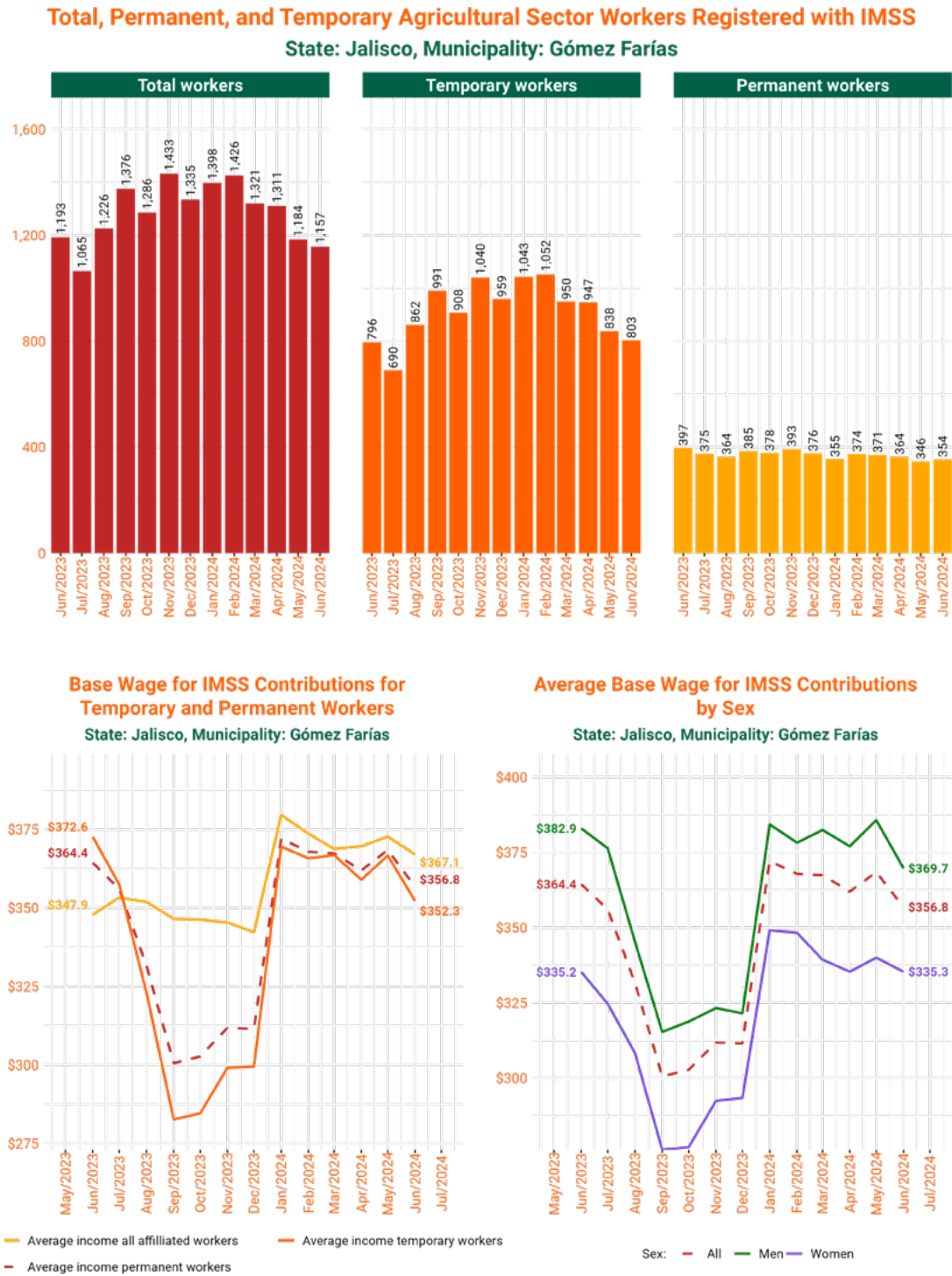


**Average Base Wage for IMSS Contributions by Sex**  
**State: Jalisco, Municipality: Atotonilco el Alto**



**Source:** Own estimates from IMSS labor statistics.



**Figure 30.** State: Jalisco. Municipality: Gómez Farías.

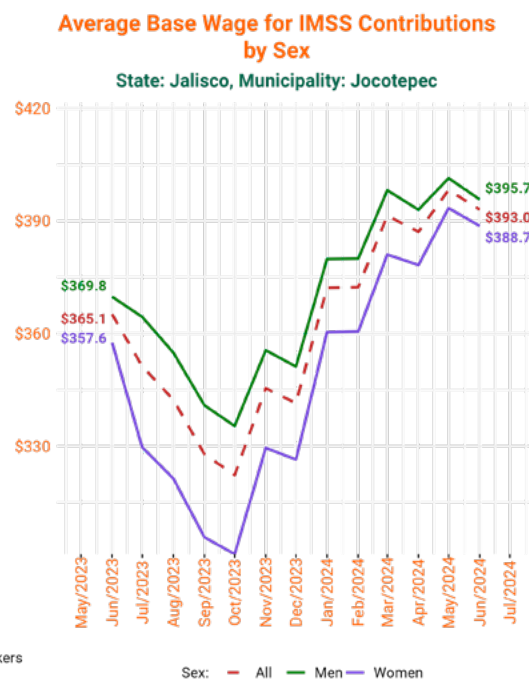
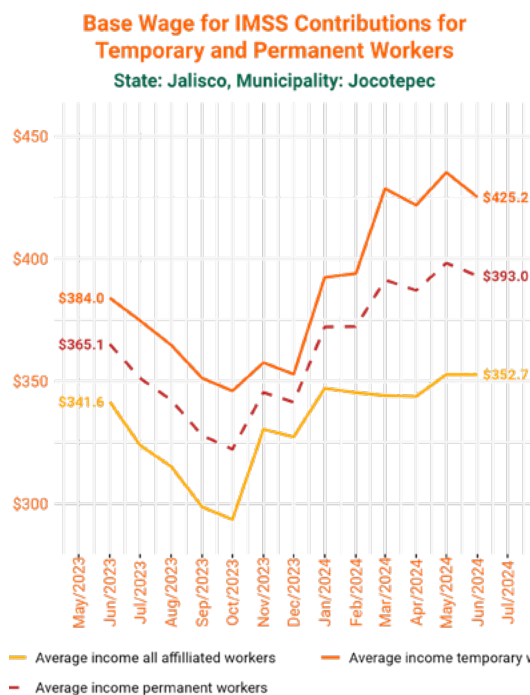
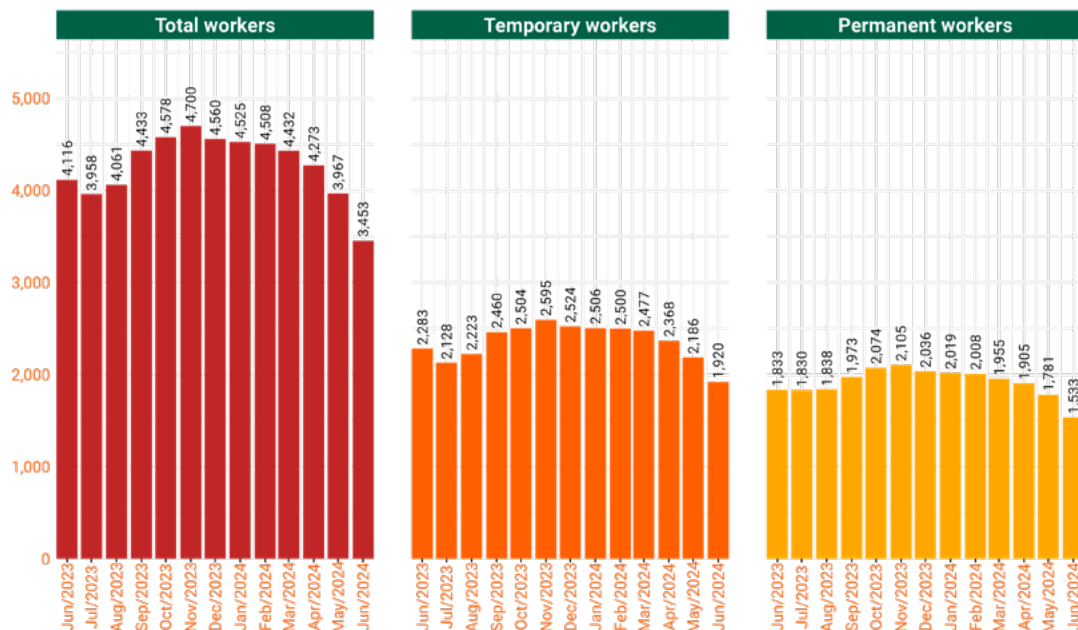
**Source:** Own estimates from IMSS labor statistics.





**Figure 31.** State: Jalisco. Municipality: Jocotepec.

**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Jalisco, Municipality: Jocotepec**

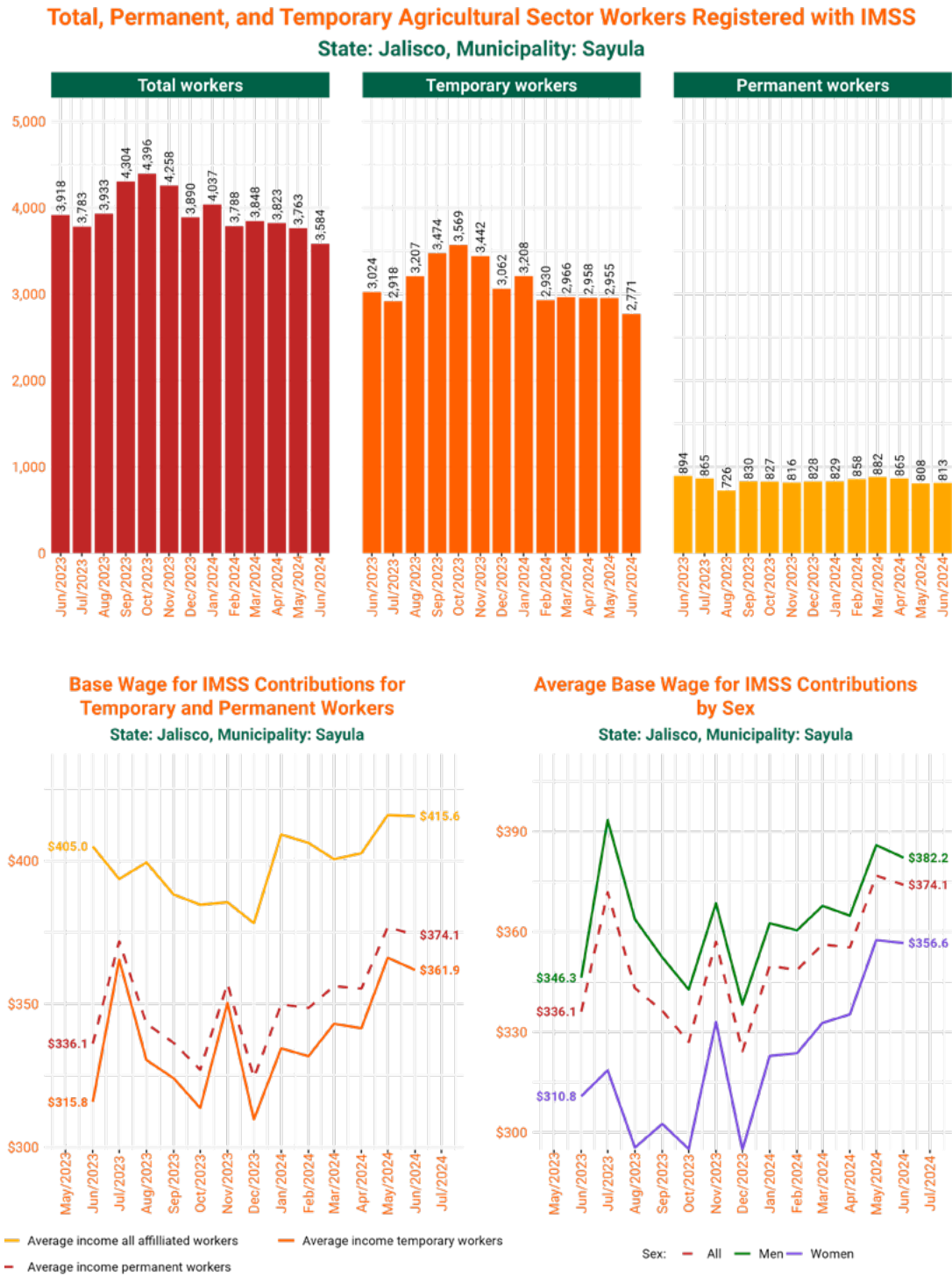


**Source:** Own estimates from IMSS labor statistics.





Figure 32. State: Jalisco. Municipality: Sayula.

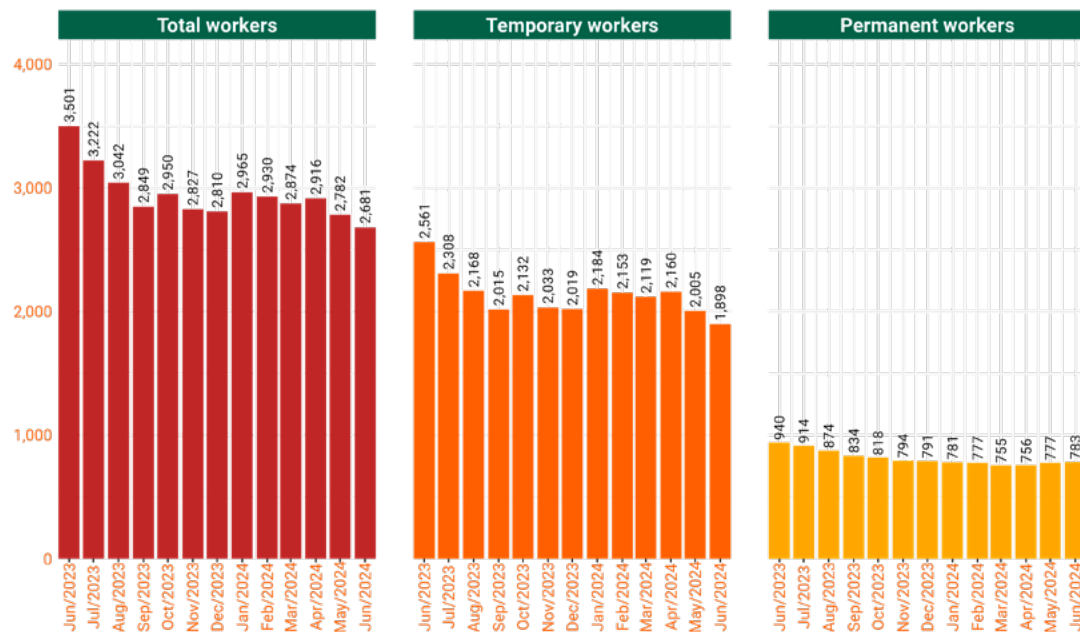


Source: Own estimates from IMSS labor statistics.

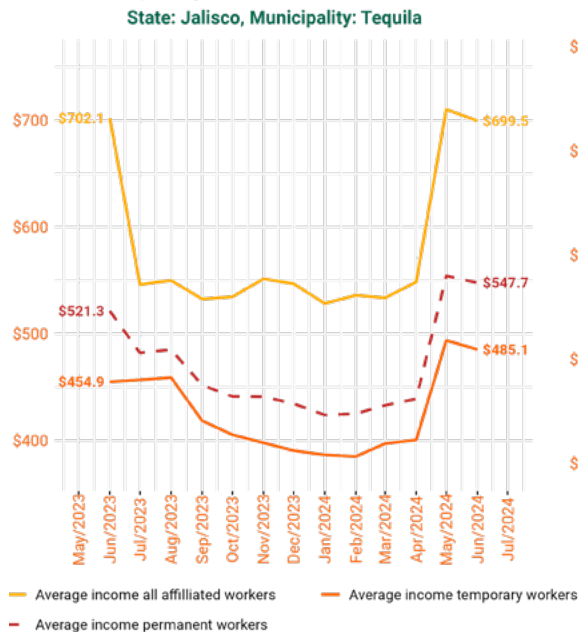


**Figure 33.** State: Jalisco. Municipality: Tequila.

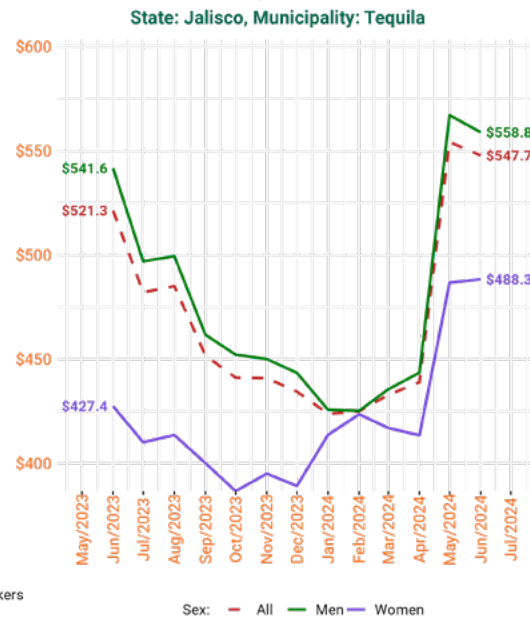
**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Jalisco, Municipality: Tequila**



**Base Wage for IMSS Contributions for Temporary and Permanent Workers**  
**State: Jalisco, Municipality: Tequila**



**Average Base Wage for IMSS Contributions by Sex**  
**State: Jalisco, Municipality: Tequila**

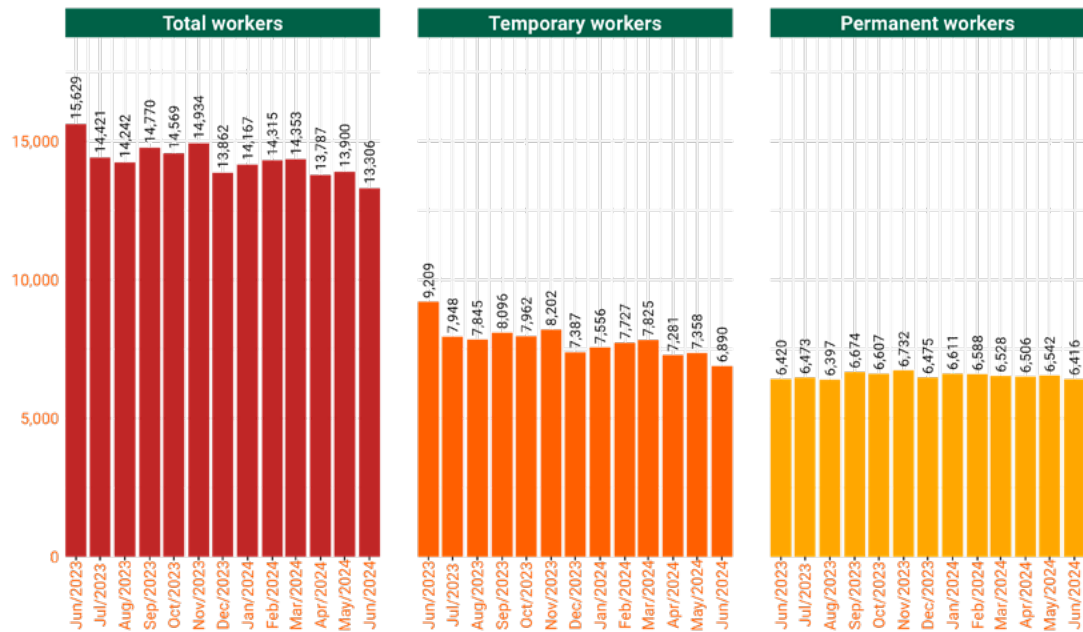


**Source:** Own estimates from IMSS labor statistics.

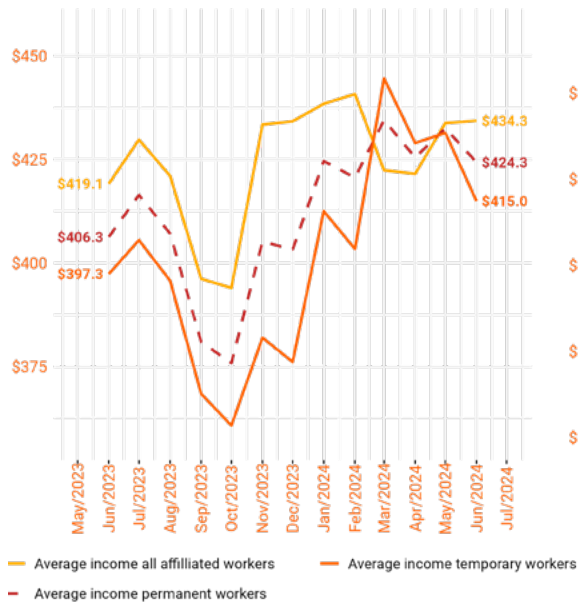


**Figure 34.** State: Jalisco. Municipality: Zapotlán el Grande.

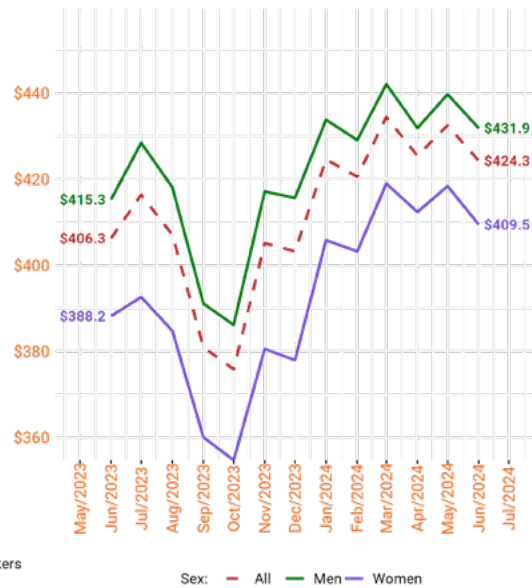
**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Jalisco, Municipality: Zapotlán el Grande**



**Base Wage for IMSS Contributions for Temporary and Permanent Workers**  
**State: Jalisco, Municipality: Zapotlán el Grande**



**Average Base Wage for IMSS Contributions by Sex**  
**State: Jalisco, Municipality: Zapotlán el Grande**

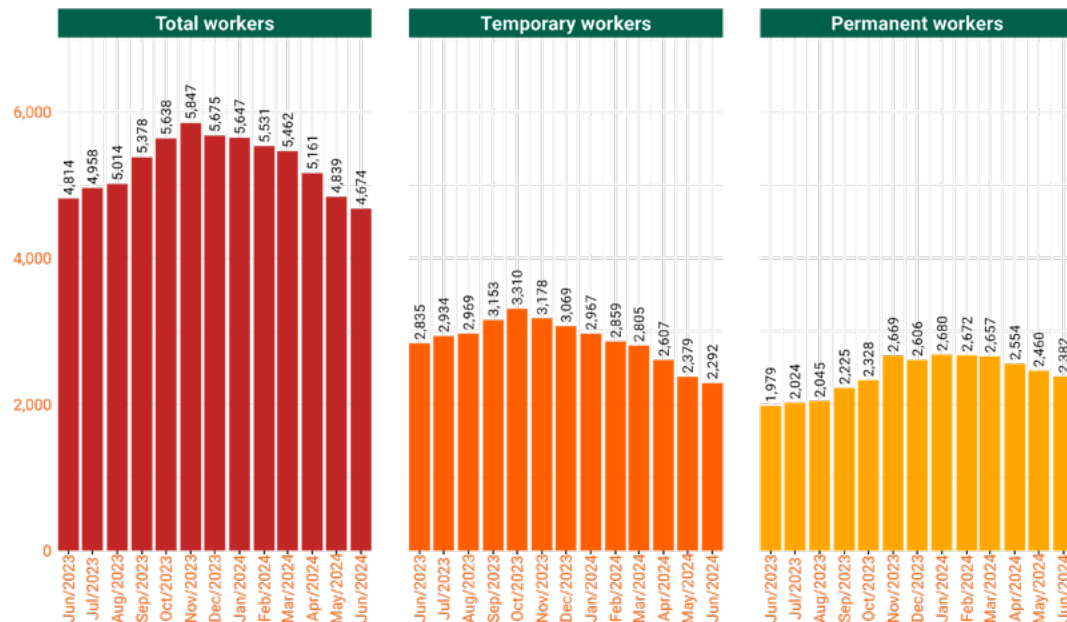


**Source:** Own estimates from IMSS labor statistics.

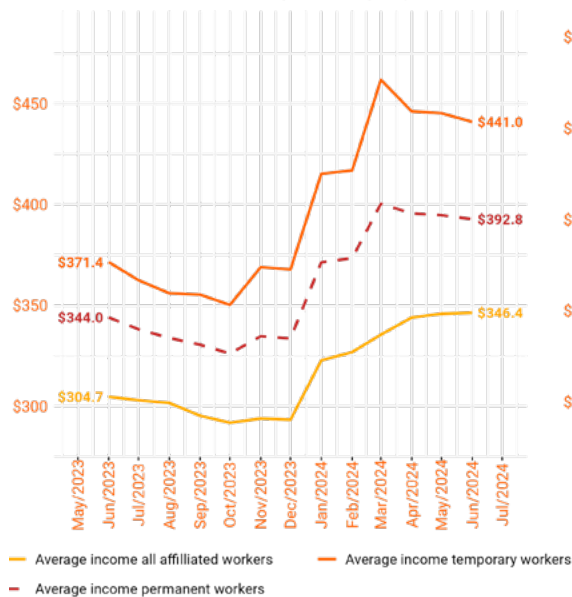


**Figure 35.** State: Michoacán de Ocampo. Municipality: Jacona.**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**

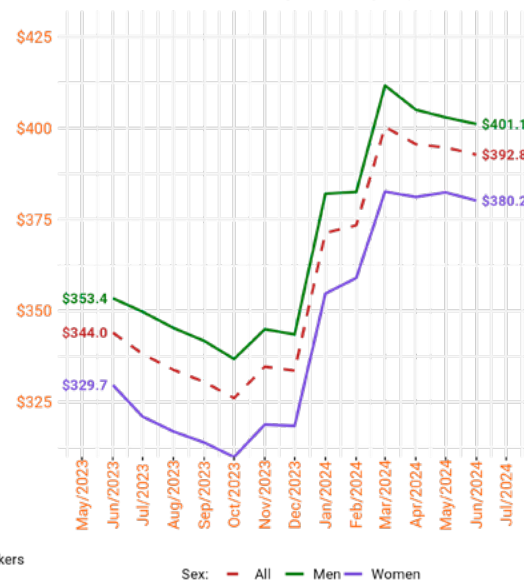
State: Michoacán de Ocampo, Municipality: Jacona

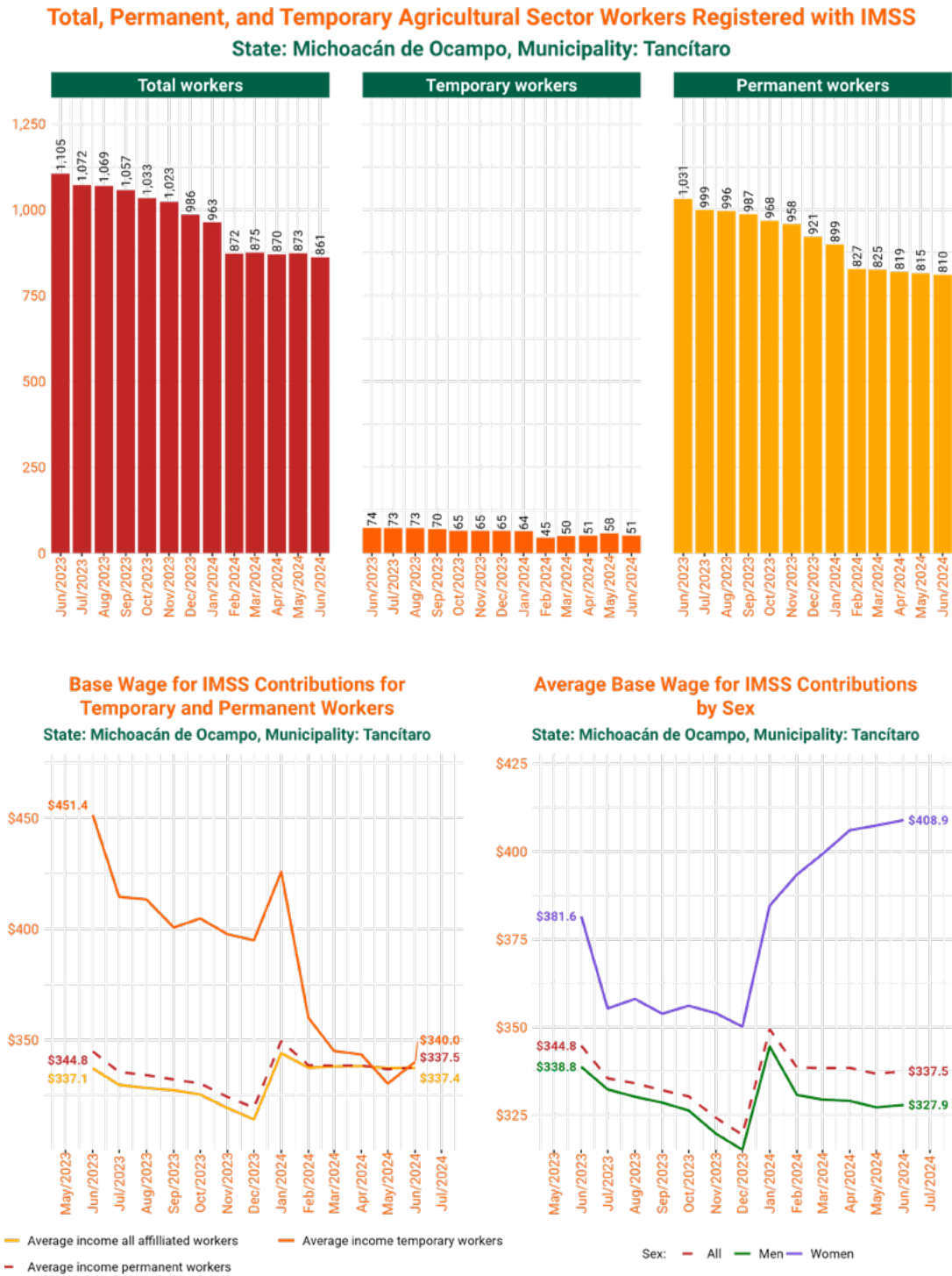


**Base Wage for IMSS Contributions for  
Temporary and Permanent Workers**  
State: Michoacán de Ocampo, Municipality: Jacona



**Average Base Wage for IMSS Contributions  
by Sex**  
State: Michoacán de Ocampo, Municipality: Jacona

**Source:** Own estimates from IMSS labor statistics.

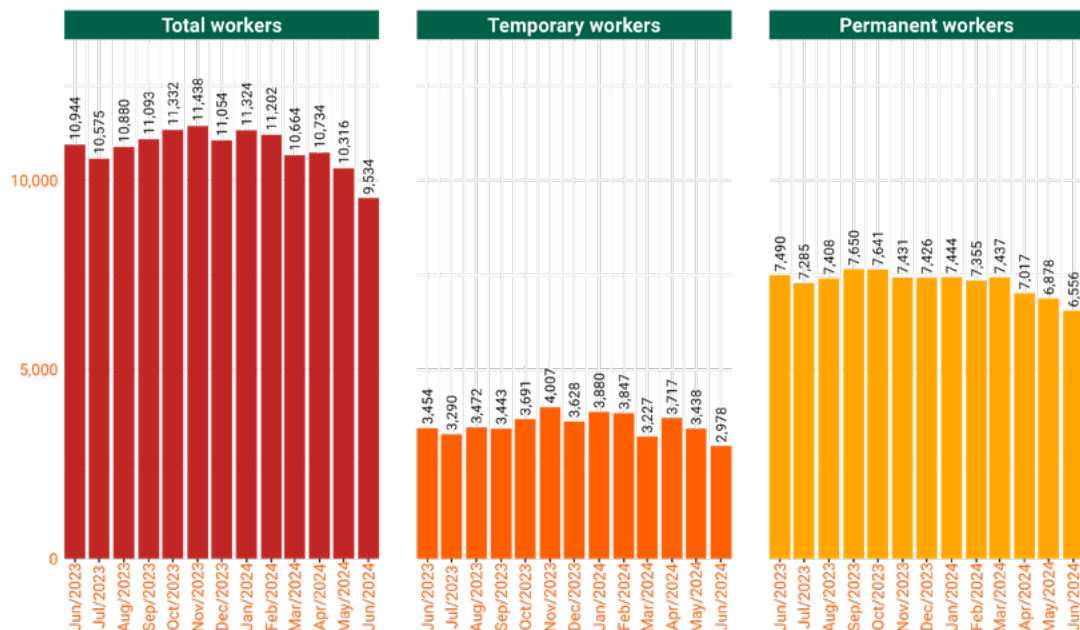
**Figure 36.** State: Michoacán de Ocampo. Municipality: Tancítaro.

**Source:** Own estimates from IMSS labor statistics.

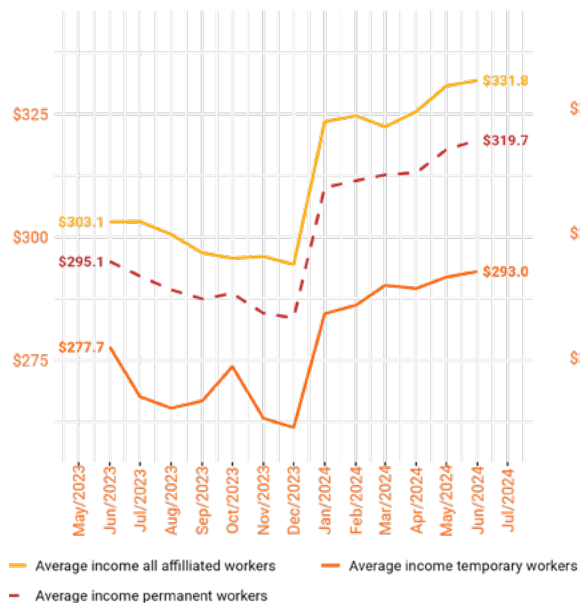


**Figure 37.** State: Michoacán de Ocampo. Municipality: Uruapan.

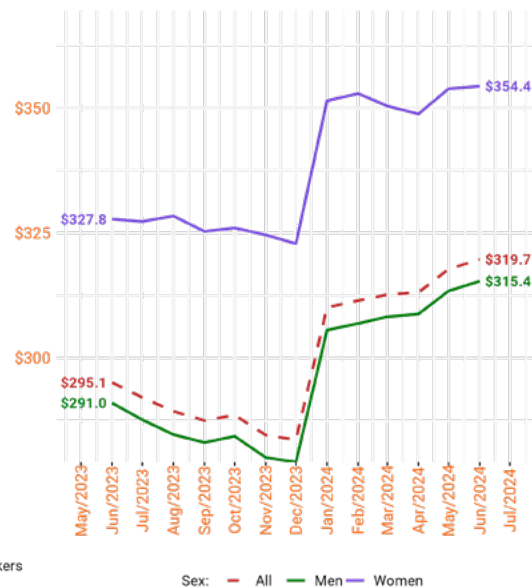
**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Michoacán de Ocampo, Municipality: Uruapan**



**Base Wage for IMSS Contributions for Temporary and Permanent Workers**  
**State: Michoacán de Ocampo, Municipality: Uruapan**



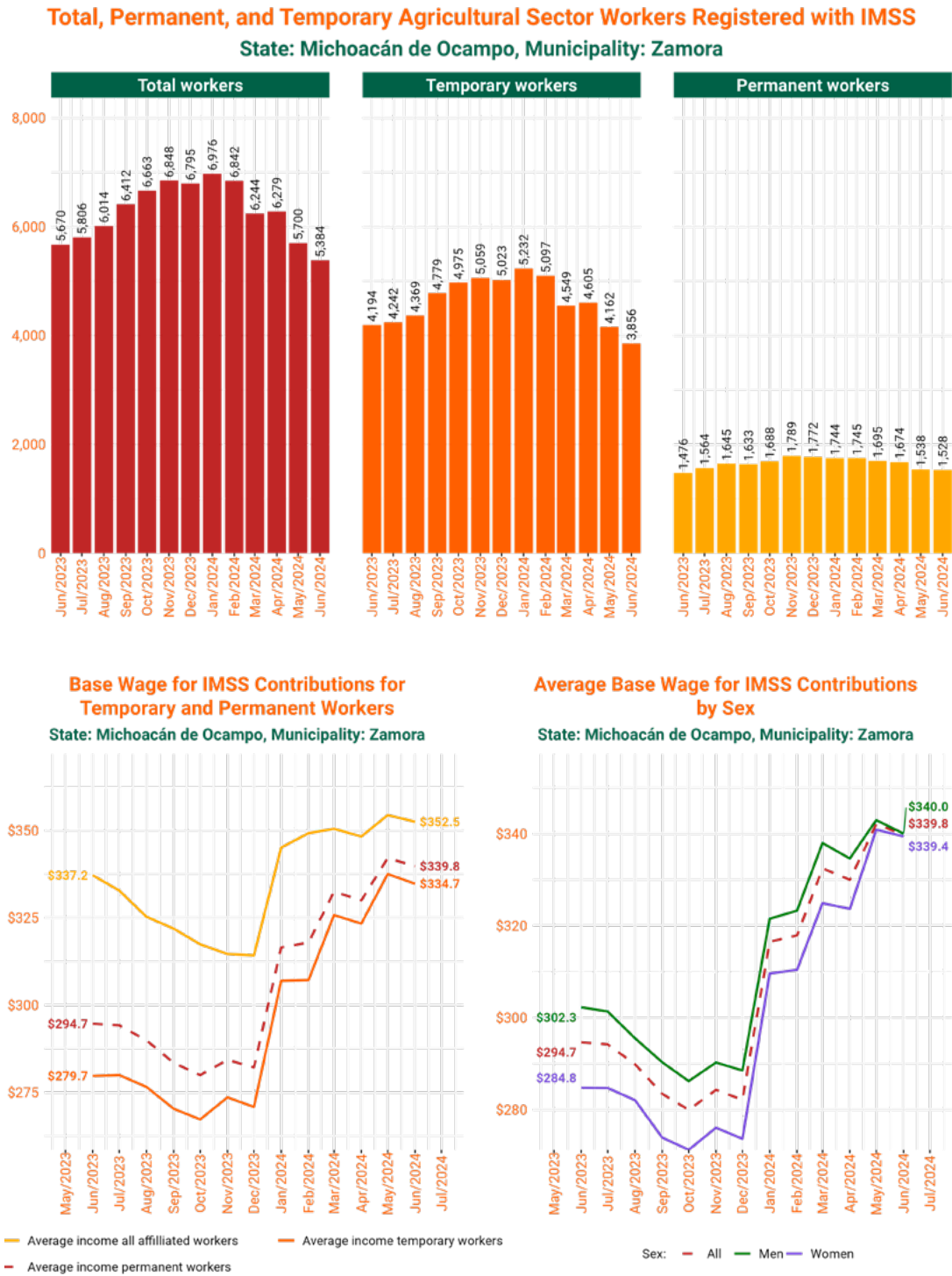
**Average Base Wage for IMSS Contributions by Sex**  
**State: Michoacán de Ocampo, Municipality: Uruapan**



**Source:** Own estimates from IMSS labor statistics.





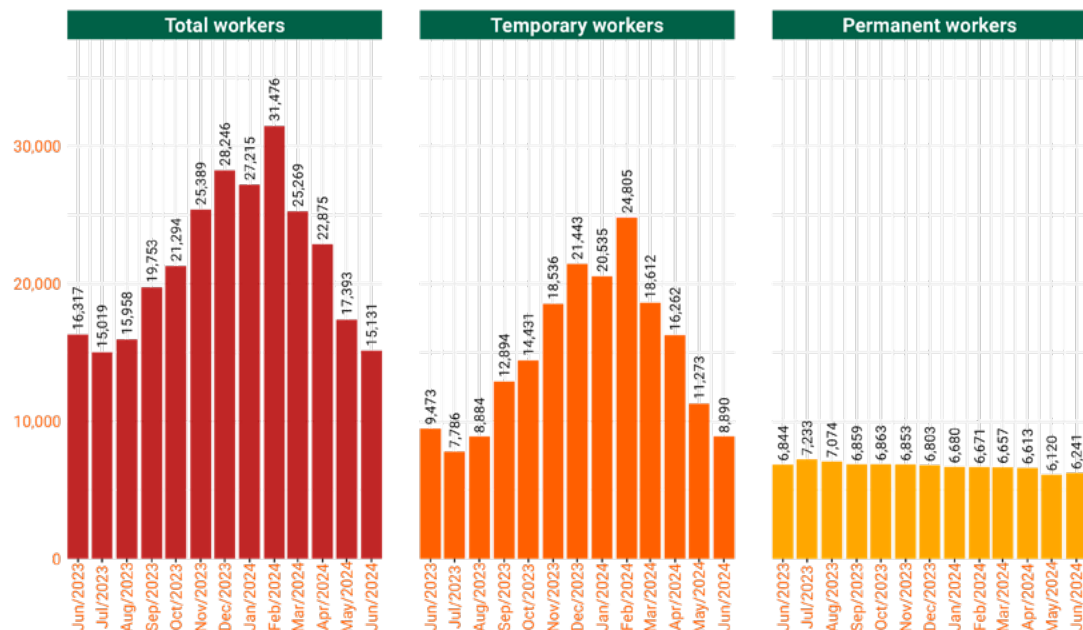
**Figure 38.** State: Michoacán de Ocampo. Municipality: Zamora.

**Source:** Own estimates from IMSS labor statistics.

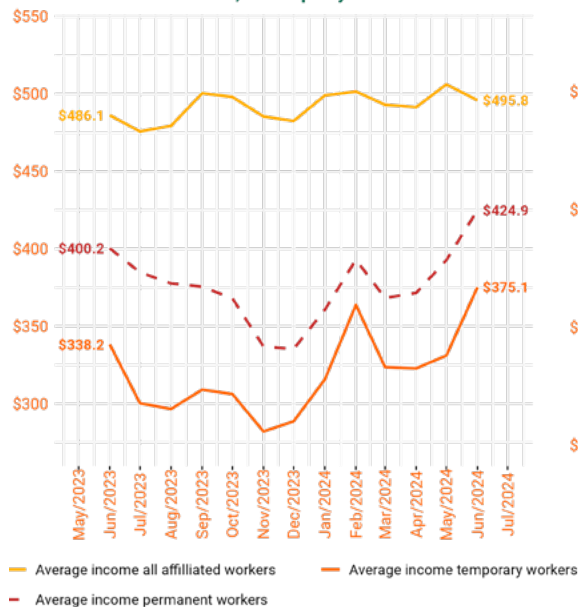


**Figure 39.** State: Sinaloa. Municipality: Culiacán.**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**

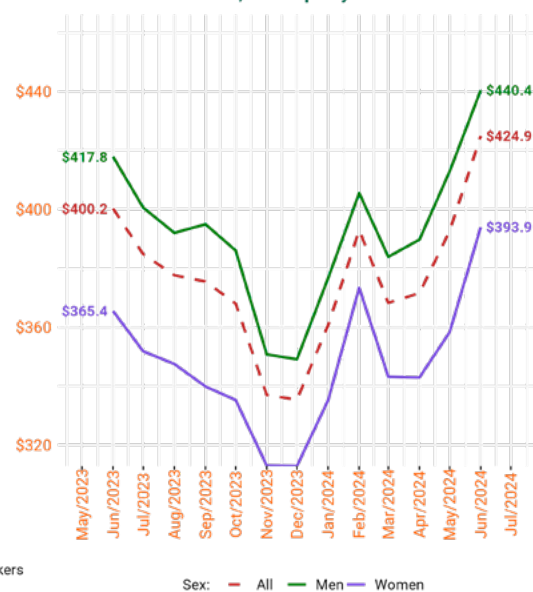
State: Sinaloa, Municipality: Culiacán

**Base Wage for IMSS Contributions for Temporary and Permanent Workers**

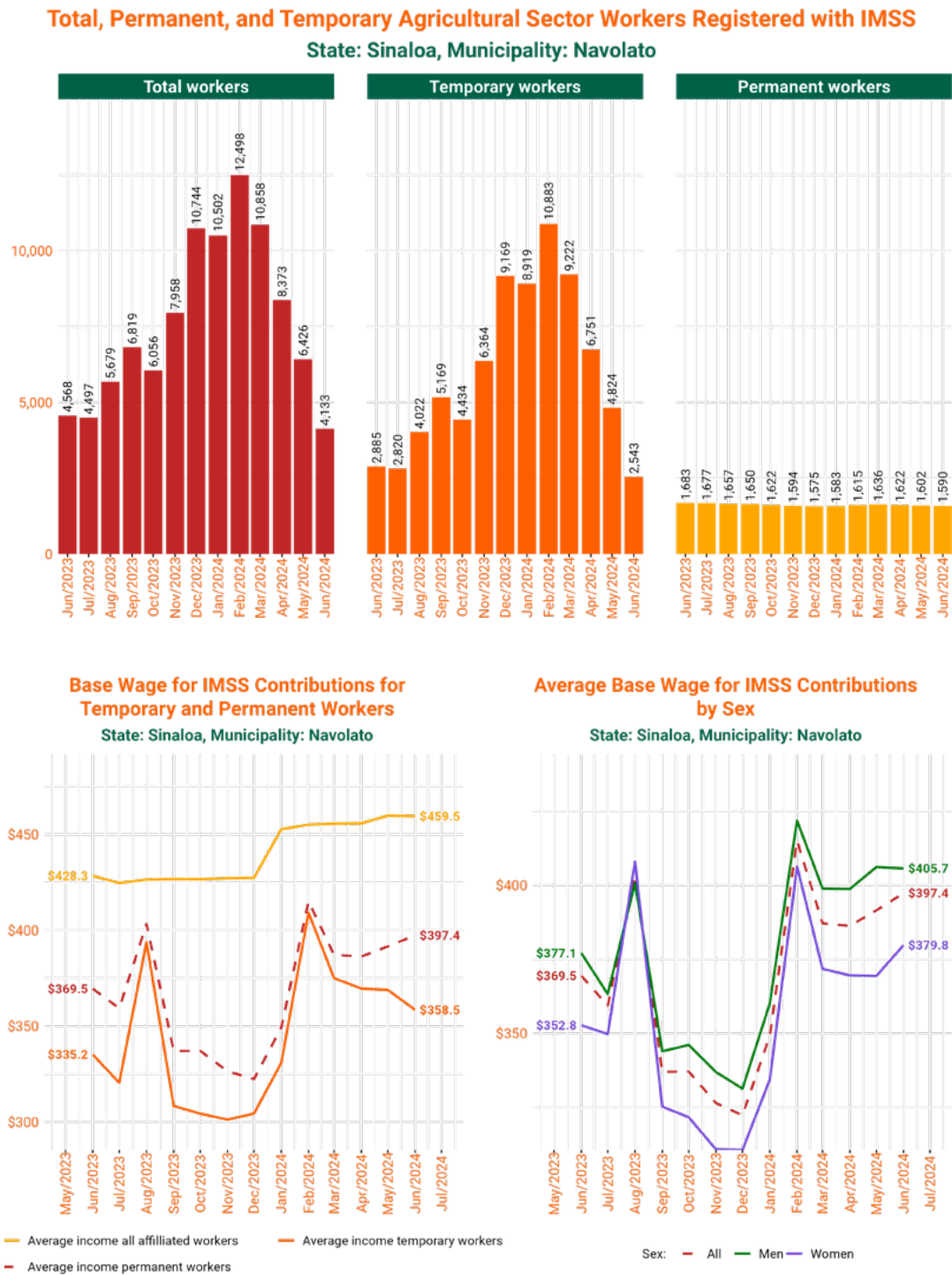
State: Sinaloa, Municipality: Culiacán

**Average Base Wage for IMSS Contributions by Sex**

State: Sinaloa, Municipality: Culiacán

**Source:** Own estimates from IMSS labor statistics.



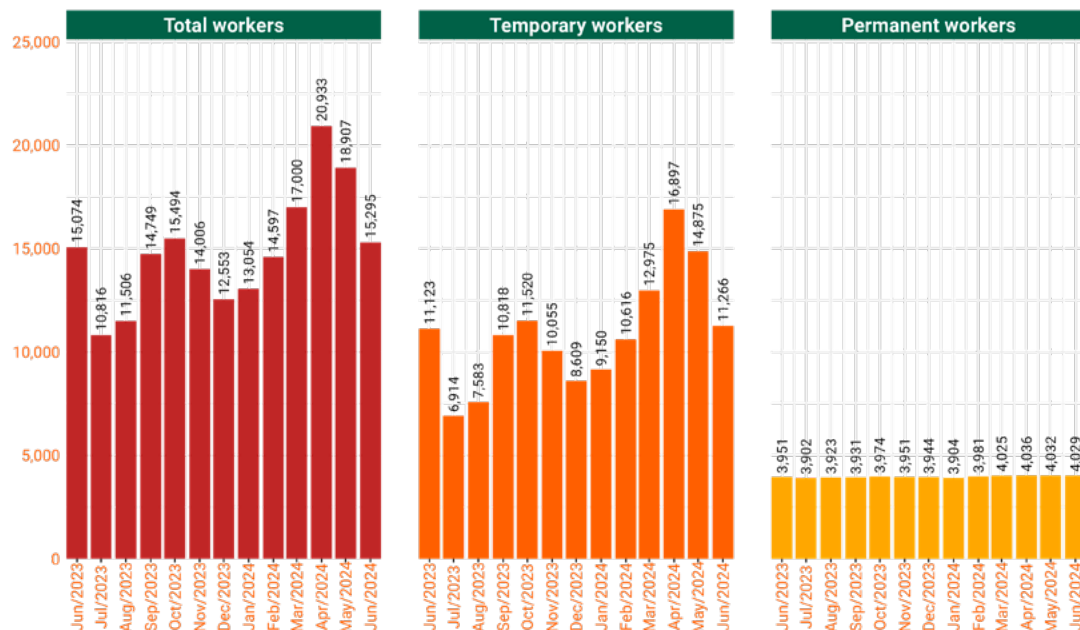
**Figure 40.** State: Sinaloa. Municipality: Navolato.

**Source:** Own estimates from IMSS labor statistics.

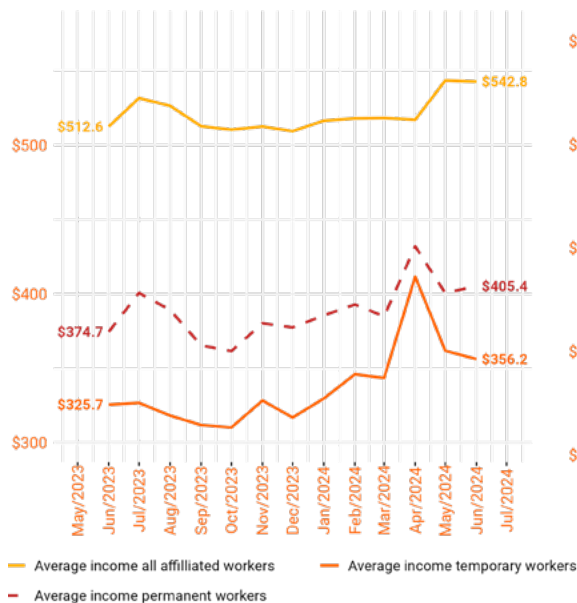


**Figure 41.** State: Sonora. Municipality: Hermosillo.

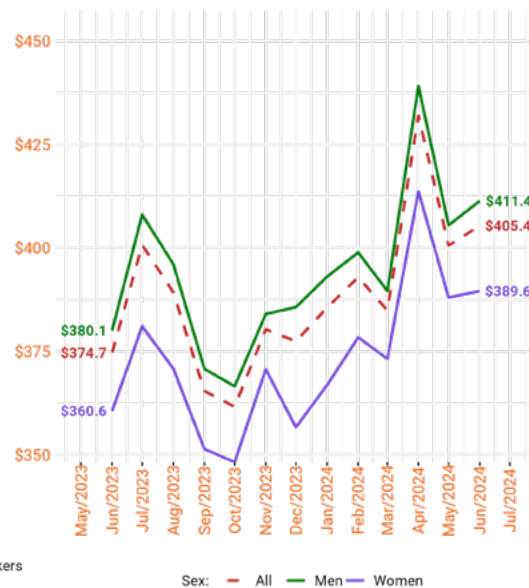
**Total, Permanent, and Temporary Agricultural Sector Workers Registered with IMSS**  
**State: Sonora, Municipality: Hermosillo**



**Base Wage for IMSS Contributions for Temporary and Permanent Workers**  
**State: Sonora, Municipality: Hermosillo**



**Average Base Wage for IMSS Contributions by Sex**  
**State: Sonora, Municipality: Hermosillo**



**Source:** Own estimates from IMSS labor statistics.



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