

Debate Pack

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Recruitment Support for Agricultural Workers

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Summary

The agriculture sector employed around 467,400 people in the UK 2021, across various farm types. Some 64% of this workforce was in England (nearly 300,000 workers). The agricultural workforce was around 67,400 in Scotland, around 52,200 in Northern Ireland, and around 50,400 in Wales.¹

The UK's agricultural workforce has a large component of part-time workers (40%) and family workers. It also has an ageing workforce, with more than a third (38%) of workers aged over 65 and only 3% aged under 35.²

Seasonal workers

Employment levels in the agricultural sector have remained relatively stable in recent years, however different farm sectors have differing requirements for labour. These requirements can vary significantly seasonally. The arable and horticulture sector in particular relies on seasonal workers to harvest crops. A high proportion of the sector's seasonal workforce has for a number of years been supplied by non UK workers. Defra's [Food Security Report 2021](#) estimated that up until the last two years 99% of seasonal workers in the horticultural sector came from outside the UK each season.³

Between 1945 and 2007, the principal route for foreign agricultural workers was the Seasonal Agricultural Workers Scheme (SAWS). The quota for SAWS was around 20,000 worker cards per year prior to 2014, when the scheme ended.⁴ The Government has now introduced the [T5 \(Temporary Worker\) Seasonal Worker](#) visa route which enables people to come to work in the UK's horticulture sector for up to six months. The visa was launched as a pilot scheme in 2019 limited to 2,500 visas.⁵ It has since been extended and now has an [expanded quota](#) of 30,000 places.

In late December 2021 the Government confirmed that the visa would remain in place to 2024 and would include ornamental as well as edible horticulture. The quota for 2022 remains 30,000 visas, with the possibility of increasing to 40,000 places if necessary. The Government intends that the annual visa quota will begin to taper down from 2023.

The visa is intended to help alleviate labour shortages in the sector but is not intended to meet all its estimated need for labour. [The Government maintains](#) that the agricultural sector should make greater use of automation and recruitment of domestic workers to meet demand.

¹ Defra, [June Survey of Agriculture](#), Annual time series

² As above

³ Defra, [Food Security Report 2021](#), indicator 3.1.9, Labour and skills dependency

⁴ Migration Advisory Committee (MAC), [Migration Seasonal Workers: The impact on the horticulture and food processing sectors of closing the Seasonal Agricultural Workers Scheme and the Sectors Based Scheme](#), p.49

⁵ The UK has had different iterations of seasonal agricultural worker visas since WW2.

Concerns about labour supply

Representatives of the sector have expressed increasing concern in recent years about the impacts of constraints on labour supply. The NFU has called for “a more enabling immigration policy which mitigates against the crippling labour shortages and structural issues that have existed throughout the food supply chain for many months”.⁶ The Horticultural Trades Association (HTA) has said that Britain’s tree and plant growers require an immediate 3,000 increase in full-time workers. It has called for an extension of the Seasonal Workers Scheme to provide more visas to benefit ornamental horticulture as well as farming “in the interests of the UK economy, environment and food security”.⁷

The Environment, Food and Rural Affairs Committee’s (EFRA) April 2022 report, [Labour Shortages in the Food and Farming Sector](#), expressed concerns about the potential impact of serious labour shortages in the food and farming sector. It said that if the Government did not “radically shift its attitude” there were risks of the sector shrinking and food prices rising.⁸

The Government has acknowledged that the agricultural sector has faced pressures in meeting its labour needs. It cites the Covid-19 pandemic and EU exit as two of the pressures. Ministers refer to mitigations put in place, including extension of the Seasonal Workers route to 2024 and additional visas for sectors facing particular constraints, such as the pig and poultry sector.

⁶ NFU news item, [Efra labour shortages report warns of shrinking sector](#), 6 April 2022

⁷ Horticultural Trade Association news item, [HTA Welcomes EFRA report on workforce shortages](#), 7 April 2022

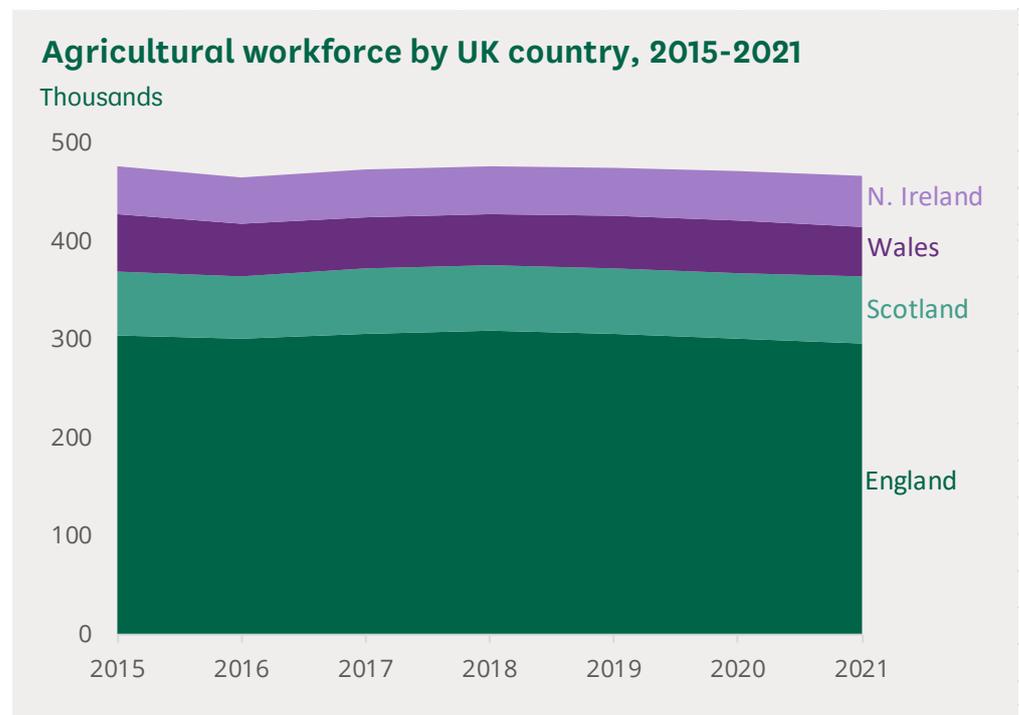
⁸ Environment, Food and Rural Affairs Committee, [Labour shortages in the food and farming sector Fourth Report of Session 2021–2](#), HC712, April 2022

1 Statistics on agricultural workers

1.1 Total workforce

The total agricultural workforce across all four countries in the UK has remained fairly stable from 2015 to 2021. In 2021, the agricultural workforce in the UK was **467,421**. This had decreased by 1% from **472,086** in 2020.

The majority (**64%**) of this workforce was in England with **297,418**, followed by Scotland with **67,407 (14%)**, Northern Ireland with **52,195 (11%)** and Wales with **50,401 (11%)**.



Source: Defra, [June Survey of Agriculture](#), Annual time series

1.2 Composition of the workforce

In 2021, **64%** of the total agricultural labour force (**467,421**) comprised of farmers business partners, directors and spouses (**300,629**) and **36%** comprised of regular employees, salaried managers and casual workers (**166,792**).

Across each country in the UK, Northern Ireland had the highest proportion of the workforce comprising of farmers, business partners, directors and spouses (**77%**), followed by Wales (**75%**), Scotland (**64%**) and England (**60%**).

Composition of agricultural workforce by UK country, 2021					
Thousands (1000s)					
	England	Scotland	Wales	N. Ireland	UK
Total labour force (incl. farmers and spouses)	297.4	67.4	50.4	52.2	467.4
Farmers, business partners, directors and spouses	179.0	43.3	38.0	40.4	300.6
Full time	94.0	15.2	17.8	20.3	147.3
Part time	85.0	28.0	20.2	20.1	153.3
Regular employees, salaried managers and casual workers	118.4	24.1	12.4	11.8	166.8
Regular employees	79.5	16.1	n/c	3.8	..
Full time	50.6	9.9	n/c	2.2	..
Part time	28.9	6.3	n/c	1.6	..
Seasonal, casual or gang labour	38.9	8.0	n/c	8.0	..

Notes:

a) Part time is defined as less than 39 hours per week in England and Wales, less than 38 hours per week in Scotland and less than 30 hours per week in Northern Ireland.

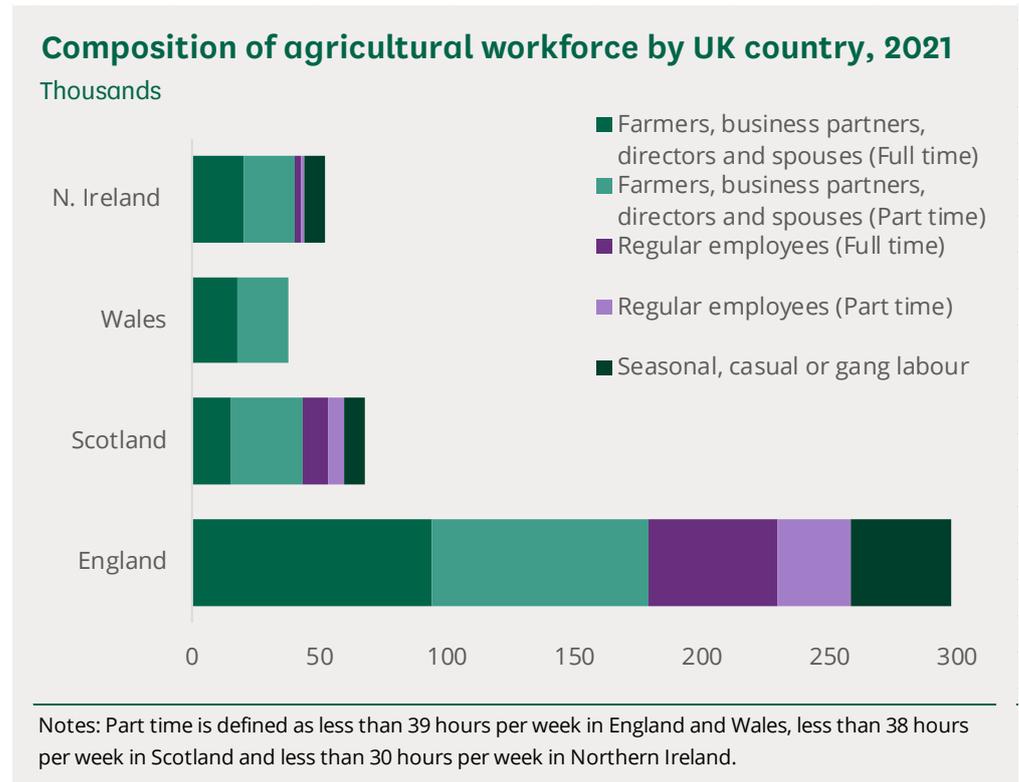
B) n/c signifies that data has not been collected

Source: Defra, [June Survey of Agriculture](#), Annual time series

Out of the farmers business partners, directors and spouses in the UK, approximately **half** worked full time and **half** worked part time. Scotland was the exception, with **35%** working full time and **65%** working part time.

Out of the regular employees, approximately **60%** worked full time and **40%** worked part time in England, Scotland and Northern Ireland. The data for Wales was not collected.

There were **38,900** working as seasonal, casual or gang labour in England, **8,003** in Scotland and **8,034** in Northern Ireland.

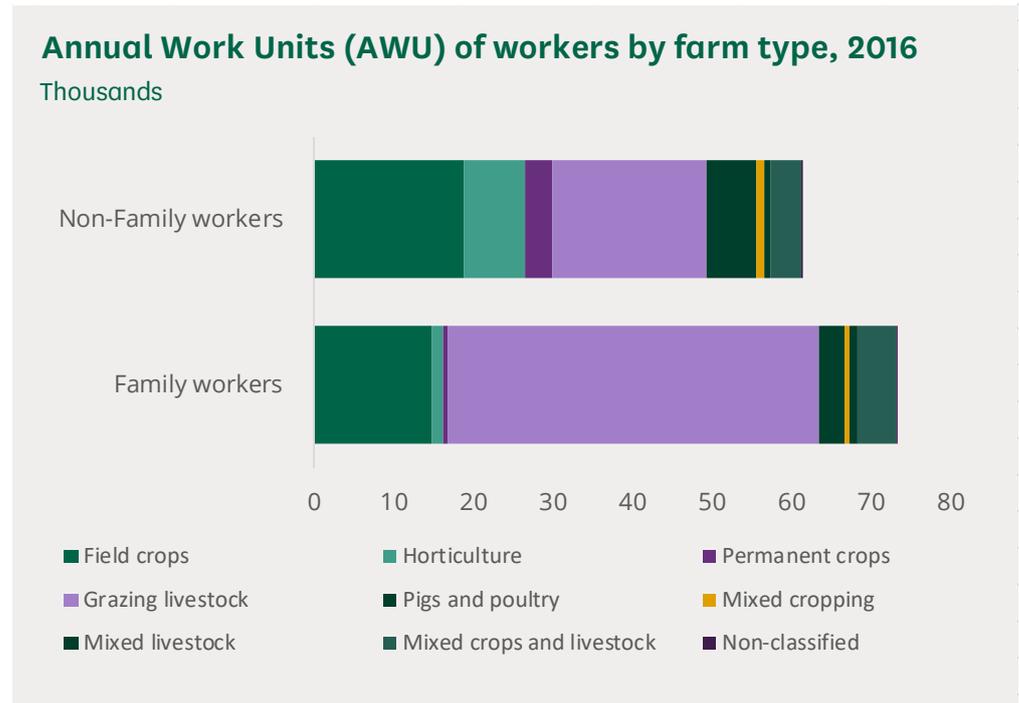


Source: Defra, [June Survey of Agriculture](#), Annual time series

1.3 Workers by farm type

Each holding is classified to a farm type depending on the main economic activities of the holding. The Farm Structure Survey collects farm type data on workers that are family (holder and member of the holder's family), non-family labour (regular and non-regular) and also contractual work (workers not directly employed by the holding).

There is a considerable degree of part-time working in agriculture and the working time of each person who works on the farm is therefore measured in Annual Work Units (AWU). One AWU corresponds to the work performed by a person engaged in full-time agricultural work. The annual working time of such a worker is 1800 hours (225 working days of 8 hours per day).



Source: Defra, [Farm Structure Survey 2016](#), Agricultural labour in England and the UK

According to AWUs in 2016, the largest proportion of workers worked on grazing livestock farms, followed by field crop farms. For family workers, **64%** worked on grazing livestock farms, **20%** on field crop farms and **4%** on pigs and poultry. Non-family workers had greater variety, **32%** worked on grazing livestock farms, **31%** on field crop farms and **13%** of horticulture farms.

Annual Work Units (AWU) of workers by farm type

Thousands (1000s)

	Family workers		Non-Family workers	
	AWU	Percentage	AWU	Percentage
Field crops	14,744	20%	18,766	31%
Horticulture	1,344	2%	7,749	13%
Permanent crops	705	1%	3,344	5%
Grazing livestock	46,723	64%	19,371	32%
Pigs and poultry	3,188	4%	6,315	10%
Mixed cropping	459	1%	1,012	2%
Mixed livestock	1,130	2%	752	1%
Mixed crops and livestock	4,863	7%	3,978	6%
Non-classified	66	0%	152	0%
All	73,221	100%	61,438	100%

Source: Defra, [Farm Structure Survey 2016](#), Agricultural labour in England and the UK

1.4 Age of holders

Agriculture typically has an aging workforce. In the United Kingdom, around a third of all holders⁹ (38%) were over the typical retirement age of 65 years while the proportion of young people aged less than 35 years was around 3%.

The average age of holders is defined using the median. This is the middle value when all holders' ages are ranked in order. In 2016, the median age for holders in the UK was **59 years old**.

Proportion of holders in each age group, 2016

	Number of holders	Percentage of holders
Under 35 years	5,362	3%
35-44 years	14,130	8%
45-54 years	39,806	22%
55-64 years	50,797	28%
65 years and over	68,555	38%
All	178,649	100%

Notes:

- a) The data in this table relate to all holders whether or not the holder is also the manager of the holding.
- b) Holdings run by an organisation (such as limited companies or institutions) do not have a holder and are therefore excluded from these figures.
- c) Figures relate to commercial holdings only.

Source: Defra, [Farm Structure Survey 2016](#), Agricultural labour in England and the UK

1.5 Managed migration of seasonal workers

1945 – 2014: The Seasonal Agricultural Workers Scheme

The UK has a long history of reliance on foreign seasonal agricultural workers. Between 1945 and 2007, the principal route for foreign agricultural workers was the Seasonal Agricultural Workers Scheme (SAWS). From 2008 onwards, the SAWS was restricted only to workers from Romania and Bulgaria. Prior to this, the main nationalities other than these were Ukrainian, Russian, Belarussian, and Polish (before Poland joined the EU in 2004 and its workers could migrate visa-free). SAWS ended in 2014, with the end of restrictions on the migration of Bulgarians and Romanians to the UK.

⁹ The holder is defined as the person in whose name the holding is operated.

The quota for SAWS was around 20,000 worker cards per year prior to 2014, when the scheme ended. This was a higher level than in the 1990s, when it was around 5,000-10,000 per year.¹⁰

A comprehensive series of statistics on uptake of the SAWS is not available. However, the Migration Advisory Committee obtained and published some statistics on it for its 2013 report [Migrant Seasonal Workers](#). No statistics exist on the migration of EU nationals for seasonal agricultural work while they had the right of free movement to the UK or of others who can migrate to the UK visa-free.

2019 onwards: The Seasonal Worker Pilot/ Scheme

In 2019, the UK began to pilot a new Seasonal Worker Scheme (SWP/SWS). Although this was primarily aimed at recruiting seasonal agricultural workers, in 2021 it was also used to provide a temporary route for pork butchers and heavy goods vehicle drivers.

Between 2019 and the end of 2021, 39,335 visas have been issued under the SWP/SWS.¹¹ In each of the three years so far, Ukrainians have made up the overwhelming majority of temporary workers issued with a visa under the scheme. In 2021, the main nationalities were:

- Ukrainian (19,920 visas issued),
- Russian (2,278),
- Bulgarian (1,111),
- Belarussian (1,007), and
- Tajik (980).

The quota for horticultural workers to be sponsored under the Seasonal Worker route in 2022 is 30,000.¹²

¹⁰ MAC, [Migration Seasonal Workers: The impact on the horticulture and food processing sectors of closing the Seasonal Agricultural Workers Scheme and the Sectors Based Scheme](#), p.49

¹¹ Home Office, [Immigration statistics quarterly: December 2021](#), table Vis_D02

¹² Home Office, [Workers and Temporary Workers: guidance for sponsors Sponsor a Seasonal Worker](#), Version 04/22

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Concerns about labour supply

Some four million people are employed in the UK agri-food sector, contributing around £130 billion to the economy.¹³ Of this, some 450,000 are employed in the agriculture sector.¹⁴ However, the Government acknowledges that it has been challenging to ensure that this sector has access to sufficient labour. It cites disruption by Covid-19 and EU exit for causing pressures to be felt widely across the sector. Government Spokesman, Baroness Bloomfield of Hinton Waldrist, said during a [Lords debate on Farming Industry Support on 11 January 2022](#) that the Government was “more than aware how [these pressures] had impacted the supply of overseas seasonal labour”.¹⁵ Defra’s [Food Security Report 2021](#) estimated that up until the last two years 99% of seasonal workers in the horticultural sector came from outside the UK each season.¹⁶

The National Farmers’ Union (NFU) has expressed concerns about access to labour for several years, with its concerns intensifying in recent years. It has called for “a more enabling immigration policy which mitigates against the crippling labour shortages and structural issues that have existed throughout the food supply chain for many months”. It said that an estimated 500,000 vacancies across the food and farming industry “threaten our own UK food security, and our ability to contribute to the nation’s economy through increased exports.” It called on the Government to release the additional 10,000 visas potentially available under the Seasonal Workers Scheme.¹⁷

The Horticultural Trades Association (HTA) represents many organisations which are reliant on seasonal labour to pick edible and ornamental crops. It said in April 2022 that the horticulture industry had been concerned for “some time” about the impact of leaving the EU and the pandemic on recruitment:

Britain’s tree and plant growers require an immediate 3,000 increase in full-time workers. Although we welcome being recently included in the Seasonal Workers Scheme, the current regulation means that our members are competing directly with edible horticulture in the same restricted pool of labour. We need the Government to realise that the scheme needs to be extended immediately with both ornamental horticulture and farming being allocated the numbers required to meet the demand of both sectors. This is in the interests of the UK economy, environment and food security”.¹⁸

¹³ [Farming Industry: Support](#) – HL Deb 11 January 2022 cc1053

¹⁴ Defra, [June Survey of Agriculture](#), Annual time series

¹⁵ [Farming Industry: Support](#) – HL Deb 11 January 2022 cc1053

¹⁶ Defra, [Food Security Report 2021](#), indicator 3.1.9, Labour and skills dependency

¹⁷ NFU news item, [Efra labour shortages report warns of shrinking sector](#), 6 April 2022

¹⁸ Horticultural Trade Association news item, [HTA Welcomes EFRA report on workforce shortages](#), 7 April 2022

The Environment, Food and Rural Affairs Committee (EFRA) held an inquiry into [Labour Shortages in the Agriculture sector and published a report in April 2022](#).¹⁹ The Committee expressed concerns about the potential impact of serious labour shortages in the food and farming sector and the risks of the sector shrinking and food prices rising if the Government did not radically shift its attitude. The report concluded that:

The evidence we have taken leaves us in no doubt about the seriousness of the issues facing the food and farming sector caused by labour shortages. These include food security, animal welfare and the mental health of those working in the sector. In contrast, the Government has not demonstrated a strong understanding of these issues, and even on occasion sought to pass the blame onto the sector on the basis of incorrect information about its own immigration system. The Government must radically shift its attitude and work together with the sector to devise solutions that speedily help address the problems it faces, in the short, medium and long-term to help the UK's food industry and enable it to thrive. Failure to do so risks shrinking the sector and leading to higher food inflation at the price of the UK's competitiveness, thereby making the country more reliant on food imports as we export our food production capacity—as well as the jobs it supports—abroad.²⁰

[Defra responded to key points in the Committee's report in a blog](#) published on 6 April 2022:

We fully acknowledge that the food and farming industry is facing labour challenges and we continue to work with the sector to mitigate them. This includes Defra's upcoming response to the automation review - the first step in understanding how the Government can support the uptake of automation technologies and reduce horticulture's reliance on seasonal migrant labour.

The blog referred to the extension of the seasonal workers scheme until the end of 2024, and the expansion of the Skilled Worker route to many more occupations including butchers.

It added that the Government had amended the pay requirements for seasonal workers, "which means that whilst seasonal workers must still receive £10.10 per hour, we have removed the minimum salary requirement, which will give growers greater cost certainty for the year ahead".

Finally, the blog noted that the government encouraged all sectors to make employment more attractive to UK domestic workers:

¹⁹ Environment, Food and Rural Affairs Committee, [Labour shortages in the food and farming sector Fourth Report of Session 2021-2](#), HC712, April 2022

²⁰ Environment, Food and Rural Affairs Committee, [Labour shortages in the food and farming sector Fourth Report of Session 2021-2](#), HC712, para 81, April 2022

through offering training, careers options, wage increases and to invest in increased automation technology. To help with these efforts, Defra is working with industry and DWP to raise awareness of career opportunities within the food and drink sector among UK workers.²¹

Defra's [Food Security Report 2021](#) concluded that it was “unlikely that there would ever be an overall shortage of food due to a lack of labour levels and skills”. It accepted that there could be reduced supply availability and in exceptional circumstances in times of reduced capacity this could result in reduced supply availability and choice of some agri-food products, in particular fresh produce. Further, any impacts to one sector could provide knock-on implications to other parts of the food supply chain.

Although the risks associated with labour and skills shortages can add additional strain, the agri-food sector is experienced in responding to disruptions within the food supply chain estimated that up until the last two years 99% of seasonal workers in the horticultural sector came from outside the UK each season.²²

²¹ Defra blog, 6 April 2022

²² Defra, [Food Security Report 2021](#), indicator 3.1.9, Labour and skills dependency

3 Policy measures to support the agricultural sector

3.1 Seasonal migrant labour: visa provisions

Skilled worker visa

Some agricultural occupations might qualify for a [Skilled Worker](#) visa. Eligible jobs must satisfy minimum salary and skill requirements (generally, at least £25,600 and RQF level 3 – A level or equivalent - or above). Visa applicants must have a job offer from an employer who has a Home Office licence to sponsor migrant workers. Jobs on the shortage occupation list can be paid at a lower rate (but not less than £20,480). Visa holders can stay for up to five years initially, with the possibility of extending their stay or applying for permanent settlement, and can sponsor family members to join them in the UK.

Food and farming stakeholders' concerns about the visa's suitability for their labour needs centre around the requirement that workers have intermediate English language skills, the costs and bureaucracy associated with sponsoring migrant workers, and the omission of certain agricultural roles from the shortage occupation list.²³ The Migration Advisory Committee had recommended adding several relevant occupations to the list in September 2020, but the Government decided against making changes in the short-term.

Seasonal Worker visa

The [T5 \(Temporary Worker\) Seasonal Worker](#) visa route enables people to come to work in the UK's horticulture sector for up to six months. There is no knowledge of English requirement, but visa holders cannot change sponsor or claim public funds (i.e., most welfare benefits), or sponsor family members to join them in the UK.

Individual employers cannot sponsor seasonal workers directly. Rather, the scheme is administered by four approved operators who recruit the workers and find work for them with participating employers.²⁴

The visa was launched as a pilot scheme in 2019 limited to 2,500 visas.²⁵ It has since been extended and now has an [expanded quota](#) of 30,000 places. In

²³ Environment, Food and Rural Affairs Committee, [Labour shortages in the food and farming sector](#), 6 April 2022, paragraphs 43-59

²⁴ See Free Movement blog, [Briefing: the Seasonal Worker visa](#), 6 April 2022 for a more detailed overview.

²⁵ The UK has had different iterations of seasonal agricultural worker visas since WW2.

late December 2021 the Government confirmed that the visa would remain in place to 2024 and would include ornamental as well as edible horticulture.

The quota for 2022 remains 30,000 visas, with the possibility of increasing to 40,000 places if necessary. The Government intends that the annual visa quota will begin to taper down from 2023. The Environment, Food and Rural Affairs Committee recently recommended that the Government make the visa route permanent and commit to announcing visa quotas on a rolling five-year basis.²⁶ The Government has not yet formally responded to the Committee's inquiry.

The visa is intended to help alleviate labour shortages in the sector but is not intended to meet all its estimated need for labour. [The Government maintains](#) that the agricultural sector should make greater use of automation and recruitment of domestic workers to meet demand.

That rationale reflects the Government's general post-Brexit priority for work-based immigration; namely, to replace EU free movement of people with the UK's points-based system. This is intended to cater for "the most highly skilled workers, skilled workers, students and a range of other specialist work routes".²⁷ There is no general visa route for lower paid/skilled work or temporary work. In the Government's view, "We need to shift the focus of our economy away from a reliance on cheap labour from Europe and instead concentrate on investment in technology and automation. Employers will need to adjust."²⁸

Temporary extension of occupations eligible for a Seasonal Worker visa

In late 2021 the Government introduced some temporary concessions which extended the scope of the Seasonal Worker visa to include pork butchers (800 visas available), poultry workers (5,500 visas available) and HGV drivers for food transport (4,700 visas available).²⁹ The measures were in response to concerns about labour shortages and supply chain issues. They are no longer in place.

The concessions were criticised by some stakeholders, including the Environment, Food and Rural Affairs Committee, for being "too little, too late".³⁰ Witnesses to the Committee suggested that the limited take-up of the visas reflected practical difficulties arising from the concessions' design and timing rather than a lack of need for labour. The Government's Migration

²⁶ Environment, Food, and Rural Affairs Committee, [Labour shortages in the food and farming sector](#), 6 April 2022, paragraph 69

²⁷ Home Office, [The UK's points-based immigration system: policy statement, February 2020](#)

²⁸ Home Office, [The UK's points-based immigration system: policy statement, February 2020](#)

²⁹ GOV.UK, [Recruit a poultry worker, pork butcher or HGV food driver with a temporary visa](#), 1 January 2022

³⁰ Environment, Food and Rural Affairs Committee, [Labour shortages in the food and farming sector](#), 6 April 2022, paras 27-32

Advisory Committee similarly advised against the use of “last minute, very short-term fixes”, on the basis that this “reduces employers’ ability to plan and is in any case unlikely to generate the flows of migrant workers sought.”³¹

Review of Seasonal Worker visa pilot

In December 2021 the Government published a [full review of the pilot’s](#) first year of operation in 2019. The review assessed the pilot’s effectiveness in achieving 9 objectives:

1. Determine if the Pilot could provide a longer-term model for responding to seasonal labour shortages in the horticulture sector;
2. Test the Pilot’s ability to alleviate seasonal labour shortages in UK horticulture;
3. Provide seasonal labour across the UK, so that all parts of the UK benefit from the Pilot;
4. Assess the capability of the industry to manage the Pilot effectively.
5. Assess the impact of the Pilot on local communities;
6. Ensure that the Pilot provides for robust immigration control;
7. Ensure that the Pilot adequately protects migrant workers from modern slavery and other labour abuses;
8. Ensure that the monitoring and reporting regime adequately informs the government of the operation of the Pilot;
9. Measure the financial impact of the Pilot.

The review identified potential for the model to respond to seasonal labour shortages and relatively high satisfaction rates amongst workers (objective 1). However, uncertainty over increased wages in workers’ home countries and increasing demand in the UK horticulture sector meant the review could not assess the long-term viability of the model.

The review found that the pilot helped to alleviate labour shortages (objective 2). 2,481 workers were hired through the scheme, with around half having undertaken previous seasonal work. The review stressed that the pilot was not designed to meet the full needs of the industry but instead “to test the effectiveness of the UK immigration system at supporting growers during peak production periods, and it has shown it can contribute towards that.”

The review concluded that workers were spread proportionately according to demand in different regions and that the pilot was able to adapt and move workers as regional demand changed (objective 3). The review also concluded there was little impact of local communities, with workers making little use of local housing, medical or education services (objective 5).

The review included a series of visits to operators of the scheme, including visits to farms and interviews with workers. These visits found that the operators were meeting their immigration compliance requirements and the

³¹ MAC, [Annual Report 2021](#), 15 December 2021

majority of workers were paid on time and in full (objective 4). 99% of all workers left the UK once their visa expired (objective 6). However, there was some doubt that operators were adhering to all their contractual agreements. The review also highlighted several welfare issues and potential abuse (objective 7) which are highlighted below.

Concerns about abuse and exploitation

In the Government's review of the pilot, no instances of modern slavery were identified. However, compliance checks and surveys of workers did identify several potential welfare issues and allegations, including:

- Almost half the compliance visits identified workers who had not received their employment contract in their native language.
- Some workers were not provided promised health and safety equipment.
- Some workers reported issues with the quality of accommodation being neither safe, comfortable, hygienic nor warm or having no bathroom, kitchen or running water.
- Some workers reported racism, discrimination, or mistreatment by managers on the grounds their nationality. However, farm managers did not respond to these reports.

The review highlighted that the scheme has since introduced more rigorous training and a formal complaints process. It also reported allegations of racism and discrimination to the [Gangmasters and Labour Abuse Authority](#).

Responding to the findings of the review, the [Independent Anti-Slavery Commissioner](#) suggested that these issues may be more widespread than reported:

“While no cases of modern slavery were identified during the 2019 season, there were strong indicators of labour exploitation, and these have continued in recent seasons. I would suggest that the report may be underestimating the risks for the following reasons.

First, ongoing feedback from workers is essential for understanding trends and threats. But the 2019 survey is not fully representative of the worker experience. This is due to the limitations of self-selection bias, language barriers and a low response rate of 26%, as the review acknowledges. Second, the Home Office and Defra do not have data on how many workers used the provided helplines to raise issues that they were uncomfortable discussing with farm managers. Finally, modern slavery and severe cases of labour exploitation tend to be hidden from public view and are rarely discovered during audits and compliance visits.”

She made a series of recommendations that the Government ensure workers are able to understand their rights, are provided with a grievance mechanism and have any recruitment fees remediated.

Focus of Labour Exploitation (FLEX) also [responded to the review](#) and were critical of the Government's claims that pay rates and satisfaction were generally high amongst workers. Their response included findings from their own research which highlighted problems with the scheme relating to the unfree recruitment of workers, risks to workers' health and the risk that workers were not free to leave their employer.

The Work Rights Centre, a charity supporting migrant workers leaving 'precarious work' has also published a report, '[Weed Out Exploitation](#)', which outlines barriers that workers face to reporting labour exploitation. It makes a series of recommendations for the GLAA, the [Health and Safety Executive](#) (HSE) and the Home Office to improve reporting.

3.2 Visa extensions for Ukrainian seasonal workers

In recent years most Seasonal Worker visa holders have come from Ukraine.

In the aftermath of Russia's military invasion of Ukraine, the Home Office announced that Ukrainian Seasonal Worker visa holders [can have their visas extended](#) to 31 December 2022.

People who are eligible do not need to apply for an extension. Rather, UK Visas and Immigration (a Home Office directorate) will liaise with their visa sponsor to progress the visa extension and will contact the worker to advise them that they are covered. The Ukrainian worker must continue to work with the same visa sponsor doing a job eligible under the seasonal worker visa route.

Separately, the [Ukraine Extension Scheme](#) is open to any Ukrainian (or Ukrainian national's family member) who has a valid UK visa, or one which expired on or after 1 January 2022. It is free to apply for, and gives up to three years' permission to live, work, study and access public funds in the UK. A Seasonal Worker visa holder could apply to switch to the Ukraine Extension Scheme. Successful applicants would no longer be restricted to doing seasonal agricultural work and would be able to act as a sponsor under the Homes for Ukraine scheme (in order, for example, to be able to sponsor family members to join them in the UK).

3.3 Education and training

There are a variety of schemes that support training for the agriculture sector. Lantra is the not for profit, sector skills body that supports the agricultural sector by providing accredited courses and training. For further information see the [Lantra "About Us" website pages](#) (accessed 18 May 2022).

From 2007-13 some agricultural skills and training courses were funded by Defra under the [Rural Development Programme for England](#). The webpages (accessed 18 May 2022) provided information for adults working in the agricultural, horticultural and forestry sectors or rurally located small businesses.

Baroness Bloomfield said in the [Lords debate on 11 January 2022](#), that the “free courses for jobs” offer, launched in April 2021, gives all adults the chance to access their first level 3 qualification for free:

There are over 400 qualifications on offer, including qualifications which can lead to employment in the food and drink industries, such as food technology, hospitality, catering, agriculture and land management. The list of qualifications is kept under review to ensure that it adapts to the changing needs of the economy.

In response to some Peers’ concerns about the standard of education offered by this scheme, she said that:

The Government are contributing towards the establishment of a new professional body, the institute for agriculture and horticulture. This initiative is aimed at removing the fragmentation that exists in the current learning and skills landscape for farming businesses, enabling the industry to drive forward greater uptake of skills. The institute will drive improvements in industry capability which will cover the skill sets required to deliver future environmental land management objectives, including water and air quality, soil husbandry, woodland restoration and management, agroforestry and biodiversity.³²

3.4 Improving sector productivity

A key aim of Government policy is to reduce reliance on non-UK labour, including through improving farm productivity and greater use of technology. It is providing grants under the new farm Support system being introduced under the Agriculture Act 2020 to support farmers with investing in new technology, such as precision farming equipment. The [Commons Library briefing, Farm Support: Implementing new approaches](#), provides further information. In October 2020, Defra announced the opening of applications for the first three competitions in the new industry-led R&D partnership fund which is intended to enable more farmers and agri-food businesses to become involved in agricultural R&D.³³

³² [Farming Industry: Support](#) – HL Deb 11 January 2022 cc1054

³³ [Farming Industry: Support](#) – HL Deb 11 January 2022 cc1055

4 Resources

4.1 Media

[Ukrainian workers flee 'modern slavery' conditions on UK farms](#) – Guardian – 19 April 2022

[Farming labour shortage could mean price rises, MPs warn](#) – BBC News – 06 April 2022

[Scandal in plain sight': charities call for help for Ukrainian seasonal workers](#) – Guardian – 28 March 2022

[UK farms race to recruit harvest pickers as Ukrainians trapped by war](#) – FT – 22 March 2022

[UK farmers call for urgent action to prevent soaring food prices](#) – Guardian – 11 March 2022

[New report uncovers exploitation of seasonal Ukrainian workers on British farms](#) – Business Leader – 28 February 2022

[Farmers warn DEFRA of worsening pig-cull crisis](#) – Grocery Gazette – 28 January 2022

[IASC raises concerns over labour exploitation risk for migrant agricultural workers](#) – Independent Anti-Slavery Commissioner – 25 January 2022

[No running water': foreign workers criticise UK farm labour scheme](#) – Guardian – 12 January 2022

[Mixed farming reaction to Seasonal Agricultural Workers Scheme extension](#) – Press and Journal – 27 December 2021

[Home Office announces new Immigration Rules changes for social care and agricultural visas in response to worker shortages caused by Covid and Brexit](#) – Electronic Immigration Network – 27 December 2021

[Farmers warn of threat to UK food security due to seasonal worker visa cap](#) – Guardian – 14 December 2021

[Government spent more than £30,000 promoting flop Pick For Britain scheme that failed to recruit 60,000 willing British volunteers to save country's crops during Covid pandemic](#) – Daily Mail – 11 June 2021

[Horticulture fears labour shortage despite scheme extension](#) – Farmers Weekly – 20 April 2021

[Government axes Pick for Britain campaign to put UK workers in seasonal farm jobs](#) – Independent – 18 April 2021

[In Britain, seasonal farm laborers toil for subminimum-wage piece rates](#) – Jacobin – 06 April 2021

[Seasonal workers report flags up human trafficking concerns](#) – Scottish Farmer – 19 March 2021

[Brexit: the low-paid migrant workers ‘trapped’ on Britain’s farms](#) – FT – 16 March 2021

[New report highlights risks of human trafficking on UK Seasonal Workers Pilot](#) – FLEX – 15 March 2021

[30,000 UK seasonal worker visas made available for 2021](#) – Reiss Edwards LTD – 16 February 2021

[UK farmers to get more help from overseas workers for 2021 harvest](#) – Guardian – 22 December 2020

[Revealed: How the UK’s agriculture sector relies on modern slavery](#) – OpenDemocracy – 16 September 2020

[Agricultural recruiters call for expansion of scheme to feed the nation](#) – Recruiter – 21 April 2020

[Coronavirus lockdown: Farmers recruit thousands of British people to jobs left unfilled by seasonal EU workers](#) – Inews – 17 April 2020

[What impact will the new immigration system have on farming?](#) – Stephens & Scown Solicitors LLP – 02 March 2020

4.2

Parliamentary material

Statements

[Points-based Immigration System](#)

Statement on the United Kingdom's new points-based immigration system.

24 Feb 2020 | Ministerial statements | House of Commons | 672 cc35-50

Debates

[Farming Industry: Support](#) – HL Deb 11 January 2022 cc1040-57

[Agri-food Industry: Labour Shortages](#) – HC Deb 18 October 2021 cc543-45

[Agriculture Bill \(Fourth sitting\)](#) – HC Deb 13 February 2020 cc111-60

Parliamentary questions

[Visas: Ukraine](#)

Asked by: Farry, Stephen

To ask the Secretary of State for the Home Department, what assessment she has made of the potential merits of extending seasonal workers' visas for Ukrainian nationals beyond 31 December 2022, to bring it in line with the three-year visas granted by the Ukraine Family Scheme.

Answering member: Kevin Foster | **Department:** Home Office

The UK Government does not have any plans to extend the Seasonal Workers' visas for Ukrainian nationals beyond 31 December 2022.

From 3 May 2022 Ukrainian nationals who had permission to stay in the UK on or before 18 March 2022 or permission which expired after 1 January 2022 will be able to apply to stay in the UK under the Ukraine Extension Scheme (UES). Eligibility for permission to stay will include those who were in the UK as Seasonal Workers.

In line with the Ukraine Family Scheme and the Homes for Ukraine Scheme, the Ukraine Extension Scheme will be free of charge and individuals will get 3 years leave to remain in the UK and will have the right to work, study and access public funds. In our assessment this is a much better option for those Ukrainian Nationals currently in the UK on a Seasonal Agricultural Workers visa than extending their existing visa beyond 31 December 2022.

28 Apr 2022 | Written questions | Answered | House of Commons | 157525

Date tabled: 21 Apr 2022 | **Date for answer:** 25 Apr 2022 | **Date answered:** 28 Apr 2022

[Seasonal Agricultural Workers' Scheme](#)

Asked by: Zeichner, Daniel

To ask the Secretary of State for Environment, Food and Rural Affairs, what assessment his Department has made of the impact of the Russian invasion of Ukraine on the seasonal worker scheme.

Answering member: Victoria Prentis | **Department:** Department for Environment, Food and Rural Affairs

Defra is aware that in recent years a significant proportion of our seasonal labour has been undertaken by Ukrainian and Russian nationals. In recent months, Defra has engaged extensively with the licensed operators of the seasonal worker visa route to prepare and advance thorough contingency

plans in response to the escalating situation in Ukraine. Operators can recruit from any country they choose for the seasonal workers visa route and in 2021 recruitment spanned across almost 50 different countries.

Defra will continue to closely monitor the supply of labour to UK horticulture throughout the year, working with operators and sector growers to ensure there is sufficient labour to bring home the harvest in 2022.

14 Mar 2022 | Written questions | Answered | House of Commons | 137334

Date tabled: 09 Mar 2022 | **Date for answer:** 14 Mar 2022 | **Date answered:** 14 Mar 2022

[Seasonal Agricultural Workers Scheme](#)

Asked by: Dr Whitford

Instead of the 70,000 seasonal agricultural workers needed across the UK, the Government are limiting visas to 30,000, which is less than half of what is required. The National Farmers Union of Scotland has warned that, just like last year, we will again see millions of pounds-worth of crops lying rotting in the fields. Will the Secretary of State explain why the UK Government are not providing enough of the visas required? If they cannot manage an immigration scheme without harming one of Scotland's key sectors, perhaps the Scottish Government should manage our borders.

Answering member: George Eustice | **Department:** Environment, Food and Rural Affairs

As the hon. Lady may know, I worked in the soft fruit industry before coming into politics, so I am very familiar with the soft fruit industry in Scotland. It is one of the reasons why the Government have put in place the seasonal workers scheme, and we have had such a scheme since the second world war. Last year, we had a scheme with 30,000 visas, but only just over 25,000 were required. Many settled EU citizens will also continue to return to do seasonal work and we judge that 30,000 is probably the right number.

27 Jan 2022 | Oral questions - 1st Supplementary | Answered | House of Commons | 707 c1082

Date answered: 27 Jan 2022

[Agriculture: Seasonal Workers](#)

Asked by: Grant, Peter

To ask the Secretary of State for Environment, Food and Rural Affairs, what discussions he has had with representatives of (a) The National Farmers Union of Scotland and (b) The National Farmers Union of England and Wales on proposed changes to the number of Seasonal Agricultural Worker visa routes from 2023.

Answering member: Victoria Prentis | **Department:** Department for Environment, Food and Rural Affairs

Defra works closely with a wide range of industry stakeholders – including the National Farmers Union of Scotland and the National Farmers Union of England and Wales – to discuss current immigration policy and the needs of the farming sector.

Under the Seasonal Workers Visa Route agreed with the Home Office for the period 2022-2024 there will be 30,000 visas available in 2022, but this will be kept under review with the potential to increase by 10,000 if necessary.

Immigration is a reserved matter and Seasonal Worker visas under this route for the horticulture sector will be available nationwide.

While acknowledging the sector's reliance on foreign workers, the UK is committed to becoming a high-skilled, high-wage economy and the Government has been clear that more must be done to attract UK workers through offering training, career options, wage increases and to invest in increased automation technology.

Therefore, the Home Office announced that the number of visas will begin to taper down from 2023 to account for this focus on British workers and automation, and Defra will bring forward further proposals in due course on ways to support the sector as well as progressing recommendations from the Automation Review.

Defra is also working with industry and the Department for Work and Pensions to raise awareness of career opportunities in the food and farming sectors among UK workers.

18 Jan 2022 | Written questions | Answered | House of Commons | 103582

Date tabled: 13 Jan 2022 | **Date for answer:** 18 Jan 2022 | **Date answered:** 18 Jan 2022

[Agriculture and Food: Exploitation](#)

Asked by: Cameron, Dr Lisa

To ask the Secretary of State for the Home Department, what assessment she has made of the effectiveness of the Gangmasters and Labour Abuse

Authority licensing requirement in the food and farming sector to protect workers from exploitation.

Answering member: Victoria Atkins | **Department:** Home Office

The Gangmasters and Labour Abuse Authority (GLAA) operates a licensing scheme for labour providers operating in the agriculture, horticulture, shellfish gathering and associated processing and packaging sectors. The licensing scheme ensures that businesses in these sectors are compliant with UK legislation, and that workers' rights are not breached. The GLAA's licensing standards sets out the legislation and working conditions that these businesses must be adhere to.

Under the Gangmasters (Licensing Authority) Regulations 2005 the GLAA is required to produce an Annual Report and Accounts which is laid before Parliament each year by the Secretary of State for the Home Office. This report, which sets out its activities and financial information for the previous financial year, includes a performance report and analysis of the GLAA's functions, including its licensing scheme.

The GLAA's most recent Annual Report and Accounts is published here:

<https://www.gov.uk/government/publications/gangmasters-and-labour-abuse-authority-annual-report-and-accounts-for-2018-to-2019>

27 Oct 2020 | Written questions | Answered | House of Commons | 105398

Date tabled: 19 Oct 2020 | **Date for answer:** 21 Oct 2020 | **Date answered:** 27 Oct 2020

[Pick for Britain and Seasonal Agricultural Workers Schemes](#)

Asked by: Richard Thomson (Gordon) (SNP)

What assessment he has made of the effectiveness of the (a) Pick for Britain Scheme and (b) seasonal agricultural workers pilot scheme.

Answered by: The Secretary of State for Environment, Food and Rural Affairs (George Eustice) | **Department:** Environment, Food and Rural Affairs

The Pick for Britain campaign generated huge interest—the website has received nearly 2 million unique page views since its launch—resulting in a significant increase in the numbers of UK-based workers filling seasonal roles in horticulture. DEFRA and the Home Office have been working closely to ensure the successful operation of the seasonal workers pilot and to undertake an effective assessment. The evaluation of the pilot is ongoing, and the results will be announced in due course.

15 Oct 2020 | Oral questions - Lead | Answered | House of Commons | 907593 | 682 c510

Date tabled: 08 Oct 2020 | **Date for answer:** 15 Oct 2020 | **Date answered:** 15 Oct 2020

[Covid-19: Human Trafficking](#)

Asked by: The Lord Bishop of Bristol [V]

My Lords, in conjunction with the National Crime Agency, the Clewer Initiative has today released an app to help agricultural workers and their employers understand their rights and responsibilities. In the light of current

travel restrictions across the world, what assessment has the Minister made of the impact that the Government's proposed points-based immigration system will have on seasonal agricultural workers? Will the Government give the sector advance warning of any changes, following the review of the pilot later this year?

Answered by: Baroness Williams of Trafford

My Lords, whether we have a points-based system or not, people who work in our agricultural sector should be protected from exploitation by unscrupulous people who might employ them. Therefore, I cannot see that our points-based system will have a particular effect, but we should always be on guard against people who might exploit those vulnerable to it.

16 Jul 2020 | Oral questions - 1st Supplementary | Answered | House of Lords | 804 c1749

Date answered: 16 Jul 2020

[Unemployment: Training](#)

Asked by: Chope, Sir Christopher

To ask the Secretary of State for Work and Pensions, what steps she is taking to enable unemployed people to access training to work as (a) customs agents, (b) seasonal agricultural workers, and (c) other shortage occupations; and if she will make a statement.

Answering member: Mims Davies | **Department:** Department for Work and Pensions

The Department for Work and Pensions is engaging cross-government to understand supply and demand across the labour market throughout and

beyond the COVID-19 emergency. As part of this, we continue to work with departments responsible for key sectors to develop clear cross-government messaging on how people can enter work safely in critical sectors and support the nation's response to COVID-19.

We have also developed two new websites, Job Help and Employer Help, which provide a range of helpful advice about finding work, including how transferrable skills can open up opportunities in critical sectors. The Government is directing all jobseeker and employer enquiries, regarding recruitment needs, to Find a Job, the Government's job-matching service.

By ensuring those seeking work and employers with vacancies use Find a Job, DWP will be able to better match people to jobs. There are currently 1.7m registered users and around 145,000 registered employers on the site. In response to the COVID-19 crisis, the department has worked to boost the number of vacancies on the site and promote key sectors that are recruiting to meet the challenges they are currently facing.

This approach has also been communicated to Mayoral Combined Authorities, Local Enterprise Partnerships and sector bodies as a mechanism to match people with vacancies, including agricultural seasonal work and other shortage occupations such as adult social care.

15 May 2020 | Written questions | Answered | House of Commons | 42898

Date tabled: 04 May 2020 | **Date for answer:** 11 May 2020 | **Date of holding answer:** 11 May 2020 | **Date answered:** 15 May 2020

[Agriculture: Migrant Workers](#)

Asked by: Lord Berkeley

To ask Her Majesty's Government what arrangements they have agreed with the government of Romania about Romanian agricultural workers coming to the UK; what checks for COVID-19 were required on such workers before they joined outbound flights; what social distancing arrangements were required on the flights in terms of the number of (1) passengers, and (2) seats; whether such workers in the UK have access to health services in the same way as UK workers; whether those workers are covered by national minimum wage rules; whether such Romanian workers will be required to leave the UK at the end of the summer harvest period; and if so, who will fund their return travel costs.

Answering member: Lord Gardiner of Kimble | **Department:** Department for Environment, Food and Rural Affairs

Workers are able to continue to come to the UK under the key worker category "Food and other necessary goods". All flights coming to the UK must

follow the current UK policy relating to the delay phase of the current COVID-19 outbreak. All passengers on entry to UK must follow the government's social distancing guidance as per GOV.UK website available at: <https://www.gov.uk/government/publications/full-guidance-on-staying-at-home-and-away-from-others/full-guidance-on-staying-at-home-and-away-from-others>

Various airlines and airports have implemented social distancing measures, by making reasonable adjustments. For example the following social distance adjustments are in the process of implementation at many airports, wherever possible: opening additional staff search areas; altering security lane opening plan to leave space between lanes; ensuring only one passenger at a time waiting to go into the body scanners; floor markings placed at bag search areas to ensure people maintain a safe distance whilst their bag is being searched; more colleague parking to reduce the number of people on public transport.

Any individual who is ill and showing signs of COVID-19 should not be allowed to board a flight to the UK.

All flights to the UK are required to provide health announcements to passengers relating to the current COVID-19 outbreak. In the event that there is a seriously unwell passenger, information must be reported to the relevant airport in line with standard operating procedure, and to the PHE (Public Health England) Health Control Unit at London Heathrow (LHR). If the unwell passenger has COVID-19 like symptoms then on arrival they will be advised to self-isolate for 7 days and if symptoms worsen to call NHS 111. All passengers will be provided with information leaflets on arrival in the UK about following government's social distancing guidance.

Employers of those travelling on flights are applying additional measures for workers prior to and following arrival into the UK, including isolation, temperature checks and social distancing during travel.

In accordance with transition arrangements with other EU countries on healthcare, workers are able to access medical assistance during their time in the UK should this be required. If migrant workers from EU countries fall ill with coronavirus (COVID-19) while in the UK they will not have to pay for diagnosis or treatment, this includes if they are tested and the result is negative.

Businesses must comply with current UK employment law, including pay for workers in line with National Minimum Wage rules.

Any individuals working in the UK will be able to return home at any time, subject to the home country border restrictions. Flight costs will be paid for by the worker and in line with Gangmasters and Labour Abuse Authority (GLAA) regulations.

06 May 2020 | Written questions | Answered | House of Lords | HL3005

Date tabled: 22 Apr 2020 | **Date for answer:** 06 May 2020 | **Date answered:** 06 May 2020

[Agricultural Sector](#)

Asked by: Theo Clarke (Stafford) (Con)

Can my right hon. Friend confirm whether the Government will introduce any changes to the seasonal agricultural workers scheme after the UK leaves the EU? Farmers in my constituency need certainty that they can hire the workers they require.

Answered by: Steve Barclay | **Department:** Exiting the European Union

I know from representing a farming area myself the importance of seasonal workers. Obviously, that debate interplays with the expansion of investment in agritech, which brings benefits not only for productivity but in reducing demand. My hon. Friend will be aware that the Home Office has increased the numbers under the seasonal agricultural workers scheme to 10,000, but as part of designing our own approach to immigration and having control of our borders, we will be able both to address the concerns of the public at large and to mitigate any specific sectoral issues that apply, for example, to agriculture.

09 Jan 2020 | Oral questions - Supplementary | Answered | House of Commons | 669 c599

Date answered: 09 Jan 2020

Committee material

[Environment, Food and Rural Affairs Committee - Labour shortages in the food and farming sector](#) – link to reports, special reports and government responses

[Labour shortages in the food and farming sector, Fourth Report of Session 2021–22, HC 713](#) – Environment, Food and Rural Affairs Committee – 06 April 2022

[Environment, Food and Rural Affairs Committee - Labour in the food supply chain Inquiry](#) – Link to reports, special reports and government responses

[The UK's new immigration policy and the food supply chain: Government Response to the Committee's Third Report of Session 2019–21](#) – Environment, Food and Rural Affairs Committee – 14 May 2021

[The UK's new immigration policy and the food supply chain, Third Report of Session 2019–21, HC 231](#) – Environment, Food and Rural Affairs Committee – 22 December 2020

4.3

Organisations and further reading

Government department and agency

[Government response to EFRA Committee report on labour shortages - Defra in the media](#) – Defra – 06 April 2022

[News story: Industry given certainty around seasonal workers but told to focus on domestic workforce](#) – Home Office – 24 December 2021

[Agriculture \(Wales\) White Paper: Summary of Responses](#) – Welsh Government – July 2021

[GLAA speaks to 300 workers at Kent farm open day](#) – GLAA – 06 July 2021

[Press release: Up to 30,000 workers to help reap 2021 harvest](#) – Department for Environment, Food & Rural Affairs – 22 December 2020

[Seasonal Agricultural Workers](#) – Department for Environment, Food and Rural Affairs – 22 December 2020

[Clewley Initiative launches app designed to eradicate labour exploitation on British farms](#) – GLAA – 16 July 2020

Organisation and blog

[Efra labour shortages report warns of shrinking sector](#) – NFU – 06 April 2022

[Seasonal Worker minimum salary requirement. Questions submitted to Defra/Home Office by the ALP](#) – Association of Labour Providers – 23 March 2022

[Seasonal migrant workers feeding the nation](#) – COMPAS – 17 March 2022

[Weed out exploitation: How to improve the reporting of labour exploitation, and protect the seasonal agricultural workers staffing Britain's farms](#) – Work Rights Centre – 02 March 2022

[Agriculture after Brexit: Replacing the CAP](#) – Institute for Government – March 2022 – (pp. 51-52)

[NFU leads food coalition in calls to fix supply chain](#) – NFU – 15 December 2021

[Food chain labour shortages: What you need to know](#) – NFU – 08 September 2021

[Establishing the labour availability issues of the UK Food and Drink Sector](#) – NFU – August 2021

Nye, C., Lobley, M. [Farm labour in the U.K.: Accessing the workforce the industry needs](#), Centre for Rural Policy Research (CRPR) at the University of Exeter (2021)

[Without freedom of movement, who will pick the fruit?](#) – UK in a Changing Europe – 14 April 2021

[Assessment of the risks of human trafficking for forced labour on the UK Seasonal Workers Pilot](#) – FLEX – March 2021

[Is it true that Britons will not do seasonal agricultural work?](#) – Migration Watch UK – 9 April 2020

[Seasonal workers and modern slavery](#) – FCN – (Accessed: 19 May 2022)

Commons Library Briefing Paper, [Farm funding: Implementation of new approaches, CBP 9431](#), January 2022

4.4

Websites with recruitment support

There are various websites which have useful information on support for those wishing to recruit labour:

- The Agriculture and Horticulture Development Board (AHDB) provides information on its website on [finding seasonal labour](#). (accessed 18 May 2022). This provides links to the companies approved to operate the Seasonal Worker scheme.
- Various farm grants are available for small companies and start-ups. The webpages [Farm Grants and Government Funding Programmes – UK Small Business Startups and Funding \(ukstartups.org\)](#) provides further details. (accessed 23 May 2022)
- Gov.UK webpages provide advice on hiring workers and issues such as wages and conditions. **Error! Hyperlink reference not valid.**(accessed 18 May 2022)

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