

EAAP

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Labour issues in livestock farming systems

# Work organisation in livestock farms and farm liveability

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# Introduction

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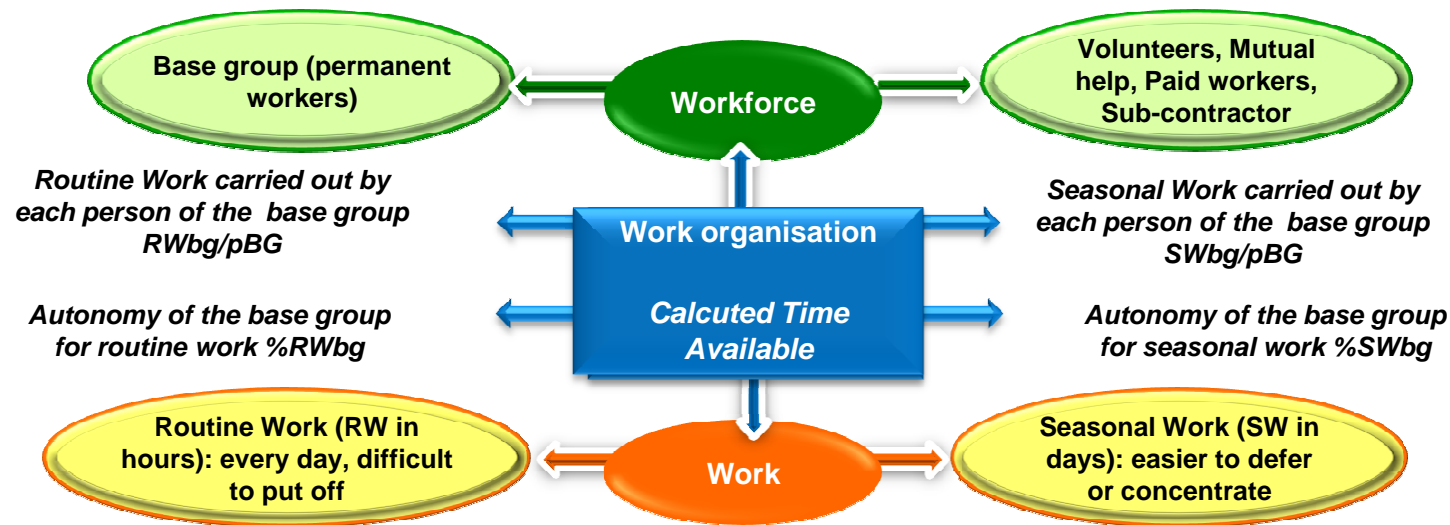
- Labour issues : a brake on the setting-up and maintenance of livestock farms
  - Society and market pressures on production processes
  - Profound changes in farming
    - Enlargement of the structures
    - Decrease of family workforce
- ➔ ***Qualifying the liveability of livestock farms from the work viewpoint***

# Objectives

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- Describe and qualify the work organisation of 630 livestock farms from several production sectors (dairy and beef cattle, dairy and meat sheep, goats, pig and poultry) in all main french livestock regions
  - Differences between production sectors
  - Logics of work organisation

# The Work Assessment Method



- **CTA liveability indicator** : time remaining for the base group for non-accounted activities.

# Analysis in two steps

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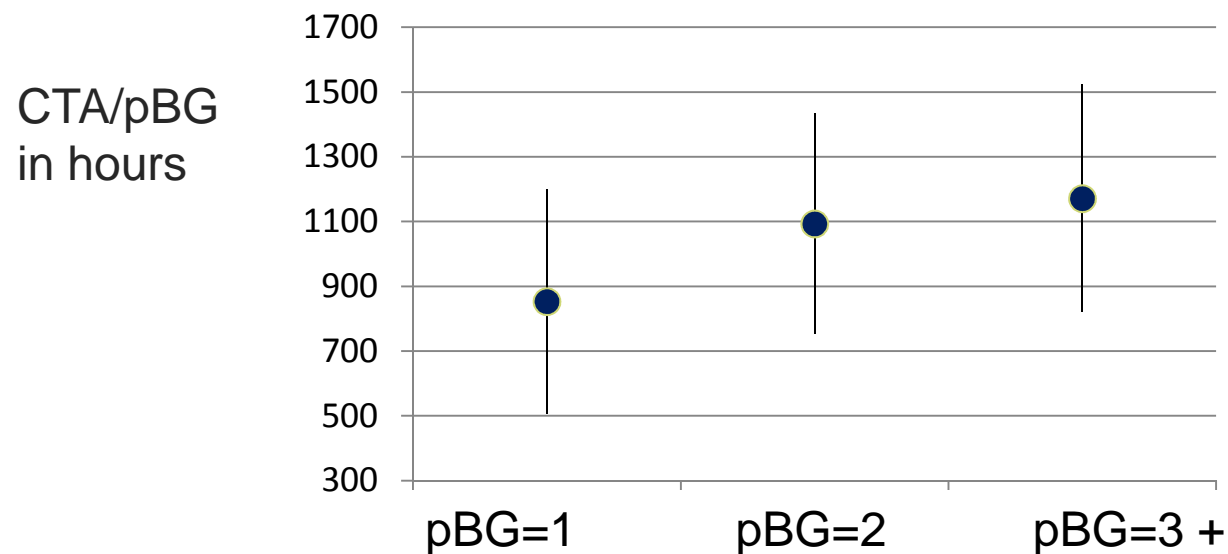
- ***Describe and analyse the variability of liveability*** in connection with the production sectors
- ***Identify logics of work organisation*** : multivariate analysis (PCA+HAC) with work assessment criteria (dimension, RW and SW, distribution between categories of workforce (BG and others), CTA.

# Structural characteristics of farms

	Dairy cattle	Beef cattle	Goat cheese	Goat milk	Dairy sheep	Meet sheep	Pig	Poultry	Total
<b>Nb farms</b>	185	167	17	32	62	126	22	20	631
<b>Agric area (ha)</b>	101	139	22	75	72	97	67	45	101
<b>% with crop area &gt; 40 ha</b>	26	30	6	28	5	17	64	25	24
<b>Producing units</b>	57 cows	85 cows	73 goats	235 goats	399 ewes	477 ewes	160 sows		
<b>% pBG=1</b>	28	51	29	38	31	57	59	75	43

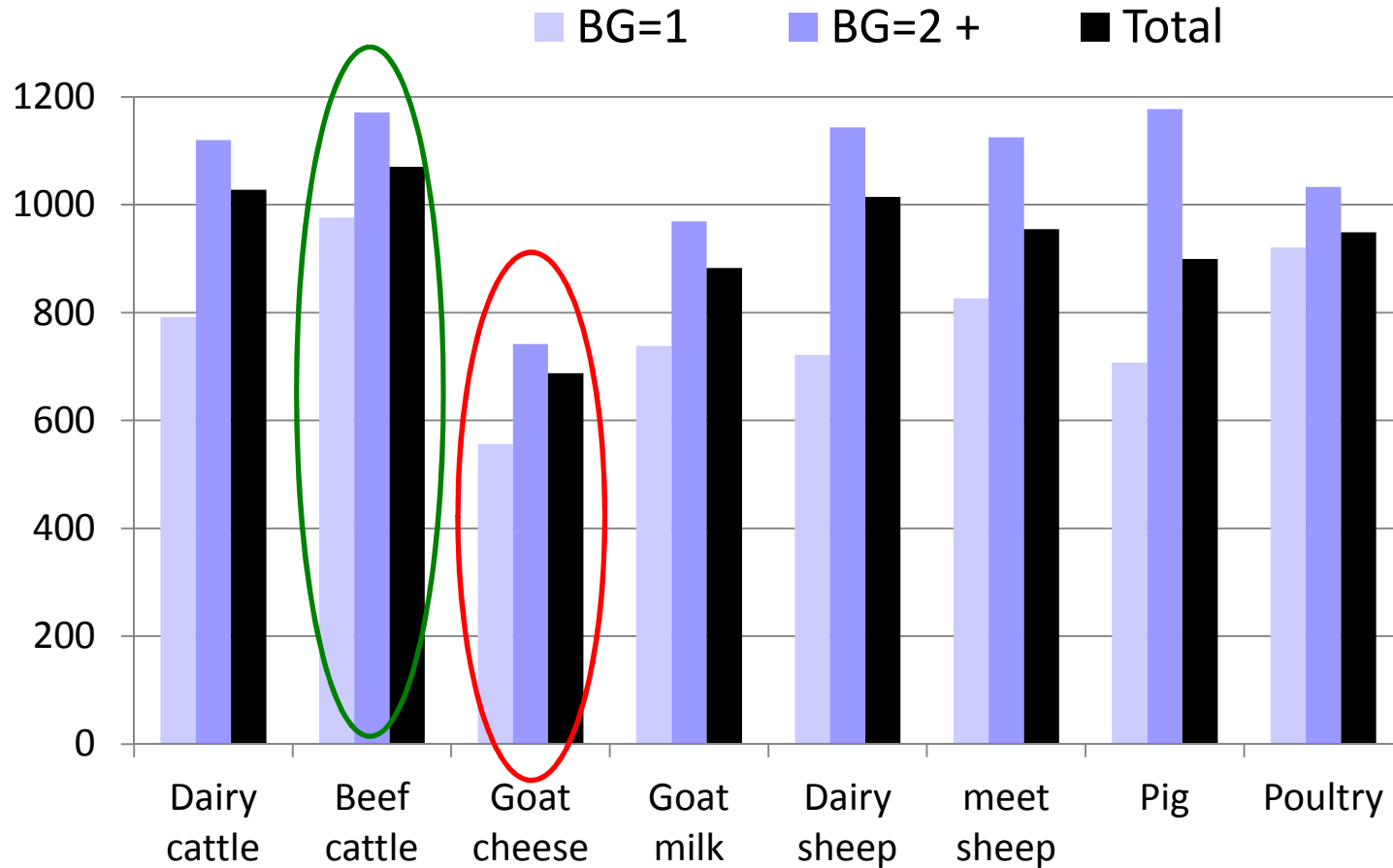
# The room for manoeuvre in time CTA

- On average *1000 hours* per person of the BG
- Depends on the *number of person of the BG* : pBG



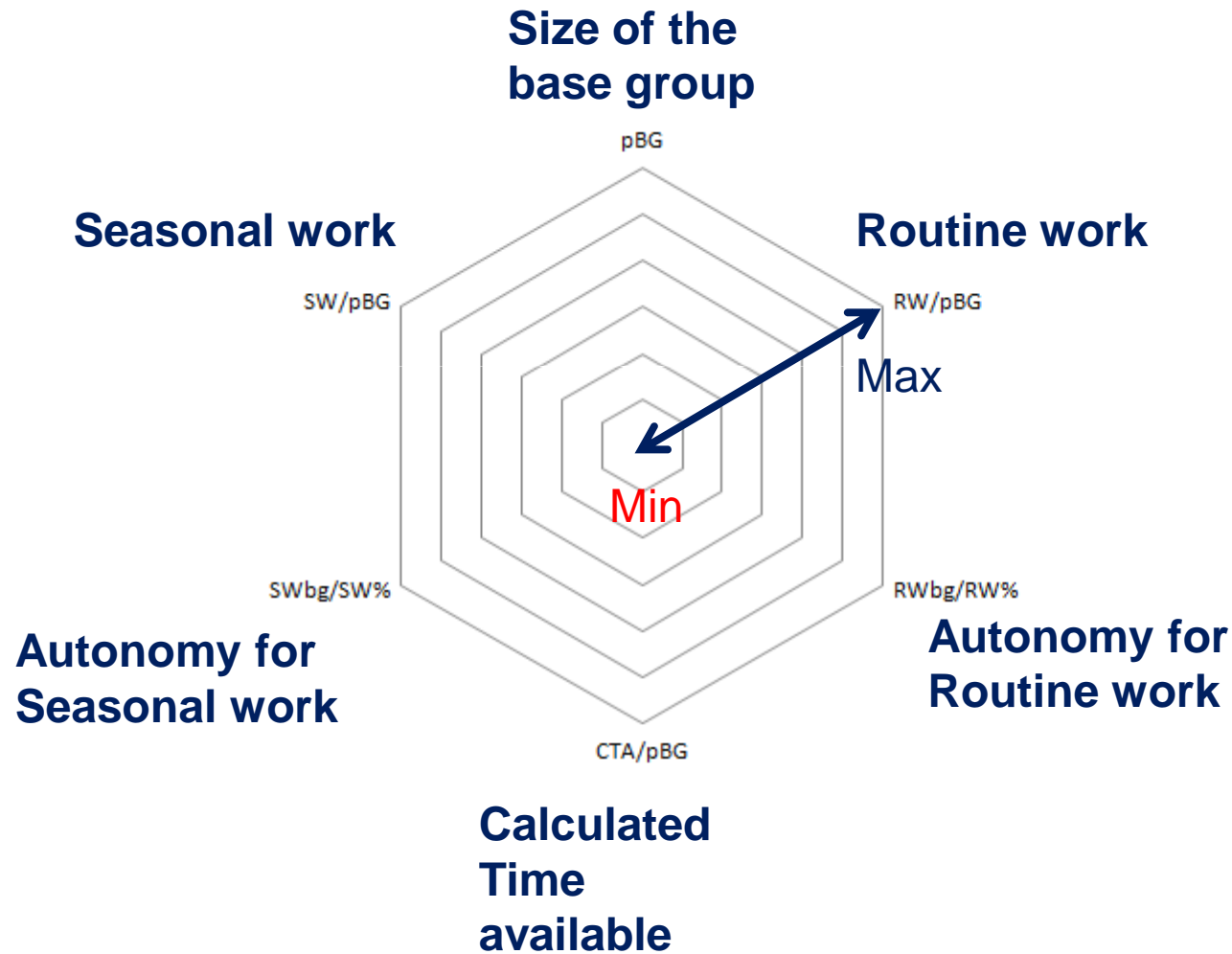
# Strong influence of the production sector on CTA

CTA/pBG  
in hours

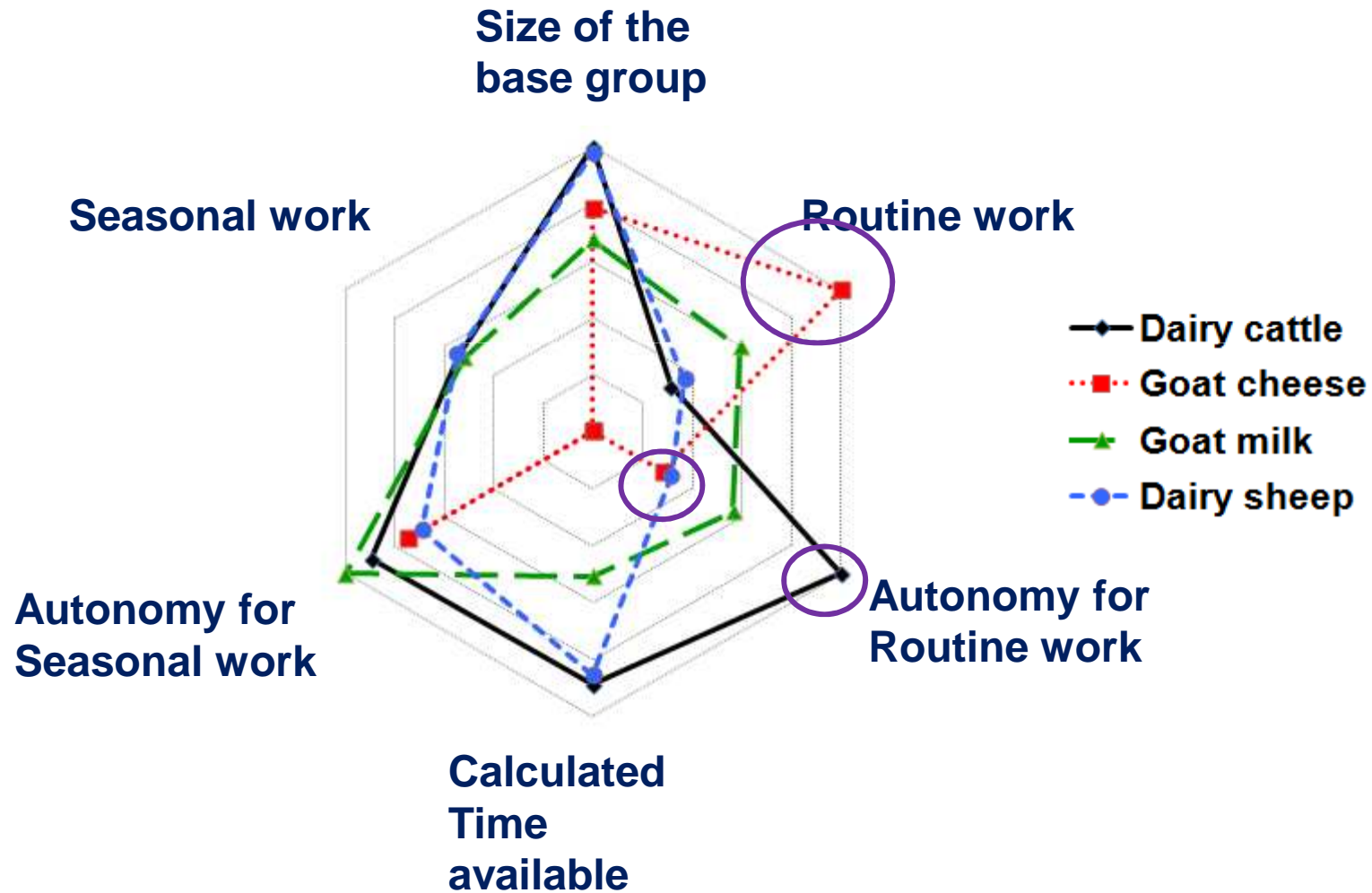




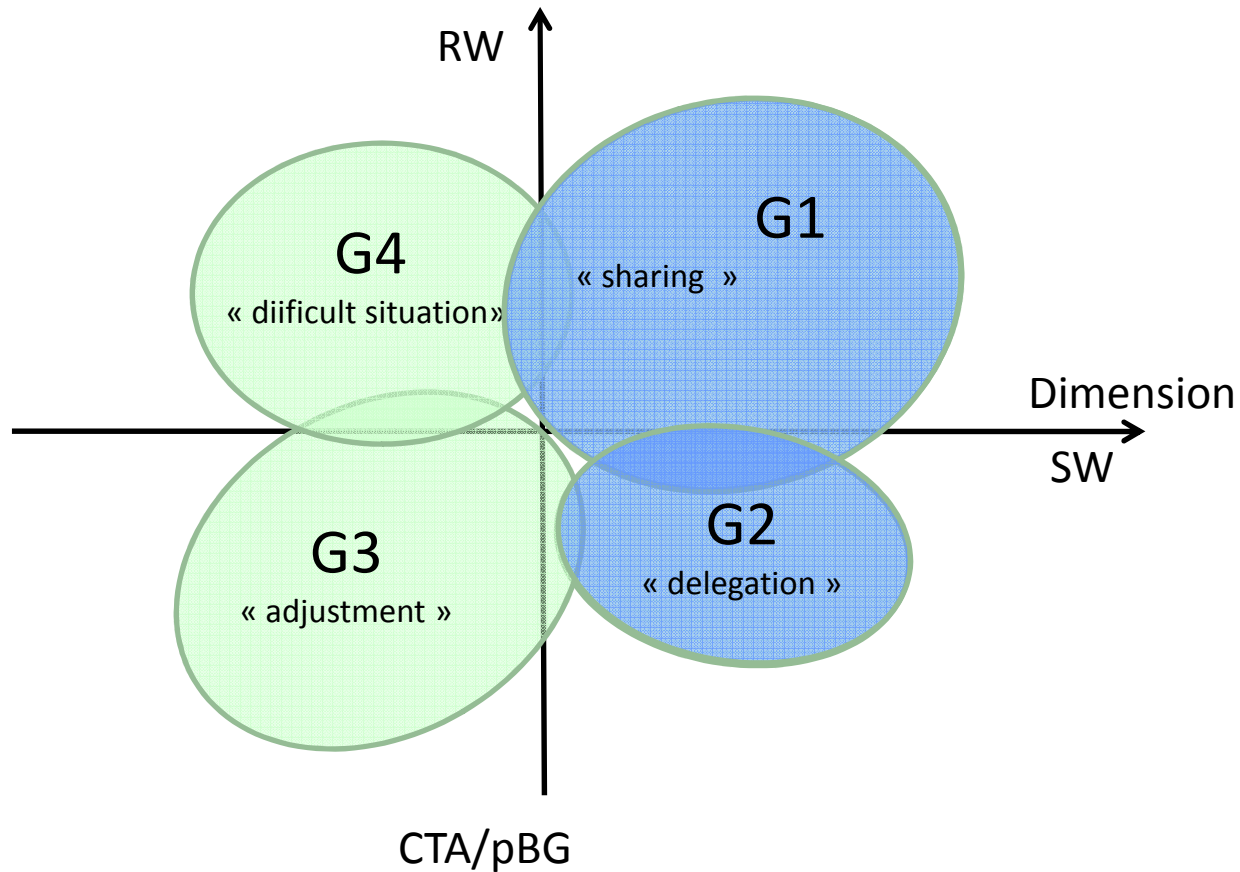
# Corresponding to differences in work organisation



# Differences in work organisation for milk production sectors



# The diversity of work organisation



# Two logics of work organisation

	Sharing	Delegation
structure	large	large
Base group	pBG= 3 family association with 2 generations	pBG= 1 Farmer alone
Production system	Cattle	Beef cattle, calf –cow system
Work duration	Routine Work ++ Seasonal Work ++	Routine Work - Seasonal Work ++
Distribution of work	Autonomy	Delegation: volunteers and paid workers
Calculated Time Available	880 h	950 h

# Discussion - Conclusion

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- For 30% of the farm surveyed the liveability is questioned.
- The size of the base group and the production sector are the major factors of variation of the CTA
- Several ways are possible to limit influence of RW load and get some available time
- Liveable logics of work organisation exist for all type of base group

**Thank you for attention ...**