



Work, a challenge for the future of French equine companies



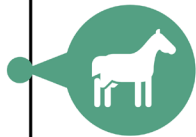
Sophie Boyer-Lafaurie
(Idele)

Summary



1

The french equine industry in figures



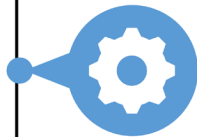
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Specific working conditions in equine businesses



3

Initials findings on working conditions



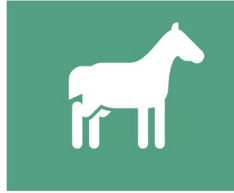
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A tool to help rethink ways of working
« Declic travail »



The French equine industry in figures

1 022 000
horses



34 000
breeders

2 200

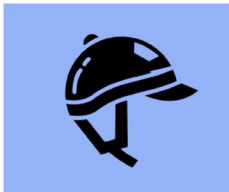
racehorse trainers



9 700

equestrian
establishment

3rd national sport
with **692 400** sports
licence holders



66 000
jobs as a
main activity

11

billion euros
generated by equine
activities



Specific working conditions in equine businesses

- **A diversity of activities and tasks** within the same establishment
- **The importance of customers** and their impact on work organisation
- **Routine tasks strongly linked to customers**, not just animals
- More **individualized horse handling**, often in stalls
- **Complexity of work units**, with more employees, variable types of contract

Initial findings on working conditions

74%

of farmers
experience a
heavy workload

*"I work more than
60 hours a week and
I can't manage to do
every things"*



*"when I got into
this business,
I knew I
wouldn't
have any free
time..."*

60%

have **little free time**
and lack the flexibility
to deal with the
unexpected
Most farmers take
little or **no time off**
<1 week/year)

Nearly **1**
operator in 2
feels **stress and**
physical hardship

*"it's hard physically,
I feel very tired..."
"I'm afraid of losing
customers"*



*"I don't have
much of a
private life,
my life is my
work..."*

40%

**Have a poor work-life
balance**



Initials findings on working conditions

84%

of operators mention **health problems** (muscular pain, joint pain, back pain etc)



Regarding employment, the job market is under pressure, **with a shortage of applicants** for jobs in the field (gallop training riders, trotting lad jockeys, teachers)

2nd place in the agricultural sector for its **high accident frequency rate**



14%

of vacancies are abandoned for lack of candidates



Enhancing the attractiveness of horse-related professions
is a real challenge for the French equine industry

A tool to rethink ways of working :

A free web
application
for farmers



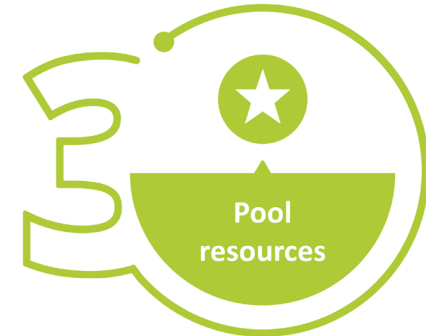
The objectives:



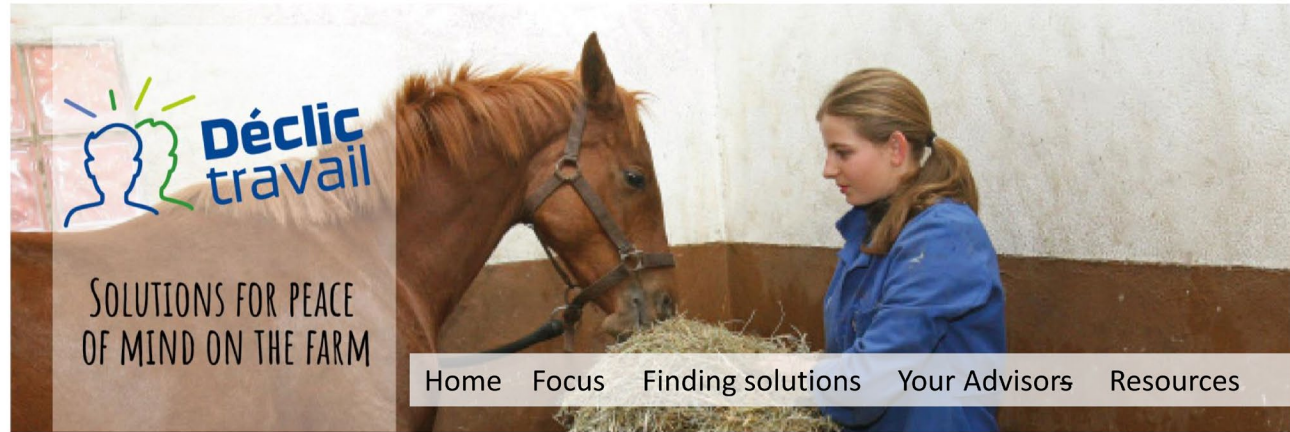
of their working
conditions



on their issues by
providing support



and provide a
community of experts



Online Self diagnostic

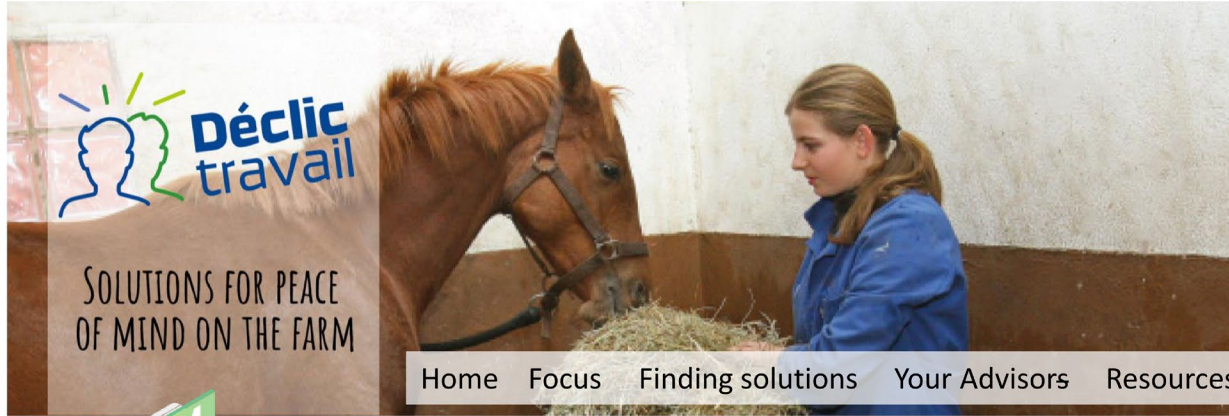


More than 120 data sheet solutions
including 40 for the equine sector



More than 130 experts including 20 for
the equine sector

Carry out a self diagnostic on 3 main themes



*Human resources
management*

Organisation

Working conditions



Step 1
Define your **work**
context

Step 2
Identify **how you feel**
at work

Step 3
Prioritize your work issues

Step 4
Access your **evaluation,**
suggested solutions and
expert contact details



Finding solutions

The objectives



Protecting health and safety



Freeing up time



Reduce time for routine tasks



Reduce physical hardship

Themes

Organisation and simplification of work

Processing and marketing

Building layout

Administrative work

Equipment

Manual labour



Example

124 MAKING FOOD DISTRIBUTION EASIER WITH SELF-SERVICE STALLRACKS/ STALLFRONT

✓ Protecting health and safety/ Reducing physical hardship

CONCEPT

The self-service stall front is a fixed or mobile stall front which the horse can pass its head through thanks to special openings. This system makes it easier to distribute feed and concentrates, which are placed at the front of the stalls with no need to open the doors. This layout also gives better visibility of the horses, making it easier to keep an eye on horses. A solid 80 cm separation between each stall prevents horses from injuring themselves in the event of interaction (e.g. getting their heads stuck in the neighbour's self-service front).

BENEFITS

- Saving time on feed distribution
- Improving worker safety (no need to enter the stall)
- Reducing physical hardship
- Facilitating monitoring due to better visibility of the horses' behaviour
- Eliminating potential contamination between feed and faeces in the stall
- Limiting forage wastage

LIMITATIONS

It can be a cause of irritation for horses who do not behave calmly in the store : for example ou e.g stallions being able to see other horses

Respecting construction standards: sufficient spacing of bars and solid separation between boxes



IMPLEMENTATION

COST 

TIME 

SKILLS 

How to do it?

- As far as possible, think about the planned system before creating the stalls
- Draw up plans taking into account the dimensions and standards to be respected (spacing of bars, separation of stalls).
- Use round bales to gain even more time.

Personnals experiences

« We gain time because we don't have to open the doors, so we can see if the horse is feeding properly and we don't have to come back several times. »

« When we put hay in front of them, they tend to move less and always have their heads between the bars. »

40 equine solution sheets

Health sheet

- Preventing physical risks
- Limiting physical pain
- Preventing respiratory illnesses
- Mental preparation for company managers and riders
- Physical preparation of the rider
- Handling phytosanitary products
- Single document

Administrative Work Sheets

- Managing horses with appropriate software
- Office layout
- Planning administrative work
- Sorting, filing and tidying

System sheet

- Housing your horses in the pasture
- Stabling your horses in an active stable

Human resources sheet

Support / mutual aid

- Organized replacement
- Group of employers
- An employee to delegate work
- Organizing work with my employees
- Communicating better with my employees
- Delegating work on crops
- The employer's role
- Comfortable and functional changing rooms
- Welcoming and integrating new employees
- Building employee loyalty and motivation
- Setting up a profit-sharing agreement
- Improve efficiency by organizing team meetings
- Communicating effectively with customers

Miscellaneous Sheets

- Video surveillance cameras
- Hitching and unhitching equipment safely
- Handling hay bales
- How to react in case of intrusion
- Improving the **human-horse** relationship

Food sheet

- Facilitating distribution with self-service fronts
- Automatic concentrate dispenser
- Outdoor forage distribution
- Example of a slow feeder in a box

Animal-waste management sheets

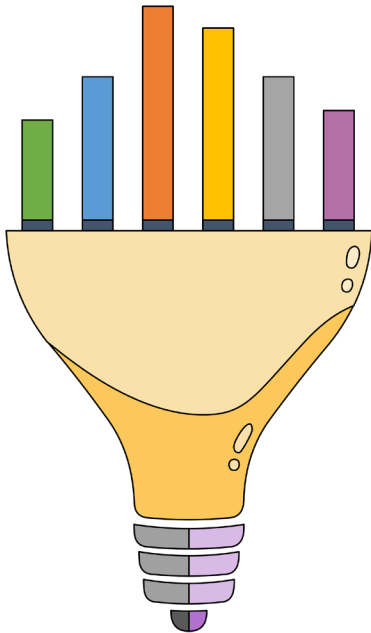
- Mechanize manure cleaning
- Installing a manure chain
- The straw blower
- Limiting manure handling

Employment

- Equi-ressources IFCE



Things to remember



- The French equine job market is under pressure
- Making the equestrian profession more attractive is a real challenge
- Salary and working conditions are decisive factors in the choice of candidates
- There are ways to improve working conditions
- **Dedlic travail** is a tool to help rethink the way of working and find ways to improve
- This tool has been available to the equine industry since the end of May 2024, and our aim is to facilitate its use in the field.

Thank you for your attention



View the
slideshows of our
conferences at
idele.fr



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With project partners:



ONLINE SELF-DIAGNOSTIC
To help farm operator to understand their work experience more clearly and to pinpoint their needs and wishes for improvement

TECHNICAL DATA SHEETS AND VIDEOS
To find targeted solutions based on the expectations expressed by farm operators

RESOURCE PEOPLE
To accompany the farm operator close to home

