



# Work, a challenge for the future of French equine companies

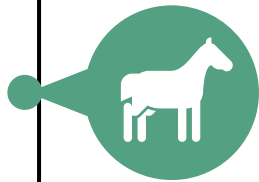


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(Idele)

# Summary



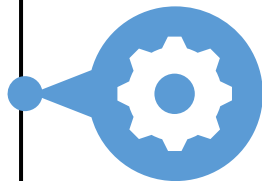
**1**  
The french equine industry in figures



**2**  
Specific working conditions in equine businesses



**3**  
Initials findings on working conditions

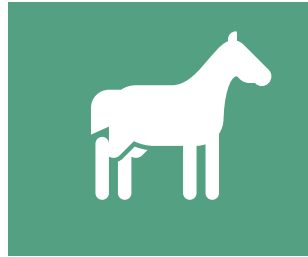


**4**  
A tool to help rethink ways of working  
« Declic travail »



# The French equine industry in figures

**1 022 000**  
horses



**34 000**  
breeders

**2 200**  
racehorse trainers



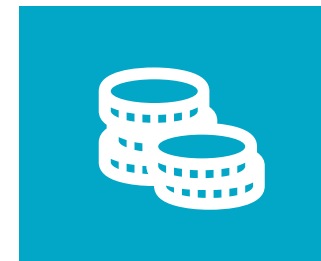
**9 700**  
equestrian  
establishment

**3<sup>rd</sup>** 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"*

**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)

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

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**



# Initial 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 free web application for farmers



# A tool to rethink ways of working :



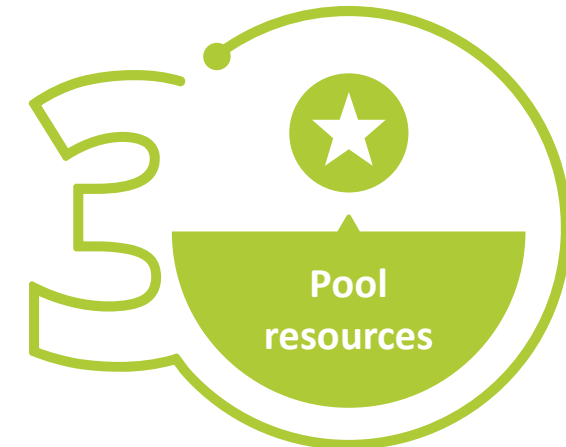
## The objectives:



of their working conditions

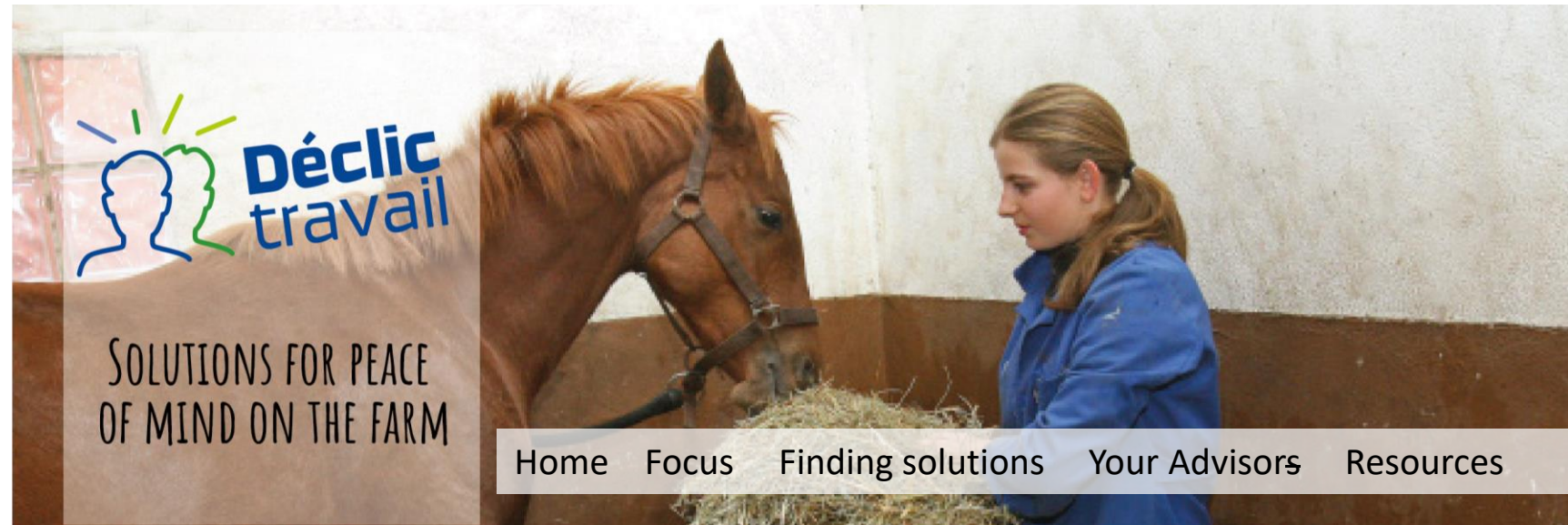


on their issues by providing support



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

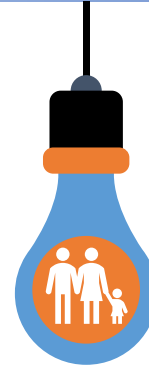
**Step 4**  
Access your **evaluation,**  
**suggested solutions** and  
**expert contact details**

# Finding solutions

## The objectives



Protecting health and safety



Freeing up time



Reduce time for routine tasks



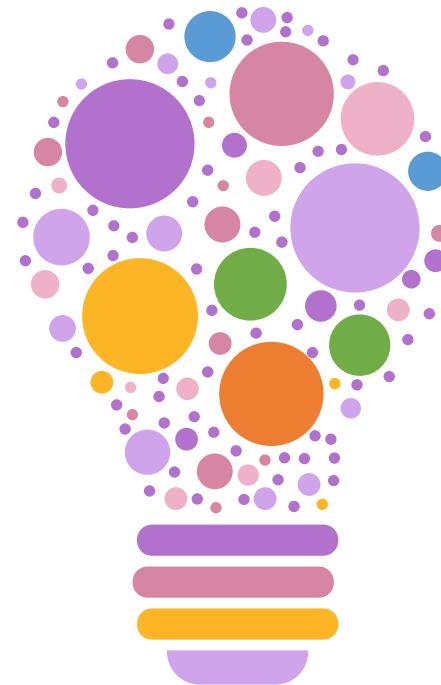
Reduce physical hardship

## 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

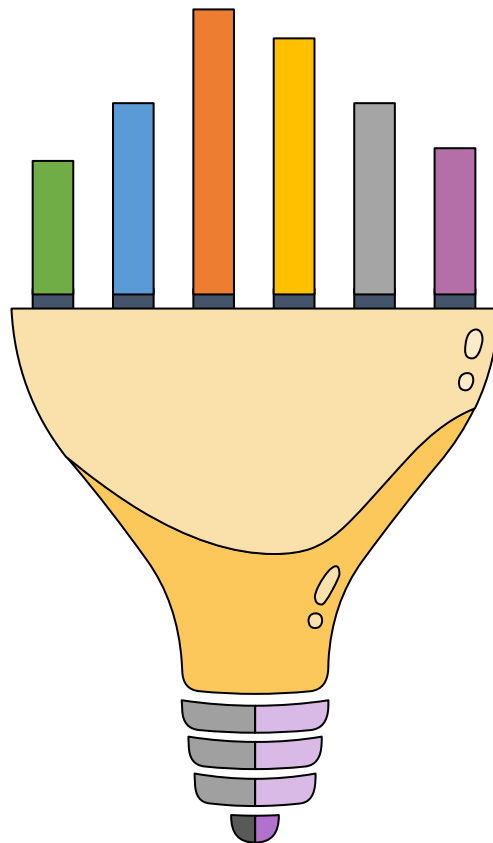
## Employment

- 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
- Declic 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](http://idele.fr)



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With project partners:



## Décllic travail



### SOLUTIONS FOR PEACE OF MIND ON THE FARM

[declictravail.fr](http://declictravail.fr)



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

