



Thematic Area: Socio-economic performance.

Priority: How to improve working conditions?

Need: How to improve the well-being of employees and managers?

Solution EU Number: WC-5.

Content of the Solution:

Sharing an employee through an employer group allows horse farms to access additional part-time labour during the week or throughout the year without the need for direct recruitment.

This solution is designed to meet the specific labour needs of member farmers efficiently.

Reasons for Implementing this Solution

Hire specialized or versatile personnel, even if you have irregular or low work requirements. In this way, you share administrative tasks and only bear part of the salary costs. At the same time, you secure a qualified position that a single provider alone could not guarantee.

Description of Solution Strategies

Sharing an employee through an employer group allows you to have additional part-time labour during the week or during the year without having to recruit them directly. The employee works for different member breeders but has the Employer Group as their only employer and administrative contact. This system ensures that administrative tasks are managed collectively, reducing the burden on individual farm owners. It supports occasional or low-volume work needs, making it cost-effective and efficient. By contributing to the perpetuation of qualified jobs, it ensures the availability of skilled labour for the future. Additionally, it offers flexibility, improved productivity, and compliance with labour laws through centralized management. The solution also fosters a sense of community among local farms, providing opportunities for networking and sharing best practices.

Implementation Steps

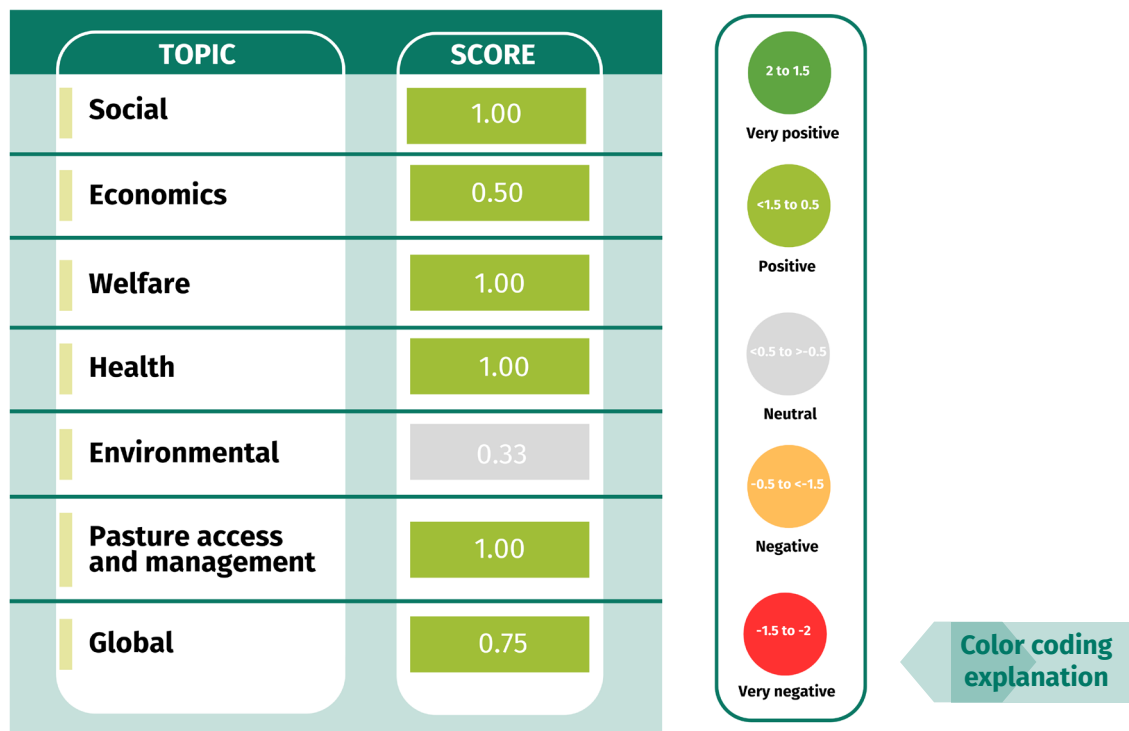
1. Needs Assessment and Existing Employer Groups
 - Conduct a thorough assessment of the labor needs of the participating horse farms, including the types of tasks, required skills, and seasonal variations.
 - Investigate if one or more Employer Groups already exist in your department that can meet your needs.
2. Formation of the Employer Group
 - Establish a formal employer group by bringing together interested horse farm owners. Define the group's structure, roles, and responsibilities.



Group of employers

- Within the group, assess the needs in terms of planning and tasks to be delegated to the employee. Agree on the type of profile, level of remuneration, and distribution of working time.
3. Legal and Administrative Setup
 - General regulation: Draft and submit the legal documents of the employers' group, such as the articles of association and internal regulations. Prepare the minutes of the first general assembly and appoint the group's board. Observe the respective national regulations for the registration of employer groups or associations in your country.
 - For France (to be deleted for other countries): Observe the national regulations and register the employers' group as an association in accordance with the "Law of 1901". Submit the statutes and internal regulations to the competent prefecture, the labor inspectorate (ITEPSA), the tax authorities and the MSA.
 4. Recruitment of Employees
 - Advertise and recruit employees with the necessary skills and experience. conduct interviews and select candidates who can meet the diverse needs of the member farms.
 5. Training and Orientation
 - Provide initial training and orientation for the recruited employees to familiarize them with the specific requirements and standards of the member farms.
 6. Scheduling and Allocation
 - Develop a scheduling system to allocate employees to different farms based on their needs and the employees' availability. Ensure flexibility to accommodate peak times and emergencies.
 7. Ongoing Management and Support
 - Implement a system for ongoing management and support of the employees, including regular check-ins, performance evaluations, and addressing any issues that arise.
 - Administrative management (pay slips, MSA declarations, changes in labour law, accounting, etc.) can be handled by a specialized structure (ADEFa, management centre, etc.).
 8. Community Building and Networking
 - Organize regular meetings and events for member farms to foster a sense of community, share best practices, and discuss any challenges or improvements.

How Will this Solution Impact the Performance of your Farm ?



Socioeconomics: This solution can support the social and economic performance of your farm because the employee's cost can be balanced against the profits generated by their work or the time they free up for the farmer to focus on other, more profitable tasks.



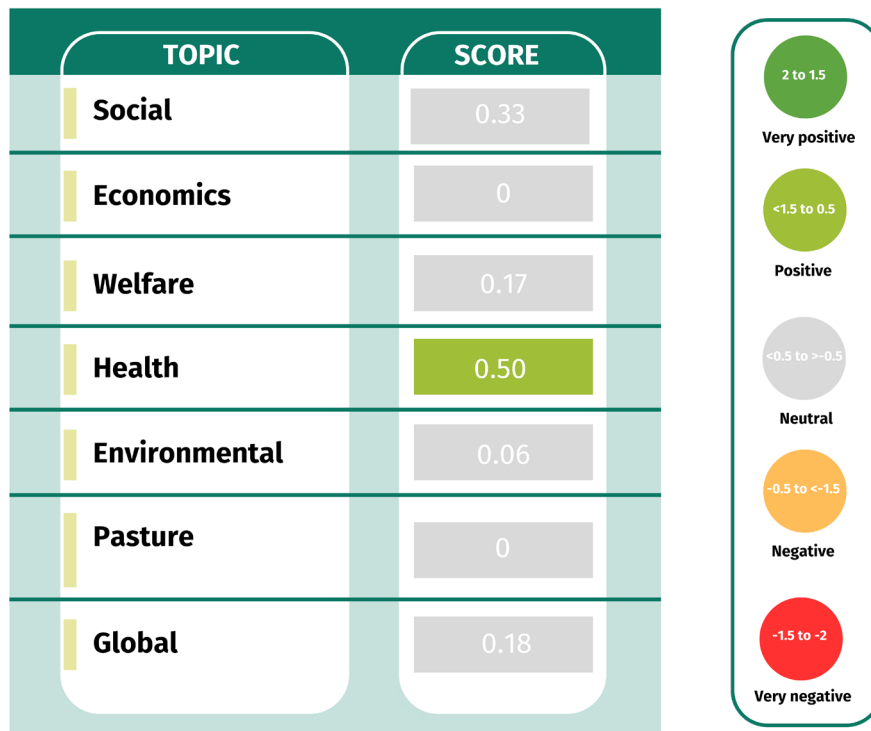
Health & Welfare: This solution can support the health and welfare performance of your farm because other employees or the farmer can have more time to pay attention to welfare and health of equines during their routine work. However, if the person hired is doing the tasks in contact with horses, pay attention than people who are unfamiliar with horses may not be attentive to changed behaviour due to pain or health issues.

Moreover, this solution may potentially contribute to spread of diseases from farm to farm.



Environmental Sustainability: This solution has zero emissions during use, helping to reduce the farm's carbon footprint compared to gas-powered alternatives. It's all-terrain capabilities allow workers to move materials easily across uneven farm surfaces, contributing to more efficient use and management of grasslands. This reduces soil compaction and damage to grassland caused by heavy equipment.

How Will this Solution Impact the Resilience of your Farm?



Socioeconomics: This solution will not support or weaken socioeconomic performance of the farm facing external challenges because possibly due to a mitigation of positive and negative aspects (see interpretation below in the challenges).

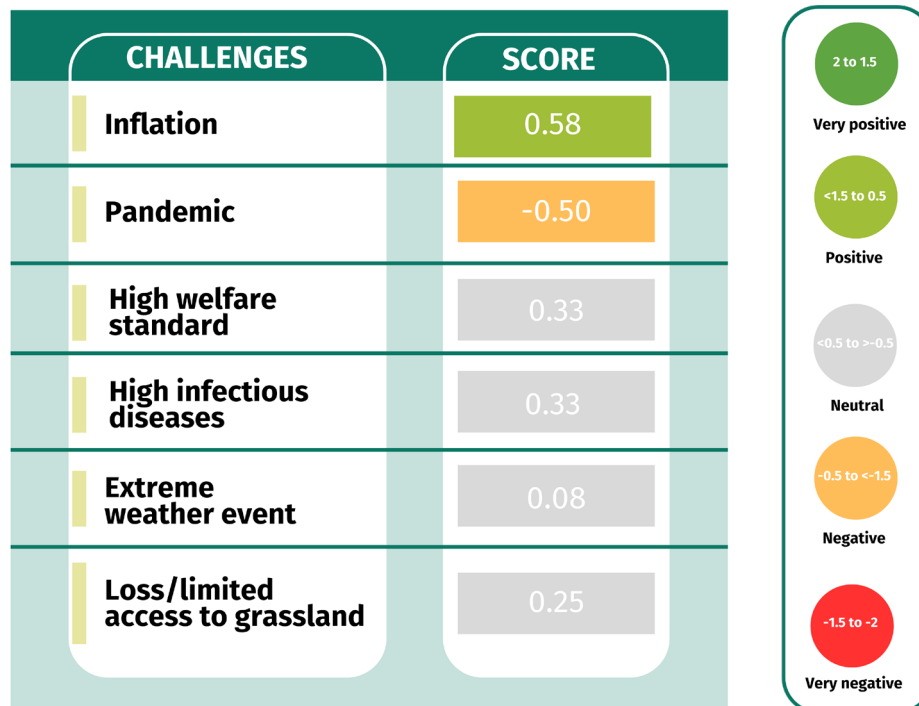


Health & Welfare: This solution has no direct impact on health and welfare resilience, but with more free time provided by this solution, the owner of the farm may engage in searching for ways enabling overcoming potential challenges.



Environmental Sustainability: This solution has no direct impact on environmental resilience. It will not help or weaken the farm from an environmental point of view facing external challenges. So this solution will not weaken or help to support global performance facing external challenges.

How Can this Solution Help your Farm Cope with Specific External Challenges to Be More Resilient?



Socioeconomic Challenges: The solution initially showed a positive aspect linked to the support provided by additional labor which is reflected by a slight positive score in case of inflation. But surprisingly, it did not ultimately positively impact the economic aspect of the evaluation in case of pandemic. This was attributed to the negative effect of the pandemic, which made it impossible for workers to reach their place of employment. It was further emphasized that while the solution appears promising, its practical implementation is more complex due to competition among farms.



Health and Welfare Challenges: This solution will not affect the global performance of the farm facing high welfare standard or high infectious disease because contradictory effects could be observed:

- If the solution can provide more time for the farmer to pay attention to welfare or health it will also cost and potentially limit investments or expenses and the sharing of an employee among farms can increase the risk of disease spread.



Environmental and Land access Challenges: This solution should not have impact on the performance of the farm facing extreme weather event or loss access to land. The impact of extreme weather events was evaluated from abnormally high and low temperatures, excessive rainfall and draught perspective.

Cost-Benefit Analysis

Costs

Socioeconomics:

- Initial setup, ongoing administrative, and training costs.
- Cost of the service and membership of the employers' group.
- Accident risks (animals, machinery).
- Initial Setup Effort:

Establishing the employer group involves significant initial effort, including legal registration, drafting statutes, and setting up administrative processes.

- Finding and recruiting the right employees can also be challenging and time-consuming.
- Administrative Costs:

While sharing employees can reduce labour costs, there are still administrative costs associated with running the employer group.

These costs include management fees, legal compliance, and administrative support.

- Employees may face challenges working for multiple farms, such as varying work environments and expectations.
- Ensuring employee satisfaction and retention requires consistent management and support.
- Keeping up with labour laws and regulations can be complex, especially when managing employees across multiple farms.
- Non-compliance can result in legal issues and penalties.



Benefits

- Reduced labour costs, job creation, and enhanced farm productivity.
- Temporary help without a full-time employee.
- Less stress for the farmer.
- Reduces the workload on farm owners, allowing them to focus on strategic tasks and maintain a better work-life balance.
- Administrative efficiency as the employer group handles administrative tasks such as payroll, compliance with labour laws, and employee management, reducing the burden on individual farm owners.
- Centralized management ensures adherence to labour laws and reduces the risk of legal issues related to employment.
- Access to Specialized Labor: Farms can share employees with specific skills or versatility, ensuring that all necessary tasks are covered efficiently.
- Continuity of Operations: The employer group provides a reliable source of labour, ensuring that farm operations continue smoothly even during peak times or employee absences.

Costs

- Farms may become overly reliant on the employer group for labour, which could be problematic if the group faces issues or disbands.

Equine Health & Welfare :

- Risk of oversight or failure to detect problems in horses, especially when workers do not know the horses.
- Stress for the horses due to the rotating workers.

Environmental Sustainability:

- Risk of overlooking or failing to detect problems on the farm.

Cooperation between farms:

- Managing schedules and coordinating between multiple farms can be complex and time-consuming.
- Ensuring that all member farms' needs are met without conflicts requires careful planning and communication.
- Coordination efforts and potential conflict resolution.
- Difficulty in agreeing on seasonal sharing.

Dependence on Group Dynamics:

The success of the employer group depends on the cooperation and commitment of all member farms.

Disagreements or lack of participation from some members can disrupt the group's functioning.

Benefits



- Improving the quality of work for the horses, their accommodation and the relationship between man and horse.
- Improved detection of problems (more time to better observe them).



- Efficient resource use, sustainable practices, and long-term savings.
- More time for grassland management: better management.
- More time to implement new actions to preserve biodiversity.



- Community building, knowledge sharing, and enhanced collective bargaining power.
- Pooling of administrative costs.
- Community and Networking:

The system fosters a sense of community among local farms, offering opportunities for networking, sharing best practices, and mutual support.



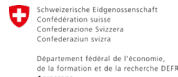
Technical Sheet for Solution Implementation

Group of Employers

Additional Resources

Websites

- [Délégation et Organisation collective](#)
- <https://theagrotechdaily.com/the-role-of-agricultural-cooperatives/>
- idele.fr/detail-article/organisations-collectives-du-travail-autour-des-groupements-demployeurs
- <https://www.frontiersin.org/journals/sustainable-food-systems/articles/10.3389/fsufs.2022.889508/full>
- <https://link.springer.com/article/10.1007/s10668-021-01261-y>
- <https://www.myhorseuniversity.com/labor-force>
- <https://equimed.com/news/general/free-online-courses-offered-by-my-horse-university>
- <https://www.blhv.de/bildungsprogramm/>
- <https://agtecher.com/de/produkt/agronnect/>
- <https://farmconnect.de/leistungen/fuer-unternehmen-personalvermittlung-landwirtschaft/>



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Ideas to Animate a Workshop About the Solution

- Ask a trader/advisor/company specialized in agricultural labour solutions to sponsor the workshop.
- Find a model farm where the workshop can take place.
- Complete the required tasks and let the participants take part in these demonstration tasks so that they can get to know the system.

Proposed Structure for the Workshop

1. Introduction to Employer Groups

- What are employer groups?
- Key features and components of employer groups (e.g., shared labour, administrative management).
- Types of employer groups available (e.g., agricultural, rural, departmental).

2. Benefits of Employer Groups for Horse Farms

- Reduced Physical Strain: Less manual labour for farm owners and workers.
- Cost Savings: Potential long-term savings on labour.
- Increased Efficiency: Access to specialized labour as needed.
- Flexibility: Ability to scale labor up or down based on seasonal needs.
- Community Building: Fosters a sense of community among local farms.

3. Practical applications on Horse Farms

- How employer groups can be used for part-time, seasonal, or temporary labor.
- Examples of tasks that can be managed by shared employees (e.g., feeding, grooming, maintenance).
- Coordination and scheduling of labor among member farms.

4. How to Create/Choose the Most Suitable Employer Group

- Evaluation of the needs of the farm.
- Assessment of the structural and administrative requirements.
- Features such as flexibility, cost, and ease of use.
- Price comparisons and potential funding options.

5. Hands-On Demonstration

- Live demo of how to coordinate and manage shared employees.
- Testing different scheduling and management tools.
- Proper techniques for maximizing efficiency and ensuring employee satisfaction.

6. Maintenance and Troubleshooting

- Administrative management (pay slips, MSA declarations, changes in labor law, accounting).
- Handling conflicts and ensuring smooth cooperation among member farms.
- Regular check-ins and performance evaluations for employees.



7. Case Studies and Real-World Examples

- Examples of farms using employer groups.
- Discussion of how they have integrated these solutions into their daily operations.
- Lessons learned and tips from farm operators using this system.

8. Cost Analysis and Return on Investment (ROI)

- Initial costs vs. long-term savings in labor.
- How to calculate ROI based on farm size, workload, and usage.
- Financial benefits from reducing strain on workers and improving productivity.

9. Q&A Session

- Open floor for participants to ask questions about specific concerns or experiences.
- Address any uncertainties regarding the effectiveness or cost of employer groups.

10. Wrap-Up and Resources

- Summary of key points covered in the workshop.
- Additional resources for further learning (websites, suppliers, online communities).
- How to access special discounts or offers if partnered with suppliers.