



**Thematic Area:** Socio-economic performance.

**Priority:** How can working conditions be improved?

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

**Solution EU Number:** WC-10.

### Content of the Solution:

Déclic Travail is a free web platform that helps farmers improve their working conditions and organization through an online self-diagnosis tool and access to tailored solutions.

### Key Contacts:

- IDELE.

**Case Study:** Not available.

## Reasons for Implementing this Solution

Implementing Déclic Travail can significantly improve working conditions on your farm by identifying and addressing organizational issues, ultimately protecting the health and safety of employees while freeing up valuable time. Additionally, it fosters a supportive environment by raising awareness and sharing problems among operators, reducing feelings of isolation.

## Description of Solution Strategies

Déclic Travail is a free web platform available in 7 herbivore farming sectors. It helps farmers improve their organization and working conditions by providing a clear overview of their work and identifying problems. An online self-diagnosis helps to identify problems in the areas of human resources, organisation and working conditions will help to identify the issues and. The platform makes it possible to define the context of the company, identify problems, prioritize them and offer suitable solutions. In addition, 120 technical information sheets are available, 40 of which are for the equine sector, organized by sector, problem and topic such as health or management. Contact details for further resources are also included.

Objectives of this tool are to :

- Protect the health and safety of these employees
- Free up time
- Reduce the time spent on routine tasks
- Reduce the drudgery of work

It's a useful tool when farmers feel overworked, overwhelmed or tired.

Advice on self-diagnosis: carry it out sector by sector if you have several species on the farm.

Can be used as a support tool by advisers or as a training tool with students (see resources section on Déclic travail).

### Implementation Steps

1. Register on the Platform: Sign up for a free account on the Déclic Travail website to access all the features and resources.
2. Conduct Self-Diagnosis: Use the online self-diagnosis tool to evaluate your farm's human resources, organization, and working conditions.
3. Identify and Prioritize Issues: Based on the self-diagnosis results, identify the key issues and prioritize them according to their impact on your farm's operations.
4. Access and Apply Solutions: Explore the technical sheets and resources provided on the platform to find solutions tailored to the identified issues. Implement these solutions on your farm.
5. Monitor and Review Progress: Regularly monitor the changes and improvements on your farm. Use the platform to review progress and make any necessary adjustments.

### How Will this Solution Impact the Performance of your Farm ?

Déclic Travail is a decision support tool, the solution does not have a direct effect on the performance and resilience of the farm since the effects will depend on the decisions that will be made by the farmer at the end of the diagnosis.

However, a diagnosis of working conditions on the farm is the first step towards improving working conditions by helping to raise awareness of the problems encountered. It can therefore be considered that implementing this solution will promote the improvement of working conditions and also of the image of the farm in the medium term and thus improve the social performance of the farm.

#### PISTES DE SOLUTION

Découvrez des solutions qui pourraient répondre à vos attentes.

##### Filières

- Bovin lait    Bovin viande    Caprin    Ovin lait    Ovin viande    Equin    Porcin    Volaille chair  
 Volaille oeuf    Palmipède à foie gras    Lapin

##### Objectifs

- Préserver sa santé/sécurité    Se libérer du temps    Diminuer l'astreinte    Diminuer la pénibilité

##### Thèmes

Vous ne pouvez pas sélectionner des sous thèmes de thèmes différents.

<b>ORGANISATION ET SIMPLIFICATION DU SYSTÈME (42)</b> Choisir ce thème	<b>AMÉNAGEMENT DES BÂTIMENTS (13)</b> Choisir ce thème	<b>MATÉRIEL (32)</b> Choisir ce thème
<b>MAIN-D'OEUVRE (27)</b> Choisir ce thème	<b>TRAVAIL ADMINISTRATIF (5)</b> Choisir ce thème	<b>TRANSFORMATION / COMMERCIALISATION (6)</b> Choisir ce thème

Recherche libre

LANCER LA RECHERCHE

#### FAIRE LE POINT SUR MON TRAVAIL

Contexte   Ressenti   Priorisation   Pistes de solution

#### MON CONTEXTE DE TRAVAIL

En ce qui concerne vos filières ou activités, il est préférable de répondre pour une seule, même si un choix multiple reste possible.

##### Vos filières

- Bovin lait    Bovin viande    Caprin    Ovin lait    Ovin viande    Equin    Porcin    Volaille chair  
 Volaille oeuf    Palmipède à foie gras    Lapin

##### Mon département / ma province

Sélectionner 01 - Ain Ou choix sur la carte

##### Je travaille régulièrement avec d'autre(s) personne(s) sur mon exploitation

Oui  Non

##### J'ai aussi une/des autre(s) activité(s) sur mon exploitation

Oui  Non

ETAPE SUIVANTE : 2/4

### Cost-Benefit Analysis

#### Costs

##### Socioeconomics:

- Initial Setup: Time and effort required to register and familiarize oneself with the platform.
- Implementation: Time spent conducting self-diagnosis and applying solutions.
- Potential Psychological Challenge for self reflection and problem addressing
- Being clear-headed about your situation and knowing how to take a step back.

##### Health & Welfare:

- Irrelevant.

##### Environmental Sustainability:

- Irrelevant.



#### Benefits

- Can help to improve Efficiency: Applying given advices can reduce time spent on routine tasks, freeing up time for more productive activities.
- Can help improve Employee Well-being: Protects the health and safety of employees, potentially reducing healthcare costs and absenteeism. The farm is more attractive for potential new workforce if the working conditions are better.
- Quick and easy (5 minutes) to realise the diagnosis.
- Feeling less alone.
- Pleasant interface.
- Access to a list of advisors.
- Finding solutions to improve working conditions.
- Bringing to light the problems encountered.



- Improving working conditions will improve the relationship between man and horse (less stress, more time, etc.), impact on the emotional state of the horses.
- Some of the solutions sheets available on the platform could have an positive impact on these aspects.
- Wellbeing of employees/farmers è wellbeing of horses.



- No effect.

### Costs

#### Cooperation between Farms:

- No effect.



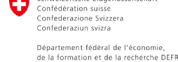
### Benefits

- **Knowledge Sharing:** Facilitates the sharing of best practices and solutions between farms.
- **Community Support:** Builds a supportive community where farmers can share problems and solutions, reducing feelings of isolation.
- **Collaborative Solutions:** Encourages collaborative problem-solving, leading to more effective and innovative solutions.

### Additional Resources

#### Websites

- <https://declictravail.fr/>



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### Ideas to Animate a Workshop About the Solution

- Find a model farm/ Seminar room 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 on Déclic Travail in Horse Stables

#### 1. Introduction to Déclic Travail

- What is Déclic Travail?
- Key features and components of Déclic Travail (e.g., digital decision-making tool, online self-diagnosis).
- Types of solutions available on the platform (e.g., technical sheets, sector-specific resources).

#### 2. Benefits of Déclic Travail in Horse Stables

- Increased Efficiency: Faster identification and resolution of issues.
- Individually adjustable solutions tailored to specific needs.
- By applying those solutions increased employee satisfaction.

#### 3. Practical Applications on Horse Farms

- The farmer must try the program out after a short brainstorming about what issues could exist on horse farm

#### 4. Hands-On Demonstration

- Live demo of handling the Déclic Travail platform.
- Testing different features and giving participants a chance to try them out.

#### 5. Case Studies and Real-World Examples

- Examples of farms or equestrian centers using Déclic Travail.
- Discussion of how they have integrated these tools into their daily operations.
- Lessons learned and tips from farm operators using this system.

#### 6. Q&A Session

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

#### 7. Wrap-Up and Resources

- Summary of key points covered in the workshop.