

Socio-economic resilience

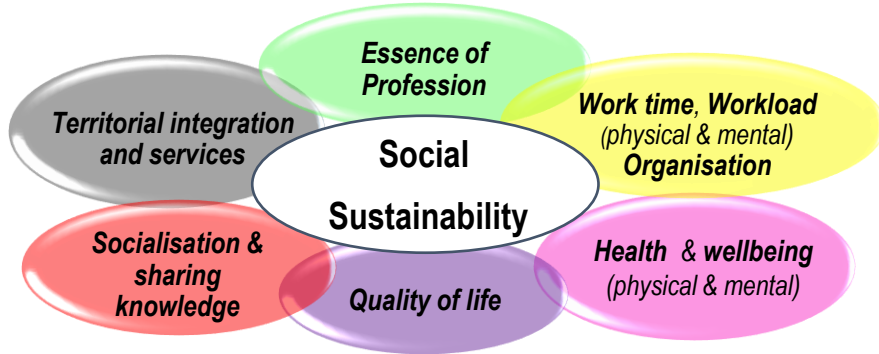


Background

The **Work Assessment Method (WAM)**, designed by INRAE and Idele - French Livestock Institute in the 1990s, quantifies the work related to management of herds and lands. It assesses farmer's room for manoeuvre in terms of time needed to carry out other professional activities and to have free time. This tool was created for advisers and farmers to help global analysis of livestock farming systems from a work perspective.

① Why looking after labour on farm?

To build a **socially sustainable system**, you need to evaluate possible organisation and solutions for your farm, connected to your goals and investigate the impact on **six dimensions**:



To focus on **working time** is a good way to tackle the subject.

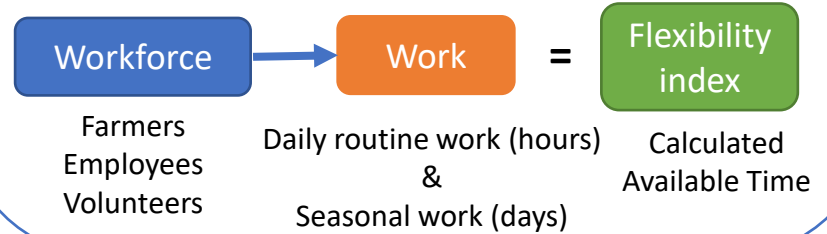
1. To have a clear view on current organisation and time
2. To get figures in order to objectify your situation, to compare yourself and identify the scope for progress

② How does WAM work?

Qualitative/quantitative data are collected via a **semi-structured survey**, with people involved on the farm. The WAM translates **technical calendar** (herd & land management practices) into a **calendar combining tasks and workers**.

To be able to describe different "typical days" per period, it's important to take into account:

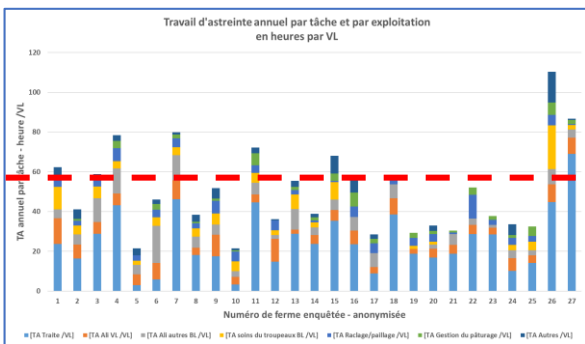
- Diversity of workers
- Variety of temporal scale/period (calving, grazing...)
- Temporal characteristics of tasks (daily, seasonal)



④ How to use the results?

Individual advice: compare results to benchmark, start to explain the differences, identify some actions to try.

Facilitation for farmers group: share results, discuss, focus with farmers and experts on topics (equipment, practices...).



27 farms ready to discuss together

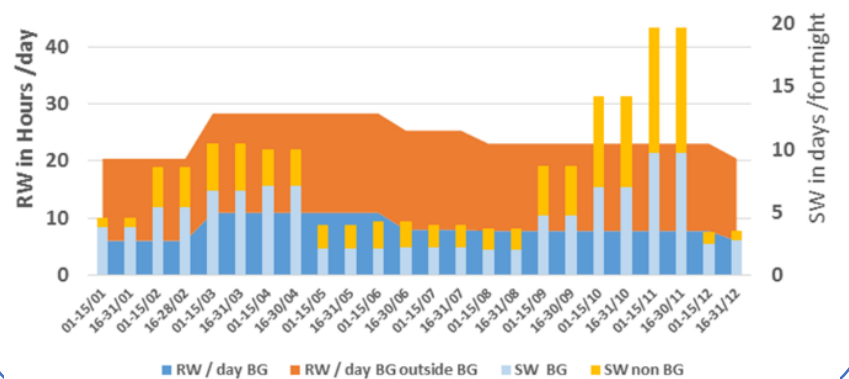
Average of this group: 50 hours of routine work/dairy cow/year

Define sustainable models with social benchmarks and work on labour production cost, free time and holidays to improve the **attractiveness of dairy systems**.

③ Which kind of individual results?

Figures will be produced, with **hours and days** per year, per Full Time Equivalent worker, per cow, per 1000 litres of milk, per Ha... (see appendix 1).

But also annual routine work **allocation** in hour per task...
...Or **annual diagram** with routine and seasonal work.



Quote of a farmer:

"Be careful to keep in mind your goals when you analyse your system efficiency, and labour is an important one"

More info:

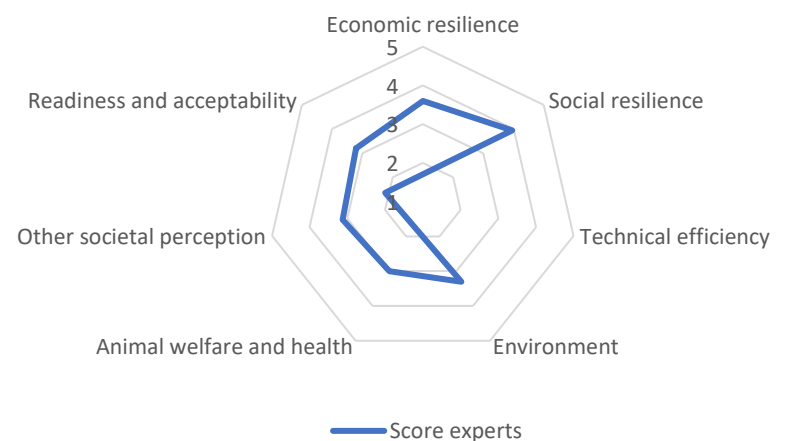
International Association on Work in Agriculture: Symposium 2021

<https://www.workinagriculture.com/Symposium-2021/ISWA-2021-Replays-Proceedings/Workshop-6>

French study: <https://idele.fr/detail-article/referentiel-travail-en-elevages-bovins-lait>

Belgium: <https://www.cra.wallonie.be/fr/organisation-du-travail-dans-des-exploitations-wallonnes>

Assessment of the method



R4D has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement N° 101000770.

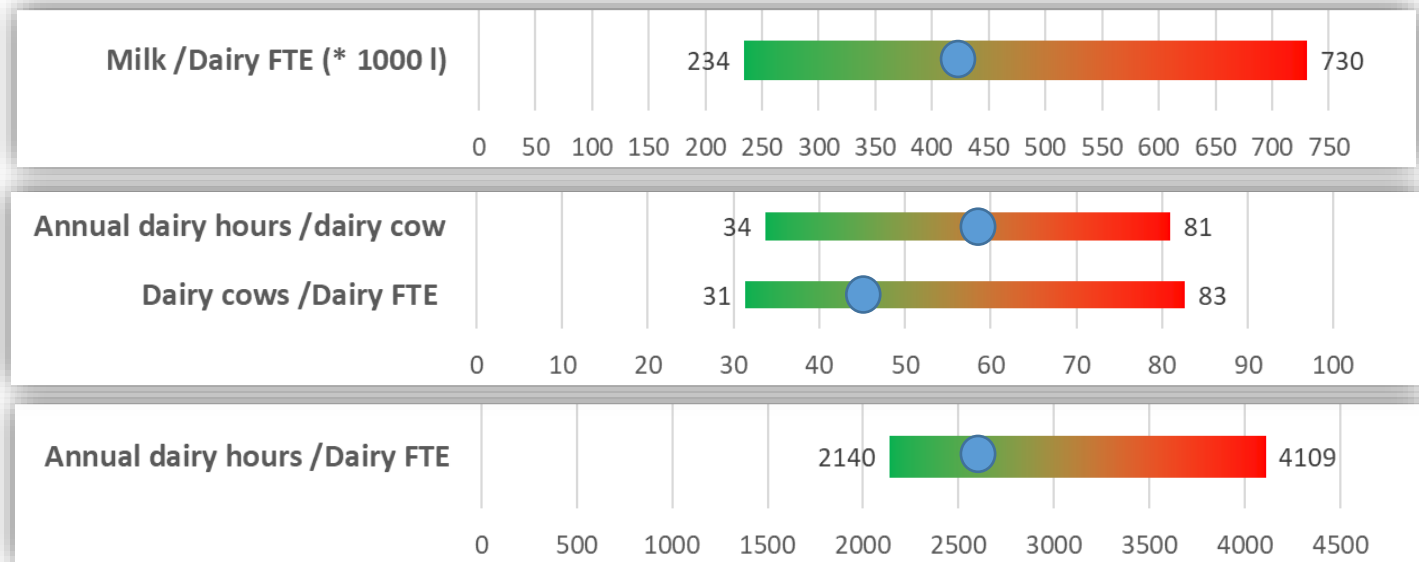


Appendix 1

Benchmarks coming from Dairy farmers in France

(source: survey on 43 dairy farms from Casdar Orgue – 2016-2019)

1. Annual dairy working time benchmarks

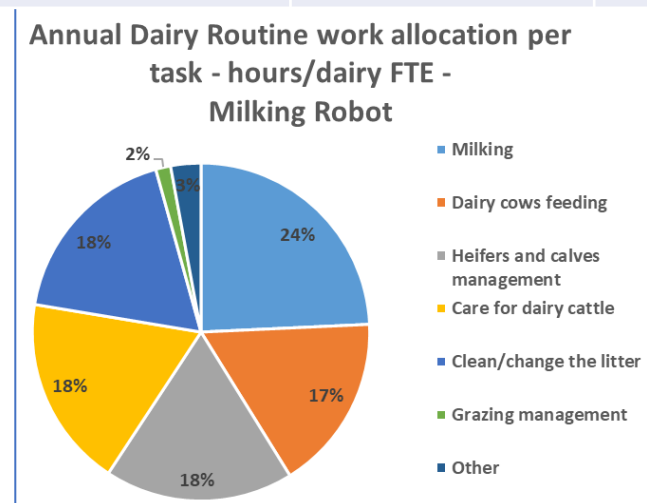
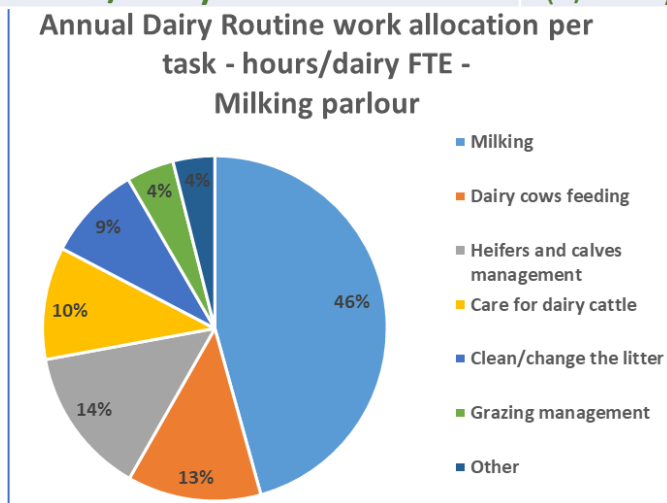


1st decile
Average
9th decile

Benchmarks – Global working time on farm	Units	43 dairy farms Average	- 29 farms - milking parlour	- 14 farms - milking robot
Milk production / Dairy Full Time Equivalent	(Litres/FTE)	425,000	391,000	459,000
Dairy cows /Dairy FTE		45	43	50
Annual dairy work /Dairy FTE	(h/dairy FTE)	2,650	2,660	2,530
Annual dairy work /milk produced	(h/1000 l)	7.5	7.7	6.2
Annual dairy work /Dairy cow	(h/DC)	59	60	51
Annual dairy work / Dairy Livestock Unit	(h/ Dairy LU)	39	41	33

2. Annual dairy routine work allocation per task, with or without milking robot

Benchmarks – Dairy routine work	Units			
Dairy routine work /Dairy FTE	(h/dairy FTE)	2,050	2,170	1,800
Dairy routine work /milk produced	(h/1000 l)	5.2	5.9	3.7
Dairy routine work /Dairy cow	(h/DC)	42	47	34
Dairy routine work / Dairy Livestock Unit	(h/ Dairy LU)	29	32	22



Benchmarks need to be connected to farming systems, existing in different context/countries