

International Agricultural Workforce Conference

Work duration and work organization in dairy farms

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- Work organisation in livestock systems
- Variability of work durations in dairy farms
- Changes of practices in dairy farms
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Introduction

- Changes affecting:
 - dairy farms
 - workforce
- Farm competitiveness: work productivity and work organization
- What are the factors affecting work organization and work duration in dairy farms?

Part 1: Work organization in dairy farms

Approach

Work organisation in livestock systems

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Herd and land management (tasks)



Equipment - buildings

Work assesment:

- Duration
- Room to manoeuver
- Division of tasks

Agricultural and non agricultural activities – personal activities



Team (who does the tasks)



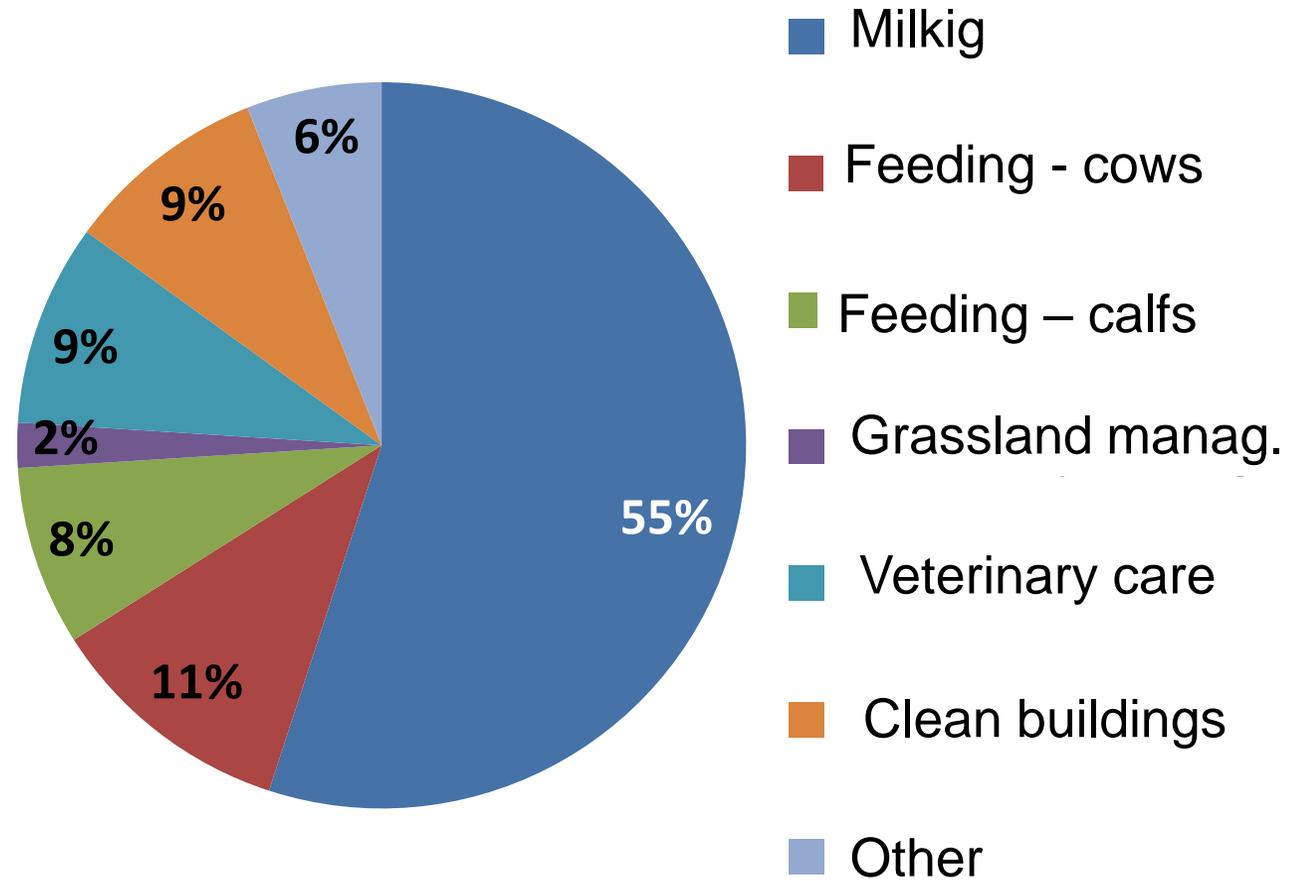
Work assessment method

- Different rhythms of tasks:
 - Routine work: milking, feeding...
 - Seasonal work: haymaking, crops harvesting...
- Workers are not equivalent:
 - Basic group: farmers
 - Outside of the basic group: employees, retired parents

Part 2: Variability of work durations in dairy farms

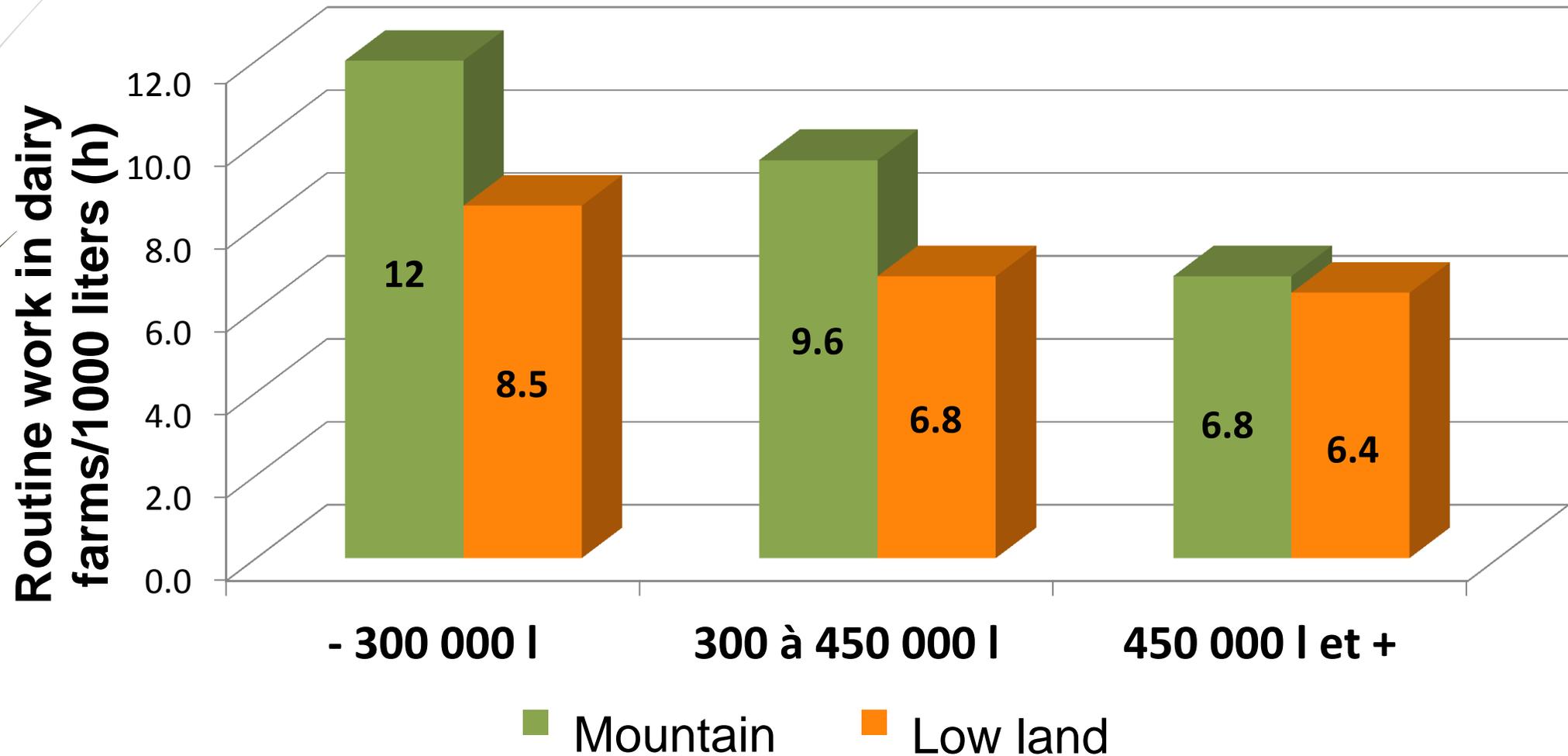
Routine work in French dairy farms

- 190 dairy farms
- Routine work = 3,060h/farm/year
- Variability = 1,750 to 5,030h/farm/year



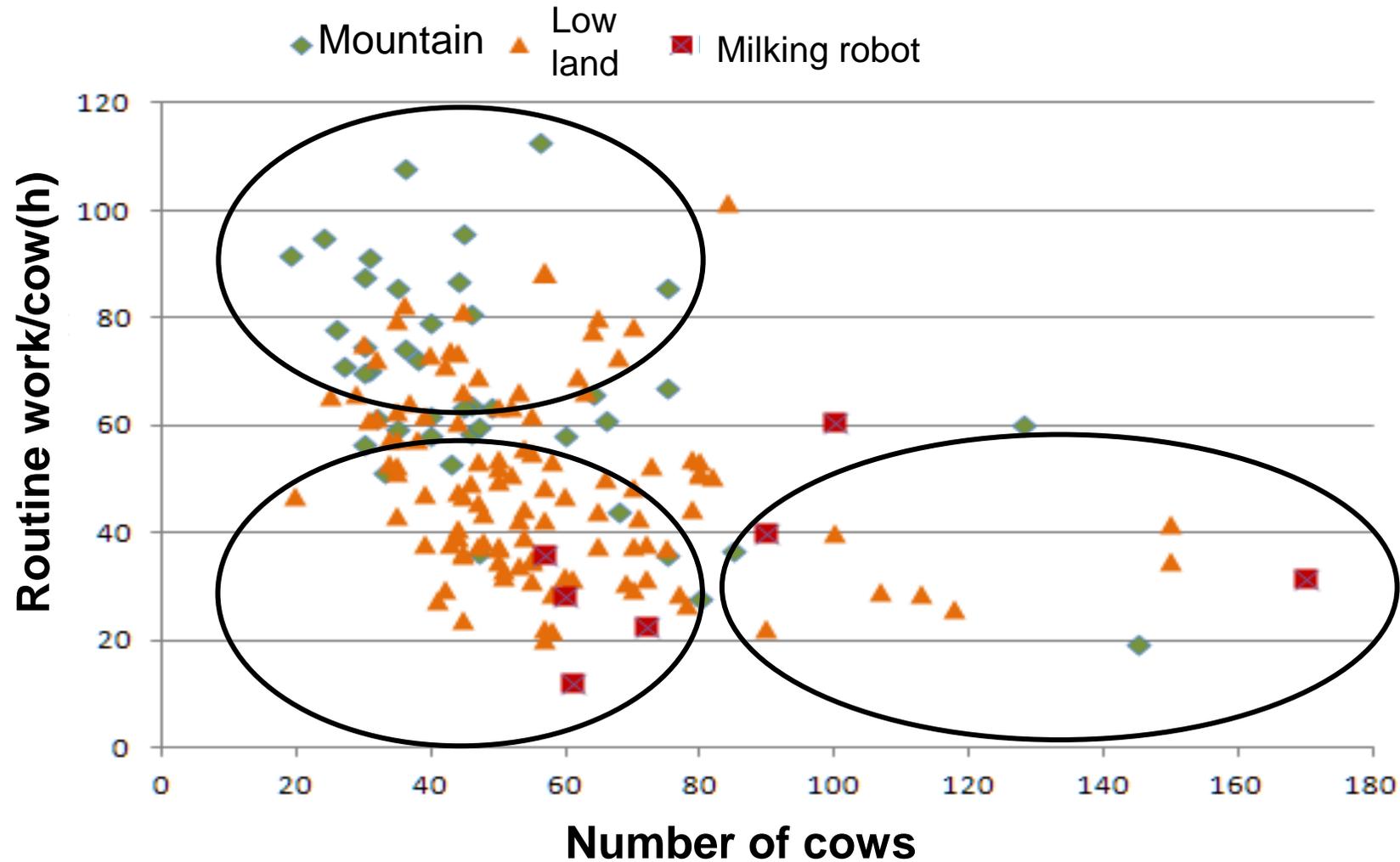
Effect of the farm size and farm localization on routine work

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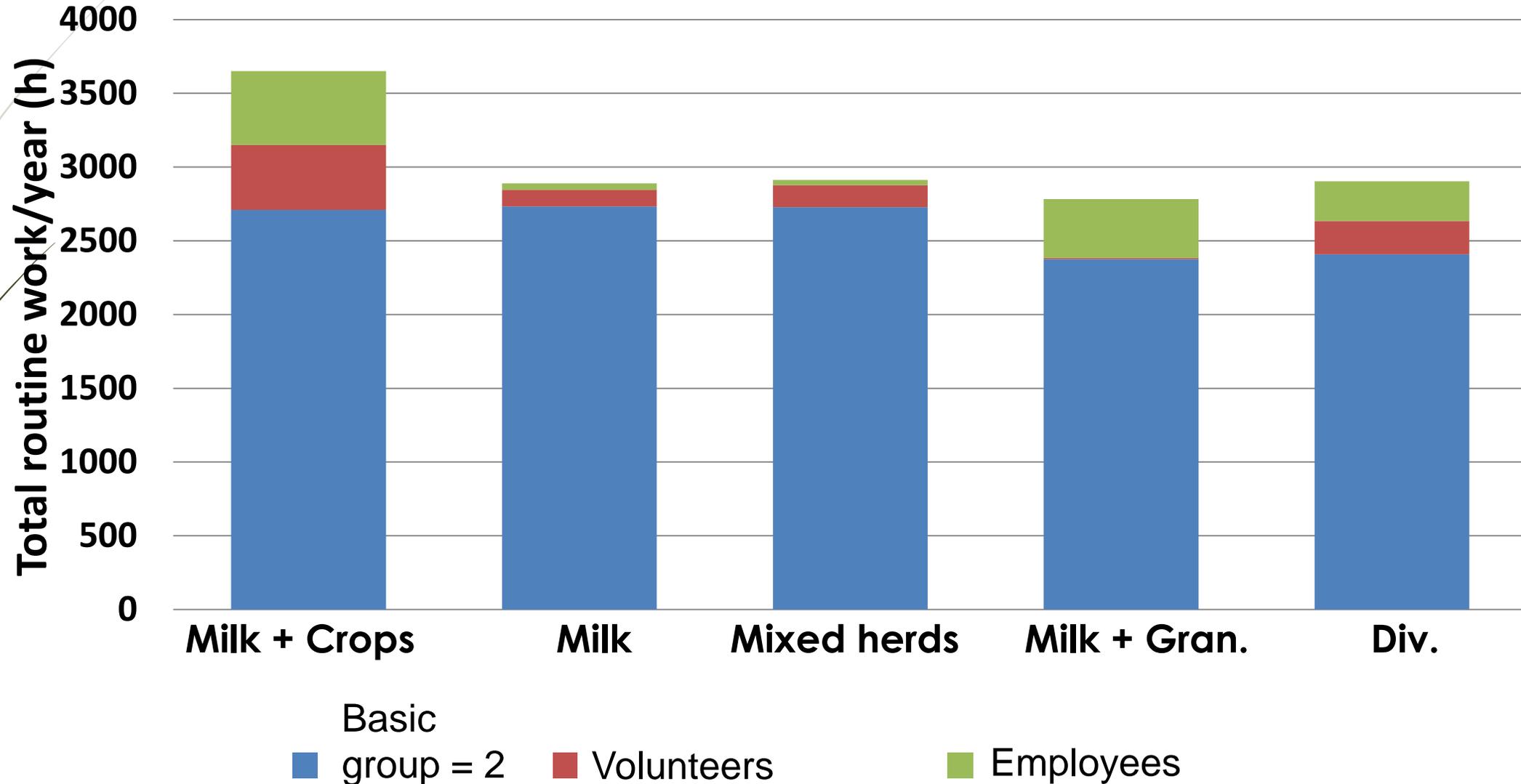


Effect of the herd size and equipment on routine work

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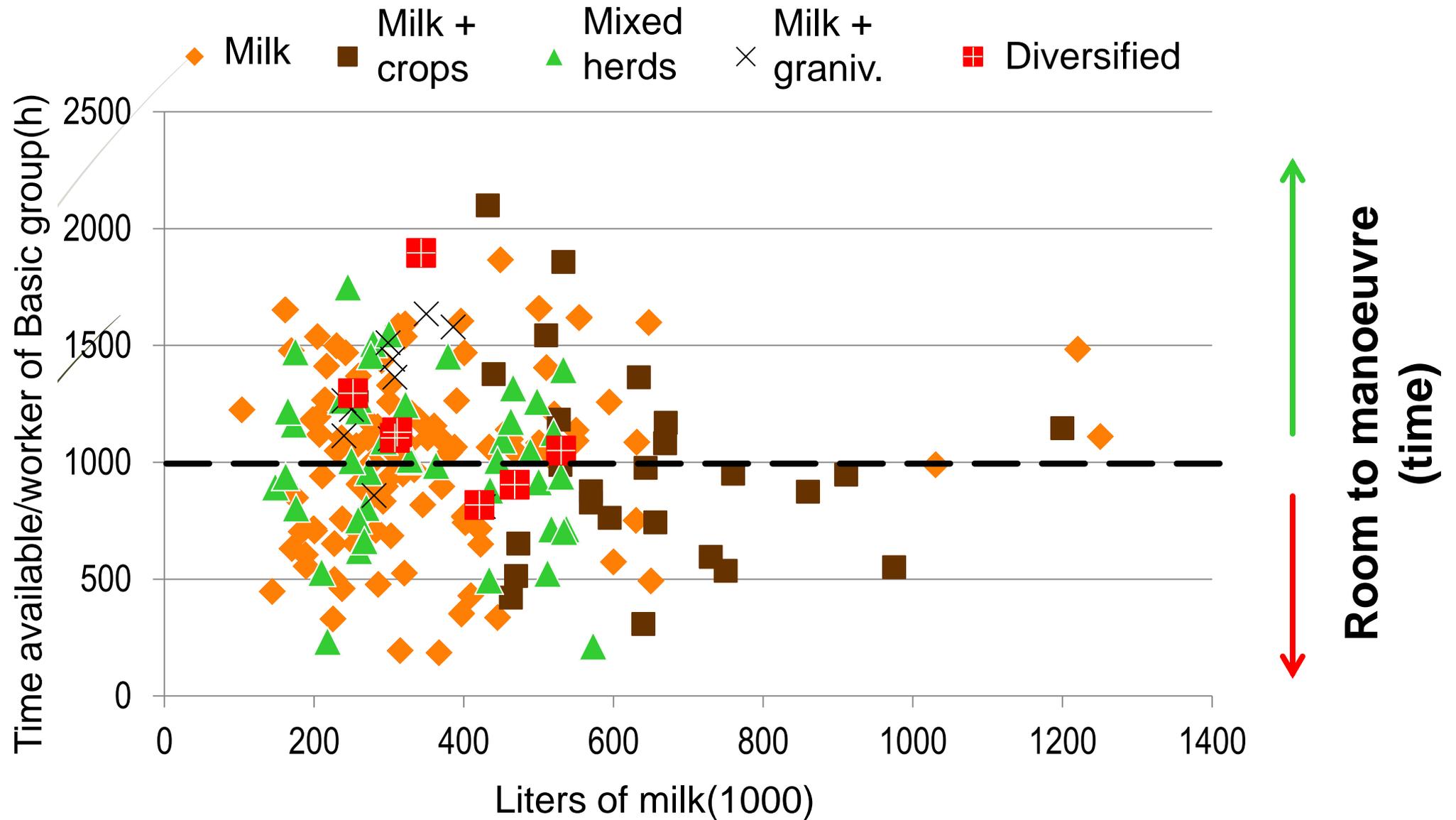


Effect of the type of farm on routine work

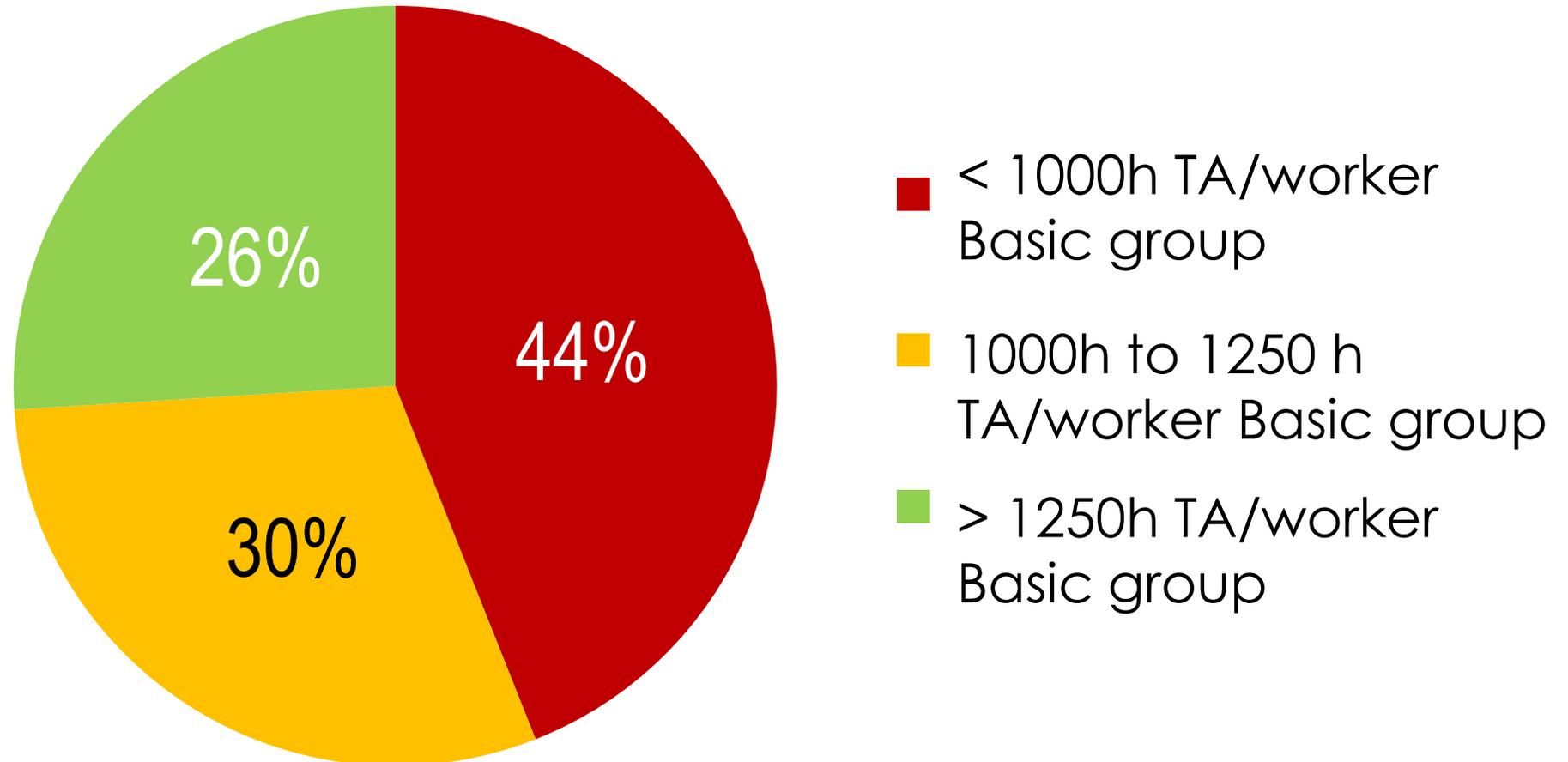


Room to manoeuvre in farms

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Room to manoeuvre in farms

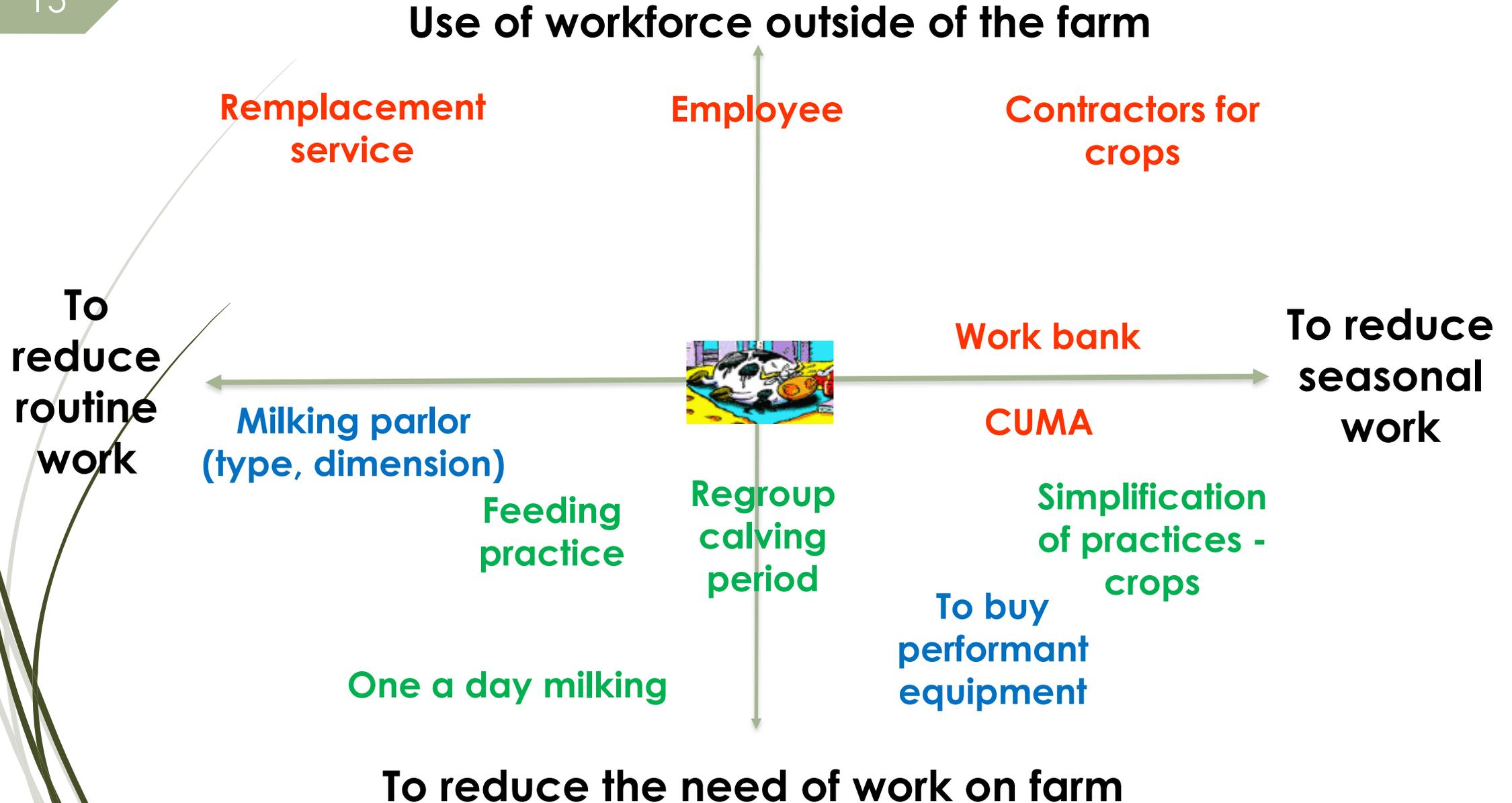


Farmers' work expectation



Farmers' levers to manage workload

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Changes of practices in dairy farms

- Simplified practices: - workload
- Agro-ecological practices: + or – workload
- Precision livestock

Precision Livestock Farming : consequences on work duration in dairy farms

- Time saving due to automation
 - milking robots: - 30% in working hours
 - feed distribution: - 50% in working hours
- Different uses of time saving by farmers:
 - reinvested in production-related tasks
 - farm management
 - personal activities
- More flexibility in farmers' labor than an overall decrease in labor

Conclusion

- Factors affecting work organisation
- To help livestock farmers making reasoned changes
- To assess the impacts of innovations on their work

Thank you for your attention!

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