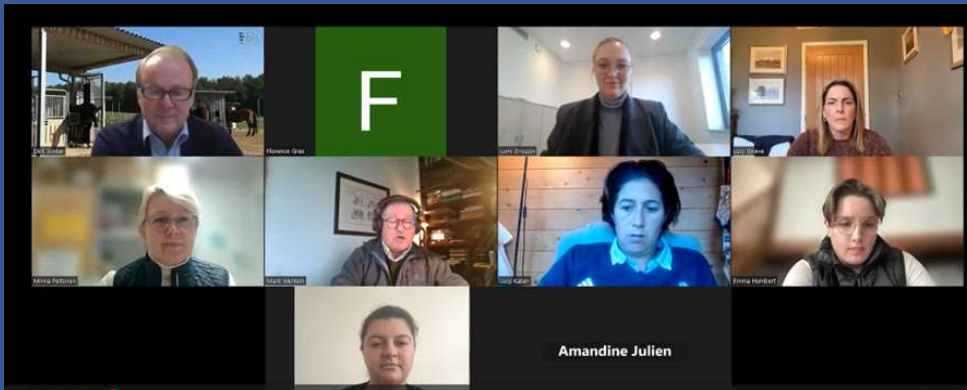


EUROPEAN HORSE NETWORK NEWS



Speakers at the EHN Webinar on Workforce
 Top from left: Prof. Dirk Winter, Lumi Drozzin, Dr. Lucy Grieve,
 Below from left: Minna Peltonen, Mark Wentein, Lucy Katan, Emma Humbert, Marie Morin
 Not on the picture: Håkan Karlsson

Welcome to European Horse Network News

Dear readers,

EHN Secretariat was active in December, preparing 2024 events. We met MEP Hilde Vautmans who is now confirmed as number 1 on the list of her political party for EU elections and has a high probability of being elected. If so, she intends to continue to work with EHN and support the equine industry. She also intends to involve high representatives of the Belgium European Presidency starting this month until end of July.

Before elections, Hilde Vautmans plans to organise meetings to discuss Health issues, and an MEP Horse Group in March. The date will be announced soon.

It will be the occasion to present EHN prospective study and the new Manifesto of the industry. Both documents are in

preparation with more interviews this month to complete the scenarios 2040 of the industry and a new Manifesto to modernise the wording and adopt more specific advocacy issues.

The Board meeting in February will update and improve the documents.

Another important event this year is the organisation of the Olympic Games in Paris. A promotion meeting for equestrian sport in Versailles is now confirmed on 14 and 15 May. EHN will present its activities.

Best Wishes for 2024!

Mark Wentein, Chairman

Calendar 2024 (precise dates will be announced soon)

- 13/02 – EHN Board meeting online
- Feb - Webinar on Communication
- March – MEP Horse Group in Brussels
- 14-15 May – Olympics promotion event in Versailles
- 9 June – EU Elections
- July – EHN General Assembly and meet newly elected MEPs
- October – First MEP Horse Group of the new Parliament



January 2024

- Webinar on Workforce
- Future events



<https://www.europeanhorsenetwork.eu/>

EHN Events and activities

EHN Webinar on Workforce in the Equine industry - 28 November 2023

37 participants attended the Webinar – Secretariat has received very positive feedback.

The moderator, **Professor Dirk Winter from the Department Dean Equine Management at Neuringen-Geislingen University** introduced the Webinar with figures: 400 000 full time jobs equivalent. These are also quite often in regions where there is limited rural employment in other sectors. It has been a sector where employment was growing for many years but it has slowed and is now critical

Workforce figures from the recent Impact study of the equine industry in Finland – Minna Peltonen, Team Operations Developer, Equestrian Federation of Finland and Lumi Drozzin, Specialist Equine Industry & Organic Farming at MTK in Finland

15000 jobs in the equine industry in Finland with 72000 horse, equivalent to the Tourism industry in Lapland. The impact study was made to show the benefits of this industry on young people activities, mental health and agricultural long term investments. It seems therefore essential to facilitate the access and the development of this industry.

Are we lacking Equine vets? – Dr. Lucy Grieve, Vice President of FEEVA

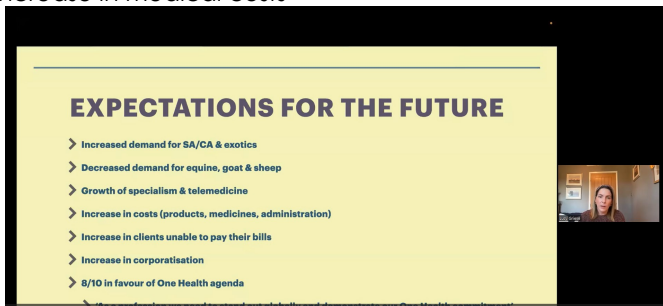
The industry is lacking experienced vets:

British survey – 50% struggling to recruit new vets. Reasons for leaving the job: family and salary

FVE (European Vets) survey: 328 500 vets in EU – 21% working with equines – 65% are women

90% are stressed – 23% depression, burn out, exhaustion

Challenges: clients have more difficulties to pay, increase in medical costs



Label on wellbeing at work and good practices, Equures – Emma Humbert

Latest studies to recruit in France were reflecting problems such as: lack of respect for work/life balance with little support from managers and lack of security in the industry. The decision to create a tool for professionals was taken to improve the conditions.

Equures is a 3 years certification with 3 levels.

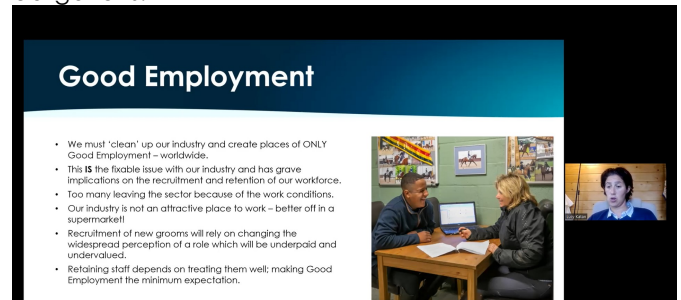
The label is just starting and professionals should be certified in December 2023. The ambition is to promote and possibly use the label outside France.



British and International Grooms Associations - Lucy Katan, founder and Executive Director

Some situations are qualified as modern slavery, abuse of powers and exploitation of the passion of young people for the horses. The perception of our industry is bad although horseracing stays at a convenient level but the situation must change.

We must "clean up" the industry! A Code of Good Employment was promoted and employers should sign if they respect a list of requirements (written contracts, minimum wages, supply pensions, safe workplaces). National Equestrian Federations must work towards such obligations.



Equi-resources – Marie Morin, IFCE

Publications of jobs in the industry for employers and job seekers, Equi-resources, created in 2007, is managed by IFCE and Hippolia. It also provides information on careers and training. More than 3700 job offers published in 2022 and 1218 candidates found a job thanks to the platform. 132 International job offers published in 2022.



Trotting College in Wången in Sweden - Håkan Karlsson, CEO at Wången

In 1996 Wången became the national centre of education and development for the Swedish harness racing business. It welcomes around 200 students per year. From 1996 to 2022 - 150 million SEK have been invested in Wången's facilities in order to develop the training of people in the equine industry and provide workforce.

Planned Webinar in February on how to communicate on the equine industry – Take the opportunity of the Olympics to present good stories

There is enough data to show that the concerns around horse involvement in sport are rising. The equine world must positively engage with both perception and reality and show real commitment to change and ensure positive values. The Webinar will look at how to educate the professionals, the media and the public to meet the changing social values.

We have to create EHN messages for tomorrow that could be supported by the industry.

New EU Document – Welfare in animal transport

The European Commission has adopted its proposal for the legislation on the protection during transport: <https://we.tl/t-ru8Qft12FW>. EHN Welfare Working Group met in December and will meet again in January to adopt EHN position on this text (deadline to submit comments is 4th February 2024).