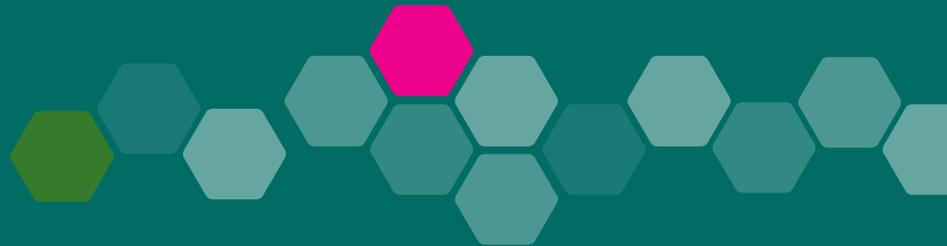




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Women in Farming and the Agriculture Sector



AGRICULTURE, ENVIRONMENT AND MARINE



Women in Farming and the Agriculture Sector

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**Final Report for the Environment and Forestry Directorate,
Rural and Environment Science and Analytical Services
(RESAS) Division, Scottish Government**

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The views expressed in this report are those of the researchers and do not necessarily represent those of the Scottish Government or Scottish Ministers.

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Main Findings

In 2016, the Scottish Government's Rural and Environment Science and Analytical Services Division (RESAS) commissioned research on 'Women in Farming and the Agriculture Sector'. The overall purpose of this research was to establish a baseline position on women in farming and the agriculture sector, which then will inform future policies to enhance the role of women in these sectors.

The specific aim of this research project is to investigate the role of women in farming and the agriculture sector in Scotland under five headings: daily life, aspirations, career paths, leadership and comparative analysis with women in other family businesses. During the research, the importance of inheritance, training and farm safety also emerged as important issues.

The research was comprised of literature review, 9 focus groups, 30 interviews and two on-line surveys: in total, over 1300 women and 12 men from across Scotland participated. The research was undertaken from June 2016 to March 2017.

Key Messages

- Women play a major role in Scottish agriculture, participating in the full range of farming activities.
- The cultural practice of passing on large farms intact to one son is the single biggest barrier to women's entry into agriculture. This means of land transfer is institutionalised culturally (i.e. it is a hegemonic practice) but not legally (i.e. there is no legal restriction against multiple inheritance or bequeathes to daughters).
- Women are very under-represented amongst the elected leadership of national-level farming organisations (e.g. although over 1/3 of farm operators are women, the NFUS has no women amongst its national office holders, regional board chairmen or committee chairmen. However, about half of NFUS staff are women). Women have more proportionate elected representation in the Scottish Crofting Federation (where 3/9 board members are women).
- Most survey respondents would like to see more women involved in leadership of farming organisations, but only about 1/3 were personally interested in becoming more involved in leadership themselves.

- Lack of time is a major barrier to advancing women's roles on-farm and in farming organisations, and to accessing training (including continuing professional development, knowledge sharing, farm visits and industry events). Women in agriculture are very busy, juggling family responsibilities, farm work, housework, off-farm employment and volunteer work.
- Some respondents reported exclusionary practices that take place in farming organisations (e.g. the unlikeliness of women being elected to committee positions; women being asked to leave meetings once the social elements were finished). Approximately 18% of main survey respondents identified 'Not welcome by existing male leaders' as a barrier to their participation in leadership of farming organisations.
- The Scottish Association of Young Farmer Clubs (SAYFC) was the most common provider of leadership experience to women in Scottish agriculture.
- There is a clear need for more access to, and uptake of, vocational, practical training for women entering agriculture, across a range of topics.
- Enabling new entrants to establish farms also enables more egalitarian gender relations. This and other research shows that when men and women enter agriculture together (through buying/ renting together at the outset) more equal gender relations exist.
- Approximately 29% of survey participants expressed an interest in developing farm diversification activities in the next five years. This interest was particularly marked amongst crofting respondents (38% expressed interest in developing diversification activities).
- Women and men engage in many unsafe farm behaviours as a result of different demands and activities not accounted for in recommendations on safe practices.
- Women in family businesses outside of agriculture face far fewer barriers to business involvement and leadership.
- Scottish Government's concerns about recognising the role of women in agriculture are similar to those shared by the European Union and national governments (e.g. Australia, Northern Ireland).

Key Recommendations

- The cultural practice of passing on large farms intact to one son needs to be challenged. Other models should be explored (e.g. in the rest of Europe it is not possible to disinherit other children). Increasing the discourse on inheritance practice (e.g. in farming organisations and the farming press) can lead to change in practices.
- Succession planning is poor and families are reluctant to discuss it together. Access to professional advice on succession planning, as well as awareness raising and support, should be offered to all members of farm families.
- The practice of only having one named tenant on a croft should be revisited to critically evaluate the gender implications. In an instance of divorce, spouses can lose access to the family home on the croft.
- Conscious and unconscious bias needs to be addressed in farming organisations. A programme of measures is necessary and the following are recommended:
 - A 30% quota system for farming organisation boards and committees
 - Mechanisms to enable progression from the SAYFC to the National Farmers Union of Scotland Council (e.g. mentorship, establishment of a 'young farmer' or 'new entrant' council position).
 - Establishment of a 'talent bank' of suitably qualified women for farming positions (identifying their skills and interests, offering training opportunities, and encouraging farming organisations to recruit from this pool when positions became available).
 - Identifying women mentors to support male and female apprentices
- If women-only networks and activities are supported, this should be through mainstream farming organisations, and not as separate fringe events.
- Practical, hands-on training programmes need to be developed and made accessible to women through flexible scheduling, childcare availability and on-line components. Topics of primary interest to study participants included: livestock husbandry, animal health, accounting, business entrepreneurship, large vehicle driving, environmental protection and legal compliance.
- Women should be supported to pursue a range of farm diversification opportunities, at a variety of scales.

- More land should be made available for new entrants (e.g. on Crown Estate Scotland land, from large estates (of all ownership types), and through a 'matching service' with older farmers).
- To increase farm safety, financial incentives, for farmers to purchase equipment appropriate for women and to encourage the use of childcare facilities, should be developed. Further research is needed to consider how to plan a farmyard for women and ageing farmers.

Executive Summary

In 2016, the Scottish Government's Rural and Environment Science and Analytical Services Division (RESAS) commissioned research on 'Women in Farming and the Agriculture Sector'. The overall purpose of this research was to "establish a baseline position on women in farming and the agriculture sector, which then will influence future policies to enhance the role of women in these sectors going forward". The specific aim of this research project is to investigate the role of women in farming and the agriculture sector in Scotland under five headings: daily life; aspirations; career paths; leadership; and comparative analysis with other family businesses.

The research was undertaken by a collaboration of researchers at Newcastle University¹ and the James Hutton Institute. The research was overseen by a Scottish Government Contract Manager, and a Research Advisory Group which comprised of Scottish Government policy officials and a range of stakeholder organisations (Appendix D). The contractors investigated these topics through literature review, interviews (n=30), focus groups (n=9) and two online surveys: firstly with women who live and/or work on farms in Scotland, and secondly with women who are current students or alumnae of agricultural courses at colleges and universities (1,118 and 148 useable responses, respectively).

Findings

The literature review identified many reasons for policy to be concerned about gender inequalities in agriculture, particularly the shortage of information on women's roles on farms and the limited representation of women in farming organisations. Scottish Government concerns are similar to those of the European Union and national governments (e.g. Australia, Northern Ireland).

The new empirical research demonstrated:

Daily Life

- Women's daily lives are very varied, with activities depending on stage in the life cycle, type of farm, off-farm work, and whether they work full-time. In general, farm women are very busy, juggling childcare, farm work, housework, and off-farm work. Women often organise off-farm

¹ When the research started, Sally Shortall was based in Queen's University Belfast. The research project moved with her to Newcastle University in October 2016.

work around the needs of the farm (e.g. taking holidays from off-farm work during the lambing season).

- Women are clearly involved in the full range of farming activities, most commonly family care/household management (85%), running errands (79%), administration and book keeping (67%), and livestock care in various forms (65%). This is largely consistent with the skills they identified contributing to their farms.
- Over half of main survey respondents work off-farm; some 40% of main survey respondents volunteer (in both cases, about 40% of these activities are within the agricultural sector).
- New entrants (both men and women) work particularly long hours, and are very dynamic and committed (e.g. the new entrants interviewed worked full-time off-farm, in addition to establishing their farm holdings)
- This 'busy-ness' can represent a barrier to women's career progression (i.e. limiting the time available to participate in leadership activities, on and off-farm).

Career Paths

- Experiencing agriculture in childhood clearly impacts on future engagement in the industry. Just over half of the participants (54%) in the main survey and 38% of student and alumni respondents were raised on farms; a further 16% and 25% respectively reported that although they were not raised on a farm, they had spent a lot of time on farms growing up. About 30% of the main survey and 25% of the student and alumni respondents had not been raised on farms.
- There are two distinct career paths for women in farming: those who enter farming and the agriculture sector by choice (including through land inheritance/farm succession), and those who 'marry a farmer' (or similarly become part of a farming family) and enter the occupation as a result.
- Women who are farming by choice are highly motivated, tend to be new entrants, highly educated, often with an agriculture sector background, as well as characteristically innovative and hard working.
- Women who marry into farming are: also innovative and hardworking but can also bring 'fresh eyes' to farming activities, can be able to be more detached and less emotive about the farm business, more likely to contribute with their off-farm income, bringing off-farm employment skills to the farm.

Aspirations

- Main survey respondents believe their role on farms is very important (90%), but some 35% think their career is progressing more slowly than they would like and 41% reported that their skills are under-utilised on their farms.
- Over half of main survey respondents have a role in both day to day decision-making and major decisions on their farms, but 20% reported that they had no role in decision-making. Some 53% would like a bigger role in decision-making.
- Some 77% of survey respondents would like to see more women involved in leadership of farming organisations. Thirty-five per cent were personally interested in becoming more involved in leadership themselves. This was consistent with the student and alumni survey, where 32% expressed interest in future involvement with agricultural organisations.
- Main survey respondents identified 'lack of time' as the major barrier to advancing their roles on farm (72%), followed by the need to prioritise childcare (54%), lack of financial resources (52%), lack of opportunities (46%) and perceived lack of skills (46%).
- For students and alumni, 'lack of opportunities' was most commonly identified (58%), followed by 'women are not seen as agricultural experts' (49%), the need to prioritise childcare (50%), and perceived lack of skills (36%).
- Approximately 29% of main survey and 20% of student and alumni respondents would like to start or expand a diversification activity on-farm in the next five years. This interest was particularly marked amongst crofting respondents (38% expressed interest in developing diversification activities).
- Amongst the students and alumni, 'interesting subject' was by far the most common response to the question of why they undertook agricultural education (80%). Half of students and alumni indicated that they had studied agriculture in order to get the job they wanted. A much smaller cohort sought to prepare to work on the family farm (13%) or to run their own farm (24%).

Inheritance

- The cultural practice of passing on large farms intact to one son is considered the single biggest barrier to women's entry into agriculture. Cultural constraints are such that women are unlikely to inherit land unless they do not have a brother: the normal expectation is that sons inherit farmland.
- Particular issues were raised about women on tenanted crofts. Only one tenant can be named and it is reported that this tends to be the male partner/spouse. In an instance of divorce, female spouses can lose access to the family home on the croft.
- Some men in this survey suggested that women select themselves out of careers in farming; research in Scotland demonstrates that this de-selection is often socialised from childhood, through parental discouragement of female engagement in farming activities (Fischer and Burton, 2014).

Leadership

- Women are significantly underrepresented in farming organisations (e.g. NFU Scotland, RHASS, and the National Sheep Association have few women in elected positions). In many cases there are whole committees and boards that do not have a single female member.
- Lack of time available due to working off-farm was the most common barrier to participation in agricultural organisation leadership identified by survey participants (26%). This was followed closely by 'lack of confidence in own skills' (23%). 'Not welcome by existing male leaders' was identified as a barrier by 18%, with lack of financial resources to allow time away from on-farm activities identified by 15%; 13% reported that they had to prioritise childcare instead.
- Both men and women spoke explicitly about discrimination, particularly in agricultural industry organisations and events. Some men active in farming organisations who participated in a focus group stated that they believed men would not vote for women to have committee or board positions.
- The qualitative research revealed a number of examples of exclusionary practices (e.g. some agricultural buyers have dinners for male buyers, women reported being asked to leave meetings once the social component, i.e. dinner, was finished).

- Some women reported a lack of confidence and feeling intimidated in all-male environments; even some reportedly confident women, such as new entrants, feel intimidated in the environment and not taken seriously.
- The Scottish Association of Young Farmer Clubs (SAYFC) represents the most common provider of leadership experience to women in agriculture – some 35% of respondents reported having been members, and 19% had been in SAYFC leadership.
- Women who inherit farm land are statistically more likely to be interested in becoming leaders of farming organisations.

Training

- Although the highest level of demand is for training in applying for grants, the research identified a clear need for more vocational, practical training for women entering agriculture. Over 200 survey respondents identified their interest in further training in each of: livestock husbandry, animal health, accounting, business entrepreneurship, large vehicle driving, environmental protection and legal compliance.
- Existing Continuing Professional Development (CPD) training is perceived as oriented towards men. Women, even women working in the agriculture sector, found attending CPD events daunting. About a quarter of survey respondents agreed that they would be uncomfortable at an agricultural training course because they are mostly attended by men.
- Women working in the agriculture sector have access to CPD through their employment and they all find it useful for their farm. Those who 'married in' to the farm appeared to have less access to CPD. They said they would have particularly valued training soon after entering farming.
- Both men and women recognised the particular implications for women of not receiving practical training. It cannot be assumed that women have the same exposure to on-the-job training growing up on the farm as men.

Farm Safety

- Women are generally perceived to be risk-averse (Sundheim, 2013) but the research did not find this to be the case.
- Women sometimes take risks to prove they are as able to farm as men.
- Having the right size and weight of equipment for women to farm safely (e.g. livestock handling systems, protective clothing) is an issue, and an area that requires further research.
- Women, especially new entrants, often become the primary farmer when children are young. Women reported taking risks while fulfilling childcare responsibilities and farming activities simultaneously.

Comparative Analysis with Other Family Businesses

- Like women in farming and the agriculture sector, the women interviewed had varied career paths into their businesses, and they also juggled home life with their business activities. Women continue to have primary responsibility for childcare and domestic duties and this has to be managed alongside business careers.
- In general, for those involved in this study there were no issues for women to be involved in business associations. Many held senior positions in their business-related organisations. This is completely different to farm organisations.
- One woman spoke about the gender imbalance in waste management organisations, a traditionally male dominated and 'masculine' occupation. She noted that the number of women was increasing and organisations are conscious of gender equality and the need to have women on committees.
- There were no noted issues accessing business-related training. This is very different to the situation for farm women.
- Women combine childcare with their work, sometimes bringing their children to their work environment. Unlike farming, there are typically far less safety issues arising as a result of this practice.
- Inheritance of businesses and/or resources was not noted to be a barrier to women's entry into businesses. This was not the case for women in farming.

Recommendations

Critical analysis of the study findings, contextualised against academic and non-academic literature, has led the contractors to make the following recommendations:

Training

- Practical, hands-on training programmes need to be targetted at women.
- Short courses for women who are new to farming (particularly those who have married into farming) should be developed.
- Financial training and management courses should be targetted at women.
- When designing training programmes, attention must be given to women's other commitments and child care responsibilities.

Tackling Conscious and Unconscious Bias

- The cultural practice of passing on large farms intact to one son needs to be challenged. It is the single biggest barrier to women's entry into agriculture, and perpetuates the understanding of farming as a male occupation. Opening up discourses about farm succession and offering access to formal advice could help to enable farm families to treat women more equally in inheritance.
- Farming organisations must tackle the poor representation of women. Quotas of female representation are recommended and women mentors should be established to provide support to both male and female apprentices. This will help tackle conscious and unconscious bias.
- Incentives should be provided to encourage women to take up farm apprenticeships, for example, providing support for childcare, actively recruiting female apprentices. Increasing the exposure of girls and young women to farming and associated opportunities early in life can enable them to develop positive associations.
- The practice of only having one named tenant on a croft should be revisited in light of associated gender inequalities. In an instance of divorce, women can lose access to the family home on the croft. Explicitly considering gender implications of proposed legislative changes (i.e. 'gender-proofing') would be useful.

New Entrants

- More land should be made available for new entrants. These are a particularly dynamic group and this research, along with research from elsewhere (including the USA), shows that when men and women enter agriculture together (through buying/ renting together at the outset) more equal gender relations exist.
- The Starter Farms organised by the Forestry Commission seem to offer women a route into farming that might otherwise be unavailable. The Forestry Commission scheme is small, and we recommend that other routes are pursued to provide starter farms, such as by private landlords or on Crown Estate Scotland land.
- Establishing a 'matching service' to connect farmers with available land and infrastructure to new entrants could also be beneficial. This service exists in England (www.freshstartlandenterprise.org.uk) and the Republic of Ireland (<http://landmobility.ie>).
- Options of renting breeding stock and machinery should be developed to make this a more feasible route for young people (and thus young women), to enter agriculture.

Farming Organisations

- Action is urgently required to increase women's participation in farming organisations.
- A quota system should be introduced to ensure women's representation in farming organisations. We recommend that all committees have a minimum of 30% women. 30% is acknowledged as the critical mass needed to change the culture of a committee (Dahlerup, 1988).
- Women specific tables at NFUS and other farming events and meetings (for a fixed amount of time) could give women the confidence to fully engage in meetings.
- Attention should be given to the Canadian Farm Women's Network's Talent Bank model. The CFWN created a 'talent bank' of suitably qualified women to hold farming organisation positions, and when positions became available/were up for election, they worked with farming organisations to promote these women for positions on boards or as directors.

- Mechanisms should be identified to ensure progression from the SAYFC to the NFUS Council. We recommend that a number of progression positions are created specifically for people progressing from the SAYFC.
- Some women spoke of their desire for some kind of farm women's network as a source of support. We recommend that if women-only networks and activities are supported, they should happen through the mainstream farming organisations, and not be separate fringe events.

Farm Diversification Activities

- Women's diversification activities should be supported through grants and training for women in farming. Women's ability to 'think outside the box' was also evident in the range of farm diversification or new farm activities they brought to the farm business (e.g. specialty sheep breeding, yogurt making and agricultural environmental schemes). These supports will be particularly beneficial in crofting regions.
- The diversity of women's diversification activities should be acknowledged and supported accordingly, for example, through grants and training courses. Previous research has noted that women undertake farm diversification activities differently to men – they tend to be small-scale and fit around caring responsibilities, and policies need to note these differences. The women involved in this project in the Orkney Islands were aware that their markets become saturated, so a market drying up and moving on to another activity is not seen as a failure. They are not interested in being a commercial enterprise, but rather in supplementing the farm income. Policy needs to be sensitive to the different needs of farm diversification, and flexible enough to support multiple diversification activities over the life course of the farm.

Inheritance and Succession

- The unusual inheritance patterns in Scotland need to be challenged. It allows the continuation of a cultural norm of passing on the farm intact to one son, perpetuating the understanding of farming as a male activity.
- Farm succession planning is a highly sensitive issue. It was repeatedly raised as a difficult subject to broach. The older generation spoke of their children's reluctance to discuss succession with them. The younger generation spoke of concern about the uncertainty around succession, and not knowing if they would receive the farm that they are

currently farming. Awareness raising, advice and support needs to be developed. Succession planning was not an issue for other family businesses.

- Awareness raising, support and advice about the importance of succession planning should be offered to farm families.

Farm Safety

- Awareness about farm safety needs to be increased for everyone on farms. In particular it should be targeted at women, especially young women. In this study it is the case that many young women take on full-time farming duties when they have small children.
- Financial incentives should be made available for farms to purchase equipment appropriate for women. This also related to ageing farmers. This equipment can be smaller (quad bikes), or mobile (gates on wheels).
- Incentives to use childcare facilities should be targeted at farming couples.
- Further research is needed to consider how to plan a farmyard for women, ageing farmers, and possibly also farmers with disabilities.

1 Introduction

Equalities are a core priority for the Scottish Government, and gender equality has been highlighted as a personal aim by the First Minister Nicola Sturgeon. The First Minister has particularly identified the need to press forward for women's opportunities to participate in Scottish life and employment, and has outlined the 50:50 by 2020 commitment to ensure better representation for women on public and charitable boards and on the boards of Scotland's major corporations.

Farming, and the agricultural sector as a whole, is an area in which women's contributions are often not recognised and at a leadership level women are significantly under-represented. There is also a 'leaky pipeline' between training and labour market participation with many more women receiving agricultural training and qualifications than choosing to become farmers or otherwise economically active in the agriculture sector. This type of 'pipeline' issue is common in male-dominated professions and sectors, for example it has been studied in relation to science and engineering (e.g. Goulden et al., 2011) but it has not been investigated in relation to Scottish farming.

There is a recognised lack of evidence on women's involvement in farming. In a 2010 report for the European Parliament, *Women working on the farm: How to promote their contribution to the development of agriculture and rural areas in Europe* (Shortall, 2010), Shortall notes that investigating the position of women on farms 'is more complicated than it may initially appear' and she stresses that one significant difficulty is the lack of data. Often women provide all the farm labour if their spouse or partner is away from the farm, they feed farm labourers, and frequently provide managerial input and advice. However statistics do not tend to record the full range of farm work undertaken by women, and for this reason women's involvement in farming is systematically under-reported. There are different legal and institutional structures governing land transfer across Europe, although men tend to predominantly inherit.

1.1 Aims and objectives

The aim of this research project is to investigate the role of women in farming and the agriculture sector in Scotland under five headings:

1. Daily Life – to develop an understanding of farm women's daily lives and the roles that women play in farming, both on and off the farm, and in relation to farm businesses.

2. Aspirations – to investigate what women’s aspirations are in relation to farming, both amongst women who are farmers or in the agricultural sector, and others who choose off-farm work/careers.
3. Career Paths – to identify the various career paths that women who are involved in farming and the agriculture sector take, and gain an understanding of the reasons underlying women’s eventual career outcomes.
4. Leadership – to map women’s participation in agricultural organisations, and develop an understanding of the reasons for the low levels of female representation. To identify means of ensuring that women are better represented, and that women’s experiences and perspectives are better reflected, in the leadership and public face of the agriculture sector.
5. Comparative analysis with other family businesses – to compare women’s experiences in the farming sector in Scotland with women’s experiences in family businesses in other sectors, to see whether and how the farming sector stands out.

In addition, during the course of the research other areas of importance emerged. These were:

6. Farm safety – an examination of how women manage child care responsibilities with farming full-time.
7. Training – an examination of women’s access to training, continuing professional development and knowledge sharing.
8. Inheritance – an examination of women’s access to land and how it affects their ability to enter the industry.

The main objective of this research is to establish a baseline position on women in farming and the agriculture sector, which then will influence future policies to enhance the role of women in these sectors going forward.

The research objectives for this project are to:

- Investigate the role of women in farming and the agriculture sector in Scotland under the five headings outlined above.
- Undertake interviews, focus groups and surveys as described in Section 2 below.

- Identify barriers and/or opportunities for women in farming and the agriculture sector in Scotland.
- Produce analysis under the five headings identified above (daily life, aspirations, career paths, leadership, and comparison with other family businesses).
- Where appropriate, produce recommendations and identify possible future directions for policy and/or specific interventions.

The research was undertaken by a collaboration of researchers at Newcastle University and the James Hutton Institute. The research was overseen by a Scottish Government Contract Manager, and a Research Advisory Group which comprised of Scottish Government policy officers and a range of stakeholder organisations (see Appendix D).

2 Methods

The research findings presented were derived from a combination of qualitative and quantitative data collection approaches and analyses, undertaken between June 2016 and March 2017. All procedures were evaluated and approved by ethical review panels at Queen's University Belfast and the James Hutton Institute.

2.1 Qualitative approaches

The research questions were explored through interviews and focus group discussions with women and men involved in farming, crofting and the agricultural sector across Scotland. Specifically, the interviews and focus groups included women who are new entrants to farming, as well as those who are involved in agricultural industry leadership, estates and large-scale farms, crofting, and farm diversification. A sample of men involved in farming, crofting and the agricultural sector were also included as interviewees and focus group participants. Interviews and focus groups were also arranged with women who work in non-farming family businesses, in order to provide a comparison to farming businesses.

A purposive sample of interviewees and focus group participants were identified through contacts with local gatekeepers, as well as from previous research contacts, web searches, and recommendations from earlier interviewees/participants (i.e. a snowball sample). Interviews were conducted face-to-face, and where necessary, in small groups of two to three interviewees (plus one or two interviewers). Focus groups were held in local venues in the early evening, with catering provided to encourage participation. All interviewees signed consent forms, and all but one agreed for the interview to be recorded. Interviewees were guaranteed anonymity, and any names used are pseudonyms. Sometimes particular details are omitted to protect the anonymity of the participant. The number, type, and location of the interviews and focus groups is detailed in Table 1.

The # codes at the end of quotations throughout the document are to indicate which category of interviewee is being quoted. For example, # young new entrant woman #3 indicates the third new entrant woman interviewee. The participants in focus groups are not individually identified with the exception of the 'Men in farming' group. This group had five participants and are distinguished by number, for example: #1 Men focus group #1; #1 Men focus group #2, etc.

Table 1 Description of interviewee and focus group participants

Location	Interviews (number and type of interviewee)	Focus groups (number and type of participants)
Aberdeenshire	4 interviews with women who live/work on a farm, including 1 new entrant.	(1) 6 women (mixed ages and farming backgrounds). (2) 5 men (mixed ages and farming backgrounds). (3) 4 women involved in non-farming family businesses.
Highlands and Islands	1 interview with man involved with estate and large-scale farm management.	
Perthshire	1 interview with woman who lives/works on a farm and in agricultural industry.	(1) 3 women, all new entrants (although mixed farming backgrounds).
Edinburgh and Lothian	1 interview with woman who lives/works on a farm and in agricultural industry.	(1) 8 women including both those who live/work on farms and who work for agricultural organisations.
Skye	1 interview with woman new entrant crofter. 1 group interview with 2 women crofters (one with previous involvement in crofting organisation). 1 group interview with 2 women who work in agricultural industry,	(1) 4 women crofters, including one new entrant and one who works for a crofting organisation. (2) 4 men crofters, including one who works in agricultural industry.
Orkney Islands	1 group interview with 2 women and 1 man who live/work on a farm. 1 interview with woman who lives/works on a farm and in agricultural industry. 1 interview with woman who lives/works on a farm and involved with diversification activity.	(1) 12 women (mixed ages and farming backgrounds).
Scottish Borders	1 interview with man involved with estate and large-scale farm management.	

	1 interview with woman involved with estate management and diversification activities.	
	3 interviews with woman involved in non-farming family business (one interviewed with her husband).	
Dumfries and Galloway	8 interviews with women involved in non-farming family businesses.	(1) 2 women involved in non-farming family businesses.
Total	Thirty interviews: 16 women in agriculture 11 women in non-farming family businesses 3 men involved in agriculture.	Nine focus groups: 33 women involved in agriculture 9 men involved in agriculture 6 women in non-farming businesses.

All interviews and focus group discussions were recorded by digital dictaphone, fully transcribed, and qualitatively analysed using MAXQDA but predominantly through repeated listening to interviews and rereading transcripts. Thematic coding was undertaken using the five subject headings that were identified by the Scottish Government, plus key themes that emerged in the research. The guides used in interviews and focus groups as well as informed consent forms are included in this report (Appendix C).

2.2 Quantitative approaches

The quantitative elements of data collection involved two questionnaire surveys.

Main Survey

Firstly, an online questionnaire survey (using Limesurvey software) was launched on 24th June 2016, following pilot testing, and remained open until 1st October 2016. This questionnaire sought responses from women who live and/or work on farms in Scotland, and included questions with conditions that avoided responses from people who did not fall within these criteria. The questions included in the online questionnaire are presented in Appendix A. The link to the online questionnaire was distributed widely via social media and through direct communication by industry groups, individuals (e.g. by passing on postcards with the survey details and web link), and through contacts of the Research Advisory Group. This questionnaire received 1,543

responses. These responses were then filtered, and 54 suspected duplicate records were removed from the main survey. Other responses removed were incomplete surveys i.e. when respondents indicated they did not identify as women, did not work on a farm etc, they were thanked for their interest in the survey and not given the opportunity to complete the remainder of the survey. In total, 1,118 responses were used within the analysis who met the following five criteria:

- lived and/or worked on farms
- identified as women
- were resident within Scotland
- gave consent to participate in the study
- were not potential duplicate records (based on information on IP address, age and education, and farm characteristics).

The total number of responses represents a substantial database on which a large number of statistically significant cohort based assessments could be made (e.g. contrasting the responses of women of different ages, located on different sizes of farms etc). However, as an on-line survey, respondents were self-selecting, and participation was dependent upon internet access. The total dataset is therefore not necessarily representative of the total population of women living and working on farms in Scotland. We estimate that there were approximately 19,602 women working on farms in Scotland in 2016 (based on the total number of female working occupiers, regular staff, part-time staff and casual and seasonal staff). Survey respondents thus represented approximately 5.8% of this population.

Student and Alumni Survey

Secondly, a further online questionnaire survey was launched on 3rd October (closed on 15 November) that sought responses from women who are current students or alumnae of agricultural courses at colleges and universities. The questions included in this second online questionnaire are presented in Appendix B. The link to this questionnaire was sent by email by Scotland's Agricultural College (SRUC) to 201 current female students and 479 alumni, and advertised in the alumni newsletters of SRUC and the University of Aberdeen. About 18% of the students responded. The link was also distributed widely on social media, through direct communication by industry groups, with individuals, and through contacts of the Research Advisory Group. This second questionnaire received 212 responses, which were filtered to exclude those which did not meet all of the following criteria:

- had not completed the main survey

- identified as women
- had completed, or were completing, formal education at college or university level relating to agriculture
- gave consent to participate in the study
- were not potential duplicate records (as per the main survey, based on IP address, age and agricultural education information, and farm description)

16 suspected duplicate records were removed from the alumni/student survey. Therefore, the data of 148 respondents in the alumni/student survey were taken forward to the analysis. As this is a smaller cohort than for the main survey, fewer statistically significant comparisons could be made (as per R Core team, 2016). There was considerable duplication in questions between the two surveys, allowing student and alumni responses to be presented alongside main survey responses.

Analysis

The analysis of these questionnaires used standard descriptive statistics and bivariate statistical tests. Some responses within the 'raw' data were logically recoded, and some new variables were created from the existing data before the statistical tests were carried out in the second part of the analysis. The following are examples:

- within the 'age' variable in the main survey, for some analyses the "18 or under" and "19 – 25" responses were combined into one category of "25 or under", and "I prefer not to say" responses were excluded from the data (recoded as 'NA'). (Similar recoding was carried out in the alumni/student survey)
- in the main survey, farm areas of "less than 2ha", "2-4.9ha" and "5-9.9ha" were recoded to a category of "less than 10ha", and the "I prefer not to say" responses were removed for some analyses
- "Strongly agree" and "Agree" responses were combined to "Agree", and "Strongly disagree" and "Disagree" responses were simplified in a similar way
- in the main survey, a variable was created to flag whether or not respondents lived within the crofting counties: defined within this research as the local authorities of Argyll and Bute, Highland, Moray, Na h-Eileanan Siar, Orkney and Shetland
- in the alumni/student survey, a variable was created to classify respondents as either alumni or students, based on responses given on course completion

From the two surveys, all variables of interest were identified. To give an overview of the characteristics of all respondents, descriptive statistics (e.g. a breakdown of responses to questions) were produced. The total number of responses on which these figures were based depended on the structure of the questions within the online survey, and for some questions, respondents could select more than one response option. Next, for variables which were particularly important to the research questions and themes which developed from the research (three examples of these from the main survey were age, farm area and 'new entrant' status), cross-table analysis and bivariate tests² were used to assess whether these variables were significantly associated (at the 95% confidence level) with other variables (in both surveys).

Analysis of the main survey demonstrates a spread of geographical and socio-demographic coverage: respondents were from all Scotland's census regions, all age categories (from 18 and under to 65+), and all educational achievement levels. However, there does appear to be lower representation amongst older respondents: the 55 to 64 age category contained only 15% of respondents and the 65 and over category 4.7%. This is to be expected in on-line surveys (It has been well demonstrated in the academic literature, e.g. Pocewicz et al., 2012, that older people are less likely to respond to an internet-based survey). However, owing to the high number of survey respondents, it is still possible to statistically analyse for age-related differences (i.e. the 53 women over the age of 65 who completed the survey represent a sizeable cohort).

The student and alumni survey elicited responses from 26 Scottish regions, Northern Ireland, England, and internationally, ranging in age from 25 and under (25%) to 65 and over (1.4%). Approximately 75% of respondents to the student and alumni responses were alumni.

² The chi square test, with continuity correction applied for 2x2 tables (<https://stat.ethz.ch/R-manual/R-devel/library/stats/html/chisq.test.html>); or Fisher's exact test (<https://stat.ethz.ch/R-manual/R-devel/library/stats/html/fisher.test.html>) if expected cell totals were inadequate (as per assumptions noted in Freeman, J.V. and Julious, S.A. (2007) The analysis of categorical data. *Scope*, 16(1): 18-21.. Further descriptions of these tests are available in statistical references. Where Fisher's exact test was used for tables larger than 2x2, the p value was generated using 'Monte Carlo simulation'.

3 Literature Review

The literature review gives an overview of previous research from elsewhere that has examined the questions posed to the contractors by the Scottish Government. It gives a context to the Scottish research and provides an understanding of practices elsewhere.

3.1 Daily Life of Women on Farms over Time

A considerable amount of the literature has considered the peculiarities of the occupation of farming, and how social practices shape gender relations. Much early research tried to make visible the world of women within the family farm (Sachs, 1983; Shortall, 1991; 1992; 1999; Alston, 1995; 1998; Pini, 2002; O'Hara, 1998; Gasson, 1980; Haugen, 1990; Brandth, 2002; Overbeek et al., 1998; Whatmore, 1991; Bartlett, 1983; Silvasti, 2003; Černič Istenič, 2006). Research considered how men's identity as farmers is tied to their land ownership, their role identity as farmer comes from owning the means of production. They occupy the occupational position of 'farmer' and they are seen to do the productive agricultural work. This was a prestigious occupation (Hannan and Commins, 1992) and defined the man's identity as head of the farm and the family. Women's identity on the farm was strongly tied to their marital status and much early research refers to 'farmers' wives' – underlining women's identity as spouse of the farmer. Until recently, agricultural statistics also tended to report the activities of women as spouses.

Subsequent research sought to make visible the gendered definitions of farm labour and farming, and in this way illuminate women's work on the farm, and indeed the importance of their work role to their identity. These studies considered women's participation in decision making, the types of work they undertook and the tasks performed, and noted that considerable amounts of this work was not recorded in official statistics. Women's work was private, unpaid and not publicly recognised. Ridgeway (2009) argues that gender stereotypes are not just individual beliefs; rather they are culturally hegemonic beliefs because they become embedded in social structures such as the media, the law and taken for granted organisational practices. Evidence shows that this is very clear for the hegemonic beliefs about gendered farming identities. Men continue to predominantly inherit land, despite national variations in how the legal transfer of agricultural land is regulated (Shortall, 2010). Agricultural media mainly features men and extension training services are still predominantly orientated toward men (McGowan, 2011; Trauger et al. 2008; 2010).

Different legal frameworks govern the transfer of land across the EU. In many places, the transfer of property is not overtly regulated by law, but for other

countries it is regulated by clear legal guidance. In Norway, the Allodial Law rules the eldest child is the legal heir to the farm. Evidence demonstrates however, that despite women and men having the same legal rights to inherit a farm, the majority of new entrants continue to be male. In Switzerland, any child can claim the farm under the condition that she or he can manage the farm herself/ himself, but again, the heir is predominantly male. In Denmark the heir must buy the farm, and the assets of parents are split between all siblings after death. In the Basque Country there is equal distribution of the land amongst all children, and the heir, if wishing to continue farming, must buy the portions of land of siblings. It is argued that the rights of inheritance in the Basque Country threaten the economic viability of agriculture. Despite a variety of legal frameworks, some of which promote greater gender equality, it remains the case that the heir is predominantly male. France, Germany and Italy have community property laws intended to give stronger property rights to women in marital relationships. Each spouse may own property in their own right, typically property acquired before marriage or by gift or inheritance after marriage. However all property acquired by either spouse during marriage, which is not by gift or inheritance, is 'community property'. All earnings by either spouse during marriage and all assets acquired with such earnings, form part of community property. (For further details on European legal frameworks see Shortall, 2010.)

We do not have comprehensive comparative data on the extent to which women are co-owners of farms or partners in the farm. There is some evidence that only when agricultural policy and the taxation system make it rational and worthwhile for women to be partners are they incorporated. Research in Greece has shown that the implementation of the CAP regulations in 1997 had unintended consequences for women's position in farming. It stipulated that to access full agriculture subventions one had to work more than half time in farming. Since most farmers in Greece are smallholders and pluri-active, this led to some transferring management and/ or the title of the land to their wives, who became registered as the farmers and accessed agriculture subventions. This shows that the CAP can impact on patterns of land ownership.

There is also some evidence to suggest that pre-nuptial agreements are emerging as new strategies to ensure women's limited entitlement to the farm in the case of divorce. This is an issue that requires further research. Given that we know women contribute to the farm through their farm activity but also through their off-farm employment, it is important that their economic rights are protected in the case of divorce (Shortall, 2010).

While economic and legal factors influence the transfer of land, cultural norms and practices appear to be the most important factor. For example, while the Allodial Law in Norway did increase the number of women farmers, it has not led to the gendered equality that would be expected from this type of legal change, and this is tied to the deep rooted cultural norms around gender and land ownership. These cultural norms have historical bases, linked initially to the fact that in most Western societies, women, especially married women, did not have property rights and farming was a physically demanding manual occupation. Cultural norms still seem to govern the inter-generational transfer of land within families, where land is typically passed from father to son. Acquisition of land is based on sex and it underpins the different positions of men and women in agriculture. Men constitute the constant family line through which land is passed, and women float in and out. Not having access to the key resource, land, means that women have less access to farming organisations, they are not considered producers, and education and training is not aimed at them. Property continues to provide access to the public domain of farming. The fact that the public domain is almost entirely male then takes on a cultural power of its own, and this is what we see happening in farming organisations. Access to property has fundamentally shaped women's role in farming. The social norms and customs that regulate the transfer of property to men rather than women also shape and construct gender roles and identities (Shortall, 2010).

3.2 Aspirations, Career Paths and Off-farm Work

Many farms, particularly in Europe, because of the funds available through the EU Rural Development Programme, have undertaken farm-diversification activities. While the data available is vexingly poor, there are many national case studies that show that women are active in farm diversification activities (Bock, 2004; 2010; Brandth and Haugen, 2010; 2011; Gorman, 2006; Shortall, 2016a). These tend to reflect particular types of diversification (e.g. public facing activities such as agri-tourism and local market selling) (Trauver, 2004). A Swedish study of agricultural students found that female students identified plans to develop on-farm processing and educational activities, whereas male students preferred machine-relating activities for diversification (Grubbström et al., 2014)

Interestingly, the way in which farm diversification develops, often reinforces gender identities on the farm. Bock (2004) argues that women undertake smaller scale diversification activities. This is reflective of their more restricted access to capital, but also to their desire and aspiration to fit diversification activities around their other caring commitments and wishing to multi-task other domestic gender identity roles. Brandth and Haugen (2010; 2011) argue that when farming couples diversify into tourism activities, gender and work

identities are done and undone in ways that can reinforce traditional understandings of masculine and feminine roles. Men become responsible for outdoor activities, and women for indoor activities. Spouses praise each other for their prowess in their particular gender sphere, for doing gender distinctive work well, thus engaging in positive identity reification. The authors also note that many tourists come expecting these types of gender roles and identities, recognising them as symbolic of authentic farming life. Their recreation and maintenance then, becomes a component of the farm tourism business.

Women's off-farm employment has changed significantly in recent decades due to increased educational levels and labour market participation for women generally and to the lifting of a marriage bar preventing women working after marriage that was in place in many parts of the western world until the 1960s and 1970s. Brandth (2002) argues that with the increase in off-farm work, one would have expected new identities to emerge in a way which they did not. It moves women's employment into the public sphere, and in many instances women are often the primary breadwinner, or at least significantly contribute to the survival of the farm (Moss et al, 2000; Kelly and Shortall, 2002; Shortall, 2014; 2016b). Kelly and Shortall (2002) argue that neither resource bargaining arguments nor gender ideology arguments explain what off-farm employment means for gender relations within the farm household. Having greater resources does not mean women bargain to renegotiate domestic responsibilities or gender relations. People do not behave as maximising individuals within the household (Wheelock and Oughton, 1996). Rather the farm household behaves as a collective and tries to ensure the well-being of family members by verifying key identities.

Shortall (2014) has argued that despite their elevated economic status as breadwinner, women on farms continue to perform gender identities such that they reinforce men's work identity as a farmer, as the decision-maker, and in this way reinforce his masculinity. The changed economic and status position of farming means then men's work and gender identity is threatened. Women engage in identity verification for the well-being of their spouses. Other research has focused on the detrimental effect on men's health and well-being when their identity as the breadwinner and farming head of household is threatened. Schneider (2012:1033) maintains that the construct of the male breadwinner has proved to be exceptionally durable and continues to structure the expectation that men will be the primary earners in married couples and that masculinity is produced in part through fulfilling that expectation. This seems to be particularly the case for men on farms, whose identity is not only linked to their position as the breadwinner, but also to the power and privilege that has been associated with being a landowner. When the economic and social standing of their position is threatened, it can have significant

implications for men's mental health (Alston and Kent, 2008; Alston, 2006; 2012; Ni Laoire, 2001; Price and Evans, 2009; Barlett, 2006).

3.3 Career Paths, Leadership and Access to Agricultural Training

Most agricultural training is structured in a vocational way for those that will enter the occupation, so in many ways it is not surprising that most agricultural programmes have a majority of male students. In addition extension programmes provide on-going lifetime training for adults active on the farm. However, the socially constructed identities of women as home makers and farmers' wives, means that they frequently do not obtain a knowledge transfer appropriate to their farming roles, resulting in women farmers being underserved in agricultural education and technical assistance (Trauger et al. 2008; Shortall, 1996; Alston, 1998; Liepins and Schick, 1998). Women themselves often view training groups and programmes as being for men and feel unwelcome and conspicuous in this space. In addition, agriculture extension workers do not always see women as 'authentic' farmers, because they do not occupy outdoor space and hence do not invite them to training initiatives or address programmes to their work (Barbercheck et al., 2009; Trauger et al., 2010; Teather, 1994).

This remarkably stubborn and persistent gender divide is problematic, because evidence shows that increasingly off-farm employment to support the farm is decided between the couple, and educational levels and life cycle issues determine who will work on the farm and who will work off the farm (El-Osta et al., 2008; Benjamin and Kimhi 2006). Seeing men as the authentic farmer means the relevant person on the farm may not receive appropriate training. This may impede women's chosen career path. For decades now research has shown that agricultural extension workers often do not see the implicit gender barriers to women's participation, and instead claim that agricultural training is open to everyone (Shortall, 1999; Trauger et al., 2009). In some instances where the exclusive gendered space of agricultural training has been recognised, agricultural advisers have established provisions specifically targeted at women (Sachs, 1988, Shortall, 1996). In these instances, there is sometimes an exact reproduction of what is provided to the men's groups, and provision that deals with women's caring roles, such as safety of children on farms. Women appreciate the opportunity to avail of this training where it is provided, and state that it legitimates the knowledge they have obtained experientially. The social construction of a specific space for women's education and training is double edged. It reinforces the social unacceptability of women attending mainstream training, or underlines their identity distinctive to that of male farmers.

3.4 Leadership and Women's Place in Farming Organisations

Women are very under-represented in farming organisations. Often this is because membership subscriptions are individual, rather than family based, so the male head is a member but not the women active on the farm. In many parts of the world, women have worked around this by forming farm women's organisations, which can be a double-edged sword; on the one hand, farm women's organisations show enormous leadership in an area where women are excluded, while on the other hand, they can legitimise that exclusion by forming women's organisations and not challenging the male norm. What is interesting about farm women's organisations is that sometimes they have developed organically, such as the Canadian Farm Women's Movement and Norwegian Women in Forestry (Teather, 1994; Shortall, 1994; Leach, 2014; Brandth et al., 2014), or as a combination of a bottom up response to state funding as in Australia (Panelli and Pini, 2005), or as a top-down initiative as in Penn State and Northern Ireland (Trauger et al, Shortall, 1996). Sometimes women's organisations develop as bottom up movements, similar to the case in Canada. In Northern Ireland, women agricultural advisers started 'farm ladies groups'. In Penn State there is a partnership between the state and the university to work with women in agriculture.

The strength of the identity of the group depending on whether it is self-formed or whether it is established by people outside of the group is disputed; Jenkins (2008) suggests that membership of a group is sufficient to develop a particular identity and collective sense of belonging to the group. The gendered identity of women has to be stated in the title (e.g. *Women in Forestry*, North Antrim Farm *Ladies Group*, etc.) because they are far less visible in the mainstream norm, whereas male organisations are perceived as gender neutral. However, leadership in organisations is socially constructed.

Research needs to be cognisant of the complexities of rural women-only organisations which on the one hand offer support and opportunities to women leaders, but also reinforce the perception that their correct sphere is outside of the mainstream norm.

The public presentation of the occupation of farming is as a male activity. For example, supermarket advertisements of farm producers typically show men, sometimes with their sons. Any agricultural newspaper or magazine predominantly features pictures of men, often because they are reporting activities and events that are predominantly attended by men. When women do feature in agricultural media, they are often presented as 'exceptional', which in effect serves to underline the fact that they are not the norm. On the one hand, gendered identities around farming and farm work have remained stubbornly in place. On the other hand, the increased on-farm and off-farm

employment of farm women, has meant a considerable change in their work status and identities.

3.5 Policy Overview

A significant amount of research has been commissioned in the past decade that has sought to understand and address this issue. For example, the European Union has commissioned research to consider how to more effectively engage women in agriculture to ensure its greater efficiency (Shortall, 2010). The Australian Department of Primary Industries commissioned an event to consider how to increase the number of women in leadership positions in the dairy industry during the drought because they felt women were better able to deal with the stress and uncertainty than men (Shortall, 2010). In Northern Ireland, policy commissioned research was concerned about the general question of gender equality (Shortall and Kelly, 2001; Shortall and Kelly, 2013). Health and Safety Executives have queried if there may be gender differences in approaches to farm safety, and if, therefore, more targeted engagement of women might make farms safer (Shortall et al., 2008). In the context of the Developing World, overseas development agencies try to ensure farming support goes through women as this is seen as likely to produce a greater economic return (Shortall et al., 2015). As such policy interventions are necessary to address ideological commitments to gender equality, and to advance economic and health objectives.

Agriculture operates in a global context, but in the European Union, the Rural Development Programme has a considerable influence on gender relations on farms. It can reinforce or ameliorate existing inequalities. While legislatively gender mainstreaming is integral to the European Rural Development Regulation, in practice the equality legislation at Member State level remains very important. In the Scottish context, both European and National legislation will need to be considered, particularly the Scottish Gender Equality Duty. Policy recommendations will have to consider every aspect of the life cycle in relation to farming; inheritance customs, early entrants, equal treatment of women spouses, and retirement from farming.

It is also important to consider this study in the context of Scottish rural and land policy, not least the Crofting Reform (Scotland) Act 2010, the Land Reform (Scotland) Act 2016, and the Succession (Scotland) Act 2016.

3.6 Conclusion

This literature review provides an understanding of the situation of women in agriculture elsewhere. It is an occupation which is riddled with gender inequalities in access to land, participation in farming organisations, and education and training. The cultural norm of sons inheriting farms is very resistant to change. There is remarkably little previous research on women in farming and the agriculture sector in Scotland. This research will help to fill this gap.

4 Farm Women's Daily Lives

Research findings are organised under the five headings identified in the original tender (daily life; aspirations; career paths; leadership; and comparative analysis with other family businesses), with three additional headings included, representing important findings emergent from the data: inheritance, training and farm safety. All participants gave their informed consent to participate. The question guides and questionnaires are included in Appendices A-C.

Key findings

Women's daily lives are very varied. Activities depend on stage in the life cycle, type of farm, off-farm work, and whether they work full-time. Women juggle off-farm work around the needs of the farm: for example, they take holidays from off-farm work during the lambing season.

Women are clearly involved in the full range of farming activities, most commonly family care/household management (85%), running errands (79%), administration and book keeping (67%), and livestock care in various forms (65%). This is largely consistent with the skills they identified contributing to their farms. Women are heavily involved in farm finances.

In general, women retain responsibility for domestic work and child care. They are very busy, juggling childcare, farm work, housework and off-farm work.

Over half of main survey respondents work off-farm; some 39.7% of main survey respondents volunteer (in both cases, about 40% of these activities are within the agricultural sector).

New entrants work particularly long hours, and are very dynamic and committed.

One woman described women's daily lives as a 'sticky floor'; she said that all of women's daily life duties are as much a barrier to women's career progression as a glass ceiling. 'Lack of time' is a major barrier to women's further engagement in farm leadership.

4.1 Qualitative Analysis of Farm Women's Daily Lives

The family and farm are tightly intertwined. It is a family business. It is very difficult to answer what women in agriculture do in their daily lives. There is no typical woman, and women's roles vary by age, life cycle factors (childcare,

elderly care), type and size of farm (crofts to estates), and whether women work full time on the farm or off the farm. Presented here are examples of how the women interviewed describe their daily lives:

It's a family farm so I mean works with his father as well. I just do bits...it's no daily routine, its just -Yeah as needed and I'm over at the farm every day you know... daily tasks it depends on the time of year because now it's kind of quite slow because we've done silage, silage is done...it's more maintenance and bits 'n' pieces which they dot about with...I was out feeding beasts when she was about a week old! So winter time its feeding beasts, and checking stock, and stuff like that and if there's anything to do. Like if we need to take the cows in and dose them we do all that.

Interviewer: Who does the paperwork and the administration?

Me and his mum, which will probably get handed over to me at some point. # Young new entrant woman # 1 with small baby

It is obvious that this woman is very involved. She married into the farm although has her own component of the business too. Her work is dependent on the seasons in the same way it is for farming generally. In addition, she juggles childcare.

This woman below is very typical of new entrants, who tend to work very long hours. When both partners have entered farming together, there is evidence of a very equal division of labour and equal gender relations:

We both work full-time so it's...weekends and night-time we do our farming. Generally through the week I look after our daughter my husband will go outside and do the work and then the weekends its very much both of us. I tend to probably do a lot more paperwork, accounts than he does and he would do more physical than I do but any decisions are made between the two of us. 100% it is yeah. Weekends we're full on, we're full on, we'll go out first thing in the morning, and we're usually out to nine, ten at night. Unfortunately farming is just what we love and what we do. Night-time is the same, you get home from work about six and we'll be out till eight, nine every night depending on the time of year. Obviously lambing time we take holidays, we take...our holidays are basically sheep time so yeah. A fair bit of time. I would do the majority of the paper stuff, the accounts, the VAT returns, the IACS forms, um...just general record keeping. # Young new entrant woman #3

While the woman above describes a very busy life, she is very clear that she loves it, and so does her husband. Many women spoke about how they juggle off-farm work and the farm and take leave at busy times:

We've got friends that, females, that working full-time on the farm and having to juggle having their family around lambing time and calving time so they can get back out there. So I think that is a difficult one because it's not like a job where you can say somebody else will....well you can get somebody to cover but the nature of farming... # Woman married in to farm #4

The woman below works almost full-time off the farm. She combines this with heavy involvement in the farm, child care, caring for her husband, and she also combines leave when it is lambing time. This is a long quote but it is very typical of the amount of juggling that goes on in women's daily lives and how this can be exacerbated if the man working on the farm has an accident:

I work four days a week in town and travelling so that's 30 hours a week plus the travelling and... other days I just kind of fit things in. It just depends...I mean, my mother-in-law is kind of increasingly pushing accountancy things towards me much to my...reluctance. But...yeah you've got to do the PAYE and stuff like that but...and I must admit is pretty good at his own paperwork and stuff so generally I just help out with...it's things like going to the vet, or with clipping you know, chasing sheep in, feeding people, but...the kids are...well they're grown up now but I also have a six year old grandson so I have him sometimes as well so... it's just a kind of juggling...I mean I do, lambing time I take time off work to help with that....and that kind of time of year is hard because you go out before you go to your job, and then you go out when you come back. You come back at night to feed everybody, then you go back out and so sometimes of the year it is tough. My husband had a bad accident last year. The harvest wasn't in, the cows were calving, there was grain piled up everywhere. There was beasts needing taken in... he wasn't fit to organise things so he just handed me his phone and went 'right, you've just got to think.' Focus group #1 Women in agriculture.

Women have busy lives and they juggle their involvement in the farm business, with family responsibilities, and off-farm employment.

Sometimes women expressed frustration at the constraints in their daily lives:

So when I met him we had our children really quickly and I would say 'oh, I wish we could do a swap, just...to see what it's like' and he would say 'oh well, you'd have to drive a tractor straightaway' and it was like...there were all these barriers to me being involved, and to be honest I don't want to drive a tractor, but there are other things I think I could bring to the farming business and I didn't want to do the accounts! You know there's lots that I could have done but it wasn't 'proper farming' and so I feel like...in our family the things that I would have been welcome to do, like do the accounts, like feed them at lunchtime, those would have been really welcome that I could have brought...but I didn't want to do that at all. It felt for me that there wasn't much space for me to do kind of creative things that were a bit strange. # Women in agriculture focus group

Women who work in the agricultural industry recognised women as an untapped source, who were innovative, but also hard to reach:

I think it's something our...one of our teams has very much identified is that women are crucial in terms of being catalysts for change in terms of getting the farm business to adopt new technology, or you know even engage in the idea of it. But it's how...how do we get to them, how do we free them up to do that. # Women in agricultural industry focus group

Well yeah it's like oh if I'm helping with an appeal, say cattle records, or sheep records or whatever, oh the wife did this, the wife did that. And you're kind of like, take responsibility! If you don't...do it yourself then you can't really blame somebody else. So quite often I'm finding that the behind the scenes work is done a lot more by the females. # Women in agricultural industry focus group

It's the female quite often, not...again I'm being quite general here but in terms of...I deal with subscriptions and quite often when you're asking people like who haven't paid their sub, if you're asking for money if you speak to the man he's always like 'oh, I need to speak to the Mrs, she's the one with the cheque book!' And it's quite often the wife that makes the decision about whether or not they pay and it's because they know whether the farm is in a position to pay or not. # Women in agricultural industry focus group

In each of the cases above, we see different components of women's daily lives. Agricultural specialists and those involved in agricultural industries have

identified women as innovative and catalysts for change. In another instance, women's role in keeping records and passports for animals becomes obvious. In the third example, women's overview of the financial situation is described, which is a consequence of their responsibility for the farm accounts in their daily lives.

One woman summed up the general discussions about daily lives in a very eloquent and succinct way. She felt that the barrier to women's success was not the glass ceiling, but more the 'sticky floor' of their everyday lives:

It's funny, having worked in the wider industry there feels more barriers in the wider industry but I'm not sure that the barriers aren't...people talk about the glass ceiling. I'm not sure it's not a sticky floor!

Interviewer: Go on!

Well just...when you were talking about family I think family is a massive sticky floor! [Laughter] I suppose I don't think there's kind of necessarily outward people trying to prevent...the glass ceiling implies - Ahead rather than just...you know...women having to balance lots of different parts to their lives which quite often involves working part-time and which therefore makes progress up any kind of career ladder quite difficult. Um...or requires a lot of support at home. # Focus group new entrants

Women retain responsibility for domestic, household and child care duties. The gendered division of labour in the household has direct implications for women's careers outside of the home.

4.2 Quantitative Analysis of Farm Women's Daily Lives

In terms of the on-line surveys, it is clear that women are involved in the full range of family farming activities (see Figure 4.2a). These activities were most commonly family care/household management (85%), running errands (79%), administration and book keeping (67%) and livestock care in various forms (65%). This is largely consistent with the skills they identified contributing to their farms (e.g. 75% identified livestock husbandry skills, 66% accounting skills and 63% home crafts). Respondents clearly see themselves as carrying out multiple, overlapping roles, with 64% of main survey respondents identifying themselves as a 'working woman', followed by 'farmer's wife' (36%), 'farmer' (33%), 'homemaker' (33%), 'career woman' (25%), 'crofter' (16%), caregiver (13%) and land manager (9%).

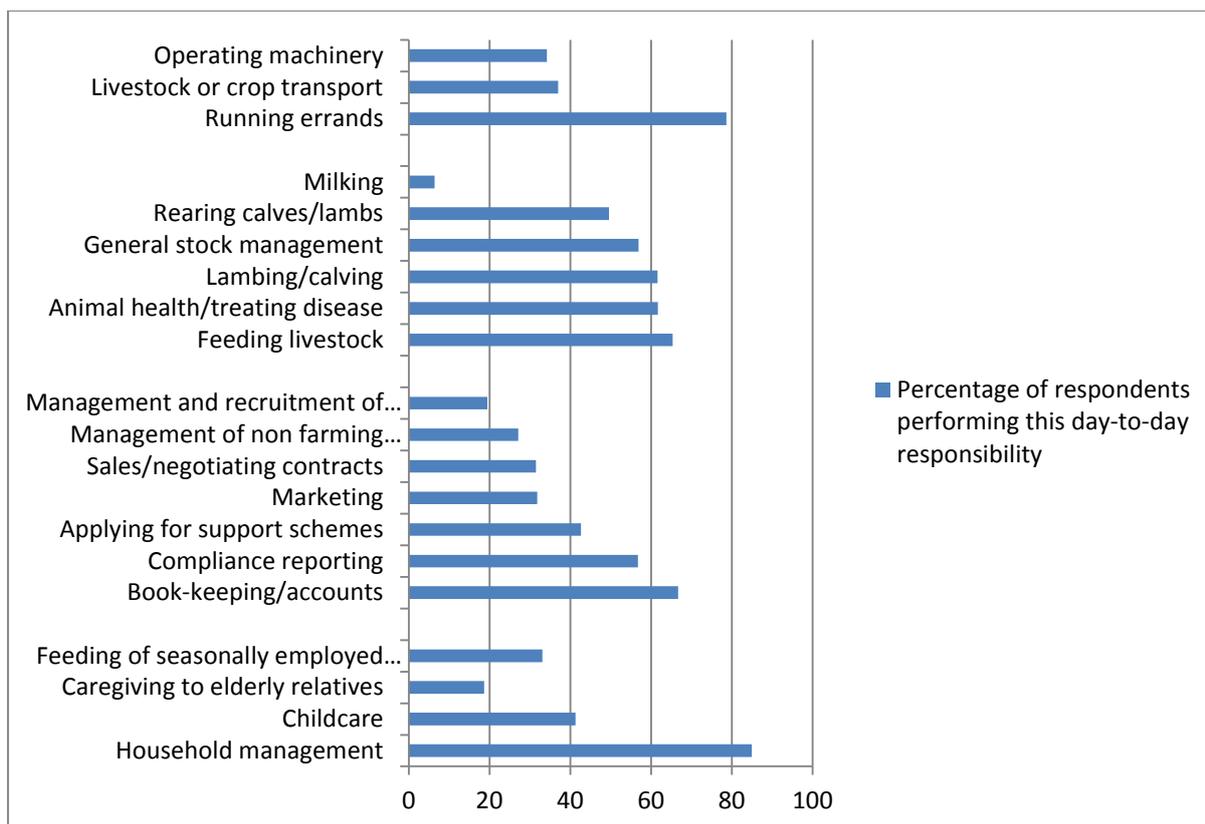


Figure 4.2a: Main survey – percentage of respondents participating in each activity.

Women also clearly bring a high level of skills to their farms, evident in their high level of educational achievement. Main survey respondents tended to be somewhat more highly educated than would be expected of male farmers, with 32% having achieved a university degree, although analysis of female responses to the CAP Intentions Survey³ demonstrated a similarly high educational level amongst female farm operators of profit-oriented farms, with 27% having achieved university degrees, in comparison to 16% of male farm operators (Sutherland et al., 2016). The higher level in this present survey likely reflects the lower average age of survey respondents. Women who were not raised on farms ('non-farm' in Figure 4.2b) particularly bring a high level of educational achievement into their farms.

³ The CAP intentions survey was representative of Scotland's farming population.

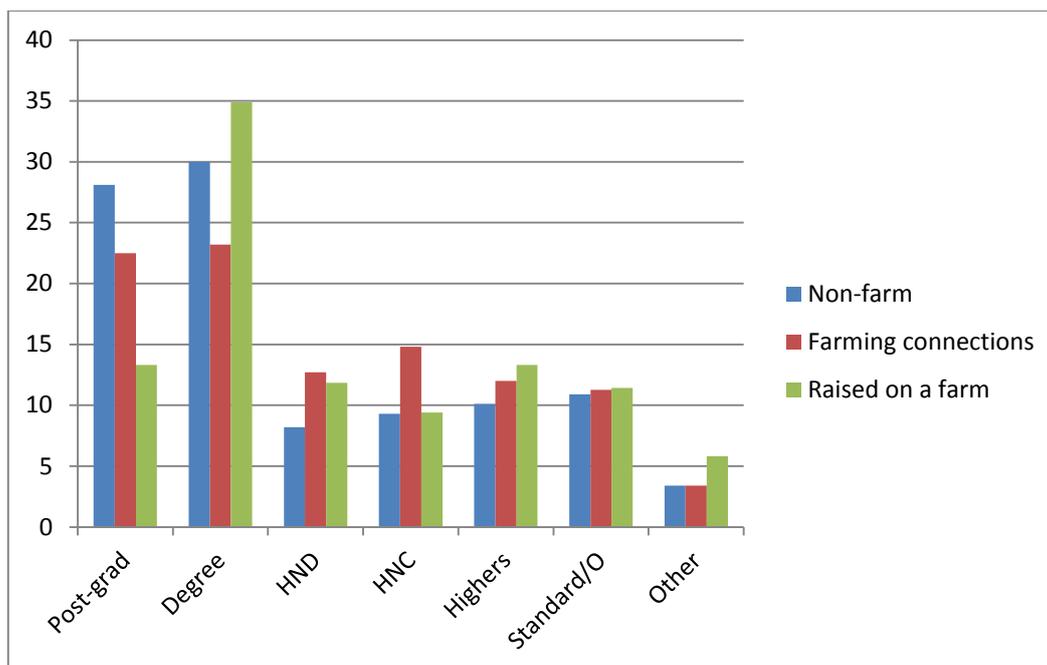


Figure 4.2b – level of education by percentage of cohort (not raised on a farm, not raised on a farm but spent a lot of time on a farm growing up = ‘near farming’, raised on a farm)

In relation to off-farm employment, nearly half of respondents reported working off farm, with about one quarter doing so on a full-time basis. About 43% of this is within the agricultural sector.

Table 4.2a: Percentage of main survey respondents working in the agriculture sector

If in paid employment: is this within the agricultural sector? (n=656) (%)	
No	57.6
Yes, all within the agricultural sector	32.6
Yes, some within the agricultural sector	9.8

Some 40% also volunteer (of which 1/3 is within the agricultural sector) and 18% are caring for children on a full time or part-time basis. Well over half (58%) of respondents have a spouse who works full-time off farm. Approximately 28.9% reported that their husbands also volunteer, some 15.3% in the agricultural sector.

Women play an important role in decision-making on farms, but many would like to increase this role. Over half of respondents have a role in both day to day decision-making and major decisions but almost 20% stated they had no role in decision-making (table 4.2b).

Table 4.2b: Role of women in decision-making on their farms (main survey)

How would you describe your role in farm decision-making? (%) (n=892)	
I have a role in both day to day decision-making and major decisions	55.8
I have no role in farm decision-making	19.2
I have a role in day to day decision-making	15.5
I have a role in major decisions (such as new land or machinery development)	9.5
Are you a legal partner in the farming business? (n=872)	
No	47.9
Yes, I am a senior partner	29.1
Yes, I am a director in the company	8.1
Yes, I am a junior partner	5.7
Yes, but only part of the business	4.6
No, but I am a partner in other family-held businesses and/or assets	4.5

The survey also found that some 53% would like a bigger role in decision-making and 58% agreed that they discuss decisions with their spouse but the spouse has final say. About 15% of the respondents appear to be the primary decision-maker on their holding. Partnership in parts of the business, or other family-held businesses likely reflects the engagement of women in farm diversification activities (which are sometimes operated as separate businesses). In some cases, partnership is restricted to the direct inheritors of the farm business (e.g. to a farmer's sons but not the sons' wives).

Respondents believe their role on farms is very important (90%), but some 35% think their career is progressing more slowly than they would like and 41% that their skills are under-utilised on farm.

Crofting appears to be somewhat more egalitarian than farming. During the interviews and focus groups with men and women on crofts, they suggested that crofting has always been more equal because the croft depended on off-croft work. Sometimes men would migrate for work for several months and during this time women were responsible for all the decision-making. Women on crofts were more likely to indicate a strong role in decision-making, with 81% indicating that they have a role in both major and day to day decisions. This stronger role of women in decision-making was characteristic of smaller farms in general (see table 4.2c)

Table 4.2c: Women’s role in decision making by farm size

Role in decision-making	less than 10 ha	10- 19.9	20- 49.9	50- 99.9	100- 199.9	200 ha or above
No role in decision-making	6.8	14.1	8.2	18.3	19.6	25.1
Role in day-to-day decisions only	9.3	10.9	17.5	15.9	20.2	15
Role in major decisions	83.9	75	74.2	65.9	60.11	59.9

However, some 43% of crofting respondents stated that they would like a bigger role in decision-making.

It could be expected that this role in decision-making would vary depending on how the land was acquired (e.g. whether the farm is inherited directly or via a spouse, or acquired directly). Women who personally sought out (purchased or acquired tenure, some 6.6% n=54), do tend to have a much stronger say in decision-making, whereas women who inherited land through her side of the family still express difficulty in getting their ideas into the farming business. The importance of inheritance is further discussed in Section 5.6.

Survey respondents also identified a number of barriers to the advancement of their roles on-farm (see table 4.2d). Chief amongst these was lack of time. Although both men and women are highly active on farm and frequently work both on and off-farm, women typically continue to carry the primary responsibility for household and family care, identifying the priority they place on their children as the second most common barrier.

Table 4.2d Women identified the following barriers to advancing their role on the farm

Which of the following are barriers to women advancing their role on the farm as a land manager? (Can tick more than one option) (n=816)	
Lack of time	71.8
Prioritise children	53.9
Lack of financial resources	52.3
Lack of opportunities	51.0
Perceived lack of skills	46.2
Women not seen as farmers	37.9
Not welcome male dominated	25.5

4.3 Concluding Remarks

Women's daily lives are very busy in farming are very busy with a variety of tasks. They juggle farm work, child care, domestic roles, and off farm employment. They often provide full cover on the farm, and frequently combine annual leave with the needs of the farm. It is a family business, and family and business react to the needs of each other. These daily life duties are described by one woman as the 'sticky floor' that limit women's career opportunities. Women's continued domestic and child care responsibilities have implications for their careers outside of the family.

5 Career Paths and Aspirations

Key Findings

Experiencing agriculture in childhood clearly impacts on future engagement in the industry. Just over half of the participants (54%) in the main survey and 38% of student and alumni respondents were raised on farms; a further 16% and 25% respectively reported that although they were not raised on a farm, they had spent a lot of time on farms growing up.

Women in farming tend to be highly motivated, innovative, hard working and keen to diversify the business.

Women's career paths into farming is diverse but there are two main routes: those who enter farming and the agriculture sector by choice and those who marry a farmer and enter the occupation as a result.

Women farming by choice are: tend to be new entrants, highly educated, and often with an agriculture sector background.

Women who marry into farming: can bring 'fresh eyes' to farming activities; are able to be more detached and less emotive about the farm business; are very involved in management, accounts, passports; contributing off-farm income; are bringing off-farm employment skills to the farm.

Approximately 30% of survey respondents identified their interest in developing on-farm diversification activities.

5.1 Qualitative Analysis of Career Paths and Aspirations

Women in farming and the agriculture sector have varied career paths that brought them to where they are now. This is to be expected; people end up in careers by all different routes. There are a number of factors that shape women's career paths. These are considered in turn. The greatest differentiating categories seem to be **motivation** for entering farming. In this respect, two clear categories of women in agriculture and the farm sector emerge:

- Women who are in farming and the agriculture sector by choice; and

- Women who are in farming because they married a farmer and then it became their occupation too.

5.1.1 Women who are in farming and the agriculture sector by choice

Many of the women we interviewed had made a clear and positive career choice to enter the agriculture sector. Sometimes this career path was chosen because they had a brother who would inherit the farm, so their only option to stay in the industry was to work in the agriculture sector in the first instance. This is a result of the gendered inequalities of land transfer. For some women staying in the agriculture sector is by choice. For others choosing employment in the agriculture sector was initially to keep them close to farming, and then they subsequently became farmers either by becoming new entrants, or marrying a farmer. These quotes are illustrative of the general pattern that emerges from the data:

Well, I was born into the family farm, I'm the eldest of five children, four girls and a boy...it was actually four girls to start off and as me being the eldest I was then sort of geared towards taking on the family farm. Then thirteen years later my brother was born and at that point I was thirteen so I knew that...it was the boy who takes the farm...but I still wanted to work within the farming industry...and then I went on to be a farm secretary for a farm. # Young new entrant women # 5

In this example, this young woman knew that she would no longer inherit the farm, and instead chose to go into the agriculture sector. She and her husband are now new entrants on a tenanted farm.

In this next example, a woman recounts how her decisions in secondary school were shaped by her interest in agriculture, and her access to land.

My uncle was a farmer which kind of got me interested in farming because we used to go over weekly on a Sunday and visit. And then in fifth year I became interested in agriculture. Coming up with veterinary. I decided if I did agriculture then there weren't going to be openings for a female...and I wouldn't make as much money as if I did veterinary. So I did go into veterinary with that in mind. Always quite interested in land use...anyway, once I went self-employed I started my own herd of cattle. I decided to start with something easy so I bought bullocks! I did rented ground and for the next ten years I've rented ground in different places as I've been locuming. So I've had a kind of migrating herd. I had...kept my eye on a croft... So eventually I bought this, it's an owner-occupied croft and so I own it rather than tenant it...So its 45 acres. # Older new entrant woman/ vet 7 #

The examples above both demonstrate women's choices to go into agricultural related employment because they realised that they would not inherit the farm.

Another woman, who is a new entrant to farming also commented that the rest of her female class mates had gone into the agricultural sector, again, because they will not inherit land.

In the class there would have been about thirty and there was about five females...a lot of them are in the agricultural sector. One used to work in the SAC labs, one writes for a Scottish newspaper, another one works for an agronomist, another one is a cattle buyer. So they are all in the agricultural sector and a few of them will stay on farms with I think a view to go on and work the farms, at least two or three of them will. # Young new entrant woman # 1

This new entrant also explains how her background in agriculture meant she pursued a career in the agriculture sector. She met her husband through the Young Farmers and they are now on a tenant farm:

I was brought up on a dairy farm initially until I was seven then my dad got a job on a mixed beef and sheep farm. He was a dairyman to start with and then a farm worker on the mixed one. So my granddad he's a farm owner as well so it's all born and bred really. So we were there until we were seventeen and then I decided...I left school and went to SAC and did a degree in agriculture. That was three years there, left there and went and worked for the Scottish Agricultural College in Elgin and did...it was more like a consultant's assistant and did consultancy. So I met my husband through Young Farmers and that's how we kind of got together and then this is a tenanted farm. [Laughter] # Young new entrant woman # 1

The woman below wanted to be a livestock buyer. Her two brothers were taking over her father's business which left no scope for her. She later met her husband, a farmer, and then they began livestock buying. This is how she tells the story:

I went to what is Robert Gordon's... It was called Institutional Management in those days, which was ...basically management so I did that course. And my father was a livestock buyer and auctioneer but I had two brothers who were in the business or going to the business. So I left home and went away, travelled the world for about six years, came home, went into the business and then met my husband who was a farmer... We started our own one which was livestock buying and

dealing so he carried on farming and we incorporated the livestock buying and dealing with it. # Older woman farmer # 2

One woman was clear: her passion was agriculture and working in the sector was her way to be close to it:

My passion has always been agriculture so I got a job next door with the NFU Mutual selling insurance to farmers which at least got me back in the door. # Women in agricultural industry focus group

The general pattern for new entrant women in farming was that their original career path choice meant they were skilled from previous agricultural sector employment. This was highly beneficial to the farm and often a considerable saving on farm expenses.

I grew up on a farm so it was...we had beef cattle, and some crops. And you know, I think it was probably a bit of a natural path to end up wanting to be a vet. And that's changed as time goes on because we just to start with had little calves and then we...it was like mixing milk for them literally and going and getting food for them, and looking after them and vaccinating them and everything, and I can do all the vaccinations. # New entrant woman, Orkney # 11

There were many examples of women's prior experience, not just saving money on the farm, but also innovating and diversifying the farm:

I would say if there's any sort of specialist advice, obviously that's what I do for my job, I'm a consultant so I do the IACS forms. We've also got agri-environment schemes because that's what I specialise in so we've got one of those running so I did a big application for that. ...We're in the new Beef Efficiency Scheme so...I applied for that. # Young woman farming married into farm # 13

This woman does all of the paperwork for the farm, but also used her expertise to ensure the farm made maximum use of opportunities available.

Some women in the Orkney Islands joked that they had wanted to go into farming, and to do so, their ambition was to marry a farmer;

I've lived in Orkney all my life. I'm from Westray, another Orkney island, but I also grew up on a farm both grandparents...both lots of grandparents were farmers. My folk were farmers and then I married a farmer. That was my ambition in life! So I fulfilled it! # Focus group Orkney women

Some women said that they had a career in the agriculture industry but that their choice was not related to agriculture. These two women made this point but they were not the norm:

I've ended up here because I've made career choices. I moved into agriculture from sort of rural estate management specifically to broaden my experience. My background is not agricultural, but I spent a lot of my childhood summers on a farm I don't think I'm here specifically because I have a real interest in agriculture and it's in my blood kind of thing, but now I'm here I like it and I kind of see it as quite an honest industry, and I like that we can use it to produce things and the products that we produce! # Women in agricultural industry focus group

I don't think I'd have ever even seen myself doing policy but somehow it just kind of happened from my sort of interest in animal welfare, I ended up doing the legislation work for [organisation name removed] then I've always had an interest in farming and I did do my...degree in livestock production. So that interest remains but if I was to be offered another job doing the same sort of thing but outwith farming the answer to that would purely be it would depend on what that job was! # Women in agricultural industry focus group

For those in the study, both women and men, who have chosen a career path, they talked about it being in their blood, almost as a calling that could not be ignored. This was true for both men and women, as the following quotes illustrate:

Lots of folk are in farming because it is a compulsion, it's something that's in you, it's something you've done, you want to do, and I mean for me I could earn a good income elsewhere and have worked 'oot and a'boot' but I've no regrets about doing the farming. #1 Men focus group #2

*My granddad, he's a farm owner as well so it's all born and bred really. You know? I mean **I was born and bred into agriculture** and I knew that's what I wanted to do but there are a lot of folk that actually just want to do it. # Young new entrant woman # 1*

*My father he's a farm manager on an estate so he's always been in farming, doesn't own a farm so I'll never succeed a farmer but...it's basically **in my blood**. I've been brought up with it? So...once it's in the blood it's not easy to get out! [Laughter] # Young new entrant woman # 3*

Many women and men who work in agriculture see it as heavily ingrained in their identity, an occupation that has been part of their entire life. It is the case

for many women who begin work in the agricultural sector that they marry men who are farming or who also want to enter farming. This may be a result of doing agricultural degrees in university / college, and also because they belong to the Scottish Association of Young Farmers' Club. Research shows that people tend to choose partners who are of a similar social class/ religion/ interest group and are found as a result of the social networks in which we socialize. This seems to be happening in this instance.

5.1.2 Women who enter agriculture through marriage

These women did not choose a career in farming, rather they 'married in' to the farm family business and became involved in this way. Women who had chosen to enter farming or the agricultural sector had much greater exposure to the industry and were knowledgeable about farming, both from personal experience and from their work experience. Many also received agricultural related training as part of their employment. Women who found themselves in agriculture after marrying a farmer rather than choosing it as a career, did not have the same knowledge and experience starting out. Nonetheless their career path meant that they played important roles in the farm in various respects: continuing their own careers and providing financial support for the farm; providing emotional support; and helping with farm work. Women sometimes saw themselves as 'an extra pair of hands'. They did not see farming or the agriculture sector as their choice, but once in it they played a supporting role.

Here women who married into farming talk about their role as 'helping hands':

*I would class myself as an **extra pair of hands**; I'm not involved in the absolute day to day running but if there's a road needing blocked to shift some cattle or something I'm happy for that or look for passports or that kind of thing but I'm not out there at eight in the morning but like during the night when there's calving and stuff I'm up then to check and help or whatever so... But my husband has got an apprentice student farmer coming so that's a really good help and his father is still involved as and when he can and wants to. # Woman married to farmer Orkney # 16*

*I could lamb, and did my turn at that. I've done all sorts of things with sheep that you wouldn't want to know about! [Laughter] And I suppose yeah...until such a time as my son was old enough that he was doing a lot on the farm I was really the person that did...was the **extra pair of hands** and did anything that was needed. # Woman married to farmer Orkney # 15*

These women are involved in farm work but unlike women who have chosen it as their career path, they do not see it as central to the farm business. However, both women and men saw that while women may not have chosen a career path in farming, they are a valuable asset in varied ways. Here a vet talks about the supporting role women play on farms:

I've been working for 30 years in vetting now... I would say that predominantly its men [she deals with]. I would say the women's support is not to be undervalued in the slightest because they provide the emotional backup to the farmer. Make the tea, make the lunch, put the dinner on the table, wash, do all the...extra-curricular for which the men do not have a lot of time. I think they're under sung heroes! Some of them have also been involved in farm accounts, which a lot of farmers struggle with, so putting in the passport applications... # Older new entrant woman/ vet #7

Men also saw women's role, as central to the farm business, even when it had not been women's chosen career path.

Primarily she does the poultry, I always do the main check in the morning with the poultry but the lights go 'oot at five o'clock at night so...it was a struggle for me to check at that time, we're busy doing other stuff. So she always does that, and always has done....and she likes the poultry side of things....now dad's away the girls are older obviously, so ...the parenting side of things is nae quite so full on as it was....she's going to do a bit more but the girls are doing more as well...helping with the cattle, the middle daughter calving time she's 'oot the door a'fore me in the morning she has a great interest in the coo's ...and she wants to see what's going on ...so it's just another pair of eyes. But the girls in my business, the wife included, are a big, big part of my business going forward even more so. #1 Men focus group # 2

In the above quote, the farmer presents his wife and daughters' work as central to the farm business. This man only has daughters and expects his middle daughter, who is fifteen years of age, to take on the farm when she is older.

Women and men also reported that women's involvement in agriculture with no prior experience can also be an asset to the farm. Primarily this comes from *not* having a farming background and being able to take a different perspective on the farm:

I think a woman's ability to take a step back and look at the bigger picture and to plan things. # Women in agricultural industry focus group

I think women can be a bit more open minded as well, a lot of men in my experience are 'it's always been that way'! # Women in agricultural industry focus group

That's an important element ...but my wife she's very management minded. So she's had that kind of outside involvement in the whole thing and ... was kind of the head person at [organisation name] so she had oversight over things. You know that kind of outside looking in sort of view at one time. #1 Men focus group # 2

A woman will actually take the time to think about the tasks that's about to be done and what needs to be done, and how best to do it rather than just bashing on and hoping it all goes to plan. # Women in agricultural industry focus group

These are examples of women's views that they bring fresh perspectives to farm work. The quote below is illustrative of general discussions that women who did not chose agriculture as a career can bring different values to the farm, which makes them assess farming activities differently:

Something that I think can hold our industry back a bit and its sort of slightly related is growing up I think farmers particular maybe male farmers tend to recognise and respect others for hard work rather than working well. As long as you're working hard you're in. # Women in agricultural industry focus group

In this instance, the respondent emphasises the importance of 'working well' (i.e. more efficiently or effectively) as opposed to working hard.

Men also valued the different perspectives that women brought to the farm. They found their lack of intergenerational responsibility to the continuation of the farm useful, in that they were able to make more rational and objective decision making not based on emotive attachment to the farm:

Twice I've been in a little room where something is needing to be done and the guy cannae detach himself from the situation and she sees the family and the money, and everything disappearing. He will nae let go and it's always...in a serious valuation it's always the woman that brings a bit of sense to the table. #1 Men focus group # 4

I think that's right, often the wife would look at the kids and their future from the point of view of well they'll have a better future if they're nae leaden down by this terribly indebted business if that was the situation, and of course that's an extreme situation. #1 Men focus group # 2

Women who did not chose farming as a career often contributed significantly to the financial success of the business either through their off-farm income

from the career path they had chosen, or through the innovative, diversified initiatives they started on the farm.

I've set up and borrowed money and the only reason I could do it was I had a wife with a good salary from the word go... as a result that is a full-time job and my wife has never had anything to do with the books, the recording keeping or anything ... She's got a PhD and if I need to be away I can leave her with my telescopic loader and my feed wagon and she can feed the cattle. #1 Men focus group # 1

We bought a farm and so had quite a bit of debt so the fact that we one working off the farm was great. I mean my wife does'nae get involved in the bookkeeping, or any of that stuff. She's very involved in what our kind of management decisions would be. But she's a terrific asset. #1 Men focus group # 4

It is interesting to note that both of these men emphasise the importance of their wives' off-farm income for the family farm. Both say their wives are not involved in bookkeeping but one provides complete farm cover as needed, and the other provides management expertise. While these women's career paths are predominantly outside of the farm, they nonetheless contribute significantly to the family farm.

There are other examples of women who 'marry in' also being innovative and becoming involved in activities on the farm. Sometimes this can take longer because of women's lack of knowledge about farming and the consequent insecurities;

I got more involved in the discussion around the turbines because it was new for the farm. I think for us the farm had been in the family for 200 years, You know, 'this is the way we do things', and I think there was so much kind of shared knowledge, assumed knowledge that when I said 'I don't know how to do that'...because they had all grown up with that knowledge totally embedded in them it was really alien to them to have to explain the basics. # Focus group women in agriculture #1

My background is branding and strategy. So when I got there I thought 'what? This is a bit of an industry, you have no impact, you're just supplying milk to someone else and off it goes and you don't actually have a say in where the money comes from or what the money is.' So I've kind of muttered about this for a while and then when we built the dairy I came back and said 'do you not think we should just make yogurt?' And...it was kind of 'oh' and he's not against it because he's had a marketing degree and he's...between us we've all kind of looked at it so anyway I went off and did a course and then I came back, and I

was kind of ignoring it for another few months... Then the dairy price really dropped and he said 'actually, I think this is a really good idea.'...but it's quite terrifying I mean if you'd asked me do I really want to create a food brand? No! But...I'm now kind of...going that way. #1 Women in agriculture/ Woman not farming by choice # 2

The first woman did not chose a career in agriculture, and it took her longer to negotiate a role in the farm initiative. She felt unsure because of the tacit knowledge about agriculture, but she is clearly a key player in the new enterprise. In the latter case, the woman's prior experience brought a fresh perspective which spotted the agricultural potential to diversity into another activity, and which allows her to use her marking and branding skills.

5.2 Quantitative Analysis of Career Paths and Aspirations

The surveys included questions about women's aspirations both on-farm and professionally. Amongst the students and alumni, 'interesting subject' was by far the most common response to the question of why they undertook agricultural education (80%). Half of students and alumni indicated that they had studied agriculture in order to get the job they wanted. A much smaller cohort sought to prepare to work on the family farm (13%) or to run their own farm (24%). This suggests that women undertaking formal agricultural education are not necessarily preparing for agricultural employment.

Interestingly, when asked about their career ambitions, only about half of students and alumni expressed interest in working in the agricultural sector (see Table 5.2a). This suggests that a large percentage of women trained in agriculture may not be taking up careers within the agricultural sector.

Table 5.2a Ambitions of student and alumni survey respondents

(Respondents selected multiple responses)

Responses to question: “Which of the following best describes your career ambitions?”	Percentage
I want a career within the agricultural sector	53.1
I want a career where I can work in rural areas	34.1
I want a career where I can work with animals	29.3
I want to run my own farm	23.8
I want to manage farms or other land-based businesses	17.0
I want to run my own land-based business	15.6
I want to work on a farm	13.6
I want to work with plants or crops	12.2
I want to work with heavy machinery	1.4
Other (e.g. to improve animal welfare, work in the land based sector, community growing and horticultural therapy)	16.3

For women living and working on farms (‘main survey’ respondents), the most common ambition was to continue their current on-farm role. However, some 29% expressed interest in starting or expanding a diversification activity on their farms (table 5.2b).

Table 5.2b Ambitions of women living and working on farms in Scotland

Responses to question: “How would you like to be involved in farming in 5 years’ time?”	Percentage of main survey respondents
Maintain current on-farm role	53.7
Start/expand a diversification activity on-farm	29.3
Become involved/increase involvement with an agricultural organization	7.5
Join/remain on the board of an agricultural organisation	3.7
Gain off-farm employment	1.4
Other	4.4

In terms of career paths, although only about half of main survey respondents were working off farm at the time of the study, 83% stated that they had worked off farm in the past. Just over a quarter of this was within the agricultural sector. Some 75% of main survey respondents agreed with the statement: “Working off-farm is rewarding to women in terms of status and individual identity” and 79% agreed that “Developing on-farm diversified enterprises such as agri-tourism gives women the opportunity to utilise their skills and pursue a range of career ambitions”. However, 72% also agreed that “If there was more money in farming, fewer women would work off-farm”.

Choosing to farm

The main survey did not include a question about whether the participants felt they had made an active choice to join the agricultural sector. However, it is possible to make some observations on the basis of whether they were raised on farms or not, and whether they personally acquired the holding or inherited it from their families.

Within the main survey, just over half of the participants (54%) were raised on the farm; a further 16% reported although they were not raised on a farm, they had spent a lot of time on farms growing up, and 30% had not been raised on farm. Experiencing agriculture in childhood thus is likely to influence on future engagement in the industry.

In terms of (statistically) significant differences within this cohort, women who had not been raised on farms were older, somewhat better educated overall (although less likely to have an agricultural education) and more likely to be working as professionals (e.g. doctors, lawyers, teachers). They tend to be located on smaller holdings and were more likely to be crofters.

Unsurprisingly, they were much less likely to have inherited a farm from their own family. They were no less likely to have acquired their current farm through their spouse.

Table 5.2c Employment in the agricultural sector by farm upbringing (%)

N=653	Non-farm	Farm connections	Raised on-farm
Not employed in the ag sector	64.7	65.7	51.5
All within the ag sector	22.5	29.5	38.8
Some within the ag sector	12.8	4.76	9.6

In terms of entry points, women who were not raised on farms are less likely to work within the agricultural sector. However, when they do, employment within the agricultural advisory sector appears to have been an entry point for 22% of women not raised on farms (i.e. this was significantly higher than the other two agriculture sector employment options). They were, however, much less likely to have been employed by an industry organisation, charity or service or supply company. This suggests that women who acquire agricultural education are able to enter the industry in the capacity of advisor, but that women born into farming are more likely to gain employment within an industry organisation or business.

The difference in employment pattern is statistically significant:

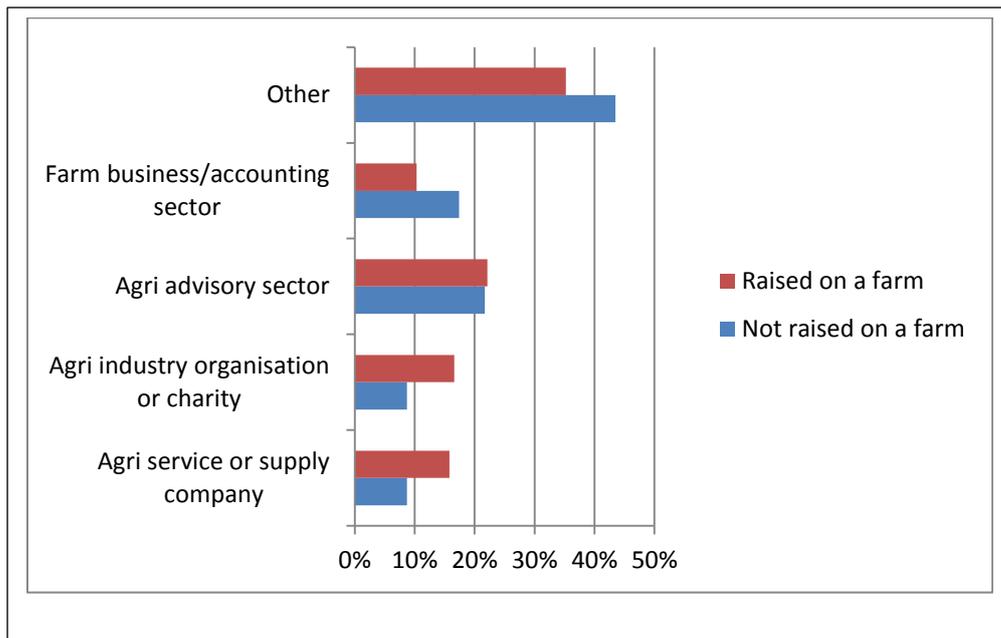


Figure 5.2a Current off-farm employment of respondents who were and were not raised on farms.

There are no statistical differences in survey responses between the three cohorts in terms of having a farmer as a spouse. That is, some 23% of women who were not raised on farms also do not have a spouse that is a farmer, suggesting that their engagement in farming is not a direct result of marriage. Amongst survey respondents, similar percentages of women who were and were not raised on farms had married farmers.

Women not raised on farms are less interested in becoming involved in leadership of farming organisations (only 3%) – this will be discussed further later. They are more interested in developing farm diversification activities (some 36%, in comparison to 23% of women raised on farms).

Women not raised on farms take on the same responsibilities as their more experienced counterparts (e.g. in livestock care, administration and machinery use), but were less likely to report contributing skills in machinery handling, and also livestock husbandry. In terms of training, their interests were also broadly similar to those of women who were raised on farms, although they were less interested in leadership training.

5.3 Concluding Remarks

Women’s career path shapes their role in agriculture. Whether they chose to follow a career in farming and the agriculture sector, or whether they ‘fell into’

it, often by marriage, affects their role on the farm. In the former case, women actively pursue their career, are more knowledgeable and confident, and tend to start careers in the agriculture sector because in general, sons inherit land. Then they stay in the sector or move into farming, and bring a wealth of expertise of the agriculture sector with them. Women who 'marry in' to the farm can sometimes feel less sure of their knowledge. They often describe their own role as an 'extra pair of hands', although other observers, men on farms and vets, present their farm work as of central importance. What is clear is that regardless of women's career path, they contribute to the farm through their labour, their off-farm income, their emotional support, their fresh perspective and their diversification activities. The farm is a family business. Whether people chose the occupation or not, they did choose the family, and as part of the family, they play an important role in the family business. It is team-work, and people's roles are valued.

6 Women in Leadership

Key Findings

Women are very under-represented in farming organisations.

Some men active in farming organisations state that men would not vote for women to have committee positions.

Women report having experienced forms of exclusion (e.g. being asked to leave meetings after the meal was over, some agricultural buyers have dinners for male buyers only).

Women reported they can feel a lack of confidence and be intimidated in all male environments.

Even confident women, such as new entrants, feel intimidated in the environments and not taken seriously. It was also suggested that this is an issue for young people.

6.1 Qualitative Analysis of Women in Leadership

Women are very under-represented in farming organisations in the Western world. This research also finds this to be the case in Scotland. The June 2016 Scottish Agricultural Census found that 36% of working farm occupiers are female. However, as table 6.1 shows, a review of the women in leadership of farming organisations in Scotland demonstrates that women are not proportionately represented in many organisations.

Table 6.1: Women in Leadership of Farming Organisations

Organisation	Women in Leadership
National Farmers Union of Scotland	0/3 office holders are women 0/9 regional board chairmen are women 0/8 committee chairmen are women ⁴
Scottish Land and Estates	Board members: 2/9 are women ⁵

⁴ Source: NFUS web-site 17 April 2017 <https://www.nfus.org.uk/about-nfus/directors>. In contrast, 1/3 office holders of the NFU (England) are female – Deputy President Minette Batters.

Scottish Crofting Federation	Board members: 3/9 are women ⁶
National Sheep Association	Board of Trustees: 2/12 are women ⁷
Royal Highland and Agricultural Society of Scotland	Senior office bearers 2016/2017: 4/60 ⁸
Scottish Association of Young Farmers Clubs	2016/2017 National Council: 4/7 are women ⁹

The qualitative research found examples of conscious and unconscious gender bias and overt sexism.

The men's focus group were very clear about the valuable contribution their wives and partners made to the farm business through their farm and off-farm work. The conversation was different when it came to women's role in farming organisations. They felt that some men would not vote women into leadership positions. All of the men in the focus group were active in farming organisations: e.g. the NFUS, machinery rings, the National Sheep Association, etc. The following quote is quite long, but it demonstrates the view of the men's focus group;

Well I've got experience of that because I mean you'll go to meetings and things where people will say women and young people are...talking about the Farmers Union here, and ...you hear people saying it's all male and it is largely. But...I have to say it's very tacit if it is because quite honestly they're crying out for younger people and crying out for women and I don't honestly think any woman would be prevented from getting right up the tree. #1 Men focus group #4

I think they're intimidated. #2

Well I've been around this loop and I always say that...I've sat in the boardroom and said it as far as I'm concerned and it's only my personal view, if a woman came forward...I mean they would have to fit in with the way...they would have to accept the rumbustious way people talk to each other and all the rest of it probably unless they could change it.

⁵ Source:
http://www.scottishlandandestates.co.uk/index.php?option=com_content&view=article&id=66&Itemid=98

⁶ Source: http://www.crofting.org/index.php/contact_directors

⁷ Source: <http://www.nationalsheep.org.uk/about/nsa-board-of-trustees/>

⁸ Source: photo at <https://rhass.org.uk/what-we-do/senior-office-bearers-2015-2016/>

⁹ Source: <http://www.sayfc.org/news/2016-04-25/new-top-team-at-sayfc>

But if they want to come into that bear pit I don't think anybody is going to stop them. #1 Men focus group #1

There's no physical barriers but there's an enormous cultural barrier. #1 Men focus group #2

And folk would'nae vote for them. #1

Interviewer: Folk wouldn't vote for them?

No if they went for positions. #1 Men focus group #1

Do you think that's true? #1 Men focus group #3

Absolutely! #1 Men focus group #1

Absolutely! #1 Men focus group #4

100% they would'nae do it knowingly. They would not do it saying that's a woman I wannae vote for her. #1 Men focus group #1

The men in the focus group were clear that they believed that other men would not vote women into leadership positions. However, they do not think that men do it 'knowingly' suggesting that this is unconscious bias. They went on to discuss whether a couple of women prominent in the National Sheep Association might be able to have representation in the NFUS but thought it was unlikely, because they would not have the time.

Often the most prominent women in the industry are possibly there because there's been family issues, or because they've been exceptional, and if they're trying to lead a business on their own it's very, very difficult for them. It may not be that there's prohibitions it maybe that they just won't get time. #1 Men focus group #2

It is interesting to note that men recognise that women prominent in the industry are 'exceptional' or the exception. Previous research has shown that focusing on those women who are the exception underlines the fact that they are not the norm. Other research has shown that there are expectations of what a 'good farmer' should be: first and foremost a man (Burton, 2004). This also seems to be the case for leadership roles in farming organisations. The men in this focus group further discussed that a particular 'type' of person is expected to be a leader in NFUS:

Aye it's just expectations in the same way as they choose particular people to be...leaders. I've watched the NFU a wee bit from the outside and other organisations, and they tend to...as any cultural group has they tend to have a type of person, for example to be president that they're comfortable with. They have to be within a range...I've always noticed. #1 Men focus group #3

All I would say I would just like to chip in there and say that I think you're absolutely right... there are many occasions when I might be thinking it but I wouldn't dream of saying it. #1 Men focus group # 1

The implication here is that women are not the particular 'type' of person expected to lead in NFUS (e.g. masculine, running a large farming enterprise). Men also recognised that the culture of electing men in farming organisations is deeply ingrained and not something that men might overtly think about or realise they are perpetuating:

No that's right! And I have good friends, good friends, that I know would have that kind of...view and they're nae terrible people, they're good people but they just expect...that's nae right you ken. I'm nae sure. It just...and it's just culture, it changes with time. #1 Men focus group # 2

Men also surmised that women have come around their lack of public representation by stealth. Previous research has shown that this is not a new argument and men often argue that while women are not prominent in the public sphere, they assert their authority in the private sphere of the home. This is presented as justification for the lack of women's public presence and it is even suggested that it is by choice and women have more power through this route:

I think that women have almost accepted it to a certain level and what they actually do is they lead from behind, they accepted that they're not going to be prominent and work in the background and in terms of who is actually controlling things and who is actually having their say through their men I think I wouldn't underestimate the extent to which the women have said we don't want to go and waste our time with these silly idiots sitting around a table talking. But you know...when we get home we'll sort things out! [Laughter] # 1 Men focus group #1

It is interesting that while women are under-represented at the management level of many farming organisations, they are better represented as employees in these organisations (For example, 15 of 30 NFUS staff are women¹⁰). This demonstrates the complexity of the issues surrounding women's representation in farming organisations; some men may not see a role for them in senior management roles, but have no issue with women working for the organisations. It is also important to note that women who come in as staff are selected as part of a formal interview process (informed by human resources personnel to restrict discrimination), whereas elected members are democratically elected.

¹⁰ Source: <https://www.nfus.org.uk/About%20NFUS/Staff>

There was a sense that women are more represented in crofting organisations:

Yeah I would say...in my limited dealings with it, there is...quite a masculine approach to how the NFU deal with things...the SCF is entirely different. I mean it feels much more gender balanced and they currently have a woman chair. And they've always had quite a few women on the board so I've never sensed anything...I've been to a couple of ...SCF conferences and I've never sensed any gender balance in how they do things. And there's nothing overt in the NFUS, it seems to be kind of inherent. Maybe because the kinds of people involved have come through the kind of old hat agricultural college, where that was largely for men. And they do...I mean so they have this crofting committee, they really do largely represent industrialised farming on a large scale which has got an even worse gender balance than...and age balance than crofting as far as I know. # Older woman crofter # 8

However other crofting women we interviewed were less sanguine;

I'm the first person on the committee of the common grazings that's been a woman in its whole existence which is about 90 years. There are another couple now that have come on, there's maybe...well there's one other woman and...she's a shareholder now. # Focus group women crofters

However, when it came to participation in training courses, there was much greater gender equality in crofting. We also found examples of gender equality in the Royal Northern Agricultural Society; The Royal Northern Agricultural Society is a not-for-profit organisation and traditionally operates without overheads or full-time employees.

Interviewer: You said that you belonged to quite a few farming organisations?

The RNAS which is the Royal Northern Agricultural Society - president yeah!

She is also a director of the RNAS as well. # Women in agriculture focus group

Women recounted their experiences of exclusionary behaviour in farming organisations:

With a certain business name they attend a dinner every year that's for gentleman only so even though I'm a buyer I don't get to go. So like...all

the other buyers it's their night out but I am not allowed to go it! So my producers miss out on a free night out because I don't get to go.

I mean the NFU...well the last one that was doing, was like...right ladies off you go we're about to do the business now and it was like', I'm a partner!' 'Yeah but you'd be really bored!' [Laughter] The thing is he was probably right enough though I wasn't that enthusiastic but I did think it was just this kind of like...I was like yeah I'm a member too because I'm a partner and it was like...I have been to a few ones there where there was a few...a question and answer thing and I actually said...there was a lot of...your mum goes along to a lot of them -

Yeah but then I know that one of the previous ones I can't remember there was a question and answer thing and I asked a couple of questions and then I realised that although nearly half the room was women because a lot of the wives and that were there, who all have roles in the farm, I was the only one out of the women that was asking anything and a lot...well its slightly...I don't know whether they just...as I say...there are something's that are not that interesting but it's also I think sometimes just a bit more confidence to speak up in that kind of... Maybe if it had just been all women then... #1 Women in agriculture focus group

In the discussion above, there are examples of women's role not being recognised and women being excluded. There is also an example of women being in attendance but not feeling confident to ask questions, which underlines the importance of not only counting the number of women present as an indicator of participation in non-traditional spheres. Attention also needs to be paid to the quality of participation. This came up a number of times, even for women working in the agriculture sector and used to being the only woman at events:

We are members and ...my husband is actually quite active in it, I steer clear, because do you know what, it's possibly the one place where you're not taken seriously. So...I don't know and the NFU is the one place where I've thought I don't feel like opening my mouth here because I'm not going to be... # Focus group new entrants

I had some down in Berwickshire this year and I think out of an average attendance of 40 people there was myself and one other girl [laughter], if I was lucky she was there. And because it was Berwickshire I didn't know many of the farmers and most of them obviously all knew each other and you instantly gravitate towards this other girl because... because why I don't know but there's

You've got a common link.

A common link yeah.

I mean it is very...I don't normally get intimidated and I'm quite used to being the only girl at a lot of meetings and think, this, that and the next thing.

I was going to say...it feels exceptionally male dominated and when I do talk about the wider industry that to me is the one part of the wider industry that um...has a strong feeling of being male dominated. # Focus group new entrants

Evidence from this study shows that women who are new entrants and who work in the agriculture sector are strong and determined to work within a traditional masculine industry. The quotes above demonstrate that even for these women an all-male environment can be intimidating, and they can feel they are not taken seriously.

Some women did have views on how farming organisations might engage more meaningfully with women. They mentioned critically analysing communication and advertising; incentives; mentors and targeted initiatives:

I mean even looking at adverts on the TV there was one on the other day that had...a beef farmer for Lidl or something and it was automatically a man speaking on it. Maybe it should be...more women in advertising as well or on packaging...or maybe even...training courses and stuff. Or if there was like an incentive to try and get more women farming whether they would do that or not, government funding should be maybe a woman on the front of it rather than a male or both. Trying to find...women in agriculture and saying 'do you want to come along to this course?' and I suppose meeting other folk as well, I mean there's been a couple of women in agriculture things. I'm going to one in November I think it's by the bank or something # Young new entrant woman # 1

Just have more positive women role models I guess. # Women in agricultural industry focus group

I don't know whether younger people coming through helps or...if they've got somebody involved who was female and could appeal a bit...would give confidence. And whether...for example, the QMS Planning for Profit workshops...really appealed to me. I could go and work through them...and have the scope to work through them and had set all the spreadsheets up so... I don't know whether the NFU...they've got their different...is it their technical and their crop things and whether

they set up some kind of working group and actually fostered engaging with women on that one. # Focus group new entrants

6.2 Quantitative Analysis of Women in Leadership

The main survey analysis demonstrated the low percentage of women involved in farming organisation leadership, particularly in comparison to the percentage of women identified as working occupiers. Only 30% of respondents to the main survey reported having been in a leadership of an agricultural or rural organisation, and this was primarily the Scottish Association of Young Farmer Clubs (SAYFC). In comparison, only 2% of respondents had been involved in National Farmers' Union of Scotland (NFUS) leadership.

The SAYFC thus represents the most common provider of leadership experience to women in agriculture – some 35% of respondents reported having been members, and 18.5% had been in SAYCF leadership. This was triple that of the next response rate ('other': 6.1%), and 6 times the rate of the third most common leadership experience, the Scottish Women's Rural Institutes (now called the Scottish Women's Institutes: 3.5%). Although about a quarter of respondents are or have been members of the NFUS and the Royal Highland Agricultural Society of Scotland (RHASS), very few had been involved in leadership (table 6.2a).

Table 6.2a Comparison of women in membership and leadership of agricultural industry organisations.

	Current/past membership of organisations	Current/past involvement in the leadership of organisations
None	29.4	69.3
SAYCF	38	18.5
NFUS	24.6	2.2
RHASS	24	1.2
Other	10.3	6.1
Scottish Women's Institutes	9.3	3.5
Local farm discussion group	9.3	2.4
Scottish Crofting Federation	9.1	1.1
Local monitor farm discussion group	5.6	1.4
Scottish Land and Estates	3.5	0.5
Scottish Tenant Farmer Association	3.5	0
Soil Association Scotland	3.4	0.1
LEADER	2.8	1.2
Scottish Agricultural Organisation Society Ltd	1.6	0.5

The majority of respondents would like to see more women involved in leadership of farming organisations (77%). They were mixed in their assessments of how difficult it would be to gain leadership experience in farming organisations – about half of main survey respondents (51%) were

unsure, with 35% identifying it as ‘fairly difficult or very difficult’ and 14% as ‘very easy or fairly easy’.

However, wanting to see more women in leadership did not necessarily equate to wanting to become personally involved - only 35% were personally interested in becoming more involved in leadership themselves, and less than 4% in the next five years. The qualitative research found that women feel conspicuous and not taken seriously in farming organisations, and this might explain why women want to see more women in leadership in farming organisations, but do not want to do it themselves. However, a promising cohort of survey respondents (35% of respondents to that question, totalling 240) indicated that they would like to be more involved in the leadership of farming organisations.

Women identified a number of barriers to leadership of organisations, particularly lack of confidence and the time demands of childcare (see table 6.2b).

Table 6.2b: Barriers to leadership (%) (n=668, N2=119)

Response	Main Survey: Not interested in being involved in the leadership of a farming organisation	Main Survey: Yes – Strongly or very strongly interested in being more involved in leadership of a farming organisation	Student and alumni survey (aggregate)
Lack of confidence in own skills	19.7	23.0	30.3
Lack of financial resources to allow for time away from on-farm activities	14.9	14.9	10.1
Lack of time available due to working off-farm	23.7	26.1	14.3
Not welcome by existing male leaders	10.1	17.6	18.5
Required to prioritise	22.8	13.1	15.1

time for childcare and children's activities			
Would feel too self-conscious as a woman	3.4	2.7	3.4
Other	5.4	2.7	8.4

Detailed examination of the characteristics of women who were interested in becoming involved in farm organisation (in comparison to women who are not interested in leadership of farming organisations), demonstrated that these 'future leaders' are notably: younger, well educated, and typically had a lot of exposure to farming growing up. Furthermore, they are already working full time or part-time on their own farms and just over half (54%) are already involved in the agricultural sector outside the farm through their employers. Interestingly, a disproportionate percentage of these women (37%) had inherited their farm. Despite this, a similar percentage to the total sample had no say in decision-making on their farms (21%), and about one third expressed difficulty in getting their ideas included into business development. This suggests that there are two major cohorts within this group – women who are active in their farms and the farming industry, and keen to pursue leadership; and women who feel marginalised within their farm business and would seek leadership off-farm in the broader industry.

6.3 Concluding Remarks

In relation to the proportion of the workforce, women remain under-represented in farming organisations. There are examples of conscious and unconscious bias regarding women's membership in organisations. Men do not believe that women will be elected to positions of leadership. Women feel daunted by all male environments and do not feel they are taken seriously. Women want to see more women in leadership positions, but are less willing to take on these roles themselves. Interestingly, the same argument was made about young people on farms feeling they are not taken seriously by farming organisations. A number of constructive means of how this under-representation could be addressed were proposed, as described in Section 11 'Recommendations'.

7 Training and Practical Experience

Key Findings

There is a need for more, and to increase uptake of, accessible vocational, practical training for women entering agriculture.

Scotland seems unusual in that many women do agriculture degrees and find employment in the agriculture sector.

Continuing Professional Development (CPD) training is different: women felt this is aimed at men. Women, even women working in the agriculture sector, found attending CPD events daunting.

Women working in the agriculture sector have access to CPD through their employment and they all find it useful for their farm.

Those who ‘married in’ to the farm had less access to CPD. They said they would have particularly valued training early after entering farming to improve their confidence.

Some women who attended training said it did not bother them to be the only woman present, but they could understand that it might be an issue for other women.

Men and women recognised the particular implications for women of not receiving practical training. It cannot be assumed that women have the same exposure to on-the-job training growing up on the farm as men.

7.1 Qualitative Analysis of Training and Practical Experience

Most agricultural training is structured in a vocational way for those who will enter the occupation. In many ways, then, it is not surprising that previous research has found that most agricultural programmes have a majority of male students. In this research however, we found that many of our women interviewees did have agricultural or agricultural related degrees. These women have gravitated towards employment in the agriculture sector, and some have subsequently entered agriculture either as new entrants, mostly tenanted farmers, or through marrying a male farmer. Nonetheless, when it came to continuous professional development training, women reported finding it difficult;

I think so...everything in farming is aimed at men I think that's just the way it has been for years that kind of needs to change. I think you just need to go out and...there is a lot of things like SAC do a lot of open days on monitor farms and stuff like that. It's open to anybody. But maybe...I don't really feel because I've been to monitor farm meetings and stuff like that, and farmers groups ...but you kind of just need to go and not think that it's just for males. Because it's not, but it probably would be more aimed at males probably. Because that's what it's been like for years and some folk don't like change. # Young new entrant woman # 1

I don't know what can be done but I think that's right enough that...I think within the SAC there's a really good mix of female and male consultants. I would say it's probably 50-50 I don't know without looking at the numbers. But at farmer meetings if we host a meeting nine times out of ten I'm the only girl there. Like we run the [name of Society] so I was chairperson and secretary of that for a while before I had James. And yeah I was the only female there... they're generally quite welcoming but it can be a bit intimidating and I think when I first started at SAC I felt I had to link into my own family background... And so I would sort of say something oh my dad has done this in the past, and they'll be like 'oh' so you're from a farming family?' Which I don't know if men would feel the same way? # Young woman farming married into farm # 13

In the first instance, the new entrant, who has an agriculture degree, advised 'not thinking' about it. In the second instance, a young woman who works in the agriculture sector found the environment 'intimidating' and uses her farming background to establish her credentials.

Women working in the agriculture sector are those who have most ready access to continuing education. They all reported finding it useful for their own farm work, which underlines the importance of ensuring women feel training is accessible to them:

Well to be honest we're very much...if there's any training courses going we tend to want to go on them. We're lucky in our work that we've both got CPD courses to attend anyway that relate to agriculture. So our full-time jobs are training us for our own farm as well. ...But if there is anything comes up that we want to do we certainly go and do it...women... I can see how for people coming fresh into it, how it could possibly be a bit undermining maybe. # Young new entrant woman #3

And plus I arrange those kinds of things in my work as well but...really fundamental though and some of the best...I was in a Planning 2

Succeed group which Scottish Enterprise used to fund, Business Improvement... We were actually an all women group, which was fantastic, really great, so it's drilling down at your finances but... absolutely great, got a lot out of that. But... well I mean I suppose I also work... partly why I work its fundamental to get off farm and see what is going on because you know you can become a little bit blinkered. # Focus group new entrants

While these women could access training through their employment, by contrast, women who 'married in' had less ready access, and would have liked to avail themselves of training:

I just didn't, I didn't need to know in the centre of Edinburgh! From the centre of Edinburgh what it was so... but I think you have to realise just how much there is involved in every different type of activity and that's why it takes time, it does take a long time. I mean I get sent down to check the calving cows and I know that I've learnt something because I know for a fact he knows that I know what I'm looking for now. And I'm probably super careful about looking just in case because [laughter] if I miss one... if you miss one then it's... I went to a day's thing at Craibstone, they did the sheep, the lambing course and when I went, because I kind of felt there were things that I didn't know. I think because I'd been doing it, it made sense oh yeah that's what by the time I went on that I actually realised that the people there had a lot less sheep and a lot less experience but I still really learnt a lot because there were some things that I just didn't know... I knew we did them but I didn't know why we did them and then suddenly I thought oh that makes sense. Focus group #1 Women in agriculture not by choice 3

I did go to various like talks, the vet would be giving a talk or a... I dinnae go very often because it's nearly always men. # Older woman married into farm #10 Orkney Islands

Well I always say when I got married and came into farming that I would love to have gone onto a women's course for farmers to prepare me, to show me, to tell me do you know what I mean? I would feel intimidated to go to the farming college I think. It would give me more confidence as well and a bit of knowledge. These men have done it since they were born just about and they know what they're doing and they presume that women know. And they know all the terminology and you're going hey what! # Woman married to farmer Orkney # 15

Women reported that they found access to agricultural training very useful. They learned a lot, and it also validated their existing farm knowledge. Women are daunted by going to all male environments to access training. It is difficult for women new to farming to access training. However this is equally true of

women working in the agriculture sector. While they reported they had availed of training, they also recognised other women might find it difficult;

I was...I don't know maybe 20 or something I did...a shearing course and I just never thought anything of it. 'I'm one of the lads' type of thing, 'I'll go and do a shearing course.' I was the only female there and I never thought funny of it at all and they never treated me any differently, but I can see how somebody coming in, how that might be a bit scary to go into. # Young new entrant woman #3, also working in the agriculture sector

I've only ever been on one and that was in Mull and it was a lambing course. I can't remember who ran it, I was the only woman on it, it didn't bother me but I could imagine it would bother some people. That's the only course I've ever been on. # Older woman croft # 8, also vet

It is a lot of men, yeah. And it wouldn't phase me to go but you know they would...yeah...the typical demographic is for it to be mainly men I think that...it is quite tricky when you're at those sorts of things. ...Part of my training I had to do for the Grass Grant because it was my grant was I had to do a fertiliser course so I went to that and that was in the majority men as well you know but it was really interesting. Too many technical questions, they were all like what! But you know I learnt a lot from it you know...it was really interesting, efficient use of fertiliser so... # New entrant woman Orkney # 11, also vet.

It is interesting that these women, who have availed of training, do not berate other women for not doing the same. They recognise that it is an intimidating environment and that they are exceptional.

Both women and men recognised the importance for women of having 'practical training'. There were general discussions about the implications of the demise of practical training available, but it was seen as having particular implications for women;

Because so much is just expected that its expected innate knowledge ...because they've not taught the son, he's just kind of picked up by following him around and there's an assumption that because I've not taught him how to do it he just knows how to do it, everybody just knows how to do it! And so it is...I would agree with that because when I'd been growing up dad would never give me the jobs like ploughing and sowing and stuff it's always been the kind of basic level...I was always carting in the bales rather than... baling them. # Women in agricultural industry focus group

I've got just now is a very, very academic, very bright girl (apprentice), and I sent her to grease a tractor the other day and she didn't know what to connect the grease thing to. She's taken a Fergie to pieces and rebuilt it again five times but she's never worked a grease gun. She just stood....she didn't know what to do with the grease gun. # 1 Men focus group #3

...[lack of training is] a particular issue if you're not from a farming background or if you're a girl I think. # 1 Men focus group #2

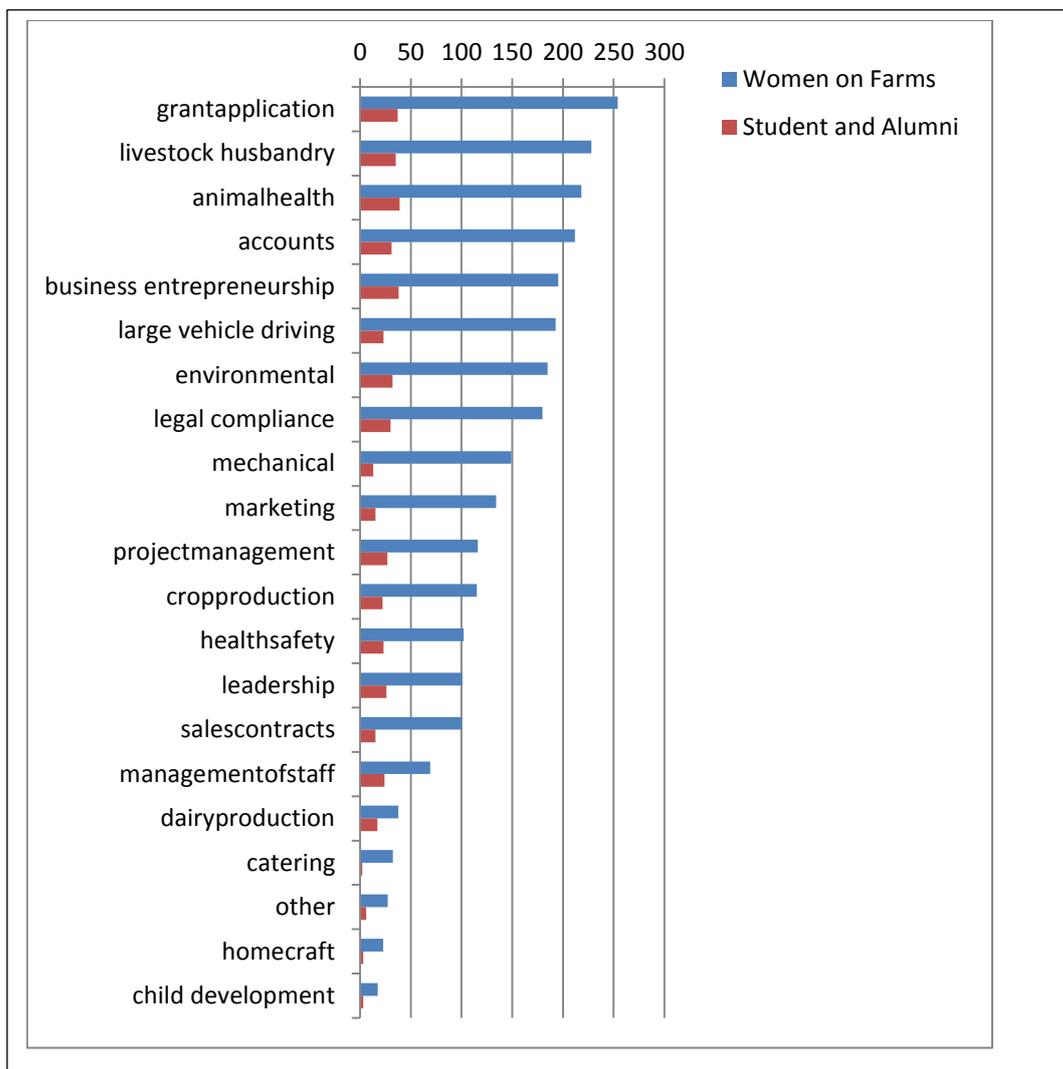
Both women and men in this research see the lack of practical training having particular implications for women. Even if women were brought up on farms, they are not, in general, being trained to be the heir. There is a lot of tacit, on the job training that they miss out as a result.

7.2 Quantitative Analysis of Training and Practical Experience

Recent figures from SRUC indicate that in the 2016/2017 student year, 32.3% of agricultural science students and 63.5% of Rural Business Management students are women. This suggests that there is a promising cohort of young women who are interested in developing businesses in rural areas.

The survey respondents identified a number of topics on which they would like to receive training (see figure 7.2). Grant applications were chief among these, followed by livestock husbandry, animal health, accounting, business entrepreneurship, large vehicle driving, environmental protection and legal compliance.

Figure 7.2 Topics on which respondents wish to receive training
(Please note that respondents gave multiple responses).



Although there were some difference between cohorts – women not raised on farms were more likely to want training in animal husbandry and large machinery driving, for instance, these proportions were generally consistent across the subcategories (farm, non-farm origin; although younger people were more interested in leadership training) in the analysis.

About a quarter of main survey and 15% of student and alumni respondents agreed with the statement “I would be uncomfortable at an agricultural training course because they are mostly attended by men”. This suggests that although the majority of women would be comfortable at training events, there is a cohort who require additional support.

The survey respondents were mixed in their responses on the appropriateness of availability educational opportunities with approximately one third of respondents agreeing and one third disagreeing with the statement “Current educational opportunities available address the topics of greatest interest to me”. Just under half (45%) agreed that “I can access all the knowledge I need to develop the farm” and 48% agreed that “Current agricultural education opportunities are not well suited to the needs of parents”, suggesting that there is a need for greater flexibility in training provision. Some 73% also agreed that “Women could be more active in farming diversification if they had the opportunity to further develop relevant skills”.

7.3 Concluding Remarks

Many new entrant women to farming and women working in the agriculture sector have full time agriculture degrees and access to Continuing Professional Development. All reported the benefits for their farms of this training. These women comment that while they have availed of training, they recognise that it can be a daunting environment as it tends to be almost entirely male. Women who ‘married in’ to farming would have welcomed training in the early stages of their marriage. It would have given them confidence, and when they do access training, they report the value of what they learn, and the value of having their knowledge validated. Both women and men note the importance of practical training for women. Women are not, in general, prepared to be the heir, so they have less exposure to training on the job.

While most agricultural degrees in Europe tend to have an under-representation of women, this is not so pronounced in Scotland. Most of these women go into employment in the agriculture sector because of the barrier of access to land. If these women do make it into farming, they are highly innovative because of their prior agriculture sector work experience. There is a policy opportunity to work closely with this group to maximise their innovation. All women, even those who have an agricultural degree, find Continuing Professional Development (CPD) options in farming to be daunting. The predominantly male nature of this training provision is a barrier. This is different for some crofting courses. Women new entrants who have accessed CPD through their employment report that they found it very useful information to apply to their farm. This suggests it is important for women to access this training and there is an opportunity for policy to think creatively about how to ensure women have access to CPD and ensure their needs are met. When women first marry into a farm, they have particular needs for training, and there is an opportunity to consider how to make training available to this

group. Both women and men note the importance of practical training for women. Women are not, in general, prepared to be the heir, and as a result receive less exposure to on-the-job training.

8 Farm Safety

Key findings

Some women sometimes take risks to prove they are as able to farm as men.

Women expressed the need to have the right equipment to farm safely was discussed (e.g. suitable size protective clothing, equipment that requires less physical strength to operate safely).

There is a need for further research to look at planning a farmyard for women. This is also relevant to ageing farmers.

Women, especially new entrants, often become the primary farmer when children are small. This raises various issues of farm safety.

The research brief did not ask for this study to consider farm safety. However, it came up early and repeatedly in the qualitative research, a number of questions about safety were asked. There is rich data on farm safety that is too detailed to analyse here. The findings presented here are limited to those relating to this study.

8.1 Qualitative Findings on Farm Safety

Both men and women expressed their perception that women are more safety conscious than men. However, this was not borne out in the examples given. Both men and women take risks on farms. Women sometimes recounted taking risks to 'prove' that they could farm as well as men:

I suppose in a way for me there's...especially with the background of my father him wanting a son and being...I love farming and it is what I want to do but there is that little kind of devil on my shoulder that says you need to prove them wrong. You're a girl and I'm just as...and I am very...when there's a guy on the farm and they're lifting heavy...they say do you want a hand with that? I'm like no I can do it!

*It's amazing what you can lift when they offer you help isn't it?
[Laughter]*

Yeah I'm the same whenever somebody offers me like do you want me to hitch that trailer up for you or whatever, or do you want me to do this for you, do you want me to do that? I'm like no I will do it! Yeah there is almost like a point -

No but with...within the industry and things like that yeah it's...yeah there's definitely something to prove isn't there? # Women in agricultural industry focus group

Um...I don't know to be honest I think...personally I think you know there probably is a bit of a stigma about...like you're a bloke so you do that, but if you're a girl I don't know would you, you know? # New entrant woman Orkney # 11

My big accident I nearly had last year was...and it was part of my own stubbornness and not asking for help, I was carting the grain in and out on the combine and we were putting the winter barley into the bins and my partner was on the combine and I was loading the pits which then...and I was having to check the bins to make sure they weren't over filling and when one bin fills you need to move the shoot that comes out of the top. You have to physically lift it up and this is overhanging a big empty sixty ton bin on your left hand side and you have to move it along and put the shoot to the next bit. Open the hole and this is quite heavy and its quite an awkward...you're hanging out over a big empty bin and its very awkward because it breaks in half as well if you don't hold it properly and I got it off and I was shifting backwards and it came in half and I...and it went into the bin and I - Luckily I didn't [go into the bin] but I gave myself a heck of a fright...but that was a learning curve. I would never do that again. # Women in agricultural industry focus group

Women are trying to disprove gender stereotypes, and this has implications for farm safety. It shows the need in future to plan farm yards for women farmers. As with male farmers, what makes farm safety so critical is that any 'near miss' could have been a fatality.

Women discussed the importance of having the right equipment and infrastructure. When this is in place, they are better equipped to conduct farm work safely;

Because I just think well...there's not someone else about that if something happened, it's not a very safe...environment sometimes. So as well as like technically I could do all that, but sometimes I actually just want another pair of hands. I think that's definitely more so when you're a female. Like he wouldn't bat an eyelid going out himself and just doing it. Yeah I think so, yeah I think women probably think about it, definitely there's a lot of that and I always go on to him because...if we just had the right set up we wouldn't...because there are times, situations that...I think well actually if this gating was all adjusted a little bit I could run that cow from there to there, lock it in the yoke, I don't

have to carry a six foot hurdle myself and pin it up, and move dung to get it in the right place. # New entrant woman Orkney # 11

And I'll often say right I'll do the PDA stuff and I've said to him do you know what I could do that quite happily but if you're there and you're going to wrestle with them crack on and do that! And I'll...I don't know just operate the pens. And we're having a bit of a conversation at the moment because we need to upgrade, or we're going to try and put in an application for gates and some handling equipment and I would love what's called a Combi Clamp System so the sheep run up into the Combi Clamp. You can clamp them with your weight and dose them. # Focus group new entrants

It seems that if the right equipment is in place, then women and men, especially older men, can carry out farm work more safely.

The need to give women's farm safety more attention is underscored by the findings in this research that new entrant women become the primary farmer when children are born. Women in this study seem to be combining child-care with full time farm work:

...I was out feeding beasts when she was about a week old! # Young new entrant woman # 1

...she loves the sheep, she loves the sheep,...we do turkeys at Christmas and she loves the turkeys. Her weekends are in the sheep pens being covered in mud from head to toe and she absolutely loves it! # Young new entrant woman #3

And you can't have a child on a tractor under two can you? You're not allowed to have a child on a tractor under two. I was thinking I could just strap the baby on. # Women in agricultural industry focus group

Above are examples of women strapping children to themselves when they do farm work, or letting them into sheep pens. Below, this woman's son is allowed on the tractor with his grandfather, and he could not understand why he could not be on the tractor when he was at the Royal Highland Show. Her son is four years old:

Yeah exactly! I get to drive tractors here! He couldn't understand why at the Highland Show he couldn't get on the tractor to drive it! Because its locked son! You can't get on! You can't get on it! Health and safety son! # Young new entrant women # 5

This woman vet is now the primary farmer, and is juggling three young children with full-time farm work, although the situation she describes relates to the time when she was a mother of two;

Yeah so I used to work full-time yeah until I went on maternity leave with my first girl, and...then I just went back and I actually just do one day a week...We bought in sheep as well ..and then...I was doing that when our second child was little as well. I was also doing that when our third was initially small. So I had a baby and a two year old in the winter, and it would...the baby would go back to sleep just after nine usually and so I would get up in the morning, it sounds terrible, get up in the morning, and they'd be sleeping and I'd literally have bags of feed filled up and then when the baby went back to sleep after breakfast she'd often have a wee nap which I was very lucky or...when the second was little that was the case as well, and then and I would go out and it would be pretty challenging in the winter you know? Yeah! Yeah! Playing in the barley bin and sitting in with me and I would do all the other jobs, forking silage, and bedding calves, and cleaning out things that needed cleaned out so I got very used to working with machinery because I just had to you know? # New entrant woman Orkney # 11

8.2 Concluding Remarks

Farm safety is a very important subject. Every year there are fatalities on farms (29 in Great Britain in 2015/2016, HSE, 2016), and there are constant programmes and interventions to reduce the number of farm accidents and fatalities. This research suggests that there is a need to consider information sharing with women, and increasingly so given the role of new entrant women in farming. Women sometimes take risks to show they are as capable as men. The extent to which this can be offset by having the right equipment needs further consideration. Further research is needed to consider how to plan farm yards for women. This is also relevant for ageing farmers. This research suggests that women combining childcare with farm work seems to be a growing trend. In other words, women retain primary responsibility for child care and farm work. When young tenant farmers have children, we found that women combine full-time farm work with full time child care.

There is an opportunity for education, and also for incentives to ensure farms have the right equipment to enable women to farm. A number of women spoke about the difference appropriate farm equipment makes. The idea of planning a farmyard needs further research and support. Women, especially new entrants, can become the primary farmer when children are small (e.g. as

they stay at home to undertake child care). This raises various farm safety issues.

9 Inheritance

Key findings

Cultural constraints are such that women are less likely to inherit land unless they do not have a brother: the normal expectation is that sons inherit land.

Unlike the rest of Europe, in Scotland it is possible to disinherit children.

Some men suggested that some women select themselves out of careers in farming, whereas women spoke explicitly about male favouritism being the main factor for this.

There were examples of women new entrants renting land while their brother inherited the family farm.

Issues were raised about the efficiency of handing on farms to sons regardless of their interest and enthusiasm for farming. There were examples of inheritance being a burden as well as a privilege.

Particular issues were raised about women on tenanted crofts. Only one tenant can be named and it is typically a man. In an instance of divorce, women can lose access to the family home on the croft.

9.1 Qualitative Analysis of Inheritance

A considerable amount of literature has considered how agriculture is shaped by inheritance patterns. In particular, inheritance patterns shape gender relations on farms. A persistent social pattern across most of western society is that, in the main, men inherit farms. This research considered whether the same patterns hold true for land transfer in Scotland. The research found similar patterns to elsewhere; both men and women are committed to the continuation of their farm through inheritance. In general men inherit farms from their fathers, or take over the tenancy on tenanted farms and crofts from their fathers.

Men spoke frankly about the normal expectation being that sons would continue the farm, and the importance of continuing the family name:

She's a tough cookie [his sister]. But she's not a farmer you know. ..and it's quite interesting, I didn't stay on that farm but despite the fact that I had a sister who was probably...would have made a better farmer than me, there was never any question of her having the opportunity

rather than me as far as I'm aware. In a lot of places you know whereas the eldest son gets given the same name as the father and there was...in fact there's pressure on the poor guy probably to carry on the family business. #1 Men Focus Group # 1

Well I'm the third! I would go as far as to say that that...I believe that would still be to a degree a reason why a girl might be less encouraged even though she was a more appropriate person. #1 Men Focus Group # 3

In the quotes above, men recognised the cultural constraints that limit women's possibilities to be considered the heir. Later in the group interview, they moved away from a discussion of cultural constraints to suggest it was self-selection;

When do you start investing in her? It's easier with a son I think. #1 Men focus group # 3

Maybe the population of farmers self-selects for that and therefore they want to do those kind of outside and doing roles because it's the type of person they are and that's why they've stayed on the farm and maybe somebody else went away because it didn't suit them. #1 Men focus group # 2

So are you saying the reason that women are not in farming is because they...actually have self-selected themselves out? #1 Men focus group # 4

But it can't just be pre-selection or conditioning, because there must be some natural element in it that drives women to be livestock farmers because there are a couple of folk I can think of that are prominent women arable farmers. Now we're seeing a lot of women driving tractors. #1 Men focus group # 3

Attention to detail is the key for those particular kinds of businesses. That first 60 hours of a chick's life with broilers and rearing that's the most important bit and that's where ladies are very good. #1 Men focus group # 4

In the quotes above, men are saying women are drawn to certain types of farming because of feminine traits. They say that women self-select out of farming. They had earlier talked about the importance of keeping the male name on the farm. One of the men in this group expects his fifteen year old daughter to take over the farm, and talked about how much she loved it and how it was in her blood. He has three daughters and no sons. His daughter has clearly not selected out.

Women were more explicit about the gendered inequalities in land ownership:

It's a crazy system in this country it really is! The farming side.

Well because I feel that why should the eldest son become...get the farm?

So many friends are having children at the moment and they're having...it's still for the men it's about having a son.

It's unbelievable in this day and age.

A son and heir, yeah. # Women in agricultural industry focus group

Women spoke of their particular frustration when they were farming in their own right as successful tenant farmers:

It's a son and heir and they've got these two glorious daughters or one daughter, however many daughters and you just think 'why on earth are you putting such emphasis on having a son when someone like me, I would hope is acting as a good role model for the fact that women are just as capable as men if not more so?' It drives me crazy actually it really does! # Women in agricultural industry focus group

Women also spoke of their difficulties with being passed over as an heir when they had a brother:

We still have a major hurdle to get over within the family on the...it always being the son would be the preferred one to take over and would be the one that would get the most focus of attention. It still happens yeah. # Women in agricultural industry focus group

Well I was born into the family farm, I'm the eldest of five children, four girls and a boy, and um... it was the boy who takes the farm. Well we [her and her husband] have been looking for probably the last two to three years for any farms coming up in the area it's just it's been ridiculous money - just silly, silly money. My parents own two farms, but I've been told...like I will never get any part of either one # Young new entrant women # 5

Inheritance patterns are a barrier to women's entry into agriculture. They do not as easily have access to the key resource; land. In the final quote above, this young woman's parents are becoming guarantor for her and her husband to rent land to farm.

However it seems that women can inherit land when there is no brother to continue the male line;

Aye! And 'oot of the three daughters my middle one is the one that's really keen to farm um...but its livestock that she's interested in. So we'll see how that goes.

She will?

Oh 100%. [Daughter is fifteen years old] #1 Men Focus Group # 2

Interviewer: Do you think you would have inherited if you'd had a brother?

Um...no! [Laughter] No I don't think...no because...well its very interesting because my...my grandfather evidently wanted...he definitely believed in everything going through the male line and we did find these letters recently that sort of indicated that actually that's the way he wanted to keep it. My father had a younger brother, so there was a big question when my father died, this is what people were saying,...should it have gone to the next male relative? # Woman owner landed estate # 14

In both cases above, a girl and a woman are the heirs because there are no male relatives. There were also examples of women considering their sons to be the natural heirs, as demonstrated in the quotes below:

I sometimes think it's a generation thing, they like to think that you're not doing it or...having a successful business sometimes like vets get that reputation as well when a female vet comes in about. Folk go oh dear! Which is terrible! I'd like to think that they would, I'd be appalled if someone said they weren't getting it because they were female. But there would be folk that do that.

Well one of them at the moment is born to farm, he just loves the farm work and loves going in the tractor, he loves being with his dad, anything involved. He's keen at the moment but he's only seven so...we'll encourage him. It's in the blood. # Woman married to farmer Orkney # 15 with two children, seven year old son and nine year old daughter

An interesting angle to the discussion about inheritance was about efficiency. Many people felt that 'handing' a farm to an heir led to inefficiencies. Some also thought that being identified as the heir brought unwanted obligations and limited freedom to make other choices. Previous research has also found this to be the case:

A chap working with me today... is the youngest son...he's a wee bit dyslexic but a very bright guy. His brothers all had the opportunity to go into the oil industry, make serious cash, but he has never had the chance to get off the farm because he was aye the one that was left catching up with Dad and Dad's 70 now and he's only starting to withdraw from the business and he is starting to build up a bit of a ground but he's having to tie up all the family things. He's never had the opportunity to make enough money to build a house even. #1 Men Focus Group # 4

I think we see that quite often in farm businesses where the son is doing it because he feels he has to. And because he's the automatic choice - Can't let down the family, and it reflects on often the farming practices. They are probably more likely to do what Dad has always done, not change anything, not be forward thinking, generalising massively here by the way but it does happen. # Women in agricultural industry focus group

By contrast new entrants felt they were highly motivated and better farmers for having made a conscious choice to enter this profession. They were aware that not having access to land was a major barrier for them. However they believed their willingness to overcome this obstacle demonstrated their commitment to being successful in the industry:

I also think you can do it because you think...its where your strengths lie. You're good at it and you can handle stock, and you can tell what's good stock and not good...that would be the biggest difference for new entrants is that we've chosen to do it. We're not doing it because the farm got handed down to us, we've made a conscious choice that that is the way we want...our lives to be. # Focus group new entrants

Well that's very true because I actually know a boy in his 40s whose father retired and he's got the farm and honestly...he's useless! It just fills me with horror! And I think to myself do you know you should have said look I don't want to do this! # Focus group new entrants

These quotes indicate that sometimes the heir sees the farm as a noose, and limits their options. Having the farm passed on can also lead to less innovative practice. In this research the dynamism of new entrants was very evident.

With crofts, the same pattern emerges. In tenanted crofts, it is the tenancy that is passed on, and in general, it is boys who inherit the tenancy from their fathers;

I think a crofting family, the father would be the crofter, the tenant in name, and he would be much more likely to leave it to his son than the daughter. # Women on crofts focus group

Of course that's the problem with crofting is that under the Crofting Act you can only have a single human being, being a tenant. I think that's a really important point because ...for women if most crofts...the majority of crofts are still tenanted and so if most crofts are tenanted and most of the tenants are men then in the case of something like divorce the wife has no rights whatsoever to anything because the whole croft including the house on which it is built is...still part of the croft. I don't know what would happen in the case of divorce or how difficult it would be so you can't force the husband to sell the house because it's part of the tenanted croft. Because we don't have any title deeds to our houses for instance. # Older woman crofter # 8

The same pattern emerges on crofts, although here there is an added dimension when the house is part of the croft. This may have particular implications for women in the case of divorce.

9.2 Quantitative Analysis of Inheritance

The importance of inheritance emerged primarily in the qualitative component of the research. However, there were a few patterns relating to inheritance identified in the statistics. For example, some 58% of main survey respondents and 57% of students and alumni agreed with the statement: 'inheritance patterns are a barrier to career choice'.

In light of the qualitative findings, a cohort analysis was conducted, comparing women who had inherited their farms (25% of main survey) against other land acquisition types (e.g. inheritance of land through a spouse, spousal direct acquisition of land through purchase or tenancy). Women whose family inherited land tend to be younger (half were 35 and under), suggesting that change may be occurring in inheritance patterns. Inheritance by women was also more common in crofting (34% in comparison to 24% for the main survey). Crofting respondents were also more likely to have taken on the ownership or tenancy as an individual (16% in comparison to 5%). However, women who inherited farms did not find it any easier to influence farm decisions (i.e. only about half of both women on farms inherited from her family, and women on farms inherited through a spouse, said it was 'easy' to get their ideas into farm business development). In both cases, this may

reflect the existence of a preceding generation, other siblings or spouses who were making most decisions.

Another notable difference between the two cohorts was in identity as a farmer, with 40% of women living and working on farms inherited by her family identifying themselves as ‘farmers’ (in comparison to 30% of women on farms inherited by their spouse). Only 22% of women on farms inherited by her family saw themselves as a ‘farmer’s wife’, in comparison 70% of women on farms inherited through her husband’s family.

Women who inherited farms identified significantly different future ambitions than women who were living or working on farms inherited by their spouse (see Table 9.2). In particular, women born on farms expressed more interest in developing a farm diversification activity (28% in comparison to 21%), and to increasing their involvement in an agricultural organisation (11% versus 3%).

Table 9.2 Ambitions of women on inherited farms

Question “How would you like to be involved in your farm in the next five years?”	Women living or working on land inherited through her family. (%)	Women living or working on land inherited through her spouse’s family (%)
Become involved/increase involvement with an agricultural organisation	11.4	3.0
Gain off-farm employment	3.6	0.7
Join/remain on the board of an agricultural organisation	3.6	6.0
Maintain current on-farm role	50.3	66.4
Start/expand a diversification activity on-farm	28.1	21.6
Other	3.0	2.2

9.3 Concluding Remarks

Access to land is the single biggest barrier women face in farming. Cultural practices which regulate land transfer represent a significant obstacle for women. The way in which farming assets are transferred in Scotland is particularly disadvantageous to women. The norm appears to be that women do not inherit land unless there is no brother. The only route open to women who have brothers who want to enter farming is by becoming a tenant. Ironically, women who are tenant farmers are very dynamic and forward thinking. Women who wished to enter farming then had to face the much higher costs of renting/buying land, when their brother is the heir. There was also some discussion that being the heir may be a barrier for some men who do not want the burden and responsibility of the farm. Questions were raised about how efficiently reluctant heirs undertake farming practice, compared to enthusiastic and innovative new entrants. There is an opportunity to consider how land is transferred to ensure the optimum efficiency of agricultural land use. There is also an opportunity to advance gender equality regarding access to land. Crofts raise particular issues. Only one tenant can be named on a tenanted croft, and it tends to be the man. If a divorce occurs, this can mean that women lose access to the family home. There is an opportunity to develop policy to address this issue.

10 Women's experiences in the farming sector in Scotland relative to the experiences of women in family businesses in other sectors

Key findings

Like women in farming and the agriculture sector, women had varied career paths into their businesses.

Women's daily lives were very varied and they also juggled home life with their businesses.

In general there were no issues for women in other business associations. Many held senior positions in their various business organisations. This is completely different to farm organisations.

One woman spoke about the gender imbalance in waste management organisations. She noted that the number of women was increasing and the organisations are careful to have women on committees as they are under pressure to address gender inequality. There was less evidence of this in agricultural organisations.

There were no issues accessing business related training. This is very different to the situation for farm women.

Women combine childcare with their work. This sometimes involves bringing their children to their work environment. Unlike farming, there are likely to be less potential safety issues arise as a result of this practice.

Inheritance was not a barrier to women's entry into businesses. This is different to farming.

Like women in agriculture, women in family businesses had varied paths into their business. Some women started their own business on their own and some with their husbands, some married into the business and some inherited it from their fathers. In order to consider their experiences alongside those of farm women, the general structure of the report will be followed in this section.

10.1 Literature on Women in Family Businesses

While there is a considerable amount of research on women in farm family businesses, and on women in family businesses that are not agricultural, there is very little comparative research between the two. Women in family businesses face many of the same challenges as women in agriculture; succession practices follow primogeniture and the business is typically passed from father to son. Women at the head of a family business are not seen as the norm (Barrett, 2010). Women are usually seen as primarily responsible for the family part of the business and their work is often under-reported and undervalued (Sharma, 2004). Like women in agriculture, their slightly detached role means that they can often make very astute observations about the business and provide enormous emotional capital in times of difficulty (Sharma, 2004: 14). The literature demonstrates that often women's training needs are overlooked (Cadieux et al., 2010). However, this literature was not borne out by our study. It is possible that the small number of women interviewed is not representative. More likely is that most of the sample were new entrants to the business, so had developed the business themselves. Those who did inherit, did so as an only daughter, or inherited alongside brothers. An interesting question to consider will be the separation of the home from the business. The farm home is typically on site, and this raises more complex issues about separation of business and household, and also issues relating to work place safety.

10.2 Daily Lives

As with women in farming, women in businesses also had varied daily lives depending on their stage of career, type of business and family responsibilities. However, whereas women in farming often combine work on the farm with other forms of employment, women in business tend to work exclusively in that role.

In general, women in business are busy juggling careers and childcare.

The woman below outlines how balancing childcare and work is the most difficult part of being in business:

I think the main thing for me as a woman is the balance of home life, I find that I'm actually...I don't have a partner so I am...chief in the household, and I find that when I'm out working I feel guilty for being at work. When I'm at home I think it doesn't ever stop because you're still taking phone calls or fielding emails and I think that that balance which I think for a man it naturally goes to a woman. And it's not that I want to share that because in order for me to feel like a good mother I want to

have that... I think that men would just say oh I'm going to open up a business and wouldn't give a second thought to how you're going to manage your childcare, how are you going to manage your time? Whereas a woman has to...when I'm planning my diary for the week I'm planning who's going to take my daughter to school, who's going to pick her up, and the childcare around that. If I didn't have my parents living locally I would not be in any way, shape or form able to...commit myself the way I do. # Women in family business focus group #1

Similar to women on farms, their labour is a significant contribution to the survival of the family business. This woman works in the family hotel:

I get up, I do breakfasts, I do lunches, I don't do the bar, I do it occasionally if there's no bar staff on, and I will prep. I have chefs and I do the lunches, I do the three days he's off. He would have...he would have ten staff, I said I would work...I do the breakfasts, I actually cook it, I serve it, I book people out, and I do have a cleaner, she does the rooms yeah. I do lunches, I do a coffee morning from ten o'clock to twelve o'clock, I do coffees, bacon rolls, sausage rolls, scones, and whatever. That finishes at twelve and then I start lunches. I do lunches six days a week. I actually told him [her son who will inherit the business] he'd need three or four people to cover me. He would need three or four to cover me. # Woman in family business # 4 woman who started business with her husband

New entrants to agriculture and business seem to have more equal childcare arrangements than established couples:

It depends whether we're in school time or holidays. In the holidays my husband and I take it in turns so he'll do 2 days at the shop, I'll do 2 days at the shop, and then weekends we'll take it in turns. ...occasionally we have childcare but not very often...Over the years the kids have spent a lot of time here. # Woman in family business # 1 woman new entrant business.

What is interesting is that while women on farms juggle their off-farm work around the needs of the farm, women in business appear to manager their business around childcare needs:

So I normally get up about half past 6 in the morning and I get the children up. They like to be up early and I get them fixed with breakfast and make their packed lunches, and help them get dressed if they need help, and do their hair and all that kind of jazz. And then I might take work home if I need to ...and on Tuesday I try and leave a little bit

earlier because one of my daughter's has got a gymnastics club that I like to take her to. And on a Friday I normally always leave at 2 o'clock because one of my other children has swimming. So... then to make up for the lost time in the office again I'll take stuff home. Do you know what I'm going to do it on my own. I'm going to have a blimmin'...you know...make my own rules. ...because it was hard working and having babies and one of the things about this place was that I wanted to be able to leave early when I needed to and not justify being off to my bosses. I would always make it up, my clients wouldn't suffer and my fee income wouldn't suffer. I didn't really want to be accountable ...so that was one of the things. # Woman in family business # 5

I meet them, they get off the bus, and I meet them at the gym because I've just returned more to full-time. I took seven years out when my children were growing up so I've been back in the business now full-time now for probably two years but I'm saying its full-time it's still quite flexible. If I need time off during schools holidays, things like that, but it works itself out. We don't have hang ups about who works the hardest or who works...you know... [Laughter] # Woman in family business # 6

Women in business also have to juggle childcare and home duties with their business careers. They are just as busy as women in agriculture and also battle to balance their home and work life. Interestingly, while women arrange their work life to meet the needs of their farm and take holidays at particularly busy periods, women in business value the flexibility of their employment, and juggle the needs of the business around childcare.

10.3 Career Paths

Women in family businesses had various routes of entry into their business. Quite a few women had started their business on their own, and this was different to the women in agriculture sample, where only one woman had taken on a croft on her own. In general, women also tended to have trained for the business they subsequently were part of; law firm, book shop, food business, children's nurseries, family hotels. Where women married into the business, they had not trained for the business and learned on the job or subsequently trained themselves.

I went to study English and Art History in a combined Honours course. ..I was aiming to get into the book slash art world and in the very first job I ended up working as an assistant for a literary agent for a couple

of years. And from there I went into publishing. # Woman in family business # 1 woman new entrant business.

I went to church and somebody in the church said oh do you do catering? I said yes and then the rest is...I mean I just started. It was little bits and little bits and it was...a lot of farmers actually involved, there was a lot of farmers around and I'll never forget there was this lovely lady, who used to get me to do food for her and she said you know it's so nice to see a mother working from home but still looking after her children. # Woman in family business #2 woman whose two sons have taken over the business

I went to university and did accountancy, and I began work with a firm of chartered accounts [company name] in Inverness, and then in Aberdeen. And then I met my husband but he also worked for the same company and the company didn't want people working for them that had relationships.

Is he an accountant too?

Yes! So...we and another close colleague of ours there, and we left with our clients and set up by ourselves. # Women in family business focus group #2

Yes so meantime...when we were in London together he was a professional photographer freelance, we knew in Scotland that was a bit tough to keep going so he retrained as a chef and it was the year before we opened here and so while I didn't want to kind of force his hand in a sense to limit him to this it seemed like a sensible thing because I was never going to want to do that because that's not the way my brain works at all ...I love good food but I'm not a cook and I just literally could not do that. Which is ideal because he couldn't do the books and I couldn't do the food and that's the way it has to work...So we did it completely jointly and yeah so a complete career change for both of us with the small children element so it was interesting! # Woman in family business # 1 woman new entrant business. Her business is with her husband

The women who had started their own businesses tended to have the primary occupation, and their husbands were supportive of their business ventures. In the interview below, the husband and wife were interviewed together. This woman's husband is an accountant and he did the accounts for her business. He also provided assistance as needed:

I started...because a lot of farms had diversified and the wives had made all these beautiful cottages and were letting them out. And the guests needed food, so I started making food and my husband was going all over the Borders delivering food...but it just go....too unmanageable as it were, trying to do that, and also do functions...I was out doing a wedding and poor Rob had to go and deliver food somewhere. # Woman in family business #2 woman whose two sons have taken over the business

There were also examples of women who started businesses with their husbands:

[I] did teaching for a few years and then got married, and then my husband was in business already but the shop that we've got now came up for sale and we were very young, and when you're young you really don't know all the pitfalls. Oh yeah we would have a go and we'd manage that! A furniture shop so we were just going to do the same thing. But when we got the keys and went in it was totally empty. We thought we'll never fill it anyway...off we went, sleeves up and we did. And we've been there now...this is thirty-four years. # Women in family business focus group #2

Some women had inherited the family business. In all but one case the business was inherited from the father. In the case that was the exception, the woman's daughter-in-law will take over her fashion boutique.

I have two businesses, as you know a print shop which has been my family's print shop and my dad...six years ago wanted to retire from the shop and so I agreed to start running the business. ...my own business that I started was a children's nursery which I've had since 2010. # Women in family business focus group #1

Similar to women in agriculture, women in businesses have varied paths into the business. Some inherit the business(es), some start their own business(es), some 'marry-in'. Like agricultural new entrants, new entrants to business are very innovative and imaginative. For those who start their own business, there are not the same obstacles that new entrants to agriculture face. Primarily this is linked to needing access to land to farm. Women in other businesses do not face this barrier. Women who 'marry in' to the business are just as active in the business as women who marry into farms.

10.4 Business Organisations and Training

It is in terms of business organisation representation that the biggest difference emerges between women in family farming businesses and those in family businesses out with the farming sector. There are also differences in terms of training. Women in family business are much better represented in business organisations than women in farming. Not only is it the case that women are better represented, they also hold positions of authority, and in some cases started organisations;

The [organisation name]...they're fantastic actually they're really good. I've been on the council for oh about five or six years and I'm current president for two years. So I'm really involved at the moment. I am involved with...I've got a non-exec position with a trading body. So I sit on their board but that's a couple of board meetings a year and I'm involved in various other things like prize judging and that kind of thing within the book trade...all of which does take up time...but no and I've toyed with when we first opened the Federation of Small Businesses was quite proactive and because a lot of the benefits they were offering were already achievable for me through [company name removed]...it didn't seem necessary, I have to say I think possibly when I step down from being president I might revisit the Federation of Small Businesses just to engage with it, so I think I'm probably missing a trick there a little bit, just in terms of networking. # Woman in family business # 1 Woman new entrant business. Her business is with her husband

Involved with The Federation of Small Businesses and I was involved in setting up [name of Food Network] # Woman in family business #2 Woman whose two sons have taken over the business

With the nursery I am a member of [name of Private Nurseries Association], where nursery owners meet to discuss issues, mainly moaning, and I don't particularly enjoy going to these meetings. # Women in family business focus group #1

In general, women did not feel excluded from belonging to business organisations. This is entirely different to the situation of women in agriculture. Most women were in businesses that were gender neutral, such as running a bookshop, and some were in stereotypical female industries, such as in catering or childcare. One woman inherited a waste management business with her sister and brother from her father. She was the only interviewee from this cohort who mentioned gender and business organisations:

Okay and are...what's the gender split of those ...boards and associations would you say?

You'd still be looking at eighty per cent male. Eight plus. You know there's...although there's more and more women coming into waste management now. When I first started I was one of the very, very few, one of the very few. I would go to the Environmental Services meeting, there would be no other women there - never! And...after I had my career break with the kids I've been going back to these and you'll tend to find say there are twenty people there, you would say at least six to eight people of them are females. So there's a lot more coming into...and they've come in, they've been away to university, and they've done their degrees and whatever.

Do you think there are any particular barriers that women face in this occupation, or perceptions of women?

Not so much nowadays, you can't really have that nowadays can you? And in terms of the...Road Haulage Association and all those various organisations I mean they will have committee structures, and well they will make sure that they've got (women) - if you look at the board they will, there will be...it might not be as much as an eight – twenty per cent split there but...yes they...well they've got to keep themselves right don't they? # Woman in family business # 6

It is interesting that this woman sees the organisation trying to change practice in order to be seen to address gender inequality. This was not the case in farming organisations. No issues arose around accessing and availing of training, not even for the woman above who worked in waste management:

Training is one thing that we like to keep on top of ...so if there are courses that I think are quite beneficial at the minute its more into like digital and social media things that we're doing courses on. # Woman in family business # 6

Well when I'm...I mean I'm a member of the Law Society of Scotland. They oversee us and they...audit us and all the rest of it. I don't always go to all of them it just depends on what's happening. # Woman in family business # 5

Regardless of whether women had married into the business, inherited the business, or started it herself, there were no issues mentioned during the study availing of Continuing Professional Development (CPD). This is different to the experiences of women in farming.

The most significant differences between women in farming businesses and women in other family businesses arise in relation to representation in business organisations and accessing CPD. While women in farming are very under-represented, this was not the case here, and many positions of authority are occupied by women. In the one male-dominated sector reported, the woman interviewed noted that it was changing and had to because of the current equality environment. All women availed of CPD and no barriers were raised to their participation. Women in farming however felt that CPD is aimed at men and find it a daunting environment.

10.5 Role Models

An issue that women in family businesses discussed, was the importance of mentors and role models. These were quoted as an influential source of support for them, especially in the early days of setting up their businesses.

So people tend to be very willing to share experiences and give guidance so I had two fantastic mentors. One of whom was an old friend from publishing and one of whom she introduced me to the other guy and they're both...were just incredibly generous with their time. # Woman in family business # 1 woman new entrant business. Her business with husband

I mean the lady who taught...who was there was a great influence in my catering career. I learnt a lot from her and I was able to use it and she was a mentor right...Auntie was there! And I met another girl there as well and we are lifelong friends now and she gave up catering but she's still...she knows all about it still and she helps me just by talking to her you know? She helps me so it's nice, but yes Auntie was a great influence in my life yeah. # Woman in family business #2 woman whose two sons have taken over the business

Mentoring was a great source of support for these women and also gave them access to considerable expertise. Women also gave examples of how they are mentoring younger women in their own businesses:

But it's all about choice I think...I mean my business partner is going to be thirty in May and she said to me that she wants to have children and I'm determined that I'll support her because I'm not going to be one of these people who makes snidey comments, or makes it difficult for her, or keeps her short of money, or any of that jazz. # Woman in family business # 5

Now can I ask is thirty very young to be a partner?

Quite young yeah but why not. Sue was here as a trainee, so she worked up from trainee, to associate, to partner. Okay. Yeah and that's how change will happen, if you mentor somebody like her and support her.

We've now got another girl who is due to start her traineeship in May I think...and I'm hoping to do the same with her as what happened before, because my partner was my trainee. And I gave her lots and lots of work, lots and lots of experience and then we offered her a full-time job as an assistant. Again she worked really hard, we offered her a full-time job as an associate, and then I offered her a partnership. # Woman in family business # 5

Women in farming businesses did not speak about having access to mentors in the same way women in other family businesses did. Some women on farms said they would like to have someone to teach them, preferably not a family member, but no such provision is readily available. It seems there is an opportunity to consider developing this type of initiative for women in farming. It is also interesting to note that women in family businesses are also mentoring and being role models for more junior women. Again there is scope for exceptional women in agriculture to take on mentoring and role model positions.

10.6 Safety and the Workplace

The women in family businesses outside of farming did not have dangerous workplaces. What is of interest is that these women also brought their children to work in unexpected circumstances or as a means of juggling childcare:

They have (been in the workplace), more than they would have liked! [Laughter] ...and you know always more than we intended and it sounds idyllic you know, growing up in a bookshop but trust me they don't believe that! ...it's not ideal. # Woman in family business # 1 woman new entrant business. Her business with husband

There was one hilarious moment um...we went...we had a pancake supper at our church and the local radio station had just opened. They asked if they could interview me about making pancakes and I said yeah, so they said you do have to bring the mix and everything, you have to do it in the studio and at 6 o'clock...my husband was away on business, at 6 o'clock in the morning I had to take these 2 little boys with me and they were so good, and then all of a sudden this little voice said "They're delicious mummy!" [Laughter] And this came across the radio

[laughter] oh it was lovely! # Woman in family business #2 woman whose two sons have taken over the business

But last week, was it last week there was a snow day and the school was shut unexpectedly... So I had a meeting that morning with 14 members of staff who were all going to be sitting there waiting so I'm like I'm sorry you've got to come to work with me and sit in the corner with an iPad! That's just life! And you've got to understand how your holidays get paid for. # Women in family business focus group #2

Women juggle work commitments and childcare. Children in family businesses work in the business and they often have to be at the business while their mothers work. In some respects, women in farming are not doing anything different to women in other family businesses. The difference is that the implications of having children in the farm workplace is much more serious because it can be a more dangerous environment.

10.7 Inheritance

Inheritance has a different meaning in family businesses not in farms, because while it is financially useful to inherit the business, inheritance does not preclude entering the business to the same extent it does with farming. There were no instances where women said that they were not working in a family business because their brother inherited. In three instances women had inherited businesses with other siblings, including brothers, and in one instance a woman inherited the business from her father. Where women had passed on businesses, in one instance it was to two sons and in the other, it was to a daughter-in-law. In general there was less commitment to the idea of inheritance, and greater acceptance that women may not want to continue the business:

And in terms of going forward would you hope that one of them would continue it?

Do you know not necessarily no. I would hate to limit them to it, absolutely hate to. I mean fundamentally it is not a sensible way to try and earn a living, it really isn't. It's not a proper income as far as I'm concerned. We can make it work because we don't childcare because we can be flexible although it means we're working at home when pretending to look after children, and we're working at night a lot. It's not something I would in any way dictate, neither of us would, and I would...certainly I would never allow them to come here as their I've left university what am I going to do? No way! They would be going to have

a proper job and get experience and work out what they really want to do. # Woman in family business # 1 woman new entrant business; her business with husband

But they have. I mean they have both taken to it and they both went their separate ways, my eldest is a graduate of fine art, and... he just said if I haven't got a proper career by the time I'm thirty I'm coming into your business which he did. And he turned it around completely more or less, not completely, and then my other son went off to New Zealand for five years and worked in hospitality. So he came back really well trained so it was good to have the two facets of the business. # Woman in family business #2 woman whose two sons have taken over the business

And would you in terms of going forward, would you hope that one of them will continue?

It will be totally up to them. It really will. If they decided that they wanted to yeah we would support them and encourage them, but um...they'd have to want to do it. You know we definitely wouldn't push them into doing it. # Woman in family business #3 woman who married into the business

The women in family businesses do not aspire to their children coming into their business as a matter of course. Instead they prefer the idea that their children will go and work elsewhere in the first instance, but even then there is no expectation that their children must continue the business.

Interestingly, similar to the situation in agriculture, there were two instances where inheritance was presented as an obligation as well as a privilege:

Okay so I have 2 businesses, as you know a print shop which has been my family's print shop and my dad...six years ago wanted to retire from the shop and so I agreed to start running the business. Um...my own business that I started was a children's nursery which I've had since 2010.

And is it very important to your dad that you continue it?

Yeah there's an element, my dad is probably not a sentimental person but yes he would like to see it continued I'm sure.

Would you have 2 businesses if you hadn't kind of...if one hadn't been passed through intergenerationally?

Uh...I would have been more likely to open another nursery, uh huh. I've gone through phases of being happy and just fed up with [her father's business] # Women in family business focus group #1

Yes! Yeah! It's a bit of a noose sometimes because...I kind of landed into it, it wasn't like...yours was a choice that you made to go down the accountancy route and that feels very...that feels really ..what's the word I'm looking for? I feel like unappreciative that's what I mean unappreciative that I've been given this opportunity but sometimes I feel it's a little bit tying And I feel like I can't go anywhere, I can't leave it...not that I particularly want to and I'm such a home bird that I never probably would but you've always got in the back of your head, 'oh maybe I could be here or I could be there', I could just Yeah! You feel an obligation. # Women in family business focus group #2 (this woman inherited with her brother)

It was not the case that women in business only inherit if they have no brothers. Women inherit family businesses on their own and sometimes with siblings. In general there was not the same steadfast commitment to the family business being continued intergenerationally. There were some instances of inheritance being seen as a constraint as well as a privilege. Overall, inheritance is not the same barrier it is for women in agriculture.

11 Recommendations

The following recommendations developed from the research conducted 2016/17. These follow the format in which the Scottish Government requested the report. This is a different format from the summary document which lists recommendations in order of priority.

Education and Training

- We recommend that how to make training available to women is given careful thought. Training and qualifications are necessary to qualify for a number of agricultural grants.
- In particular, financial training and management courses should be targeted at women. Training in grant application and accounting were the first and fourth (respectively) most commonly identified training requests. Marketing was also identified by 150 women. Both men and women spoke of women's ability to 'think outside the box'. Men spoke about how women can be more objective about the farm business, because they are not steeped in tradition and the same intergenerational responsibilities (previous research bears this out too, but it is not clear if this only relates to women who have 'married in' to farming). Men spoke about how women have a better financial grasp of what is going on, and when hard financial decisions have to be made, women understand what is happening and are more practical about finding a solution, while men can pursue strategies of denial.
- Practical, hands-on training programmes need to be developed and targeted at women. It cannot be assumed that women acquired this training on a farm whilst growing up. Both men and women described how practical experience is often passed to the boys rather than the girls. There is merit too in ensuring external practical training is provided to prevent the intergenerational transfer of bad practices.
- When designing training programmes, attention must be given to women's other commitments and child care responsibilities. Women spoke of the need for flexibility around the delivery of short courses in order to facilitate child care and other family responsibilities.

- We recommend that short courses are developed and targeted at women who have married into farming. Women spoke about how useful this type of provision would have been to them.
- Increasing the exposure of girls and young women to farming and associated opportunities early in life can enable them to develop positive associations.

Tackling Conscious and Unconscious Bias

- We recommend that the cultural practice of passing on large farms intact to one son needs to be challenged. It is the single biggest barrier to women's entry into agriculture, and perpetuates the understanding of farming as a male occupation. Opening up discourses about farm succession and offering access to formal advice could help to enable women to be treated equally on inheritance.
- The practice of only having one named tenant on a croft should be revisited. In an instance of divorce, women can lose access to the family home on the croft. Explicitly considering gender implications of proposed legislative changes (i.e. 'gender-proofing') would be useful.
- We recommend that farming organisations tackle the poor representation of women. Quotas of female representation are recommended and women mentors should be established to provide support to both male and female apprentices. This will help to tackle conscious and unconscious bias.
- We recommend that farming organisations promote women mentors. Women spoke of the need to promote women role models, we suggest it is important to do this through the mainstream business of farming, as well as through this awareness raising project of women in agriculture. Women mentors should provide mentoring to both men and women apprentices. Women should be actively recruited, and incentivised if necessary.
- We also recommend that incentives are provided to encourage women to take up farm apprenticeships, for example, providing support for childcare, actively recruiting female apprentices.

New Entrants

- We recommend that more land is made available for new entrants. These are a particularly dynamic group and this research, along with research from elsewhere (including the USA), shows that when men and women enter agriculture together (through buying/ renting together at the outset) more equal gender relations exist.
- The Starter Farms organised by the Forestry Commission seem to offer women a route into farming that might otherwise be unavailable. The Forestry Commission scheme is small, and we recommend that other routes are pursued to provide starter farms, such as by private landlords, and on Crown Estate Scotland land.
- Establishing a 'matching service' to connect farmers with available land and infrastructure to new entrants could also be beneficial. This service exists in England (www.freshstartlandenterprise.org.uk) and the Republic of Ireland (<http://landmobility.ie>).
- Options of renting breeding stock and machinery should be developed to make this a more feasible route for young people (and thus young women), to enter agriculture.

Farming Organisations

- Women are significantly underrepresented in farming organisations (i.e. NFU Scotland, RHASS, and the National Sheep Association). In many cases there are whole committees that do not have a single female member. Action is urgently required to increase women's participation in farming organisations.
- We recommend a quota system is introduced to ensure women's representation in farming organisations. This is necessary to counter both conscious and unconscious bias in farming organisations. We recommend all committees have a minimum of 30% women. 30% is acknowledged as the critical mass needed to change the culture of a committee (Dahlerup, 1988).
- We recommend a programme of measures to increase women's participation in farming organisations. One suggestion that merits consideration is to have women-specific tables NFUS and other farming events and meetings (for a fixed amount of time) to give women the confidence to fully engage in meetings.

- We recommend that attention is given to the Canadian Farm Women's Network's Talent Bank model. The CFWN created a 'talent bank' of suitably qualified women to sit in farming positions, and when positions became available/ were up for election, they worked with farming organisations to promote these women for positions on boards/ as directors.
- We recommend considering mechanisms to ensure progression from the SAYFC to the NFUS Council. We recommend that a number of progression positions are created specifically for people progressing from the SAYFC.
- Some women spoke of their desire for some kind of farm women's network as a source of support. We recommend that if women-only networks and activities are supported, they should happen through the mainstream farming organisations, and not be separate fringe events.

Farm Diversification Activities

- We recommend that women's diversification activities are supported through grants and training. Women's ability to 'think outside the box' was also evident in the range of farm diversification or new farm activities they brought to the farm business (e.g. specialty sheep breeding, yogurt making, and agricultural environmental schemes). These supports will be particularly beneficial in crofting regions.
- We recommend that the diversity of women's diversification activities are acknowledged and supported accordingly, for example, through grants and training courses. Previous research has noted that women undertake farm diversification activities differently to men – they tend to be small-scale and fit around caring responsibilities, and policies need to note these differences. The women involved in this project in the Orkney Islands were aware that their markets become saturated, so a market drying up and moving on to another activity is not seen as a failure. They are not interested in being a commercial enterprise, but rather in supplementing the farm income. Policy needs to be sensitive to the different needs of farm diversification, and flexible enough to support multiple diversification activities over the life course of the farm.

Inheritance and Succession

- While inheritance is the transfer of the asset, succession is the transfer of the occupation. Each requires different recommendations and the following relate to succession.
- Farm succession planning is a highly sensitive issue. It was repeatedly raised as a difficult subject to broach. The older generation spoke of their children's reluctance to discuss succession with them. The younger generation spoke of concern about the uncertainty around succession, and not knowing if they would receive the farm that they are currently farming. Awareness raising, advice and support needs to be developed. Succession planning was not an issue for other family businesses.
- Awareness raising, support and advice about the importance of succession planning should be offered to farm families.

Farm Safety

- We recommend that awareness about farm safety needs to be increased for everyone on farms. In particular it should be targeted at women, especially young women. In this study it is the case that many young women take on full-time farming duties when they have small children.
- Financial incentives should be made available for farms to purchase equipment appropriate for women. This also related to ageing farmers. This equipment can be smaller (quad bikes), or mobile (gates on wheels). Further research is needed to consider how to plan a farmyard for women, ageing farmers, and possibly also farmers with disabilities.
- We recommend that incentives to use childcare facilities are targeted at farming couples.

Concluding Comments

This research is the first of its kind in Scotland. It is a very rich data set and there are far more findings than are possible to report in a document of this length. The research team are happy to work with any relevant parties to develop fact sheets on specific areas of interest. We will do this as part of the dissemination activities of the study.

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APPENDIX A

This appendix presents the first of two online questionnaire surveys used to collect data for quantitative analysis. The first questionnaire (Survey 1) sought responses from women who live and/or work on farms in Scotland (termed the 'main survey' throughout the report).

Please note that the following appendix is inaccessible to those using screen readers. Please contact the report authors directly to request a plain text version.

Survey 1



Women in Agriculture - Online Survey

This is an electronic questionnaire for women who live or work on farms in Scotland.

This questionnaire survey is part of a Scottish Government-funded research project focusing on women in agriculture. The research project seeks to build a picture of women who live and work on farms across Scotland, to provide recommendations to the Scottish Government for policy interventions that would support women in farming, and help to optimise the economic resource of the family farm. We kindly invite your help in completing the questionnaire survey.

This survey is open to any women living and/or working on a farm in Scotland. **All questionnaire responses will be kept anonymous: individual responses will remain strictly confidential.** If you would like to receive a copy of the final report, you are welcome to include your name and contact details at the end of the questionnaire, but this is not necessary. These details will be removed before data analysis and stored separately. The data will be analysed by the James Hutton Institute and Queen's University Belfast in current and ongoing research.

The questionnaire is in four parts and will cover questions on: (i) your individual and (ii) farm characteristics, (iii) your occupations and responsibilities, as well as (iv) skills and leadership. There are no 'right or wrong' answers, and it should take around 20 minutes to complete. Please complete each part in full and return the completed questionnaire by pressing 'submit' when requested. The survey will remain open until 1st October 2016.

If you have any questions or queries, please don't hesitate to contact the researchers (see details below). Feel free to share this survey link with other women that live or work on farms in Scotland, who would be interested. Thank you very much for your help; your input to this Scottish Government research is greatly appreciated.

Dr. Lee-Ann Sutherland, Social, Economic and Geographical Sciences, The James Hutton Institute, Craigiebuckler, Aberdeen, AB15 8QH.
Tel. 01224 395285. Email: lee-ann.sutherland@hutton.ac.uk

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Women in Agriculture - Online Survey

This is an electronic questionnaire for women who live or work on farms in Scotland.

0% 100%

Consent form

*
Please read the following and tick the box to indicate that you consent to take part in this study:

- I have read and understood the information provided about the study.
- I understand that my participation is voluntary and that I am under no obligation to complete this questionnaire.
- I understand that the information I provide will be treated with strict confidentiality and will be stored securely.

I hereby give my informed consent to take part in this study.

Resume later

Next
▶

Exit and clear survey



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Women in Agriculture - Online Survey

This is an electronic questionnaire for women who live or work on farms in Scotland.

0% 100%

Your confirmation

Confirmation of survey eligibility.

*** Do you identify as female?**
Choose one of the following answers

- Yes
- No

*** Please confirm that you live and/or work on a farm:**
Choose one of the following answers

- Yes, I live and work on a farm
- Yes, I live on a farm
- Yes, I am employed on a farm
- No, I am neither employed nor resident on a farm

[Resume later](#)

[Next](#)
▶

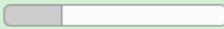
[Exit and clear survey](#)



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Women in Agriculture - Online Survey

This is an electronic questionnaire for women who live or work on farms in Scotland.

0%  100%

1. Individual characteristics

You are kindly requested to provide the following information:

*** Age:**

Choose one of the following answers

- 18 or under
- 19 - 25
- 26 - 35
- 36 - 44
- 45 - 54
- 55 - 64
- 65 or over
- I prefer not to say

 Please select your age category.

What is your highest level of educational achievement?

Choose one of the following answers

Please choose... 

 Please select from the drop-down menu.

What is your highest level of academic education in an agricultural subject(s)? (Including agricultural economics, veterinary training, and similar.)

Choose one of the following answers

Please choose... 

 Please select from the drop-down menu.

**Since you completed your formal education, have you pursued any of the following further agricultural education opportunities?
Check any that apply**

- Training courses
- Farm visits/ Open days
- Apprenticeships
- Consultations with agricultural advisors
- None
- Other:

? Please tick all that apply.

*** Local authority area of residence:
Choose one of the following answers**

Please choose... ▼

? Please select from drop-down menu.

**Which the following best describes your role on the farm?
Check any that apply**

- Full-time farmer
- Part-time farmer
- Farmer's wife
- Full time employee
- Part-time employee
- Partner in farming business (active)
- Partner in farming business (nominal)
- Resident land manager
- Other:

? Please tick all that apply.

**Which of the following do you see yourself as?
Check any that apply**

- A career woman
- A working woman
- A farmer
- A crofter
- A land manager
- A farmer's wife
- A homemaker
- A caregiver
- Other (please state):

 Please tick all that apply.

[Resume later](#) [Next](#) [Exit and clear survey](#)

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Women in Agriculture - Online Survey

This is an electronic questionnaire for women who live or work on farms in Scotland.

0%  100%

2. Farm Characteristics

*** Farm size (total owned and rented areas):**
Choose one of the following answers

- Less than 2 ha/5 acres
- 2 - 4.9 ha/5 - 12.5 acres
- 5 - 9.9 ha/12.5 - 24 acres
- 10 - 19.9 ha/25 - 49 acres
- 20 - 49.9 ha/50 - 124 acres
- 50 - 99.9 ha/125 - 249 acres
- 100 - 199.9 ha/250 - 499 acres
- 200 ha or above/500 acres or more
- I prefer not to say

 Please select appropriate size category.

Which of the following best describes the farm where you live and/or work?
Choose one of the following answers

Please choose... 

 Please select from drop-down menu.

What commodities are produced on the farm?

Check any that apply

- Arable crops
- Livestock (beef, sheep)
- Pigs
- Poultry
- Dairy
- There are horses on the holding (recreational or business)
- Other(s), e.g. horticulture (please specify):

 Please tick all that apply.

Does the farm have a designated successor?

Choose one of the following answers

 Please choose from drop-down menu.

What non-farming enterprises are operated on-farm?

Check any that apply

- Processing and retailing of farm produce
- Tourism & other recreation (holiday lets, fishing, nature trails, etc.)
- Forestry
- Agricultural services (e.g. contracting, consultancy, etc.)
- Renewable energy (not including energy crops)
- Equine services (e.g. livery)
- None
- Other:

 Please tick all that apply.

Is the farm certified organic?
Choose one of the following answers

- Yes
- Split unit (part organic, part conventional)
- No
- In conversion period
- No answer

? Please select the appropriate option.

How is your family (or employer's) farm held?
Choose one of the following answers

Please choose... ▼

? Please select from drop-down menu.

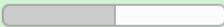
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Women in Agriculture - Online Survey

This is an electronic questionnaire for women who live or work on farms in Scotland.

0%  100%

3. Occupations and responsibilities

How would you describe your role in farm decision-making?
Choose one of the following answers

Please choose... ▼

 Please select from drop-down menu.

How many years have you been involved with the farm?
Choose one of the following answers

Please choose... ▼

 Please select from drop-down menu.

Were you raised on a farm?
Choose one of the following answers

Please choose... ▼

 Please select from drop-down menu.

If you are part of the farming family, how did your family acquire the main farm on which you live?
Choose one of the following answers

- The ownership/tenancy was inherited from my parents/other family members by our family
- The ownership/tenancy was inherited from my spouse/partner's family by our family
- I bought or took on the tenancy of the farm as an individual
- My spouse/partner bought the farm or took on the tenancy as an individual
- A family member bought/took on the tenancy of the farm as an individual
- I took on the farm as part of a co-operative group
- Not part of farming family
- Other:
- No answer

? Please select appropriate response.

Are you a legal partner in the farming business?
Choose one of the following answers

Please choose...

? Please select from drop-down menu.

Do you have any personal pension provisions?
Check any that apply

- Yes - private pension
- Yes - employee pension
- Yes - state pension
- Yes - access to spouse or partner's pension
- Yes - other
- Unsure
- No
- Yes - other (please specify):

? Please tick all that apply.

Please describe your day-to-day responsibilities on the farm and within the farming household.
(a) Livestock management:

Check any that apply

- Feeding livestock
- Lambing/calving
- General stock management
- Milking
- Rearing calves/lambs
- Animal health maintenance/treating livestock disease (e.g. worming, vaccination)

? Please tick all that apply or move to next question if no options are relevant.

Please describe your day-to-day responsibilities on the farm and within the farming household.
(b) Administration, marketing, and diversification

Check any that apply

- Book-keeping and/or farm business accounting
- Marketing
- Sales and/or negotiating contracts
- Management and recruitment of staff
- Compliance reporting (e.g. animal welfare/movement)
- Applying for IACS/RDP support/agri-environmental schemes
- Management of non-farming enterprises (e.g. agri-tourism, farm shop, diversified business, renewable energy, etc.)

? Please tick all that apply or move to the next question if no options are relevant.

Please describe your day-to-day responsibilities on the farm and within the farming household.
(c) Miscellaneous

Check any that apply

- Operating machinery (e.g. ploughing, harvesting)
- Livestock or crop transport
- Feeding of seasonally employed labour
- Running errands

? Please tick all that apply or move to the next question if no options are relevant.

Please describe your day-to-day responsibilities on the farm and within the farming household.
(d) Family care

Check any that apply

- Household management (e.g. cleaning, providing meals, etc.)
- Childcare
- Caregiving to elderly relatives

? Please tick all that apply or move to next question if no options are relevant.

Please describe your day-to-day responsibilities on the farm and within the farming household.
(e) Others:

? Please describe.

How would you describe your current employment status?

Check any that apply

- Employed full-time off-farm
- Employed part-time off-farm
- Employed full-time on-farm
- Employed part-time on farm
- Self-employed full-time off-farm
- Self-employed part-time off-farm
- Self-employed full-time on-farm
- Self-employed part-time on-farm
- Full-time caring for my children
- Part-time caring for my children
- Not currently in paid employment, or employment for financial gain
- Full-time student
- Part-time student
- Retired
- Other (please specify):

? Please tick all combinations that apply.

If you are currently in paid employment, is this within the agricultural sector?

Choose one of the following answers

? Please select from drop-down menu.

Are you currently undertaking volunteer work?

Check any that apply

- Yes - within the agricultural sector (e.g. organising agricultural shows, breed society, etc.)
- Yes - outwith the agricultural sector (e.g. local community group)
- No

? Please tick all that apply and provide details.

**Please state marital status:
Choose one of the following answers**

Please choose... ▾

? Please choose from drop-down menu.

**Prior to the work described above, have you previously been employed off-farm?
Choose one of the following answers**

- Yes
- No
- No answer

? Please state.

Would you like to be involved in farming and/or agriculture in 5 years' time?
Choose one of the following answers

- Yes
- No
- Don't know
- No answer

? Please select.

Are you or have you ever personally been a member of any of the following organisations?
Check any that apply

- Scottish Association Of Young Farmers Clubs
- National Farmers Union of Scotland
- Scottish Crofting Federation
- Scottish Land & Estates
- Scottish Tenant Farmers Association
- The Royal Highland and Agricultural Society of Scotland
- Scottish Agricultural Organisation Society
- Soil Association Scotland
- Scottish Women's Rural Institute
- LEADER Local Action Group
- Local farming discussion group
- Local monitor farm community
- None
- Other(s) (please state):

? Please tick all that apply.

Are you or have you ever been involved in the leadership of any of the following organisations?
Check any that apply

- Scottish Association Of Young Farmers Clubs
- National Farmers Union of Scotland
- Scottish Crofting Federation
- Scottish Land & Estates
- Scottish Tenant Farmers Association
- The Royal Highland and Agricultural Society of Scotland
- Scottish Agricultural Organisation Society
- Soil Association Scotland
- Scottish Women's Rural Institute
- LEADER Local Action Group
- Local farming discussion group
- Local monitor farm community
- None
- Other(s) (please state):



Please tick all that apply.

Below there are some comments gathered from a variety of sources. Please state whether you strongly agree, agree, disagree, strongly disagree, or are unsure in response to the following statements.
(a) Women in farming

	Strongly agree	Agree	Disagree	Strongly disagree	Unsure	Not applicable	No answer
It is important to me to be recognised as a farmer.	<input type="radio"/>	<input checked="" type="radio"/>					
I would like to have a bigger role in farm decision-making.	<input type="radio"/>	<input checked="" type="radio"/>					
Women are not seen as farmers by the general public.	<input type="radio"/>	<input checked="" type="radio"/>					
It is important to my spouse/partner's wellbeing that he/she be recognised as a successful farmer.	<input type="radio"/>	<input checked="" type="radio"/>					
I discuss farm decision-making with my spouse/partner/employer, but the decision is theirs.	<input type="radio"/>	<input checked="" type="radio"/>					
The role of women on farms is less important now than it was 20 years ago.	<input type="radio"/>	<input checked="" type="radio"/>					
The role of women on farms is very important at present.	<input type="radio"/>	<input checked="" type="radio"/>					
Flexibility in roles and responsibilities within the farm household is key to enabling me to farm.	<input type="radio"/>	<input checked="" type="radio"/>					

? Please select whether you strongly agree, agree, disagree, strongly disagree or are unsure in response to each statement.

Below there are some comments gathered from a variety of sources. Please state whether you strongly agree, agree, disagree, strongly disagree, or are unsure in response to the following statements.

(b) Farming careers and off-farm employment

	Strongly agree	Agree	Disagree	Strongly disagree	Unsure	Not applicable	No answer
Inheritance patterns are a barrier to women's choices about their farming careers.	<input type="radio"/>	<input checked="" type="radio"/>					
My farming career is progressing slower than I would like.	<input type="radio"/>	<input checked="" type="radio"/>					
I would like for one or more of my children to become farmers.	<input type="radio"/>	<input checked="" type="radio"/>					
Women choosing to work off-farm are primarily motivated by the need to make a financial contribution to the farm household.	<input type="radio"/>	<input checked="" type="radio"/>					
Working off-farm does not interfere with family responsibilities.	<input type="radio"/>	<input checked="" type="radio"/>					
Working off-farm is rewarding to women in terms of status and individual identity.	<input type="radio"/>	<input checked="" type="radio"/>					
If there was more money in farming, fewer women would work off-farm.	<input type="radio"/>	<input checked="" type="radio"/>					
Housework, childcare and office paperwork demands are a barrier to the advancement of women's farming careers.	<input type="radio"/>	<input checked="" type="radio"/>					

? Please select whether you strongly agree, agree, disagree, strongly disagree or are unsure in response to each statement.

Below there are some comments gathered from a variety of sources. Please state whether you strongly agree, agree, disagree, strongly disagree, or are unsure in response to the following statements.

(c) Farm diversification

	Strongly agree	Agree	Disagree	Strongly disagree	Unsure	Not applicable	No answer
Women could be more active in farming diversification if they had the opportunity to further develop relevant skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Women who develop farm diversification are better able to balance their work and family needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Women who are responsible for the farm's diversification, have more flexibility in the way they financially contribute to the farm household.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Developing on-farm diversified enterprises, such as agri-tourism gives women the opportunity to utilise their skills and pursue a range of career ambitions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

? Please select whether you strongly agree, agree, disagree, strongly disagree or are unsure in response to each statement.

Below there are some comments gathered from a variety of sources. Please state whether you strongly agree, agree, disagree, strongly disagree, or are unsure in response to the following statements.

(d) Education and skills

	Strongly agree	Agree	Disagree	Strongly disagree	Unsure	Not applicable	No answer
Current agricultural education opportunities are not well suited to the needs of parents.	<input type="radio"/>	<input checked="" type="radio"/>					
My skills are under-used on the farm.	<input type="radio"/>	<input checked="" type="radio"/>					
Current educational opportunities available address the topics of greatest interest to me.	<input type="radio"/>	<input checked="" type="radio"/>					
I would be uncomfortable at an agricultural training course because they are mostly attended by men.	<input type="radio"/>	<input checked="" type="radio"/>					
I can access all the knowledge I need to develop the farm.	<input type="radio"/>	<input checked="" type="radio"/>					

? Please select whether you strongly agree, agree, disagree, strongly disagree or are unsure to each statement.

Below there are some comments gathered from a variety of sources. Please state whether you strongly agree, agree, disagree, strongly disagree, or are unsure in response to the following statements.

(e) Farming organisations and leadership

	Strongly agree	Agree	Disagree	Strongly disagree	Unsure	Not applicable	No answer
Women are often under-represented in farming organisations due to family and off-farm employment obligations.	<input type="radio"/>	<input checked="" type="radio"/>					
Women are more likely to be elected to leadership of a farming organisation when the organisation is facing a difficult time.	<input type="radio"/>	<input checked="" type="radio"/>					
There should be more women involved in the leadership of farming organisations.	<input type="radio"/>	<input checked="" type="radio"/>					
The proportion of women involved in the leadership of farming organisations accurately reflects the contribution of women to farming in Scotland.	<input type="radio"/>	<input checked="" type="radio"/>					
There are sufficient opportunities available for those women who want to become more involved in the leadership of farming organisations.	<input type="radio"/>	<input checked="" type="radio"/>					
I would like to be more involved in the leadership of farming organisations.	<input type="radio"/>	<input checked="" type="radio"/>					

? Please select whether you strongly agree, agree, disagree, strongly disagree or are unsure in response to each statement.

**Please state how easy you think it is for you to get your ideas included in farm business development.
Choose one of the following answers**

Please choose... ▾

? Please select from drop down menu.

**Please state which of the following are barriers to women in advancing their role on the farm/ as a land manager.
Check any that apply**

- Lack of time available (e.g. due to paid employment, housework, etc.)
- Lack of opportunities (e.g. access to land or capital)
- Not welcome due to male dominated industry
- Women are not seen as farmers by the general public
- Perceived lack of necessary skills (e.g. operating machinery, animal husbandry, manual labour)
- Required to prioritise time for childcare and children's activities
- Lack of financial resources to allow more on-farm employment

? Please tick all that apply.

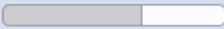
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Women in Agriculture - Online Survey

This is an electronic questionnaire for women who live or work on farms in Scotland.

0%  100%

4. Skills and leadership

**Which of the following skills are you currently contributing to farm business development (on and/or off-farm)?
Check any that apply**

- Livestock husbandry
- Crop production
- Mechanical expertise
- Large vehicle driving
- Animal health/treating livestock disease
- Accountancy and/or book-keeping
- Marketing
- Dairy production
- Sales and/or negotiating contracts
- Legal understanding and/or compliance management
- Grant application expertise
- Environmental management and/or conservation skills
- Project management
- Leadership
- Management of staff/seasonal employees
- Catering
- Business management and/or entrepreneurship
- Health and/or safety awareness
- Child development
- Homecraft/household management
- Others (please state):

In the future, I would like to receive training in:
Check any that apply

- Livestock husbandry
- Crop production
- Mechanical expertise
- Large vehicle driving
- Animal health/treating livestock disease
- Accountancy and/or book-keeping
- Marketing
- Dairy production
- Sales and/or negotiating contracts
- Legal understanding and/or compliance management
- Grant application expertise
- Environmental management and/or conservation skills
- Project management
- Leadership
- Management of staff/seasonal employees
- Catering
- Business management and/or entrepreneurship
- Health and/or safety awareness
- Child development
- Homecraft/household management
- Others (please state):

 Please tick all that apply.

**Have you completed the Scottish Enterprise Rural Leadership programme?
Choose one of the following answers**

Please choose... ▾

? Please select from drop-down menu.

**Please state how easy you think it is for women to gain leadership opportunities and experience in farming organisations:
Choose one of the following answers**

Please choose... ▾

? Please select from drop-down menu.

**Please state which is the primary barrier to women becoming involved in the leadership of agricultural organisations:
Choose one of the following answers**

- Lack of time available due to working off-farm
- Not welcome by existing male leaders
- Lack of confidence in own skills
- Required to prioritise time for childcare and children's activities
- Lack of financial resources to allow for time away from on-farm activities
- Would feel too self-conscious as a woman
- Other (please specify)
- No answer

? Please tick one option.

**Do you have any further comments or suggestions regarding how best to support women in farming to:
Check any that apply
Comment only when you choose an answer.**

- Adopt leadership roles in agriculture:
- Advance their career in agriculture:
- Advance their training and agricultural knowledge:
- Contribute to the farm household economy:

? Please describe.

Please add any further thoughts if you wish.

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0% 100%

Respondent contact details

Please add your full name:

? If you would like to receive a copy of the final report, please add your name. All responses will remain confidential and names removed prior to analysis.

Please add your email address:

? If you would like to receive a copy of the final report, please add your email address. All responses will remain confidential and contact details removed prior to analysis.

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APPENDIX B

The second questionnaire (Survey 2) sought responses from women who are current students or alumnae of agricultural courses at colleges and Universities, and who are now resident in Scotland.

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Survey 2



Women in Agriculture: Student and Alumni Survey

This is an electronic questionnaire for women currently studying or who have previously studied agriculture and related courses (including agricultural economics, rural business management, equine and horse care and veterinary practice) at college or university level in Scotland.

This questionnaire survey is the third stage of a Scottish Government-funded research project focusing on women in agriculture. The research project seeks to build a picture of women who work in agriculture across Scotland, and to provide recommendations to the Scottish Government for policy interventions. This questionnaire focuses particularly on the experiences and perspectives of agriculture students, past and present, who may or may not be living on farms, crofts or smallholdings. Earlier in 2016 we circulated a survey to women who live or work on farms, crofts and smallholdings. There is no need to complete this current questionnaire if you have already completed the first Women in Farming survey. We very much appreciate your help with the research.

This questionnaire is open to any women who are currently studying or have previously studied agriculture and related courses (including agricultural economics, rural business management, equine and horse care and veterinary practice) at college or university level in Scotland. We are interested to find out where women go following agricultural training/education, and what factors influence their career decisions and career trajectories. **All questionnaire responses will be kept anonymous: individual responses will remain strictly confidential.** If you would like to receive a copy of the final research report (due to be published in spring 2017), you are welcome to include your name and contact details at the end of the questionnaire, but this is not necessary. All identifying information will be removed before data analysis and stored separately. The data will be analysed by researchers at the James Hutton Institute and Queen's University Belfast in current and ongoing research.

The questionnaire is in four parts and will cover questions on: (i) you and (ii) your educational experience, (iii) your occupations and responsibilities, as well as (iv) skills and leadership. There are no 'right or wrong' answers, and it should take around 20 minutes to complete. Please complete each part in full, and return the completed questionnaire by pressing 'submit' when requested. The survey will remain open until 15 November 2016.

If you have any questions or queries, please don't hesitate to contact the researchers (see details below). Feel free to share this survey link with other women who have studied agriculture in Scotland and who would be interested. Thank you very much for your help; your input to this Scottish Government research is greatly appreciated.

Dr. Lee-Ann Sutherland, Social, Economic and Geographical Sciences, The James Hutton Institute, Craigiebuckler, Aberdeen, AB15 8QH, Tel. 01224 395285, Email: lee-ann.sutherland@hutton.ac.uk

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Women in Agriculture: Student and Alumni Survey

This is an electronic questionnaire for women currently studying or who have previously studied agriculture and related courses (including agricultural economics, rural business management, equine and horse care and veterinary practice) at college or university level in Scotland.

0% 100%

Consent Form

*
Please read the following and tick the box to indicate that you consent to take part in this study:

- I have read and understood the information provided about the study.
- I understand that my participation is voluntary and that I am under no obligation to complete this questionnaire.
- I understand that the information I provide will be treated with strict confidentiality and will be stored securely.

I hereby give my informed consent to take part in this study

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Women in Agriculture: Student and Alumni Survey

This is an electronic questionnaire for women currently studying or who have previously studied agriculture and related courses (including agricultural economics, rural business management, equine and horse care and veterinary practice) at college or university level in Scotland.

0%  100%

Eligibility criteria

This survey is intended for women who are currently studying or have previously studied agriculture or related courses (including agricultural economics, rural business management, equine and horse care and veterinary practice) at college or university level in Scotland.

*** Please confirm that you identify as female:**

Yes No

*** Have you already completed the Women in Agriculture Survey (aimed at women who live and work on farms, crofts and smallholdings)?**

Yes No

Local authority area of residence:
Choose one of the following answers

Please choose... ▼

What is your age?
Choose one of the following answers

Please choose... ▼

*** Please confirm that you are completing or have in the past completed formal education at college or university level relating to agriculture (includes agricultural business, horticulture, veterinary).**

Yes No

When will/did you complete your course?
Check any that apply
Comment only when you choose an answer.

- I expect to complete my course in
- I completed my course in

At what level was your course?
Check any that apply

- HNC or equivalent
- HND or equivalent
- Degree or equivalent
- Postgraduate diploma or degree or equivalent
- Other (please specify)
-

What topics did you study?

Check any that apply

- Agriculture/Agriculture professional practice
- Animal care/animal welfare
- Animal science (e.g. poultry, livestock)
- Rural business
- Countryside management
- Equine and horse care
- Horticulture/Plant health
- Land-based skills
- Farming (including organic)
- Rural and estate skills
- Veterinary (including veterinary nursing)
- Other:

Which of the following reasons best describes why you decided to study an agriculture-related subject?

Check any that apply

- The subject was interesting to me
- The course will help me get the job I want
- I want to help improve the agriculture sector in Scotland.
- A lot of my friends were taking this course
- The course will prepare me to work on my family's farm, or the farm of my partner's family
- The course will help prepare me to start a farm of my own
- Other:

**Which of the following best describes your career ambitions?
Check any that apply**

- I want to work on a farm
- I want a career within the agricultural sector
- I want a career where I can work in rural areas
- I want a career where I can work with animals
- I want a career where I can work with plants or agricultural crops
- I want a career where I can work with heavy machinery
- I want to run my own farm
- I want to run my own land-based business
- I want to manage farms or other land-based businesses
- Other:

**Have you undertaken any other higher education? If so, on what subject:
Check any that apply**

- Arts
- Social sciences
- Natural sciences
- Management
- Service professions
- Health professions
- Mechanical or engineering
- Other:

To what level? [If you have ticked more than one subject above), choose the level reflecting the highest level of achievement]
Check any that apply

- HNC or equivalent
- HND or equivalent
- Degree
- Postgraduate diploma or degree
- Other:

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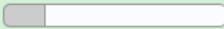
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0%  100%

1. Farming background

*** Were you raised on a farm?**
Choose one of the following answers

- Yes
- No
- No, but I spent a lot of time on a farm growing up

*** Do you currently live or work on a farm or croft?**

- Yes
- No

If yes, how would you best describe this holding:
Choose one of the following answers

Please choose... ▼

What commodities are produced on the holding?
Check any that apply

- Arable crops
- Livestock (beef, sheep)
- Pigs
- Poultry
- Dairy
- There are horses on the holding (recreational or business)
- Other (e.g. horticulture) (please specify)

<p>Does the holding have a designated successor? Choose one of the following answers</p> <p><input type="radio"/> Yes</p> <p><input type="radio"/> Too early to say</p> <p><input type="radio"/> No</p> <p><input type="radio"/> Don't know</p>
<p>What (if any) non-farming enterprises are operated on-farm? Check any that apply</p> <p><input type="checkbox"/> Agricultural services (e.g. contracting, consultancy, etc)</p> <p><input type="checkbox"/> Processing and retailing of farm produce</p> <p><input type="checkbox"/> Tourism & other recreation (holiday lets, fishing, nature trails, etc)</p> <p><input type="checkbox"/> Forestry</p> <p><input type="checkbox"/> Renewable energy (not including energy crops)</p> <p><input type="checkbox"/> Equine services (e.g. livery)</p> <p><input type="checkbox"/> None</p> <p><input type="checkbox"/> Other: <input type="text"/></p>
<p>Is the farm certified organic? Choose one of the following answers</p> <p><input type="radio"/> Yes</p> <p><input type="radio"/> Split unit (part organic, part conventional)</p> <p><input type="radio"/> No</p> <p><input type="radio"/> In conversion period</p>

How is your family (or employer's) farm held?
Choose one of the following answers

- Tenanted
- Part tenanted and part owned
- Owned
- Other:

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0%  100%

2. Employment status

Over the past year, have you done any unpaid work on a farm?

Yes No

What type of work is this?

Livestock management	<input type="radio"/>
Lambing/calving	<input type="radio"/>
General stock management	<input type="radio"/>
Milking	<input type="radio"/>
Rearing calves	<input type="radio"/>
Animal health maintenance/treating livestock disease (e.g. worming, vaccination)	<input type="radio"/>
Administration and marketing and diversification:	<input type="radio"/>
Book-keeping and/or farm business accounting	<input type="radio"/>
Marketing	<input type="radio"/>
Sales and/or negotiating contracts	<input type="radio"/>
Management and recruitment of staff	<input type="radio"/>

Page 5 (part i)

Compliance reporting (e.g. animal welfare/movement)	<input type="radio"/>
Applying for IACS/RDP support/agri-environmental schemes	<input type="radio"/>
Management of non-farming enterprises (e.g. agri-tourism, farm shop, diversified business, renewable energy)	<input type="radio"/>
Miscellaneous	<input type="radio"/>
Operating machinery (e.g. ploughing, harvesting)	<input type="radio"/>
Livestock or crop transport	<input type="radio"/>
Feeding of seasonally employed labour	<input type="radio"/>
Running errands	<input type="radio"/>
Family care so that regular carers can work on the farm:	<input type="radio"/>
Household management (e.g. cleaning, providing meals, etc.);	<input type="radio"/>
Childcare	<input type="radio"/>
Caregiving to elderly relatives	<input type="radio"/>

Page 5 (part ii)

**How often would you do this work?
Choose one of the following answers**

- Most days
- A few times a month
- Mostly during particular seasons (e.g. lambing, harvest)
- Mostly to cover vacations or infrequent family events (e.g. weddings, funerals)
- Other [please state]

**On whose farm do you undertake this work [tick all which apply]
Check any that apply**

- The farm where I live
- My parents' farm
- A farm held by an extended family member
- A neighbour's farm
- Other: [please list]

**How would you describe your current employment status?
Check any that apply**

- a) Employed full-time
- b) Employed part-time
- c) Self-employed full-time
- d) Self-employed part-time
- e) Full-time caring for my children
- f) Part-time caring for my children
- g) Not currently in paid employment, or employment for financial gain
- h) Student
- i) Retired
- Other (please specify)

If you are currently in paid employment, is this within the agricultural sector?
Choose one of the following answers

Yes all
 Yes some
 No

If you are currently self-employed, is this within the agricultural sector?

Yes No

Are you currently undertaking volunteer work?
Check any that apply
Comment only when you choose an answer.

Yes - within the agriculture sector (e.g. organising agricultural shows, breed society). Please specify

Yes - outwith the agricultural sector e.g. local community. Please specify

No

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This is an electronic questionnaire for women currently studying or who have previously studied agriculture and related courses (including agricultural economics, rural business management, equine and horse care and veterinary practice) at college or university level in Scotland.

0%  100%

3. Previous occupations and career trajectory

Prior to the work described above, have you previously been employed?

Yes No

Was this within the agricultural sector?

Yes No

Please select from drop-down menu:
Choose one of the following answers

Please choose... 

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0%  100%

4. Future career aspirations

Would you like to be involved in the agriculture sector in 5 years' time?
Choose one of the following answers

- Yes
- No
- I don't know

How would you like to be involved in five years' time?
Check any that apply

- Start a farm as a new entrant
- Become a successor to a family farm
- Be promoted within my current organisation
- Change jobs to work in a different organisation
- Maintain current on-farm role
- Start/expand a diversification activity on-farm
- Become involved/increase involvement with an agricultural organisation
- Join/remain on the board of an agricultural organisation
- Other [please state]

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Women in Agriculture: Student and Alumni Survey

This is an electronic questionnaire for women currently studying or who have previously studied agriculture and related courses (including agricultural economics, rural business management, equine and horse care and veterinary practice) at college or university level in Scotland.

0% 100%

5. Current occupation(s) and associated responsibilities

Current occupation(s) and associated responsibilities (e.g. roles played on farm and within industry organisation)

Are you or have you ever personally been a member of any of the following organisations?
Choose one of the following answers

Please choose...

Are you or have you ever been involved in the leadership of any of the following organisations?
Choose one of the following answers

Please choose...

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6. Experiences of part-time working and multiple job holding; Future career aspirations

Below there are some comments gathered from a variety of sources. Please state whether you strongly agree (1), agree (2), disagree (3), strongly disagree (4), or are unsure (5) in response to the following statements:

(a) Agricultural careers

	1	2	3	4	5
Inheritance patterns are a barrier to women's choices about their farming careers.	<input type="radio"/>				
My career is progressing slower than I would like	<input type="radio"/>				
Women are more likely to be hired for jobs within the agricultural sector than men	<input type="radio"/>				
Women are less likely to be promoted within the agricultural sector than men	<input type="radio"/>				
It is more difficult for women to gain promotion within the agriculture sector because of childcare responsibilities	<input type="radio"/>				
My agricultural education equipped me well for a career in agriculture, but things have changed since I had children	<input type="radio"/>				
Women need additional support to help them advance within the agricultural sector	<input type="radio"/>				

(b) Education and skills

	1	2	3	4	5
My agricultural education equipped me well for my current job	<input type="radio"/>				
Skills gained through my agricultural education are under-used in my current job	<input type="radio"/>				
Current educational opportunities available address the topics of greatest interest to me	<input type="radio"/>				
I would be uncomfortable at an agricultural training course because they are mostly attended by men	<input type="radio"/>				
At the agricultural sector meetings I attend, men's and women's opinions are equally valued	<input type="radio"/>				
Female graduates of agricultural courses have the same opportunities as male graduates of agricultural courses, within the agriculture sector.	<input type="radio"/>				
The topics covered in agricultural short-courses are of great interest to me	<input type="radio"/>				

(c) Farming organisations and leadership

	1	2	3	4	5
Women are often under-represented in farming organisations due to family and off-farm employment obligations	<input type="radio"/>				
Women are more likely to be elected to leadership of a farming organisation when the organisation is facing a difficult time	<input type="radio"/>				
There should be more women involved in the leadership of farming organisations	<input type="radio"/>				
I would like to be more involved in the leadership of farming organisations	<input type="radio"/>				
The proportion of women involved in the leadership of farming organisations accurately reflects the contribution of women to farming in Scotland	<input type="radio"/>				
There are sufficient opportunities available for those women who want to become more involved in the leadership of farming	<input type="radio"/>				

d) Women in farming

	1	2	3	4	5
I could become a farmer if I wanted to	<input type="radio"/>				
It is just as easy for women to become farmers nowadays as it is for men	<input type="radio"/>				
Women are not seen as farmers by the general public	<input type="radio"/>				
The role of women on farms is less important now than it was 20 years ago	<input type="radio"/>				
The role of women on farms is very important at present	<input type="radio"/>				
I would like for one or more of my children to become farmers	<input type="radio"/>				
Being a farmer is a rewarding career for a woman	<input type="radio"/>				
Women can only become farmers if they marry a farmer	<input type="radio"/>				

**Please state which of the following are barriers to women in advancing their careers within the agriculture sector:
Check any that apply**

- Lack of time available (e.g. due to paid employment, housework etc.)
- Lack of opportunities (e.g. access to land or capital)
- Not welcome due to male dominated industry
- Women are not seen as agricultural experts by the general public
- Perceived lack of necessary skills
- Required to prioritise time for childcare and children's activities
- Lack of financial resources to allow more on-farm employment
- No Answer
- Other:

**In the future, I would like to receive training in:
Check any that apply**

- Livestock husbandry
- Crop production
- Mechanical expertise
- Large vehicle driving
- Animal health/ treating livestock disease
- Accountancy and/or book-keeping
- Legal understanding and/or compliance management
- Grant applications
- Dairy production
- Environmental management and/or conservation skills
- Marketing
- Sales and negotiating contracts
- Project management
- Leadership
- Catering
- Management of staff/seasonal employees
- Business management and/or entrepreneurship
- Health and/or safety awareness
- Child development
- Homecraft /household management
- Others (please state):

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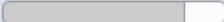
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0%  100%

8. Barriers and opportunities for career advancement (a) on farm and (b) in the agricultural sector.

**Please state how easy you think it is for women to gain leadership opportunities and experience in farming organisations:
Choose one of the following answers**

- Very easy
- Relatively easy
- Unsure
- Relatively difficult
- Very difficult

**Please state which is the primary barrier to women becoming involved in the leadership of agricultural organisations:
Choose one of the following answers**

- Lack of time available due to working off-farm
- Not welcome by existing male leaders
- Lack of self-confidence in own skills
- Required to prioritise time for childcare and children's activities
- Lack of financial resources to allow for time away from on-farm activities
- Would feel too self-conscious as a woman
- Other (please specify)

**Please state which is the primary barrier to women becoming involved in the leadership of agricultural organisations:
Choose one of the following answers**

- Lack of time available due to working off-farm
- Not welcome by existing male leaders
- Lack of self-confidence in own skills
- Required to prioritise time for childcare and children's activities
- Lack of financial resources to allow for time away from on-farm activities
- Would feel too self-conscious as a woman
- Other (please specify)

**Do you have any further comments or suggestions regarding how best to support women in farming to (please describe):
Check any that apply
Comment only when you choose an answer.**

- (i) adopt leadership roles in agriculture:
- (ii) advance their career in agriculture:
- (iii) advance their training and agricultural knowledge:
- (iv) contribute to the farm household economy:

Please add any further thoughts if you wish.

Women in Agriculture: Student and Alumni Survey

This is an electronic questionnaire for women currently studying or who have previously studied agriculture and related courses (including agricultural economics, rural business management, equine and horse care and veterinary practice) at college or university level in Scotland.

0% 100%

Respondent contact details

Please add your full name:



If you would like to receive a copy of the final report, please add your name. All responses will remain confidential and names removed prior to analysis.

Please add your email address:



If you would like to receive a copy of the final report, please add your email address. All responses will remain confidential and contact details removed prior to analysis.

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Thank you very much for your time and input to the Scottish Government's 'Women in Farming' project. Your contribution is greatly appreciated.

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APPENDIX C

This appendix presents (i) the participant information sheet provided to all interviewees and focus group participants; (ii) the consent form completed by all interviewees and focus group participants; (iii) the interview guide; and (iv) an example of the focus group discussion points (designed for the first focus group held with women in Aberdeenshire). Later focus groups discussion points were amended according to the participant group.

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i) The participant information sheet



Women in Farming and the Agricultural Sector: Participant information sheet

Why is this research happening? This research was commissioned by the Scottish Government with the title 'Women in Farming and the Agriculture Sector'. It will look at the role of women in farming and the agriculture sector in Scotland. Equalities are a core priority for the Scottish Government, and gender equality has been highlighted as a personal aim by the First Minister Nicola Sturgeon. Farming, and the agricultural sector as a whole, is an area in which women's contributions are often not recognised and at a leadership level women are significantly under-represented. This project is commissioned to identify the challenges for, and potential policy tools to improve, women's participation in farming and in the leadership of the agricultural sector.

Who is doing the research? The research is being led by Professor Sally Shortall of Queen's University Belfast in collaboration with Dr Lee-Ann Sutherland and Dr Annie McKee from the James Hutton Institute in Aberdeen. Researchers in the Scottish Government are centrally involved too.

What do we want to find out?

- We want to find out about the role of women in farming and the agriculture sector in Scotland under the following headings: women's daily lives; career paths; aspirations; and representation in farming and agricultural organisations.
- We will want to look at women's experiences in the farming sector in Scotland relative to the experiences of women in family businesses in other sectors.
- We hope to identify any barriers and/or opportunities for women in farming and the agriculture sector in Scotland.
- We will produce recommendations and identify possible future directions for policy.

How will we do it?

- We will conduct a review of relevant documents, literature and policies to set the Scottish picture in a wider international context. This review will look for evidence from around the world on women's roles, including both on and off-farm work, their career paths and aspirations, and their representation in agricultural organisations. The literature review will aim to identify examples of potentially useful policy interventions that could be explored in the Scottish context.
- We will interview women to look at the role of women in farming and the agriculture sector in Scotland, looking specifically at their daily lives, career paths, aspirations, and participation in agricultural organisations. We will carry out individual and group interviews and aim to have a geographical spread of women from across Scotland. We will interview about 15 women involved in farming and



the agricultural sector in Scotland, about five men, and we will carry out 5 focus groups with women in farming and the agriculture sector in Scotland, including at one focus group with new/recent entrants. We will also have one focus group with men in farming.

- We are also interested to compare women's experiences in the farming sector in Scotland with women's experiences in family businesses in other sectors. To do this, we will conduct 6 interviews and one focus group with women in family businesses in other sectors.
- We are also doing a survey of approximately 250 women in farming/ former students of Scotland's agricultural colleges and training courses, at a range of career stages. This will help us to develop a baseline of information focusing on where women go after agricultural training/education, and what factors influence their career decisions and career trajectory.

Why you?

- Because of your knowledge of farming and agriculture, you were identified as a good person to be involved in this study.
- We will ask certain questions about agriculture and farming, and record your views and ideas. The interview will last about an hour.
- You do not need to participate in more than one component of the research and indeed you can withdraw at any stage.
- Your data will not be available to anybody outside the research team, and it will be encrypted and secured.

The research will among other outputs, produce a report with recommendations for the Scottish Government on how to improve the situation of women in farming and the agriculture sector.

Chief Investigator or Researcher Contact details:

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(ii) The consent form



CONSENT FORM

Participant Identification Number: _____

Title of Project:	Women in farming and the agricultural sector
Chief Investigator:	Sally Shortall
Study Number:	

Please initial box

1. I confirm that I have read, or had read to me, and understand the information sheet dated __/__/____ for the above study. I have had the opportunity to ask questions and these have been answered fully.

2. I understand that my participation is voluntary and I am free to withdraw at any time, without giving any reason and without my legal rights being affected.

3. I understand the study is being conducted by researchers from Queen's University Belfast and The James Hutton Institute, at the request of the Scottish Government. I understand that my personal information will be held securely and handled in accordance with the provisions of the Data Protection Act 1998.

4. I understand that the information I provide may be published as a report. Confidentiality and anonymity will be maintained and it will not be possible to identify me from any publications.

5. I agree to take part in the above study.

6. I agree to being contacted at a later date in relation to this study.

7. I agree for my interview to be taped and transcribed.

Name of Participant (please print)

Signature

Date

Sally Shortall
Name of Person Taking Consent
(please print)

Signature

Date

Chief Investigator or Researcher Contact details:

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(iii) The interview guide

Women in farming and the agricultural sector: Interview schedule 2016

[Preamble about research]

1. Tell us about your career paths?

Prompts:

- Tell us about what you did when you left School?
- How and when did you start your involvement with farming/ agriculture?
- Do you own the farm? Are you partners?
- How important is the farm/ agriculture to your career now?

2. Tell us about your daily life

- How much of your time do you spend on the farm?
- What kind of farming tasks/ admin/management do you do on the farm?
- Do you do off farm work?
- How important is this work to the survival of the farm?
- How is your contribution to the farm taken into account? Do you have caring responsibilities? (If so, how is this balanced with work on/ off the farm?)

3. Aspirations:

- Do you farm by choice?
- If not, would you have liked to do so?
- If you could do anything you wished with your farm, what would it be?
- Do you feel skilled to pursue these options?
- What are your expectations for your farm in 10 years' time?
- Is it economically and socially sustainable?

4. Representation in farming and agricultural organisations

- Do you avail of agricultural training?
- Is it as easy for women as men to avail of training?
- Do you belong to any farming organisations?
- Are there any you would like to belong to but don't? If yes, why is this?
- Is it as easy for women and men to belong to farming and agricultural organisations?

5. What will happen to your farm?

- Does your farm have an heir?
- A son or a daughter?
- To what extent were/ are you involved in decisions relating to succession?
- Are girls as likely to inherit now as boys?
What difference do you think it makes, if any, whether girls or boys inherit land?

6. Women's experiences in the farming sector in Scotland

- Tell us your experience of being a woman involved in farming and agriculture.
- How different are men and women's roles?
- What barriers, if any, do you think exist to women's increased participation in the sector? (i.e. time; information/knowledge; access to land/capital and finance)?
- How might these barriers be overcome (who is responsible for action)?
- What would "good participation" by women look like?

Thank you very much for your time. It has been very helpful to the research. Does anyone have any questions?

[Reminder re: ethics forms]

(iv) The focus group discussion points

Women in farming and the agricultural sector focus group: Aberdeenshire 2016

1. Tell us about your career paths?

Prompts:

- Did you grow up on a farm/ croft / estate?
- Was the croft/ Estate part of your family?
- Where did you go after school?
- Was it an interest in agriculture that led you into this job?
- Are there issues for women employed in the agri sector?

2. Tell us about your daily life

- Do you live on a farm?
- Are you in regular contact with farm families?
- Mostly men or women?
- Are different issues raised depending on whom you contact?
- Do you see gendered issues for men and women on farms?

3. Aspirations:

- Are you happy with your role in your employment?
- Opportunities for promotion in your employment?

4. Representation in farming and agricultural organisations

- Are you involved in agricultural training courses?
- Is it as easy for women as men to avail of training?
- Do you belong to any farming organisations?
- Is it as easy for women and men to belong to farming and agricultural organisations?

5. Future of farming

- Are girls as likely to inherit now as boys?
- Does it make any difference whether boys or girls inherit land?
- What are the key issues for people coming into agriculture now?

6. Women's experiences in the farming sector in Scotland

- Tell us your experience of being a woman involved in farming and agriculture.
- How different are men and women's roles?
- Do barriers to increased participation by women exist (time; information/knowledge; access to land/capital and finance)?
- How might these barriers be overcome (who is responsible for action)?

Thank you very much for your time. It has been very helpful to the research. Does anyone have any questions?

[Remind participants about consent forms]

APPENDIX D

Women in farming and the agriculture sector in Scotland Research Advisory Group

Scottish Government

University of St Andrews

National Farmers Union, Scotland (NFUS)

Royal Highland and Agricultural Society of Scotland (RHASS)

Scottish Land & Estates

Scottish Crofting Federation (SCF) and the SCF Young Crofters



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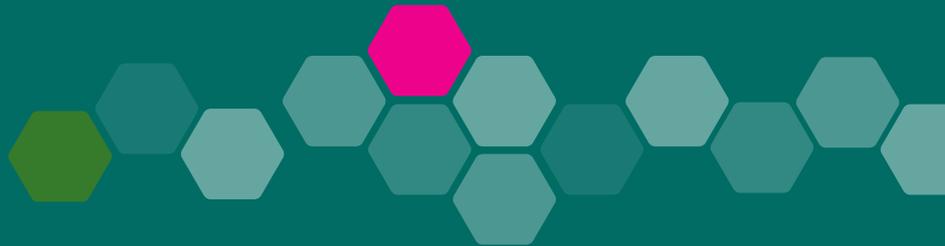
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