

Women in Agriculture Research Progress Report 2020-21

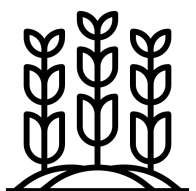
This report provides an update on research completed as part of the Scottish Government's Women in Agriculture (WIA) programme between 2020 and 2021.



WIA research carried out between 2020 and 2021 has involved over **40 participants**, including women living and working in Scottish agriculture, rural childcare providers and women in leadership roles.



The research has focused on topics such as **rural childcare, training and leadership**. The findings show how the experiences of women in agriculture are shaped by different factors, from their age, background or location to their role on a croft, farm or in an agricultural business.



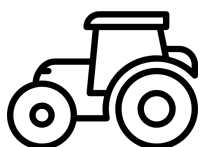
The research points to **positive changes** for women in the industry, including the success of WIA training pilots in helping women to progress in their careers, and develop the **skills and confidence** to become more involved in decision making and daily activities on the family farm.



WIA training delivered during 2020-2021 has had a range of positive impacts, from participants feeling more **optimistic** about their future in the industry, to organisations learning about the **benefits of diversity** and making changes to their board recruitment processes.



The evaluation of WIA-funded training pilots shows that the programme has led to new connections between women in the industry, and enabled them to create **support networks** for practical advice and encouragement.



Research into the **Be Your Best Self** pilot has shown its long-term impact in helping women to build their confidence and explore new **opportunities**, from **further training** to changing their **career direction**.

After completing the Be Your Best Self course, **86%** of survey respondents stated that it had had a positive impact on their **confidence** in their skills and experiences, and **94%** felt **optimistic** about their future in agriculture.



Further research will support the development of training courses to provide women in agriculture with **business** knowledge and **leadership** skills.

