



Submission to the
National Farmers Federation
Discussion Paper "The Pastoral Partnerships Project"
November 2008

Contents:

Executive Summary	3
Organisations Role and Function	5
Issue Responses	6
Organisations Contact Information	13



Executive Summary:

Tasmanian Women in Agriculture (TWiA) is a **non political and grassroots** body that recognises the needs and aspirations of people involved in agriculture, in particular women and families in Tasmania.

We are committed to raising the profile of agriculture as a forward thinking and vibrant industry that is vital to the economy of Tasmania. In addition, we encourage women involved in the industry to realise their full potential and to support women who wish to be part of the decision-making areas of agriculture beyond the farm gate.

In 1995, the Karpin Report¹ noted that ‘recognising and developing the role of women is paramount if organizations and businesses are to harness the potential of their workforce and external labour markets, and to maximize productivity in response to the challenges of global competition’.

*“Welcome everyone to my farm today – this is Bill the farm hand and this is my wife who **just** does the books”*

It is pleasing that the National Farmers Federation (NFF) have identified that there remains a significant challenge to attract and retain people in the industry. It is disappointing however that we still see women being identified as a group that requires special attention. Obviously a cultural paradigm shift is still required in the industry. All in the industry need to recognise that rural women are not a homogeneous group – they have different roles and occupations, on farms and in family businesses, in employment and in community activities².

¹ Karpin Report, 1995, *Enterprising Nation: Reviewing Australia’s Managers to meet the challenges of the Asia-Pacific Century. Managing for Diversity*, Commonwealth of Australia, Canberra

² Economic Commission Directorate-General for Agriculture, 2007, *Women active in rural development: Assuring the future of rural Europe* downloaded 10/11/2008 http://ec.europa.eu/agriculture/publi/women/broch_en.pdf

For many years, the same barriers have been identified that impede on women in agriculture's ability to seek jobs and careers in the sector. Impediments such as transportation, carer responsibilities, access to training and recognizing contributions continue to impact but there has been little inroad into improving the position. We need to amend our approach so that real change will be experienced.

Tasmanian Women in Agriculture endorse the recommendations from the National Rural Women's Summit in Canberra 27-28 June 2008 that seek to address the barriers that impact career and job opportunities

The aim of this submission is to suggest ways to address barriers to increased participation by women in agriculture in the rural workforce.

Initiatives are considered in sections:

- 1. Families and Children**
- 2. Vocational Training, Skills Development and Workforce Participation**
- 3. Education**
- 4. Young People**
- 5. Community and Building**
- 6. Employment and Business**
- 7. Infrastructure, Telecommunications and Transport**

In this submission, Tasmanian Women in Agriculture endorse many of the recommendations from the National Rural Women's Summit in Canberra 27-28 June 2008 that seek to address the barriers that impact career and job opportunities.

The Organisation is aware that the recommendations in this paper cross Federal, State and Local Government jurisdictions. We encourage the National Farmers Federation to endorse the considerations and where

possible, encourage the Australian Government to make a cooperative approach across all levels of Government, towards these issues.

1. Families and children

- Make childcare accessible to all Australian families by recognising and supporting flexible ways of providing quality child care in rural and remote communities.
 - Implement skills training for all service providers in inclusion and diversity.
 - Foster cultural change to recognise the real economic and social value of parenting.
 - Review “welfare to work” scheme with to allow flexible solutions in rural and remote communities.
 - Improve support structures for rural and remote families living with disabilities, particularly early intervention
 - Ensure availability of early childhood development programs across regional Australia
-
- 2. Vocational training, skills development and workforce participation
 - Extending and implanting an accreditation model to encourage capacity building that is culturally appropriate (for indigenous and new Australians).
 - To ensure training providers have the skills to cater for different learning styles and capabilities and deliver flexible learning options such as:
 - Online: Home based: Work based: Adaptable schedules
 - Recognition of the importance and funding for coaching, mentoring, tutors and shadowing to ensure skills are implemented.

- To acknowledge the importance of Recognised Prior Learning through the extension of the Victorian pilot 'skills stores' into an adopted national initiative
- Training providers incorporate training needs analysis and skills gap audit, that recognises both individual and community needs.
- Ensure continuation of funding for training programs which are consistent across states, eg current gap left by the removal of FarmBi\$ and vet sector funding being more accessible to provider RTO.
- Ensure that competency based assessment utilises alternative approaches to meet individual needs.
- Improve communications strategy to be developed to enable community and individuals to access training.
- Ensure equity in access to learning and training through child care and carers initiative.
- Equality in remuneration of traditional work type choices and that of the predominantly male work type choices, eg hairdressing, beautician vs. plumbing or building trades.

3. Education

- That as a matter of priority the gap be closed between educational outcomes for rural Australians (indigenous and non indigenous) and urban Australians
- That the Federal Government, as a matter of priority, develops a Rural Education Strategy. This strategy will:
 - o Build on assets in place - map what is (what works, what doesn't) identify gaps
 - o Provide evidence based strategies for the short, mid and long term
 - o Provide clarity around priorities, timeframes, roles and responsibilities for outcomes in terms of structure, process, information and implementation.
- o Focus on issues including but not limited to:
 - Access and affordability (transport, accommodation, HECS debt, inappropriate means testing)

- Basic literacy and numeracy for all Australians
- Inclusive education experiences that are innovative and flexible to local needs, while meeting national standards.
- Building on the enormous capacity of rural, remote and regional communities (not a deficit model).
- Resource provision that results in attraction and retention of quality staff.
- Appropriate infrastructure for flexible service delivery (EG telecommunications).

4. Young people

School programs are developed to support leadership and pathway opportunities.

- o Pathways are explored and developed for young people to move into primary production and town-based enterprise and innovative ways for conducting farm business are created and supported (Refer RuralFutures Report for full recommendations via www.twia.org.au).
- o Non-means tested support (eg AUSTUDY/ABSTUDY) for post-secondary education for rural and remote students to ensure equity of access to tertiary education.
- o National promotion of agriculture as a career choice for all young people. A review of current eligibility criteria and effective flexible assistant for students pursuing agricultural studies (refer RuralFutures Report for full recommendations via www.twia.org.au).
- o That culturally appropriate education programs for the development of young Aboriginal and Torres Strait Islander people are implemented and further resourced.

5. Community Building

- o Establish a regional program grant scheme that compliments 'caring for country' to support social inclusion particularly communities with less capital capacity. This program to incorporate evaluation of submissions based on need.

- o To further deliver programs to remote areas utilising 'mobile' service delivery models
- o To review current policies regarding NGO/Volunteer liability insurance to support community groups and volunteer activities.
- o To support and encourage community leadership programs.
- o Ensure there is support for communities to be innovative and to participate in their economy.
- o To review tax legislation so that NGOs and community leadership programs achieve D.G.R. status
- o To review immigration legislation so that O/S trained doctors in areas of need have access to Medicare and public education
- o Review 457 Visas to enable a more rural-based labour workforce
- o Enable communities that are disadvantaged (due to lack of human capital and skills) to access federal government programs specifically to access a range of skilled support and services
- o Encourage all public servants involved in policy delivery to visit and spend time with their communities of place and interest
- o Community hubs / one stop shops (similar to Canadian Model).

6. Employment and Business

- o The government extend the visa trial for seasonal workers beyond the Pacific to include other nations, such as East Timorese
- o The government extend working holiday visas for backpackers to widen age range and nationality and to remove time restriction on individual work place tenure.
- o The government delivers accessible and tax deductible childcare for rural businesses including primary producers

- o The government delivers Australia-wide digital communications access for business operation, training and marketing
- o The government substantially increase apprentice incentives for employers and align to CPI
- o The government reintroduce FarmBi\$ (or equivalent program) and extend the scope of professional advice and planning grants with online options
- o Increase the number of Small Business Field Officers to rural areas to assist development of micro and small businesses, management of statutory and legal requirements and training
- o The government streamline employment paperwork to reduce the impact on small and micro business and consistency and accuracy of information supplied by providers
- o Implement programs like the Food Processing in Regional Australia Program, broadening the business base to encourage industry and employment
- o The government ensure retention of Export Market Development Grants

7. Infrastructure, Transport and Telecommunications

- o Urgent research, development & implementation of alternative energy forms / fuels to reduce the cost of food / business etc.
- o Increase uniformity of, and simplify, transport and trucking documentation for cross-border transport operators.
- o Increase Mobility Allowance for people with disabilities in rural and remote Australia.
- o Develop a holistic telecommunications package for all Australians, using digital technology to deliver equitable, affordable and reliable

access to broadband, mobile and landline. The package should also invest in maintenance and technical support to enable users to use the new technology.

- o Invest in new satellites to enable digital technology.

- o Ensure ongoing funding for the National Relay Service and ensure it delivers to rural and regional Australia.

We encourage the National Farmers Federation to continue its efforts in attracting and retaining people in the industry and welcome the opportunity for an ongoing collaborative effort in addressing the issue.

Organisation's Role and Function:

Tasmanian Women in Agriculture (TWiA) was established in 1995 and is a non-political, grassroots and non-government organisation that recognises the needs and aspirations of people involved in agriculture, in particular women and farm families.

TWiA relies on support from Government and industry to provide resources to reach out to its membership base. Currently there are over 1,000 attached to the membership mailing list. The communication that TWiA provides to the rural communities is vital for rural women and farm families to link into new opportunities, board and committee opportunities, events, educational material and activities, network etc.

TWiA works to raise the profile of agriculture as a forward thinking and vibrant industry that is vital to the economy of Tasmania. The organisation encourages women involved in the industry to realise their full potential and to support women who wish to be part of the decision-making areas of agriculture beyond the farm gate.

The organisation provides a forum to gain knowledge and understanding about what is happening in agriculture at a state, national and international level. TWiA provides advice and input on relevant issues to government and industry bodies and makes comment when necessary, on issues affecting farm women and farm families.

In recent times, we have seen the membership base increase as a result of further work into rural communities. Activities have included Women on Farm Gatherings (150+ attending) Regional Women in Business forums, defensive driver courses, industry educational workshops, leadership programs, corporate governance sessions, board and committee nominations and continuance of the vital networking opportunities.

TWiA Executive is:

Sheryl Rockliff - Treasurer

Ruth Paterson

Jayne Clark

Maureen Holland

Belinda Hazell

Mary Knowles

How do women presently contribute to community and social fabric in regional and rural Australia?

Findings from a national survey in 1998 (3) reveals that our typical leading agricultural woman is primarily responsible for household tasks in her family situation and is likely to spend up to 20% of her time on these tasks. She spends over 30% of her time in on-farm work and equally significant amounts of time in off-farm paid work. She does some voluntary work, although there is little time for this and has almost no leisure time. Our typical leading woman feels that family restricts her career in significant ways.

Here it is 2008 and we are still the invisible farmers! Despite being able to drench sheep, drive tractors and harvester's, complete a monthly BAS statement, decipher a spare part manual, arrange complex financial business and financial planning, cook, wash up, ensure the children are fed clothed and educated and run the in-laws to the doctor; it all just happens with no thought to how, when and by whom. I have worked off farm in a variety of industries and agriculture is the last bastion of not recognising the work women contribute to the farm team". Female Farmer

Rural women have traditionally tended to emphasise the social dimensions of economic development and are recognized for their understanding of the 'three legged stool' of economics, social and environmental issues (4). In our rural communities, we are seeing that women no longer play a gendered support role in the public domain but are actively engaged in the transformation of local representation in their communities, and in influencing the social, cultural, environmental and economic agenda of their town (5). Even though rural women are actively making a contribution to their community, this is often not acknowledged, remains undervalued or there is very little support to women being able to fully contribute.

Comment on problems facing target groups, including specific subsets of those groups

In terms of assistance, rural women know there are few strategies in place to make it easier, no child care, no affirmative action policies, no mentoring etc (6).

Regional economic and social impacts (such as drought) mean that women are impacted in different ways. Some rural women experience opportunities (such as jobs in a service related industry) whilst others are impacted by ongoing challenges (carer responsibilities or low opportunity for local part-time work).

Making an impact on female employment in rural areas does not always call for actions targeted specifically at women. Identifying economic sectors that have development potential and that can make a special contribution to female employment is a way of integrating equal opportunities into rural development⁷.

The absence of quality care services is perceived as a major constraint on rural women taking paid work and participating in public life. It can no longer be assumed that these services will be provided by the unpaid labour of women or other family members. In fact, local employment can be created in the course of solving this problem⁸. In some drought-affected areas, there is anecdotal evidence that new services have been established to provide support. Women can benefit from these opportunities as they access part-time work that may not have been available in other circumstances. Unfortunately, these opportunities can be restricted, depending on the individual's remoteness.

Employment opportunities remain scarce in rural locations and often women are overqualified for available positions. There is anecdotal evidence that even with heavy competition for local jobs, women have given up looking for work, are working below their capacity or are considering leaving their local areas and relocating to seek employment.

Highly educated young women who have moved to and back to a rural community find the lack of career opportunity depressing. *'I have had enough of this job, but it is the best paying one in town and I can't afford to lose it'*. Female Office Worker in rural location

The Foundation for Australian Agricultural Women (FAAW) indicates barriers to access employment in rural regional and remote areas being:

- Distance, including travel
- Cost and having to stay away from home
- Work offered is not viable after fuel, accommodation and childcare expenses
- No local employment opportunities to match skills
- Lack of networks and contacts to source work

As an example, FAAW recently conducted a survey on women and teleworking. While a small number of teleworking women enjoyed travelling and staying away, the majority of women reported significant disadvantages including strained personal relationships; household demands; reduced social interaction; being unable to participate in community; and being unable to assist on the farm (9).

Additional research (Handy, 2007 (10) Missed Opportunities Report (11) and other research (Schwartz 1980 (12): Oliveres, 1987 (13) identified many barriers for women being underrepresented in the industry to include:

- Organisational culture,
- Age discrimination,
- Stereotyping older workers
- Perception that younger women will eventually leave the workforce to have children;
- Bias where evaluating applicants with seeking similarity of type
- Importance of team fit,
- Self-perception regarding skills and abilities

- Lack of recognized experience due to failure of organizations to apply “merit” principles (while valuing a narrow set of traits)
- The challenges of being “unknown” in a pool of candidates.

What are the functions of women that are poorly recognized as major professional contributions to the sector or operating a farm business?

Lack of ownership of land excludes women from public power and economic independence. In addition, this lack of ownership perpetuates inequitable gender relations. Women are still seen as ‘other’ and men shape the discourse creating a view of the industry that emanates from a male view (14). Maklin (15) showed how women were almost always presented in traditional roles and that any other representation of women is trivialized. Significant voluntary contributions to the community are overlooked in the newspaper and women’s dependent status as wives, mothers and daughters is reinforced in stories and captions.

It should be noted, that women bring to rural businesses, both on and off-farm, a perspective not appreciated that is meaningful and measurable, in terms of community viability.(16) In the past, a farm, even a small one, constitutes a material guarantee for its owners. Consequently, the rate of hidden unemployment in the group of small farms is the highest. The division of labour into masculine and feminine roles, both on the farm and in the home creates an ongoing challenge and there can also be a tendency to consolidate farm and non-agricultural incomes. The consolidation of the income means that women’s contribution to the viability of an agricultural enterprise remains invisible. Women have reported how this has impacted on their ability to contribute to superannuation and future wellbeing.

How we promote and value the contribution of rural women remains a significant issue for our industry and remains a detractor in young women in particular who may be considering a career in agriculture. Rural women will not improve their situation without strengthening the role played by the

institutions and organisation that represent their interests. It is important that lobby groups such as NFF and key government institutions shape a positive discourse. They need to understand how women are represented within these institutions and the challenges they face, to make sure that specific issues are acted upon at higher decision-making levels.

What areas are women heavily underrepresented across within agriculture?

People move from agriculture to services, from public sector to the private sector, from full time job to temporary or seasonal jobs, depending on what opportunities are available in their local area. Whilst there remains the reality that people have little chance to find local jobs in areas that are suffering a downturn (drought), women have taken the opportunity to participate in manual labour (such as in the horticultural industry). Progress with farm mechanization has allowed women to undertake new activities both on and off farm. Women however remain under-utilised when it comes to operating machinery as it is still seen as a male gendered domain in the agricultural industry.

The comparison between the formal education of men and women living in the rural areas shows that there is a considerable superiority of women (several times more) in the groups of persons with secondary and post secondary. Gooday (17) reveal that twice as many farmwomen hold tertiary qualifications than farm men. If women are tertiary qualified, it implies that there must be other barriers. Solving unemployment-related problems is also made more difficult in Australian rural areas because of the fact that an economically active population, including unemployed, shows relatively small mobility. Unemployed who are looking for employment usually do not want a job, which would require them to change their place of residence.

'You should stop trying to be more powerful in farming than the men and stop in the social issues where you belong'.

'Research in 2007 (18) reveals that women occupy only 10.37 percent of the total director positions in Australia's top companies. In researching poor governance Gill (19) reveals that there is a vacuum in board leadership and that the lack of diversity remains a concern.

"Women are required to register their interest for board positions. Men especially in agriculture are picked by their peers using outdated forms of a tap on the shoulder, reaching a position in an organisation that nobody has time or energy to undertake; they are not scrutinised for their abilities in the same way. So when I hear merit – who's merit – what merit criteria – did everyone meet the criteria?" Female member on a State Government Board

Anecdotal evidence also suggests that if a position of interest is presented, women will consider whether they have the qualifications required, and if in doubt, will wait until they believe they meet the required selection criteria. Men, however, will often 'throw their hat into the ring' and see what happens.

In 2005, the Australian Government of Transport and Regional Services published a report "At the Table" (DOTARS, 2005) (20). It was revealed that while the numbers are low across all bodies of influence, there was higher proportions of women appointed to government advisory bodies than on industry-elected or appointed bodies. From the recommendations in the report it was noted that there is a lack of recognition by women themselves and by those appointing members to boards and other bodies of influence of the value of experience and expertise gained in one sphere to other sectors, such as the community sector, to other spheres such as government or business.

What are the key growth areas in agriculture where the contribution of women, employed or otherwise to agriculture has grown.

McKinsey and Company (1994) (21) established that small business plays an important role with growth, 69% of investment in regional Australia coming

from existing local businesses. For the regional economy to grow, the local economies must grow. This is influenced by the strength and activity of the small business sector – including farmers.

Experience shows that prior to starting a business, women often prefer to participate in women-only courses and groups but once their business is established, they want access to support services appropriate to the type and size of the enterprise they have created and to the sector in which it operates (22). It can be difficult to access these support mechanisms if they are not already existing in an area.

Using the available agricultural resources to hand, women often seek "income niches" to facilitate income into the farm household. These opportunities can consist of processing of farm produce on the farm, establishing agro-tourism, a small trade or providing payable care for children or elder people. There are also examples where women have established non-agricultural activities related to trades and services (such as quality assurance).

"On many farms it was women who undertook the initial quality assurance work. They persevered often with little or no support from their partners whom still in many cases see the whole concept as time wasting. Time has passed, but have those hours of work (often undertaken before support or training programs were developed) been recognized? Recognition of this effort is not there, if the question on what role women play in the industry, still needs to be asked." Female Farmer

The establishment of agri-tourism, small scale enterprises in the fields of commerce, food service industry and agricultural food processing, can significantly increase agriculture and its changing profile. This in turn, means that young people in particular are attracted to the industry for the opportunities it can offer.

Another element to consider in attracting people to the sector is the changing nature of the work requirements. Goleman (23) says that the rules for work are changing. Academic abilities are largely irrelevant to this standard. The new measure takes for granted having enough intellectual ability and technical know-how to do our jobs; it focuses instead on personal qualities such as initiative and empathy, adaptability and persuasiveness. The questions remains as to whether the industry does enough to recognize the changing elements of the workforce.

Opinion as to existing and required infrastructure, services and support including the role of telecommunications, and the internet in improving opportunities among the target groups

There is no doubt that the rapid development of new technology has changed our industry. What remains a challenge for our rural and remote areas is that with rapid change in technology, the rate of development in infrastructure, has not kept pace. We may have experienced an increase in the diversification of employment in rural economies, however with growth areas such as teleworking, rural people remain at a disadvantage due to lack of appropriate infrastructure.

Transportation remains a significant issue that is discussed further in this paper.

What is the role of women in safety, management and employment practices and how can this be formalized and marketed as an invaluable career path?

There has been an increase in the role of women undertaking the responsibility of OH&S, quality assurance and management of their farming enterprises. This in turn would create opportunities for women, to consider increasing their qualifications and a career in these areas. Accessibility to appropriate training (whether face-to-face or by remote internet access) remains a challenge. The rising cost of transportation is also significant.

“Ten years ago I tried to encourage the need for marketing, quality assurance, communication, leadership programs; at each and every turn, the male faces around the table were looking at me, but I could tell ‘the light were on but nobody was home’. I was thanked for my input but the discussion then quickly moved on to more ‘important’ matters (like producing more wool that didn’t have a market). Years later some of my initiatives and ideas are then promoted by farm organisations as leading edge strategic planning – too late of course as farm families have already been affected by this blinkered lack of forward planning”.

Female Farmer

Isolated farming families, especially in drought-affected areas, have to make difficult decisions on education for their young families as a result of impacts such as drought. Various Government assessments make it difficult to access resources (for rental bond, books etc) for children who have to live away from home for schooling. We believe that more needs to be done in the way of Internet access, assistance for rental etc to ensure that young students are not turned away from further education because of financial grounds. Please refer to our website www.twia.org.au for the RuralFutures Executive Summary for recent research and recommendations on what needs to be done to support young people for rural careers in agriculture.

Tasmanian Women in Agriculture recognise that the increased transport costs for people, particularly farmers and those living in smaller regional communities, has affected our people in drought affected areas and it will continue to impact on their ability to adapt to change. It will be an ongoing challenge in the future to assist their adaptability as their resources have been stretched and the time allocated to training, often due to less employees on farms. The capacity building by people learning from each other is also affected as people retreat to their farms. Research into small business and social capita (24) indicates that people living in towns whose economies have been closely linked with resource-based activities such as agriculture and mining will be particularly affected with a decline in the number of small farms.

There may also be an opportunity for rural women to consider research and development opportunities in their area. However, there is also the realisation that the majority of resources into research and development will most likely

fall into larger farming enterprises. The Organisation feels that supporting research to help efficiencies of operation in smaller family farming units is vital for the health and well being of our local communities going forward, and this in turn could also create new job opportunities.

A recent study in the United Kingdom indicated, ...”There is growing concern about declining opportunities for outdoor learning and low levels of understanding about food, farming and sustainability issues amongst young people in this country” (25).

Tasmanian Women in Agriculture believe it is crucial to raise awareness of rural issues amongst secondary school age young people, to learn about the practical side of farming and the food chain, the countryside, biodiversity and other rural career and rural lifestyle opportunities. The message needs to be that it is not all doom and gloom because of drought. We wish to have a having a positive impact by raising awareness and encouraging interest in food production and the maintenance of the countryside.

Reports (26) from RIRDC indicate that trends in age are increasing for farmers. An additional report (27) indicates that there are fewer young men and women entering Agriculture. Most young people have finished their education by their early twenties. The report indicates that there has been an advanced lessening of interest of younger people in agriculture. Younger rural residents will often perceive greater opportunities elsewhere in the modern economy as well as improved quality of social life in regional centres or the metropolis.

Recent findings from the 2007 Federal House of Representatives Standing Committee on Agriculture Fisheries and Forestry ‘Skills: Rural Australia’s Need” inquiry (28) indicate that the community needs to be educated as to the role of agriculture with diverse career prospects to address rural skills and opportunities. There are some initiatives at a federal level however there still appears a gap (as evidenced in the RuralFutures Report) that indicate that the

message is not getting through and industry and education links are not as strong as they could be.

It is the belief of Tasmanian Women in Agriculture that education of younger people in secondary schools will build the understanding and links within the rural community. By building resources for teachers, linkages between farmers, natural resource management teams and others within the secondary school sector (with career pathway planners), we will begin to build an understanding in our youth of:

- Where and how their food is produced.
- A depth of understanding as to the importance of the agricultural sector for the rest of the community.
- Environmental management issues.
- Biodiversity.
- Healthy Living.
- Future career opportunities.

Small business access to finance is an issue in all industrialised economies with deregulated financial services markets. In the United States, the United States Small Business Administration offer a wide range of inducements and incentives to banks to lend to small businesses (including interest rate subsidies and loan guarantees) and provides financial management support to small businesses through accredited loan brokers.

The first 12-18 months of a new business are vital and consequently TWiA seek support to new entrants for this critical period. We need to help ensure that the regional communities are themselves vibrant and attractive enough that skilled workers and individuals see opportunities and choose to locate in rural communities. Too often many of our financiers are not providing capital to rural and regional areas as they see that these community areas are not viable. This problem is now magnified by the world credit crisis.

Lack of access to finance and working capital can restrict businesses progressing and being able to employ new people. Drought too, is taking employees away from an area if they cannot be retained by a business) and unfortunately we do not see them return to the region.

Programs should also be considered whereby partnerships can be built in the community to retain workers, skills are recognised and transferable across business enterprises. These programs should not be ad-hoc and withdrawn from regions. Maintaining sustainability is all about retaining the social and human capital in an area.

CONCLUSION

Tasmanian Women in Agriculture recognises the increasing significance of entrepreneurship to the future development of Tasmania's rural industries and the important role that training plays in that development. Women have played a strong role in rethinking land management and production. Women also have much to offer with areas of product development, export enhancement and trade development areas. They have a contribution to make to every aspect of agricultural production and development. Industry and government need to acknowledge women's' standpoint knowledge developed through their organisations and forums and develop a new and more challenging discourse around agriculture and rural community life.

Women are committed to a holistic development of rural communities and agricultural production leading to enhanced quality of life.

For further information about this submission please contact:



CONTACTS:

Mrs Ruth Paterson

Email: info@twia.org.au

- 1 Karpin Report, 1995, *Enterprising Nation: Reviewing Australia's Managers to meet the challenges of the Asia-Pacific Century. Managing for Diversity*, Commonwealth of Australia, Canberra
- 2 Economic Commission Directorate-General for Agriculture, 2007, *Women active in rural development: Assuring the future of rural Europe* downloaded 10/11/2008 http://ec.europa.eu/agriculture/publi/women/broch_en.pdf
- 3 Alson, M 1998, *Leading women in agriculture*, Centre for Rural Social Research ISBN 1 86467 031 2
- 4 Board, H 1998, Rural women, policy and the process of change in Australian agriculture. *Australian rural women towards 2000*, Wagga Wagga, Centre for Rural Social Research p 37-60
- 5 O'Toole, K & Macgarvey A, 2003, Rural women and local economic development in south-west Victoria, *Journal of Rural Studies*
- 6 Alson, M 1998, *Leading women in agriculture*, Centre for Rural Social Research ISBN 1 86467 031 2
- 7 Economic Commission Directorate-General for Agriculture, 2007, *Women active in rural development: Assuring the future of rural Europe* downloaded 10/11/2008 http://ec.europa.eu/agriculture/publi/women/broch_en.pdf
- 8 Economic Commission Directorate-General for Agriculture, 2007, *Women active in rural development: Assuring the future of rural Europe* downloaded 10/11/2008 http://ec.europa.eu/agriculture/publi/women/broch_en.pdf
- 9 Foundation for Australian Agricultural Women, 1995, Teleworking: Building capacity, sustaining rural and regional communities, and creating opportunities for women http://www.faaw.org.au/projects/telework/tw07_research.htm downloaded 10/11/2008
- 10 Handy, J & Davy, D 2007, *Gendered ageism: older women's experience of employment agency practices*, Asia Pacific Journal of Human Resources, Volume 45 p85-99
- 11 Rural Industries Research and Development Corporation, 1998, *Missed opportunities – harnessing the potential of women in Australian agriculture*, ISBN 0 642 54023 3
- 12 Schwarts, FN, 1980, *Invisible resource: women on boards*, Harvard Business Review 16-18
- 13 Oliveres, F, 1987, *Women in management in Italy: More than an emerging issue*, Equal Opportunities International, Patrinton: Volume 6 Issue 1, pages 6-11
- 14 Alson, M, 2000, *Breaking through the Grass Ceiling: women, power and leadership in agricultural organisations*, Routledge, London, ISBN 90-5823-102-X p35
- 15 Maklin, M, 1995, *Breaching the Idyll: Ideology, Intimacy and Social Service Provision in a Rural Community*. In Perry Share (ed), *Community and Culture in Rural Areas*, Centre for Rural Social Research, Wagga Wagga
- 16 Case studies of rural business women in Western Australia and their contribution to the region**
- Fiona Haslam McKenzie**?Faculty of Business, Edith Cowan University, Churchlands WA <http://rsj.e-contentmanagement.com/archives/vol/8/issue/3/article/19>
- 17 Gooday, J 1995, *Women on farms*, Australian Bureau of Agricultural and Resource Economics (ABARE), ABARE Research Report 95.10 Commonwealth of Australia
- 18 Kang H, Cheng M & Gray, SJ, 2007 *Corporate Governance and board composition: diversity and independence of Australian boards*, Corporate Governance: An International Review, Volume 15, Issue 2, pg 194-207
- 19 Gill, M, 2002 *Corporate Governance after Enron and World Com – applying principles of results-based governance*, Synergy Associates Inc, presentation to Insight Conference on Corporate Governance, Calgary December 2002, pp 1-12
- 20 Department of Transport and Regional Services, 2005, *At the table, getting the best people and making the right decisions for regional and rural Australia*, Report into the inquiry into women's representation on regional and rural bodies of influence, ISBN 1 921095 21 0
- 21 McKinsey and Company (1994) *Lead Local, Compete global: Unlocking the growth potential of Australia's regions* CDHRD Canberra
- 22 Economic Commission Directorate-General for Agriculture, 2007, *Women active in rural development: Assuring the future of rural Europe* downloaded 10/11/2008 http://ec.europa.eu/agriculture/publi/women/broch_en.pdf
- 23 Coleman, D 2006, *Working with emotional intelligence* downloaded 2/4/2007 <http://www.danielgoleman.info/workplace/index.html>
- 24 Bell & Kilpatrick (2000) *Small Business and Social Capital* CRL

25 Dillon et al: *Engaging and Learning with the Outdoors*, National Foundation for Education Research April 2005

26 Foskey R: *Older Farmers and Retirement* RIRDC publication no 05/006, January 2005

27 Bar, Karunaratne and Wilkinson: *Australia's farmers: Past, present and future*, Land and Water Australia June 2005

28 Federal Government, 2007, *Skills: Rural Australia's Need* House Standing Committee on Agriculture Fisheries and Forestry, Canberra: Parliament of Australia