

A VISION for change

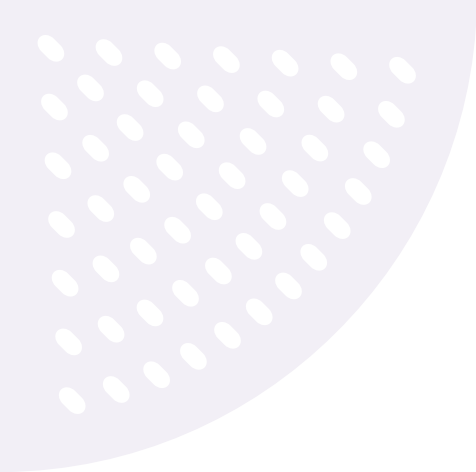
NATIONAL PLAN
for Women in Agriculture
and Resource Management



SECOND ANNUAL
IMPLEMENTATION
REPORT
1999-2000

Standing Committee on Agriculture and Resource Management

July 2001



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Copies of the National Plan and each State and Territory Action Plan can be obtained from the contact person nearest you (see page 4) or from the:

Women in Rural Industries Section
Department of Agriculture, Fisheries
and Forestry—Australia (AFFA)
GPO Box 858
CANBERRA ACT 2601
02 6272 3984 (phone) or 02 6272 3025 (fax)



FOREWORD

I am pleased to present this, the Second Annual Implementation Report, produced by the Rural Women's Working Group (RWWG) of the Standing Committee on Agriculture and Resource Management. I commend the RWWG for its continuing commitment to working towards and reporting on the progress made by agriculture and resource management agencies of the Commonwealth and States/Territories in achieving the aims and objectives of the *National Plan* (SCARM 1998).

The evidence presented here shows that progress towards better representation of women in decision-making positions, courses and programs is slow. The target set by the plan was for an improvement of one percentage point per year over the next five years. Some of the data achieves this minimum result but we haven't met this in some critical areas, for example participation rate of women on SCARM committees has declined.

An important initiative of the Commonwealth and States/Territories to meet the target are women's leadership programs. These programs often compete for resources with other issues such as natural resource management and structural adjustment. Nevertheless we should not lose sight of the contribution of women as research shows that women are major drivers of change particularly in the areas of natural resource management and rural adjustment. The ongoing investment in this area is integral to effectively addressing these major issues through improved consultation, improved structures of representation and a more diverse representation of our client groups in policy and programs. Return on effort may appear to be slow, and for many of us who are committed to change, often frustratingly so. The best practice case studies included in this Report, highlight achievements gained through the activities of members of the Rural Women's Working Group in the Commonwealth and State/Territory agencies.

If we are to increase women's influence at the decision-making level we need to continually refine our understanding of what motivates women to become involved. We need to be ever watchful of opportunities to engage women at all levels, but women's participation on boards and committees is one way that their special contribution can be realised. Accordingly, managers and senior executives with the power to influence diversity in decision-making must act to complement the activities and efforts of the Rural Women's Working Group members.

The challenges in agriculture and resource management in Australia require the expertise and insights of all involved in the sector, to ensure a successful future and enhanced vitality for agriculture, fishing and forestry industries and rural communities.

Michael J Taylor

Chairman

Standing Committee on Agriculture and Resource Management

July 2001

STANDING Committee on Agriculture and Resource Management

Rural Women's Working Group members

Don Banfield (Chair)

Executive Manager

Industry Development

Agriculture, Fisheries and Forestry - Australia (AFFA)

GPO Box 858

CANBERRA ACT 2601

Ph: 02 6272 3773

Fax: 02 6271 6619

E-mail: don.banfield@affa.gov.au

Lib McClure

Manager, Rural Affairs

Primary Industries & Resources SA

GPO Box 1671

ADELAIDE SA 5001

Ph: 08 8226 0245

Fax: 08 8226 0425

E-mail: mcclure.lib@saugov.sa.gov.au

Jenny Purdie

Regional Director

NT Department of Primary Industry and Fisheries

PO Box 159

TENNANT CREEK NT 0861

Ph: 08 8962 4485

Fax: 08 8962 4480

E-mail: jenny.purdie@nt.gov.au

Ruth Paterson

Project Officer

Tasmanian Women in Agriculture

Department of Primary Industries, Water and Environment

PO Box 46

KINGS MEADOWS Tas 7249

Ph: 03 6336 5383

Fax: 03 6336 5400

E-mail: Ruth.Paterson@dpiwe.tas.gov.au

Karyn Nina Olson

General Manager

Rural Development & Drought Services

Department of Primary Industries

GPO Box 46

BRISBANE Qld 4001

Ph: 07 3239 3184

Fax: 07 3239 3685

E-mail: olsonk@dpi.qld.gov.au

John Johnstone

Manager, Community Services Team

Department of Natural Resources and Environment

Level 13, 8 Nicholson St

EAST MELBOURNE Vic 3002

Ph: 03 9637 8802

Fax: 03 9637 8108

E-mail: john.johnstone@nre.vic.gov.au

Scott Davenport

General Manager

Economic Services Unit

NSW Agriculture

Locked Bag 21

ORANGE NSW 2800

Ph: 02 6391 3629

Fax: 02 6391 3650

E-mail: scott.davenport@agric.nsw.gov.au

Lynnley McGrath

Executive Officer

Women Clients of Agriculture

Agriculture WA

Locked Bag No. 4

Bentley Delivery Centre

PERTH WA 6893

Ph: 08 9368 3217

Fax: 08 9474 3749

E-mail: lmcgrath@agric.wa.gov.au

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INTRODUCTION

History of the National Plan

The National Plan for Women in Agriculture and Resource Management was produced by the Rural Women's Working Group representing the Commonwealth, States and the Northern Territory, through an extensive process of collaboration, consultation and research.

The Standing Committee on Agriculture and Resource Management (SCARM) endorsed the National Plan in July 1998 and it was adopted by all States and the Northern Territory.

Vision

The National Plan's vision for change is to achieve profitable and innovative agricultural industries and sustainable resource management and vibrant rural communities by realising the full potential of women.

Principles

The National Plan is based on five broad principles:

- Women and men have a shared responsibility to set future directions and to work to achieve improved outcomes for rural industries and communities;
- The prosperity and sustainability of the rural sector will rely on making the best use of the diverse skills and perspectives of all who live and work in it;
- Reducing barriers to women's participation is the joint responsibility of government, industry and communities. This work is most effectively undertaken in partnership;
- Organisations that draw effectively on the skills of diverse staff will provide better service to diverse clients; and
- Good data collection and research are essential to effective management of change.

Five Areas for Action

The National Plan includes strategies in five key result areas:

- Structures and strategic support;
- Skills;
- Design and delivery of services, programs and policies;
- Communication; and
- Research and data.

Monitoring performance

SCARM agreed to the following performance indicators as a minimum to assess success:

- Gender disaggregation of all relevant data;
- Gender composition of statutory boards and SCARM committees; and
- Level of participation by women in SCARM-funded programs and courses.

The Rural Women's Working Group has the role of collecting data against these performance indicators.

Data collected for the First Implementation Report provides a baseline of 30 June 1999 or the 1998/99 financial year. Actual data, or other relevant data which reflects the baseline situation closely, has been used. Where this was not available the data has been left incomplete.

Reporting on performance

SCARM agreed to report annually (by financial year) on performance on implementing the National Plan.

SECOND IMPLEMENTATION REPORT

The Implementation Reports provide benchmark data against which implementation of strategies to achieve the National Plan's goals will be plotted over the five year life of the Plan.

The Second Implementation Report builds on the data collection, begun with the First Implementation Report, and provides data for the 1999/2000 financial year. It also extends the baseline by including data from agencies in addition to those included in the First Implementation Report. The data in the First Implementation Report was collected primarily from those SCARM agencies that are represented on the Rural Women's Working Group. Data for the Second Report was sought from all SCARM agencies.

Data from the First Implementation Report has been included in the attached Tables for ease of reference. It is expected that comparison data will become more meaningful as the time period extends. While the quantitative data provided in the Tables may not as yet provide meaningful comparison, the collection of case studies, one from each State/Territory, provides qualitative evidence of the increasingly innovative practices being used to maximise the participation of women in industry and government decision-making.

T A B L E S

Table 1 Women on SCARM committees

<i>Committee Level</i>	<i>Membership of committees</i>	<i>at 30 June 1999 **</i>	<i>at 30 June 2000</i>
Level 1 (SCARM)	Total no. women	0	1
	Total no. men	21	20
	Women as % total	0%	5%
	Total no. female chairs	0	0
	Total no. male chairs	1	1
	Female chairs as % total	0%	0%
Level 2 * (SLWRMC, AIAG, PIAG, TAAG, RAAG)	Total no. women	1	3
	Total no. men	31	53
	Women as % total	3%	5%
	Total no. female chairs	0	0
	Total no. male chairs	5	5
	Female chairs as % total	0%	0%
Level 3 (Groups reporting to Level 2 committees)	Total no. women	45	51
	Total no. men	176	290
	Women as % total	20%	15%
	Total no. female chairs	1	5
	Total no. male chairs	14	31
	Female chairs as % total	7%	14%
Level 4 (Groups reporting to Level 3 committees)	Total no. women	18	7
	Total no. men	107	133
	Women as % total	14%	5%
	Total no. female chairs	1	0
	Total no. male chairs	9	16
	Female chairs as % total	10%	0%
Total	Total no. women	64	62
	Total no. men	335	496
	Women as % total	16%	12%
	Total no. female chairs	2	5
	Total no. male chairs	29	53
	Female chairs as % total	6%	9%

* SLWRMC—Sustainable Land and Water Resources Management Committee, AIAG—Animal Industries Advisory Group, PIAG—Plant Industries Advisory Group, TAAG - Trade and Agribusiness Advisory Group, RAAG—Rural Affairs Advisory Group

Note:** As only 30 of the 58 SCARM committees and working groups responded with data these figures should be seen as indicative only. All 60 SCARM committees and working groups responded with data this year.

***Comment:** The above figures show a small increase in women's participation on the higher (management and strategic) level committees and as chairs. Women's participation whilst highest on the lower level committees (where the focus is technical and advisory), has significantly decreased.*

Table 2 Women on statutory boards and committees

This data represents the proportion of women represented on SCARM agency statutory boards and committees

<i>Organisation</i>	<i>Membership of statutory boards and committees</i>	<i>at 30 June 1999</i>	<i>at 30 June 2000</i>
Commonwealth Department of Agriculture, Fisheries and Forestry – Australia	Total no. women	60	78
	Total no. men	253	261
	Women as % total	19.2%	23%
	Total no. female chairs	12	13
	Total no. male chairs	38	39
	Female chairs as % total	24.0%	25%
Commonwealth CSIRO	Total no. women	Not collected	2
	Total no. men		6
	Women as % total		25%
	Total no. female chairs		0
	Total no. male chairs		1
	Female chairs as % total		0%
Commonwealth Bureau of Meteorology	Total no. women	Not collected	0
	Total no. men		0
	Women as % total		0%
	Total no. female chairs		0
	Total no. male chairs		0
	Female chairs as % total		0%
NSW Department of Land and Water Conservation	Total no. women	Not collected	197
	Total no. men		720
	Women as % total		21.4%
	Total no. female chairs		16
	Total no. male chairs		40
	Female chairs as % total		28.5%
NSW NSW Agriculture	Total no. women	74	93
	Total no. men	226	343
	Women as % total	24.6%	21.3%
	Total no. female chairs	9	8
	Total no. male chairs	34	31
	Female chairs as % total	20.9%	20.5%
NSW Sydney Water Corporation Limited	Total no. women	Not collected	3
	Total no. men		6
	Women as % total		33.3%
	Total no. female chairs		1
	Total no. male chairs		0
	Female chairs as % total		100%

<i>Organisation</i>	<i>Membership of statutory boards and committees</i>	<i>at 30 June 1999</i>	<i>at 30 June 2000</i>
NT Department of Primary Industry and Fisheries	Total no. women	1	2
	Total no. men	4	2
	Women as % total	20.0%	50%
	Total no. female chairs	0	0
	Total no. male chairs	1	1
	Female chairs as % total	0%	0%
NT Department Lands, Planning and Environment	Total no. women	Not collected	7
	Total no. men		57
	Women as % total		10.9%
	Total no. female chairs		0
	Total no. male chairs		7
	Female chairs as % total		0%
QLD Department of Primary Industries	Total no. women	15	10
	Total no. men	530	435
	Women as % total	2.8%	2.2%
	Total no. female chairs	1	1
	Total no. male chairs	94	86
	Female chairs as % total	1.1%	1.1%
QLD Department of Natural Resources	Total no. women	Not collected	Not provided
	Total no. men		
	Women as % total		
	Total no. female chairs		
	Total no. male chairs		
	Female chairs as % total		
SA Department for Water Resources	Total no. women	Not collected	17
	Total no. men		65
	Women as % total		20.7%
	Total no. female chairs		0
	Total no. male chairs		10
	Female chairs as % total		0%
SA South Australian Water Corporation	Total no. women	Not collected	2
	Total no. men		5
	Women as % total		28.5%
	Total no. female chairs		0
	Total no. male chairs		1
	Female chairs as % total		0%
SA Department of Primary Industries and Resources South Australia	Total no. women	180	197
	Total no. men	589	592
	Women as % total	23.4%	24.9%
	Total no. female chairs	14	10
	Total no. male chairs	81	69
	Female chairs as % total	14.7%	12.6%

<i>Organisation</i>	<i>Membership of statutory boards and committees</i>	<i>at 30 June 1999</i>	<i>at 30 June 2000</i>
TAS Department of Primary Industries, Water and Environment	Total no. women	3	52
	Total no. men	27	258
	Women as % total	10.0%	16.7%
	Total no. female chairs	0	2
	Total no. male chairs	4	39
	Female chairs as % total	0%	4.8%
VIC Department of Natural Resources and Environment	Total no. women	160	177
	Total no. men	689	592
	Women as % total	18.8%	23%
	Total no. female chairs	2	9
	Total no. male chairs	62	96
	Female chairs as % total	3.2%	8.5%
VIC Rural Finance Corporation	Total no. women	Not collected	3
	Total no. men		13
	Women as % total		18.7%
	Total no. female chairs		0
	Total no. male chairs		3
	Female chairs as % total		0%
WA Agriculture Western Australia	Total no. women	363	Not provided
	Total no. men	2207	
	Women as % total	14.1%	
	Total no. female chairs	Not available	
	Total no. male chairs	Not available	
	Female chairs as % total	Not available	
WA Water & Rivers Commission	Total no. women	Not collected	41
	Total no. men		167
	Women as % total		19.7%
	Total no. female chairs		3
	Total no. male chairs		20
	Female chairs as % total		13.0%
ACT Environment ACT	Total no. women	Not collected	11
	Total no. men		17
	Women as % total		39.2%
	Total no. female chairs		1
	Total no. male chairs		2
	Female chairs as % total		33.3%
Total	Total no. women	856	892
	Total no. men	4525	3539
	Women as % total	18.9%	20.1%
	Total no. female chairs	39**	64
	Total no. male chairs	318**	445
	Female chairs as % total	12.3%**	12.5%

** Estimates only as data for reporting period ending 30 June 1999 is incomplete

Note: For this Second Implementation Report data has been collected from all Australian member agencies of SCARM.

Comment: The above figures show that whilst the participation rate of women on boards/committees remains low there has been a small overall increase. On some boards/committees the rate of women's participation is now more than 25%. Women's participation as the chair remains significantly low(er).

Table 3 Women's participation in FarmBis 1999–2000

Industry Sector	Participation rate by State/Territory															
	NSW				VIC				QLD				SA			
	98/99	99/00			98/99	99/00			98/99	99/00			98/99	99/00		
	F%	No. F	No. M	F%	F%	No. F	No. M	F%	F%	No. F	No. M	F%	F%	No. F	No. M	F%
Fruit	20%	106	735	13%	12%	58	140	29%	13%	261	913	22%	0%	6	44	12%
Vegetable	0%	3	59	5%	9%	25	75	25%	19%	152	474	24%	0%	4	33	11%
Grain	19%	238	862	22%	26%	59	169	26%	14%	169	337	33%	5%	44	65	40%
Grain-Sheep-Beef	23%	198	595	25%	21%	241	593	29%	34%	59	94	39%	86%	30	59	34%
Sheep-Beef	19%	117	508	19%	18%	101	234	30%	37%	77	131	37%	0%	10	6	63%
Sheep	12%	69	285	19%	13%	125	436	22%	57%	102	252	29%	0%	26	49	35%
Beef	15%	269	1188	18%	28%	156	304	34%	41%	898	1455	38%	0%	5	7	42%
Dairy	21%	74	307	19%	25%	492	556	47%	29%	430	565	43%	0%	9	5	64%
Pigs	20%	2	20	9%	5%	20	56	26%	50%	16	18	47%	0%	1	3	25%
Poultry	0%	0	5	0%	0%	2	3	40%	33%	2	6	25%	0%	1	1	50%
Sugar	0%	3	121	2%	0%	0	0	0%	22%	326	456	42%	0%	0	0	0%
Cotton	15%	38	216	15%	0%	0	0	0%	10%	47	155	23%	0%	0	0	0%
Aquaculture	0%	0	3	0%	0%	1	0	100%	0%	4	6	40%	0%	0	1	0%
Viticulture	6%	2	10	17%	17%	26	140	16%	17%	4	47	8%	0%	4	31	11%
Other	20%	175	961	15%	50%	20	43	32%	27%	184	402	31%	0%	893	2378	27%
Total	18%	1294	5875	18%	20%	1326	2749	33%	24%	2731	5311	34%	24%	1033	2682	28%

Industry Sector	Participation rate by State/Territory															
	WA				TAS				NT				TOTAL			
	98/99	99/00		98/99	99/00		98/99	99/00		98/99	99/00		98/99	99/00		
	F%	No. F	No. M	F%	F%	No. F	No. M	F%	F%	No. F	No. M	F%	F%	No. F	No. M	F%
Fruit	21%	88	500	15%	13%	10	41	20%	20%	73	213	26%	14%	602	2586	19%
Vegetable	32%	15	186	7%	35%	28	77	27%	0%	7	24	23%	19%	234	928	20%
Grain	29%	407	1391	23%	0%	4	7	36%	0%	0	2	0%	23%	921	2833	25%
Grain-Sheep-Beef	28%	609	1770	26%	43%	8	30	21%	0%	0	0	0%	28%	1145	3141	27%
Sheep-Beef	22%	51	62	45%	75%	14	42	25%	0%	0	0	0%	24%	370	983	27%
Sheep	30%	172	512	25%	100%	10	22	31%	0%	0	0	0%	15%	504	1556	24%
Beef	32%	86	215	29%	0%	14	30	32%	28%	30	75	29%	15%	1458	3274	31%
Dairy	29%	99	219	31%	89%	24	29	45%	0%	0	3	0%	26%	1128	1684	40%
Pigs	16%	27	160	14%	0%	1	0	0%	0%	0	1	0%	28%	67	258	21%
Poultry	0%	0	0	0%	0%	1	1	50%	0%	0	0	0%	32%	6	16	27%
Sugar	0%	1	0	0%	0%	0	0	0%	0%	0	0	0%	19%	330	577	36%
Cotton	0%	0	0	0%	0%	0	0	0%	0%	0	0	0%	11%	85	371	19%
Aquaculture	0%	1	15	6%	0%	1	0	0%	0%	0	8	0%	0%	7	33	18%
Viticulture	20%	59	333	15%	0%	3	13	19%	0%	0	9	0%	14%	98	583	14%
Other	18%	31	92	25%	0%	2	11	15%	54%	5	5	50%	23%	1310	3892	25%
Total	27%	1646	5455	23%	39%	120	303	28%	23%	115	340	25%	23%	8265	22715	27%

Comment: The above figures show that women's participation has increased overall and in a majority of States/Territory and industries. A number of States have developed strategies to encourage greater participation by women with Queensland having the highest ratio and number of women participants.

Increased women's participation in a number of industries could be as a result of: structural adjustment pressures in the dairy and sugar industries and targeting by State Planning Groups; a move from dairy to beef; and a changing awareness that land-based farming enterprises can include aquaculture. Women's lower participation in the pigs and poultry industries could reflect the industries stabilising after a significant structural adjustment period.

Table 4 Women's participation in Property Management Planning

<i>State</i>		<i>1998-99</i>	<i>1999-00</i>
NSW	No. women		520
	No. men		748
	Women as % total	36%	41%
Qld	No. women		1,350
	No. men		1,789
	Women as % total	41%	43%
SA	No. women		81
	No. men		112
	Women as % total	32%	42%
Vic	No. women		745
	No. men		1,693
	Women as % total	39%	31%
Tas	No. women		70
	No. men		109
	Women as % total	40%	39%
WA	No. women		*1,650
	No. men		*2,095
	Women as % total	44%	*44%
NT	No. women	not available	125
	No. men		232
	Women as % total		35%

Note: For 1998/99 actual data was not available therefore estimates based on experiences have been used.

* These figures show attendance at each component of a PMP activity rather than for the whole activity.

Comment: The above figures show women's participation rate has increased in a number of States and only noticeable reduced in one State. Women are well represented in PMP with an overall participation rate of 40%.

Table 5 Women's participation on Landcare Assessment Panels

<i>State</i>	<i>Participation on Landcare Assessment Panels 1999–00</i>		
		<i>Regional Assessment Panels (RAPs)</i>	<i>State Assessment Panels (SAPs)</i>
			<i>See Note below</i>
NSW	No. women	not available	3
	No. men	not available	13
	Women as % total	not available	19%
Qld	No. women	21	6
	No. men	38	12
	Women as % total	36%	33%
SA	No. women	36	5
	No. men	76	11
	Women as % total	32%	31%
Vic	No. women	36	5
	No. men	54	6
	Women as % total	40%	45%
Tas	No. women	No RAP	12
	No. men	No RAP	3
	Women as % total	No RAP	80%
WA	No. women	18	5
	No. men	44	13
	Women as % total	29%	28%
NT	No. women	13	4
	No. men	15	10
	Women as % total	46%	29%
ACT	No. women	No RAP	4
	No. men	No RAP	17
	Women as % total	No RAP	19%
TOTAL of available States	No. women	124*	44
	No. men	227*	85
	Women as % total	35%*	34%

Note: This Table is identical to that reported in the First Implementation Report. For the First Implementation Report, data for 98/99 was not available and therefore data as at March 2000 was used. Assessment panels are appointed in February/March each year (in time for the next round of funding) and therefore the above data remains current as at 30 June 2000.

Comment: The above figures show that women are not more likely to participate on one type of panel over the other. Tasmania has significantly higher rate of women's participation than any other State/Territory.

Table 6 Women's participation as Landcare Co-ordinators funded under the Landcare Program

<i>State</i>	<i>As at 14/10/99</i>		<i>As at 30/10/00</i>	
	<i>See Note below</i>			
	<i>Women as % total</i>	<i>Number of women</i>	<i>Number of men</i>	<i>Women as % total</i>
NSW	39%	39	28	58%
Qld	Unavailable	30	31	49%
SA	100%	46	24	65%
Vic	48%	59	72	45%
Tas	21%	17	31	35%
WA	49%	68	37	64%
NT	Unavailable	10	10	50%
ACT	0%	5	1	83%
TOTAL	43%	274	234	53%

Note: For the First Implementation Report, complete data was unavailable. Participation rate by gender was only available for 157 of the estimated 500 co-ordinators.

Comment: The above figures show that women's rate of participation is significantly high in most States/Territories in this program. Women's participation rate is 50% or higher in a majority of States/Territories.

Table 7 Women's participation in other programs and courses funded by SCARM agencies

<i>Organisation</i>	<i>Program</i>	<i>Participation in programs & courses</i>		
			<i>30 June 1999</i>	<i>30 June 2000</i>
Commonwealth Department of Agriculture, Fisheries Forestry – Australia	Rural Financial Counselling	No women	302	225
	Management Committees	No men	488	481
		Women as % total	32%	39%
Commonwealth CSIRO	Staff Development and Training Programs	No women	Not collected	47
		No men		173
		Women as % total		21%
Commonwealth Bureau of Meteorology	Internal Training Courses and Scholarship Program	No women	Not collected	12
		No men		47
		Women as % total		20%
NSW Department Land and Water Conservation		No women	Not collected	Not available
		No men		
		Women as % total		
NSW NSW Agriculture	Staff Development and Training Courses	No women	1246	763
		No men	2136	1562
		Women as % total	36%	33%
	Accredited Training Courses at NSW Agricultural colleges	No women	60	65
		No men	130	97
Women as % total	31%	40%		
NSW Sydney Water Corporation Limited		No women	Not collected	Not available
		No men		
		Women as % total		
NT Department Primary Industry and Fisheries	Staff Development and Training Courses	No women	No programs to report on	315
		No men		389
		Women as % total		45%
NT Department of Lands, Planning and Environment	Staff Development and Training Courses	No women	Not collected	59
		No men		115
		Women as % total		34%
	Public Service Management Course	No women	Not collected	1
		No men		1
		Women as % total		50%

<i>Organisation</i>	<i>Program</i>	<i>Participation in programs & courses</i>		
			<i>30 June 1999</i>	<i>30 June 2000</i>
QLD Department of Primary Industries	Future Profit	No women	2223	1350
		No men	3157	1750
		Women as % total	41%	44%
	Building Rural Leaders	No women	48	121
		No men	51	132
		Women as % total	49%	48%
QLD Department of Natural Resources		No women	Not collected	Not provided
		No men		
		Women as % total		
SA Department for Water Resources	Internal Training Courses	No women	Not collected	19
		No men		22
		Women as % total		46%
SA South Australian Water Corporation		No women	Not collected	Not available
		No men		
		Women as % total		
SA Department of Primary Industries and Resources South Australia	Agricultural Bureau	No women	137	147
		No men	3821	4612
		Women as % total	4%	3%
	SA Rural Leadership Course	No women	11	9
		No men	9	11
		Women as % total	55%	45%
TAS Department of Primary Industries, Water and Environment	Prograze	No women	20	47
		No men	380	441
		Women as % total	5%	10%
	Dairy Discussion Groups	No women	80	100
		No men	320	320
		Women as % total	20%	24%
VIC Department of Natural Resources and Environment	Internal Training Courses	No women	382	1392
		No men	432	2037
		Women as % total	46%	41%
	Target 10	No women	416	304
		No men	1073	1012
		Women as % total	28%	23%
VIC Rural Finance Corporation	Scholarships	No women	Not collected	2
		No men		3
		Women as % total		40%
	FarmBis	No women	Not collected	1326
		No men		2749
		Women as % total		33%

<i>Organisation</i>	<i>Program</i>	<i>Participation in programs & courses</i>		
			<i>30 June 1999</i>	<i>30 June 2000</i>
WA Agriculture Western Australia	Internal Training Courses	No women	384	2448
		No men	674	3785
		Women as % total	36%	39%
	Better Business Program	No women	Not collected	516
		No men		659
Women as % total			44%	
WA Water & Rivers Commission		No women	Not collected	No programs to report on
		No men		
		Women as % total		
ACT Environment ACT		No women	Not collected	No programs to report on
		No men		
		Women as % total		

Note: For this Second Implementation Report all Australian member agencies of SCARM were asked to provide data for this Table. So that a comparison of data can be made over the life of the National Plan ie 5 years, agencies have been asked to report on programs which are expected to run until June 2003.

Comment: The above figures show that women's participation is highest in leadership and business management courses. Improvement is needed in most other areas.

Table 8 Women's participation on Rural Financial Counselling Management Committees

<i>State</i>	<i>Participation on committees</i>	<i>30 June 1999</i>		<i>30 June 2000</i>	
NSW	No. women	83		105	
	No. men	207		177	
	Women as % total	29%		37%	
Qld	No. women	11		34	
	No. men	55		69	
	Women as % total	17%		33%	
SA	No. women	43		52	
	No. men	91		83	
	Women as % total	32%		39%	
Vic	No. women	55		71	
	No. men	82		101	
	Women as % total	40%		41%	
Tas	No. women	6		8	
	No. men	12		11	
	Women as % total	33%		42%	
WA	No. women	27		32	
	No. men	41		40	
	Women as % total	40%		44%	
TOTAL	No. women	225		302	
	No. men	488		481	
	Women as % total	32%		39%	

Comment: The above figures show that the participation rate of women is now almost 40% and that there has been a noticeable increase in women's participation for all States.

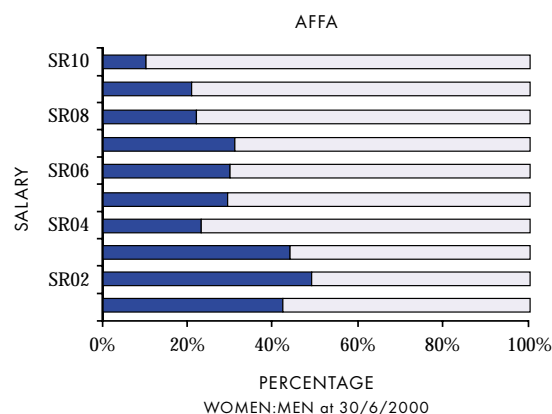
Table 9: SCARM agency data—Women’s participation by salary range shows the staffing ratios of men and women in SCARM agencies using 10 standardised salary bands to facilitate comparison

The ten standardised salary bands used in the First Implementation Report have been updated to keep them in line with current salary levels. The new rates have also been adjusted to take account of the effects of Enterprise and Workplace Agreements on pay scales.

Commonwealth

Department of Agriculture, Fisheries & Forestry - Australia

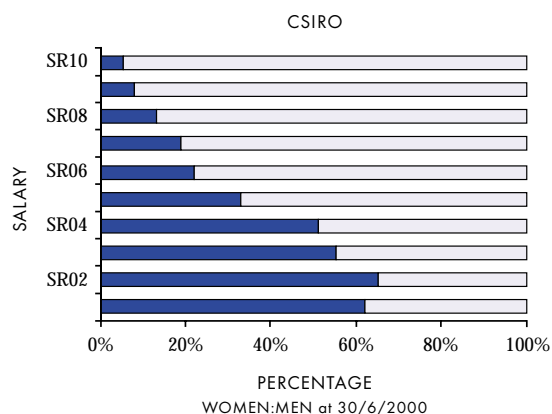
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216	17%	83%	SR10	10%	90%
\$81,310–\$92,216	19%	81%	SR09	21%	79%
\$70,841–\$81,309	28%	72%	SR08	22%	78%
\$62,809–\$70,840	31%	69%	SR07	31%	69%
\$53,869–\$62,808	32%	68%	SR06	30%	70%
\$46,308–\$53,868	23%	77%	SR05	29%	71%
\$42,249–\$46,307	42%	58%	SR04	23%	77%
\$37,527–\$42,248	50%	50%	SR03	44%	56%
\$32,643–\$37,526	50%	50%	SR02	49%	51%
\$0–\$32642	44%	56%	SR01	42%	58%



Commonwealth

CSIRO

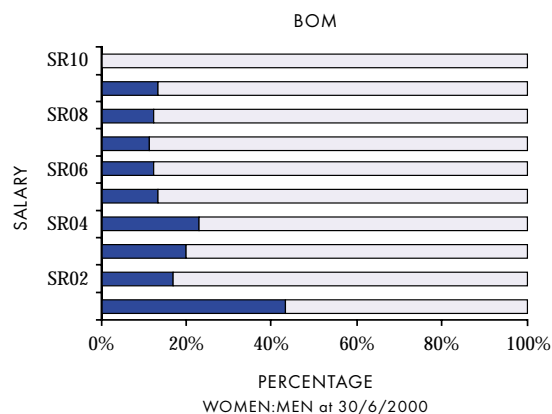
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	5%	95%
\$81,310–\$92,216			SR09	8%	92%
\$70,841–\$81,309	data		SR08	13%	87%
\$62,809–\$70,840	not collected		SR07	19%	81%
\$53,869–\$62,808			SR06	22%	78%
\$46,308–\$53,868			SR05	33%	67%
\$42,249–\$46,307			SR04	51%	49%
\$37,527–\$42,248			SR03	55%	45%
\$32,643–\$37,526			SR02	65%	35%
\$0–\$32642			SR01	62%	38%



Commonwealth

Bureau of Meteorology

Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	0%	100%
\$81,310–\$92,216			SR09	13%	87%
\$70,841–\$81,309	data		SR08	12%	88%
\$62,809–\$70,840	not collected		SR07	11%	89%
\$53,869–\$62,808			SR06	12%	88%
\$46,308–\$53,868			SR05	13%	87%
\$42,249–\$46,307			SR04	23%	77%
\$37,527–\$42,248			SR03	20%	80%
\$32,643–\$37,526			SR02	17%	83%
\$0–\$32642			SR01	43%	57%

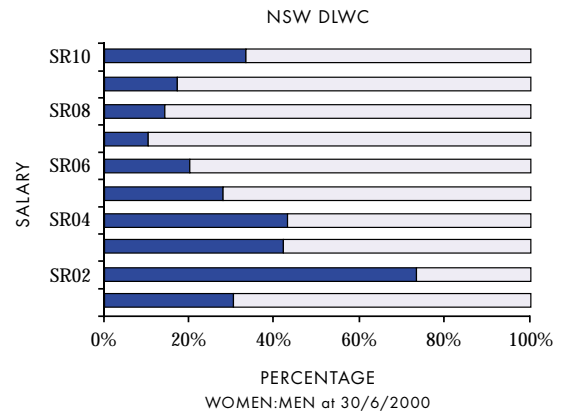


■ WOMEN ■ MEN

NSW

Department of Land and Water Conservation

Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	33%	67%
\$81,310-\$92,216			SR09	17%	83%
\$70,841-\$81,309	data		SR08	14%	86%
\$62,809-\$70,840	not		SR07	10%	90%
\$53,869-\$62,808	collected		SR06	20%	80%
\$46,308-\$53,868			SR05	28%	72%
\$42,249-\$46,307			SR04	43%	57%
\$37,527-\$42,248			SR03	42%	58%
\$32,643-\$37,526			SR02	73%	27%
\$0-\$32642			SR01	30%	70%



NSW

NSW Agriculture

Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216	6%	94%	SR10	11%	89%
\$81,310-\$92,216	6%	94%	SR09	13%	87%
\$70,841-\$81,309	12%	88%	SR08	7%	93%
\$62,809-\$70,840	12%	88%	SR07	13%	87%
\$53,869-\$62,808	25%	75%	SR06	15%	85%
\$46,308-\$53,868	43%	57%	SR05	26%	74%
\$42,249-\$46,307	54%	46%	SR04	41%	59%
\$37,527-\$42,248	44%	56%	SR03	42%	58%
\$32,643-\$37,526	43%	57%	SR02	65%	35%
\$0-\$32642	77%	23%	SR01	41%	59%



NSW

Sydney Water Corporation Limited

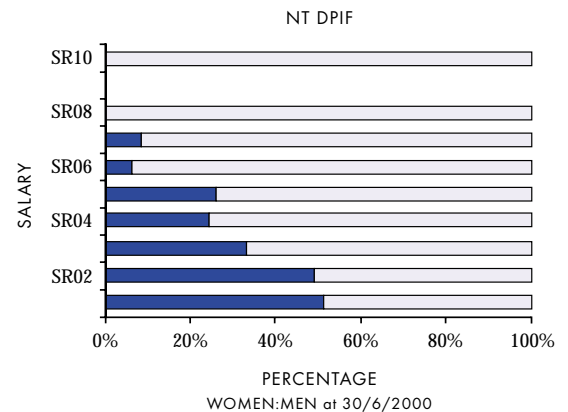
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	15%	85%
\$81,310-\$92,216			SR09	0%	0%
\$70,841-\$81,309	data		SR08	12%	88%
\$62,809-\$70,840	not		SR07	16%	84%
\$53,869-\$62,808	collected		SR06	12%	88%
\$46,308-\$53,868			SR05	27%	73%
\$42,249-\$46,307			SR04	38%	62%
\$37,527-\$42,248			SR03	31%	69%
\$32,643-\$37,526			SR02	11%	89%
\$0-\$32642			SR01	14%	86%



NT

Department of Primary Industry and Fisheries

Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216	0%	100%	SR10	0%	100%
\$81,310-\$92,216	0%	100%	SR09	0%	0%
\$70,841-\$81,309	8%	92%	SR08	0%	100%
\$62,809-\$70,840	22%	78%	SR07	8%	92%
\$53,869-\$62,808	23%	77%	SR06	6%	94%
\$46,308-\$53,868	30%	70%	SR05	26%	74%
\$42,249-\$46,307	35%	65%	SR04	24%	76%
\$37,527-\$42,248	44%	56%	SR03	33%	67%
\$32,643-\$37,526	76%	24%	SR02	49%	51%
\$0-\$32642	32%	68%	SR01	51%	49%

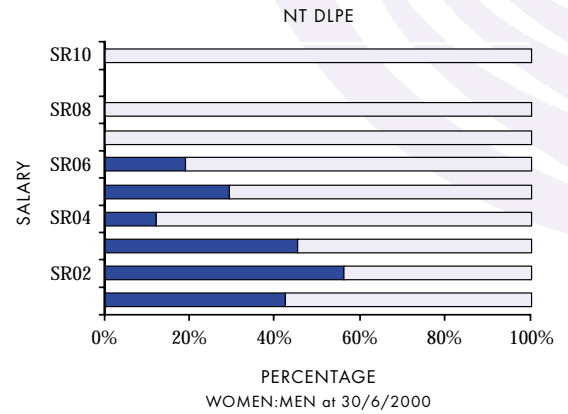


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NT

Department of Lands, Planning and Environment

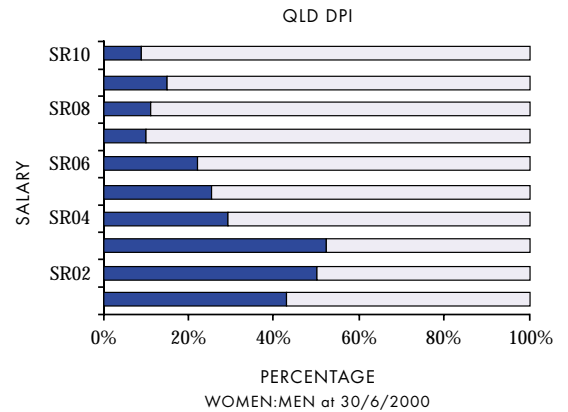
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	0%	100%
\$81,310-\$92,216			SR09	0%	0%
\$70,841-\$81,309	data		SR08	0%	100%
\$62,809-\$70,840	not		SR07	0%	100%
\$53,869-\$62,808	collected		SR06	19%	81%
\$46,308-\$53,868			SR05	29%	71%
\$42,249-\$46,307			SR04	12%	88%
\$37,527-\$42,248			SR03	45%	55%
\$32,643-\$37,526			SR02	56%	44%
\$0-\$32642			SR01	42%	58%



QLD

Department of Primary Industries

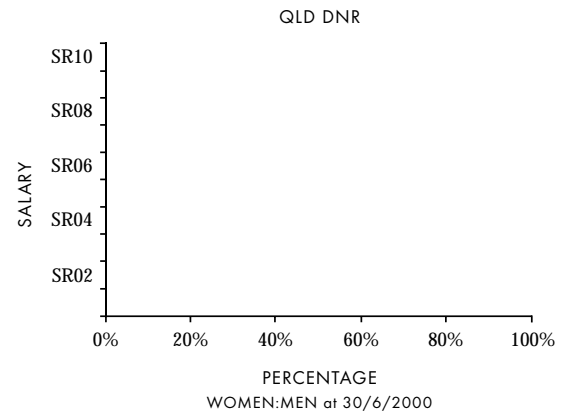
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216	17%	83%	SR10	9%	91%
\$81,310-\$92,216	18%	82%	SR09	15%	85%
\$70,841-\$81,309	10%	90%	SR08	11%	89%
\$62,809-\$70,840	16%	84%	SR07	10%	90%
\$53,869-\$62,808	20%	80%	SR06	22%	78%
\$46,308-\$53,868	29%	71%	SR05	25%	75%
\$42,249-\$46,307	51%	49%	SR04	29%	71%
\$37,527-\$42,248	49%	51%	SR03	52%	48%
\$32,643-\$37,526	50%	50%	SR02	50%	50%
\$0-\$32642	34%	66%	SR01	43%	57%



QLD

Department for Natural Resources

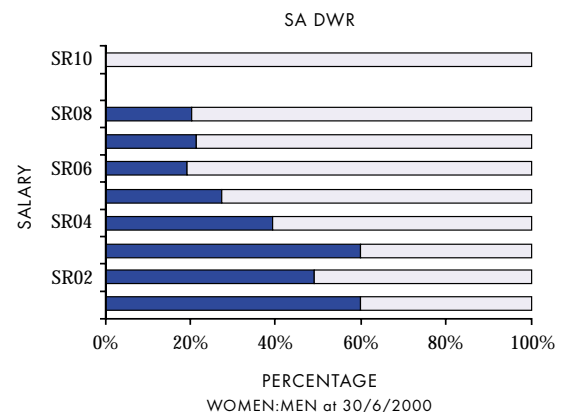
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10		
\$81,310-\$92,216			SR09		
\$70,841-\$81,309	data		SR08	data	
\$62,809-\$70,840	not		SR07	not	
\$53,869-\$62,808	collected		SR06	provided	
\$46,308-\$53,868			SR05		
\$42,249-\$46,307			SR04		
\$37,527-\$42,248			SR03		
\$32,643-\$37,526			SR02		
\$0-\$32642			SR01		



SA

Department for Water Resources

Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	0%	100%
\$81,310-\$92,216			SR09	0%	0%
\$70,841-\$81,309	data		SR08	20%	80%
\$62,809-\$70,840	not		SR07	21%	79%
\$53,869-\$62,808	collected		SR06	19%	81%
\$46,308-\$53,868			SR05	27%	73%
\$42,249-\$46,307			SR04	39%	61%
\$37,527-\$42,248			SR03	60%	40%
\$32,643-\$37,526			SR02	49%	51%
\$0-\$32642			SR01	60%	40%

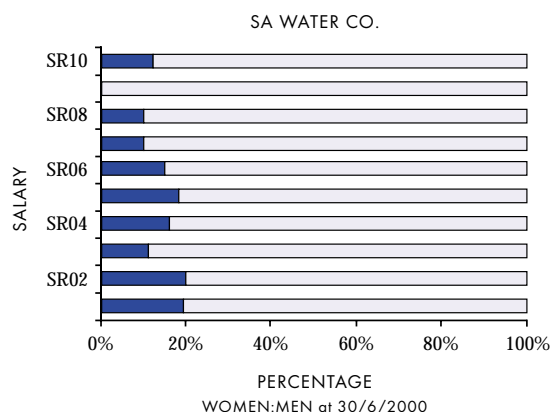


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SA

South Australian Water Corporation

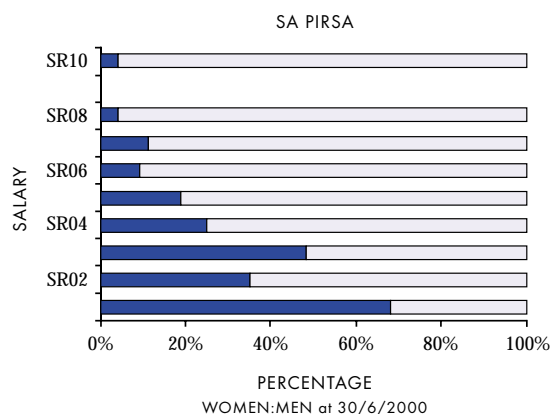
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	12%	88%
\$81,310-\$92,216			SR09	0%	100%
\$70,841-\$81,309	data		SR08	10%	90%
\$62,809-\$70,840	not		SR07	10%	90%
\$53,869-\$62,808	collected		SR06	15%	85%
\$46,308-\$53,868			SR05	18%	82%
\$42,249-\$46,307			SR04	16%	84%
\$37,527-\$42,248			SR03	11%	89%
\$32,643-\$37,526			SR02	20%	80%
\$0-\$32642			SR01	19%	81%



SA

Department of Primary Industries and Resources SA

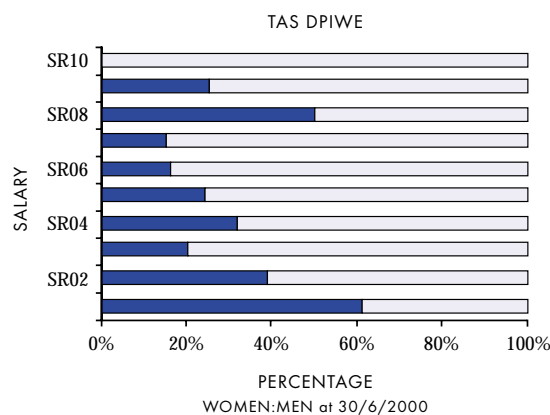
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216	4%	96%	SR10	4%	96%
\$81,310-\$92,216	0%	0%	SR09	0%	0%
\$70,841-\$81,309	0%	100%	SR08	4%	96%
\$62,809-\$70,840	3%	97%	SR07	11%	89%
\$53,869-\$62,808	20%	80%	SR06	9%	91%
\$46,308-\$53,868	25%	75%	SR05	19%	81%
\$42,249-\$46,307	42%	58%	SR04	25%	75%
\$37,527-\$42,248	38%	62%	SR03	48%	52%
\$32,643-\$37,526	64%	36%	SR02	35%	65%
\$0-\$32642	75%	25%	SR01	68%	32%



TAS

Department of Primary Industries, Water and Environment

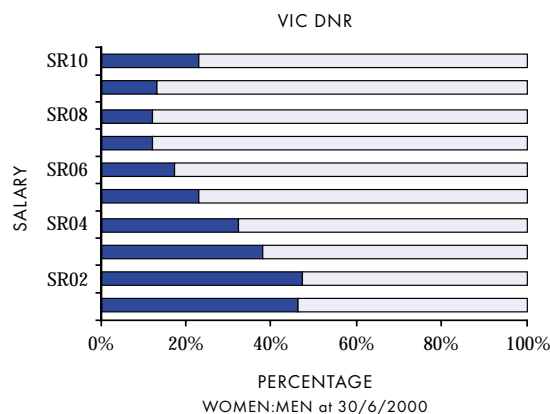
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216	0%	0%	SR10	0%	100%
\$81,310-\$92,216	100%	0%	SR09	25%	75%
\$70,841-\$81,309	21%	79%	SR08	50%	50%
\$62,809-\$70,840	26%	74%	SR07	15%	85%
\$53,869-\$62,808	21%	79%	SR06	16%	84%
\$46,308-\$53,868	26%	74%	SR05	24%	76%
\$42,249-\$46,307	27%	73%	SR04	32%	68%
\$37,527-\$42,248	15%	85%	SR03	20%	80%
\$32,643-\$37,526	49%	51%	SR02	39%	61%
\$0-\$32642	65%	35%	SR01	61%	39%



VIC

Department of Natural Resources and Environment

Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216	17%	83%	SR10	23%	77%
\$81,310-\$92,216	16%	84%	SR09	13%	87%
\$70,841-\$81,309	11%	89%	SR08	12%	88%
\$62,809-\$70,840	13%	86%	SR07	12%	88%
\$53,869-\$62,808	20%	80%	SR06	17%	83%
\$46,308-\$53,868	28%	72%	SR05	23%	77%
\$42,249-\$46,307	37%	63%	SR04	32%	68%
\$37,527-\$42,248	42%	58%	SR03	38%	62%
\$32,643-\$37,526	46%	54%	SR02	47%	53%
\$0-\$32642	46%	54%	SR01	46%	54%

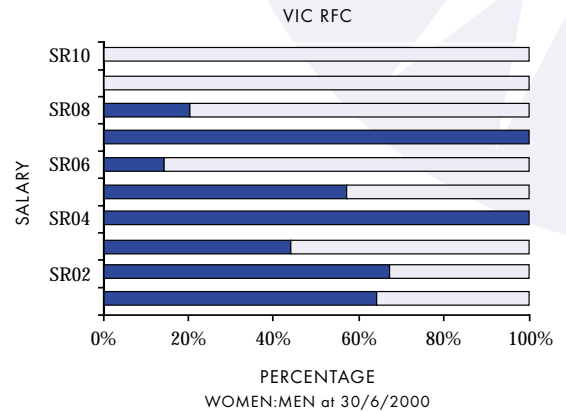


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VIC

Rural Finance Corporation

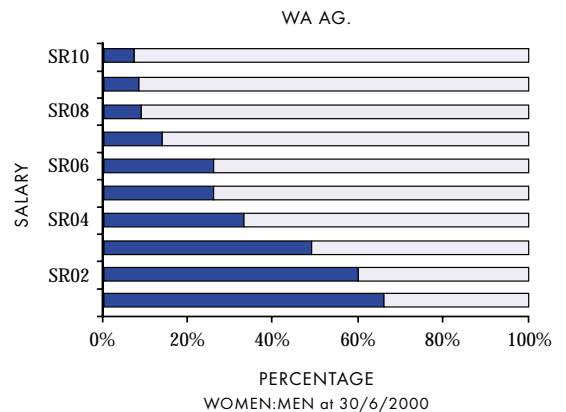
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	0%	100%
\$81,310-\$92,216			SR09	0%	100%
\$70,841-\$81,309	data		SR08	20%	80%
\$62,809-\$70,840	not		SR07	100%	0%
\$53,869-\$62,808	collected		SR06	14%	86%
\$46,308-\$53,868			SR05	57%	43%
\$42,249-\$46,307			SR04	100%	0%
\$37,527-\$42,248			SR03	44%	56%
\$32,643-\$37,526			SR02	67%	33%
\$0-\$32642			SR01	64%	36%



WA

WA Agriculture

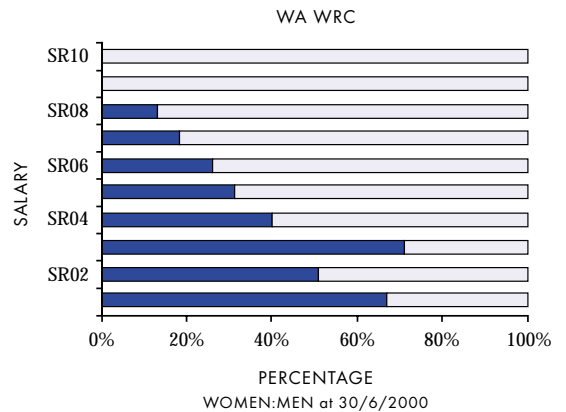
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216	6%	94%	SR10	7%	93%
\$81,310-\$92,216	8%	92%	SR09	8%	92%
\$70,841-\$81,309	8%	92%	SR08	9%	91%
\$62,809-\$70,840	12%	88%	SR07	14%	86%
\$53,869-\$62,808	22%	78%	SR06	26%	74%
\$46,308-\$53,868	28%	72%	SR05	26%	74%
\$42,249-\$46,307	28%	72%	SR04	33%	67%
\$37,527-\$42,248	48%	52%	SR03	49%	51%
\$32,643-\$37,526	57%	43%	SR02	60%	40%
\$0-\$32642	62%	38%	SR01	66%	34%



WA

Water and Rivers Commission

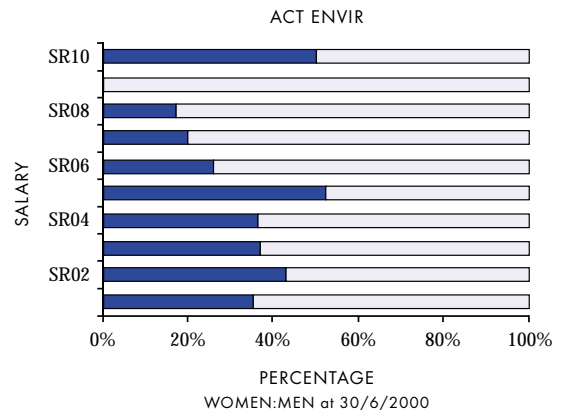
Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	0%	100%
\$81,310-\$92,216			SR09	0%	100%
\$70,841-\$81,309	data		SR08	13%	87%
\$62,809-\$70,840	not		SR07	18%	82%
\$53,869-\$62,808	collected		SR06	26%	74%
\$46,308-\$53,868			SR05	31%	69%
\$42,249-\$46,307			SR04	40%	60%
\$37,527-\$42,248			SR03	71%	29%
\$32,643-\$37,526			SR02	51%	49%
\$0-\$32642			SR01	67%	33%



ACT

ACT Environment

Salary	Women at 30 June 1999	Men	Salary Range	Women at 30 June 2000	Men
>\$92,216			SR10	50%	50%
\$81,310-\$92,216			SR09	0%	100%
\$70,841-\$81,309	data		SR08	17%	83%
\$62,809-\$70,840	not		SR07	20%	80%
\$53,869-\$62,808	collected		SR06	26%	74%
\$46,308-\$53,868			SR05	52%	48%
\$42,249-\$46,307			SR04	36%	64%
\$37,527-\$42,248			SR03	37%	63%
\$32,643-\$37,526			SR02	43%	57%
\$0-\$32642			SR01	35%	65%



Comment: The above figures continue to show that for all agencies the proportion of women at level tends to decrease as the salary level increases. Women are predominantly at the junior management and technical levels.

■ WOMEN □ MEN

S U M M A R Y

The baseline established by the First Annual Implementation Report data has been extended by including data from a further 10 agencies. The pattern of women's participation, however, did not change. The data confirms that the majority of women are clustered in the lower paid working areas and at the advisory, rather than decision-making levels, on boards and committees. For example 53% of Landcare Coordinators are women in contrast to 34% of Landcare Assessment Panel members.

The data for 1999/2000 is encouraging although the increase in women's participation is small, and it is too early to determine whether the increase will be sustained as a trend. For example women's participation rate as chairs on SCARM committees has risen from 6% to 9%. Further, there continues to be a difference in the success of agencies in recruiting women's participation. For example participation rates on agency funded programs and courses ranges from 3% to 50%.

It is important to remember the implementation timeframe of the National Plan is a minimum of five years, and therefore data gathered so far has to be kept in context and will become more meaningful and valuable as part of a trend analysis over time.

C A S E S T U D I E S

The eight case studies included here build on, and compliment those contained in the First Annual Implementation Report. Together they provide both action research outcomes and blueprints for innovative ways to address the challenges of capturing diversity in decision-making and participation at all levels and across the full range of activities. They provide acknowledgment of the power of engaging all stakeholders in developing solutions. The RWWG is strongly committed to encouraging and documenting innovation in maximising the role of women in agriculture and resource management.

NORTHERN TERRITORY

Case Study

The Central Australian Producers' Action Group (CAPAG)

Continuing to support strategic growth of regional rural industries.
Women as participants and contributors.

Key Result Area 2: Skills



*CAPAG members
at a field day*

*From left
Helen Murphy,
Chairperson, Barbara
Dann, Shareholder,
Gary Dann, Director*

Photo courtesy DPIF, NT

Why it was done

CAPAG was formed to progress the development of Central Australian producers by initiating products and services to assist producers to manage change better.

Women make up 2 of the 5 Directors of CAPAG. There are 8 shareholders, the 5 Directors plus another woman and two men, all are very involved with the operation.

Helen Murphy, in her role of Chair of CAPAG, has been instrumental in driving the achievement of CAPAG's goals.

These goals include focusing on reducing input costs, increasing returns and improving diversification developments.

Helen Carrell was appointed Executive Director last September and has been busy creating the framework and platform for CAPAG to roll out the various strategies to assist those involved.

Who it targeted

CAPAG PTY LTD is committed to including primary producers, their families and associated industry supporters. By offering a suite of solutions highlighting the opportunities, options and alternatives available, means that CAPAG can address the vast array of requirements in this time of rapid change in agribusiness.

CAPAG focuses on the families involved, encouraging the involvement of women with their particular talent for instigating change within our rural enterprises.

What was done/activities

CAPAG employed Helen Carrell, as Executive Director, to create the framework for 10 key initiatives in order to become self-funding. These initiatives progress the community, improve co-operation, collaboration and co-ordination amongst Central Australian Producers.

In September CAPAG held an interesting day on renewable energy, which was well attended by many families. The day outlined efficient methods of running 24-hour power sources, a valuable asset for improving the quality of family life.

CAPAG also held an overview day on holistic management, which ensures that decisions consider the social, ecological and economic ramifications simultaneously.

This is based on creating a goal for the family and the enterprise, and ensuring all decisions lead to the point which the entire family would like reach.

Outcomes

CAPAG has formed a business goal that will be used to test decisions to ensure it moves its members towards the future they desire. The goal was compiled by the decision-makers and shareholders of the Company, ensuring ownership of the direction for CAPAG, which is vitally important. The goal will be used to prioritize activities to ensure that weak links are addressed and a forward direction is maintained in order to attain the desired outcomes. This process highlights the importance of communication and indicates areas that need attention to achieve the best return for dollars and time spent and thus expands the enterprise.

The value of this process is that it considers the talents and significant contribution women and children make to the whole enterprise. It encourages their talents to flourish and help the women involved reach their full potential.

Cooperative links with aboriginal communities, other station owners, government agencies and the private sector are benefiting from CAPAG which offers an excellent opportunity to gain greater understanding of the future needs and requirements for the pastoral industry from land management through to 'state of the art' technology and innovative marketing strategies via e-business.

CAPAG is about recreating the sense of community that is so important for people to gain trust, to share information and learn from each other. Together CAPAG members will grow and achieve more. Women provide the link between ideas on paper and making them a reality.

CAPAG has successfully found markets and a distributor for one of its shareholders who is producing Ti-tree oil. All producers have had the opportunity to benefit from the suite of solutions exposed by the various workshops, field days and seminars that have been held.

Communication and a willingness to work together with aboriginal people is being fostered to a much greater extent than could have been hoped for. CAPAG is looking forward to various joint functions and activities, sharing information and assisting each other on various management issues. In particular, addressing opportunities with women's banks that enable aboriginal and rural women to borrow small amounts of money to establish enterprises from their homes and thus provide a lift in self esteem and financial independence.

Contact

Jenny Purdie

Regional Director

Department of Primary Industry and Fisheries

PO Box 159

TENNANT CREEK NT 0861

Tel: (08) 8962 4485

Fax: (08) 8962 4480

Email: jenny.purdie@nt.gov.au

SOUTH AUSTRALIA

Case Study

SA Rural Legends

An annual award that recognises the courage and contribution of older rural women to rural communities.

Key Result Area 4: Communication



Legends 2000

*Back row—Isabel Suter,
Glad Wilton,
Beryl George*

*Front row—
Toni Robinson,
Ruby Rodgers,
Ivy Freeman,
Margaret McBeath*

Photo courtesy PIRSA

Why it was done

The ABC Rural Women of the Year Award, the RIRDC Rural Women's Award, conference delegation selection, rural leadership programs and the various bursary and scholarships that are available to rural women today tend to target younger rural women, or women with potential to make a difference and those who are actively involved in primary industries or rural communities. While these programs have been very successful in raising the profile of rural women, a gap in avenues for recognising and

promoting the past contribution of older rural women was identified.

It became clear that while the stories of the younger rural women were now being told publicly there were generations of older rural women whose stories would never be acknowledged in a similar way and the risk of their story never being told was great. Many rural women of mature years laid the foundations for the achievements of rural women today. Rural women's history was at risk of being seen as only beginning in 1980's and 1990's which in years to come could be interpreted as rural women have only just begun to be the backbone of rural communities and primary industries.

A goal of the South Australian Action Plan 'Working Together for Change' highlights the importance of having the diverse contributions of women to the rural community and industry sectors recognised and publicly acknowledged. This includes the contributions of older rural women and to date there was no mechanism to do this.

Who it targeted

Rural Legends highlights the achievements, courage, pioneering spirit and sense of adventure of rural women, acknowledging their legendary status in the community. It is a way of recognising any woman whose personal life story includes experiences that stand out from all others, leading to legendary status in the community. These women are likely to be of mature years.

A Rural Legend has a story which describes the actions or achievements and memorable moments for which she is nominated.

Legendary status may have been through achievement and contribution in any of the following areas: community service and support; the environment; local development; community arts; pioneering and survival; sport and recreation; business and adventure. Women who are eligible may have, championed a cause, achieved against all odds,

been a good samaritan, are local characters or personalities or shown bravery or demonstrated courage.

What was done/activities

Rural Affairs, Primary Industries and Resources and the Hon. Caroline Schaefer MLC held the inaugural Rural Legends Presentation at Parliament House on 19 October 2000 combining the occasion with the SA Celebration of World Rural Women's Day. This was an opportunity to recognise efforts and contributions of some older courageous pioneering rural women. The Rural Legends 2000 were Ivy Freeman, Tumby Bay, the first woman elected to Tumby Bay District Council, Beryl George, Loxton for her services to Horticulture, Margaret McBeath, Elliston, services to the elderly in rural communities, Toni Robinson, Woods Point, services to Local Government and for her work with the stud cattle breeding, Glad Wilton, Cleve, services to the disabled in the rural community, Dr Isobel Suter, Mannum, the first rural woman doctor in South Australia.

Outcomes

Each Legend was presented with a framed photo and summary of their story by the Deputy Premier and Minister for Primary Industries and Resources, the Hon. Rob Kerin.

A booklet containing the Legend's stories was produced and distributed on the day and is available through Rural Affairs, PIRSA.

The South Australian urban media ran a full page on the Rural Legends, promoting their stories to an urban audience and the rural media also ran stories in local papers. The ABC Regional Country Hour interviewed each Rural Legend at their homes and each story will be featured on the relevant regional radio then "The ABC Country Hour" which is a state-wide program will feature the seven interviews over the coming months.

The stories will be lodged with the South Australian State Library who is also interested in documenting the Rural Legend's stories as part of an oral history project.

Each year new Rural Legend's stories will be told building the collection of the history of South Australian rural women and motivating other women to tell their story. This will build a greater understanding and recognition of the role and the diversity of rural women in rural communities and industry.

Contact

Ms Lib McClure

Manager, Rural Affairs
Primary Industries and Resources SA
GPO Box 1671
ADELAIDE SA 5001

Ph: 08 82260245
Fax: 08 8226 0425
Email: mcclure.lib@saugov.sa.gov.au

QUEENSLAND

Case Study

Queensland Women's Industry Network

Establishing a network providing skills and services to women in the Queensland fishing industry

Key Result Area 2: Skills



Tricia Kelman

Photo courtesy DPI, Qld

Why it was done

In early 1999, the former Queensland Commercial Fishermen's Organisation (QCFO), now known as the Queensland Seafood Industry Association, approached the Department of Primary Industries concerning the lack of recognition and services for women in the State's fishing industry. Women involved in the fishing industry saw other industries such as beef and dairy, invest significant time and resources in developing the role and skills of women. They wanted a similar commitment for the fishing industry.

Who it targeted

The Queensland Women's Industry Network (QWIN) consists of women from the State's seafood industry committed to ensuring the long-term sustainability and profitability of the seafood sector. The greater involvement of women and young people at all levels of the industry, particularly in decision-making and leadership roles, will help to create a diverse and vibrant industry.

What was done/activities

In December 1999, DPI sponsored QCFO project officer, Tricia Kelman, to attend a workshop in Adelaide on "Empowering Fishing Women to Capitalise on Networks". WIN conducted the workshop with the objective of creating sister networks in each State. Tricia was voted Queensland's representative on the National Steering Committee.

Tricia continued to work with DPI, gauging women's interest in forming a Queensland network. DPI sponsored a workshop in Brisbane which brought together interested women from all over the State to discuss the proposal as well as the possibility of creating branch networks in regional areas. The response was overwhelmingly in support of QWIN at a local and regional level.

At the workshop, the women discussed how QWIN could help them and how they as a network could assist the seafood sector. Issues raised included the need for greater communication, skills building, mentoring, breaking down barriers and education and training. Following the workshop and the overwhelming support for the proposal, Tricia travelled throughout Queensland promoting QWIN to women in the fishing industry.

Outcomes

Women throughout the Queensland fishing industry have embraced QWIN as a way to build the skills and confidence that will assist the industry to move forward during a period of great change. Support for QWIN continues to grow and in just over two years, seven regional networks have been established at Brisbane, Sunshine Coast, Bundaberg, Mackay, Townsville, Cairns, and Kurumba. The women see the network as a catalyst to become more involved in their industry, particularly in a decision-making capacity.

Women have noted the importance of developing improved business management skills in the fishing industry and recent changes in the Farm Business Improvement Program (FarmBis) enable those involved in business management in the wild catch fishing sector to access grants for a range of management-related training. Women, involved in this industry, are benefiting from these changes and will, within the next year, start to undertake essential business development training.

DPI, FarmBis and QWIN will work with women in the fishing industry to take advantage of training opportunities and to also target specific training needs.

Contacts

Tricia Kelman

Project Officer

Queensland Seafood Industry Association

Ph: (07) 3262 6855

Fax: (07) 3262 7650

Email: tkelman@qcfo.com.au

Liz Smith

Women in Rural Industries Unit

Department of Primary Industries

GPO Box 46

BRISBANE QLD 4001

Ph: (07) 3239 3254

Fax: (07) 3239 3685

Email: smithl@dpi.qld.gov.au

WESTERN AUSTRALIA



Case Study

Women in Agriculture: Network Development

Rural Remote and Regional Women's Network, Western Australian Women in Agriculture, Women in Dairying, Women in Horticulture, Women in Pork Production, Women in Grains

Key Results Area 1: Structures and strategic support

Why it was done

Network development is a strategic response to several significant needs:

1. Women in agriculture increasingly articulate concern and willingness to take action on issues affecting their livelihood, such as salinity, global market opportunities and threats, diversification of land use, uptake of information technology opportunities, and business planning. They pursue development of networks as an efficient way to address these issues, and as a means to individual skills development through training, leadership, and information uptake.
2. Provision of opportunities for skills development to encourage women to pursue active participation in decision-making bodies, whether formal, as in industry and government boards and committees, or less formally within local industry, community, or town.
3. Agriculture Western Australia, as a major provider of research and extension services to all agricultural industries in Western Australia, lacked strong formal women's networks, particularly within specific industries. Such networks, where widely inclusive, will facilitate the rapid dissemination of information and data to industry, and increase both industry knowledge and appreciation of the capacities of the agency.

Who it targeted

- Women in production agriculture in Western Australia, particularly within specific industry groups.
- Existing networks of women which have potential to deliver further opportunities for women, and to maintain active partnerships with Agriculture Western Australia.

What was done/activities

Rural Remote and Regional Women's Network

Agriculture Western Australia, through the Women Clients Project, provides half funding to the Network in partnership with the Department of Commerce and Trade. As well as increasing the production of Network News from three to four issues a year, the Network developed its own state of the art website, provided on-line discussion sessions for women with political leaders, social researchers, and other women in agriculture and remote regions. Via the website, the RRR Network now provides daily dissemination of news and information of importance to women in rural remote and regional communities.

Contact: Margaret Puls, Co-ordinator, RRR Network (08) 9327 5666

Western Australian Women in Agriculture

Support was provided to WAWiA to promote meetings in regional areas, upgrade its membership database, stimulate the emergence of industry-based reference groups, and to promote communication with current and potential members.

Contact: Anne Jennings, President (08) 9726 9221

Women in Horticulture

This new group was supported in organising a full-day workshop/meeting, and with database management and mailouts. Assistance was provided to enable a presence and promotional activities at two major horticulture field days. Recognising that they share geographic co-location in the south-west, women in horticulture were given opportunity to share in the leadership training program in place for women in the dairy industry.

Contact: Rosie Dilley (08) 9731 6321

Women in Grains

The Women in Grains group agreed to form a reference group as part of Western Australian Women in Agriculture, and have begun planning activities at the State level, and with interstate groups. Communication and other support has been made available for this developmental phase.

Contact: Betty Heitman (08) 9971 6011

Women in Pork Production

This emerging network plans to bring together women in pork production via an industry-specific day as part of WAWiA Gathering in 2001, and identify common issues and opportunities.

Contact: Lee Newing: (08) 9472 7315

Women in Dairying

The Milk Industry Liaison Committee (MILC) which has been active for over twenty one years, participated in ensuring women in the WA dairy industry participated in the national leadership training strategy. Three programs were run in WA, with positive outcomes for women taking on leadership roles within the industry and within their communities.

Contact: Margaret Campbell: (08) 9726 1050

Outcomes

Rural women's networks are growing in Western Australia, and, linked with other positive initiatives in leadership and learning, are becoming the norm as a way for women to exert influence on industry or community needs.

Within networks, skills development for members, promotion of positive industry futures, and the benefits of individual support and sharing during times of transition and stress, are outcomes which, whilst less visible, are undoubtedly forming the basis of stronger capacities for the future.

Contact

Lynnley McGrath

Women Clients Project

Agriculture Western Australia

Locked Bag No 4

Bentley Delivery Centre

PERTH WA 6893

Ph: (08) 9368 3217

Email: lmcgrath@agric.wa.gov.au

TASMANIA

Case Study

Marcus Oldham Leadership Course

Key Result Area 2: Skills



Tasmanian participants at the Marcus Oldham Leadership Program 2000

From left Holly-Terry Ware, Jackie Langton

Photo courtesy DPIWE, Tas

Why it was done

The five-day Marcus Oldham Leadership Program aims to develop the leadership qualities of Australians involved in Agriculture. Although a course is offered in Tasmania, the opportunity for participants to attend a national course and meet other participants from a diverse range of commodities is invaluable for networking opportunities.

A major objective of the course involves increasing each participant's confidence in their own leadership qualities as well as their communication, problem solving and

interpersonal skills. The women who took part also developed practical skills in running meetings, public speaking and dealing with the media.

In order for rural women to assume leadership positions within the agricultural industries sector, they first need to perceive of themselves as leaders. Attending this course provides not only leadership skills for rural women, but it often provides them with the confidence to apply for leadership positions that they would otherwise not have considered.


Who is targeted

With the support of the Tasmanian Toyota Dealers, Tasmanian Women in Agriculture have again been able to offer women involved in agriculture the opportunity to attend the five day course. Those targeted include women of all ages and experience who are committed to agriculture in Tasmania.

What was done/activities

Women who wish to attend the leadership course are invited to provide a brief outline as to why they wish to attend, and how they envisage utilising their skills in the future. Since its inception, the Tasmanian scholarship has provided seven women with the opportunity to develop their skills and help them meet the challenges of their changing roles within the rural industry.

A spokesperson for Tasmanian Toyota Dealers, Mr Damon Shady, said "Women are an integral part of the land and a large part of our market. We are pleased to support agriculture and the leading roles women are taking as decision makers'.



The Marcus Oldham Leadership course runs for five days, and often the participants said on completion that they did not want it to end. Far from easy, the course is often described as confronting by the participants, yet the long term rewards offset any initial feelings of discomfort.

Outcomes

All seven scholarship recipients returned from undergoing the course with an increased energy and enthusiasm to take on leadership roles within their farms, families and rural communities.

Undergoing the course has impacted on the lives of all of the participants in positive ways. The motivation and energy that the participants gained from the leadership course has often stayed with them and is a contributing factor of many other success stories of women in agriculture in Tasmania.

The scholarship promotes a positive image of women as leaders in rural industries and in their communities. The enthusiastic experiences of the past participants has also encouraged other rural women to attend similar leadership, communication and management skills based workshops when they are offered in regional areas in Tasmania.

Contact

Ruth Paterson

Project Officer

Women in Agriculture

Department of Primary Industries, Water and Environment

PO BOX 46

KINGS MEADOWS TAS 7249

Ph: 03 6336 5383

Fax: 03 6336 5400

Email: Ruth.Paterson@dpiwe.tas.gov.au

VICTORIA

Case Study

Women in Agriculture and Resource Management (WARM) Register

Key Result Area 3: Design and delivery of services, programs and policies



WARM Register workshop, Ouyen 2000

Photo courtesy DNRE, Vic

Why it was done

The WARM Register project seeks to increase the representation of women in decision-making forums within the agriculture and resource management sectors. The Register has been developed as a database containing the professional profiles of interested and suitable women, to be consulted when appointments to boards, committees or advisory groups are made. A complementary WARM Register Toolkit was developed to assist women in identifying and packaging their skills and

contribution to agriculture and resource management. The Toolkit was designed to encourage women to nominate for the Register.

Who it targeted

The WARM Register aims to attract Victorian women whose interests, background and experience makes them suitable for appointments to agriculture and resource management boards or committees.

What was done/activities

The WARM Register was officially launched in March 2000. Promotion of the WARM Register has been via the Victorian Rural Women's Network, at numerous Government launches and forums, at selected rural groups' meetings, via radio and in various publications. The major promotional activity was a series of rurally based workshops, designed to introduce the WARM Register project to rural women and facilitate registration via the Internet. Over a hundred women attended these workshops. At each workshop an invited speaker addressed the group about her personal experience in a leadership role. A workshop was also conducted on preparing a curriculum vitae. The WARM Register Toolkit contains user friendly advice on constructing resumes, writing letters of application and interview techniques, as well as sections dedicated to building self-esteem and developing leadership skills. Toolkits have been distributed at the above functions and on request. The WARM Register website also contains a secure "Discussion Lounge" in which registered members can post comments on any issue (industry related or personal.) This forum acts as a networking and communication tool for members.

Outcomes

Public response to the Register has been extremely positive. More than 200 women have registered, or are currently in the process of registering themselves. There have been several appointments of registered women to date. Indirect outcomes of the project have included the establishment of both informal networks and a "Women in Management" Group.

Contact

Alison Hackett

WARM Register Project Officer

Community Relations Team

Department of Natural Resources and Environment

Level 13, 8 Nicholson Street

EAST MELBOURNE VIC 3002

Ph: 03 9637 8803

Fax: 03 9637 8108

Email: rural.women@nre.vic.gov.au

COMMONWEALTH

Case Study

Department of Agriculture, Fisheries and Forestry — Australia (AFFA)

Women as Clients Strategy – Improved national consultation on the Commonwealth/ State Discussion Paper *Managing Natural Resources in Rural Australia for a Sustainable Future* (December 1999).

Key Result Area 1: Structures and strategic support



WIRIS meeting with NT Women in Agriculture at Coolalinga in July 2000.

From left Wendy McWaters (NT WinAg), Tou Ruchkaew (NT WinAg), Shelley Spriggs (WIRIS), Moira O'Brien (NT WinAg), Sue Richards (WIRIS).

Litchfield Times photo

Why it was done

In December 1999, the Commonwealth, States and Territory governments released a Discussion Paper, *Managing Natural Resources in Rural Australia for a Sustainable Future*, for public consultation.

In line with AFFA's *Women as Clients* Strategy and the National Plan, WIRIS negotiated a partnership with the AFFA NRM Taskforce to undertake specific, additional consultative activities to improve the participation of rural women in the consultation.

Better national policy through a more diverse consultation was the intended result.

Who it targeted

Women in rural industries throughout Australia, specifically those people already linked with national and State and Territory networks.

What was done/activities

WIRIS worked through its existing national networks, State Rural Women's Working Group members and national non - government women's organisations to:

- raise awareness of the national consultation and NRM issues in the Paper
- provide access to more information if required
- provide staff resource to speak at regional meetings

Electronic networks were used extensively and effectively. Around 370 people were contacted directly via phone, e-mail, electronic chat rooms and face-to-face meetings. Many of these were representatives of other groups and organisations and through them it is estimated over 4400 women became aware of the discussion paper and encouraged to submit responses.

Outcomes

Thirty-four per cent of total responses to the discussion paper were from women and women's organisations.

The significant proportion of women responding to the discussion paper indicates the extent of women's interest and involvement in natural resource management issues. It also highlights the extent of a highly developed client network, a consultation opportunity AFFA can capitalise on in the future.

Responses from women indicated a significant shift in emphasis on important elements of the proposed strategy from the comments made by the entire group of community responses (*Steering Committee Report, July 2000*). Some noticeable differences are:

- More women commented critically on the *Vision* enunciated in the discussion paper, calling for a vision that begins with an end or 'picture' in mind to inspire purposeful planning and development.
- Women stressed that while regional devolvement of power is important, the plethora of existing local/catchment/regional bodies should be utilised, rather than establish new arrangements.
- There was a particularly strong call for representatives on regional authorities to be elected or selected by the community or region.
- Women emphasised that volunteers could not carry major responsibility for the scale of natural resource management required on the ground.
- All submissions from women's organisations, and many from individual women, stressed the importance of leadership training and mentoring, and called for expanded support for women's participation in decision-making.
- Many saw the school system as the principle vehicle for raising awareness of natural resource management.

An Evaluation Report on the NRM consultation is available.

As a culmination to the NRM partnership, in December 2000, WIRIS sponsored a national meeting of 30 women in Canberra. Members of the AFFA Secretary's Rural Women's Advisory Group and two of their nominees travelled to Canberra to hear about the first stages of the implementation of the national Water Quality and Salinity Action Plan (the follow up document to the Discussion Paper). They then provided their feedback on implementation directly to the AFFA Secretary.

Contact

Sue Richards

Women in Rural Industries Section
Agriculture, Fisheries and Forestry — Australia
GPO Box 858
CANBERRA ACT 2601

Ph: 02 6272 3984

Fax: 02 6272 3025

Email: ruralwomen@affa.gov.au

Key Result Area 3: Design and delivery of services



OWOT Report Launch, Parliament House, Sydney.

From left Madeleine Randall (Presenter, ABC Local Radio), Richard Amery (Minister for Agriculture and Minister for Land & Water Conservation), Faye Lo Po' (Minister for Community Services, Minister for Ageing, Minister for Disability Services and Minister for Women), Maryanne Kelly (Community Chair, Rural Women's Network State Advisory Committee) and Allison Windus (Project Officer, Rural Women's Network).

Photo courtesy
NSW Agriculture

Why it was done

A review of the Rural Women's Network (RWN) program in 1999 identified health and access to information and services as priority issues for rural women. The *Older Women Out There* (OWOT) project funded by NSW Health as part of the National Women's Health Program, and coordinated by NSW Agriculture's Rural Women's Network was developed to meet some of these needs.

Who it targeted

OWOT was aimed at older women living in rural, regional and remote areas of New South Wales.

What was done/activities

There were three stages to the project. The first was the development of a series of radio programs that looked at wellness¹ issues relevant to older women. The programs were one-hour segments and ran across the state each Sunday on the ABC local radio network for 6 consecutive weeks.

The radio programs encouraged women to think more positively about being an older woman by using guest speakers, interviews, and discussions to raise women's awareness on a range of topical issues including: Body Image, Older Women & Violence, Taking Charge, Managing Change, Transport & Technology, and Having a Voice. A series of 'Info-Link Sheets' based on the programs were also developed.

The second stage of the project was to develop an OWOT website, which included information on wellness and a background to the project. Copies of the Info-link sheets, and the Final Report are also available on the site and can be reached through links on the RWN website www.agric.nsw.gov.au/rwn.

The last stage of the project was the coordination of free *Internet for Beginners* workshops. Gloria Robbins, a woman in her early 70's and a volunteer from *Internet to the Outback*², presented the initial pilot workshops, which were held in Cobar, Young, Deniliquin, and Lismore. Over 100 women participated in these pilot workshops. Local women coordinated these workshops -organising timing, local promotions, enrolments, venues, catering etc. Resource folders of useful information were given to all participants.

¹ Wellness = spiritual, physical, mental, social and emotional wellbeing.

² *Internet to the Outback* provides training for families in rural and remote areas of Australia to access the internet. For more information Ph: (02) 6259 3030

Outcomes

- Thousands of women living in rural, regional and remote areas of NSW have had the opportunity to learn and share information on wellness via radio and the internet.
- Over 100 women have completed introductory internet training in a relevant and non-threatening environment.
- 83% of the women who participated in the internet workshops said they felt comfortable using the internet and were keen to carry out further training. (Some of these women participated in an OWOT internet chat session).
- The many women who participated in the free internet workshops now have the skills to use communications such as the internet to meet their own needs and source information.
- The value of local women's knowledge for workshop coordination and promotion was recognised.
- Further workshops using OWOT resources are being developed for the North Coast, Central and South West of the State.
- A set of 10 info-link sheets have been developed to complement the OWOT radio series and have been distributed widely.
- Cassette tapes and CD's of the OWOT radio series are available for individuals and groups to borrow through the Rural Women's Network.
- Following the success of the OWOT series, ABC Local Radio developed a special 'men's program' which went to air during August 2000. They are also keen to run a repeat of the women's programs in 2001.
- The OWOT website, info-link sheets and the Final Report are valuable ongoing resources for groups and individuals.

Contact

Allison Windus

Project Officer

Rural Women's Network

NSW Agriculture

Locked Bag 21

ORANGE NSW 2800

Ph: 02 6391 3620

Fax: 02 6391 3650

Email: allison.windus@agric.nsw.gov.au

Website: www.agric.nsw.gov.au/rwn

