

The background of the slide features the Scottish Saltire flag, which consists of a white saltire (X-shape) on a blue field. On the right side, there is a vertical strip of a dark blue and green plaid pattern.

# **Women in Agriculture Scotland**

# Scottish Government Aims

Scottish Government is committed to gender equality (Equality Act 2010)

Impact assessments – EQIA and CRWIA

National Advisory Council for Women and Girls (started 2017) - formed as a catalyst for change, addressing gender inequality by providing independent strategic advice to the First Minister.

# The National Performance Framework

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- The National Performance Framework is for all of Scotland. It sets out a vision for collective wellbeing.



# Scottish Government: Programme for Government

2023-24 PfG new commitment to “develop a **gender strategy for agriculture** and fund practical training opportunities for women, new entrants, and young farmers”.

PfG Commitments for 2024

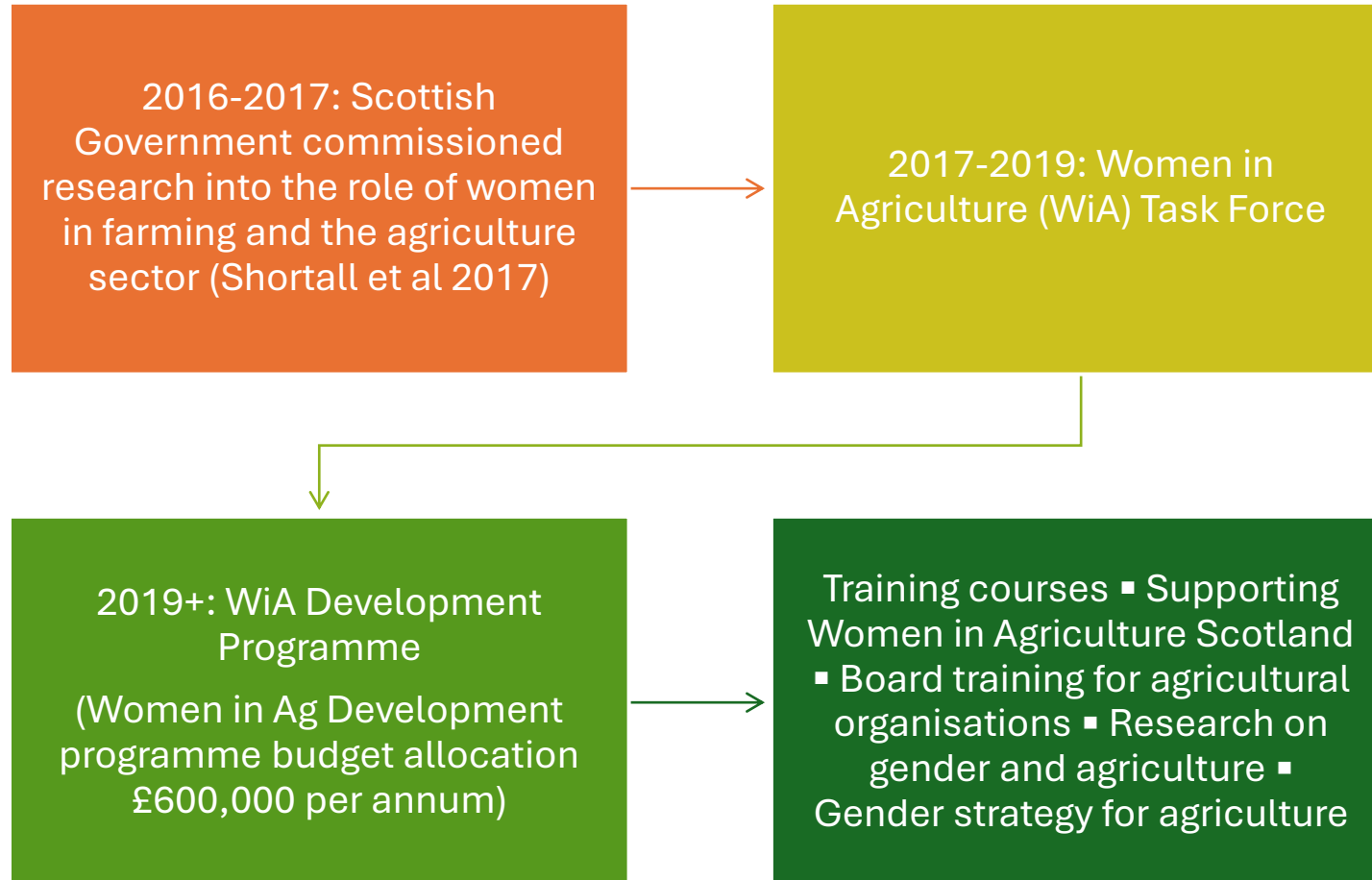
eradicating child poverty

growing our economy

tackling the climate emergency

improving public services

# Policy Journey



# WiA Taskforce Final Report 2019

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- Ministerial taskforce
- 24 recommendations on the following themes-
  - Leadership
  - Development of WiADP
  - Equality charter of Scottish agriculture
  - Training
  - Rural childcare
  - Succession
  - New entrants
  - Health and safety
  - Crofting



# First Minister Commitment

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We have already agreed to fund the Women in Agriculture Development Programme (WiADP).

I hope that the agricultural industry shows the same commitment to change and takes forward the report's conclusions and recommendations willingly and enthusiastically.

**#GenerationEqual is not optional: it is an essential building block for Scotland's future.**

# WiA Development Programme (WiADP) 2019+

Training courses – Be your best self, WiA Practical Training funds

Partnership funding through CIVTECH IT Challenge Fund to develop Skillshub Scotland (formally Skillseeder)

Supporting Women in Agriculture Scotland events

Board training for agricultural organisations

Grass Ceiling

Scottish Association of Young Farmers (SAYFC)

Research and analysis development of m&e



## Women in Agriculture

The Women in Agriculture Practical Training Fund has been established by Scottish Government to support the personal development of women, providing them with additional skills to progress their careers and employment opportunities in Scottish agriculture beyond their current role.

[Find out more](#)

[View Courses](#)



## Women in Forestry Training Fund

The Women in Forestry Practical Training Fund, was established by Scottish Forestry to support the personal development of women, providing them with additional skills to progress their careers and employment opportunities in forestry beyond their current role. With the support of Future Woodlands Scotland we are delighted to be able to reopen for applications.

[Find out more](#)

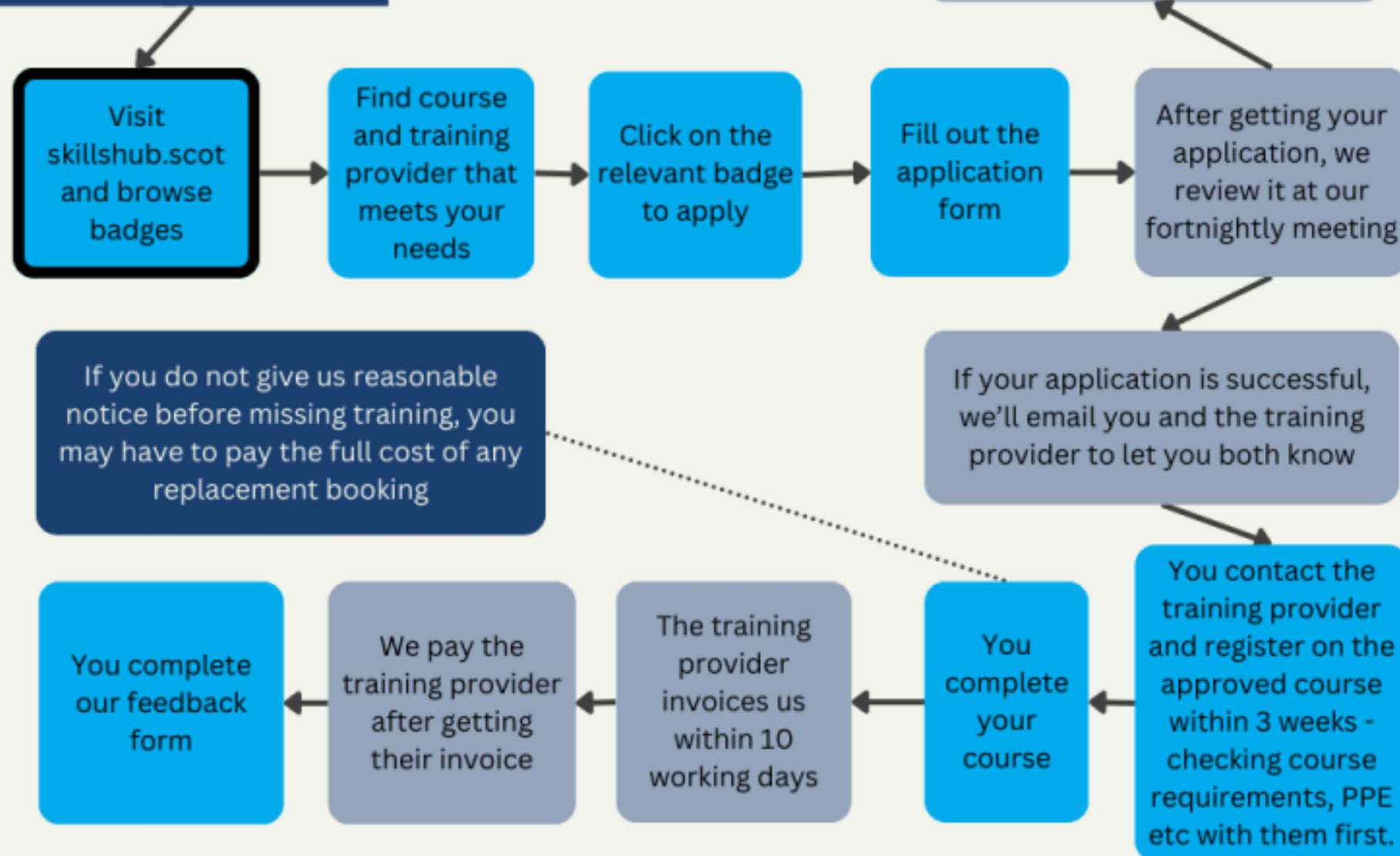
[View Courses](#)

# Women in Agriculture Practical Training Fund



# Skills Hub Scotland

## Application process



# Research



In 2024, the Scottish Government's Women in Agriculture (WiA) Development Programme developed a draft Theory of Change (ToC) outlining the intended outcomes of the Programme and its activities.



A report was commissioned externally to review and advise on the proposed ToC outcomes and any other outcomes that should be included, based on available evidence relating to Women in Agriculture.



The draft report is complete, and the findings will be used to finalise the Women in Agriculture Theory of Change and Outcomes Framework.

# Farm Household Survey

We are currently designing an agricultural household survey to be carried out and analysed. Survey will gather evidence on topics such as farming and crofting households' socio-demographics, composition, wellbeing and skills needs.

Helping us better understand the child poverty prevalence among our agricultural population, which will help us understand the direct or significant indirect links to agricultural support and our portfolio funds on any of the UNCRC rights.

Contract awarded to x - results are expected to be available towards the end of 2025/26.

Will strengthen evidence on child poverty in agriculture by collecting data on household income, children, and protected characteristics.



# What's next - Gender strategy for agriculture

Work starting 2025

Supporting women across Scotland through the WiADP empowering and enhancing skills, giving children living on those farms, crofts, and smallholdings a greater chance for a brighter, fairer future.

Embedding gender equality into the Agricultural Reform Programme

# Contact Details



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