

Raising women to farm

*A study of daughter succession in a changing family
farm environment*

A report for



By Katrina Sasse

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Executive Summary

While initiatives for women in agriculture in Australia have been growing in popularity, none have focused on building the capacity of farm daughters to become farmers. Demand for food is rising and agricultural technology is advancing rapidly, but many family farms will cease to exist in the coming decades unless farm children, particularly daughters, become more engaged with farming. Daughters are keen to gain farming skills and knowledge and they want to learn how to farm, but while daughters may study agriculture and go on to work in the industry, daughters are generally not returning to become farm successors.

This research involved two months of farm visits in USA, Canada, Netherlands, Germany and Denmark and over 50 interviews with farmer's daughters and some agribusiness consultants, academics, and private and public-sector managers in the agricultural industry exploring the topic. Questions for daughter successors were open-ended to give daughters maximum opportunity to reflect on their pathways to family farm succession. The interviews allowed the author to understand the common characteristics for daughter-succession as well as possible reasons why there are so few daughter successors globally. For example, "Tell me about your journey in agriculture", "what are your thoughts on (a particular issue or challenge)?", "Why do you think other daughters are not interested in returning to their family farm?" Listening and sharing the stories, as well as recounting the author's own, it was clear there were remarkable similarities between the experiences of daughters in agriculture across the globe.

This report speaks of the need for a paradigm shift in agriculture involving structural changes to the way people think and make decisions about succession. The report shares the voices of role model daughter successors as scenarios for women wanting to tackle the management and ownership of their family farm and various perspectives from women who are role modelling change, including a young woman who became the Danish Farmer of the Year following the purchase of her own dairy farm.

The key characteristics presented in this study should provide support for parents wanting to give their daughters equal chance and access to opportunity to farm as well as mentor their daughters about what pathway they could possibly take before returning home. This includes ideas such as daughters needing to feel involved in the farm at a young age and having the

same access to experiential learning activities as sons. This study shows that confidence is instilled from a young age from parents, and compared with sons, daughters have not typically been granted the confidence, or had the upbringing and socialisation to become successors. The daughters that had an equal upbringing in terms of experiential learning activities, were strong minded, fiscally independent and successful in being leaders in their community and on their farm today. These outcomes suggest that farm parents must be actively managing succession in their family from birth to adulthood, and must be versed on how to engage daughters. This study suggests daughter successors are engaged with tangible opportunities such as sharing the reward and financial responsibility of the farm, purchasing shares in the business, being distributed dividends based on yield or improving performance or gaining a profit share by owning inputs, producing outputs.

For parents, giving equal chance to both sons and daughters to learn the farm knowledge is critical. Parents must understand their own biases and expectations towards or against women which impact on their decision for a successor. Parents must rethink the idea that boys are 'born farmers' as it leaves daughters to feel they are not fairly recognised for their unique strengths and capabilities. It is recommended that gender bias in farm succession becomes a policy issue for the various groups in Australia that already focus on empowering women in agriculture. In addition, the National Rural Women's Coalition should tackle the issue of women's access to land and resources in their policy discussions with Government and discuss how to tackle challenges to allow more women to be handed down the family farm and how this will create tremendously diverse outcomes for industry. While this study speaks to the widespread exclusion of farm daughters from family farm succession in the past and how patriarchy, gender role stereotypes and tradition are pushing daughters away from being socialised as farmers, it is clear that times are changing. It is recommended that farmers, succession planners, consultants and advisers foster an environment that is inclusive of both sons and daughters, avoid the typical 'son and daughter-in-law taking over the farm' scenarios in their language, and remove resources and materials which reinforce old patterns of patrilineal succession and gender role stereotypes.

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Foreword

On reflection of my own pathway as a daughter returning to the farm, I remember trawling through website after website looking for something that would help me understand the opportunities of farm succession. Frustratingly, I found most resources on succession are not tailored for daughters. More so, they are tailored for sons and their partners taking over the farm. Daughters are often labelled as the ‘off-farm’ sibling, and even worse, some websites even go as far as making derogatory statements such as “the unhappy off-farm daughter”. I knew I needed to find role models and that structural issues in the industry need to be addressed in order to encourage daughters to choose farming.

I still feel very passionately when I see or hear something about succession that is gender biased. We are in 2020 and giving equal opportunity for women to farm is common sense. This report is aimed at showing how multi-generational family farm businesses are changing, albeit slowly, and farms are now being passed down to daughters often for the first time in history. While there is a greater collective consciousness in the agricultural community than ever before that fosters women, progress on gender equality can often feel too slow, as rigid structures in succession are well engrained. I had hoped this research would show more needs to be done when engaging daughters in family farm succession in order for men and women to have equal opportunity and access to land.

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Objectives

- To discuss how daughters are engaged in family farm succession in USA, Canada, Netherlands, Germany and Denmark.
- Present examples of daughter farm successors in USA, Canada, Netherlands, Germany and Denmark.
- Present common characteristics of daughter led succession.
- To discuss possible reasons why there are so few women (daughter) successors globally including in Australia, and what is being done to improve participation in advanced agricultural economies.

Chapter 1: Introduction

Daughters of farmers in Australia are likely to be involved in farming from a young age. Growing up with a unique perspective of agriculture, along with critical skills and knowledge; many women leverage their farm background to become involved in the industry in a broad range of scientific, technical or business roles along the value chain. But even today in many farm families it is uncommon for their daughters to return to the farm. Sons have long been seen and groomed by their parents and community as farm successors whilst women have opted for other professions. An Australian study by Kaine et al. (1997) concluded that sons were inheriting farms from their parents more frequently than daughters and were more likely to be helped financially by their parents to enter farming through succession. New research at the University of Adelaide suggests as few as 10% of farm successors are daughters. Barclay et al. (2007) survey of Australian farming families found that few farms were run by daughter successors and that farmers were ill prepared for succession, with only half the farms having identified a successor.

The success and continuity of family farm enterprises has always depended upon the transfer of skills and knowledge from one generation to the next. A report by Sappey et. al. (2012) highlights the importance of family farming in sustaining Australian regional communities and rural culture, safeguarding food security and maintaining regional business. The number of family farms in Australia has already declined significantly, having a detrimental effect on some communities and this will continue unless more is done to encourage young people – both men and women – to return to the farm. Today it should not matter who takes over the farm, as long as the farm successfully transfers from one generation to the next.

In 2019, the United Nations (UN) launched its Decade of Family Farming 2019-2020 Global Action Plan to focus efforts to design and implement a range of global economic, environmental and social policies to create a conducive environment for family farmers. One of the objectives of this is to improve gender equity in family farming (see over page). With this endorsement, it is clear that research into engaging and empowering women (daughters) in family farming is necessary to achieve gender equity objectives worldwide. This Nuffield research will help to unpack the complexities of power and patriarchy in family farm succession that have long predetermined which children have the right and chance to farm

and hence produced gender inequities in agriculture, and will speak to giving daughters equal access and opportunities to farm as they desire too, to be leaders and decision makers in agriculture.

Pillar 3 - Transversal.

Promote gender equity
in family farming and the
leadership role of rural
women

**Women farmers are essential to
achieve sustainable, productive
and inclusive food systems**

Gender equality in terms of improved access to
resources, technology, and a greater voice in
decision-making is a key step towards creating the
world we want



Figure 1: United Nations Decade of Family Farming 2019-2028, Global Action Plan (2019)

Anecdotally, many women have been discouraged from family farm business management, financial decision making, and inheritance (Eastway, 2016). According to Alston (2015), rural women in Australia have a long history of not been adequately recognised for their role in farming, especially as wives and daughters whom she calls 'silent partners'. Alston (2015) suggests that women were overlooked as potential inheritors and missed out on crucial opportunities to become owners of the family farm.

There is a fast-growing number of women in top agricultural leadership positions across the country, and the percentage of young women actively pursuing agricultural sciences and gaining hands-on skills in the production of food and animals to enhance their leadership capacities is at an all-time high (Long 2015; Poole 2011). So, the question is: how do we attract these women to family farms?

Research gaps

The key is to engage more daughters in the family farm succession process. The core of the research on engaging women in family farming have tended to centre around women as partners in family farm businesses, but there is little documented about daughters returning to become farmers through careful succession planning. Hence this research focuses on this issue and aims to inform farmers about how daughters are engaged in farming in advanced agricultural economies around the world (USA, Canada, Netherlands, Germany and Denmark) and why it is important to engage daughters in succession planning.

The report can be used by daughters as a resource to understand the opportunities for daughters in farming today, and how to tackle the task of family farm succession planning.

Chapter 2: Raising Daughters to Farm

Parents to challenge gender role stereotypes

Despite the rise in women farmers all around the world, it appears daughter successors are not fully recognised for their skills and capabilities, but rather, are stereotyped within the family farming community.

Katelyn Moore from Moorehill Farm Inc. (Canada):

“People here are so used to the male making the decisions and they may think ‘oh she is just there helping out for the summer’. That is part of the problem. It has been like that for so long that it is hard for them to think of other ways of doing things. I think there are still a lot of farmers here that just assume their son is going to be the one farming. It is kind of nice when farmers congratulate me on being a farmer. But there were a lot of other people who thought I would only work for Dad casually, like help out until I found someone to marry and then I would go off and farm with them. Other farmers are seeing what I am doing on the farm, leading the farm forward, and they think it is cool for a female to come home to the farm... maybe they should be pushing their daughter towards it too.”

In order to challenge stereotypes, parents must embed confidence in their daughters that times are changing.

Albert Prinz, father of five daughters (Figure 2, Figure 3) (The Netherlands):

“Everybody says to me you have to have a son so I have someone who takes over the farm because in the Netherlands it is always a boy. So, they always tell me, ‘You need a boy to take over the farm’. But I think I can have five daughters who could take over the farm. When you see how busy they are with the calves, such as this morning when Ana woke up to watch one of our cows have her calf, I know she will be able to do it. If the children want to learn they will receive the farm knowledge but if they don’t want to, it is fine.”



Figure 2: Albert and Jolanda Prinz, parents of five daughters

Encouraging the development of skills and expertise

It is very important that family farms foster an environment of learning, inclusive of both sons and daughters. The declining rate of farm children available for farm succession in Australia (ABS, 2003) can be attributed to farm children becoming less engaged in agriculture, but it could also be due to poor communication and lack of transfer of farm skills and knowledge from the older generation. A daughter who was working in agricultural education at Penn State University suggested *“I would have gone back to the farm, but I was not the one obviously. Life got away and I suddenly realised the possibility of becoming a farmer was not there as I didn’t have the skills. I guess I had other employment and children up my sleeve, but I often think about what it would be like if I had of learned how to become a farmer.”* Another daughter successor explained *‘I have been helping my Dad all my life and I have been the only sibling who has really tried to show an interest in everything, but now I have a boyfriend and I am not learning as much as him. Why is he [the father] explaining everything to him and not me?’*

Progress in operating machinery and “fixing things”

The various skills and expertise in the operation of machinery and equipment must be learned to enable the younger generation to farm. Farmers tend to fix things themselves or at least have a problem diagnosed quickly when they have breakdowns. Shelley Koch explained in *“Gender and Food: A Critical Look at our Food System”* (2019) that the association between

machines and masculinity may be preventing women from considering farming as a profession. Women are often gifted in operating machinery, but anecdotal evidence shows very few have the capability of fixing major break downs, suggesting mechanics and the art of “fixing things” are still predominantly male oriented. For the most part, the daughters interviewed in this study had the ability to operate machinery and equipment and could conduct general maintenance and minor repairs, but it was not their favourite task, gravitating more to the animal husbandry, agronomy or management side of the business. Often when it came to machines in general, especially in diagnosis of major breakdowns and major repair work, daughters require a significant amount of assistance, looking to their partners, fathers and brothers for mechanical advice.

Koch (2019) explains that the lack of technical knowledge can be a serious disadvantage. 19-year-old Danish agricultural student Katrine loves the challenge of fixing things and agrees that it is a gender role stereotype that women do not know how to do this type of work, as she believes it is only because women have not been taught. She also believes being able to fix something is part of the reason why she can be a farmer. She was the only woman in this study who claimed to be an expert in “fixing things”. She explained that whilst other daughters have other technical skills in farming, her skills and experience in farming was in fixing machinery and equipment.

“Ever since I was six years old, I aspired to be a farmer like my father who always encouraged me. I learned how to build, weld, and fix machinery”.

It was thanks to her Dad and the on-the-job training that has been critical to her desire to learn how things work. When she was very young her Dad taught her how to fix things, but she said she reads from tractor manuals to fully understand and to follow a process. Katrine explained, “When I see a problem now, I see the solutions. I try to fix it and if sometimes something goes wrong Dad says to me, ‘Here, maybe try this’ but he never takes control of the situation, he lets me do it.”

The process of socialisation amongst farm children

There are many studies on women and daughters’ roles and exclusion in family business management (Barnes 1988; Barnes & Kaftan 1990; Barret & Moores 2009; Curimbana 2002; Cole 1997; Dumas 1989; Dumas 1990; Dumas 1992; Dumas 1998; Haberman & Danes 2007;

Hollander & Bukowitz 1990; Iannarelli 1992; Jimenez 2009; Lozano, Overbeke & Alderson 2011; Overbeke, Bilimoria & Perelli 2013; Vera & Dean 2005). These studies explain that daughters have long played a silent role in family business and have often been excluded from top management in firms. Very few of these studies, however, explain the daughters' perspective in agricultural family businesses. Very little is documented of the processes at play in a child's farm upbringing (socialisation) comparing the different processes for sons and daughters. Very little is known about how these processes play out later in life, in particular in shaping beliefs amongst women and men about what they can and cannot do in life and in their career. The family business studies outlined above show that critical to the success of a successor are the very skills and knowledge in family businesses that form the bedrock or foundation upon which to become a successor later in life. Confidence is instilled from a young age from parents, and compared with sons, daughters have not been granted the confidence, or had the upbringing and socialisation to become successors. Many studies show that while sons are taught from a young age the necessary skills and knowledge in order to prepare them to be successful family business leaders, women have been 'missing out'. What does this mean for the new generation of farming parents who believe, quite rightly, that there is no difference between their daughters and their sons, and tell their children that anyone can return to the farm if they have the passion and will? This research shows that through careful planning from the day children are born, farmers can encourage a gender-neutral farm environment. Farmers cannot just simply sit back and say – my daughters can farm if they want to. Gender neutral parenting is key.

Gender neutral parenting and play

There is no doubt that gender role stereotypes develop from the family and school environment and the reinforcement of such needs to be reviewed in and outside the child's classroom. Baynes (2009) suggests that traditional divisions of labour and power are not biologically predesigned but socially constructed and that traditional gender roles in society start at socialisation or upbringing in infancy and childhood.

“The ways in which adults respond to girls and boys, as well as the demands and expectations imposed on them [girls and boys] contribute to the shaping of girls' and boys' understanding of what is feminine and masculine.” Swedish National Agency for Education, 2009.

Baynes (2009) suggested parents and education staff are often in deeply entrenched systems of gender stereotyping and must learn ways to minimise stereotypes in and around the house and in the playground.

“Pre-schools should work to counteract traditional gender and gender roles. Girls and boys in pre-schools should have the same opportunities to try and develop their abilities and interests without being limited by stereotyped gender roles.” Swedish National Agency for Education, 2009.

Baynes (2009) also suggested that girls be taught in their infancy and early childhood to develop the traits which are often least found in girls to help them to capture non-traditional roles in society. Parents start by encouraging their daughters to declare their views and requests, be proud of themselves and their own views, help themselves to things they want, dare to fail, dare to show anger, develop their experimenting skills. On the other hand, parents and teachers try to counteract male role stereotyping in society by helping boys to co-operate, listen to others, show respect, learn to wait their turn, improve their verbal ability and verbalise emotion (Baynes, 2009). The concept of ‘gender neutral parenting and play’ was first pioneered in Sweden in childcare centres in the 1990s and could be something for parents to consider if they want to start overthrowing gender barriers in the family farm environment.

No more boy’s toys

In a recent documentary “No more boys and girls: can our kids go gender free?” by Javid Abdelmoneim, toys are viewed as being the main influence on a child’s socialisation. The idea that toys generate the environment for a child to learn, build confidence and develop skills, can be examined in the family farm environment – where parents encourage sons to play with farming toys such as toy tractors and trucks, with gross expectation of them as willing and prospective young farmers. It begs the question of whether farming parents should start to see their daughters in this way, and put aside the Barbie dolls and other pink toys which reinforce femininity, and allow daughters to grow up in a more gender balanced environment: for instance giving them traditionally common boys toys like Lego, building blocks, trucks, tractors and so forth. Adults need to be conscious that their influence is very important, and that they can shape these stereotypes in and around the home, such as in the child’s bedroom.

Parents recounting their own experiences as a child, purchasing pink toys on the premise that one remembers playing with lots of pretty pink things when they were that age, only perpetuates a gendered environment.

The impact of parental and societal expectations on farm daughters based on gender stereotypes is significant and could be preventing a lot of daughters from becoming farmers. According to Connie Linde (Denmark) many daughters from the beginning do not think of farming because they see how their parents are in the traditional gendered farm environment of Denmark and they want a different career. In that sense, daughters may not be aware of careers in farming and the diverse roles of women on farms nowadays. Daughters need to be exposed to all farm activities and to be encouraged to enhance their farm knowledge and skills by pursuing agriculture in their career, in the same fashion as sons have for generations. The Denmark example suggests daughters need more encouragement and coaching with tasks that have traditionally been reserved for boys.

Daughters can be guided by their parents, particularly by their fathers and grandfathers, in fixing, building and tinkering with things on the farm. Parents must however understand how their children learn, and what are the key influences at play when they learn, to determine what is the best way to coach.

Coaching

Not knowing how to fix something or handle something is a challenge that many daughter farmers face today, and often tasks that seem impossible can be a cause for frustration and lack of confidence. While daughters tend to perceive their fathers to be problem solvers, who think up fast solutions, short cuts or tricks to solve problems, it appears the transfer of these tricks and short cuts and the problem solving associated with it, are falling short at the hands of daughters, whom are continuing to receive limited coaching. A son who intently watches his father fix something will learn from watching these tricks, and will probably learn from having a go. There is no doubt many farming tasks are learned from moments like these, and possibly many families have been using the same tricks of the trade for generations, mainly passed down through the male line. These small, seemingly unimportant moments, are the necessary ones in the development of farming skills, and it is what daughters have been missing out on. This study speaks to the widespread gap in coaching between sons and daughters which can easily be addressed by consideration of gender biases. Henry et al. (2013)

suggests parents are just ‘protecting’ their daughters from mistakes, and also sheltering them from hard tasks and from experiencing failure – but the consequence of that is that daughters fail to be upskilled. A physically hard task turns into a mentally hard task, only when one is not shown how to properly do something.



Figure 3: Albert and Jolanda Prinz’s eldest daughter who is very interested in the family’s dairy herd



Figure 4: Manon Dreesen (Netherlands) milking her cows

It can be argued that where daughters were encouraged to learn on the farm and to make mistakes, coupled with words of encouragement from their parents (mainly their father) at a young age, this had a profound impact on their confidence to be able to tackle difficult tasks.

In this study, fathers were seen to be the most influential in instilling the idea that daughters were as capable as their brothers. According to Manon Dreesen (Figure 4), her father would coach her on work she was not so keen on: “There is no difference between you and your brother. Dad influenced me to do it anyway, he didn’t care, I think it made me stronger. So even today, I am thinking I am just as equal as a man”. There is sufficient evidence in this study to suggest that daughters need to hear words of encouragement on the work they do around the farm otherwise they may reject the notion of farming as a career.

Parental expectations

It is one thing to say the agricultural industry should move forward to empower women as farmers, but this study found that empowerment begins with parenting, more particularly their expectations. This research found both mothers’ and fathers’ expectations play a significant role for daughters, each having a profound effect on building confidence. Parents tend to place expectations on their farm children without consciously realising it. These expectations are often formed off the back of rigid structures within families, especially in small rural community, where gender role stereotypes continue to be prevalent in society.

Anecdotally, farm parents tend to stick to what they know when they become new parents – they raise farm children how they have been raised. Hence, their parenting style is formed through one’s own personal childhood farm experiences. This study found that sons are still inheriting the expectations of ‘the farmer’s boy’, whilst daughters are perceived as princesses. Daughters can feel left out when it comes to discussions around farm succession: many simply were never thought of as being a future farmer. The farm community needs to be making a conscious effort to shift the ‘farmer boy’ and ‘the little princess’ mentality and label.

Recognise daughters as an asset

Albert Prinz, with five daughters from the Netherlands explained, “Almost nobody realises what women are capable of on the farm. I see what my wife is capable of. They are always telling me, ‘You need a boy’. But I think, ‘I have five daughters, and my five daughters can bring back who they wish on the farm, then maybe we can all work together and manage one very good farm one day.’”

Regula Estermann (Figure 5), a 28-year-old Swiss-Canadian dairy farmer and herd manager from St-Anicet Quebec, explained that back in Switzerland currently there are virtually no young daughter farmers, “In Switzerland, women like me do not work on the farm. My relatives back there do not understand why I am working on the family farm here in Quebec. Where we come from, women are not recognised for their capability as farmers. Women are barely even involved in the finance. When my mother started milking cows in Canada all the relatives back in Switzerland thought it was very strange. But it was a game changer for us moving to Canada. If I had stayed in Switzerland and grown up on the farm there, things would be completely different.”



Figure 5: Regula and her father, in Quebec

After working off-farm in a large dairy of 2000 cows as a herd manager, Regula Estermann’s father knew his daughter understood more about cow health and nutrition than he did, and he decided to give up this responsibility and hand it over to Regula upon returning to the farm. He was happy to grant her this opportunity, as it meant improving their farm productivity and also freed up time to do other things.

Visible leadership

Daughters are an untapped resource in family farming in Australia and this is evidenced by the rate of young rural women migration, and young rural women wanting to further their education more than males (Alston, 2004). This study found that where daughters were considered as successors they also had very strong credentials in terms of higher education, agricultural experience, business skills and technology skills with big potential for leadership not only on their own farm, but in their community.

In today's environment of farming, it is very important that farming parents and the wider farming industry see daughters as an asset. Are daughters still "invisible successors" as per the conclusion of many family business management studies? Dumas (1989) argued that family business leaders were not actively considering daughters as viable successors to leadership roles at that time and in one analysis, one hundred percent of fathers did not consider their daughter for succession. In a further study, where daughters were available for succession it was deemed they were not necessarily contemplated (Wang 2010). Wang (2010) found that fathers in family businesses looked to their son to be the only capable leader, even when there are daughters in the family. It was concluded that a father will even look to become reliant on a male substitute such as a son-in-law (daughter's husband) and thus a daughters' skills and capabilities become unrecognised (Wang 2010).

Contrary to this, this study found daughter successors were more active leaders, particularly supported by their fathers. What was interesting was daughter successors were at the forefront and centre of farm operational leadership whilst still having children, and this flowed onto the children whom were gifted with a more intricate relationship with the farm property thanks to their mother. In general, kids were more active on the farm when their mother was heavily involved on the farm, demonstrating the mother's visible leadership. The children were encouraged to do small jobs and had the opportunity for on the job training. They were gaining important farm life skills and working with their siblings and farm employees, and spending time in the field or in the barn. All of these things prepare children for the next round of farm succession.

What was reiterated many times in this study were daughter successors who had approached business leadership holistically, striving for balance, adapting, working hard, innovating, flexing their business operations, and simply asking for help and support.

Balancing work life

The responsibilities of childcare are such that many daughter successors have built their entire business around being able to raise their children while working. One pig farmer had converted her piggery office into a playroom and to watch her children while she worked she put a huge glass screen between the piggery and the 'crib' office. Another had put her baby's crib right beside her office desk while she managed the finances, and put her child in childcare for the days where she had to be in the field. Mary-Ann Doré (Chapter 4), herd manager and family farm account manager, said, *"I became the herd manager and even when I had my baby, I had to take care of the cows. When the baby was sleeping, I would sneak into the barn and do something and then sneak back out. I had a baby monitor next to where I was working, like I would put it outside the barn or the office and all the time I was checking thinking 'ok good the baby is still sleeping' and then when I needed to run back in someone would cover for me."*

Jenn Doleman's (Canada) response to the question about managing children when under a large commitment and responsibility to run the business, said, *"After I had my children I was back at work after six weeks. I would say it wasn't really maternity leave. It was so stressful. You are either focusing on your kids and your business falls apart, or you're focusing on your business and your kids fall apart. So mostly you are just exhausted, and I don't really remember my kids being really little, it happened that fast, but still I managed somehow."*

Daughter successors were often responsible for household tasks and bringing up the children, meanwhile positioning themselves to take over the reins of the family operation. Many women spoke of the necessity that their partners were there and very supportive and hands-on in the home. They also received huge support from the grandparents who would often babysit to help to manage these responsibilities.

Connie Linde (Chapter 4) said, *"The biggest reason why there are a lack of daughter successors in Denmark is because the Danish are holding onto strong family traditions and gender roles within the family. Daughters don't tend to gain an interest in farming because they see what their mother is doing in the domesticated department. I get the question all the time - 'how will you have children?' But I think, 'So what? I have children'! It is definitely a barrier women face, we get questioned all the time about this. I just think you find a way because you have to!"*

It is important to note that many women suggested that having an au-pair helped during their children's infancy, allowing them to manage the farm business while balancing household duties and parenthood. Without another pair of hands around the house or that level of support from a partner, it is often too hard to balance everything. Louise Skau, daughter successor from Denmark has used a full-time au-pair ever since her babies were born. The au-pair was tasked with the cooking, cleaning and minding the children before and after school including taking them to activities and helping them to complete their homework. Then, at 6.30pm Louise would take over the reins and the au-pair would settle in as another member of the family for dinner.

In Australia, au-pair work on farms is not currently classified by the Australian Department of Home Affairs as a line of work possible for visitors to gain second year visas in Australia. Extending the working holiday or seasonal 'Specified Work' criteria to encompass au-pairs on farms would allow the industry to progress with more women being able to take on a greater role within their farm business as active contributors, successors and leaders.

Chapter 3: The Principles of Daughters in Farming

This chapter provides a summary of information on how to engage daughters in family farm succession. It outlines common organisational and strategic characteristics found in farming families with daughter successors as well as the common pathways which lead to daughter succession and examples of roles that daughters are taking in family farm business in advanced agricultural economies such as USA, Canada, Netherlands, Germany and Denmark.

Organisational principles



Strategic principles

The following list includes best practice strategies of daughter successors with positive succession experiences, thus indicating how to engage daughters in farm succession in advanced agricultural economies.



The top characteristics under the relevant strategy are as follows:

Succession Discussions

- Early discussions are vital from when daughters are young children up to the time they are teenagers to foster thinking about whether they would like to be a farmer.
- Informal discussions about the future of the farm need to be held often.
- Regular communication on whether circumstances have changed needs to take place.
- Advice needs to be taken from advisors including succession planners and family tax planners. There needs to be a non-family member involved as a third party or mediator even if it is the Bank manager.
- Succession governance and rules must be in place, such as a board structure to express ideas for the future, to make operational decisions and this is critical when there are multiple successors.

Share of Ownership

- Daughters are engaged when they have at least 5% ownership of the business. A very useful way of gaining a share of the farm ownership was to buy into the ownership structure using personal savings and equity.

Performance-based Pay

- Daughter successors were engaged where they were given financial responsibility and independence. The proportion of the reward and financial responsibility can include the ability to purchase company shares, be distributed dividends from the farm based on performance and gaining a profit share.
- Daughter successors can be given a bonus or performance-based pay tied to farm yields. This encourages daughters to improve the efficiency and production of the business.

Tax Planning

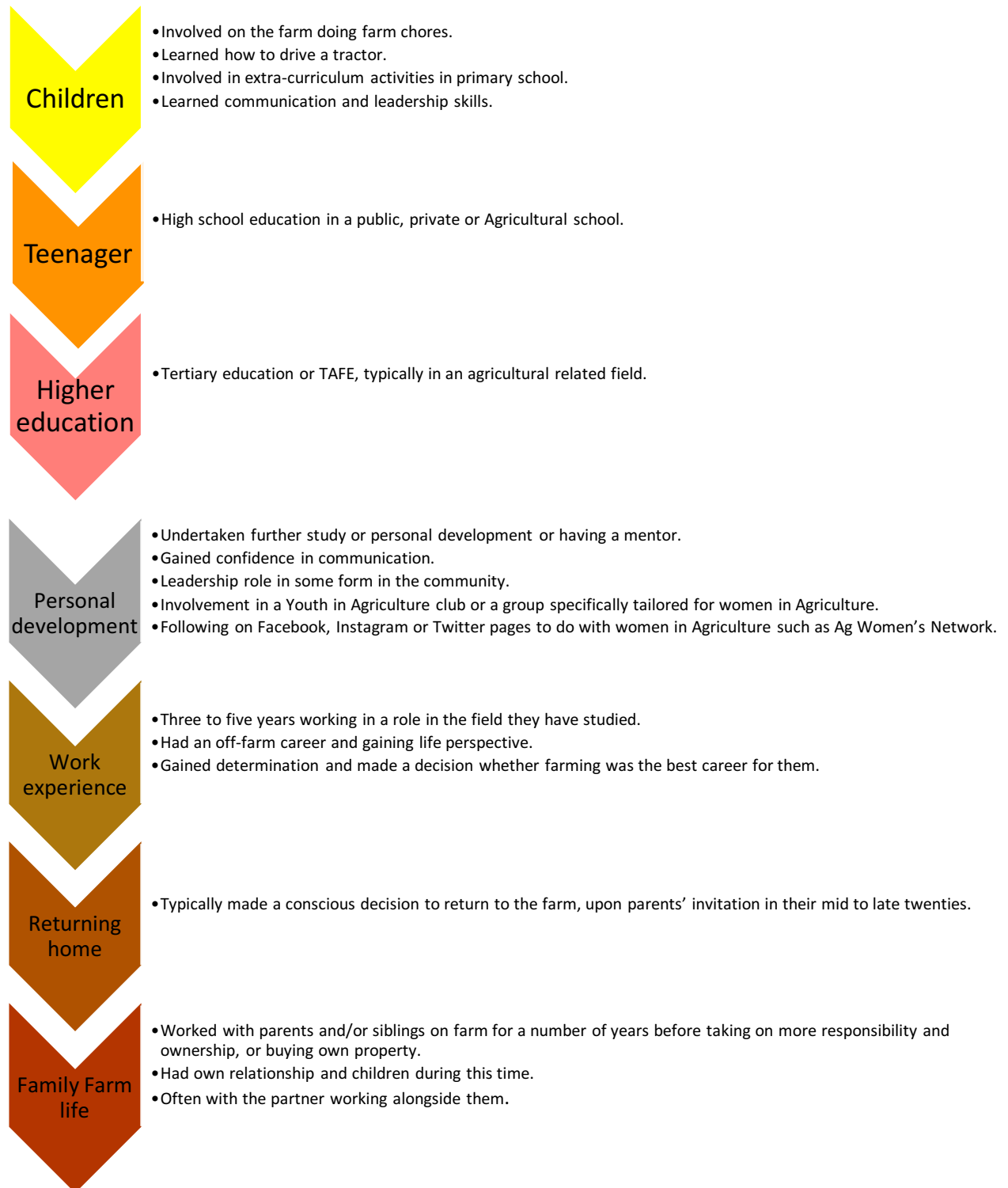
- Families must be strategic around business entities and structures, with the help of accountants who must help to minimise the tax burden of transferring the farm.

Childcare

- During the years when daughter successors are raising their own children they are positioning themselves in roles on the farm where they could mind the children at the same time. Many barns, sheds and tractors can be adapted to become child friendly and children need to be safely managed in the vicinity where women are working. Where children are not able to be in the vicinity, there can be either an au-pair or a carer. Seldom do male partners step into these responsibilities as they are most likely working alongside their partner on the farm full time, but if possible, it is best practice to share responsibilities for childcare between two parents. Grandparents may also be able to assist as child carers in particular in after-school hours.

Common pathways to farming

This study found remarkable similarities between female successors in the way they went about their life to return home to the family operation. These stages are summarised below.



The diverse roles of daughters in family farming

The dynamics of family farming are changing, particularly around the home environment where traditional gender roles are fading. There was a wide array of roles, responsibilities and

opportunities visible for daughters on farms, evidencing women can tackle just about any role available to them in the family farm environment and balance them concurrently with other gender roles. The following list, although not encompassing the full business of daughters, as quite often women play multiple roles, demonstrates the web of work daughters are entangled in.

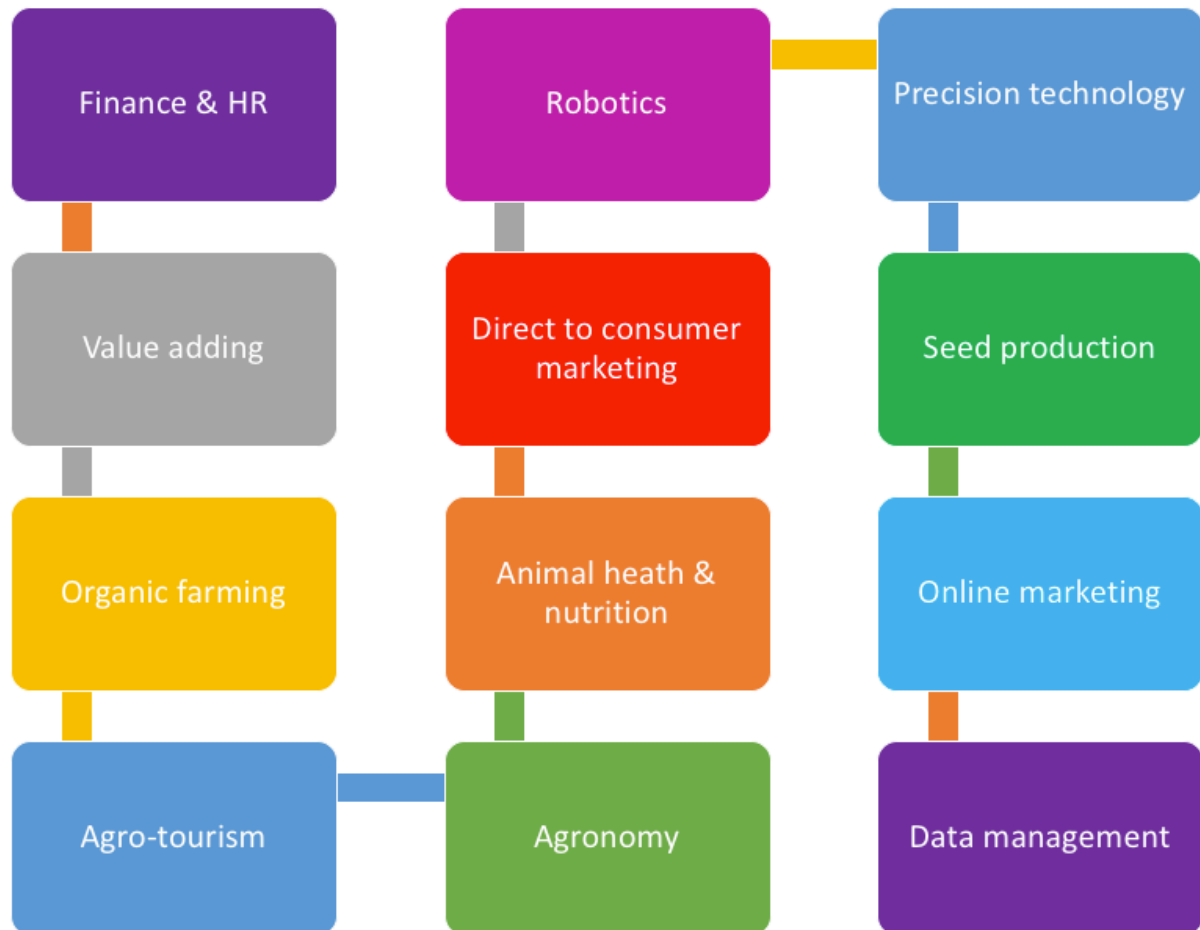


Figure 6 and 7 (next page) shows German farmer Kherstin Rieckens value-adding to her farm business. She individually fills 2,500 litres of bottled milk three times a week, plus makes cheeses and yoghurts by hand. Kherstin set up her own small business selling the value-added produce along with other meat products and fresh produce to customers via a small shop front and a delivery van. All milk bottles are returned, cleaned and reused.

“If I could go back and do it all again, I would tell myself to be clearer about who I am and what I want. For a long time, I wasn’t showing that I was my own boss. I was not able to say no. I think nowadays, I am clearer, more defined and direct in dealing in my business. I know my strengths.” Kherstin Rieckens.



Figure 6: Kherstin Rieckens shown value-adding to her farm business.



Figure 7: Kherstin set up her own small business selling the value-added produce.

Chapter 4: A Global Look at Daughters in Farming

This chapter provides various case studies of daughter successors in Canada, USA, Netherlands, Germany and Denmark. This chapter shares the education, skills, women's experience of farm succession and where women are positioned in the business.

Case Study 1: Mary-Ann Doré, dairy farmer, Ontario, Canada



Figure 8: Mary-Ann Dore, Canada

Summary

Mary-Ann is a 33-year-old dairy farmer and is the seventh generation of the family to manage the dairy farming operation now known as “Heritage Hill Farms”. Mary-Ann has a partner who is also working on the farm and a young family. She starts and ends each day milking cows and the middle of the day is taken up by work or projects on the go. She also manages the business's finances.

Background

Mary-Ann completed a four-year degree at the University of Guelph and then worked as a herdsman at a dairy farm for several years before returning to the farm. Along with farm chores in the dairy as a kid, she belonged to the 4-H program (<https://4-h.org/>) which enhanced her agricultural skills, communication and leadership capacity.

Succession

Mary-Ann's parents set up a new dairy unit in New Dundee for her and her brother, called 'Heritage Hill Farms'. The original family farm did not have the scale to allow her and brother and partners to work together. Mary-Ann owns 1/5th of Heritage Hill Farms in a partnership agreement between Mary-Ann and her partner, her parents and brother and sister-in-law. The farm is a joint venture structure, where each person is responsible and liable in this structure as individuals. Mary-Ann's parents are happy to continue as partners in the business but when they retire the other individuals will buy out their share of the business.

Interesting finding

Mary-Ann's partner did not grow up with any farming skills, he wanted to become an artist but is now working on the farm in partnership with her parents:

"He was a city guy from Montreal and trained as an artist. He worked as a farmhand first for a friend, so he could decide whether he was prepared to be a farmer. Then he was building fences for a dairy farmer using his welding skills, so that was perfect because his knowledge of barn design helped us with ours when he started working within the family. Now he loves working with his hands on this farm, he's a painter and sculptor so using his hands is what comes naturally."

Favourite quote

"We are further ahead with succession than a lot of other families," Mary-Ann said. "I think a lot of parents are not prepared to share the farm with the next generation. I guess we were lucky our parents were prepared and were able to let us in and have fiscal responsibility".



Case Study 2: Jenn Doelman, agronomist & farmer, Ontario, Canada



Figure 9: Jenn Doelman, Ontario

Summary

37-year-old Jenn is a third-generation farmer, (Figure 9) with husband Mike and their son and daughter. Jenn is the main agronomic advisor for her family farm, advising on how to grow soybeans, wheat, corn, canola, barley, oats, peas, triticale, flax and sunflowers. *"When I first came home, I ran the supply business with Dad helping me. Mum was doing the books. I had no formal training in what I was doing: chief financial officer, combine driver, bookkeeper and back-up counter salesperson. The business was a lot to manage,"* Jenn said. As time went on, the older generation decided to structure the businesses differently, making it fair for each sibling to work in their best department.

Background

Jenn completed an Agricultural Economics degree (four years) which included science, economics, animal welfare and soil science and said she was met with enthusiasm with her teachers when discussing becoming a farmer, *"They [her teachers] were of a high standard in the industry, they rocked the boat and turned the industry upside down by just questioning the standard norms."* It was thanks to her father's encouragement that she went to University of Guelph and by her first year of university she knew she was destined for the farm. *"I was just as capable as anyone to help run the farm, and frankly my personality has been very good for*

business”, Jenn said. Jenn has been involved in the Ontario’s Ag Women’s Network which explores important topics related to gender equality in agriculture through online discussions (Facebook) and events and provides a mentorship program for women in agriculture.

Succession

Jenn’s family own Barclay Dick & Son Farm Supply which was founded in 1981. However, with the return of the younger generation, Jenn said the family is “building the business around the strengths that we have” which involves cash cropping, seed supplies, contract work, and farm supply sales through their retail outlet on the farm. Jenn’s side of the business is mainly the cash cropping side which is owned and managed by Jenn and her husband, and Jenn’s parents, each having a 25% share. Jenn’s brother Ryan has his own farm and her sister-in law Charlene has her own crop inspection business.

Interesting finding

After finishing high school with exceptional grades, she was still conflicted about what to do in life and she was a very good journalist. *“I was not groomed as a farmer, nor wanted to be involved in kids in agriculture programs such as 4-H. Under my Dad’s instruction I joined 4-H to learn more about agriculture because of the family business.”*

Favourite quote

On speaking about her father who encouraged her to come home, Jenn said *“He picked me”*. When Jenn was deciding what to do after high school, he encouraged her to study at the University of Guelph where there was a large agricultural school because he wanted her to come home to help run the family business

Case Study 3: Kelsey Banks, specialty crop farmer, Ontario, Canada



Figure 10: Kelsey Banks, Ontario

Summary

Kelsey Banks, 24, is a young agribusiness professional with a strong marketing and advertising background. She grew up on a farm and while she never received the opportunity to go back to that particular farm, Kelsey asked her grandparents whether she could lease part of their farm and borrow some equipment, initially starting out with 40 acres of cropping area. Kelsey has a full-time job and at the same time manages her business 'Laurel Lea Farms' which is approximately 210 acres, growing specialty pumpkins and grain crops.

Background

Kelsey said, *"I always knew from the get-go that I wanted to farm but I knew for many like me it wasn't the reality to just simply become a full-time farmer"* so Kelsey gradually eased into it through her grandparents' farm. Due to her passion for farming, she became involved with the Junior Farmers network in Ontario and networked with many women farmers through the Ag Women's Network. Kelsey's marketing and advertising background has helped her farm become highly differentiated. She has created a 'Pick-Your-Own' pumpkin harvest experience around Halloween time, and grown small square straw bales to rent out for events. Her off-

farm employment has been critical to her success, not only for an additional income but for networks and contacts that she has gained along the way.

Succession

She now rents the majority of her grandparent's farm where her father grew up and plans to buy it one day. While her father, a crop specialist from Eastern Ontario, is highly supportive of Kelsey's vision, he cannot help with the management of the farm. He helps her remotely as he lives several hours away. *"In the first year, I barely had any equipment, so I organised a custom planter to come in and do the planting, and the spraying and the rest,"* Kelsey said. *"My grandfather gifted me their little sprayer which was like a lawn sprayer, but it was a start".*

Interesting finding

Ontario has provided a very good support framework to help her as a young female starting out. On speaking about the Ontario Ministry of Agriculture, Food and Rural Affairs website, Kelsey said: "On there is everything you need to get started, from cash flow templates, to custom work rates and information on business plans."

Favourite quote

"Confidence is important. There is a reason why there is not as many farmers as there used to be. I am a farmer but I know it is not something everyone can do."

Case Study 4: Katelyn Moore, grain farmer, Ontario, Canada



Figure 11: Katelyn Moore, Ontario, with the author

Summary

Katelyn, 28, from 'Moorehill Farm Inc.' in Eastern Ontario works alongside her father and uncle on their family grain farm which has been in the family for generations. Katelyn manages the farm's agronomy and spraying and alternates with her father to take turns to run the combine and deliver the grain at harvest. Katelyn is also running a seed business on the side. This side business is giving her agronomic knowledge which is beneficial to the family operation.

Background

Katelyn did a two-year program in Agriculture and then worked for Monsanto, "That was all I really had planned on doing because the ag opportunities here for women in Ontario were working for big chemical companies, or seed companies and banks," she said. Katelyn is now busy planning to buy a farm under her own personal name: "I am putting aside money so that I can do that, to have something that is my own."

Succession

Katelyn is one of six siblings, but is the only one with shares in Moorehill Farm Inc. While Katelyn is working towards a share of the family company that owns the farmland, she has a 35% share in the operating company which owns all the machinery and some other assets. *"To become part of the corporation I bought some shares. Every year depending on how well the farm does I am remunerated with more shares in the corporation. That way I am motivated to improve the farm's productivity,"* she said.

Interesting finding

While Katelyn's father had not pushed for any of his kids to come home, her community is getting better at encouraging farm children to become farmers. She said while there is a lot of women in agriculture in my region, but not many classify themselves as female farmers: *"usually they are married to a farmer and do not say 'I am a farmer' because they have married a farmer, but they are farmers too."*

Favourite quote

On talking about her seed business which she runs concurrently to managing the family farm, Katelyn said: *“I had to have something of my own, as I needed cash-flow that was not just derived from the family to help me buy more shares in the family farm.”*

Case Study 5: Jenny Rhodes, poultry farmer/ag educator, Maryland, USA



Figure 12: Jenny Rhodes, Maryland, USA with the author

Summary

Jenny owns and operates her family poultry and irrigated grain farm “Deerfield Farms LLC” with her two sons, Chris and Ryan, producing more than 500,000 broiler chickens raised annually.

Background

She grew up on a farm with three sisters and one brother doing chores and was working on the tractor by the age of eight. She was involved in the youth leadership program, 4-H as well, and Future Farmers of America (FFA). Jenny is heavily involved in the Maryland chicken industry and has taken on various leadership roles in industry, including President of Delmarva Poultry Industry and is part of an advisory group to the United States Secretary of Agriculture.

Succession

"Before I had bought the farm, I was encouraged to become a farmer in my own right by creating my own farm entity" Jenny said. "When we were older it was my father who was always saying 'you can't wait for someone to give you something for free. He wanted us to work together but have our own entity.'"

Interesting finding

Later in life, she is able to juggle the farm with her off-farm career as a University of Maryland Extension Educator, *"You can be a leader, but when you want to have kids it is a challenge. When you get older you can delegate the work to your children"* she said.

Favourite quote

"There is no model succession. I was hung up on that for a long time. The silver bullet you are looking for is to open the discussion."

Case Study 6: Silvia Rietfort, pig farmer, Stradtlohn, Germany



Figure 13: Silvia Rietfort, Stradtlohn, Germany

Summary

Silvia, 24, is a pig farmer. She grew up on the family farm with three sisters and now helps manage the farm with her father and three employees. Sylvia, being the only daughter interested in farming, will be passed down the farm which has 12,000 animals and is very

important to the whole family – as the farm was passed down to her grandfather, whose grandfather before that was an original pioneer farmer.

Background

Silvia studied Animal Science and then returned to the farm to help her father manage the pigs. When she was younger she was given a few animals of her own to manage and she said this helped her to understand the business of farming: *“I think it is very important to let children have their own animals, you learn about money and the figures and you begin to be independent.”*

Silvia’s knowledge of animal welfare and animal nutrition has been instrumental in driving increased diversity on the farm, including a collaboration project with one of her female cousins who is a butcher in her local community where they are marketing Silvia’s story while selling her meat to consumers. According to the butcher, customers will respond more positively when they see a picture of a female farmer next to it: *“It is about trusting that the farmer and butcher are doing the right thing by the animal”* she said.

Succession

When Silvia was 14 years old her father asked her *‘Do you want this farm?’ ‘I said yes, I do! It was at that age I made the commitment to become a farmer.’* She said. While the succession is at an early transition phase, Silvia’s parents and grandparents (Figure 14) are strongly supportive of handing the farm over to a daughter.

Interesting finding

The family farm has been in her family for approximately 300 years and this will be the first time in history that the farm will be transferred to a daughter. *“It is becoming more common for daughters in Germany to come home to the farm.”* Silvia said. *“The German community are very supportive of what women farmers do. Much more than they used to be. When I was a teenager a lot of people said I will never be able to do it. But now, it feels different. I have more support. It is not always just the son who does it.”*

Favourite quote

“For as long as I remember, I have been able to build and make things. I was the one who was good at that. I am practical. My parents and family always really encouraged me when I did something and gave me that support.”



Figure 14: Sylvia and her Grandmother Maria outside their German family farm home

Case Study 7: Ilse Van Den Meijdenberg, dairy farmer, Netherlands



Figure 15: Ilse Van Den Meijdenberg and family with the author

Summary

Ilse, 28, will be taking over her family dairy farm which includes robotic milkers. She is in charge of managing the robotic milkers and herd and closely monitors productivity through new technology and analytics. Ilse studied dairy and acquired skills in robotics and analytics and is very interested in capturing as much data as possible to improve productivity. They are currently building a new barn for the accommodation of two new milking robots.

Background

Ilse spent four years at a practical agricultural high school from the age of 16 to 20 and then completed a Diploma of Applied Science (Animal Science) from age 20-22. Ilse worked at a milking company advising farmers who were using milking robots for the first time and hence gained critical knowledge of robotic milk production and about other dairy barns. She said this was instrumental in encouraging her to come home to find productivity increases on the family farm and helped also to design the new barn with robotic milkers.

Succession

Ilse was the only sibling interested in farming and so her father was always looking for new ways that his daughter could return home and innovate. He kept the robots in mind for the farm transition and began to encourage her when she was 15 to go and work somewhere with

milking robots, *“He really pushed me to go and see how those barns worked. He saw it as an opportunity for me”* she said.

The farm is now a partnership between Ilse, her father and mother. *“It helps when you are a part of the company”* Ilse said, *“It encourages you.”* At first, her parents introduced her into the farm ownership without too much financial commitment. *“But every year they are increasing my share of the ‘backpack’ (financial responsibility) and now my father, mother and I each have a third of the business – so I guess you could say I really have a loaded backpack now”* she said, laughing.

Interesting finding

Ten years ago, when her father was asked *‘Do you have someone to take over the farm’* her father would say: *‘Yes, my daughter’* and Ilse said he would not receive a very positive response. Nowadays, often people say to them *‘Go for it’*, showing there has been a positive shift in society in the last decade towards more acceptance of women farmers and their value to food production and agriculture.

Favourite quote

“Dad always had the intention to go further with the farm,” Ilse said. *“My grandfather was milking by hand and then my Dad came home from school one day and said: ‘I want a milking parlour’ and then it was me who came home to the farm and said: ‘I would like robotic milkers’, so our family are adapting and changing with the times through succession.”*

Case Study 8: Manon Dreeseen, animal science student, Zeeland, Netherlands



Figure 16: Manon Dreeseen, Zeeland, Netherlands

Summary

Manon, 22, believes she will work in the dairy industry for another five years before returning to the family farm to work full time alongside her brother. She is interested in the nutrition side of the business and hopes to manage the feed when she returns to the farm. Manon is also interested in managing and growing the agri-tourism business which occurs on the side in the summertime, and they also have a small shop front for cheeses and other local produce. They have campers who pay rent to stay on the property and she wishes to include tours of the farm and the shop in the future. She wants to explain where food comes from and help take tours around the farm so people can understand what they do and how they care for their animals.

Background

She studied animal science at Wageningen and is very active in the Young Dairy Breeders Association and has been involved with the Youth Council for Friesland Campina, the large dairy co-operative where they sell their milk.

Succession

At the moment, Manon's parents are opening the farm structure to be more inclusive of both brother and sister as partners. *"My parents are very open. This farm originally belonged to my mother's parents. My brother definitely wants to take it over, and I vocalised that I wanted to be involved with too. For the time being, I can only be home part-time because I feel I need to have a career in the industry first to try to develop the necessary skills."*

Interesting finding

Manon explained that she has a very nice connection with her female friends at university who also grew up on a farm. *"They are in the same position as I am – have a farm at home and really like it and maybe want to take it over. We have so many things in common and we can discuss our farms. We say 'I know the feeling', or 'I understand what you are going through'".* Manon believes it helps to discuss with someone who is far away from your home to get another perspective. *"When you have a friend that understands what you are going through, I think it is very important process – especially as a girl – because daughters are different to sons."* This finding suggests that daughters may predominantly seek each other for reassurance when it comes to experiences around succession (See Recommendations).

Favourite quote

"I started milking cows when I was a child," she said. "Meanwhile my brother was out in the fields driving tractors. But my father always said to me, 'There is no difference between you and your brother'. I couldn't just do the 'female' thing on the farm, I had to do everything, even if I didn't like it. When I was 14, I started driving tractors."

Case Study 9: Connie Linde, dairy farm owner, Grinsted, Denmark



Figure 17: Connie Linde, Grinsted, Denmark

Summary

Connie, 2016 Danish Young Farmer of the Year, purchased her own dairy farm; a 220-dairy herd and milking parlour in 2015 when she was only 26. Prior to this, Connie was working as a Dairy Herd Manager on several dairy farms, including her family farm, which is still managed by her father. Connie is hoping to one day increase her herd to 800-1,000 milking cows. She is motivated by being able to teach people new things about the cows. She said, *"I think I can become more efficient."* Connie said her biggest challenge of owning a farm is managing the employees. To assist with this, she has taken management and leadership courses.

Background

Connie has been working with dairy cows her whole life and went to an agricultural school in Denmark called Grinsted Agricultural School. In her class, there were one or two girls out of sixty pupils *"You needed to be tough,"* she said, *"Especially when it came to the practical, men tend to be good at that, like with machinery. But they were very surprised and a bit resentful when we showed interest and were also good [at machinery]."* After school, Connie worked with her dad for a couple of years, then she worked on another dairy farm where she was the manager for three years. She also gained experience working on a cattle farm in Australia.

Succession

Connie's parents still own and manage their farm which is separate to hers: *"I chose to be separate," she said. "I was ready to buy a farm and to take care of a dairy by myself and have my own way of doing things. I had my savings and saw that Dad wanted to keep managing his farm. It is best this way, I bought this farm and it is doing very well and he keeps doing his thing. The only thing that is integrated between our companies is when Flemming (Connie's partner, Figure 18) does the contracting work for my father's feed crops."*

Interesting finding

In Denmark, there is a financial institution that gives up to 92% finance for young farmers to purchase farms: *"The farm was easy to buy, but was not cheap. I needed to show I had the finance for working capital and show a five year budget. I had to show I had savings, and that I had management and experience in leadership. I didn't have millions of Krone (dollars) but I was able to show them that I had something behind me. They checked that I had management ability and what I have been doing before."*

Favourite quote

"I also have a small network of six young farmers from school and we have a private group on Facebook," she said. "This is so we can communicate all the time and discuss issues of management, leadership and profit." All of the group are male except for Connie but she said, *"I have always been a boy-girl, someone who hangs with the boys all the time, it doesn't bother me at all. I get ideas from them and they get ideas from me."*



Figure 18: Connie and her partner Flemming

Conclusion

For as long as family farming has existed in agriculture, sons have been taking over as farm successors. For traditional reasons, daughters were rarely given the opportunity of farm succession. Family farm management and leadership has become a sort of male hegemony and hierarchy as a result, and the status and economic power of women in agriculture has traditionally depended on males.

One should question whether the family farming tradition in Australia is built to last given the present generation of farm children aged in their twenties and thirties are comparatively disengaged with farming than previous generations. Does this suggest the culture of family farming is in decline, or is there another issue that is looming in the shadows, limiting the pool of young talent encouraged for farm succession?

This study indicates that change in traditional patterns of family farm succession is long overdue for daughters to be encouraged and recognised as capable farmers. Daughters who had achieved family farm succession tended to return home in their twenties and early thirties with advanced education and training and had developed key talents or skills to set them apart from their other siblings, or employees.

The concept of 'Women in Agriculture' must not be associated with the concept of being a farmer's wife, mother or daughter-in-law. The pigeonholing of women into these categories shuns the daughter farmer scenario and perpetuates gender bias.

This is a time with crippling challenges; to list a few there is climate change, biodiversity loss, pollution, disease, pandemics, famine, trade wars. Farmers are exposed to many risks and the industry needs an injection of diverse individuals, both men and women in the food and agriculture system, to further enhance farm-gate viability, enough to survive for generations to come. Women bring diversity of thought to leadership in agriculture, and see the importance of working collaboratively as an industry in a harmonious fashion. Both men and women are needed to lead us forward into the future to be sustainable for many generations to come.

This study demonstrated that daughters have the ability to manage all different types of farm operations and strongly believe themselves to be the custodians of their family land. But this

study also revealed there is a long road ahead in shaping industry beliefs about succession, and that daughters strongly rely on the backing of their parents and community to believe in them.

While there are many initiatives to encourage women into agriculture, without access to farm land and farm opportunity through succession, women will never be treated equal to men. Parenting is key and the issues discussed in Chapter 3, specifically common characteristics, suggests a paradigm shift is necessary. It is not enough for parents to say, '*our daughters can farm if they want to*', as this study indicates farmers actually need be doing something to manage this and encourage daughters to farm from as early as childhood.

This study demonstrated shared similarities between daughter successors worldwide that will help re-affirm daughter successors' own identity as a farmer, but also provide a framework for the next generation of women hoping to reach the farm succession summit.



Figure 19: Danish daughter successor Louise Skau, standing alongside her family's pig breeding centre

Recommendations

For Parents:

- Involve daughters in the farm at a young age, including teaching them farm skills and transferring knowledge.
- Daughters need to participate in as many planned, experiential learning activities on the farm as the sons and to be helped, taught, coached and encouraged.
- Parents, especially fathers (and grandfathers), should encourage daughters in all aspects of the business, particularly areas that were typically 'men's work'. Teach daughters how to use tools, how to make something, to have a go without obligation, and learn by mistakes.
- Businesses need to capitalise on different strengths and see diverse skills as an asset. Siblings can work in a harmonious business partnership where daughters and sons do not have to work side-by-side on daily tasks but their strengths compliment the other.

For Daughters:

- Be proactive. Early planning and management of the succession process is critically important. Have open communication with your family. Discuss returning to the farm and bring up the succession conversation early with your parents.
- Know your parents' retirement intentions to understand their expectations and plan for it.
- Talk to other women about running a farm or find a mentor who will be able to share their journey and help you find yours.
- Weigh up the pros and cons of a career on the farm, accept some uncertainty, and make a final decision with your gut instinct.
- If you have a long-term partner, engage with them on ideas as to how it may work, how roles and responsibilities will be shared on the farm and in the household.
- Call out sexism and unconscious bias. The more women raising awareness about the issue the easier it will be for the next generation.
- Use social media to spread thoughts on complex issues, and gain community support.

- Understand that you can manage and tackle farms and their issues solo and seek help when needed. Employing people with differing skills and building a good team ensures a strong business.
- Understand what women farmers have achieved so far and how things have changed, but steer clear from reinforcing gender stereotypes. Think outside the square as not every farm needs to be managed the same way. Be bold and different.
- Know your strengths and take note of the work that invigorates you.
- Talk early to your family farm bank manager about future goals.
- If you have not been considered as the family farm successor, then have a conversation with your parents about what they can do to support you in your desire to run a farm or have a career in the industry.
- If succession planning does not go your way, don't let it set you back. A path can be forged without the family farm by running, owning or managing a different enterprise.
- Social media pages can assist farmers' daughters by showing what other daughters are doing on farms, and to see the possibilities for women in farming.

For Agricultural Leaders:

- There is little information available to inform government on the economic and social barriers for daughters entering family farming.
- Opening the patrilineal family farm succession matrix and transforming it to be more inclusive to women is a way to correct the systemic gender imbalance (FAO, 2002)
- Industry should provide policy advice to the Australian government on rural issues pertaining to women, should leverage the feminist perspective on gender equality and discuss how women gaining equal share of decision making and ownership in agriculture is a matter for rural sustainability and progress.
- A workbook on succession management for women successors is needed for use by succession planners and other agribusiness consultants to avoid the typical farm succession language, which too often reinforces unconscious gender biases.
- Successful stories of women successors need to be shared as widely as possible, online and through other forms of media. More incentives and campaigns to encourage youth, particularly women, to view agriculture and related fields as a viable career is vital. Initiatives include:

- Invisible Farmer Project
- Australian Women in Agriculture group
- Women in Farming Enterprises group
- Country Women's Associations
- Rural Edge 'Inspire Summit'
- Rural, Regional and Remote Women's (RRR) women's network's
- AgriFutures Rural Women's Award.

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Plain English Compendium Summary

Project Title:	Name of project: Raising Women to Farm – A study of daughter succession in a changing family farm environment.
Nuffield Australia Project No.: Scholar:	1703 Katrina Sasse PO Box 38 Morawa, WA 6623
Phone:	0408 988 856
Email:	ksasse2@gmail.com
Objectives	<ul style="list-style-type: none"> • To discuss how daughters are engaged in family farm succession in USA, Canada, Netherlands, Germany and Denmark. • Present examples of daughter farm successors in USA, Canada, Netherlands, Germany and Denmark. • Present common characteristics of daughter led succession. • To discuss possible reasons why there are so few women (daughter) successors globally including in Australia, and what is being done to improve participation in advanced agricultural economies.
Background	For as long as family farming has existed in agriculture, sons have been taking over as farm successors. For traditional reasons, daughters were rarely given the opportunity for farm succession. The core of the research on empowering women in Agriculture has tended to centre around women as partners in family farm businesses, but little is documented on daughters who are actively engaged in their family farm and taking over the family farm through succession.
Research	This research involved two months of farm visits in advanced agricultural countries such as USA, Canada, Netherlands, Germany and Denmark and over fifty interviews with farmer's daughters and some agribusiness consultants, academics, and private and public-sector managers in the agricultural industry exploring the topic.
Outcomes	When it comes to the present low engagement of daughters in farming, this report reinforces that broader structural issues within agriculture need to be addressed.
Implications	This research informs farmers about how daughters are engaged in farming in advanced agricultural economies around the world (USA, Canada, Netherlands, Germany and Denmark) and why it is important to engage daughters in succession planning. The report can be used by daughters as a resource to understand the opportunities for daughters in farming today, and how to tackle the difficult task of family farm succession planning.
Publications	Presentation at 2018 Nuffield National Conference, Melbourne, Victoria