

THE FIFTH ANNUAL

Women on Farms Gathering

SURVIVAL SUPPORT SUCCESS



PROCEEDINGS

WOMEN ON FARMS GATHERING GLENORMISTON PROCEEDINGS 1994

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Principal and staff VCAH Glenormiston

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Noorat Primary School Parents Club

Entertainment: Musicians: Marie Ewing
Evelyn Holmes
Ruth Higgins
Choir: Terang Primary School
Songwriters: Meg Barry, Margaret Jansen

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Occupational Health and Safety Authority

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Geelong Wool Combing
National Australia Bank
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Victorian Farmers Federation (Pastoral)

Australian Association of Adult and Community Education
Warmambool Co-operative Society
Vegetable Growers Association
Woolgrowers Independent Selling Service
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1.0 INTRODUCTION

1.1 History of the Women on Farms Gathering

The inaugural Gathering was held in Warragul in 1990. It grew from an idea generated by local women involved in a Women on Farms Skills Course. In the words of Shirley Martin (from the Proceedings - Warragul 1990) "the aim of the Women on Farms Gathering was to bring the farming women of Victoria together, to promote our role as farmers, to supply information on resources available and to provide 'Food for thought'. Our group felt a need to look at the challenges faced by women on the land, to share skills, information and experience, and to help each other grow."

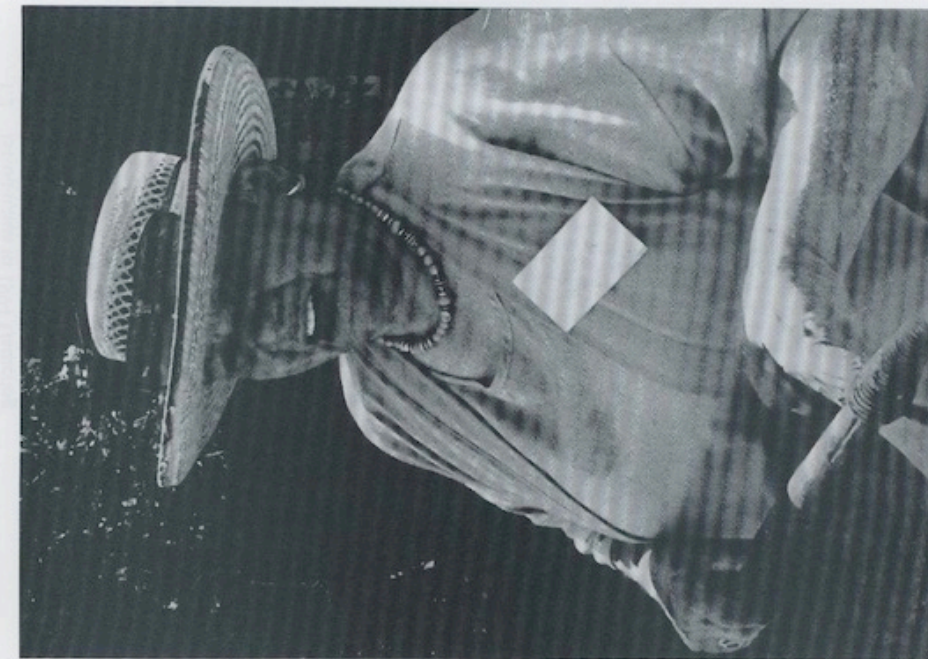
In 1991 we gathered on the flat wheatlands of the North-West in Sea Lake.

1992 saw the farming women of Victoria and further afield gather amid the bountiful orchards and dairy farms of the Goulburn Valley at Numurkah where we had a sense of "Pride in Agriculture, Pride in Ourselves".

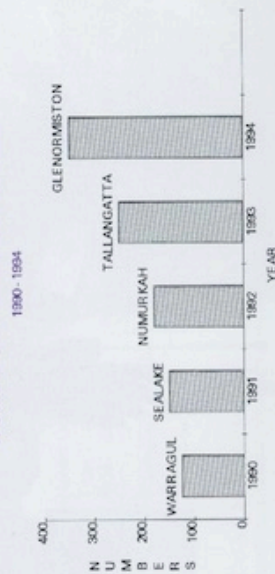
In 1993 the Gathering celebrated "Unity with Diversity" in the valleys of the High Country of the North-East at Tallangatta.

In 1994 the Rural Women's Development Group, South West Victoria welcomed you all to The Women on Farms Gathering at Glenormiston in the South-West to share in our theme of "Support - Survival - Success".

In 1995 our paths will converge again on the banks of the Murray at the Gathering in Swan Hill.



WOMEN ON FARMS GATHERING



1.2 Introduction to 1994 Gathering

The Fifth Annual Women on Farms Gathering was held on February 18-20, 1994. It was a great success with three hundred and forty women from Victoria, interstate and United States of America attending. The venue for the Gathering was the Victorian College of Agriculture and Horticulture, Glenormiston Campus in South West Victoria.

The aim of the Gathering was to encourage rural women to survive and succeed in agriculture in the 1990's and was planned over two years by the Rural Women's Development Group. The objectives were to improve relevant rural and industry-based skills, to recognise the increasing role of women, and to promote Australian agriculture.

The theme of the conference was "Survival, Support and Success". Support through the exchange of ideas, information and experiences, survival through well-being, practical farm skills and farm safety and success through marketing, education and diversification.

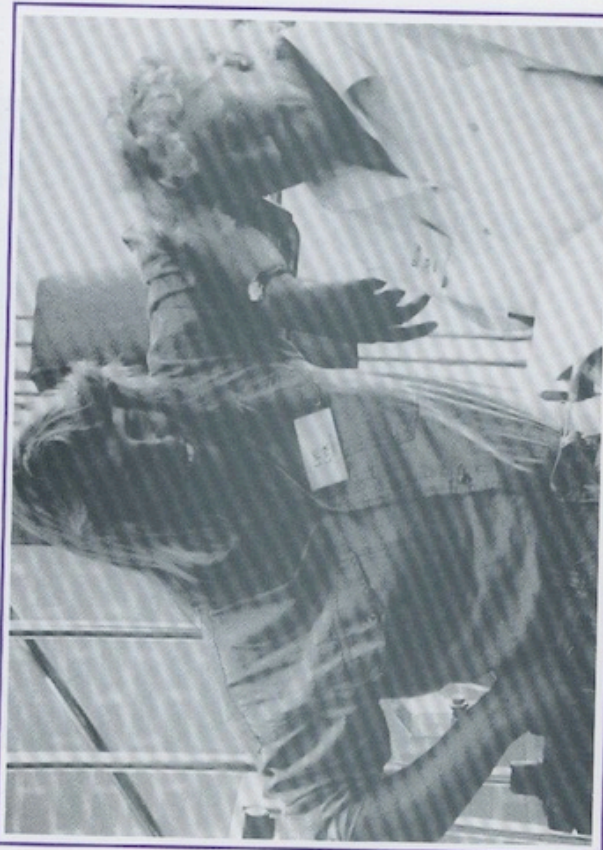
The Conference was opened by the Minister for Agriculture, Mr Bill McGrath M.L.A and the keynote addresses were by Dr Jocelyne Scutt, a lawyer and author and Christina Hindhaugh, a farm woman and writer.

The weekend's program involved speakers, discussions and practical activities conducted throughout twenty-nine different workshops. Issues relevant to the major commodity groups - horticulture, dairying, beef, wool, prime lambs and business management and education were covered.

The financial and in-kind support from a range of Sponsors enabled the Rural Women's Development Group to bring in a large number of speakers and workshop leaders who were experts in their various fields. Seven farm tours were organised to a diverse range of farms including turkeys, a rotary and a herringbone dairy as well as to sheep dairying and beef feedlot properties.

The program took a lighter note with a comedy skit called Galloping Gertie on Saturday night and an historical review on Friday evening was set on the mansion balcony. On Sunday, one hundred participants thoroughly enjoyed breakfast on the crater of Mt Noorat and many later took part in the Ecumenical church service held under the elm trees.

The lasting memory of the 1994 Fifth Annual Women on Farms Gathering at Glenormiston is one of smiling faces and renewed optimism.



"Together we can achieve things"

1.3 Introducing the Organising Committee: the Rural Women's Development Group and their Conference Responsibilities



Lorraine Ermaora
Chairman
Dairy/Prime lamb
farmer from Simpson
Sponsorship, Farm
Tours, Speakers and
Conference Bags



Val Lang
Secretary
Secondary teacher
and Wool Producer
from Lismore
Sponsorship, Workshop
Leaders and Speakers



Sally McConnell
Treasurer
Dairy Farmer and Office
Manager from Kolora
Finance, Registrations
Farm Tour Leaders
and Accommodation.



Jennifer Jackson
Co-ordinator VCAH
Glenormiston Rural
Women's Program from
Terang. Proceedings,
Sponsorship, Publicity,
Workshops, Administration



Meg Barry
Beef producer from
Ullina.
Entertainment/Song
Writer, Opening
Ceremony, Publicity



Wendy Heine
Dairy farmer from
Cobden
Conference Mugs, Off-
Campus Accommodation
Transport, Workshop
Leader



Margaret Jansen
Lecturer, Whole Farm
Planning, VCAH
Glenormiston from
Noorat.
Speakers, Entertainment,
Church Service



Sue Labbett
Potato Grower from
Bullarook
Foyer Displays and
Trade Sites.



Ruth Liepins
Researcher, Women in
Agriculture, University
of Melbourne from Lara
Evaluations



Jan Raleigh
Dairy farmer from
Scotts Creek
Farm Tours/Buses,
Workshop Leader.



Naomi Oddie
Tutor/Farmer from
Snake Valley.
Conference support.



Kate Scroggie
Farm Secretary and
Farmer from Glen-
ormiston
Minute Secretary, Word
Processing, Administration,
and Proceedings.

REFERENCE GROUP MEMBERS

Ann Adams, Dairyfarmer/industry representative, from Wangoom, Sponsorship Package
Janet Barker, Rural Women's Network, Department of Agriculture, Bendigo. Conference Support
Jossie Black, Lecturer, Deakin University, from Noorat, Speakers, Workshop Leader
Anna Lottkowitz, Rural Women's Network, Department of Agriculture, Ballarat. Conference Support

1.4 Program

FRIDAY, FEBRUARY 18TH, 1994.*CHAIR: LORRAINE ERMACORA*

4.00pm Registrations

Foyer, Main Hall, VCAH Glenormiston.

6.00 - 7.00pm BBQ Tea

Dining hall and Marquee.

8.00pm Supper

Self serve & Bar facilities available.
Hospitality Room.

8.15 - 8.45pm Australian Women in Agriculture meeting.

Lecture Room 2.

9.00 - 10.00pm **Come Into My Parlour, Come Into My Paddock**An historical perspective on women's contribution to the land
Manston lawns below the eastern balcony.**SATURDAY, FEBRUARY 19TH, 1994.**

8.30am Registrations

Foyer, Main Hall, VCAH Glenormiston.

9.00am Opening Ceremony

Singer: Marie Ewing
Pianist: Ruth Liggins
Choir: Terang Primary School
Teacher: Roslyn Ross

Procession: the Rural Women's Development Group

Introductions by:

Jennifer Jackson, Co-ordinator, Rural Women's Program

Welcome by:

Lorraine Ermacora, Chairman Rural Women's Development Group

CHAIR: HEATHER MITCHELL

OFFICIAL OPENING BY

The Minister for Agriculture,

The Hon. W.P. McGrath, M.L.A.

Keynote Address:

Dr Jocelyne Scutt, lawyer and author.

Morning Tea

Rear of Main Hall & in entrance lobbies (five stations available)

WORKSHOP 1

Lunch

Dining Hall & Marquee.

CHAIR: VAL LANG

Singer: Jill Stevens, Main Hall.

Forum - Farm Safety & Women's Stories

Heather Baker-Goldsmith, Occupational Health & Safety Authority

Davina Stewart - Highland cattle

Rosemary Holmes - Lavender grower

Jan Raleigh - Dairyfarmer

SATURDAY FEBRUARY 19TH, 1994. (Continued)2.00pm WORKSHOP 2 *OR* FARM TOUR

3.30pm Afternoon tea

Rear Main Hall & entrance lobbies (five stations available)

4.00pm Farm Tour *OR* FREE TIME

Assemble near centre quadrangle

1995 Women On Farms Gathering - Where?

Meeting to discuss venue. All interested groups welcome.

Hospitality Room.

6.30pm Pre dinner drinks

Main Hall Foyer. (Compliments Rural Women's Development Group)

7.00pm Dinner

Meal prepared by Allan Humble & Catering Staff.

Bar service provided by the Noorat Hotel.

7.30pm Rural Woman Of the Year Award

Launched by the ABC Country Hour & Sponsors

Solo Singer: Marie Ewing

9.30pm Galloping Gertie Gets Her Reward

Comedy skit & sing-a-long

Performed by the Rural Women's Development Group with audience participation!
*Pianist: Evelyn Holmes***SUNDAY, FEBRUARY 20TH, 1994.**

7.00am Mass

Bus Departs for Mt Noorat (optional morning walk)

Assemble near the centre quadrangle

7.30am Breakfast on Mt Noorat

OR

Breakfast in the Gardens

Marquee area, rear of Dining Hall.

8.00am Ecumenical Church Service

Rev. Kerrie Lingham, Terang Uniting Church.

Lawns under elm trees, outside Lecture Room 2.

9.15am Keynote Speaker and Chair: Christina Hindhaugh

Main Hall.

9.50am Morning Tea

Rear Main Hall & entrance lobbies, (5 stations available)

10.10am WORKSHOP 3

11.45am Closing Ceremony.

Solo Singer: Marie Ewing

12.15pm Lunch - "rolls on the run"

Take away or eat on the lawns.

1.5 Special Guests

Heather Mitchell

Mrs Heather Mitchell is a former President of the Victorian Farmers Federation and Wimmera farmer who is now resident in Melbourne. Mrs Mitchell undertook the task of "link person" at the gathering on the Saturday. She was able to keep everything running smoothly and to time. Committee members were grateful for the moral support and gentle encouragement given during the weekend.



Minister for Agriculture, The Hon. Bill McGrath, MLA

The Hon Bill McGrath was first elected MLA for Lowan in 1979. He is now member for the new seat of Wimmera (since October 1992). He has been Minister for Agriculture since November 1992 and it was in this capacity that he was invited to open the 1994 Gathering.



1.6 Opening Ceremony

The Opening Ceremony was designed to be simple, dignified and to place our Gathering in the historical context first envisaged by the women of Warragul. Our aim was fulfilled with the children of the Terang Primary School, led by Marie Ewing of Mortlake, singing "I am Australian". Muriel Dick, Pat Hall, Lynne Seymour and Denise Kirk carried the white silk Gathering banner with its symbols of the four Gatherings they had helped to organise at Warragul, Sea Lake, Numurkah and Tallangatta. The Glenormiston committee members followed the banner carrying or wearing symbols of the sector of the farming industry with which they identified - wool, dairying, rural education, beef, potatoes, the Department of Agriculture, Landcare. The committee brought many diverse talents to the organisation of our Gathering.

Walking with us were Heather Mitchell, a great role model for farming women, and the Minister for Agriculture, The Hon Bill McGrath. - The opening procession provided a few moments of reflection and a sense of shared purpose as the hopes and dreams of two years of planning were about to be fulfilled.....



2.1 Jocelyne Scutt - Keynote Speaker

Jocelyne Scutt is a Melbourne-based lawyer and author with a strong commitment to issues relating to women and the law.

WIT, WISDOM, VIGOUR AND VALOUR: WOMEN'S VOICES, WOMEN'S LIVES

Always have something of your own. Of all the things my mother told me, this was the most memorable. Although at times I wished I could forget it, like a bedroot stain on a white cotton shirt it seeped into my brain and would not come out. While other mothers wanted good husbands for their daughters, my mother's aspirations for me were much higher. She wanted my happiness to be the result of my own achievements, not somebody else's. It was not that she did not see being a wife and mother as an achievement. She saw it as the icing on the cake. The cake you had to make yourself.

That 'something of my own' has sustained me when others have let me down.

Jane Cafarella, 'Something of My Own' in *Breaking Through*, 1992, at p. 11

Jane Cafarella is a cartoonist and journalist with the *Age* in Melbourne. She began her career with a suburban newspaper group in Melbourne. In the late 1980s Jane Cafarella began writing for the 'Accent' page in the *Age*, and from 1991 until she became a columnist to 'Tempo' upon the birth of her second child, she was editor of 'Accent'. The 'Accent' page is the 'women's page' of the daily Melbourne newspaper. It covers all aspects of women's lives, of issues of concern to women, and which should be of concern to both women and men: rape, criminal assault at home and other forms of domestic violence, equal pay, women's activism, childcare, government cutbacks, women's art, women's photography, women's plays, women on farms, women and sport, feminist writers, feminist artists, women's organisations, feminist playwrights. The list is endless.

Jane Cafarella is a powerful woman. She is powerful in the sense of herself, which is boldly patterned on that theme her mother drummed into her in childhood, adolescence and young adulthood. She is powerful as a journalist and cartoonist, a social and political commentator. She is powerful as an editor, selecting and editing material for publication in 'Accent'. Ironically, many women might now, or might in the past, have figuratively turned up their noses at the 'women's page' or the idea that there should be a section of any daily newspaper devoted to 'women's interests'. Certainly women going into the journalist profession have varied in their views of the need for such a page, the part it plays - whether positive or negative, and whether or not they will work on it.

Jane Davidson is a journalist in Canberra, who recently spent four years in public/government relations. Born in Christchurch, New Zealand, she has been a political correspondent with the *Canberra Times* and radio

powerful in her own way: journalism and the media are areas where power is very real. The persuasive powers of the press, and the enormous impact writing, particularly journalistic writing, can have cannot be ignored. We would acknowledge that women have less power in these areas than men, due to lack of ultimate editorial control, and not generally being the owners of television stations, newspapers, radio stations. Nonetheless, what power women do have must be recognised.

That Jane Cafarella has taken a different path from Gay Davidson and (to a lesser extent) Shirley Stott Despoja does not mean that she is less powerful, or that her work is less rigorous, intellectually demanding, or personally rewarding. (Certainly there may well be income differentials according to the perceived 'importance' of the work done.) If we are to change the world to ensure that the world is a better place for women and men, then we need powerful women at all levels, and in all areas. Without the women working in 'women's fields' and on 'women's issues' (whatever area of endeavour they are engaged in), and without women working in the so called 'mainstream', on so called 'mainstream issues', we are ill served. It is not a case of either/or. We need both.

Irene Watson is in another field. She makes the point poignantly and powerfully:

I have not modelled myself on any perceived image of a 'lawyer'. I have been strong about reflecting or imaging Aboriginality. I saw an American Indian lawyer in a film acting in a land claim and in her address to the court she spoke as an Indian woman, but with the knowledge of the American legal system. In the unenviable position of negotiating on behalf of her people, her manner was powerful and strong. Rather than adopt the style and presentation of other American lawyers she presented as an Indian woman. It was perhaps one of the strongest influences in my life.

Australia has a unique culture. It is certainly true that women have suffered discrimination based on sex:

women have been discriminated against because we are women, pitfalls, barriers and obstacles confront most people at some time in their lives, yet it is important for the positive growth of the world and for harmony between women and men, women and men, and men and men, to recognise that biases do exist within society, whether based in racism, sexism, ageism, ethnocentrism. At the same time as acknowledging this, we can take heart from the fact that in Australia for 60,000 years women lived in a culture that recognised women as a part of the community and the collectivity, whilst simultaneously acknowledging women's entitlement to group together

in the 'women's camp'. Debates continue about the role and place of women in Aboriginal tradition is that the Aboriginal cultural tradition was for the women to work alongside the men, at the same time establishing in the women's camp a women's traditional culture. This history provides us with strong roots for women, of all cultural backgrounds, in Australia today.

Women coming to Australia at the time of white colonisation worked alongside men, whether in building huts and homes, settling in the outback, farming or raising cattle. The Australia of early colonisation is mostly seen as 'man's country'. Yet that picture is false. Men outnumbered women in the outback and the bush, but the bush and outback were not empty of women - both Aboriginal and colonial. We can draw on this co-operative tradition, too, to find a direction for the future.

The theme of this *Women on Farms Gathering* is significant for the past, the present and the future. Survival, support and success are words with particular connotations for women. Women survive in all sorts of circumstance: when there's only one chop, it does not end its existence, generally, on the dinner plate of the woman; if the toast is burnt, it's generally the woman who scrapes and eats it. Women have a grand tradition of making do, and making much of concrete substance out of little. Women are great innovators in making furniture out of butterboxes, lampshades out of outworn frocks, glorious sews and 'bubble and squeak' out of leftovers. Women support in a myriad of ways: support husbands psychologically and physically, by listening and sympathising, and getting out on the tractor or into the shop whenever it's necessary that there be extra hands. Women support children in helping with the homework, going to parents and citizens meetings, serving at the tuckshop, seeing their teenagers through the rigours of the VCE, or the ups and downs of one another, too, in women's organisations, at conferences, in friendships, in time of trouble and distress and downright misery, and through the happy times.

'Success' is a word about which women may be ambivalent. United States studies and theorising showed women 'fearing success': women feared success, ran the theory, because if perceived as too successful in study, passing examinations, sport, arts, worldly achievements, they may be seen as 'non-feminine' and thus unworthy of the appellation 'woman'. At the same time, we are surrounded by successful women - and too many women who, although successful, do not recognise themselves as such. Women are the great role models, staunch, surviving, supporting, successful. Women appreciate

their mothers, grandmothers, aunts, great aunts, sisters... the school principal, the nuns, the woman down the street who suddenly took up the oboe. Yet too often we do not see the greatness of their homegrown role models - because they are on our doorstep, or in our own homes, too often we do not see their very influence on ourselves as women and workers, as thinkers and healers, as survivors and supporters - and as the harbingers of success for ourselves.

'Success', 'ambition', 'power' and 'achievement' are words which many women are unlikely to say out loud, in positive tones, particularly when talking about ourselves. Women have a healthy abhorrence for arrogance, self-applause and self-promotion, particularly where this will eliminate someone else from the possibility of appreciation and feelings of self-worth. Yet this reluctance to adopt the language of success, and to embrace concepts of power, can be unhelpful, too. Women must learn to recognise our own success and achievement as important. We must remember that ambition can be positive and uplifting. It need not be egocentric and bellicose. Power need not connote 'power over' others, or the use of power in ways that deny to others their own autonomy, their own ability and right to make their own decisions, to determine for themselves what they will do and be. 'Power corrupts'. Yet lack of power corrupts absolutely. The powerful can be dangerous. Just as surely, albeit in a different way, to be powerless, or to overestimate one's powerlessness, harbours its own dangers.

We need to recognise and celebrate our achievements, our successes, our power. We need also to recognise that we have achieved, are successes - and are powerful. Often, we forget this. Or we fail to see how powerful we are, to correctly assess the wonder of our achievements, and to congratulate ourselves for our success.

It is not unusual for a woman whom we perceive as strong, capable, independent, powerful to see herself as lacking power, even incapable. Her own view of herself is in an important sense a nonsense. Yet to her, it is very real.

Moira Rayner, now Commissioner for Equal Opportunity in Victoria and formerly solicitor in private practice in Perth, convener of the Social Security Appeals Tribunal and head of the Western Australian Law Reform Commission, writes of her career.

The major barrier to success in law was my being distracted by personal relationship problems, lack of self-esteem (hidden under a gruff exterior); the

gruff exterior too, perhaps, and my sex.

Because I express opinions firmly I am a little daunting to some - I once overheard a senior magistrate tell his clerk: 'We're not afraid of Mrs Rayner, are we?' while I was very nervously waiting to see him...

I quoted these words at a conference some time ago, in Melbourne. Sharing the platform with me was the then Premier of Victoria, the Hon. Joan Kirner, MLC.

As I spoke, I heard movement behind me, a rustling noise, and turned to see Joan Kirner both shaking and nodding her head simultaneously, and vigorously. She was indicating that she, like the senior Magistrate had sat in her office awaiting a visit from Moira Rayner, wondering what she would be bringing to her attention, what demands for positive action and amelioration of difficulties confronting those going through the equal opportunity process she would be making. As she sat, one powerful woman, shaking in her shoes, another powerful woman sat, shaking in her shoes, outside the door. The image of these two compassionate, strong and powerful women somewhat intimidated by each other, and not realising that each felt the same, is compelling.

Women like this are important to us all, and to the community. And it is notable that they often tend not to see the persona they project, the strength of the people they are. Yet we are presented with many thoughtful, compassionate, strong, and powerful women at all levels of society. These women take their place across the political spectrum. The Hon. Rosemary Varty and the Hon. Marie Tehan are notable for their persistence, as are women in law such as Justices Mary Gaudron and Elizabeth Evatt, and in the media such as Mary Delahunty and Geraldine Doogue, the writers, the playwrights and on and on.

At the same time we must recognise that the greatest role models are the women we know, the women who are around us, making their mark, often with little fanfare and with less public recognition. Marie Andrews was born in Derby in Western Australia and was educated in Broome, then did a year in the United States of America as an exchange student. 'It's the people around me, people I know, who impress me and are my role models,' she says.

My grandmother, mother and sisters I have admired and looked up to. An incredibly strong woman, my adoptive grandmother had eight children to look after; she married a Japanese man who was deported to Japan when they were rounding up the Japanese in Australia and sending them back, so she had to raise her children on her own. One of my earliest memories of her was when I was quite young, at a time when so-called

'half-caste' children were taken away from Aboriginal families. Some gudiea came to the house. They were wanting to take me. My grandmother wouldn't let them and chased them out of the yard. That is a powerful memory of a strong Black woman.

When older I recognised how, being married but having no husband around her, she was a strong independent woman making it on her own at a time when there was no welfare or supporting mother's pension. She brought up her children without that sort of assistance around, and she made it.

How many of us have been influenced by the people we know, those who are close to us? What important, although not necessarily 'noticed' role has been played by our grandmothers, our mothers, our maiden aunts, our fathers, the school principal, the woman down the road who takes up the harp, the woman who learns - then teaches - fencing, the farmer who turns her modest dairy into a going concern, the farmer in partnership who takes the farm in a new direction, using her experience in cheese-making or turkey smoking, or who learns to spin the wool and make gaily coloured jumpers and delicately tinted baby jackets? When we see the next-door neighbour mending her fences with a will and a trained eye, when we observe the woman from over the paddock going about her daily business with joy in the midst of the need to work hard, we are affected. We are influenced. We are absorbing and inculcating ideas of what women can be.

Too often, we do not realise that we are the role models to the girl down the road, the woman over the back, the farmer making a 'go' of it on a farmlet or on thousands of acres, the woman in town who bakes cakes for the school fete, the teacher who has come to a faraway location, and who may never have lived in the country before, the woman or girl who was brought up in the country and who now ventures into the city to school or university.

The persistence that is a very real courage is a common item amongst women. Even more commonly, we tend not to see the courage of women, or to discount our own courage. Ofelia Lopez came to Australia from El Salvador under the humanitarian program, as a refugee. She was a political prisoner in her country, was shot at in prison and organised politically amongst the prisoners so that they could cook their own food and have rest and respite from the guards who made a habit of waking up the women at 3.00 am, then taking the opportunity to sexually abuse and harass them. When her political group captured a general, he was exchanged for Ofelia Lopez, and some of her imprisoned compatriots. When she flew to Australia, she saw herself as fearful:

I had no knowledge of Australia. I didn't even know how far it was. Maybe I didn't want to know. We flew Continental Airlines. I was so scared of the plane. It was a monster to me. Initially I didn't think what it would be like to go on an aeroplane, because it was such a foreign idea. Once aboard, it was shocking for me. I was half-dead all the way through, so deeply shocked that I can hardly explain how I felt. I was by myself with nothing familiar. It was terrible.

With my children, I went to a migrant hostel, somewhere in Footscray, when we first arrived. There were sad moments, because of the food and the aftermath of the trip. I was half-dead. I don't know how I managed, with my two girls, and my health condition. The little daughter was one-and-a-half-years-old and the older girl was four. The little one had an earache on the plane, and she was crying, and I was crying, and I thought: 'Oh, my God, my child is going to die, I can't cope with this.' I felt that all my body was shrinking because of the air pressure. All my muscles were seized up, my heart felt as if it was under intense pressure, and I didn't eat, I didn't sleep, even for a second. I didn't even go to the toilet.

This section of Ofelia Lopez' story is indexed under 'courage'. Some people would put it under 'fear'. But this is a question of how one regards the stamina and resistance of women. The fear Ofelia Lopez experienced cannot and ought not to be denied; simultaneously what she exhibits in dealing with that dread is the very real courage that so many women, the world over, exhibit without thinking about it, and possibly all the while denying they are brave.

Susan Duffy, a journalist and radio commentator with community radio 3CR in Melbourne, had a perception and an understanding of her own life which was not shared by others. She saw herself as weak and 'done to'. Her friends saw her differently:

Good girls get married don't they? I married, the marriage broke up (not surprisingly). But I was being good! Doing all the right things, drying dishes, ironing shirts, washing nappies, perusing the women's magazines for tips on keeping curtains cleaner, what was going wrong? Another partner, another child, more trouble. Obviously the guilty party was myself. I was not being good enough. One morning I crept quietly out of the communal bed, careful not to disturb the sleeping partner, tiptoed to the bathroom to inspect my face. Not too bad this time. Not much swelling. Whack on a bit of cold cucumber and then cover the mess with make-up, no-one will see the bruises for at least a day. Easy. Assiduously I applied the cover up. Within one short hour the daily routine began. Children began to move about their morning,

demanding food, the cat screeched for attention. The porridge boiled over. He can't find his school sock, another can't find the last page of his homework: 'I don't want peanut butter sandwiches for lunch today.' 'I want money for home economics today.' 'Why does he get Vegemite today?' 'Where did you put my jumper Mum?' Normal morning mayhem. The sleeping partner awoke furious at the world and children in general, at me in particular. Why can't I keep them quiet? Can't a man rest?

I wondered ... had I always been a battered wife? Certainly I was never a battered child, at least never physically. The black rage rumbled. More yells from the communal bedroom. Yells, oaths. The years of being good held me for a time, then a shorter time. Without warning the rage erupted. I ceased to be good.

Susan Duffy's experience, the way her life was lived, was concealed by a surface of competence and coping, confidence and charm, that she showed to the world. All the while, she was wondering why she didn't tell her friends the truth:

Why didn't I tell anyone? Why did I hide all this humiliation? Because I was too humiliated to admit that things were wrong in my life, that my goodness did not keep me from abuse. As for telling my women friends, I avoided them, stopped phoning, hid in the house, put on weight, day-dreamed over the television, lied to the neighbours. Even now, many years later, my embarrassment is such that this is the first time I speak of those years. My wonderful and strong women friends have no idea that I lived through and accepted, that abuse. They have no idea when they see me marching for people's rights, when they see me standing up in courts for others, when they see me counselling and advising others, when they hear me speak out in anger at injustice (clearly and fluently) that, for all those years I was either physically unable to speak or else too cowardly, too downright terrified to get away from a brute who called himself a man and enter the world on my own, homeless, with children in arms. It is only through writing this story that my women friends now know the dreadful truth about me.

The 'dreadful truth' is, in many ways, as one dimensional as the other truth, the reality that Susan Duffy's friends see, we know exists in Ofelia Lopez and that was exhibited so clearly in the long flight she took from El Salvador to Melbourne, the 'frightening' Moira Rayner the magistrate sees, and the trembling Moira Rayner whom Moira Rayner sees and understands to be herself. Susan Duffy was, in many respects, the strong, resourceful person her friends

saw. She presented as a confident figure in the outside world. In the private world of the home, she kept going, kept on, despite the abuse to which she was subjected. It is that tenacity in the face of humiliation, that capacity to slog on, despite the abuse, the patience, the fortitude to keep resisting, all the time women like Susan Duffy think they are succumbing, that keeps women alive. The forces that are arrayed against women are not insignificant. Yet women resist, answer back, oppose, organise.

Certainly we would wish that the strength of Susan Duffy had always been able to be used as it is now, on political action, on speaking out publicly, on making her life enjoyable rather than barely livable. Yet women's resistance in the face of terror is a very real strength and power that cannot be ignored. It has kept women perpendicular in a world where the force of negative power has sought to deny women any existence at all.

Sue Schmolke has spent the past 22 years in the Northern Territory. In the 1980s she was appointed by the Chief Minister as convener of the Territory's Women's Advisory Council. She was born in Melbourne, raised in Victoria, and set out on her professional career by enrolling in a commerce degree at Melbourne University. As she says, based on her lack of life experience and any knowledgeable advice and guidance, she chose the security of the established place of learning and 'the acceptability of the staid and safe discipline'. Her decision to study commerce was based on social and cultural influences: 'After all, what do those arts students get up to and how useful will their degree be to them in getting a job?' For Sue Schmolke, this step into commerce and Melbourne University constituted her 'first momentous life-affecting major wrong decision'. Today, some 20 years later, she says:

I have not had a 'career' - rather a succession of jobs, much the same, I suspect, as huge number of other women: from shop assistant, waitress, clerical office worker, receptionist in my early working life to the more dynamic and self-motivated roles that have come with added years. Now nearly 44 years old, I feel as if I am just starting to get my act together. Long ago I realised I would always be learning, growing and changing - nothing is predictable and certain. Especially if life is to be interesting!

I have always felt a nagging sense of personal failure in all aspects of my life - particularly with employment, professional skills and income. It is only in the past few years that I have realised that 'the system' has been stacked against me as a woman, and to have succeeded in the way I yearned for would have been a small miracle.

Yet is Sue Schmolke's assessment of her own worth justified? Hardly. In 1974 when Darwin was devastated by Cyclone Tracy, Sue Schmolke was the senior public servant in Tennant Creek. Her 'boss' together home and family life, began a Master's degree in Women's Studies at the University of New South Wales, and enrolled in law at the University of Technology of Sydney. Despite having being told no one could complete a law degree whilst undertaking other studies, Lynne Spender finished her Women's Studies masters degree and her law degree, together. She has written books and published articles, including *Scribbling, Sisters and Intruders* on the Rights of Man. She has edited numerous books on legal subjects, as the publisher at Redfern Legal Centre Publishing. She told me she wasn't sufficiently interesting to write her life.

As women, we too often tend to downgrade our own talents, dismiss any sense of ourselves as powerful and strong that might creep up on us, unaware. We sometimes tend to be embarrassed, or immune to the notion of ourselves as successful, as achievers, as grand in the scheme of things. Often, we take blame upon ourselves for the wrongs that befall us, sexism, discrimination, violence, harassment. In a swift sleight of hand we, who have less political scope for effecting powerful ends, become apparently all powerful: so powerful that we are 'responsible' for those very acts and circumstance which render us less powerful. We see ourselves as blameworthy for plain and simple 'failures' to achieve.

When I invited Sue Schmolke, Jane Cafarella, Gay Davidson, Marie Andrews, Irene Watson, Shirley Stott Despoja, Susan Duffy and others to contribute to the books *As a Woman - Writing Women's Lives*, *Breaking Through - Women, Work and Careers*, *No Fear of Flying and Glorious Age - Growing Older* Gloriously, I began receiving telephone calls or letters in return. Almost as one the women wrote or said:

You've got the wrong person. I'm not interesting enough.

Why don't you ask so-and-so. She's far more interesting than I am.

I started to write something for the book, but it's too boring. I've never done anything.

I'm too ordinary.

The ultimate in these telephone calls came from Lynne Spender. I had spent hours on the telephone, encouraging and cajoling, boosting and supporting the women whom I'd invited to write for *As a Woman* and *Breaking Through*. Then - the call from Lynne Spender.

Lynne Spender trained as a teacher, taught in New South Wales and Canada. Joined the Women's Political Party of Canada. Returned to Australia with a husband and two children. Worked, taught, kept together home and family life, began a Master's degree in Women's Studies at the University of New South Wales, and enrolled in law at the University of Technology of Sydney. Despite having being told no one could complete a law degree whilst undertaking other studies, Lynne Spender finished her Women's Studies masters degree and her law degree, together. She has written books and published articles, including *Scribbling, Sisters and Intruders* on the Rights of Man. She has edited numerous books on legal subjects, as the publisher at Redfern Legal Centre Publishing. She told me she wasn't sufficiently interesting to write her life.

Lynne, I'm not going to spend half an hour on the telephone telling you you're wonderful and absolutely and utterly appropriate as a contributor to As a Woman. Please go away and start writing.

I then hung up the phone. Half an hour or so later, feeling rather responsible for having been so short and sharp, I dialled her number:

I'm sorry Lynne. I was a little harsh. But have you finished writing it yet?!

She hadn't. But she did.

Lynne Spender is a truly extraordinary woman. Yet in so many ways, she is 'ordinary' too. Everyone of us is ordinary, and extraordinary simultaneously. Or, at least, these aspects co-exist within each of us. It is foolish to project certain women as 'role models' as if these women are so far in excess of what we might be and do, that we can only try to achieve what they have, knowing the impossibility of emulating them. It is important to celebrate women and women's achievements. But it is unhelpful to imagine that there is a 'state of grace' other women have achieved, because they are seen as 'important' in world terms. The reality is that all of us harbour doubts, are self-critical, are hurt by the barbs that too often project themselves into the lives of women who live in patriarchal times. Every one of us believes that if only we worked harder, if only we secured another qualification, if only we published one more article, if only we gained a mentor, if only we produced more garments, packaged more goods, assembled more

items - if only

Each of the women in As a Woman, No Fear of Flying, Glorious Age, and Breaking Through has ambitions for herself and her sisters. Growing up, Rebecca Maxwell wanted to be a teacher. Her father said she must decide what kind of 'muso' she would be, because that was what people like she was, did:

Yes, he firmly decreed, violinist or pianist! I was put into a 'no choice' paddock, with two narrow gates; I vaulted the fence; no, I would not view future possibilities from that box! I knew with desperate certainty that I would be a teacher, despite convention.

I would be a teacher, and visit my pupils on my trusty tricycle, handing them education like bunches of keys to personal freedom. That scenario played itself over and over in my daydreams; freedom, openings, possibilities; perhaps the picture came nearer to reality as I grew older, and really I don't know exactly when the idea came to me, but it resented me from dad's decree; and just as I didn't think of myself with a closed definition, I didn't define my dream pupils either; they were neither blind or seeing, nor one age only; they just needed education and I wanted to share my sense of ever-available possibility, opening, freedom, discovery, growth, achievement. Nothing ever seemed impossible or unreachable to me. Some of that chubbiness is still with me.

Ellie Gaffney was born on Thursday Island in the Torres Strait on 18 August 1932. She is the coordinator of Mura ('all' - in Western Island) Kosker ('women' in Eastern Island) Sorority ('sisters' in English), which works towards uniting all women in the Torres Strait and Northern Peninsula Area of Australia, and meeting the social, emotional, housing, educational, economic, health, cultural, spiritual and welfare needs of women and their children and dependants. Ellie Gaffney trained in Brisbane as a nurse. When she returned to Thursday Island to practice her profession, she 'made history':

I was allowed to live in the sisters quarters and have meals in the staff dining room, which catered for the nursing sisters and doctors and any other white staff, whether they were academics or labourers. There was another dining room, catering for the Torres Strait Island nurses, domestics or any other local staff, who were usually industrial staff. When I was acting matron, I employed the first Torres Strait Islander trained and registered as an Enrolled Nurse's Aid (ENA). When I returned from a statistics conference in Brisbane, I noticed this young woman was not about; I thought she may have

gone home for the weekend. On Monday morning I waited for her to arrive but she didn't turn up for breakfast. At lunch time, we arrived together at the dining room. She made for the other dining room. I called to her, enquiring why she wasn't dining with us. She looked embarrassed and said she would see me in the office after lunch to explain. She told me the acting matron in my absence had suggested to her that perhaps she would feel far more comfortable living in the coloured nurses quarters, and eating with them. She had felt that the acting matron was giving her a hint that she wasn't welcome in the white quarters, hence her shift.

This was, to me, an unusual approach. Here at this tiny tin pot hospital we had to put up with racial discrimination! When I approached my reliever, she didn't deny it or apologise, but she made sure she told the matron on her return that I had questioned the decision. I was told this later, after I left ...

Marie Andrews intends to become a judge. 'I would like to be a judge,' she writes:

When I was a lot younger, perhaps with my Catholic influence I thought that was the worst thing I could ever be. How could you possibly judge another person's behaviour? From a moral and philosophical point of view that was abhorrent. But going through law school and reading some terrible judgments, especially about women and women's perceived role in society, I am angry and appalled, I think: 'Well, they don't have a lot of sense these judges,' and not only that, they are for the most part white anglo-saxon, privileged males making judgments far removed from the rest of society, but they have no wider perspective of how the world operates for some people, how poor people are caught in the system and how it works against them. They have no understanding of that whatsoever, no understanding of Aboriginal issues and certainly no understanding of women's issues. I can bring that experience into the law. But not only that, I have a lot of commonsense. I thought: 'Yes, I can do just as good a job as them if not better.' So I've begun to think it is important for people like myself to become judges and to create changes in the law.

Marie Andrews is sufficiently brave to state her ambition, without equivocation, without some moue of deference to the notion that she might not be 'good enough'. She knows she is 'good enough' and more; and she also, in the early hours of the morning, has her doubts. For her, like all of us, there is that very womanly feeling that maybe - maybe we won't bring the changes we desire; maybe we won't make the

a regular family - although that takes talent, too. Rather, it is catering on a grand scale. And it is more than this: it can only happen because the women who do the job have developed the ability to organise large numbers of men at a time, cook or supervise the cooking of large numbers of meals at a time, and determine a programme for matching the men with the meals. This means that women can be superbly organised caterers. It means also that, once having built up the skills and abilities in one field, we can transfer them over to another. Those capabilities could be used in catering ventures outside the farm - and could be used in many other ventures, quite unrelated to farming or catering.

Janine Haines trained as a teacher. She wanted to be a teacher and became one. Some years later she went into Federal Parliament where, eventually, she became leader of the Australian Democrats. Does this mean she 'wasted her time' being a teacher? Would it have been better for her to determine upon politics from the age of six, and travel single-mindedly along that path, never diverting? No. She did as she wanted to do in her career, and she developed skills that stood her in good stead in that part of her career that came after the teaching. Who could deny that the ability to control, entertain, and teach 30 or 35 school children is superb training for running a political party and performing well in federal parliament!

Jennifer Coate trained as a teacher, although she would have liked to have gone straight into law. Her family financial circumstances precluded her from doing so. Later she won a scholarship to university, trained as a lawyer and ran her own practice for some seven years. Then, risk-taking as so many women are, she sold her practice and worked for a time as a locum in the Legal Aid Commission, travelling out to country regions to staff the legal aid offices and work in the local courts. Some two years ago she was appointed as the fifteenth woman magistrate in the Victorian Magistrates Courts. Were her years and training as a teacher 'wasted'? Of course it is wrong that anyone, woman or man, is 'pushed' into a field when they prefer another. However Jennifer Coate's teacher training, the ability to control that classroom of 30 or 35 children no doubt is useful when it comes to controlling the courtroom and ensuring that the smart young lawyers who leap to their feet at the Bar table are clear about the procedure to be followed in the court, and that everyone has a 'fair go'.

Fran Bladel gained a different sort of experience which also stood her in good stead along the way. She went to university at 35 years of age, training to be a teacher.

As women, we must be wary not to resist empowerment, not to deny we have power. It is essential not to adopt a mode of 'blame the victim'; projecting onto women as dominant society has done, power where there is none, or power where others are far more powerful. At the same time, it is not in our interests, nor those ultimately of the world, to ignore the power we have. We must also recognise and celebrate - and use in a way that means we recognise our abilities to the full - the talents and capabilities we have.

Around this country, in the country, many women have, year in, year out, fed the shearers as a matter of course. This is not a case of serving up a daily meal to

My first teaching job, in 1970, was in a middle-class eastern shore suburb of Hobart. As my only teaching experience had been the two obligatory 'practice' sessions imposed on 'bonded' students, I had only six weeks in total to prepare me for the unknown terrors of high school.

In my innocence I was completely unaware of the blood sport played with beginning teachers by the 'old lags' of Grades 9 and 10. While some younger colleagues struggled to come to terms with teenagers in their most difficult period of life, early puberty, I found the students accepted me unconditionally and I was able to get on with learning the job. It gradually dawned on me that because I was older, and possibly because my most recent work skills had been acquired in a city pub where fractious clients had to be handled with diplomacy and humour the students accepted me as an 'experienced' teacher, reacting accordingly.

Fran Bladel is now a member of the Tasmanian parliament: how useful in that role will be her experience as a teacher - and her earlier career as barmaid and office worker.

We have learned, too, to be flexible and to see that a career may span many years, and that the career can be multifaceted. Jean Tom recognises this clearly:

The years from 50 onwards were changing years, quite different from my first 50 years. But they built on the experience of my earlier life - first, the years of formal education, then those of rural living, and work as a farmer's wife and farmer, and childbearing. So growing older simply meant another door opening, and another stage of life with new and different detail to fill in the tapestry of life I was busy weaving.

Skills need not all be learnt in school or in a tertiary institution. They need not be limited to the learning at certain stages only of life. They can be learned or acquired on the homeground. They can be learned in childhood, youth, adulthood at its many stages.

Back in the late 1970s I was invited by the Marian Women's Group on the south coast of New South Wales to attend as a speaker. I was telephoned and discussed the topic. Transport arrangements were made. When I arrived, one of the women had made her home available for the day; children played in the backyard under the supervision of one of the mothers. Coffee, tea, sandwiches, cakes and other refreshments were provided by other members of the group.

So far as these women were concerned, they were participating in a 'coffee morning'. As I knew well, they were engaged in organising a seminar series: they organised a speaker on a regular basis,

approximately once a month, they organised a venue, they organised childcare and catering: they chose the topic in conjunction with the speaker. That the women saw their activity as 'rotating homes for meetings', 'making cakes and sandwiches', 'looking after children' did not mean that their work was not real, nor that work ought not to be recognised for what it was: organisational ability exercised on a regular basis, running a seminar programme. 'Put it on your CVs', I said.

True it is that there is little point in romanticising women's ability to deal with and develop power in ways that are different from the dominant mode. Women are fallible, can abuse power, are susceptible to imprecations that take them away from their earlier stated goals. Yet there are many reasons why women may be less likely to claim power over others. The everyday work women do, the keeping on, the persistence and patience that women have developed because of the lives women have led, gives women a strength and understanding that is lacking in those who have not been obliged to live their lives in this way. Being part of a disadvantaged group can provide an insight that is lacking in those who have lived most or all of their lives with the assurance of advantage. It is a truism to acknowledge that all men have gained a short term profit from privilege: whatever socio-economic, racial, ethnic or other grouping men belong to, there are women in that group who are less advantaged.

When we speak of, think of, write of power, achievement and success for women, we must embrace a collective notion: that our individual achievements add up to achievements for all; that our collective achievements are real and demand recognition. That the power we know lies within ourselves, and that we express in various ways, is a power that does not have to be used to oppress or exploit.

This means also that individual women have a right to feel pride in their individual achievements. It means also that we should be honest about the power we possess, and practical about its uses. In experiencing this pride, women do not need to deny others' success. In being 'up front' about the need for us to develop a sense of ourselves as powerful, we can work positively toward uses of power which are not exploitative, abusive and oppressive. Nor does having pride in our achievements and recognising the power within us mean an ignorance of the pain and powerlessness of others who continue to suffer gross disadvantage and despair born of the way the world is.

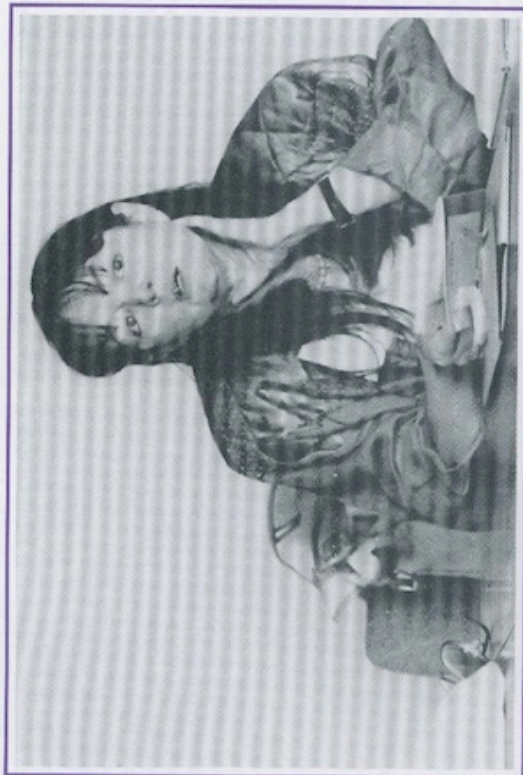
To gain power is not easy. People who have 'power over', generally do not want to give that form of power up. Once gained, the positive use of power has to be

worked at. But women have a capacity for this, as the United States feminist Adrienne Rich has recognised:

If I could have one wish for my own sons, it is that they should have the courage of women. I mean by this something very concrete and precise: the courage I have seen in women who, in their private and public lives, both in the interior world of their dreaming, thinking, and creating, and the outer world of patriarchy, are taking greater and greater risks, both psychic and physical, in the evolution of a new vision.

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Jocelyne Scutt



Christina Hindhaugh

2.2 Christina Hindhaugh

Christina Hindhaugh is among many things, a farmer from Balmoral, a journalist, a humorist, an author, and a public speaker.

"All of us out in the country live in challenging times. The dictionary defines a 'Challenge' as something that makes demands upon one's abilities or endurance. I want to talk in a general way about some of the challenges we country people face as a group..."

Firstly, the challenge of marketing...The challenge to be innovative and creative in marketing our products, and not look to the government for subsidies...

Second, the challenge of keeping up with new technology

This century there have been some major advancements in technology which have enabled giant strides in agricultural production, enabled us to increase productivity and therefore stay profitable despite rising costs and lower returns. Examples of these giant strides would be: Clover, Myxomatosis, Broad Spectrum Drenches...etc.

I believe the next great leap forward will be the availability of information...the means to monitor every aspect of farm management...from pH levels in the soil to wool cut per hectare. Through the use of computers on farms, women must be at the forefront of learning computer skills in order to make use of this vital information on our farms.

A third great challenge for rural women today, those who work alongside their partners in the sheepyards or paddocks, or in the farm office, is to make sure their contribution is recognised and valued, and that they are treated with respect.

Another challenge we all face in the country is the question of personal health and safety. The popular perception is of course that country life is so healthy, all that fresh air and exercise...Working in the beauty and tranquility of the great outdoors! However, according to a recent survey by Professor Max Webster of New England University, the so-called 'healthy' country lifestyle is a myth, apart from lower standards of general community health, farming is the third most dangerous occupation, after mining and transport. The challenge is to make our farms safer places on which to live and work.

Perhaps the greatest long-term challenge we country people face is protecting the environment...The earth,

the good earth, the land we love so deeply...The challenge for high-production, high-technology agriculture to become sustainable over the long term...

This poem...someone sent me...It comes from the *Stellarlander Newspaper*, Cape Province, South Africa, 1983...poet unknown. The sentiments it expresses are ones I, personally, passionately espouse...It's called 'The Law of the Land'...

*Now this is the law of the land, son--
as old and as true as the hills*

*And the farmer that keeps it may prosper,
but the farmer that breaks it, it kills.*

*Unlike the Law of Humans, Son,
this law it never runs slack.*

*What you take from the land for your own, son,
you've damn well got to put back.*

Now we of the old generation

*Bought land on the cheap and made good;
We cleared, we burnt and we ploughed, son,
We stocked it as hard as we could.*

*But erosion came creeping behind us,
The blame is ours by default.*

*Our pastures declined, our trees disappeared,
Our soils turned to acid and salt.*

*So you stock your paddocks wisely, Son,
Feed and nurture you soil;
Drain all the loose storm water,
You'll be well repaid for your toil.*

*Convert all your straw to compost,
and feed it back into the earth,
Contour your hills where they need it,
Plant trees for all you are worth.*

For we really don't own the land, son.

My friends, in regard to your dream, let me ask you six simple questions...

Have you clearly identified what it is you want in life?

Have you set a date for when you expect to get it?

Have you identified the obstacles you must overcome in order to achieve it?

Have you identified the peoples, groups or organisations you need to work with in order to achieve it?

Have you spelled out what it is you need to know to reach your objective, and developed a plan of action?

Have you written it down and clearly spelt out...What's it for me?

Because if you want to achieve your dream, setting specific goals is the way to go about it. That's the formula. It's dead simple. Take those six basic steps and you can achieve anything you set your heart upon.

And the formula works exactly the same whether your dream, your ambition is a mental one, a social one, a physical one, a financial or even a spiritual one...It doesn't make any difference what it is; if you want to get anywhere, if you're really serious about achieving it, you've got to have a plan of action...You've got to map out a path...You've got to set specific goals...

Goal setting is the most vital and important skill of all accomplishment. Every study which has been done agrees that all high achieving men and women are motivated by compelling, burning, internal goals.

You can look at a group of people and hold constants for intelligence for grade level averages, for family background, physical appearance, socio-economic grouping, and you find over and over again that it is intense goal orientation that marks the achievers in every single area.

When we have goals we go straight and true. We develop purpose. We develop direction, we develop focus and channelled energy. We accomplish more in a short time with goals than we could accomplish in years without them...

However, let me say that in regard to dreams and goals, we've got to have balanced goals for a balanced life. We've got to set goals that are in harmony with each other.

Our individual and personal goals must be in harmony with our marriage and family goals. They must be true to our basic moral principles...

The hardest part of a project is getting started! But just remember the French breadstick method. You can't eat a French breadstick all at once - you can't fit

it into your mouth. The only way to eat a French breadstick is to break it up in to smaller parts and smaller parts and eat it one bite at time. It makes getting started seem much less daunting.

After that, persistence is the key. You've got to keep at it and keep at it...

"Nothing in the World can take the place of persistence" wrote Calvin Coolidge, the great US President. "Talent will not; nothing is more common than unsuccessful people with talent. Genius will not; unrewarded genius is almost a proverb. Education alone will not; the world is full of educated derelicts. Persistence and determination alone are omnipotent."

To reach your goals doesn't necessarily involve monumental undertakings every day of your life. But what it does involve is a lot of commitment, and a lot of resolve to keep working in a relentless steady committed basis.

Now I suppose you're wondering what am I going on and on about this for now? How can we think of setting long-range goals and pursuing life-long dreams when things are so tough in the bush right now. When we're struggling for our very survival?

The reason I'm advocating this so strongly now, today, at this very moment is this: Activity is the best antidote there is to depression! Having a project, something to do! Something positive to think about to work on! To look forward to! That will help us more than anything else, I believe, to cope on a personal level during these desperately difficult times in the bush.

For what you get by reaching your goals is not nearly as important as what you become by reaching them. The attitudes, knowledge, skills and habits developed by people with goals are of infinite value in the tomorrows of their lives. With goals you can fully realise your maximum potential. Goals enable you to use your mind and talents fully. Have more purpose and direction in life. Make better decisions. Be more organised and effective, have greater confidence and self-worth. Feel more fulfilled, be more enthusiastic and motivated, and yes, accomplish some uncommon projects along the way.

We are all unique individuals with unique skills and abilities and if we believe in ourselves and set some clear goals, we country women can achieve whatever we set our hearts upon!

3.0 WORKSHOPS

CODE	WORKSHOP	LEADER
B1	Beef Production	Diane Coffey
B2	Profitable Pastures	Kathy Cavanagh
D1	Cow Nutrition	Les Sandles
D2	Milk-Qualities & Products	Joy Manners
D3	The Dairy Industry	Anne Adams
D4	Getting Your Money's Worth	Sue McGorlick
E1	Buying a Horse	Terry O'Callaghan
F1	Fencing	Denise Burrell
F2	Welding	Jan Raleigh
G1	Host Farms	Wendy Heine
H1	Budget Planning	Hugh McLaren
H2	Rural Landscaping	Kath Pilbeam
K1	Koorie Issues	Mary Walder
L1	Salinity	Ruth Pollard
L2	Sustainable Agriculture	Laura Bell, assisted by Helen Curzon-Siggers
O1	The Farm Office	Penny Johnson
O2	Farm Computers	Ann-Marie Tenni
O3	Are You Liable?	Helen Chenoweth
P1	Yoga	Joanne Campbell
P2	Backcare	Connie Baker
P3	Relaxation Massage	Kerry Peterson
P4	Osteoporosis	Cheryl Flanagan
R1	Returning to Study	Denise Moloney
R2	Research Group	Jill Meathrel
R3	Women Farming Alone	Heather Tabet
R4	Who Gets the Farm?	Karen Inge
W1	Wool Marketing	Josie Black
W2	Shed Hand Skills	Kate Hunter
W3	Wool: Value Adding	Meg Barry
		Jocelyne Scutt
		Susie Clarke
		Tony Compesato
		John Smith
		Frankie Beggs assisted by Debo McNab

A brief outline of the background of each workshop presenter and the workshop content, with comments from participants



Dr Les Sandles' Cow Nutrition Workshop

DAIRY

D1 Cow Nutrition.

Sponsored by the Victorian Dairy Industry Authority.
Dr. Les Sandles, consultant, researcher, and dairy farmer specialising in physiology and nutrition of dairy cattle.

Principles of cow nutrition, including how the various feed groups interact. How this information can be used to optimise growth, milk yield and fertility.

"Great, everyone joined in. We had a lot of questions answered. We were given up-to-date information and new ideas on farming and feeding cows, and had just plain fun"

D2 Milk: Qualities and Products.

Sponsored by the Victorian Dairy Industry Authority.
Joy Manners, dairy technologist, experienced in industrial management, former principal of Gilbert Chandler Institute of Dairy Technology.

Milk quality, customer requirements, the technical

aspects of milk products and the implications of these for farm production.

"Customers are demanding more and to be competitive in the international scene, you have to start off on the farm."

D3 The Dairy Industry.

Sponsored by The United Dairyfarmers of Victoria.
Anne Adams, dairy farmer, executive member and councillor VFF, board member VDIA, member Australian Dairy Industry Council, Central Councillor UDV.

Sue McGorlick, UDV Katunga Branch President, Past President Farmreach, in partnership with her husband on an irrigated dairy farm.
Understanding the "system", and thus how dairyfarmers can influence the organisations that work for them.

"We discussed how we could be more actively involved with the UDV and what happens to the monies deducted from the dairy farmers' milk cheques"

D4 Getting Your Money's Worth
Sponsored by the United Dairyfarmers of Victoria.
Terry O'Callaghan, Administrative Director UDV, experience as a management consultant and industrial engineer, dairying background.

Interpreting Company Annual Reports, including co-operatives, and exercises on the analysis of accounts.

"The objective was to compare three companies - Murray Goulburn, Bontac and Amcor. The participants were all shareholders in one of these companies, therefore vitally interested in the comparison methods."

The method of comparison was through "hands on" exercises, taking information from Company Reports. Mr O'Callaghan showed how various comparisons could be made using eg. Profit and Loss accounts and Balance Sheets."

BEEF

B1 Production and Marketing.

Dian Coffey, Consumer Consultant of the NSW Meat Industry Authority, author of cookery books, TV & radio experience, and ran a successful catering business.

Consumer expectations of meat quality.
Demonstration of variations in meat quality.

"Plenty of valuable information on marketing of beef. Good insight into the problems the industry is facing as far as getting consumers to approach beef. Taste test was fun and informative."

B2 Profitable Pastures.

Kathy Cavanagh, Manager of South West Victorian Landcare Projects for Alcoa Australia, previous experience with Victorian Department of Agriculture and VFF.

Matching plant growth with climate, soils, animal and market requirements. Using pastures to prevent land degradation and to achieve a productive income.

"very informative, helpful to clarify plant/fertilizer needs"

WOOL

W1 Wool Marketing.

Susie Clarke, advisor to National Grazing Services, active participant in family farm/company, involved in wool floor price dispute.

Empowering the producer of the raw material. What is meant by marketing? What is your product? Who is your customer? Problems. Objective analysis

"Technical information as well as discussion and debate on the historical and present structures of the wool industry, the removal of the floor price and thoughts for the future"

W2 Shed Hand Skills.

Tony Compesato, professional woolclasser for 14 years, wool instructor/lecturer throughout Melbourne and Wimmera for 24 years, currently at Glenormiston.

John Smith, professional woolclasser, shed management experience, employed by Port Phillip Traders as a wool buyer, sessional lecturer at Glenormiston

"Some 'wif' selected huge corriedale rams for this session with a characteristic aroma which lasted on our clothes and hands well into the afternoon."

John Smith did a great job shearing the sheep and putting the fleeces down in a way that made them easy to pick up. All participants had a go at shearing (part of) a sheep and the fleeces were then thrown onto the table and skirted. It was difficult to get more than a 'basic overview' in the time allowed but there were two simple messages - do not over skirt fleeces but skirt appropriately, separating good fleece wool from the stain, skin pieces, locks, pieces etc.

We all learned new things. Seems to be a need for appropriate shedhand coaching and upgrade courses which are currently not readily available."

W3 Value Adding

Frankie Beggs, has visited scouring, topmaking plants and woolen mills around the world, is involved with management of family merino stud "Nareeb Nareeb", sells knitting wool and garments from the wool produced.
Assisted by Debo McNab producer of "Av-a-go" knitting wool.

Practical aspects and marketing of "value added" wool.

"It seemed that 'value adding' to wool in Australia benefits the Government and the Nation, but is of no direct benefit to the woolgrower unless he/she becomes personally and financially involved in the process"

However, a lot of practical information was shared by those involved in the workshop and in the industry eg hand out an order form (for your wool product) instead of a business card"

HORSES

E1 Buying a Horse.

Denise Burrell, Senior Lecturer at Glenormiston runs a horse stud producing "performance horses" for dressage, show jumping, and eventing. What to look for when buying a first horse, temperament, conformation, diseases, hoof care, husbandry and equipment needed, horse riding clubs.

"Try before you buy and remember how important temperament is."

RURAL ISSUES

R1 Returning to Study.

Sponsored by the Australian Association of Adult & Community Education. Josie Black, foundation chair of the Camperdown & District Adult Education Group, extensive teaching experience at primary, secondary and tertiary levels, more importantly has experience in "return to study" as a 33 year old mother of three.

Survey the many and varied ways that rural women can return to study. Examine the hurdles and discuss ways to overcome them.

"The workshop group was diverse, including women who were commencing post graduate studies as well as those whose only experience of study was in their formal school years."

Everyone contributed to the discussion which included information on possible ways of returning to study including the use of 'Communication Technology, Open Learning and Distance Education.'

R2 Research Group.

Kate Hunter, currently writing a PhD thesis on single rural women at the turn of the century, involved in "Books & Bales" a network for rural researchers.

Juggling the roles as friends and members of a community and roles as professional researchers. What to do with your information when you have it.

"Books and Bales" is a support and networking group for women who wish to research any topic. Many of the women in the workshop were already involved in excellent research projects and expressed the hope that more women would take up research, especially as this group would now be able to assist with methodology techniques. Those already involved offered to help others and share skills they have developed during their own research.

The idea of a visit to Melbourne University Library was mooted. One member mentioned the Return to Study Access Centres which are now located in various rural areas. A list will be printed in a future newsletter. A very stimulating and enthusiastic workshop. Thanks Kate."



"Using new ideas and techniques"



R3 Women Who Farm Alone.

Meg Barry, age 50, 4th generation farmer, Ballarat Beef Improvement Association, involved in rural education, the VFF and has a Diploma of Farm Management.

Informal sharing of experiences.

"One of the early observations of the members of this group was that we wanted to change the title of the workshop! Farming alone had a negative ring about it, of being lonely, isolated. This we were not, we are women who farm INDEPENDENTLY. We take great pride in our status, not as women farmers but as farmers. We shared our stories and our experiences when establishing our credibility in our districts, in our specific industries within the farming community. We talked of goals reached, obstacles overcome and of our dreams of the future. We came from all regions, all industries, some from broadacre grazing properties others from small 'hobby farms'. Some had been farming independently for 20 years, others were new to the challenges. Some of us proudly wore the badge 'mature-aged' others were young. We were single, widowed, divorced and separated - and

independent women who farm - and give our all. In return we were a very dynamic group thriving on the intense satisfaction of farming - and farming well."

R4 Who Gets The Farm?

Dr. Jocelyne Scutt, lawyer and writer. After graduating LLB from university of WA she studied at the universities of Sydney, Michigan and Cambridge.

Inheritance, marriage, separation, divorce, indebtedness; all affect the answer to the great farm question "who gets the farm?". Participants in the workshop indicated their preference for the emphasis in the workshop

Participants were given a realistic view of how the law treats women when a marriage ends. They are not acknowledged as having an important role in the farming business ie farmers. Many were shocked.

The need to keep a record of the work done was emphasized

Jocelyne thought that ownership matters should be discussed and agreed to (contractually) prior to a marriage, this includes what the children will be given.

HORTICULTURE

H1 Budget Planning for Growers

Mary Walder, farmer, part-time Rural Education Officer VCAH Longerenong, farm financial skills tutor.

Why plan? Why budget? how to start, prepare a budget, implement the budget into management decisions.

"Very informative, discussed why it is necessary to plan, and for any business to work out gross margins and then work through the budget."

H2 Rural Landscaping

Ruth Pollard, landscape consultant, lecturer at VCAH Glenormiston, Bachelor Horticultural Science (Massey Univ., NZ.)

Rural Landscaping, concepts/principles/objectives. How to achieve objectives. A design exercise.

"I appreciate the idea of merging the farm into the landscape, being aware that your garden frames your view of the landscape around you and so planning your planting accordingly, and the importance of colour."

A marvellous workshop with some terrific ideas."

LANDCARE

L1 Salinity

Sponsored by the Victorian Farmers Federation.

Penny Johnston, VFF Salinity Officer, increasing

awareness of salinity and salinity management. Farming background, degree in Agricultural Science. Salinity and Landcare, the role and contribution of women during salinity and landcare activities on farms and within communities.

"Penny covered the subject of salinity to cater for the wide range of knowledge of workshop members. Some members knew very little but had their questions answered as Penny addressed the following issues:

What is salinity? What causes salinity? The cost of salinity. What is being done to combat salinity? Victoria's salinity program, how to obtain information, tax deductions and funding.

The roles of rural women in the fight against salinity were canvassed"

L2 Sustainable Agriculture

Anne-Marie Tenni, pest & animal control officer Dept Conservation & Natural Resources, degree in Agricultural Science, certificate in woolclassing.

Is sustainable agriculture simply a marketing issue or does it mean that we will have to change? What sort of change? Who will do the changing?

"We explored the links between planning, education, long term viability and other issues/factors in the concept of 'sustainable agriculture'. Educating those at present on farms and in the workplace was considered as well as the future generations. The aim of education is awareness of environmental concerns when planning housing and agricultural enterprises, to respect the value of productive land and designate it as such (limiting urban take-over)."



"given me far greater confidence"

FARM SKILLS

F1 Fencing

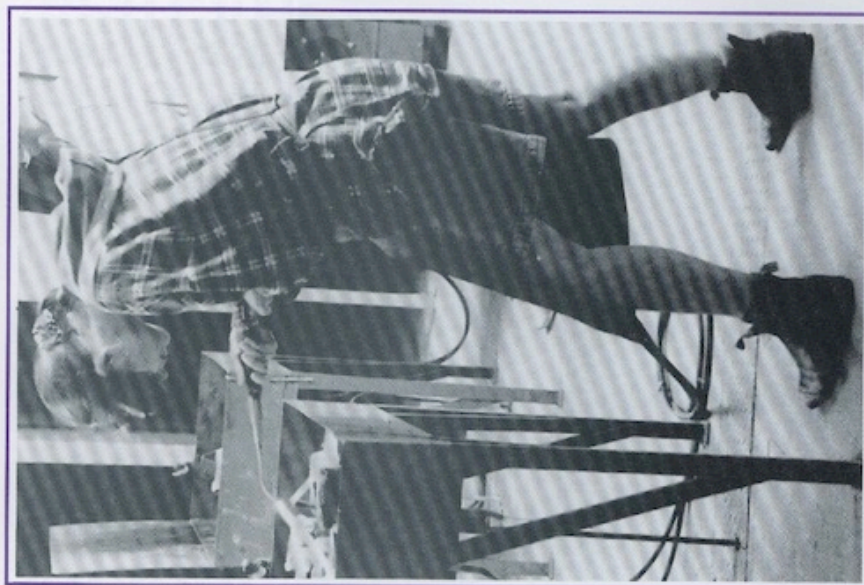
Jan Raleigh has run a dairy farm on her own for the last 12 years, now completing a Diploma course in Farm Management by external studies, was a nurse for 19 years.

"Forget the Olympic skating! You've never seen a 'figure of eight' like the ones we did. Glenormiston fences have been cut and rejoined by eager women learning and sharing skills and muscle power. Electric fencing was tackled too, with problem solving and 'ways to test if the fence is working' a specialty."

F2 Welding

Hugh McLaren, sheep farmer, lecturer at VCAH Glenormiston teaching practical farm technical skills and safety. Practical "hands on" activity. Basic oxyacetylene welding. Participants made a small container.

Wendy Heine running a dairy farm on her own, completing a Diploma in Farm Management, previously sculptor, secretary, truck and coach driver. Hands-on experience in the paddock. Wire knots, electric fencing, emergency fence repairs, straining wires.



HOST FARMS

G1 Getting Started

Kathryn Pilbeam, President of the Host Farms Association, involved in farm tourism for 10 years and in State and National farm tourism organisations. Setting up in farm tourism or bed and breakfast. Highs and lows, what assistance is available.

"To successfully run a host farm you have to 'give it your all', put yourself in your customers' shoes and consider every experience a chance to learn how to do things better next time. Kath Pilbeam, with years of Host Farm experience, has found a way through lots of difficulties and she shared her knowledge with us."

WELL-BEING

P1 YOGA

Denise Moloney, dairyfarming family, trained teacher of yoga, has just completed 18 months yoga further studies/refreshers course. Breath work, stretching, yoga postures, meditation, relaxation.

"Denise provided an excellent introduction to yoga as a method to assist us all in balancing our own well being. She emphasised that none of us can care for

others without first nurturing ourself. She discussed the balance between physical, emotional and spiritual well being, and its importance to ourselves and those around us.

She encouraged all of us to start by giving ourselves 10 to 15 minutes each night doing some simple stretches.

Denise started by working on our breathing, to develop our consciousness of full and deep breathing as it relates to relaxation in Yoga. She clearly explained the benefits of each stretch as she took us through, and left us all feeling renewed and positive about finding out more about yoga as a technique for balancing our lives."

P2 Back Care

Jill Meatherell, Safety & Project Officer of Terang Hospital, Certificate in safety co-ordination, conducts staff training in back care/manual handling. Registered nurse. Basic back anatomy, reasons for back care, movements which contribute to back fatigue/injury. How to reduce the risk of back fatigue/injury.

"To prevent pain and strain and injury, think before you lift. Plan the lift and get help if necessary"



P3 Relaxation Massage.

Heather Tabet, Ass. Diploma in Myotherapy, Certificate of Applied Science & Remedial Massage. Heather works in a sports injuries & physiotherapy clinic. Basic back massage and general muscle and injury care.

"A very practical workshop. I came away feeling good, and confident that I had learnt enough to continue with basic back massage at home."

P4 Osteoporosis.

Sponsored by the Victorian Dairy Industry Authority.

Karen Inge, Director of the Institute of Health & Fitness and Olympic Park Sport & Medicine Centre. Author, registered dietician, consultant to Hawthorn Football Club, Australian Ballet Company and School, Victorian Institute of Sport, etc.

Slide presentation and general discussion, bone density and how to ensure we reach our peak, risk factors in the development of osteoporosis. Can it be cured?

"The risk factors for osteoporosis include: lack of sex hormones; low body weight; lack of (or excess) exercise; family history; smoking (it decreases the effectiveness of oestrogen); inadequate diet."

The key to prevention is peak bone mass which can be obtained through consuming a healthy diet, ensuring one has an adequate calcium intake and participating

in regular weight-bearing exercise like walking, lifting weights or aerobics. Ideally a woman should reach peak bone mass in her late teens early twenties.

By far the best available source of calcium is provided by dairy products i.e. milk, cheese, yoghurt. Vitamin D and lactose in dairy products both enhance calcium's absorbability.

It is important to stress that dairy products are best consumed on their own as several factors impair calcium's absorbability, i.e. caffeine, excess fibre, phosphates (found in soft drinks), food high in oxalates (eg. thubarb, spinach), salt and high amounts of protein.

The following guidelines will decrease one's chances of getting osteoporosis: Hormone treatment after menopause; adequate calcium in the diet; weight bearing exercise; control of lifestyle eg limit alcohol/smoking."

FARM OFFICE

O1 The Farm Office, C.R.O.P. Study Group.

Joanne Campbell, Rural Education Officer at VCAH McMillan, teaches and co-ordinates Certificate in Rural Office Practice course.

Helen Chenoweth, Certificate of Rural Office Practice Co-ordinator at VCAH Glenormiston, previously Dept. Ag. Dairy Extension Officer.

The rural office, why get organised? Foolproof filing systems, cheap office equipment, managing your time better, a place for everything, tips and tricks.



"A very practical session, lots of tips to help with management, eg. The value of keeping a diary near your telephone and recording incoming and outgoing calls"

O2 Farm Computers.

Sponsored by the Herd Improvement Association (HIO) Connie Baker, has a background in operating, programming, support and training (principally on computers) in accounting, word processing, utility packages and, most recently, farm management with "PC Farm" program. Works with the H.I.O. Kerry Petersen who is a partner in 'Welcome Computer Support' a retail computer business in Warrnambool.

"Many people were not aware of what a computer could do to improve farm management and the range of material available. A very rewarding session."

O3 Are You Liable?

Sponsored by Commercial Union Insurance. Cheryl Flanagan, Commercial Union Insurance. The liability of the farmer. How are you responsible for your action? How the law controls negligence. How you can be responsible for more than you are aware of. Situations where you can be sued.

Demonstration/graphics of situations which can be dangerous on your farm.

"We discussed our personal experience of legal issues plus examples presented by Cheryl. Many of us know very little about issues which affect all farmers and all people in the community. This workshop would be worth repeating, a lot of questions were asked and answered, the session was so interesting that no-one wanted it to end."

KOORI ISSUES

Laura Bell, member of Deakin University Board, Melbourne University Board, involved in Catholic education seminars, and recently represented Australia at the World Indigenous Elders' Conference in America.

Assisted by Helen Curzon-Siggers Issues of Koori education, care of the elderly & culture.

"This workshop brought to my attention the continuing barriers facing Koori people. The support that facilitators and educators provide is aimed at improving self-esteem and re-establishing family support."

"I appreciated the important role the elders play in the Koori community."



4.0 FORUM SPEAKERS

4.1 Heather Baker-Goldsmith

Heather Baker-Goldsmith is Principal Consultant to Occupational Hygiene, Occupational Health and Safety Authority

I would firstly like to thank the Rural Women's Development Group for the opportunity for the Occupational Health and Safety Authority to be involved in this very significant forum. I am personally grateful for the chance to talk to you today on behalf of OHS. It may not be obvious to you why an organisation such as OHS would be involved in such an event so I will give you a brief overview of who we are and where we fit in the scheme of things.

The OHS is a State Government agency which is part of the Department of Business and Employment with regional offices across the State. Prior to July 1991 we were part of the Department of Labour, formerly the Department of Labour and Industry which was commonly known as the D.L.I. As to why we are here participating in this gathering - I'm afraid we're here to tell you that you've got a problem. That we as a community have a problem - which is getting worse - and we simply have to do something about it. The theme of this gathering is "Survival, Support and Success" and this theme is particularly appropriate to the subject of my comments today which relate to the issue of "Farm Safety".

To focus firstly on the survival aspect - unfortunately, many people in rural communities are simply not surviving, and OHS is sadly well-placed to see the magnitude of this problem. We have administrative responsibility for legislation covering workplaces in Victoria, including regulations which relate to tractors. As a result, we are involved with Police and Coroners in investigating accidents involving tractors and other serious accidents in farm workplaces. We are therefore able to collect statistical information in relation to accidents, some of which I'll use today to give you some idea of the situation in rural communities.

The information I'll give you today relates primarily to fatalities, as unfortunately they are the most reliable figures that we have: we are almost certainly notified of them. Where a serious accident doesn't result in a death - we are not necessarily notified and there is usually no WorkCover claim as it involves family members rather than employees. Consequently, these serious injuries are largely invisible to the wider community, though certainly not to the families and smaller communities affected by them. It is our



experience that for every serious injury on a farm which we are notified of, there are at least 3 more that we hear about on "The Grapevine". We estimate that we could probably multiply our notifications by a factor of up to 10 to get closer to the true picture of injury which is occurring in the rural sector.

You may be surprised to learn that, in terms of deaths, farming is the most dangerous occupation both in Victoria and in Australia as a whole. In the period January 1985 to December 1993, there were approximately 2 work-related deaths per 100,000 workers in Victoria. This is somewhat better than the other Australian States which record somewhere between 3 and 5 deaths per 100,000 workers. In terms of how safe it is to work in Victoria, comparatively this seems like an encouraging figure. But, fatalities in the agricultural sector accounted for almost one third of these deaths while for the same period, agriculture accounted for only about 5% of the Victorian workforce. This is an appalling record. There are many more fatalities in agriculture than in any other industry, including those which we traditionally think of as dangerous - like construction and mining.

Almost half of these deaths on farms resulted from tractors rolling over - approximately 80% of them involved a tractor in one way or another. There is a tractor-related death in Victoria about every 2 months and the great majority of these tractors are not fitted with roll over protection and

One of the most disturbing features of these farm-related deaths is that 15% of victims were less than 15 years old - and almost 75% of those under 15 were under 5. This is the most appalling loss of life and it

is absolutely tragic how often we are killing our children in this way. In a four week period from early November last year, 9 people died on Victorian farms. 6 of them were pre-school children. All of these deaths were avoidable.

Agencies like OHSA are powerless in these circumstances - we come along after the event. And legislation is only a guide to what is appropriate in these situations. For example, the Tractor Safety Regulations say that "no one shall ride as a passenger on a tractor unless they are provided with an appropriate seat and footrest". I will tell you from personal experience that young children should not be on a tractor under any circumstances - seat or no seat. They get killed - time after time. They are unpredictable and inquisitive. They simply can't be relied upon to sit or stay where they're told. They fall out of cabin doors. They don't recognise the danger. WE have to do that for them. Their health and safety is our responsibility. Tractors are the single most dangerous piece of equipment used in Victorian workplaces - but they're not the only problem we have in terms of safety on farms. When we look at injuries on farms - machinery of all types are a major contributor.

Statistics are very dry and in my experience we always see them as relating to others - never to ourselves. So perhaps I should try to put the situation in more human terms for you.

In the last year, among other farm accidents, OHSA has investigated a case of a 4 year old girl whose arm was torn off at the shoulder in an unguarded power take off shaft. There was a two year old who lost an arm when he became entangled in a post hole digger. We've had children lose fingers in augers; a child lost a foot in an auger.

There were two children aged 4 and 2 whose play gym was located next to a large mixing machine on their parents' property. This machine could be started simply by pushing a button and it was routinely left with the power connected. The older child put her head and upper body inside the machine - probably curious to see what was in there - at the same time her younger sibling pushed the button the way they'd seen Dad do it. These children at 4 and 2 are infants. You and I could look at that machine and KNOW the potential - IF WE THOUGHT ABOUT IT.

And that's what I'm saying to you today; we've got to look at all these things - the machines, the dams, the chemicals and so on - and SEE that potential and DO SOMETHING ABOUT IT.

For that family, life probably won't ever be the same. That child survived horrific injuries, but as you can imagine, her life probably won't be as it would have been either.

We've got to be pro-active about farm health and safety. We've got to look for these accidents before they happen and we've got to intervene to cut off the chain of events which results in horrific injury or death. Some of these things are obvious - like fitting roll over protection to tractors. Some of them are not so obvious. But we've got to be VIGILANT, and we've got to ACT. We all know that farms aren't just another workplace; they're also home. But for children, especially small children, home can be a minefield of hazards.

And farming hazards are notoriously unforgiving - you usually don't get a second chance. Accidents are often fatal or extremely serious or disfiguring.

Now you may think that this situation, however tragic and regrettable it may be, is really nothing new. After all we've always heard of people being killed or injured on farms from time to time over the years. We've shaken our heads and felt sorry for those involved - and then we've gotten on with our lives because after all, it doesn't relate to us.

I used to have the same sort of attitude. I grew up in a rural community and I lost a schoolfriend in a farm accident when I was a child and heard of other accidents among people in the district. These things seemed to be accepted as a part of life in the country. Now I know that these deaths and injuries can be PREVENTED!

The reason I'm here today to talk to you is not just that every death or injury is one too many. It's actually getting worse. Not only have there been even more deaths and injuries in the rural sector over the last ten years but an ever increasing proportion of victims are young children. If I sound desperate on this subject - it's because I am desperate. In that horror period last year leading up to Christmas we had the most tragic string of fatal accidents involving children on farms. My heart went out to those families for whom Christmas must have been going to be the most desperately sad time - thinking of children who weren't there and who wouldn't be there again.

OHSA and our Minister issued press release after press release to the media and our Officers, including myself, talked to anyone and everyone who would talk to us about this issue, to try to get the message out into the rural community. In one 2 day period I personally participated in 15 radio interviews with stations across

the State; we had coverage on regional television; there were newspaper articles - unprecedented coverage and attention to the issue. All of it saying the same things: watch your kids, keep kids off tractors, be careful, don't cut corners.....and then 2 days after one incident that killed 2 children - there was another death; this time of a 5 year old. And the next day there was another - a 3 year old and the following week there was another of a 3 year old whose Grandpa was taking him for a ride on the tractor to show him how it worked. The tractor rolled over and the child ended up underneath it.

I'll be honest with you. When that last notification came through from the Police, I sat in my office at Ballarat and I cried. I cried at the pain and suffering of those children and the senseless waste and loss of life. And I thought - IS ANYONE LISTENING? DOES IT DO ANY GOOD AT ALL? OR do they all think it can't happen to them?

Now I don't want to be judgemental about the families involved in these accidents. I have 5 children of my own and I can only imagine what it must be like to lose a child; let alone how I would feel when that happened as a result of something I did or failed to do. But I've got to tell you - it's very hard to interview those people after the event for the Coroner's report. To sit in their loungerooms - hold their hand and listen to them cry.....and blame themselves.....and say "If only I'd done this.....if only I hadn't done that.....It's all my fault." And I don't know what to say to them because so often..... it is.

You see the dead and injured aren't the only victims of these accidents.....families are also victims. The 10 or 12 year old whose driving the tractor and not really paying attention, as kids of that age don't, who backs over and kills his baby brother or sister - will never forget or recover from that. And I really don't know why it's getting worse.

It's tough times in the country and it's been tough for a number of years. Perhaps people are working longer hours and fatigue may be a factor. Perhaps with parents working off-farm this leaves the other partner having to try to run the farm and look after the kids at the same time so their out with machinery and supervision suffers. Perhaps people are so desperate sometimes with worry and working every hour they can to try to hold things together that they're focussing only on the job in hand and not on the issues around it.

Or is it that we were brought up with a particular lifestyle around the farm and because we survived to grow up we just expect that our children are also

indestructible.....familiarity breeding contempt. Perhaps we don't even see the hazards because they've become the norm. I just don't know.

No two sets of circumstances surrounding a farm accident are the same, but the common thread that runs through them all is - IT WON'T HAPPEN TO ME. All of these people I've told you about believed that it wouldn't happen to them - until it did and it was too late.

We at OHSA recognise that this is a problem for all of us as a community and we all have a role to play.

I personally believe that rural women in particular have a pivotal role in addressing this tragic situation. They are the mothers who lose children, they are the widows, left to carry on alone and try to cope and keep the family together, and occasionally they are the victims. I'm not comfortable with sweeping gender generalisations as a rule but it's my experience that women see things slightly differently; they tend to look at the bigger picture - they can see further down the track, and they see consequences.

PLEASE BE VIGILANT about farm safety not only on your own farms talk to people you see taking risks..... tell them about the consequences. Now you have some of the information that OHSA has; you know what can happen..... Talk to others and give them the insight into the issue that you have now as a result of today.

If children are out on tractors or harvesters because parents don't have extended family support - let's try to support each other within our communities.

This year OHSA will be working with the Country Women's Association, the Victorian Farmers' Federation, the Department of Agriculture and a range of other agencies which have networks in rural communities; to try to provide whatever support we can to help those communities to impact on this problem.

But, we can't do it for you. At the end of the day only you can solve this problem and stop the needless suffering and death on Victorian farms.

The greatest resource in the country is the people who live and work in it, and our investment in the future is our kids. We've got to look after them all.

If I leave you with nothing else today - I hope I leave you with a better understanding of the human cost of farming accidents and hopefully, a determination to do something about them.

4.2 Davina Stewart

I have been invited to talk about my life as a Rural woman. It is simply a human interest story. A tale of the joys and sorrows faced by an ordinary woman.

I propose to talk about my life in four (almost) separate segments. I hope you find it interesting.

1. My carefree stage - my childhood and teenage years.
2. The very busy years of my twenties when most of my time was taken up with farm and family.
3. My thirties when my views and visions changed.
4. My forties when new doors started opening up for me and when my principal caring role has changed from focusing on my children to focusing on my father.

My carefree days

I was born in 1946 on a farm in Sorn Scotland and spent my early childhood running free or climbing trees. (Running wild is how my father describes it.) This formed the person I am today. It helped make me a practical, resourceful and unconventional type of person. My childhood was relatively free from stress so I never learned about failure. Instead I grew up thinking that it was possible for everyone to do anything they wanted to. All you had to do was work hard at it. There was also an element of self-reliance built into me at this stage. I just assumed that if I wanted a job done, then I would have to hop in and get it done.

I attended the village primary school and completed my secondary schooling at a regional Academy. I left school with 6 "O" levels to embark on a career teaching intellectually disabled children.

Like most young people I enjoyed an active social life, but at that time I would not join the Young Farmers. There was no way I was going to marry a farmer - that was too much like hard work for me. (Famous last words.)

It was at this stage of my life that Australia comes on my agenda. My sister, who was 10 years older than I and by this stage was married with three children, announced that they were going to Australia. My parents were distraught. Eventually, it was decided that my parents and I would come to Australia first and make a home for my sister, her husband and the three little girls to come to. My mother and father



both got a job a Morriake with Jim Allen of South Boorook.

As we arrived in November when schools were closing down for the summer, I didn't have a hope of getting a job till February, so I took a temporary job with a farmer next door, named Allister Stewart, at that time was a widower with three young children. He had just lost his housekeeper and was desperate for help, so I filled the gap - "just temporarily".

Within 12 months I'd married him and turned it into the longest temporary job on record.

My only regret is that I could have gone out and enjoyed all those Young Farmer's Balls after all.

So started those very busy years of my twenties when the focus of my life was on farm and family. During this era we added two surviving children to the family making five in all. There were six but my first-born child died.

Let me take a moment to introduce my daughters. Sally McConnell, whom you contacted to register for this conference and Heather Tabet who is leader of the massage workshop. (I'm very proud of my talented daughters - so stand up please and take a bow girls.)

As you can tell Sally is a great believer in utilising the skills of her family. Even her mother-in-law Jean McConnell has been roped in as a tour leader for the conference and her children walked on stage earlier to represent the next generation of farmers.

Back to my life story. In this decade of my twenties my life was totally consumed with five children and 160 dairy cows. Out of home activities tended to be associated with children's activities like kinder and school committees, scouts, guides and sporting groups.

On the farming side I helped with milking, did the farm books. I undertook one of the earlier Dairy Farm Management Certificate at Glenormiston College, and found it very helpful.

Life is never a bed of roses for anyone, but life for the rural family is inevitably full of ups and down. No matter how hard the economists try agriculture seems to be a perpetual cycle of booms and busts.

The agricultural downturn of the 70s hit us hard as we had just embarked on the development of an irrigation scheme. We'd borrowed money to build an 18 acre turkey nest dam and set up an irrigation scheme that would water 120 acres (nearly half the farm).

Anyone who has been involved in an expansion exercise like that will appreciate that you have to spend a lot of money before you start to get anything back. Well the year of our peak debt was the year that the bottom fell out of the beef industry and dairying also hit rock bottom.

The price for butter fat, which was our main source of income dropped from 80 cents a lb to 42 cents per lb (sorry about the imperial measures) and beef was useless. We took 50 beautiful two year olds to the market and got \$15 for them. But a month later, when the next batch were ready for the market there was no market at all and we took them to the council pit and had them shot.

They were tough times and, in an effort to try to redeem something from our beef stock, we bought a book from the S A Department of Agriculture on how to slaughter and cut up your own beef. We then proceeded to cut up and sell sides of beef to our friends and the friends of friends - we contravened every regulation in the book but we paid the bills during that 12 months of negative income and our friends were very pleased to get the cheap meat.

Another key agricultural activity for me at this stage was Herd Improvement. I was secretary of the Sisters Herd Test Association. My husband at this stage was active in UDV and HIOV, so by default, I learned a great deal about agro politics. I also learned to change with rapid technological development.

By the time I reached my thirties family life was

changing. Children were growing up and getting jobs and Highland cattle were creeping into my life. My mother had died and my father had come to live with us on the farm and I undertook my first off-campus studies with Deakin.

I first enrolled with Deakin in 1979. It took me six years of part-time study to obtain my degree in Social Science with majors in Australia Studies, Social Anthropology and a minor in modern economic history.

But it was Highland cattle that caused the major change in our lives. We have developed Highland Cattle here in Australia by using Artificial Breeding. We used semen (collected in the UK) from pure bred bulls. Firstly we inseminated our Jersey cows to get half cross animal, then we bred each generation back to Highland semen till we had a pure bred animal. We now have approximately 480 Highland animals and are reputed to be the largest breeders of Highland cattle in the world.

In order to secure semen from top class Highland cattle, we have been forced to travel overseas. Life can be tough when it forces you to travel overseas. Allister or I have visited Highland cattle folds in Scotland, England, Wales, Sweden, Denmark, Canada, USA and New Zealand. So we've possibly seen more Highland cattle than anyone else in the world.

But I must remember that I was asked to talk about my life as a rural woman not my beautiful Highland cattle so I will return to the subject and concentrate on how Highland cattle changed my life.

In 1982 we sold off our dairy herd and have bred Highlanders exclusively ever since. At that time we made a lifestyle decision, we would start to ease up a little and not farm so intensely. After all the children were growing up and the farm was paid for so why bust the boiler. That resolution lasted about six months before all the good intentions started being eroded away. But we did manage to fit one purely for pleasure trip to Nepal where we trekked up to see Mount Everest.

I blame my husband for being a workaholic but somehow we both crept back into a "full on" workload. I took a job off farm for the first time since my marriage and found that while I had been home concentrating on the children and the farm a lot of women had been out there fighting for women's rights. As a consequence I found doors opening up for me and I am now the manager for Community Services for the Shire of Hampden. For those who may not know it the Shire of Hampden covers the 2500

square kilometres that surround Glenormiston College.

I have added an Honours degree to my collection and am currently studying for a graduate Diploma in Business Management through Monash. Last year was undoubtedly the highlight of my local Government career as I was fortunate enough to be awarded the inaugural Jenny Slade Scholarship which allowed me to visit Municipalities in Canada to study consumer participation in public policy development. (I also managed to fit in some visits to Highland Cattle on weekends.)

But back home on the farm I'm still the rural woman. Nowadays with my full-time off-farm job I spend less time in the day-to-day management of the cattle. However, I do spend a great deal of time promoting the animals either in the promotion activities that we undertake, answering queries on the phone or talking with people who visit us to view the cattle and our by-products.

I am very actively involved in our breed society, which is the Australian Highland Cattle Society. I am a member of its Council and the editor of our quarterly

newsletter "The Highlander". I am also heavily involved at the moment in organising a trip for our members to the UK in 1995 to attend the first International Conference on Highland Cattle. We are organising a farm tour to run in conjunction so it is all very exciting.

But it all sounds exhausting - even to me standing here reading it, it sounds a very full life. So what motivated me and keeps me going. I think the answer is fairly simple - my rural childhood instilled values in me that make me independent and make me believe in myself and my abilities.

Those abilities saw me through the hard work of my twenties;

Saw me through my thirties when my horizons widened and my education expanded; They are standing me in good stead during my forties when my off farm career is blossoming, and I am sure they will see me through the years that lie ahead of me as a rural woman.

Thank you for listening to my story. I hoped you enjoyed it. I'd love to hear your story some day.

4.3 Rosemary Holmes Yunlong Lavender Farm

In introducing Rosemary to the Gathering Forum Chairman, Val Lang said: "I had heard 'You really must visit Yunlong, it's wonderful and before Rosemary was there it was only bracken and blackberries and even a rabbit needed a cut lunch to survive'."

I would like to tell you a story and I think it's quite an exciting story and it goes back to 1980. In 1980 there were two nurses working in Melbourne hospitals and one of them decided she would like to buy a piece of land by the sea. But instead of buying a piece of land with views of rolling waves and white sand, she bought a piece of land in partnership up at Mt Edgerton which is between Ballan and Ballarat. There were the rolling hills, the eucalypt trees and the lovely valleys. It was a picturesque spot. But it was rough bracken, blackberries, fallen tree stumps and a rough horse paddock. That's all it was, no buildings, nothing.



Now just to start with the land was cleared by hand, literally by the two people. They had some cattle just to eat the grass down for a while. Droughts came in the early 1980s so the cattle were sold. Then the idea came from the calendar photograph of the Norfolk national collection of lavenders in England, that perhaps some lavender should be grown there. There

was very little information available about lavenders, but 1000 plants were obtained. They were put in the ground and they started to grow.

Everything was experimental, there was no information, very little anywhere. It was set up as an experiment, as a trial. There were four different types of lavenders. Each section had different fertilisers, control rows. It was totally experimental and somehow those plants grew and they kept on growing. And then more plants were brought in until finally there were 3000 in the ground and they were still growing. Something was being done that was right.

Then they started propagating. Propagating took place. The nursery started to develop. The lavenders looked good, there were seven or eight types in the ground at this stage. The property was then approached by the Royal Botanical Gardens in Melbourne. They were forming a group called the Ornamental Plant Collection Association or the OPCA. They asked if Yunlong would hold the national collection of lavenders for the OPCA, which was very exciting. And in the initial group of lavenders that was put in the ground there were some plants that looked different. And the botanists looked at them, took them away, classified them, came back and said, "You will call that particular lavender *Lavendula angustifolia* Yunlong. The property had its own lavender!"

Then people started becoming interested: looking at the property, wondering what was going on, discovering there was some lavender growing in the ground. At that stage there was very little in Victoria.

And a decision was made to perhaps open the property just to let visitors look at the lavender when it was being harvested in the summertime, in December. And in 1985 the property was opened for one weekend only and 2000 people came through in that one weekend.

The interest was obviously there and the decision was made, because of the collection of lavenders, that the public were interested, that the property would be opened during harvesting times and that was just going to be weekends. That extended, it suddenly crept back to weekdays, suddenly it became open five days a week, and the number of visitors increased and so did the number of coaches.

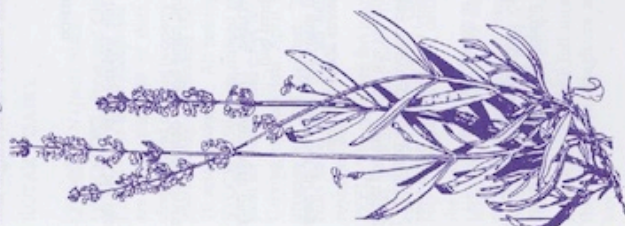
People kept coming in with ideas. "I can make this in craft, with lavender", "I could produce this type of food with lavender in it". The most wonderful constructive exciting ideas kept being brought out. "Would you like this? Could this be done? Is this possible?"

People were creating, people were making ideas and it was all to do with lavender. Although it is not new in Australia, and has been used in Europe for centuries, at this stage there was very little in Victoria and people were fascinated to find out what you could do with lavender.

This increased and the public became more and more interested and phone calls started coming in. "How do you grow lavender on a commercial scale?" and this increased to an extent that it was slightly getting to a desperate situation of "what do you do". And the answer to a prayer came, when Yunlong was asked to please hold one day seminars on growing lavender on a commercial basis. And those seminars are now held about, up to four times a year, and that is answering a demand for people wanting information on what you could do with lavenders, and how you can grow it.

The Yunlong Lavender Estate is obviously my story. I'm up on the farm full time. The other partner in the lavender farm is Edith Anderson and she works full time in Melbourne. She is in charge of the new delivery suite section at the Freemason's Hospital in Melbourne. She's only on the property two days of the week but there is a wonderful backup system that we have on the property. Everybody's local. Everything that's made is local. The helpers are local. They are supportive, it is exciting, it is developing, there are new things happening constantly.

And I would just like to say to anybody who has got an idea, who wants to try something, who would like to do something new, something different, something that nobody else has done before, or very few people are doing it. The answer to this is in a book and for those of you who haven't seen this book, it's written by Greg Cahill from the Department of Agriculture in Bendigo. And I think the most appropriate thing I can say to everybody, is the title of this book. "Don't Dream It, Do It"



4.4 Jan Raleigh



Jan Raleigh is a dairy farmer from Scotts Creek. Her paper was presented as one of the "Women's Stories" as part of the Forum on the Saturday of the Gathering. This paper was recently published in the Weekly Times.

"When I finished school all I wanted to do was stay at home and help Dad milk the cows. But both parents said I had to go and do something else first as I could always come back later to the farm.

I chose nursing. I did my general training at the Royal Children's Hospital, midwifery at Perth, then six years at Cobden Hospital as Matron. I did a critical care course at Geelong Hospital, after which I worked night shift in coronary care for four years.

During this time my father had an accident and broke his hip and suffered concussion.

He never really recovered and died in 1981. Mum had been running the farm while looking after Dad but the work became too much for her.

I came home on my days off to help but a year after Dad died I gave up nursing and came home, despite advice from my brothers not to do so.

The farm was doing poorly. The fencing was neglected, the pastures were terrible. The cows were only producing 60kg butterfat a cow each year. They were very inbred using a home bred bull.

In the first four years I was home, I did a Dairy Certificate course and attended many field days but all new ideas and changes were not agreed to by my mother and we had numerous arguments about the farm.

Mum had rheumatoid arthritis which limited her involvement so I started doing things my way. I started using Artificial Insemination in 1987. The following year I did an AI course. I started renovating the pastures. I have resown 32ha with a further 8ha to resow this autumn. We renovated the dairy to a 14-a-side swing over.

Mum is 81 now and two years ago broke her hip, she is now bed-ridden. I have to get all her meals.

At present, I am half-way through a Diploma of Farm Management course by external studies at VCAH Glenormiston. I feel all my hard work is paying off. The cows last year each produced 155kg butterfat and this season it will be much more, off grass only.

5.0 FARM TOURS



TOUR A (48 Participants)
Sponsored by Target 10

ROTARY DAIRY

OWNER J N (Neil) Black
OPERATORS Steve and Glenda Hampson, Noorat
FARM The farm comprises 600 acres, 400 of which are stony and 200 of flats. The Hampsons have sharefarmed on this property on a 35% share for nine years. They established the system of laneways and 10 acre paddocks. All fencing is electric.

STOCK 350 cows milked plus replacements. AI is used for heifers and cows for a period of eight weeks. Calving is from late April to May. The operators progeny test and herd test. The owner selects the AI bulls to be used, and all heifer calves are reared as replacements.

FEED The cows are fed pasture, grain, fodder crops, rape or millet, and hay. Irrigation on 60 acres is commenced in November, using a travelling irrigator. Hay is bought elsewhere, usually on a share basis with the owner.

MILKING The cows are milked in a 44 unit rotary dairy. During summer it takes two people one hour to do the milking. The herd is milked all year round, and relief milkers are employed when necessary.

LABOUR 2 people full time and .3 part time. The three Hampson daughters also help with the farm work.

HERRINGBONE DAIRY

OWNER/OPERATOR John and Annmarie Conheady, Noorat.

FARM The farm comprises 370 acres including a small area of stone and some flats. The farm has been established for 25 years.

STOCK 180 milkers, 40 two year old heifers, and 60 calves. AI is used for eight weeks. The calving period is from May to July, and lactation time is usually from May to February, depending on the season.

FEED The cows are fed pasture, grain etc. in the bull, and fodder crops.

MILKING Milking is done in a 20 swing over, herringbone dairy. Time taken for milking is one and a quarter hours. It took a full season for the cows to adjust to the new shed. There is an exceptionally wide pit, 2.1 m., the extra room is appreciated by the operator. There is underground drainage for the pit and platform which is gravity fed into an external drainage pond, making pumping out the pit unnecessary. A chain roll up electric backing gate and an automatic feed system, allow one person to operate this shed efficiently.

LABOUR One operator with occasional casual employee.

FARM TOUR B (43 Participants)

GOURMET TURKEYS

OWNER/OPERATOR Tom and Judith Conheady, Noorat

The business grew in three years from one or two turkeys to two thousand turkeys. Judith began it as a sideline on their dairy farm. She gave away dressed turkeys to family and friends, but then decided that all this work should be rewarded.

A trip to the Camperdown street market where she demonstrated the use of turkey meat proved a success. Turkeys were then sold from a trailer at the farm. A shop was built three years ago to separate the business from home and family.

At Christmas time fifteen full time employees work for two weeks. These are mostly relatives who stay in the family home. This is a pressure packed time!

The turkey chicks are bought at a day old from Sydney, and collected from Geelong. Purchases are made four times a year in order to stagger the age and therefore the size at Christmas time.

The birds have warm sheds, are provided with water and food and a radio. They may roam over the dairy farm during the day but at night the lights are left on in the sheds to deter foxes.

To meet the demand for a variety of sizes, birds are sold at three kilograms and up to fourteen kilograms. It takes about eight months to get a bird to fourteen kilograms. A variety of cuts are provided from the smoke house, and fresh or cooked turkey is sold all year round.

As well as the customers who come to the farm deliveries are now made to a Birregurra restaurant, a depot in Geelong, a Melbourne butcher-del, and restaurants and wineries around Ballarat.

At this stage Judith feels that a decision must be made on whether or not to expand. Will the extra time, labour and effort be worth it? That is economically and satisfaction wise. At present it takes four full time workers plus the family to keep the business operating, cut for sale. Approximately 1/3 of the farm is



First catch your turkey!

FARM TOUR C (46 Participants)

PRIME LAMBS & OIL SEED CROPS

OWNER/OPERATOR Ken and Barbara Eldridge, Terang

The farm comprises 800 acres in three separate properties run as one. Ken's family have been farming the "home" property for more than 50 years. 1500 breeding ewes are carried on the property as well as an extensive oil seed cropping program.

OIL SEED CROPS This year 150 acres of Sunflower was grown for the bird seed market and there is also the possibility of cut flower sales.

Harvesting is carried out by the owners. Other crops that have been grown on the farm include barley, peas, triticale and rape for fodder. Linola for the edible oilseed has also been considered. Pasture hay is also cut for sale. Approximately 1/3 of the farm is

cultivated for crops each year, before it is sown back to pasture. Hereford plus Angus base herd breeds are chosen for their marbling and fat cover characteristics.

PRIME LAMBS Sheep - 1200 Romney/Coopworth ewes crossed back to Romney are joined to Southdown rams to produce lambs for the meat market. Lambs are dropped in July and August. There was 140% drop at FEEDLOT. Feed used - Supplementary, (barley, some grown on property, and other, fed in troughs in the paddock), & Triticale - rolled, oat/clover hay, also before shearing, the rest are shorn and held on the property until ready for private sale. Replacements are bred on the property. Romney rams are used to produce approximately 200 flock ewes.

WEANING Steer weaners are trucked to the Woornoo property, Booroo Plains, where they grow out and are then brought back to Dornoch as 2 year olds. They are drenched when weaned and then again at 1 1/2 years old.

LABOUR Bruce, Jane and John, with assistance from 13 year old Tom.

SHEEP DAIRY

OWNER/OPERATOR: Graeme & Carol McDowall, Ayrford

FARM Consists of 286 acres, the water supply is provided by bores. Graeme's father ran the farm as a prime lamb enterprise for many years, but 18 months ago Graeme and Carol established a sheep dairy, utilising the existing shearing shed for milking the ewes.

MILKING The sheep are milked in a 20 a side Herringbone dairy. They are fed 400gm of a mix of wheat and other grain per day. Milking is done twice daily, the ewes produce an average of 700ml per day. Lactation is four months. The ewes are treated the same as any other sheep except that they are milked in a dairy. They cannot be drenched or treated with veterinary chemicals while in milk. Lambs are left on the ewe for the first three weeks to stabilise the milk production.

STOCK The one thousand ewes are divided into three mobs, these lamb at 4 monthly intervals. Lambs are sold at the Dandenong cattle market at 3 weeks of age. The ewes can be shorn 3 times in 2 years. When joining out of season, to bring the ewes into cycle, seeders are used, also ram harnesses are used so that mating can be supervised.

FARM TOUR D (60 Participants)

BEEF VALUE ADDING

OWNER/OPERATOR Jane & Bruce Allen.

PROPERTIES Dornoch: 2,000 acres (approx); Lawrenny: 1,283 acres, Booroo Plains: 876 acres.

CATTLE 596 weaners-1993 drop; 628 cows to calve; 113 heifers to join-1992 drop; 334 steers-1992 drop; 142 steers-1991 drop; Bulls: 13 Angus, 3 Hereford.

MARKETING Sold at 21/2-3 years old to the restaurant trade.

MARKETING PHILOSOPHY Flavour comes from age of animal, good management plus feed gives



LABOUR - One person with one fifth casual labour.

6.0 ENTERTAINMENT

6.1 "Come Into My Parlour, Come Into My Paddock"

The words of the long-gone women of the Western District filled the crisp silence of the February night. In the accents of Scotland, Ireland and the Netherlands, in the conversations with Koori women, in the vivid memories of the women of the Land Army of Lake Bolac, the soldier settlers of Streakham and the girlhood recollections of attending the Noorat school with its famous local son, the author Alan Marshall - this was our tribute to the pioneer women. Presented as a "sound and light" format - Jan, Wendy, Naomi, Margaret and Meg - appeared on the balcony of the Mansion and used minimal props of hands and hats to highlight the taped "interviews". The telling of the life stories of farming women has become a tradition of the Gatherings - this was our way of continuing that tradition. In the darkness the words of Sally Wace - the woman of the 90's told of her vision of Landcare - how truly expressive of all those women gathered on the lawns - "it's in your hands" -

*Your hands, my hands
little hands, big hands,
delicate manicured hands, tough weather-worn hands
skilled hands, tentative hands
simple hands, sophisticated hands,
old hands, young hands,
clean hands, dirty hands,
happy hands, loner's hands,
dark skinned hands, fair skinned hands,
educated hands, humble hands,
tired hands, eager hands,
men's hands, women's hands, children's hands
Hands working together*



Wendy Heine



Meg Barry



Jan Raleigh

6.2 Galloping Gerrie Gets her Reward

Saturday evening, after a relaxing dinner and the official launch of the ABC Country Hour's Rural Woman of the Year Award, members of the Committee donned their decorated gumboots. Gumboots with ribbons, bows, flowers, sequins, tinsel, flashing lights and even cattle ear tags! What hidden talent! Our not-so-blushing heroine Galloping Gerrie from Noorat (Val Lang) appeared before the formidable Her Honour (Sue Lobbett) to plead her case for retirement from farming. Gerrie was supported by a "jury" of committee members who sang her praises in tones melodious. Meg and Margaret had written a number of songs telling of Gerrie's farming life, from city girl reflecting that "It was along way down to Mt Noorat", her early days when she learned to farm "On Top of Mt Noorat, the "Springtime it Brings on the Shearing" and many more.

Members of the audience were given a Witness' Brief, rolled and tied with very legal-looking ribbon, and were asked to join in the singing of the "evidence" for Gerrie.

How proudly the grannies in the audience stood as they sang their part of the round - "Three Tiny Tots" to the tune of "Three Blind Mice".

After the summing up -

*"Click go the shears now click! click! click!
Farming in Noorat, the time's passed so quick,
Surviving droughts and bushfires,
Crickets, mud and heat,
Fluctuating prices for the wool, beef, milk and meat.*

Gerrie was judged guilty of being a Good Farmer and sentenced to a long and happy retirement. A fun way to present a positive message of the amazing contribution of farming women - not just a farmer's wife - to the life of the individual farms and to the life of their rural communities and to the great industry of agriculture. Well done, Gerrie!



The cast

6.3 ABC Radio Victorian Rural Woman of the Year

At the formal dinner on Saturday night the ABC Radio National Editor Rural Department, Lucy Broad, launched the Victorian Rural Woman of the Year.

"The Award is designed to recognise the major and vital role of women on the land and in rural communities. Historically their role has always been significant. By creating this Award, we aim to achieve greater recognition of rural women and increase their exposure through the Country Hour and other ABC Programs."

The Award will be divided into five regional categories, consistent with the ABC's regional radio stations in Victoria, with the overall winner selected from the regional finalists.

The State winner will attend the Women in Agriculture International Conference to be held in Melbourne in July.

Gathering Participants were encouraged to enter the award.



Lucy Broad

7.0 Ecumenical Church Service

Fifty-two of the Gathering's participants attended the Ecumenical Church Service, held on the lawns under the magnificent canopy of the elm trees, on the Sunday morning.

The Reverend Kerrie Lingham, joint minister at Terang Uniting Church, conducted the service, which included the celebration of Holy Communion.

Denise Kirk, from Tallangatta and Lyn Johnson, from Neerim South read from the Scriptures and Meg Barry, from Ullina, offered the prayers of the people. Merran Adams, from Wangoom and Janet Ferguson from Noorat, provided the musical accompaniment for the hymns.



Participants at the Ecumenical Service



Rev. Kerrie Lingham

In her homily, Kerrie Lingham took up the theme of Lent and spoke about the need to distinguish clearly between the suffering that is endured to help develop a person's character and the suffering that women are often told must be endured because it is "their lot in life". The latter interpretation of suffering is one that women must actively work to change, both in their own lives and in their communities. The suffering that Christ bore on Calvary was a suffering He chose to bear in order to confront the evils of His time.

8.0 BREAKFAST ON MT NOORAT

It was a beautiful morning to walk up Mt Noorat with the sun rising over the Mount.

Breakfast was already waiting, at the top of the crater, for the hungry walkers.

The fruit, croissants and orange juice and coffee were just what was needed.

A lot of people then walked to the top of Mount Noorat and were all amazed with the spectacular views they got.

Quite a few people then hopped on a bus back to the Ecumenical Church Service.



The Procession up Mt Noorat



Breakfast on the Mount

9.0 CONCLUSION

"I wish I had known 20 years ago, that I was not the only woman doing this." The sentiments of a committee member in her personal summing up of what the conference meant to her finds an echo in my own contemplation of the WOFG 1994. At the time we did know others were rearing children and actively farming, but there was little public recognition of the legitimacy of our role as farmers and community workers as well as wives and mothers. The annual WOFG's is one forum which contributes to the increasing awareness of this role.

In this year, the Year of the Family, it is fitting to pay tribute to the unique skills and talents that rural women have to contribute, indeed have long been contributing to farm, family and community to make the country a great place for families.

The theme of this year's conference, "Survival, Support and Success," epitomises the state of agriculture in this region today. Some of our land is suffering degradation, some commodities are barely surviving while others are succeeding.

In preparing this Gathering it was the intention of the committee to present serious information for professional farming women, to promote awareness of what we do in broader agricultural circles, and to share support and skills. We were rewarded by the participants in their gracious and happy acceptance of what we gave. This shared experience is still reverberating around Victoria, it is leading to greater recognition of, and respect for, women's contribution to agriculture, it will lead to better acceptance of "formal" roles for women and our influence on the policies of farming bodies and governments.

The keynote speakers Jocelyne Scutt, Christina Hindiaugh, the presence of Heather Mitchell in the chair on Saturday, the Forum speakers, and the many workshop leaders who are experts in their field, gave the conference a quality that was much more than a "high that died as the applause died. It had a substance that we could take with us and keep.

Each gathering builds on the credibility of those preceding it. Next year it will be the women of Swan Hill who continue this process. Their Gathering will have its own theme and personality, but like all the gatherings so far, it will gather us together to share and learn.

To all the participants in the WOFG 1994, speakers, leaders, sponsors and registrants, thank you for accepting our invitation to join with us in celebrating the diverse roles of rural women in 1994, and may the spirit of the Gathering continue to enrich you and your community.

Lorraine Ermacora
Chairman Rural Women's Development Group



*Ann Young, Yvonne Jennings, Dorothy Dunn
"The Future"*

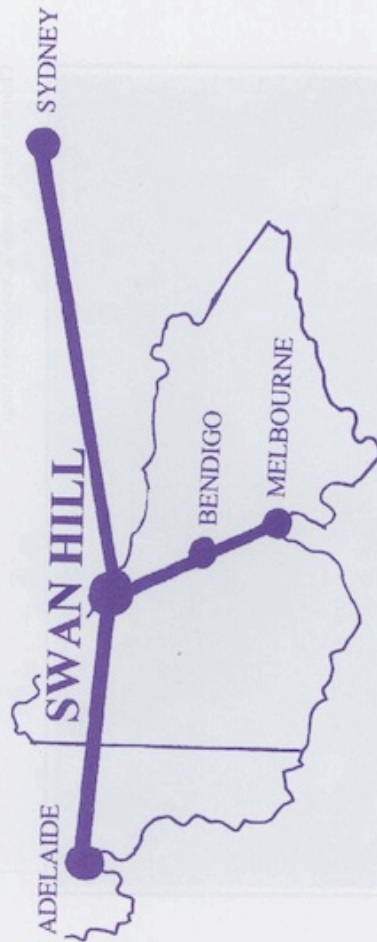
10.0 NEXT GATHERING

1995 SIXTH ANNUAL WOMEN ON FARMS GATHERING

YOU ARE INVITED AND WILL BE MADE WELCOME!

DATE: APRIL 28 - 30, 1995.
THEME: AS MANY WE ARE ONE
LOCATION: SWAN HILL
ENQUIRIES: Yvonne Jennings
Swan Hill Women On Farms Gathering
Box 560
Swan Hill 3585
Phone: 050 331999
Fax: 050 324778

All roads will lead to SWAN HILL for the Gathering :



Appendix i The Committee At Work

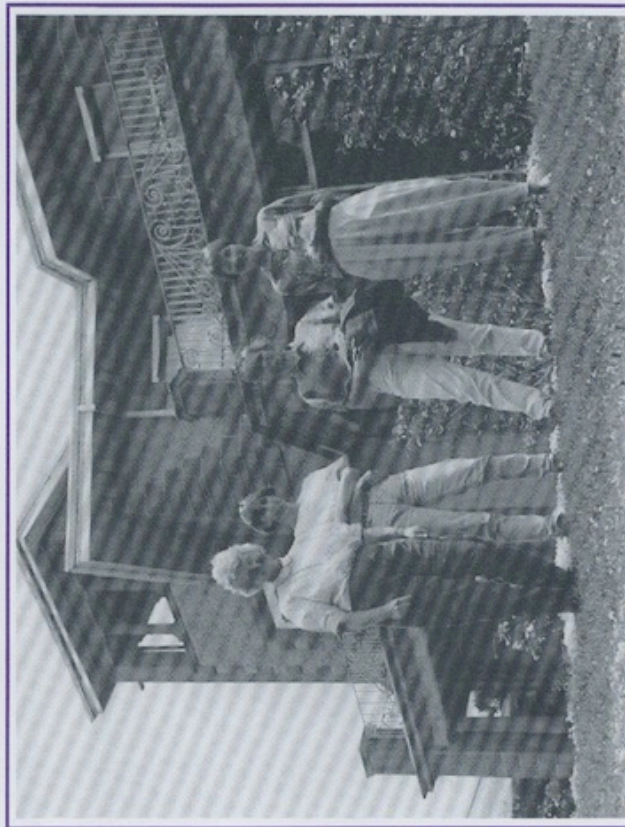
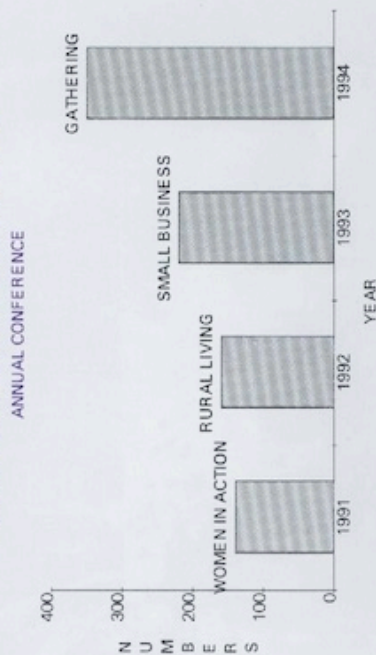


"Sincere thanks to each of the committee for obvious efforts and effortless help to us all!"

Appendix ii Rural Women's Development Group

A non profit community organisation based in South West Victoria consisting of fifteen rural women from a diverse range of geographical locations, farming enterprises and occupations. Its main focus is to conduct an annual conference or Rural Women's Day which provides access to information and skills relevant to rural women. The group is auspiced by VCAH Glenormiston.

RURAL WOMEN'S DEVELOPMENT GROUP



(from left) Lorraine Ermacora, Chairman; Sally McConnell, Treasurer; Val Lang, Secretary; Jennifer Jackson, Co-ordinator

Appendix iii

Rural Women's Program



VCAH Glenormiston
Glenormiston South
Victoria 3265 Australia
Telephone: (055) 92 5303 Facsimile (055) 92 5368

RURAL WOMEN'S PROGRAM

Aim: Access to information and skills training for rural women in South West Victoria

Content: Practical Farm Skills
Fencing Welding Animal Husbandry Chemical Users

Business Skills
Computers Office Practice

Community Development Skills
Public Speaking Meeting Procedure Leadership

Annual Conference
Rural Women's Day Gathering

Participation: 1,200 rural women 1991 - 1994

Enquiries: Jennifer Jackson
Co-ordinator
Rural Women's Program
VCAH Glenormiston

or After Hours
Phone: 055 921 542
Fax 055 922 385



Appendix iv
Registrants[illegible][illegible]

Appendix v Participant Evaluations

The responses from those participants who completed the evaluation forms, illustrate the overall success of the Gathering and provide valuable and encouraging information about the weekend. The tone of the evaluations were overwhelmingly enthusiastic for the format and style of the Gathering as presented. All aspects of the Gathering were rated highly, but the organization, venue and food were most greatly appreciated.

Highlights:

Most comments about the highlights of the Gathering, focussed on the supportive and inspirational character of the weekend, ranging from the informal sharing of experiences to the motivating keynote and forum speakers.

Speakers:

90% of those participants responding to this question, rated the speakers as excellent.

Workshops:

The broad range of industry, skill and personal care workshops were appreciated by participants. Overall, workshops were considered to be of a very high standard.

87% of workshops were described as excellent or worthwhile.

Workshops that were particularly popular and well received included:

Beef Production and Marketing, Cow Nutrition, Sustainable Agriculture and Relaxation Massage.

Farm Tours:

94% of responses described the tours as excellent or worthwhile.

The farm tours were well received by the women who took this opportunity to visit a variety of local enterprises.

Catering:

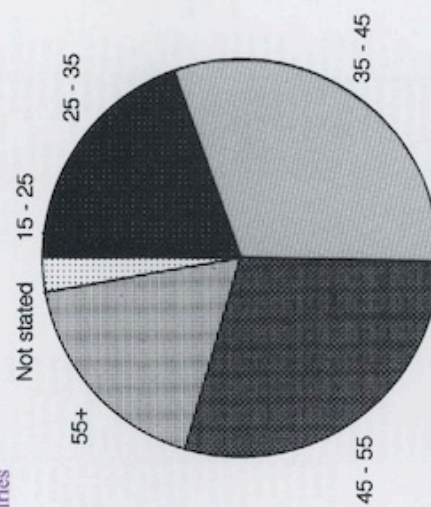
The catering was regularly stated as a highlight of the Gathering. The quality and freshness of the food and the original organization of the Sunday breakfast on Mt Noorat were greatly appreciated.

91% of those completing evaluation forms, rated the meals as excellent.

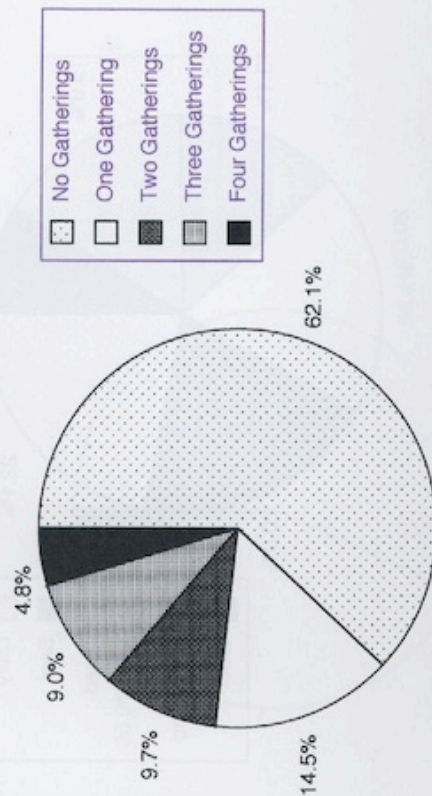
Commenting on the Saturday night formal dinner, Val Lynch the Head Waitress at the College, said "It was the first standing ovation I have seen in twenty three years of service!"

Participant Summaries

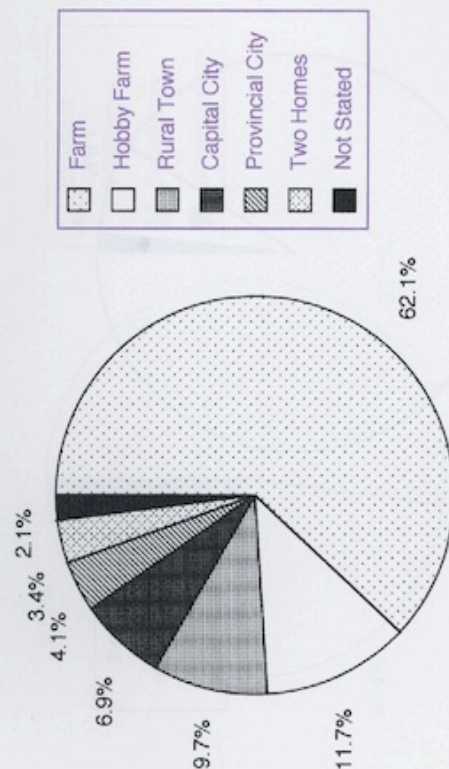
Age Range



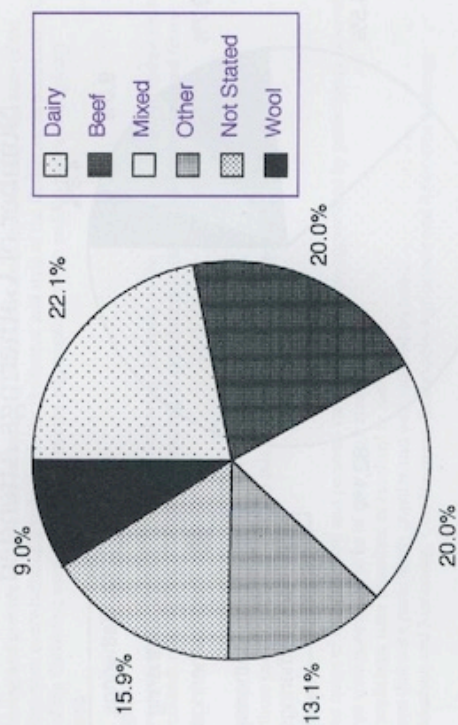
Number of Gatherings Attended



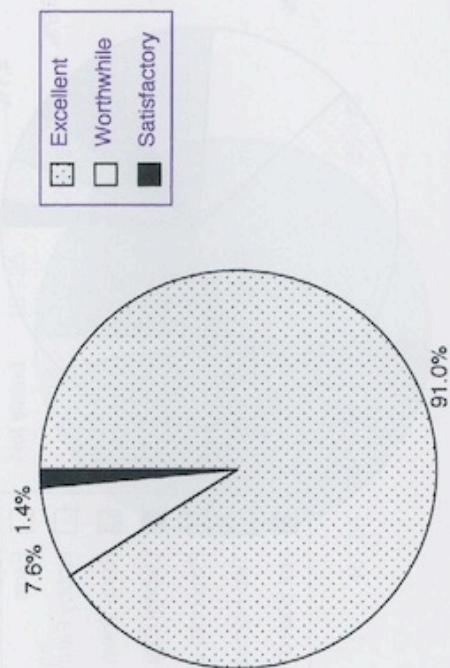
Location of Participants' Residence



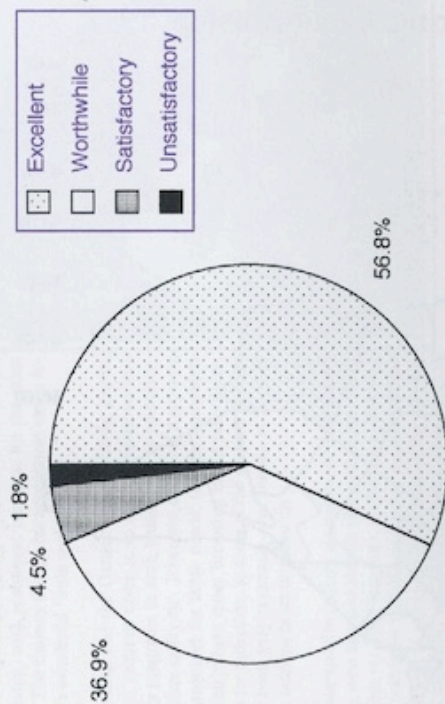
Enterprises



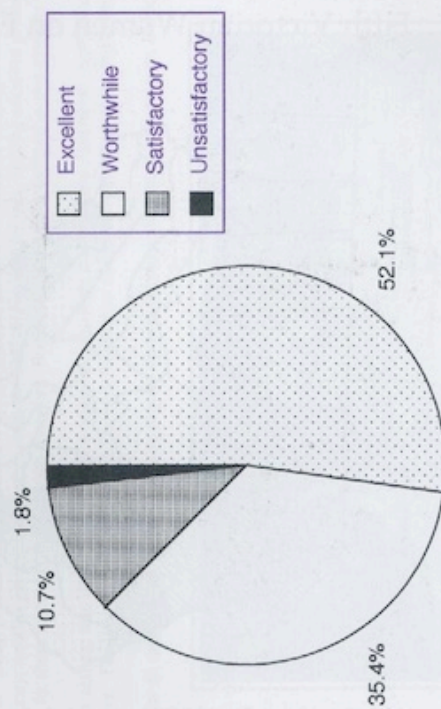
Catering



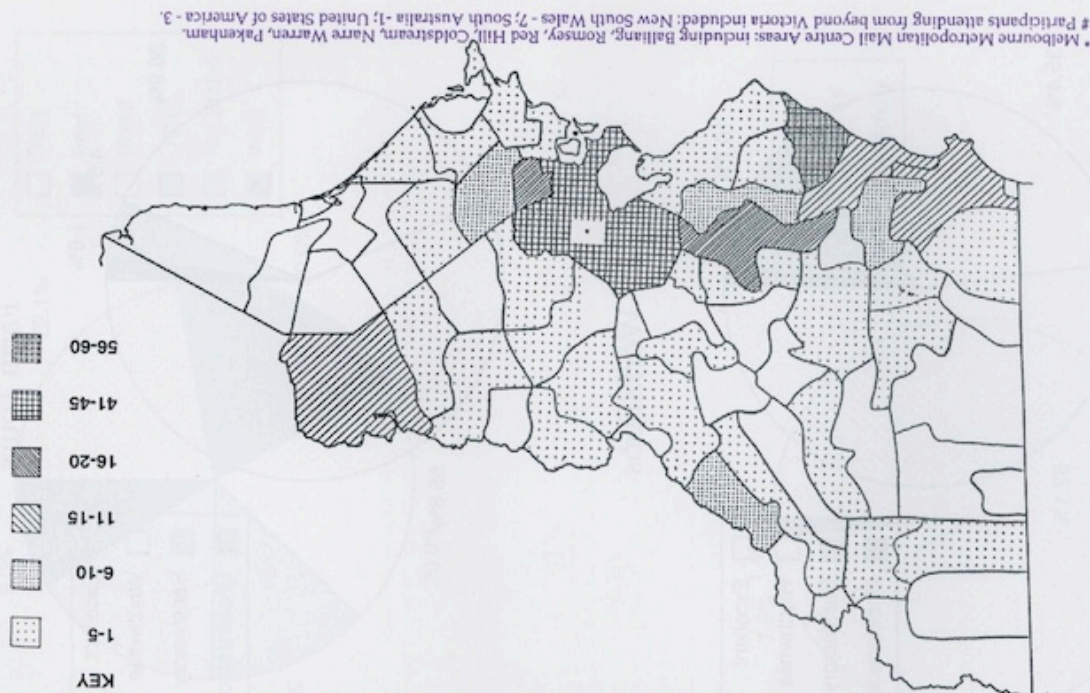
Farm Tours



Workshops



Location of Victorian Participants attending the Fifth Victorian Women on Farms Gathering, Glenormiston, 1994.



Appendix vi Trade Sites and Displays

The trade site and display committee approached its tasks with three points in mind:

Trade Sites were allocated in proportion to the amount of sponsorship, with prominent positions for the main sponsors. The canteen was a most appropriate venue for the VDIA's wonderful "milk smoothies".

As networking and the Gathering advertising gained momentum, requests came in to us to promote various community programs in such broad areas as education, health welfare safety etc. It became clear that a separate area was required for these needs, (mostly pamphlets and booklets) where quiet browsing could take place, with room for reflection, as some of the subjects covered may have been very personal. Our thanks to Bernard Jansen for helping to set this area up.

We then attempted to include alternative rural industries for display with hopes to inspire and inform; but earlier commitment to the Seymour Alternative Farming weekend restricted our choice and/or material which was just as well as our space at the back of the hall was limited. The baby alpaca provided a great deal of interest for young and old alike.

A special area was devoted to photographs of women in action in various rural activities which brought a great deal of attention, particularly the larger poster style photos. Many people suggested these would make magnificent calendar subjects!

Finally we included a few local stalls which specialised in using natural products. These were placed near the main Foyer. Small products that would show off the produce of the S W Victoria, ranging from lavender to cheese, honey, woollen garments and other crafts for both display and for sale, making excellent presents and souvenirs for those who had travelled great distances. Books should also be mentioned in this category.

The stage setting was designed to create a sense of optimism and promote Australian Agriculture and horticulture. The fresh fruit from Victorian Growers Association add to the impression of bountifulness.

Our aim for all displays and trade sites was to provide up-to-date information on rural businesses and services.



Appendix vii Publicity Report

BROCHURES

Victorian College of Agriculture and Horticulture	
Glenormiston Campus	
Rural Women's Program Database	
Target 10	1040
Past Gatherings Database	190
Bonlac Foods Ltd.	370
Murray Goulburn	1400
Kraft	350
Greening Australia	150
Workshop Leaders and Speakers	2000
Personal Distribution by	
Rural Women's Development Group	1000
Total Brochures	6540

MEDIA PUBLICITY

Journals and Newspapers

Victorian Farmers Federation Branch Newsletter	1/2 page	(7000 members)
Vegetable Growers Association Newsletter	1/2 page	(State wide)
Country Women's Association of Victoria Inc.	3 Page Centrefold	(13000)
Rural Women's Network Magazine	1/2 Page	
The Age Newspaper	Education age	In Brief
Weekly Times Newspaper	Full Page	Articles x 4
Weekly Column	Commenced Jan. 1994	

VCAH Connections	
Western Farmer x 3	
Warnambool Standard x 5	
Colac Herald	
Hamilton Spectator	
Stock and Land	
Campaspe News	
Regional Newspapers	Dept. of Agriculture Column
Mildura	
Echuca	
Western District Newspapers x 5	Calendar of Events

Radio

Radio National	Peter Jamieson Show x 15 minutes
ABC CountryHour x 4	Drive Time x 5 minutes
ABC Regionals:	
3SH	Gippsland, Mildura
3WV	Shepparton
3CS	Horsham
	Colac

Television and Video

VIC TV News
Thompson's Video

These are the ones we know about!

Local women keep ahead of Americans

Women's Development Group members who used the farm are Len Kelly, Judy McCann, Ray Berry, Louise Emerson, Val Long, Sue Lobb and Jennifer Jackson.

Local women are keeping ahead of Americans in the field of rural development, according to a report from the Victorian Women's Development Group.

The number of rural women in the state is growing rapidly, and the group believes that local women are keeping ahead of Americans in the field of rural development.

Group chairman and author of the report, a former dinner table talker, said that women were active in the field of rural development.

"I doubt that because of the fact that women are getting together in informal groups like a long time ago, they had no formal association, they had no formal association, they had no formal association," she said.

Ms Emerson said that the group was active in the field of rural development and was keeping ahead of Americans in the field of rural development.

The aim was to support and encourage the rural women's profile and to encourage the rural women's profile and to encourage the rural women's profile.

The aim was to support and encourage the rural women's profile and to encourage the rural women's profile and to encourage the rural women's profile.

Rural Victorian women recognised

The secret is not in the rural women's profile, but in the fact that they are keeping ahead of Americans in the field of rural development.

The Australian Rural Women's Development Group (ARWDG) has announced that it will be sponsoring a conference for rural women in the state.

The conference will be held in the state capital, Melbourne, and will be held in the state capital, Melbourne, and will be held in the state capital, Melbourne.

The conference will be held in the state capital, Melbourne, and will be held in the state capital, Melbourne, and will be held in the state capital, Melbourne.

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The group of women who used the farm are Len Kelly, Judy McCann, Ray Berry, Louise Emerson, Val Long, Sue Lobb and Jennifer Jackson.

Stereotypes scuttled

Just as former school teacher, Judith Holmes, was about to give the opening address at the Victorian Women's Development Group conference, she was interrupted by a group of women who were standing in the aisle.

They were the women who used the farm, and they were standing in the aisle, and they were standing in the aisle, and they were standing in the aisle.

They were the women who used the farm, and they were standing in the aisle, and they were standing in the aisle, and they were standing in the aisle.

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The group of women who used the farm are Len Kelly, Judy McCann, Ray Berry, Louise Emerson, Val Long, Sue Lobb and Jennifer Jackson.



The group of women who used the farm are Len Kelly, Judy McCann, Ray Berry, Louise Emerson, Val Long, Sue Lobb and Jennifer Jackson.

5TH ANNUAL

Women on Farms Gathering

THEME :
Survival, Support
and Success

February 18th, 19th & 20th
1994

V.C.A.H. GLENORMISTON
NEAR TERANG, S.W. VICTORIA

MAJOR SPONSORS

UNITED SUPERMARKETS OF VICTORIA

Organised by:
The Rural Women's Development Group

Chairman: L. Ermacora
Secretary: V. Lang
Treasurer: S. McConnell
Exec. Officer: J. Jackson

Aspiced by:
VCAH Glenormiston

Enquiries: 055-925303 Joan Ayres.



CHILD CARE:
Limited pre-school childcare is available at a reasonable cost. Booking is essential. Please contact Maria Justin, Family Day Care Co-ordinator for booking and fee details. Phone: 055-951304.

On-Campus Facilities:
Swimming pool, squash court, gymnasium, tennis courts, extensive gardens. On-site accommodation. Farm, equine, stock and engineering facilities. B.Y.O. sporting equipment.

I wish to attend: (Please tick)

SAT. WORKSHOP 1 ☐ SAT. WORKSHOP 2 ☐ SAT. WORKSHOP 3 ☐ SAT. FARM TOUR ☐ SAT. FARM TOUR ☐ SAT. FARM TOUR ☐

10.30am - 12.00pm 2.00 - 3.30pm 4.00 - 5.30pm 10.00 - 11.30am

I will attend a total of workshops. They are in order of preference 1-6.

NAME CODE

e.g., D3 The Dairy Industry

ONLY one farm tour per person is available. My choice is _____ or _____

(Please note, greater or lesser numbers on the day may result in some changes.)

WORKSHOP CHOICES

BOOK EARLY TO ENSURE YOUR CHOICE

Please list your workshop (1-6) preferences on the back of the registration form. Retain this section for your future reference.

Horticulture

H1 Night planting for growers
H2 Rural landscaping
H3 The Dairy Industry
H4 Centring your money's worth

Landcare

L1 Ecology
L2 Sustainable agriculture

Farm Skills

F1 Fencing
F2 Welding
F3 Farming
F4 Farming

Host Farms

H1 Centring around
H2 Back care
H3 Back care
H4 Back care

Wet-baiting

W1 Baiting
W2 Baiting
W3 Baiting
W4 Baiting

Rural Issues

R1 Farming to study
R2 Farming to study
R3 Farming to study
R4 Farming to study

Beef

B1 Production & Marketing
B2 Production & Marketing
B3 Production & Marketing
B4 Production & Marketing

Dairy

D1 Cow nutrition
D2 Milk: Questions & products
D3 The Dairy Industry
D4 Centring your money's worth

Wool

W1 Wool marketing
W2 Wool marketing
W3 Wool marketing
W4 Wool marketing

Flowers

F1 Buying & Home
F2 Buying & Home
F3 Buying & Home
F4 Buying & Home

Rural Issues

R1 Farming to study
R2 Farming to study
R3 Farming to study
R4 Farming to study

Farm Tours

FT1 Farming to study
FT2 Farming to study
FT3 Farming to study
FT4 Farming to study

The Farm Office

FO1 The Farm Office
FO2 The Farm Office
FO3 The Farm Office
FO4 The Farm Office

Are you a host?

HO1 Farming to study
HO2 Farming to study
HO3 Farming to study
HO4 Farming to study



FARM TOURS	
A	Heritage dairy
B	Cowshed dairy
C	Prime lamb
D	Highland cattle

PROGRAM

Friday, 18th February

8.30am Registrations
9.15am Welcome & Opening Ceremony
The Hon. W.P. McConnell, M.L.A.
Keynote Speaker: Dr. Jocelyne Scott
10.30am - 12.00pm Workshop 1
12.00 - 1.00pm Lunch
1.00 - 2.00pm Open Forum
2.00 - 3.30pm Workshop 2 or Farm Tour
4.00 - 5.30pm Farm Tour or Free Time
6.00 - 8.00pm Dinner (3 courses)
8.30pm Comedy skit: Gallop'n Gents
Cats Her Reward

Saturday, 19th February

4.00pm Registrations
6.00 - 7.00pm BBQ Tea
8.00pm Supper
9.00 - 10.00pm Come into my Parlour, Come into my Parlour

Sunday, 20th February

8.00am Breakfast in the gardens
8.45am Breakfast on top of Mt. Noorat
9.15 - 10.00am Keynote speaker: Christina Hindhaugh
10.00 - 11.30am Workshop 3
11.30am Closing Ceremony
12.00 Lunch

CHAIR: LORRAINE ERMACORA

CHAIR: HEATHER MITCHELL

CHAIR: CHRISTINA HINDHAUGH

REGISTRATION FORM

FULL WEEKEND PACKAGE
Includes conference fees, 3 workshops, farm tour, two nights accommodation & all meals, including snacks & Saturday Dinner
(150 places available on campus)
Limited twin-share available at \$140
\$150

WEEKEND PACKAGE
As above, without accommodation
(Please tick)
\$110

SATURDAY ONLY
Includes conference fees, 2 workshops, farm tour, lunch & snacks
\$50

Saturday evening Dinner
3 courses & entertainment
(Please tick) Registration
\$25

TOTAL

NAME

ADDRESS

PHONE NO.

Closing Date for Registration is 7th February 1994

Payable to: "Women on Farms Gathering"
Treasurer, Mrs. S. McConnell, R.M.B. 5317
KOLOLA VIC 3264. Phone: 055-927220

Due to heavy demand, pre-booked workshops will only be taken with registrations paid by Jan 31st 1994.



COMMERCIAL UNION
INSURANCE

Commercial Union are proud
to be a Major Sponsor
of the 5th Annual
Women on Farms Gathering

Don't worry.
You're with Commercial Union.



Victorian Dairy Industry Authority

is proud to be associated with the

1994

*Women on Farms
Gathering*

Please make sure you visit the Dairy Bar
for a taste of a healthy shake



ELECTRICITY SERVICES VICTORIA (Trading as the SEC)

For advice on:

- New Connections
- Tariffs
- Electrical Applications
- Pumping
- Environment Control
- Lighting
- Refrigeration
- Electric Hot Water etc
- Energy Conservation

Visit our display at the Gathering
or contact your local SEC Office

Geelong Wool Combing
are proud to be sponsors
and support the
"WOMEN ON FARMS"
gathering...
**GLENORMISTON
1994**

Be on 'Top' of the World
with



Geelong Wool Combing Ltd
Committed to the Australian Wool Industry

For a farm finance package tailored to your needs, talk to the National.

The National's unique Farm
Management Account is a
great working account for
you to start with.

However, when you need
longer term finance, the
National has many options
available. Variable loans
allow you to cut interest costs
by making principal

reductions when it suits you,
and a fixed rate loan lets you
fix the cost of your finance for
up to five years.

Using our Cash Flow
Program, your local manager
of the National will provide an
estimate of your future
financial needs and tailor a
package to suit you.

To find out how the National
can tailor a farm finance
package to your needs, give
your local manager of the
National a call today.



Tailoring banking to your needs.



PCFARM

THE DAIRY FARMERS WORKMATE

We are masters of our herds profitability with the help of PCFARM Software Program.

The program gives us:

- Cow production information
- Cow health details
- Pedigree profile

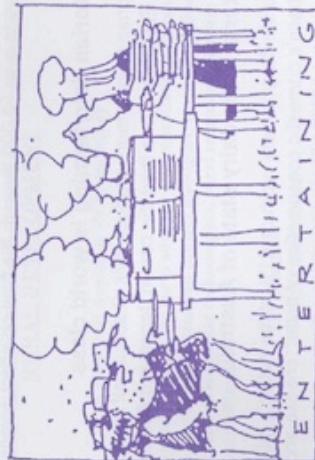
With this information we are able to quickly assess cow and herd detail to make the right decisions. All of the information is electronically updated so need to wait for reports in the mail. We can give our vet and farm consultant a copy of specific data for further analysis. We like the freedom and efficient use of our time in managing our dairy herd with PCFARM. That's why PCFARM is our workmate.

Contact

Welcome Computer Support
1011 High Street, Glenormiston 3186
Phone/Fax 055 81 2286



Kard Investment Organisation Incorporated
3171 Wile Street, North Melbourne 3051
Telephone 030 229 1688
Facsimile 030 229 2602



REPRESENTATION and RESULTS

ABOLITION OF STAMP DUTY ON LAND

TRANSFERS
The new stamp duty on land transfers between
family members provides a saving of \$24,000 on a
\$100,000 house or a total saving of \$2 million per year.

MUNICIPAL CHARGE

The new Municipal charge is applied only once per
year. The charge is \$10 per lot, every 100 sqm lot.
Total savings \$1 million per year.

DIESEL FUEL REDUCTION

The new diesel fuel reduction is applied to all
very old diesel trucks, tractors and other heavy
vehicles. This saving is \$10 million per year.

CATTLE TRANSACTION LEVY

The new Cattle Transaction Levy is applied to all
cattle sold in Victoria. The levy is \$10 per head.
Total savings \$2.5 million per year.

EMPLOYMENT ADVISE

The new Employment Advise is applied to all
employees. The Advise is \$10 per employee.
Total savings \$1 million per year.

STATE DEFICIT LEVY

States pay the \$10 State Deficit Levy only once.
The levy is applied to all states. The levy is \$10
per state. Total savings \$10 million per year.

ACCESS TO AUSTRALY

Low income farm families can now avoid an asset
test to qualify for the \$10,000 Family Tax Allowance.
Total savings \$1 million per year.

SALES TAX

The abolition of Sales Tax is a major step for
farmers. The savings are \$10 million per year.
Total savings \$10 million per year.

MILK PAYMENTS

The new Milk Payments are applied to all
milk sold in Victoria. The payments are \$10 per
head. Total savings \$2.5 million per year.

Members have evidence professional financial advice on housing, retirement, investing, superannuation, estate planning, insurance, taxation, and more. The free
information is available to all members.

VFF, 14 Collins Street, Melbourne 3000 - Telephone (03) 650 9251

DAIRYING

Victoria's best kept secret!



Dairying is Victoria's largest wealth creating industry

Victorian dairyfarmers produce raw milk worth \$1.2 billion and dairy production generates \$4.5 billion annually in regional Victoria



Dairying is a major Victorian employer

The dairy industry provides around 30,000 jobs in regional Victoria and grows to over 50,000 through the flow-on effect across the state



Victorian dairyfarming is world class

Victorian dairyfarmers produce milk at about half the cost in the USA and Europe and one third the cost in Japan and Switzerland



Victoria is the dairy state of Australia

Victorian dairyfarmers produce 61% of the nation's milk, 75% of Australia's domestic consumption of butter, cheese and milk powder and 90% of Australia's dairy exports



Victorian dairyfoods are the lowest cost in the world

Victorians pay the lowest price for dairy products in the world and Victorian dairy products compete openly with imports. Fresh milk is cheaper than other beverages



Victorian dairyfoods are healthy and nutritious

Dairy foods are an essential part of a balanced diet, providing energy, protein, calcium and vitamins and standard milk contains less than 4% fat - nature's perfect food!



UNITED DAIRYFARMERS OF VICTORIA

Proud sponsors of the 1994 Women on Farms Gathering

Department of Agriculture



RURAL DEVELOPMENT



A New Unit Available By Home Study

A professional development program for rural advisers and consultants, regional economic and enterprise development facilitators, extension project managers, rural counsellors, adult educators, rural journalists, information technologists, rural community leaders and community development facilitators.

For further information contact : The Principal
VCAH Glenormiston
Glenormiston South, Vic. 3265.
Telephone : (055) 925 303
Facsimile : (055) 925 368

BONLAC

FOODS



THE OCCUPATIONAL HEALTH AND SAFETY AUTHORITY

WE'RE PLEASED TO BE THE MAJOR SPONSOR OF
THE PRODUCTION OF THE PROCEEDINGS OF THE

FIFTH ANNUAL

WOMEN ON FARMS GATHERING
AT GLENORMISTON 1994

MAKING OHS
MATTER IN
FARMING

TUNE: *SPRINGTIME IT BRINGS ON THE SHEARING*

*Oh, Springtime it brings on the shearing
Then you will see us in droves
At our trusty old slow combustions
Baking cup cakes and no-fail nut loaves*

*Making beds and answering Faxes
Boil the kettle and fill the thermos
Lend a ha-nd skirting and pressing
And a "Good on you, Gert" from the Boss*

*Afternoon it brings on the droving
With faithful old kelpie, Jock
On my smart four-wheel Suzuki
Drafting re-cal-ci-trant stock*

*Richard Forbes says it's cold, wet and windy
The Bureau says 'Grazier's Alert'
Let's move sheep to the eucalypt laneways
Put the housework on hold, for now Gert*

*And then when the shearing is over,
And the wool cheque is half of last year's
It's then you will see this wool grower
Wondering why all that blood, sweat and tears*

(Slower)

*I sit by my fire, my wheel spinning
And feel in my hand that fine fleece
I know that I'm value adding
And I'm a wool grower at peace*

© Meg Barry, 1994

OCCUPATIONAL HEALTH AND SAFETY AUTHORITY
DEPARTMENT OF BUSINESS AND EMPLOYMENT – INDUSTRY SERVICES

