

**SEARCH CRITERIA**

<b>Model</b>	Model A: Empowerment Model
<b>Industry</b>	Sugar
<b>Focus/Level</b>	Industry
<b>Outcomes</b>	Capacity Building in women in the sugar industry; Increased knowledge through education programs
<b>Special Interest Groups</b>	Women

**1. PROJECT TITLE:**

A pilot study to develop education with focus on sugar for women in the Herbert river district

**2.FUNDERS:**

BSES, Canegrowers

**3.PROVIDERS:**

BSES

**4.KEY CONTACTS:**

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**5.INDUSTRY/ISSUE/GEOGRAPHY:**

The project was addressing the issue of women in the Herbert river district in the sugar industry and how to better involve them and develop their participation in the industry.

**6.PROJECT CONTEXT:**

Women represent a significant sectors of the sugar industry that is often ignored and not nurtured.

**7.PROJECT NICHE (SPECIFIC OBJECTIVES):**

The objectives for the project were:

- To encourage women in farming and develop opportunities to increase knowledge, confidence and awareness
- To facilitate education programs through attendance at conferences, courses, meetings and seminars
- To develop improved technology transfer and promote family farming in the Herbert River district
- To enable women to participate at an executive level and on Sugar Industry boards

**8.PHILOSOPHY/APPROACH:**

The aim of the project was to provide a forum in which issues relevant to the sugar industry could be addressed, knowledge gained and shared, support extended to others and self confidence developed. The project followed the imperative to foster the development of new skills and increase levels of interest, expertise, knowledge and participation in the workings of the sugar industry.

The overall strategy of the project was enhancing the capacity to learn and change.

#### **9.RESOURCES, MANAGEMENT AND STAFFING STRUCTURES:**

Not provided

#### **10.PROCESS/METHODS USED:**

The project provided a forum in which industry issues could be addressed, knowledge gained and shared, support extended and self confidence developed. This was achieved through the formation of the group Develop Education with a Focus on Sugar (DEFOS) in the Herbert Region. This was to encourage women in the region to increase their knowledge awareness and confidence within the sugar industry. Training courses were facilitated and industry meetings and conferences attended.

#### **11.IMPACTS TO DATE (AND EVALUATION APPROACHES USED):**

To ascertain whether the objectives of the project were reached an impact-evaluation method was used. Due to this the main approach has been objectives based, but it has attempted to use needs-based and goal-free approaches to the evaluation.

The needs-based approach looks at the needs of participants in the program, and the goal-free approach examines the unintended outcomes, i.e. those that could not be anticipated in advance of the project.

The impacts of DEFOS are continuing to expand. DEFOS is affiliated with other women-in-sugar groups that require further research, funding and support to become established. According to a report summary, DEFOS has enabled women to develop industry networks both within sugar and other agricultural entities. The summary also said that DEFOS had exceeded expectations thought to be achievable within the timeframe of the pilot project, and has demonstrated ownership and leadership to continue operating with support from the industry when required.

#### **12.EFFECTIVENESS:**

A key achievement of the project has been the ongoing preparation and delivery of the annual DEFOS forum from 1999 onwards. The effectiveness of the group can also be seen as there are plans for it to continue functioning in the future. DEFOS has also been effective in improving communications for women at both an industry level and at home on the farm. Not only have the knowledge, confidence and skills of women been enhanced, but also their ability to participate at an executive level in the industry.

Key outputs and outcomes as given in a project summary include:

- Continued support from industry and farming community for the annual DEFOS forum;
- Enhanced confidence and skills of DEFOS members and women in the Herbert River District;
- The capacity to deal with unexpected problems and issues as they arise; and
- Planning the continuation of DEFOS after the completions of this funded project.

#### **13.PROJECT DOCUMENTATION AVAILABLE:**

SRDC project summary [www.srdc.gov.au/ProjectReports/BSS235.htm](http://www.srdc.gov.au/ProjectReports/BSS235.htm)

**14.ISSUES:**

No issues listed

**15.COMMENTS/CONCLUSIONS:**

It appears that this project has been successful in addressing the issues facing women in the sugar industry – particularly in the Herbert region. To begin a project that is self perpetuating in the form of the annual DEFOS forum shows that a successful formula must have been discovered,

**16.REVIEW METHODS:**

Desktop review, SRDC Project summary