

National College of Art and Design

Faculty of Fine Art, Sculpture and Expanded Practice

Gender and structural biases faced by females in agriculture in Ireland

Katie Kenny

Submitted to the Faculty of Critical Culture in Candidacy for the Degree
of BA (Hons) Fine Art, 2019

Acknowledgements

I would like to thank Emma Mahony for helping me throughout the year.

Table of Contents

List of Illustrations.....	1
Introduction.....	2
Chapter 1: Gender over merit.....	5
Chapter 2: Feminisation of Veterinary.....	16
Conclusion.....	26
Appendix.....	29
Bibliography.....	32

List of Illustrations

- Fig 1:** Women as share of agricultural workforce (%), 2016, FARM Ireland, Photo: Eurostat. URL: <https://www.independent.ie/business/farming/agri-business/new-figures-show-ireland-has-by-far-the-least-female-farmers-in-europe-36451722.html>8
- Fig 2:** Ireland and EU: Employment by economic sector, 2016, Central Statistics Office, Photo: CSO Ireland. URL: <https://www.cso.ie/en/releasesandpublications/ep/p-wamii/womenandmeninireland2016/employment/>9
- Fig 3:** ‘Time alone won’t fix gender imbalances’ – conference told, AgriLand, Photo: AgriLand, Caroline Allen. URL: <https://www.agriland.ie/farming-news/diversity-needs-to-be-embraced-by-irish-agri-food-industry/>12
- Fig 4:** Ireland: Third level graduates by field of study, 2016, Central Statistics Office, Photo: CSO Ireland. URL: <https://www.cso.ie/en/releasesandpublications/ep/p-wamii/womenandmeninireland2016/education/>21
- Fig 5:** Ireland: Third level graduates by field of study, 2016, Central Statistics Office, Photo: CSO Ireland. URL: <https://www.cso.ie/en/releasesandpublications/ep/p-wamii/womenandmeninireland2016/education/>22

Introduction

The percentage of women employed in each economic sector in Ireland was broadly similar to the pattern in the EU, with the exception of agriculture ... where only 10.8% of those at work were women compared with 33.5% in the EU (Central Statistics Office, 2016).

This research document highlights the gender inequality within the agricultural sector. The gender imbalance of agriculture and veterinary is investigated through the use of The Central Statistics Office and The Federation of Veterinarians of Europe. Only 13 percent of Irish farms are owned by females (Catherina Cunnane, 2016). The Federation of Veterinarians of Europe states that “The male/female ratio is approximately 50:50, with a much higher proportion of women amongst veterinarians under 40, indicating an upcoming change in the gender distribution. (Amy Forde, 2015).

The roots of gender and the structural biases faced by females in agriculture in Ireland is investigated throughout this text. “The public world of agriculture and agribusiness is perhaps one of the last remaining sectors in which women seem almost entirely absent or invisible” (Byrne and Leonard 1997, pg.373). The family farm is inherited by the son and not the daughter. “Most women are still entering farming by “marrying land” because farmers prefer to leave land to their sons” (Alison Healy, 2014). Only 11 percent of Irish farms are inherited by the daughter. (Denise Hall, 2015). Men make the decisions and females do the “donkey work” (Josephine Russell, 2008, pg.25). Veterinary in Ireland was a male-dominated profession 40

years ago but with the increasing number of female students, the gender distribution is changing (Clare Allen, 2016). There are gender roles still within veterinary, large animal practice is more appealing to males and small animal practices attract females veterinarians (Clare Allen, 2016).

Chapter 1 investigates agriculture and the family farm. Gendered roles are common in rural families. Sons inherit the family farm and the daughters will marry into the land. (Byrne and Leonard 1997, pg.361). Eurostat and The Central Statistics Offices data is used to show the gender imbalance of agriculture. The National Strategy for Women and Girls 2017-2020 (Caroline Allen, 2018) by the Department of Justice and Equality was discussed in relation to agriculture and promoting gender equality (Agriculture.gov.ie, 2018). Teagasc agriculture course has seen an slight increase in females attending. Farmers daughters are more likely to attend agricultural college than sons because the majority of them won't inherit the farm (Teagasc, 2017, p35).

Chapter 2 explores the feminisation of veterinary and the struggles that females faced before the 1970s. Aileen's struggle to finish her degree and qualify is compared to the drastic shift in female students study veterinary today. The Central Statistics Office and The Royal College of Veterinary Surgery surveys show the dramatic change in gender over the last 40 years. Veterinary Universities were examined to see how the recent changes affected the profession. Doctor Clare Allen's study "Feminisation of the Veterinary Profession - opportunity or threat?" highlights male flight and wage stagnation. Stereotypes and gender roles were investigated to see which gender works in small or large animal practices.

Both chapters are investigating females in agricultural sectors. Male-dominated environments were examined to show that when females enter into a male dominated profession, like veterinary it becomes less attractive to males. Strategies have been put in place by the department of agriculture and Teagasc to help improve the number of females. The central statistics office data and charts have been referred to in each chapter as they highlight clearly how many males and females are working.

1. Gender over merit

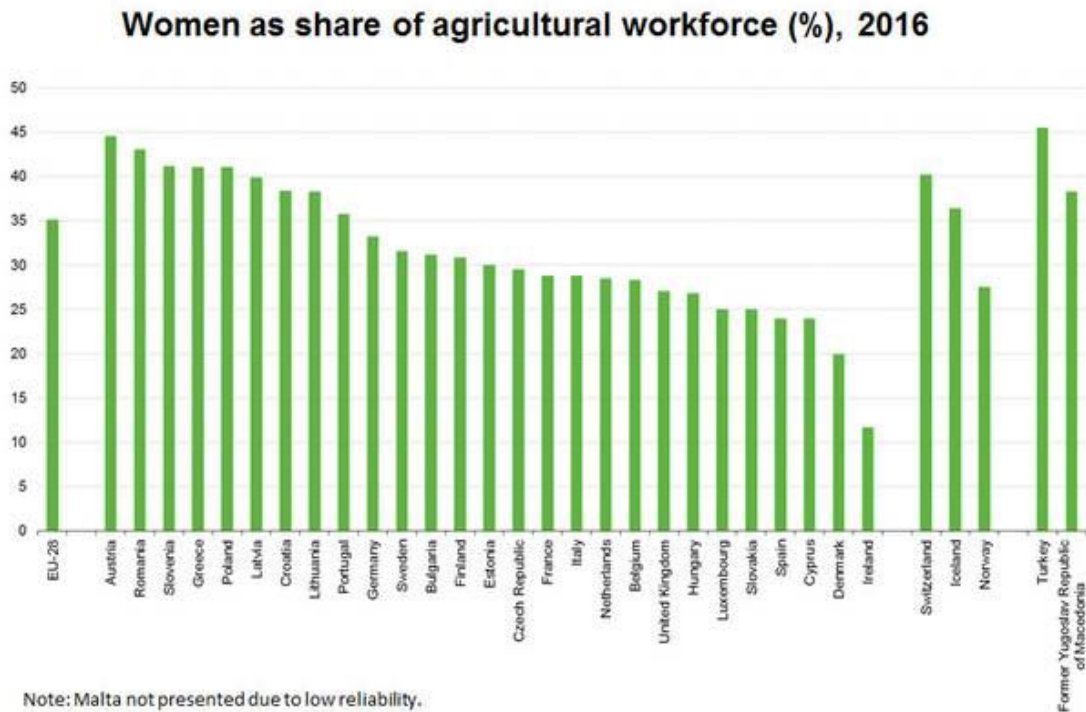
Farms in Ireland tend to be family-run farms. The dictionary definition of the family farm is as follows, “a farm on which the farmer and members of his family do a substantial part of the work” (Merriam-Webster). It is particularly interesting that Merriam-Webster decided to use a gender pronoun in this definition. They assigned a gender to a profession. Why “his family” and not the farmers family. Why his and not hers? The definition reaffirms an existing gender imbalance within the farm structure. As Byrne states, “Family farming as a social form and agriculture as an economic activity have a distinctly male appearance” (Byrne and Leonard 1997, pg.361). Why is farming gendered? I composed my own surveys and posted them online to find out what gender the public think farmers are. The majority voted farmers as being male. Survey 1 was posted to my family farm Instagram where 81 percent of our followers are male and farmers. 77 people took part. 87 percent voted male when asked, “Do you think Farmers are male or female”. Survey 2 was posted to Facebook, 13 people participated. Question 1 and 3 asked about gender and farming. Participants were asked “Do you think Farmers are male or female”, 92 percent voted male and 8 percent voted female. Then they were asked “Do you think the majority of farmers/ agricultural workers in Ireland are male or female” all 13 responded male. Female farmers continue to be invisible, not just at home on the family farm but in publications. “The public world of agriculture and agribusiness is perhaps one of the last remaining sectors in which women seem almost entirely absent or invisible” (Byrne and Leonard 1997, pg.373).

“Rural family life do not question or challenge either the gendered nature of agriculture and rural development or the family farm structure... a gendered structure in which the interest of men (fathers and sons) supersede those of women and daughters” (Byrne and Leonard 1997, p.358). 90 percent of Irish farms are under the ownership of males (Irish Farmers Journal, 2018). “Only 11% of farmers aged over 50 have identified a female heir” (Denise Hall, 2015). Families prefer their son to inherit the farmland, to keep the family name and legacy. “You wouldn't realise how big an issue land is and how families can have awful disputes and how deep and how vicious and how miserable things can be over land” (Josephine Russell, 2008, p.43). Sons are nurtured and brought up thinking it is their birthright to inherit the family farm over their sisters. This has been the way for hundreds of years. But what about the daughter? There is a preconception that women are not cut out for farming. “Some of the women interviewed thought it a lovely life if one were ‘cut out for it’ and a wonderful environment for rearing children, but they still made reference to a dying tradition and the unwillingness of modern women to accept the same level of hardship or make the same sacrifices” (Josephine Russell, 2008, p.13). Men are superior to women in the agricultural world. They are the decision makers and usually the face of the farm. “Decision-making on the farm is made by men” (Byrne and Leonard 1997, pg.358). While women are invisible and left in the background. Legal documents like cheques were in the males name. Only 3.8 percent of Irish farms are registered as a joint holding, under both names. “As I see it women are worse off since the introduction of PRSI for the self-employed. In many cases, they cannot make payments in their own right” (Josephine Russell, 2008, pg.92). Many farmers daughters would not be the first choice at inheriting the land. They are

expected to marry into the land. “‘Marrying land’ rather than succession is the main way for women to get farm ownership” (Alison Healy, 2014). Why is the daughters upbringing different? Left to depend on their husband to supply the farm. “Many women become part of the farm family on marriage and are usually economically dependent on their husbands” (Byrne and Leonard 1997, pg.358). Why is the main way females get ownership of farmland by marriage and not succession? In recent years women have been given a new role where they are expected to have a job outside the farm to support the family farm. They are also supposed to keep the house in order, be an extra pair of hands when needed and be the bookkeeper. “At advisory level, a woman is discriminated against although it was very subtle. They don’t mind women doing the donkey-work but they won’t let them make the decisions it’s possibly male chauvinism that dominated agriculture in Ireland. I think it’s the last bastion of male chauvinism and politics might not be far behind” (Josephine Russell, 2008, pg.25).

Statistics drawn from the 2016 census show that there is an increasing gender imbalance in the agriculture industry. According to the census, the number of female farmers has decreased from 2011. “In 2011, a total of 53,934 women declared themselves as farmers; this figure dropped to 46,744 in 2016” (Conor Finnerty, 2017). Only 12 percent of farmers recorded are female (Central Statistics Office, 2016). Which is very low compared to the percentage of male farmers which is 88 percent. A Eurostat study investigating the number of female farmers across Europe shows Ireland has the lowest amount at just 11.6 percent. Just under Denmark at

19.9 percent. The countries with the highest number of female farmers are Turkey at 45.1 percent and Austria at 44.6 percent (Central Statistics Office, 2016).



ec.europa.eu/eurostat

Fig.1, Women as share of agricultural workforce (%), 2016, FARM Ireland, Photo: Eurostat.

The Central Statistics Office study “Ireland and EU: Employment by economic sector,” 2016 graph show the agriculture, forestry and fishing category highlights there is a big difference between Ireland and the EU. Ireland has 10.8 percent of female agricultural workers whereas the EU has 33.5 percent. Under the graph a side note states “The percentage of women employed in each economic sector in Ireland was broadly similar to the pattern in the EU, with the exception of agriculture, forestry and fishing where only 10.8% of those at work were women compared with

33.5% in the EU” (Eurostat LFS, CSO QNHS, 2016).

● Ireland and EU: Employment by economic sector, 2016

2.7 Ireland and EU: Employment by economic sector, 2016

NACE sector	Ireland			EU		
	Men	Women	% women	Men	Women	% women
A Agriculture, forestry and fishing	9.5	1.4	10.8	5.3	3.1	33.5
B-E Industry	16.5	8.2	29.6	23.0	10.7	28.2
F Construction	11.8	0.9	6.4	11.2	1.4	9.7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	13.1	14.3	47.8	13.2	15.1	49.2
H Transportation and storage	7.3	1.7	16.0	7.6	2.5	22.0
I Accommodation and food service activities	6.0	8.7	55.2	4.1	5.7	54.1
J Information and communication	5.4	2.8	30.7	3.9	2.0	30.2
K-L Financial, insurance and real estate activities	4.5	5.7	52.0	3.4	4.2	50.8
M Professional, scientific and technical activities	6.1	5.3	42.6	5.5	5.7	46.9
N Administrative and support service activities	3.5	3.5	46.1	4.1	4.4	48.0
O Public administration and defence; compulsory social security	4.7	5.9	51.4	6.7	7.1	47.5
P Education	3.4	12.4	75.4	3.9	12.0	72.0
Q Human health and social work activities	4.2	22.3	81.7	4.4	18.6	78.0
R-U Other NACE activities	3.9	6.9	59.7	3.5	7.5	64.1
Total	100.0	100.0	45.8	100.0	100.0	45.9
Persons in employment (000s)¹	1,091.0	923.9		121,290.2	102,998.4	

Source: Eurostat LFS, CSO QNHS

Fig.2, Ireland and EU: Employment by economic sector, 2016, Central Statistics Office,

Photo: CSO Ireland.

The national European accounts estimate there are 10 million agricultural workers in the EU-28 in 2015. 35.1 percent of the workforce was female. This is lower than the 45.9 percent of working women accounted for on the Eurostat statistics document. “Almost three quarters (72.8%) of the agricultural workforce in the EU-28 was concentrated in seven countries: Romania, Poland, Italy, France, Spain, Bulgaria and Germany” (Eurostat, 2017). Ireland has the lowest percentage of all of Europe with only 11.6 percent compared to the highest in Austria at 44.5 percent. Romania, Poland and Greece have between 44.5 percent to 41.1 percent. Denmark is the second lowest with 19.9 percent. Sole holders are 62.7 percent, family members is

29.3 percent and non-family workers are 6.2 percent. “Farming was predominantly a family activity in most Member States and Norway, with family labour accounting for over 90 % of agricultural work in Poland, Slovenia, Croatia and Ireland” (EuroStat, 2017). Sole holders are 62.7, family members are 29.3 and non-family workers are 6.2 percent (EuroStat, 2017). “Most farm workers are male, with particularly high shares (more than 70%) in Malta, Denmark, Ireland, the United Kingdom and Luxembourg” (European Commission, 2013). One quarter of the farm managers in Europe are female. In 2010, 34 percent of women manage farms in Austria whereas in Ireland less than 20 percent was female. In Ireland, there is 13 percent of sole female farm holders, 10 percent of own eligible land for basic payment scheme, 8 percent received payments and 3.8 percent was registered in both names (European Commission, 2013).

Around 30 percent of Irish farmers are over 65 and 50 percent are over 55 (Ciaran Moran, 2018). The average age of men was 56 and the average age of women was 62. 43 percent of female farmers are over 65. 30 percent are over 80. (Ciaran Moran, 2018). According to the Department of Agriculture “The average age of a farmer is 57.5 years.12% of Irish farmers in receipt of DAFM payments are women, averaging 62 years of age.31% of female farmers are over 80 years of age” (Agriculture, Food and the Marine, 2017). The majority of farms owned by females are owned by women that are pension age (Ciaran Moran, 2015). The standard age of female farm owners is between 35-64. 31% of these. Which would suggest that a good percentage of these women have been left the farm by a husband who has died (Irish Farmers Journal, 2018). “Farmholding intact to a son in preference to a

daughter” (Byrne and Leonard 1997 pg.361). Female farmers own only 10 percent of the land eligible in Ireland for the Single Farm Payment System. 40 percent of the eligible females are over 65 (Ciaran Moran, 2015). The Single Farm Payment System has been changed to The Basic Payment System in 2015. “In order to qualify under the Basic Payment Scheme, you must have at least one entitlement linked to one hectare of eligible land” (The Irish Farmers’ Association, 2016). Payments made by an agricultural subsidy are made to landowners who are qualified. Farmers depend on The Basic Payment System to make a profit. A study investigating the age bracket of agriculture workers in Europe showed that the majority of agricultural labourers ranged between 40 and 64 years of age. Denmark was the lowest at 43.2 and Malta was the highest at 73.7. The data was split into 3 age groups. 22.2 percent are between 15 - 39, 56.1 percent in the 40 - 64 age bracket and 21.7 percent are 65 and over.

There is also a gap in young women choosing to farm as their future career. “10.7 percent of Austria’s farmers are aged under 35” (The Local, 2014). “Women may be integral to the farm family, but it is almost invariably men who inherit the land” (Byrne and Leonard 1997, pg.361). It was brought to the attention of the agricultural board. That only 12% of farms in Ireland are owned by women and that “Time alone won’t fix gender imbalances” (Caroline Allen, 2018). The head of policy and strategy at the Department of Agriculture, Food and the Marine, Brendan Gleeson has said he is aware of the need to promote diversity and he has come up with a list of goals to promote and improve the number of female farmers and female agricultural labourers. “Inclusion for women brings diversity of thinking, better customer

awareness and better performance by organisations and indeed by teams. Various factors impact on women in business – including unconscious bias and their caring roles” (Caroline Allen, 2018).

As part of the women and girls strategy 2017-2020, the department, he said, has committed to:

- Improving statistics and reporting on women’s involvement in the agri-food sector;
- Ensuring that gender equality and the empowerment of women and girls is prioritised in Ireland’s overseas development assistance programme – particularly in relation to agriculture and nutrition;
- Encouraging female involvement in decision-making and leadership in all parts of the agri-food sector – especially through mentoring and positive case studies;
- Providing support for rural female entrepreneurs at start-up stage – such as, through the ‘ACORNS’ programme;
- Clarifying any perceived taxation barriers to registering farms in joint ownership, and publicising the outcomes.

Fig.3, ‘Time alone won’t fix gender imbalances’ – conference told, 2018, AgriLand, Photo: AgriLand, Caroline Allen.

The Department of Justice and Equality have introduced a National Strategy for Women and Girls 2017-2020. “The strategy’s vision to work toward an Ireland where all women enjoy equality with men and can achieve their full potential while enjoying a safe and fulfilling life” (Agriculture.gov.ie, 2018). The action points of interest are 1.24, 1.38, 1.39, 1.45 and 4.3. Action point 1.39 says it will “Improve statistics and reporting on women’s involvement in the agri-food sector” (Agriculture.gov.ie, 2018). Women are heavily involved in agriculture but are rarely documented. They work behind the scenes. “Their studies have placed women at the centre of the family farm and see farm women as playing a crucial role in the restructuring, not only of family farming but of rural society as a whole” (Byrne and Leonard 1997, p.358). Action

Point 1.24 is about encouraging entrepreneurs and promoting their businesses. Action 1.38 deals with the joint ownership of farms and accounting issues. Action 1.45 will “Ensure that gender equality and the empowerment of women and girls is prioritised in Ireland’s overseas development assistance programme, particularly in relation to agriculture and nutrition” (Agriculture.gov.ie, 2018). “The predominant focus of this research has been on the work of women on family farms in an attempt to make their contributions to farming more visible” (Byrne and Leonard 1997, p.362-363). Action Point 4.3 will help females achieve high positions in the agribusiness sector. They plan on counselling young women to encourage their involvement in agriculture. By 2020 the presence of women in agriculture should have improved.

The European Union is “Conscious of the potential crisis in 30 years' time if more young farmers are not encouraged to take up the profession (European Commission, 2017). The European Commission says they have been encouraging females to enter into the profession because they have been working towards making farming attractive to both genders. They also say that rural development programmes have been tackling the gender issue (European Commission, 2017). Copa Cogeca has designed an award that “highlights areas where women have shown their expertise in being innovative and underline the activities and benefits that women can bring to agriculture” (EIP - AGRI, 2016). In 2009, The Innovation Prize for Women Farmers and Special Achievement Award introduced by the Copa Women’s Committee started (EIP - AGRI, 2016). “According to Copa, women farmers represent 42% of the EU’s agricultural workforce, with 30% of them working as farm managers”

(Hannah Quinn - Mulligan, 2018). “However, Ireland has one of the lowest proportions of women working in agriculture in Europe, with only 11.6% of the agriculture workforce made up by female workers” (Hannah Quinn - Mulligan, 2018).

In Ireland, female farmers are setting up groups to help each other. There are four female farming groups set up around Ireland that bring females together and help them overcome barriers (Jane Kavanagh, 2017). One common issue females within the groups reported were “the feeling that women would not be taken seriously; that they are not welcome; a lack of self-confidence; a lack of knowledge and training; and isolation” (Jane Kavanagh, 2017). The organisations allow women to have a louder voice. “Agricultural service started a number of farm women’s groups to provide agricultural training for women” (Byrne and Leonard 1997, p.359). Females are doing are attending into agricultural college. Teagasc Education has noted that “female participation in horticultural and equine courses is high but very low in agricultural courses. This is an issue that farm families need to consider for the future. Teagasc can advise on the education options and would encourage greater female participation in agricultural courses” (Ciaran Moran, 2014) Teagasc is “the Agriculture and Food Development Authority – is the national body providing integrated research, advisory and training services to the agriculture and food industry and rural communities” (Teagasc). Young farmers in Europe are attending agricultural college “nearly 20% of all young farmers have followed some form of agricultural course – compared to just over 4% for the over-55s” (European Commision, 2017). 11 percent of graduate students from Teagasc education programmes between 2012 to 2016 were female (Teagasc, 2017). “More farm

daughters go to college than sons. O'Hara posits that this conscious emphasis on education is to maximise daughters' occupational opportunities given that they are less likely to inherit the farm" (Teagasc, 2017, p35). "Female participation in agricultural higher education is observed to be greater, in the range of 40% for some university degree programmes. By contrast, female participation in veterinary education in Ireland is much higher and can range from 70% to 80%" (Teagasc, 2017, p34).

2. Feminisation of Veterinary

Veterinary has dramatically changed in the last 30 years. It was once a male-dominated area but now the majority of young female veterinarians and students are higher. It has an old population due to “a self-reinforcing cycle” (Clare Allen, 2016). It’s widely accepted that as women move into an occupation men become less attracted to it. To some this might be a vicious cycle, to others, it may seem virtuous” (The Vet Service). Aleen Cust was Ireland's first qualified female veterinarian in Ireland and Britain (Lora O’Brien, 2018). University College Dublin reported that female veterinarians make up 70 percent (UCD, 2016).

In 1792, the first Veterinary Medicine course launched in Lyon, France. Almost 100 years after the first Veterinary Training College opened a female qualified as Veterinary Surgeon. Dobrovoljacka was the first qualified female veterinarian. She graduated from a college in Zurich in 1889 (Lora O’Brien, 2018). The faculty from veterinary colleges around the world did not entertain the idea of females studying their course. The American Veterinary Medical Association interviewed Dr Ward Giltner in 1943, he had a strong opinion about female students participating in his class. “There were seven girls in my class, and that was considered to be just an enormous amount. The dean at the time (Dr. Ward Giltner) did not want female students. He said, ‘Go back to the kitchen.’ The first thing he said was, ‘What are you doing here?’ and he was not joking” (Lora O’Brien, 2018). Females students continued to apply to the veterinary colleges but a large majority of their applications

were unaccepted (Clare Allen, 2016). “In the past, there were barriers to women being accepted into the professions, and it was only due to broader social and political changes that occurred ... in the 1970s the numbers of professional women have increased” (Clare Allen, 2016). Iowa state college refused to accept a female student in 1957. They said it was against their policy. The college published the following in their defence.

“It is the policy of the Division of Veterinary Medicine at the Iowa State College not to admit women to the professional curriculum. Because of the limited educational facilities it has been necessary to restrict the number of new students who may be admitted ... Each year we receive more applications from men students than can be accommodated. If women were admitted, they would displace the same number of men. In many cases women are not physically equal to the educational requirements of the large animal clinics ... We are sorry to disappoint you” (Lora O’Brien, 2018).

Ireland did not have a veterinary medicine course until the Royal Veterinary College of Ireland was set up in 1900, so any aspiring veterinarians travelled to England to begin their study. Aleen Cust was an Irish woman born in County Tipperary. (Lora O’Brien, 2018). She dreamt of being a veterinarian from a young age. Her family disowned her because of her dream. In 1894, Cust moved to Scotland to begin her studies. She attended England's Royal College of Veterinary Surgeons. She was the only female in her class (Lora O’Brien, 2018). In 1900 she was unfairly declined the right to sit in her final exam. The board prohibited her from completing her degree. Cust left the college and Scotland as an unqualified veterinarian and returned home to Ireland. Dr William Byrne was the principle of the Royal College of Veterinary Surgeons during the time Cust was studying. He wrote her a formal recommendation letter so she could continue working with animals. She continued to work and help

animals in Ireland (Lora O'Brien, 2018). But in 1919 the Royal College of Veterinary Surgeons was compelled to reevaluate their rules when legal changes were introduced. The British government set the Sex Disqualification (Removal) Act into motion, which put an end to the discrimination females wanting to or attending college had experienced would stop. It gave females the opportunity to have professional careers like Veterinary Medicine. Twenty-two years after Aleen Cust left college she was given permission to sit her final exams. In December of 1922, " Dr Aleen Cust officially became the first female veterinary surgeon in Britain and Ireland (Lora O'Brien, 2018). She practiced as a qualified Veterinarian for two years until she retired in 1924. College statistics now show a very different picture. There are more female students studying veterinary all over the world (UCD School of Veterinary Medicine, 2016).

In 1920 the number of female veterinarians started to grow slowly. By 1960s less than five percent were female (The Vet Service, 2015) In the last 40 years, the number of female practitioners has increased drastically. Veterinary is now considered a feminised profession with the majority of students applying identifying as female (The Vet Service, 2015). Veterinary "in the Western world, has changed from being a male-dominated profession in the 1970s, to a female-dominated one currently" (Clare Allen, 2016). Females are not the minority anymore. The dramatic gender shift in veterinary that has happened over the last 30 years has happened all over the world not just in Ireland. Multiple surveys have been conducted to find out the number of male and female veterinarians (Central Statistics Office, 2016). Each survey studied a different area of Ireland which resulted in different results. HLB

Sheehan Quinn conducted a survey called “Veterinary Practice Survey Report’ in 2017. The survey showed 37 percent were female. They then divided their statistics into the 4 province in Ireland. Leinster’s results were almost equal numbers with males being 47 percent and and females being 53 percent. Connact had the biggest difference with males accounting for 65 percent and females being low at 35 percent (HLB Sheehan Quinn, 2017). MSD Animal Health in Ireland, a veterinary pharmaceutical supplier employment ratio is three out of four of their vets are female. Females continue to overpower and succeed in an environment that once was dominated by men (Denise Hall, 2015). The Federation of Veterinarians of Europe states that “The male/female ratio is approximately 50:50, with a much higher proportion of women amongst veterinarians under 40, indicating an upcoming change in the gender distribution. (Amy Forde, 2015). In 2013 the RVCS in the United Kingdom survey shows that 57 percent were female and 43 percent were male are practising veterinarians. The surveys I made also asked about what gender participants would assign to veterinarians. On Instagram 47 percent voted male and 53 percent female. On Facebook when asked “do you think veterinarians are male or female”. 75 percent answered male and 25 answered female, one participate chose to skip this question. They were then asked “do you think the majority of veterinarians/ veterinary nurses in Ireland are male or female”. 54 percent voted male and 46 responded female.

The numbers are more extreme when it comes to veterinary students 77 percent were female and 23 percent were male (Vet Futures, 2014). “The FVE survey shows that the vast majority (60%) of vets work in clinical practice and predominantly small

animal clinical practice. The second most popular sector is public service (19%), education and research (6%) and industry and private research (4%)” (Amy Forde, 2015). Male farmers have learned to accept female veterinarians working on their animals. It is said that female veterinarians have a different approach to their male coworkers. Which is why male farmers have grown to value female veterinarians. Their methods are different so therefore they add something new to veterinary. Female veterinarians are characterised as being caring and emotional and males are seen as distant and emotionless (Clare Allen, 2016). “20 years ago, some farmers would refuse to take a female vet for a case but this is on the wane in recent years” (Farm Ireland, 2007). Sarah Mitchell owner of a mixed veterinary practice said: "I think they accept that girls have something to offer that men may not have," (Farm Ireland, 2007). But what is it that Females have to offer that males don't? One female practitioner has similar opinion “that female vets bring another dimension to the farm in that male vets may have the extra strength and ‘machoness’ but I can guarantee you what I lack in extra strength, I certainly gain in empathy and compassion and in my opinion that is imperative to be a good vet” (Catherina Cunnane, 2016). One difference that can be made is the difference in salary. The Federation of Veterinarians of Europe have revealed there is a significant gender pay gap between male and female veterinarians. “Women were found being paid considerably less, on average 28%, than their male colleagues,” the FVE says. (Amy Forde, 2015). They believe that more females choose to work part-time than males. 26 percent of females work part time whereas 12 percent of males. The FVE believe that this is one of the reasons women earn less. They also blamed it on women taking family

breaks to raise their children. In America, there is a 17 percent pay gap and in Australia, there is a 15 percent pay gap in veterinary.

In 2009, a distribution of gender by field of study analysed undergraduate and postgraduate degrees in Ireland. Undergraduate Veterinary Medicine had a higher number of female students. 76 percent were female and 24 percent were male. Whereas the results for the postgraduate course were more balanced with 56 percent being female and 44 percent being male in Ireland (Central Statistics Office, 2016). In America “the current workforce in all fields of veterinary medicine constitutes of approximately 55% male and 45% female practitioners and 80 percent of their veterinary students are female“ (I love veterinary, 2017).

Ireland: Third level graduates by field of study, 2016

4.2 Ireland: Third level graduates¹ by field of study, 2016

Field of education	number		%	
	Men	Women	Men	Women
Generic programmes and qualifications	65	95	0.2	0.3
Education	1,054	2,636	3.4	7.9
Arts and humanities	3,683	5,321	12.0	15.9
Social sciences, journalism and information	1,572	2,518	5.1	7.5
Business, administration and law	7,930	7,841	25.8	23.4
Natural sciences, mathematics and statistics	2,561	2,652	8.3	7.9
Information and communication technologies (ICTs)	3,235	845	10.5	2.5
Engineering, manufacturing and construction	5,538	1,180	18.0	3.5
Agriculture, forestry, fisheries and veterinary	639	418	2.1	1.2
Health and welfare	2,636	8,544	8.6	25.5
Services	1,830	1,490	6.0	4.4
Total	30,743	33,540	100.0	100.0

Source: Department of Education and Science

¹At ISCED 2011 levels 5 to 8 (see Appendix 1). Total excludes graduates where field of education was not stated.

Fig.4, Ireland: Third level graduates by field of study, 2016, Central Statistics Office, Photo: CSO Ireland.

There is a noticeable gender gap of young veterinarians. According to RCVS females in the age bracket of 26 to 30 years old make up 75 percent. The RCVS also reports that almost 80% of students enrolling in the veterinary degree course are female (The Vet Service, 2015). The Veterinary Council of Ireland surveyed qualified veterinary nurses. 95 percent of veterinary nurses were female and 98 percent of veterinary nursing students were female (Behaviour & Attitudes, 2016). In 2016 the Central Statistics Office composed a study into third level graduates in Ireland. 30743 males and 33540 females were surveyed. One of the fields of study investigated was agriculture, forestry, fisheries and veterinary. 418 or 1.2 percent of females work in veterinary and 639 or 2.1 percent were male compared to business and law which accounted for an average of 24 percent in each category. (Central Statistics Office, 2016).

4.2 Ireland: Third-level graduates by field of study, 2016

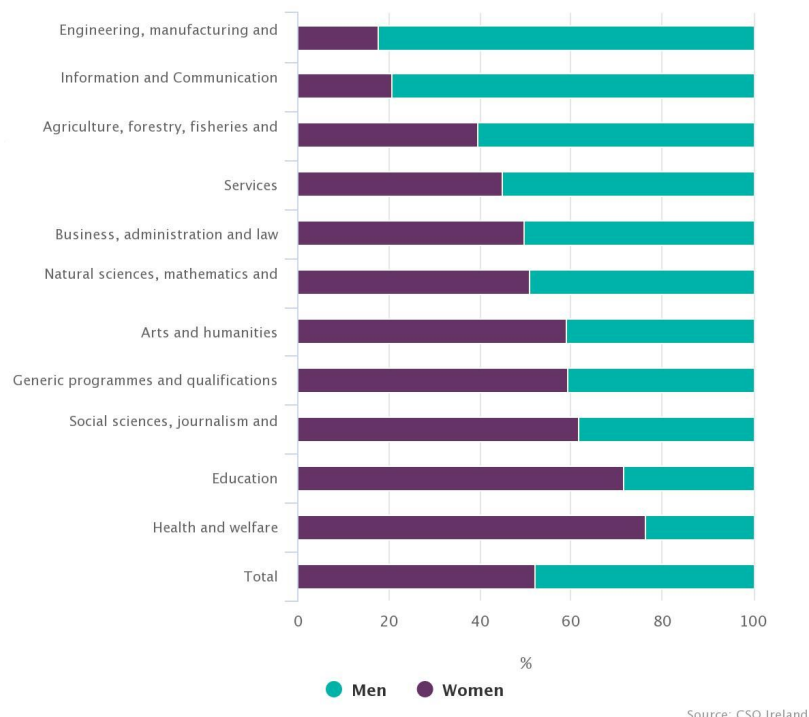


Fig.5, Ireland: Third level graduates by field of study, 2016, Central Statistics Office, Photo: CSO Ireland.

The University College Dublin has the only Veterinary Medicine course in Ireland and in 2017 was ranked 29 in the world (UCD, 2017). Tommy McGeady started in the 1960s and became the dean and lecture of Veterinary Medicine. The most substantial change he noticed was the increase in female students. “There was one female in my graduating class in 1960, but since then the numbers have gradually increased and now females make up 60% of the intake” (UCD School of Veterinary Medicine, 2017). In 2016, 103 students graduate from Veterinary Medicine, 26 percent of them were male and 74 percent were female. UCD credit themselves for having a “70/30 split between women and men in the profession” whereas “US it can be as much as 80/20 or 90/10”. (UCD School of Veterinary Medicine, 2016). In America during the 1980’s more than half of the veterinary students were male, this dropped to 28 percent by 1999 and now males only account for 20 percent (I Love Veterinary, 2017). Dr Clare Allen of Cambridge University interviewed students in their final year about what their career plans were. “The participants denied that there were any gender differences. However, this was not supported by their choices and the way that they discussed those choices, both of which were clearly gendered” (Clare Allen, 2016).

“Small animal and other companion animal work was seen as requiring more emotional, caring work, with one woman saying that she thought that women preferred small animal work because their main goal was to make sure that their patients were “happy and healthy.” In contrast, large animal work, especially in production medicine, was seen as more distanced from that kind of relational approach, and was, therefore, more appealing to the men. For example, one male participant said that farm animal practice is “all rational. There’s no emotion involved, no owners or anything... very black and white. I like that” (Clare Allen, 2016).

Veterinary has shifted from being a male-dominated profession to being female-dominated. “This process is known as feminisation in the social sciences” (Clare Allen, 2016). Feminisation is a threat to veterinary because it causes a “paradoxical effects on gender equity, and status for a profession” (Clare Allen, 2016). Social changes affect professions and alterer there place in society. Veterinary has learnt to adapt to trends before. Veterinary started when horses were used for transport. The invention of the car stunted the profession. Until they evolved into caring for agricultural animals and domestic pets (Clare Allen, 2016). One scholar that has researched why females and males choose veterinary as a profession is Dr Claire Allen from the University of Cambridge. She conducted an international study into “trends within the veterinary profession, in relation to gender balance and perception of the profession by society” (Zoetis, 2015). Her project was called “Feminisation of the Veterinary Profession - opportunity or threat?” (Zoetis, 2015). She is interested in what caused the gender shift and what will result now that veterinary is a female-dominated profession (Clare Allen, 2016). Veterinary has been linked to improving life balance. Many young veterinarians are interested in spending as much time with their families as they can. Which has led to both genders prioritising family over work which means candidates can be examined as equals. This is down to applicants being judged on merit over gender as there is a strong possibility that there will be shared maternity leave in the distant future (Zoetis, 2015). “Both men and women discussed their desire to balance work with the needs of their family life and quality of life” (Clare Allen, 2016). The paradoxical effect also “increased gender wage gap, and vertical stratification of the genders such that men are more likely to occupy the senior positions, with women filling the lower status,

less valued roles” (Clare Allen, 2016). Two negative effects that have recurred as a result of veterinary evolving into a feminised profession is “male flight and salary stagnation” (Veterinary Record). When “women move into an occupation men become less attracted to it, so it becomes a self-reinforcing cycle” (The Vet Service, 2015). According to the Veterinary Record, 83 percent of male students are interested in leadership roles and plan on owning their own practice. Research shows when students start studying veterinary, both genders plan to own their own practice. By second year their opinions differ and a noticeable divided between the two genders appears (Veterinary Record). “Areas of work more suited to women were conveyed during veterinary education and practical work experience placements which, in turn, influenced some women’s choice of veterinary practice area e.g. small animal practice (Treanor and others, 2014 cited by Veterinary Record). “It’s astonishing to think how rapidly the demographics have changed – from first female vet to a large female majority in under a century” (The Vet Service, 2015).

Conclusion

This thesis highlights the gender inequality in agriculture in Ireland and the incoming gender imbalance in veterinary. The roots of gender and the structural biases faced by females in agriculture in Ireland were investigated. Female farmers remain invisible with only 13 percent being farm owners (Central Statistics Office). Farmers sons inherit the land and the daughters marry into the land (Allison Healy, 2014). Female students only account for 11 percent of the students studying in agricultural college (Teagasc, 2017). Ireland has the lowest number of females working in the agricultural sector in all of Europe (Central Statistics Office, 2016). In 1919, the Sex Qualification Removal Act in Britain was passed which allowed women to take up professional roles like veterinary (Lora O'Brien, 2018). Aleen Cust was the first Irish female veterinarian. Since 1970 the number of female students studying veterinary has increased drastically. 76 percent of veterinary students in Ireland are female (Central Statistics Office, 2016). Veterinary is now a feminised profession. This has paradoxical effects which lead to male flight and "increased gender wage gap" (Clare Allen, 2016). The self-reinforcing cycle will cause a dramatic gender imbalance in veterinary over the next 20 years if the number of male students does not increase.

In chapter 1 the role of the son and daughter on the family farm was investigated. Eurostat study into European farmers was used to show Ireland has the lowest number of female farmers at 11.6 percent (Central Statistics Office, 2016). The Department of Justice and Equality National Strategy for Women and Girls 2017 -

2020 was researched to see how the government plans on improving the gender imbalance. The European Union reported that in 30 years there could be a “potential crisis” (European Commissions, 2017). Which has lead to multiple groups and awards showing female involvement in agriculture , like Copa Cogeca which is an innovation award for female farmers (EIP - AGRI, 2016) being introduced. Teagasc, Ireland agricultural advisory and education service was examined to show only 11 percent of agricultural students are female (Teagas, 2017).

Chapter 2 analysis the huge shift in gender over the last 40 years in veterinary. The struggles female veterinarians faced in the 1900s were examined. Central Statistics Office survey shows us 70 percent of undergraduate veterinary students are female in Ireland (Central Statistics Office, 2016). Aleen cust road to becoming Ireland's first female veterinarian was investigated. The difference between veterinary college today and in the past was presented. Research into Clare Allens “Feminisation of the Veterinary Profession - opportunity or threat?” reveals the effects of veterinary being female dominated. Allen’s research shows there is a “28 percent gender pay gap due to vertical stratification” (Clare Allen, 2016). Males acquire leadership positions while females work in practices. Gender roles assigned to male and female veterinarians was discussed in relation to small and large animal practices.

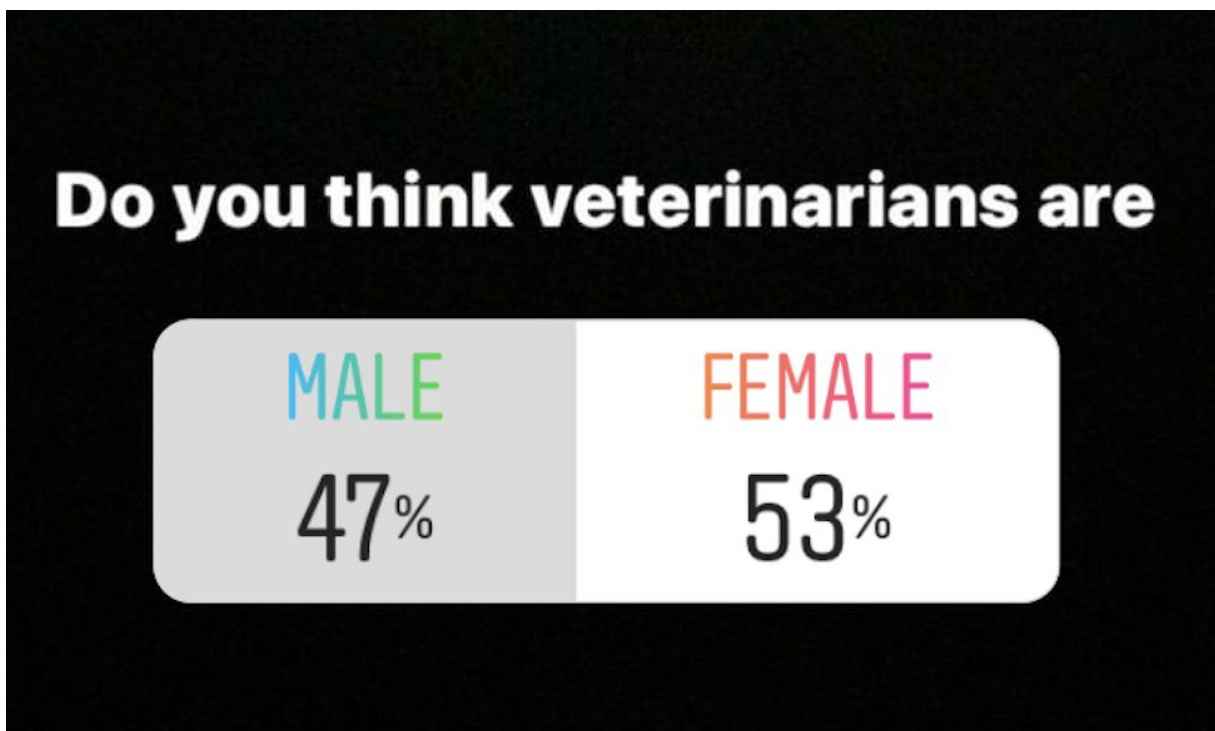
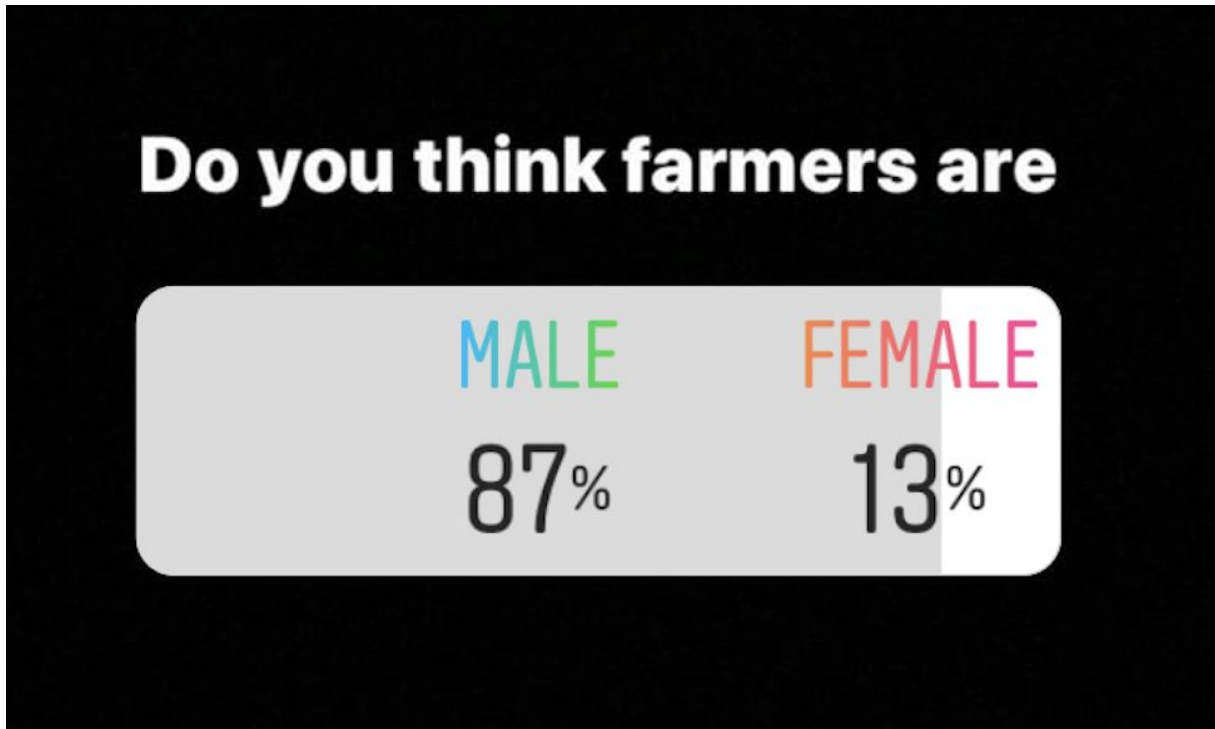
One future area of research is why is tradition valued more than gender equality in Ireland. I recently started talking to young male farmers between the age of 18 and 25 to see what their views on females in agriculture were. Each of them are farmer sons who are inheriting the land over their sisters. I asked them why they think that

is, all five responded that it was “tradition” and that is “how things are”. I questioned them further but they did not wish to participate anymore. My investigation into the roots of gender and the structural biases faced by females in agriculture is not completed yet because “the public world of agriculture and agribusiness is perhaps one of the last remaining sectors in which women seem almost entirely absent or invisible” (Byrne and Leonard 1997, pg.373).

Appendix

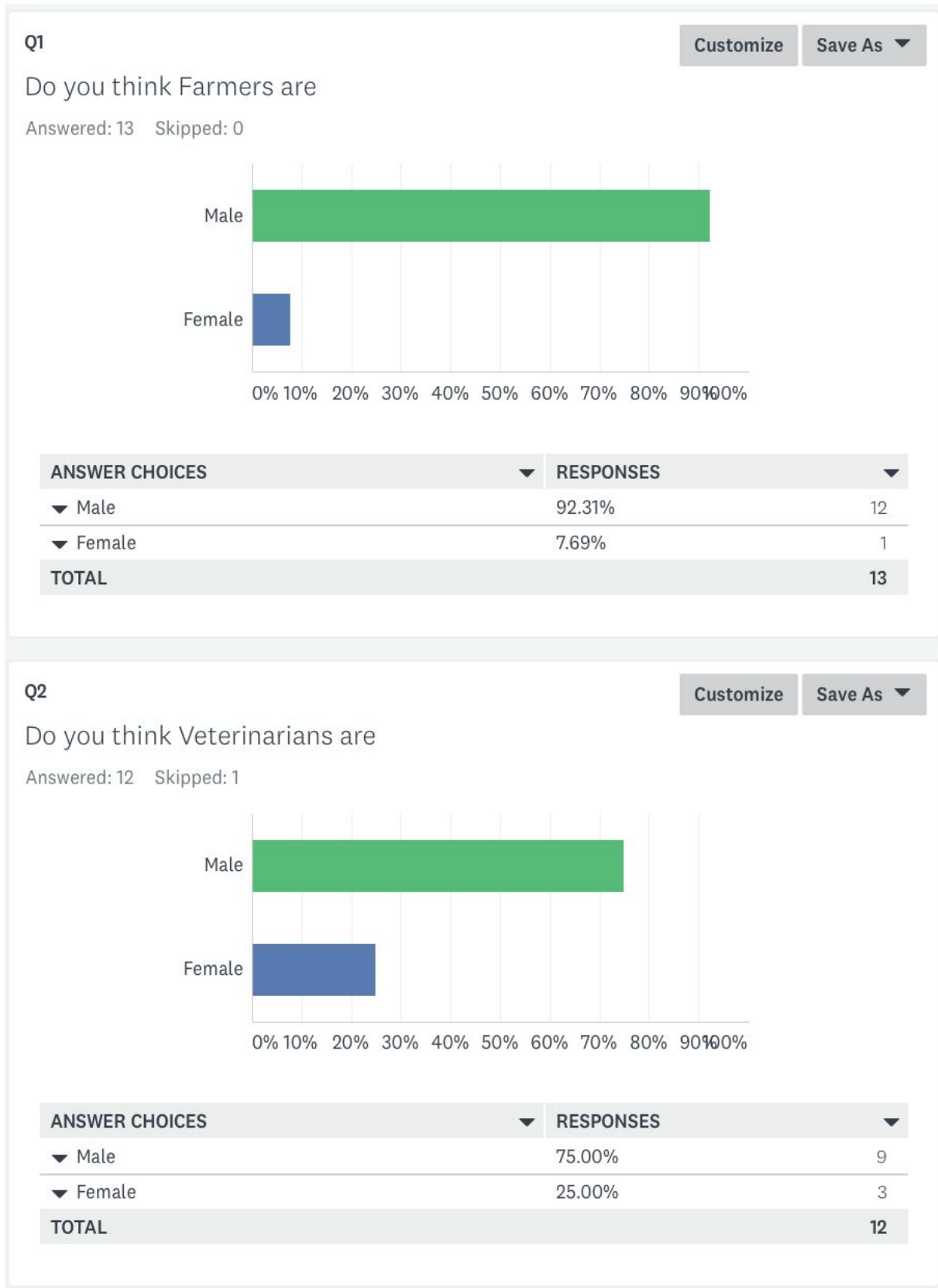
Survey 1: Gender and agriculture, 2018.

<https://www.instagram.com/stories/highlights/18019131457064373/?hl=en>



Survey 2: Agriculture in Ireland, 2018.

<https://www.surveymonkey.com/r/H37LSV2>



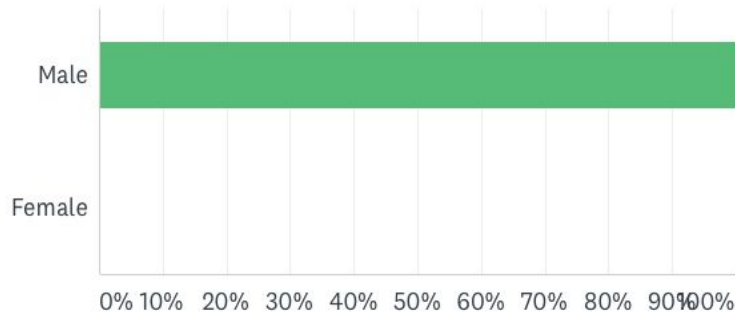
Q3

Customize

Save As ▼

Do you think the majority of farmers/ agricultural workers in Ireland are

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Male	100.00% 13
▼ Female	0.00% 0
TOTAL	13

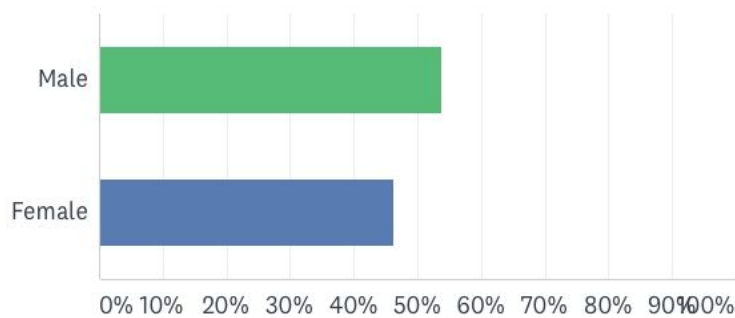
Q4

Customize

Save As ▼

Do you think the majority of Veterinarians/ Veterinary Nurses in Ireland are

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Male	53.85% 7
▼ Female	46.15% 6
TOTAL	13

Bibliography

Agriculture.gov.ie. (2018). Annual Review and Outlook for Agriculture, Food and the Marine. URL = <https://www.agriculture.gov.ie/media/migration/publications/2018/AnnualReviewandOutlook2018310818.pdf>

AgriLand. (2017). *Quiz: Have you got what it takes to marry a farmer?* URL = <https://www.agriland.ie/farming-news/quiz-have-you-got-what-it-takes-to-marry-a-farmer/>

Agroekonomik.at. (2017). *Female Farmers' Work Both On and Off the Farm in Austria*. Conference Agriculture and Food, Bulgaria June 2017. URL = https://www.agraroekonomik.at/fileadmin/download/174quendler_BG.pdf

Allen. C. (2016). *Feminisation of the veterinary profession*. University of Cambridge, Repository. URL = https://www.repository.cam.ac.uk/bitstream/handle/1810/255057/Allen-2016-The_Veterinary_Record-AM.pdf?sequence=1&isAllowed=y

Allen. C. (2018). *Time alone won't fix gender imbalances - conference told*. Agriland. URL = <https://www.agriland.ie/farming-news/diversity-needs-to-be-embraced-by-irish-agri-food-industry>

Beale. J. (1986). *Women in Ireland*. London: Macmillan Education LTD. pp. 20 - 40.

Begeny. C and Ryan. M. (2018). *Gender discrimination in the veterinary profession*. British Veterinary Association. URL = https://www.bva.co.uk/uploadedFiles/Content/News_campaigns_and_policies/Policies/Future_of_the_profession/Gender%20discrimination%20in%20the%20vet%20profession.%20BVA%20workforce%20report%20Nov%202018.pdf

Behaviour & Attitudes. (2016). *Veterinary Nurses Survey*. URL = <https://www.vci.ie/getmedia/f6dfefba-d688-4241-a1a6-8d542763630b/May-2016-Veterinary-Nursing-Survey-Report.pdf>

Byrne. A & Leonard. M.(1997). *Women and Irish society: a sociological reader*. Belfast: Beyond the Pale Publications. pp. 357 - 410.

Central Statistics Office. (2016a). *Women and Men in Ireland 2016 - Employment*.

URL =

<https://www.cso.ie/en/releasesandpublications/ep/p-wamii/womenandmeninireland2016/employment/>

Central Statistics Office. (2016b). *Women and Men in Ireland 2016 - Introduction*.

URL =

<https://www.cso.ie/en/releasesandpublications/ep/p-wamii/womenandmeninireland2016/introduction/>

Copa Cogeca. *COPA's History and Objectives*. URL =

<https://copa-cogeca.eu/Main.aspx?page=CopaHistory&lang=en>

Cunnane. C. (2016a). *Career Focus: Female Veterinary Practitioner*. That's Farming.

URL = <https://www.thatsfarming.com/news/female-veterinary-practitioner>

Cunnane. C. (2016b). *Only 13% of farmers in Ireland are female*. That's Farming.

URL = <https://www.thatsfarming.com/news/women-farmers-in-ireland>

Cunnane. C. (2017). *Ireland's Vets: Meet Fidelma Tonry*. That's Farming. URL =

<https://www.thatsfarming.com/news/irelands-vets-fidelma>

Cunnane. C. (2019). *Women in Ag: Aoife Feeney*. THATSFARMING.

URL = <https://www.thatsfarming.com/news/aoife-feeney-interview>

Department of Agriculture, Food and the Marine. (2017). *Annual Review and Outlook for Agriculture, Food and the Marine 2016 - 2017*. URL =

<https://www.agriculture.gov.ie/media/migration/publications/2017/AnnualReviewandOutlookFinal270717.pdf>

Discovering Women in Irish History. 3.2.7 *Education and training for professions*.

Womeninhistory.scoilnet.ie. URL =

<http://womeninhistory.scoilnet.ie/content/unit3/EducationAndTraining.html>

Dobree. L. (2017). *Are you husband hunting?' : The truth about being a female vet*.

URL = <https://www.telegraph.co.uk/women/life/husband-hunting-truth-female-vet>

Early. F & Hough. C. (2016). *Sons still dominate family farming inheritance*. NEWS, ABC Rural. Url =

<https://www.abc.net.au/news/rural/2016-08-17/family-farming-inheritance/7756246>

EIP-AGRI. (2016). *Inspirational ideas: European innovation prize for women farmers - EIP-AGRI - European Commission*. URL = <https://ec.europa.eu/eip/agriculture/en/news/inspirational-ideas-european-innovation-prize-women-farmers>

Eurostat. (2017a). *Statistics Explained. Farmers in the EU - statistics*. URL = https://ec.europa.eu/eurostat/statistics-explained/index.php/Farmers_in_the_EU_-_statistics

Eurostat. (2017b). *Statistics Explained*. URL = [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=File:Employment_in_agriculture_2015_\(National_Accounts\).png](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=File:Employment_in_agriculture_2015_(National_Accounts).png)

Eurostat. (2017c). *More than one third of EU farmers are female*. URL = <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/WDN-20171218-1>

European Commission. (2013a). *How many people work in agriculture in the European Union?* URL = https://ec.europa.eu/agriculture/sites/agriculture/files/rural-area-economics/briefs/pdf/08_en.pdf

European Commission. (2013b). *How many people work in agriculture in the European Union?* URL = https://ec.europa.eu/agriculture/sites/agriculture/files/rural-area-economics/briefs/pdf/08_en.pdf

European Commission. (2017a). *Future of CAP: Women and farming*. URL = https://ec.europa.eu/info/news/future-cap-where-are-all-women_en

European Commission. (2017b). *The European Network for Rural Development - Future of CAP: Who'll provide our food?* URL = https://ec.europa.eu/info/news/future-cap-wholl-provide-our-food_en

Farm Ireland. (2007). *Sometimes it's hard to be a woman*. URL = <https://www.independent.ie/business/farming/sometimes-its-hard-to-be-a-woman-26320689.html>

Farmers Journal. (2018). *Do you know the average age of an Irish female farmer?*. URL = <https://www.farmersjournal.ie/the-big-dealer-more-grants-now-that-i-have-your-attention-415918>

Finnerty. C. (2017a). *Number of female farmers dropped by 13% between 2011 and 2016*. Agriland.ie. URL = <https://www.agriland.ie/farming-news/number-of-female-farmers-dropped-by-13-between-2011-and-2016/>

Finnerty. C. (2017b). *'Role of women on family farms not fully recognised across Europe'* Agriland. URL = <https://www.agriland.ie/farming-news/role-of-women-on-family-farms-not-fully-recognised-across-europe/>

Forde. A. (2015). *Female vets earn 28% less than their male counterparts*. Agriland. URL = <https://www.agriland.ie/farming-news/female-vets-earn-28-less-than-their-male-counterparts/>

Forde. K. (2017). *Ireland's farm workforce among the oldest in Europe, with only 11% of workers women*. That's Farming. URL = <https://www.thatsfarming.com/news/ireland-stats-workforce>

Friedan. B. (1963). *The Problem That Has No Name*. The Feminist Mystique. Penguin Modern: 41. pp. 1-25. Print.

Gartland. F. (2017). *Gender pay gap is widening in Ireland, CSO figures show*. The Irish Times. URL = <https://www.agriland.ie/farming-news/diversity-needs-to-be-embraced-by-irish-agri-food-industry/>

Hall. D. (2015). *Women rising to fill professional roles in the agricultural sector*. Irish Examiner. URL = <https://www.irishexaminer.com/farming/news/women-rising-to-fill-professional-roles-in-the-agricultural-sector-319204.html>

HLB Sheehan Quinn. (2017). *Veterinary Practice Survey Report - "What you say about your sector"* URL = https://www.hlbsheehanquinn.ie/site/assets/files/2227/veterinary_practice_survey_report_2017.pdf

Irish Farmers' Association. (2016). *Basic Payment Scheme (BPS) - Irish Farmers Association*. URL = <https://www.ifa.ie/bps/#.W98COqecbu0>

I Love Veterinary. (2017). *Female Vs. Male Veterinary Doctors*. URL = <https://iloveveterinary.com/blog/female-vs-male-veterinary-doctors/>

The Irish Post. (2018). *Ireland has the least female farmers in Europe according to new figures*. URL = <https://www.irishpost.com/news/ireland-has-the-least-female-farmers-in-europe-according-to-new-figures-145632>

Haney. W & Knowles. J. (1987). *Women and Farming*. Signs, 12(4), 797-800, JSTOR. www.jstor.org/stable/3174214

Healy. A. (2014). *Women own just 12% of farms in Ireland, forum hears*. The Irish Times. URL = <https://www.irishtimes.com/life-and-style/women-own-just-12-of-farms-in-ireland-forum-hears-1.1973345>

Justice.ie (2017). *National Strategy for Women and Girls 2017-2020: creating a better society for all*. Department of Justice and Equality. URL = http://www.justice.ie/en/JELR/National_Strategy_for_Women_and_Girls_2017-2020.pdf/Files/National_Strategy_for_Women_and_Girls_2017_-_2020.pdf

Kavanagh. J. (2017). *Women in farming finding their voice*. Asaireland. URL = <http://www.asaireland.ie/womeninfarming/>

Kelly. G. (2017). *Veterinary Medicine is a woman's world*. Veterinary Money Digest. URL = <https://www.vmdtoday.com/news/veterinary-medicine-is-a-womans-world>

The Local. (2014). *Austria's young farmers a success story*. URL = <https://www.thelocal.at/20140806/austrias-young-farmers>

Merriam-webster.com. *Definition of FAMILY FARM*. URL = <https://www.merriam-webster.com/dictionary/family%20farm>

Moran. C. (2014). *10 things you should know about teagasc education course*. AgriLand. URL = <https://www.agriland.ie/farming-news/10-things-need-know-teagasc-agri-education/>

Moran. C. (2018a). *New figures show Ireland has by far the least female farmers in Europe*. FarmIreland.ie. URL = <https://www.independent.ie/business/farming/agri-business/new-figures-show-ireland-has-by-far-the-least-female-farmers-in-europe-36451722.html>

Moran. C. (2018b). *Third of farmers are over retirement age, while the number of young farmers declines*. Farm Ireland. URL = <https://www.independent.ie/business/farming/agri-business/third-of-farmers-are-over-retirement-age-while-the-number-of-young-farmers-declines-36940720.html>

O'Brien. L. (2018). *Ireland's First Female Veterinarian*. Lora O'Brien.ie. URL = <https://loraobrien.ie/irelands-first-female-veterinarian/>

Quinn-Mulligan. H. (2018). *Women farmers urged to apply for innovation awards*. Irish Farmers Journal. URL = <https://www.farmersjournal.ie/women-farmers-urged-to-apply-for-innovation-awards-342554>

Russell. J. (2008). *Living off the land: women farmers of today*. Dublin : Currach Press. Print.

Ryan. R. (2007). *Quarter of farm managers are women*. Irish Examiner. URL = <https://www.irishexaminer.com/ireland/quarter-of-farm-managers-are-women-45293.html>

Shortall. S. (2017). *Changing Gender Roles in Irish Farm Households: Continuity and Change Irish Geography*. Irish Geography. 50(2), 175–191.
URL = <http://www.irishgeography.ie/index.php/irishgeography/article/viewFile/1321/1113>

Sixsmith. L. (2014). *Farm Succession: Son or Daughter?*
URL = <http://www.lornasixsmith.com/farm-succession-son-daughter/>

Sixsmith. L. (2015). *Are you a Farmer, Female Farmer, Farmer's Wife or Famerette?*
URL = <http://www.lornasixsmith.com/farmer-female-farmer-farmers-wife-famerette>

Sixsmith. L. (2017). *Can Women Calve Cows Too?*
URL = <http://www.lornasixsmith.com/can-women-calve-cows-too/>

Sixsmith. L. (2018). *Event: Recognising Women's Involvement in Farming*. URL = <http://www.lornasixsmith.com/recognising-womens-involvement-in-farming/>

Teagasc. *About*. Agriculture and Food Development Authority.
URL = <https://www.teagasc.ie/about/>

Teagasc. (2018). *Teagasc Education Vision - meeting future needs*. URL = <https://www.teagasc.ie/media/website/publications/2018/Teagasc-Education-Vision-Report.pdf>

UCD Archives. *Identity statement for royal veterinary college of Ireland*. UCD. URL = <https://www.ucd.ie/archives/collections/universityarchives/items/collectionname.235378.en.html#accordion1>

UCD School of Veterinary Medicine. *About*. UCD. URL = <https://www.ucd.ie/vetmed/about/>

UCD. (2008). *UCD News - The transformation of women's access to higher education in Ireland*. URL = http://www.ucd.ie/news/2008/04APR08/070408_judith_harford.html

UCD. (2016). *A true 'vet'eran*. UCD School of Veterinary Medicine. URL = <https://www.ucd.ie/vetmed/newsandevents/atruéveteran/>

UCD. (2017a). *University College Dublin - QS World University Subject Rankings 2017*. URL = <http://www.ucd.ie/about-ucd/about/qsworlduniversitysubjectrankings2017/>

UCD. (2017b). *From the Archives: Remembering Professor Tommy McGeady, MVB, MRCVS*. URL = <https://www.ucd.ie/vetmed/about/alumni/alumninewsletternovember2017/fromthearchivesrememberingtommymcgeady/>

Veterinary Anthropology. *Feminisation of the Veterinary Profession*. URL = <https://veterinaryanthropology.com/gender-and-veterinary-anthropology/feminisation/>

Vet Futures. (2014). *Women in the veterinary profession*. URL = <http://vetfutures.org.uk/download/factsheets/Gender%20statistics%20about%20veterinary%20surgeons%20in%20the%20UK.pdf>

Veterinary Record. *Do young women's practice ownership aspirations change throughout the course of their veterinary studies?* Eprints.nottingham. URL = <http://eprints.nottingham.ac.uk/40689/1/why%20arent%20more%20veterinary%20practices%20owned%20or%20led%20by%20women.pdf>

The Vet Service. (2015). *Veterinary women: past, present and future*. URL = <https://thevetservice.com/veterinary-women-past-present-and-future/>

The World Bank. (2018). *Employment in agriculture, female (% of female employment) (modeled ILO estimate)*. Data.worldbank.org. URL = <https://data.worldbank.org/indicator/SL.AGR.EMPL.FE.ZS?end=2017&start=1991>

Zoetis.ie. (2015). *UCD school of veterinary medicine Zoetis veterinary seminar series*. URL = <https://www.zoetis.ie/feature-stories/posts/ucd-school-of-veterinary-medicine-zoetis-veterinary-seminar-series.aspx>