

GEM of the Month for August 2010



Dragonfly (Order *Odonata*) on foliage.
Photo courtesy of Cindy Murray.

Thanks for your contributions to this month's news digest from the perspective of AIC members.

If you have information or articles to share about gender equality mainstreaming, within your scientific organizations, gender and climate change, or gender equality and agriculture/rural development, please send them to me at Dinah.ceplis@gmail.com and I will compile them to re-distribute once a month.

Best wishes,

Dinah Ceplis, GEM Committee Member

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Job Posting: Gender & Agriculture Specialist

<http://www.icrw.org/careers/gender-and-agriculture-specialist>

The gender and agriculture specialist will work as part of a team, and independently with International Center for Research on Women ICRW’s economic development group to implement activities related to gender in the emerging reemphasis on agriculture in development. S/he will undertake policy and program research; program-related activities pertaining to the

design, implementation and evaluation of agricultural development projects and design and implementation of gender and agriculture training. S/he will contribute to further conceptual development and fundraising on the key thematic area of gender and agriculture, and its integration with the team's broader portfolio of work on gender and assets, microfinance and enterprise development and across ICRW's portfolios in areas such as HIV/AIDS, gender-based violence and adolescent girls.

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Call for papers: Arborvitae - November 2010 special issue on forestry and gender

<http://genderfoodpolicy.wordpress.com/2010/07/18/call-for-papers-arborvitae-november-2010-special-issue-on-forestry-and-gender/>

Arborvitae is the official newsletter of the IUCN Forest Conservation Programme (FCP). The mission of FCP is to influence, encourage and assist societies throughout the world to conserve biological diversity in forests and tree-dominated landscapes and ensure that the use of forest resources is equitable and ecologically sustainable. The newsletter Arborvitae follows this mission, and covers the most important issues currently affecting how forest resources are used and governed. You can view previous issues at www.iucn.org/forest/av

The November 2010 issue of Arborvitae (published by IUCN) will focus on forestry and gender issues. The objective of this publication will be to provide information that will improve forestry practices through gender mainstreaming.

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Gender and REDD

<http://www.reddtz.org/images/100610/redd%20and%20gender%20presentation%20wocan.pdf> (this is a PowerPoint of the paper)

http://www.wocan.org/files/all/gender_differentiated_impacts_of_redd_final_report1.pdf (this is the paper itself)

Challenges to Gender and REDD identified by WOCAN <http://www.wocan.org/> include:

1. Insecure tenure
2. Inequitable governance
3. Inequitable compensation benefits
4. Weak capacities

Opportunities identified include:

1. Improve rural livelihoods
2. Promote sustainable development
3. Redress existing inequalities

Case studies include references to Nepal and Ghana.

A framework for gender mainstreaming includes the following four elements:

1. generating political commitment
2. developing technical expertise for gender
3. developing mechanisms for accountability
4. addressing organizational cultures to ensure against institutional gender blindness.

See the WOCAN publications section for additional articles on gender and climate change
<http://www.wocan.org/documents/category/default-webtree-content.html>

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Association of Women Soil Scientists

<http://www.womeninsoils.org/about.html>

The Association of Women Soil Scientists (AWSS) is a 501(c)(6) non-profit organization of women and men in soil science who support these goals:

1. To establish and maintain high standards for professional women soil scientists;
2. To promote and enhance communication among professional soil scientists;
3. To promote a dialogue of soil information and to encourage an interchange with other technical and scientific communities;
4. To promote better understanding of the role of soil scientists;
5. To provide assistance and encouragement for women in non-traditional fields and for women seeking employment in the field of soil science.

The organization has grown since its inception in 1981 when one female soil scientist contacted 11 other soil scientists to promote networking for women working in isolated locations. The next meeting of AWSS will be held in association with the 2010 International ASA-SSSA-CSA Annual Meetings in Long Beach, California on October 31 – November 4, 2010.

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The Committee on Science, Engineering, and Public Policy (COSEPUP)

<http://sites.nationalacademies.org/PGA/COSEPUP/index.htm>

The Committee on Science, Engineering, and Public Policy formed the Committee on Maximizing the Potential of Women in Academic Science and Engineering and charged it to recommend methods for achieving that goal. The committee's mandate was to gather and analyze the best available information on the status of women in academic science and engineering and to propose ways of putting their abilities to the best use.

Specifically, the committee was charged with the following:

1. To review and assess the research on gender issues in science and engineering, including innate differences in cognition, implicit bias, and faculty diversity.
2. To examine institutional culture and the practices in academic institutions that contribute to and discourage talented individuals from realizing their full potential as scientists and engineers.
3. To determine effective practices to ensure that women who receive their doctorates in science and engineering have access to a wide array of career opportunities in the academy and in other research settings.
4. To determine effective practices for recruiting women scientists and engineers to faculty positions and retaining them in these positions.

5. To develop findings and provide recommendations based on these data and other information to guide faculty, deans, department chairs, and other university leaders; scientific and professional societies; funding organizations; and government agencies in maximizing the potential of women in science and engineering careers.

The product of this work is the following report, **Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering** (2007).

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Beyond Bias and Barriers

Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering (2007)

http://www.nap.edu/openbook.php?record_id=11741&page=1

This 318 page book, published by the Committee on Science, Engineering, and Public Policy through The National Academies Press is available online. See the Recommendations section.

The United States economy relies on the productivity, entrepreneurship, and creativity of its people. To maintain its scientific and engineering leadership amid increasing economic and educational globalization, the United States must aggressively pursue the innovative capacity of all its people—women and men. However, women face barriers to success in every field of science and engineering; obstacles that deprive the country of an important source of talent. Without a transformation of academic institutions to tackle such barriers, the future vitality of the U.S. research base and economy are in jeopardy. *Beyond Bias and Barriers* explains that eliminating gender bias in academia requires immediate overarching reform, including decisive action by university administrators, professional societies, federal funding agencies and foundations, government agencies, and Congress. If implemented and coordinated across public, private, and government sectors, the recommended actions will help to improve workplace environments for all employees while strengthening the foundations of America's competitiveness.

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Balancing Gender

<http://www.nature.com/naturejobs/2010/100715/full/nj7304-401d.html>

This report suggests how European scientists can reduce gender inequities.

Steps can be taken to address gender inequities in European science, according to a report released last month by the European Commission-supported genSET project. The report calls for gender diversity in grant-selection panels, better awareness of salary-negotiation tactics, procedures that cater to dual-career couples, and institutional public-relations activities that consistently include women (for example, in promotional campaigns for new jobs). The report also recommends reducing teaching for those with heavy administrative workloads, focusing assessments on quality of research rather than quantity, and developing better ways to encourage women to apply for scientific posts. The €1.03 million (US\$1.3 million) genSET project will be completed in 2012.

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genSET - gender in science

<http://www.genderinscience.org/index.html>

genSET is an innovative project aiming to improve the excellence of European science through inclusion of the gender dimension in research and science knowledge making. It is a forum for sustainable dialogue between European science leaders, science stakeholder institutions, gender experts, and science strategy decision-makers, to help implement effective overall gender strategies.

The dialogue has five areas of focus:

- 1) Gender equality in recruitment, advancement and retention;
- 2) Gender equality in assessment and recognition of abilities and work;
- 3) Gender in research process, context, values and directions;
- 4) Gender analysis in science knowledge-making;
- 5) Gender dimension as part of science excellence value system.

The thirteen recommendations from science leaders are available in a summarized form at http://www.genderinscience.org/downloads/genSET_Leaflet_with_recommendations.pdf

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Gender stop-gaps

<http://www.nature.com/naturejobs/2010/100610/full/nj7299-832a.html>

Published in *Nature* **465**, 832-833 (9 June 2010) | 10.1038/nj7299-832a

Women are still underrepresented in academic science, and universities are struggling to do something about it. But there are efforts afoot, reports Robin Mejia. For example:

- Universities are attempting to address these shortcomings (see 'Increasing gender diversity of the candidate pool'). Some have sought policies to make the academic track more family-friendly, such as pausing the tenure clock after the birth of a child. Others have made a concerted effort to broaden faculty searches or offer mentoring programmes. Such moves should provide new solutions to an old problem — especially for those candidates who know that these options exist.
- Simply having a woman on a search committee led to more women being interviewed for a position.
- Men and women both had better grant-application success rates when they had mentors, but the difference was more pronounced for women: 68% of female assistant-professors without a mentor received grant funding, compared with 93% of those with a mentor.

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Gendering excellence in technological research

Gendering excellence in technological research: A comparative European perspective

<http://www.scopus.com/inward/record.url?eid=2-s2.0-77953632383&partnerID=40&md5=6fff3041436618e8f94812a94a088807>

Source: Journal of Technology Management and Innovation, 5 (1): 127-139 2010

Abstract

Gender patterns in technological and engineering research careers were explored in the EU funded 13-country study PROMETEA in 2005-2007, including old and new EU member states, and Serbia, the Russian Federation and Chile. Drawing from this study, the article analyses the gendering of key arenas of excellence in technological and engineering research from a comparative international perspective, with a focus on research funding, publishing, scientific prizes and awards, and patents. **A central challenge for gender-sensitive science and research policy is how to combine the promotion of scientific excellence with the promotion of gender equality.** Exploring the gendering of excellence in technology and engineering research is of special interest because of the strong position this field enjoys in national, European and international research policy and in national research policies, and also because it continues to be the most male-dominated research field. Furthermore, the article discusses methodological challenges of this type of comparative research.

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Canada's \$200-million lure pulls in 19 big-name researchers

<http://www.theglobeandmail.com/news/politics/canadas-200-million-lure-pulls-in-19-big-name-researchers/article1572362/>

A \$200-million international recruitment drive is bringing 19 leading researchers to Canadian campuses with multimillion-dollar grants that are setting off alarm bells over a potential brain drain in other countries. The researchers – half recruited from the United States, with four from Britain and the rest from Germany, France and Brazil – will each receive \$10-million over seven years as the first group of Canada Excellence Research Chairs. They represent Ottawa's most forceful effort yet to signal its commitment to big science, something critics say has been badly lacking....In all, 13 universities will welcome these scientists to their campuses, most with colleagues and graduate students in tow. As part of the recruitment package, several of their spouses were offered academic posts at their new campuses as well. ...There also is not a single female researcher among the 19 spots, an indication of how few women hold senior positions in science and engineering, the fields that dominate the winning entries.

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Human Rights Complaint concerning the Canada Research Chairs Program

http://www.unb.ca/par-l/CRC_index.htm

From 2001, with the announcement of the first round of Canada Research Chairs appointments, women across the country have protested the lack of attention to equity. PAR-L has played a prominent role in sharing information and gathering support for action. A human rights complaint was laid before the Canadian Human Rights Commission in Ottawa in 2003 by eight women from across the country against Industry Canada. We reached a negotiated Settlement Agreement in 2006.

Since that time, a new Canada Excellence Research Chairs program was launched; its first 19 appointments, made in May 2010, have gone exclusively to men.

PAR-L (Policy, Action, Research List) is a bilingual, electronic network of individuals and organizations interested in women-centred policy issues in Canada. It is a support for the community of feminist researchers and activists in Canada and Québec.

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Number of Research Chairs in Canada, by gender

http://www.chairs-chaire.gc.ca/about_us-a_notre_sujet/statistics-satistiques-eng.aspx

See Program Statistics and links to Governance and Publications.

Total number of Chair allocations (filled and vacant)	2000
Number of participating universities	72
Number of female chair holders (as of 2010-03-26)	461 (25%)
Number of male chair holders (as of 2010-03-26)	1,373 (75%)

For more information on how the program allocates Chairs to each university, visit the section [Method of allocating Chairs](#).

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Ivory Towers: Feminist Audits

<http://fedcan.ca/content/en/333/ivory-towers.html>

The Canadian Federation for the Humanities and Social Sciences compiles an annual postcard of statistical data on women and other equity groups. Since 2001, data has been collected from CAUT and Statistics Canada to measure trends in:

1. women's critical mass at the Bachelor's, Master's, and PhD level in the student body;
2. women's representation amongst senior academic administrators and in major research initiatives such as the Canada Research Chairs program;
3. the gender-based faculty wage gap;
4. academic women's "baby gap"; and
5. the number of Aboriginal faculty teaching at universities and colleges across Canada.

See the most recent (2007) Postsecondary Pyramid Equity Audit at <http://fedcan.ca/images/File/PDF/Policy%20Work/pyramid%202007.pdf>.

UN Women

<http://www.un.org/apps/news/story.asp?NewsID=35224&Cr=gender&Cr1=>

July 2, 2010: In a bid to accelerate the empowerment of women, the General Assembly of the United Nations voted unanimously to create a dynamic new entity merging four United Nations offices focusing on gender equality to form a new agency, the UN Entity for Gender Equality and the Empowerment of Women, to be known as UN Women.

The new body will merge four of the world body's agencies and offices: UN Development Fund for Women (**UNIFEM**), the Division for the Advancement of Women (**DAW**), the **Office** of the Special Adviser on Gender Issues, and the UN International Research and Training Institute for the Advancement of Women (**UN-INSTRAW**).

UN Women is set to have an annual budget of at least \$500 million – double the current combined resources of the four agencies it will comprise.

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GenderCC – women for climate justice

<http://www.gendercc.net/>

GenderCC – women for climate justice is the global network of women and gender activists, and gender experts from all world regions working for gender and climate justice.

See the recent newsletter at http://www.gendercc.net/network/forum-news-and-debates/news-details/article/register-to-the-gendercc-newsletter/83.html?no_cache=1

Goals

The main goal of GenderCC – Women for Climate Justice is integrating gender justice in climate change policy at local, national and international levels. GenderCC is working to achieve gender and climate justice by:

1. Raising awareness and building capacity relating to gender and climate issues among decision-makers and others working on climate change in order to achieve improved policies;
2. Raising awareness and building capacity relating to gender and climate issues among women (and men) worldwide in order to increase pressure on policy-makers for effective mitigation and adaptation;
3. Increasing the global knowledge base on gender and climate issues through research, action learning and frequent knowledge exchange to identify a growing host of options for most effective mitigation and adaptation
4. Developing more effective climate protection and adaptation through empowering women and men to make maximum, active contributions to mitigation and adaptation measures, while denouncing the disproportionately negative impacts imposed on women by false solutions;
5. Increasing the participation of women in the formal policy making process, including grassroots women;
6. Raising awareness and capacity building on gender and climate change issues among youth and children;
7. Bridging the gap between local action and decision making by bringing local experiences to the decision making levels through advocacy and lobbying;
8. Strengthening the capacity of the GenderCC members to effectively participate in climate change negotiations through training, facilitating sharing of information and experiences;
9. Enhancing collaboration and cooperation on gender and climate issues at local, national, regional and international levels.

Female farmers dominate post-harvest management in Ghana

<http://www.ghanabusinessnews.com/2010/05/14/female-farmers-dominate-post-harvest-management-in-ghana-report/>

Female farmers dominate post-harvest management in Ghana, according to a research by Ghana Agricultural Union Workers (GAWU) with assistance from Canadian International Development Agency (CIDA). Dr. Collins Osei of the Kwame Nkrumah University of Science and Technology (KNUST) called for special initiatives for women processors, traders and increase in the number of women extension workers, especially in areas where cultural practices prevented men from communicating directly with women.

The research was to assess the social and economic profile of farmers, especially women and how post-harvest losses affected their livelihood.... It recommended that women should be encouraged to participate in discussions on issues concerning post-harvest management. The research said policies on post-harvest management should incorporate gender roles and needs into agricultural training programmes offered to extension workers to minimise losses especially to women.

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2009 African Women's Report

2009 African Women's Report: Measuring Gender Inequality in Africa: Experiences and Lessons from the African Gender and Development Index

[http://www.reliefweb.int/rw/lib.nsf/db900sid/EGUA-86XQZT/\\$file/uneca-women-oct09.pdf?openelement](http://www.reliefweb.int/rw/lib.nsf/db900sid/EGUA-86XQZT/$file/uneca-women-oct09.pdf?openelement)

The United Nations Economic Commission for Africa (UNECA) presents one of its flagship publications, the 2009 **African Women's Report**. The 262 page report's theme: *Measuring Gender Inequality in Africa: Experiences and Lessons from the African Gender and Development Index*, is opportune as African countries are being urged to improve their statistical systems and data collection methods to respond to development concerns. This includes the need to accelerate gender equality in the social, economic and political fields. The central message of the report is that gender equality cannot be adequately implemented and monitored without appropriate data.

The African Gender and Development Index (AGDI) seeks to invigorate gender statistical data collection in Africa as a monitoring tool of progress being made in implementing global, regional and sub regional commitments on gender equality.

See Chapter 6 on *Access to Economic Opportunities and Resources* for some gender sensitive indicators related to agriculture.

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Practical measures to address critical issues facing women farmers

<http://www.guardian.co.uk/katine/katine-chronicles-blog/2010/may/26/women-farmers>

In May 2010, the US government published its initiative to combat global hunger and improve food security, which emphasized the important role women play in meeting the challenge. Rekha Mehra and David Kauck, from the International Center for Research on Women, explain what needs to happen for the government's ideas to be realized.

More than three decades of work on women and agriculture at the International Center for Research on Women (ICRW) suggests that improving women farmers' access to appropriate resources, technologies, markets and land will pay multiple dividends in the form of increased agricultural productivity and, ultimately, improved household nutrition. In fact, according to the US state department's, Global Hunger and Food Security Initiative consultation document, economic output could be

increased by 15%-40% and under-nutrition reduced by 15 million children by providing women with assets equal to those of men.

ICRW has ideas and recommendations about the "how to" based on our research and through talking directly with women farmers in developing countries. Here are our six recommendations:

1. Public and private sector initiatives must embrace women as economic agents of change.
2. Commit dedicated financial resources to address the needs of women farmers.
3. Address the obstacle of property rights.
4. Provide access to material and financial resources to women farmers.
5. Encourage women farmers' leadership and build farmer associations that include or are dedicated to women farmers.
6. Introduce innovations to improve the productivity of women farmers and control income from their sales.

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Better Data Key to Supporting Women Farmers

<http://www.globalissues.org/news/2010/05/20/5677>

An accomplished farmer who won the coveted Woman Farmer of the Year Award in 2008, Thabile Dlamini-Gooday wants to uplift the standard of other women in agriculture. She believes that if women farmers were to work together they could fight hunger and significantly reduce poverty among themselves. But she faces one big challenge. 'Women farmers are difficult to find because we don't know one another,' says Dlamini-Gooday.

Often she runs out of stock and would like to refer her customers to other women farmers. But men end up taking the business because there is no national sex-disaggregated database to help her identify her female counterparts and the kind of products they sell. Read the rest of the story at the link, and see the FAO agri-gender statistics toolkit.

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Agri-Gender Statistics Toolkit

<http://www.fao.org/gender/agrigender/en/>

African governments now have the tools to conduct such surveys, thanks to the FAO. The U.N. agency has devised an Agri-Gender Statistics Toolkit that will help countries gather more information on differences between men and women in agriculture and contribute to agricultural development. Launched in April 2010, the toolkit provides the analytical framework needed to collect data on the nature of women and men's agricultural work, their access to resources and exposure to food insecurity.

See the Questionnaire Tools and the Tables for presenting information. *Please let me know if this tool could be of use for international project data record-keeping.*

Global Forum on Food Security and Nutrition

http://km.fao.org/fsn/fsn-home/en/?no_cache=1

The Global Forum on Food Security and Nutrition (FSN Forum) is a community of practitioners currently reaching more than 2000 members from across the world's five continents. Here you can interact and exchange knowledge on food security and nutrition through online discussions. The Forum is facilitated by FAO's Agricultural Development Economics Division.

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Girls Speak: A New Voice In Global Development

<http://www.icrw.org/publications/girls-speak-new-voice-global-development>

The report itself is located at <http://www.icrw.org/files/publications/Girls-Speak-A-New-Voice-In-Global-Development.pdf>.

From the International Center for Research on Women (ICRW), a recent report is available on girls in global development. Girls have a fundamental right to be heard, valued and respected. Moreover, by listening to girls' voices, policymakers and program managers can help bridge the gaps between girls' aspirations and their actual experiences. In this report, the authors outline six themes that arise from girls' aspirations, including the desire to be healthy and educated with viable livelihoods and career opportunities, financial security and independence; and to marry and have children at the appropriate time. Underlying all the themes is one universal: a shared inability to make decisions about their own lives even though they know what they need. This report also builds on girls' voices in ways that make them more accessible to policymakers and programmers. The recommendations call for families, communities and development efforts that create an environment where girls can thrive.

For programmers

1. Amplify girls' voices in their communities.
2. Build a network of advocates and mentors for girls.
3. Alleviate the time burden that domestic chores place on girls.

For policymakers

4. Address the needs of girls in infrastructure projects.
5. Expand laws, policies, and services for violence against women to include younger ages.
6. Track expenditures on services girls need to thrive.
7. Make local resources and institutions more available to girls.

For donors

8. Listen to girls and learn about their aspirations.
9. Make commitments that invest in long-term change.

For all levels

10. Formally recognize girls as citizens.

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Are we Ignoring a Vital Resource?

Are we Ignoring a Vital Resource? Reaching African Women Farmers with Productivity-Enhancing Technologies

<http://genderfoodpolicy.wordpress.com/2010/07/21/presentation-borlaug-symposium-2010/>

From the Borlaug Symposium 2010, this PowerPoint presentation identifies the following promising approaches and strategies for reaching women farmers to increase production, improve food security and enhance income:

1. Strengthen extension, advisory services, market information delivery to women farmers.
2. Improve poor women's access to fertilizer and credit.
3. Strengthen land and water rights for poor women farmers.
4. Involve women at all levels in priority-setting, research, extension and evaluation.

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Gender, Climate Change and Health

Gender, Climate Change and Health – Draft Discussion Paper by the World Health Organization

http://www.who.int/globalchange/publications/reports/final_who_gender.pdf

In this paper, available information on the differential links between climate change and the health of women and men has been collated and analyzed through the perspectives of: (a) direct and indirect health consequences; and, (b) the possible interaction of biological and social risk factors in determining these impacts. The overall aim of this work is to provide a framework for gendered health risk assessment and adaptation/mitigation actions in relation to climate change.

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Progress of the World's Women 2008/2009

Progress of the World's Women 2008/2009: Who answers to women? – Gender and Accountability.

<http://www.unifem.org/progress/2008/>

The report itself is located at http://www.unifem.org/progress/2008/media/POWW08_Report_Full_Text.pdf (note that it is 5 MB in size).

This report argues that realizing women's rights and achieving the Millennium Development Goals depends on strengthening accountability for commitments to women and gender equality. The report argues that women's empowerment and gender equality are drivers for reducing poverty, building food security, reducing maternal mortality, safeguarding the environment, and enhancing the effectiveness of aid.

See Part II in the report on Millennium Development Goals and Gender (page 116) or see the link to MDG's and Gender at <http://www.unifem.org/progress/2008/mdgsGender.html>.

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AWARD Fellowship winners announced

AWARD Fellowship highlights critical role of African women in agricultural research

http://www.genderdiversity.cgiar.org/AWARD/GD%20News96_AWARD2010_Special%20Issue_full%20story.pdf

A passion fruit pathologist, a catfish breeder, and a pigeon pea researcher are among the 60 outstanding women agricultural scientists from 10 African countries who received a fellowship on July 27 from African Women in Agricultural Research and Development (AWARD). The fellowship will help these top researchers strengthen their research and leadership skills, and enhance their contributions to poverty alleviation and food security across the continent.

See the names of the AWARD winners at

http://awardfellowships.org/~awfellow/images/stories/award/downloads/2010%20Fellows_research%20areas.pdf.