

GEM Digest of the Month for April 1, 2014

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Note the new address!



Women evaluating improved cook stoves at Ukiriguru, Tanzania. Photo courtesy of D. Ceplis.

The Gender Equality Mainstreaming (GEM) Working Group of the Agricultural Institute of Canada (AIC) gathers information and articles on an ongoing basis on gender equality mainstreaming within agriculture, scientific research, rural development, climate change and organizational development. Information is shared with members, partners, scientific societies and member organizations. The views and opinions presented are not necessarily representative of AIC.

If you have information to share, please send it to dinah.ceplis@gmail.com to compile and re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

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With March designated as International Women’s Day/Week/Month, the number of articles and reports grows. That’s partially why this month’s issue is longer than usual. Thanks also to this month’s contributors.

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Opportunities and Upcoming Events

1. ICAN-WISE Scholarship

You can view the newsletter at

http://gallery.mailchimp.com/68cc4adf18fdf7789e424d047/files/Newsletter_Vol_3_Iss_2_Mar_2014_FINAL.pdf

<http://cwse-prairies.us7.list-manage.com/track/click?u=68cc4adf18fdf7789e424d047&id=571df1f81d&e=b6ffdd51ca> or on

our Facebook Fan Page at <https://www.facebook.com/pages/CWSE-Prairies-Chair-for-Women-in-Science-and-Engineering/122236287886586>.

The ICAN-WISE Scholarship will help facilitate women to form mentee - mentor academic research collaborations in natural sciences and engineering. Two ICAN-WISE scholarships are available for 2014. Each scholarship is valued at \$6,000. Please refer to our newsletter for details on how to apply. Application deadline is **April 2, 2014** midnight.

Student application forms can be downloaded from <http://www.cwse-prairies.ca/node/1118>

The committee will use three criteria in choosing the successful applicants:

- The excellence of the justification provided by the applicant. [50%]

- The academic marks the applicant obtained in courses that are in natural sciences or engineering fields. [25%]
- The uniqueness of the mentee-mentor research opportunity. For example: cross-departmental or cross-university mentor-mentee opportunities are encouraged; research that impacts the well-being of Aboriginal communities in the Prairies is encouraged; Applications from First Nation, Métis or Inuit students are encouraged. [25%]

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2. Advancing Women – Women in Agriculture Conference

<http://www.advancingwomenconference.ca/>

Women make a significant contribution to Canadian agriculture, but it requires special skills to be a leader in an industry. Agriculture is rich with successful women. We want to connect those successful women with others. We believe opportunities for women in agriculture have never been better! To help women capitalize on these opportunities, Iris Meck Communications has created a conference where women can sharpen their skills and share their inspirational gifts. On **Monday, April 28 and Tuesday, April 29, 2014**, *Advancing Women* will be held in **Calgary, Alberta**, the first in a series of workshops, conferences and forums. Our goal is to bring together over 300 participants and 10+ powerful speakers to discuss, share and collaborate on women's opportunities.

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3. Workshop on Effective Communication for Women in SETT

<http://cwse-prairies.ca/>

The Canadian Centre for Women in Science, Engineering, Trades and Technology (WinSETT Centre), with support from the NSERC Chairs for Women in Science and Engineering National Network, is pleased to offer a special day-long pre-CCWESTT Conference workshop. The Effective Communication for Women in SETT Workshop will be held on **Wed. May 21**, 8:30 to 4:30 at the Ramada Hotel in **Regina**. Senior post-secondary students, early to mid-career women in STEM, or more experienced professionals will benefit from this workshop.

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4. Canadian Coalition of Women in Engineering, Science, Trade & Technology conference

<http://www.cwestt2014.ca/>

Registration for the Canadian Coalition of Women in Engineering, Science, Trade and Technology conference is now open. The CWESTT Conference will be held in **Regina, Saskatchewan** on **May 22-24, 2014** with a conference theme, *Open Opportunities: Mentoring the Future*.

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This Month's News

1. Two Sisters

http://www.agcanada.com/2014/03/two-sisters?sidebar=browse&utm_source=AGCanada.com+Newsletter&utm_campaign=9e2edd5631-editors-choice_mar7&utm_medium=email&utm_term=0_6452d60ad7-9e2edd5631-87231741

Brooke Aitken farms. Her sister Sarah Tkachuk is a farm adviser in the city. Together, they're the story of a changing agriculture. Brooke holds a Master of Science degree in animal behaviour and farms 400 ewes, 100 commercial cattle, and about 200 acres of organic cropland with her parents and boyfriend in Saskatchewan. Issues include succession planning, decision-making, and farm transfer, and financially supporting all farming partners.

Refer to the link for the complete article.

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2. CWSE – Prairies March Newsletter

You can view the newsletter at

http://gallery.mailchimp.com/68cc4adf18fdf7789e424d047/files/Newsletter_Vol_3_Iss_2_Mar_2014_FINAL.pdf

<http://cwse-prairies.us7.list-manage.com/track/click?u=68cc4adf18fdf7789e424d047&id=571df1f81d&e=b6ffdd51ca> or on the Facebook Fan Page at <https://www.facebook.com/pages/CWSE-Prairies-Chair-for-Women-in-Science-and-Engineering/122236287886586>.

This month's issue includes:

- Enhancing Indigenous Content to Promote Science to Youth
- "Make Your Move" On International Women's Day
- Congratulations to Karin Rose and Sirajum Munira!
- NSERC Awards Ceremony in Rideau Hall, Ottawa
- Prairie Chair Participates in Western Vice-Presidents (Academic) and Provosts and Vice- Presidents (Research) Conference
- Workshop on Effective Communication for Women in SETT

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3. Conference on Agricultural Investment, Gender and Land in Africa

<http://www.future-agricultures.org/research/land/7920-call-for-participation-agricultural-investment-gender-a-land-in-africa#.UxT4B2-YbIU>

Conference on Agricultural Investment, Gender and Land in Africa - Towards inclusive, equitable and socially responsible investment

This conference, held on March 5 to 7, 2014 in Stellenbosch (Cape Town), South Africa, aims to promote an open exchange of experiences and evidence-based knowledge on the implications of public and private agricultural investments for rural livelihoods, gender relations, and social differentiation.

The conference will feature research findings by a range of institutions and networks, that document and analyse diverse land-based investments and the related business models, investment partnerships, community impacts and community responses. The purpose is to critically review existing investment practices as well as relevant policy and institutional set-ups in order to identify good and bad practices, promising strategies, approaches and policy measures that can be promoted and adapted to national contexts to foster inclusive, equitable and socially responsible investment that respect the rights of local communities and promote economic growth within a framework of social and gender equality.

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4. Ghana's Small Women's Savings Groups Have Big Impact

<http://www.ipsnews.net/2014/02/ghanas-small-womens-savings-groups-big-impact/>

DENUGU, Ghana, Feb 28 2014 (IPS) - Dunwaa Soayare, 45, a smallholder farmer, widow and mother of five had the sort of economic profile that meant she was denied access to credit from Ghana's mainstream banking institutions.

She had no collateral, no bank account and found it impossible to provide three meals a day for her children, let alone ensure that they stayed in school.

But after joining the Asong-taaba Women's Group, a cooperative in Denugu, Upper East Region, northern Ghana, her life has changed dramatically. Not only has she been able to provide for her family by moving them from their mud hut into the brick house she built, she's also been able to provide tertiary education for children and has seen two of them qualify as teachers.

Refer to the link for the complete article.

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5. Increasing Credit for Women & Girls: Women's World Banking

<http://blogs.worldwatch.org/nourishingtheplanet/increasing-credit-for-women-girls-women%e2%80%99s-world-banking-africa-agriculture-banking-cash-flow-development-%e2%80%93food-security-mary-ellen-iskenderidan-microfinance/>

The ability to improve women's access to credit has been proven to increase production in agriculture, improve food security, and the livelihoods of their families. In an interview with Dr. Mary Ellen Iskenderian, President and CEO of Women's World Banking, she explains how important it is to train banking institutions to provide micro-financing products that are adaptive to rural communities and the particular needs of women.

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6. Time Poverty and Women's Unpaid Work

<http://www.ipsnews.net/2014/03/op-ed-care-imperative/>

UNITED NATIONS, Mar 3 2014 (IPS) - As the debate about a future global development agenda to succeed the Millennium Development Goals in 2015 gathers pace, there is broad agreement that gender equality and women's empowerment are crucial components.

A growing body of robust evidence shows that countries that have achieved greater gender equality in employment and education also report higher rates of human development and economic growth, while women's empowerment is increasingly seen as central to reducing poverty and better public health outcomes.

Many proponents of gender equality seek to pursue this goal by promoting women's access to work and entrepreneurship opportunities, and increasing women's political participation. All too often, however, these initiatives overlook a fundamental structural cause of gender inequality: women's overwhelming responsibility for unpaid care work in homes and communities all over the world.

Unpaid care work is the cooking, cleaning and direct care of persons that keeps our societies and workforces running; in many developing countries it includes fetching water and fuel for domestic consumption. The time demands are enormous.

Refer to the link for the complete article.

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7. AWARD Advanced Science Training Competition

<http://www.awardfellowships.org/news-and-events/award-news/962-award-announces-winners-of-advanced-science-training-competition.html>

AWARD has selected 28 outstanding women agricultural scientists as winners of this year's advanced science training competition, which will enable them to conduct research at some of the world's best facilities, or study at renowned centers of academic excellence, supported by AWARD and its science partners.

The successful contestants were chosen from among 52 impressive entries submitted by current AWARD Fellows with post-master's or post-doctoral degrees. Of the 28 winners, 17 will undertake research attachments at international state-of-the-art research centers, and the remaining 11 will take short science courses on important topics such as nematology, research methods and statistical tools, or environmental leadership.

Mildred Osei-Kwarteng, the colleague of Ghana Institute of Horticulturists' members at Ghana's University for Development Studies, opted for a short course in research design skills, statistical analysis, and reporting skills at African Doctoral Academy (ADA) at Stellenbosch University, South Africa. "This course will prepare me to think critically in my research, contribute effectively to my research team, and publish in renowned scientific journals," she says. "It will also help me to effectively train students, win research grants, and collaborate with renowned scientists in my field."

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8. Scientific Research Must Take Gender into Account

<http://www.nature.com/news/scientific-research-must-take-gender-into-account-1.14814>

Londa Schiebinger writes: *Including gender analysis in research can save us from life-threatening errors... and can lead to new discoveries. Gender analysis has led to better treatments for heart disease in women. Identifying the genetic mechanisms of ovarian determination has enhanced knowledge about testis development. Analysing how sex affects donor-recipient matching is improving stem-cell therapies. And exploring how sex-specific biological factors and gender-specific behaviours interact has helped researchers to understand how nutrients trigger cell functions, and may assist in the fight against obesity.*

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9. Food Tank celebrates 23 Women on IWD

<http://foodtank.com/news/2014/03/twenty-three-women-changing-food>

March 8th is International Women's Day—and, all over the world, there are innovative women inspiring us at Food Tank. They are business women, mothers, teachers, thinkers, and entrepreneurs, changing the food system through creating better working conditions, securing land rights, becoming leaders in their community, and more.

"In many developing countries, women are the backbone of the economy. Yet women farmers do not have equal access to resources and this significantly limits their potential in enhancing productivity," said Melanne Verveer, Ambassador-at-Large for Global Women's Issues, U.N. Food and Agriculture Organization (FAO).

And in many countries, while women are responsible for the majority of food production, they are also more likely to suffer from hunger in food shortages. According to Oxfam International, women perform 66 percent of the world's work, but only earn 10 percent of the income.

But from Jamaica to New Zealand, women are playing a big role in changing the food system to create a well-nourished world. And they are taking on larger and more defined roles in food and agriculture- globally, 70 percent of all farmers are women.

Among the list of 23 women being celebrated by Food Tank are:

Nancy Karanja: Karanja is a professor of soil ecology and Director of the Microbial Resource Centre at the University of Nairobi, and from 2005 to 2009, Karanja was the sub-Saharan Africa Regional Coordinator for Urban Harvest, a CGIAR program with the goal of stimulating agriculture in and around cities to alleviate poverty and increase food security.

Kathleen Merrigan: Merrigan is an expert on the relationship between farmers and politicians. She served as Deputy Secretary at the U.S. Department of Agriculture (USDA), playing a vital role in Know Your Farmer and Know Your Food initiatives. She currently serves as Executive Director of the Sustainability Institute at George Washington University.

Esther Penunia-Banzuela: Penunia-Banzuela is the Secretary General of the Asian Farmers' Association (AFA), a regional alliance of national farmer's organizations and as a Filipino-Asian social development worker, she brings experience working with farmers, fisher folk, and indigenous people. She is also the International Year of Family Farming Special Ambassador for Asia and the Pacific.

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10. Women's Environment and Development Organization

<http://www.wedo.org/>

Refer to the website for news on current events.

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11. Sun Shines on Forest Women

<http://www.ipsnews.net/2014/03/sun-shines-forest-women/>

ANANATAGIRI, India, Mar 7 2014 (IPS) - A solar dryer is the prized possession of the Advitalli Tribal Women's Co-operative Society- a collective of women entrepreneurs from the Koya and Konds tribes in the Eastern Ghat mountains of southern India.

The forests of this region yield more than 700 non-timber forest products that include leaves, edible herbs, medicinal plants, fungi, seeds and roots. Most popular among them are honey, gum, Amla (Indian gooseberry), Tendu leaves, Mahua flowers and soap nuts.

But making a profit for the cooperative depends on producing good quality herbs quickly and efficiently – a difficult task as the women lack proper infrastructure to store or dry their produce. In addition, forests villages are very vulnerable to extreme weather, especially cyclonic storms.

According to the Disaster Management department of Andhra Pradesh state in southern India, the area has witnessed over 60 cyclones in the past 40 years, and the frequency is rising.

Using solar energy to dry their herbs has helped the women minimise risks of damage. In 2013, their forest was hit by five big cyclones, yet the group didn't lose much of their produce.

Refer to the link for the complete article.

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Reports, Publications and Resources

1. Women on Boards in Canada

<http://www.catalyst.org/media/catalyst-census-2013-meaningful-growth-women-boards-public-companies-canada>

TORONTO (March 3, 2014)—Women's representation on boards at public companies has increased nearly two percentage points in the past two years, signaling new momentum for corporate Canada. According to the *2013 Catalyst Census: Financial Post 500 Women Board Directors*, released today, women's representation on boards of public companies increased from 10.3% in 2011 to 12.1% in 2013.

But the data presents a less encouraging picture for private companies, Crown corporations, and cooperatives on the FP500 list—they have seen no meaningful increase in their numbers of women board directors compared to 2011. Furthermore, more than one-third of companies (36.0%) continue to have no women on their boards, including four out of 10 (41.7%) public companies.

Refer to the link for the complete article.

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2. How to Remove Gender Bias from the Hiring Process

<http://www.inc.com/will-yakowicz/how-to-help-end-gender-bias-while-hiring.html>

Are you aware of your own gender bias when you're hiring?

A recent study, published by Proceedings of the National Academy of Sciences, finds that managers of both sexes are twice as likely to hire a man as a woman.

The study, conducted by business-school professors from Columbia University, Northwestern University, and the University of Chicago, asked male and female managers to recruit people to handle simple mathematical tasks. The applicants had equal skills, but managers of both genders were more likely to hire men.

The male candidates boasted about their abilities, while women downplayed their talents, but the managers didn't compensate for the difference when making hiring decisions. When the managers were explicitly shown the women could perform the tasks just as well as the men, the result was still that men were 1.5 times more likely to be hired. Even worse, when managers hired a job applicant who performed worse on the test than a fellow candidate, two-thirds of the time the lesser candidate was a man

Refer to the link for the complete article.

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3. The State of Knowledge of Food Security in Northern Canada

<http://www.scienceadvice.ca/>

Question: What is the state of knowledge of the factors influencing food security in the Canadian North and of the health implications of food insecurity for Northern Aboriginal populations?

The final report from the Council of Canadian Academies represents the work of a 15-member expert panel, chaired by Dr. Harriet V. Kuhnlein, Professor Emerita of Human Nutrition and Founding Director, Centre for Indigenous Peoples' Nutrition and Environment at McGill University. The Panel considered the numerous complexities associated with food insecurity over the course of 15 months. The final report provides insights into rates of food insecurity; how factors such as geography and culture affect food security; challenges associated with traditional/country food; the integration of market foods into the North; environmental impacts; and economic challenges and opportunities. Finally, the report provides a robust and thorough analysis that will provide governments, northern aboriginal leaders, academics, and all Canadians with a foundation of knowledge critical for addressing one of Canada's most pressing policy issues.

The full report is available for download, free of charge, on the Council's website.

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4. Monitoring and Evaluation of AWARD

Monitoring and Evaluation of African Women in Agricultural Research and Development (AWARD): An Exemplar of Managing for Impact in Development Evaluation

<http://www.awardfellowships.org/news-and-events/recommended-reads.html>

Paul R. Brandon, Nick L. Smith, Zenda Ofir and Marco Noordeloos. *American Journal of Evaluation*. 2014 35: 128 originally published online 3 December, 2013.

Women farmers play an essential role in African agriculture, doing much of the work to produce, process, and market food (Food and Agriculture Organization of the United Nations, 2011). AWARD's benchmarking research across 125 institutions of agricultural research and higher education showed, however, that fewer than one in four professionals are women and that fewer than one in seven of those holding management positions are women (Beintema & Di Marcantonio, 2010). Thus, in recent years, there have been numerous calls for increased leadership roles for women in the African agriculture sector (e.g., Forum for Agricultural Research in Africa, 2006; The World Bank, 2009).

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5. Review of evaluation approaches and methods used by interventions on women and girls' economic empowerment

<http://www.odi.org.uk/sites/odi.org.uk/files/odi-assets/publications-opinion-files/8843.pdf>

There is substantial work currently being done by the international development community to empower women and girls economically. However, despite this growing body of literature, there is not a strong evidence base to demonstrate that these interventions lead to better long term outcomes for women and girls, or what combination of these interventions is most effective.

This review by the Overseas Development Institute assesses the quality and effectiveness of evaluation methods and approaches used to analyze the effects of programs or projects on women and girls' economic empowerment (WGEE). The

objective is to provide information to improve the design and commissioning of evaluations to deliver stronger positive impacts across the different dimensions of women and girls' economic empowerment. The review analyzed evaluations that assessed some measure of women and girls' economic empowerment in one or more of the following eight thematic areas: Financial services; Business development services; Skills training; Asset provision (both financial and physical); Social protection; Unions and fair employment; Trade and access to markets; Regulatory and legal frameworks.

This review makes practical recommendations for evaluators and researchers to more adequately capture the impacts of interventions on the multiple dimensions of women and girls' economic empowerment.

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6. ELDIS Gender Reporter on New Sustainable Development Goals

<http://www.eldis.org/go/topics/resource-guides/gender>

The priority theme for the 58th session of the Commission on the Status of Women (CSW) was 'Challenges and achievements in the implementation of the Millennium Development Goals for women and girls.' A key objective for the session was ensuring that gender equality and women's human rights are central to the post-2015 development agenda, and the new Sustainable Development Goals.

The Commission on the Status of Women (CSW) is a functional commission of United Nations Economic and Social Council (ECOSOC). It is the principal global policy-making body dedicated exclusively to gender equality and advancement of women. Every year, a session is held at UN Headquarters to evaluate progress on gender equality, identify challenges, set global standards and formulate concrete policies to promote gender equality and women's empowerment worldwide.

This guide provides summaries and links to a few key readings related to the 58th session. Many other interesting documents on this issue (including some French and Spanish resources) can be found at the BRIDGE website – just type 'CSW58' into the search field to locate them.

See the following:

- Challenges and achievements in the implementation of the Millennium Development Goals for women and girls - Agreed Conclusions
- Website: Open Working Group on Sustainable Development Goals
- Financing the unfinished business of gender equality and women's rights: priorities for the post-2015 framework – TECHNICAL BRIEF
- Policy Brief & Recommendations -Sustainable Development Goals (SDGs) Open Working Group (OWG) - Promoting Equality, including Social Equity, Gender Equality and Women's Empowerment
- Getting at the roots: re-integrating human rights and gender equality in the post-2015 development agenda
- The Post 2015 Development Agenda: What's at Stake for the World's Women? Perspectives from the Post-2015 Women's Coalition

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7. Improved Cookstoves Factsheet

<http://www.snvworld.org/en/countries/tanzania/publications?filter=j.2013>

This factsheet contains information on SNV's improved cookstoves around the globe, as well as its partnership in the Global Alliance for Clean Cookstoves, a public private initiative led by the UN Foundation.

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8. The Global Alliance for Clean Cookstoves

<http://www.cleancookstoves.org/our-work/gender-guide.html>

As we celebrate **International Women’s Day**, it is important to keep in mind the millions of women and girls living in energy poverty, risking their lives to cook food for their families every day. Women and girls around the world work long hours to secure the energy needed by their households to cook their families’ meals. They often endure incredible hardships to do so exposure to deadly smoke that kills 4 million people a year, walking up to 5 hours per day to search for fuel, and carrying heavy loads of firewood.

Women have a role to play in every segment of the clean cooking value chain, and their involvement can increase project effectiveness and help scale adoption of products and services, while also enhancing their livelihoods. Fully utilizing women’s expertise and entrepreneurial spirit can release untapped potential and lead to new approaches to increase access to these technologies.

The Global Alliance for Clean Cookstoves has developed a Resource Guide *Scaling Adoption of Clean Cooking Solutions through Women’s Empowerment: A Resource Guide* and a set of Best Practices on the stove value chain.

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9. Aprovecho Resource Center on Cookstoves

<http://www.aprovecho.org/lab/index.php>

For over 30 years, Aprovecho Research Center (ARC) consultants have been designing and implementing improved biomass cooking and heating technologies in more than 60 countries worldwide. The Center was formally established in 1976, and is dedicated to researching, developing and disseminating clean cookstove technologies for meeting the basic needs of refugees, impoverished people, and communities in the developing world. For decades, ARC has been the world's leader in open source development of all aspects of improved cooking stoves.

The most recent newsletter includes articles on *Charcoal Reconsidered* and *Retained Heat Cooker Design Principles*.

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10. Joint land certification and intra-household decision-making

Available online at: <http://www.eldis.org/cf/rdr/?doc=67062>

http://www.umb.no/statisk/clts/papers/clts_wp14_2013.pdf

The objective of this paper from the Norwegian University of Life Sciences is to provide valuable additional insights about the effects of joint land certification on women’s position and empowerment within households as well as within communities. These insights may provide inputs for identifying ways for further refinements of the reforms. Impact studies like this one are likely to have substantial impact on donors’ willingness to fund or support these types of policy interventions because of increased emphasis on evidence-based allocation of development assistance in order to maintain popular support for aid in donor countries. Policy interventions that strengthen women’s position, rights and welfare are very popular among many donors and have a central position in international organizations.

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