



Female duck with ducklings on Manitoba pond in July. *Photo courtesy of C. Murray.*

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](mailto:dinah.ceplis@gmail.com) and I will compile it to re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

Regards,  
Dinah Ceplis, GEM Committee Member (Volunteer)

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## Opportunities and Upcoming Events

### 1. Youth Initiatives program on African Views Radio

<http://www.africanviews.org/component/content/article/1016-youths-perspectives/48776-the-youths-initiatives-program>

The Youth Initiatives program is a forum for organizations and citizens to engage with problems that affect youth in Africa. Those enlisting community opinions, building trust, fostering relationships, participating in community groups, and developing programs will be highlighted in the discussion each week. The debut program aired on July 13, 2012.

Participate by phone or by Skype.

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### 2. Call for Papers: Gender & Land Governance Conference

<http://www.landgovernance.org/event/gender-land-governance-conference>

On January 14-15, 2013, the International Development Studies Group (Utrecht University) in collaboration with LANDac (the Netherlands Academy on Land Governance for Equitable and Sustainable Development), will convene a 2-day conference in **Utrecht, the Netherlands**, aimed at drawing scholars and policy makers together who have been paying particular attention to gender dynamics in land governance processes. We are at an important juncture where many countries are experimenting with legislative change in land governance. It is imperative for the aims of social justice, equity, and poverty alleviation that gender perspectives inform these reforms. The conference will include plenary panels of guest speakers from across academia and public policy, and a series of academic papers.

The call for contributions is broad based, multi-disciplinary, and across the career stage. Research from all regions is welcome, as are works set in rural, urban, or semi-urban settings. Papers can address the gendered dimensions of various

types of land reforms (i.e. land administration processes, land privatization, land development, large-scale land acquisitions, land grabbing, land investments and upgrading schemes, and land redistribution and resettlement, among others). We also encourage contributions that address more methodological concerns with integrating a gendered perspective in land governance. This may include work on gender and the policy-making process in land reform, measuring and monitoring land policy impacts, and how to engage in gender-sensitive participatory methods in land reform, among others. Furthermore, contributions can engage with more theoretical insights or be more focused on policy matters, for example, in showcasing innovations in gendered informed land policy.

We hope that the conference will be a first step in a series of academic outputs. We aim to solicit selected contributions from the conference for an edited volume or special issue initiative as well as for the basis of a summer school teaching program.

The deadline for abstract submissions is **September 14, 2012**.

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### 3. Online Sustainability Course

<http://www.earth.illinois.edu/class.html>

"Sustainability: a global introduction" examines the global forces that will determine our sustainable future. We'll look at such questions as:

- What are the biggest threats - is it loss of biodiversity, climate change, or population growth?
- Is "peak oil" real, and can renewable sources bridge the energy gap?
- Where are we headed - do demographics, economics, science and policy point towards a prosperous future?

**The course is completely free, and delivered online.** There will be a mixture of readings, short lectures, quizzes, collaborative projects and discussions. All participants who successfully complete the required activities (and tests!) will earn a completion badge.

This course is the first ever "MOOC" (Massive Open Online Course) on sustainability, and is being supported by the School of Earth, Society and Environment, the Office of Online and Continuing Education, the College of Liberal Arts and Sciences, and by the University of Illinois.

**Starts August 27th 2012 and runs for 8 weeks.**

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### 4. UNDP Policy Advisor positions

[http://jobs.undp.org/cj\\_view\\_job.cfm?cur\\_job\\_id=30901](http://jobs.undp.org/cj_view_job.cfm?cur_job_id=30901)

[http://jobs.undp.org/cj\\_view\\_job.cfm?cur\\_job\\_id=30902](http://jobs.undp.org/cj_view_job.cfm?cur_job_id=30902)

The United Nations Development Programme (UNDP) is looking to fill two Policy Advisor positions on their Gender Team, both of which are based in New York.

The first is for a Policy Advisor (Gender and Environment).The Policy Advisor is responsible for bringing solid substantive advice and technical expertise, advocacy and knowledge to the Sustainable Development, Environment and Gender practice/thematic area.

Responsibilities include:

- Policy Advisory/Programme Support-Delivery;
- Research and Content Development;
- Policy Development;
- Practice Management/Co-ordination;
- Practice Advocacy; and
- Knowledge Management

The second opening is for a Policy Advisor (Poverty and Gender).

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## **5. Global Conference on Women's Economic Empowerment and role of women in achieving the Millennium Development Goals**

<http://www.wecoemp.com/images/stories/WecoempMediaPack2012.pdf>

Scheduled to take place at the Sandton Convention Centre in Johannesburg, South Africa on **November 14th - 15th, 2012**

The two day MDG Women's Conference aims to bring attention to the highlighted points below:

1. Economic Empowerment.
2. Women lag far behind men in access to land, credit and decent jobs, even though a growing body of research shows that enhancing women's economic options boosts national economies. Macroeconomic policies and policy-making can make the connections to gender equality. The multiple barriers that prevent women from seizing economic opportunities must be dropped.
3. How women can play a role in contributing to the attainment of the MDGs.
4. The MDGs provide a basic roadmap for development. Gender equality is the third goal, but it is also integral to achieving all eight MDGs, from preventing the spread of HIV to sustaining the environment in the face of climate change.
5. Leadership and Participation.
6. Across all areas of life, whether in political bodies or corporate boardrooms, women have a limited say in the decisions that affect them. Quotas and other special measures open more space for women's participation. New skills help women realize their full leadership potential.
7. Climate Change and the Environment.

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## 6. Coordinator for Gender, Poverty and Institutions for CGIAR Research Program on Water, Land and Ecosystems

<https://hr4u.iwmi.org/Recruitment/Attachments/Coordinator-Gender%20Poverty%20%20Institutions%20-new.pdf>

Coordinator - Gender, Poverty and Institutions with the CGIAR Research Program on Water, Land and Ecosystems (CRP5) led by the International Water Management Institute (IWMI). **The position will be based at IWMI headquarters in Colombo, Sri Lanka.**

The vision of the CGIAR Research Program (CRP) on Water, Land and Ecosystems (CRP5) is “a world in which agriculture thrives amongst vibrant ecosystems, and those engaged in agriculture live in good health, enjoy food and nutritional security, and have access to the inputs and resources they need to continuously improve their livelihoods.” This vision implies a multitude of, as yet, unidentified factors involving gender, poverty and institutions that, if handled correctly, will substantially improve the development impact of research. For this, the International Water Management Institute (IWMI) seeks a Coordinator who will ensure specialist input into the Program. The Coordinator, reporting to the Program Director (CRP5), will be responsible for supporting research within the CRP on Water, Land and Ecosystems to ensure that it addresses significant gender, poverty and institutional factors that could improve overall development impact. The Coordinator will ensure that there is a consistent strategy for including research on gender, poverty and institutions within the Strategic Research Portfolios (SRPs) of CRP5, and ensuring that integration of these topics with the biophysical research is carried out where and best appropriate. To do so, the Coordinator will work collaboratively with designated focal persons in the other CGIAR centers that are involved in CRP5. A key feature of the position will be in shaping the strategic research direction to enable SRPs to increase their development impact. The position will be based at the headquarters of IWMI in Colombo, Sri Lanka.

The Coordinator will provide thematic guidance to align the different research projects within the CRP, and lead the development of a wider network of research and development partners (e.g., nongovernmental organizations (NGOs)) who can broaden support for gender and development issues within the CRP.

**Deadline: 26 August 2012.**

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### This Month's News

#### 1. Mid-term Review of the NUFU sub-programme Women's Rights and Gender Equality

<http://www.nibr.no/pub1517>

Women's Rights and Gender Equality is a sub-programme of the Norwegian Programme for Development, Research and Education (NUFU). The sub-programme started in 2009 and is expected to end in 2013. Five projects were funded where Norwegian universities work with partners in Tanzania, Malawi, Ethiopia, South Africa and Palestine. The programme has been successful, and has contributed to individual and institutional capacity on women's rights and gender equality directly and mainstreamed into areas such as agricultural production and food science, education and maternal health. The report recommends that women's rights and gender equality is included as one of the priority topics also in future university cooperation programmes.

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## 2. Africa Wide-Women and Young Professionals in Science Competitions Update

Update on 3rd CTA/FARA/IFS/ANAFE/RUFORUM/NEPAD/AGRA Africa Wide-Women and Young Professionals in Science Competitions

<http://knowledge.cta.int/en/Dossiers/CTA-and-S-T/Developments/Update-on-3rd-CTA-FARA-IFS-ANAFE-RUFORUM-NEPAD-AGRA-Africa-Wide-Women-and-Young-Professionals-in-Science-Competitions>

The 3rd edition Africa-Wide Women and Young Professionals in Science Competitions received an overwhelming number of abstracts which covered a cross section of thematic issues. A total of 316 extended abstracts were received for both competitions; 131 for the Women in Science Competition and 185 for the Young professionals in Science Competition respectively.

The top fifty semi-finalists will be selected when the expert panel meets at FARA Headquarters, Ghana, 12 -14 July 2012. The extended abstracts are currently being accessed by the experts and the final decision will be taken on the top 40-50 semi-finalists at the 2nd Expert Meeting which will take place from 12-14 July 2012 at the FARA Headquarters in Ghana. Results on the state of their applications will be communicated to all entrants and semi-finalists on 20 July.

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## 3. Closing the Gender Data Gap: Talk by Secretary of State Hillary Rodham Clinton

<http://www.state.gov/secretary/rm/2012/07/195244.htm>

On July 19, Secretary of State Hillary Rodham Clinton gave a talk at the Gallup event in Washington, D.C. entitled "Evidence and Impact: Closing the Gender Data Gap". She issued a powerful call for more gender-sensitive data as a way to improve women's livelihoods through guiding better investments. To see the full transcription of her talk, as well as a video, click on the link.

*As Jim [Dr. Jim Kim, the new President of the World Bank] just said, for too many countries we lack reliable and regular data on even the basic facts about the lives of women and girls – facts like when they have their first child, how many hours of paid and unpaid work they do, whether they own the land they farm. And since women make up half the population, that's like having a black hole at the center of our data-driven universe.*

*It keeps us from fully realizing how advancing the status of women affects women, their families, their communities, their countries, and the rest of us. And it keeps those of us looking to close the gender gap from getting the most out of our investments from either the public or the private or the not-for-profit sector. Because ultimately data are a means to an end to a more peaceful, prosperous world where women are full participants who, like men, can reach their God-given potential.*

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## 4. Research warns Asia unlikely to achieve climate, poverty goals unless women's rights are recognized

[http://www.eurekalert.org/pub\\_releases/2012-07/rari-rwa071712.php](http://www.eurekalert.org/pub_releases/2012-07/rari-rwa071712.php)

BEIJING, CHINA (21 JULY 2012)—New research released today by the Rights and Resources Initiative (RRI) shows that despite more understanding, more resources, and policy recommendations, women continue to be largely marginalized and ignored or exploited in resource management processes throughout Asia – to the detriment of global climate and poverty reduction goals.

This suite of analyses, released today at the International Workshop on Gender and Forest Tenure in Asia and Collective Forest Tenure Reform in China, demonstrate that exclusion and inequality on gender grounds are still rife and complicated by the intersection of cultural and social norms, economic pressures, and inadequate legal and institutional frameworks. Authors of the studies call for emerging programs and policies to combat climate change or encourage sustainable development to incorporate lessons learned.

*Refer to the link for the complete article.*

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## 5. Why Women Still Can't Have It All

<http://www.theatlantic.com/magazine/archive/2012/07/why-women-still-can-8217-t-have-it-all/9020/>

It's time to stop fooling ourselves, says a woman who left a position of power: the women who have managed to be both mothers and top professionals are superhuman, rich, or self-employed. If we truly believe in equal opportunity for all women, here's what has to change.

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## Reports, Publications and Resources

### 1. Informing Research Choices: Indicators and Judgment

<http://www.scienceadvice.ca/en/assessments/completed/science-performance.aspx>

The report represents the work of a 16-member panel of experts, chaired by Dr. Rita Colwell, Distinguished University Professor at the University of Maryland at College Park and at Johns Hopkins University Bloomberg School of Public Health. Dr. Colwell also served as the eleventh Director of the National Science Foundation (NSF) from 1998 - 2004.

This assessment, requested by the Natural Sciences and Engineering Research Council of Canada (NSERC), provides an in-depth analysis of the evidence relevant to science performance indicators and also examines science assessment practices used by funding agencies around the world. This report also describes a number of principles to support the use of indicators.

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

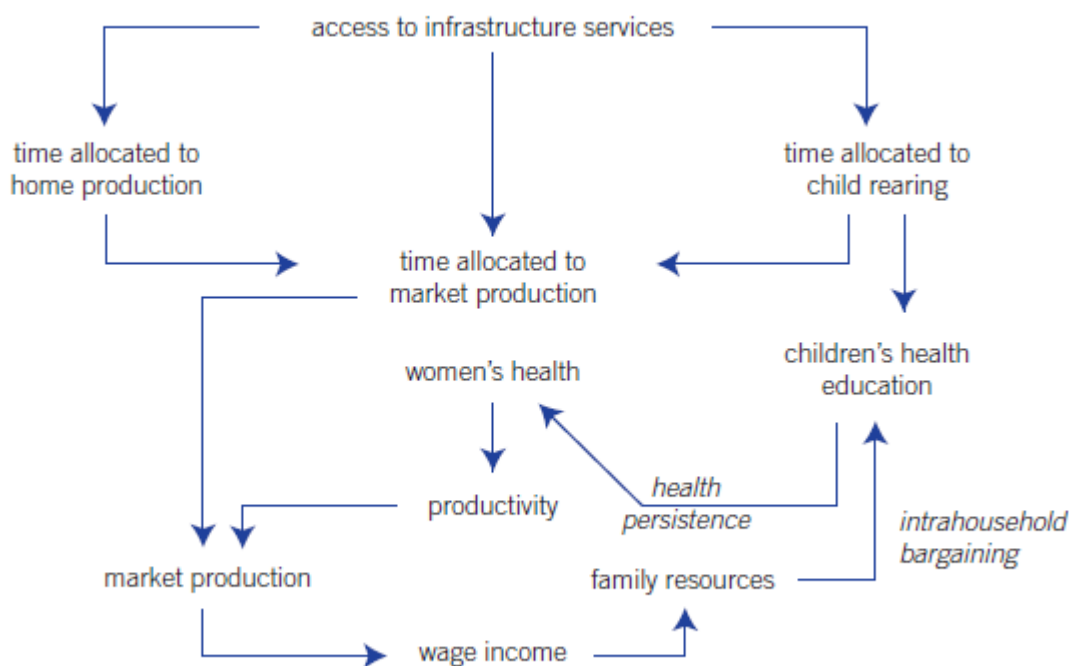
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## 2. Measuring the Effect of Gender-Based Policies on Economic Growth

<http://siteresources.worldbank.org/EXTPREMNET/Resources/EP85.pdf>

The World Bank's policy note series Economic Premise recently put out a note on "Measuring the Effect of Gender-Based Policies on Economic Growth". The note lays out a framework for quantifying the growth effects of gender-based policies in developing economies, a powerful and practical tool for policy makers and policy researchers. This tool was developed recently in the context of a research project sponsored by the World Bank. The framework is based on analysis using a computable overlapping generations model that accounts for the impact of access to infrastructure on women's time allocation, as well as human capital accumulation and inter- and intra-generational health externalities. The analysis also presents illustrative gender-based experiments in a version calibrated for a low-income country (Benin).

Figure 1. Infrastructure and Women's Time Allocation



Source: Authors' illustration.

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## 3. Land and women empowerment - Methodology and summary report of the PeruLandGender household survey

<http://www.nibr.no/pub1565>

Joint land titling in Peru implied a *defacto* transfer of property from men to women. This project conducted a survey of 1280 households to measure the impact on women participation in household decision making. The report describes the methodological approach and summarizes the main results which indicate a positive effect on women empowerment.

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## 4. Do joint land titles induce Peruvian women to take part in decision-making?

<http://www.nibr.no/pub1568>

Peru enforced joint titles between spouses and cohabitants in their land formalization process in 57 percent of the 1.5 million titles issued to date. We find a significant empowerment effect in a survey of 1,280 households, interviewing both spouses jointly and separately to disclose influence on household decision-making, in line intra-household bargaining theory on threat point of divorce.

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## 5. Book: Gender Differences at Critical Transitions in the Careers of Science, Engineering, and Mathematics Faculty

[http://www.nap.edu/catalog.php?record\\_id=12062&utm\\_medium=email&utm\\_source=The%20National%20Academies%20Press&utm\\_campaign=NAP+mail+7.19.12+Research+Universities&utm\\_content=&utm\\_term=#description](http://www.nap.edu/catalog.php?record_id=12062&utm_medium=email&utm_source=The%20National%20Academies%20Press&utm_campaign=NAP+mail+7.19.12+Research+Universities&utm_content=&utm_term=#description)

*Gender Differences at Critical Transitions in the Careers of Science, Engineering, and Mathematics Faculty* presents new and surprising findings about career differences between female and male full-time, tenure-track, and tenured faculty in science, engineering, and mathematics at the nation's top research universities. Much of this congressionally mandated book is based on two unique surveys of faculty and departments at major U.S. research universities in six fields: biology, chemistry, civil engineering, electrical engineering, mathematics, and physics. A departmental survey collected information on departmental policies, recent tenure and promotion cases, and recent hires in almost 500 departments. A faculty survey gathered information from a stratified, random sample of about 1,800 faculty on demographic characteristics, employment experiences, the allocation of institutional resources such as laboratory space, professional activities, and scholarly productivity.

This book paints a timely picture of the status of female faculty at top universities, clarifies whether male and female faculty have similar opportunities to advance and succeed in academia, challenges some commonly held views, and poses several questions still in need of answers. This book will be of special interest to university administrators and faculty, graduate students, policy makers, professional and academic societies, federal funding agencies, and others concerned with the vitality of the U.S. research base and economy.

Download for free at the link.

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## 6. Book: Expanding Underrepresented Minority Participation

[http://www.nap.edu/catalog.php?record\\_id=12984&utm\\_medium=email&utm\\_source=The%20National%20Academies%20Press&utm\\_campaign=NAP+mail+7.19.12+Research+Universities&utm\\_content=&utm\\_term=#description](http://www.nap.edu/catalog.php?record_id=12984&utm_medium=email&utm_source=The%20National%20Academies%20Press&utm_campaign=NAP+mail+7.19.12+Research+Universities&utm_content=&utm_term=#description)

In order for the United States to maintain the global leadership and competitiveness in science and technology that are critical to achieving national goals, we must invest in research, encourage innovation, and grow a strong and talented science and technology workforce. *Expanding Underrepresented Minority Participation* explores the role of diversity in the science, technology, engineering and mathematics (STEM) workforce and its value in keeping America innovative and competitive. According to the book, the U.S. labor market is projected to grow faster in science and engineering than in any other sector in the coming years, making minority participation in STEM education at all levels a national priority.

*Expanding Underrepresented Minority Participation* analyzes the rate of change and the challenges the nation currently faces in developing a strong and diverse workforce. Although minorities are the fastest growing segment of the population, they are underrepresented in the fields of science and engineering. Historically, there has been a strong connection between increasing educational attainment in the United States and the growth in and global leadership of the economy. *Expanding Underrepresented Minority Participation* suggests that the federal government, industry, and post-secondary institutions work collaboratively with K-12 schools and school systems to increase minority access to and demand for post-secondary STEM education and technical training.

The book also identifies best practices and offers a comprehensive road map for increasing involvement of underrepresented minorities and improving the quality of their education. It offers recommendations that focus on academic and social support, institutional roles, teacher preparation, affordability and program development.

Download for free at the link.

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## **7. WECOEMP Media**

<http://www.wecoemp.com/>

WECOEMP Media portal encompasses specialised areas of equality as a tool that supports rather than separates women's targets in finally reducing the gender gap.

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## **8. Book: Gender, Livelihoods and Migration in Africa**

<http://www.genderlivelihoodsandmigration.com/>

Gender is seen as a core organizing principle that underlies livelihoods, migration and related processes. The book provides a comprehensive discussion on the theories and approaches on gender and development. It further addresses the nexus between politico-socio-economic forces and gender, and explores whether or not rural households, especially women, benefit from rural-urban migration or whether it promotes the subordination of women. The book contributes to an understanding of the gender, livelihoods and migration debate within the context of sub-Saharan Africa, where rural-urban migration in particular, is a major phenomenon. Lastly, the book provides theoretically-led empirical work that contributes to the current debate in anthropology.

The author, Justina Dugbazah is a gender and development specialist who currently works with the NEPAD Planning and Coordinating Agency (technical body of the African Union) in South Africa.

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## 9. Understanding the Value, Challenges, and Opportunities of Engaging Métis, Inuit, and First Nations Workers

[http://www.conferenceboard.ca/e-Library/abstract.aspx?did=4886&utm\\_source=notification&utm\\_medium=email&utm\\_campaign=july302012](http://www.conferenceboard.ca/e-Library/abstract.aspx?did=4886&utm_source=notification&utm_medium=email&utm_campaign=july302012)

This report discusses the challenges and opportunities that Canadian employers face when engaging Aboriginal workers. It offers strategies that employers can pursue to improve the recruitment and retention of Aboriginal employees.

Canadian businesses face current and future challenges finding enough qualified workers to meet their needs. The Aboriginal population of Canada—including Métis, Inuit, and First Nation—as an underutilized source of labour, can help businesses fill skills and labour gaps.

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## 10. Mainstreaming Gender in Agricultural Institutions in Ghana

Researchers and academic staff from the Savannah Agricultural Research Institute (SARI) of the Center for Scientific and Industrial Research (CSIR) and the Faculty of Agriculture - University for Development Studies (UDS) met in November 2011. The objective of the workshop was to develop an action plan for gender mainstreaming in agriculture in Ghana.

Contact UDS in Tamale, Ghana for more information.

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