



*Woman in Tanahun district of Nepal with lentil grinder and broom.  
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](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)

## Opportunities and Upcoming Events

1. Free e-Learning course on National Evaluation Capacity Development for Country-led Monitoring and Evaluation Systems..... 2

## This Month's News

1. Foreign Aid for Gender Equality ..... 3
2. Women Under-Represented In Emerging Nations' Science & Technology..... 3
3. Gender and Climate Change (CC) Newsletter..... 3
4. Cameroon: Giving Women Land, Giving Them A Future ..... 4
5. Rwanda: Land Reforms Boost Women Rights ..... 4
6. Pakistan: Women Farmers Demand Right to Land Ownership ..... 5
7. Inequality Deepens Climate Challenge for India's Women Farmers ..... 5
8. Teach a Woman to Farm...And She Creates Jobs ..... 5
9. Given Tablets but No Teachers, Ethiopian Children Teach Themselves..... 6

10. University of Guelph Appoints First Food Laureate.....	7
11. Foreign aid should reflect Canada’s priorities .....	7
12. Science careers start with young girls .....	7
13. Crowd Funding: A New Site Directs Money Towards Women's Rights .....	8

## Reports, Publications and Resources

1. ReCom (Research and Communication on Foreign Aid) website .....	8
2. Women in Global Science and Technology.....	9
3. Strengthening Canada's Research Capacity: The Gender Dimension .....	9
4. <i>Women's Adventures in Science</i> Book Series.....	10
5. New Online Research and Learning Hub: Association for Women's Rights in Development .....	10
6. Justice and sustainability: resistance and innovation in a transnational land deal in Ghana .....	11

[Go to top.](#) ++++++

## Opportunities and Upcoming Events

### 1. Free e-Learning course on National Evaluation Capacity Development for Country-led Monitoring and Evaluation Systems

<http://mymande.org/elearning/course-details/2>

UNICEF, Claremont Graduate University and IOCE, under the EvalPartners initiative, with support from The Rockefeller Foundation and in partnership with UN Women, are pleased to announce that the registration to the second course of the e-learning programme on Development Evaluation is now open.

This e-Learning programme addresses the opportunities and challenges of National Evaluation Capacity Development for country-led M&E systems. The perspectives and practices from partner countries, UN agencies, and multilateral agencies and donors will be presented. By the end of this course, you will be able to demonstrate your knowledge of country-led M&E Systems.

The course will run from **14<sup>th</sup> January 2013 to 24<sup>th</sup> March 2013.**

The course is composed of 10 units. Every one week a new unit will be added. All units will be closed on 24 March 2013. Participants are required to complete all units and accompanying tests by 24 March 2013 to be able to print out the certificate.

[Go to top.](#) ++++++

## This Month's News

### 1. Foreign Aid for Gender Equality

Part 1: [http://www.wider.unu.edu/publications/newsletter/articles-2012/en\\_GB/08-2012-MN-LS/](http://www.wider.unu.edu/publications/newsletter/articles-2012/en_GB/08-2012-MN-LS/)

Part 2: [http://www.wider.unu.edu/publications/newsletter/articles-2012/en\\_GB/09-2012-MN-LS/](http://www.wider.unu.edu/publications/newsletter/articles-2012/en_GB/09-2012-MN-LS/)

The United Nations University World Institute for Development Economics Research (UNU-WIDER) posted a two-part article on foreign aid for gender equality, highlighting key discussion points from a workshop held July 2012 in Helsinki.

Part 1 discusses the priorities and challenges for donors in promoting gender equality.

Part 2 discusses some of the key themes to which researchers and donors can direct their attention. Taken together, the two parts give a comprehensive view of current successes and future potentials for ensuring that international aid promotes gender equity.

As the gender theme progresses, a series of research papers will be published. Watch for these on the ReCom (Research and Communication on Foreign Aid) website <http://recom.wider.unu.edu/> at the start of 2013.

[Go to top.](#) ++++++

### 2. Women Under-Represented In Emerging Nations' Science & Technology

[http://allafrica.com/stories/201210240585.html?aa\\_source=mf-hdlns](http://allafrica.com/stories/201210240585.html?aa_source=mf-hdlns)

Women comprise less than a third of the computer science, engineering and physics fields in some of the world's key emerging economies, according to a report.

They also represent a small minority in leadership positions, such as heads of universities or science academy members, said the report, which was published 2 October by Women in Global Science & Technology (WIGSAT), a consulting group based in Canada.

The study examined data on female scientific enrolment and employment, and work-related policies such as child-care, equal pay and flexible work arrangements in Brazil, India, Indonesia, Korea and South Africa, as well as the United States and European Union.

It found that these countries - at the forefront of technical advancement - have failed to open up their knowledge societies to women, thus reducing the creative workforce that could help these countries grow and develop.

*Refer to the link for the full article.*

[Go to top.](#) ++++++

### 3. Gender and Climate Change (CC) Newsletter

<http://www.gendercc.net/html-newsletter/gendercc-newsletter-november-2012.html#c1995>

The November 2012 GenderCC newsletter features news from the United Nations Framework Convention on Climate Change UNFCCC and the Conference of Parties COP 18 in Doha. It also contains a report from South Africa, as well as further activities and news from the gender and climate change community.

[Go to top.](#) ++++++

Following are recent articles from four different countries – all relating to the topic of gender and female asset ownership related to agricultural land.

## 4. Cameroon: Giving Women Land, Giving Them A Future

<http://www.ipsnews.net/2012/10/giving-women-land-giving-them-a-future/>

YAOUNDE, Oct 16 2012 (IPS) - Clarisse Kimbi barely ekes out a living from a tiny parcel of land in Kom village in the North West Region of Cameroon. Today, the mother of six finds it hard to put food on the table for herself and her children. But five years ago she, her husband and children were considered well-off.

In 2007, farming on five hectares of land, Kimbi could comfortably feed her family, and still have enough surplus food to sell. In a country where 40 percent of the population lives below the poverty line, her family was counted among the wealthy.

But things changed when her husband died five years ago. Almost everything was taken away from her and her children.

Two of her children are no longer attending secondary school, and three others are struggling through primary school. President Paul Biya decreed free primary education in Cameroon in 2004, but parents are still required to pay fees to help poorly-equipped schools function.

Kimbi's problem is not an isolated one. Figures from the National Institute of Statistics for 2010 indicate that women constitute 52 percent of Cameroon's 20 million people.

And although women produce 80 percent of Cameroon's food needs according to the Ministry of Agriculture and Rural Development, they own just two percent of the land, according to 2011 statistics from the Cameroon Gender Equality Network.

*Refer to the link for the full article.*

[Go to top.](#) ++++++

## 5. Rwanda: Land Reforms Boost Women Rights

<http://allafrica.com/stories/201210220061.html>

Rwanda's land reforms have allowed the public to safeguard their rights on land which has significantly improved livelihoods among communities, according to the 2012 ActionAid report.

The report, titled 'Lay of the Land Improving Land Governance to Stop Land Grabs', is a result of a survey that covered 24 countries worldwide.

"By making land registration a top government priority, Rwanda's communities' and women's land rights are better safeguarded. Women-focused legislation has improved women's access to land, removing, on paper and customary gender discrimination," the report reads in part.

"The research has revealed that the new land policy and legislation are, in practice, ensuring that women's land rights are protected, especially land access and rights for widows and female orphans."

The survey states that women and vulnerable groups are safeguarded from land grabbing and uncompensated displacement, which is remarkable considering Rwanda's recent history and existing pressure on land.

In 2004, the government enacted an organic law on land to guarantee a safe and stable form of land tenure. Before that, the country never had a proper land policy.

*Refer to the link for the full article.*

[Go to top.](#) ++++++

## 6. Pakistan: Women Farmers Demand Right to Land Ownership

[http://www.dailytimes.com.pk/default.asp?page=2012\10\17\story\\_17-10-2012\\_pg11\\_1](http://www.dailytimes.com.pk/default.asp?page=2012\10\17\story_17-10-2012_pg11_1)

ISLAMABAD: While commemorating World Food Day, women farmers from different parts of the country, in collaboration with ActionAid Pakistan, on Tuesday arranged an innovative stunt activity in the federal capital for informing the impact of increasing food prices on small farmers, particularly the women who are denied the right to land despite the fact that they produce more than 60 percent food for the country while they own merely one or two percent of the total land.

Wearing different costumes, the women farmers performed in a play in front of National Press Club that highlighted the discrimination being meted out to them. “Women work hard in the fields to produce food for all, but they are not acknowledged as farmers. Women farmers are not rewarded for the labour input and even there is no share for them in the crop. Women farmers are essential to the farming sector, but the government was doing nothing to protect their rights.”

*Refer to the link for the full article.*

[Go to top.](#) ++++++

## 7. Inequality Deepens Climate Challenge for India's Women Farmers

<http://www.trust.org/alertnet/news/inequality-deepens-climate-challenge-for-indias-women-farmers/>

HYDERABAD, India (AlertNet) - Being a women farmer in India isn't easy at the best of times, due to unequal land rights, a lack of training and limited access to affordable credit. Now, changing climate patterns are making it even harder.

Women are in a weaker position when it comes to dealing with the droughts and erratic rainfall that have cut their yields in recent years – especially as many are marginal farmers with less than 3 acres (1.2 hectares) of land.

Women are also excluded from meetings and workshops organised by the local council to inform farmers about new agricultural schemes and train them in innovative methods, she adds.

Such neglect persists despite the fact that 70 percent of India's working women are engaged in agriculture, and they make up 30 percent of the agricultural labour force.

*Refer to the link for the full article.*

[Go to top.](#) ++++++

## 8. Teach a Woman to Farm...And She Creates Jobs

<http://www.ipsnews.net/2012/11/teach-a-woman-to-farmand-she-creates-jobs/>

**DES MOINES, Iowa, USA, Nov 16 2012 (IPS)** - Give a woman a hand-out and you feed her for a day. But teach her to farm, and how to add value to her product, and you feed her and her family for a lifetime. And if she happens to be Nigerian smallholder farmer Susan Godwin, she in turn will also provide jobs for her community and become a national food hero. Smallholder farmer Susan Godwin employs three women to help her process the peanuts she grows and was named by Oxfam International as the *2012 Female Food Hero* in Nigeria.

Instead of turning to financial hand-outs when her crop failed four years ago, Godwin went back to the classroom to learn new farming methods, how to add value to her product and how to draw up a business plan to access credit.

“Some of the women I trained with gave up after realising that the training had no financial hand-outs, but I wanted to see it to the end,” Godwin told IPS.

The following harvest, Godwin’s yam and groundnut yield doubled. From the sales she bought a peanut shelling machine and began processing them into oil and groundnut cake, something a few people in her community have done.

Today, her family is food and financially secure. Not many smallholder farmers in her village of Tunduadabu in Nasarawa State in central Nigeria can make that claim. While Godwin employs three women to help her process the peanuts she grows, many farmers in the village are struggling. This is because, unlike Godwin, they have not been educated about adopting new farming methods and still rely on traditional techniques.

***Refer to the link for the full article.***

[Go to top.](#) ++++++

## **9. Given Tablets but No Teachers, Ethiopian Children Teach Themselves**

<http://www.technologyreview.com/news/506466/given-tablets-but-no-teachers-ethiopian-children-teach-themselves/>

With 100 million first-grade-aged children worldwide having no access to schooling, the One Laptop Per Child organization is trying something new in two remote Ethiopian villages—simply dropping off tablet computers with preloaded programs and seeing what happens.

The goal: to see if illiterate kids[*Note: I assume this means both girls and boys*] with no previous exposure to written words can learn how to read all by themselves, by experimenting with the tablet and its preloaded alphabet-training games, e-books, movies, cartoons, paintings, and other programs.

The devices involved are Motorola Xoom tablets—used together with a solar charging system, which Ethiopian technicians had taught adults in the village to use. Once a week, a technician visits the villages and swaps out memory cards so that researchers can study how the machines were actually used.

Earlier this year, OLPC workers dropped off closed boxes containing the tablets, taped shut, with no instruction. “I thought the kids would play with the boxes. Within four minutes, one kid not only opened the box, found the on-off switch ... powered it up. Within five days, they were using 47 apps per child, per day. Within two weeks, they were singing ABC songs in the village, and within five months, they had hacked Android,” Nicholas Negroponte, founder of One Laptop Per Child, said.

***Refer to the link for the full article.***

[Go to top.](#) ++++++

## 10. University of Guelph Appoints First Food Laureate

[http://www.uoguelph.ca/news/2012/11/u\\_of\\_g\\_appoints.html](http://www.uoguelph.ca/news/2012/11/u_of_g_appoints.html)

<http://www.anitastewart.ca/about>

The University of Guelph has appointed its first Food Laureate. **Anita Stewart**, an expert on food and Canadian cuisine, will serve as the University's honorary food ambassador, providing advocacy and leadership and promoting initiatives.

As Food Laureate, Stewart will promote U of G's culinary contributions to Canada by refining the food inventory, developing public awareness campaigns, organizing events and strengthening connections between producers and consumers.

*Refer to the link for the full article.*

[Go to top.](#) ++++++

## 11. Foreign aid should reflect Canada's priorities

<http://www.theglobeandmail.com/commentary/foreign-aid-should-reflect-canadas-priorities-equality-democracy-health/article5661021/http://www.theglobeandmail.com/commentary/foreign-aid-should-reflect-canadas-priorities-equality-democracy-health/article5661021/>

As we head into the time of year people usually associate with selflessness and giving, Canadians should stop and think about whether our country is doing enough for international development.

On Friday [Nov. 23, 2012], International Cooperation Minister Julian Fantino outlined a new vision for Canada's foreign-aid policy, one that gives priority to our country's own economic interests, corporate contributions and natural-resource-industry development.

Renewal in our foreign-aid policy is long overdue, so an update by the minister had much potential. But instead of looking underground to the mining industry, he should have looked to the values that Canadians hold most closely and the unique strengths we bring to global development.

This is vital: Foreign-aid policy is the way a country presents itself and its values to the world. If you ask Canadians, three natural values stand out: **gender equality, democratic governance and health for all**. These are Canadians' priorities.

*Refer to the link for the full article.*

[Go to top.](#) ++++++

## 12. Science careers start with young girls

[http://www.theglobeandmail.com/news/national/education/science-careers-start-with-young-girls/article5543555/?cmpid=rss1&utm\\_source=mailoutinteractive&utm\\_medium=email&utm\\_campaign=Daily+News%3a+November+23%2c+2012](http://www.theglobeandmail.com/news/national/education/science-careers-start-with-young-girls/article5543555/?cmpid=rss1&utm_source=mailoutinteractive&utm_medium=email&utm_campaign=Daily+News%3a+November+23%2c+2012)

On a recent morning, in a spacious boardroom at the Mozilla office in Toronto, 25 girls experimented with writing code that would bring an animal to life on their laptops. The girls, who ranged in age from nine to 14, were taking part in a twist on *Take Our Kids to Work* day, aimed at empowering girls to become the next generation of software developers and designers.

The event at the Canadian headquarters of the software company was organized by Ladies Learning Code, which offers workshops in designing Web pages and developing other computer skills. Shortly after starting the group, director Laura Plant realized that encouraging tech career paths required targeting a younger demographic by showcasing role models and providing hands-on experience. So was born Girls Learning Code, which offers one-day workshops and summer camps.

On university campuses, women make up 60 per cent of those enrolled in life sciences, but 39 per cent of undergrads in math and physical sciences and only 17 per cent of undergraduates in engineering and computer science, according to data from the Natural Sciences and Engineering Research Council of Canada. Efforts to attract high-school seniors to STEM fields (science, technology, engineering and mathematics) come too late. Learning experts say it is crucial to reach girls before their enthusiasm wanes and they drop science and math courses which are optional in high school.

As girls grow up, they are socialized to believe that women are caring and empathetic, making careers that nurture others appealing; more abstract fields like math and physics do not seem as female friendly. Drawing women to these areas requires countering these perceptions.

*Refer to the link for the full article.*

[Go to top.](#) ++++++

### **13. Crowd Funding: A New Site Directs Money Towards Women's Rights**

<http://www.telegraph.co.uk/women/womens-business/9674859/Crowd-funding-a-new-site-directs-money-towards-womens-rights.html>

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

Crowd funding has completely changed the start-up financing landscape. It removes gender, race, age and education from the pitch - relying solely on the will of the audience to fund a project. It empowers donors to pledge money to projects that personally compel them and empowers recipients because unlike traditional finance, crowd funders have no 'control' over the project they help fund.

*Catapult* is the first "crowd funding" site - where people make small donations to ideas they like - dedicated to helping young girls and women.

[Go to top.](#) ++++++

## **Reports, Publications and Resources**

### **1. ReCom (Research and Communication on Foreign Aid) website**

<http://recom.wider.unu.edu/gender>

ReCom - Research and Communication on Foreign Aid, is a UNU-WIDER coordinated research programme implemented in partnership with Danida (Ministry of Foreign Affairs of Denmark International Development Cooperation) and Sida (Swedish International Development Cooperation Agency). The Danish Institute for International Studies (DIIS) is also participating in ReCom. The aim is to research and communicate what works and what can be achieved through development assistance.

[Go to top.](#) ++++++



## 2. Women in Global Science and Technology

<http://wigsat.org/>

WIGSAT is a consulting group which promotes innovation, science and technology strategies that enable women, especially those living in developing countries, to actively participate in technology and innovation for development. Women should be able to benefit from the advantages of technological development equally with men, including access to and use of technologies and full participation in innovation systems.

In our work we attempt to answer these questions:

- What are the preconditions for women to become full participants in science, technology and innovation?
- What resources and access do they need to achieve this?
- Where, when and how fast are women making progress?
- What policies and programmes will be most effective for promoting women's participation?
- How can a country mobilize all of its human resources to become an innovation and knowledge-based society?

[Go to top.](#) ++++++

## 3. Strengthening Canada's Research Capacity: The Gender Dimension

[http://www.scienceadvice.ca/en/assessments/completed/women-researchers.aspx?utm\\_source=WUR+launch+general+email&utm\\_campaign=WUR+announcement&utm\\_medium=email](http://www.scienceadvice.ca/en/assessments/completed/women-researchers.aspx?utm_source=WUR+launch+general+email&utm_campaign=WUR+announcement&utm_medium=email)

The Council of Canadian Academies released its report *Strengthening Canada's Research Capacity: The Gender Dimension*. This is an in-depth, authoritative analysis of the status of women in university research in Canada and internationally. It provides both an overview of women in university research, and identifies the factors and policies that affect their career trajectories. Through a combination of quantitative and qualitative evidence, and framed by a life-course perspective, this report provides a thorough assessment of the status of women in university research in Canada.

After the notable absence of female candidates in the Canada Excellence Research Chairs (CERC) program, the Minister of Industry, in March 2010, struck an ad-hoc panel to examine the program's selection process. The ad-hoc panel found that the lack of female representation was not due to active choices made during the CERC selection process. As a result, the Council of Canadian Academies received a request to undertake an assessment of the factors that influence university research careers of women, both in Canada and internationally.

To conduct the assessment, the Council convened an expert panel of 15 Canadian and international experts from diverse fields, which was chaired by Dr. Lorna Marsden, President emeritus and Professor, York University.

The report is informed by a life-course model, which allowed the Panel to provide an in-depth overview of the factors that affect research career trajectories. The Panel was also able to develop a baseline of information regarding the statistical profile of women researchers in Canada.

**The major findings from the statistical profile are:**

- In general, the Canadian profile is similar to that of other economically advanced nations.
- Women's progress in Canadian universities is uneven and dependent on discipline and rank.

- The higher the rank, the lower the percentage of women in comparison to men.
- The key factors determined by the Panel that impact the career paths of women start early in life with stereotypes that define roles and expectations, followed by a lack of knowledge about requisites for potential career paths, and a lack of role models and mentors. These issues, combined with a rigid tenure track structure, challenges associated with the paid work-family life balance, and the importance of increased support and coordination amongst governments and institutions should be examined if Canada is going to achieve a greater gender balance within academia.

[Go to top.](#) ++++++

#### 4. *Women's Adventures in Science* Book Series

[http://www.nap.edu/catalog.php?record\\_id=11572&utm\\_medium=email&utm\\_source=The%20National%20Academies%20OPress&utm\\_campaign=Holiday+Mailer+2012&utm\\_content=&utm\\_term=](http://www.nap.edu/catalog.php?record_id=11572&utm_medium=email&utm_source=The%20National%20Academies%20OPress&utm_campaign=Holiday+Mailer+2012&utm_content=&utm_term=)

The National Academies Press offers a series of 10 books about individual women scientists.

In *Women's Adventures in Science*, readers will learn about the trailblazing women who are leaders in a variety of scientific fields, from robotics to forensics. Each book focuses on the life and work of a woman active in her field today, providing readers with insights into the personal and professional paths that led to their careers in science. The companion web site, <http://www.iwaswondering.org/>, offers another way to "meet" these inspiring women scientists. The fun, interactive site builds on the content of the books and includes games, comic strips, videos, activities, and a timeline of women in science.

[Go to top.](#) ++++++

#### 5. New Online Research and Learning Hub: Association for Women's Rights in Development

<http://www.forum.awid.org/forum12/>

AWID (Association for Women's Rights in Development) is excited to share the initial phase of its new online resource and learning hub: *Transforming Economic Power to Advance Women's Rights and Justice*.

Building on the content generated by participants for the 2012 AWID Forum in Istanbul in April, the website aims to help readers explore key issues and debates that came out of the Forum and learn more about some of the key elements of economic power and the connections with diverse women's rights issues and agendas.

The website features:

## Browse by Issue



Militarism, Violence & Conflict



Labour & Work



The Role of the State



Sexuality



The Planet and Ecological Health



Financial Flows



Access to and Control of Resources



Private Sector and Corporate Power



Culture and Religion



Global Governance

- An easy way to browse the rich array of articles on the website. Browse by Issue and find the topic that interests you.
- Ten Critical Issue pages provide readers with an introduction to some of the main issues and the links between economic power and diverse women's rights agendas
- A Big Ideas section focuses on the four 2012 AWID Forum Plenary Sessions.
- Forum at a Glance provides readers with a quick reference to understanding the different program components of the 2012 AWID Forum.

The website will be updated regularly, providing readers with multimedia resources from different parts of the 2012 AWID Forum program including the in-depth, feminist economic toolbox and top ten breakout sessions as voted for by Forum participants, as well as the latest analysis from women's rights and other social justice organizations around the world.

[Go to top.](#) ++++++

## 6. Justice and sustainability: resistance and innovation in a transnational land deal in Ghana

[http://www.landandpoverty.com/agenda/pdfs/paper/wisborg\\_full\\_paper.pdf](http://www.landandpoverty.com/agenda/pdfs/paper/wisborg_full_paper.pdf)

### Abstract

Polarized discourse on transnational land appropriation may overlook the extent to which resistance and social innovation reshape projects and their justice and sustainability outcomes. This paper examines the case of a Nordic appropriation of land through a lease agreement with chiefs in southern Ghana, initially for biofuel production and then for large-scale, mechanized food production. The production shift triggered resistance over loss of land and environmental impact, and threatened to destabilize the project. This enticed the company to innovate through improving cooperation and offering compensation to individuals who lost land. While such steps to social innovation helped secure "operational peace", they appeared inadequate to properly resolving land conflicts and address labour rights, gender and environmental concerns. Therefore, this Nordic venture in biofuel and food production in southern Ghana exhibits some pitfalls of unjust land appropriation as well as first steps towards innovation. Understanding land deal processes of resistance and innovation is necessary to evaluate and operationalize emerging global guidelines and policies on how to prevent or shape transnational land appropriation with due regard to sustainability and justice.