

# GEM Digest of the Month for December 1, 2014

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*Newly opened Canadian Museum for Human Rights in Winnipeg, Manitoba, Canada with statue of Ghandi. Photo courtesy of D. Ceplis. See <https://humanrights.ca/>*

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, organizational development and international 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) 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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GEM Committee Member (Volunteer)

**December 1 is World AIDS Day.**

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## Opportunities and Upcoming Events

### 1. Women's Leadership at the Coady Institute, Canada

<http://coady.stfx.ca/themes/women/gcl/>

The *Global Change Leaders Program* is a seven-week education program to enable women from developing countries to strengthen their leadership capacities at the Coady Institute (St. Francis Xavier University, Nova Scotia, Canada). The program offers successful candidates a full scholarship that includes tuition, travel, accommodations, and meals. Applicants should have at least four years of demonstrated leadership experience in fields such as food security, environment, inclusive economic development, and others. The application deadline is **09 January 2015**.

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### 2. Call for Proposals: Partnerships for Strengthening Maternal, Newborn and Child Health

<http://www.international.gc.ca/development-developpement/partners-partenaires/calls-appels/psmnch-prsmne.aspx?lang=eng>

The Partnerships for Strengthening Maternal, Newborn and Child Health call for proposals, valued at \$370 million, was announced on November 5, 2014 by the Canadian government. It will fund initiatives for as long as five years that will help reduce maternal and child mortality and improve women's and children's health in 40 developing countries in Africa, Asia, Latin America and the Middle East. The focus will be on strengthening health systems, reducing the burden of disease, improving nutrition, and ensuring accountability for results.

The deadline for proposal submissions is **January 15, 2015**.

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### 3. Call for Proposals: Typhoon Haiyan Reconstruction Assistance

<http://www.international.gc.ca/development-developpement/partners-partenaires/calls-appels/haiyan-2014.aspx?lang=eng>

This call for proposals, valued at up to \$20.6 million over a period of four years, was announced by the Canadian government on November 8, 2014. The call for proposals is designed to support the economic activities of people in the **Philippines** affected by Typhoon Haiyan.

Projects funded under this call for proposals must align with the following ultimate outcome:

- Ultimate outcome: Improved economic well-being for women and men, girls and boys affected by Typhoon Haiyan.

The projects must also contribute to the achievement of at least one of the two intermediate outcomes:

- Intermediate outcome 1: Increased participation of women and men in the Philippines affected by the Typhoon Haiyan in sustainable and resilient economic activities; and/or
- Intermediate outcome 2: Improved access to financial and business development services for micro-, small and medium-sized enterprises in the Philippines affected by Typhoon Haiyan, particularly those owned/operated by women.

The submission deadline is **January 30, 2015**.

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### 4. CIMMYT is hiring a gender expert

<http://genderfoodpolicy.wordpress.com/2014/11/12/cimmyt-is-hiring-a-gender-expert/#more-2719>

The Centro Internacional Para el Mejoramiento de Maíz y Trigo (CIMMYT) in El Batán, Texcoco, Mexico is looking for an expert for integrating gender issues into agricultural research (m/f).

The International Maize and Wheat Improvement Center (CIMMYT) needs expertise to strengthen its research capacities in relation to gender. CIMMYT is the world's premier center for research, development, and training in maize and wheat and in farming systems for those two essential food crops. From its headquarters in Mexico and offices throughout the developing world, the center works with partners worldwide to reduce poverty and hunger by sustainably increasing the productivity of maize and wheat cropping systems. The center has approximately 180 specialized research staff from over 40 countries, along with 700 support staff, working at 5 research stations in Mexico and 18 offices throughout the developing world.

**Posted on November 12, 2014** - This position is currently available; there is no application deadline posted.

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## 5. Bill & Melinda Gates Foundation -- Women and Girls at the Center of Development

<http://gcgh.grandchallenges.org/GrantOpportunities/Pages/WomenandGirls.aspx>

The Bill & Melinda Gates Foundation has launched a new *Grand Challenge: Putting Women and Girls at the Center of Development*. This challenge focuses on how to effectively reach and empower the most vulnerable women and girls to improve health and development. The Foundation is looking for solutions in thematic areas that include agricultural development, urban sanitation, and others. Grants will be made to researchers in low- and middle-income countries, and partnerships with colleagues in other countries are encouraged. The Foundation particularly welcomes applications from women-led organizations and projects. Two-year exploratory grants are up to US\$500 thousand. Full four-year grants are up to US\$2.5 million. The application deadline is **13 January 2015**.

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## 6. JOB OPPORTUNITY: IFPRI Associate Research Fellow with gender focus

<http://ch.tbe.taleo.net/CH13/ats/careers/requisition.jsp?org=IFPRI&cws=37&rid=1450>

IFPRI is recruiting an Associate Research Fellow (ARF) to further the analytical work on gender undertaken within the Policies, Institutions, and Markets (PIM) portfolio, with particular focus on how constraints associated with gender affect adoption of improved technologies and management practices, attainment of food security and asset accumulation at the household level, and nutritional outcomes.

Using existing and new large-sample datasets, the Associate Research Fellow will further develop and test the validity of various indicators of women's empowerment and increase our understanding of the relationship between these indicators and other development outcomes. The ARF will also apply insights from this work to development of indicators of progress in reducing constraints based on gender relevant for tracking the impact of the work of CGIAR in this area.

This is an important opportunity for someone who has strong skills in quantitative gender analysis to help contribute to shaping the research agenda of several cross-cutting CGIAR research programs and work with an excellent team of gender and agriculture researchers.

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## This Month's News

### 1. Launch of online portal for Gender and Social Inclusion Toolbox

Toolbox <http://intranet.worldagroforestry.org/apps/ccafs/index.php>

Research Highlight <http://ccafs.cgiar.org/research-highlight/new-toolbox-gender-and-inclusion-climate-change-projects#.VGpC1G90zIV>

Manual [https://cgspace.cgiar.org/bitstream/handle/10568/45955/CCAFS\\_Gender\\_Toolbox.pdf?sequence=7](https://cgspace.cgiar.org/bitstream/handle/10568/45955/CCAFS_Gender_Toolbox.pdf?sequence=7)

LinkedIn Group on Gender, Agriculture and Climate Change Research Network  
<https://www.linkedin.com/groups?mostRecent=&gid=6657402>

Earlier this year, the CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS) together with partners, launched a Gender and Social Inclusion Toolbox for development research in climate change projects.

We've now put the final touches on a platform dedicated to the toolbox. Read the research highlight introducing the toolbox on CCAFS blog, download the manual (PDF) and discuss the tools and methods in our LinkedIn group dedicated to gender, climate change and agriculture.

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## 2. Options for the successor to the EU's Gender Action Plan 2010-2015

<http://www.odi.org/publications/8612-options-successor-eus-gender-action-plan>

The arrival of the new European Union (EU) leadership team in late 2014 provides an important opportunity to accelerate support for gender equality and women's and girls' rights. The EU's Plan of Action on Gender Equality and Women's Empowerment in Development 2010 to 2015 (GAP) runs to December 2015 and discussions are underway on what its successor should comprise.

This paper proposes three options for a successor to the current Plan:

1. A Gender Action Plan II that builds on the GAP but aims to sharpen its focus.
2. A Gender Action Plan Plus that limits accelerated and increased support to two priority gender equality, rights and empowerment areas, and with a focus on process.
3. A new comprehensive framework and action plan comprising a more ambitious approach, while also building on the GAP.

However, the success of all three options will depend on certain preconditions being in place: resolute leadership; enhanced gender analytical, including sector-specific, capacity; an informed, sensitive and courageous approach to political dialogue; full use of the menu of development instruments and modalities; meaningful engagement with civil society; and coherent policy-making.

A radical shift in the EU's approach is needed in order to achieve gender equality and to ensure all women and girls have the right to participate fully in all spheres and contribute to achieving sustainable development.

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## 3. Policy Reform toward Gender Equality in Ethiopia

<http://www.sciencedirect.com/science/article/pii/S0305750X14003441>

*World Development*, Volume 67, March 2015, Pages 406–423

Summary: There is growing interest in how reforms in different policy areas can be formulated in order to be consistent in promoting gender equality and empowering women. We use data from the Ethiopian Rural Household Survey (ERHS) to show how two seemingly unrelated reforms—community-based land registration, undertaken since 2003, and changes in the Family Code implemented in 2000—may have created conditions that reinforce each other in improving gender equity. Our findings suggest that the land registration process and the reform of the Family Code had mutually reinforcing effects on women's rights and welfare.

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## Reports, Publications and Resources

### 1. Using participatory mapping with a gender lens to understand how landscapes are used for nutrition

<http://www.a4nh.cgiar.org/2014/11/06/participatory-mapping-with-a-gender-lens/>

Many rural people derive their sustenance from sources embedded in their landscape – the cropland, pasture, trees, forests and rivers of their surroundings. The diversity of food in people's diets can be closely linked to how people manage the landscape. Yet there are often significant differences in how men and women interact with the landscape. Understanding differences between women and men's use of the landscape and their spatial and temporal knowledge provides important insights for promoting food and nutrition security. This month, Natalia Estrada-Carmona, Post-Doctoral Fellow at Bioversity International, shares a participatory mapping method she has used in her research to engage women and men in discussions on how gender plays a role in landscape management, knowledge, and nutrition.

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### 2. New blog: EnGendering Data

<http://www.pim.cgiar.org/2014/10/30/welcome-to-engendering-data/>

CGIAR Research Program on Policies, Institutions, and Markets (PIM) has launched a new blog on collecting sex-disaggregated data.

We hear a lot about the role of gender in agriculture, food security, and international development. And we applaud the development community's increased focus on reducing gender inequalities. One challenge that we are all facing is that the evidence is still weak in a number of areas. Many of the statements and statistics regarding gender disparities in agriculture and food security are not substantiated by data.

The goal of this blog is to develop a community of practice around the collection of sex-disaggregated data for gender analysis in agriculture.

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### 3. Gender and climate change adaptation in agrarian settings

Available online at: <http://www.eldis.org/cf/rdr/?doc=69546>

*Produced by: US Agency for International Development (2013)*

The impacts of climate variability and change on the rural poor in the Global South become more pronounced with each passing year. While entire communities and regions will be exposed to the same changing temperatures and precipitation, the ways in which they are vulnerable to these changes will vary greatly. As the contemporary literature on adaptation now acknowledges, the patterns of vulnerability to climate change impacts we see today are largely, if not principally, shaped by social factors ranging from gender roles to class to ethnicity. In short, these social factors have broad ramifications for the ways in which people experience and address the impacts of climate variability and change in their lives.

This report presents three case studies (on Ghana, Mali and Malawi) that illustrate the importance of this contemporary approach to gender when applied to climate change adaptation in rural, agrarian settings. Each case demonstrates that in

studies predicated on simple gender categories, the particular challenges and vulnerabilities of a significant portion of the population in question become difficult to identify.

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## 4. Kenya dairy value chain overview

[http://www.merid.org/~media/Files/Projects/Value%20Chains%20Microsite/Dairy\\_Value\\_Chain\\_Overview.pdf](http://www.merid.org/~media/Files/Projects/Value%20Chains%20Microsite/Dairy_Value_Chain_Overview.pdf)

In this publication of the Meridian Institute, key constraints in the dairy value chain are examined with a particular focus on the cattle dairy sector in Kenya. The overview highlights issues such as gender and market dynamics. The concluding section lists market inefficiencies and potential technological innovations. Technology options relate to animal health and disease (vaccine development and delivery, and curative dairy health); milk production (including genetics (artificial insemination), feed, fodder & water (dry season complications), milking machines and diversification (beyond staple dairy production), milk quality: testing & linked systems, milk preservation, sanitisation and transport (including cooling centres and linked system and packaging materials) and non-liquid dairy markets. Smallholder adoption of technology-based solutions often raises considerable challenges.

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## 5. Eldis Gender Reporter

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

Global gender accountability has taken the spotlight recently with two key global gender reports being published – the *Global Gender Gap Report 2014* (World Economic Forum), and the *World Survey on the Role of Women In Development: Gender Equality and Sustainable Development* (UN Women). Both reports are essential in highlighting global gender disparities and advocating for gender equality at the heart of sustainable development. Importantly they are well timed to link in with intensifying global debates around the definition of the Sustainable Development Goals and the emergence of the post-2015 framework. This update features these two reports alongside two highly informative essays/blogs - one advocating the importance of including a robust and holistic human rights agenda within the SDGs - and the other a feminist perspective on how the increasing role of the private sector in development is presenting serious obstacles and challenges for the advancement of women’s rights and gender equality.

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## 6. Monitoring and mitigating gender-based violence within non-GBV sectoral programming

<http://www.care.org/work/womens-empowerment/violence-against-women/guidance-gender-based-violence-gbv-monitoring-and>

CARE (Cooperative for Assistance and Relief Everywhere) has just released *Guidance for Gender Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming*. This document aims to address the increasing demand for clear guidance on how to practically and ethically monitor and mitigate gender-based violence (GBV) within non-emergency, international development programming, in which GBV is not a specific programmatic component. Specifically, it draws on existing GBV-related guidance, as well as input from a group of experts, to provide recommendations for preventing and/or responding to unintentional risk, threat, or violence against individuals related to programmatic interventions. These recommendations describe ways to take stock of the programmatic environment with



regard to GBV in general, as well as targeted suggestions on how to track GBV related incidents and issues throughout the program cycle.

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## 7. The Data on Diversity

*Communications of the ACM*, Vol. 57 No. 11, Pages 86-95

<http://cacm.acm.org/magazines/2014/11/179827-the-data-on-diversity/fulltext>

People working together can achieve more than they can alone; this is a fundamental principle upon which organizations are founded. Social scientists have shown that teams and organizations whose members are heterogeneous in meaningful ways, for example, in skill set, education, work experiences, perspectives on a problem, cultural orientation, and so forth, have a higher potential for innovation than teams whose members are homogeneous.

Diverse teams are more effective: they produce better financial results and better results in innovation. These results show that having a diverse organization is a business imperative. The article describes some of the challenges faced by diverse teams.

Case studies of students in computing science studies are presented. Tips for managers are listed.

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## 8. Measuring Women’s Empowerment in Rural India Using Vignettes

A recording of this seminar is available at <http://genderfoodpolicy.wordpress.com/2014/11/17/gender-methods-seminar-today-measuring-womens-empowerment-in-rural-india-using-vignettes/#more-2722>

**Abstract:** Many development projects have empowerment as one of their goals or as a means to achieve other development goals. Yet, the measurement of empowerment has proved very difficult and is riddled with technical and conceptual problems. Current approaches to measurement of empowerment rely on long questionnaires and, to some extent, on subjective perceptions which are not comparable across groups. In this paper we propose a method for measuring self-reported empowerment using anchoring vignettes and provide an application to a sample of rural women in Andhra Pradesh. This method is simple to administer and addresses biases in subjective perceptions. We show how perceptions vary systematically across groups and how they can be corrected for. We also show how the impact of a project on empowerment can be tested. In our application we find that most of the differences in self-reported empowerment are perceptual and that a self-help group intervention does not increase women’s empowerment.

*Edoardo Masset is an agricultural and development economist with over 10 years experience in the field of impact evaluation of development programs.*

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## 9. GAAP Technical Guide: Reducing the gender asset gap through agricultural development

<http://www.ifpri.org/publication/reducing-gender-asset-gap-through-agricultural-development>

Toolkit [http://gaap.ifpri.info/files/2010/12/GAAP\\_Toolkit\\_Update\\_FINAL.pdf](http://gaap.ifpri.info/files/2010/12/GAAP_Toolkit_Update_FINAL.pdf)



This technical guide, an output from IFPRI’s Gender, Agriculture, and Assets Project (GAAP), explains the importance of assets—both tangible such as land, labor, and animals and intangible such as education, financial capital, and social networks—for development, and the wide gap that exists between men and women in the use, control, and ownership of these assets.

With practical lessons and recommendations, the guide shows how to collect data, and design and monitor projects to address this gender asset gap, clarifying how each step of the project—from design to evaluation—can attend to gender differences. It also identifies both qualitative and quantitative tools to use in collecting and analyzing sex-disaggregated data on assets.

Along with the gender research findings laid out in GAAP project notes and discussion papers and a new GAAP toolkit for collecting data, this technical guide completes a full package of resources for researchers and practitioners working to improve women’s equality and economic status in the developing world.

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## 10. **FILM: Missing: The forgotten women in India’s climate plans**

<http://cdkn.org/resource/missing-the-forgotten-women-indias-climate-plans/>

This film commissioned by the Climate & Development Knowledge Network follows the Nahi women in their daily fight against climate change impacts. With a rapidly changing climate that is already having massive impacts on Indian people’s daily lives, the absence of policies and plans supporting millions of working women in their ability to deal with these new challenges needs to be addressed. Representing over half the workforce in farming, fishing and forest harvesting, Indian women have an essential role to play in climate adaptation and planning. Granting women greater access to ownership and representation, and giving them a voice to describe their situation and needs to policymakers, will help all Indians diminish their vulnerabilities in the face of climate change.

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## 11. **Women’s Land Rights Guides**

<http://www.landesa.org/wp-content/uploads/LandWise-Guide-Womens-land-and-property-rights-in-Kenya.pdf>

<http://www.landesa.org/wp-content/uploads/LandWise-Guide-Women%E2%80%99s-land-rights-guide-for-Tanzania.pdf>

<http://www.landesa.org/wp-content/uploads/LandWise-Guide-Womens-land-rights-in-Uganda.pdf>

The Landesa Center for Women’s Land Rights has created four new practice guides, which are practical resources for development practitioners, researchers, lawyers, advocates, and scholars to assess the situation for women’s land rights in three countries: Kenya, Tanzania, and Uganda. They address both the formal legal structure and the customary framework that impact women’s secure access to land.

<http://www.landesa.org/wp-content/uploads/LandWise-Guide-International-agreements-and-how-to-build-a-legal-case-for-women%E2%80%99s-land-rights.pdf>

A fourth guide, International Agreements and How to Build a Legal Case for Women’s Land Rights, provides insights and guidance on using international conventions (e.g. CEDAW) and regional agreements (e.g. The Banjul Charter) to build a case for women’s land rights at the national level.

<http://www.landesa.org/wp-content/uploads/infographic-womens-land-rights.jpg>

Landesa has also produced a new infographic, the first to document the wide range of benefits that flow from women’s land tenure security. The infographic makes clear that women’s secure tenure can help us reach a number of our most critical sustainable development goals – from improved nutrition, education, and resiliency, to reduced domestic violence.

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## **12. Enhancing women’s assets to manage risk under climate change**

<http://www.ifpri.org/publication/enhancing-women-s-assets-manage-risk-under-climate-change>

The International Food Policy Research Institute (IFPRI) project “Enhancing Women’s Assets to Manage Risk under Climate Change: *Potential for Group-Based Approaches*” aims to help poor women farmers and pastoralists in Africa south of the Sahara and South Asia—especially those in Ethiopia, Kenya, Mali, and Bangladesh—manage risks under climate change.

A new volume of policy notes summarizes the findings from the project. From the IFPRI Research Program on Climate Change, Collective Action, and Women’s Assets, the notes in this collection explore how to protect or strengthen women’s control over critical assets, including natural resources and social capital. These notes also examine the potential for innovative and group-based approaches to increase women’s assets and strengthen their risk-management capabilities in the context of climate change.

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## **13. When Women Flourish...We Can End Hunger**

<http://hungerreport.org/2015/press/>

The 2015 Hunger Report, *When Women Flourish...We Can End Hunger*, released by Bread for the World Institute, identifies the empowerment of women and girls as essential in ending hunger, extreme poverty, and malnutrition around the world and in the United States.

“Eliminating barriers and empowering women around the world is key to ending hunger in our time,” said Asma Lateef, director of Bread for the World Institute. “We must not tolerate discrimination against women and instead, demand a comprehensive approach to women’s empowerment that includes applying a gender lens to all programs and policies.”

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