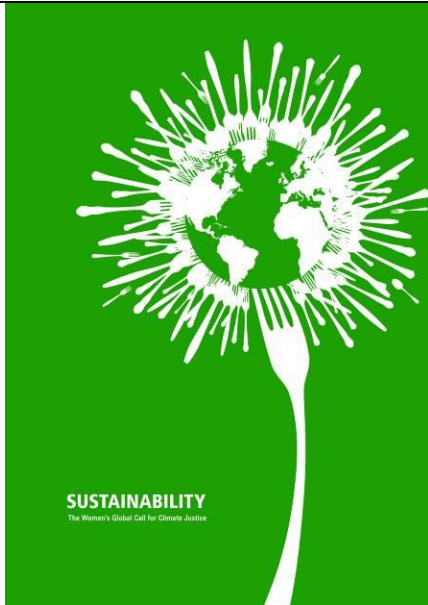




GEM Digest of the Month for December 1, 2015

176 Gloucester Street, Suite 320, Ottawa, Ontario K2P 0A6, www.aic.ca



A poster by Jing Zhou of China – a runner-up in the Women's Global Call for Climate Justice poster design contest. More winning posters are available at <http://womenclimateart.tumblr.com/>. More art by Jing Chou is available at <http://www.jingzhoustudio.net/>.

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 to compile and re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/publications/gender-equality-mainstreaming-digest/>.

Dinah Ceplis, P.Ag. (Ret.), FGHIH, FAIC
GEM Committee Member (Volunteer)

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Opportunities and Upcoming Events

1. ODI Fellowship Scheme

<http://www.odi.org/fellowship-scheme>

The Overseas Development Institute [ODI] Fellowship Scheme has two objectives: (1) to provide developing country governments with high-caliber junior **economists and statisticians** where there are gaps in local capacity; and (2) to give postgraduate economists and statisticians practical work experience in a developing country.

The Fellowship Scheme is open to candidates of any nationality. You must have a Masters or PhD in economics, econometrics, statistics or a related field. Suitable specialties include agricultural, environmental, international, health or development economics.

The Fellowship Scheme is now inviting applications for the 2016-2018 Fellowship Scheme; the deadline is **17 December 2015**.

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2. **FAO Consultant: Developing guidelines on sex-disaggregated data and gender indicators in agriculture**

<https://genderfoodpolicy.wordpress.com/author/ifprilib/>

FAO is looking for a consultant for their gender research position. Please see the link for information.

Minimum Requirements:

- Advanced university degree in statistics; gender and development; econometrics or equivalent
- Minimum 3 years of relevant experience in the area of gender statistics and minimum 7 years in the field of agricultural statistics
- Proved familiarity with farm and agricultural surveys' methodology, in particular with survey implementation and questionnaire design
- Excellent knowledge of spoken and written English; knowledge of French or Spanish is an asset
- Excellent writing skills

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This Month's News

1. **CWSE - Prairies October 2015 Newsletter Has Been Released**

http://cwse-prairies.ca/pages/newsletters/cwse_newsletters/12_CWSE-Prairies_Oct_2015_newsletter.pdf

The goal of the NSERC CWSE - Prairies [Natural Sciences and Engineering Research Council of Canada Chairs for Women in Science and Engineering Program] is to develop and successfully lead strategic activities that promote greater opportunities for women, particularly Aboriginal women, in science and engineering across the Prairie Region.

This month's newsletter features the following articles:

- Women, Diversity and Research Excellence Event on Parliament Hill: Dr. Annemieke Farenhorst and two members of her CREATE H2O team, Inoka Amarakoon Mudiyansele and Geethani AmarawansaEragoda Arachchilage, travelled to Parliament Hill to present their research on water quality in First Nations communities.
- The NSERC CREATE H2O program is multidisciplinary research that is being conducted to strengthen First Nations water and sanitation security, including the roles of professors, graduate students and collaborators.
- 2015 First Nations Water Rights Conference at the University of Manitoba.
- University of Manitoba undergraduate student Parisa Selseleh was awarded the ICAN WISE Scholarship
- WISE Kid-Netic Energy Offers All-Girls CodemakersCamp: WISE Kid-Netic Energy is a non-profit organization that gives youth from Kindergarten to Grade 12 the opportunity to get curriculum based, hands-on experience in science and engineering.

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2. We Need a Canada-Wide Approach to Achieve Women's Rights

http://www.huffingtonpost.ca/development-unplugged/sdg-womens-rights_b_8314320.html?utm_source=The+MATCH+Fund+Monthly+News&utm_campaign=1a1108f80c-October+Monthly+News+2015&utm_medium=email&utm_term=0_77e7a9063b-1a1108f80c-111457293

If Canada commits to "internalizing" the SDGs, what should we expect?

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3. Women in Plant Science

<http://blog.globalplantcouncil.org/gpc-community/women-in-plant-science-part-i/>

<http://blog.globalplantcouncil.org/interviews/women-in-plant-science-part-ii/>

In honour of Ada Lovelace, the first computer programmer, the Global Plant Council participated in this international celebration of women in science, technology, engineering and maths (STEM). To highlight the achievements of women in STEM, they spoke to female plant scientists around the world about their careers and experiences.

In Part 1, find out what it's like to be a female plant scientist in Cameroon and Sweden, while in Part 2 we talk to women from Tanzania and the USA.

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4. AWARD Newsletter for November 2015

<http://www.awardfellowships.org/news-information/award-newsletters>

The recently published *African Women in Agricultural Research and Development* (AWARD) newsletter is now available.

AWARD is a catalyst for innovations with high potential to contribute to the prosperity and well-being of African smallholder farmers. We equip top women agricultural scientists across sub-Saharan Africa to accelerate agricultural gains by strengthening their research and leadership skills.

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5. The future of executive-level agriculture in Canada? Women

<http://tvo.org/article/current-affairs/the-food-chain/the-future-of-executive-level-agriculture-in-canada-women?hootPostID=f5522c4388088ec1463ef4eff3ba0dcd>

While there have been an increasing number of women entering farming, few are present at the executive or management levels.

“Women entering the industry are either working on farms or going to college or university to take on a variety of roles in the agricultural sector,” says Debra Hauer, a project manager at Canadian Agricultural Human Resource Council, “but what we’ve been hearing is that although they’re entering agriculture, there’s still one last step: there’s still barriers to women entering senior management or executive roles.”

Last month, the council launched a country-wide survey to learn more about these barriers as part of a three-year project funded by Status of Women Canada. The study looks at barriers affecting farm operators, and also other sectors of

agriculture, from food manufacturing, to industry associations, government policy, scientific development and more. Results from the survey, open to both men and women who work in various branches of Canada's agriculture sector, will be released in March 2016.

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6. Striking a balance between farming and care-giving

<https://agwomensnetwork.wordpress.com/2015/11/18/striking-a-balance-between-farming-and-caregiving/>

This article is the first in a monthly series that will highlight members of the Ag Women's Network. AWN is an online group dedicated to connecting and empowering women in agriculture through sharing, learning and personal development.

Deb Knapton is a dairy farmer from Eastern Ontario but like most women in agriculture she's a lot more than that. Today, Deb divides her time between running the farm in a full partnership with her husband Merlin, continuing to work full-time off the farm, and taking care of her family.

She is also the secretary-treasurer for the Lanark County Dairy Producers Committee and has been a dedicated volunteer with 4-H Ontario for the past 15 years.

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7. "Jasmine Revolution" Challenges Male Domination of Tea Trade Unions

<http://www.ipsnews.net/2015/11/jasmine-revolution-challenges-male-domination-of-tea-trade-unions/>

Female tea labourers in the Idukki district of the southern state of Kerala, India held protests as they said they had been exploited for years and were now ready for their rights. The male labour union leaders were put on notice that the history of male-dominated national trade union politics excluding women was about to change.

Weeks of protests were held at the Kanan Devan Hills Plantations, controlled by the Indian multinational Tata, which had clamped down on not only the growing unrest due to exploitation of women workers for years but also the gender-based discrimination in the tea sector.

The women workers accuse the male trade union leaders of ignoring the rights and benefits of women workers while ensuring good positions and financial benefits for their relatives and dependants.

Researchers in gender studies say that the rebellion of the women workers needs to be studied closely with the status of women in Kerala where development indices like literacy are very high while compared with women elsewhere in the country.

Observers in New Delhi point out that the unprecedented female rebellion at Munnar has baffled both trade unions and various management teams in the country and has evoked keen interest among tea workers in Assam, West Bengal, Tamil Nadu and Karnataka.

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8. Inclusive resilience – stories of marginal woman farmers

Available online at: <http://www.eldis.org/cf/rdr/?doc=73790>

<http://www.geagindia.org/pdf/Inclusive-esilience.pdf>

The activities covered under this study in India cover some of the gendered impacts of climate change. The impact of the climate change are adding extra pressure on woman farmers in agriculture and impacting the fodder, fuel wood and other such farm and off-farm activities which are largely in the domain of woman farmers.

It reviews the results from the PACS-DFID supported project intervention which demonstrate how such woman farmer champions have moved towards a climate change resilient agriculture by using their traditional knowledge, skills and inputs facilitated by the project and the provisions of government programmes (like MGNREGA).

The climate resilient agriculture adopted by these farmers indicates the need for urgent action and up scaling elsewhere in the areas of:

- 1) production level with lowering of inputs costs, strengthening of ecological processes in the farm, enhanced net gains, market linkages.
- 2) the production system level towards rights and control over resources such as land, strengthening of ecosystem services, encouraging diversity and complexity, an extension system which involves woman farmers and address their problems, appropriate resilient inputs (like seeds)
- 3) policies and legal measures that are also crucial in this direction, which recognizes the role of small -marginal and landless farmers in general and the woman farmers in particular and helps in developing a pro-women farmer's environment in agriculture.

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9. What would it take to strengthen women's land rights?

<https://wle.cgiar.org/thrive/2015/11/16/what-would-it-take-strengthen-womens-land-rights>

<http://www.landscapes.org/glf-2015/agenda-item/2015-glf-day-2-sunday-6-december-2/thematic-high-level-sessions/thematic-high-level-this-land-is-our-land-gender-perspectives-on-land-access-and-restoration-ciatwle-2/>

The issue of women's land rights for land restoration will be discussed at a high-level panel "This Land is Our Land: Gender perspectives on tenure and rights" at the Global Landscapes Forum in Paris, December 6. In preparation for that event, we have asked a number of experts.

Follow the debate on the Thrive, the blog of the CGIAR Research Program on Water, Land, and Ecosystems.

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10. How sex-disaggregated land statistics can help monitor progress of the new Sustainable Development Goals

<http://www.pim.cgiar.org/2015/11/20/how-sex-disaggregated-land-statistics-can-help-monitor-progress-of-the-new-sustainable-development-goals/>

For decades feminist economists and women's rights advocates have made the case that the lack of data on women's land rights has limited the ability to understand how this affects food security and rural poverty. However, recent developments may help us to overcome this challenge. The new SDGs have identified women's land rights as a priority, setting them as targets in both Goal 1 (end poverty in all its forms everywhere) and Goal 5 (achieve gender equality and empower all women and girls). Numerous UN agencies – including FAO and UN Women- are supporting the use of land indicators disaggregated by sex (in addition to type of tenure, age cohorts and ethnicity)

to monitor targets regarding equal rights to economic resources, including land (t 1.4) and undertaking reforms to give women equal rights to economic resources (t 5a).

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11. Ag Hall of Fame – Where are all the Women At?

<https://agwomensnetwork.wordpress.com/2015/11/22/ag-hall-of-fame-where-are-all-the-women-at/>

The Canadian Agricultural Hall of Fame inducted five deserving men into their ranks in 2015.

The Mission of the Canadian Agricultural Hall of Fame is to “honour and celebrate Canadians for outstanding contributions to the Agriculture and Food Industry and to publicize the importance of their achievements to Canada.” Since its inception in 1960, no more than four women have been inducted

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Reports, Publications and Resources

1. The Cost of the Gender Gap in Agricultural Productivity in Malawi, Tanzania, and Uganda

<https://openknowledge.worldbank.org/handle/10986/22770>

Women comprise a large proportion of the agricultural labor force in Sub-Saharan Africa, ranging from 30 to 80 percent (FAO 2011). Yet women farmers are consistently found to be less productive than male farmers. The gender gap in agricultural productivity—measured by the value of agricultural produce per unit of cultivated land—ranges from 4 to 25 percent, depending on the country and the crop (World Bank and ONE 2014). This gap exists because women frequently have unequal access to key agricultural inputs such as land, labor, knowledge, fertilizer, and improved seeds. This report from the World Bank estimates the monetary value of the gender gap in agricultural productivity in Malawi, Tanzania, and Uganda.

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2. Africa Agriculture Status Report 2015: Youth in Agriculture in Sub-Saharan Africa

<http://www.agra.org/silo/files/africa-agriculture-status-report--2015.pdf>

A recently released report warns that Africa will not alleviate its chronic food shortages and unemployment unless youth get more involved in agriculture. The study found that many young Africans -- especially educated ones -- viewed working in agriculture as drudgery.

Some conclusions and recommendations:

Farmers are now able to obtain real time input and output market information, create new market channels, and design attractive packaging and labeling.⁶⁵ This calls for building capacities of young people – male and female – and equipping them with technologies for addressing the emerging requirements of an attractive agricultural economy that offers prospects for viable incomes and a good quality of life.

Accessing finance remains a big barrier to improving the productivity of youth in agriculture, since young agripreneurs, especially if they are female, are often seen as high-risk clients.

Address gender differences, and especially enable more female youth to participate in agribusiness.

To increase the participation of young women in sustainable agribusinesses, policies must be designed to improve women's labor market conditions. It will be useful to link specific agricultural subsidies and tax incentives to female entrepreneurs, and support adequate training and educational opportunities with a specific emphasis on promoting gender equality. Furthermore, female entrepreneurs should be encouraged and facilitated to explore across the agribusiness value chain in such activities as information provision, trading, retailing, processing, and research, which are not limited by access to assets or by cultural norms. [page 86]

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3. Advancing gender equality in the post-2020 climate regime

http://pubs.iied.org/17313IIED.html?b=d&utm_source=IIED&utm_campaign=0959ec838c-IIED_October_2015_newsletter10_28_2015&utm_medium=email&utm_term=0_4c206cf0b2-0959ec838c-75836329

This is a briefing paper from the International Institute for Environment and Development [IIED.] Research and evidence show that women and men are vulnerable to climate change to varying degrees, and that they experience and respond to it in different ways. Policies and actions that overlook the gendered impacts of and responses to climate change yield inequitable outcomes and exacerbate existing gender inequalities. Actions that are gender-sensitive and gender-responsive — and therefore designed to yield benefits for the whole population — are not only fairer but also more effective. Yet the United Nations Framework Convention on Climate Change (UNFCCC) has only recently turned its attention to gender equality. The focus, initially, was on enhancing women's participation in negotiations but gender issues are now beginning to influence decision-making in important thematic areas, with particular progress being made in adaptation, capacity building and finance. As the Parties to the Convention enter the final, critical stage of negotiations for a new, universal and legally binding agreement, they must build on these foundations so that strong provisions for gender equality take their place as an integral part of future global climate policy.

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4. Engaging Men and Boys for Gender Equality

http://www.eldis.org/go/topics/resource-guides/gender/monthly-collections/engaging-men-and-boys-for-gender-equality#.Vj_3IDOFPIV

Earlier this year, the United Nations Commission on the Status of Women (CSW59), which marked 20 years since the 1995 Beijing Fourth World Conference on Women, also drew attention to the progresses made in engaging men and boys – a critical element in advancing gender equality. In particular the event highlighted the need for a greater evidence base on this area.

This Eldis gender guide update features recent key evidence-based research reports and regional case studies from around the world on engaging men and boys in promoting gender equality. The resources cover issues such as: men's role in care-giving, domestic work and fatherhood; engaging men in ending sexual violence and child marriage; and the need for policies to better engage men in gender equality and building state capacity to implement them.

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5. Women, Land and Food event materials now available

http://www.usaidlandtenure.net/commentary?utm_source=USAID+Outreach&utm_campaign=93481bb6fa-Women_Land_and_Food_Email_10_14_2015&utm_medium=email&utm_term=0_d120d62f37-93481bb6fa-336588513#2963

You can watch a recording of the entire event, view one-on-one interviews with Susan Markham and Chris Jochnick and explore the photo gallery highlighting international development work involving women, land and food.

The Women, Land and Food event hosted by the International Food Policy Research Institute (IFPRI), USAID, and Landesa on October 27, 2015, examined the challenges, programming lessons and evidence demonstrating the profound link between land rights, food security and women’s empowerment. Now, you can further explore related event content.

A growing body of evidence indicates a profound link between stronger women’s land rights and a variety of critical development issues, including enhanced food security and improved household nutrition. And the newly adopted Sustainable Development Goals (SDGs) of ending poverty, global food security and gender equality all have secure land rights and resources as key underlying components.

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6. Social and gender equity issues in forestry and REDD+ in Myanmar

Available online at: <http://www.eldis.org/cf/rdr/?doc=73664>

<http://www.recoftc.org/project/grassroots-capacity-building-redd/issue-papers/social-and-gender-equity-issues-forestry-and-redd-myanmar>

RECOFTC - The Center for People and Forests and partners recently conducted a national-level expert panel discussion in Myanmar on gender mainstreaming in national forestry and REDD+ initiatives.

This discussion paper captures the panel’s reflections on Myanmar’s current state of gender considerations and the policy environment in the forestry sector and, based on lessons learned, offers recommendations to improve mainstreaming gender strategies in REDD+ planning and implementation in the country.

For effective management of all forested land including the PFE and public forests, the Ministry of Environmental Conservation and Forestry (MoECAF) has developed various laws and policies, however the researchers believe these policies and laws have largely failed to address gender concerns; such as participatory benefit-sharing mechanisms among different stakeholders.

The REDD+ Roadmap6 (UN-REDD, 2013) recognized the significance of engaging ethnic minority women as key stakeholders, which was done during the consultation process while drafting the REDD+ Roadmap (UN-REDD, 2013) and safeguards operational plans.

The researchers suggest that following those standards set out at the international level would be beneficial for Myanmar.

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7. Cultivating Equality: Delivering just and sustainable food systems in a changing climate

Available online at: <http://www.eldis.org/cf/rdr/?doc=73621>

This report demonstrates how inequality determines who eats first and who eats worst, and how this shapes people's ability to adapt to climate change.

The report argues that solutions around food production are not enough, and demand more dialogue and action to address inequality in food systems. To realise food and nutrition security for all in the face of climate change, the report makes recommendations to governments, the private sector, donors, and individuals; including:

- Prioritise women's empowerment and integrate climate change in all approaches to food and nutrition security;
- Ensure small-scale food producers and women have a seat at the table when policies and budgets are decided;

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8. Science on the Pulse: Ten essential reads on gender and land tenure

<https://wle.cgiar.org/thrive/2015/11/02/science-pulse-10-essential-reads-gender-and-land-tenure>

What are we actually talking about when we refer to women's land rights? In the lead up to the Global Landscapes Forum event, *This land is our land: Perspectives on land access and restoration*, Thrive asked the International Food Policy Research Institute (IFPRI) to share ten essential articles for gaining an understanding of the key issues in gender and land tenure.

- I. Gender, assets, and agricultural development: A conceptual framework by Meinzen-Dick, R. et al. (2011)
- II. Gender inequalities in ownership and control of land in Africa: myth and reality by Doss, C., et al. (2015)
- III. Examining gender inequalities in land rights indicators in Asia by Kieran, C et al. (2015)
- IV. Who owns the land? Perspectives from rural Ugandans and implications for large-scale land acquisitions by Doss, C. et al. (2014)
- V. The gender implications of large-scale land deals by Behrman, J. et al. (2012)
- VI. Can government-allocated land contribute to food security? Intrahousehold analysis of West Bengal's land titling program by Santos, F. et al. (2014)
- VII. Land rights knowledge and conservation in rural Ethiopia: Mind the gender gap by Quisumbing, A. and Kumar, N. (2014)
- VIII. Filling the legal void? Experimental evidence from a community-based legal aid program for gender-equal land rights in Tanzania by Mueller, V. et al. (2015)
- IX. Can integrated agriculture-nutrition programs change gender norms on land and asset ownership? Evidence from Burkina Faso by Van den Bold, M. et al. (2015)
- X. Bargaining power and biofortification: The role of gender in adoption of orange sweet potato in Uganda by Gilligan, D. et al. (2014)

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9. Why paying attention to gender matters for climate change adaptation

<https://www.ifpri.org/blog/why-paying-attention-gender-matters-climate-change-adaptation>

Until recently, there has been little evidence supporting the need to focus on the gendered dimensions of agriculture and climate change. Why? Because few researchers have been talking to women in agriculture as well as men--both of whom contribute to solving the food security challenges posed by climate change.

However, new research based on gender-disaggregated data sheds light on gender differences in perceptions of climate change and the ability to adopt practices and technologies needed to increase resilience. These data also show that men and women have different preferences, needs, and priorities for the ways in which they respond to climate change. These findings point to the need for integrating a gender perspective into research on climate change as well as programs and projects focused on facilitating adaptation (and mitigation) on the ground.

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10. Empowering Women Cotton Farmers in West Africa

<http://ifdc.org/2015/11/17/usaaid-c4cp-empowering-women-in-west-africas-cotton-sector/>

The USAID C-4 Cotton Partnership with the International Fertilizer Development Center [IFDC] raises farmer incomes in West Africa. The gender-inclusive project introduces sustainable technologies and fosters strategic collaboration. Check out the two latest infographics to learn more.

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11. Video on event: Building pathways for youth entrepreneurship

<http://www.odi.org/events/4287-youth-unemployment-young-people-livelihood-skills-international-citizen-service>

Unemployment disproportionately affects youth. As a result, many young people turn to self-employment. Youth entrepreneurship can provide young people with a sustainable livelihood, building valuable life-long skills and contributing to the wider socio-economic growth of their communities.

But how can development programs best support sustainable youth entrepreneurship? How can we adapt to different contexts? What sort of follow up services should we provide? And how can we build strong partnerships between organizations working in youth entrepreneurship?

Raleigh International is a UK-based sustainable development charity working to create strong, sustainable youth enterprises in rural communities around the world, as part of the UK government-funded International Citizen Service program. The program is led by Voluntary Service Overseas in partnership with development organizations. It uses peer mentoring to bring together young people from the UK and developing countries each year to develop and implement business ideas.

Addressing rural youth unemployment is a priority for governments around the world and innovative entrepreneurship programs like this one can offer real solutions.

In 2015, ODI reviewed two Raleigh projects in Nicaragua and Tanzania. This event will present the major findings from the review, drawing lessons for others contributing to tackling youth unemployment in developing countries.

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12. Gender Roles and Equality in Agribusiness

http://www.agcareers.com/newsletters/Gender_Survey_Highlights.pdf

To download the full report, visit <http://www.agcareers.com/reports.cfm>

AgCareers.com conducted the *Gender Roles & Equality in Agribusiness* survey in the summer of 2015. The survey collected information about the roles men and women play in the agricultural industry. Questions examined topics such as compensation, benefits, work/ life balance, equality and advocacy. Analysis of results identifies similarities and discrepancies between genders. Responses were collected in an online poll format, with 2,199 people responding.

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13. Progress on agriculture in the UN climate talks

https://cgspace.cgiar.org/bitstream/handle/10568/69021/Agriculture%20at%20COP21.pdf?sequence=1&isAllowed=y&utm_source=CCAFS+Global&utm_campaign=790ee1c7be-CCAFS_at_COP21_Nov2015&utm_medium=email&utm_term=0_2aef4a737c-790ee1c7be-246845437

Key messages related to Gender in Info Note from CGIAR

5. Equitable outcomes for women

Gender has now been mapped across all aspects of the UNFCCC's functions and its mainstreaming will be overseen by the Subsidiary Body for Implementation (SBI). This provides an opportunity to develop agriculture initiatives that have gender-sensitive strategies. Climate change will add to the challenges that vulnerable and poor women face in securing incomes, personal freedoms, water, food and fuel. A policy brief by CGIAR and partners (Huyer et al. 2015) recommends that gender-responsive climate policies and programmes include:

- ☐ A gender component as a qualifying criterion to access international funding.
- ☐ Design that is informed by needs assessments that distinguish women's and men's needs and priorities.
- ☐ Monitoring and assessment indicators of real change in gender and social inclusion.

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