



Near Usagara, Tanzania. Photo courtesy of D. Ceplis.

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

If you have information to share, please send it to me at [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

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## Calendar

2012 is the **International Year of Cooperatives** <http://social.un.org/coopsyear/>. The International Year of Cooperatives is intended to raise public awareness of the invaluable contributions of cooperative enterprises to poverty reduction, employment generation and social integration. The Year will also highlight the strengths of the cooperative business model as an alternative means of doing business and furthering socioeconomic development.

February 2, **World Wetlands Day**

**Coming Up...**

March 8: **International Women’s Day.**

The global theme for 2012 is *CONNECTING GIRLS, INSPIRING FUTURES.*



## Opportunities:

1. Small Grants Programme of the Global Environment Facility ..... 2
2. Women’s World Summit Foundation Award..... 3
3. Federation of Canadian Municipalities (FCM) Scholarship to encourage women to enter public office ..... 3
4. Global Conference on Women in Agriculture..... 4
5. CGIAR Gender & Diversity Program - Women's Leadership Series 2012 ..... 4

6. Webinars: Equity-Focused Evaluations.....	5
7. Water: Too Much, Too Little, Two Lakes.....	5

## This Month's News

1. East Africa's drought: the avoidable disaster .....	6
2. Land, Labour and Livelihoods: Tanzanian Women's Struggles.....	7
3. UN Announces SEED Award Winners 2011 with Focus on African Entrepreneurs .....	7
4. How to engage with the Commission on the Status of Women (CSW).....	7
5. Growing Beyond the Fields - Italy.....	8
6. Healthy Child Africa .....	8

## Reports, Publications and Resources

1. What is a Cooperative?.....	9
2. Work-life Balance in 2012.....	9
3. Men have lives too.....	9
4. Work and family conflict in academic science.....	9
5. Work-life balancing: challenges and strategies .....	10
6. The CGIAR centers and flexi-working .....	10
7. Journal of Rural and Community Development .....	10
8. Achieving Food Security in the Face of Climate Change.....	10

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

## Opportunities

### 1. Small Grants Programme of the Global Environment Facility

<http://sgp.undp.org/index.cfm?module=ActiveWeb&page=WebPage&s=ApplyforanSGPGrant>

The Small Grants Programme is funded by the Global Environment Facility (GEF) as a corporate programme, implemented by the United Nations Development Programme (UNDP) on behalf of the GEF partnership, and executed by the United Nations Office for Project Services (UNOPS). The Global Environment Facility Small Grants Programme makes grants to NGOs and CBOs in the following six themes, with gender mainstreaming as one of the main criteria:

- Biodiversity
- Climate Change
- International Waters

- Land Degradation
- Persistent Organic Pollutants
- Climate Change Adaptation

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

## 2. Women’s World Summit Foundation Award

[http://www.woman.ch/index.php?page=nomination-guidelines&hl=en\\_US](http://www.woman.ch/index.php?page=nomination-guidelines&hl=en_US)

Awarded since 1994 by WWSF Women's World Summit Foundation - an international, non-profit, humanitarian NGO, serving the implementation of women’s and children’s rights and the UN development agenda - the Prize (\$ 1000 per laureate and \$ 3000 for specific African women’s organizations), honors women and women's groups around the world exhibiting exceptional creativity, courage and commitment for the improvement of the quality of life in rural communities (375 prizes awarded so far). The Prize aims to draw international attention to laureates' contributions to sustainable development, household food security and peace, thus generating recognition and support for their projects. While rural women are vital in providing examples of sound practice in their communities, they still do not have full access to tools needed for development, such as education, credit, land rights and participation in decision making. By highlighting and awarding creative development models, innovations and experiences enhancing the quality of rural life, WWSF participates in addressing the eradication of rural poverty, gender mainstreaming and women’s empowerment.

**Nomination materials should arrive no later than 31 March through the post.** E-mail nominations are not accepted.

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

## 3. Federation of Canadian Municipalities (FCM) Scholarship to encourage women to enter public office

<http://www.fcm.ca/women>

[http://www.politicalscience.ualberta.ca/political%20science%20news/2012/01/fcmscholarshiptoencouragewomentoenterpublicoffice?utm\\_source=mailoutinteractive&utm\\_medium=email&utm\\_campaign=Daily+News%3a+January+10%2c+2012](http://www.politicalscience.ualberta.ca/political%20science%20news/2012/01/fcmscholarshiptoencouragewomentoenterpublicoffice?utm_source=mailoutinteractive&utm_medium=email&utm_campaign=Daily+News%3a+January+10%2c+2012)

The Federation of Canadian Municipalities (FCM) is pleased to call for applications for its annual Mayor Andrée Boucher Memorial Scholarship. The scholarship is awarded annually in honour of the late Andrée Boucher, Mayor of Québec City, with a view to increasing women’s participation in elected positions. FCM will award a scholarship in the amount of \$2,000 which will be presented in the winner’s municipality. We sincerely hope to count on your support in encouraging your students to consider submitting an application by **February 28th, 2012.**

The criteria for selection of the scholarship recipient are as follows:

- The scholarship is open only to women students who are enrolled in a Canadian college or university.
- The student can be in any year of study as an undergraduate or graduate student.
- Applicants should be considering making a contribution to/or entering the political realm.

**See the website for more details.**

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

## 4. Global Conference on Women in Agriculture

<http://www.gcwa.in/>

The Indian Council of Agricultural Research (ICAR) and Asia Pacific Association of Agricultural Research Institutions (APAARI) are jointly organizing Global Conference on Women in Agriculture (GCWA) on **13-15 March 2012** at National Agricultural Science Centre Complex, **Pusa, New Delhi, India** in Co-sponsorship with GFAR, FAO, IDRC, TAAS and RAGA. Her Excellency, The President of India has kindly consented to be the Chief Guest and inaugurate the Conference. About 300 delegates including the experts from National and International Organizations are expected to attend the Conference.

Kindly circulate this information among all your colleagues and linked organizations so that concerned Scientists may send 'Abstracts' for poster session by January 31, 2012.

Understanding the importance of farm women's knowledge and their innovations for sustainable agriculture is of immense value. In view of this, on this occasion, it is proposed to bring out a publication on '**Farm Women Innovators**'. You are, therefore, requested to kindly contribute profiles of innovative women farmers of your region. The profiles in the format enclosed herewith may be sent through email by **February 5, 2012**. We appreciate your earliest response as the time of the Conference is very close by to expedite the process. Your contributions will be duly acknowledged in the publication.

Besides, as one of the themes of the Conference is 'Linking Women to Market', it is proposed to organize a market place at Conference venue where, innovative technologies/products will be displayed. Thus, the concerned organizations, commodity groups, associations, self-help groups may contact the organizing secretary immediately to participate and take advantage of this event.

Mailing address: [gcwa2012@gmail.com](mailto:gcwa2012@gmail.com); [gcwa12@yahoo.com](mailto:gcwa12@yahoo.com); [nrcwa@nic.in](mailto:nrcwa@nic.in); with a copy to [kokateddg@gmail.com](mailto:kokateddg@gmail.com).

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

## 5. CGIAR Gender & Diversity Program - Women's Leadership Series 2012

The International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) celebrates its 40th anniversary in 2012. And what better way to celebrate than to offer to host G&D's renowned Women's Leadership and Management Course! As part of the CGIAR's commitment to honing top talent for delivery of agricultural research and development, the CGIAR Gender & Diversity Program is offering two women's leadership courses in 2012.

**Leading Through Negotiation for Women** [http://www.genderdiversity.cgiar.org/resource/at\\_cost\\_negotiation.asp](http://www.genderdiversity.cgiar.org/resource/at_cost_negotiation.asp)

Dates: March 26-29, 2012

**Deadline for applications: January 14, 2012**

Fee: USD 3,500 (estimated)

Venue: Nairobi or Mombasa, Kenya (to be confirmed)

Number of places: 35

This course was established at the request of CGIAR women who had completed the Women's Leadership and Management Course and wanted further training in negotiation. Successful negotiation requires clarity on what can be negotiated. However, more goes on in a negotiation than the debate over the terms of agreement. As we bargain over issues, a parallel discussion--or shadow negotiation--is simultaneously taking place. The course is led by Prof Deborah Kolb, co-author of *The Shadow Negotiation: How Women Can Master the Hidden Agendas That Determine Bargaining Success*. Working with case

examples drawn from international NGOs, Prof Kolb helps participants develop practical skills for managing negotiations in ways that promote their interests.

**Women's Leadership and Management Course (WLMC)**

[http://www.genderdiversity.cgiar.org/resource/at\\_cost\\_manag\\_course.asp](http://www.genderdiversity.cgiar.org/resource/at_cost_manag_course.asp)

Dates: June 3-9, 2012

**Deadline for applications: 1 March 2012**

Fee: USD 4,200 (estimated)

Hosted by ICRISAT, Hyderabad, India

Number of places: 30

Our foundation leadership course focuses on building skills for working in teams, managing conflict, creating alliances and leveraging diversity for good research and development results. It incorporates a 360 evaluation of each participant's current management and leadership skills, provides insight into broader gender issues she might encounter in the workplace and provides tools for dealing with them. It is conducted by world-class facilitators from Training Resources Group (TRG). The venue for this course rotates around the globe, thus lowering regional travel costs.

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

## 6. Webinars: Equity-Focused Evaluations

[http://mymande.org/index.php?q=equity\\_focused\\_evaluation&x=cl](http://mymande.org/index.php?q=equity_focused_evaluation&x=cl)

A series of live webinars on “Equity-focused Evaluations” will address the challenges in evaluating the effects of policies, programmes and projects to enhance equitable development results, with a special focus on the effects to the most excluded, marginalized and deprived groups.

Some upcoming sessions:

- **February 15, 2012:** Jennifer GREENE from the University of Illinois at Urbana-Champaign on *Values-Engaged Evaluation*
- **February 28, 2012:** Michael Quinn PATTON on *How to evaluate interventions in complex dynamic environments?*
- **March 15, 2012:** Rodney HOPSON of Duquesne University and Katrina BLEDSOE, Education Development Center, Washington on *Cultural Responsiveness in Equity-focused Evaluations*

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

## 7. Water: Too Much, Too Little, Two Lakes

The University of Manitoba has launched a new speaker series hosted by President and Vice-Chancellor Dr. David T. Barnard. At the next event, Water: Too Much, Too Little, Two Lakes join our expert panel for a discussion of water resource issues that impact the supply and quality of water, the environment and the future of this very critical resource to our existence.

Water: Too Much, Too Little, Two Lakes

**Wednesday, February 15, 2012**

Robert B. Schultz Theatre, St. John's College, Fort Garry Campus

Reception in Galleria - 6:30PM-7:00PM - Sponsored by the Alumni Association

Panel Discussion – 7:00PM-8:30PM

Featured speakers:

- Annemieke Farenhorst - Professor and NSERC CWSE Chair - Prairies; Member, Water Rights Research Consortium
- David Lobb - Professor and Research Chair in Watershed Systems
- Tricia Stadnyk - Assistant Professor, Civil Engineering - Water Resources
- Ron Stewart - Professor and Head, Environment and Geography

RSVP for the February event to: [government\\_community@umanitoba.ca](mailto:government_community@umanitoba.ca). You can also interact with the University of Manitoba on [Twitter](#) and [Facebook](#).

Visionary Conversations speaker series will continue throughout the year. Please join President and Vice-Chancellor David T. Barnard and the university community for these themed events:

April 11 – Human Rights and Gender Issues

June 13 – The Food we Eat

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

## **This Month's News**

### **1. East Africa's drought: the avoidable disaster**

<http://www.guardian.co.uk/world/2012/jan/18/east-africa-drought-disaster-report>

The report *A Dangerous Delay* is available at <http://www.oxfam.org.uk/applications/blogs/scotland/ADangerousDelay.pdf>

The deaths of tens of thousands of people during the drought in east Africa could have been avoided if the international community, donor governments and humanitarian agencies had responded earlier and more swiftly to clear warning signs that a disaster was in the making, according to a new report.

The authors of the report, published by Save the Children and Oxfam, suggest current emergency response systems, which they believe to be seriously flawed, will soon be tested again as new humanitarian crises loom in west Africa and the Sahel, where growing food shortages are reported.

"Early warning systems in the Sahel region show that overall cereal production is 25% lower than the previous year and food prices are 40% higher than the five-year average. The last food crisis in the region, in 2010, affected 10 million people," the report warns.

A recent Save the Children assessment in Niger showed families in the worst-hit areas were already struggling with a third less food, money and fuel than is necessary to survive.

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

## 2. Land, Labour and Livelihoods: Tanzanian Women's Struggles

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

Land, labour and livelihoods were the themes of the 2011 Gender Festival in the East African nation of Tanzania in September 2011. Organized by the Tanzania Gender Networking Programme (TGNP), the Festival brought together about 4000 predominantly grassroots women's rights and gender equality advocates over four days.

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

## 3. UN Announces SEED Award Winners 2011 with Focus on African Entrepreneurs

<http://www.seedinit.org/en/news/item/224-un-announces-seed-award-winners-2011-with-focus-on-african-entrepreneurs-women-win-recognition-for-innovative-businesses.html>

**Nairobi, 15 December 2011** From a company that transforms groundnut shells into fuel briquettes in Gambia, to an enterprise that has developed solar ovens in Burkino Faso, to an initiative that trains and employs street youth to collect waste materials in Ghana, which they then transform into handmade designer products, to a business in Kenya where women produce aloe-based skin care products, these are just some of the 35 winners of the 2011 SEED Awards, the United Nations Environment Programme (UNEP) announced today.

And this year, in addition to the general SEED Awards, a special Gender Equity Award was announced as part of SEED's partnership with UN Women. This award is part of an initiative that will not only fulfil the general criteria of the Awards but in addition is women-led, or owned, and prioritises gender equality or women's empowerment as a core objective.

The 2011 SEED Gender Equality Award Winner was from Nepal: The "Solid Waste Management and Community Mobilization Program" -- a waste collection and recycling initiative of over 1,000 households and businesses and is run by a women's environment committee and supported by a local municipality. Under the initiative, landfill waste is reduced via recycling and biogas plants are fuelled by organic waste on which training is provided. A savings and credit cooperative has also been established to mobilise loans to 150 female members.

As last year, in addition to seeking innovative start-ups throughout the developing world, the 2011 SEED Awards have a special focus on Africa, placing particular emphasis on initiatives from Burkina Faso, Cameroon, Egypt, Gambia, Ghana, Kenya, Madagascar, Nigeria, Rwanda, Senegal, South Africa, Tanzania, Uganda and Zimbabwe. This focus is part of a larger project linked with UNEP's Green Economy Initiative, which is funded largely by the European Union's Green Economy and Social and Environmental Entrepreneurship in Africa.

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

## 4. How to engage with the Commission on the Status of Women (CSW)

<http://www.landcoalition.org/publications/how-engage-commission-status-women-csw>

The Commission on the Status of Women (CSW) is an intergovernmental body and functional commission of the United Nations Economic and Social Council (ECOSOC) mandated to promote gender equality and the advancement of women. The fifty-sixth session of the CSW, which takes place at the UN Headquarters in New York from **27 February to 9 March 2012**, will focus on the theme "**The empowerment of rural women and their role in poverty and hunger eradication, development and current challenges**". The priority topic provides a critical opportunity to advance women's status in rural areas and in particular, identify concrete policy options for realizing women's land rights.

ILC has decided to engage in this process, starting with the dissemination of an info-note (available in English, Spanish and French) to explain what the CSW is about and how civil society actors can engage with it. Further information on ILC work with CSW can be found at the web site.

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

## 5. Growing Beyond the Fields - Italy

[http://www.nytimes.com/2012/01/04/world/europe/growing-beyond-the-fields.html?\\_r=3&ref=agriculture](http://www.nytimes.com/2012/01/04/world/europe/growing-beyond-the-fields.html?_r=3&ref=agriculture)

Women, who manage one-third of Italian farms, have been particularly open to branching out the core business, what operators call multifunctional agriculture.

Andrea Segrè, dean of the faculty of agriculture at the University of Bologna, said women were finding “lots of space” in multifunctional areas like agricultural tourism, farmers’ markets, organic farming and direct sales. And agriculture schools across Italy have seen an increase in enrolment, particularly among women, he said. “The agriculture of the future is very much female, as it has always been,” he said. Preliminary 2010 census data, issued in July, showed that the number of Italian farms had decreased by 32.2 percent in the previous decade, but fewer women than men had decided to throw in the towel.

The Italian experience is by no means unique, but the female farm work force is significantly higher here than elsewhere in Western Europe. In the most recent Eurostat figures available, from 2007, Italy had a female farm labour force of 1.3 million, well ahead of comparably sized European Union nations like France and Germany, neither of which reached even 340,000.

Agriculture Minister Mario Catania said in an interview that the economic crisis had sharply diminished public spending, meaning that “there are no resources to put on the table” for female farmers. In any case, Mr. Catania said, earmarking money according to sex is “not simple to enact.” Italy would do better, he said, to improve family services like day care to help more women join the work force.

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

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

## 6. Healthy Child Africa

<http://www.healthychildafrica.com/science.htm>

The mission of Healthy Child Africa is to provide innovative and simple solutions to diarrhoeal disease problems in the developing world.

Every year environmental pathogens like *coli*, *Vibrio Cholera*, *Rota virus*, *Cryptosporidium* and others cause more than 2 million child deaths in Africa. Another 147 million worldwide are physically or mentally stunted because of these pathogens (*Stunting Nature Magazine* November 2006.) The cost in human capital to the developing world is devastating.

The problem is made worse by the natural and developed antibiotic resistance of most of these pathogens and the lack of diagnostic tools. Both problems can be overcome by applying the new technology of our partners.

Healthy Child Africa (HCA) uses the eggs of hyper immunized hens to combat these gut-borne pathogens. It is a functional food approach. As long as the food (egg powder) contains enough specific natural maternal antibodies to the pathogen, the pathogen is neutralised. Full gut health returns within 24 hours. The natural maternal antibody strategy is made more



effective because the project is developing test kits that can identify the pathogen within 5 minutes of the test being administered. This gives these children and their caregivers a powerful one - two punch to combat this epidemic.

Another factor in the high cost in human life is the action of these pathogens in the gut. Many children survive the initial attack, but succumb months later because they are not able to absorb enough nutrients from the food they eat because of the damage done by the pathogens to the lining of the intestines (microvilli.) HCA can stop this problem by stopping the pathogen before it does its damage.

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

## Reports, Publications and Resources

### 1. What is a Cooperative?

<http://uncoopsnews.org/?p=117>

The United Nations General Assembly has declared 2012 as the International Year of Cooperatives, highlighting the contribution of cooperatives to socio-economic development, particularly their impact on poverty reduction, employment generation and social integration. There are seven Principles that define co-ops as part of their *Statement on the Co-operative Identity*.

- 1st Principle: Voluntary and Open Membership
- 2nd Principle: Democratic Member Control
- 3rd Principle: Member Economic Participation
- 4th Principle: Autonomy and Independence
- 5th Principle: Education, Training and Information
- 6th Principle: Co-operation among Co-operatives
- 7th Principle: Concern for Community

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

### 2. Work-life Balance in 2012

CGIAR brings you the latest research and tools for achieving work-life balance in its latest newsletter.

Try this quiz to see what work-life balance strategy is best for you: <http://money.cnn.com/quizzes/2007/fortune/worklife/>.

### 3. Men have lives too

<http://diversity-executive.com/articles/view/men-have-lives-too/1>

Shattering the myth that work-life support is for women or wimps can improve the bottom line by engaging the entire workforce. From *Diversity Executive*, this article reports on research in developed and emerging countries, across men and women, and finds that geography matters more than gender when work-life initiatives are concerned.

### 4. Work and family conflict in academic science

<http://sss.sagepub.com/content/41/5/715.full.pdf+html?ijkey=PRGS3P59Og7TQ&keytype=ref&siteid=spsss>

How do family commitments interfere with work? And how do work commitments interfere with family? This research, from Social Studies of Science, looks at both directions of conflict among scientists in research universities in the U.S.A. and

finds patterns linked to gender, marriage, children, academic rank and departmental climate. *Sage Publications have graciously granted a one-month toll-free download of this publication from 11 January to 11 February 2012.*

## 5. Work-life balancing: challenges and strategies

[http://anaesthetics.ukzn.ac.za/Libraries/Documents2011/Work\\_life\\_balance\\_JPC\\_2011.sflb.ashx](http://anaesthetics.ukzn.ac.za/Libraries/Documents2011/Work_life_balance_JPC_2011.sflb.ashx)

A sustained lack of balance between the personal and professional can lead to feelings of frustration, inadequacy and guilt. The authors identify common work-life challenges and personal approaches which you can adopt to attain the balance right for you. From the *Journal of Palliative Medicine*, the lessons are germane for any committed professionals.

## 6. The CGIAR centers and flexi-working

<http://www.genderdiversity.cgiar.org/inclusiveworkplace/opportunity/flexible/intro.htm>

Two of the main tools which can help employees develop a personally satisfying work-life balance are flexi-place and flexi-time working. G&D's inclusive workplace provides definitions of flexible working and why it is important for inclusion, a model policy ready to be adapted or adopted by the Centers as well as related sample practices, and tips and tools.

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

## 7. Journal of Rural and Community Development

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

The *Journal of Rural and Community Development* (JRCD) has just released Volume 6, Issue 2 and is thrilled to announce funding from the Social Sciences and Humanities Research Council of Canada through their 'Aid to Scholarly Publications' programme. This will assist with improving the review and publication process. Three special issues are in varying stages of production. The JRCD is published by the Rural Development Institute at Brandon University.

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

## 8. Achieving Food Security in the Face of Climate Change

*Achieving Food Security in the Face of Climate Change: Summary for policy makers from the Commission on Sustainable Agriculture and Climate Change*

[http://ccaafs.cgiar.org/commission/reports/?utm\\_source=AgClim+Letters+and+Announcements&utm\\_campaign=d61873b8ac-Science\\_Policy\\_Forum1\\_19\\_2012&utm\\_medium=email](http://ccaafs.cgiar.org/commission/reports/?utm_source=AgClim+Letters+and+Announcements&utm_campaign=d61873b8ac-Science_Policy_Forum1_19_2012&utm_medium=email)

The Commission on Sustainable Agriculture and Climate Change has reviewed the scientific evidence to identify a pathway to achieving food security in the context of climate change. Food systems must shift to better meet human needs and, in the long term, balance with planetary resources. This will demand major interventions, at local to global scales, to transform current patterns of food production, distribution and consumption. Investment, innovation, and deliberate effort to empower the world's most vulnerable populations will be required to construct a global food system that adapts to climate change and ensures food security while minimizing greenhouse gas emissions and sustaining our natural resource base. Greatly expanded investments in sustainable agriculture, including improving supporting infrastructure and restoring degraded ecosystems, are an essential component of long-term economic development. The sooner they are made, the greater the benefits will be.

**An excerpt from the summary document (pg. 16):**

## *Southern Africa: Land tenure reform to empower women farmers*

*Although women in low-income countries play a significant role in food production, they often do not have clear rights to land. This can inhibit their ability to access credit, improve their yields and economic status, or take up sustainable agricultural methods. Since 2009, the Women and Land Rights Project has been implemented by Action Aid in the five southern African countries of Malawi, Mozambique, South Africa, Zambia, and Zimbabwe. In South Africa, post-apartheid land reform policies and land-related programmes, such as the Settlement/Land Acquisition Grant and the Land Acquisition and Redistribution Programme, present an opportunity for women farmers to establish their rights to own, reside on and cultivate land. However, women encounter obstacles.*

*For example, they may be barred from participating in local decision-making systems affecting land or there may be gender inequities concerning the rights of survivors to land. Several nongovernment organizations (NGOs), such as the Legal Resources Centre and the Association for Rural Advancement, provide legal assistance to advance women's land rights and challenge laws that disadvantage women. In Eastern Cape and KwaZulu Natal, NGOs have been specifically addressing land issues affecting women through education and leadership development.*

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