GEM of the Month for July 2010

Storm clouds in Prairie Canada in June 2010. Photo courtesy of Cindy Murray.

Thanks for your contributions to this month's news digest from the perspective of AIC members.

If you have information or articles to share about gender equality mainstreaming within your scientific organizations, gender and climate change, or gender equality and agriculture/rural development, please send them to me at Dinah.ceplis@gmail.com and I will compile them to re-distribute once a month.

Best wishes,

Dinah Ceplis, GEM Committee Member

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Postgraduate Training Fellowships for Women Scientists

Please see www.twows.org/activities for more information on the application procedure, eligibility criteria and to download the application form.

The Third World Organization for Women in Science (TWOWS) is an international autonomous organization based in Trieste, Italy. TWOWS offers fellowships to support female students from Sub-Saharan Africa and Least Developed Countries (LDCs) who wish to pursue postgraduate training leading to a PhD at centres of excellence in developing countries outside their own country.

The fellowship supports research projects in the following basic natural sciences:

- Chemistry
- Mathematics
- Physics
- Basic biology

The minimum qualification of applicants is an MSc degree (or equivalent) or an outstanding BSc honours degree in a field of the natural sciences. Both sandwich (part-time) and full-time fellowships are available. **Deadline to apply is 31 July 2010.**

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Event: International Workshop on Gender Training

http://www.mosaic-net-intl.ca/gender.shtml

July 19-23, 2010 in Ottawa, Canada

The new Gender Training Workshop seeks to provide workshop participants with a solid understanding & skills in core concepts, gender analysis frameworks and gender strategies that can improve the effectiveness of your organization's programmes and projects in working with women and men, boys and girls. The workshop will move you beyond the theory to apply in practical and useful ways gender analysis and gender sensitive strategies to your organization and its programmes to achieve greater social justice.

You will learn how to develop interventions based on a differential needs, priorities and issues so that your intervention reinforces positive change for women and men, boys and girls rather than reinforce inequalities. This workshop also involves field work in the Ottawa area.

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What Men Have to Do With It: Public Policies to Promote Gender Equality

http://www.icrw.org/publications/what-men-have-do-it

The International Center for Research on Women (ICRW) has a searchable library at http://www.icrw.org/publications.

Most policies that strive for equality still focus exclusively on empowering women and neglect the role that men can play in the effort. This 67 page report summarizes how policies of seven countries (Brazil, Chile, India, Mexico, South Africa, Norway and Tanzania) involve men in gender equality goals. The study also examines whether the policies address social norms that reinforce traditional perceptions of what it means to be a man. The authors analyze advances, challenges and remaining gaps in a range of policy arenas, such as public security, health, livelihoods and engaging men as fathers and caregivers.

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'Ballot Box Barriers' identified

http://www.amm.mb.ca/res_women.html

http://www.amm.mb.ca/documents/WomeninGovernmentreport.pdf

The Association of Manitoba Municipalities (AMM) Task Force on Women in Municipal Government has just released (June 2010) Ballot Box Barriers: An action plan for engaging more women in the municipal democratic process. The 46 page report outlines the barriers, solutions and next steps in attracting more women to municipal government.

From the Executive Summary: Right now in Canada women account for only 22 per cent of Parliament, 22 per cent of provincial legislatures (and only 25 per cent of provincial cabinets), and 23 per cent of municipal councils. While in Manitoba we fair a little better at the provincial and federal levels with women accounting for 5 of the current 13 Members of Parliament (38 per cent), and 18 of 57 Members of the Provincial Legislature (32 per cent), we remain far lower municipally. In Manitoba only 15 per cent of elected officials are women, and only 7 per cent of heads of council are women.

The barriers identified are:

1. Lack of time due to work and family responsibilities and a lack of support to overcome these.
2. Municipal politics is an old boy's club.
3. Less financial independence.
4. Women feel less qualified for the job.
5. Women have less profile in the community or constituency.
6. Women do not see the value in running, or are not interested in the nature of politics.

7. Systemic impediments.
8. Lack of information about the process and a lack of role models or mentors.
9. No connection between municipalities and women.
10. Negative public perception of women in leadership positions.
11. Women do not see value in municipal work or see greater value in investing time elsewhere.
12. This is not perceived as an issue at all.

Proposed solutions include:

1. Promote why women should become involved and what they can offer to the process.
2. Run campaign schools and provide greater information for women who are interested in running.
3. Promote role models, success stories and connect women with mentors.
4. Promote gender training and a gender lens for municipal policies.
5. Directly encourage women to run, including young women, and offer a supportive environment.

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Land registration and policy reforms toward gender equality in Ethiopia

http://siteresources.worldbank.org/EXTARD/Resources/336681-1236436879081/5893311-1271205116054/QuisumbingPresentation.pdf

Using a recently collected round (2009) of the Ethiopian Rural Household Survey, this document explores:

1. differences in the awareness, participation, and perception of land registration process between male- and female-headed households;
2. determinants of awareness, participation and perception of the land registration process
3. determinants of changes in perceptions regarding the division of assets (land and livestock) upon divorce
4. Explore role of initial wealth, social networks, and regional variations in explaining these differences

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Gender -Specific Constraints Affecting Technology Use and Household Food Security

GENDER -SPECIFIC CONSTRAINTS AFFECTING TECHNOLOGY USE AND HOUSEHOLD FOOD SECURITY IN WESTERN PROVINCE OF KENYA

http://www.ajfand.net/Issue34/PDFs/Mikalista3985.pdf

The factors that hinder farm intensification process among smallholders in Kenya are many and varied. These factors are not gender neutral; they affect the ability of both men and women to achieve greater productivity in agriculture. Lack of farm intensification contributes to stagnation of agriculture, increases poverty and limits rural development. The problems that face women farmers are more distinct due to socio-cultural constraints that affect their access to and control over essential assets necessary for improving their livelihoods and those of their households. Lack of access to and ownership of productive assets is an effect as well as a cause of poverty.

The objective of the study was to assess gender specific constraints that affect the impact of farm technologies on household food security among smallholders in Western Province of Kenya. A multi-stage stratified random sampling technique was used to select 499 households. Using a semi-structured questionnaire administered to household heads together with six focus group discussions, the study examined how gender affects the intensity of use of farm technologies such as hybrid seeds, fertilizers, pesticides, animal draught power and storage technologies and impact on household food security. In addition, the study analyzed the effect of the level of education of household head and contact with extension service on maize yield.

The appendix includes a time line of a typical day for a rural woman and for a rural man in Kenya.

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Who Should be Interviewed in Surveys of Household Income?

http://www.ifpri.org/sites/default/files/publications/ifpridp00949.pdf

This 24 page IFPRI Discussion Paper tests the null hypothesis that it is sufficient to interview only the household head to obtain accurate information on household income. The results show that using a husband's estimate of his wife's income does not produce statistically reliable results for poverty analysis. Estimates of the wife's income separately provided by the husband and wife agree in only 6 percent of the studied households. This indicates that although limiting interviews to one person can reduce the time and expense of household surveys, this appears to be detrimental to accuracy, and may lead to incorrect conclusions on the determinants of poverty.

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Impact of farmer field schools in East Africa

Impact of farmer field schools on agricultural productivity and poverty in East Africa

http://www.ifpri.org/publication/impact-farmer-field-schools-agricultural-productivity-and-poverty-east-africa

Farmer field schools (FFSs) are a popular education and extension approach worldwide. Such schools use experiential learning and a group approach to facilitate farmers in making decisions, solving problems, and learning new techniques. However, there is limited or conflicting evidence as to their effect on productivity and poverty, especially in East Africa. This study is unique in that it uses a longitudinal impact evaluation (difference in difference approach) with quasi-experimental methods (propensity score matching and covariate matching) together with qualitative approaches to provide rigorous evidence to policymakers and other stakeholders on an FFS project in Kenya, Tanzania, and Uganda. The study provides evidence on participation in FFSs and on the effects of FFSs on various outcomes.

The study found that younger farmers who belong to other groups, such as savings and credit groups, tended to participate in field schools. **Females made up 50 percent of FFS membership**. Reasons for not joining an FFS included lack of time and information. **FFSs were shown to be especially beneficial to women, people with low literacy levels, and farmers with medium-size land holdings**. FFS participants had significant differences in outcomes with respect to value of crops produced per acre, livestock value

gain per capita, and agricultural income per capita. FFSs had a greater impact on crop productivity for those in the middle land area (land poverty) tercile. Participation in FFSs increased income by 61 percent when pooling the three countries. FFSs improved income and productivity overall, but differences were seen at the country level. **Participation in FFSs led to increased production, productivity, and income in nearly all cases:** Kenya, Tanzania, and at the project level (all three countries combined). The most significant change was seen in Kenya for crops (80 percent increase) and in Tanzania for agricultural income (more than 100 percent increase). A lack of significant increases in Uganda was likely due to Uganda's National Agricultural Advisory Services. **When disaggregating by gender, however, female-headed households benefited significantly more than male-headed households in Uganda**.

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Rural women and agriculture in the MENA

http://portail2.reseau-concept.net/Upload/ciheam/fichiers/NAL66_Badr.pdf

This briefing note from the International Centre for Advanced Mediterranean Agronomic Studies (CIHEAM) will attempt to shed the light on some facts and figures related to the status of rural women in the Middle East and North Africa (MENA), all the while focusing on the main challenges to be taken into account in terms of rural women's entitlements in the MENA. These key features can then help delineate where the efforts for the improvement of rural women's lives in the MENA need to be directed.

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Food security and economic development in the MENA

http://www.ifpri.org/publication/food-security-and-economic-development-middle-east-and-north-africa

"A rapidly changing world combined with mounting domestic challenges is prompting many Middle East and North African (MENA) countries to rethink their development models and to initiate economic and social reforms. Taking this new momentum as a starting point, this paper uses the concept of Food Security to identify the region's challenges along four major themes: economic growth and incomes, trade and infrastructure, agriculture and water, and health and education. Results show that many of the region's longstanding challenges persist; yet taking immediate action is more urgent in light of the recent, global food, fuel, and financial crisis and projected severe impacts of climate change. Fostering development and achieving food security will require economic growth and diversification that generates jobs for the majority of people, breaking the strong vulnerability to international oil and food price volatility, managing depleting water resources and climate change adaptation effectively, transforming social policies to target the poor, and **empowering women to play a more active role in the economy and society**. Designing policies and investments for achieving progress in this direction are most likely to be successful if based on lessons from the past, successful countries' experiences and research-based strategic analysis. The paper therefore concludes with a list of priority research areas to identify key actions to be taken on regional, national and sub-national levels to foster development and food security."

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Call for Papers: Women's Worlds 2011

http://www.womensworlds.ca/call-participation/introduction

Ottawa, July 3-7, 2011

The main theme of this congress (Inclusions, Exclusions, Seclusions: Living in a Globalized World) invites us to explore how women are reacting and adapting to the increasing interconnectedness of our world. **Each of the four days of the congress will be guided by an overarching theme**: **Breaking Cycles, Breaking Ceilings, Breaking Barriers, and Breaking Ground.** To be considered as a presenter at WW 2011, please complete the submission form online by September 15, 2010. To best reflect the objectives of WW 2011 throughout the congress, we will favour those submissions which strive to:

- propose solutions as much as examine problems
- combine knowledge with practice and encourage critical reflection
- foster linkages across constituencies
- embrace diversity
- celebrate and foster women's leadership and transformational change
- build bridges between generations, races, cultures, ethnicities, (dis)abilities, sexualities, geographies, and other ways we may differ
- seek to strengthen movements for equality internationally and in Canada

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Why So Few? Women in STEM

Why So Few? Women in Science, Technology, Engineering and Mathematics

http://www.aauw.org/learn/research/upload/whysofew.pdf

This 134 page report was published in February 2010 by the AAUW (formerly known as the American Association of University Women). "Women have made tremendous progress in education and the workplace during the past 50 years. Even in historically male fields such as business, law, and medicine, women have made impressive gains. In scientific areas, however, women's educational gains have been less dramatic, and their progress in the workplace still slower. In an era when women are increasingly prominent in medicine, law, and business, why are so few women becoming scientists and engineers?"

Some interesting quotes from the report:

- The number of women in science and engineering is growing, yet men continue to outnumber women, especially at the upper levels of these professions. ...In fields such as the biological sciences, women have had a sizeable presence as far back as 1960, when women made up about 27 percent of biologists. Forty years later, in 2000, women made up about 44 percent of the field. (page 14)

- Women leave STEM fields at a higher rate than do their male peers. Workplace environment, bias, and family responsibilities all play a role. (Page 24).

- Research shows that being single is a good predictor that a woman will be hired for a tenure-track job and promoted. Research also shows, however, that marriage is a good predictor for both women and men of being hired as an assistant professor (Xie & Shauman, 2003; Ginther &

Kahn, 2006). Married women in STEM appear to have a disadvantage compared with married men in relation to tenure and promotion decisions only if the married women have children (Xie & Shauman, 2003). (Page 25)

- To diversify the STEM fields we must take a hard look at the stereotypes and biases that still pervade our culture. Encouraging more girls and women to enter these vital fields will require careful attention to the environment in our classrooms and workplaces and throughout our culture.

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SHE Figures 2009: Statistics and indicators: Figuring out the status of women in science

http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=126

"What is the proportion of female and male researchers in Europe, and how is this balance evolving over time? In which scientific fields are women better represented? Do the career paths of female and male researchers follow similar patterns? Are rates of women in science comparable across Europe? How many women occupy senior positions in scientific research in Europe? And is there any age trend that can be observed? To answer all these questions and others, She Figures offers numbers.

Published in 2003, 2006 and 2009, She Figures is an ongoing work to present statistics and indicators on Human Resources in the RTD sector and on gender equality in science. "

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Statistics and Indicators on Gender Equality in Science

http://ec.europa.eu/research/science-society/document_library/pdf_06/she_figures_2009_en.pdf

The major findings and trends put forward by She Figures 2009 can be summarised as follows:

- Women in scientific research remain a minority, accounting for 30% of researchers in the EU in 2006.
- In the EU, their proportion is growing faster than that of men (6.3% annually over 2002-2006 compared with 3.7% for men); the same goes for the proportion of women among scientists and engineers (6.2% annually compared with 3.7% for men).
- On average in the EU-27, women represent 37% of all researchers in the Higher Education Sector, 39% in the Government Sector and 19% in the Business Enterprise Sector, but in all three sectors there is a move towards a more gender-balanced research population.
- In the EU-27, 45% of all PhD graduates were women in 2006; they equal or outnumber men in all broad fields of study, except for science, mathematics and computing (41%), and engineering, manufacturing and construction (25%).

- Over the period 2002-2006, there has been an increase in the overall number of female researchers in almost all fields of science in the EU-27: the most positive growth figures characterised the fields of the medical sciences (+5.6% in HES and +12% in GOV), the humanities (+6.8% in HES and +4% in GOV), engineering and technology (+6.7% in HES and +10% in GOV) and the social sciences (+6.5% in HES and +3% in GOV).

- The highest shares of female researchers in the Business Enterprise Sector are in the fields of the agricultural and medical sciences and the lowest shares in engineering and technology.

- Women's academic career remains markedly characterised by strong vertical segregation: the proportion of female students (55%) and graduates (59%) exceeds that of male students, but men outnumber women among PhD students and graduates (the proportion of female students drops back to 48% and that of PhD graduates to 45%). Furthermore, women represent only 44% of grade C academic staff, 36% of grade B academic staff and 18% of grade A academic staff.

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Gender equality report: Sixth Framework Programme

http://ec.europa.eu/research/science-society/document_library/pdf_06/gender-equality-report-fp6-final_en.pdf

Some excerpts from the Summary (October 2008):

- The European Commission's stated aim was to achieve at least a 40% representation of women in Marie Curie scholarships, advisory groups, assessment panels and monitoring panels. This target was subsequently expanded to include all groups, panels, committees and projects involved in the Framework Programme. The 40% target remained in place for FP6 and is currently in place for FP7.

- The percentage of women in FP-related committees and panels (approximately 26% in 2006) is slightly lower than the overall percentage of women researchers recorded in Europe in 2003 (29%). It should also be noted that both the She Figures booklet and the Gender Equality Report suggest the existence of a 'glass ceiling effect' for female researchers. She Figures 2006 shows that, in 2003, there were 59% female graduates and only 15% female professors in a typical academic career. Likewise, taking the FP6 STREP projects as an example, we can see that while there are nearly 50% female PhD students involved in STREP actions, less than 20% of the *scientists in charge* were female.

- The data presented in this report indicate a similar success rate for female and male *scientific coordinators*. However, women being far more present as scientific coordinators of smaller FP6 funding instruments, this does not indicate a similar funding distribution for female and male *scientific coordinators*.

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Glass ceiling persists among scientists

http://oncampus.macleans.ca/education/2010/06/24/glass-ceiling-persists-among-scientists/

"Male scientists, across several countries, earn up to 40 per cent more than their female counterparts, according to a new study published by *Nature*. The journal surveyed 10,500 scientists working in industry and academia and found that men's salaries begin significantly overtaking women's between three and five years after completing their PhD in Europe, and between six and 10 years in North America. The wage gap ranged from 18 to 40 per cent. The countries included in the study were Australia, Germany, Italy, Spain, the United Kingdom, India, Japan, Canada and the United States. In Canada the average salary for male scientists is around $80,000, while it is around $65,000 for females.

In a commentary [http://www.nature.com/nature/journal/v465/n7301/full/4651006a.html] published in the same issue of *Nature*, Kathleen Christensen–Director of the Workplace, Work Force and Working Families programme at the Alfred P. Sloan Foundation–wrote that the gap is the result of "an aggregate effect, over many years, of accumulating inequities in resources and respect." Women, she added, "often start their careers with slightly lower salaries, in more poorly equipped labs, with fewer graduate students, and appointments to less-prestigious committees," and "are less likely, typically because of family reasons, to go on the job market to jockey their salaries higher.""

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For Love and Money

http://www.nature.com/naturejobs/2010/100624/pdf/nj7301-1104a.pdf

This is the link to the study (mentioned above) in *Nature*. The report includes graphs on Salary Trends for Men and Women, and Salary Gender Bias. Full details of the methodology behind the survey can be found at http://www.nature.com/naturejobs/2010/100624/pdf/survey_methodology.pdf

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Activities, Productivity, and Compensation of Men and Women in Life Sciences

http://www.ccwestt.org/Portals/0/publications/Activities,_Productivity,_and_Compensation_of_Men-1.23.pdf

Among professors, the women reported greater numbers of hours worked per week and greater numbers of administrative and professional activities than did the men. Female faculty members reported fewer publications across all ranks. After control for professional characteristics and productivity, female researchers in the life sciences earned, on average, approximately $13,226 less annually than did their male counterparts.