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Woman with vegetable display at 2011 agricultural exhibition at Kwame Nkrumah University of Science and Technology in Kumasi, Ghana. *Photo courtesy of D. Ceplis.*

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

If you have information to share, please send it to dinah.ceplis@gmail.com and I will compile it to re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

Regards,
Dinah Ceplis, GEM Committee Member (Volunteer)

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Opportunities and Upcoming Events

1. Association for Strengthening Agricultural Research in Eastern and Central Africa (ASARECA) Gender Specialist

<http://www.awardfellowships.org/images/stories/award/downloads/jobs/asareca-gender-specialist.pdf>

We are seeking to recruit for a Gender Specialist to steer implementation of the ASARECA gender mainstreaming strategy. Reporting to the Executive Director, the Gender Specialist will be charged with implementation of the gender mainstreaming strategy and 'Champion' the process in ASARECA.

Deadline to apply is **July 8, 2012**.

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2. New e-learning on Development Evaluation

<http://mymande.org/elearning>

UNICEF, Claremont Graduate University and IOCE, under the EvalPartners initiative, with support from The Rockefeller Foundation and in partnership with UN Women, are pleased to announce a new introductory e-Learning programme on Development Evaluation.

The e-learning is composed of the following three courses:

- **Equity-focused evaluations** (from 10th September 2012 to 16th December 2012)
- **National Evaluation Capacity Development for Country-led Monitoring and Evaluation Systems** (from 14th January 2013 to 24th March 2013)
- **Emerging Practices in Development Evaluation** (from 25th March 2013 to 12th May 2013)

The e-learning is **free** and open to all interested evaluators. You may attend virtually from your personal or work computer anywhere in the world, and at your pace. The course includes on-line lectures, reading material and tests. Participants will have the opportunity to engage in an on-line forum, and on successful completion of the e-learning course will be able to print out a certificate of virtual attendance.

Participant numbers on the course are limited so **REGISTER NOW** to ensure you will get a place!

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3. UNESCO & L'Oreal Corporate Foundation -- Young Women in Life Sciences

http://portal.unesco.org/en/ev.php-URL_ID=44170&URL_DO=DO_TOPIC&URL_SECTION=201.html

The UN's Educational, Scientific, and Cultural Organization (UNESCO) and L'Oreal co-sponsor the annual "Fellowships for Young Women in Life Sciences." A maximum of three young women (under age 35), from each of five geo-cultural regions of the world, are awarded research grants in biology, biotechnology, agriculture, and other life sciences. Special attention is given to applications from the least-developed countries. The initial fellowship is for up to 12 months, for a maximum sum of US\$20 thousand. The closing date for applications is **15 July 2012**.

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4. Tier 2 Canadian Research Chair in Gender, Justice and Development

<http://www.uoguelph.ca/csahs/CRCGenderJusticeDevelopment>

The University of Guelph, College of Social and Applied Human Sciences, is seeking applications or nominations for a Tier II Canada Research Chair in Gender, Justice and Development at the level of Assistant or Associate Professor. The CRC program was established by the Government of Canada to enable Canadian universities to foster world-class research excellence in the global knowledge-based economy.

The successful candidate will develop a research program that focuses on women and girls as agents of social change in a global context, on the potential for investments in their rights and health, and on their contribution to and benefits from civil society. **Drawing on existing university research strengths in the fields of food security, livelihoods, health and well-being, and poverty**, as well as the College's strong tradition of community engagement, the CRC will be a hub for the university's existing research strengths in gender and development and a catalyst for enhancing a distinctive approach to social science research in gender and development that incorporates civil society organizations and community engagement.

Disciplinary background is open but the successful candidate must be appointable within one of the College's departments (Family Relations and Applied Nutrition, Geography, Political Science, Psychology, Sociology and Anthropology).

Review of applications and nominations will begin immediately and will continue until **July 6 2012**.

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5. Organization for Women in Science for the Developing World (OWSD) - - Postgraduate Fellowships 2012

<http://owsdw.ictp.it/activities/postgraduate-training-fellowships>

OWSD invites applications from female scientists in Sub-Saharan Africa and Least Developed Countries (LDCs) to apply for doctoral fellowships in the natural sciences. The fellowships are for the pursuit of a doctoral degree at a host institution in a developing country, but not in the applicant's home country. Applicants should be qualified young women science graduates (generally below 40 years of age), who have an M.Sc. degree or outstanding B.Sc. in the natural sciences. The deadline to apply is **31 July 2012**.

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6. International Food Policy Research Institute (IFPRI) -- Fellowships on Gender and Agriculture

http://www.ifpri.org/blog/dissertation-research-fellowships-gender-and-agriculture?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed%3A+ifpri-gender+%28New+from+IFPRI+on+gender%29

IFPRI is collaborating with Oxford University and the U.S. Government to support PhD research on the *Women's Empowerment in Agriculture Index (WEAI)*. The research will strengthen understanding and evidence of the WEAI as a measure of women's empowerment and inclusion levels in agriculture. The research should focus on one or more countries in the program "Feed the Future" -- referenced in the announcement. Applicants must be full-time Ph.D. students in the

social sciences or humanities. There are no requirements by nationality or residence. The closing date for applications is **31 July 2012**.

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7. Creating Rural Connections Conference

<http://www.ardn.ca/news-events/creating-rural-connections-2012/>

October 11-13, 2012 in Olds, Alberta

The conference themed, "Regional Realities and Approaches" is being hosted by the Alberta Rural Development Network in partnership with Olds College and the Canadian Rural Revitalization Foundation.

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8. 15th Biennial CCWESTT Conference in 2014

The 15th Biennial **Canadian Coalition for Women in Engineering, Science, Trades and Technology** (CWESTT) Conference "Open Opportunities: Mentoring the Future" will be held **May 20-25, 2014** in Regina, Saskatchewan, at the Delta Regina Hotel & Conference Centre. Contact cwesttregina@gmail.com for more information.

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9. Women's Leadership and Management Course for Partner Organizations

<http://www.awardfellowships.org/news-and-events/award-womens-leadership-course.html>

Do you aspire to be a more confident, effective leader? Do you want to learn how to manage diversity and team dynamics better? Do you need to master conflict management techniques? Then join more than 800 women scientists and other professionals from around the world who have benefitted from the career-boosting Women's Leadership and Management Course—now available to you.

This renowned course has been developed during two decades of work with emerging leaders from international organizations, including the CGIAR centres, FAO, as well as numerous national organizations of agricultural research and development.

Designed to reinforce the skills needed to build leadership and managerial effectiveness, the course includes practical sessions on sustaining team performance, managing conflict, and creating alliances to achieve research and business results. Gender issues encountered in the workplace are also discussed, and tools provided for dealing with them.

A 360-degree review of each woman's current management and leadership skills is incorporated, tailoring the curriculum to individual needs. Participants will have the opportunity to work on their specific workplace challenges. The seven-day course is facilitated by highly experienced professionals from AWARD and Training Resources Group, Inc.

Registration deadline: July 15, 2012

Course dates: September 23-29, 2012 at Safari Park Hotel Nairobi, Kenya

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This Month's News

1. CWSE-Prairies Newsletter for June 2012

http://cwse-prairies.ca/CWSE_Content/cwse-newsletters/CWSE-June-Newsletter.pdf

The NSERC Chair for Women in Science and Engineering – Prairie Region (CWSE-Prairies) newsletter provides many details about activities related to the goal which 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.

Contact the Chair at cwse_prairies@umanitoba.ca if you are interested in the following:

- Do you want to collaborate and co-host an event for women in science and engineering?
- Do you want to work with us to enable more Aboriginal women to consider careers in Science, Technology, Engineering and Math (STEM)?
- Do you have ideas how to encourage more high school girls to consider careers in STEM?
- Do you want to become a mentor for women in STEM?

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2. Canadian Coalition for Women in Engineering, Science, Trades and Technology (CWESTT) Conference

<http://ccwestt2012.ca/>

The 14th Biennial Canadian Coalition for Women in Engineering, Science, Trades and Technology (CWESTT) Conference was held in Halifax, May 3-5, 2012.

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3. Ms Infinity Conference

<http://www.facebook.com/msinfinityontario>

A Ms Infinity Conference to showcase careers for women in science took place at the University of Guelph June 23.

Organized by students in the College of Biological Science, the College of Physical and Engineering Science and the Ontario Agricultural College, the event will introduce career options and female role models to girls in Grades 9 through 11 in and around Guelph.

The conference is based upon Ms Infinity programs established by the Society for Canadian Women in Science and Technology, a non-profit association supporting women and girls in science, engineering and technology. This is the first time a Ms Infinity event has been held outside western Canada.

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4. Canada best in G20 for women – or is it?

<http://www.theglobeandmail.com/news/national/canada-best-in-g20-for-women-or-is-it/article4254144/>

They apparently have a high quality of health, laws that protect them from domestic violence and better job opportunities than their global counterparts. A bounty of freedoms and opportunities makes Canada the most women-friendly G20 country, according to a poll released Tuesday of 370 gender experts around the world.

But a leading Canadian gender-equality expert says the country's top ranking is proof of a lasting misconception of the status of women within its borders, which has actually been steadily declining since the late nineties.

The poll asked those at NGOs, journalists, lawyers, academics and other gender experts to rank the best and worst G20 countries for women (the European Union is on the G20, but was excluded from the poll) in six categories:

- i. workplace opportunities,
- ii. access to resources,
- iii. participation in politics,
- iv. quality of health,
- v. freedom from violence, and
- vi. freedom from trafficking and slavery.

The report was released a week before the next G20 summit in Mexico.

Canada ranked first overall followed by Germany, the United Kingdom and Australia. Saudi Arabia and India sat at the bottom of the list for their high rates of sexual slavery, domestic violence and unequal division of domestic labour.

The poll was conducted by TrustLaw, a news service operated by the Thomson Reuters Foundation. The foundation is the charitable arm of Thomson Reuters, The Globe and Mail's owner.

While Canada maintains a sterling reputation in the eyes of global gender experts, Kathleen Lahey, a Queen's University law professor who has reported on gender equality to Parliamentary Finance committees and Status of Women committees, says it has a long way to go. "Canada is particularly prone to be seen through a mythical lens," says Dr. Lahey, because it was ranked in first place on the United Nations' development index from 1995 to 1999. Since then, Canada's ranking has dropped.

The United Nations' Gender Inequality Index, which considers data such as participation in the workforce, secondary education and maternal mortality, ranked Canada 20th in the world in 2011 – behind many European countries as well as Singapore, Japan, South Korea and the Czech Republic.

Refer to the link for the full article.

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5. Food Security Research in Northern Canada

http://www.scienceadvice.ca/en/assessments/in-progress/food-security.aspx?utm_source=Announcement+of+Food+Security+Chair+appointment&utm_campaign=New+assessment+announcement&utm_medium=email

http://www.scienceadvice.ca/en/assessments/in-progress/food-security/expert-panel/kuhnlein.aspx?utm_source=Announcement+of+Food+Security+Chair+appointment&utm_campaign=New+assessment+announcement&utm_medium=email

The Council of Canadian Academies is pleased to announce the appointment of **Dr. Harriet Kuhnlein** as Chair of the Expert Panel on Food Security Research in Northern Canada. In late 2011, Health Canada requested that the Council conduct an in-depth, evidence-based assessment on the current factors influencing food security in the Canadian North.

As Chair of the Council's Expert Panel, Dr. Kuhnlein will work with a multidisciplinary group of experts, to be appointed by the Council, to address the following question: ***What is the state of knowledge of the factors influencing food security in the Canadian North, and of the health implications of food insecurity for Northern Aboriginal populations?***

Dr. Kuhnlein is Professor Emerita of Human Nutrition at McGill University, and Founding Director of the Centre for Indigenous Peoples' Nutrition and Environment (CINE), she will bring a wealth of expertise to the Council and to this assessment. Dr. Kuhnlein has served as a member of the Advisory Board for CIHR - Institute of Nutrition, Metabolism and Diabetes, and with the Executive of the Canadian Coalition of Global Health Research. She chairs the Task Force on Traditional, Indigenous and Cultural Food and Nutrition of the International Union of Nutritional Sciences.

The Council, under the guidance of its Scientific Advisory Committee, is assembling an expert panel to complete this assessment. The panel will consist of experts from a wide range of disciplines and backgrounds to ensure the most authoritative, credible, and independent response to the question.

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6. Climate Change Drives Exodus to Jakarta

<http://ipsnews.net/news.asp?idnews=108003>

Many residents of Indramayu, one of Indonesia's 'rice bowls', are seasonal migrants to the city where there are opportunities to earn cash by pedaling becaks, running street food stalls and working as construction labourers. Indramayu's women, too, are part of the exodus to the cities, working the nightspots, massage houses and the entertainment businesses. Those who are not so lucky end up as domestic workers. Either way, they are vulnerable to violence and sexual abuse.

The shuttling between Indramayu and Jakarta is dictated by the rice cropping cycles. The last months of the year, September, October, November and December, referred to as the 'ber' period for the last syllable of those months, form the rainy season when rice seedlings are planted. Four months later, the paddy is ready for harvest – at least that used to be the case until the cycle began to go awry with changing climate and erratic rainfall.

With incomes from both rice farming and the seasonal work in the cities uncertain, many of Indramayu's farmers have fallen into debt and been forced to sell off their smallholdings, weakening their links to the land. A study conducted by the Fahmina Institute, a non-governmental organisation (NGO) working on community empowerment, shows that 70 percent of Indramayu's 11,000 hectares of paddy fields are now owned by about 30 percent of its 125,000 people. The rest have become landless farmers, struggling to make a living in the cities. Many fall prey to human trafficking networks that have links in wealthy Asian countries like Japan, Malaysia, Singapore and the Middle East. According to the Coalition Against Trafficking in Women, a major international NGO, over the last three years, at least 1,500 girls from Indramayu have ended up in Japan as sex workers.

So far, the government's response has been to hasten completion of the controversial 900,000 cu m Jatigede mega dam capable of irrigating Indramayu and adjacent districts. But the dam is also expected to submerge five districts and 39

villages along with 3,000 hectares of rice fields. In 1988, the World Bank cancelled plans to allocate 37 million dollars to the dam - planning for which began in 1963 - following doubts about its consequences to residents and the environment, but the government has pressed on and the dam is due to be operational by 2014.

Refer to the link for the full article.

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7. The World Must Learn From Smallholder Farmers

Rousbeh Legatis interviews MOHAMED BÉAVOGUI of the International Fund for Agricultural Development

<http://ipsnews.net/news.asp?idnews=107973>

As Africa's Sahel region faces a new food crisis, smallholder farmers hold the key to making future development policies sustainable. That is why it "is just impossible to speak about sustainability" at the Rio+20 conference next month without listening to what smallholder farmers have to say, says Mohamed Beavogui, head of the International Fund for Agricultural Development's Partnership and Resource Mobilisation Office.

Q: Gender equality is a priority for IFAD. Are governments giving women, especially young and rural women, the attention and support they deserve?

A: I think we have a long way to go in that area for the time being. Policies are changing. If you look at what is happening now in Africa, the new constitutions are giving more and more space to women. You look at the governments, you are having more and more women getting to high-level positions, women are getting also better positions in different corporations.

The issue where I think there is a lot of work to do yet and which need a bigger push is really women in the rural areas. In the documentation, there is a lot of talk about how do we help women, but when you go into actual activities, you will see that the extension service for agriculture is geared very frequently towards men. That issues like land are first devoted to men. So, that is where we have to work and to continue supporting.

Women in Africa particularly are the ones who produce food, who process and market food. Commodities are dealt with by men, but food is the responsibility of women. So, in IFAD we have been investing a lot in this area. The major partners in our programmes are women first and young women also.

Refer to the link for the full article.

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8. Yearly Floods the New Reality for Rural Women in Mexico

<http://ipsnews.net/news.asp?idnews=108107>

Year after year, women in rural areas of the southeastern Mexican state of Tabasco have to get ready for floods that threaten their homes, crops and livestock. Since 2007, Tabasco has been hit by the highest and longest-lasting floods of recent decades, in territory that is highly vulnerable to climate change effects such as more intense rainfall, mudslides, rising sea level and loss of biodiversity, which harm the welfare of the communities. Tabasco's climate, with an average annual rainfall of 2,550 millimetres, and its 28 rivers and four dams make adaptation and mitigation measures necessary. Together, these can create climate justice for women.

The Santo Tomas Ecological Association (AEST), a local NGO, has supported groups of women in four municipalities, providing training to cope with recurring climate changes, psychological assistance and support for carrying out development projects like poultry farming and family vegetable gardens. In rural areas of Tabasco, women grow maize, tomatoes and other vegetables and raise chickens and turkeys, complementing their husbands' work which focuses on fishing.

After the 2007 disaster, the regional government created the Reconstruction and Reactivation Programme to Transform Tabasco, one of whose goals is to complete the building of 3,500 housing units on high ground around Villahermosa, the state capital, benefiting women in particular. However, there have been some problems.

Refer to the link for the complete article.

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9. Clean Cookstoves Initiative to Assess Markets in East Africa

<http://www.gvepinternational.org/en/business/news/clean-cookstoves-initiative-assess-markets-east-africa>

The Global Alliance for Clean Cookstoves, an innovative public-private initiative working to create a thriving global market for clean and efficient household cooking solutions, has joined forces with GVEP to assess the market for clean cookstoves and fuels in several countries in East Africa.

GVEP and GACC will conduct a structured review of the clean cookstoves and fuels industry in Kenya, Uganda and Tanzania, with support of Accenture Development Partnerships (ADP), the not-for-profit arm of the global management firm Accenture, who have carried out assessments in other markets.

In parallel to this GVEP is preparing its own report on the stoves sector in East Africa, which will look at the development and current status of the stove industry as well as reviewing GVEP's own work with Improved Cook Stove entrepreneurs through the Developing Energy Enterprises Programme (DEEP EA).

As part of this review GVEP is engaging in stove testing for high potential cook stove entrepreneurs in its DEEP program. Testing will be conducted on 12 stoves from entrepreneurs in Kenya, Uganda and Tanzania at testing facilities in Kampala and Nairobi, to ascertain stove performance characteristics, emissions exposure and material quality.

The report, which will be published by GVEP in early May, will present some of the realities of the cook stove industry in East Africa, challenges experienced and opportunities to bridge some of the gaps the industry faces. It will also present the GVEP strategy for cook stoves moving forward and is expected to provide stakeholders in the sector with new insights and promote fresh discussions on how to tackle the issue of access to clean cooking in the region.

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10. Technology development and women's empowerment

Technology development and women's empowerment: The case of the forage chopper for smallholder dairy farmers in Uganda

http://knowledge.cta.int/en/content/view/full/15479?utm_campaign=newsletterEN&utm_medium=newsletterlink&utm_source=newsletterEN

In Uganda as well as in many other countries, labour-saving tools have been advocated as important in increasing productivity, and improving the quality of life. Women have been specifically targeted because they are seen as central to

overcoming rural poverty. Engineers have always assumed that by considering women in technology development and dissemination processes, this will guarantee use of the labour saving tools and consequently reduce time spent on agriculture related activities. However, existing processes which focus on the technology and the problem it is intended to solve, without necessarily giving women a role in their development, have little chance of succeeding.

This paper demonstrates how women can be incorporated in reshaping technological solutions. The argument is made that an integrated approach that is grounded not only in engineering but also in the sociology of gender, and insights from Science and Technology Studies (STS) is needed, if labour saving tools are to be used for women's empowerment.

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11. Nepal's Female Farmers Fear Climate Change

<http://www.ipsnews.net/2012/06/nepals-female-farmers-fear-climate-change/>

Agricultural experts believe that failing agriculture in the western hills is exacerbating an existing trend of male migration to neighbouring India – a country that allows Nepali nationals free access and the right to work there.

While Nepal has largely recovered from the severe 2008-2009 drought, the worst in 40 years, a World Food Programme (of the United Nations) bulletin released in February said 3.33 million people in the country were still suffering from acute food insecurity.

The same bulletin warned that the situation was likely to deteriorate in Karnali and the far-western hill and mountain districts over the first quarter of the year with food stocks depleting.

According to the state-run Nepal Agricultural Research Centre, agricultural production only meets the country's requirements for three to eight months per year.

As food insecurity grows, more Nepali families are becoming dependent on their male members finding alternate livelihoods in India rather than stick with uncertain farming. This is particularly true of the impoverished far western districts.

With over 80 percent of Nepal's 27 million people dependent on farming, the export of male labour means that the burden of dealing with climate change falls squarely on the women.

Refer to the link for the complete article.

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12. Market Gardens Key to Autonomy for Niger Women

<http://www.ipsnews.net/2012/06/market-gardens-key-to-autonomy-for-niger-women/>

A women's group of 100 women belong to an association called Cernafo in the rural district of Torodi and have been market gardening for several years.

"What motivated the women of Dioga to start growing vegetables was food insecurity, which is chronic in this region," said Salou Moumouni, principal of the village's school and an informal advisor to the group. "Immediately following the harvest each year, their husbands leave for cities in the region, often leaving the women and children without enough food," he said. "Now they look after their households with the income from selling vegetables while the men are away," Moumouni told IPS.

Bibata Garba, another member of Cernafa, told IPS: “When the project started, I would earn 60,000 CFA (around 115 dollars) from the growing season between December and April. But this time around, I got more than 210,000 CFA (405 dollars) over the same period, thanks to a good harvest.”

The women’s efforts have attracted support from beyond their village.

“The determination by the women of Dioga to fight against hunger and poverty through their gardening scheme led us to begin assisting them in 2004, strengthening their capacity, particularly in agricultural techniques and organisational matters,” said Amadou Boubacar, president of Action for Sustainable Development (ADD), an NGO based in Niamey, the Nigerien capital.

“We provided the group with four modern boreholes, a water tower for a drip-irrigation system which we installed on the site with support from ICRISAT (the International Crops Research Institute for the Semi-Arid Tropics), and a motorised pump. We supplied them with seeds and fertiliser and we also taught some of the members to read,” he said.

Boubacar told IPS that ADD also helped the women get financial support from Crossroads International, a Canadian NGO working to reduce poverty with a particular emphasis on empowering women.

According to Aïssa Boukari, Cernafa’s treasurer, the Nigerien authorities and other partners, such as the international charity Oxfam and the Swiss Agency for Development and Cooperation have also provided assistance in the form of watering cans, rakes, hoses, hoes, and seeds.

“It is difficult to give exact figures for the production of lettuce and vegetables which are sold before harvest, or harvested and taken directly to the market by producers; but we do know that the total return from sales from December 2011 to April 2012 was around five million CFA (more than 9,500 dollars),” Boukari told IPS.

Refer to the link for the complete article.

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13. Will the World Listen to Women?

<http://www.ipsnews.net/2012/06/will-the-world-listen-to-women/>

What does birth control have anything to do with reducing global emissions?

Everything, women around the world would say, because they know how closely linked reproductive health is to issues ranging from poverty and food security to climate change and beyond. This message was precisely what female leaders brought to the Rio+20 conference on sustainable development, but not many were listening, least of all the Vatican.

“The only way to respond to increasing human numbers and dwindling resources is through the empowerment of women,” said Dr. Gro Harlem Brundtland, former prime minister of Norway and former director-general of the World Health Organisation.

“It is through giving women access to education, knowledge, to paid income, independence and of course access to reproductive health services, reproductive rights, access to family planning,” she elaborated, adding that no other way existed to change the current “pattern of human consumption”.

Female leaders have long been trying to tell the world that sustainable development is not just about deforestation, climate change and carbon emissions. Equally as important to sustainable development are gender equality and human rights, which include sexual and reproductive rights.

Refer to the link for the complete article.

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14. Rio+20: Creating a Future Girls Want

<http://www.ipsnews.net/2012/06/rio20-creating-a-future-girls-want/>

Delegates passing by the World Association of Girl Guides and Girls Scouts (WAGGGS) at Rio were asked to write down the futures they envision. Some of the notes mention a green future, sustainable finances, justice, more food and business and civil society partnerships. But for young girls and women, an ideal future contains the opportunity to go to school. It is this message that WAGGGS delegates bring here to the United Nations Conference on Sustainable Development, frequently referred to as Rio+20.

“A degraded environment stands in the way of girls getting an education,” Germaime Umuraza, part of the WAGGGS delegation, told TerraViva. “I feel a heavy responsibility to be in Brazil as a voice for millions of girls who could not be here to speak for themselves about the importance of education, because when the environment suffers, girls and young women are affected.”

In her home country of Rwanda, for example, soil erosion affects agriculture and the availability of forest products such as timber and firewood, Umuraza said. A shortage of firewood means that the young women who collect it for cooking are often forced to spend more time searching for firewood and less time on schooling.

Founder of the Energia International Network in Zimbabwe, Sheila Oparaocha believes environmental degradation and unsustainable use of environmental resources have a major impact on the lives of women who depend on it for food, water and energy.

“When it comes to managing energy, girls and young women have to look for firewood for cooking,” Oparaocha told TerraViva. “This has a lot of implications for their educational opportunities. If they spend more than five hours collecting firewood, they have little time to go to school.”

“By solving the problems of energy access and energy efficiency we will open up education opportunities for girls and young women.”

Refer to the link for the complete article.

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15. Grazing School for Women

<http://vegobserver.com/wordpressmu/blog/2012/06/27/grazing-school-for-women/>

In a ten-year anniversary of the education forum for women in agriculture, known as Grazing School for Women, the event was hosted near Vegreville, the same area which played inaugural host during the debut of the program. Women from St. Paul, Wainwright, Smoky Lake, Kinsella and further abroad packed into the Barn Loft Inn south of town to hear presentations from guest speakers whose resumes range from Alberta Agriculture and Rural Development, Alberta Invasive Plant Council, Cows and Fish, the University of Alberta and Sustainable Resource Development.

One of the original members of the GSFW, Kerri O’Shaughnessy, a riparian specialist from Cows and Fish said the two-day event spanning June 13 and 14 sees a mixture of women who are owners or partners in a family farming or ranching

business. The women come to further their repertoire of industry related topics, and the whole experience comes from an awareness that most agri-workers taking extended education years ago were men.

“We wanted to get more women into it as they’re getting more involved in farming,” O’Shaughnessy said. “Each year there’s not only topics related to grazing but many other areas as well. Each year we use feedback forms to figure out what topics our women want to learn about next year.”

To delve further, O’Shaughnessy said they do try to incorporate women speakers whenever possible for the registered participants, of which there were 24 at this year’s event. The event moves around Northeastern Alberta each year.

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16. Catalyst Canada Honours 2012 Champions of Women in Business

<http://www.catalyst.org/press-release/211/catalyst-announces-the-catalyst-canada-honours-2012-champions-of-women-in-business>

Catalyst Canada announced today that it will honour Gordon M. Nixon, President & CEO, RBC; Anne-Marie Hubert, Managing Partner, Advisory Services, Ernst & Young; and Jane Allen, Partner & Chief Diversity Officer, Deloitte Canada, with The Catalyst Canada Honours, which recognizes a Company/Firm Leader, a Business Leader and a Human Resources/Diversity Leader—individuals who exemplify exceptional leadership around advancing women in their organizations, industries, and communities.

“The Catalyst Canada Honours recognizes leaders who have demonstrated the level of personal commitment and passion that is driving women’s advancement in corporate Canada,” said Deborah Gillis, Senior Vice President, Membership & Global Operations, Catalyst. “Gord Nixon, Anne-Marie Hubert, and Jane Allen give real meaning to the word ‘champion.’ Our hope is that their courage, vision, and dedication will inspire leaders from coast to coast to step up and become champions and catalysts for women’s advancement.”

"Being in business carries with it responsibilities to the people who choose to work with us. BMO became one of Catalyst’s earliest members not only because of a shared conviction that workplaces must provide opportunities for everyone but also to serve as a constant reminder of the standard to which we hold ourselves as a company,” said Bill Downe, President and CEO of BMO Financial Group and Chair of The Catalyst Canada Honours dinner. "The Catalyst Canada Honours recognizes individuals who are setting the bar higher and understand the very important relationship between the success of their workforce, the success of their customers and the success of corporate Canada. Congratulations to Catalyst Canada's 2012 honorees for their exceptional leadership; I hope that these celebrations inspire more and more champions.”

This year's champions will be celebrated at The Catalyst Canada Honours dinner on Monday, November 5, 2012, at The Fairmont Royal York in Toronto. For the first time, The Catalyst Canada Honours will host a half-day conference on the same day held at CIBC’s Toronto office. The conference will kick off with a luncheon beginning at 12:00 p.m.

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17. Essentials for navigating your career path

http://www.genderdiversity.cgiar.org/newsletter/GDNews122_June2012_NavigatingYourCareer.pdf

This month, the CGIAR newsletter explores “Essentials for navigating your career path”. How to chart your own career trajectory? How to empower yourself to contribute your maximum in the workplace? Where to find resources to support

your own diversity challenges? This issue - the last from G&D - brings you tools and resources for navigating your path effectively.

18. Finding Career Direction

http://www.mindtools.com/pages/article/newCDV_97.htm

How long has it been since you asked yourself what you want to be when you grow up? Each of us has particular talents that, when expressed or exercised, make the world a better place. This article from *Mind Tools* guides you in matching your talents to the career landscape.

19. In Person: Career GPS

http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2012_03_16/credit.a1200032

Four female scientists combat the isolation of striving to combine success in a science career with an engaged home life by forming a GPS group: "Goals and Problem-Solving for Scientists". *Science Careers Magazine* discusses how underrepresented groups can go further through peer support.

20. Collaboration by Difference

<http://blogs.hbr.org/video/2012/05/collaboration-by-difference.html>

A *Harvard Business Review* video on the importance of democratically opening up conversations so that we can hear more voices and access more perspectives. This video shares new ways to collaborate, share, and learn, which make teams more productive.

21. Diversity Essentials

http://www.nxtbook.com/nxtbooks/mediatec/de_20120506/#/32

Diversity Executive lays out five factors which are essential when any organization - including agricultural organizations - is looking to use diversity as a strategic lever for accomplishing organizational results.

22. Equality: The fight for access

<http://www.nature.com/naturejobs/science/articles/10.1038/nj7329-255a>

"The essence of science is being able to think creatively and sometimes the most creative insights come from people who think about the world differently," says *Nature Jobs* in a review of the ways in which scientists with disabilities seek to level the playing field.

23. The Power of Introverts

http://www.ted.com/talks/susan_cain_the_power_of_introverts.html

In a culture where being social and outgoing are prized above all else, it can be difficult, even shameful, to be an introvert. But, as Susan Cain argues in this passionate talk, introverts bring extraordinary talents and abilities to the world, and should be encouraged and celebrated. From *Ted Talks*.

24. Work-Life Asia: Going Local

<http://www.catalyst.org/blog/guest-blog/work-life-asia-finding-the-right-fit>

The talent crunch is real - reports *Catalyst* - and it's holding back innovation. In China, a staggering 54 percent of CEOs reported that a shortage of talent has prevented their business from innovating. The solution is clear: attract and retain female talent-and ensure effective work-life tools are in place.

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Reports, Publications and Resources

1. Gender and Climate Change

<http://eldis.org/go/topics/resource-guides/climate-change/key-issues/gender-and-climate-change>

Climate change is increasingly being recognised as a global crisis, but responses to it have so far been overly focused on scientific and economic solutions, rather than on the significant human and gender dimensions. As weather patterns become increasingly unpredictable and extreme events such as floods, heat waves or natural disasters become more common, the poorest women and men in the global South – who have contributed the least to the problem – find their livelihoods most threatened yet have the weakest voice and least influence on climate policy. How then do we move towards more people-centred, gender-aware climate change policies and processes? How do we not only respond to the different needs and concerns of women and men and ensure they have an equal voice in decision-making, but also address and challenge the socially ingrained gender inequalities that mean women are more likely to lose out than men in the face of climate change?

This key issues guide is based on BRIDGE's two year Gender and Climate Change Programme, which was run in collaboration with partners based in Paraguay, Nigeria, Kenya, India, Colombia and Germany – and a global community of practice. The programme and its key output, the BRIDGE Cutting Edge Pack on Gender and Climate Change advocates for an approach in which:

- women and men have an equal voice in decision-making on climate change and broader governance processes and are given equal access to the resources necessary to respond to the negative effects of climate change;
- where both women's and men's needs and knowledge are taken into account and climate change policymaking institutions and processes at all levels are not biased towards men or women; and
- where the broad social constraints that limit women's access to strategic and practical resources no longer exist.

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2. Let's Talk Science

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

Let's Talk Science is an award-winning, national, charitable organization which delivers science learning programs and services that turn children and youth on to science, keeps them engaged in learning and develops their potential to become 21st century citizens, innovators and stewards.

Founded in 1993 by Bonnie Schmidt, PhD, Let's Talk Science has excited, inspired and engaged more than 2 million children, youth, educators and volunteers in science, engineering and technology.

Their approach to science education engages children and youth — from the very early years through high school — with fun, exciting hands-on/minds-on activities that improve their understanding of physical and life science, mathematics and technology. This approach builds critical life skills, including problem-solving, communication and teamwork, and accounts for the fact that each individual learns in their own unique way.

Let's Talk Science stretches from coast-to-coast, reaching children, youth and educators in every province and territory through its wide range of science education programs and services.

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3. A Series of Think Pieces on Gender Equality and Sustainable Development

<http://boell.org/web/index-Gender-Equity-and-Sustainable-Development.html>

On the eve of Rio+20, the Heinrich Böll Stiftung North America has asked several of its partners from civil society to reflect in short commentaries about some of the linkages and synergies between gender equity and key issue areas of sustainable development. This series of 11 think pieces covers topics such as access to resources such as energy, land or water, the care economy as well as women as consumers and gender implication of climate change responses.

Democratizing Financing for Sustainable Development: Gender Equality is the Key

By Liane Schalatek, Heinrich Böll Stiftung North America

Providing adequate financing resources for gender equality through more democratic, participatory and gender-responsive budget processes and financing mechanisms is key for sustainable development.

Whither Macroeconomics? Sustainable Development from a Feminist Human Rights Perspective

By Savi Bisnath, Center for Women's Global Leadership

Post Rio+20, markets need to be acknowledged in their complexity as gendered, political and historically constituted mechanisms and directed to facilitate the realization of human rights.

The Feminist Movement and Rio+20

By Graciela Rodriguez, EQÜIT Institute – Gender, Economy and Global Citizenship

Women are a crucial part of the social movements which are raising their collective voice to denounce the official agenda of Rio+20 and are formulating alternative proposals in the People's Summit.

A Caring Approach to Sustainable Development: A Feminist Perspective on Why the Green Economy Concept Falls Short

By Daniela Gottschlich, Leuphana University Germany

The green economy concept pays scant or no attention to the interconnected crises in the market economy and the care economy, negatively affecting women all over the world in disproportionate numbers.

Low Income Women: First Casualties of Green Economy Land Grab

By Nidhi Tandon, Networked Intelligence for Development

As the case of biofuel shows, in the pursuit of the green economy, rural women have already faced eviction or exclusion from land grabbed for powerful green agendas that are not their own.

Investing in Women in Agriculture: Instrumentalization vs. Transformation

By Alexandra Spielfoch

While more investment in women in agriculture is needed, we should be cautious about “cutting and pasting” women into a growth model for agriculture that has increased inequality, poverty and hunger.

Looking Through a Gender Lens: Water in the Green Economy

By Shiny Varghese, Institute for Agriculture and Trade Policy

A focus on women and water could provide inspiration for broader changes. Currently, it is at the intersection of poverty and water that gender issues have become most visible in development discourses.

From Collecting Fire Wood to Installing Solar Home Systems: Gender Equality and Women’s Access to Energy

By Gail Karlsson, ENERGIA International Network on Gender and Sustainable Energy

Energy access is particularly important for women in developing countries, due to their traditional roles and the time spent in collecting firewood, dung, crop wastes or other biomass to burn as fuel.

Rethinking the Climate Grant: Mobilizing Climate Finance for Women-led Adaptation Work

By Azita Azargoshab, Mama Cash

Women-led climate initiatives often fail to fit comfortably within the existing conceptual approaches to climate action, making it hard for grassroots women’s adaptation work to be sufficiently funded.

Gender Equity and Climate Change

By Kulthoum Omari, Heinrich Böll Foundation Southern Africa

While Southern Africa has made progress in commitments to gender equality, implementation on the ground is weak, with women continuing to face multiple challenges compounded by climate change impacts.

Mobilizing Women’s “Power of the Purse” to Help Achieve Sustainable Consumption

By Diane MacEachern, Green Big Purse

Women control or influence some 65 percent of global consumer spending. With this in mind, strategies are needed to encourage women to direct their spending to support sustainable development.

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4. Community Economic Development Tools Website

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

The Community Economic Development (CED) Choice Matrix (CM) website is designed to assist local and regional community practitioners and stakeholders find CED tools that are right for them and their projects. Thousands of CED tools can be found on the internet with no information on when to use them or what type of project to use them in. The CM website provides practitioners with multiple navigation and searching options.

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