



Women walking home from market on the Singida-Katesh highway, 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 [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 (Volunteer)

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## Opportunities and Events

### 1. Gender Mapper Survey

<http://gender.mappr.info/explore.php>

The International Food Policy Research Institute (IFPRI) and the International Water Management Institute (IWMI) are developing a “gender map” of agriculture in Sub-Saharan Africa in order to better understand how to target agricultural interventions to women and men farmers.

Gender mapping aims to:

- collect information from gender and farming experts in the field,
- identify patterns in the gendered organization of farming systems in a particular area,
- classify them as male, female, dual or separately managed, or other, and;

- incorporate this information into a centralized, geographically referenced database that can be easily and widely shared.

If you are knowledgeable about farming systems in a country, state or district in Sub-Saharan Africa, whether as extension worker, researcher or practitioner we encourage you to fill out the survey.

Gender relations vary within a country, region, and even from one household to another. What we are looking for are patterns that generally apply at the community or larger scale, up to the sub-national level. Users will directly map the area they define as having a certain gendered farming system using the customized AWM Gender mapping tool developed by Spatial-Dev. This will allow users to directly apply the gender-pattern at the scale which they believe is most relevant.

If you are familiar with more than one area with important variation between the areas, please fill out the survey separately for the different areas.

The survey will take about 10-15 minutes, and is divided into 5 parts. Even if you cannot answer all the questions in the survey, we encourage you to fill in as much of the survey as you possibly can.

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## 2. 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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## 3. Dissertation Research Fellowships on Gender and Agriculture: Call for Applications

<http://www.ifpri.org/blog/dissertation-research-fellowships-gender-and-agriculture>

Read more about the Women's Empowerment in Agriculture Index at <http://www.ifpri.org/pressroom/briefing/women-s-empowerment-agriculture-index>.

IFPRI and its partners are pleased to announce a call for applications for Ph.D. dissertation research fellowships on the **Women's Empowerment in Agriculture Index (WEAI)**. The first of its kind to directly capture women's empowerment and inclusion levels in the agricultural sector, the purpose of the Index is to understand why women in developing countries face persistent obstacles and economic constraints to inclusion in the agriculture sector though they play a critical role in agricultural growth.

Released on February 28, 2012, the Index is a partnership among IFPRI, the US Government's Feed the Future initiative of the United States Agency for International Development (USAID), and the Oxford Poverty and Human Development Initiative (OPHI) of Oxford University.

The threefold goal of the fellowship is to strengthen understanding and evidence of the WEAI; expand understanding of WEAI dynamics through complementary qualitative and ethnographic work; and support promising researchers interested in gender and agriculture. Research proposals supported under this call must be focused entirely or mostly on one or more of 19 Feed the Future countries.

Applicants must be full-time Ph.D. students in the social sciences or humanities and complete all Ph.D. requirements except dissertation by the time the fellowship begins.

**Proposals are due July 31, 2012** and will be awarded on August 31, 2012.

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## **4. Employment: Gender and Livelihoods Advisor**

<https://tbe.taleo.net/NA5/ats/careers/jobSearch.jsp?org=CAREUSA&cws=1>

CARE is seeking an experienced Gender and Livelihoods Advisor who will work within CARE USA's dynamic and cross-cutting Gender and Empowerment unit and with close affiliation with the Food, Livelihoods Justice unit in the Program, Partnership, Learning and Advocacy Division. The division's mandate is to generate, harvest, cross-fertilize and promote the application of knowledge and learning throughout and beyond CARE. The Gender and Livelihoods Advisor will have two main functions

- (i) support CARE's efforts to design, implement, learn from and disseminate information about the issues of gender justice within a livelihoods, nutrition and food security context and
- (ii) work with the Pathways Women in Agriculture Program in Tanzania, Malawi, Ghana, Mali, India and Bangladesh to promote the empowerment of women in agriculture.

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## **5. Employment: Gender and Development**

<http://www.cimmyt.org/en/about-us/job-opportunities/1320-201221-social-scientist-gender-and-development>

Here is the new career opportunity for a social scientist interested in gender and development issues in maize and wheat systems in the developing regions. CIMMYT is looking for an applied social scientist with relevant skills in gender analysis for in-depth understanding of gender and development issues and developing solutions working with a multidisciplinary team of scientists. The main research areas where gender will be a cross-cutting theme include:

- Analysis of the drivers of change and options for agricultural productivity growth, food security and sustainable intensification in cereal based systems.
- Improving the understanding of farmers' economic incentives and adoption constraints under different agro-ecological and socioeconomic settings.
- Improving the understanding of intra-household decision making processes and their impacts on the gender-specific welfare of individuals in farming households.
- Analysis of gender-differentiated technology adoption pathways and their impacts on poverty and food security for targeting technology and policy interventions.

- Developing institutional innovations for enhancing gender-equitable access to and use of promising technologies, inputs and output markets for income growth and food security.
- Policy options for supporting the development and diffusion of climate smart and sustainable agriculture for enhancing adaptation and reducing vulnerability to climate change in maize and wheat systems.

The successful candidate will work in any of these areas supporting CRP Maize, CRP Wheat, and other projects (e.g. Drought Tolerant Maize for Africa).

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## 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:

- **June 11, 2012: Evaluation of climate change intervention for excluded populations**

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## This Month’s News

### 1. Canada's youth bring real-life science innovations to life as nine regional winners head to national competition

<http://www.newswire.ca/en/story/965209/canada-s-youth-bring-real-life-science-innovations-to-life-as-nine-regional-winners-head-to-national-competition>

After months of preparation, research and collaboration with top university mentors, an elite group of 13 high school whiz kids from across the country will be in Ottawa May 7-8 competing for Canada's ultimate student biotech science prizes in the **2012 Sanofi BioGENEius Challenge Canada (SBCC)**.

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### 2. Science PhD Career Preferences: Levels, Changes, and Advisor Encouragement

<http://www.plosone.org/article/info%3Adoi%2F10.1371%2Fjournal.pone.0036307#pone-0036307-g001>

A study based on a national survey of more than 4,100 doctoral students in the life sciences, chemistry or physics at American research universities concluded that the attractiveness of academic careers decreased significantly as they progressed through their Ph.D. programs. The shifts appear to be related to an increased interest in industry work, not in teaching careers. No gender aggregated data is included in the tables.

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### **3. No time for diversity?**

[http://www.genderdiversity.cgiar.org/newsletter/GDNews121\\_May2012\\_the%20case%20for%20diversity.pdf](http://www.genderdiversity.cgiar.org/newsletter/GDNews121_May2012_the%20case%20for%20diversity.pdf)

The Consultative Group on International Agricultural Research (CGIAR) newsletter this month examines diversity in the workplace which is seen by some as a "nice to have" rather than a "must have". But research shows how diversity in the workplace brings tangible benefits, if well implemented. The following articles appear in this month's issue.

### **4. New Meta Study Proves Economic Benefits of Diversity and Inclusion**

<http://www.european-diversity.com/downloads/Press%20release%20IBCR%202012-XL.pdf>

Diversity Management has consistently positive effects on the economic success of companies, both internally through enhanced productivity and externally through improved image and market coverage. This is the result of the International Business Case Report (IBCR), a new meta study by European Diversity Research & Consulting. Researchers have evaluated several hundred research reports worldwide and selected those providing valid and reliable evidence on the business case for diversity and inclusion.

The new report focuses on the priority topic Gender Diversity and also includes results on all other diversity dimensions. The full report is available for purchase from the website.

### **5. What Makes a Team Smarter? More Women**

<http://hbr.org/product/what-makes-a-team-smarter-more-women/an/F1106D-HCB-ENG>

When professors Anita Woolley and Thomas Malone studied the factors that increased a group's collective intelligence, they made some surprising discoveries: A team's intelligence, as measured by performance on a range of tasks, had relatively little to do with the individual IQs of its members. But it had a lot to do with the gender of those members. This article is available for purchase from the Harvard Business Review.

### **6. The impact of diversity and equality management on firm performance: Beyond high performance work systems**

<http://onlinelibrary.wiley.com/doi/10.1002/hrm.20391/abstract>

This article demonstrates that a diversity and equality management system (DEMS) contributes to firm performance beyond the effects of a traditional high-performance work system (HPWS), which consists of bundles of work practices and policies used extensively in high-performing firms. A DEMS typically includes diversity training and monitoring recruitment, pay, and promotion across minority or other disadvantaged groups. The article is available through Wiley Online Library.

### **7. Interdisciplinary Approaches to Achieving Gendered Innovations in Science, Medicine, and Engineering**

[http://genderedinnovations.stanford.edu/ISR\\_07\\_Schiebinger.pdf](http://genderedinnovations.stanford.edu/ISR_07_Schiebinger.pdf)

Researchers at the University of Stanford and the Technical University Berlin present three approaches to gender equality:

- (1) fixing the numbers of women in science, medicine, and engineering;
- 2) fixing research institutions by removing barriers and transforming structures;
- 3) fixing knowledge by incorporating gender analysis into basic and applied research.

The lessons learned are pertinent for all forms of diversity.

See Figure 1 for a minimum set of issues in Gender Analysis for Researchers.

This paper includes an extensive bibliography.

## 8. Diversity Is Everyone's Business

<http://www.diversity-executive.com/articles/view/1532/let-go-of-the-rope>

Some may not believe it, but diversity isn't just about women and people of color. This perception is not only false, it's damaging because it keeps white men, who represent the largest power base in many cultures, from participating in inclusion efforts.

A broad definition of diversity in one organization includes a range of differences and similarities between people. It encompasses 24 dimensions including race, ethnicity, gender, sexual orientation, religion, generation and physical ability. Some components are visible, some are not.

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## 9. What Sex Means for World Peace

[http://www.foreignpolicy.com/articles/2012/04/24/what\\_sex\\_means\\_for\\_world\\_peace](http://www.foreignpolicy.com/articles/2012/04/24/what_sex_means_for_world_peace)

Using the largest extant database on the status of women in the world today, the authors (V.M. Hudson, B. Ballif-Spanvill, M. Caprioli and C. Emmett) found that there is a strong and highly significant link between state security and women's security. In fact, the very best predictor of a state's peacefulness is not its level of wealth, its level of democracy, or its ethno-religious identity; the best predictor of a state's peacefulness is how well its women are treated.

The findings are available in the book – *Sex and World Peace* - available this month.

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## 10. Women Farmers Are Key to a Food-Secure Africa

<http://ipsnews.net/news.asp?idnews=107751>

Busani Bafana interviews JANE KARUKU, the first woman president of the Alliance for a Green Revolution in Africa.

While women constitute the majority of food producers, processors and marketers in Africa, their role in the agricultural sector still remains a minor one because of cultural and social barriers.

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## 11. Women's Leadership is Key to Ensuring Sustainable Development

<http://ipsnews.net/news.asp?idnews=107714>

The vital role of women in creating a green economy will be highlighted at the United Nations Conference on Sustainable Development, to be held in Brazil in June.

At the global meeting, also known as Rio+20, the Women Leaders' Forum will issue a "Call to Action" to gather new ideas, best practices and proposals for the future, in a context where women are a key part of the search for sustainability and eradication of poverty.

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## 12. Manifesto for Integrated Action on the Gender Dimension in Research and Innovation

[http://www.gender-summit.eu/index.php?option=com\\_content&view=article&id=278:manifesto-text-a-petition&catid=20:manifesto&Itemid=42](http://www.gender-summit.eu/index.php?option=com_content&view=article&id=278:manifesto-text-a-petition&catid=20:manifesto&Itemid=42)

This Manifesto represents views of individuals working in the European science system on the actions needed to enhance research and innovation by addressing gender equality issues. Each action distils the collective responses to questions asked in the online public consultation conducted by genSET in conjunction with the 1st European Gender Summit. As such, it complements the consensus recommendations of: a) the genSET Science Leaders Panel (1), b) the DG Research, Innovation and Science Expert Group on Structural Change in Research Institutions (2), and c) the Gendered Innovations project (3).

The Manifesto elaborates the question included in the earlier EC public consultation on the Green Paper - **“What actions should be taken at EU level to further strengthen the role of women in science and innovation?”** - in order to focus attention on twenty-five years of research demonstrating how gender impacts the quality of research and innovation.

Over 300 individuals participated in the online consultation. These contributions were presented and discussed at the First European Gender Summit in Brussels, attended by over 400 stakeholders.

This Manifesto is a work in progress to be advanced through evidence based actions and cooperation between scientists, policy makers and gender research scholars.

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## 13. Children of Empowered Women Grow Taller

<https://www.care.org/newsroom/articles/2012/05/care-usaid-bangladesh-child-malnutrition-shouhardo-20110507.asp>

Care and USAID highlights dramatic drop in child malnutrition and provides an inside look at a program called SHOUHARDO that combined nutritional support with women's empowerment initiatives to reduce child stunting, a key measure of malnutrition, by 28 percent in less than four years. That's twice the rate of the average U.S. government-funded food aid project of its kind. The program was designed to reduce malnutrition among 2 million of the poorest people in Bangladesh. Researchers found that women who participated in empowerment interventions to help them fight sexual harassment, move about their communities more freely and gain a greater say in household decisions were less likely to have stunted children than women who received only direct nutrition interventions such as regular food rations. In other words, the children of empowered women actually grew taller.

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## 14. G(irls)20 Summit: Moving the Debate on Women in Agriculture From Washington to Mexico City

[http://www.huffingtonpost.com/david-joslyn/women-food-g20\\_b\\_1542733.html](http://www.huffingtonpost.com/david-joslyn/women-food-g20_b_1542733.html)

Mexico is hosting the June 2012 meeting of the G-20 group of advanced and emerging economies. For the second time, the G(irls)20 Summit will bring together a group of young women, one each from the countries with delegates at the G-20 Summit, to discuss important issues they will face in the near future. These carefully selected, accomplished young women



are positioned to become powerful future leaders in their countries, and in the world at large. They will be agents of change, key policy makers, and eventually role models for the next generation

This year, the group of G(irls)20 summit will focus on global food security, specifically the opportunity gained in terms of strategically engaging women in agriculture.

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## 15. The G(irls)20 Summit

<http://www.girls20summit.com/>

The G(irls)20 Summit brings together one delegate from each G20 country, plus a representative from the European Union and the African Union. The delegates debate, discuss and design innovative ideas necessary to empower girls and women globally and present these to G20 Leaders. While the agenda is the same as the G20 leaders and focuses on economic innovation – the participants are all girls, aged 18-20.

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## 16. Nothing to Show for Hard Work but Burnt Fields of Maize

<http://ipsnews.net/news.asp?idnews=107877>

According to the Meteorological Service Department in Zimbabwe, rainfall across the country has declined, while temperatures have risen in the past few years. And this has meant that the traditional agricultural seasons have shifted. Rural women, who according to the Ministry of Agriculture make up more than 70 percent of food growers have experienced failed harvests in recent years due to radically changing rainfall patterns.

In April, Minister of Agriculture Joseph Made announced that this year's maize harvests had shrunk by 26 percent, due to poor rainfall. And the government has already warned that food insecurity could lead to fatalities.

Hazel Gumpo, a smallholder farmer affiliated to the Zimbabwe Commercial Farmers' Union and a gender activist, said that more needed to be done to educate women about the changing climate. "There is no doubt in my mind that women are feeding the nation through farming activities. But there is very little or no knowledge sharing for us to understand and deal with the impacts of climate change," Gumpo said.

It is one of the reasons there are growing calls for southern African countries to urgently adopt a gender perspective as an aspect of climate change policy. Gender Links <http://www.genderlinks.org.za/>, a southern African non-governmental organisation focusing on gender equality, plans to lobby for the approval of an addendum to the Southern African Development Community (SADC) Protocol on Gender and Development. The protocol is a regional instrument that advances gender equality and women's rights.

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

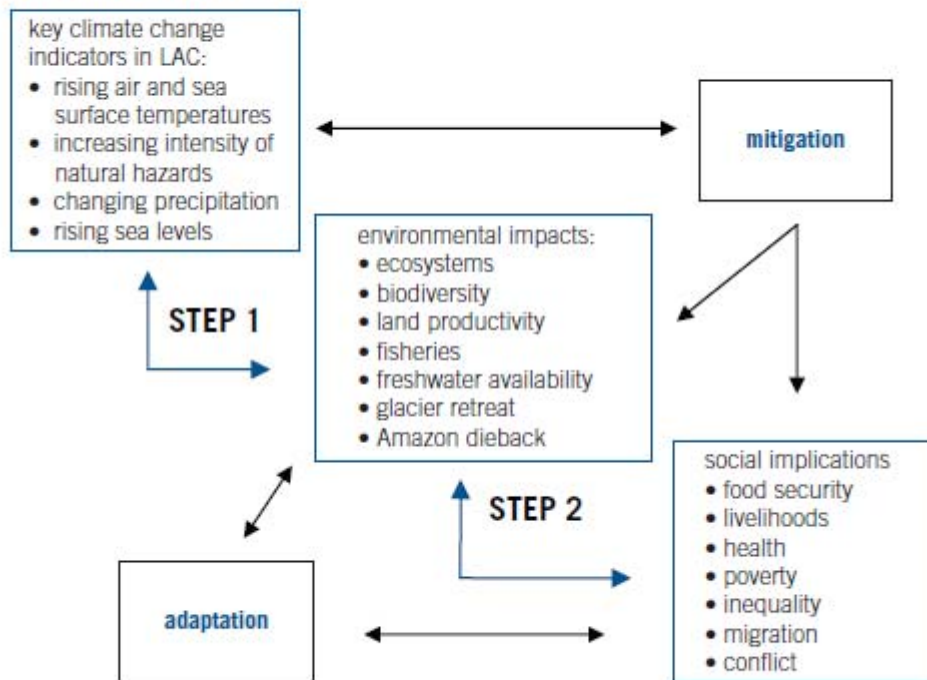
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### 1. Social Implications of Climate Change in Latin America and the Caribbean

<http://siteresources.worldbank.org/INTPREMNET/Resources/EP61.pdf>

Climate change is the defining development challenge of our time. More than a global environmental issue, climate change is also a threat to poverty reduction and economic growth and may unravel many of the development gains made in recent decades. Latin America and the Caribbean account for a relatively modest 12 percent of the world’s greenhouse gas (GHG) emissions but communities across the region are already suffering adverse consequences from climate change and variability (De la Torre, Fajnzylber, and Nash 2009). As highlighted in “Reducing Poverty, Protecting Livelihoods, and Building Assets in a Changing Climate” (Verner 2010), climate change is likely to have unprecedented social, economic, environmental, and political repercussions.

Figure 1: Climate Change and Its Social Implications



Source: Verner 2010.

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### 2. Technological and institutional innovations triggered by a farmer-to-farmer rice parboiling video in Central Benin

[http://knowledge.cta.int/en/content/view/full/15290?utm\\_campaign=newsletterEN&utm\\_medium=newsletterlink&utm\\_source=newsletterEN](http://knowledge.cta.int/en/content/view/full/15290?utm_campaign=newsletterEN&utm_medium=newsletterlink&utm_source=newsletterEN)

Espérance Zossou, Africa Rice Center (Africa Rice), Cotonou, Benin - 2010/2011 Africa-wide Women in Science competition  
The Training and Visit (T&V) system was the principal agricultural extension approach in Benin from 1985 to 1999. This

approach was based on producing large amounts of purely technical advice, using standardised, detailed and rigorously monitored schedules of contact farmer visits and staff training sessions. T&V drew heavily on the adoption and diffusion of innovation. However, farmers were dissatisfied with these extension activities because their real needs were not taken into account, and there were calls for changes in the traditional public extension systems, which were seen as outdated, top-down, paternalistic, inflexible, bureaucratic and inefficient, and therefore less able to cope with the dynamic demands of modern agriculture.

The success of any sustainable development programme is determined largely by the level of farmers' participation. As extension systems are increasingly decentralised and fragmented, non-governmental organisations (NGOs) and the private sector are redefining their roles to fill certain niches. To strengthen rural learning and support the multitude of existing and emerging service providers, the Africa Rice Center (Africa Rice) developed a series of farmer-to-farmer videos according to the zooming-in, zooming-out (ZIZO) approach, which leads to locally appropriate and regionally relevant videos. The video 'Cashing In with Parboiled Rice' was using this approach in collaboration with women rice processors in Benin, who were primarily involved in participatory technology development on parboiling. This paper, compares the effectiveness of conventional training and video as rural learning approaches, and discusses the challenges of such videos in creating technological and institutional changes among service providers and rural entrepreneurs.

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### **3. Gender in Climate Change in Bangladesh: The Role of Institutions in Reducing Gender Gaps in Adaptation**

<http://www.genderinag.org/ginag/>

Are women more vulnerable to climate change than men? If so, what are the factors which contribute to these increases and what can be done to help increase the resiliency of both women and men to the negative impacts of climate change? For answers to these questions and more, please visit the report.

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### **4. Community Colleges in the Evolving STEM Education Landscape: Summary of a Summit**

[http://www.nap.edu/catalog.php?record\\_id=13399&utm\\_medium=email&utm\\_source=The%20National%20Academies%20Press&utm\\_campaign=NAP+mail+new+5.15.12+B&utm\\_content=&utm\\_term=](http://www.nap.edu/catalog.php?record_id=13399&utm_medium=email&utm_source=The%20National%20Academies%20Press&utm_campaign=NAP+mail+new+5.15.12+B&utm_content=&utm_term=)

The National Research Council (NRC) of the USA and National Academy of Engineering (NAE) of the USA have released a new report, *Community Colleges in the Evolving STEM Education Landscape: Summary of a Summit*. Based on a national summit that was supported by the National Science Foundation and organized by the NRC and the NAE, the report highlights the importance of community colleges, especially in emerging areas of STEM (Science, Technology, Engineering, and Mathematics) and preparation of the STEM workforce.

Community colleges are also essential in accommodating growing numbers of students and in retraining displaced workers in skills needed in the new economy. *Community Colleges in the Evolving STEM Education Landscape: Summary of a Summit* looks at the changing and evolving relationships between community colleges and four-year institutions, with a focus on partnerships and articulation processes that can facilitate student success in STEM; expanding participation of students from historically underrepresented populations in undergraduate STEM education; and how subjects, such as mathematics, can serve as gateways or barriers to college completion.

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## 5. Human Development Report for Africa, entitled "Towards a Food Secure Future"

<http://www.undp.org/content/undp/en/home/presscenter/pressreleases/2012/05/15/addressing-hunger-precondition-for-sustained-human-development-in-sub-saharan-africa-undp-report-says/>

Sub-Saharan Africa cannot sustain its present economic resurgence unless it eliminates the hunger that affects nearly a quarter of its people, the United Nations Development Programme (UNDP) argues in the newly released Africa Human Development Report 2012: Towards a Food Secure Future.

Arguing that action focused on agriculture alone will not end food insecurity either, the Report calls for new approaches covering multiple sectors; from rural infrastructure to health services, to new forms of social protection and empowering local communities. Ensuring that the poor and vulnerable have greater voice through strengthened local government and civil society groups is also needed to ensure food security for all.

Ending decades of bias against agriculture and women, countries must put into place policies which provide farmers with the inputs, infrastructure, and incentives which will enable them to lift productivity.

Encouraging the innovative and entrepreneurial spirit of Africa's growing youth population to further stimulate rural economies is particularly important.

With two-thirds of working Africans making a living off the land, policies promoting agricultural productivity would stimulate economic growth, pulling people out of poverty through job and income creation, and increasing their capacity to save and invest in the future. This will also enable a more sustainable use of land and water resources.

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## 6. She Came, She Saw, She Sowed

**She Came, She Saw, She Sowed: Re-negotiating Gender-Responsive Priorities for Effective Development of Agricultural Biotechnology in Sub-Saharan Africa**

<http://www.springerlink.com/content/y18r3070t1121u77/?MUD=MP%20&MUD=MP>

From *the Journal of Agricultural and Environmental Ethics*:

How can gender issues be better attended to in agricultural biotechnology in Sub-Saharan Africa (SAA), when they are often overlooked? Based on our experience in SSA, in this article we suggest that this can be done in five ways:

- 1) decision-making for crop and trait selection
- 2) inclusion in agbiotech research and development
- 3) representation in extension services and farmers' associations
- 4) access to resources necessary for biotech crop adoption and cultivation
- 5) control over post-harvest management and income generation.

We then provide recommendations for attending to these issues in policy and project development.