



*An active game of netball by female students at Nyamatala Primary School, 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) to compile and re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

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

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## Opportunities and Upcoming Events

### 1. Workshop on Effective Communication for Women in SETT

<http://cwse-prairies.ca/>

The Canadian Centre for Women in Science, Engineering, Trades and Technology (WinSETT Centre), with support from the NSERC Chairs for Women in Science and Engineering National Network, is pleased to offer a special day-long pre-CCWESTT Conference workshop. The Effective Communication for Women in SETT Workshop will be held on **Wed. May 21**, 8:30 to 4:30 at the Ramada Hotel in **Regina, Saskatchewan, Canada**. Senior post-secondary students, early to mid-career women in STEM, or more experienced professionals will benefit from this workshop.

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### 2. Canadian Coalition of Women in Engineering, Science, Trade & Technology conference

<http://www.cwestt2014.ca/>

Registration for the Canadian Coalition of Women in Engineering, Science, Trade and Technology conference is now open. The CWESTT Conference will be held in **Regina, Saskatchewan, Canada** on **May 22-24, 2014** with a conference theme, *Open Opportunities: Mentoring the Future*.

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## This Month's News

### 1. Six Innovative Initiatives that are Working to Strengthen Women's Empowerment in Agriculture

<http://foodtank.com/news/2014/04/six-innovative-initiatives-that-are-working-to-strengthen-womens-empowermen>

Food Tank is also excited to announce our collaboration with the Global Forum on Agricultural Research (GFAR). GFAR brings together all those working to strengthen and transform agricultural research for development around the world. During 2014 and the International Year of Family Farming (IYFF), GFAR is working with Food Tank to showcase and raise

awareness and understanding of the challenges faced by smallholders and help identify efficient ways to support family farmers, especially women farmers.

To celebrate this important work and the crucial role of women farmers, female agricultural scientists and researchers, and women-led food NGOs and businesses, GFAR and Food Tank are highlighting six innovative projects and initiatives that are working to strengthen women’s empowerment in agriculture:

- African Women in Agricultural Research and Development (AWARD)
- Jamaican Pig Farmer Association (JPFA) & The Jamaica Network of Rural Women Producers (JNRWP)
- Maruzi Beekeeping Association (Uganda)
- National Agricultural Innovation System Support Project (Peru)
- World Farmers Organization (WFO)
- Young Professionals for Agricultural Development (YPARD)

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## 2. Obama Says Gender Pay Gap Is No Myth, It’s Math

<http://www.ipsnews.net/2014/04/obama-says-gender-pay-gap-myth-math/>

**WASHINGTON, Apr 9 2014 (IPS)** - Since his re-election in 2012, President Barack Obama has stepped up his rhetoric around gender equality issues in the United States, but he has yet to get a partisan U.S. Congress to go along with a series of legislative proposals he put forward.

On Tuesday, Obama bypassed Republican opposition by signing two executive orders aimed at addressing wage disparities between men and women in the United States.

While the non-legislative executive orders he unveiled on Tuesday deal only with narrow issues, supporters say they offer an important initial attempt on Obama’s part to address stubborn disparities between how much money U.S. men versus women take home.

“Women make up nearly half of the nation’s workforce and are the primary breadwinners in 4 in 10 American households with children under age 18,” the president stated Tuesday in a speech at the White House. And yet “women still make only 77 cents to every man’s dollar. For African American women, Latinas, it’s even less.”

Obama said such statistics are an “embarrassment”. He is now calling on lawmakers and the public to recognise that it is the time for a valuation of individual’s contribution to the economy based solely on merit – and that this should not be constrained by gender.

Obama’s mandate will affect federal contractors, requiring that they publish wage data by both gender and race in order to ensure they’re complying with laws on wage equality that are already on the books. A second order prohibits those contractors from taking actions against employees who compare their salaries.

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

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### 3. Biofortified Beans to Fight ‘Hidden Hunger’ in Rwanda

<http://www.ipsnews.net/2014/04/biofortified-beans-fight-hidden-hunger-rwanda/>

**KIGALI, Apr 6 2014 (IPS)** - Joane Nkuliye considers herself an activist. She is part of a select group of farmers producing biofortified crops on a commercial scale in Rwanda.

Nkuliye owns 25 hectares in Nyagatare district, Eastern Province, two hours away from the capital, Kigali. She was awarded land by the government and moved there in 2000, with plans of rearing cattle. But she soon realised that growing food would be more profitable and have a greater impact on the local community as many of the kids in the area suffered from Kwashiorkor, a type of malnutrition caused by lack of protein.

“I have a passion for farming. We are being subsidised because very few people are doing commercial farming,” the entrepreneur, who is married with five children and has been farming for over 10 years, told IPS.

Four years ago, she was contacted by the NGO HarvestPlus, which is part of a CGIAR Consortium research programme on Agriculture for Nutrition and Health. The NGO is considered a leader in the global effort to improve nutrition and public health by developing crops and distributing seeds of staple foods that are rich in vitamins and minerals.

HarvestPlus provided Nkuliye with seeds, packaging, outlets for distribution and know-how. Now she grows biofortified beans on 11 of her 50 hectares of land.

“After harvesting beans I grow maize as an intercrop. I also grow sweet bananas, pineapples and papaya. I harvest 15 tonnes of food; I talk in terms of tonnes and not kilos,” she smiled.

*Refer to the link for the full article.*

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### 4. Sweet Dreams are Made of Rwandan Ice Cream

<http://www.ipsnews.net/2014/04/sweet-dreams-made-rwandan-ice-cream/>

**BUTARE, Rwanda, Apr 17 2014 (IPS)** - From all across Rwanda, and even from parts of neighbouring Burundi, people flock to the southern town of Butare to a little shop called *Inzizi Nziza* or Sweet Dreams. They come here for a taste of something of the unknown, something most have never tasted in their lives — the sweet, cold, velvety embrace of ice cream.

Most of the ingredients for the ice cream are sourced locally, and the milk comes from a depot in nearby Nyanza. The vanilla beans and cocoa are imported.

The Butare shop now employs nine women.

*Refer to the link for the full article.*

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### 5. Agriculture Needs a ‘New Revolution’

<http://www.ipsnews.net/2014/04/agriculture-needs-new-revolution/>

**ROME, Apr 16 2014 (IPS)** - The Millennium Development Goals deadline of 2015 is fast approaching, but according to the International Fund for Agricultural Development (IFAD), poverty still afflicts one in seven people — and one in eight still goes to bed hungry.

Together with the United Nations Food and Agriculture Organisation (FAO) and the World Food Programme (WFP), IFAD unveiled the results of their joint work Apr. 3 to develop five targets to be incorporated in the post-2015 development agenda.

These targets include access to adequate food all year round for all people; ending malnutrition in all its forms with special attention to stunting; making all food production systems more productive, sustainable, resilient and efficient; **securing access for all small food producers, especially women, to inputs, knowledge and resources to increase their productivity;** and more efficient post-production food systems that reduce the global rate of food loss and waste by 50 percent.

IPS correspondent Silvia Giannelli interviewed Kanayo F. Nwanze, president of IFAD, on the role of rural poverty and food security in shaping the current debate on the definition of a new development agenda.

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## 6. Empowering Stories of Women in Family Farming

<http://www.farmingfirst.org/women-iyff14>

To celebrate the 2014 International Year of Family Farming, Farming First has curated a list of 13 inspiring stories of women's empowerment as heads of rural family farms, from our 130+ supporter organization base. Women account for 60 to 80% of smallholder farmers in the developing world. Yet in sub-Saharan Africa, only 15% of landholders are women, and they receive less than 10% of credit and 7% of extension services. Policies that address gender inequalities could lift 150 million people out of hunger. How can women be empowered to make this estimation a reality?

1. IDE: Veronica Builds a House... With Tomatoes, in Zambia
2. IFDC: Using Vegetables to Increase Gender Equity in Bangladesh
3. TechnoServe: Guatemalan Women Launch Successful Nut Product Business
4. FANRPAN: Women Accessing Realigned Markets (WARM) Project Uses Theatre to Give African Women Farmers a Voice
5. One Acre Fund: Carolyn Lunani Increases Her Acreage Six-Fold, in East Africa
6. International Plant Nutrition Institute: Helping Indian Women Self Help Groups Make the Right Fertilizer Decision, in South Asia
7. Self Help Africa: Banana Boom for Zambian Women
8. Farm Africa: Working with Women in Ethiopia to End Poor Nutrition
9. World Farmer's Organisation: Why Women Farmers are Part of the Climate Change Solution
10. African Enterprise Challenge Fund – Mariam Kamo's Cocoa Farm in Sierra Leone Goes from Strength to Strength
11. Fintrac: Helping Esther Fatachi to Turn Chillis into Cash, in Zimbabwe
12. Panaac: Linking Women's Co-operatives to Market in Kenya
13. Farming First Compiles Evidence for Investment in Female Farmers

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## 7. When Not To Go To School

<http://www.ipsnews.net/2014/04/go-school/>

**KOLKATA, Apr 19 2014 (IPS)** - In large parts of rural India, the absence of separate toilets for growing girls is taking a toll on their education. Many are unable to attend school during their menstrual cycle.

According to the country's Annual Status of Education Report in 2011, lack of access to toilets causes girls between 12 and 18 years of age to miss around five days of school every month, or around 50 school days every year

A 2010 report by the U.N. University Institute for Water, Environment and Health noted, “Once girls reach puberty, lack of access to sanitation becomes a central cultural and human health issue, contributing to female illiteracy and low levels of education, in turn contributing to a cycle of poor health for pregnant women and their children.”

*Refer to the link for the full article.*

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## Reports, Publications and Resources

### 1. Mainstreaming gender issues in livestock research

<http://www.idrc.ca/EN/Results/Pages/ResultsDetails.aspx?ResultID=200>

While women make up more than 40% of the agricultural labour force in developing countries, they control less land than men and are less likely to use purchased inputs such as fertilizers. They also participate less in agricultural markets as a result of gender-based constraints such as low mobility and lack of access to information.

Livestock development programs could help reduce gender disparities, especially in ownership of assets and market participation. Providing equal access to and use of resources for men and women could also increase the productivity of livestock systems.

Read more about how to mainstream gender considerations into livestock development projects in the *Gender Responsive Livestock Research* brief (PDF, 613KB, available in English only) from IDRC.

*This document summarizes findings presented in the book “Women, Livestock Ownership and Markets: Bridging the Gender Gap in Eastern and Southern Africa” produced by the International Livestock Research Institute and co published by IDRC and Taylor & Francis. Read the book online or download the PDF (3.6 MB).*

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### 2. Project pioneers: Understanding how women farmers lead the way in mitigation activities

<http://ccaafs.cgiar.org/blog/project-pioneers-understanding-how-women-farmers-lead-way-mitigation-activities#.UOLFHm9OXIU>

CGIAR’s gender strategy aims to ensure efforts to mitigate climate change benefit both men and women farmers. This strategy is being applied in a three action-research projects, in which women and men are already testing innovative approaches to low-emissions agriculture.

The ambition is to assess how women impact - and are impacted by - local innovations, new technologies and policies in agriculture, given different cultures, contexts and scales. We also want to understand how resourceful women solve problems and provide leadership within communities, despite numerous hurdles, while investigating how to scale up these efforts.

At the moment we are working with women farmers who are using information communication technology (ICT) in Bangladesh, with women and men using biochar and bioslurry to improve soils in Cambodia, and with women leading agroforestry projects in Honduras.

*Refer to the link for the full article.*

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### **3. Challenges and achievements in the implementation of the MDGs for women and girls**

<http://www.eldis.org/go/latest-news/news/commission-on-the-status-of-women-58th-session>

ELDIS has put together a new collection of resources on the recent session of the 58<sup>th</sup> Commission on the Status of Women (CSW) convened under the title: Challenges and achievements in the implementation of the Millennium Development Goals for women and girls.

The CSW brings together representatives of UN Member States, UN entities and civil society organizations. It is the principal global policy-making body dedicated exclusively to gender equality and advancement of women. Every year, a session is held at UN Headquarters to evaluate progress on gender equality, identify challenges, set global standards and formulate concrete policies to promote gender equality and women's empowerment worldwide.

A key objective for this session was ensuring that gender equality and women's human rights are central to the post-2015 development agenda, and the new Sustainable Development Goals.

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### **4. Why and how are donors supporting social enterprises?**

[http://www.odi.org.uk/publications/8324-donors-support-social-enterprise?utm\\_source=ODI+email+services&utm\\_campaign=4584e52137-ODI Newsletter 10 April 2014 9 2014&utm\\_medium=email&utm\\_term=0 bb7fadfa38-4584e52137-75622273](http://www.odi.org.uk/publications/8324-donors-support-social-enterprise?utm_source=ODI+email+services&utm_campaign=4584e52137-ODI+Newsletter+10+April+2014+9+2014&utm_medium=email&utm_term=0+bb7fadfa38-4584e52137-75622273)

This report from the Overseas Development Institute unpacks old and new motives to deploy taxpayer resources in support of business models intended for social impact, and looks in detail at some 30 programs funded by five major development agencies, including USAID and DFID.

The report finds that, despite widespread adoption of the term 'social enterprise' (SE) in the impact investment industry centered around private foundations, public donor agencies still seldom use this term. As a result this work should be seen as a partial stock-take of a rapidly evolving arena, in which public donor agencies are supporting a variety of business models intended for social impact, not just SEs as such.

The main stated rationales for the programs we reviewed focus on greater inclusion-of the poor, of women and other vulnerable groups-in the growth process. This suggests clarity on impact goals: and yet a third of the programs reviewed had no assessment framework and over half had no impact metrics in place.

We believe that greater specificity about impact, and more clarity about how to balance social and environmental with purely commercial/financial outcomes, is the way forward.

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## 5. Untapped market: social enterprises in the health and agricultural sectors in Vietnam

[http://www.odi.org.uk/publications/8309-untapped-market-social-enterprises-health-agricultural-sectors-vietnam?utm\\_source=ODI+email+services&utm\\_campaign=4584e52137-ODI+Newsletter+10+April+2014+9+2014&utm\\_medium=email&utm\\_term=0+bb7fadfa38-4584e52137-75622273](http://www.odi.org.uk/publications/8309-untapped-market-social-enterprises-health-agricultural-sectors-vietnam?utm_source=ODI+email+services&utm_campaign=4584e52137-ODI+Newsletter+10+April+2014+9+2014&utm_medium=email&utm_term=0+bb7fadfa38-4584e52137-75622273)

This case study reviewed social enterprises operating in the agriculture and health sectors in Vietnam conducted by the Center for Social Entrepreneurship Development (Spark). The research confirms that despite the lack of a supporting environment and legal framework for nurturing the fledgling social enterprise sector in Vietnam, there are growing initiatives from the public sector and donors that are and will be supporting the development of social enterprises.

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## 6. UNESCO's *Women in Science* interactive tool

<http://www.uis.unesco.org/ScienceTechnology/Pages/women-in-science-leaky-pipeline-data-viz.aspx>

*Women in Science*, a new interactive tool produced by the UNESCO Institute of Statistics (UIS), presents the latest available data for countries at all stages of development. By highlighting trends in different regions and countries, this tool provided a unique view on International Women's Day (8 March 2014). The tool allows for exploring and visualising gender gaps in the process that leads to a research career, from the decision to get a doctorate degree to the fields of research women pursue and the sectors in which they work. It presents internationally comparable data produced by the UIS. This means that the indicators can be accurately compared across countries with very different contexts for women in science. It is particularly useful for those interested in a global perspective on the gender gap in research, especially in the fields of science, technology, engineering and mathematics (STEM). The data tool shows just how important it is to encourage girls to pursue mathematics and science at a young age. Available in English, French and Spanish, it can be easily embedded on your website, blog or social media sites.

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## 7. The gender advantage: Women on the front line of climate change

<http://www.eldis.org/go/topics/resource-guides/climate-change&id=67399&type=Document#.U09J8m9OWP8>

This publication has been compiled to illustrate the experiences of the International Fund for Agricultural Development (IFAD) in their work to close the gender gap and mobilise women in climate change adaptation programmes and projects. IFAD has recently been paying close attention to this issue, and has noted that when women's agency is promoted, the well-being of women and their families is improved.

Through this collection of ten case studies, IFAD shows how gender-sensitive adaptation results in better outcomes in food security, livelihood options, incomes, and reduced workloads. The case studies are grouped thematically under the following headings:

- valuing women's knowledge and experience creates opportunities for the whole community;
- equitable access to adaptation knowledge;
- investing in women brings economic returns for smallholder farmers;
- equal voice, equal access to decision making; and
- tackling women's worsening workloads.



Case studies are sourced from various multilateral and NGO projects from around the developing world, with the majority based in sub-Saharan Africa and South Asia. The case studies illustrate not simply positive results, but also examples of new gender-sensitive project designs.

Case studies included feature an example of early warning systems in Bangladesh, women’s self-help groups at a climate policy forum in India, and unlocking the capacities of different generations in Mali. This particular case study in Mali is an IFAD project that will use participatory methodologies to identify women and men’s local knowledge, and understand their adaptive capabilities.

IFAD argue that a holistic approach is needed to avoid unintended consequences, and that ensuring women have access to clean water and labour-saving technologies is fundamental to resolving the issue of increasing workloads. Gender-sensitive training, indicators, monitoring and evaluation, and sensitisation all underpin IFADs work; though difficult, IFAD believes that through the application of such project basics, it is possible to overcome the challenge of integrating gender into programme and project design, as illustrated in the case studies.

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## **8. Where is the best and worst place to be a woman in Canada?**

<https://www.policyalternatives.ca/newsroom/updates/where-best-and-worst-place-be-woman-canada>

Where is the best and worst place in Canada to be a woman? According to the latest study y the Canadian Centre for Policy Alternatives, Québec City is the best place to be a woman and Edmonton the worst. The study, by Senior Researcher Kate McInturff, ranks Canada's 20 largest metropolitan areas based on a comparison of how men and women are faring in five areas: economic security, leadership, health, personal security, and education. As stated by McInturff, Canada has ensured equal access to education and health care for women, but that hasn't translated into security at home or promotion at work.

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