



You are important to other people. You are listened to. You can influence others. Talk to others about women's rights.

Land ownership and control is a form of empowerment. Empower women by promoting greater land ownership and security of tenure

Help improve women's access to governance and decision making. They are less prone to corruption and nepotism

The world will be a better place if men and women see each other as partners in development

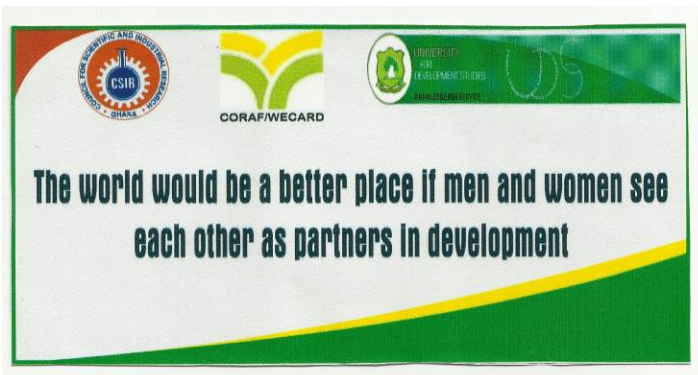
Gender gaps in all aspects of life should be bridged now by all for a brighter tomorrow

I am gender sensitive. What about you?

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)



Two sets of poster messages from the recent gender advocacy program at the University of Development Studies (UDS) and Savanna Agricultural Research Institute (SARI) in Tamale, Ghana. *Photos courtesy of Mahunu Gustav Komla at UDS.*

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Opportunities and Upcoming Events

1. Call For Grant Proposals: Labor Saving Innovations for Women Smallholder Farmers

<http://www.grandchallenges.org/Explorations/Topics/Pages/WomenSmallholderFarmersRound10.aspx>

The Bill & Melinda Gates Foundation is now accepting grant proposals for Round 10 of Grand Challenges Explorations, an initiative to encourage innovative and unconventional global health and development solutions. Applicants can be at any experience level; in any discipline; and from any organization, including colleges and universities, government laboratories, research institutions, non-profit organizations and for-profit companies.

This year, two-page grant proposals are being accepted online until **November 7, 2012** on the following topic, among others: *Labor Saving Innovations for Women Smallholder Farmers*.

This topic asks the science, education, design and creative communities to look beyond supply-sided interventions to get at the underlying reasons for low-adoption rates of improved labor-saving devices, specifically design for women. We're asking you to innovate for women farmers and in doing so to recognize the technical, economic, cultural and social constraints that inhibit the broad use of tools that could increase productivity on-farm, reduce women's labor burden and contribute to household welfare.

Initial grants will be US \$100,000 each, and projects showing promise will have the opportunity to receive additional funding of up to US \$1 million.

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2. Online Discussion: Identification of Tools for Gender Integration in Food Security Programming

<http://www.fsnnetwork.org/discussion-forum/gender/identification-tools-gender-integration-food-security-programming>

The FSN (Food Security and Nutrition) Network will be hosting an online discussion on identifying tools for gender integration in food security programming **starting September 24**.

The FSN Network is interested in learning more about your experiences with the use of tools for gender integration. In order to post comments you must be registered and logged in. Once you are logged in you can click below on "subscribe to this post" to receive email updates for this discussion.

Join the conversation by sharing your responses to the following questions:

- 1) What are the tools or guidance you turn to for conducting a gender analysis to inform food security program activities?
- 2) What other helpful tools for integrating gender into food security programs have you used in your work?

Please be as specific as possible when suggesting tools or guidance. Discuss the advantages and disadvantages of each and include details about what context you have used the tool in (e.g. emergency, development, geographic region).

This discussion topic was sparked when FSN Gender Task Force member Sara Sywulka (Food for the Hungry) was interested in learning more about gender analysis tools currently in use, as she updates her organization's gender analysis guidance. We thought we would open the question to the broader FSN Community. We look forward to hearing from you.

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3. Survey on Mentorship Programs for Women in Agriculture

<http://brendaschoepp.com/research/>

Brenda Schoepp is Canada's 2012 Nuffield Scholar. Her research project is the development of Mentorship Programs for Women in Agriculture – women empowering women to grow food, protect environments, strengthen trade and secure financial independence for themselves, their families and their communities.

As part of her Nuffield research, she is asking women from around the world to participate in an on line survey. The information will be held confidential and will not be distributed to any other party, nor will any contact information. A copy of the full international report will be published on this site in 2014. Please take the time to consider the role of mentors and the importance of mentorship in your journey through farming, agriculture in the broader context or agribusiness. Please see her website for a link to a survey.

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4. The Verna J. Kirkness Science Education Program

<http://www.vernakirkness.org/application-form/>

First Nation, Métis and Inuit Youth in Science and Engineering Initiative

First Nations, Métis or Inuit grade 11 high school students are invited to apply for the Verna J. Kirkness Science Education Program. Successful applicants will spend the week of June 2-7, 2013 at the University of Manitoba.

Your application, the letter of reference and the consent form must all be received no later than **January 27, 2013**.

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5. Women's Farm and Forestry Alliance Gathering

<http://www.ncfap.org/wffa/>

The Women's Farm and Forestry Alliance Board of Directors invites you to attend the WFFA Annual Gathering on **October 15 and 16, 2012** in St. Paul, Minnesota, USA. Registrations are due by **October 5**. The theme is "Growing Leadership and Management Skills for a Better Tomorrow!"

The Women's Farm and Forestry Alliance Annual Gathering will feature dynamic women leaders in agriculture sharing their vision; samplings of WFFA leadership and financial management training; communications and social media training; and opportunities to network and build new relationships.

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This Month's News

1. News feed on STEM

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

The website for the Chair for Women in Science and Engineering for the Prairies includes a newsfeed on women in science, technology, engineering and mathematics (STEM).

Recent articles posted on the newsfeed include the following:

- Can an All-women's Education Better Develop Female Scientists?
http://knowledge.wharton.upenn.edu/arabic/article.cfm?articleid=2859&language_id=1
- Women in science, you have nothing to fear but your own subconscious.
<http://www.guardian.co.uk/science/occams-corner/2012/sep/25/2?newsfeed=true>

- Bias Persists for Women of Science, a Study Finds. http://www.nytimes.com/2012/09/25/science/bias-persists-against-women-of-science-a-study-says.html?_r=2&src=rechp

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2. Scientists, Your Gender Bias Is Showing

<http://blogs.discovermagazine.com/cosmicvariance/2012/09/19/scientists-your-gender-bias-is-showing/>

Academic scientists are, on average, biased against women. That’s the conclusion of a new study in PNAS by Corinne Moss-Racusin and collaborators at Yale. To test scientist’s reactions to men and women with precisely equal qualifications, the researchers did a randomized double-blind study in which academic scientists were given application materials from a student applying for a lab manager position. The substance of the applications were all identical, but sometimes a male name was attached, and sometimes a female name.

Results: female applicants were rated lower than men on the measured scales of competence, hireability, and mentoring (whether the scientist would be willing to mentor this student). Both male and female scientists rated the female applicants lower.

Refer to the link for the complete article.

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3. September 2012 issue of AWARD News

http://www.awardfellowships.org/news-and-events/newsletter.html?utm_source=AWARD+News&utm_campaign=0b18c0955e-AWARD_News_September2012&utm_medium=email

This month's issue includes the following features:

- Putting Sweet Potatoes on the Map in Malawi: Advanced science training equips Dr. Felistus Chipungu, and other AWARD Fellows, to further their research
- From Africa to America: AWARD Partners with New Mexico State University
- Women of Vision: AWARD's Junior Researchers

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4. New film clips on the perspectives of men working for gender equality and social justice

<http://community.eldis.org/.5b17fd4c>

BRIDGE has added several new film clips to its collection on gender and social movements. They feature men working for gender equality and social justice in India, South Africa, Paraguay, Kenya and the UK. BRIDGE supports gender advocacy and mainstreaming efforts by bridging the gaps between theory, policy and practice. See <http://www.bridge.ids.ac.uk/>.

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5. Tailoring Technology for Female Farmers

<http://www.irinnews.org/Report/95998/NEPAL-Tailoring-technology-for-female-farmers>

Most of Nepal’s agriculture is undertaken by women, but research tailored to their needs is lacking. “We need new technologies that can reduce the drudgery for them,” said Devendra Gauchan, agricultural economist and chief of the Socioeconomics and Agri-research Policy Division at the Nepal Agricultural Research Council (NARC).

Agriculture supports the livelihood of more than 60 percent of the rural population, but most farmers, regardless of gender, stick to the manual practices that have been common for centuries and seldom use mechanical equipment.

Women have traditionally been involved in agriculture, but the scale and range of their responsibilities has increased. “Feminization has been rapidly enhanced in recent years due to the massive migration... from rural areas, mostly men,” said Gauchan.

Around nine of every 10 people who have left the country, whether permanently or temporarily, are men, according to the most recent census in 2011.

A survey by the UN Food and Agriculture Organization (FAO) in 2010 revealed that some 3 percent of households headed by women used mechanical equipment, compared to 8 percent of those headed by men.

Refer to the link for the complete article.

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6. Impact of Forestland Reforms on Rural Women in China

<http://www.trust.org/trustlaw/blogs/the-word-on-women/impact-of-forestland-reforms-on-rural-women-in-china/>

Thirty years ago, in an effort to reduce poverty and improve the lives of farmers, China began a series of reforms that have transferred control over thousands of acres of forests from collectives to households. Certificates, which give families use rights to a particular patch of forest, were issued to approximately 84 million households by the end of 2011—allowing individual families, for the first time, to control and benefit from China’s significant forest reserves.

At first glance, that is a huge success from a poverty alleviation perspective. However, uneven implementation of the law has meant that many women who should have benefited from these decades of significant reforms, haven’t, a new study by Landesa and the Rights and Resources Initiative has found.

Recent research on women’s forestland rights in China, conducted from July to September 2011 in three of the most forested provinces in China—Hunan, Fujian, and Yunnan— identified several key challenges faced by women.

Women account for more than 60% of the rural labor force in China. And, as more and more men are migrating to urban areas in search of lucrative economic opportunities, women have become the main forestland users. Essentially, while the men are gone, the women are working on the forestland, cutting down timber to be sold and scouring the forest for medicinal herbs and edible plants, which are also used as valuable sources of income. And at the same time, many of these women have a marginal voice in village-level decision-making, many of their names are not documented on forestland rights certificates, and many cannot benefit from the economic opportunities generated from the forestland.

This represents a paradox, considering that the Chinese Constitution grants broad equal rights to women and that specific laws provide protections for women’s land rights.

Refer to the link for the complete article.

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7. New AIC President is also BCIA Agrologist of the Year

http://bcia.com/docs/con_34_24.pdf

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

The British Columbia Institute of Agrologists named Ms. Lynn Lashuk as its 2012 Agrologist of the Year. Lynn was recently elected as the President of the Agricultural Institute of Canada. Congratulations to Lynn.

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8. New Cassava Varieties Bring Women Autonomy

<http://www.ipsnews.net/2012/09/cote-divoire-new-cassava-varieties-bring-women-autonomy/>

ABIDJAN, Sep 25 2012 (IPS) - Women farmers in Côte d'Ivoire are achieving greater autonomy and economic independence thanks to new varieties of cassava.

Cassava is an important staple food in this West African country according to the U.N. Food and Agriculture Organization, second only to yams, a similar starchy tuber.

Farmers in the southern and eastern parts of the country have taken up three high-yielding varieties of cassava, known as Bocou 1, 2 and 3, which are resistant to disease and pests, according to Boni N'zué, the coordinator of the Cassava Project, an initiative launched in 2008 by the country's National Centre for Agricultural Research.

"They can produce 32 to 34 tonnes per hectare per year, compared to five tonnes per hectare from traditional cassava varieties," he told IPS.

Refer to the link for the complete article.

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9. Gender Equality is 'Secret Weapon Against Hunger'

Special Rapporteur to Asian Development Bank, Olivier De Schutter, Highlights Gender Equality as 'Secret Weapon Against Hunger'

<http://www.srfood.org/images/stories/pdf/otherdocuments/104051371-our-secret-weapon-against-hunger-gender-equality-and-women-s-empowerment.pdf>

This June, the Asian Development Bank invited United Nations Special Rapporteur on the right to food, Olivier De Schutter, to the Eminent Speakers' Forum to share his views on the role of gender equality in securing the right to food.

There are at least three reasons why the promotion of gender equality and women's rights should be seen as a key component of any policy aiming at improving food security.

The first reason is that it may significantly improve the productivity of the activities in which women are involved as food producers.

A second, far less obvious reason why gender equality should play a greater role in discussions concerning food security, is because taking into account this dimension may change our perspective about the direction of agricultural development as a whole, and where the key investments should be made in the future.

A third area in which the contribution of gender equality to food security is both significant and widely underestimated is in social protection. Both because *access* to food, rather than food *availability*, is the major obstacle to the ability for each individual to enjoy the right the adequate food, and because of the increasingly high rate of urbanization in all regions, the right to social security is key to the effective realization of the right to food.

For the full text of the article on the topic of women as food producers, please refer to the link.

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Reports, Publications and Resources

1. Calling All White Men: Can Training Help Create Inclusive Workplaces?

<http://www.catalyst.org/publication/557/61/calling-all-white-men-can-training-help-create-inclusive-workplaces>

Men—and white men in particular—have a critical role to play in creating inclusive workplaces. But how can companies support this group as they step up to the challenge of creating inclusive leadership? This third report in Catalyst's Engaging Men series takes an in-depth look at the approach one company, Rockwell Automation, pursued.

In a rarely done study, Catalyst surveyed a group of Rockwell Automation people managers—mostly white men—and examined the effect that a company-sponsored leadership development program had on these employees' work lives as well as on the work lives of their closest colleagues. Over the course of just four months, we found evidence that the program, conducted by a group known as *White Men as Full Diversity Partners*, did, in fact, have a transformative effect, shifting both the mindsets and behaviors of participants.

Participants not only became significantly more accepting of the notion of white male privilege, but also showed improvement on five critical behaviors for building relationships across difference, including:

- Critical thinking about social groups.
- Taking more responsibility for being inclusive.
- Inquiring across differences.
- Listening empathically.
- Addressing difficult issues related to difference.

Participants' coworkers also began noticing some of these changes in their colleagues and reported an overall decrease in workplace incivility—specifically, negative gossip.

The full research report published in July 2012 is available at the link.

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2. What I Eat - Around the World in 80 Diets

<http://www.menzelphoto.com/books/wie.php>

Photographers Peter Menzel and Faith D'Alusio released their book, *What I Eat: Around the World in 80 Diets* in 2010. It is a fascinating project telling the global story of our relationship to food through portraits of 80 people from 30 countries and the food they eat in one day. From a Japanese sumo wrestler to an American competitive eater to a Massai herdsman,

the book offers an exploration of demography through photography, contextualized by compelling essays from some of today's leading food activists and thinkers, including voices on the issue like Michael Pollan. This compelling blend of photography and investigative reportage expands our understanding of the complex relationships among individuals, culture, and food.

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3. Transforming Gender Relations in Agriculture in Sub-Saharan Africa

<http://www.irinnews.org/Report/96200/FOOD-Recognizing-the-African-woman-farmer>

Boys learning new ideas of masculinity around campfires in rural Africa and “sisterhoods” formed to provide a common voice to women are starting to change attitudes about African women farmers, say the authors of a forthcoming book about gender and agriculture. But it will take many more such efforts to support women food producers, who make up 43 percent of the agricultural labour force in developing countries. In some countries, that number rises to 70 to 80 percent.

Despite being a major presence in agriculture, women “usually produce less than male farmers because of their limited access to land, credit and other production inputs,” said Melinda Sundell, a senior research fellow at the Stockholm Environment Institute. Sundell is co-author of the book *Transforming Gender Relations in Agriculture in Sub-Saharan Africa: Promising Approaches*, which was discussed at a side event at World Water Week in Stockholm.

Refer to the link for the complete article.

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4. Women in African Agriculture: farmers, mothers, innovators and educators

<https://workspace.imperial.ac.uk/africanagriculturaldevelopment/Public/FINAL%20COPY%20OF%20PAPER%20-%20WITHOUT%20EMBARGO.pdf>

The members of the Montpellier Panel call for an urgent and transformative focus on the needs and perspectives of women in smallholder agricultural policy in sub-Saharan Africa.

Women play crucial roles as farmers and businesswomen - in smallholder agricultural production, as mothers managing household nutrition, and as innovators and educators. Indeed these roles span across the entire value chain.

This briefing highlights the findings of a programme ‘Women Accessing Re-aligned Markets’, led by the Food Agriculture and Natural Resources Policy Analysis Network from 2009-2012, and other practical approaches to inclusive agricultural development.

Because of women’s dominant presence in all aspects of smallholder production, ensuring policy priorities take into account their needs and socio-economic conditions is imperative. Yet including women in agricultural policy processes in sub-Saharan Africa will require a significant change in approach to overcome such challenges as low literacy rates and the logistical and cultural barriers to participation of rural women in public decision-making fora.

Summary of Recommendations

We recommend that future support by European governments and other donors be channelled to the following priority areas:

- Identifying partners that can link women farmers to markets and help women’s groups participate fully in agricultural value chains;
- Improving the availability of gender disaggregated data for policymakers and citizens;
- Assessing and designing agricultural development programming to ensure programmes are gender aware and gender transformative;
- Training and empowering a critical mass of women to participate in and lead agricultural research and policy development;
- Fostering more experimentation and systematic evaluation of mechanisms to improve women’s access to agricultural markets, credits and inputs.

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5. Training Kit – Gender and Development

http://www.aqoci.qc.ca/IMG/pdf/guides_2004-03_trainingkitged_2_.pdf

Produced by the *Comité québécois Femmes et développement* (CQFD) of *Association québécoise des organismes de coopération internationale* (AQOCI) in 2004, this resource guide provides ideas on activities within a workshop setting.

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6. Institutional and technological innovation: Understanding agricultural adaptation to climate change in Nepal

<http://www.sciencedirect.com/science/article/pii/S0143622811001834>

Abstract

History shows that farmers and their supporting institutions have been successful in introducing technological innovations to respond and adapt to environmental and socioeconomic challenges. Innovation itself is a mechanism by which society adapts to changing resource endowments, and which is in turn driven by social and cultural values. In the future, as resource conditions changes, the role of institutions in the process of technological innovations would be crucial to avoid deleterious consequences of climate change in agriculture. Using Nepal as a case, this paper illustrates how farmers and their supporting institutions are evolving and co-producing climate sensitive technologies on demand. Drawing upon the hypothesis of induced innovation, we examine the extent to which resource endowments have influenced the evolution of technological and institutional innovations in Nepal’s agricultural research and development. This study reveals that Nepal has developed a novel multilevel institutional partnership, including collaboration with farmers and other non-governmental organizations in recent years. More importantly, by combining conventional technological innovation process with the tacit knowledge of farmers, this new alliance has been instrumental in the innovation of location-specific technologies thereby facilitating the adoption of technologies in a more efficient manner. This alliance has improved knowledge network among institutions, scientists and farmers and enabled them to seek technologies that are responsive to likely changes in climate.

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7. Policy Paper: The Pros and Cons of Public-Private Partnerships (PPPs) as a means to achieve food security, expanded infrastructure investment and green growth

http://www.boell.org/web/index-Pros&Cons_Of_Public-Private_Partnerships_PPPs.html

Part I of this paper was commissioned by the Matias Romero Institute of the Mexican Ministry of Foreign Affairs as a background paper for an on-line forum during the week of September 3-7, 2012 for the Mexican Foreign Service. The author moderated the forum on September 6 on the question of the “pros and cons of PPPs.” Part II describes the understanding of the author/moderator of the conclusions of the on-line discussion of PPPs.

The intention of the Forum was to assess the outcomes of the Mexican G20 Summit and the implications for the future.

In Part I, the author describes new PPP initiatives of the G20 and Business 20, such as the Green Growth Action Alliance. In its formal Declaration at Los Cabos, the G20 welcomed this Alliance of the Business 20 (B20, which aims to dramatically increase the use of public resources (e.g., development assistance, taxes) to leverage private investment in key sectors. In addition to the Alliance, the G20 is promoting PPPs through other channels (e.g., the G20 Development Action Plan, the G20 High-Level Panel on Infrastructure).

In Part II, the author/moderator recaps the on-line discussion.

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