

GEM Digest of the Month for September 2010



Asiatic lilies in Manitoba garden.
Photo courtesy of Dinah 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 organizations. 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 about gender equality mainstreaming, within your scientific organizations, gender and climate change, or gender equality and agriculture/rural development, please send them to me at dinah.ceplis@gmail.com and I will compile them to re-distribute once a month.

Regards
Dinah Ceplis, GEM Committee Member

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1. Call for Proposals for Graduate Research Awards: Adaptation H₂O

<http://www.idrc.ca/Adaptation-H2O>

IDRC's Climate Change and Water program has recently launched a call for proposals for its new graduate research awards entitled "Adaptation H₂O". Adaptation H₂O aims to promote important research on the water-related impacts of climate change as well as to build the capacity of students working in this field. Adaptation H₂O will provide up to 7 research awards to graduate students from developing countries (enrolled in a masters or PhD program) and 2 research awards to Canadian citizens or permanent residents (enrolled in a PhD program). For this first call (2010-2011), proposals must address one or more of the following themes:

- Economic analysis related to climate change adaptation
- **Gender analysis of adaptation strategies**
- Use information and communication technologies (ICTs) and spatial decision support systems for adaptation
- Adaptation strategies that examine water supply and clean energy together

For more details regarding the eligibility criteria please refer to the call for proposals [http://www.idrc.ca/uploads/user-S/12808450011Call for proposals Adaptation H₂O 2010.pdf](http://www.idrc.ca/uploads/user-S/12808450011Call_for_proposals_Adaptation_H2O_2010.pdf). **The application deadline is October 15, 2010.**

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2. The Legacy of Norman Borlaug and a Look at Women in Agriculture

<http://wp.me/pQM0n-h5>

On September 16, 2010, Jeanie Borlaug, the daughter of Norman Borlaug (the father of the Green Revolution), will participate in a panel discussion in Washington DC at the Main Complex of the World Bank. This event will feature representatives from leading international organizations, including the World Bank, USDA and USAID who will look at the state of women in the sphere of agriculture. This event takes place one year after Dr. Borlaug's passing.

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3. Gender, Climate Change and Community-Based Adaptation

The guidebook can be found in the UNDP publications page <http://www.undp.org/women/publications.shtml>

Gender, Climate Change and Community-based Adaptation.

Based on collaboration between the Gender Team at UNDP and the UNDP-GEF CBA Programme Team, this 80 page publication is a guidebook for designing and implementing gender-sensitive community-based adaptation programmes and projects. It seeks to ensure that forthcoming CBA projects contribute to the achievement of gender equality and women's empowerment by integrating a gendered perspective into CBA programming and project design. The guide book provides simple tools and practical advice on how to take a gender-sensitive approach to planning and implementing adaptation projects and programmes. It will be a useful reference for development practitioners and, or policymakers working in this field. See Annex B for a list of organizations with projects focused on gender and climate change.

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4. Absence of Women in Global Environment Policy

<http://ipsnews.net/newsTVE.asp?idnews=52392>

BONN, Aug 5, 2010 (IPS) - There is a vacuum in the various texts that currently regulate global policy against climate change: specific mention of the effects of global warming on women and of the role women can play in protecting the environment.

That glaring gap, as well as the failure to refer to the impact on human health, was highlighted by activists during the third round of United Nations climate change negotiations in Bonn this week, designed to prepare for the Nov. 29-Dec. 10 U.N. Climate Change Conference in Cancún, Mexico.

The lack of references to the role that women can play in global and local policy on climate change "is incomprehensible," especially given the number of studies stressing that they should play a central role, Sandra Akpéne Freitas, one of the activists who has spoken out most loudly against the lack of a gender perspective during the talks in Bonn, told IPS in this interview.

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5. Gender Equality Goals Miss the Mark, Women's Groups Say

<http://ipsnews.net/news.asp?idnews=52589>

UNITED NATIONS, Aug 24, 2010 (IPS) - A month ahead of the 2010 Millennium Development Goals (MDGs) review summit at the United Nations, some women's groups are voicing concern that member states' commitment to women's issues is insufficient and slowing progress towards gender parity worldwide. ... The problem, some women's groups say, is the entire approach towards understanding and addressing problems of gender inequality. Focusing on individual women's issues, such as maternal mortality and access to education, fails to take the larger picture into consideration - the symptoms are being treated while the infection spreads.

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6. Gender and Development Glossary

<http://www.ips.org/mdg3/GenderandDevelopmentGlossary.pdf>

Inter Press Service announces a third edition of the "Gender and Development Glossary" to offer journalists and writers a guide for picking their way through the sometimes tricky terrain of gender, media and development, and the use of gender-related terms and language in media. [Note: you may have to register to download the publication.] An excerpt:

In developing stories, as well as editing them, it is useful to remember that gender is part of every quality story. Below are some questions that help story development:

1. How varied are the voices in this story? Where are the women in it?
2. How are the women portrayed? (Is it in a manner that reinforces stereotypes, unduly shows them as victims?)
3. What is the sex of the person(s) in the story?
4. What roles do these men and women have (thinking also about age, class, race and ethnicity) and how do these factors shape the issues and story?
5. What are the power relationships between men and women and how do these roles and power relationships further explain the issue being addressed?
6. How are the impacts of events and processes different for women and men?

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7. Journal: *Development: Gender and Empowerment*

<http://www.palgrave-journals.com/development/journal/v53/n2/index.html>

Volume 53, Issue 2 (June 2010)

In a dynamic collection of original articles, commentaries and interviews, the latest issue of [Development Volume 53 n° 2](#) rethinks human development through the lens of gender and empowerment. The journal is done in collaboration with the project [Pathways of Empowerment](#), an international research and communications programme which links academics with activists and practitioners to find out what works to enhance women's empowerment.

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8. Developing More Top African Women Research Scientists

<http://ipsnews.net/news.asp?idnews=52353>

In a tiny village near Kisumu city in Kenya, scientific researcher Mary Anyango Oyunga spends most of her time educating women about something they have always done – growing sweet potatoes. But Oyunga’s message to the female farmers in Kisian village is new, even though it is based on her scientific research findings published in 2009 in the refereed African Journal of Food, Agriculture, Nutrition and Development. For Oyunga this implementation of her research findings is just as important as conducting the research was: "Conducting a study is one important step. But making it real by using the findings as a tool to improve livelihoods of people on the ground is what makes it complete." And how to go about doing this is one of the skills she acquired after winning a fellowship with the African Women in Agriculture Research and Development (AWARD) programme. The programme brings together African female agricultural research scientists based on intellectual merit from 20 different agricultural science disciplines.

Note – AWARD recently announced its winners for 2010 at

http://awardfellowships.org/~awfellow/images/stories/award/downloads/2010%20Fellows_research%20areas.pdf.

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9. Journal: *African Journal of Food, Agriculture, Nutrition and Development*

<http://www.bioline.org.br/titles?id=nd&year=2010&vol=10&num=04&keys=v10n4>

See Volume 10, No. 3 and 4 for articles such as:

Growth, Yield and NPK Uptake by Maize with Complementary Organic and Inorganic Fertilizers

<http://www.bioline.org.br/abstract?id=nd10024&lang=en>

Effect of Soil Types and Mixtures on Nodulation of Some Beans and Groundnut Varieties

<http://www.bioline.org.br/abstract?id=nd10028&lang=en>

Gender-Specific Constraints Affecting Technology Use And Household Food Security In Western Province Of Kenya

<http://www.bioline.org.br/abstract?id=nd10033&lang=en>

Nutrient Composition And Sensory Properties Of Juice Made From Pitanga Cherry (*Eugenia uniflora* L.) Fruits

<http://www.bioline.org.br/abstract?id=nd10036&lang=en>

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10. Gender in Value Chains

<http://compartnetwork-genderinvaluechains.pbworks.com/>

A Wiki on gender and value chains is in development at this site. This wiki is about 'gender sensitive development of agro-value chains in developing countries'. It is designed for practitioners (from local and international development organizations) looking for accessible information on concepts and tools to be applied in gender sensitive value chain development (VCD) programmes. See the Chapters:

[1 Values and Principles](#) – See the link to the working paper on Gender in Value Chains: Emerging Lessons and Questions.

[2 Selecting the sub-sector](#)

[3 Value chain analysis](#)

[4 Intervention strategies](#)

[5 Monitoring and Evaluation](#)

[6 Lessons learned](#) – in development

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11. Promoting Gender Equitable Opportunities in Agricultural Value Chains

http://www.usaid.gov/our_work/cross-cutting_programs/wid/pubs/GATE_Gender_Ag_Value_Chain_Handbook_summary_11-09.pdf

Gender issues fundamentally shape the totality of production, distribution, and consumption within an economy but have often been overlooked in value chain development. From production to processing to disposal, gendered patterns of behaviour condition men’s and women’s jobs and tasks, the distribution of resources and benefits derived from income-generating activities in the chain, and the efficiency and competitiveness of value chains in the global market. Although most of the leading international donor agencies adopt value chain approaches as a strategy for enhancing economic growth and reducing poverty, until recently, few have considered how gender issues affect value chain development. To address this gap, the Greater Access to Trade Expansion (GATE) Project developed a participatory training program to enhance practitioners’ understanding of how gender roles and relations impact value chains and program outcomes. During 2008–2009, the training program was pilot tested in Kenya and Tanzania. These experiences informed the development of the “Promoting Gender Equitable Opportunities in Agricultural Value Chains: A Handbook.” The Handbook is available on the USAID Office of Women in Development website, http://www.usaid.gov/our_work/cross-cutting_programs/wid/ and discusses:

1. How gender issues affect agricultural value chains;
2. A process for analyzing gender issues in agricultural value chains; and
3. Strategies for addressing gender issues in agricultural value chains.

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12. Understanding gender differences in agricultural productivity

<http://www.ifpri.org/publication/understanding-gender-differences-agricultural-productivity-uganda-and-nigeria>

The link to the report is <http://www.ifpri.org/sites/default/files/publications/ifpridp01003.pdf>.

A paper published in July 2010 by the International Food Policy Research Institute investigates gender differences in agricultural productivity using data collected in 2005 from Nigeria and in 2003 from Uganda. Results indicate that lower productivity is persistent from female-owned plots and female-headed households, accounting for a range of socioeconomic variables, agricultural inputs, and crop choices using multivariate Tobit models. These results are robust to the inclusion of household-level unobservables. However, productivity differences depend on the type of gender indicator used, crop-specific samples, agroecological region, and inclusion of biophysical characteristics. More nuanced gender data collection and analysis in agricultural research spanning diverse regions are encouraged to identify interventions that will

increase productivity and program effectiveness for male and female farmers. *See the tables for lists of indicators and variables measured.*

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13. Participatory Research and Gender Analysis

Participatory Research and Gender Analysis, The Work and Impact of a System wide Program

http://www.ciat.cgiar.org/Newsroom/Documents/brief4_prga.pdf

Participatory research and gender analysis were still in their infancy within the Consultative Group of International Agricultural Research (CGIAR) when the Systemwide Program on Participatory Research and Gender Analysis (PRGA) was established in 1997. The Program was mandated to identify, adopt, adapt, and develop suitable participatory and gender-analysis methodologies for agricultural research; build capacity in the use and understanding of these methods in the CG and its partners; develop appropriate research partnerships and networks; and promote the institutionalization (mainstreaming) of gender-sensitive participatory research approaches (within the CG and its partners).

The PRGA Program conducted and commissioned several key studies, and developed extensive inventories of participatory plant breeding (PPB) and participatory natural resource management (PNRM). These set a global benchmark of quantity, quality, and scope for participatory and gender-sensitive research.

In its second and third phases, the Program focused on mainstreaming gender analysis and equitable participatory research to promote learning and change in agricultural R&D organizations, so that they could better target the demands of beneficiary groups—particularly poor rural women.

CIAT, the host centre – *Centro Internacional de Agricultura Tropical*, is moving ahead with gender-mainstreaming by introducing gender-sensitive indicators in project proposals, and project, program, and staff evaluations. CIAT has embraced a new focus on ‘eco-efficient agriculture,’ while committing itself to include gender aspects in all of its work (as a direct follow-up to the Center wide gender audit). The Center has embraced gender to enhance its work in all regions, and the PRGA Program is the cornerstone of its gender-responsive research.

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14. University Enrolment in Canada 2008/09

<http://www.statcan.gc.ca/daily-quotidien/100714/dq100714a-eng.htm> for July 14, 2010

Of the 1,112,370 students enrolled in 2008/2009, 57.6% were women and 42.4% were men. The proportion of female students was virtually unchanged from 2007/2008.

- Total undergraduate enrolment increased 1.2% to 822,501. Women accounted for 58.0% of enrolment at the undergraduate level.
- In 2008/2009, 102,654 students were enrolled in a master's program, up 1.2% from the previous year. Women accounted for 55.7% of enrolment at the master's level.

- At the doctorate level, enrolment rose 4.1% to 42,801 in 2008/2009. Men outnumbered women in doctorate programs, but by a slimmer margin than in previous years. Women accounted for 46.8% of doctorate students, up from 46.3% in 2007/2008.

University enrolment by gender and field of study (Table 2) provides the following data:

	2005/2006 _r	2006/2007 _r	2007/2008 _r	2008/2009	2007/2008 to 2008/2009
	number				% change
Agriculture, natural resources and conservation ¹	15,252	15,708	16,032	17,091	6.6
• Male	6,768	6,900	7,029	7,434	5.8
• Female	8,481	8,808	9,000	9,654	7.3
Total enrolment	1,050,225	1,066,905	1,072,488	1,112,370	3.7
• Male	443,136	449,697	455,235	471,408	3.6
• Female	606,720	616,953	617,022	640,674	3.8

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15. Gender gap in university professor salaries

<http://www.ottawacitizen.com/business/Gender+professor+salaries+Report/3382088/story.html>

Male professors at Canadian universities on average earn higher salaries than their female colleagues — with the discrepancy reaching more than \$20,000 at some institutions, according to numbers released Tuesday by Statistics Canada. [Note: See the link to the report below.]

The average salary of a full-time, male teaching-staff member at the University of Toronto, excluding medical and dental faculty members, is \$20,362 higher than a female teaching-staff member also working full time, says data from 2008 and 2009.

The University of Calgary has the second-largest gap, with male teaching staff earning \$20,147 more than female professors.

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16. Salaries and salary scales of full-time teaching staff at Canadian universities 2008/09

<http://www.statcan.gc.ca/daily-quotidien/100810/dq100810b-eng.htm> for August 10, 2010

See the report at <http://www.statcan.gc.ca/pub/81-595-m/81-595-m2010085-eng.pdf>

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17. Research Positions at Agriculture and Agri-Food Canada

<http://www4.agr.gc.ca/AAFC-AAC/display-afficher.do?id=1279827069539&lang=eng>

Agriculture and Agri-Food Canada (AAFC) is seeking qualified scientists to fill up to 34 positions in various disciplines at research centers across Canada. AAFC's Research Branch addresses issues in all aspects of agri-food science through innovative research working in close cooperation with industry and the university sector. As an AAFC research scientist, you

will be part of a team of 500 researchers dedicated to the advancement of Canada's agri-food industry, to environmental quality, and to the health and prosperity of Canadians. **Deadline for applications was August 29, 2010.**

Current employees at AAFC: With [19 Research Centres](#) spread across the country, the 600 [Scientific Staff and Expertise](#) among some 2,300 employees, AAFC's Research Branch is well established to conduct world class research to fulfill [national research priorities](#). See <http://www4.agr.gc.ca/AAFC-AAC/display-afficher.do?id=1166204468590&lang=eng>.

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18. Gender Balance Is Not a Diversity Issue

<http://diversity-executive.com/article.php?article=979>

Excerpts from the article in *Diversity Executive*:

“When today’s companies see abrupt or consistent departures of women, those companies’ cultures and their approach to risk often change, and not for the better. The design of interventions in some companies focused almost exclusively on a question: “What’s the matter with women that they’re not making it to the top?” Avivah Wittenberg-Cox, CEO of women advocacy website 20-first and author of *How Women Mean Business* said a more effective strategy might be to answer the question: What’s the matter with companies if in 2010 they can’t attract, retain and develop a group that currently represents a majority of the educated talent pool in the United States?

Many American companies are still run by lots of American white men, she said. They’re not really all that gender balanced, and a lot of the gender balance that we find in the upper reaches of these companies seems to be more window dressing than reality. Executive committee participation is critical to that solution. This group must fully understand what the issue is, why it’s important and how to fix it, and the solution doesn’t necessarily involve women-centric training. Instead, Wittenberg-Cox said it’s about managers learning to manage, develop and promote leadership that does not resemble the male leadership that came before it. Executive committee participation is critical to that solution. This group must fully understand what the issue is, why it’s important and how to fix it, and the solution doesn’t necessarily involve women-centric training. Instead, Wittenberg-Cox said it’s about managers learning to manage, develop and promote leadership that does not resemble the male leadership that came before it. “

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19. 20-first: Building Gender Balanced Businesses

<http://www.20-first.com/>

“20-first” works with organisations that seek to move from 20th century mindsets, management styles and marketing approaches into more progressive 21st century forms – and to stay first at the game. Thus our name. It underlies our purpose, and those of the clients we serve. 20-first works with progressive global companies around the world interested in responding to both halves of the market and optimizing both halves of the talent pool – the male and female halves.

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20. Information Management Resource Kit (IMARK)

http://www.imarkgroup.org/index_en.asp?m=0

The **Information Management Resource Kit (IMARK)** is a partnership-based e-learning initiative to train individuals and support institutions and networks world-wide in the effective management of agricultural information. IMARK consists of a suite of distance learning resources, tools and communities on information management.

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21. Technologies introduced by on-farm research

Farmer perspectives on the usefulness of technologies introduced by on-farm research: the case of the TARP II - SUA programme

<http://www.umb.no/statisk/noragric/publications/reports/2009%20report%2050.pdf>

The objectives of this study are to find evidence to what extent farmers still use the technologies that were introduced during the TARP II-SUA programme in Tanzania, and to identify the farmers' reasons for adopting or rejecting the technologies. The paper indicates that the programme's projects could, to some extent, be participatory, but the degree of farmer participation may have varied considerably from project to project.

The paper finds that:

1. the extent of sustained adoption of TARP II-SUA technologies varies widely
2. the main reasons that farmers give for adoption of introduced technologies are substantial improvements of income and food security
3. the reasons for rejecting technologies are much more diverse and include failure of the technologies to produce tangible benefits under unfavourable weather conditions, and technologies not being accessible to farmers
4. another reason for rejecting technologies is required inputs being too expensive.

Based on its findings, the paper makes the following recommendations:

1. the technology should respond to farmers' priorities
2. any introduced variety should have the attributes that farmers prefer
3. the project should not raise unrealistic expectations
4. the inputs needed to practice the technology should be affordable to farmers
5. the outputs of the activity should be readily marketable at attractive prices
6. any increase in farmers' workload should be justified by benefits that are large enough to make the effort worthwhile
7. real farmer participation in project identification and planning
8. long term involvement in farm development beyond the normal duration of a project
9. active involvement of local institutions as well as good leadership of groups that implement on-farm research collectively.

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22. Women Leaders: Shaping the Future of Africa

http://www.winrock.org/common/files/awlae_book_final_low_res.pdf

This report by Winrock International documents the stories of 10 women in their work with the Association of Women in Agriculture and Environment (AWLAE). Winrock International is a non-profit organization that works with people in the United States and around the world to empower the disadvantaged, increase economic opportunity, and sustain natural resources.

In 2007 Winrock conducted an assessment of AWLAE's work. More than 160 program graduates in eight countries in Africa were surveyed about their professional lives before and after participating in AWLAE-sponsored activities. Respondents had either received scholarships, participated in leadership trainings, or both.

The assessment affirmed that investing in women's education nets far-reaching results for women and their communities. The assessment revealed that women scholars reaped the most benefits at the bachelor's degree level. In fact, women who received bachelor's degrees with support from AWLAE experienced proportionately greater professional advancement than those who pursued master's or doctoral degrees. The assessment concluded that combining scholarships with leadership training offers a powerful means of enabling women to view themselves and their roles in society in new ways. The assessment underscored the importance of involving men, particularly those in senior positions within their respective fields, in gender advocacy efforts aimed at strengthening rural development. It also identified the establishment, in ten countries, of local AWLAE associations as a vital outcome since alumni are able to continue to share technical information, advocate for rural women, and deliver programs to rural women and their communities. A major challenge, however, has been enlisting the active involvement of more program graduates.

As set forth in its three-year strategic plan, AWLAE-Net's next steps include developing the capacity of its member organizations, implementing projects that demonstrate the benefits of gender mainstreaming, and contributing to Africa's agriculture and environment agenda. A key priority is making gender a central theme among regional political and development organizations. Toward that end, AWLAE-Net has forged partnerships with the Africa Union Commission and United Nations Economic Commission for Africa. Already, AWLAE-Net has served as an advisor on implementation of the Comprehensive Africa Agriculture Development Program (CAADP) and in developing the Agricultural Gender and Development Index (AGDI). AWLAE-Net also continues to provide university scholarships to emerging women leaders from rural areas.

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23. African Women Leaders in Agriculture and Environment

http://www.awlaenet.org/?page_id=13

See links to associations in Ethiopia, Ghana and Tanzania, as well as several other countries in Africa.

ETHIOPIA AFRICAN WOMEN LEADERS IN AGRICULTURE AND ENVIRONMENT (EAWLAE)

The Ethiopia Association was registered in 2001 but has been somewhat inactive due to organizational constraints. There is however interest and commitment to re-launch the organizations. They plan to do this through a series of events, including-convening meetings to map out the future of the organization, election of new leadership, development of a strategic plan and establishment of an office. Organizations in Ethiopia likely to support the association include USAID, CIDA and PACT.

AFRICAN WOMEN LEADERS IN AGRICULTURE AND ENVIRONMENT GHANA (AWLAE-GHANA)

AWLAE Ghana was formed and registered as a professional association in 1998 after scholarship alumni returned back to Ghana from their studies abroad. It has membership of approximately 50 professionals. The association's purpose is to develop capacity of professional women in agriculture and environment who work to promote women farmers for sustainable agriculture.

The association's program focus has been; mentoring of primary and secondary school girls, scholarships at post bachelor level, sustainable agriculture, nutrition and health. It has forged fruitful partnerships with Winrock International, Ghana Education services, FAWE, Department of Cooperatives and Ministry of Fisheries and Agriculture.

THE TANZANIA ASSOCIATION OF WOMEN IN AGRICULTURE AND ENVIRONMENT (TAWLAE)

TAWLAE was registered in 1995 as a professional association. It draws its membership from Agriculture, Education, Livestock, Forestry, Beekeeping, Fisheries, and Wildlife; Land use, Tourism, and Environmental conservation sectors. Currently the association has more than 600 members and among them are breeders, soil scientists, nutritionists, foresters, natural resources managers, among others. Its vision is to ensure that women are empowered politically, socially, and economically and involved in decision making at all levels, so as to ensure food security and better standards of living. Its programs cover education, child labour, agricultural technology transfer, energy and advocacy on matters of national importance, such as land.

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24. Linking Poor Rural Households to Microfinance and Markets in Ethiopia

<http://wikis.uit.tufts.edu/confluence/display/FIC/Linking+Poor+Rural+Households+to+Microfinance+and+Markets+in+Ethiopia>

This report presents the findings of the first two stages of an assessment of a project which targets poor, rural households in food insecure areas that benefit from the Productive Safety Net Program (PSNP). The goal of PSNP Plus is to move households towards graduation from PSNP through market-driven approaches to diversify their livelihoods, build assets and link to financial services and markets.

The PSNP Plus project started in the last quarter of 2008 and aims to link PSNP participants to both formal microfinance and (in the interim or absence of this) to informal microfinance by establishing Village Savings and Lending Associations (VSLAs). The project also attempts to link PSNP households to markets through the development of different types of commodity value chains. The PSNP Plus project in Doba is supporting three value chains; cereals, white pea beans, and honey. This study specifically focused on the last two of these value chains, as well as on the VSLA activities.

This report includes a retrospective baseline on specific types of household assets and a midterm assessment of the project; it also offers a number of recommendations for real-time adjustments based on the assessment findings.

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25. Opportunities and barriers for working women worldwide

New study spotlights opportunities and barriers for working women worldwide

http://www.eiu.com/site_info.asp?info_name=womens_economic_opportunity&page=noads&rf=0

The report is located at http://graphics.eiu.com/upload/WEO_report_June_2010.pdf

An innovative new report (June 2010) from the Economist Intelligence Unit opens a window on to the economic landscape that women face globally and highlights which countries offer the most and the fewest opportunities.

The *Women's Economic Opportunity Index* is a pilot effort to assess the laws, regulations, practices, and attitudes that affect women workers and entrepreneurs. It uses 26 indicators [see pages 10-11], selected and validated by a panel of gender experts, to evaluate every aspect of the economic and social value chain for women, from fertility to retirement. By exploring the binding constraints that women face, it points to steps governments can take to improve opportunities for women and boost overall economic performance.

Women's economic opportunities are influenced not just by a country's regulatory environment but also by social attitudes and customs. As a result, women's participation in the formal labour force remains well below that of men. Women are also paid less than their male counterparts, and men continue to dominate in sectors with higher wage-earning potential, such as technology and finance. The study finds that even where legislation is intended to help women, implementation is often weak and opportunities remain limited. Nevertheless, attitudes are changing as economies develop and opportunities for women expand. Countries with stagnant or slow-growing populations increasingly realise that women are essential to an expanding labour force.

Excerpt (page 123): Property ownership is still very unequal between women and men in many countries. This is due to a combination of discriminatory inheritance practices, unequal access to land markets and gender-biased land reform. For women, this is a double blow in terms of not having sufficient control over resources to increase agricultural productivity and food security, and reducing their ability to access income generating opportunities through non-farm business, especially through the use of immovable assets as collateral for business loans. ... The Women's Economic Opportunity Index indicator on women's right to property ownership looks not only at the legal codes, but also customary practice in each country.

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26. Gendering Excellence in Technological Research

<http://www.doaj.org/doaj?func=abstract&id=578547>

Gender patterns in technological and engineering research careers were explored in a EU funded 13-country study PROMETEA, conducted 2005-2007, including old and new EU member states, as well as Serbia, Russia and Chile. Drawing on the data from this study, the article analyses the gendering of key arenas of excellence in technological and engineering research from a comparative international perspective, with focus on research funding, publishing, scientific prizes and awards, and patents. A central challenge for gender-sensitive science and research policy is how to combine the promotion of scientific excellence with the promotion of gender equality. Exploring gendering of excellence in technology and engineering research is of especial interest because of the strong position this field enjoys in European research policy and in national research policies, and because it continues to be the most male-dominated research field in Europe.