



Members of Bugando Women’s Group, 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 and I will compile it to re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

Regards,
Dinah Ceplis, GEM Committee Member (Volunteer)

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Opportunities and Upcoming Events

1. Call for Applications for AWARD

<http://www.awardfellowships.org/the-award-fellowship/call-for-applications-2012.html>

African Women in Agricultural Research and Development (AWARD) is a professional development program that strengthens the research and leadership skills of African women in agricultural science, empowering them to contribute more effectively to poverty alleviation and food security in sub-Saharan Africa. AWARD is funded by the Bill & Melinda Gates Foundation and the United States Agency for International Development.

AWARD offers two-year fellowships that include a series of career development resources to;

- establish a mentorship for each fellow with a senior scientist
- build science skills
- develop leadership capacity

AWARD holds training courses in various locations in Africa during the two-year program and covers fellows’ travel costs to attend.

Eligibility: Women agricultural scientists who are nationals of Ethiopia, Ghana, Kenya, Liberia, Malawi, Mozambique, Nigeria, Rwanda, Tanzania, Uganda, or Zambia, who have completed a bachelor’s, master’s or doctoral degree, particularly in the disciplines listed below, are eligible to apply. There is no age restriction.

• Agricultural economics	• Ecology	• Molecular biology (plant/animal breeding)
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• Agricultural engineering	• Entomology	• Natural resources management
• Agronomy	• Extension education	• Plant/animal virology
• Animal and livestock sciences	• Food science and nutrition	• Soil science
• Aquatic resources and fisheries	• Forestry and agroforestry	• Veterinary sciences
• Biodiversity conservation	• Horticulture	• Water and irrigation management
• Crop science		

Deadline: Applicants have until **September 7, 2012** to apply for an AWARD Fellowship.

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2. European Gender Summit

http://mad.ly/bd2bf2?goback=%2Egde_2216278_member_142010322

2nd European Gender Summit, **29-30 Nov 2012**, Brussels

The European Gender Summit will bring together 400 participants and 30 top-level international speakers including science leaders, industry stakeholders and policy makers to identify the best ways for integrating the gender dimension in the research and innovation landscape.

The summit includes a rich programme of high-level lectures, panel discussions, cafés scientifiques, virtual sessions & poster exhibitions. Opportunities to network, debate and exchange knowledge with peers and key stakeholders in research and innovation will be numerous during these two fast-paced days.

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3. Schlumberger Foundation Award for *Faculty for the Future*

<http://www.facultyforthefuture.net/content/grant-application-process>

This is open to **females**:

- who are citizens of a developing country or emerging economy,
- who are preparing for a PhD, or postdoctoral study in the physical sciences, engineering and related disciplines;
- who are enrolled, admitted or have applied to a host university/research institute abroad (applications are no longer accepted where an individual has not yet applied to a university).

Further, applicants must have:

- a proven track record of teaching experience;
- hold an excellent academic record;
- can demonstrate active participation in faculty life and outreach programs to encourage young women into the sciences;
- and are willing to contribute to the socio-economic development of their home country and region by strengthening the faculties in their home universities, pursuing relevant research, or using their specific expertise to address public policy matters.

The on-line system will be receiving NEW APPLICATIONS from **September 10th to November 16th, 2012**.

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This Month's News

1. AWARD Newsletter for August 2012

<http://www.awardfellowships.org/news-and-events/newsletter.html>

Please see the link to download the monthly e-newsletter with information about African Women in Agricultural Research and Development (AWARD). The current issue includes the following articles:

- Call for applications for the fifth round of AWARD Fellowships
- Ghanaian Crop Scientist Wins Top Honor

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2. New African Union Chair is the First Woman to Hold Post

<http://www.voanews.com/content/saf-au-16jul12/1406188.html%5C>

The new chair of the African Union (AU) is expected to stress economic growth and development, as well as women's rights. In the July 15 election, South African Minister of Home Affairs, Nkosazana Dlamini-Zuma defeated incumbent Jean Ping at the AU meeting in Addis Ababa. She is the first woman to hold the post.

South African Ambassador-at-Large Lindiwe Zulu praised the new chair, saying she will bring much to the post. This includes setting priorities for improving and building infrastructure, peace building, greater involvement of women in politics and other issues and good relations between North Africa and sub-Saharan Africa.

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3. Deck Stacked Against Women's Land Rights In Asia

http://www.ipsnews.net/2012/07/deck-stacked-against-womens-land-rights-in-asia/?goback=.gde_2424666_member_138624364

WASHINGTON, Jul 24 2012 (IPS) - Women across Asia are being shut out from prosperous forestland because of a paradigm geared towards male ownership, according to a new report by the Rights and Resources Initiative (RRI), an environmental non-governmental organisation.

"Women continue to be excluded from property rights and they are seldom the owners of the land they cultivate," the RRI study says. "Gender discrimination combined with the lack of rights and security and limited opportunities often lock women into a cycle of vulnerability and poverty."

Xiaobei Wang, a field researcher for RRI, highlights how women are effectively prevented from enjoying the profits received from forestland. "A woman's membership of a collective or a household will change with her marital status. This crucial issue has direct bearing on whether women can enjoy the same rights and benefits as men," she explained.

Refer to the link for the complete article.

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4. Microcredit Bank “Incorporates Women in the Benefits of Development”

<http://www.ipsnews.net/2012/08/ga-microcredit-bank-incorporates-women-in-the-benefits-of-development/>

CARACAS, Aug 9 2012 (IPS) - “Our raison d’etre is incorporating women in development, and especially in the benefits of development,” says Nora Castañeda, an economist who has headed the Banmujer bank in Venezuela since it was founded in 2001.

Banmujer, the only public bank of its kind in the world – which targets women, offering them services completely free of charge – has granted 150,000 small loans for a total of 10.7 million dollars.

See the article for a number of Q&A, including:

We are trying to turn the women into grassroots economists; we want them to ask themselves academic-style questions, such as what to produce, how, where, when and for whom, as part of a two-way exchange of knowledge, which we all have, but not in a systematised format.

We also replace market analysis with a participative community diagnosis of the needs of the neighbourhood and community, or we carry out a cost analysis, which incorporates women as workers and sets an adequate amount of surplus value.

The aim is for people to be economists, because it is too serious a question to just leave to economists.

There is also follow-up and technical support, and it is all free of charge. That also sets us apart.

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5. Bangladesh ‘Fixes’ Grameen Microcredit

<http://www.ipsnews.net/2012/08/bangladesh-fixes-grameen-microcredit/>

The Grameen Bank microcredit model fosters female entrepreneurship and also relies on it. But the Grameen Bank is itself under threat of creeping government control sparking a storm of protests by entities ranging from women’s rights groups to the state department of the United States.

This simple business model that has worked to lift thousands of Bangladeshi women out of poverty is now under threat because one of its pioneers, the Grameen Bank, is undergoing changes at the helm that will allow greater government control.

The government owns three percent of Grameen Bank, but by suitably changing the ‘Grameen Bank Ordinance’ the new state-appointed chairman will be able to appoint its chief executive officer.

“This represents a de facto imposition of government control of the bank; in other words, the poor women, who are also its owners, are being deprived of their right to manage their own bank and are being made powerless,” says a statement issued by 60 of Bangladesh’s leading civil society representatives.

“Grameen Bank is unique in the world for being owned by impoverished women. Representatives of the 8.4 million women borrowers sit on the board of the bank and have participated over the years in its decision making, unlike any other bank in the world,” the statement said.

The plan by the government to increase its role in Grameen Bank has sparked a furious debate in Bangladesh that has pitted economists who favour microcredit as a development tool against those who believe that it is not effective enough.

What is important, most economists agree, is that the small borrowings made through NGOs have eliminated traditional village moneylenders who charged usuriously high rates of interest and increased the debt burden of the poor.

The real success of microcredit, economists say, lies in the fact that it integrates other programmes like health and hygiene, education, water and sanitation, social safety, legal aid, human rights and other basic issues with the lending process.

Refer to the link for the complete article.

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6. Young, city-born women buck Ontario's aging farmer trend

<http://www.thestar.com/news/gta/article/1241115--young-city-born-women-buck-ontario-s-aging-farmer-trend>

A survey by the training program FarmStart found a majority of its interns were raised in the city or suburbs, and 71 per cent were university educated. It's part of a demographic shift in Ontario's agriculture industry that has been underway for decades.

Traditionally, farming was a job passed down over generations. But in the 1980s, high interest rates and low crop prices pushed many young people off family farms, said Mark Wales, president of the Ontario Federation of Agriculture.

Between 1991 and 2011, the province lost nearly 70 per cent of its farmers under 35. The only demographic that grew was farmers over 55. At 57, Wales represents the average age of Ontario's farmers.

Some call it a provincial crisis. Wales doesn't quite agree, pointing out that new immigrants are also increasingly filling the gap. But he says more young people are needed to sustain the industry. He added farming is not a career often promoted in high schools or universities. "We would like to retire someday, and we need a new generation to replace us," he said.

Refer to the link for the complete article.

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7. Counting on women in development

<http://www.scidev.net/en/science-and-innovation-policy/gender/opinions/counting-on-women-in-development.html>

Gender analysis must become integral to development policy. But the first step is to count women in, says United Nations Conference on Trade and Development (UNCSTD) gender adviser Shirley Malcom.

Research, policy and development programmes have, for the most part, failed to take women into account. But without separate and gender-specific assessment of these programmes, we will not know what works best — for both women and men.

In the developing world, women's roles are especially important in food security, water management, biodiversity, energy, education and care of the young and old.

There are plenty of examples of where 'counting women in' has led to good policy, programmes and outcomes. We need to build on them by 'mainstreaming' gender into science, technology and innovation (STI) policy — a process that should begin with reliable baseline data.

Challenging assumptions

Agricultural policies often do not support smallholder subsistence farmers who, in Africa, are mostly women; or they fail to provide them with scientific knowledge to improve the quality and yield of their food crops.

For example, African women farmers are estimated to produce 20 per cent more than men from the same access to land and inputs, with only one per cent of the land and seven per cent of extension services. By how much could global agricultural production increase if women had the same access to support and services as men?

Refer to the link for the complete article.

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8. The Motherhood Penalty

http://healthland.time.com/2012/08/17/the-motherhood-penalty-were-in-the-midst-of-a-mom-cession/?xid=rss-topstories&utm_source=mailoutinteractive&utm_medium=email&utm_campaign=Daily+News%3a+August+20%2c+2012

More men than women lost their jobs in the recession, making for some catchy terminology: “he-cession” has a lyrical ring to it. But, according to new research, some women are faring worse than others. Married mothers are experiencing a triple whammy: compared with married fathers, they’re experiencing more of a gap between jobs, they’re less likely to find a new job at all, and once they’ve secured a new paycheck, they earn considerably less. As it turns out, the “man-cession” may actually be a “mom-cession.”

Married women with kids who lost their jobs between 2007 and 2009 had a 31% lower chance of finding a new job than married fathers with kids. But their alter-egos — single women without kids — were taking less time to find new jobs compared to similar men. In fact, single women who weren’t moms had a 29% greater chance than single men without kids of finding a new job.

Refer to the link for the complete article.

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9. Secretary Clinton Highlights Food Security, Gender Equity, and Economic Growth during African Tour

<http://www.feedthefuture.gov/article/secretary-clinton-highlights-food-security-gender-equity-and-economic-growth-during-tour>

US Secretary of State Hillary Rodham Clinton traveled to sub-Saharan Africa from July 31 through August 10 for an extensive tour of the continent, which included stops in Senegal, South Sudan, Uganda, Kenya, Malawi, South Africa, Nigeria, Ghana, and Benin. The tour focused on numerous policy issues including democracy and governance, economic growth, peace and security, and women’s empowerment.

Secretary Clinton also notably highlighted Feed the Future and food security issues during her visit to Malawi, where she discussed economic and political governance and reform with President Joyce Banda, who assumed office earlier this year. Between FY 2010 and 2012, \$51 million in Feed the Future resources were invested to strengthen Malawi’s agriculture sector.

Delivering remarks at the Feed the Future-supported Lumbadzi Milk Bulking Group, Secretary Clinton said, “We want to help agriculture in Malawi get even stronger, so that all the children will have better lives. And I particularly thank the

women farmers who are here before me for their hard work, and their families, their husbands, and their children for being part of this successful program.”

The dairy sector is also a Feed the Future priority in Malawi and has expanded rapidly in recent years, thanks in part to U.S. investments. Over the past decade, milk production in Malawi has increased 500 percent.

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10. High School Students explore Engineering, Science and Technology at U of Alberta

<http://www.wisest.ualberta.ca/>

The University of Alberta’s annual WISEST - Women in Scholarship, Engineering, Science and Technology – six week summer program wrapped up with the Celebration of Research event on August 15. This is the 30th year that WISEST volunteers, drawn from U of A faculty and students, have been introducing sciences as possible career options to young people. The group’s main target audience is young women, but this year’s summer roster of 60 high-school students includes three males.

Young women who were interviewed mentioned how WISEST provided them with the opportunity to learn what engineering is about and the careers that are possible. After their experience this summer in chemical and materials labs, they all expressed their desire to apply to study engineering.

WISEST also provides graduate student the opportunity to mentor young people and to find value in the role of mentor.

Youth gain the experience of living in residence for the summer and what it would be like to attend university.

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Reports, Publications and Resources

1. Securing Women’s Tenure and Leadership for Forest Management: A Summary of the Asian Experience

http://www.rightsandresources.org/documents/files/doc_5211.pdf

Women continue to be largely marginalised and ignored or exploited in community based resource management processes, as do other marginalized groups and Indigenous Peoples (IPs).

The Rights and Resources Initiative (RRI) has always argued that securing tenure and access rights to natural resources is a critical step towards achieving environmental and social justice. These issues have again become timely in relation to new forest sector initiatives for mitigation and adaptation to climate change, particularly Reduced Emissions from Deforestation and Degradation (REDD+) strategies and programs, posing a danger that past failures to address GAD will only be repeated in the new plans and interventions.

In response to emerging challenges and opportunities in the NRM sector, RRI commissioned a series of papers, spotlight cases, and interviews with prominent women activists involved in NRM in Nepal, Cameroon, Indonesia, the Philippines and China to take stock of and better understand the diverse challenges faced by Asian women in relation to limited rights and insecure tenure.

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2. Gender and Agriculture at IDRC

<http://www.delicious.com/stacks/view/LAJku>

See the link for a list of gender and agriculture resources at IDRC and other organizations.

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3. From Science to Business: Preparing Female Scientists and Engineers for Successful Transitions into Entrepreneurship

http://www.nap.edu/catalog.php?record_id=13392&utm_medium=email&utm_source=The%20National%20Academies%20Press&utm_campaign=NAP+mail+new+8.7.12&utm_content=&utm_term=#description

Scientists, engineers, and medical professionals play a vital role in building the 21st-century science and technology enterprises that will create solutions and jobs critical to solving the large, complex, and interdisciplinary problems faced by society: problems in energy, sustainability, the environment, water, food, disease, and healthcare. As a growing percentage of the scientific and technological workforce, women need to participate fully not just in finding solutions to technical problems, but also in building the organizations responsible for the job creation that will bring these solutions to market and to bear on pressing issues. To accomplish this, it is important that more women in science and engineering become entrepreneurs in order to start new companies; create business units inside established organizations, mature companies, and the government; and/or function as social entrepreneurs focused on societal issues. Entrepreneurship represents a vital source of change in all facets of society, empowering individuals to seek opportunity where others see insurmountable problems.

From Science to Business: Preparing Female Scientists and Engineers for Successful Transitions into Entrepreneurship is the recently published summary of an August 2009 workshop that assesses the current status of women undertaking entrepreneurial activity in technical fields, to better understand the nature of the barriers they encounter, and to identify what it takes for women scientists and engineers to succeed as entrepreneurs. This report focuses on women's career transitions from academic science and engineering to entrepreneurship, with a goal of identifying knowledge gaps in women's skills as well as experiences crucial to future success in business and critical for achieving leadership positions in entrepreneurial organizations.

From Science to Business makes the case that in addition to educating women scientists and engineers in rigorous problem solving, it is equally important to provide exposure and training to impart the skills that will enable more women to move from the role of expert to that of leader in dynamic new business enterprises. This book will be of interest to professionals in both academia and industry, graduate and post-graduate students, and organizations that advocate for a stronger economy.

Download a pdf of the book for free at the link.

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4. Applying a Gender Lens to Science, Technology and Innovation

http://unctad.org/en/docs/dtlstict2011d5_en.pdf

Science, technology and innovation (STI) are beginning to gain greater attention within national and international policy agendas following decades of neglect. This renewed interest has significant potential to help meet development goals and improve the lives of women and men. Promoting gender equality and ensuring that both men and women benefit from STI policies is fundamental to reducing poverty and ensuring equitable development.

Although there is growing recognition that STI can contribute significantly to promoting development, STI policies generally lack a gender perspective, and therefore do not adequately and equitably address all development concerns. This report argues that a “gender lens”, which reflects the aims, concerns, situations and abilities of both women and men, should be applied in all aspects of STI policy-making. Applying a gender lens in STI policies includes promoting and leveraging science and technology (S&T) to support women’s development in key sectors, such as agriculture, water, energy and transport, where they play a particularly important role.

Policies also need to promote gender equality in S&T-related education, careers and leadership as well as encourage and support the role of women in innovation. Aimed at policymakers, this report draws attention to the importance of policy coherence across programmes and regulations, the relevance of applying evidence-based and participatory approaches, and the need to carry out regular gender-disaggregated monitoring and evaluation. It also recommends that all STI policies be subject to a gender assessment, and advocates the implementation of concrete policy actions, including making clear financial and resource commitments through gender-responsive budgeting.

This report provides a rich and diverse collection of case studies on good practices and lessons from around the world as a basis for using a gender lens in the analysis, design and implementation of STI policy. It aims to make a valuable and lasting contribution to improving the effectiveness of STI policy for development by recognizing women’s input and unique needs, and advocating the importance of considering gender in STI policies with the aim of improving both social equity and economic development.

Science, technology and innovation (STI) can play a crucial role in meeting internationally agreed development goals. However, they cannot effectively facilitate equitable and sustainable development unless the aims, concerns, situations and abilities of women as well as men are considered when formulating STI policies. In other words, a “gender lens” needs to be applied to STI policy-making.

This report emphasizes the necessity of integrating a gender perspective into STI policies to effectively address socio-economic development challenges.

Three areas are identified as entry points for applying a gender lens:

1. Science for women: developing science and technology which support women’s development and livelihood activities.
2. Women in science: promoting gender equality in science, technology and engineering education, careers and leadership.
3. Encouraging and supporting the role of women in innovation systems at national and grassroots levels.

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5. Climate change and the role of gender: A study from Andhra Pradesh and Tamil Nadu in South India

http://www.bioforsk.no/ikbViewer/Content/98473/CR_II_GenderReport.pdf

From ELDIS: The agrarian communities within less developed parts of South Asia are frequently referred in climate change and gender studies. In this study, a quantitative analysis was carried out to study the link between CC and the role of gender. The survey was carried out in Andhra Pradesh and Tamil Nadu in South India for the delineation of gender's role towards the current and the anticipated CC impacts. The analysis is based on a household survey applied through a questionnaire and a random sampling in eleven villages of the two states. This report initially presents some descriptive analysis of the sampled households. Socio-economic data of the respondents is presented while the gender role in the undertaking of family decisions is explored. Importance of the Self Help Groups in the improvement of women's livelihoods is also addressed. Potential relation of the socio-economic status of the respondents with their response stance on the observation of adverse climatic conditions is explored.

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6. Land tenure security and investments in tree planting

<http://www.csae.ox.ac.uk/conferences/2011-EDiA/papers/092-Lunduka.pdf>

Abstract:

It is widely accepted that secure tenure on land induces investment. However, research in sub-Saharan African has also found high levels of investment by insecure tenure households. This study investigates under what circumstances insecure households have high investment incentives in tree planting. Data are taken from Malawi, where we find both matrilineal and patrilineal land inheritance systems. Under these systems, a household can reside in either a patrilocal, a matrilocal, or a neolocal location. Patrilocal residence households are more tenure secure than matrilocal and neolocal residence households. A random-effects instrumental-variable probit model (IVP) and a two-stage conditional maximum-likelihood model (2SCMLE) controlling for the endogeneity of tenure security were used to predict the probability and intensity of tree planting in the three residence locations. The probability of investing in trees is high in patrilocal residences and neolocal residences, but low in matrilocal residences. Although neolocal residents are insecure, they increase their tenure security with investment, while matrilocal residents do not have the ability to change their security. Therefore, it can be concluded that insecure households have higher investment incentives when they can increase their security with those investments.

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7. Policy Brief Experiment: Can a policy brief be an effective tool for policy influence?

<http://www.3ieimpact.org/en/evaluation/policy-influence/policy/>

3ie (International Initiative for Impact Evaluation) and the Institute of Development Studies (IDS), in collaboration with Norwegian Agency for Development Cooperation (Norad), explored the effectiveness of a policy brief for influencing readers' beliefs and prompting them to act.

A multi-armed randomised control design was used to find answers to three research questions:

- Do policy briefs influence readers?

- Does the presence of an op-ed type commentary within the brief lead to more or less influence? and
- Does it matter if the commentary is assigned to a well known name in the field?

Key findings

- A policy brief is more effective in creating ‘evidence-accurate’ beliefs amongst those with no prior opinion
- Messengers matter when it comes to readers’ intended actions
- Gender and self-perceived levels of influence affect people’s intention to act after reading the policy brief

Implications for policy communication

- Ensure policy briefs have clear key messages
- Include opinion and authority features as they may help to ensure briefs are shared and passed on
- Consider whether a policy brief’s design or format is less appealing to women and/or makes them less inclined to take action
- Target the ‘movers and shakers’

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8. Gender Assessment of the Agricultural Sector in the Democratic Republic of the Congo

http://www.ifpri.org/sites/default/files/publications/ifpridp01201_0.pdf

Produced by: International Food Policy Research Institute (2012)

Abstract

Based on the 2011 Global Hunger Index, the Democratic Republic of the Congo (DRC) has the most severe level of hunger and malnutrition. There is growing recognition that development in the agriculture sector and increasing productivity will be critical to reverse this trend. A growing set of literature looks at gender disparity in access to critical inputs, knowledge and markets, which have been shown to contribute to low productivity and nutrition insecurity. This assessment contributes to the knowledge gap by compiling existing empirical evidence and investigating the gender gaps in access to resources and opportunities in the agriculture and food sector in the DRC. This is a key sector in achieving food and nutrition security; 73 percent of economically active women depend primarily on this sector for their livelihood. This assessment draws on various sources of data, including (1) village-level and producer organization–level surveys carried out in 145 villages in the three provinces of Bandundu, Bas-Congo, and Kinshasa; (2) nationally representative surveys; (3) semi-structured interviews with a wide range of stakeholders; (4) a review of project, policy, and legal documents for their attention to gender issues; and (5) an extensive literature review.

The assessment emphasizes the urgent need to (1) address inconsistencies in the laws and ensure implementation of those laws that do offer opportunities for women; (2) improve both men’s and women’s knowledge of nutritious food choices; (3) build on vibrant women’s organizations to link them with markets and equip them with technical, financial and management capacity; and (4) invest in skills and knowledge (through innovative information and communication technologies and extension services) and in girls’ education.