

GEM Digest of the Month

February 1, 2019



Rime frost on spruce trees. Photo courtesy of D. Ceplis.

The Gender Equality Mainstreaming (GEM) Digest provides a compilation of information and articles gathered on an ongoing basis on gender equality mainstreaming within agriculture, scientific research, rural development, climate change, organizational development and international development. Information is shared with members, colleagues, scientific societies and diverse organizations.

The views and opinions presented are not necessarily representative of the editor.

If you have information to share, please send it to dinah.ceplis@gmail.com to compile and re-distribute once a month. Back issues of the GEM Digest are available at the Agricultural Institute of Canada website at <http://www.aic.ca/gender/resources.cfm>.

Dinah Ceplis, P.Ag. (Ret.), FGHIH, FAIC, (Volunteer Editor)

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Opportunities and Coming Events

1. PIPSC Research Officer – Women and Science

<https://www.pipsc.ca/about/employment/19-01>

The Professional Institute of the Public Service of Canada, a national union representing some 61,000 professionals and scientists throughout Canada, requires a Research Officer **for a one-year term** at its National Office in **Ottawa**.

The Research Officer’s work will focus on the areas of women and science and science policy. The Research Officer will: be part of a team of communications, mobilization and research staff; coordinate PIPSCs work on women and science; contribute to research related to government science policy and will work with members to advance projects and objectives related to women and science and government science policy more broadly. The job will be open until filled.

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2. International Development Week 2019 - “Together for Gender Equality”

<https://international.gc.ca/gac-amc/campaign-campagne/idw-sdi/index.aspx?lang=eng>

From **February 3 to 9**, join Global Affairs Canada, individuals and organizations in celebrating International Development Week (IDW). This year’s theme, “Together for Gender Equality,” shows Canada’s commitment to the global effort to address gender inequality and encourages all Canadians to be change-makers in advancing gender equality in the world. Events are planned throughout Canada. See the Calendar link.

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3. AWN Mentorship Program 2019

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

Ag Women’s Network AWN Mentorship Program 2019 key dates for this year’s program. Applications for **mentees** are open to AWN members in **Ontario** who are eighteen years of age or older. Applications for **mentors** are open to women and men who are involved in the agriculture industry in **Ontario** and are eighteen years of age or older.

More information can be found on the AWN website. (click Get Involved-Mentorship Program)

January 11th – Application forms (mentors and mentees) available

February 1st – Application deadline (mentors and mentees)

February – Mentor/Mentee selection process

Early March – Mentorship Partnerships are announced, and program begins

March 19 or 26 (date TBA) – Program Introduction Event for Mentors and Mentees

Summer (date TBA) – Networking Event for Mentors and Mentees

Early November – Program Completion

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4. Top 30 Under 30 for 2019

<https://acgc.ca/get-involved/top-30-under-30-magazine/>

The Alberta Council for Global Cooperation’s Top 30 Under 30 magazine highlights extraordinary young people who are working towards a just and sustainable future for everyone.

In honour of this year’s theme for International Development Week, Together for Gender Equality, the magazine will focus on the achievement of gender equality, one of the Sustainable Development Goals (SDGs) adopted by world leaders in the 2030 Agenda for Sustainable Development. We look forward to sharing with you how young adults have brought this SDG to life through transformative change that builds a necessary foundation for a peaceful, prosperous and sustainable world.

Join us on **Thursday, February 7th. 6-6:45pm** in the **Atrium, Students’ Union Building, 8900 114st, NW, Edmonton**, as we showcase this year’s recipients and highlight their contributions in working towards SDG 5: Gender Equality.

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5. Apply for Canada’s Volunteer Awards’ National Advisory Committee

<https://www.canada.ca/en/employment-social-development/programs/volunteer-awards/national-advisory-committee.html>

Selected from hundreds of nominations, the 15 members of the Canada’s Volunteer Awards National Advisory Committee include individuals with experience working or volunteering with the not-for-profit, voluntary and private sectors.

The Committee is composed of members who are external to government, have extensive knowledge of volunteering and the volunteer sector and are reflective of Canada’s diversity. The Committee reports directly to the Minister of Families, Children and Social Development.

The deadline for submission of all applications is **February 15, 2019**

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6. Canadian Council of Young Feminists

<https://www.ccyf-ccjf.com/theteam-lequipe>

The Canadian Council of Young Feminists is a youth network designed to operate as a value-added online collaborative to further the inclusion of young Canadians as global citizens at high-level forums.

The National Coordinating Team volunteer positions are available for members of the CCYF-CCJF for one-year terms (January to December). If you are interested in being selected for one of the positions, please submit your contact information, resumé, and writing sample (equivalent to one paragraph)!

In addition, positions posted include Outreach Assistant, Communications Assistant, Writers, CSO Relations Assistant, and Logistics Assistant.

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7. Call for Proposals: Women as agents of change in the Americas

https://international.gc.ca/world-monde/funding-financement/women_agents_change-femmes_agentes_changement.aspx?lang=eng

Call to all partner organizations who want to contribute to the empowerment of women and girls in the Americas. Under this call, your proposed project **must** contribute to the achievement of this ultimate outcome: enhanced gender equality and empowerment of women and girls in Latin America and the Caribbean (LAC) region.

Your proposed project **must** also contribute to at **least one** of the following intermediate outcomes:

- enhanced and more systematic engagement of women in public leadership and decision-making processes in LAC, including on climate-change issues;
- strengthened prevention and response to sexual and gender-based violence (SGBV) by individuals and state or non-state actors in LAC;
- improved and more equitable access to employment and control over resources by women in LAC.

Canada is accepting project proposals until **March 13, 2019**.

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8. Project Calls for Women Agripreneurs in Africa to Build Region’s First Intelligence Network

<https://www.awieforum.org/value4her/>

CTA recently launched VALUE4HER, a collaborative project with AWAN and the Africa Women Innovation and Entrepreneurship Forum (AWIEF), in an effort to help women develop agribusinesses and derive more income from agri-food markets.

VALUE4HER has launched a call for women-led agribusinesses in southern and eastern Africa to register for an agribusiness intelligence network targeting women-led agribusinesses. The aim is to foster better links with markets, supply chains and

other service providers, including financing partners. Agribusinesses that register will also be eligible to participate in the project's activities, including training and the chance to apply for a competitive grant aimed at spurring innovation.

Links are available to register businesses in East Africa and South Africa.

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9. Women Deliver 2019 Conference

<https://wd2019.org/>

The world's largest conference on gender equality and the health, rights, and wellbeing of girls and women is being held in **Vancouver, BC from June 3 to 6, 2019.**

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This Month's News

1. What's holding you back? Farming and fishing women are asked

<https://www.cbc.ca/news/canada/prince-edward-island/pei-farming-fishing-women-1.4963049>

The province of Prince Edward Island has launched a survey to ask women about barriers in the agriculture, aquaculture and fisheries industries. The survey was launched mid-December 2018 on the government's website. The government is hoping to hold focus groups on gender inclusion in the early spring, with a report to follow in April or May of 2019.

The survey was inspired by a national report that revealed women experience barriers in leadership roles in agriculture. It has received more than 100 responses so far and closed on Jan. 11.

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2. The Ag Women's Network CHAMPIONS Project

(devoted to people and organizations that are actively working to advance women in ag)

<http://www.agwomensnetwork.com/the-awn-team>

Jen Christie, Director of Business Development 4-H and Chair Ag Women's Network was recently interviewed. Her educational background includes Bachelor of Commerce Ag Business, University of Guelph, and MBA, Ivey Business School.

Some excerpts:

4. Why are you involved with gender issues in ag?

As said before, I felt compelled to find women in positions of leadership because I didn't see them at John Deere or its dealerships. Once we started the AWN, I heard stories from women who had experienced blatant sexism, discrimination and harassment and I realized the industry was still not as inclusive as I had thought. The worst consequence is that people get hurt. Overall, the industry misses out on the innovation that is possible when there is more diversity of perspectives, including more women in leadership. I want everyone who wants to be a part of the exciting growth happening in Canadian agriculture to feel they are welcome here.

5. Please comment on what's been going on with women in ag up to now? What's going on now? What do you see happening in the future?

It is encouraging that there are conversations going on and there is support from the federal government. There is much to be done though. Conversations among women are helpful to understand what issues are affecting people but often the leaders who can help make change are not in the room, so we aren't yet seeing changes where they are needed, e.g., workplace harassment. We have learned that in general, the experience of women farmers is different than that of working in the industry, so we feel we need to open up the conversation to include more industry. That way we can begin to acknowledge and address the issues which might be preventing ag from attracting great talent from outside the "ag circle".

9. What do you think is necessary to engage industry in gender conversations and make progress for the women's file in Canada?

There are many great examples of organizations that have a great culture where everyone thrives, so this is not impossible. Frankly speaking, I don't think we will see much progress until industry leadership decides this is an opportunity.

You don't know what you don't know, and I didn't think that gender discrimination existed in agriculture because I hadn't experienced it or recognized it when I did. When I started hearing stories from other women, I was shocked. I think many of our industry leaders would also be surprised to hear what some women have dealt with working in agriculture.

I hope everyone would agree we should not tolerate harassment or discrimination but preventing it from happening is where the hard work starts. It is uncomfortable to confront because no one wants to hear they haven't done the best they could do, and the impact of these experiences is extremely personal. There isn't one easy solution, but it starts with making it a priority, and I commend the leaders and organizations that have done this. I think we will see more because the reality is every industry from mining to tech to food service is looking at this. Can the agriculture industry afford not too?

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3. Changing the Gender Bias in Agriculture

<http://www.ipsnews.net/2018/12/changing-gender-bias-agriculture/>

WAGENINGEN, the Netherlands, Dec 22 2018 (IPS) - Women entrepreneurs are playing an important role in transforming global food security for economic growth, but they have to work twice as hard as men to succeed in agribusiness.

"Agriculture and agribusiness are generally perceived as run by men," entrepreneur and Director of the Nairobi-based African Women in Agribusiness Network (AWAN) Beatrice Gakuba, told IPS. She noted that women entrepreneurs have to prove themselves, even though they are as capable and innovative as men.

"Women entrepreneurs face more challenges in getting their foot in the door in agricultural business than men when it comes to access to finance because of several factors, including socio-cultural beliefs," adds Gakuba, who runs a flower export business.

"The relationship between money and human beings has always been handled by men, so when a woman says, 'I want to grow my business, or I want to get a loan', there are many questions asked. Women define agribusiness because more are employed in agriculture."

Inclusion and equal participation in agricultural production has long been an issue for women farmers and entrepreneurs.

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4. Technical Centre for Agricultural and Rural Cooperation - Workshop on Gender

<https://www.cta.int/en/blog/article/closing-the-gender-gap-in-agriculture-%E2%80%93-and-moving-beyond-the-jargon-sid02b0d0959-7295-479a-9980-d0e46166ed11>

Given their contribution to agricultural development, how can women be empowered, and how can digitalisation in agriculture help to close the growing gender gap? These were some of the critical questions posed at a recent workshop hosted in Wageningen by the Technical Centre for Agricultural and Rural Cooperation (CTA).

The workshop organised in December 2018 around the theme of 'Making next generation agriculture work for women', explored concrete strategies for creating and improving women's opportunities in agriculture and agribusiness. The three-day event drew 40 participants from African, Caribbean and Pacific (ACP) countries working to advance women's position and performance in the agriculture sector.

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5. Is Your Gender Training Program Really Having an Impact?

<http://www.culturalpractice.com/blog/2018/10/gender-training-program-impact-interview-with-deborah-rubin/>

<https://www.greatagriculture.org/content/news/blog/your-gender-training-program-really-having-impact-interview-deborah-rubin>

How do you ensure that gender training curricula and trainers are really delivering greater adoption of gender-responsive research, and in a truly meaningful way? It's a question that many projects face as they respond to a growing awareness of the central role that gender plays in shaping development outcomes, and it's a question that faced the GREAT team at the inception of the project.

So how can one assess if their program really is delivering on developing capacity? Deborah Rubin [co-founder of Cultural Practice, a United States-based consulting firm working on gender in agriculture, health, evaluation and monitoring] said she believed there are two fundamental issues that must be addressed when setting out to measure the effect of a program on capacity building.

The first issue is establishing a baseline for measurement. The second issue to address is identifying what are the measurable results that can reasonably be attributed to the training program.

Rubin recommends three broad categories that can be used to measure the impact of gender trainings: attention to gender being integrated into research proposals; changes reflected in publications; and metrics to assess institutional change.

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6. First recipient of the 4-H Canada Distinguished Alumni Award

<https://4-h-canada.ca/4hwards>

4-H Canada is pleased to recognize and honour Elaine Froese as its first 4-H Canada Distinguished Alumni Award recipient. The award recognizes outstanding accomplishments and leadership of 4-H alumni across Canada in the areas of Community Engagement & Communications, Science & Technology, Environment & Healthy Living or Sustainable Agriculture & Food Security. As the 2019 award recipient, Elaine is being recognized for her accomplishments in Community Engagement & Communications. 4-H Canada will present Elaine with the first Distinguished Alumni Award at the 2019 Leadership Awards in Saskatoon, Saskatchewan on January 31, 2019.

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7. First Female Chair of Banff Pork Seminar

<https://www.banffpork.ca>

Amy Cronin, past-president of Ontario Pork, is the first female chair of the Banff Pork Seminar. The BPS is a technology transfer meeting for the pork industry that's been held in Banff, Alberta, Canada since 1972. The conference program is coordinated by the Department of Agricultural, Food & Nutritional Science, University of Alberta, in cooperation with Alberta Pork, Alberta Agriculture and Forestry and other pork industry representatives.

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8. Equal Inheritance Shares on the Horizon in the Arab World?

<http://www.loc.gov/law/foreign-news/article/tunisia-cabinet-approves-bill-requiring-equal-inheritance-shares-for-men-and-women/?loclr=eaglm>

<https://resourceequity.org/2018/12/20/equal-inheritance-shares-in-the-arab-world/>

A bit of good women's rights news greeted us to end 2018. The Tunisian Cabinet recently approved a bill that will require male and female heirs be given equal inheritance shares. This is a first for the country and is one of the first proposed bills

of its kind in the Arab world. While the bill must now go to the Tunisian parliament for debate, this is still a victory for women’s land rights.

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9. The Ghost Statistic That Haunts Women’s Empowerment

<https://www.newyorker.com/science/elements/the-ghost-statistic-that-haunts-womens-empowerment>

“In the past decade, the quest for Big Data has become all the rage among major development institutions. Even when quantitative data are valid, they often produce very limited understandings of the complex realities of girls and women’s lives and the conditions that produce poverty and inequality. These simply cannot be captured by a trial or a survey alone.”

“Closing it [the gender data gap] requires engaging with women’s accounts of their own lives and drawing on decades of feminist knowledge about the root causes of poverty and inequality. If we continue creating global-development policies based on the story that women are more likely than men to invest in their families, we will not transform the inequitable gender relations that make these statistics true. We will capitalize on these inequalities—and potentially exacerbate them—for the sake of a development return.”

“Beyond interpersonal relations, development policies need to address the underlying conditions that produce poverty and inequality. These include unfair global trade policies, insufficient labor and environmental regulations, and systems of corporate taxation that leave poor countries without the resources necessary to invest in agriculture, education, health, and infrastructure. These factors leave girls and women disproportionately responsible for the survival of their families and communities, while transferring the burden of responsibility away from the governments, corporations, and global governance institutions that are largely responsible for the conditions that produce poverty. Only when those root causes are addressed will we have gender justice.”

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10. Press Release: Response needed to HIV for children and adolescents

http://www.unaids.org/en/resources/presscentre/pressreleaseandstatementarchive/2019/january/20190116_PR_WCA_children_adolescents

DAKAR/GENEVA, 16 January 2019—At a high-level meeting in Dakar, Senegal, UNAIDS, the United Nations Children’s Fund (UNICEF) and the World Health Organization (WHO) urged countries in western and central Africa to do more to stop new HIV infections among children and adolescents and increase HIV testing and treatment coverage.

In 2017, around 67 000 children (aged 0–9 years) and 69 000 adolescents (aged 10–19 years) became newly infected with HIV. Two thirds (46 000) of adolescents newly infected with the virus were girls. While progress has been seen in stopping new HIV infections among children in some countries—eleven countries registered a reduction of more than 35% between 2010 and 2017—others, including Nigeria, which has the largest epidemic in the region, experienced no declines at all.

Less than half of all pregnant women living with HIV in the region (47%) had access to antiretroviral medicines to prevent transmission of the virus to their child and only 21% of infants exposed to HIV were tested for the virus within the first two months of life.

Pledges to accelerate the HIV response have not been accompanied by a surge in resource mobilization. The total resources needed for an effective response in western and central Africa were 81% greater than the funds available in 2017.

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11. Sexual Misconduct, Accountability and Culture Change

<https://www.oxfam.org/en/oxfams-commitment-stamping-out-sexual-harassment-and-abuse>

Oxfam recently published our latest progress update on the implementation of Oxfam's 10-Point Action Plan to strengthen Oxfam's policies and practices on safeguarding and transform our organizational culture. As part of this 10-Point Action Plan, Oxfam established an Independent Commission on Sexual Misconduct, Accountability and Culture Change, which was tasked with taking a hard look at Oxfam's policies, practices and culture. Oxfam Canada welcomes the Independent Commission's interim report and will continue to make critical changes to strengthen our systems and deliver on our duty to protect our hardworking staff and the people we serve.

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12. Canadian universities must stop undervaluing female academics

<https://www.theglobeandmail.com/opinion/article-canadian-universities-must-stop-undervaluing-female-academics/>

While women have achieved gender parity in Canadian universities' student body, cohorts of PhD graduates and among tenure-track assistant professors, academia is not the most progressive Canadian workplaces for its professors.

There continues to be an imbalance of female academics studying and progressing within science, technology, engineering and math (STEM) disciplines.

Last year, the Canadian Association of University Teachers (CAUT) identified a median wage gap of approximately \$13,750 between women and men working in Canadian universities. Using Statistics Canada's data, my research team found significant gaps between men and women's earnings in academia as well, but more troubling than the CAUT findings is that as female professors move up the ladder into senior administration, our data shows that the pay gap gets wider for them.

These pay gaps are widest among the top research-based universities, also known as the U15, that we celebrate as national champions for our research successes. While some may think the shortage of women in STEM is part of the problem, our findings show that the gender pay gap in universities is not better or worse in these competitive and male-dominated technical fields. So, for example, while we know that engineering generally had higher gender pay gaps than social science, economics showed a much larger gap than engineering.

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13. Australia and Canada inject funds to improve nutrition and food security in Kenya and Uganda

<https://www.aciar.gov.au/publications-and-resources/news/Australia-and-Canada-inject-funds-improve-nutrition-and-food>

Australian Centre for International Agricultural Research (ACIAR) and Canada's International Development Research Centre (IDRC) are supporting the scale-up of supply of precooked beans in Kenya and Uganda to improve nutrition and food security in Kenya and Uganda.

The 24-month project will work with farmers in the two countries to boost the production of pre-selected bean varieties, and leverage Public-Private Partnerships in the distribution of pre-cooked bean products in the two countries through retail outlets, hotels, schools, hospitals and other outlets.

The initiative will improve food and nutrition security, along with income generation and environmental conservation by promoting the use of precooked beans that take about 15 minutes to cook, thus consuming less energy and firewood.

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14. Is solar irrigation set to take over Africa?

<https://ccafs.cgiar.org/fr/blog/solar-irrigation-set-take-over-africa#.XFMwkqKjIU>

We ask that question for African irrigation, and query whether Africa’s abundance of sunlight can help the continent leapfrog to a different food future. Recent scientific articles in the energy and agriculture literature suggest solar has a major role to play, but also point to challenges. Here we briefly mention four.

- Firstly, inequality in irrigation schemes and water provision is widely reported from research, e.g. women having lower access than men to water, information and credit.
- Secondly, underperformance of irrigation schemes has been a challenge in many developing countries because of poor participation of smallholders in infrastructure maintenance.
- Thirdly, and perhaps one of the most significant challenges, is over-abstraction of groundwater, amounting to a “global groundwater crisis”.
- Fourthly, the high initial investment costs coupled with inconsistent energy policies (e.g. subsidies to fossil fuels, high import taxes on photovoltaics) and the economic issues faced by many developing countries (e.g. low foreign investment, high interest rates, limited agricultural credit) can be prohibitive.

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Reports, Publications, Resources

1. Video: Understanding gender in wheat-based livelihoods in Ethiopia

https://www.youtube.com/watch?v=n_k_A3Tcx_o&feature=youtu.be

In a newly released video, CIMMYT researchers work with Ethiopian partners to improve food security, agricultural research, and farm productivity for men and women farmers. CIMMYT is proud to contribute to advancing gender equality in Ethiopia and to partner with many talented and committed Ethiopian researchers.

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2. The Global Gender Gap Report 2018

<https://www.weforum.org/reports/the-global-gender-gap-report-2018>

http://www3.weforum.org/docs/WEF_GGGR_2018.pdf

Gender parity is fundamental to whether and how economies and societies thrive. Ensuring the full development and appropriate deployment of half of the world’s total talent pool has a vast bearing on the growth, competitiveness and future-readiness of economies and businesses worldwide. The Global Gender Gap Report benchmarks 149 countries on their progress towards gender parity across four thematic dimensions: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. In addition, this year’s edition studies skills gender gaps related to Artificial Intelligence (AI).

The 2018 report’s key findings include:

- The most gender-equal country to date is **Iceland**. It has closed over 85% of its overall gender gap. Iceland is followed by Norway (83.5%), Sweden and Finland (82.2%). Although dominated by Nordic countries, the top ten also features a Latin American country (Nicaragua, 5th), two Sub-Saharan African Countries (Rwanda, 6th, and Namibia, 10th) and a country from East Asia (Philippines (8th). The top ten is completed by New Zealand (7th) and Ireland (9th).
- Globally, there is still a 32.0% average gender gap that remains to be closed.
- Across the four subindexes, on average, the largest gender disparity is on Political Empowerment, which today maintains a gap of 77.1%. The Economic Participation and Opportunity gap is the second-largest at 41.9%, while the Educational Attainment and Health and Survival gaps are significantly lower at 4.4% and 4.6%, respectively. Among them, on average, only the Economic Participation and Opportunity gap has slightly reduced since last year.
- When it comes to political and economic leadership, the world still has a long way to go. Across the 149 countries assessed, there are just 17 that currently have women as heads of state, while, on average, just 18% of ministers

and 24% of parliamentarians globally are women. Similarly, women hold just 34% of managerial positions across the countries where data is available.

- In terms of broader economic power, gaps in control of financial assets and in time spent on unpaid tasks continue to preserve economic disparities between men and women. Women have as much access to financial services as men in just 60% of the countries and to land ownership in just 42% of the countries assessed. Also, among the 29 countries for which data are available, women spend, on average, twice as much time on housework and other unpaid activities than men.
- Although average progress on gender parity in education is relatively more advanced than in other aspects, there are still 44 countries where over 20% of women are illiterate.

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3. Policy Brief: Gender Norms and Agency in the Afghanistan Agriculture Sector

<https://repository.cimmyt.org/handle/10883/19731>

Abstract

In Afghanistan, 260 respondents from wheat-growing households across four villages from Kabul and Nangarhar provinces, were asked about gender norms relating to behavior, innovation, technology and agency, or the capacity to make strategic life choices and act upon them. The results show that women seem to play a bigger role in farming decisions than is generally assumed. For example, women make food, nutrition and budgeting choices, including how much of the wheat harvest is consumed versus sold. Women also do more of the on-farm work when living in poor households. Yet, gender norms and sex segregation mean women do not have the same access to technical agriculture information. The adoption rates of new agricultural practices would increase if extension services could reach more women in a culturally-appropriate, heterogeneous manner. For example, some women prefer to learn as a group and through consultations and workshops.

Many thanks to Dr. Kristie Druzca from CIMMYT.

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4. Book: Gender equality and social inclusion in agriculture research for development guidelines

<https://repository.cimmyt.org/handle/10883/19729>

The purpose of this guideline is to help scientists from the Ethiopian Institute of Agricultural Research (EIAR) deliver gender-responsive and inclusive research that meets the Sustainable Development Goals and the Growth and Transformation Plan (GTP) II objectives. The guideline is a series of checklists, tools and memory devices to help scientists think through the gender and inclusion implications of their work at different stages of the research cycle.

CIMMYT manages Intellectual Assets as International Public Goods. The user is free to download, print, store and share this work.

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5. Book: Meta-analysis of the gender outcomes in evaluations of agricultural development projects in Pakistan

<https://repository.cimmyt.org/handle/10883/19730>

The objective of this meta-analysis of evaluations is to ascertain factors and interventions that do or do not lead to gender-related social norm change, identify the reasons behind failures, and provide knowledge about gender programming in the agricultural sector. A meta-analysis was conducted on 41 documents, including 18 evaluation reports. Following a rigorous

two-stage process only three evaluation reports reached the deep dive stage. The analysis suggests that many evaluations lack methodological rigor and fail to capture gender norm changes. Moreover, many projects do not apply the lessons they learn and don't share these lessons with partners or other stakeholders. The findings identify factors that contribute to changes in social norms, including a multi-intervention design, relevance of the interventions to community needs, use of social mobilization, and initiatives to overcome constraints to women's participation. Social accountability tools that are designed to improve participation and equality result in greater participation of women in project activities.

Gender programming can be improved in the following ways:

- i. ensuring gender related indicators are set and that the theory of change includes gender norm transformation;
- ii. using participatory planning and social accountability methods;
- iii. working with women in groups;
- iv. adopting a multi-intervention design that aims to affect change at different levels sequentially;
- v. taking a long-term approach to change and project design;
- vi. training project teams in gender awareness;
- vii. documenting gender learning and disseminating this knowledge widely; and
- viii. incorporating such knowledge into new project designs.

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6. Climate and Gender Justice: What's needed to finance loss and damage?

<https://www.rosalux.de/en/publication/id/39802/climate-and-gender-justice/>

Read the summary below and click on the link to access the full publication.

"Loss and damage (L&D) is the poster child for climate injustice. The inevitable outcome of rampant neoliberal capitalism built on a system of making profits by exploiting the natural world and increasing inequality. L&D is the 'externality' of fossil fuels and other polluting industries visited upon the people and communities who have done the least to cause climate change.

Those with the least power and the least resources are the worst impacted. This, of course, means that communities made vulnerable due to gender, sexuality, race, class, age, legal status and other intersections, are in the worst position to deal with the impact, and the little they have is further eroded by loss and damage, more firmly entrenching their inequality. Those dealing with L&D are desperately in need of international solidarity. Meanwhile rich countries have denied the very existence of loss and damage, arguing that having your community destroyed in a climate fueled storm, your farmland turned into desert or your home inundated with sea level rise can somehow be covered by 'adaptation', and they have resisted all calls for compensation.

Loss and damage has been a long running and deeply unfair battle, with island countries and least developed countries calling for climate justice on one side, and the most powerful, polluting countries denying their responsibility for paying for the climate damage on the other. A feature of the climate negotiations since the beginning, a half decade of intense negotiations may be on the final stretch to address some of this injustice".

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7. LandWise Library Update

<https://resourceequity.org/2019/01/10/big-changes-to-your-landwise-library/>

<https://landwise.resourceequity.org/>

LandWise is the industry’s most comprehensive source of legal materials, articles, and research for policymakers, researchers, legal practitioners, and advocates working to advance women’s land rights. We regularly update this resource with information published by the experts at Resource Equity as well as other trusted sources from around the world, so be sure to check in regularly.

Our Practice Guides are checklists that will help you identify and assess issues that may affect women and men differently in relation to rights to and control over land. The guides will help you navigate through potential legal issues as well as social or cultural norms that may affect how the law is practiced. These guides include general frameworks for understanding land rights and inheritance and country-specific guides for Kenya, Tanzania, and Uganda.

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8. Report: “Renewable energy: A Gender Perspective”

<https://sdg.iisd.org/news/irena-reports-that-strengthening-womens-roles-in-renewable-energy-is-key-to-achieving-multiple-sdgs/>

https://irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf

Check out the newly released report of the International Renewable Energy Agency (IRENA) on Gender and Renewable Energy. The most important findings are the underrepresentation of women in the renewable energy sector as well as the unequal access to energy based on gender inequalities.

The report shares the results of a survey on participants from more than 140 countries working in the renewable energy sector. It shows that, even though women are more employed in the renewable energy business than in conventional energy providing enterprises, there are still significant barriers for them to enter this sector and to access jobs in the science, technology, engineering and math (STEM) area. Furthermore, it is revealed that the access to energy is disproportionately lower for women and children and impacts them on a bigger scale. The implementation of a gender perspective into renewable energy policies would increase the achievement of the SDGs. IRENA recommends to mainstream gender in the renewable energy sector and include women's knowledge, capacity and experiences as well as tailor training and skills development programmes in order to reach more gender equality in the renewable energy business.

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9. Brief: Off-grid productivity - powering universal energy access

<http://pubs.iied.org/17492IIED/?p=1>

<http://pubs.iied.org/pdfs/17492IIED.pdf>

For communities in rural Africa to thrive, energy services must be affordable and reliable. But this is not enough. Energy services must be built around productive uses of energy (PUE) from the start: PUE activities are crucial to boosting demand for off-grid energy systems, while generating valuable income for remote communities and ultimately reducing poverty. Governments, mini-grid developers and partners can boost local demand for electricity by providing capacity building and long-term mentorship, along with customer financing and appliances. These stakeholders must collaborate closely to ensure a supportive policy framework is in place. To help jumpstart PUE, governments and donors should establish credit schemes and concessional loans, and experiment with finance instruments such as improved results-based financing and targeted subsidies for those who need them most. Across this work, women’s entrepreneurship must be targeted. Taking these actions to unleash PUE will help drive us to universal energy access.

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10. Report: Toward Bridging Gender Equality and Innovation

<https://www.idiainnovation.org/idia-insights>

This paper in the IDIA Insights series focuses on the various approaches, lessons learned, and practices gleaned from gender and innovation specialists to more holistically address gender equality and innovation. It addresses an area where limited resources currently exist, namely the nexus of gender equality and innovation. It builds on the premise that gender equality and innovation are both critical drivers to achieving the United Nations Sustainable Development Goals (SDGs).

It is organised as follows:

- **Part 1** outlines **Principles for applying a gendered lens to innovation**, building upon the IDIA Innovation Principles.
- **Part 2** describes what it means to **integrate gender equality and innovation**, drawing from IDIA members' experiences and approaches. It identifies gender-related barriers, or those related to design or innovation management processes that may limit the utilisation or scaling of innovations.
- **Part 3** presents a **framework or "tool"** with questions to trigger thought and action to support scaling innovations that advance gender equality. It outlines "what success may look like" at each stage of the scaling process, with a selection of resources included in the Appendix for further guidance."

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11. Addressing Sexual Violence in Humanitarian Organisations: Good Practices for Improved Prevention Measures, Policies, and Procedures

<https://reliefweb.int/report/world/addressing-sexual-violence-humanitarian-organisations-good-practices-improved>

Report the Abuse (RTA), the first global NGO to solely address sexual violence against humanitarian aid workers, has created the first good practices tool to assist humanitarian organisations in their efforts to improve how they address this problem.

As the issue has gained more exposure, humanitarian organisations across the globe have increasingly asked for guidance. This "good practices" tool, as well as other guidelines and information created by RTA, forms the foundational basis for improved prevention measures, policies, and procedures to address sexual violence against humanitarian aid workers.

Any discussion on this issue must start with why it happens, and to that end RTA's good practices tool begins by examining the most significant risk factor for sexual violence in humanitarian workplaces: organisational culture.

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12. Book: Call her a 'farm woman' — not a 'farmer's wife'

<https://nationvalleynews.com/2019/01/08/call-farm-woman-not-farmers-wife/>

As Dianne Harkin recalls it, being a farmer in the 1970s put you low enough in society's pecking order. To be a woman married to a farmer added a whole other dimension to the challenges.

Bridling at the inequities around her in 1975, Harkin co-founded 'Women for the Survival of Agriculture' (WSA) to raise awareness of the issues then faced by female farmers as well as the economic pressures felt by all farmers in general.

The WSA grew into an assembly of about two dozen women locally but also spawned chapters and affiliated groups to become a political force across the country.

Shucking off their old marital label, the newly formed group pushed for recognition of the term "farm woman" or simply "farmer" to more accurately describe themselves.

It's all recorded in the author's new book - *They Said We Couldn't Do It: The Story of a Quiet Revolution*.

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13. Clean Cooking Investment Forum Report

<http://cleancookstoves.org/resources/561.html>

The success of the Clean Cooking Investment Forum (CCIF) in November 2018 in Kigali, Rwanda reflected the dynamism, ambition, and dedication of leaders across the clean cooking sector. We invite you to review some of the key takeaways and quotes in the CCIF 2018 Post-Event Report.

This first-of-its-kind event attracted over 250 participants from more than 40 countries and facilitated over 200 one-on-one meetings during a matchmaking session between companies, investors, donors, consultants, and other market participants. In addition to two days of high-quality content and networking, CCIF provided the opportunity for 20 companies and organizations to exhibit their innovative products and approaches. Ninety-nine percent of CCIF participants that evaluated the event indicated that they would consider joining a similar forum in the future.

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The following articles are not specific to gender equality but may be of interest to those working on proposals.

14. Innovation: Ecosystem Challenges & Recommendations

<https://www.idiainnovation.org/roundtables>

See eighteen specific ecosystem-related challenges that participants discussed in their Roundtables at the IDIA event 'Strengthening the Agricultural Innovation Ecosystem in Kenya' convened in Nairobi in May 2018.

Click on each one to download the Matrix of Recommendations they co-created for the different actors within the ecosystem or download the entire set in one document. You can also view some of the overarching, high-level messages on innovation ecosystems or browse specific recommendations by stakeholder group.

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15. Writing Project Proposals that Win!

<https://www.caidp-rpcdi.ca/content/writing-project-proposals-win>

After the panel presentation held with Alberta Council for Global Cooperation at #Together2018 a special resource was developed. For anyone engaged in writing project proposals, resources were developed in partnership with Canadian Association of International Development Professionals about proposal writing, check it out below.

Huge effort is required to write a winning funding proposal for a development project; the competition is usually stiff. After the hard work put in, it is demoralizing to come up short.

This page will help you:

- Find a donor and the right funding mechanism
- Decide on the best bid opportunities
- Make the strongest case possible

Three presenters share valuable tips:

- Looking for the basics in proposal writing? Meet Denise Buchner, Independent Consultant
- Accessing funds from Global Affairs Canada? Meet Vaughn Lantz, Global Affairs Canada
- Navigate the UN and IFI market place for funding and jobs? Meet Hussein Amery, Universalialia

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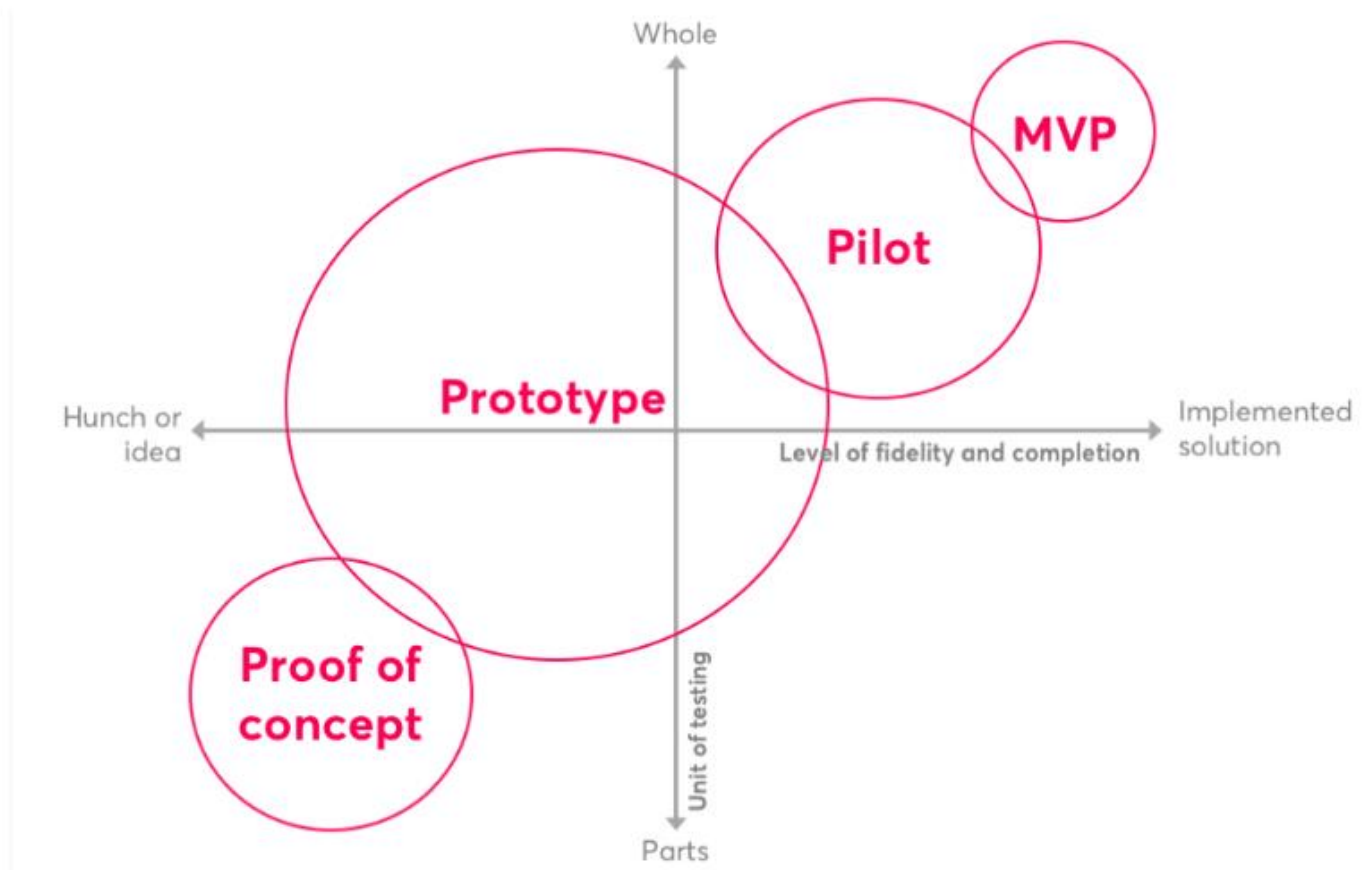
16. Proof of concept, prototype, pilot, MVP – what’s in a name?

<https://www.nesta.org.uk/blog/proof-of-concept-prototype-pilot-mvp-whats-in-a-name/>

You may have come across a range of different approaches for testing and developing solutions, including proof of concept, prototypes, pilots or even Minimal Viable Products (MVPs). They all have something in common and aim to:

- Identify and challenge assumptions by “making things real” and testing them
- Accelerate learning by finding out what works and what doesn’t without investing large amounts of time or resources

We explain what these four methods for testing and developing solutions mean and the differences between them.



Source Nesta, December 2018. <https://www.nesta.org.uk/blog/proof-of-concept-prototype-pilot-mvp-whats-in-a-name/>