



Snow on branches. 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 colleagues, scientific societies and civil society 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.

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Opportunities and Coming Events

1. Society for Canadian Women in Science & Technology

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

Various events are planned around the country in March, including the following.

Sat. March 2 2019. <https://ubcywfs.wordpress.com/> **Vancouver**

First annual **UBC Women and STEM Conference** themes are: stigma and bias women face when pursuing careers in STEM, how the gender gap in STEM can be addressed, and how women in the past and present make a positive impact on the world through STEM.

International Women’s Day 2019: Creating Gender Balance in the Biological Sciences, March 7th 2019 4:30 – 8:00 PM,
JLABS @ Toronto | 661 University Ave, Suite 1300, **Toronto, ON**

Two engaging panel discussions focusing on the representation of women in research and healthcare entrepreneurship. We will discuss the challenges that women in these positions face and speak to some systemic actions we can all take in order to increase the amount of women in leadership positions within biological sciences.

Tue,12 March 2019 | 6:00 PM – 8:00 PM EDT, Leacock Building, Room 232, 855 Sherbrooke St W, **Montreal, QC**

<https://www.eventbrite.ca/e/women-in-stem-panel-roundtable-registration-56253441558>

McGill Students Chapter for Scientists, in collaboration with McGill Women in Leadership Students' Association, is hosting the 3rd annual Women in STEM Panel + Roundtable event with women from various STEM disciplines including biology, engineering, medicine, and education.

African and Canadian Women in STEM - Challenges and Opportunities

Mon, 25 March 2019 | 1:30 PM – 7:00 PM EDT, The Delegation of the Ismaili Imamat, 199 Sussex Drive, **Ottawa, ON**

<https://www.investottawa.ca/event/african-and-canadian-women-in-stem-challenges-and-opportunities/>

A Day to Share, Learn and Celebrate Accomplishments showcasing African women scientists based in Africa and Canada while providing a platform for these women scientists to share and exchange knowledge and ideas on how to enhance the participation of women in STEM and help us to celebrate the successes registered on the African continent. The output will be the establishment of networks and collaboration between African and Canadian Women Scientists.

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2. U of Guelph's Arrell Graduate Scholarships

<https://arrellfoodinstitute.ca/grad-scholars/>

Arrell Food Institute at the University of Guelph is seeking emerging scholars who are not only academically outstanding but also passionately committed to ensuring that future generations are well fed, that diets are nutritious and equitable, and that agriculture is sustainable.

Arrell Scholarships are valued at \$50,000 per year to support research focused on agriculture and food.

Two deadlines:

- Deadline to submit a completed application for admission to a University of Guelph graduate program is **February 22, 2019**
- Deadline to submit all completed components of the scholarship application is **March 1, 2019**

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3. Advancing Women's Conference West 2019

<https://www.advancingwomenconference.ca/2019west/>

The Advancing Women in Agriculture Conference is created for every woman who is passionate about agriculture and food, whether you are a university student studying agriculture, producer, rancher, entrepreneur, representative of a grower association or corporate agribusiness. AWC is for women who want to enhance their family life, community, career, and industry. **March 11 & 12, 2019 Hyatt Regency, Calgary, AB**

Presenters include Annemieke Farenhorst from U of Manitoba, Tiffany Koberstein for iDE Canada, and more!

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4. Young Entrepreneur Challenge Fund

<https://www.accessagriculture.org/young-entrepreneur-challenge-fund-how-enter>

Through the Young Entrepreneur Challenge Fund, Access Agriculture is requesting young people to propose innovative ideas to make a business, or expand their existing business, around the dissemination of agricultural videos. Eligibility criteria include age younger than 30 years, and residence in any country in Latin America, Africa or Asia-Pacific. Proposals need to be submitted **before 21st March 2019**. Winners will be selected based on the novelty and strength of their business plan.

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5. Call for Journal Articles: Gender & Development

<http://www.genderanddevelopment.org/uncategorized/call-for-contributions-re-imagining-international-development/>

In March 2020, Gender & Development will examine the theme of Re-imagining International Development. This issue of Gender & Development will explore an intersectional feminist analysis to re-imagine the sector and consider what doing so would mean for our practice. The voices of feminists in development challenge the sector.

Ideas for articles include the following, but please suggest others.

- Developing genuinely equal partnerships - case studies or research about how these can be rooted in genuine solidarity rather than an extractive relationship
- Participatory grant-making – how can decision making by those affected become standard practice? How might funders decolonize their approaches and make them more equitable?

- Walking the talk on inclusion and transformation: how can we address the striking lack of diversity in many of our organisations, and the undervaluing of lived knowledge and expertise?

Please send a paragraph outlining your proposed idea for an article for this issue, in an email (no attachments please) to csweetman@oxfam.org.uk by **31 March 2019**. Commissioned articles (of around 7,000 words) will need to be completed for a deadline of **15 July 2019**. Guidelines for contributors can be found at www.genderanddevelopment.org

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6. Advancing Women’s Conference East 2019

<https://www.advancingwomenconference.ca/2019east/>

- Connect with like-minded women passionate about agriculture and food.
- Grow from informative, inspiring and motivating discussions with influential leaders.
- Learn the tools and techniques that will empower you to live to your full potential.

October 27 to 29, 2019, Niagara Falls, Ontario.

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This Month’s News

1. Manitoba Women in Agriculture & Food (MwAF)

<https://mbwomeninagnfood.wixsite.com/mwaf/champions>

This is a series of postings devoted to people and organizations that are actively working to advance women in ag. Meet Candace Hill, Manager, Brand Planning and Execution at Farm Credit Canada

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

I feel I have a responsibility to understand the issues, participate in the conversation, stay curious, be more aware of my biases, and be part of the solution. Inclusivity and diversity are important topics. There are so many opportunities for people within the agriculture industry to participate.

7. 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?

Through my recent special project work at FCC, I was able to deepen my awareness, perspective and learn. I’ve learnt that we have work to do, barriers exist, and know that there are many groups, organizations, and individuals doing really great things to connect, empower and inspire women in agriculture. It’s encouraging to see. There is a need for access and connections to people, resources, capital, and training to help women in agriculture grow themselves and their business. I feel there is a lack of awareness of what types of support exist today and how to access it. This represents an opportunity to collaborate across the industry and outside of it, to make it easier for people to connect and access the information and tools they desire.

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

I feel it is important for everyone to find a way to be part of the conversation, be open to working together, be aware of biases, and commit to understanding opportunities and challenges that exist. When we have a deeper understanding, stay curious, keep an open mind, and work together to be part of solution I believe it will create change at a faster pace. I see many groups doing great things. I feel that when we collaborate, we can build more momentum in support of a diverse and inclusive industry where everyone thrives.

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2. What women in agriculture need and want

<https://www.country-guide.ca/opinion/what-women-in-agriculture-need-and-want/>

What do women in agriculture need? What do they want? Brenda Schoepp asked Canadian women who are farmers or in agriculture. The open forum for response on social media was complemented with phone calls and emails in which women thoughtfully responded with their wants and needs.

1. Women need healthier tax attitudes
2. Women need farm partners to recognize the business of farming
3. Women need responsible lenders
4. Women need more support in succession planning
5. Women need to be respected and heard
6. Women need lower energy costs and universal day care
7. Women want more knowledge

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3. Bias against funding Canada's female scientists revealed in study

<https://www.cbc.ca/news/health/cihr-gender-bias-1.5009611>

A new Canadian analysis in The Lancet validates complaints that the awarding of research grants is biased against female scientists. The analysis found women are less likely to receive valuable research dollars if their grant applications are reviewed based on who the lead scientist is, rather than what the proposed project is.

The study, titled "Are gender gaps due to evaluations of the applicant or the science?", analyzed almost 24,000 applications submitted to the Canadian Institutes of Health Research (CIHR) — the federal government agency that awards approximately \$1 billion in science grants annually.

The study's lead author, Holly Witteman, says CIHR created "a natural experiment" when in 2014 it established two new funding streams — the Project Grant Program, which focuses on funding "ideas with the greatest potential," while the Foundation Grant Program funds "research leaders."

Men and women performed similarly in Project Grants — 13.5 per cent of male applicants and 12 per cent of female applicants were successful. But under the Foundation program — 13.9 per cent of male applicants won grants, compared to only 9.2 per cent of women. The disparity is most striking in the field of public health, where female applicants outnumber male applicants, but men are twice as likely to win Foundation grants — 14.1 per cent vs 6.7 per cent. Overall, grant applications from men outnumber those by women two to one.

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4. Gender Gap Made Worse by Land Degradation

<http://www.ipsnews.net/2019/01/gender-gap-made-worse-land-degradation/>

GEORGETOWN, Jan 31 2019 (IPS) - In parts of the world where the gender gap is already wide, land degradation places women and girls at even greater risk.

The United Nations Convention to Combat Desertification (UNCCD) framework for Land Degradation Neutrality (LDN), highlights that land degradation in developing countries impacts men and women differently, mainly due to unequal access to land, water, credit, extension services and technology. It further asserts that gender inequality plays a significant role in

land-degradation-related poverty hence the need to address persistent gender inequalities that fuel women’s poverty in LDN interventions.

Against this background, Dr. Douglas Slater, Assistant Secretary General Human and Social Development at the Caribbean Community (CARICOM) Secretariat, said gender mainstreaming is very important in all aspects of sustainable development for the Caribbean. “We know in agriculture, that on several occasions our women are very much involved in some of the work and we have to ensure that they continue to be so, but that the resources are placed at their disposal to get them to really be fully engaged,” Slater told IPS. “I think that at the same time, because we are small countries, technology that is utilised in agriculture has to be looked at for us to be most efficient and we need to see how all genders can get involved.”

He noted that particularly with regards to the training of agricultural workers and the use of agricultural equipment, there was too much bias towards the male gender. He added that more needs to be done to convince young people that agriculture can provide a good livelihood and women are capable and should be involved too. Slater spoke to IPS at the 17th Session of the Committee for the Review of Implementation (CRIC17) of the UNCCD in Georgetown, Guyana.

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5. Breaking down gender barriers in Kenya’s agri-business industry

<https://www.facebook.com/notes/canadas-international-development-global-affairs-canada/breaking-down-gender-barriers-in-kenyas-agri-business-industry/2268302163222494/>

The core business of Vert Limited, a private, for-profit company in Kenya is to produce, grade, package and export fresh fruits and vegetables, mainly to the European market.

With mentorship from Mennonite Economic Development Associates (MEDA) and funding from Canada’s *Equitable Prosperity through Private Sector Development* project, Vert has expanded staff mobilization and recruitment. The company advocates for inclusivity, ensuring that women are represented in the top positions of its leadership.

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6. Mapping participation in economic advancement

<http://www.eldis.org/keyissues/mapping-participation-economic-advancement>

PEKKA is a self-governing network of associations involving over 29,000 rural widows and abandoned and divorced women in 900 villages across Indonesia. PEKKA supports household livelihoods through savings and borrowing cooperatives and increased economic productivity through group and individual enterprises. PEKKA also promotes political empowerment by providing education on political rights and obligations as citizens; developing the leadership potential of PEKKA cadres in participating in decision-making processes in the community; and facilitating the active participation of PEKKA cadres in political processes in Indonesia.

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7. Women’s Land Rights in Liberia in Law, Practice, and Future Reforms

<https://landwise.resourceequity.org/records/3044-women-s-land-rights-in-liberia-in-law-practice-and-future-reforms-lgsa-women-s-l>

Women’s Land Rights in Liberia in Law, Practice, and Future Reforms: LGSA Women’s Land Rights Study

This study is a consolidated resource to help guide the gender-responsive implementation of Liberia’s 2013 Land Rights Policy (LRP). It is based on legal research of the formal legal system; original, exploratory field research in five communities spanning three counties; and secondary research drawing primarily from research conducted under USAID’s Liberian land projects.

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8. Farmers Secure Land and Food Thanks to ‘Eyes in the Skies’

<http://www.ipsnews.net/2019/02/farmers-secure-land-food-thanks-eyes-sky/>

In Tanzania farmers struggle to obtain credit because many do not have bankable assets or a record of performance to offer as collateral. But Rose Funja had an idea to help farmers, particularly women, obtain proof of land ownership that they could use as collateral to access credit. It was a smart solution: using geographical information system (GIS) technology to generate useful information for farmers.

Now AgrInfo profiles farmers, the size and location of their farms, and the crops they grow on them. This data is then posted onto an online platform that financial institutions can access and use to assess the creditworthiness of farmers and their eligibility to qualify for loans.

In 2017 Funja was exposed, through CTA, to the applied use of Unmanned Aerial Systems (UAS) and was trained in the business aspect of operating drones. UAS is based on drone technology and provides information faster and more accurately. Funja went on to become one of the pioneer multi-copter drone pilots in Tanzania.

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9. The OneLove Africa Foundation

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

OneLove Africa Foundation is a registered NGO that creates economic development opportunities and improves the quality of life for women and youth in the Kilimanjaro and Zanzibar regions of Tanzania. We do this through entrepreneurial training, micro-lending and ongoing business support delivered by our Kilimanjaro Field Team or other partner organizations. We also work to build the capacity of other NGO's through train-the-trainer and teaching curriculum. To date, OneLove has been responsible for the start-up of over 2,200 businesses and we have empowered over 120 trainers.

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10. Celebrating Women in Science: Eight Women Breaking Ground in Agriculture

<https://foodtank.com/news/2019/02/celebrating-women-in-science/>

The United Nations marked **February 11th as the International Day of Women and Girls in Science**—an opportunity to celebrate women and girls in their pursuit of a discipline long dominated by men.

While a growing number of women enroll in universities every year, women currently only make up 30 percent of the world's researchers. At the doctoral level, the number of female graduates drops significantly.

However, despite the statistics, countless women are breaking new ground in the sciences. In the field of integrated pest management (IPM), women are thriving on the farm, in the lab, and elsewhere, using sustainable technologies against some of the world's greatest crop threats.

For this year's International Day of Women and Girls in Science, eight women who collaborate with the Feed the Future Innovation Lab for Integrated Pest Management reflect on their own contributions to food security and the vital role women play in science around the world.

1. Mafruha Afroz is a senior scientific officer in plant pathology at the Bangladesh Agricultural Research Institute.
2. Maria Elisa Christie is Director of Women and Gender in International Development at Virginia Tech's Center for International Research, Education, and Development.
3. Bimala Rai Colavito is a photographer, videographer, and communications volunteer for iDE in Nepal.
4. Seerjana Maharjan is a doctoral student at Tribhuvan University in Nepal.

5. Jesca Mbaka is a senior research scientist and Center Director at Kenya Agricultural and Livestock Research Organization.

6. Anju Poudel is a doctoral student at Tribhuvan University in Nepal.

7. Mossammat Shamsunnahar is a principal scientific officer in plant pathology at the Bangladesh Agricultural Research Center.

8. Kim Hian Seng is a project coordinator for iDE in Cambodia.

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11. Scaling up improved legume technologies in Tanzania

<https://www.idrc.ca/en/research-in-action/scaling-improved-legume-technologies-tanzania>

Some of the major hurdles of adoption of improved legume technologies were the lack of information reaching farmers and the absence of an effective national extension service and input supply system.

The more information sources that reach farming households, the more likely they are to adopt new technologies. In this project, farmers heard consistent messages about the benefits of improved legume technologies through information channels (e.g., print and interactive radio), traditional extension approaches (e.g., demonstration plots, training days), and information tailored for youth, the elderly, men and women farmers (e.g., comics, radio listening groups). This approach resulted in suppliers being more responsive to farmer needs as well as pragmatic policy reforms to cut input costs and facilitate faster registration of the seed varieties that farmers want. All of these measures have improved the uptake of the technologies and boosted market scale-up of new high yielding and disease-resistant seeds.

Radio campaigns proved to be the most effective at targeting large audiences.

A comic book called Shujaaz was developed and distributed nationwide to reach young people in bean farming families in target areas.

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12. Strengthening women's voices in land decisions: what works?

<https://www.iied.org/strengthening-womens-voices-land-decisions-what-works>

While investments in agriculture can potentially provide local benefits, they often result in communities losing their land due to exclusionary practices. Women tend to lose out more than men. They are often excluded from decisions that determine land allocation. And with weaker tenure security, the land that provides their main source of livelihood is more easily taken away.

Over the past two-and-a-half-years, IIED alongside partners NETRIGHT, IED Afrique and TAWLA have been implementing a project in Ghana, Senegal and Tanzania that seeks to strengthen women's voices in local land governance.

Discussions highlighted that Tanzania's decentralised governance system – with its local government bodies, gender quotas (the minimum number of women required to be members of village councils) and clear democratic processes for allocating land – holds real potential for developing replicable locally-owned solutions to improve women's participation.

In Ghana, local-level land management is governed by customary law and practices. Decisions on land allocation are usually made by traditional chiefs or family heads (mostly men) and rarely involve community members. Getting women involved would not only require navigating local customs but also establishing inclusive and participatory platforms.

Given that both gender and land governance can be highly sensitive, participants discussed the best techniques to engage communities on those issues. They identified four key lessons:

1. **Identify the right intermediaries:** challenging well-established social norms can disrupt social order. Identifying and working with the right intermediaries (such as local government representatives, traditional or religious leaders) can help ensure the community buys in to the proposed approach
2. **Challenge thinking on gender while respecting customs and traditions:** communities' customs and traditions may be gender discriminatory and need to be challenged. However, customs and traditions must be treated with respect. When civil society organisations engage with traditional authorities and leaders on gender, it is key they do so in a considerate way
3. **Work with men and women separately during scoping:** in traditional contexts, women tend not to voice their views and opinions in front of men. Partners agreed that engaging with women and men separately during the scoping phase enabled them to better understand the issues women face. Women and men should be mixed further down the line during community dialogues and validation discussions where decisions with community-level implications are made
4. **Getting men on board:** to maintain social cohesion and avoid backlash, all community members need to understand the benefit of the intervention. It is key to engage with men so they recognise the positive impact of women's participation for the community and don't feel sidelined.

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13. Five steps to put young people at the heart of development

<https://www.theguardian.com/global-development/2016/apr/29/five-steps-young-people-heart-of-development-global-goals>

Responding to the needs of the world's 3.5 billion young people will be vital in achieving the global goals. How do we get them more involved in policy-making? With more than half the global population aged under 30, issues affecting young people are receiving greater attention from policymakers. Leaders are beginning to realise that responding to young people's needs is the only way to meet the biggest challenges facing the world. But how involved are young people in the decisions that affect them?

- Offer us a seat at the table
- Don't make us your tokens
- Fund youth-led, grassroots projects
- Collect data on the issues that affect us
- Teach us what you know

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14. Why Diversity is Crucial to Success in STEM

<https://ceric.ca/2019/02/why-diversity-is-crucial-to-success-in-stem/>

Diversity has become a buzz word; there are diversity councils, diversity festivals and job titles that have the word diversity in them. Everyone is talking about diversity, but does it really matter – or is it just hype? Does diversity matter when we talk about STEM? The truth is that not only does diversity matter, without it, STEM would quickly stagnate.

When we talk about diversity, we typically talk about diversity of gender, ethnicity, age, sexual orientation, nationality etc., but we must not forget to also include neurodiversity. We not only *look* and *act* differently, we also *think* differently.

Rather than focusing on specific attributes, building a diverse team starts with providing an inclusive environment. Inclusion allows us to bring together different people with different strengths and different weaknesses; people that complement each other and make a stronger team. We need diversity; diversity drives innovation, and diversity is key to our growth as individuals and as organizations. STEM is no exception.

15. **Tungteiya Shea Butter Association and The Body Shop**

<http://www.tradeforum.org/Success-through-Shea/>

<https://www.facebook.com/thebodyshopuk/photos/the-tungteiya-shea-butter-association-is-made-up-of-over-475-women-in-11-village/531739893506696/>

Cosmetic company, The Body Shop is celebrating a 25 year relationship with Tungteiya Shea Butter Association from northern Ghana. The Tungteiya Shea Butter Association is made up of over 475 women in 11 villages around Tamale, northern Ghana. Money from their trade has been used to fund water pipes and wells, and provide access to medical care, better housing and education.

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16. **GAC and Sexual exploitation and abuse in international assistance**

https://international.gc.ca/world-monde/issues_development-enjeux_developpement/sexual_exploitation-exploitation_sexuels/index.aspx?lang=eng

In February 2019, Global Affairs Canada launched a web page describing the commitment to addressing sexual exploitation and abuse. Many Canadian development and humanitarian organizations have signed CCIC’s Leaders’ Pledge on Preventing and Addressing Sexual Misconduct. In signing the pledge, these organizations commit to implementing policies and practices that protect their own staff, volunteers and the communities they serve from sexual exploitation and abuse.

The Canadian government expect recipients of Canadian funding to follow international best practices and to take appropriate measures to prevent and respond to sexual exploitation and abuse. The Minister for International Development sent a letter to all Canadian international assistance partners receiving Canadian funding in May 2018 describing these expectations.

One of these expectations was for partners to have publicly available codes of conduct covering sexual exploitation and abuse. The department’s General Terms & Conditions for Contribution Agreements require partner organizations signing a new contribution agreement for international development assistance to have or develop a publicly available Code of Conduct on prevention and response to sexual exploitation and abuse within six months of signing the agreement.

Our guidelines on applying for International Humanitarian Assistance, outline how partners must align their codes of conduct with the Inter Agency Standing Committee’s six core principles relating to sexual exploitation and abuse and the accompanying eight minimum operating standards.

As of September 1, 2019, we will require partner organizations to have a code of conduct to prevent and respond to sexual exploitation and abuse in place to apply for development and humanitarian funding.

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17. **UN Accused of Failing to Move Aggressively Against Sexual Abuse**

<http://www.ipsnews.net/2019/02/un-accused-failing-move-aggressively-sexual-abuse/>

UNITED NATIONS, Feb 27 2019 (IPS) - The United Nations, which prides itself with a “zero tolerance” policy on sexual exploitation and abuse, has come under relentless fire for failing to match its words with deeds—specifically in relation to some of the high-profile cases that have jolted the Organization.

Secretary-General Antonio Guterres last week announced a new advisory board of civil society leaders who’ll recommend fresh solutions to the UN’s long-running crisis of sexual abuse by its own personnel.

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1. Women's Land Rights Help Desk

<https://consortium.resourceequity.org/help-desk/>

Blog at <https://resourceequity.org/2019/01/22/got-questions-womens-land-rights-help-desk/>

In January 2019, a new initiative called the Women's Land Rights Help Desk was launched. The WLR Help Desk is a page on the Research Consortium site where you can submit your women's land rights questions and a land tenure expert will respond within about one week. As questions are submitted, the answers will be made available in the knowledge base, which you can search.

Our hope is that the WLR Help Desk will be a way to share information and knowledge when it is needed, to identify what we do not know and need to understand, and to push for and demand secure land tenure for women and men.

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2. Mainstreaming gender and social differentiation into research activities in West Africa

<https://ccafs.cgiar.org/publications/mainstreaming-gender-and-social-differentiation-ccafs-research-activities-west-africa#.XFxcSKpKjIV>

This Info Note from CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS) aims to present a summary of results from gender-related activities at the CSVs in West Africa. The gender mainstreaming included the capacity building of implementation team, the empowerment of women with gender sensitive activities and the understanding of gender perception on climate change and adaptation strategies.

Key messages

- Success in gender mainstreaming in CSVs work requires: (i) a capacity building of implementation team and partners in participatory gender research, (ii) an involvement of women through development and implementation of gender responsive projects, and (iii) an empowerment of women groups around CSA activities.
- Women and men have similar perceptions of climate variability and change in Ghana and Mali CSV sites. However, their perceptions on adaptation strategies are different.
- Women and men have different access and use of CSA technologies and practices including climate information services because of gender gap in agriculture across the assets and resources (access to phone, access to education, and access to trainings).

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3. Are gender gaps due to evaluations of the applicant or the science? A natural experiment

[https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(18\)32611-4/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(18)32611-4/fulltext)

Summary

Background Across countries and disciplines, studies show male researchers receive more research funding than their female peers. Because most studies have been observational, it is unclear whether imbalances stem from evaluations of female research investigators or of their proposed research. In 2014, the Canadian Institutes of Health Research created a natural experiment by dividing investigator-initiated funding applications into two new grant programmes: one with and one without an explicit review focus on the calibre of the principal investigator.

Methods We analysed application success among 23 918 grant applications from 7093 principal investigators in all investigator-initiated Canadian Institutes of Health Research grant programmes between 2011 and 2016. We used generalised estimating equations to account for multiple applications by the same applicant and compared differences in application success between male and female principal investigators under different review criteria.

Findings Overall application success across competitions was 15·8%. After adjusting for age and research domain, the predicted probability of success in traditional programmes was 0·9 percentage points lower for female applicants than male applicants (95% CI 2·0 lower–0·2 higher; odds ratio 0·934, 95% CI 0·854–1·022). In the new programme, in which review focused on the proposed science, the gap remained 0·9 percentage points (3·2 lower–1·4 higher; 0·998, 0·794–1·229). In the new programme with an explicit review focus on the calibre of the principal investigator, the gap was 4·0 percentage points (6·7 lower–1·3 lower; 0·705, 0·519–0·960).

Interpretation Gender gaps in grant funding are attributable to less favourable assessments of women as principal investigators, not of the quality of their proposed research. We discuss reasons less favourable assessments might occur and strategies to foster fair and rigorous peer review.

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4. Spoken Word: What We Teach

<http://mcic.ca/voices-for-change>

Three talented high school students from Fort Richmond Collegiate in Winnipeg, Manitoba weave together powerful tales of intimate partner violence, child marriage and sexual assault in countries around the world — including Canada, Sudan and Bangladesh — in this evocative spoken word poem, showing that gender discrimination knows no boundaries.

Chosen from a pool of young Manitoba applicants interested in learning about global gender equality and the art of spoken word, Sophia Abolore, Urooba Ahmed and Jay Webster worked with MCIC’s public engagement specialist, Keana Rellinger and professional spoken word artist, Steve Locke, to write and record this collaborative piece.

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5. Equity-focused, gender-responsive evidence: A blind spot in VNR reporting

<http://pubs.iied.org/17497IIED/>

In 2018, 46 countries expressed their commitment to the 2030 Agenda for Sustainable Development by voluntarily presenting national reviews of their progress on implementing the Sustainable Development Goals (SDGs) at the 2018 High-level Political Forum (HLPF). Analysis of these voluntary national reviews (VNRs) found that, although monitoring is strong, evaluation receives almost no attention. VNR reporting is not incorporating evaluative evidence, particularly equity-focused and gender-responsive evidence. Access to disaggregated data is a core challenge to tracking progress. Nevertheless, countries are actively looking for solutions, recognising that gender equality is an enabler and accelerator in achieving all the SDGs. Equity-focused, gender responsive implementation, assessment and evaluation of the 2030 Agenda offers an opportunity for transformative change to achieve gender equality and equity in the SDGs era and beyond.

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6. A Technical Guide: SAVINGS GROUPS FOR ADOLESCENTS AND YOUTH AFFECTED BY HIV

<https://mangotree.org/Resource/Savings-Groups-for-Adolescents-and-Youth-Affected-by-HIV-A-Technical-Guide>

The relationship between poverty and HIV is complex, but the evidence of that relationship has been so strong that household economic strengthening (HES) interventions are considered core to OVC programming. Informal saving and

lending groups, or savings groups (SGs), are among the most commonly implemented HES interventions in the PEPFAR programming portfolio—historically, they have targeted caregivers.

This guide’s focus is on HIV-affected young people aged 14–24 years who participate in youth-only adolescent and youth savings groups (AYSG). While evidence about HES interventions with this population is limited, this guide draws on existing evidence and lays out guidance for implementing organizations and donors to make evidence- and practitioner-informed decisions about the design and implementation of AYSG programs that maximize benefits for, and minimize risks to, young people affected by or living with HIV. The guide supports users to consider how AYSG participation affects HIV outcomes and encourages them to monitor this over the course of program implementation.

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7. Report on Renewable Energy: A Gender Perspective

<https://irena.org/publications/2019/Jan/Renewable-Energy-A-Gender-Perspective>

Renewable energy employs about 32% women, compared to 22% in the energy sector overall. Still, within renewables, women’s participation in science, technology, engineering and mathematics (STEM) jobs is far lower than in administrative jobs.

This report from the International Renewable Energy Agency (IRENA) examines the question of gender equity throughout sector. Building on a ground-breaking survey of employees, companies and institutions, it finds that much remains to be done to boost women’s participation and allow their talents to be fully utilised.

IRENA estimates that the number of jobs in renewables could increase from 10.3 million in 2017 to nearly 29 million in 2050. The ongoing global energy transition offers the chance to create new jobs and reshape all aspects of how energy is produced and distributed.

Renewables offer diverse opportunities along the value chain, requiring different skill sets. But these opportunities should be equally accessible, and the benefits equitably distributed, the report notes.

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8. Guide: A Feminist Approach to International Solidarity/ ÉGALITÉ ENTRE LES FEMMES ET LES HOMMES

<https://www.aqoci.qc.ca/?-Egalite-entre-les-femmes-et-les-&mc>

L’Association québécoise des organismes de coopération internationale (l’AQOCI) has published a guide on the notions of a feminist approach to international cooperation. It serves as a reference tool so that participants can deepen the concepts presented during the training.

Grâce au travail de son Comité québécois femmes et développement (CQFD), fondé en 1984, l’AQOCI est reconnue pour son expertise en genre au sein de la communauté du développement international au Québec et au Canada.

Fort de cette histoire, l’AQOCI a souhaité en 2013 aller plus loin en renforçant son engagement pour la promotion de l’égalité entre les femmes et les hommes et la défense des droits des femmes en adoptant une politique d’égalité entre les femmes et les hommes (ÉFH) ainsi qu’une identité résolument féministe.

L’AQOCI souhaite encourager la participation de ses membres au CQFD, afin de renforcer les capacités analytiques, organisationnelles et opérationnelles des OCI membres pour qu’ils puissent intégrer davantage l’égalité entre les femmes et les hommes, au sein de leur organisme tant au niveau institutionnel que dans leurs programmes.

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