



GEM Digest of the Month for March 1, 2016

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Women's Day gathering in 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, organizational development and international 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 to compile and re-distribute once a month. Back issues of the GEM Digest are available [here](#).

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Opportunities and Upcoming Events

1. International Women’s Day 2016

<http://www.un.org/en/events/womensday/>

International Women’s Day – March 08 - is a time to reflect on progress made, to call for change and to celebrate acts of courage and determination by ordinary women who have played an extraordinary role in the history of their countries and communities.

The theme for the United Nations Observance of International Women’s Day 2016 is “Planet 50-50 by 2030: Step it Up for Gender Equality”.

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2. Conference: Migration, gender and agrarian change in the Global South

<http://conference.rgs.org/Conference/CallForPapers/View.aspx?heading=Y&session=0a04d925-87bb-409e-8bc0-fe58248d83d7>

The International Water Management Institute published a call for papers for a panel session on “Migration, gender and agrarian change in the Global South” at the Royal Geographical Society (RGS) conference from August 31st to September 2nd in London, England.

Abstract:

There are an estimated 214 million international labour migrants and 740 million internal labour migrants worldwide. The impact of migration on receiving countries and regions has received unprecedented public and policy interest in recent years. However, migration also has a far reaching impact on rural economies and the trajectory of change in agriculture within the Global South. Understanding the relationship between migration and agrarian change is a classic ‘nexus’ challenge. The out-migration of men and youth in particular, can result in transformations in gender relations in agriculture,

changes in how natural resources are managed, new patterns of investment, and reconfigured power relations and geographies of inequality. However, the character of these agrarian transformations over time and place are mediated by larger scale processes such as climate change and regional or global political economy – the same processes which drive migration in the first place. This event will bring together case study research on migration and rural change in the Global South to generate dialogue and debate on rural transformation in migrant sending regions and countries, to identify a research and policy agenda.

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3. Training program for social scientists on gender and agriculture research

<https://genderfoodpolicy.files.wordpress.com/2016/02/researching-gender-and-agriculture-pdf.pdf>

A LEARNING PROGRAM FOR SOCIAL SCIENTISTS

COURSE DATES:

Module 1 (Round 1): 6 - 10 June 2016

(Round 2): 21 - 25 November 2016

Module 2 (Round 1): 28 November - 2 December 2016

TARGET AUDIENCE

Social scientists engaged in research in national research organizations, universities, international organizations, non-governmental organizations, Ministries of Agriculture, Planning and National Bureaus of Statistics, among others.

ELIGIBILITY CRITERIA

The course will be taught in English. Knowledge of statistical software for qualitative and quantitative data analysis such as STATA, SPSS, NVivo, desirable but not essential.

COSTS

Upto USD 3,500 per module. The course fee includes hotel accommodation, course material and meals (except dinner). Participants will also be required to cover their cost of travel and travel related expenses such as visas and incidental costs.

RESOURCE PERSONS

The course is designed and facilitated by the Africa Centre for Gender, Social Research and Impact Assessment, and PICO-Eastern Africa.

VENUE

Nairobi, Kenya. Details of the venue will be communicated to participants upon receipt of the application form.

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This Month's News

1. International Day of Women and Girls in Science on February 11th

<http://www.un.org/en/events/women-and-girls-in-science-day/index.shtml>

Mark your calendars for next year's commemoration of the International Day of Women and Girls in Science. This year was the first observance.

Science and gender equality are both vital for the achievement of the internationally agreed development goals, including the 2030 Agenda for Sustainable Development. Over the past 15 years, the global community has made a lot of effort in inspiring and engaging women and girls in science. Unfortunately, women and girls continued to be excluded from participating fully in science. According to a study conducted in 14 countries, the probability for female students of graduating with a Bachelor's degree, Master's degree and Doctor's degree in science-related field are 18%, 8% and 2% respectively, while the percentages of male students are 37%, 18% and 6%.

In order to achieve full and equal access to and participation in science for women and girls, and further achieve gender equality and the empowerment of women and girls, the United Nations General Assembly adopted resolution A/RES/70/212 declaring 11 February as the International Day of Women and Girls in Science.

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2. Someone on Twitter is writing about male scientists as if they were females

<http://www.sciencealert.com/someone-on-twitter-is-writing-about-male-scientists-as-if-they-were-females>

«A devout husband and father, Darwin balanced his family duties with the study of the specimens he brought from his travels.»

«Pierre Curie, married and proud father of two, found time for love and family during his short scientific career.»

«No one could imagine that behind Newton's large eyes and frail appearance hid one of the most prodigious brains in the world.»

«He had the body of an athlete and the face of a movie star. But Oliver Sacks chose science over glamour.»

It's no secret that there's still a difference between men and women are perceived in the science world. Sure, it's a lot easier for a woman to become a scientist or an engineer now than it was 50 years ago, but despite all our progress, there's still the very real issue of subtle, systemic sexism.

Spanish Twitter user Daurmith started writing short biographies of famous historical male scientists as if they were women. The results are hilarious, and incredibly eye-opening. It just shows how not-so-subtle 'subtle' discrimination is when it's reframed.

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3. Works of Art Depicting Women in Science

<http://www.scientificamerican.com/article/15-works-of-art-depicting-women-in-science/>

The artists in a collection of works featuring women in science have contributed boldly to the dual goals of celebrating women in the STEM fields and portraying them positively through the lens of visual media. A selection was featured at a women-in-STEM art exhibit in Austin, Texas in 2014.

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4. Why Women Need to Stop Saying Sorry in the Workplace

<http://blog.agcareers.com/career-cultivation/why-women-need-to-stop-saying-sorry-in-the-workplace/>

Marji Guylar-Alaniz, President and Founder of FarmHer (www.farmher.com), is a lifetime lowan and lover of photography. That love combined with Graphic Design, Journalism and Photography degrees from Grand View University, an 11-year career in corporate agriculture and an MBA from Drake University led her to launch FarmHer in the spring of 2013. Through FarmHer she is updating the image of agriculture by showing the female side of farming, creating community amongst women in agriculture and outreach to young women interested in agriculture. Her work for FarmHer has been featured in an expanse of areas ranging from Public Television and RFD-TV to USDA’s National Ag Day Celebration and O the Oprah Magazine.

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5. Reaching Women through ICT-based Extension

<https://www.youtube.com/watch?v=hPXh0sAGBtk>

<http://ingenaes.illinois.edu/>

INGENAES is the Integrating Gender and Nutrition within Agricultural Extension Services project funded by USAID. INGENAES is working with partners in Bangladesh to improve gender equity of Information and Communication Technology (ICT) based agricultural extension. A webinar held on February 24th, 2016 presented findings on challenges and best practices for reaching women farmers through ICT-based extension, shared examples of how gender is currently being addressed, and hosted a dialogue around next steps and ideas.

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6. Greater Rural Opportunities for Women (GROW) – Ghana

<http://www.meda.org/about-grow>

Using market-driven approaches, MEDA’s Greater Rural Opportunities for Women (GROW) project focuses on improving food security for families in Northern Ghana by assisting women farmers to grow more soybeans and forge market links that will increase incomes.

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7. Preparing women to be career farmers

<http://www.country-guide.ca/2016/02/26/preparing-women-to-be-career-farmers/48294/?module=carousel&pgtype=homepage&i=1>

As more women join the ranks of primary producers, they still find out there are some challenges working in an industry where they are in the minority. How can young women best prepare for a career as a farmer? How can their families help them?

Country Guide asked a variety of experts from backgrounds as varied as the barn and boardroom for their advice on how to get a great start.

These days, with agriculture getting so much more complex, “producer” and “manager” perspectives are both essential for anyone planning a future in the industry.

Reports, Publications and Resources

1. Implementing Gender-Based Analysis in Canada's Public Service

http://www.oag-bvg.gc.ca/internet/English/parl_oag_201602_01_e_41058.html#hd2e

The Office of the Auditor General of Canada conducted an audit between April 2008 and March 2015. The report was completed in May 2015 and was tabled in February 2016. This audit examined whether the selected departments performed adequate gender-based analysis to inform government decisions, and whether Status of Women Canada and the relevant central agencies (the Treasury Board of Canada Secretariat and the Privy Council Office) appropriately supported the implementation of gender-based analysis throughout the federal government. This audit also examined the government's progress on our 2009 recommendations.

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2. Gender Roles & Equality in Agribusiness

<http://www.agcareers.com/track-report-downloads.cfm?ID=64>

Complete the form to download the market research report from 2015 with survey results from 2199 participants.

Key Findings:

- Both men and women felt that there was more gender equality in agribusiness than in the overall professional world.
- Male respondents felt more respected in the agricultural workplace than females.
- Half of women said they have experienced blunt sexism or discrimination based on their gender in the workplace.
- Responses indicate a disparity in pay between genders, with men typically earning more than women in agribusiness.
- There was also a difference in employment levels, with a significantly higher percentage of men in a President/CEO role, Director and Management positions.
- A significantly higher percentage of women than men hoped to advance to a higher level position in the future.
- There was no discrepancy between genders in their willingness to relocate for career advancement.
- Health insurance was the most valued benefit for both genders.
- Female respondents reported feeling the stressors of being a working parent more than men.
- Both men and women had similar views on their employers' accommodations for work/life/family balance, with more than half rating their employer as above average or excellent.
- More than 90% of respondents agreed that they frequently advocate for the agricultural industry, with no significant difference between genders.
- Ninety percent or greater of both genders felt that women were an integral part of agribusiness.

- More than 80% of both genders felt that the attitude toward women working in agribusiness has changed for the better in the past ten years.
- Nearly 90% of women felt optimistic about their opportunity for advancement in ag, while only 56% felt optimistic about their opportunities for advancement outside of agriculture.
- More than 70% of women felt outnumbered by men in agribusiness.
- Women reported having more male mentors than female mentors in agriculture.

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3. Video: Women in STEM

<https://youtu.be/AgsxSxuBTMI>

Where's it STEM from? There's a lack of women enrolling in science, technology, engineering and math (STEM) post-secondary programs across Canada. Mount Royal University takes aim at this nation-wide conundrum as a group of innovative faculty and alumnae carve away the stereotypes surrounding women's roles in computer science, math and tech-start-ups.

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4. Empowering men and women to participate more effectively in REDD+

Available online at: <http://www.eldis.org/cf/rdr/?doc=74010>

<http://www.norway.go.tz/Documents/17%20mai/Policy%20Brief%207.pdf>

Introduction and background

“Gender” refers to the roles, expectations, opportunities and social relations that exist between men and women within any given society. In a diverse country such as Tanzania, with widespread geographical social, ethnic and religious backgrounds, gender relations vary significantly across the country and from region to region. “Gender equality” refers to the availability of equal rights and opportunities for women and men, boys and girls within a society.

Although gender equality remains high on international and national agendas within environment, development and climate change sectors, its implementation on the ground remains limited – as a result of entrenched social values, lack of capacity within implementing organisations, low levels of political will and low levels of awareness and education among women and girls in affected areas.

Within the context of international negotiations on REDD+, gender remains a relatively minor aspect of the agreements concluded to date. This tendency is replicated in many national level REDD+ strategies and action plans, which often pay little attention to the different roles played by men and women in forest management and how gender relations impact their ability to access and benefit from sustainable forest management. A recent evaluation of Tanzanian REDD+ projects found relatively low consideration of gender aspects beyond encouraging and monitoring (by counting) the participation of women in project-supported activities at output rather than outcome level. This narrow interpretation of gender misses all considerations of empowerment and fails to challenge existing gender inequalities within the local society.

Key policy messages

- With its high technical demands on forestry, land-use and measurements, reporting and verification, gender remains low on the list of priorities in REDD+ programming and women are benefiting less rather than more from REDD+.
- The low inclusion of gender across projects and government interventions is due to a range of reasons such as cultural and social values, heavy concentration of men at all levels in project implementation, low capacity and entrenched interests.
- Greater attention to REDD+ at policy level, institutional as well as project level, will reap important dividends, both in achieving greater levels of effectiveness but also in terms of ensuring women, as well as men are empowered to reach their own development goals.

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5. Gender review of selected programmes in the agriculture portfolio of the Norwegian Embassy in Malawi

Available online at: <http://www.eldis.org/cf/rdr/?doc=74001>

<https://www.norad.no/globalassets/publikasjoner-2015-/gender-review-of-selected-programmes-in-the-agriculture-portfolio-of-the-norwegian-embassy-in-malawi.pdf>

The aim of the gender review is to facilitate *a change* in reporting on gender equality in the agricultural portfolio. Today, the reporting from organisations often focuses on numbers and share of women participating in projects (activities/outputs), and not on the results of gender equality caused by the interventions. The review is an attempt to discuss various ways to enhance reporting.

Some of the general findings include:

- The organisations had to a limited degree included a gender analysis in the preparatory work on the projects. Gender was commonly referred to as gender imbalance, but there were nonspecific analyses of gender-roles in the geographical areas of implementation. Intra-household relations were given little attention, despite the fact that Malawian households consist of different economic spheres for men and women, with gender-specific rights to different types of crops and livestock. The specific intra-household division of labour and decision-making process is also crucial in determining if women will benefit from project activities.
- The four organisations are weak in reporting on women’s empowerment and gender equality. The reports contain gender-disaggregated data: the number of women and men who have participated in training, the number of women and men who have received inputs and services; the number of women and men who are members of groups, etc. The reporting is on activity and *output*-level, usually as numbers and shares.

The intended *outcomes* of interventions on women or men smallholders are often not clear. In cases where the intended outcomes and impacts are clear, there is lack of information on how the organisation will achieve the outcome.

- The four organisations that have been subject to review have a long history of low female representation in professional ranks, something that is typical for most agricultural organisations. Lately, the four organisations have been slowly increasing the number of female staff.

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6. Costing the impacts of gender-based violence to business: a practical tool

<http://www.odi.org/comment/10307-make-business-case-end-gender-based-violence>

The silent crisis of gender-based violence (GBV), which affects both men and women, not only has terrible consequences for the individuals concerned, it's also holding back progress for the whole island state.

Studies put the cost of domestic violence in Uganda and Nicaragua at around 1.6% of GDP, while a more comprehensive study suggests the long-term impacts could be as much as 10% in the UK. Although these figures are startling, they are abstract and unlikely to move businesses to play their part. In fact, the private sector is all too often entirely excluded from the debate on GBV, despite its capacity to make a big difference.

We need to make the business case for urgent action on GBV and blow away the stigma of businesses talking about an issue that has such wide-reaching social and economic impacts. To do this, we need to take a sector-level approach to counting the cost of GBV, which is both cheaper and easier to do than looking at the economy as a whole – and the final sums will resonate more strongly with businesses.

<http://www.odi.org/publications/10298-gbv-papua-new-guinea>

The magnitude of GBV incidence in Papua New Guinea is considered by some to be of epidemic proportions. The social, emotional and physical costs of GBV are widely recognized, as are national-level economic costs. But the impact at individual firm level is less well understood. This toolkit seeks to provide NGOs, academia or businesses with the means to assess the financial implications of GBV in the private sector.

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7. Making sense of land, statistics, and gender

<http://www.fao.org/gender-landrights-database/resources/news/news-details/en/c/383438/>

Making sense of land, statistics, and gender (pdf) is a new infographic from the Gender and Land Rights database (GLRD) of the FAO and the CGIAR Research Program on Policies, Institutions, and Markets (PIM). The infographic explores the correct use of land ownership statistics (ownership understood in a broad sense beyond individual property rights) and highlights how gender can influence land rights.

The infographic invites viewers to travel to a rural community in Sub-Saharan Africa to meet Tafadzwa, Wema, and Chimango who tell us about their landownership. Despite our hosts being part of the same extended family and contributing to the family farm, the data collected about them differ greatly as a result of their relationships to each other and to agricultural land.

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8. Assessing the Effectiveness of Agri-Food Value Chain Interventions

Assessing the Effectiveness of Agri-Food Value Chain Interventions Aimed at Enhancing Consumption of Nutritious Food by the Poor: Conceptual Framework

Available online at: <http://www.eldis.org/cf/rdr/?doc=74341>

<http://r4d.dfid.gov.uk/Output/202343/>

South Asia has experienced rapid economic growth, yet it still has the highest rate of child malnutrition in the world, and half the population is undernourished. *Besides children, under nutrition among women and adolescent girls is also a major concern.* The lack of progress in solving under nutrition, in all its guises, reflects in part the complexity of factors involved.

There is increasing interest in the links between agriculture and nutrition outcomes in consumers who derive some or all of their food through markets. Seeing that many households rely on food purchases for all or part of their nutrient intake, attention is being given to the scope for developing and improving the functionality of agri-food value chains for better nutrition. Also, many households in South Asia rely on market purchases seasonally or year round, for some or all of their dietary needs. For these people, access to food depends upon how the food markets function.

This paper lays out a conceptual framework to guide the analysis of value chain-based interventions aimed at enhancing the intake of micronutrient-dense foods in South Asia under the LANSAs research programme. It describes in broad detail how this framework is employed to undertake a series of case studies of value chain-based interventions aimed at increasing consumption of nutrient-dense foods in Bangladesh, India and Pakistan. The conceptual framework specifically focuses on understanding the effectiveness of interventions in enhancing the performance of food markets in terms of the availability, affordability, acceptability and consumption of nutritious foods by the poor on a sustained basis, with particular emphasis on infants and women of child-bearing age. The ultimate aim is to identify the most effective strategies for ensuring that nutritious foods get to the poor and are eaten and draw lessons that can inform policy in the region.

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9. Canadian Women in Science

http://www.cdnsiencepub.com/blog/Women_in_Science_.aspx

This blog is an ongoing series by Sarah Boon on Canadian women in science. Read through the archive to meet twelve women shaping science in Canada.

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10. Gender, Assets, and Agricultural Development: Lessons from Eight Projects

<http://gaap.ifpri.info/>

A new paper co-authored by GAAP PIs and other GAAP1 team members, synthesizing the findings of the 8 impact evaluations of projects which were part of the first phase of GAAP, is now available. The evaluations used mixed methods to show the impact agricultural development programs have on individual and household assets in seven countries in Africa south of the Sahara and South Asia.

While all projects showed an increase in assets at the household level, only 4 were able to increase women's control of assets, and only one project contributed to a reduction in the gender-asset gap. Similarly, many projects showed an increase in women's income but were unable to increase the relative control women have over income from projects.

The review did find, however, that even in cases where there were no impacts on asset ownership and control over income, the interventions improved women's lives and welfare and influenced underlying norms about women's work and participation in decision-making.

In addition to the quantitative and qualitative findings from GAAP1 on the importance of paying greater attention to gender and assets by researchers and development implementers, the methodological contributions made by the program to the study of gender and assets will be used and built upon in the second phase of GAAP (GAAP2).

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