



# GEM Digest of the Month for October 1, 2016

176 Gloucester Street, Suite 320, Ottawa, Ontario K2P 0A6, [www.aic.ca](http://www.aic.ca)



*Rudbeckia. 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](mailto:dinah.ceplis@gmail.com) to compile and re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

Dinah Ceplis, P.Ag. (Ret.), FGhIH, FAIC  
GEM Committee Member (Volunteer)

+++++

## Opportunities and Upcoming Events

1. New opportunities for agriculture students in Canada ..... 2
2. Symposium on Gender and Nutrition within Agricultural Extension Services ..... 2
3. Schlumberger Foundation's "Faculty of the Future" ..... 3

## This Month's News

1. Gender and Nutrition in Extension Workshops..... 3
2. Running from dawn to dusk: Women ag entrepreneurs face extra challenges..... 3
3. Craft brewer assists Rwandan entrepreneur..... 3
4. Groups launch Aid4Ag ..... 4
5. Global Alliance for Clean Cookstoves ..... 4
6. Melinda Gates on ending inequalities between sexes ..... 4
7. What it Will Take to Strengthen Gender Mainstreaming in the UNFCCC ..... 4
8. To Effectively Combat Climate Change, Involve Women ..... 5

9. Women’s equality will not come after the environmental revolution.....	5
10. Entrepreneurship, Job Creation Take Centre Stage at NEPAD Meet.....	6
11. Economic Growth in Bangladesh: Challenge and Change for Women.....	6
12. Women’s Strengthening project in Ethiopia .....	7

## Reports, Publications and Resources

1. Create effective workplaces where all people can thrive .....	7
2. Closing the gender gap in STEM in Asia-Pacific region .....	7
3. Soil science education for Grades K–12 in Canada.....	8
4. Kazoo Magazine, for girls who love science and climbing trees.....	8
5. Threats to Women's Land Tenure Security and Effectiveness of Interventions - Annotated Bibliography. ....	8
6. New papers explore gender-inclusive climate adaptation strategies .....	9
7. Annual Report of Women’s Environment and Development Organization .....	10
8. INGENAES Newsletter for September 2016 .....	10

[Go to top.](#) ++++++

## Opportunities and Upcoming Events

### 1. New opportunities for agriculture students in Canada

<http://www.coopag.ca/wps/portal/crs/coop/ag/more/excellenceinag>

Federated Co-operatives Limited and the Co-operative Retailing System are helping tomorrow’s ag leaders get a head start on their careers. The Excellence in Ag Program is a unique scholarship and internship opportunity that helps finance a student’s education, provide valuable field experience, and build their professional career in the agribusiness industry. Up to four students studying agriculture or business at an accredited institution will enter the program every year. The deadline to apply for this year’s program is **Oct. 15, 2016**.

[Go to top.](#) ++++++

### 2. Symposium on Gender and Nutrition within Agricultural Extension Services

<http://ingenaes.illinois.edu/2017symposium/>

The Integrating Gender and Nutrition within Agricultural Extension Services (INGENAES) project is hosting the INGENAES Global Symposium and Learning Exchange **in Lusaka, Zambia in January 23-25, 2017**. The INGENAES team is working very hard on a dynamic agenda designed to help all of us learn about how to apply new knowledge and resources so extension services will provide more equitable support to both men and women farmers and contribute to improved nutrition.

[Go to top.](#) ++++++

### **3. Schlumberger Foundation's "Faculty of the Future"**

<https://www.fftf.slb.com/>

Schlumberger Foundation's "Faculty of the Future" supports women in developing and emerging economies to pursue PhD and post-doctoral studies at the international level. Grants are in the physical sciences, engineering, and related fields -- including past grants in subjects such as ecology and environment. The period to submit new applications is **12 September 2016 through 18 November 2016**.

[Go to top.](#) ++++++

## **This Month's News**

### **1. Gender and Nutrition in Extension Workshops**

<https://www.youtube.com/watch?v=F57GWk21s5U>

In this short video, Jan Henderson of the University of Illinois at Urbana-Champaign gives us an inside look at participatory gender and nutrition workshops hosted through extension organization, government, and NGO partnerships with Integrating Gender and Nutrition within Agricultural Extension Services (INGENAES).

[Go to top.](#) ++++++

### **2. Running from dawn to dusk: Women ag entrepreneurs face extra challenges**

<http://www.albertafarmexpress.ca/2016/09/12/entrepreneurial-women-in-agriculture-face-extra-challenges/#.V9INS8u48Rw.email>

At first, Kim Good didn't really see the point of a program geared toward women agri-food entrepreneurs. But Good changed her mind when she was invited to take part in a focus group for the Success for Women in Ag program, a pilot project for rural Alberta women entrepreneurs that will launch in 2017.

The three-year-long project is being designed to address some of the unique challenges faced by rural Alberta women when building their businesses, said Heather Broughton, who is leading the project for the Agriculture and Food Council.

[Go to top.](#) ++++++

### **3. Craft brewer assists Rwandan entrepreneur**

<http://beaus.ca/rwanda/>

Eastern Ontario craft brewery Beau's All Natural has announced that it has launched a project that will help a female entrepreneur start up a locally owned and operated craft brewery in the African republic of Rwanda. Beau's will be providing financing, expertise, and hands-on employee training to the start-up brewery, and has sourced brewing equipment from industry suppliers. Beau's is also launching a Kickstarter campaign for the Rwanda Craft Brewery Project that aims to raise \$95,000 in donations over the next two months to fund the purchase of a bottling line.

At the heart of the Rwanda Craft Brewery Project is owner Josephine “Fina” Uwineza, a Rwandan woman who is no stranger to entrepreneurship. Uwineza is a successful restaurateur in Rwanda’s capital city of Kigali, where she opened the city’s first-ever Chinese restaurant. It became a go-to destination for tourists and the embassy crowd, and at one time, between her two popular restaurants, she had more than 50 staff employed.

The plan is also to use as many local ingredients as possible from nearby co-ops that provide employment for women who grow and harvest crops, as well provide health services and invest in their education and training.

[Go to top.](#) ++++++

## 4. Groups launch Aid4Ag

<http://aid4ag.ca/>

An informal coalition of NGOs and others are urging the Canadian government to make support for agricultural development a new signature investment. Investing in agriculture in developing countries, especially small-scale agriculture, delivers many benefits. It is effective in reducing poverty and overcoming hunger, and contributing to a fairer world. However, since 2010-11 support for agriculture has declined by nearly 30%, down to \$350 million per year, even though the needs remain great. Through [#aid4ag](#), the group is urging Canadian government officials and decision makers to increase Canada’s international aid for agriculture and support small-scale farmers in developing countries, particularly women.

[Go to top.](#) ++++++

## 5. Global Alliance for Clean Cookstoves

[http://www.globalproblems-globalsolutions.org/site/MessageViewer?autologin=true&em\\_id=73488.0&s\\_AffiliateSecCatId=1&dlv\\_id=95823&pw\\_id=3281](http://www.globalproblems-globalsolutions.org/site/MessageViewer?autologin=true&em_id=73488.0&s_AffiliateSecCatId=1&dlv_id=95823&pw_id=3281)

Recent newsletter includes the following articles:

- Unleashing the Power of Women and Clean Cooking: it’s time to unleash the power of women and to help change the way billions of people cook.
- Gender-Based Violence in Humanitarian Settings is a Significant Threat: A new white paper shows that the evidence is clear: gender-based violence is a real threat for women & girls during fuel collection.

[Go to top.](#) ++++++

## 6. Melinda Gates on ending inequalities between sexes

<http://www.macleans.ca/news/melinda-gates-on-sexism-contraceptives-and-international-development/>

Foundation co-chair Melinda Gates says too many programs miss the mark because their impact on women and girls is not taken into consideration. The foundation has just pledged US\$80 million over three years to improve data collection on the situation of women and girls in the world.

[Go to top.](#) ++++++

## 7. What it Will Take to Strengthen Gender Mainstreaming in the UNFCCC

<https://us.boell.org/2016/09/01/what-it-will-take-strengthen-gender-mainstreaming-unfccc>

The Heinrich Boell submission to the Subsidiary Body for Implementation (SBI) of the United Nations Framework Convention on Climate Change (UNFCCC) focuses on three key guiding principles and core elements it feels are essential for continuing and enhancing the Lima Work Programme on Gender (LWPG):

- **Human rights and women’s rights’ framing:** The LWPG’s continued work must aim at strengthening the integration of Parties existing human rights, gender equality and women’s rights obligations in all climate actions under the UNFCCC.
- **Inclusivity:** The LWPG must be better integrated into and impact all UNFCCC activities for a true mainstreaming of gender and climate change considerations within all thematic areas of the UNFCCC.
- **MOI for gender-responsive climate actions, in particular finance:** An enhanced and continued LWPG must focus priority attention on core Means of Implementation (MOI) for gender-responsive climate actions, in particular the role of finance and adequate resource allocation.

[Go to top.](#) ++++++

## 8. To Effectively Combat Climate Change, Involve Women

<http://www.ipsnews.net/2016/09/to-effectively-combat-climate-change-involve-women/>

Women continue to be excluded from climate change solutions for agriculture. A look at United Nations report on female representations in main climate change decision bodies shows that women are a minority on every major committee of the United Nations’ own top climate change decision making group. For example, women hold only 6 percent of positions in the Advisory Board of the Climate Technology Centre and Network. At the same time, women smallholder farmers have limited access to agricultural training, credit, seeds, and inputs – all of which are essential for the development and adoption of climate-smart agricultural practices.

Small-scale women farmers must be assisted with tools, technologies and other resources to effectively deal with the changing climate. These include portable modern stoves that do not require large amounts of firewood and biogas digesters that can turn waste from animals into gas for cooking.

Water conservation technologies, such as micro-dams, rain storage systems, and drip irrigation technologies that grow more crop per drop are a prerequisite for dealing with more variable rainfall. Such climate-smart agriculture techniques could potentially allow small-scale women farmers to grow crops and feed their families throughout the year and avoid the “hungry season.” When women gain access to such resources and tools on a large scale, whole communities and regions can benefit.

*Esther Ngumbi is a post-doctoral researcher at the Department of Entomology and Plant Pathology at Auburn University in Alabama. She serves as a 2015 Clinton Global University (CGI U) Mentor for Agriculture and is a 2015 New Voices Fellow at the Aspen Institute.*

[Go to top.](#) ++++++

## 9. Women’s equality will not come after the environmental revolution

[https://www.opendemocracy.net/5050/majandra-rodriquez-acha/women-s-equality-will-not-come-after-environmental-revolution?utm\\_source=newsletter&utm\\_medium=email&utm\\_content=Read%20more.&utm\\_campaign=Emma%20Newsletter](https://www.opendemocracy.net/5050/majandra-rodriquez-acha/women-s-equality-will-not-come-after-environmental-revolution?utm_source=newsletter&utm_medium=email&utm_content=Read%20more.&utm_campaign=Emma%20Newsletter)

We live in a world where global climate change is occurring at a much faster rate than previously predicted. No longer a threat in the distant future, its impacts are already causing devastation to people and ecosystems around the world, leading to 400,000 annual deaths, and an unpredictably changed future for us all.

We also live in a world where one in three women will experience physical and/or sexual violence, mostly by an intimate partner; where 70% of trafficking victims are women or girls; where two-thirds of people who are illiterate are women; and where despite being 50% of the global population, around one in five parliamentarians are women.

In such a world, what do we deem more important: the dangerously high levels of greenhouse gases in the atmosphere, or overcoming systemic social inequality? The rights of future generations to a safe planet, or the rights of women to live free of violence and oppression? Both - or perhaps neither?

These questions are what some -many- of us call a *false dichotomy*. Pitting environmental concerns against social demands creates a binary where one can be tackled, whilst the other ignored - where we believe we must choose between one and the other.

[Go to top](#). ++++++

## **10. Entrepreneurship, Job Creation Take Centre Stage at NEPAD Meet**

<http://www.ipsnews.net/2016/09/entrepreneurship-job-creation-take-centre-stage-at-nepad-meet/>

**YAOUNDE, Cameroon, Sep 10 2016 (IPS)** - The two-day Second Africa Rural Development Forum concluded with renewed calls to economically empower young people, many of whom are leaving the resource-rich continent and migrating to places like Europe under very risky circumstances.

Opening the conference, the director of programmes implementation and communication at the New Partnership for Africa's Development (NEPAD), Estherine Fotabong, reminded delegates that Africa's high economic growth rates have not translated into high levels of employment and reductions in poverty for youth and those living in rural areas.

Fotabong observed that Africa's fight against poverty, hunger and unemployment will be won or lost in rural areas, adding that is what frames the rural transformation strategy and agenda for the entire continent.

Philomena Chege, Deputy Director in the Ministry of Agriculture in Kenya, suggested that the time is up to also consider shifting from subsistence farming to mechanization to ensure high productivity and time management on the part of youth.

"There is preference for males over women when it comes to ownership of land which results in young women being marginalized. But also there are issues of start-up capital for the youth as well which makes embarking on such initiatives a challenge in most cases," she said on the sidelines of the meeting.

[Go to top](#). ++++++

## **11. Economic Growth in Bangladesh: Challenge and Change for Women**

<http://www.ipsnews.net/2016/09/economic-growth-in-bangladesh-challenge-and-change-for-women/>

**ROME, Sep 16 2016 (IPS)** - A recent research study "Bangladesh: Looking Beyond Garments" conducted by the Asian Development Bank ADB has revealed that the positive economic turnaround in Bangladesh is largely due the rising presence of women in the workplace. In a country where the ready-made garment sector has resulted in the employment of roughly 4 million nationals, new opportunities arise.

Although a high number of Bangladeshis perceive the new wave of female workers as a stepping stone to empowerment, many women are still tied down by the setbacks of "Purdah", a religious and social practice which restricts their mobility in spite of the economic "independence" work may bring them.

Purdah is defined as the broad set of norms and regulations that advocate for the seclusion of women and enforce their exclusion from public places. The practice of Purdah also entails the segregation of the sexes in the workplace.

A study conducted in rural Bangladesh revealed that women who practiced Purdah spent 60% of their time engaged in household work, whereas men spent the majority of their time engaged in crop cultivation and wage labor.

Women were only granted access to labour in times of hardship, in the fields picking chillies and potatoes when demand for male labor was high.

[Go to top](#). ++++++

## 12. Women’s Strengthening project in Ethiopia

<http://gtli.us/blue-hat-special-welcome/>

The community of Gueranerama, Dasenech, turned out en masse to greet Global team for Local Initiatives when they visited their Women’s Strengthening project. The men are eagerly attending basic literacy and numeracy classes with the women. The chief elder proudly reports that for the first time, he can sign his name (instead of using his thumb print)!

Women’s Strengthening project began with the goal of improving economic empowerment and stability in this area. The first step in this project was to provide more than 50 men and women our Integrated Functional Vocational Literacy classes. IFVL provides basic literacy and numeracy for adults while at the same time introducing new skills for food production and consumption, including chicken farming and gardening.

[Go to top](#). ++++++

## Reports, Publications and Resources

### 1. Create effective workplaces where all people can thrive

<https://womensleadership.stanford.edu/level>

From Stanford University’s *Center for the Advancement of Women’s Leadership*, the link provides you with a video as well as an interesting guide to initiate group discussion.

In many ways, the playing field of work is still tilted in favor of men. Stanford Professor Shelley Correll explains how errors in judgment and evaluation contribute to a gap in opportunities for women. Evaluations are the gatekeepers to opportunities, promotions, and recognition. It’s natural to look for shortcuts with so much information to process every day. However, when you rely on your gut instincts as a shortcut to make decisions, mistakes can happen. In this talk, Correll explains how to create solutions that scrutinize the ways individuals and organizations make decisions about people and relationships in order to reduce errors. Doing so, you’ll create environments where people have opportunities to do their best and be recognized for their work.

[Go to top](#). ++++++

### 2. Closing the gender gap in STEM in Asia-Pacific region

*Closing the gender gap in STEM: drawing more girls and women into science, technology, engineering and mathematics*

<http://unesdoc.unesco.org/images/0024/002457/245717e.pdf>



Based on the findings of UNESCO Bangkok’s 2015 publication - *A Complex Formula: Girls and Women in Science, Technology, Engineering and Mathematics in Asia* Girls and Women in Science, Technology, Engineering and Mathematics in Asia – this brief highlights the importance of stimulating, encouraging and supporting fair and equal opportunities for girls to engage in STEM-related subjects at school, and to draw more girls and women into STEM fields of study and professions.

[Go to top.](#) ++++++

### **3. Soil science education for Grades K–12 in Canada**

<http://www.nrcresearchpress.com/doi/abs/10.1139/cjss-2015-0079#.V8rhwpRTFMs>

*Canadian Journal of Soil Science*, 2016, 96(3): 336-345, 10.1139/cjss-2015-0079

#### **Abstract**

Soil scientists who interact with K–12 students or teachers may benefit from knowing what the provincial curricula say, what a typical classroom teacher knows, and what resources, programs, and opportunities are available regarding soil education. Many provinces have a soil science unit at the Grade 2–4 level in their curriculum. In all provincial curricula, soil science concepts are found in units on living things, plants, and ecosystems, from Grades 1–12. Even in Kindergarten, hands-on soil programs effectively address many skills and attitudes’ expectations in the provincial curricula. What is the use of having soil science in the curriculum, however, if the teachers responsible for student learning do not understand the key concepts? Preliminary results using a 25-item soil questionnaire show that incoming preservice teachers do have some initial understanding of soil, scoring 50% on a pretest application, when a random score would be 25%. After engaging in several hours of hands-on learning, followed by a wait time of several months, they then scored at 68%, thus gaining one third of what was lacking in their understanding. This may encourage those involved with soil education outreach to teachers. Resources for teaching hands-on soil science to elementary students will be noted, including an integrated science-language method called “Soil Science through Stories”. At the secondary level, we have the national “Soil 4 Youth” program, which integrates soil science into school programs across Canada and is supported by the Canadian Society for Soil Science. New STEM (science, technology, engineering, and mathematics) approaches to education also offer opportunities for innovative teaching of soil science to Canadian students.

[Go to top.](#) ++++++

### **4. Kazoo Magazine, for girls who love science and climbing trees**

<http://kazoomagazine.com/about/>

Kazoo is quarterly print magazine for girls, ages 5 to 10—one that inspires them to be strong, smart, fierce and, above all, true to themselves.

All of our stories are either developed or inspired by top female artists, explorers, scientists, chefs, athletes, activists, writers and others. Regular features include: science experiments; comics; art projects; recipes; interviews with inspiring women from Olympic athletes to astronauts; and fun activities, like secret codes, jokes, mazes, search-and-finds and more.

[Go to top.](#) ++++++

### **5. Threats to Women's Land Tenure Security and Effectiveness of Interventions - Annotated Bibliography.**

<http://landwise.resourceequity.org/guides/12>



This annotated bibliography consists of documents identified as part of a literature review on existing research on the external and intra-communal threats to women's land tenure security and the effectiveness of interventions that respond to these threats. With the understanding that broad research gaps remain, the review focuses only on threats and interventions related to women's insecure land and resource tenure but does not focus on the scope of the problem or on the benefits of securing women's rights to land.

The assessment seeks to answer the following questions:

The **impact** of external and intra-communal threats on women's land tenure security:

- What rigorous research has been done on the range of external and intra-communal threats to women's land tenure security, including acquiring land? The research will focus on four requirements for tenure security – cultural/legal legitimacy, resilience/durability, exercisability, and enforceability.
- What does the research tell us about which areas require the most attention to secure women's tenure?

The **effectiveness of interventions** that respond to these threats:

- What interventions have been rigorously assessed?
- What conclusions have these studies reached about effectiveness?
- To what extent have these findings informed practices in the field?
- What are the opportunities for further research and new avenues for dissemination?

[Go to top](#). ++++++

## 6. New papers explore gender-inclusive climate adaptation strategies

[https://ccafs.cgiar.org/research-highlight/need-gender-inclusive-climate-adaptation-strategies?utm\\_source=CCAFS+Global&utm\\_campaign=33410a646e-CCAFS+Global+Quarterly+Sept+2016&utm\\_medium=email&utm\\_term=0\\_2aef4a737c-33410a646e-246845437#.V-xxG5RTHIW](https://ccafs.cgiar.org/research-highlight/need-gender-inclusive-climate-adaptation-strategies?utm_source=CCAFS+Global&utm_campaign=33410a646e-CCAFS+Global+Quarterly+Sept+2016&utm_medium=email&utm_term=0_2aef4a737c-33410a646e-246845437#.V-xxG5RTHIW)

Recently, the journal of *Gender, Technology and Development* released a special issue exploring gender-based disparities in resource access and its contribution to uneven production levels between men and women. As farmers continue to develop methods of climate change adaptation, unequal access to resources could prevent women from adapting at the same pace as their male counterparts. The July 2016 special issue, titled '*Gender, Climate Change and Agriculture*', continues the international conversation that was begun at a March 2015 seminar co-organized by the CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS), the International Social Science Council (ISSC) and Future Earth.

**Read more:** [Closing the Gender Gap in Agriculture](#)

**Read more:** [Role of Mobile Phone-enabled Climate Information Services in Gender-inclusive Agriculture](#) by S. Mittal (CIMMYT).

**Read more:** [Connecting Women, Connecting Men: How Communities and Organizations Interact to Strengthen Adaptive Capacity and Food Security in the Face of Climate Change](#) by L. Cramer et al. (CCAFS-ILRI).

**Read more:** [Climate Change, "Technology" and Gender: Adapting Women to Climate Change with Cooking Stoves and Water Reservoirs](#) by N. Gonda (Central European University).

[Go to top.](#) ++++++

## 7. Annual Report of Women’s Environment and Development Organization

[http://wedo.org/wedos-2015-annual-report-now-available/?utm\\_source=newsletter&utm\\_medium=email&utm\\_content=http%3A//d31hzlhk6di2h5.cloudfront.net/20160930/c9/8d/89/3b/93381267e758d2eaba1ce65e\\_1220x610.png&utm\\_campaign=Emma%20Newsletter](http://wedo.org/wedos-2015-annual-report-now-available/?utm_source=newsletter&utm_medium=email&utm_content=http%3A//d31hzlhk6di2h5.cloudfront.net/20160930/c9/8d/89/3b/93381267e758d2eaba1ce65e_1220x610.png&utm_campaign=Emma%20Newsletter)

**New York, NY (September 19, 2016)** — WEDO’S 2015 annual report is now published on its website. In 2015, together, we continued to create change by challenging injustice at all levels, promoting women’s human rights, and realizing equality on a healthy and peaceful planet.

[Go to top.](#) ++++++

## 8. INGENAES Newsletter for September 2016

<https://indd.adobe.com/view/1767f2bb-be43-44ab-a544-105cd16bbbef>

Integrating Gender and Nutrition within Agricultural Extension Services (INGENAES) has released its newsletter. We are eager to share updates on integrating gender and nutrition into extension! This edition includes stories from Uganda, Zambia, Bangladesh, Nepal, Sierra Leone, Tajikistan, and Honduras.

[Go to top.](#) ++++++