



Canadian Museum for Human Rights at winter's dawn, Winnipeg, Manitoba, Canada. <https://humanrights.ca/> Photo courtesy of D. Ceplis.

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

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

If you have information to share, please send it to [dinah.ceplis@gmail.com](mailto:dinah.ceplis@gmail.com) to compile and re-distribute once a month.

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## Opportunities and Coming Events

### 1. Free MOOC: Strengthening Stakeholder Engagement for the Implementation and Review of the 2030 Agenda

<https://www.unitar.org/event/full-catalog/mooc-strengthening-stakeholder-engagement-implementation-and-review-2030-agenda-2020>

This massive open online course (MOOC) is designed in the context of the preparation to the High-Level Political Forum (HLPF) as part of an effort to strengthen the capacities of Governments to engage in an effective and meaningful way with MGoS (Major Groups and other stakeholders) as they implement and review progress towards the achievement of the Sustainable Development Goals (SDGs). This course is a self-paced course requiring around 10-12 hours of effort in total. 15 weeks in length. **20 Jan 2020 to 1 May 2020.**

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### 2. Free online course: Unleashing the power of the private sector in implementing the 2030 Agenda for Sustainable Development

<https://www.unssc.org/courses/unleashing-power-private-sector-2030-agenda-february/>

We are pleased to inform you of the upcoming fourth edition of the online course, “Unleashing the power of the private sector in implementing the 2030 Agenda” running from **10 February to 13 March 2020**. This five-week course introduces participants to the different types of private sector entities and demonstrates how strategically engaging with them can help implement the 2030 Agenda for Sustainable Development. It introduces participants to tools to identify common objectives to create shared value and emphasises the importance of mitigating risk. The course also reinforces the need for participants to advocate for placing sustainable development at the core of businesses and investing.

**Deadline for registration is on 31 January 2020.**

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### 3. Nominations for Influential Women in Canadian Agriculture

After February 10 [agwomen.ca](http://agwomen.ca)

We created IWCA to help identify and promote women across the diverse agriculture industry. Women are actively farming, providing animal health and nutrition services to farming operations, or leading sales, agronomy, research and marketing teams more than ever before. Our goal is to spotlight six influential and innovative women, sharing their stories, achievements, challenges and wisdom with the industry through our agricultural brands.

Watch for the Call for Nomination in Top Crop Manager East & West, Potatoes in Canada, Canadian Poultry, Manure Manager, Fruit & Vegetable. **FEBRUARY 10 – MARCH 27, 2020**

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### 4. Diversify your leadership team with Girls on Boards

<https://girls20.org/programs/girls-on-boards>

Calling all non-profit & community boards from across Canada! Start 2020 off right by putting diversity at the forefront of your leadership with Girls20’s Girls on Boards. This program offers a unique opportunity for you to diversify your leadership team with a trained and vetted young female leader.

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## 5. Project InSight

<https://www.insightproject.ca/>

The InSight Project is a 360° video cylinder installation touring schools and libraries across **Alberta, Saskatchewan, and Manitoba**. Through 360° video and interactive workshops, InSight brings stories of global development to life for over 50,000 youth and members of the public. Three unique workshops provide InSight audiences the opportunity to learn about the unique challenges women and girls face across the globe through developing empathy and understanding in becoming global citizens.

The first leg of InSight’s journey will take place in **Alberta**. The current workshop schedule is listed.

**February 3-14 – Calgary, AB** | Calgary Central Public Library

**February 17-21 – Red Deer, AB** | Venue TBA

**March 2-5 – Lethbridge, AB** | Venue TBA

**March 10-21 – Edmonton** | Historic McKay Avenue School Archives & Museum

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## This Month’s News

### 1. Gender earnings gap starts upon graduation and widens quickly, says report

<https://www.theglobeandmail.com/business/article-gender-earnings-gap-starts-upon-graduation-and-widens-quickly-says/>

Report and Executive Summary at <https://lmic-cimt.ca/projects/studentoutcomes/>

Canada’s gender earnings gap starts immediately after postsecondary graduation and widens notably in the first five years in the work force as men out-earn women, a new report finds.

The Labour Market Information Council (LMIC) partnered with the Education Policy Research Institute (EPRI) to provide in-depth evidence on the labour market earnings of PSE graduates. In general, Canadian post-secondary graduates are doing well. The two most noteworthy findings concern earnings differentials: one between men and women in Canada while the other is between Canadian graduates and international student graduates who stayed in Canada to work. Explore the findings in more detail through the various reports, tools and data we have prepared. Note the interactive dashboard where you can select the category “Agriculture, Natural resources and Conservation” among others.

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### 2. EXPERT VIEWS: Climate change and empowering women top aid agencies' 2020 to-do list

<http://news.trust.org/item/20191229232851-c0xmu/>

LONDON, Dec 30 (Thomson Reuters Foundation) - Tackling climate change and addressing violence against women and girls will be among aid agencies' top priorities for 2020, they told the Thomson Reuters Foundation. We asked 10 organisations which two key issues they would focus on in the coming year.

Responses came from CARE International, UN World Food Programme, International Rescue Committee, Christian Aid, International Federation of Red Cross and Red Crescent Societies, UN Food & Agriculture Organization, ActionAid UK, Oxfam GB, Plan International, and Catholic Relief Services.

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### 3. Why should we care about the gender dimension of climate change?

<https://ccafs.cgiar.org/research-highlight/why-should-we-care-about-gender-dimension-climate-change#.XhjsqchKjIU>

Climate-smart options in agriculture can only be inclusive if they consider the gender-specific situations of farmers. Several studies conducted in Southeast Asia noted that to improve the adaptive capacity of women against climate change impacts, gender must be embedded at the core of climate actions. For example, gender integration was evident in a climate change project in the Philippines. In this project, women were engaged in climate-smart options that catered to their situation and needs. Included in these options was a low-cost and practical livelihood for women, which not only enhanced their adaptive capacity, but also improved their economic status in their communities.

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### 4. More than honey

<https://www.oxfam.ca/blog/more-than-honey/>

When Addise learned of an Oxfam beekeeping project for women, she was intrigued. “Beekeeping is considered a man’s role because most women just don’t know they can do it themselves. At first, the women in the group were confused. There’s a huge cultural influence, which creates a gender divide. I went to the first meeting feeling very excited. It took place under a tree in the neighbourhood and the staff explained how the project worked. Being part of that training and talking in public was the most exciting and unforgettable day of my life. It felt like I was in school again and starting a new chapter.”

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### 5. Celebrating Women in Agriculture honouree

<https://www.canadiancattlemen.ca/newsmakers/grant-named-celebrating-women-in-agriculture-honouree/>

BMO and Canadian Western Agribition have named **Sherri Grant** as the BMO Celebrating Women in Agriculture honouree. Grant and her husband ranch near Val Marie, Sask. Grant has written a children’s book titled “Where Beef Comes From”, developed an educational website (beefeducation.ca) and leads the beef component of Agribition’s ag education program. Grant also raises awareness around grasslands preservation and species at risk.

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### 6. Climbing broken ladders: Women aspiring to non-profit leadership

[https://charityvillage.com/cms/content/topic/climbing\\_broken\\_ladders\\_women\\_aspiring\\_to\\_nonprofit\\_leadership](https://charityvillage.com/cms/content/topic/climbing_broken_ladders_women_aspiring_to_nonprofit_leadership)

Women make up the majority of the non-profit workforce at all levels, including leadership roles. So on the surface, it might seem like non-profits have gender equality figured out.

Though women are visible and prominent in non-profits, those who aspire to leadership – especially racialized and immigrant women, Indigenous women, and women living with disabilities – continue to face a wide range of barriers.

In this article, we asked the experts to weigh in on the challenges women who aspire to lead non-profits face, how they can climb the, often broken, leadership ladders, and what non-profits can do to fix the rungs.

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### 7. Why climate change fuels violence against women

<https://www.undp.org/content/undp/en/home/blog/2020/why-climate-change-fuels-violence-against-women.html>

This research in Uganda found that existing climate change mitigation and livelihoods strengthening efforts may have inadvertently exacerbated risk and casual factors of gender-based violence. Thus, a project to integrate a GBV prevention

intervention in pilot sites within the broader Green Climate Fund (GCF) Building Resilient Communities, Wetland Ecosystems and Associated Catchments is going forward.

This project, intended to run from 2018 to 2020, will integrate violence prevention in two communities within the GCF-funded resilient communities and wetland ecosystems activities by:

- Strengthening capacities among national partners to understand the intersections of gender violence with their mandates and how to safely, ethically and effectively address it.
- Mentoring a cadre of district- and community-level people such as Ministry of Water and Environment or Ministry of Agriculture, Animal Industry and Fisheries extension workers, community development officers, and community leaders to develop their capacities to address gender violence risk factors through various community engagement and leadership efforts.
- Engaging men and women in the communities in a series of participatory activities that will include critical reflection, power analysis, understanding gender violence and alternatives to it in relationships, building gender-equitable attitudes, providing referral linkages to care for survivors and dismantling harmful gender norms.

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## Reports, Publications, Resources

### 1. Gender dimension of climate change research in agriculture: Case studies in Southeast Asia

[https://cgspace.cgiar.org/bitstream/handle/10568/100189/SEARCA\\_Gender\\_Dimension\\_of\\_Climate\\_Change\\_Research\\_in\\_Agriculture\\_Case\\_Studies\\_in\\_Southeast\\_Asia.pdf](https://cgspace.cgiar.org/bitstream/handle/10568/100189/SEARCA_Gender_Dimension_of_Climate_Change_Research_in_Agriculture_Case_Studies_in_Southeast_Asia.pdf)

To further explore the potential of gender integration in the research for development (R4D) sector, the CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS) published a book on gender studies in Southeast Asia. Titled “Gender dimension of climate change research in agriculture: Case studies in Southeast Asia,” the book aims to guide R4D organizations to develop climate actions that consider the plights of both men and women in agriculture.

Divided into 11 chapters, the book features quantitative and qualitative studies to present various ways on how to integrate gender in R4D efforts. Most of the studies explore the gender-based vulnerabilities of farmers in various settings.

These include three Climate-Smart Villages (CSVs): Tra Hat CSV in Vietnam, Pailom CSV in Laos, and Guinayangan CSV in the Philippines. CSVs serve as platforms for multi-stakeholder collaboration and as field sites for developing climate-smart technologies and practices. Alongside vulnerabilities, the studies identified the gender-specific adaptation strategies of farmers.

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### 2. Special Issue on Gender Equality in Climate-Smart Agriculture: Approaches and Opportunities

<https://link.springer.com/article/10.1007%2Fs10584-019-02612-5>

DOI <https://doi.org/10.1007/s10584-019-02612-5> and <https://rdcu.be/b0a1O>

The articles in this issue grapple with how climate-resilient approaches including climate-smart agriculture (CSA) can more effectively promote gender equality and women’s empowerment. This issue attempts to begin to answer the questions of what are the key issues, gaps, and constraints relating to gender equality in CSA? How can women be empowered to use CSA to improve the food security and resilience of their households and communities? At the same time, it is understood that gender equality may be a process rather than an immediate result (Gutierrez et al. in this issue).

Articles in this issue address CSA questions in two ways, by (1) analyzing the status of women and gender equality in relation to climate change and agriculture and (2) presenting methods and indicators to better understand the potential of CSA for increasing gender equality in the context of climate change.

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### **3. Working Paper: Learning and action for gender-transformative climate-smart agriculture**

<https://cgspace.cgiar.org/bitstream/handle/10568/105556/Learning%20and%20action%20for%20gender%20transformative%20CSA.pdf>

**Abstract:** This paper reports on a networking meeting of the CGIAR Research Program on Climate Change, Agriculture and Food Security (CAAFS) Gender and Social Inclusion (GSI) Flagship held at the university of Canberra, Australia on 1-2 April 2019. The meeting helped to identify opportunities for gender-transformative, climate-smart agriculture (CSA) through knowledge sharing and next steps for CCAFS Phase Two. Researchers involved in gender and social inclusion working across CCAFS reviewed the existing knowledge base, noted key gaps, and began the process of identifying future research questions and themes.

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### **4. A Final Evaluation of Oxfam's Gendered Enterprise and Markets Programme (2014-18): Summary of findings**

<https://policy-practice.oxfam.org.uk/publications/a-final-evaluation-of-oxfams-gendered-enterprise-and-markets-programme-2014-18-620915>

Gendered Enterprise and Markets (GEM) is Oxfam GB's approach to market systems development. The GEM approach facilitates change in market systems and social norms, with the aim of ensuring more sustainable livelihood opportunities for marginalized women and men. The GEM DFID AidMatch Programme (June 2014–February 2018) worked within the soya, milk and vegetable value chains targeting women smallholder farmers in areas of poverty. The programme aimed to benefit 63,600 people (10,600 smallholder households) living in Zambia, Tajikistan and Bangladesh through increases in household income, women having greater influence over key livelihood decisions within their households and communities, and engaging in livelihoods more resilient to shocks, such as natural disasters and market volatility.

This evaluation was designed to investigate if and how the GEM programme contributed to its intended outcomes – not only in the lives of individual women smallholder farmers targeted by the programme but also in terms of changes in their communities and the larger market system. It also sought to capture any potential unintended outcomes of the programme. This summary report outlines the key findings from the three individual country evaluations in Bangladesh, Tajikistan and Zambia - for which the full reports are also available.

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### **5. Research Fairness User Manuals**

<http://rfi.cohred.org/download-guides/>

User friendly digital RFI manuals are now available in French and Portuguese language along with English. Mandarin is coming soon. Get your own institutional research collaboration quality monitoring report and fill up the critical gap in global research ethics. This includes summary guide, reporting guide and implementation guide.

The Research Fairness Initiative (RFI) is a COHRED service to improve the fairness, efficiency and impact of research collaborations globally. Given our origins in “research for health”, the RFI was created with the aim of improving global health, equity and development.

Whenever, with minor modifications, the RFI is also completely appropriate to be used in any other field of science collaboration. The RFI is, therefore, of relevance to all key stakeholders in any research collaboration anywhere and of any duration – even though we started with the aim of increasing the research and innovation capacity of low- and middle-income countries (LMICs) in particular. The RFI is in direct support of the Sustainable Development Goals – particularly SDG 17 on Partnership.

The RFI can be used by all organizations, institutions, businesses or government departments who engage as actors, sponsors, facilitators of research and research partnerships.

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## **6. YouTube: Climate Change, Agriculture, and Gender**

<https://youtu.be/D9XYMWTIKAY>

What role does gender diversity play in climate change? The Climate Atlas of Canada presents Dr. Amber Fletcher who grew up on a farm and has a strong appreciation for farmer knowledge and the importance of rural environments and communities. Now, as an academic at University of Regina, she studies how farmers are seeing and feeling the impacts of climate change in their fields and daily lives. She's interested in the critical contributions that women make to farm life, especially during climate extremes such as floods and droughts.

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