



Daylily [Hemerocallis]. Photo courtesy of D. Ceplis.

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

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

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

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Contents

Opportunities and Coming Events

1. Women’s empowerment, gender equality and social protection: where next?	2
2. Call for expressions of interest: Case studies and prototypes for gendered design in STEAM	2
3. Chairs for Women in Science and Engineering Program	3
4. Global call for inaugural IDRC College of Reviewers.....	3
5. Comparative Rural Policy Studies (ICRPS) Summer Institute	3

This Month’s News

1. Canada Research Chairs program taking new measures to close equity gaps among prestigious academic positions	3
2. Through a gender lens: Climate change	4
3. CWSE-Prairies news	4
4. Dairy Cattle Improvement Industry Distinction Award	5
5. Northern Farm Training Institute gets \$400K to train women, youth to farm.....	5
6. Ambitious 4-H inventor solves problem of chick shipping	5
7. 'Water women' quench thirst of central India's parched villages	5
8. Kenya: The troubles of a science PhD from the West	6
9. Why women humanitarian workers matter	6

Reports, Publications, Resources

1. Savings Groups and Consumer Protection: Government Regulation, Rules and Guidelines	7
2. Savings Groups and Consumer Protection: Risk Mitigation through Community-Based Structures	7
3. Savings Groups and Consumer Protection: How Savings Groups Responded to Insecurity and Theft in Madagascar	7
4. Working with the Private Sector to Empower Women: What to Measure and How to Build the Business Case for Change	8

5.	Empowering Women through Equal Land Rights: Experimental Evidence from Rural Uganda	8
6.	Africa Gender Innovation Lab (GIL)	8
7.	“Women's Land Tenure: A Conceptual Framework” is Now Available in Portuguese	8
8.	India’s Indigenous Women Assert their Land Rights	9
9.	Film about farming women shows how times have changed — and how old stereotypes still linger	9
10.	Research Quality Plus (RQ+)	9
11.	Child poverty in Africa: an SDG emergency in the making	9
12.	Journal: Gender & Development	10
13.	Top Tips for Designing Research to change Social Norms on Gender (or anything else).....	10
14.	Starting With Women Toolkit	10

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

Opportunities and Coming Events

1. Women’s empowerment, gender equality and social protection: where next?

<https://www.odi.org/events/4640-women-s-empowerment-gender-equality-and-social-protection-where-next>

The 2030 Agenda for Sustainable Development emphasises the critical role of social protection in achieving progress towards the SDGs, including gender equality. If appropriately designed and implemented, social protection policies and systems can transform women’s and girls' lives by addressing lifecycle risks and transitions, increasing access to services and infrastructure and promoting women’s and girls' voice and agency.

Supported by the UK Department for International Development, we discuss the critical role of social protection policies and systems in promoting gender equality and women and girls’ empowerment, identifying opportunities and actions for making progress towards gender equality and social protection for all.

16 September 2019 11:30 - 13:00 GMT+1 (BST). Streamed live online.

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

2. Call for expressions of interest: Case studies and prototypes for gendered design in STEAM

<https://www.idrc.ca/en/news/call-expressions-interest-case-studies-and-prototypes-gendered-design-steam>

IDRC and Carleton University are pleased to announce a call for expressions of interest to examine gender-inclusive technological design in science, technology, engineering, arts, and mathematics (STEAM) in low and middle-income countries (LMICs).

Funding from this call will support researchers in LMICs to adopt and share research and design methods and practices that bring gender considerations to the development of technology-based solutions to improve lives and livelihoods for all, and particularly for women and other disadvantaged people.

This call will be of interest to LMIC researchers who are currently involved in the conceptualization, design, and/or production of technology-based solutions, applications, methods, and processes.

The deadline for submitting expressions of interest is **September 27, 2019 at 11:59 pm (EDT)**.

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

3. Chairs for Women in Science and Engineering Program

http://www.nserc-crsng.gc.ca/Professors-Professeurs/CFS-PCP/CWSE-CFSG_eng.asp

The NSERC Women in Engineering Chair, which was launched in 1989, was expanded and redeveloped in 1996 to its current form, the Chairs for Women in Science and Engineering (CWSE) Program. The goal of the program is to increase the participation and retention of women in science and engineering, and to provide role models for women active in, and considering, careers in these fields. The CWSE Program is regional—with one Chair for each of the Atlantic, Quebec, Ontario, Prairies, and British Columbia/Yukon regions.

NSERC has issued a call for nominations for both the **CWSE-Prairies and the CWSE-Ontario** positions. Full applications due **October 8, 2019, 8:00 p.m. (ET)**.

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

4. Global call for inaugural IDRC College of Reviewers

<https://www.idrc.ca/en/funding/global-call-inaugural-idrc-college-reviewers>

- How do we know what makes for quality research?
- How do we know our funded research is high quality?

To answer the first question, IDRC undertook a reflective exercise to unpack and deconstruct the values and desires that the Centre and our research community hold for science. IDRC has articulated what we consider to be strong research for development in a transparent framework called Research Quality Plus (RQ+).

To answer the second question, we believe that science is driven by critical inquiry, so IDRC wants to leverage the value of external expertise from the global research community to help us evaluate the quality of the research we fund.

An all-of-IDRC evaluation of the quality of the research the Centre has supported over the past five years will be launched in 2020. IDRC is seeking applicants to join the Centre’s inaugural College of Reviewers to assess IDRC-funded research in this evaluation. Evaluators will use the RQ+ approach to assess IDRC-funded research against the goals intended for that work.

Deadline to apply is October 16, 2019 by 23:45 (EDT)

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

5. Comparative Rural Policy Studies (ICRPS) Summer Institute

<http://2020.icrps.org/>

<https://www.youtube.com/watch?v=sWbZd8FtypM&t=10s>

The seventeenth International Comparative Rural Policy Studies (ICRPS) Summer Institute will take place in **Brandon, Manitoba, Canada, from June 19 to July 3, 2020**. The institute will be hosted by the Rural Development Institute at Brandon University and the Brandon University Faculty of Arts.

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

This Month’s News

1. Canada Research Chairs program taking new measures to close equity gaps among prestigious academic positions

<https://www.theglobeandmail.com/politics/article-canada-research-chairs-program-taking-new-measures-to-close-equity/>

The Canada Research Chairs program is committing to new measures to close the long-running equity gaps among the prestigious academic positions, including for the first time a focus on professors who are LGBTQ.

The CRC program awards funding for more than 2,000 top researchers at a time. A 2006 legal settlement between the federal government and eight female researchers required the program to set targets for how many of the award recipients were female, Indigenous, visible minorities or had a disability. In the years since, universities have rarely met or exceeded the equity targets that sought to make sure that the diversity of those who received the awards reflected the diversity of those who were eligible to receive them.

The three granting councils are the Social Sciences and Humanities Research Council, the Natural Sciences and Engineering Research Council, and the Canadian Institutes of Health Research.

The new targets are to be based on those groups' representation in the general Canadian population, as opposed to their numbers in the hiring pool of academics. That means that in 10 years, 50.9 per cent of research chairs are to be given to women; 22 per cent to visible minorities; 7.5 per cent to people with disabilities; and 4.9 per cent to Indigenous scholars.

The current representation among Canada Research Chairs, according to May, 2019, data, is that 33.5 per cent were women; 15.9 per cent are visible minorities; 1.6 per cent were people with disabilities; and 2.1 per cent were Indigenous people.

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

2. Through a gender lens: Climate change

<https://commonwealthfoundation.com/through-a-gender-lens-climate-change/>

Following up on its exploratory 2018 discussion with over 40 civil society leaders from all over the Caribbean Commonwealth, the Commonwealth Foundation collaborated with the United Nations Development Programme's Global Environmental Facility and the Institute of Gender and Development Studies (University of the West Indies) to host a second meeting in Jamaica.

Addressing the unequal dissemination of resources in Caribbean society is crucial to achieving holistic climate action and policies. A major takeaway from the discussion was that climate change impacts people differently: in terms of socioeconomic circumstances, disabilities, age, and gender.

It is known that investing in women and girls creates a positive domino effect. However, in the Caribbean the limited resources available are unequally distributed between men and women. This is also because in the Caribbean, the majority of women still hold traditional female gender roles.

COP 25 is set to evaluate and report on the progress of the implementation of the Gender Action Plan. Given that women face greater disadvantages in their ability to respond to climate change impacts, is the Caribbean ready to overcome its systemic and unequal distribution of power and resources, and create opportunities for the survival of all?

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

3. CWSE-Prairies news

<http://cwse-prairies.ca/>

With optimism and gratitude, the CWSE-Prairies would like to announce that Dr. Annemieke Farenhorst is preparing to step down from her position as Prairies Chair for Women in Science and Engineering in March 2020. She has recently moved into a position as Associate Dean of Research in the Faculty of Agricultural & Food Sciences at the University of Manitoba, where she has and will continue to address issues of equity, diversity, and inclusion of women in STEM from an administrative level. **NSERC has issued a call for nominations for both the CWSE-Prairies and the CWSE-Ontario positions.** Dr. Farenhorst is looking forward to supporting the transition of the CWSE program to the next chair.

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

4. Dairy Cattle Improvement Industry Distinction Award

<https://www.cdn.ca/images/uploaded/file/Bonnie%20Cooper%20Distinction%20Award%20Announcement%20-%20English.pdf>

On behalf of all organizations involved with dairy cattle improvement in Canada, the Lactanet Board of Directors is very pleased to announce that Bonnie Cooper is the 2019 recipient of the Dairy Cattle Improvement Industry Distinction Award. The presentation of this award will be made during the Dairy Cattle Improvement Industry Forum that will take place at the Westin Bear Mountain Resort in Victoria, BC on September 17 & 18.

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

5. Northern Farm Training Institute gets \$400K to train women, youth to farm

<https://www.cbc.ca/news/canada/north/indigenous-agricultural-businesses-north-funding-1.5250031>

The Northern Farm Training Institute in Hay River, N.W.T., will receive about \$392,920 from the federal government's Agriculture and Agri-Food Department. The money comes from the government's Northern Diversity in Agriculture Program, which hopes to increase the number of Indigenous-run agriculture businesses.

The money will be specifically used for the institute's pilot project called From-the-Land Food Ambassadors — which aims to train northerners to start their own garden, raise and harvest livestock, and become agriculture mentors in their communities.

The pilot project — which started this summer — is available to anyone from teens to elders, but is specifically targeting people that may not have easy access to agriculture like women, people with disabilities, and Indigenous people among others.

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

6. Ambitious 4-H inventor solves problem of chick shipping

<https://www.producer.com/2019/08/ambitious-4-h-inventor-solves-problem-of-chick-shipping/>

It all started with a 4-H project for 14-year-old Mac Dykeman. A member of a 4-H poultry club at Langley, B.C., she was often dismayed when her orders from the United States arrived with dead birds in the shipment. She was able to research the problem through the 4-H Canada Wide Science Fair for students in Grade 7-12.

She ended up winning top honours in the junior category, earning a gold medal and platinum award for her project, "Safer Chick-ments: An innovative solution to reducing stress in chick shipments."

Using her winnings from various competitions, she has applied for a patent for her new design to ship birds in a more welfare-friendly way. She started by modifying commercial shipping boxes. Her first prototype held 25 chicks and she scaled it up to 50, then 100 birds. Her design is a cardboard box with a raised floor for a heating pad, different ventilation holes, sloped sides and a circular enclosure inside. The circular enclosure keeps the chicks from crushing each other in the corners.

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

7. 'Water women' quench thirst of central India's parched villages

<http://news.trust.org/item/20190827090652-1yyzq/>

As more rivers, reservoirs and wells go dry across Bundelkhand - a parched region of 20 million - Aherwal has joined about 600 "Jal Sahelis", or water women friends, to try to fix the region's perennial water woes. The women - up to three in each of more than 200 villages - galvanise their communities to harvest rainwater, dig wells, de-silt ponds, build check dams and

repair hand pumps. The women say their efforts have resulted in better irrigation, healthier crop harvests, increased drinking water and most importantly, fewer long walks to fetch water.

For many women, it hasn't been easy to become Jal Sahelis in a male-dominated, conservative region, where age-old customs dictate a woman's life. After their chores and work at home, most women can carve out only two hours a day for their Saheli work, they said. That can involve creating a water conservation plan for their village, participating in local council talks, meeting government officials, and learning how to use tools to fix wells and hand pumps - a chore traditionally done by men. Sanjay Singh, the secretary of Parmarth Samaj Sevi Sangathan, a grassroots charity behind the Jal Saheli programme, said the women were now more involved in household and village decisions, leading to effective change in some places.

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

8. Kenya: The troubles of a science PhD from the West

<http://www.ipsnews.net/2019/08/kenya-troubles-science-phd-west/>

Graduate students of the London School of Economics and Political Science gathered at Kenya's coast in September 2018, where the Secretary-General of the United Nations Conference on Trade and Development (UNCTAD) Dr Mukhisa Kituyi told them: "With your international credibility, it is easier and tempting to leave and take out of the continent the little intellectual resource that could solve problems their countries face."

He was persuading them to come back home, to Africa, to 'save the modern state from collapse'. Many PhD holders with African descent have taken Dr Kituyi's message to heart, and returned to Africa, but according to interviews with fourteen returnees in biomedical sciences for this article, they have had a hard time adjusting to life at home.

The common theme from the returnees was the lack of funding for their work and inadequately equipped labs. When they managed to resolve the two, they had bureaucracy that is ingrained in the DNA of the institutions and the people they are expected to work with.

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

9. Why women humanitarian workers matter

<https://views-voices.oxfam.org.uk/2019/08/why-women-humanitarian-workers-matter/>

Yet, any discussion about women humanitarians can seem empty if we don't consider their struggles in contexts where gender inequality and discrimination are rampant, and in systems, organizations and structures that can be equally so. And time and again, during and after crises, we see that pre-existing gender inequality and discrimination can create often extreme hardships that specifically affect women and girls. They can face restricted mobility, sexual exploitation and abuse, and increased levels of gender-based violence. Women's livelihoods are affected far more than men's, and girls in crises are more likely than boys to lose out on education. What's more, healthcare in humanitarian settings may be poor or non-existent, and this obviously has particular impact on women: 60 per cent of preventable maternal deaths take place in emergency settings.

Likely for many other feminists in the humanitarian sector, recent data on the chronic underfunding of gender equality programming in humanitarian contexts confirmed the big bad fact that we know already, from personal experience: if money is power, then we still have very little of it.

But my feminist vision – one where we recognize the value of women's rights organizations, where gender equality is prioritized in humanitarian settings, and where the structures and systems in place rebalance unequal power – is easier to have than to realize! We need the political will of existing senior decision-makers to move rhetoric on gender justice and women's rights into reality. We need continued pressure from feminists and their allies inside and outside the sector. And we need to inspire colleagues with examples of innovation and impact.

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

1. Savings Groups and Consumer Protection: Government Regulation, Rules and Guidelines

<https://mangotree.org/Resource/Savings-Groups-and-Consumer-Protection-Government-Regulation-Rules-and-Guidelines>

What role do governments play in protecting Savings Groups as financial service providers and their members as financial consumers? This brief paper assesses emerging government efforts to regulate and register Savings Groups in Sub-Saharan Africa. Most of the regulatory developments identified in this report are quite recent and formal evaluations of their impact are not yet available. Despite the limited evidence, the trend merits further discussion: the regulation of Savings Groups has important implications for market and development actors, and the rights and responsibilities of groups and members.

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

2. Savings Groups and Consumer Protection: Risk Mitigation through Community-Based Structures

<https://mangotree.org/Resource/Savings-Groups-and-Consumer-Protection-Risk-Mitigation-through-Community-Based-Structures>

Over the last two decades, Catholic Relief Services (CRS) has promoted Savings Groups – referred to as Savings and Internal Lending Communities, or SILCs – reaching about 3.8 million members across 58 countries. The program model is based on an innovative fee-for-service delivery channel that trains and certifies Private Service Providers (PSPs), local social entrepreneurs who form and train Savings Groups for a fee paid by the group. The fees charged by the PSP are negotiated with each group, in exchange for standardized group training as well as ongoing support services that may include assistance with end-of-cycle share-outs, loan recovery, conflict resolution and supplemental training offered by development organizations.

As the portfolio of a PSP grows, it can be challenging for them to provide adequate support to an ever-increasing number of groups. Several of the 39 PSPs certified by a CRS project in Togo found that, given their time limitations and travel distances between groups, their portfolios required more support than they could provide. To allow them to devote more time to supporting new Savings Groups – and to further foster the independence and autonomy of the more mature groups in their portfolio – some PSPs have facilitated the establishment of SILC Committees, representative bodies composed of multiple groups in a given area.

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

3. Savings Groups and Consumer Protection: How Savings Groups Responded to Insecurity and Theft in Madagascar

<https://mangotree.org/Resource/Savings-Groups-and-Consumer-Protection-How-Savings-Groups-Responded-to-Insecurity-and-Theft-in-Madagascar>

For millions of financially excluded individuals worldwide, Savings Groups offer the opportunity to save and borrow small amounts of cash in a convenient, accessible and generally safe manner. The standard methodologies promoted by development organizations reduce threats to the security of members and group assets through the self-selection of known and trusted members, the use of a cash box with multiple locks, transparent cash counting, and the active use of the loan fund. Nevertheless, a recent risk assessment of Savings Groups in Burkina Faso, Madagascar, Rwanda and Tanzania (Wheaton 2018) estimates that, in the first four years of operations, six percent of groups experience at least one theft.

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

4. Working with the Private Sector to Empower Women: What to Measure and How to Build the Business Case for Change

<https://seepnetwork.org/Resource-Post/Working-with-the-Private-Sector-to-Empower-Women-What-to-Measure-and-How-to-Build-the-Business-Case-for-Change>

This AWEF Practitioner Learning Brief provides a practical framework for development actors on how to develop a robust business case for private sector companies on the commercial value of empowering women. Building on the direct experience from implementing the DFID-funded Arab Women’s Enterprise Fund (AWEF) over the last four years, as well as case studies from the wider practitioner community, the Brief presents a range of business frameworks, approaches, tools, data and metrics that can be used to build a compelling business case to the private sector.

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

5. Empowering Women through Equal Land Rights: Experimental Evidence from Rural Uganda

<https://openknowledge.worldbank.org/handle/10986/31513>

Traditional customary land tenure systems often limit women’s land rights in Sub-Saharan Africa. In an ongoing experiment in rural Uganda, we offered households fully-subsidized land titles and basic information about the benefits of land titling. Providing additional gender information and making the offer conditional on female co-tilting raised the take up of joint titles to about 76 percent and 89 percent, respectively, without dampening overall demand for titling.

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

6. Africa Gender Innovation Lab (GIL)

<https://www.worldbank.org/en/programs/africa-gender-innovation-lab#5>

The Gender Innovation Lab packages impact evaluation findings into a variety of knowledge products including policy briefs, research working papers, and synthesis papers.

- **Policy briefs:** Crisp and comprehensible summaries of impact evaluations and their findings, with a strong emphasis on the resulting policy advice.
- **Research Working papers:** Detailed reports of impact evaluations methodology, analysis, results and policy implications.
- **Synthesis and White papers:** Studies analyzing data from multiple reports in order to identify larger trends across a particular region and theme, with emphasis on drawing policy recommendations.

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

7. “Women's Land Tenure: A Conceptual Framework” is Now Available in Portuguese

<https://consortium.resourceequity.org/um-enquadramento-conceitual/>

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

The Research Consortium has recently published “Women’s Land Tenure Security: A Conceptual Framework” in Portuguese. This tool co-authored by Cheryl Doss and Ruth Meinzen-Dick allows for the systematic analysis of the factors that affect women’s land tenure security and provides clarification about definitions and concepts. Such clarity is needed as, around the world, the kinds of rights that people have to land, and the concept of land itself, vary widely. Changes in these notions and their practical implications are affecting natural resource-reliant communities and impacting specific groups within local communities, such as women and their families.

The Conceptual Framework is also available in English, Spanish, and French.

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

8. India's Indigenous Women Assert their Land Rights

<http://www.ipsnews.net/2019/08/indias-indigenous-women-assert-land-rights/>

On the International Day of the World's Indigenous Peoples, IPS correspondent Stella Paul speaks to Kumaribai Jamkatan, 51, one of the leaders who have been fighting for women's land rights and Indigenous People's land rights since 1987. She speaks about what it means for Indigenous women to own their land. Paul joins Bai and several of women relatives and friends who have joined together to help Bai sow the saplings for her rice field.

Korchi a village of 3,256 people, most of whom are small and marginal farmers belonging to Gondi and Kavar indigenous communities, lies about 750 kilometres east of Mumbai, India. Here, women like Jam Bai, a 53-year-old indigenous farmer, have been leading a ground movement for years to own land.

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

9. Film about farming women shows how times have changed — and how old stereotypes still linger

<https://www.youtube.com/watch?v=z2sAfeuymco>

<https://www.albertafarmexpress.ca/2019/08/12/not-just-farmers-wives-and-farmers-daughters/>

In a new 20-minute documentary, filmmaker Kelsey van Moorsel asks you to “Picture a Farmer.” And the three Alberta farmers featured in the first-time filmmaker's documentary are all women. The film is meant to both celebrate women who farm — and challenge preconceived ideas about them. The three women who appear in the film are Kristin Graves, a young vegetable farmer from Wetaskiwin County who runs Fifth Gen Gardens; Lynn Dargis, a custom feedlot and grain farmer from St. Vincent; and Susan Holme Manyluk, a beef producer from Red Deer County.

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

10. Research Quality Plus (RQ+)

<https://www.idrc.ca/en/funding/global-call-inaugural-idrc-college-reviewers>

<https://idl-bnc-idrc.dspacedirect.org/bitstream/handle/10625/56944/IDL-56944.pdf?sequence=2&isAllowed=y>

- How do we know what makes for quality research?
- How do we know our funded research is high quality?

To answer the first question, IDRC undertook a reflective exercise to unpack and deconstruct the values and desires that the Centre and our research community hold for science. IDRC has articulated what we consider to be strong research for development in a transparent framework called Research Quality Plus (RQ+).

The RQ+ Assessment Framework provides a systems-informed approach to defining and evaluating the quality of research, and its positioning for use and impact. It allows tailoring to context, values, mandate and purpose, and can support planning, management and learning processes at any stage in the lifetime of a research project, program or grants portfolio.

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

11. Child poverty in Africa: an SDG emergency in the making

<https://www.odi.org/publications/11420-child-poverty-africa-sdg-emergency-making>

The profile of world poverty is changing dramatically. This briefing paper focuses on one of the most troubling but least explored aspects of that change: a marked increase in the share of global extreme poverty accounted for by children in Africa. While the Sustainable Development Goals (SDGs) include a collective pledge by governments to eradicate extreme poverty by 2030 for ‘all people everywhere’, as things stand that pledge will be broken for African children. Updating projections presented in an earlier paper, we estimate that 304.7 million sub-Saharan African children (aged 0–19) will be living in extreme poverty in 2030. These children will account for 55% of world poverty in 2030, compared with 43% in 2018 – and over three times the share in 2000.

There are no blueprints for success in combating child poverty, but policymakers can draw on a wide evidence base to inform policy design. We identify five critical areas where public policies need to respond to child poverty: cash transfers, increased and more equitable public spending, adolescent children, fiscal policy, aid partnerships.

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

12. Journal: Gender & Development

<https://www.genderanddevelopment.org/272-humanitarian-action-and-crisis-response/>

The rate of forced displacement across the world is at an unprecedentedly high level. As of 2018, nearly 71 million people have had to flee their homes. Gender inequality creates a range of specific needs for women and girls in humanitarian crisis. Women need equality, security and the means to survive, while good humanitarian responses desperately need women's full participation and leadership. Yet funding to protect and promote women's rights remains painfully low.

This issue - a collaboration with UN Women - offers cutting-edge insights on innovative humanitarian programming aiming to advance women's rights and gender equality.

For free access to all of the articles, visit the Oxfam Policy & Practice publications <https://policy-practice.oxfam.org.uk/publications/search> section.

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

13. Top Tips for Designing Research to change Social Norms on Gender (or anything else)

<https://oxfamblogs.org/fp2p/5-top-tips-for-designing-research-to-change-social-norms-on-gender-or-anything-else/>

As a researcher & a campaigner involved in this journey, we’ve come up with 5 tips on how to ensure the research process genuinely supports social change.

1. Link research with the campaign strategy
2. Adopt a gender transformative and participatory approach to research
3. Understand how social norms interact with other contextual factors to drive behaviours
4. Link participatory research validation to campaign planning and design
5. Learn from changemakers and map influencers

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

14. Starting With Women Toolkit

The Starting With Women (SWW) approach centers women in design and implementation. Its starting point is the belief that women’s land rights can be made more secure through an approach that starts with women.

For more information and guidance on how to implement the SWW approach, we have a number of tools and a toolkit. To access the toolkit, which gives guidance on how to implement the SWW approach, click

<https://landwise.resourceequity.org/record/2739>

To access the SWW brochure, which describes the approach in more detail, click <https://resourceequity.org/starting-with-women-pamphlet/>

For specific guidance on different parts of SWW implementation, we have drafted a number of tools, which you can download.

Tool 1 - Job Description <https://landwise.resourceequity.org/records/3094-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 2 - Community Based Facilitator Self-Assessment <https://landwise.resourceequity.org/records/3095-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 3 - Sample Logic Framework <https://landwise.resourceequity.org/records/3096-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 4 - Sample Baseline Survey and Assessment <https://landwise.resourceequity.org/records/3097-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 5 - Sample Focus Group Guide: Women's Needs Assessment <https://landwise.resourceequity.org/records/3098-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 6 - Monthly Reporting Format Template <https://landwise.resourceequity.org/records/3103-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 7 - Format for Group Meeting Minutes <https://landwise.resourceequity.org/records/3099-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 8 - Sample Implementation Plan <https://landwise.resourceequity.org/records/3104-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 9 - Action Points for Groups <https://landwise.resourceequity.org/records/3100-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 10 - Sample Curriculum: Mediation Training <https://landwise.resourceequity.org/records/3101-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

Tool 11 - Sample Curriculum: Assertiveness Training <https://landwise.resourceequity.org/records/3102-improving-land-tenure-security-for-women-a-starting-with-women-approach-toolkit->

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