

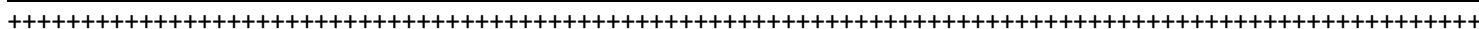
Freshly fallen snow in forest in early winter. Photo courtesy of D. Ceplis.

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.

Dinah Ceplis, P.Ag. (Ret.), FGHIH, FAIC, (Volunteer Editor)



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Opportunities and Coming Events

1. FIT Workshop on developing testing frameworks

<https://www.eventbrite.com/e/developing-your-testing-framework-tickets-83882419575>

Fund for Innovation and Transformation is hosting an online workshop on developing testing frameworks on **Thursday December 5th**. The workshop will be in French at **10:30 am CST** and **English at 12 pm CST**.

We'll be covering all the key steps in the testing process, including developing a testing mindset, stakeholder mapping, choosing outcomes and indicators, creating feedback schedules and more! If you're applying to FIT, this is a great opportunity learn more about innovation testing as you work on your concept note submission.

The Fund for Innovation and Transformation (FIT) is a program of the Inter-Council Network of Provincial and Regional Councils (ICN) made possible through funding from Global Affairs Canada and administered by Manitoba Council for International Cooperation (MCIC).

The initiative is designed to support Canadian small and medium-sized organizations (SMOs) testing innovative solutions to specific development challenges that focus on advancing gender equality and empowering women and girls in the Global

South. In addition, the program seeks to foster collective learning and build the capacity of SMOs through the creation of knowledge-sharing spaces and practices.

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2. Social Injustice & Climate Chaos: Feminist Response to Cancellation of COP25 in Chile

<http://womengenderclimate.org/social-injustice-climate-chaos-feminist-response-to-cancellation-of-cop25/>

<https://unfccc.int/news/cop25-will-take-place-in-madrid-from-2-to-13-december-2019>

On October 30th, the Government of Chile announced that it would not host the upcoming United Nations Climate Change Summit “COP25” in the country, in view of the social revolution that is underway.

The UNFCCC confirmed that **COP25 will now take place in Madrid, Spain on December 2-13, 2019.**

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3. ODI Fellowship Scheme for Economists and Statisticians

<https://www.odi.org/odi-fellowship-scheme>

ODI's prestigious Fellowship Scheme gives postgraduate economists and statisticians the chance to work in developing country public sectors as local civil servants on two-year contracts.

The Scheme has two objectives: to provide developing country governments with high-calibre junior economists and statisticians where there are gaps in local capacity; and to give postgraduate economists and statisticians practical work experience in a developing country.

The Scheme is open to candidates of all nationalities provided they have a master's degree or PhD in economics, statistics or a related discipline. Postings are determined primarily by the needs of partner governments rather than the preferences of candidates themselves.

*We are now inviting applications for the 2020-2022 Fellowship Scheme. The deadline is **December 11th, 2019.***

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4. Fund for Innovation and Transformation – Round 2 Concept Notes

<https://fit-fit.ca>

The second intake of concept notes is now open with a deadline of **January 9, 2020.** The Fund for Innovation and Transformation (FIT) is designed to support Canadian small and medium-sized organizations (SMOs) testing innovative solutions that advance gender equality in the Global South. FIT's goal is to cultivate a working environment in which SMOs are empowered to experiment, fail, adapt and try again.

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5. SHE Conference in Europe 2020

<https://www.sheconference.no/she-conference-2020>

Europe's largest gender diversity conference is being held on **March 5th, 2020.** We are inviting leaders, entrepreneurs, investors, politicians, students and business professionals to join us at **Oslo, Norway.**

SHE Arranges two conferences during the year. One in March at Oslo Spektrum and the other one in November at Telenor, The Hub. Our goal is to inspire, motivate and engage people to work together for more diversity in business. Through

events, conferences, study programs, and as a consulting partner to business we aim to close the gender gap and inspire for equality for all people.

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6. Advancing Women in Ag Conference 2020 – West

<https://www.advancingwomenconference.ca/2020west/>

Mark your calendar and save the date of the upcoming AWC WEST 2020 being held on **March 23 & 24, 2020 in Calgary**. This 12th conference in the series to Advancing Women in Agriculture will help you re-energize, re-charge and re-focus as we get ready for Spring.

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This Month’s News

1. Sexism in science: The woman who pioneered giraffe research

<https://www.cbc.ca/fifth/episodes/2019-2020/sexism-in-science-the-woman-who-pioneered-giraffe-research>

Before Jane Goodall began her study of chimpanzees, there was Anne Innis Dagg. She's a Canadian and the first to conduct scientific studies of giraffes, or any large mammal, in the wild. She was a young researcher, working on her own in Africa in the late 1950s. Her observations about the behaviour of giraffes laid the foundation for all future giraffe studies. In the 1970s, despite her extensive qualifications, she was denied tenure at several Ontario universities, which effectively ended her giraffe research and academic career. Instead of giving up, Anne became an activist for women’s rights, especially in academia. She taught part-time and published books but didn't get the support or recognition she deserved until the scientific community rediscovered her and raised her profile. Now there's a film about her life, and several universities are trying to make up for their rejection. She’s received many awards and will soon hear whether she will be a recipient of the Order of Canada.

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2. Marrying the Farm

<https://www.country-guide.ca/guide-business/into-the-daylight/>

In the first of two exclusive articles, farmer and novelist Anne Lazaruko talks about choices she had to make when she married a farmer. Many of us didn’t choose to be a farmer. We married one. And therein lies the rub. We can love the lifestyle, we can love our man, but we didn’t marry the farm. Or so we thought. That change for one woman meant working around the farming schedule to earn a PhD and establishing a consulting business she could manage from home, all while raising her kids.

According to Ag Canada stats, in 2016 farm women were almost twice as likely as 20 years earlier to have a university level education, and the number of female farm operators with degrees in agriculture-related studies has soared, from about one in 12, to 20 per cent.

Are we glossing things over in agriculture? And at what expense? The author could find no stats on how many women have given up promising careers because they can’t make them work from the farm. Despite farm groups and networks doing great advocacy and support work for women in agriculture, it often seems we aren’t getting to the heart of the thing. Why does the choice for many continue to be either/or when it could be “and”?

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3. SCWIST at Gender Equality Network Canada meeting

<https://www.scwist.ca/scwist-at-gender-equality-network-canada-to-make-diversity-possible/>

<https://www.canadianwomen.org/our-work/gender-equality-network-canada/>

Leaders from SCWIST (Society for Canadian Women in Science and Technology) were in Montreal in November for the final meeting of the Gender Equality Network Canada (GENC) – a three-year initiative to create a national gender equality network and develop a national action plan to advance gender equality.

The project is funded by the Federal Department for Women and Gender Equality (WAGE) and leverages the experiences, expertise, and aspirations of 150 women leaders from across Canada.

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4. First-ever female engineer hired by John Deere still blazing a trail for women in agriculture

<https://www.realagriculture.com/2019/11/first-ever-female-engineer-hired-by-john-deere-still-blazing-a-trail-for-women-in-agriculture/>

Almost four decades ago Debra Harrison was the first female engineer ever hired by John Deere. Today she is president of John Deere Canada. She recalls being the only woman among 650 engineers at an engineering conference early in her career. Harrison also comments on how the landscape for women in agriculture has changed since she entered the workforce in 1980. But there's still work to be done. Harrison believes young women entering the work force will likely experience negativity and exclusion at some point in their career. However, she believes young women can and should prepare for these conflicts and tackle them with confidence when they arise. Video and interview available at the website.

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5. Can electricity be an option for clean cooking in developing countries?

<https://www.orfonline.org/expert-speak/can-electricity-be-an-option-for-clean-cooking-in-developing-countries-57972/>

The difference in pace of access to electricity and access to clean cooking raises the question whether electricity can be considered as an option for clean cooking among developing countries. In general, LPG, improved cookstoves, biogas and solar cookers are promoted in the developing countries as a measure towards enhancing coverage of clean cooking fuels. The response is 'partially yes' to the question 'Can electricity be an option for clean cooking in developing countries?'. However, the electrification programmes need to consider this aspect while developing and strengthening infrastructure. Further research is also required to strengthen the solar based induction stoves technology.

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6. Clean Cooking Campaign

<https://cleancooking.is/>

The "Clean Cooking Is..." campaign kicked off at the Clean Cooking Forum 2019 in Nairobi where a new campaign video was premiered before an audience of 500+ people from over 50 countries. Simultaneously, the campaign went live online, featuring a new campaign website and digital engagement hub, as well as a video featuring global advocates including award-winning actor Julia Roberts, Chef José Andrés, actor Zhao Wei, musician Rocky Dawuni, Chef Sanjeev Kapoor, and many others.

The "Clean Cooking Is..." campaign is designed to fill that awareness and financing gap by showcasing how clean cooking delivers multiple benefits, including for health, the climate and environment, women's empowerment, and economic opportunity. Using easily customizable digital materials, campaign partners and the general public are encouraged to share their own user-generated content via social media, describing how clean cooking has positively impacted their lives.

"Clean Cooking is healthier mothers and healthier families," says Julia Roberts, award-winning actor.

“Clean cooking is freedom...It is liberation for women, for families, for children, for men, for communities, for humanity,” says Chef José Andrés, Founder of World Central Kitchen.

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7. Results-Based Financing (RBF) for Pico-Solar Market Development

<https://snv.org/project/results-based-financing-rbf-rural-market-development-pico-solar>

The Results-Based Financing (RBF) for Pico-Solar Market Development project aims to improve market access to and use of quality pico-solar devices for rural and off-grid households. Central to the programme is a Results-Based Financing facility, a partnership between the banking sector and suppliers, making available the necessary financial support for the development of the value chain. The RBF facility focuses on the application of a temporary financial product in mainstream banking that serves to assist the private sector in developing the market for pico-solar products (lanterns, phone chargers and small solar home lighting kits) in rural areas of Tanzania's Lake Victoria Zone.

This is one of two projects being implemented by SNV Netherlands Development Organization as part of the EnDev Tanzania programme.

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8. How feminist research can help confront the climate crisis

<https://oxfamblogs.org/fp2p/how-feminist-research-can-help-solve-the-climate-crisis/>

As the 2018 Intergovernmental Panel on Climate Change (IPCC) special report indicates, there are significant gaps in knowledge on the *interactions* of climate change responses with sustainable development and poverty eradication, particularly in understanding what synergies and trade-offs there are in current mitigation and adaptation strategies across regions and globally. Moreover, the development of *integrated* risk assessment, management and long-term response is increasingly necessary to encompass the occurrence of simultaneous hazards, cumulative impacts and cascading disasters which cannot be left to natural and physical sciences alone.

Feminist research speaks directly to these challenges and has much to contribute in helping solve the climate crisis by strengthening integrated risks assessments, platforms and responses. This article identifies these feminist tools as intersectionality, the ethics of care, and situated knowledge.

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Reports, Publications, Resources

1. Women Deliver Resources

<https://womendeliver.org/publication-database/>

Women Deliver is a leading global advocate that champions gender equality and the health and rights of girls and women. Women Deliver and partners recently released a variety of new tools that show a gender equal world is healthier, wealthier, more peaceful, and more productive. From infographics that draw the link between food security and gender equality to new research that shows having a baby before 18 impacts a girl's entire economic future, these resources are important tools for advocates and decision makers.

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2. Inclusion, Intention and Investment: A Playbook for Retaining Women Working In Tech

[https://static1.squarespace.com/static/59e75f9e9f07f52a3fe846c9/t/5dcca95ea8f5af7720515a2d/1573693824678/Femininity %23movethedial RetentionPlaybook.pdf](https://static1.squarespace.com/static/59e75f9e9f07f52a3fe846c9/t/5dcca95ea8f5af7720515a2d/1573693824678/Femininity%23movethedialRetentionPlaybook.pdf)

To move the dial, well-intended companies need more than passion and commitment; they need a plan. So, together, Feminuity and #movethedial decided to find out what companies across Canada are doing to retain women working in tech and develop an open-source resource with insights and tactics to help companies of all shapes and sizes to take action so we can all accelerate inclusion in the tech sector.

The Playbook is intended as a resource, and more importantly, a call-to-action for companies to take stock of what they are doing well to support the retention of women and to acknowledge the gaps in their current practice.

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3. Infographic: Putting a Gender Lens on Global Food Insecurity

<https://womendeliver.org/publications/putting-a-gender-lens-on-global-food-insecurity/>

Sources:

- Of the 821 million people who are food insecure globally, 60% are girls and women ([World Food Programme, 2019](#))
- 33% of women of reproductive age are anemic ([Food and Agriculture Organization of the UN, 2019](#))
- Yield for women farmers are 20-30% lower than for men, due to unequal access to money and resources such as land, improved seeds, fertilizers, equipment, and credit ([The State of Food and Agriculture, 2011](#))
- 9.9 million girls and women in Yemen are in need of life-saving food assistance ([World Food Programme, 2018](#))
- There is a US \$16 return for every US \$1 invested in nutrition interventions for pregnant girls and women, as well as their children ([Global Nutrition Report, 2017](#))

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4. Video: Meet "MAMA Cookstoves"

<https://www.youtube.com/watch?v=OLpBZvX1Akg&list=PL1oZtXroJSPJjAxAhJ7YWW9ruq1gcNC9si&index=33>

From SNV Netherlands Development Organization, comes this video about Tanzanian entrepreneurs. Meet Aledy and Rahel Shigella who is also known as "Mama Cookstoves". The husband and wife team have been working in the cookstoves sector since 1995. Some years ago, Rahel participated in an SNV sponsored training course to improve her bookkeeping skills. Following this course, Aledy got involved in the business and now they have 99 men and women working with them. 70-80 of their staff are at the quality level that they can start to bring their own product to market. The Shigella's business produces 200-300 cookstoves a month.

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5. Video: Tanzania Improved Cookstoves project (TICS)

<https://www.youtube.com/watch?v=nhrFTjpuI0o&list=PL1oZtXroJSPJjAxAhJ7YWW9ruq1gcNC9si&index=35>

From SNV Netherlands Development Organization, comes this video about Tanzanian entrepreneurs and 'performance driven' programming approaches. In this video, Hassan Bussiga, SNV Project Manager, tells the story of the EnDev funded Tanzania Improved Cookstoves project (TICS). TICS works to build upon existing local improved cook stove (ICS) supply chains to initiate the production, distribution and sales of clean and marketable ICS options that meet the needs of rural households. The project works closely with existing stove entrepreneurs to realise improved performance, quality and marketability of cook stove options. Since 2013 the project has reached over 450,000 persons with access to improved cooking solutions. Learn more about this project by visiting <https://snv.org/project/tanzania-improved-cookstoves-tics-programme>

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6. Understanding Norms around the Gendered Divisions of Labour: Results from focus group discussions in the Philippines

<https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620888/cs-philippines-social-norms-fgds-281019-en.pdf>

Oxfam’s Women’s Economic Empowerment and Care (WECare) programme recognizes that the ‘heavy’ and ‘unequal’ responsibility for providing unpaid care and domestic work (UCDW) limits women’s choices and their ability to engage in other aspects of life, such as education, livelihoods, politics and leisure.

In particular, this report analyses discussions that took place across 27 focus groups in five areas of the Philippines in 2017 where the WE-Care ‘Work Your Dreams’ project, a result of the partnership between Oxfam, Unilever and the laundry brand SURF, operates. The report is organized into three parts. The first part describes shared understandings underlying the gendered division of work and factors explaining how and why they are so firmly held. The second describes evidence of some loosening gender roles, the perceived adverse consequences of heavy workloads, and some aspirations for change in the future. The third part outlines participant perspectives on how messages could be communicated effectively and what other steps could be taken to advance processes of change.

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7. Photo Gallery: The Ugandan diet: food voices and choices

<https://www.iied.org/ugandan-diet-food-voices-choices>

Farmers, food providers and consumers from Gulu, Buikwe and Kabarole Districts give their personal views on the Ugandan diet and food supply. A photographic exhibition curated by the Sustainable Diets for All programme explored the Ugandan diet through testimonies from farmers, food providers and consumers. These food voices identify education, and training about the importance and nutritional value of indigenous and traditional foods, as essential to positively transforming the food system in Uganda.

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8. Discussion Paper on Informal food markets in Zambia: Perspectives from vendors, consumers and policymakers in Lusaka and Kitwe

<https://pubs.iied.org/16659IIED/>

Informal markets play a critical role in providing affordable, accessible and diverse food for the urban poor, while at the same time supporting the livelihoods of millions of small-scale farmers, traders and vendors. In Zambia, the informal sector is a major source of employment and livelihoods and almost 80% of informal workers are employed in agricultural-related activities.

Based on both qualitative and quantitative research, this discussion paper provides evidence on the current status, perceptions, challenges and policy context of the informal food markets in Lusaka and Kitwe, with the aim of identifying key points for action and policy.

Among the findings are that although policy is biased towards formalisation, informal food markets offer opportunities for livelihoods and income generation, especially for women and young people, and that these markets play a critical role in linking the urban poor to key markets for fruits, vegetables and meat products.

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9. Protecting Land Tenure Security of Women in Ethiopia: Evidence from the Land Investment for Transformation Program

<https://landwise.resourceequity.org/records/3124-protecting-land-tenure-security-of-women-in-ethiopia-evidence-from-the-land-inve>

ABSTRACT The purpose of this research is to investigate threats to women’s land rights and explore the effectiveness of land certification interventions using evidence from the Land Investment for Transformation (LIFT) program in Ethiopia. More specifically, the study aims to provide evidence on the extent that LIFT contributed to women’s tenure security. The research used a mixed method approach that integrated quantitative and qualitative data. Quantitative information was analyzed from the profiles of more than seven million parcels to understand how the program had incorporated gender interests into the Second Level Land Certification (SLLC) process. Three recognized indicators in literature that use land as a unit of analysis were employed as quantitative indicators: 1) distribution of parcel holding by form of landholding, 2) the mean size of parcel by gender, and 3) distribution of land area by form of landholding. Qualitative data was drawn from LIFT program field studies and case stories.

Despite numerous threats to the land rights of women, evidence from the program suggests that LIFT has contributed to the tenure security of rural women in Ethiopia. Out of the 7.1 million certified parcels considered for this study, 77% of the parcels list women either as joint (55%) or as individual (22%) holders. Additionally, when comparing the land area held as a percentage of the total owned land area of 3.4 million hectares, 62% is under joint holding, while 16% and 21% of registered land belongs to individual holding for male and female, respectively. Furthermore, the data shows there was no statistically significant difference in mean parcel size allocated for men and women for all program regions. This shows that, at certification level, not only is there equal share of parcel distribution across genders, there is also no observed inequality based on land area allocation. Qualitative data also shows that LIFT has positively affected women’s land rights. While full-fledged impact studies may be required to measure the magnitude of change, qualitative data shows improved participation of women in the SLLC process and indicates potential to avoid dispute and reduce the incidence of violence. The results are interesting considering the African Union’s declaration of having 30% of all registered land in the name of women by 2025.

This study addresses a gap in the field by providing a large-scale study on the effectiveness of a specific intervention to improve women's land tenure security by using a comprehensive definition of women's land tenure security. The implication of these findings is that land certification programs can promote gender equality through land certification and governance by developing institutional measures and standard procedures that are gender responsive and based on local context, and by investing resources and attention on gender, from the onset.

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10. Impact Measurement: A practical guide to data collection

https://assets.cdcgroup.com/wp-content/uploads/2019/10/29172105/CDC_ImpactMeasurementHandbook.pdf

This handbook provides investors, businesses and private sector development practitioners with an overview of tools and methods for effective and appropriately tailored data collection for impact measurement and management. It builds on the recognition that the methods of larger, independent impact evaluations of, for example, government-funded programmes rarely lend themselves well to a private sector context. In reviewing select private sector-relevant tools and methods, it draws out how such tools can deliver impact insights while often feeding valuable business intelligence back into companies.

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11. By Women, For Women: Leaders and Innovations in Gender Equity

<https://nextbillion.net/nextbillion-series/leaders-and-innovations-in-gender-equity/>

From philanthropy to investing to entrepreneurship, women face unique challenges in their quests to make an impact. The #MeToo movement in particular has brought into focus the exclusion of women from power – an ill from which even the social sector is not immune. And yet in spite of cultural and systemic hurdles, women continue to rise through the ranks of impact-focused firms, smashing old paradigms and creating better, more inclusive business models. See the series of articles.

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12. Video: Women in extension

<https://www.accessagriculture.org/women-extension>

Food production in women’s fields could easily increase by 30% if we paid attention to gender when dealing with these four areas: demand for training and advice; extension methods and content; access to land, inputs and credit; and access to markets. This video targets research and development organisations, as well as agricultural service providers.

Available in the following languages: English, French, Bangla, Dagaare, Dagbani, Dholuo, Dioula, Hausa, Kiswahili, Kusaal, Moore, Peulh Fulfulde, Portuguese, Sisaala, Spanish, Wolo, and Zarma.

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13. Practical Tools and Frameworks for Measuring Agency in Women's Economic Empowerment

<https://seepnetwork.org/Resource-Post/Practical-Tools-and-Frameworks-for-Measuring-Agency-in-Women-s-Economic-Empowerment>

<https://seepnetwork.org/files/galleries/2019-WEE-MeasuringWomensAgency- EN-DIGITAL.pdf>

There is increasing interest from economic programs to better understand, measure and capture agency across interventions in order to more deliberately pursue women’s economic empowerment. Yet, there are many challenges in integrating agency in program planning and design, and specifically in measuring its impact.

The objective of this brief is to identify and analyze the different techniques practitioners use to measure agency in programs that promote WEE. The brief is practitioner-led, with a focus on finding promising practical frameworks and tools; indicators, research techniques, and results; and lessons and good practices in measuring agency.

This brief is relevant for a wide spectrum of audiences, from those already dedicated to agency as a topic to those just now considering how to adopt elements of agency measurement and provides guidance on what indicators and questions are relevant. It will provide frameworks and tools that have been tried and tested, with insights on learnings, good practices, and challenges. Our goal is to provide tips and lessons on how agency can be captured.

The brief serves as a starting point for practitioners from a range of development programs and practices, including monitoring and evaluation, program management, and implementation teams. The information comes from peers with practical experience in measuring agency and applying the results to improve program outcomes.

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14. Women’s Empowerment in Agriculture Index

<http://weai.ifpri.info/versions/weai/>

The Women’s Empowerment in Agriculture Index (WEAI) is an aggregate index, reported at the country or regional level, based on individual-level data collected by interviewing men and women within the same households. The WEAI comprises two sub-indices. The first assesses the degree to which respondents are empowered in five domains of empowerment (5DE) in agriculture. It reflects the percentage of women and men who are empowered and, among those who are not, the percentage of domains in which they enjoy adequate achievements.

Various versions are available now.

WEAI: was piloted in 2011 in Uganda, Bangladesh, and Guatemala and was formally launched in 2012.

Abbreviated WEAI (A-WEAI) <http://weai.ifpri.info/versions/a-weai/>

Project-level WEAI (pro-WEAI) <http://weai.ifpri.info/versions/pro-weai/>

WEAI for Value Chains (WEAI4VC) is currently being developed to measure empowerment across the value chain.

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15. Learning Resources: Women’s Economic Empowerment Working Group

<https://seepnetwork.org/WEE-Working-Group>

The WEE WG partnered with the Coalition for Women’s Economic Empowerment and Equality (CWEEE) to hold a half-day event on November 12, joined by over 100 WEE practitioners, both in-person and virtually. WEE WG members from MEDA, CARE, and Women for Women International, presented promising approaches in measuring progress in WEE, and also launched the new learning brief on measuring women’s agency. The event also featured a variety of reports, tools, and learning products on WEE, measurement, and metrics.

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16. How to measure women’s empowerment so that it reflects the views and opinions of all women interviewed in a study

<https://views-voices.oxfam.org.uk/2018/07/how-to-measure-womens-empowerment/>

Building on the experience from the Women’s Empowerment in Agriculture Index (WEAI) Oxfam has developed a measurement tool based on a composite index. The measurement tool is founded on the recognition that empowerment is a multidimensional and context-specific concept. While the framework remains constant across evaluations, the characteristics and indicators that make up the index change from context to context, aiming to capture the characteristics of an ‘empowered woman’ in the socio-economic context of analysis.

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17. Women’s role in the energy sector: Key take-aways from a series of three webinars on Gender and Energy Access

<https://www.energia.org/womens-role-in-the-energy-sector-key-take-aways-from-a-series-of-three-webinars-on-gender-and-energy-access-part-one/>

Webinars at <https://www.energia.org/knowledge-centre/webinars/>

Part Two at <https://www.energia.org/womens-role-in-the-energy-sector-key-take-aways-from-a-series-of-three-webinars-on-gender-and-energy-access-part-two/>

Part Three at <https://www.energia.org/womens-role-in-the-energy-sector-key-take-aways-from-a-series-of-three-webinars-on-gender-and-energy-access-part-three/>

NERGIA and SEforALL’s People-Centered Accelerator, organised a three-part webinar series on Gender and Energy Access. The series focused on our five-year Gender and Energy Research programme (2014 – 2019).

The research programme aimed to generate and analyse empirical evidence on the nexus between gender, energy and poverty, to inform energy policy and practice. Specifically, the research explored the linkages on gender, energy and poverty in six thematic areas:

- Electrification
- Productive uses of energy
- Energy sector reform
- The role of the private sector in scaling up energy access
- The political economy of energy sector policies
- Women’s energy entrepreneurship.

This programme was performed by nine teams involving more than 70 researchers, across 12 countries with the cooperation of 29 partner organisations. It was unique in its scale and first of its kind, urged by the need to reduce the existing research gap and have an extensive understanding based on evidence, beyond case studies.

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18. Gender Scorecard 2.0: Instructions and Templates

<http://oasis.col.org/handle/11599/3280>

The Commonwealth of Learning COL has designed an Institutional Scorecard to help its partners monitor the status of gender mainstreaming. The Scorecard is intended to provide insight into organisational/institutional policies and practices in relation to gender mainstreaming. This will be achieved, first, by conducting a comprehensive and systematic self-assessment of the organisation’s/institution’s policies and practices through surveys and questionnaires. Then, the results of the Gender Scorecard assessment/audit will help the organisation/institution define clear next steps for the effective promotion of gender equality.

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19. Gender, Enterprise and Markets in Tajikistan: Building resilience, empowering lives

<https://policy-practice.oxfam.org.uk/publications/gender-enterprise-and-markets-in-tajikistan-building-resilience-empowering-lives-620908>

Oxfam initiated the three-year Gender, Enterprise and Markets (GEM) programme in Tajikistan in 2014 with financial support from the Department for International Development of the UK government. The main goal of the programme was to ensure that poor women and men in rural communities have better and more sustainable livelihoods through gendered strategies for inclusive and sustainable agricultural businesses, income and fair employment development. The GEM programme has been an enriching experience with valuable lessons that we believe are of seminal importance for Oxfam and its partners both in Tajikistan and beyond. This learning document is an attempt to consolidate and share our experience and learning in GEM with Oxfam partners.

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20. Fostering women with migrant background to consolidate their careers in STEM

<https://www.eumentorstem.eu/about-2/>

EUMENTORSTEM seeks to foster the performance, learning and development of women with migrant background to consolidate their career in STEM (Science, Technology, Engineering and Mathematics) jobs in Europe (as paid employees or as entrepreneurs), by developing and testing innovative materials on mentoring and coaching (M&C) in STEM for migrant women and their career advisors/educators, shared in an online European knowledge hub in all partner languages.

The project takes into account three critical intersections in Europe:

- the increasing influx of migrants
- the gender gap in STEM-related jobs
- the double disadvantage faced by highly skilled migrant women in the labour markets.

In the virtual hub you can find two training kits (EUMentoring): one for trainers (who work with migrant people, in particular, women) and one for migrant women (learners) to help them to improve their soft skills. Trainer’s Kit and Learner’s Kit are both available in 5 different languages (English, Swedish, Italian, Greek, Hungarian), so individuals and organizations can autonomously repeat the trainings or be inspired by them. Anyone can create an account for the Virtual Hub, so (s)he can have access to all the available material.

The virtual hub is open access. The main focus in Europe since it is a European project.

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21. Many gains, but many miles to go: Women in power since 1995

<https://www.odi.org/blogs/many-gains-many-miles-go-women-power-1995>

In 1995, more than 40,000 women’s rights activists and leaders convened at the Beijing Fourth World Conference on Women. Together, they set a goal to achieve the ‘full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power.’

As we now approach the 25th anniversary of the Beijing Conference, we’ve seen some dramatic achievements. For one, the 1990s saw an explosion of female firsts and a steady uptick in women’s representation. During the 1980s, only six women served as their nation’s first head of state. By the 1990s, this number jumped to 16.

In 1995, seven UN member states still denied women equal voting rights to men. Now, gendered voting has ended in all territories except the Vatican, after Saudi Arabia finally enfranchised women and provided for them to run for municipal office in 2015. Twenty years ago, there were no female CEOs of Fortune 500 countries, now there are 25.

These changes, though exponential, are still very fresh. Just two years ago, when 15 female world leaders held office, eight of them were their country’s first woman in power.

So, what can be made of the progress and challenges in the 25 years since Beijing? Here are five points to consider in the post-Beijing agenda:

1. While progress has been fast paced, it has been uneven and may plateau
2. Quotas and other policy tools are important, but do not always mean real changes or equality for women
3. Violence and harassment continue to plague women’s paths to power
4. Economic growth alone won’t put women into power
5. International agendas can be motivating, but they have limits

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22. Gendered Patterns of Unpaid Care and Domestic Work in the Urban Informal Settlements of Nairobi, Kenya: Findings from a Household Care Survey – 2019

<https://policy-practice.oxfam.org.uk/publications/gendered-patterns-of-unpaid-care-and-domestic-work-in-the-urban-informal-settle-620910>

Care work is essential for individuals, society and the economy. However, it is overwhelmingly done by women and girls, which restricts their ability to participate in education, paid work, politics and community life. In low-resource settings, fetching water or preparing food can be particularly burdensome.

In 2018–2019, Oxfam's Women's Economic Empowerment and Care (WE-Care) programme conducted a Household Care Survey (HCS) in five informal settlements of Nairobi, Kenya, to understand the gendered patterns of unpaid care and domestic work across these communities. The study finds that women spend considerably more time than men on unpaid care work per day. It also finds that access to nearby water sources and health care, and ownership of fuel and washing-related equipment, are all associated with reduced hours of care work for women. In addition, community expectations and fear of sanctions for deviating from social norms play an important role in maintaining the gendered division of care work.

The report presents recommendations for government, the private sector and development practitioners on how they can contribute to the recognition, reduction and redistribution of unpaid care work.

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23. Gender CC Newsletter

<https://gendercc.net/gendercc-newsletter-december-2019.html>

The newsletter on gender and climate change also features detailed information about the preparation for the COP25 and GenderCC's activities and events at the COP as well as updates of our and our members' current projects and activities.

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