



Rural Winter Scene. 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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Opportunities and Coming Events

1. Call for Abstracts: Envisioning the Future of Extension

<https://emails.illinois.edu/newsletter/248346.html>

A mix of presenters and participants is sought, to enable sharing of both: (1) innovative approaches in the context of the future of extension that have been put into practice in field contexts, and (2) research and/or impact evaluations of extension programming, policies, curricula, trainings, and tools in the context of the future of extension. Donors, researchers, practitioners, government/policymakers, and partners from country level working in extension are encouraged to submit abstracts. **The conference will be held in Washington DC on March 4-5, 2020.**

Submit abstract by December 31st, 2019, at 11:59 PM CST.

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2. Gender Summit 18 – Africa: Agriculture through the Gender Lens

<https://gender-summit.com/g18-africa>

The aim in Nairobi is to shift the discussion to focus on agriculture, as a sector of immense importance in Africa and hugely relevant to Climate Change and gender issues. The purpose of GS18 is to apply a scientific perspective on the interactions between agriculture, climate change and gender issues, and also to identify cases of best practice in innovation, development interventions, education, entrepreneurship, and policy measures relevant for Africa.

The dates for GS18 are **8–9 March 2020**. The venue for GS18 is Crowne Plaza **Nairobi, Kenya**. Call for Abstracts is open until December 31, 2019.

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3. AWC WEST 2020

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

Mark your calendars for AWC WEST 2020, at the **Hyatt Regency Calgary on March 23 & 24, 2020.**

- Connect with like-minded women passionate about agriculture and food.
- Grow from informative, inspiring and motivating discussions with influential leaders.
- Learn the tools and techniques that will empower you to live to your full potential.

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4. One Planet Fellowship

<https://oneplanetfellowship.org/call-next-cohort-one-planet-fellowship-opens>

We are excited to announce that the call for the next cohort of the **One Planet Fellowship** is now open for applications and will close on **March 31, 2020.** The One Planet Fellowship seeks to build a vibrant, highly connected, and inter-generational network of African and European scientist leaders equipped to use a gender lens to help Africa's smallholder farmers adapt to a changing climate.

In this call, the Fellowship is expanding into North Africa, targeting applications from young scientists from Morocco and Algeria in addition to the following sub-Saharan African countries; Benin, Burkina Faso, Cote d'Ivoire, Ethiopia, Kenya, Malawi, Mali, Nigeria, Senegal, Tanzania, Togo, and Zambia.

This follows a successful launch of the inaugural cohort of One Planet Fellowship, consisting of 45 outstanding scientists from 12 African countries, selected from an impressive pool of 1523 applicants. We are also thrilled to announce that the European Union and Canada's International Development Research Centre (IDRC) joined BNP Paribas Foundation and the Bill & Melinda Gates Foundation, committing additional funding for this initiative. These new partnerships have seen the One Planet Fellowship grow into a US\$19.2M initiative that will accelerate the careers of up to 630 early-career African and European young scientists who are committed to innovating gender-responsive climate adaptation solutions for Africa's smallholder farmers.

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This Month's News

1. One year after Nobel physics win, Canada's Donna Strickland calls for science literacy

<https://www.theglobeandmail.com/canada/article-one-year-after-nobel-physics-win-canadas-donna-strickland-calls-for/>

For Dr. Strickland, a University of Waterloo professor who last year became only the third woman (and the only one currently living) to win the Nobel Prize in Physics, it was the beginning of a long career of quietly changing peoples' perceptions about the role and capabilities of women in science and engineering. She now hopes to extend that impact to the broader goal of improving science literacy in Canada.

Dr. Strickland's achievement, together with that of Frances Arnold, a U.S. researcher who one day later became the fifth woman to receive the chemistry Nobel, drew widespread attention to how strikingly under-represented female researchers have been across the 118-year history of the most prestigious award in science.

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2. Women Still Underrepresented in Decision-Making on Climate Issues under the UN

Find the report here: <https://unfccc.int/documents/200110>

<https://unfccc.int/news/women-still-underrepresented-in-decision-making-on-climate-issues-under-the-un>

"The new Gender Composition Report by UN Climate Change shows that the number of women represented in the bodies of the UN Framework Convention on Climate Change (UNFCCC) is not in line with efforts to create gender balance in the Convention. Only two constituted bodies reported near gender balance in 2019 as opposed to three last year. This points to a step back in gender balance in climate decision-making under the UN."

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3. Women's science research isn't called 'novel' or 'excellent' as often as men's

<https://www.cbc.ca/news/technology/gender-difference-science-positive-language-1.5399156>

Is that scientific research "excellent," "novel," "promising" or "unique"? It's more likely to be described that way if the study were led by men, according to a new study. And that could be holding women back in science — papers using positive adjectives like those are cited more often by other scientists, implying more scientific influence and success, reports the study published this week in the journal BMJ.

The analysis, led by German social scientist Marc Lerchenmueller, looked for a set of 25 words considered "positive framing" in more than 100,000 clinical research articles and six million general life sciences articles published between 2002 and 2017.

The researchers found that articles that made use of the glowing terms were cited 9.4 per cent more by other scientists, and in high-impact journals, the use of those words was linked to 13 per cent more citations.

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4. Inequality Towards Female Agri-Food Tech Founders Is Pervasive, Says Study

<https://foodtank.com/news/2019/12/inequality-towards-female-agri-food-tech-founders-is-pervasive-says-study/>

Money Where Our Mouths Are (MWOMA), which is organized by AgFunder, The New Food Economy, and Karen Karp & Partners (KK&P), has published the first global dataset showing the funding inequalities for women in agri-food tech. A mere 7 percent of deals and 3 percent of investment dollars went toward female-founded start-ups between 2015–2018, according to their findings.

According to AgFunder, the agri-food tech sector reached an all-time high in 2018 with US\$16.9 billion invested and a 43 percent year-over-year increase. But MWOMA's study reveals that only 16 percent of closed deals went to start-ups with one female founder and just 7 percent to all-female founding teams. Structural bias in the finance sector, says Karp, favors the male counterparts. "A number of investors tell us they are just more comfortable with men," Karp tells Food Tank.

Nevertheless, female-founded start-ups ultimately deliver higher revenue and grow faster, according to a study by the Boston Consulting Group and Forbes, respectively.

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5. Thirty Years Later

<https://30yearslater.ca/>

To commemorate the tragic event of December 6, 1989 in Montreal, and to promote the outstanding work of female engineers across Canada, Engineering Deans Canada invited each of the Canadian engineering schools that offered an accredited engineering program in 1989 to put forward the story of an engineering alumna who graduated within three years of the massacre (1986-1992), and whose career exemplifies the value that women bring to the engineering profession and to society.

See the profiles of 30 women engineers who graduated within three years of the massacre. While the women profiled here were deeply touched by the event, they moved forward to advance their profession, used this experience to build strength, and have inspired change through their actions.

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6. 40 Years CEDAW: The International Bill of Rights for Women

<https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=25443&LangID=E>

<https://www.boell.de/en/cedaw>

40 years ago, on December 18th, 1979, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted in by the United Nations General Assembly. From the USA and Columbia to Senegal, Poland and Cambodia - authors at Boell sum up the contributions CEDAW has made to the position, rights and everyday life of women in these countries and outline what is left to be done.

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7. Why aren't farm women fighting harder?

<https://www.country-guide.ca/guide-business/why-arent-farm-women-fighting-harder/>

In the November issue of Country Guide, Saskatchewan farmer Leigh Rosengren challenged women to have an honest conversation about the career barriers individual women face living on farms in rural Canada. Further investigation reveals we need a hard look at the agriculture industry as a whole. Despite decades of work, women are still largely shut out of ownership, leadership roles, and employment at the highest levels.

It seems we network a lot, but to what end? It's great to forge relationships with allies who face the same challenges and to build leadership skills, but if these are not turned into action and policy initiatives, aren't we just talking to ourselves? Jean Harrington argues the problem is a lack of relevant content and an absence of broad-based leadership.

We'll need a lot more women willing to make the leap from networking to action if we hope to turn aspirational talk and recommendations coming out of conferences and studies into real policy changes, and create a cultural shift so women in agriculture are no longer the exception but the norm.

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8. The market gardening entrepreneur modernising rural agriculture with solar power in Senegal

<https://www.energy4impact.org/news/market-gardening-entrepreneur-modernising-rural-agriculture-solar-power>

In June 2018, Energy 4 Impact selected Aïssata to take part in an economic empowerment programme giving female entrepreneurs involved in farming, dairy production, agro-transformation and shop keeping, access to renewable energy technologies and mentoring to help them improve their productivity, income and livelihood. In the Niayes area of north-west Senegal, Energy 4 Impact has been focussing on market gardening, helping women-led entrepreneurs and cooperatives to acquire solar-powered pumps and provided them with business, technical and financial mentoring.

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9. Fostering Jobs, Entrepreneurship, and Capacity Development for African Youth

<http://www.ipsnews.net/2019/12/fostering-jobs-entrepreneurship-capacity-development-african-youth-time-disruption-now/>

ABIDJAN, Dec 4 2019 (IPS) - "There is no greater asset to Africa than its youth," a statement that has been repeatedly proclaimed, but the continent still has a long way to go. Despite robust economic growth over the past two decades, a 1 percent increase in growth between 2000–14 was associated with only 0.41 percent growth in employment. This figure suggests that employment stood at less than 1.8 percent a year, far below the nearly 3 percent annual growth in the labor force. If this trend continues, 100 million people will join the multitudes of the unemployed in Africa by 2030.

One great example of success is the African Institutions of Science and Technology (AIST) Program, whose mission is to deliver quality postgraduate education and build collaborative research capacity in various fields of Science, Engineering, Technology and Innovation (SETI). With funding from the African Development Bank, a total of 1,477 PhD and MSc students have graduated, out of which 676 are women. Additionally, a total of 35 partnerships have been brokered with the private sector to enhance the quality and relevance of research.

Technical and Vocational Education and Training (TVET) has also been acknowledged by the African Development Bank as one of the main drivers of human capital development alongside enhanced basic education that generates knowledge and skills more broadly. As such, the Bank's TVET project in Tanzania, has bolstered TVET and teacher education with an investment amounting to \$52 million. The expected outputs include expanded infrastructure of 13 institutions targeting about 8,000 trainees, expanded and extensive use of ICT in instruction at 53 institutions, and increased capacity for teaching, policy formulation, planning, and quality assurance.

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10. Finland's new female-powered cabinet

<https://www.theguardian.com/commentisfree/2019/dec/11/millennial-leaders-world-finland-prime-minister-sanna-marin>

<https://www.bbc.com/news/world-europe-50709422>

The Social Democrats in Finland elected Sanna Marin as their prime minister. The 34-year-old transport minister and second-term MP will be the youngest serving prime minister in the world, and Finland's youngest prime minister ever. Joining her cabinet is Li Andersson, the Minister of Education since June 2019, Minister of Finance Katri Kulmuni, and Minister of the Interior Maria Ohisalo and Anna Maya Henriksson, Minister of Justice of Finland. When she takes office, Ms Marin will be the world's youngest sitting prime minister. New Zealand PM Jacinda Ardern is 39, while Ukrainian premier Oleksiy Honcharuk is 35.

Analysts say it may be a coincidence that Finland now has a female prime minister and four party leaders in the ruling coalition who are women, but gender equality is a big issue in Finland and women in Finnish politics have been bubbling under for a long time. A couple of decades ago, researchers noticed that many parties had young women in prominent positions, either second or third in command, Reetta Siukola, development manager at the Centre for Gender Equality Information, told the BBC. Indeed women, especially younger women, have always been active in Finnish politics, and in recent years the public has come to expect 40% or more women ministers in its governments.

Obviously, Finns are enjoying every minute of the international attention, but while the world is celebrating Marin's youth, in Finland a lot of people have been empowered by her background. She comes from a home with not much money and was the first in her family to have a university degree. Rainbow families could feel empowered too, because Marin lived in a two-mum family. Some shared posts about how important it is for them show to be able to their children that our prime minister grew up in a family just like theirs.

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11. African Women in Agricultural Research and Development (AWARD)

<https://awardfellowships.org/>

African Women in Agricultural Research and Development (AWARD) works toward inclusive, agriculture-driven prosperity for the African continent by strengthening the production and dissemination of more gender-responsive agricultural research and innovation. We invest in African scientists, research institutions, and agribusinesses so that they can deliver agricultural innovations that better respond to the needs and priorities of a diversity of women and men across Africa's agricultural value chains.

Since 2008, AWARD has, through individually tailored two-year fellowships, worked to strengthen the research and leadership skills of African women in agricultural science, empowering them to contribute more effectively to alleviating poverty and increasing food security in sub-Saharan Africa.

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12. Advances for Gender Equality at COP25

<http://womensgenderclimate.org/advances-for-gender-equality-at-cop25/>

After nearly two weeks of negotiations at COP 25 climate negotiations in Madrid, Spain, the governments have adopted a new 5-year Gender Action Plan (GAP) that progressively builds upon the first GAP, and works to address many of the concerns raised by women and gender groups at the UNFCCC, including calls for greater focus on implementation and scaling up gender-just climate solutions.

The GAP has been unanimously agreed to by governments who are called to lead or contribute to actions to promote gender-equality in the UNFCCC process as well as support all activities. Crucially, this GAP takes into account human rights, ensuring a just transition, and the challenges Indigenous Peoples face while fighting for climate justice and protecting their communities.

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13. The number of women running Fortune 500 companies is at a record high

<https://www.cnbc.com/2019/05/16/the-number-of-women-running-fortune-500-companies-is-at-a-record-high.html>

Back in May 2019, it was reported that a record number of women now hold the top spot at Fortune 500 companies. Of the companies that make up the 2019 Fortune 500 list, 33 have women CEOs. Though considerable gains have been made within the last year, women still make up just 6.6% of CEOs at the companies on Fortune's list. Women of color make up an even smaller percentage of this group.

According to data from Fortune, women held 15.7% of board seats at Fortune 500 companies 15 years ago. Today, women hold 25.5% of those seats.

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14. The Gender Pay Gap at The Top of Corporate Canada

<https://www.policyalternatives.ca/publications/reports/double-pane-glass-ceiling>

For the first time, this report from January 2019 examines differences in pay between male and female corporate executives. It reveals a significant gender pay gap in Canada's C-suite, undercutting the "merit" argument often used to justify extreme levels of executive compensation. Among top executives, women make \$0.68 for every dollar their male colleagues make, amounting to \$950,000 less in pay a year. The ratio is \$0.83 among all fulltime workers.

15. Biarritz Progress Report on G7 development and development-related commitments

<https://www.elysee.fr/en/g7/2019/12/17/biarritz-progress-report-on-g7-development-and-development-related-commitments-17-december-2019>

The Biarritz Progress Report welcomes the leading role of the G7 in addressing major global challenges (climate change, education, gender equality, health, international stability). It acknowledges that G7 countries collectively represent the largest suppliers of Official Development Assistance (i.e. USD 114 billion in 2018) and are a driving force in the mobilization of other public and private financing for sustainable development.

The Biarritz Progress Report stresses that the G7 needs to pursue its efforts in order to respond to increasing inequalities at global scale and within countries, in close cooperation with partner countries, international organizations, civil society and the private sector, so as to contribute to successfully achieving the SDGs by 2030. It identifies several commitments made by the G7 leaders that require further investment, including the reduction of biodiversity loss and marine litter, trade facilitation in developing countries and the fight against food insecurity, which still affects more than one quarter of the world population.

16. Mandate letter from Prime Minister to ag minister Bibeau

<https://pm.gc.ca/en/mandate-letters/minister-agriculture-and-agri-food-mandate-letter>

<https://www.albertafarmexpress.ca/daily/central-ontario-mp-named-parliamentary-ag-secretary/>

The text of the mandate letter for federal agriculture minister Marie-Claude Bibeau is available. The Prime Minister's office released the mandate letters for all ministers December 13.

One aspect of her work is to lead work across government to move forward with the new Food Policy for Canada introduced in Budget 2019. This policy has four areas of near-term action, including:

- Help Canadian communities to access healthy food;
- Make Canadian food the top choice at home and abroad;
- Support food security in northern and indigenous communities; and
- Reduce food waste.

A former Belleville, Ont. mayor will now play a backup role to the federal agriculture minister in the House of Commons. Neil Ellis, the Liberal MP for the Bay of Quinte constituency in central Ontario since 2015, was named Thursday as parliamentary secretary for the minister of agriculture and agri-food, Marie-Claude Bibeau.

Reports, Publications, Resources

1. Women in Food & Agriculture 2019 Survey Results

https://www.wfasummit.com/wp-content/uploads/2019/12/WFA_Survey_Draft08-FINAL.pdf

As part of the 2019 Women in Food & Agriculture campaign, AgriBriefing partnered with Alltech to conduct a first of its kind industry survey. We had a fantastic response to our very first survey with over 2500 respondents from across the supply chain, from every corner of the world. The companies represented in this survey cover the whole industry ranging from

farmers (20% of respondents) to employees of large agri-food businesses with more than 3,000 employees (25% of respondents).

Overall, the survey is a positive report that reveals progress. However, only 52% of women indicated they feel well-represented in the industry. Download the free results summary now to find out:

- The differences in opinions between men and women in agriculture
- How women perceive their employers and their sector
- What women in our industry believe are the barriers holding them back

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2. Book: 2019 Annual trends and outlook report: Gender equality in rural Africa: From commitments to outcomes

<https://www.ifpri.org/publication/2019-annual-trends-and-outlook-report-gender-equality-rural-africa-commitments-0>

Gender-sensitive policy and programming have an integral role to play in fostering inclusive agricultural growth to meet the commitments of African countries to the Malabo Declaration goals. The 2019 Annual Trends and Outlook Report (ATOR) from ReSAKSS applies a gender lens to key issues that must be addressed to fully achieve these goals. Fourteen chapters examine the intersections between gender and

- (1) the context and institutions within which rural people operate;
- (2) the natural resources that men and women depend on for agriculture, sources of vulnerability, and resilience to shocks;
- (3) assets and income; and
- (4) livelihood strategies and well-being.

The report serves as the official M&E report for the Comprehensive Africa Agriculture Development Programme (CAADP), tracking progress on over 30 CAADP indicators.

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3. Report: Rural-urban linkages and food systems in sub-Saharan Africa

<http://www.fao.org/fsnforum/africa/resources/fsn-resources/rural-urban-linkages-and-food-systems-sub-saharan-africa>

This 2016 report is referenced in the article “Fostering Sustainable Urbanization and Rural-Urban Linkages”

<http://www.ipsnews.net/2019/12/fostering-sustainable-urbanization-mutually-beneficial-rural-urban-linkages-inclusive-sustainable-development-rural-urban-areas/>

ROME and ACCRA, Dec 9, 2019 (IPS) - As urbanization continues apace, coupled with rapid population growth and rural to urban migration, the challenges for inclusive rural transformation continue, and the importance of fostering improved rural-urban linkages for better food systems becomes increasingly important.

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4. Where are the Men? How Male Engagement in Savings Groups Can Contribute to Financial Inclusion and Women's Empowerment

<https://mangotree.org/Resource/Where-are-the-Men-How-Male-Engagement-in-Savings-Groups-Can-Contribute-to-Financial-Inclusion-and-Women-s-Empowerment>

https://mangotree.org/files/galleries/SEEP_Savings-Groups-and-Male-Engagement_20191207.pdf

Worldwide, about 80 percent of Savings Group members are women (SAVIX 2019). Gendered participation rates in Savings Groups mirror those of the microfinance sector, which set a precedent of emphasizing women as financial agents from its

outset in the late 1970s. For advocates of women’s financial inclusion, the high ratio of female participation in Savings Groups is positive, as it contributes to addressing the persistent gender gap in access to financial services.

Despite being widely celebrated, the gender ratio in Savings Groups raises several questions. This learning brief explores how improved male engagement can further strengthen Savings Groups as a platform for financial inclusion and women’s economic empowerment.

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5. Video: The role of land certification in securing women’s land rights on collective lands

<https://www.youtube.com/watch?v=N-bSV28xCEY&feature=youtu.be>

On November 19th we moderated a webinar featuring research on the effectiveness of interventions to improve land rights for women, that we supported. The webinar, hosted by the Land Portal Foundation, featured speakers from DAI-Global, Associates Research Trust - Uganda, and CIFOR. "The Role of Land Certification in Securing Women’s Land Rights on Collective Lands" is now available to view online.

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6. Protecting the Land Tenure Security of Women in Ethiopia

<https://resourceequity.org/2019/11/06/protecting-the-land-tenure-security-of-women-in-ethiopia/>

Using data collected from over seven million land records, this blog reviews a study that examines the extent to which a systematic registration and certification program has contributed to women’s land tenure security. The Land Investment for Transformation (LIFT) program is a six-year DFID-funded program that aims to improve incomes of the rural poor and enhance economic growth in Ethiopia. A major program component involves securing land rights of households through the Second Level Land Certification (SLLC) of 14 million parcels in the four highland regional states of Ethiopia.

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7. Indigenous knowledge of traditional foods and food literacy among youth: Insights from rural Nepal

<https://www.sciencedirect.com/science/article/pii/S0743016719303419>

Abstract

Food literacy among children and youth is configured by two knowledge domains: an informal community-based knowledge, and a formal curriculum-based knowledge. This paper examines how these two domains contribute to food literacy and strengthen food security among rural youth in Nepal. In consultation with schoolteachers and local farmers, a knowledge test was developed and administered to 226 high school students. Scores were collected on agro-ecological, cultivation and consumption-related knowledge on a locally grown staple crop, as contributor to food literacy. Sociocultural factors like age, gender, level of education, migration of household members, level of student interest, and spatial factor like location of school all have an influence on food literacy. While formal school-based education and community-based informal knowledge oppositely interact, there is space for these two domains to synergistically interact to enhance food literacy. Rural students have potential to enhance food literacy in the schools, provided the schools create supportive space for experiential learning that weaves community-based Indigenous knowledges of local foods. However, an effective promotion of food literacy can only be ensured by adopting a holistic approach that includes a wide range of actors such as students, parents, teachers, schools, community organizations and government institutions.

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8. Gender differences in how scientists present the importance of their research: observational study

<https://www.bmj.com/content/367/bmj.l6573> or <https://doi.org/10.1136/bmj.l6573>

Abstract

Objectives: Women remain underrepresented on faculties of medicine and the life sciences more broadly. Whether gender differences in self presentation of clinical research exist and may contribute to this gender gap has been challenging to explore empirically. The objective of this study was to analyze whether men and women differ in how positively they frame their research findings and to analyze whether the positive framing of research is associated with higher downstream citations.

Conclusions: Clinical articles involving a male first or last author were more likely to present research findings positively in titles and abstracts compared with articles in which both the first and last author were women, particularly in the highest impact journals. Positive presentation of research findings was associated with higher downstream citations.

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9. From Early Adopters to Tech Laggards: Understanding Off-Grid Energy Customers

<https://nextbillion.net/early-adopters-to-tech-laggards-understanding-off-grid-energy-customers/>

The diffusion of innovation theory, first described by Everett Rogers in 1962, focuses on how new, innovative products spread in markets. Typically, these new products—whether iPhones, mini steel mills, or the latest cool trainers (or sneakers for our American friends)—are first bought by a group of innovators and early adopters. These people have a high-risk appetite and they want to be the first to have “the next new thing.” These customers test out new products or services and, for ones they like, use their outsized influence and social capital to spread word of that product through their networks.

This theory is well-developed and studied in mature markets. And though it has also been applied conceptually to social businesses and public-sector interventions in the developing world (e.g. Monu, African Studies Review, 1982), there has been little systematic customer-level insight into whether Rogers’ model accurately describes the adoption of new innovations for more marginalised, lower-income customers. This research gap is important: understanding and managing the diffusion curve and routes to market can help entrepreneurs and their teams turn new, niche innovations into mass market products—but this only makes sense if the theory accurately describes reality in these settings.

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10. Linking social protection and water security to empower women and girls

<https://www.odi.org/resources/linking-social-protection-and-water-security-empower-women-and-girls>

Water insecurity is a significant, heavily gendered, and growing driver of poverty, vulnerability and risk. This paper explores the linkages between the social protection, water and gender sectors. It examines the ways in which water insecurity restricts female participation in social protection (and related education and employment opportunities) and undermines social protection efforts to promote health, nutrition and food security. It also considers the potential for social protection to support gender-sensitive improvements in water security, including by enhancing women’s and girls’ access to water and by increasing their capacity to manage water-related risks.

The paper argues that the linkages between social protection, water and gender concerns are more substantial than previously recognised, and that they will only become stronger as the effects of climate change and urbanisation intensify. Failure to explicitly acknowledge and address these linkages could hinder progress across the board, while better cross-

sectoral understanding and action promises to generate more sustainable improvements in each sector and help lay the foundations for broader empowerment gains.

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11. Blog series: Beijing +25 and the road ahead for gender parity

<https://www.odi.org/projects/2949-blog-series-beijing-25-and-road-ahead-gender-parity>

Today, women still make up 70% of the world's extreme poor, 66% of the world's illiterate adults, 40% of the global labour force and only 6% of international leaders.

2020 will mark the 25th anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action. And while much progress has been made, the promise of the Platform for Action remains unfulfilled. We are also starting to see a backlash that is seeking to reverse these gains and intimidate the women who are driving progress.

In the build-up to the 64th session of the Commission on the Status of Women (CSW64) in March 2020, this blog series brings together key research and experts from ODI to critically examine global progress and challenges to gender equality since 1995, and to outline realistic goals for accelerating progress over the next 25 years.

The blog series is divided into seven parts and each addresses a critical area of concern outlined in the Beijing Platform for Action:

- i. The girl child (Nicola Jones)
- ii. Women and poverty (Carmen Leon-Himmelstine)
- iii. Women in power and decision-making (Rachel George)
- iv. Violence against women (Virginie Le Masson)
- v. Women in the economy
- vi. Education and training of women
- vii. Women in conflict (Karen Barnes Robinson)

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12. Download Beautiful Free Posters Celebrating the Achievements of Living Female STEM Leaders

<http://www.openculture.com/2019/12/download-beautiful-free-posters-celebrating-the-achievements-of-living-female-stem-leaders.html>

A set of eight free downloadable posters honoring eight female trailblazers in the fields of science, technology, engineering, and math is available.

It's worth noting that with the exception of the under sung mother of DNA Helix Rosalind Franklin, these are living role models. They are:

- i. Astronaut Dr. Mae Jemison
- ii. Robotics pioneer Dr. Cynthia Breazeal
- iii. Mathematician Gladys West
- iv. Tech innovator Juliana Rotich
- v. Pharmaceutical chemist Tu Youyou
- vi. Biopharmacist and women rights advocate Maria da Penha
- vii. Biotechnologist Dr. Hayat Sindi

You can also download zipped folders containing all eight posters translated into Brazilian Portuguese, French, French Canadian, German, Italian, Spanish, and Simplified Chinese.