



The United Nations General Assembly designated 1975 as International Women's Year, taking as its theme equality between men and women; the "full integration of women" in economic, social, and cultural development efforts; and peace. <http://centreofdemocracy.sa.gov.au/collection/united-nations-international-womens-year/>

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

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

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

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## Opportunities and Coming Events

### 1. Online Film Launch: Youth Championing Youth: HIV will not define me

YouTube channel ([www.youtube.com/stephenlewisfdtn](http://www.youtube.com/stephenlewisfdtn))

Facebook page ([www.facebook.com/stephenlewisfdn](http://www.facebook.com/stephenlewisfdn))

Following the viewing party, the film will be available to share on social media with the hashtag: #youthchampioningyouth

**March 1, 2020 at 12 p.m. EST (UTC -5)**

International online release of a powerful 20-minute documentary about courageous youth leaders and life-saving community responses to HIV and AIDS in South Africa and Uganda. Why "youth and HIV" and why now? Over 88% of the 2.8 million children and adolescents living with HIV around the world reside in sub-Saharan Africa, and globally, more than 6,000 young women, aged 15-24, are diagnosed with HIV every week. In Africa, young women are twice as likely to be living with HIV as young men of the same age. Despite many obstacles – gender inequalities, stigma, food insecurity, economic hardships, and the overwhelming fact that they must adhere to HIV medication every day for the rest of their lives – young people are rising up to educate, prevent transmission and create better futures for people living with HIV.

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### 2. International Women’s Day

<https://www.unwomen.org/en/news/stories/2019/12/announcer-international-womens-day-2020-theme>

The theme for International Women’s Day (**8 March 2020**) is, *I am Generation Equality: Realizing Women’s Rights*. The theme is aligned with UN Women’s new multigenerational campaign, Generation Equality, which marks the 25th anniversary of the Beijing Declaration and Platform for Action. Adopted in 1995 at the Fourth World Conference on Women in Beijing, China, the Beijing Platform for Action is recognized as the most progressive roadmap for the empowerment of women and girls, everywhere.

Watch for events in your community.

### 3. Project InSight Video Installation

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

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

- *Clouds Over Sidra* tells the story of Sidra, a 12-year-old girl from Syria who lives in the Zaatari refugee camp in Jordan.
- *Growing a World Wonder* captures the story of the Great Green Wall in Senegal.
- *Samuel’s Fair Trade Journey* introduces the life of Samuel Maina, a Fairtrade coffee farmer in the Kangema district of Kenya

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

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

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

*Contact organizers if you are interested in hosting this installation in Saskatchewan or Manitoba.*

### 4. National Training on Data Collection Through the Project Cycle

<http://icn-rcc.ca/spurchase/opportunities/national-training/>

This **one-day** intensive workshop organized by Spur Change in collaboration with the Inter-Council Network (ICN) members will be a practical hands-on experience for participants to dive deeper into data collection design, participatory and feminist approaches, and technology for data collection. We will review gender-sensitive, feminist and community-led approaches to data collection, and apply learning through case studies and shared experiences.

All Small and Medium Organizations meeting Global Affairs Canada criteria across Canada are invited to participate in the program.

<b>March 3, 2020 – Toronto</b>	<b>March 12 - Halifax</b>	<b>March 16 - Regina</b>	<b>March 18 - Winnipeg</b>
<b>March 24 - Calgary</b>	<b>March 26 - Vancouver</b>	<b>March 30 0 Montreal</b>	

### 5. Conference: Advancing Women in Agriculture West

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

**March 23-24, 2020 in Calgary at Hyatt Regency.**

This is an opportunity to meet and hear from innovative farmers, industry leaders and experts on advocacy, mental health, financial management, risk, and branding. Gain insight into the evolution of agriculture, opportunities for its transformation and the skills that will be necessary. Meet and learn from entrepreneurs who are embracing challenges and opportunities, stepping into new frontiers and ensuring a profitable future in agriculture.

Take in workshops to learn about leadership, personal finances, business finances, succession planning, stress and mental health, personal branding and the business of risk on your farm and what skills will be required for the future. Visit all our exhibitors - draws, giveaways and information. Industry leaders have sponsored 32 students to date.

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## **This Month's News**

### **1. Teenagers' career expectations narrowing to limited range of jobs**

<http://educationresearchreport.blogspot.com/2020/01/teenagers-career-expectations-narrowing.html>

<https://www.bloomberg.com/news/articles/2020-01-22/too-many-teenagers-like-chloe-want-to-become-lawyers-or-managers>

Huge changes in the world of work -- driven by developments in technology and social media -- are having too little impact on the job expectations of young people, according to a report presented at the World Economic Forum in Davos by the Paris-based organization.

The report says the narrowing of job choices is driven by young people from more disadvantaged backgrounds and by those who were weaker performers in the PISA tests in reading, mathematics and science.

Gender continues to exert a strong influence. Among students who score highly in the PISA tests, it is overwhelmingly boys who more often expect to work in science and engineering.

The report is available at [www.oecd.org/education/dream-jobs-teenagers-career-aspirations-and-the-future-of-work.htm](http://www.oecd.org/education/dream-jobs-teenagers-career-aspirations-and-the-future-of-work.htm).

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### **2. A question of equity**

<https://www.country-guide.ca/guide-business/a-question-of-equity/>

Ag corporations are making strides toward gender equity. What will it take on the farm? In our November issue, Saskatchewan farmer Jean Harrington triggered terrific online response — and some pushback — with her blunt assessment that today's young farm women aren't doing enough to break down barriers for women in agriculture. So we want to know, what exactly would gender equity on the farm look like?

A Women in Food and Agriculture (WFA) survey released in December 2019 by AllTech reveals that gains have been made around the globe, but as with most recent studies — and we have been studied to death lately — a large majority of women in agriculture feel that big barriers remain to their career progress, including the gender pay gap, and the lack of mentors and a strong network.

Only half of women feel they are well represented in leadership of their organization, and only 43 per cent feel well-represented in the agri-food industry as a whole. No surprise, men generally feel women are better represented in all categories. Yet in Canada, as was mentioned in our November issue, the percentage of women in leadership roles across every part of the industry is significantly lower than either of those numbers.

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### **3. Canada must boost foreign aid for feminist agenda to have sustained impact, experts say**

<https://www.theglobeandmail.com/politics/article-canada-must-boost-foreign-aid-for-feminist-agenda-to-have-sustained/>

International development experts say the federal Canadian government must boost its foreign-aid spending toward the UN target if it wants its feminist agenda to have a meaningful and sustained impact.

However, the annual budget increases have not resulted in a significant boost in development spending as a percentage of Canada's gross national income (GNI). Canada reached 0.28 per cent in 2018, up from 0.26 in the two previous years, according to the most recent statistics from the Organization for Economic Co-operation and Development. But the government doesn't appear to have a plan to reach the UN target of 0.7 per cent.

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## **4. UN Women and Unilever team up in Tanzanian tea plantations to create safer communities for women**

<https://www.unwomen.org/en/news/stories/2020/1/feature-un-women-and-unilever-team-up-in-tanzania>

Under a new partnership with UN Women, Unilever is supporting over 1,000 smallholder farmers and raising awareness among its 6,000 employees in Tanzania at Unilever Tea Tanzania's five plantations and three factories in the Mufindi district of Iringa region.

The UN Women and Unilever Tea Tanzania partnership was launched in December 2019 in Mufindi to run a series of gender-based violence training sessions and awareness-raising activities targeting the workers and their families. It aims to transform perceptions and attitudes so that the existing policies on sexual harassment and child protection can be meaningfully implemented.

This year, the partnership will strengthen Unilever's Women Safety Initiative, which is paying closer attention to prevention and response to sexual harassment and other forms of gender-based violence in all Unilever tea estates and factories.

The programme will also work through strategic alliances with service providers, such as the police, legal aid officers, health workers and traditional leaders, who are often among the first points of contact for survivors.

A total of 1,000 women smallholder farmers from surrounding areas will benefit from the Women Safety initiative.

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## **5. Scaling up improved legume technologies in Tanzania**

<https://www.idrc.ca/en/research-in-action/scaling-improved-legume-technologies-tanzania>

The more information sources that reach farming households, the more likely they are to adopt new technologies. In this project, farmers heard consistent messages about the benefits of improved legume technologies through information channels (e.g., print and interactive radio), traditional extension approaches (e.g., demonstration plots, training days), and information tailored for youth, the elderly, men and women farmers (e.g., comics, radio listening groups).

Radio campaigns proved to be the most effective at targeting large audiences. An interactive radio series (with polls and phone-ins) launched on four stations in two regions. These programs prompted tens of thousands of SMS and weekly poll interactions via mobile phones. Community radio listening groups, which were particularly effective at reaching women and youth, were created with space for listeners to question and discuss the information.

A comic book called *Shujaaz* was developed and distributed nationwide to reach young people in bean farming families in target areas. By 2017 the comic was reaching 23% of all youth living in Tanzania.

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## **6. Gender equality at IDRC**

<https://www.idrc.ca/en/research-in-action/gender-equality>

Culturally rooted gender norms and attitudes in many parts of the world can dictate which activities women are "allowed" to do, or what is considered "acceptable" for them to do. Norms and attitudes not only affect economic opportunities; they can also influence women's mobility, security, safety, health, and many other aspects of their lives.

Based on analysis of these six case studies, the research found that gender-transformative research shares four key qualities:

- it addresses the root causes of inequality.
- it recognizes multiple vulnerabilities and identities (since gender can intersect with race, ethnicity, ability, age, religion, caste, and other factors);
- it builds trust and meaningfully engages stakeholders; and
- it leverages and amplifies local thought leaders and institutions.

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## **7. Guatemala: Agriculture, Food Security, and Climate Change with a Gender Lens**

<https://www.agrilinks.org/post/agriculture-food-security-and-climate-change-gender-lens>

The CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS) project “Generating evidence on gender-sensitive climate-smart agriculture to inform policy in Nicaragua and Guatemala” aims to systemically include the gender perspective in agricultural initiatives in Guatemala. It does so through close collaboration with the Gender and Climate Change Units of the Ministry of Agriculture and Livestock of Guatemala (MAGA).

One of the results of this collaboration is the gender guide, "Step by step inclusion of gender in climate-smart agriculture (CSA) initiatives for Guatemala". This guide will strengthen the capacities of Guatemalan institutions to integrate a gender-sensitive approach when promoting CSA options.

The guide will function as a roadmap for the different actors that are involved in the implementation of agricultural initiatives: those that are in the design and planning phase (institutions), those that implement the projects (extensionists) and the monitoring and evaluation teams. The guide is divided into four sections: an introduction that discusses the concept of gender and its meaning, and a chapter for each of the three groups mentioned above.

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## **8. Gambia's labouring farmers show why premature births may boom in a warmer world**

<http://news.trust.org/item/20200206142604-qegop/>

Farmers in the Gambia are taking part in a first-of-its-kind study to figure out how extreme heat affects both mother and baby, as growing evidence suggests it may lead to premature births and low birth weight, said health researcher Ana Bonell.

Large studies from the United States and Europe have shown that higher temperatures are linked to an increase in premature births and babies born underweight, but they have not demonstrated how or why it happens, said Bonell, a doctor specialising in tropical medicine and maternal health.

When people's bodies are exposed to heat, more blood flows to the skin to allow heat to escape and to cool them. This means less blood flowing to the heart and internal organs, including potentially the placenta, said Bonell.

Climate change is predicted to have huge impacts on human health, ranging from a rise in infectious diseases to more antibiotic resistance and growing malnutrition. Few studies have been done in Africa, and scientists last month pledged to double down on research in this area at an international health conference hosted by the MRC Unit in Gambia. To protect pregnant women, broader socio-economic changes also may be needed to help ensure women don't have so many pregnancies or work so hard, Bonell said.

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## 9. New report asks why more P.E.I. women aren't working in agriculture, aquaculture and fisheries

<https://www.cbc.ca/news/canada/prince-edward-island/pei-gender-inclusion-agriculture-aquaculture-fisheries-1.5456133>

A new report identifies multiple obstacles blocking women wanting to work in agriculture, aquaculture, and fisheries on Prince Edward Island. "Childcare was a main issue, which may or may not be particularly unique to the industries," said Bobby Thomas Cameron, with the P.E.I. Department of Agriculture and Land. The report said women taking the survey identified pregnancy, gender bias and jobs considered to be traditionally female work such as childcare and housework as the top three barriers to women's participation in the industries. The survey also found 50 per cent of the women who responded had witnessed or experienced gender bias at work.

A new working group through the P.E.I. Federation of Agriculture is putting together a strategic action plan of their own. The women who were interviewed for the report also said they weren't aware of what government was doing to encourage more female participation in the industries. More than half said mentorship and networking opportunities, as well as money for programs specifically for women, need to be made available.

The gender inclusion project first began when the industries were part of one department, but the recommendations will now be handled by two departments: Agriculture and Land and Fisheries and Communities.

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## 10. Opinion: Are Economic Systems Sexist?

<http://www.ipsnews.net/2020/02/economic-systems-sexist/>

DELHI, India, Feb 12 2020 (IPS) - Women's unpaid care work is the hidden engine that keeps the wheels of our economies, businesses, and societies moving, yet it is not accounted for.

The transfer of women's work from household to commercial employment is among the most notable features of economic development. Yet, India is marked by abysmally low and falling female labour force participation.

Globally, governments are massively under-taxing the wealthiest individuals and corporations and failing to collect revenues that could help lift the responsibility of care from women and tackle poverty and inequality. At the same time, governments are underfunding vital public services and infrastructure that could help reduce women and girls' workload.

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## 11. ICN Youth Delegates to Attend CSW64 / Beijing+25

<http://icn-rcc.ca/rcc-youth-delegation-to-csw64-beijing-25/>

From the 7-13 of March, a delegation of eight youth, each representing one of the Provincial and Regional Councils for International Cooperation, will be supported by the ICN in traveling to New York to participate in the 64th Commission on the Status of Women.

The occasion also marks the 25th anniversary of the adoption of the Beijing Declaration and Platform for Action, the most progressive agenda for the human rights of women and girls to date.

The delegation of eight diverse young people from across Canada will participate in select days of the conference and share their engagement at the conference online.

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## 12. Climate-Smart Agriculture means More Time for Eswatini Women Farmers

<http://www.ipsnews.net/2020/02/climate-smart-agriculture-means-time-eswatini-women-farmers/>

In the southern African nation of Eswatini, women, who already have too many household chores, have had to spend many hours for days on end in the fields, tilling and weeding the soil. But thanks to the gradual introduction of Climate-Smart Agriculture, some are beginning to harvest the gains of more time for their families.

Climate-smart agriculture techniques of direct seeding and boom spraying reduce the time spent in cultivating fields. These are promoted by the Food and Agriculture Organisation of the United Nations (FAO) as part of the Climate-Smart Agriculture technique. This is defined by the FAO as an approach towards developing agriculture strategies that will ensure sustainable food security in times of climate change.

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### Reports, Publications, Resources

#### 1. Experiences in Gender-Sensitive Solutions to Collateral Constraints

<https://www.agrilinks.org/post/experiences-gender-sensitive-solutions-collateral-constraints>

*This post is based on a new learning paper, “Experiences in Gender-Sensitive Solutions to Collateral Constraints,” published as part of the MEDA INNOVATE learning series.*

The topic of collateral is a common theme that arises in agricultural lending. There is shared acknowledgment that collateral requirements by most financial institutions and regulatory systems in low-income countries inhibit access to credit for smallholder farmers and micro, small and medium-sized enterprises (MSMEs) in the agriculture sector, particularly for those led by women. Conventional lenders, who view smallholder farmers as high risk, require collateral in the form of land or building titles and often request proof of financial stability through bank statements. Women, who face unequal access to land and property, and are unbanked at higher rates than men, are unlikely to be able to meet collateral requirements for affordable loan products.

MEDA INNOVATE's new paper provides financial service providers and policymakers with guidance on the potential for NCC to increase access to credit for women smallholder farmers, promote greater financial inclusion, and the importance of registries and sound legal frameworks to achieving this goal. Women's organizations promoting financial inclusion, such as Women's World Banking, can also benefit from this additional evidence to support their continued promotion of non-conventional collateral (NCC) and collateral registries.

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#### 2. Wind Energy: A gender perspective

<https://www.greenindustryplatform.org/resource/wind-energy-gender-perspective>

Wind energy, like other parts of the global energy industry, remains largely male-dominated. Yet opportunities exist to improve the gender balance, make greater use of women's skills, and entrench wind power as part of an inclusive and sustainable energy system for the future.

This paper tracks the presence of women across the wind energy value chain. Based on a survey of more than one thousand individuals and organisations, it examines female representation, gender-inclusive policies, and perceptions of gender bias in the industry. Key findings include:

- Women represent only 21 percent of the wind energy workforce, compared to 32 percent in renewables overall and 22 percent in traditional energy industries like oil and gas.
- Perceptions of gender roles and cultural-social norms form a major barrier to gender equality.



- Perceived wage inequalities are lower in wind energy (40 percent) than in the overall economy (68 percent).
- Women are generally perceived to possess valuable skills and knowledge.
- Europe and North America show the highest share of women in wind energy jobs, at 26 percent.

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### 3. Evidence of gender inequality in energy use from a mixed-methods study in India

DOI <https://doi.org/10.1038/s41893-019-0447-3>

<https://www.nature.com/articles/s41893-019-0447-3>

**Abstract:** Prior studies suggest that women particularly stand to benefit from increased electricity access. Yet, few have empirically tested this implicit linkage between energy access (SDG 7) and gender equality (SDG 5). More specifically, few explore how female household members use electricity once it is made accessible. Using India as an illustrative case, we conduct a mixed methods study. We first inductively assess household appliance use by gender in Gujarat (n= 31). We then assess the generalizability of the use patterns identified through a representative six-state household survey (Bihar, Jharkhand, Madhya Pradesh, Odisha, Uttar Pradesh and West Bengal, n= 8,563). In including use, we find that women are neither the sole nor primary beneficiaries of electricity access, even when appliances that would particularly benefit them are affordable. While energy access could improve gender equity, our study highlights intra-household power dynamics as an important boundary condition on realizing more equitable energy access.

“...electricity access does not seem to change the underlying patriarchal social structure in these households. Males seem still to dictate heavily household affairs and, in turn, female electricity use. Only 26% of respondents felt they have more ability to do what they want.”

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### 4. Report: When it comes to gender equality, Canada has unfinished business

<https://www.policyalternatives.ca/publications/reports/unfinished-business>

<https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2019/10/Unfinished%20Business.pdf>

This study provides an assessment of Canada’s progress in meeting the goals for gender equality set out in the Beijing Declaration and Platform for Action. Adopted unanimously by 189 countries including Canada in 1995, the Beijing Declaration is the most progressive global blueprint ever for advancing women’s rights. The report examines Canada’s progress over the last 25 years in areas ranging from reproductive health to women’s economic standing and the situation of women in prisons.

The report was produced by a network of more than 50 women’s rights and equality-seeking organizations, trade unions and independent experts representing millions of members from across the country.

According to the study, gender inequality remains an issue in a number of critical areas for women broadly, and acutely for women from marginalized communities.

- Progress in education has not produced an equally steady level of progress in women’s economic security. Between 2006 and 2018, Canada’s gender gap in economic participation and opportunity inched forward an average of 0.2% per year. At this rate, it will take 164 years to close the economic gender gap in Canada.
- The overall Canadian gender pay gap is among the highest in the OECD, ranking 31st place out of 36 countries. The gap is even larger for racialized women and Indigenous women, who make 60% and 57%, respectively, of what non-racialized men earn.

- Men outnumber women in public and private sector management positions by two to one. In the political arena, only 29% of all members of federal Parliament are women.

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## 5. Infographic: Boys and Men as Partners for Advancing Gender Equality

<https://womendeliver.org/publications/boys-and-men-as-partners-for-advancing-gender-equality/>

<https://womendeliver.org/wp-content/uploads/2020/01/Women-Deliver-Male-Engagement-Infographic.pdf>

Gender equality is not only a women's issue, it's a societal issue, and all people have a role to play in achieving it. This includes boys and men. And, in a gender-equal society, they have a lot to gain:

- Men who embrace non-violent and equitable gender norms and practices tend to be happier and healthier
- Men who take parental leave contribute to pay equity and gender equality in the workplace by setting a standard and showing that caregiving is everyone's responsibility
- When boys and men are educated on the benefits of contraception, they are more likely to support women's use of contraceptives
- When boys see their fathers fully engaged as full partners in domestic care and work, they are 1.5x more likely to contribute their fair share of unpaid care-work within the household.

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## 6. Impact Performance Report on Off-Grid Energy

<https://60decibels.com/energy-report>

The report shares our customer-led view of the impact of the off-grid energy sector, as well as the relative performance of the sub-sectors within it. You can also take a look at our first-of-its-kind 60dB Impact Index which ranks each of the companies in terms of their impact across a range of impact indicators.

*Things You Should Know About The Impact Of Off-Grid Energy*

*08 : The sector could do more to engage women. 68% of energy customers are men, in 58% of households it was a man who first heard about the energy product or service, and in 61% of cases a man made the decision to buy alone. This trend may not be unique to the energy sector, but it is something to be aware of and to try to influence. These gender dynamics may affect perceptions of who owns these valuable products, who can use them, and which uses get prioritised when there are competing demands within a household.*

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## 7. Gender and Energy: Opportunities for All

<https://opendocs.ids.ac.uk/opendocs/handle/20.500.12413/15115>

Women's contribution to energy planning, supply, and policymaking is limited, as the energy sector is heavily dominated by men. Therefore, universal energy access cannot be achieved without women being able to use the modern energy services they need. Despite these stark gender differences in the energy sector, there has been a lack of evidence to inform more equitable policymaking.

This issue of the Institute of Development Studies IDS Bulletin aims to fill some evidence gaps through five original papers, produced as part of ENERGIA's Gender and Energy Research Programme. Carrying out research in 12 countries in Africa and Asia, the programme delivered nine studies on gender and energy under the following thematic areas: electrification,

productive use of energy, energy sector policy dynamics, energy subsidy reform, the role of the private sector in scaling up energy access, gender mainstreaming approaches, and global trends in gender and energy.

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## 8. Toolkit: Evaluation to connect national priorities with the SDGs

<https://www.iied.org/guide-national-level-sdg-evaluation-launches>

<https://pubs.iied.org/17739IIED/>

This ‘real life’ introduction to evaluating progress on the 2030 Agenda and Sustainable Development Goals (SDGs) is based on emerging country experience from North and South, as well as wider past learning on sustainable development evaluation. Rather than a one-size-fits-all manual, this guide seeks to support evaluation commissioners, managers and professional evaluators to create tailored plans and approaches to SDG evaluation. It argues that a successful evaluation must be both built around existing national context and underpinned by the principles of the 2030 Agenda.

To support customised local or national journeys towards sustainable development, this guide:

- Lays out the main steps involved in scoping, designing and conducting an SDG evaluation
- Discusses the ways in which SDG evaluation processes and results can be used to support national progress on sustainable development
- Identifies key SDG evaluation characteristics and approaches, and
- Looks at how SDG evaluation can be integrated into national monitoring and evaluation systems.

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## 9. Report: Making It Work: Lesbian, bisexual and transgender women’s economic empowerment in the Philippines

<https://www.ph.undp.org/content/philippines/en/home/library/making-it-work--lesbian--bisexual-and-transgender-womens-economi.html>

This report presents findings from a research designed to expand understanding of the current socio-economic situation of LBT women in the Philippines. The research draws on multiple data sources – including a literature review, focus group discussions in urban and *rural areas of Luzon, Visayas and Mindanao*, key informant interviews, and an online survey (with 159 respondents) – to shed light on what economic empowerment means to them and the priority actions needed to support their individual and collective economic advancement.

This research reveals a mixed picture around many of the key components of economic empowerment of LBT women, and provides specific recommendations and suggested actions that will facilitate an enabling environment for LBT women to fully realize their economic empowerment in different areas such as education, employment, health, and other social services.

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## 10. Family Farms and Health and Safety Legislation: A Province by Province Policy Scan of Coverage and Exclusions

<https://secureservercdn.net/198.71.233.51/x72.b03.myftpupload.com/wp-content/uploads/2020/01/Moore-et-al.-Policy-Scan-Canada-Jan-20-2020-FINAL.pdf>

Historically, provincial legislatures excluded the agriculture sector from workplace health and safety laws. Over time, however, these legal exclusions for agricultural workers have shifted. Canadians who are employed on farms have slowly gained access to basic workplace health and safety protections, including occupational health and safety (OHS) and mandatory workers compensation (WC) coverage. This is important since it is widely recognized that agriculture is a

hazardous sector. Despite gains for many farm employees, there remain gaps in coverage for farm employees and there is an uneven patchwork of provincial workplace health and safety legislation in Canada. In several provinces, farm employees still do not have access to mandatory WC.

The scan also identifies how there is an outstanding workplace health and safety regulatory gap for family farms without employees. This is significant since farm operators and family members continue to suffer a high number of farm related injury, illness and fatality. In some provinces, family farms are required to comply with OHS Acts, but for the most part, it is not mandatory for family farms to register family employees for WC.

In most Canadian provinces, unwaged family members who work as a family unit, as well as other unwaged farm workers (volunteers, interns, neighbours, etc.), are exempt from mandatory WC.

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## 11. Invest in Women to Tackle Climate Change and Conserve the Environment

Policy Brief <https://deliverforgood.org/resource/invest-in-women-to-tackle-climate-change-and-conserve-the-environment-brief/>

Infographic <https://deliverforgood.org/resource/invest-in-women-to-tackle-climate-change-and-conserve-the-environment-infographic/>

Gender equality is critical to improving the environment and fighting for climate justice.

Although global awareness of climate change is rising, girls and women continue to be left out of the conversation. Given their roles in agriculture and in the collection and use of household resources, girls and women are not only well suited to find solutions to our environmental crises, they have a vested interest in doing so.

The Deliver for Good campaign seeks to fuel solutions across three strategic pillars for change — 1) Change the Narrative, 2) Mobilize Multi-Sector Allies, and 3) Inspire Concrete Action.

- 1) Change the Narrative: It's time to change the narrative around girls and women from victims and vulnerable to powerful agents of change and drivers of progress. For example, see Harnessing the Potential of Indigenous and Community Women to Provide Climate Solutions <https://deliverforgood.org/harnessing-the-potential-of-indigenous-and-community-women-to-provide-climate-solutions/>.
- 2) Mobilize Partners: We must work effectively across sectors, issues, geographies, and generations. When we integrate and collaborate, we accelerate action for girls and women. For example, see Bridging the Gender Gap in the Clean Energy Sector <https://deliverforgood.org/bridging-the-gender-gap-in-the-clean-energy-sector-to-win-the-race-against-climate-change/>
- 3) Inspire Action: Partners advocate for policies, programs, and investments that put girls and women at the center of development action. For example, see Using Technology to Help Farmers Adapt to Climate Change <https://deliverforgood.org/using-technology-to-help-farmers-adapt-to-climate-change/>

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## 12. Gender Analysis Guidance Tool

<https://commonwealthfoundation.com/resource/gender-analysis-guidance-tool/>

This Gender Analysis Guidance Tool has been developed to help civil society organisations in the Caribbean understand the connections between gender and climate change, as well as develop gender-sensitive policies and programmes for adapting to climate change.

The Gender Analysis Guidance Tool includes three Modules.

- Module 1 provides information on concepts and definitions to help users understand the linkages between Gender and Climate Change
- Module 2 introduces skills in Gender Mainstreaming and Gender Analysis, and
- Module 3 provides information on Gender Analysis Frameworks that can be adapted for use.

Also included are case studies that are relevant to the Caribbean. These are scenarios that can be used to guide discussions on how to assess vulnerability to climate change. Civil society organizations can use these to have discussions with marginalized and vulnerable groups, to help them identify their needs and risks, as well as help them to adapt to climate change. The Gender Analysis Guidance Tool has references and links to other information resources that can be used to support lifelong learning on gender and climate change in the Caribbean.

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### **13. Music Video to celebrate Women in Agriculture: “In My Blood”**

<https://youtu.be/IQytwD9y7NE>

Tenille Towns, in a special project with Ram Trucks, the National Future Farmers of America Organization and FarmHer, celebrates 50 years of women in agriculture. This song, “In My Blood,” celebrates their values of hard work, courage and integrity, and we had so much fun recording it alongside a wonderful group of women in the studio.

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