

April 1, 2020

GEM Digest of the Month

Published monthly since December 2009



Wild Canada geese returning in spring to farm field from southern migration. 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

Many events are being cancelled or re-scheduled at the last minute due to the Covid-19 pandemic. Please check each organization’s website or its social media site for up to date information.

1. Global Affairs Canada Support to International Development Partners During Covid-19

https://www.international.gc.ca/world-monde/international_relations-relations_internationales/information_developpement_partners-information_partenaires_developpement.aspx?lang=eng

Note the information on *Guidance on eligibility of COVID-19 potential costs* at

<https://www.international.gc.ca/development-developpement/partners-partenaires/bt-oa/guidance-covid-guide.aspx?lang=eng>

After consultation with organizations participating in the second stage of the Small and Medium Organisations Call for Concept Notes, we will also be further delaying the deadline for the submission of proposals **to April 9th**. Similarly, the deadline for submissions to the Women as Agents of Change in the Americas Call for Proposals will be extended by a month to **June 30th**.

Information on these measures and others to come will be provided on the Global Affairs Canada website in the coming days.

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2. Webinar: Learn from past SMOs' experiences with scaling up

<https://www.eventbrite.ca/e/scaling-up-as-an-smo-elargir-vos-activites-a-titre-de-pmo-tickets-94318014721>

Join CanWaCH, Horizons of Friendship, Ethiopiaid and the Ontario Council for International Cooperation (OCIC) on **April 2nd from 12:00 PM - 1:30 PM EST** as they cover past experiences of SMOs scaling up their operations and explore lessons learned and best practices to help other organizations navigate this complicated process.

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3. Webinar: Gender inequalities in social protection – people, households and climate adaptation

<https://www.iied.org/webinar-gender-inequalities-social-protection-people-households-climate-adaptation>

Join IIED for an online discussion on the role of social protection schemes and how they can incorporate climate-resilience objectives and respond to the different needs of women and men.

Climate risks place a heavy burden on many households in developing countries, with basic needs such as food, water and shelter threatened. Some people and households finance adaptative measures by using savings and capitalising assets, taking loans from banks and private lenders, while others might receive support from social protection schemes.

Reflecting on a number of examples, this online event on **Thursday, 2 April (4.30-6pm BST)** will explore the role of social protection schemes and how they can incorporate climate-resilience objectives and respond to the different needs of women and men.

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4. Call for Proposals: Investment Readiness Program Grants

<https://canadianwomen.org/grants-irp19/>

The Canadian Women's Foundation is now accepting proposals for the Investment Readiness Program. The deadline to apply is **April 9, 2020 11:59 pm PST**.

The Foundation believes that promoting entrepreneurship and innovation, as well as the growth of micro-, small- and medium-sized enterprises helps women develop greater economic prosperity. With more knowledge and experience in the use of social finance mechanisms and tools, the women's sector will be better able to support these enterprises.

Through the Investment Readiness Program funding, the Foundation aims to boost women's sector participation in social innovation and social finance. This is especially important for organizations that serve women who face multiple barriers and are underrepresented in this field.

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5. Call for Proposals: International Policy Ideas Challenge 2020

https://www.international.gc.ca/world-monde/study_work_travel-etude_travail_voyage/proposals-2020-propositions.aspx?lang=eng

Global Affairs Canada, in collaboration with the Social Sciences and Humanities Research Council (SSHRC), is pleased to announce the fifth edition of the International Policy Ideas Challenge. The objective of the program is to draw on the

network of talented Canadian graduate students, post-doctoral fellows, and early-career civil society researchers to identify concrete, innovative solutions to emerging international policy challenges faced by Canada.

Application deadline: April 17, 2020

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6. Webinar: Connecting STEM to Indigenous Science

<https://greenteacher.com/webinars/>

Wednesday, April 29th, 2020, 7:30–8:30 p.m. EST

From Green Teacher: The resulting Indigenous Arts and Sciences (IAS) is an approach to environmental science education that engages Indigenous wisdom and scientific processes rooted in respect and reciprocity. While these are distinct from the more linear and chronological traditions of Western science, there are intersections at which Western sciences and Traditional ecological knowledge can meet and interact with one another to their mutual benefit.

This webinar is a story about Earth Partnership’s Indigenous Arts and Sciences—how it began, how our collaboration works, and what we have learned (and are still learning) along the way.

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7. Canadian Agri-Business Education Foundation Scholarships

<http://www.cabef.org/>

The Canadian Agri-Business Education Foundation (CABEF) awards seven \$2,500 scholarships annually to Canadian students who are entering or currently pursuing an agricultural-related program at a Canadian college, university or apprenticeship (trade) institution.

Applications are due **April 30, 2020**.

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8. Lights on Women Scholarship

<https://fsr.eui.eu/2nd-annual-lights-on-women-scholarship/>

The 2nd Lights on Women Scholarship by the FSR offers four scholarships to women pioneering innovative energy solutions, research and initiatives that accelerate the energy transition.

The annual Lights on Women scholarship aims to support motivated early- or mid-career women in their professional advancement with new or strengthened capabilities by providing free access to one of the FSR online courses (of their choice) starting in Autumn 2020.

Candidates should be able to demonstrate:

- that your work addresses an energy/climate need or challenge, with significant benefits to citizens and society
- how you played a pivotal role in the success of your organizations (or their products and services)
- active leadership and potential for future excellence in the energy/climate sphere
- genuinely engaged individuals involved in energy and climate regulation or policy issues who show holistic interests beyond current responsibilities
- highly motivated to invest in learning and networking
- openness to diversity and aspiration to join a global community

No specific academic background is required. We warmly welcome applications from around the world and emerging countries.

Apply by May 5, 2020.

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9. Women in STEM Job Fair

<https://scwist.ca/events/women-in-stem-job-fair/>

~~Rescheduled Thurs, 14 May, 2020 | 1:00PM – 7:00PM~~ at Vancouver Public Library, Vancouver, BC, Canada

Come join the Society of Canadian Women in Science and Technology SCWIST for a job fair focused on connecting employers to women and other underrepresented groups in science, technology, engineering and math (STEM) fields. The event will feature employers on site, workshops, panel discussions, resume reviews, and a networking reception. You can also get a new head shot taken at the event to help improve your professional brand online. If you are interested in registering as an exhibitor, we still have some spaces available - please contact director-leadership@scwist.ca.

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10. Conference: Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT)

Check website on March 31 for the latest info about dates. <https://ccwesttconference.org/>

The Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) is Canada’s premier national, non-profit organization of groups, institutions and industries with a mission to expand the attraction, retention, and promotion of women.

The 18th Biennial Conference of the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) will be held in **Winnipeg, Manitoba, Canada on May 21 to 23, 2020 at the RBC Convention Centre.**

The mission of the CCWESTT 2020 conference is to provide keynote speakers, sessions, and workshops that represent all areas of SETT and all stages of career advancement.

This year’s conference theme is *Future Forward: Engage. Advance. Inspire.*

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11. Imagining Rural Futures Conference: Cancelled

<https://imaginingruralfutures.org/>

To have been held in **Winnipeg, Manitoba on June 18-19, 2020.** Due to the ongoing global COVID19 pandemic, the Rural Development Institute along with Brandon University are acting on the recommendations and guidelines made by Health Canada. We have made the difficult decision to cancel our Imagining Rural Futures Conference.

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This Month’s News

1. Bibeau marks first anniversary in agriculture portfolio

http://www.peicanada.com/island_farmer/bibeau-marks-first-anniversary-in-agriculture-portfolio/article_318b80e4-655f-11ea-a427-4fe9e288c261.html

Agriculture and Agri-Food Minister Marie Claude Bibeau marked her first anniversary in the portfolio. While Bibeau was not involved in the agricultural industry prior to entering the political arena, her riding is in the heart of Quebec farming country and she very quickly found herself as a voice supporting supply management at the cabinet table.

The federal minister said she will be announcing the make-up shortly for the first-ever Canadian Agricultural Youth Council. She unveiled plans to create the council last year and had been hoping to announce the membership at the forum. However, over 800 applications were received to sit on the group and it is taking more time than expected.

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2. Coming Down the Davos Mountain with a Gender Lens

<http://www.ipsnews.net/2020/02/coming-davos-mountain-gender-lens/>

NEW YORK, Feb 15 2020 (IPS) - In a recent report by World Economic Forum (WEF) shows women suffer a “triple whammy” in the workplace. Without drastic action, gender parity will take more than a lifetime to achieve. This is the challenge that Katja Iversen, President and CEO of Women Deliver is staring down.

The WEF report, released in December 2019, highlighted the factors that fuel the economic gender gap. This included a noticeably low level of women in leadership positions, wage stagnation, labour force participation and income.

The report highlights what it terms a ‘Triple Whammy’ for women in the workplace. Women, the report said, are highly represented in many of the roles that have been hit hardest by automation. Moreover, not enough women are entering technology-driven professions where wage growth is more profound. This puts women into the middle to low wage categories that have been stagnant since the financial crisis in 2009. Thirdly, a lack of access to capital prevents them from pursuing entrepreneurial activities, another key driver for income.

Governments and business leaders both should ask themselves: What policies and procedures are inhibiting or promoting progress? What gender norms are prevalent and need to be addressed? What investments in gender equality could be made?

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3. Iceland leads the way to women’s equality in the workplace

<https://www.economist.com/graphic-detail/2020/03/04/iceland-leads-the-way-to-womens-equality-in-the-workplace>

To mark International Women’s Day on March 8th, The Economist has updated its glass-ceiling index, which ranks 29 countries on ten indicators of equality for women in the workplace: educational attainment, labour-force participation, pay, child-care costs, maternity and paternity rights, business-school applications, and representation in senior jobs (in management positions, on company boards and in parliament).

This year Iceland tops our ranking, overtaking both Norway and Sweden. Like its Nordic neighbours, Iceland is particularly good at helping women excel in the classroom (more than half earn a university degree) and guaranteeing access to corporate boards (women hold nearly half of the country’s board seats, thanks to a mandatory quota of 40% which came into effect in 2013). Women also make up 50% of the Icelanders who take the GMAT, the de facto business-school entrance exam. With so many women aspiring for careers in business, it is little wonder they hold 41.5% of management positions in the country.

Canada ranks 12th in the Glass Ceiling Index.

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4. Empowered Women Cocoa Farmers in Ghana

<https://www.fairtrade.net/news/mary-nsiah-abema-boame-the-evolution-of-womens-rights>

The Fairtrade Standards mandate equal treatment of women and prohibit gender-based violence and harassment. Cooperatives are now also required to develop a gender policy to commit to women’s empowerment and gender equality, as well as to identify specific plans to increase women’s participation in and benefits from Fairtrade.

While these rights and intentions are spelled out in the Standards, producer organizations receive support and training from the Fairtrade West Africa Cocoa Programme to integrate them into the culture of each organization and community.

Edward Akapire, Head of the West African Network for Fairtrade Africa, notes that the programme’s work includes activities to raise awareness about gender issues, and support producer organizations to understand and integrate women more fully into their membership and decision-making.

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5. Where Are All the Women in Science and Research?

<http://uis.unesco.org/en/blog/where-are-all-women-science-and-research>

Gender parity in science and research is a crucial step towards the achievement of the Sustainable Development Goals (SDGs). Gender parity in science would be a major contribution to the achievement of Sustainable Development Goal 5 (SDG 5): achieve gender equality and empower all women and girls. It would also support SDG 9, which promotes innovation and SDG 17, which promotes statistical capacity building to meet the pressing need for more and better data.

It seems that the challenges facing women in science and research often intensify as they progress in their chosen field. UIS data show three major gender gaps.

- First, young women are less likely to continue their studies to the doctorate level – even though they are more likely than young men to gain Bachelor’s and Master’s degrees in science and research worldwide.
- Second, women who become scientists are less likely than men to remain scientists.
- Third, women scientists and researchers are more likely to work in academia or the public sector while men are more likely to work in the private sector, which offers higher salaries and greater opportunities.

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6. Northerners discuss farming while female

<https://www.ontariofarmer.com/news/farm-news/northerners-discuss-farming-while-female>

Speakers on the “Women in Northern Ontario Agriculture” panel at the recent Northern Ontario Ag Conference in Sudbury talked about the expanding role for women in agriculture, the challenges of farming while female, and offered advice for both new and veteran farmers.

Organized by the Northern Ontario Farm Innovation Alliance (NOFIA), the conference drew about 120 people from across the province.

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7. Reflections on the Royal Commission on the Status of Women

<https://www.cbc.ca/radio/thesundayedition/simple-justice-50-years-later-monique-b-gin-reflects-on-the-royal-commission-on-the-status-of-women-1.5482637>

Released in 1970, the report included 167 recommendations for reducing gender inequality in Canada. The commissioners — five women and two men, headed by Ottawa journalist Florence Bird — criss-crossed the country for six months, hearing from women about the problems they faced in Canadian society. They sifted through hundreds of briefs and more than 1,000 letters, before tabling their report 50 years ago this December.

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8. What is gender-transformative research?

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

Gender-transformative research promotes women’s empowerment, including shared control of resources and decision-making. It unpacks social inequalities, provides space for women, men, and non-binary genders to learn, and engages with people across the socio-economic spectrum to change the norms that enable inequalities.

A research project is “gender-transformative” if these considerations are addressed in its rationale and methodology and if it includes a rigorous analysis of root causes, gender power relations, and intersectionality (multiple vulnerabilities experienced by individuals or groups, such as race, class, sexual orientation, and ethnicity, alongside gender). This approach to research is important because it tackles inequalities in ways that reflect the lived experiences of real people and it promotes sustainable solutions that address root causes.

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9. Award for Champions in Agricultural Mental Health

<https://www.cfa-fca.ca/events/2020-cfa-annual-general-meeting/>

Dr. Andria Jones-Bitton and Briana Hagen were recently recognized for their ground-breaking work in farmer mental health advocacy. The University of Guelph researchers received the Brigid Rivoire Award for Champions in Agricultural Mental Health at the 2020 Canadian Federation of Agriculture annual general meeting.

Bitton-Jones is a veterinarian and epidemiologist who is now the Director of Well-Being Programming at the Ontario Veterinary College. Hagen is pursuing a PhD in the department of Population Medicine under Jones-Bitton's supervision. Her research focuses on mental health and wellness among agricultural producers in Ontario.

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10. What does a scientist look like? Children are drawing women more than ever before

<https://www.sciencemag.org/news/2018/03/what-does-scientist-look-children-are-drawing-women-more-ever>

This article from 2018 says that “When asked to draw a scientist, school-age kids in the United States are increasingly sketching women. That’s the main conclusion of a new study that compiled information about 20,860 pictures drawn by students age 5 to 18 over 5 decades. In the 1960s and 1970s, less than 1% of students depicted scientists as female.”

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11. Farm CEO: Women farm executives

<https://www.country-guide.ca/guide-business/management/farm-ceo-women-farm-executives/>

Women make great farm CEOs. Studies are showing that women have a lot to offer as executive decision-makers, and the reason why has some lessons to teach agriculture about what are the most valuable professional competencies needed on the farm, and why.

What does the research say? One global study showed that women hold about 38 per cent of senior leadership positions. What the study also showed, however, is that when they focused on identifying the most effective leaders within the sample group, women showed up at 52 per cent.

The skill set of a top farm CEO is shifting to a balance between technical and relational competencies.

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12. Op-Ed: Ending global hunger requires tackling gender inequality

<https://www.cnbcfrica.com/special-report/2020/03/08/op-ed-ending-global-hunger-requires-tackling-gender-inequality/>

The yawning global gender gap is at the heart of our inability to end hunger. Whether last in the family to eat, blocked from owning land, or entirely ignored by extension workers and policymakers, gender inequality – and specifically discrimination against women – is a key driver of global hunger.

To effectively tackle global hunger, all scientists must have the skills and commitment to address the needs and priorities of women farmers across agricultural value chains.

Named after its inventor, Ethiopia’s *Fetina* variety of barley is an example of what happens when scientists collaborate with and respond to the needs of women farmers. Developed by Prof. Fetien Abera in consultation with farmers across the Ethiopian highlands, *Fetina* barley is easier to de-husk which reduces demands on women’s labour, allowing them to increase their output and freeing up their time and energy.

Gender biases in scientific research mean that not only are the needs of women producers ignored, women scientists are less likely than men to publish their work in journals, and when they do publish papers, they are less likely to be the lead investigator.

Across sub-Saharan Africa, just one in four agricultural researchers are women, meaning that women are underrepresented in the leadership roles where priorities are set, decisions made and resources allocated for research on the continent.

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13. Discovering A Route to Formalize Women-Owned Businesses in Jordan Through Dairy Sector

<https://seepnetwork.org/Blog-Post/Discovering-A-Route-to-Formalize-Women-Owned-Businesses-in-Jordan>

In Jordan, informal employment represents 44% of total employment, with the majority of informal workers concentrated in food processing, such as dairy manufacturing, agriculture, and animal husbandry. AWEF’s research also shows that most locally manufactured dairy products (particularly Jameed) are processed by women working informally at home. With restricted access to marketing channels, these women stay at the bottom of the dairy value chain with a weak potential to increase income.

To date, the collaborative approach undertaken has catalyzed home-based vocational licensing across 20 municipalities within Jordan and over 300 women have now obtained vocational licenses. Women have developed business management and negotiation skills and were trained to adjust production to meet market and supplier requirements, enabling many of them to grow and formalize their businesses. Several women who were licensed have been connected to large, national buyers. For instance, AWEF has worked with Al Mazraa Dairy, a well-established Jordanian dairy and cheese producer to facilitate the sourcing of goat cheese products from female producers licensed by the municipality. These producers have in turn been able to expand their operations and employ more women.

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Reports, Publications, Resources

1. Gender and Climate Change in the United States: A Reading of Existing Research

<https://wedo.org/how-research-on-gender-will-help-us-craft-climate-justice-policy/>

Report at <https://wedo.org/wp-content/uploads/2020/03/WEDO-RP-022920.pdf>

The Women’s Environment and Development Organization and the Sierra Club just released a first-of-its kind report that reviews existing academic and scientific literature to further explore the gender-specific climate dynamics in the United States.

Here are five things you didn’t know about climate & gender in the United States:

- 1 Women make up only 19% of people interviewed, featured, or quoted in climate-related news coverage
- 2 Men represent approximately 72% of workers in energy and fuels production. This includes workers in fields adversely affected by decarbonization efforts, such as coal, natural gas, and petroleum, as well as sectors benefiting from decarbonization, including wind and solar.
- 3 Women are more likely than men to need to visit ER for asthma- and respiratory-related conditions during wildfires.
- 4 Experiencing extreme weather events is associated with greater risks of low birth weight and preterm births.
- 5 Around half of Americans believe the climate crisis is currently harming the U.S., including 53% of women and 45% of men. Latino (67%) and Black (63%) women are the most likely to agree with this statement.

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2. Moving gender equality forward in climate-resilient agriculture - Introduction to the Special Issue on Gender Equality in Climate-Smart Agriculture: Approaches and Opportunities

<https://ccafs.cgiar.org/publications/weathering-storm-or-storming-norms-moving-gender-equality-forward-climate-resilient#.XmEqaahKjIU>

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

Volume 158, Issue 1, January 2020 <https://link.springer.com/journal/10584/158/1>

The articles in this issue grapple with how climate-resilient approaches including climate-smart agriculture (CSA) can more effectively promote gender equality and women’s empowerment. How can CSA be implemented in ways that improve the situation and empowerment of women as well as men. CSA has the potential to provide a range of benefits for women in adapting to climate change, if they are able to take advantage of them (Jost et al. 2016), and in fact, research presented in this issue and elsewhere indicate that CSA can be a supporting condition for empowerment (see Farnworth et al. 2017; Hariharan et al. in this issue; Mittal 2016). This issue attempts to begin to answer the questions of what are the key issues, gaps, and constraints relating to gender equality in CSA? How can women be empowered to use CSA to improve the food security and resilience of their households and communities? At the same time, it is understood that gender equality may be a process rather than an immediate result (Gutierrez et al. in this issue).

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3. Moving Data from Assessment to Action For Gender Equality

<https://seepnetwork.org/Blog-Post/Moving-Data-from-Assessment-to-Action-For-Gender-Equality>

With strong support from the project and organizational leadership, the USAID-funded Cooperative Development Program (CDP) expects to make measurable impacts on women’s earning potential and leadership in cooperative organizations in Rwanda.

Integrating and empowering women leads to stronger businesses, healthier families, more robust economies, and many other positive outcomes. Across the world, gender equality has been pushed to the forefront, but that does not mean change happens overnight. As an organization that has implemented projects in over 80 countries, Land O’Lakes Venture37 is intentionally sensitive to evolving cultural views around gender.

Venture37 has been committed to the Minimum Standards for Mainstreaming Gender Equality, which inform all aspects of our work. However, other stakeholders we work with occasionally have different views on how to integrate gender equality. This is where evaluation can – and does – play a pivotal role. Conducting a gender assessment at baseline and then periodically throughout the project and updating the resulting gender action plan, ensures that gender equality is fully integrated into a project. Data can help us come to a common conclusion and generate action.

- Venture37 conducted a gender assessment in Rwanda at baseline. This assessment revealed that few women were in leadership roles in cooperatives and why that was the case.
- The USAID-funded Feed the Future Mozambique Resilient Agricultural Markets Activity – Beira Corridor (RAMA-BC), implemented by Venture37, conducted a gender assessment and several ad hoc gender assessments, which consisted of project staff making observations related to gender and sharing those observations with their project leadership to take action. The initial gender assessment revealed that women’s savings groups were hesitant to take out loans or invest in materials for business development because of the community-oriented culture in rural Mozambique.

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4. Minimum Standards for Mainstreaming Gender Equality

https://storcpdkenticomedia.blob.core.windows.net/media/idd/media/lolorg/pdf/minimumstandards-finalreport_printversion.pdf

The Minimum Standards for Mainstreaming Gender Equality have been developed through a multi-year collaborative process by the Gender Practitioner Collaborative—a consortium of gender experts representing development and aid organizations.

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5. Research: Climate migration in the Dry Corridor of Central America: integrating a gender perspective

<https://www.inspiration.org/Ficheros/Documentos/2019-climatic-migrations-InspirAction.pdf>

In Spanish: <https://www.inspiration.org/Ficheros/Documentos/2019-migraciones-climaticas-InspirAction.pdf>

In the Central American Dry Corridor, climate migrations have become the only survival strategy. Men and women must migrate to survive, in most cases, women suffer the worst impacts. In 2017, InspriAction and Christian Aid commissioned a study to understand the gendered impacts of climate change and migration in the Dry Corridor. With research led and conducted by WEDO and the Professional Services Cooperative for Social Solidarity (Cooperativa Autogestionaria de Servicios Profesionales para la Solidaridad Social R.L., CoopeSoliDar R.L), this report examines the multi-directional relationship between the deterioration of habitats and livelihoods caused by climate change, the migration phenomenon in the Dry Corridor and gender inequality in that region. The analysis also includes other cross-cutting economic factors, such as energy and extractive mega-projects, and social triggers, such as poverty and violence, which are essential in understanding the migration phenomenon and the patterns of inequality in the region.

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6. Disruptive technologies in agricultural value chains: Insights from East Africa

https://www.odi.org/sites/odi.org.uk/files/resource-documents/disruptive_agritech_-_5_mar_2020_-_final_draft.pdf

Some key messages:

- Agricultural technology (AgriTech) is a form of technological innovation, encompassing data connected devices using information and communications technology, internet and artificial intelligence, agricultural biochemistry and biotechnology, innovative food and farming, farm robotics and automation, and smart warehousing and logistics.
- The adoption of AgriTech depends on the 3Cs: cost – purchasing a specific AgriTech product or asset-specific investment necessary to use the product; complexity of the embedded information and knowledge of a specific AgriTech; and capabilities – the level of skill required by a user to learn how to use the technology.

- The disruptive potential of AgriTech is on a sliding scale. It can be complementary if it supplements existing products, processes or business models, or a replacement/substitute if it displaces existing practices in a sector or value chain and causes behavioural change that ultimately leads to changes in the underlying norms and culture of society.
- Disruption has varied impacts on actors within value chains, with actors like farmers and women experiencing disruption in a different way to multinational companies. We create a new heuristic framework combining the 3Cs and the disruption scale to understand different types of disruption. This will allow policymakers to classify the disruptive potential of a technology accurately and to provide targeted policy support.
- Disruption in AgriTech has the potential to occur through: (1) increased agricultural productivity in capital and labour; (2) value addition; (3) regional trade and cohesion; (4) skills acquisition and formalisation of jobs; (5) opportunities for youth and women; and (6) redistribution of value. If governed properly, AgriTech can deliver increased equity, expand digital capacities and increase the quality and quantity of jobs.

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7. Report on Agriculture Finance and Sustainability Standards: Expert Consultation with Financial Service Providers

<https://www.iisd.org/sites/default/files/publications/financial-service-providers-agricultural-producers.pdf>

As many of you know, access to finance is vital for agricultural producers in developing countries. It enables them to purchase inputs or pay for working capital, along with ensuring these producers can make the necessary long-term investments they need to add value to their farming operations and strengthen their climate resilience. However, agricultural producers often have difficulty in obtaining that finance, despite their role as significant drivers of agricultural production and employment in developing countries. This might become even more challenging as a result of the current humanitarian crisis and ensuing impacts on our global society. Female producers face particular obstacles in this area, such as their vulnerability to climate change impacts and lack of training or land tenure, which constrain their potential to qualify as “bankable” and thus access finance.

IISD’s new publication aims to bring a new perspective to this subject. Entitled “Expert Consultation with Financial Service Providers: Understanding the sustainability issues agricultural producers need to consider to be investment-ready and access finance”, the paper was born out of a previous SSI webinar from last November, where we presented the findings of a consultation held in mid-2019 with financial service providers (FSPs). Along with asking them to consider the sustainability issues they are concerned with when assessing when to provide loans, grants, and other financial support to agricultural producers, we also asked whether they use voluntary sustainability standards (VSSs) in their investment decision-making. As you will see in the report, governance, business management and climate change are the main sustainability themes ranked as having 'high importance'.

The results of this consultation will inform our upcoming State of Sustainability Initiatives (SSI): Standards and Finance Review, which will examine VSSs from the perspective of reducing financial risk, leading to beneficial sustainability outcomes and ultimately contributing to closing the finance gap. We will publish this review later this year.

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8. UN Report: World remains a ‘violent, highly discriminatory place’ for girls

<https://news.un.org/en/story/2020/03/1058531>

Report at <https://www.unicef.org/media/65586/file/A-new-era-for-girls-2020.pdf>

While there have been remarkable gains for girls in education, little headway has been made to help shape a more equal, less violent environment for them, warned the UN Children’s Fund (UNICEF), together with UN Women and the non-governmental organization Plan International in their report, A New Era for Girls: Taking stock on 25 years of progress.

The report has been launched in line with the Generation Equality campaign to open a global conversation for action and accountability on gender equality, and to mark the 25th anniversary of the Beijing Declaration and Platform for Action.

Girls today are at a startling risk of violence, whether it is in school, at home, or online as well as throughout their communities, which leads to physical, psychological and social consequences.

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9. UN Women: Women’s Rights in Review 25 Years After Beijing

<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-womens-rights-in-review-en.pdf>

This report takes an integrated approach to reporting on progress, gaps, and challenges related to the advancement of gender equality and women’s rights.

Through an analysis of the largest stock-taking exercise on women’s rights ever undertaken, led by the UN Secretary-General, the report lays out important gains since the adoption of the Beijing Platform for Action 25 years ago, and where the world falls short.

To ensure that progress is accelerated and achieved across all of these themes, four universal catalysts for change come to the fore:

- Support women’s movements and leadership
- Harness technology for gender equality
- Ensure no one is left behind
- Match commitments with resources

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10. Bending the Curve Towards Gender Equality by 2030

<https://data.em2030.org/2020-index-projections/bending-the-curve-towards-gender-equality-by-2030/>

Bending the Curve uses five of the key gender equality issues in the 2019 SDG Gender Index (sexual and reproductive health and rights, girls’ education, representation of women in leadership, laws on equality in the workplace, and safety) to answer questions about the pace and nature of change towards gender equality. Are countries moving towards greater equality or in the wrong direction? What are the prospects for bending the curve to reach the gender equality promises laid out in the SDGs by 2030?

The analysis finds that 67 countries – home to 2.1 billion girls and women – won’t achieve any of the gender equality targets by 2030 if their current pace of change continues. More than a third of countries studied have been moving slowly – or even in the wrong direction – on at least four of the five issues over the past decade or two.

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11. Whitepaper: Mitigating unconscious biases at work to promote female leadership.

<https://www.randstad.ca/women/white-paper/>

The past year has been an important one for our Women Transforming the Workplace program. In our ninth year of existence since launching in 2011, we’re exploring how unconscious biases impact women at work. In late 2019, we analyzed the topic of unconscious bias in the workplace in depth, through a survey of 1,000 women and 1,000 men in Canada. We shared the insights that emerged across the country.

This recently published report identifies the following:

- how unconscious biases affect women at work
- rethinking current solutions to reduce biases
- forward-thinking solutions to promote female leadership
- key findings from our survey about unconscious biases

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12. Gender-based Analysis Plus (GBA+)

<https://cfc-swc.gc.ca/gba-acis/index-en.html>

GBA+ is an analytical process used to assess how diverse groups of women, men and non-binary people may experience policies, programs and initiatives. The “plus” in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences. We all have multiple identity factors that intersect to make us who we are; GBA+ also considers many other identity factors, like race, ethnicity, religion, age, and mental or physical disability.

Take the free course at <https://cfc-swc.gc.ca/gba-acis/course-cours-en.html>

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13. Feminist Foreign Policy: A Framework

<https://www.icrw.org/publications/feminist-foreign-policy-a-framework/>

ICRW has published a framework to better understand and implement Feminist Foreign Policy, a tool that shows promise for taking a much-needed, intersectional and multilateral approach to women’s rights, and other urgent issues. This framework attempts to distill a definition and few core components of feminist foreign policy, drawing from the few examples that exist today, as well as the insights of feminist thinkers, advocates and experts inside and outside of government. This growing collective will be formalized in the course of the Beijing+25 Generation Equality process, in hopes of informing the fledgling field of feminist foreign policy and expanding the number of countries bold enough to embrace it.

The annex includes illustrative—but not exhaustive—measures of success that can be utilized across the various core components of feminist foreign policy.

The Framework can be found in Spanish and in French.

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