



Hoar frost on tree branches. 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. Global Compact Network’s Business for Gender Equality Forum

<https://www.globalcompact.ca/business-for-gender-equality/>

The Global Compact Network’s Business for Gender Equality Forum will take place online on **December 2**. “Business for Gender Equality 2020” is an interactive virtual forum designed to showcase outstanding action, help break barriers, and fast-forward gender equality progress in the Canadian private sector.

Topics include:

- Advancing gender equality in the Canadian private sector post-COVID-19
- Creating an agile opportunity pipeline for women in business from entry to senior-level positions
- How gender equality impacts all genders and how men can support gender equality
- Challenges of SMEs in advancing gender equality and much more.

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2. Micro-Learning 2: FIT's Rapid Gender Scan

https://zoom.us/webinar/register/WN_NVtYD4PqQHWjy1yKPOcoNA

This information session aims to enhance understanding of how to integrate gender into the testing environment through the use of FIT’s Rapid Gender Scan tool (RGS). The RGS is a gender analysis framework that helps you capture essential information about gender roles and responsibilities, capacities and vulnerabilities. It was designed to be used in situations where time is limited and resources to conduct the work are scarce.

The session will cover:

- Gender integration for the testing environment
- Introduction to FIT’S Rapid Gender Scan approach and tool
- Information about FIT’s other gender equality resources
- Breakout room session to practice using the RGS tool

Who should attend?

- SMOs applying for or interested in applying for FIT funding
- Any organization working in an innovation environment or a rapidly changing environment (e.g. COVID-19).

Monday, Dec 2, 2020

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3. National Day of Remembrance and Action on Violence Against Women, December 6th

<https://cfc-swc.gc.ca/commemoration/vaw-vff/remembrance-commemoration-en.html>

It has been over 30 years since the murder of 14 young women at Polytechnique Montréal (December 6, 1989). This act of violent misogyny shook our country and led Parliament to designate December 6 as The National Day of Remembrance and Action on Violence against Women.

The day was established by the Parliament of Canada in 1991 to mark the anniversary of the 1989 murders of 14 women at l'École Polytechnique de Montréal who were killed because of their gender. We should all come together to mark this tragedy and remember the victims.

Violence continues for women, girls and LGBTQ2S individuals here and around the world, and in increasing rates during the pandemic.

The National Day of Remembrance and Action on Violence against Women is about remembering those who have experienced gender-based violence and those who we have lost to it; it is also a time to take action. Working together we can help prevent and address gender-based violence by remembering and learning from our past, listening to survivors, and speaking up against harmful behaviour.

December 6 falls within the 16 Days of Activism against Gender-Based Violence.

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4. Results-Based Management Training.

<https://youtu.be/yfeMFG8WUWc>

Spur Change is working with the MEAL and RBM experts at Baastel and the Montreal-based creative e-learning experts at Octo D, to design an engaging and innovative approach to teaching the basic and more advanced components of Results-Based Management. Using gamification and storytelling to facilitate learning, we will be offering a free two-level course tailored to SMOs' needs. Available to Small and Medium Organization [SMOs] in Canada.

Expect to learn:

- Why RMB matters
- The key aspects of results chains, logic models/theory of change
- How to build an effective results framework and M&E framework
- How to take a Participatory Approach to RBM
- How to integrate gender equality at each phase

Registration opening January 2021.

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5. Manitoba Women in Agriculture & Food (MWAF) Careers Page

<https://www.mwaf.ca/careers>

This page is updated frequently with job postings in the agricultural and food industries.

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This Month's News

1. Women more likely to run non-conventional farms

<https://www.manitobacooperator.ca/farm-it-manitoba/women-more-likely-to-run-non-conventional-farms-report/>

While women are less likely than men to farm in Manitoba, inequality appears to be lower for women in direct marketing or non-conventional farms, according to a recent report from the University of Manitoba.

The data comes from a study into “Becoming a Young Farmer in Manitoba” written by Annette Desmarais, a professor of sociology at the University of Manitoba, and master’s student Hannah Bihun. The study examined the farming journeys of 48 young farmers in southern Manitoba, of which 16 were women (including couples farming together).

When young farmers were asked if they thought women faced different challenges than men as farmers, 66 per cent of conventional farmers said yes, while 38 per cent of direct marketers felt women had different challenges.

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2. Hansard: Women in Agriculture

<https://www.ourcommons.ca/DocumentViewer/en/43-2/house/sitting-26/hansard#Int-10991163>

In the official report for the House of Commons for November 4, 2020, Ms. Lianne Rood (Lambton—Kent—Middlesex, CPC) made a recorded statement about women in agriculture.

Mr. Speaker, one of the untold Canadian stories is of women in agriculture. Generations of farm women worked side by side with men, preparing fields and gardens, sowing crops, caring for livestock, taking in the harvest and then getting their food to market. Farm women did all of that, while taking care of children, keeping house and putting food on the table, and even serving food on tailgates in the fields. My grandmother did that, my mother did that and I learned it at their sides.

Farm women are and were the original multi-taskers. Today, women in agriculture are involved in all aspects of agribusiness, managing large farm production operations, food processing facilities and many links in the food supply chain.

I salute Canadian women who produce food to feed Canadian families and who aspire to growing Canadian agriculture and agri-food well into the 21st century. They are heroes.

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3. Women in Science of Riding Mountain National Park

<https://www.pc.gc.ca/en/pn-np/mb/riding/nature/femme-science-woman>

Get inspired by women working in science as they share personal stories, childhood inspirations and the varied career paths that led them to their unique roles in Riding Mountain National Park.

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4. Round table brings together female entrepreneurs

<https://www.ontariofarmer.com/news/farm-news/round-table-brings-together-female-entrepreneurs>

Mentorship, access to childcare, and farmer mental health were just three topics discussed at a recent roundtable that focused on empowering women leadership in the agriculture industry.

Hosted by the Honourable Marie-Claude Bibeau, Minister of Agriculture and Agri-Food, the virtual meeting brought together female entrepreneurs of all ages from across Canada’s agricultural food chain.

Minister Bibeau spoke with Ontario Farmer following the roundtable and said that the importance of having a mentor was something that came up repeatedly in the conversation.

Childcare, or the lack thereof, was a prominent subject throughout the roundtable. The women told Bibeau that farming is not a nine to five job so it can be difficult, sometimes impossible, to find childcare and typically, in a heterosexual relationship, taking care of the kids is a responsibility that still falls mainly on the woman.

To help overcome some of these challenges and turn action items into policy, Bibeau said the Government of Canada has put in place initiatives like Farm Credit Canada’s Women Entrepreneur Program, which is in support of the federal Women Entrepreneurship Strategy. A news release from Agriculture and Agri-Food Canada says the latter program is a \$5 billion investment that seeks to double the number of women-owned businesses by 2025. Minister Bibeau said it is programs like these that will help all women, including women of colour and women who identify as LGBTQ+ who are often underrepresented in agriculture, to succeed.

In just over a year since its launch, FCC’s Women Entrepreneur Program has approved almost 1,400 loan applications, totalling more than \$994.5 million. AAFC says the goal is to provide women with access to capital to launch or grow their business, along with tools, resources and mentorship.

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5. Manitoba Farm Women’s Week

<https://news.gov.mb.ca/news/index.html>

The Manitoba government has proclaimed **Nov. 15 to 21** as Manitoba Farm Women’s Week to recognize the critical role that women play in the agricultural industry every day, Agriculture and Resource Development Minister Blaine Pedersen announced.

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6. European Commission promises action on gender

<https://www.devex.com/news/european-commission-promises-action-on-gender-98636>

BRUSSELS — The European Commission unveiled its third Gender Action Plan on women’s empowerment and gender equality in external affairs Wednesday Nov 25, with NGOs welcoming plans to have one gender-focused project per country after years of unsuccessful attempts at “mainstreaming.”

The 2021-2025 strategy calls for the European Union to lead by example through gender-balanced leadership in its own ranks, better monitoring, and cooperating more closely with EU member states at a country-level. It also reiterates the aim for 85% of its development projects to contribute to gender issues by 2025.

A commission spokesperson told Devex that the EU executive recognizes the need to “go beyond mainstreaming,” citing education programs with a focus on girls or digital programs, part of which involves “bridging the digital gender gap.”

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7. Will these 3 gender data trends outlast the pandemic?

<https://www.devex.com/news/will-these-3-gender-data-trends-outlast-the-pandemic-98465>

As COVID-19 lockdowns brought on-site data collection to a halt, groups focused on gender data had to find new ways to measure the status of girls and women across a range of indicators. As lockdowns made in-person data collection impossible, organizations were forced to explore non-traditional data sources, or combine traditional and non-traditional data. From mobile surveys to big data analysis, technology brings scale and speed to gender data collection, but it can also pose increased privacy risk.

- **Fast-tracking partnerships:** A week after the COVID-19 outbreak was declared a global pandemic, UN Women conducted rapid assessment surveys across 11 countries in the Asia-Pacific region. The surveys included questions about health, domestic work, livelihoods, and other changes in circumstances, such as whether water sources were

compromised. UN Women partnered with mobile network operators to send text messages to their subscribers, storing responses on a data collection tool the organization built, which sits on its server.

- **Combining traditional and non-traditional data:** By combining traditional and non-traditional gender data collection methods, organizations can understand trends and make predictions in order to design more effective policies and interventions to prevent gender-based violence.
- **Leveraging big data:** UN Women is partnering with the United Nations Population Fund and Quilt.AI — a company that uses big data and artificial intelligence to answer key questions about human behavior — to do big data analysis for online searches related to violence against women.

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8. The effects of open-fire cooking in Tanzania

<https://www.devex.com/news/witchcraft-accusations-and-cataracts-the-effects-of-open-fire-cooking-in-tanzania-98419>

Household air pollution has been identified as a risk factor for cataracts, the number one cause of blindness in low- and middle-income countries. Experts have called for improved access to modern energy cooking services to counter this and meet the clean-cooking target under Sustainable Development Goal 7.

Though activists for the rights of older adults have largely succeeded in educating communities that symptoms — such as bloodshot eyes — are caused by smoke from cooking and not a sign that someone is a witch, emerging research has shown that the negative effects of smoke on the eyes may go beyond these traditional beliefs.

According to HelpAge Tanzania, older women are often the targets of witchcraft accusations. Such accusations can lead to abuse from their families and community members and, in some cases, murder. In 2013, 765 older people were reported to have been murdered as a result of witchcraft accusations; two-thirds of these were women.

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9. Policies That Engender Success for Young People in Agribusiness

<http://www.ipsnews.net/2020/11/care-offers-policies-engender-success-young-people-agribusiness/>

Known as CARE (Enhancing Capacity to Apply Research Evidence), and funded by the International Fund for Agricultural Development (IFAD), the non-profit International Institute of Tropical Agriculture (IITA) launched 80 research fellowships for young African scholars, with an emphasis on young female professionals and students aiming to acquire a master's or doctoral degree. Grantees are offered training on research methodology, data management, science communication and scientific writing, and the production of research evidence for policymaking in line with IITA's mandate to generate agricultural innovations to meet Africa's most pressing challenges.

Through CARE, young and authoritative voices are being brought to the policy-making table. Unafraid to challenge assumptions, youth-on-youth research is highlighting ways forward to break the vicious circle in which youths are trapped.

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10. Redesigning Urban Markets Post-COVID

<http://www.ipsnews.net/2020/11/redesigning-urban-markets-post-covid/>

Across Africa, even in cities with relatively modern infrastructure, many shoppers prefer the informal markets. In the modern city, the market is still the centre for trade, and social activities. In Kenya, the informal market accounts for 82% of the retail market sector with the formal markets only capturing 18%.

Unfortunately, open-air markets, where most people buy their food, are increasingly being closed by governments to stop the spread of the coronavirus, leaving millions across the continent jobless. Yet, the inherent design of the open-air market is actually the safest way to shop. With proper sanitation methods in place, the natural ventilation and a buyer's access to a multitude of shops these markets are safer than indoor malls.

This is not a mall versus market debate. The merging of formal and informal markets has worked well in places such as the famous street markets of London or the souks of Marrakech. At a policy level, African governments can build a stronger relationship with informal entrepreneurs to learn from their skills, community engagement and spatial needs.

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Reports, Publications, Resources

1. Report: Becoming a Young Farmer in Manitoba

<https://www.kap.ca/news-media/kap-young-farmers-university-of-manitoba-report/>

Report at https://www.kap.ca/wp-content/uploads/2020/10/Final_BYF-Report_April-2020.pdf

Hannah Bihun and Dr. Annette Desmarais of the University of Manitoba have released “Becoming a Young Farmer in Manitoba: A Report Prepared for Manitoba Agriculture”. This report is focused on determining how young farmers are entering into or continuing to farm, what supports and motivates them to farm, what barriers they face in farming, and how they view their futures in agriculture.

See pages 23 to 25 for *Gender dimensions of Manitoba agriculture*.

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2. YouTube: Fair Trade’s support for Gender Rights in Ag

<http://ow.ly/cF6b50C6kcS>

This is a recording of Fair Trade Canada’s session from Wednesday, October 28th 2020 FTCW20 Speaker Series: Investing in Women, Investing in a Fair Future.

Did you know that around 60-80% of the world’s food is grown by women? Sadly, despite all their hard work, women often don’t have the right to own land and have little control over their future. Join us for this 60-minute webinar, where we discuss how Fairtrade is partnering with women throughout the Global South to enable them to succeed on their own terms. On this panel, you will hear from Isabel Uriarte Latorre (Café Femenino), and Bill Barrett (Planet Bean). You will leave this session with a better understanding of the complexity of gender rights in the agricultural sector and how Fairtrade is actively addressing these issues. * Please note that this session will include Spanish interpretation.

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3. Improving youth livelihoods in the Ghana cocoa belt

<https://www.odi.org/publications/17470-improving-youth-livelihoods-ghana-cocoa-belt-impact-evaluation-maso-programme>

This study uses a youth livelihood lens to assess the impacts of the MASO multifaceted five-year cocoa programmes, implemented in Ghana by a consortium of six partners led by Solidaridad West Africa and in partnership with the Mastercard Foundation. This programme targeted not-in-school youth aged 17–25 years-old living under the \$2 per day poverty line in cocoa-growing regions of the country. Overall, the MASO programme targeted 10,700 youths across the country and had already trained 8,395 at the time of the writing.

The research aims at assessing the impact of the MASO integrated programme on cohort two youth outcomes 12 months after the training ended. The primary objective was to assess whether or not the MASO programme had contributed to improving economic outcomes for youth participants, through which implementation mechanisms and why. The secondary objective was to measure the impact of the programme on youth knowledge and skills acquisition, behaviour and attitude changes. The evaluation questions that this impact assessment seeks to answer are: Compared to non-participants, to what extent has the MASO project improved economic outcomes for participants? How and why?

4. How are Kenyan Farmers Faring in the Face of COVID-19?

<https://app.60decibels.com/covid-19/agriculture>

2020 has been exceptionally hard for Kenyan farmers. Their farms have been ravaged by floods and locusts, and, since March, a national curfew due to COVID-19 has brought the farming economy to a stand-still. While only time can tell what the long-term effects on agricultural supply chains and global food systems will be, the moment to shape our response is now. As of October 21, 2020, this dashboard presents what we heard from 2,066 Kenyan farmers, roughly 500 each in June, July, August and September.

Sample & Methodology

We are speaking with 500 crop and livestock farmers every month between June and November 2020 to understand their experience with COVID-19 and the support they require throughout the upcoming farming season. The surveys will span 45 of 47 counties in Kenya. In these counties, at least 25% of the population is agrarian, according to the 2019 Kenya National Census. Nairobi and Mombasa are not included in this research.

We conduct ex-ante stratification to ensure that each group of 500 farmers has at least 33% women respondents and at least 50% farmers who planted less than 1.2 acres of land in the last 12 months, which is the average land holding in Kenya. Further, we will use a screening question at the beginning of our survey to confirm that farming was important to the household either as a source of income or food in the last 12 months. See the sample characteristics for June, July, August, and September.

5. Markets are Changing in Potato and Rice in Uganda

<https://ifdc.org/resources/markets-are-changing-in-potato-and-rice-in-uganda/>

<https://ifdc.org/wp-content/uploads/2020/03/Markets-are-Changing-in-Potato-and-Rice-in-Uganda-Web-.pdf>

The International Fertilizer Development Center (IFDC) Resilient Efficient Agribusiness Chains (REACH) – Uganda project began 2019 with a mandate to implement the recommendations of the Mid-Term Review (MTR) completed in October 2018. Some gender-related key points:

- Four key learning products on resilience were developed in collaboration with the Royal Tropical Institute (KIT). The four papers, discussing CSA, gender dynamics, access to finance, and market development, were developed to improve the current knowledge and understanding on how these determinants contribute to improvement in household resilience. This was taken a step further though research conducted in collaboration with Wageningen University on whether this adaptive capacity enabled households to resist, respond, and transform in the face of shocks or setbacks. This is discussed further in Chapter 3.
- The training of farmers on joint decision-making was reinforced through the Community Change Agent (CCA) approach, where various community-based sessions were conducted on joint decision-making aimed at improving household gender dynamics.

6. Forum of Federations’ Gender Equality and Federalism Report

<https://cooperation.us11.list-manage.com/track/click?u=0b594f2e6f24ae3d4b32b9877&id=b5f9efa513&e=f0d315c026>

The Forum of Federations is an international NGO working to support governments around the world in developing solutions to governance challenges. It specializes in federal, decentralized and devolved governance systems and their structures and institutions, with a primary focus on the impact that multilevel government can have on the development of effective governance. As part of the process of revising its gender policies, the Forum commissioned this report on gender

dynamics in, across and within federal countries with the aim of providing an empirical foundation upon which a practical, gender-based approach to programming can be developed and applied to Forum activities.

The report examines the complex dynamics of gender equality in federal countries. It focuses on selected illustrative areas including rights protection, the delivery of services, violence against women, family relations, political representation and participation, and economic empowerment. These areas have been chosen because of their central and significant impact on women's lives.

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7. Realizing Women's Rights To Land and Other Productive Resources

<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/realizing-womens-rights-to-land-and-other-productive-resources-2nd-edition-en.pdf>

UN Women and UNHCHR have just published the second edition of their document Realizing Women's Rights To Land and Other Productive Resources. Originally published in 2013, this updated version was revised by Elisa Scalise from Resource Equity and takes account of advances in thinking around women's land rights as human rights and updates best practices on promoting and protecting women's rights to land from around the world.

Women's rights to land and other productive resources are essential for realizing their rights to equality and to an adequate standard of living, among many other rights. Women's secure access to land and resources supports their independence and autonomy, provides for their day-to-day needs and those of their families and allows them to weather some of life's most difficult challenges. Realizing women's land rights is an integral part of the gender-responsive implementation of the 2030 Agenda for Sustainable Development.

- Chapter 1. Global context and trends: Why focus on women and land? Illustrates the current global context surrounding women's rights to land and productive resources.
- Chapter 2. Global framework: What are the standards that protect women's land rights? provides an overview of the relevant normative, legal and policy frameworks at international and regional levels.
- Chapter 3. How can we protect women's rights to land? summarizes key principles of a gender responsive and human rights-based approach to land.
- Chapter 4. Promising practices: Practical steps to secure women's rights to land and other productive resources presents recommendations for realizing women's rights to land based on promising practices and lessons learned from around the world in various contexts.

In this publication, the term "land" encompasses farmland, wetland, pasture, rangeland and forests, as well as harvesting, hunting and fishing territories. It also includes land used for human settlement.

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8. Gender and Sustainable Energy Access in Kenya, Rwanda, Tanzania, and Uganda

<https://www.energia.org/energia-the-african-development-bank-and-the-climate-investment-funds-join-efforts-to-strengthen-gender-in-the-energy-sector-in-africa/>

PowerPoint https://www.afdb.org/sites/default/files/documents/energia_introduction_to_briefs_.pdf

Webinar recording <https://vimeo.com/484447266>

Country profile videos <https://vimeo.com/483148574>

ENERGIA, together with the African Development Bank and the Climate Investment Funds have jointly launched four country briefs on November 24 during the virtual event "Gender and Sustainable Energy Access in Kenya, Rwanda,

Tanzania, and Uganda". The briefs contribute to increasing data availability on gender and energy and provide insights for future gender sensitive interventions to ensure men and women reap the benefits of energy interventions.

During the launch, which drew together over 300 participants from three continents, the Principal Investigator presented main insights and provided recommendations for governments to strengthen gender responsiveness in the energy sector, positioning gender equality as a critical enabler for an inclusive and sustainable energy sector. The panelists, mainly gender and energy experts and high-level decision-makers, discussed women's role in the global energy transition and the urgent need for sex-disaggregated data and evidence.

Individual country briefs are available at the link.

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9. Spur Change launches new Resource Library

<http://icn-rcc.ca/en/8142-2>

Library <https://spurchangeresource.ca/en/>

The resource library includes documents, videos, training sessions and resource templates divided into seven main categories including

- Gender Equality & Inclusivity
- Monitoring, Evaluation & Learning

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10. Video: The Mushroom Woman

<https://www.bbc.co.uk/sounds/play/w3ct1cs1>

<https://www.thefutureofhope.org/>

This is the story of Chido Govera aka The Mushroom Woman. It is a story about her home, Zimbabwe. And it is also a story about mushrooms.

It never should have happened. Chido, an orphan, became the provider in her family aged seven. At 10 she was destined to marry a man 30 years older than her. But a chance encounter led her to discover the almost magical science of mushroom cultivation at a local university and set her life on a very different course.

Cultivating mushrooms is unlike growing any other vegetable. Micro-organisms in organic matter provide fuel for air-bound silvery thread-like 'mycelium'. These anchor in damp soil and then quickly, tiny mushroom pins appear. Chido was enthralled by the way mushrooms emerge from next to nothing and colonise plant material. It reminded her of her Grandmother, who took Chido foraging for mushrooms in the forest as a child. From humble beginnings, mushrooms grow.

Chido realised she could grow these curious fungi in maize waste. She could feed herself and her family and make a little money. What if she could teach other orphans to grow and sell edible mushrooms to provide an income? So that is what Chido did.

Today Chido runs a foundation training 1000s of other growers, mainly women and orphans, in Zimbabwe, and across Africa and the world. We hear their stories and discover the mysterious world of fungi.

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