



Winter scene. Photo courtesy of D. Ceplis.

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

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

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

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Opportunities and Coming Events

1. Science Communications

What if you could get ANYONE interested in your work? Learn how to engage audiences with technical content using proven storytelling strategies in this engaging and hands-on workshop! Society for Canadian Women in Science and Technology (SCWIST) has partnered with American Academy of Forensic Sciences, University of Nevada, Reno, iWIST, SEDS/EEDS, Women in Tech World, Immigrant & International Women in Science, WISDOM Manitoba and WWest.

January 15: Science Communication Workshop 1: *Engaging Broad Audiences*. Learn how to engage both general and specialist audiences with your work using these proven storytelling strategies. <https://www.eventbrite.ca/e/science-communication-workshop-1-engaging-broad-audiences-tickets-132829224787>

January 22: Science Communication Workshop 2: *Science Story Development*. Learn how to translate your personal experience or technical content into stories that are meaningful, memorable, and accurate. <https://www.eventbrite.ca/e/science-communication-workshop-2-science-story-development-tickets-132830295991>

January 29: Science Communication Workshop 3: *Visual Science Storytelling*. Learn how to create aesthetic and informative visuals, and take your slide decks, posters, and figures to a new level! <https://www.eventbrite.ca/e/science-communication-workshop-3-visual-science-storytelling-tickets-132830711233>

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2. 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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3. 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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4. Society for Canadian Women in Science and Technology (SCWIST) Job Board

<https://scwist.ca/resources/job-board/>

Find a full list of career opportunities on the SCWIST Job Board.

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5. Rural Women's Studies Association 14th Triennial Conference

<https://www.uoguelph.ca/arts/history/events/rural-womens-studies-association-14th-triennial-conference>

From **May 11 to 15, 2021**, the RWSA is hosting their 14th Triennial Conference, Kitchen Table Talk To Global Forum Virtual Conference at the University of Guelph.

The RWSA is an international association to advance rural women's / gender studies in a historical perspective. We welcome public historians, archivists, graduate students, rural organizations and communities as conference participants, as well as scholars from diverse fields, including sociology, anthropology, literature, Indigenous Studies, and history.

We encouraged submissions focusing on:

- Rural women and mental health
- Rural women and food justice
- Indigenous women
- Rural women and food tourism
- Rural women and technological and biological innovation
- Food production, preparation, rituals, hospitality, etiquette and display
- Table talk issues concerning family, community, politics, legislation, and markets

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This Month's News

1. Farm Workers Alliance Calls for the Support of Women Experiencing Violence

<https://foodtank.com/news/2020/11/farm-workers-alliance-calls-for-the-support-of-women-experiencing-violence/>

On the International Day for the Elimination of Violence Against Women, the farm workers alliance Alianza Nacional de Campesinas calls for the end of violence towards women. Alianza Nacional de Campesinas is the first national farm worker women's organization in the United States created by current and former farm worker women and women from farm worker families. Their demands focus on farm worker women "working with extreme levels of exploitation, pesticide exposure, massive lockdowns that worsen living conditions, along with severe setbacks in wages in the midst of this pandemic," Alianza Nacional de Campesinas said in a statement.

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2. Beer maker backs India solar desalination plant to boost water, jobs for women

<https://news.trust.org/item/20201126100409-emjno/>

A water desalination plant powered by solar energy in a small east Indian town, backed by beer maker Carlsberg Group, could be a sustainable option for other coastal areas where rising sea levels and more frequent storms are making

groundwater saltier. The plant being built by Desolenator in the Sundarbans delta in West Bengal state will start operating next year.

It will sell clean water at a subsidised rate and hire more than a dozen women in Pathar Pratima, a company official said. The social enterprise model, with all proceeds going towards the salaries and training of the women and maintenance of the water distribution centre, is essential for this poor community

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3. Low-cost innovations increasing women farmers' resilience

<https://www.devex.com/news/sponsored/opinion-4-low-cost-innovations-increasing-women-farmers-resilience-98683>

In the face of powerful cyclones, a suspected avian influenza outbreak, and the global pandemic, poultry farmers in India are improving their incomes and nutrition with easily replicable low-cost innovations.

Hatching Hope uses a market systems approach to help smallholder poultry farmers improve the production of their flocks, strengthen markets to better meet the needs of poultry farmers and consumers, and increase families' and consumers' knowledge of the nutritional value of poultry. The initiative works with small-scale poultry producers in Cambodia, Colombia, India, Kenya, and Mexico, having first started in Odisha, India.

Despite the pandemic and other shocks, in the past 12 months, the overall resilience of women farmers that are part of Hatching Hope in India has increased — results that we attribute in part to four low-cost poultry innovations that are easily replicable in countries around the world.

1. Investments in animal health increase productivity and resilience
2. Investments in chicken coops protect flocks from disease and predators
3. Investments in micro feed mills reduce farmers' feed costs and create jobs locally
4. Investments in consumer awareness campaigns increase demand for farmers' products

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4. Allégorie Reimagines Fashion Through Discarded Fruits and Ethical Values

<https://foodtank.com/news/2020/12/allegorie-reimagines-fashion-through-discarded-fruits-and-ethical-values/>

Allégorie is a sustainable fashion brand that sells products made out of recycled plants. Based in New York, Allégorie creates products made from recycled plant products, instead of animal hides, while also ensuring workers earn a fair wage.

After learning about animals' unethical treatment and use for bag production in the fashion industry, co-founders Heather Jiang and Jen You created the fashion brand that was rooted in sustainability and aligned with their own values. The company's collection includes functional accessories such as bags, backpacks, and wallets.

The process of turning discarded fruits and plants into a fashion collection varies depending on the discarded material. "For apple and cactus leather, we extract the fiber from recycled apples and cactus, then mix some natural or recycled binding agents so the material is performing and long-lasting," You tells Food Tank.

Allégorie also values uplifting other entrepreneurial women in the industry. They explain that they do so in part because of a lack of women representation in the start-up industry. "We are very involved in the female entrepreneur community, where we all share our unique knowledge, skills, and experience to help each other," You tells Food Tank.

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5. Siblings circle back to the family farm

<https://thereview.ca/2020/12/03/siblings-circle-back-to-the-family-farm/>

The year 2020 has been one of growth and experimentation for siblings Karen Pattington-LeRoy and Keith Pattington, operators of Circle Path Farm in Fournier, Eastern Ontario.

The brother-sister team, along with Keith’s partner Gaby Kassas, had to jump feet first into the family farm this past summer, when their father Bruce found himself stranded at his winter home in Vancouver due to the COVID-19 pandemic. But instead of just maintaining the property – which had not operated as a working farm in more than a decade – the newly-formed team chose to jump straight into reviving it.

With 130 acres and numerous outbuildings on a non-operational farm, the trio began to discuss how they could use the land and the skills they had to help both themselves and others. A neighbor advised them that the Canadian Organic Growers association was looking for local producers to be part of the Growing Eastern Ontario Organically program.

<https://www.cog.ca/geo-o/>

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6. Video: Female Farmer in Ontario

<https://ottawa.ctvnews.ca/video?clipId=2041331&jwsourc=cl>

Jenn Doleman speaks to CTV News about being a female farmer in a male dominated industry in Ontario.

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7. Experts advocate for 'basic set of metrics' to define women's economic empowerment

<https://www.devex.com/news/experts-advocate-for-basic-set-of-metrics-to-define-women-s-economic-empowerment-98695>

The growing number of tools to measure women’s economic empowerment makes it nearly impossible for programs to compare work across contexts, according to several gender data experts.

On Wednesday, Data2X and the Center for Global Development launched new work compiling this proliferation of tools. The compendium reviews 20 population monitoring tools and 15 monitoring and evaluation tools in order to help researchers and practitioners determine which tools and indicators are most useful for their purposes. By consolidating existing measurement tools in one place, Data2X and CGD aim to promote shared understanding among women’s economic empowerment stakeholders.

Many gender data experts see the need to harmonize indicators, but debate continues over how realistic it is to unify metrics on such a complex issue across different contexts.

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8. Liberation Ice Cream: kubé Brings Justice to People and Food

<https://foodtank.com/news/2020/12/liberation-ice-cream-kube-brings-justice-to-people-and-food/>

kubé, a raw coconut cream-based ice cream company in California, is working to address systems of oppression in the food supply chain. Coconut-based products can be a healthy alternative for milk, especially for people who are lactose intolerant. People of African heritage often face lactose intolerance, according to a study from The Lancet Gastroenterology & Hepatology.

But according to the International Trade Centre, countries in the Caribbean and West Africa are often left out of the global coconut market because of a scarcity of capital and other resources. This lack of investment in coconut-based products in Black and Brown communities often excludes these groups from health and economic benefits, Kai Nortey, co-founder and owner of kubé, tells Food Tank. “That’s an example of systemic racism,” she says.

Inspired by a trip to Ghana, where she tasted fresh coconut cream for the first time, Kai Nortey founded kubé with her husband Nee-Nueh in 2016. The company has since grown into a Black women-led, food-tech enterprise that specializes in plant-based products.

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9. As we mourn École Polytechnique's victims, let's also reflect on the trailblazing women in engineering

<https://www.cbc.ca/news/opinion/opinion-women-in-engineering-1.5825124>

Thirty-one years have passed since 14 women, almost all engineering students, were murdered at Montreal's École Polytechnique on Dec. 6, 1989. It was a catastrophic human loss. It was also a tragic loss of talent. Back then, every female engineer was a pioneer in a male-dominated environment.

We've got a long way to go to reach equal representation in the field, but today as we mourn, we can also take a moment to reflect on some of the women who have taken us this far.

Six women have successfully completed their terms as Canadian deans of engineering, acting as role models and mentors, leading to a remarkable updraft in opportunities for young women. And each has had a direct impact on technology that has changed our world. Each of these six women has played an important role in the leadership of Canadian engineering programs, and each of them has played a part in the fabric of innovation in our country, building the future of our economy.

We know that having diverse perspectives at the design table leads to better engineering. Our engineering leaders also create opportunities for others – including women, Indigenous people, people of colour and international students – all of whom bring a different lens to the innovation table and benefit us all.

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10. Empowering women in underserved communities

<https://scwist.ca/empowering-women-in-underserved-communities/>

In this blog post, the author identifies issues related to women and STEM. According to UNESCO Institute of Statistics (UIS) data, less than 30% of the world's STEM researchers are women. The World Economic Forum Gender Gap Report predicts that it will take 257 years to eliminate the prevailing gender gap in the workforce, globally. While women remain underrepresented in STEM on a global scale, there is an added challenge in communities where patriarchy is strongly inscribed in the laws and social norms.

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11. Gender equality. No, there isn't an app for that

<https://ww2.gatesfoundation.org/ideas/articles/gender-equality-mobile-phones-women>

There are all sorts of ways to measure the inequality between men and women, but the most interesting may be counting who has a cellphone—and who doesn't. The mobile gender gap is doggedly persistent, especially in low- and middle-income countries where women are 20% less likely to own a smartphone than men.

For obvious reasons, closing this gap is an alluring goal: Give a woman a phone, and immediately she'll have at her fingertips apps to help her save money, consult a doctor, sell goods from her home-based business, or assist with farming issues. There are even apps to report domestic abuse. Of course, there is no single app that will deliver up gender equality, but it's easy to see how this digital bundle of goods and services might provide something approximating it.

In 2016, the organization CARE tested the proposition. They began a pilot project in rural Uganda with the aim of connecting women with digital savings accounts. Most of the women in the pilot said they owned mobile phones, but

almost none had formal bank accounts. Many hid their cash to avoid turning it over to their husbands. They were eager to have a tool to help them save with purpose.

And yet, CARE found that while more than half of the women applied to open the accounts, only a minority of them followed through. By the end of the study, none had made a deposit beyond the opening balance requirement. Instead, the project ran up against a problem that, in retrospect, surprised few gender equality advocates: Technology is a powerful tool, but it is not an all-powerful tool. It cannot overcome generations of bias or deep-rooted social norms.

What good does a phone do if a woman’s community—or family—never lets her use it?

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12. Coronavirus and gender: More chores for women set back gains in equality

<https://www.bbc.com/news/world-55016842>

The coronavirus pandemic could wipe out 25 years of increasing gender equality, new global data from UN Women suggests. Women are doing significantly more domestic chores and family care, because of the impact of the pandemic. Employment and education opportunities could be lost, and women may suffer from poorer mental and physical health.

Even before the pandemic, it was estimated women were doing about three quarters of the 16 billion hours of unpaid work that are done each day around the world. In other words, before coronavirus, for every hour of unpaid work done by men, three hours was done by women. Now that figure is higher.

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13. Can promotion groups help strengthen women’s access and control over land?

<https://www.iied.org/can-promotion-groups-help-strengthen-womens-access-control-over-land>

In Senegal, women’s ‘promotion groups’ have traditionally been vehicles for helping women share resources, ideas and experiences to increase income. But they are also – somewhat expectedly – enabling women to access and control land, although with limitations.

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14. Alberta student 1st Canadian to win \$500K Cdn international science competition

<https://www.cbc.ca/news/canada/edmonton/fort-mcmurray-maryam-tsegaye-khan-1.5829840>

A Fort McMurray, Alta., student is the first Canadian to win the \$500,000 Cdn international Breakthrough Junior Challenge, a prize that includes a scholarship and new science lab for her school.

Maryam Tsegaye, a Grade 12 student at École McTavish Public High School, entered the competition with a three-minute video explaining quantum tunnelling.

The competition asks students from around the world to create a video that explains a scientific principle to the public.

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15. Fairtrade International: New Chair of the Fairtrade Board

<https://www.fairtrade.net/news/lynette-thorstensen-elected-as-fairtrade-board-chair>

Fairtrade International is pleased to announce Lynette Thorstensen as the new Chair of the Fairtrade Board. Lynette Thorstensen is a New Zealander living and working in France.

“I am honoured to take on the role as Chair of this exceptional organization. The work of Fairtrade International is needed more than ever. In the light of the challenges posed by the Covid-19 virus, along with rapidly increasing impacts of climate change - protecting the living incomes of small farmers and other producers all over the world is a vital mission,” said Lynette.

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16. Safe Drinking Water Should Mean Safe Collection Too: How to Reduce the Risks

<http://www.ipsnews.net/2020/12/safe-drinking-water-mean-safe-collection-reduce-risks/>

The importance of accessing water that is safe to drink and enough water for washing, cleaning and cooking is clear. But little attention has been given to the safety of water collection away from home, or to the health and safety of the people who typically do this work. It is most often women and girls from low income households who must queue for, collect and carry water home.

Three key pieces of research that we’ve done recently highlight the dangers of collecting water. The studies include many African countries and each report cites specific country level data.

The research included a systematic review of published studies, analysis of data from surveys in 41 countries and a survey of 6,291 people across 24 sites in 21 low and middle income countries. These respondents were asked whether they had ever been injured while collecting water.

We found that the odds of injury were 50% greater for women compared to men, nearly five times higher for rural dwellers and 2.75 times higher for peri-urban dwellers compared to urban dwellers. Greater household water insecurity increased the likelihood of a water-fetching injury.

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17. Aren’t We Missing Food Security Experts in the Incoming President-Elect Biden-Kamala Harris Administration?

<http://www.ipsnews.net/2020/12/arent-missing-food-security-experts-incoming-president-elect-biden-kamala-harris-administration/>

URBANA, Illinois / ABUJA, Dec 17 2020 (IPS) - Food insecurity across the U.S. continues to be on the rise because of the effects of COVID-19. According to Feeding America, over 50 million Americans will experience food insecurity, including 17 million children. We both grew up in countries referred to as “developing countries,” Ifeanyi in Nigeria and Esther in Kenya. At the time, we never imagined that we would witness food insecurity being an issue in developed countries such as the U.S. like we are now. As thought leaders in global health and food security, we are compelled to amplify this inequity in the world’s richest country. Here’s where to start.

- First, President Joe Biden and Vice President Kamala Harris should include a food security expert in the COVID-19 Advisory Council. The responsibility of the expert should be to provide advice on ways to address the current COVID-19 food insecurity in the U.S.A.
- Second, develop a multi-stakeholder comprehensive food security plan as part of epidemic preparedness plans for the next pandemic.
- Third, food banks should improve their process to enable long-term storage of nutritious foods such as green vegetables, fruits, proteins, milk etc. According to Feeding America, these classes of nutritious foods are the most requested at food banks.

- Fourth, prioritize the needs of under-five children and women of child-bearing age. Worryingly, science and available evidence from a comprehensive review of 120 studies done by the UN FAO suggests a correlation between food insecurity and malnutrition.
- Lastly, encourage families to form groups and run all seasons sustainable community gardens.

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18. Dr. Anita Zaidi, the first president of Gender Equality at the Bill & Melinda Gates Foundation

<https://www.devex.com/news/q-a-the-woman-tasked-with-bringing-gender-to-the-center-of-the-gates-foundation-98799>

Dr. Anita Zaidi, the first president of Gender Equality at the Bill & Melinda Gates Foundation, says growing up in Pakistan had a major influence on the trajectory of her career.

Q: The Gates Foundation has outlined a few specific areas of focus in its gender equality strategy overview. But what are some examples of missed opportunities for the foundation to embed gender in the design of its programs?

Edited Answer: I can give you a long list. Let me start with one I have a real bee in my bonnet about, which is nutrition. So, nutrition and anemia. Anemia is mainly a problem of women and girls because women lose blood every month during menstruation. We have never had a gender lens to nutrition, not just at the foundation, but globally. We know that anemia has huge consequences for health, for work, for energy, for pregnancies, for childbirth, loss of life.

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19. Journal for International Agricultural and Extension Education

<https://www.iaee.org/index.php/vol-27-4-december-20>

The December 27(4) issue of the Journal for International Agricultural and Extension Education is now available online. Articles include:

- *Understanding the Perceptions of Secondary School Youth toward Agricultural Careers in Democratic Republic of Congo, Kenya and Nigeria*
- *Applying a Needs Assessment Model for Improving Agricultural Education in Guinea*
- *Development of Livelihood Skills through School-Based, Agripreneurship Projects Integrating Youth-Adult Partnerships: The Experiences of Youth Partners in Uganda*

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20. Black Farmer Fund in New York State

<https://foodtank.com/news/2020/12/black-farmer-fund-is-building-resilient-black-food-economies/>

For generations, Black farmers in the United States have been systematically excluded from access to finances, technical assistance, and land itself. According to the U.S. Department of Agriculture (USDA), there were nearly 950,000 farmers of color in 1920. In 2017, there were just 50,000. And in New York. just 139 of the state's 57,000 farmers are Black, according to the 2017 USDA Census of Agriculture.

Olivia Watkins, President of Black Farmer Fund, explains that many Black farmers today struggle to obtain traditional loans and grants. This often prevents them from even being able to enter the farming profession.

Black Farmer Fund is working to generate a thriving, resilient food economy for Black food producers and consumers. The three-year-old community investment fund aggregates and redistributes the wealth of social impact investors to provide grants and loans to Black farmers and food businesses in N.Y.

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1. Digitisation Could Transform African Agriculture

<http://www.ipsnews.net/2020/12/digitisation-transform-african-agriculture/>

Report at <https://hdl.handle.net/10568/101498>

The Digitalisation of African Agriculture Report 2018-19 states that an inclusive, digitally enabled agricultural transformation could drive greater engagement in farming from women and youth and create employment opportunities along the value chain.

Abstract/Description

An inclusive, digitally enabled agricultural transformation could help achieve meaningful livelihood improvements for Africa’s smallholder farmers and pastoralists. It could drive greater engagement in agriculture from women and youth and create employment opportunities along the value chain. At CTA we staked a claim on this power of digitalisation to more systematically transform agriculture early on. Digitalisation, focusing on not individual ICTs but the application of these technologies to entire value chains, is a theme that cuts across all of our work. In youth entrepreneurship, we are fostering a new breed of young ICT ‘agripreneurs’. In climate-smart agriculture multiple projects provide information that can help towards building resilience for smallholder farmers. And in women empowerment we are supporting digital platforms to drive greater inclusion for women entrepreneurs in agricultural value chains.

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2. Video: Women-led solar food truck company in India

<https://youtu.be/3CGzreLFnCU?list=PLvc9P9LzyLdOhVDpO4zJo72iDOdei0Xqc>

A women-led food truck company in Vasai Virar, India that is supporting livelihoods with the profits from a Devidayal solar-powered refrigerator. The truck-mounted refrigerator project was implemented with funding from UK aid and IKEA Foundation, through the Efficiency for Access Research & Development Fund.

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3. Clean Energy Webinar Series

<https://efficiencyforaccess.org/2020-2021-webinars-1>

The Efficiency for Access Design Challenge is a global competition that empowers teams of university students to help accelerate clean energy access. In October, we hosted a series of webinars for participating students to shine a light on the challenges and opportunities encountered by companies in the energy access sector, as well as the cultural, social and environmental features to take into account in product design.

Note the Gender, Cooking and Agriculture webinars.

<https://storage.googleapis.com/e4a-website-assets/Efficiency-for-Access-Design-Challenge-2020-21-Webinar-Agriculture.pdf>

<https://storage.googleapis.com/e4a-website-assets/Efficiency-for-Access-Design-Challenge- -Webinar-Gender-Disability-and-Social-Inclusion- -Slides.pdf>

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4. State of Global Air 2020 Report: Air Pollution from Cooking Contributed to 300,000+ Infant Deaths in 2019

<https://www.theguardian.com/environment/2020/oct/21/polluted-air-killing-half-a-million-babies-a-year-across-globe>

Report at <https://www.stateofglobalair.org/>

According to the first-ever comprehensive analysis of air pollution’s global impact on newborns, nearly two-thirds of the half million deaths from air pollution were due to the use of solid fuels such as charcoal, wood, and animal dung for cooking.

The discovery is reported in the State of Global Air 2020 report, which examined data on deaths around the world alongside a growing body of research that links air pollution with health problems.

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5. Woman Entrepreneurship Series: How Technology Can Offer Solutions in a Time of Social Distancing

<https://www.cleancookingalliance.org/about/news/10-20-2020-woman-entrepreneurship-series-how-technology-can-offer-solutions-in-a-time-of-social-distancing.html>

Seven years ago, Nigeria’s clean cooking industry was both smaller and more male-dominated than today. But that didn’t stop entrepreneur Happy Amos from founding her own cookstove manufacturing company. Since starting Roshan Global Services in 2013, Amos, who is also the Managing Director of the company, has sold over 20,000 “Happy Stove” cookstoves. Amos has recruited more than 60 women as sales agents across Northern Nigeria and has trained over 350 women, including refugees, on the negative impacts of cooking with fuels like wood, charcoal, and animal dung.

With Nigeria’s COVID-19 health and safety policies prohibiting large gatherings, Amos and her team have had to rethink their sales and marketing approaches. A finalist for the Clean Cooking Alliance’s 2019 Woman Entrepreneur of the Year Award, Amos shared how she is using creative strategies to reach customers and meet the ongoing demand for clean cooking solutions.

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6. Canada’s Equality Fund’s inaugural Annual Report

<https://equalityfund.ca/files/share/From-the-Ground-Up-Equality-Fund-Annual-Report-2019-2020.pdf>

Building upon a \$300 million CAD commitment from the Government of Canada, most of which will be allocated specifically toward our gender lens investment strategy, the Equality Fund will mobilize unprecedented resources to build a more equal future together.

The Equality Fund is thrilled to launch our inaugural Annual Report: From the Ground Up. Inside, you will find highlights of our work during 2019-2020—a year of imagining, listening, designing, building, and learning. Amid global challenge and change, our team and partners have forged ahead, laying the foundation for our audacious vision: to build the largest self-sustaining fund for gender equality in the world.

In this flagship first year, the Equality Fund:

- Supported 45 grantee partners from around the world.
- Refined our investment strategy to bring partners to the table and create the mechanism through which feminist work will be supported for years to come.
- With the Association for Women’s Rights In Development (AWID), we listened to over 1,000 feminists around the world in an in-depth consultation process to understand the hopes, dreams, and expectations for the Equality Fund.
- Built a diverse and expert global Board of Directors to guide the Equality Fund through our build.

- Built upon the roots of The MATCH International Women’s Fund to scale our vision, reach, and impact.

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7. Equality Fund Grantee in Saint Lucia

New projects funded in the Caribbean include <https://equalityfund.ca/section/wvl-grantee-partners#>:

HELEN’S DAUGHTERS, Saint Lucia: Helen's Daughters is an organization founded in 2016 to promote the economic development of rural women through adaptive agricultural techniques, capacity-building, and improved market access. More specifically, the organization aims to expand opportunities for rural women who work in agriculture; promote financial and digital inclusion for rural women in aspects of agricultural outputs; foster female entrepreneurship and enhance the productivity of women-owned enterprises; enhance the voices of rural women in decision making related to agricultural policy and beyond; eliminate legal barriers to female economic empowerment; and reduce gender pay gaps in the agricultural sector.

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8. Gender dynamics of weed management under conservation agriculture in the Eastern Gangetic Plains

<https://aciarsdip.com/latest-news/2020/11/29/webinar-gender-dynamics-of-weed-management-under-conservation-agriculture-in-the-eastern-indo-gangetic-plains>

Although weeds are often cited as a major issue when farmers use CA farming techniques, preliminary findings from CIMMYT indicate that in the SDIP sites in Nepal, West Bengal and Bangladesh, the use of CASI systems seem to have positive impacts on how farmers manage weeds.

The project has analysed the response of men and women farmers to changing weed dynamics under CASI farming systems, to explore the impacts on women’s and men’s workloads, as well as document their knowledge, attitude and practices around weed management. Through qualitative interviews and Photodiaries, preliminary findings indicate use of CASI systems seems to have positive impacts on how farmers manage weeds, and no difference was observed in knowledge between men and women for chemical application and weed identification.

On Dec. 10, Dr. Hom Gartaula of CIMMYT presented these findings and considered further implications.

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9. Sustainable food systems in India, Bangladesh and Nepal

<https://aciarsdip.com/>

The ACIAR SDIP [Australian Centre For International Agricultural Research Sustainable Development Investment Portfolio program aims to improve food, energy and water security for sustainable food systems in India, Bangladesh and Nepal. Funded by the Australian Government's Department of Foreign Affairs and Trade, this work is part of a wider regional portfolio in South Asia that focuses on integrated management of food, energy and water.

Using a long-term, gender-inclusive and highly collaborative approach, we aim to implement strategies which increase food security while reducing environmental impacts.

Our work explores the drivers and constraints that affect development of sustainable food systems in the wider South Asia region - including the growing challenges of climate change, and the need to promote gender equality by empowering women and girls.

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10. Understanding the role of women in agriculture across the Eastern Gangetic Plains (EGP)

<https://aciarsdip.com/the-role-of-women-in-agriculture-across-the-egp>

Across the Eastern Gangetic Plains (EGP), poverty is widespread and the daily challenges facing farming communities are vast. To identify pathways out of poverty it is crucial to understand the changing roles of women in agriculture and across the region.

Macro-level studies in the EGP clearly indicate that feminization of agriculture is taking place in Nepal, primarily as a response to male out-migration, and in Bangladesh due to increasing engagement of women in different types of allied agricultural activities. In India, however, macro-level data highlights defeminisation, or the withdrawal of women from the agricultural labour force, and there is some evidence that women from poorer households are withdrawing from agriculture at a higher rate than those from wealthier households.

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11. Understanding Women’s and Girls’ Vulnerabilities to the COVID-19 Pandemic: A Gender Analysis and Data Dashboard of Low- and Lower-Middle Income Countries

https://data2x.org/wp-content/uploads/2020/11/COVID-19-Vulnerability-Paper_FINAL.pdf

In which low- and lower-middle income countries are women and girls most exposed to or at most risk to suffer the negative effects of the COVID-19 pandemic? How well are these countries able to address these effects? These two questions informed this policy paper and the creation of a pandemic-related gender vulnerability data dashboard for 75 low-income countries (LICs) and lower-middle income countries (LMCs).

The dashboard includes country-level indicators of women’s wellbeing, economic performance, COVID-19 rates and trends, and countries’ capacity to respond to the pandemic with a gender lens.

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12. Virtual Town Hall with Honourable Karina Gould, Global Affairs Canada

<https://cooperation.us11.list-manage.com/track/click?u=0b594f2e6f24ae3d4b32b9877&id=d3364ec25a&e=f0d315c026>

Cooperation Canada, along with co-organisers, the Canadian Association for International Development Professionals (CAIDP), the Climate Action Network (CAN-Rac), the Inter-Council Network (ICN) and the Canadian Partnership for Women and Children's Health (CanWaCH), wish to thank the Honourable Karina Gould, her staff at Global Affairs Canada, and all participants, for a successful virtual town hall November 19. Participant questions and comments have been submitted to the Minister’s office.

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13. Canada’s Feminist Foreign Policy

<https://www.amnesty.ca/our-work/issues/womens-human-rights/feminist-foreign-policy>

The Government of Canada is developing its feminist foreign policy. What does a feminist approach to foreign policy mean to you? What actions can Canada take in the next two years to implement its feminist foreign policy? In November 2020, the Feminist Foreign Policy Working Group asked you to share what feminist foreign policy means to you in a series of webinars, and through written and video submissions, which are posted below. The deadline for submissions has now passed.

In mid-December 2020, we will publish a 'what we heard' report reflecting the feedback we received, along with a written submission to government from the Working Group. The government of Canada plans to launch its Feminist Foreign Policy in early 2021.

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14. The Farm Show interview with Manitoba Women in Agriculture and Food

<https://www.facebook.com/mbnewsandsports/>

Wendy Dyck interviews Laura Lazo, the chair of Manitoba Women in Agriculture and Food (MWF) in this half hour program on MB News and Sports on November 26 and November 30, 2020.

Are you a woman in agriculture, are you interested in starting your own business or work in food manufacturing? MWF is a non-profit organization that works with women to help achieve their goals, build businesses and help find career opportunities. Women helping women by inspiring each other and working together.

Laura Lazo will be answering all your questions you may have about the organization in this interview. The second part of the interview will be about Laura and how she became one of the founders of MWF. Show brought to you by Wolfe Enterprises

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15. Audio: Chicken Farmers of Canada

<https://insidecoop.simplecast.com/episodes/womeninag-with-tiffany-martinka-and-amy-vanderheide>

See what women in ag have to say about chicken farming. We will be talking to farmers Amy Vanderheide and Tiffany Martinka about their perspective on being women in agriculture. Amy, who resides in Nova Scotia, and Tiffany, who lives in Saskatchewan, bring us a unique perspective on their struggles, stories and successes as females within a male-dominated industry.

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16. Measuring Women's Economic Empowerment: A Compendium of Selected Tools

<https://www.cgdev.org/publication/measuring-womens-economic-empowerment-compendium-selected-tools>

<https://www.cgdev.org/sites/default/files/measuring-womens-economic-empowerment.pdf>

This WEE measurement tool compendium selects and reviews tools for measuring women's economic empowerment (or disempowerment) grouped into population monitoring tools (PM) and monitoring and evaluation tools (M&E). The tools reviewed were built to either: 1) monitor progress according to a set of WEE-related indicators in countries (or groups of countries) — these are tools for aggregate-level population monitoring, or 2) monitor and evaluate the outcomes of WEE-related projects and programs — these are monitoring and evaluation tools.

The compendium reviews 20 PM tools and 15 M&E tools. The large number of available tools indicates the importance of the topic and provides options for readers who are interested in using tools for either population monitoring or program monitoring and evaluation. We hope that a variety of readers interested in WEE measurement, including policy makers, program advocates, donors, program managers, and researchers, will use the compendium. This version, therefore, has been prepared for users with varying technical backgrounds.

The compendium includes: 1) an overview of existing WEE measurement tools; 2) systematic evaluation of the tools' technical content, and 3) a structured inventory of the tools' indicators.

17. Ag-platforms as disruptors in value-chains: Evidence from Uganda

<https://www.odi.org/publications/17600-ag-platforms-disruptors-value-chains-evidence-uganda>

https://www.odi.org/sites/odi.org.uk/files/resource-documents/odi-jr-eif-agrtechreport4-may20-proof01_final2311.pdf

This report uses survey data to explain the causal factors that affect productivity, value addition, diversification, women’s empowerment, youth inclusion and regional trade facilitation in Uganda.

Agricultural digital platforms (ag-platforms) can play an important role in African countries’ response to the Covid-19 pandemic. Ag-e-commerce, in particular, is emerging as a critical channel for market access during the pandemic, fuelled by social distancing measures and the shift to cashless transactions and mobile money.

There is strong evidence that ag-platforms can enhance productivity gains, increase access to services that enhance productivity (such as training and financial services), and promote diversification, particularly into new markets.

But a digital gender divide that persists among platform users prevents effective value capture and may be compounded by major barriers such as insecure tenure, social norms, institutional constraints and intra-household dynamics.

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18. Video: The Story of Handcrafted Shea Butter in Ghana

https://youtu.be/seYA1CA_GKE

Join us on this journey following Adumu Imoro, one of the Ghanaian women who works tirelessly to make handcrafted shea butter in our Savannah Fruits Company processing centers within Tamale, Ghana. We're able to see where Adumu lives, her morning routine collecting shea nuts from the wilderness of the Ghanaian savannah during rainy season. After collecting these precious nuts, she carries them back to the processing center to sort, wash, dry and grind the nuts to get ready for the handcrafting process of making shea butter. She does this hard work to earn money so she can provide for her family and send her children to school. It is quite incredible to witness. We hope to increase our role in helping build systems and partnerships with like minded sustainability driven initiatives, so these women have more income generating opportunities available to improve their lives.

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19. Canada – A learning nation: A skilled, agile workforce ready to shape the future

<https://www.canada.ca/en/employment-social-development/programs/future-skills/report-learning-nation.html>

Our task is to bring forward advice on emerging workforce and skills issues and trends that will better position jobseekers, workers and employers to seize opportunities into the future.

The global pandemic of COVID-19 has triggered an economic crisis of epic proportions. It has accelerated the scope and pace of change beyond what any of us could have anticipated. In addition, it has brought to the forefront the systemic barriers that many people continue to face such as black and other racialized individuals, Indigenous Peoples, women, and persons with disabilities. It is driving questions about how we will build back stronger and ensure that recovery will address systemic discrimination and instill diversity, inclusivity and equity by design. Now more than ever, we must be forward thinking, open to doing things differently and we must be nimble and agile and act quickly to adapt and adjust.

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20. Modern Women and Traditional Gender Stereotypes: An Examination of the Roles Women Assume in Thailand's Agricultural System

doi: 10.5191/jiaee.2020.27407

<https://www.iaee.org/index.php/vol-27-4-december-20/1807-modern-women-and-traditional-gender-stereotypes-an-examination-of-the-roles-women-assume-in-thailand-s-agricultural-system>

Abstract from December 27(4) issue of the *Journal for International Agricultural and Extension Education*

Previous research has demonstrated that empowering women in developing nations has been shown to enhance agricultural productivity and rural development. Although women in Southeast Asia are often considered to be more empowered than in other parts of the world, in Thailand, women still experience persistent barriers to gender equality. In response, this case study examined the positionality of women in Thailand's agricultural sector by describing their underlying beliefs and values regarding their careers. As a result, three distinct themes emerged: (1) dichotomous gender roles, (2) the perpetuation of gender stereotypes, and (3) positive perceptions and beliefs in gender equality and women's abilities. The findings illuminated that despite having a distinctly positive perception of themselves and their abilities, women internalize prescribed gender stereotypes in the agricultural industry in Thailand. Such views appeared to impede the participants' sense of empowerment in the agricultural workforce. Moving forward, we recommend that extension professionals design programming to empower women in Thailand by tailoring professional development opportunities based on regional differences in regard to gendered customs, norms, and traditions. Further, additional research should be conducted to distill the specific topic areas that could be used to stir critical reflection and action among women in Thailand's agricultural sector.

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21. Report: Small business, big demand: Facilitating finance for productive uses of energy in Tanzania

<https://pubs.iied.org/16681IIED/?p=1>

<https://pubs.iied.org/pdfs/16681IIED.pdf>

Access to affordable and reliable energy enables growth of local economies. But many rural communities need additional support to harness energy for productive uses (PUE) — to increase income and productivity. For example, financing is a key barrier for scaling PUE. Women especially face additional socio-cultural barriers that hinder PUE.

A joint programme of IIED and Hivos, the Energy Change Lab surveyed 373 rural businesses and farmers — all customers of six energy companies in Tanzania — to understand perceptions and challenges of finance for small businesses and PUE. Unsurprisingly, most people used savings to start and expand their businesses, including those planning to purchase a PUE appliance in the next year. The perceptions of challenges of accessing finance for borrowers and non-borrowers include high interest rates; lengthy loan processes; unsuitable repayment periods; too much collateral required; and uncertainty in ability to repay.

Overall, these perhaps highlight aspects of risk aversion and incompatible financing options for rural areas. Uncertainty in ability to repay was particularly pronounced in women, underlining negative gender beliefs and perceptions. And finally, for those willing to borrow, COVID-19 does not seem to have so far affected perceptions of borrowing too much, which bodes well for near-term PUE investments.

Moving PUE forward will require tailoring and scaling by listening to each communities' unique challenges and needs and linking more affordable and flexible financing. This may include scaling financial products such as micro-leasing and linking existing funds or capitalising new ones to expand well-run community lending structures such as SACCOs. Solutions must be designed to solve rather than aggregate existing gender disparities: support beyond financing through empowerment and

business training, for example. Energy providers must build partnerships with government, finance institutions, communities—and many others outside energy — to successfully nurture PUE.

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22. Climate Change Adaptation in East Africa: Mainstreaming gender-responsive and participatory approaches

<https://policy-practice.oxfam.org/resources/climate-change-adaptation-in-east-africa-mainstreaming-gender-responsive-and-pa-621114/>

At the new Oxfam Policy & Practice site, this case study shows how convening influencing government practices and decision-making processes can have a transformative effect across government, bringing positive benefits to marginalized communities and millions of people. It also shows how NGOs can influence and support changes to government practices by playing a strategic convening role and becoming a systemic intermediary between different levels of government, regional bodies, CSOs, and local communities. Focus is on Ethiopia, Uganda and Mozambique.

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23. MenCare in Rwanda: Engaging fathers in transforming gender relations

<https://policy-practice.oxfam.org/resources/mencare-in-rwanda-engaging-fathers-in-transforming-gender-relations-621096/>

At the new Oxfam Policy & Practice site, this case study shows how MenCare, a global campaign to help increase men’s active involvement in care giving, has spread to 100 partners in over 50 countries. In Rwanda, the campaign has reduced men’s use of violence against their partners and children; increased men’s contributions to child-care; and equalized power dynamics and decision making in the household among other things. The campaign has achieved scale globally by using a mix of different routes to scale, including: horizontal scaling whereby partners use and adapt its methodologies to educate men and shift attitudes and social norms about fatherhood and healthy, equitable and non-violent parenting practices; vertical scaling via advocacy to influence visible policies; and in-depth scaling via continuous improvements to the campaign methodology informed by learning and evaluation.

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24. Agricultural Women's Workwear

<https://terracorps.org/our-team-2/>

Zoë Chambliss, while a student at Gettysburg College in Pennsylvania, interviewed 189 female farmers, farm workers, and farm-adjacent individuals. She has since written her final paper for college about women's agricultural workwear as an example of slow fashion. Note: Since writing this paper, Dovetail has come out with a maternity workwear line so there is a now outdated statement that no brands have available maternity workwear for women. Her final paper is attached as a pdf file. She is serving as the sustainable agriculture coordinator at the Natick Community Organic Farm.

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25. Policy Brief "Gender Equality and Women’s Empowerment in Updated and New Nationally Determined Contributions (NDCs)"

<https://wedo.org/brief-gender-equality-and-womens-empowerment-in-updated-and-new-nationally-determined-contributions-ndcs/>

"Gender Equality and Women's Empowerment in Updated and New Nationally Determined Contributions (NDCs)" reviews the available updated and new national climate commitments from countries (or NDCs as they are referred to in the climate process) for information on the integration of gender considerations. Though many countries have yet to submit new and updated NDCs, there is some indication of progress as more countries reference gender in their new/updated NDCs than do not.

- The Marshall Islands stands out as a model for other countries in demonstrating what consideration of gender equality and human rights can look like in an NDC.
- Norway is the only developed country thus far to reference gender, though that is hopeful given the 2016 analysis of the first round of NDCs showed no developed countries recognized the imperative of gender as a dimension critical to outlining effective climate action.

Though these important planning and policy documents are not necessarily accurate barometers of actualized support for advancing gender equality, we hope progress continues as additional Parties submit NDCs this year and next.

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26. The 2020 Pocket Guide to Gender Equality Under the UNFCCC

<https://wedo.org/2020-pocket-guide-to-gender-equality-under-the-unfccc/>

WEDO is pleased to launch new resources tracking progress on the integration of gender equality under the United Nations Framework Convention on Climate Change (UNFCCC):

This Pocket Guide is part of a series produced by the European Capacity Building Initiative (ecbi). Written by WEDO staff and collaborators and first published in 2018, the 2020 edition includes the latest UNFCCC developments, such as the adoption of the enhanced Lima Work Programme on Gender and its gender action plan at COP25.

The pocket guides are designed to provide negotiators with a brief history of the negotiations on the topic, a ready reference to the key decisions that have already been adopted, and a brief analysis of the outstanding issues from a developing country perspective. The Pocket Guide to Gender Equality elaborates on gender linkages across the different themes (such as mitigation, adaptation, technology development and transfer) and elements (such as the nationally determined contributions) of the negotiations, as well as provides resources for further information.

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27. The Together Project

<https://cooperation.ca/together-project/>

Cooperation Canada launched The Together Project, which argues that we have the tools, evidence, and resources we need to contribute to a more prosperous, healthy and stable world. With Canadian leadership and will, our country could make a real global difference. And when Canada invests in solving global issues, we all benefit.

The project includes a series of Together for Impact reports that highlight the value of investing in issue-specific solutions to global challenges like health, education, food security, climate change and gender equality. We launched the Together for a **More Gender-Equal World (gender equality case)** yesterday and Together for a **More Sustainable World (climate change case)** today. Nine more cases will be launched before International Development Week 2021.

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28. Responsible investments in agriculture and food systems – A practical handbook for parliamentarians and parliamentary advisors

<http://www.fao.org/documents/card/en/c/cb1991en>

<https://www.iisd.org/publications/responsible-investments-agriculture-food-systems>

<http://www.fao.org/3/cb1991en/CB1991EN.pdf>

One of the key messages in this IISD-FAO Handbook: “Responsible investment addresses the needs of communities, farmers, investors and other stakeholders. It also addresses development challenges such as climate change, gender equality, health and welfare, job creation, youth engagement, and access to water, among others.”

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29. GenderCC Women for Climate Justice Newsletter

<https://www.gendercc.net/resources/newsletter.html>

GenderCC issues a newsletter on a regular basis. It contains updates from our network, as well as information from the broader gender and climate change community and the UNFCCC process. The December 2020 issue is available at the link.

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