



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.

Dinah Ceplis, P.Ag. (Ret.), FGH, FAIC, (Volunteer Editor)

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Opportunities and Coming Events

1. Young Agrarians Prairie Apprenticeship Program

<https://youngagrarians.org/apprenticeship-program/>

Young Agrarians and our network of exceptional mentor farmers are offering advanced, hands-on farm apprenticeships in regenerative agriculture. Participants with a serious interest, curiosity and commitment to full-time farming are invited to apply.

Our apprenticeships are a full immersion program that puts you into the heart of running a farm business, day in and day out. Our carefully selected family of farm mentors have diverse expertise and skill sets – their farm philosophy is guided by

a holistic framework that recognizes the connectedness of the land and people. Locations include Manitoba, Saskatchewan, and Alberta. See the website for Canadian and international application forms.

Deadline to apply for the Apprenticeship Program is **January 31, 2022**.

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2. Program Officer - Education and Science (Two Positions)

<https://phg.tbe.taleo.net/phg04/ats/careers/v2/viewRequisition>

The Education and Science program of International Development Research Centre IDRC is currently seeking two Program Officers to be based in Ottawa. These positions will have a particular focus on strengthening science and innovation systems which will include:

- advancing gender analysis and women’s leadership in science, technology, engineering, and mathematics (STEM) fields;
- individual and organizational capacity strengthening in STEM (including research chairs, engineering training, skills building for the future of work);
- strengthening science ecosystems, including strengthening science advice and mapping research infrastructure.

Closing Date (dd/mm/yy) 06/02/22

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3. International Development Week (IDW) 2022

https://www.international.gc.ca/world-monde/issues_development-enjeux_developpement/idw-sdi.aspx

International Development Week (IDW) 2022 will take place from **February 6 to 12**. The unifying theme of #GoForTheGoals represents a call to action for Canadians to support the achievement of the UN Sustainable Development Goals throughout the year. Check out events organized throughout Canada by visiting your provincial or regional council's website or social media channels.

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4. Breaking Barriers: Female Entrepreneurs Who Cross Over to Male-Dominated Sectors

<https://live.worldbank.org/female-entrepreneurs-breaking-barriers>

A new World Bank report, “Breaking Barriers: Female Entrepreneurs Who Cross Over to Male-Dominated Sectors”, aims to fill the gaps in the literature on gender-based sectoral segregation. On **February 10**, we will launch this report and host a conversation among practitioners and experts on sectoral choice as one of the contributors to gender gaps in firm performance. Panelists will share their views on the factors preventing women from entering more profitable male-dominated sectors and discuss evidence-based policies and programs to help them cross over into these sectors.

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5. International Day of Women and Girls in Science 2022

<https://www.un.org/en/observances/women-and-girls-in-science-day/>

To achieve full and equal access to and participation in science for women and girls, and further achieve gender equality and the empowerment of women and girls, the United Nations General Assembly declared **11 February** as the International Day of Women and Girls in Science in 2015.

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6. Expert in Regulation of the Canadian Organic Food Market – Colombia

<https://www.devex.com/jobs/expert-in-regulation-of-the-canadian-organic-food-market-colombia-947682>

Deadline for applications: **February 11, 2021, 5 pm (EST)**. Some of the deliverables of this consultancy include:

Under this Technical Assistance Activity (TAA), the Expert will:

1) Design a gender-sensitive and inclusive training program for agricultural producers, to be delivered by Colombian trade support organizations, on:

- The organization and characteristics of the Canadian organic food market, including market size and growth, competition, consumer preferences, distribution systems and major retailers, voluntary standards, etc.
- The requirements for certification for food products under the Canadian Organic Standards and other relevant policies, laws, regulations and procedures affecting the importation of organic food products into Canada.

2) Prepare a related gender-sensitive and inclusive business guide to be used in the training course and as a standalone information tool.

3) Design and deliver a “train-the-trainer” workshop to prepare trade support organization officials to deliver the course to agricultural producers, including those from underrepresented demographic groups. The workshop should include a component on how to engage underrepresented groups such as women, Indigenous peoples, and Afro-Colombian agricultural producers in the training and ensure its accessibility.

The EDM seeks to promote gender equality, social inclusion and environmental protection as cross-cutting objectives of all technical assistance. Proposals should explain how these objectives will be integrated into the content and conduct of the training.

The training course, business guide and train-the-trainer workshop are to be delivered in Spanish. The guide is to be produced in a readable format and ready for publication.

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7. Study: Understanding the Experience of Farm Women

<https://fmc-gac.com/programs-services/research-analysis>

Farm Management Canada in partnership with CentricEngine Inc. is undertaking an important and timely research project that will serve to expand opportunities for Canadian agriculture by providing a better understanding of the experiences, aspirations and barriers faced by women on the farm.

We are inviting individual women who lead farms, work on the farm and/or otherwise contribute to the success of the farm to participate in the qualitative phase of the research project. This involves a series of one-on-one interviews to better understand their roles, experiences, motivations, goals, and aspirations within the farm and the range of contributions and recognition to inform a path forward to meet the unique needs of this underrepresented group.

If you would like to contribute to this phase of the project, please contact Centric Engine Inc. at

research@centricengine.com

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8. PSEA Organizational Assessment Tool

<https://www.digna.ca/psea-organizational-assessment-tool/>

Digna’s no-obligation, customizable self-assessment is a useful tool that helps organizational leaders to gain a better understanding of the strengths and weaknesses of their organization’s prevention of sexual exploitation and abuse (PSEA)

implementation. This is the first step of a journey that will enable your organization to implement the best and most appropriate PSEA measures.

The new deadline to submit "the Minimum Standards tab" with Digna is **February 25, 2022**.

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9. Advancing Women in Ag Conference West 2022

<https://www.advancingwomenconference.ca/2022west/>

The Advancing Women in Agriculture Conference is created for every woman who is passionate about agriculture and food, whether you are a university student studying agriculture, producer, entrepreneur, representative of a grower association or corporate agribusiness. AWC is for women who want to enhance their family life, community, career, and industry. AWCWEST 2022 is being held on **March 21&22, 2022** at the Hyatt Regency Calgary.

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10. Canadian Women’s Agri-Food Trade Mission to Mexico - Virtual

<https://www.owit-toronto.ca/event-4518483>

Tuesday, March 22-24, 2022. The mission is focused on increasing exports of Canadian women-owned and women-led businesses in the agri-food sector in Canada. Organized for export-ready small and medium-sized Canadian companies to enter or expand into the Mexican market. The mission will allow participants to better understand and tap into Mexico’s business opportunities by taking part in information webinar sessions, and pre-arranged virtual business-to-business meetings.

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11. Influential Women in Canadian Agriculture returns to celebrate women in ag

<https://www.agwomen.ca/influential-women-in-canadian-agriculture-returns-to-celebrate-women-in-ag/>

After a successful launch year in 2020, the agricultural publications at Annex Business Media have once again teamed up to highlight some of the strongest female leaders in the ag industry through the Influential Women in Canadian Agriculture (IWCA) program.

This year, the team will highlight six women from across various disciplines in agriculture and share their stories, achievements, challenges, and wisdom through our brands: Top Crop Manager, Potatoes in Canada, Canadian Poultry, Manure Manager and Fruit & Vegetable.

Nominations are now open and will be accepted until **March 26**.

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12. Women Deliver 2023 Conference

<https://womendeliver.org/conference/>

Every three years, the Women Deliver Conference galvanizes momentum for gender equality. It is a bold and diverse gathering, a fueling station of ideas, and generator of action, convening thousands to identify solutions and drive change for girls and women. More than 6,000 leaders, influencers, advocates, academics, activists, and journalists from around the world will gather in Kigali, Rwanda with the drive to accelerate progress for girls and women everywhere. The Women Deliver 2023 Conference (WD2023) will take place **in Kigali, Rwanda and online from 17-20 July 2023**.

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This Month's News

1. Accelerating Impacts of CGIAR Climate Research for Africa (AICCRA)

<https://twitter.com/CGIARAfrica>

You can now follow AICCRA on Twitter and LinkedIn for updates, like the upcoming launch of the AICCRA website.

Accelerating Impacts of CGIAR Climate Research for Africa (AICCRA) is a new initiative that will enhance access to climate information services and validated climate-smart agriculture technologies in Africa. It was launched in May 2021.

With the support of AICCRA projects, farmers and livestock keepers will be able to better anticipate climate-related events and take preventative actions, with better access to climate advisories linked to information about effective response measures. This will help communities better safeguard their livelihoods and the environment.

It is supported by a grant from the International Development Association (IDA) of the World Bank and will enhance research and capacity-building activities by the CGIAR and its partners.

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2. Building Systemic Resilience Against Climate Variability and Extremes ('ClimBeR').

<https://www.cgiar.org/initiative/23-climber-building-systemic-resilience-against-climate-variability-and-extremes/>

This Initiative aims to build more climate resilience systems, benefitting 20 million farmers by 2024, to withstand climate variability and extremes. It will generate knowledge about climate security as an imperative for climate resilience, and transform this into action by connecting knowledge, innovations, and institutions to specific regional and national challenges.

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3. Zimbabwe's Smallholder Farmers Secure European Pineapple Market

<http://www.ipsnews.net/2022/01/ecstasy-zimbabwes-small-holder-farmers-secure-european-pineapple-market/>

A group of 45 farmers in Rusitu Valley in Chipinge, a district in Zimbabwean eastern province of Manicaland, will be exporting nearly 50 tonnes of their pineapples to the Netherlands starting after December 2021. Smallholder farmer Sarudzai Sithole never imagined that her pineapples could someday stock the produce section of Europe's finest supermarkets. She says pineapple farming has enabled her to build a house, buy various household goods and send children to school. She is increasing her crop hectareage, hoping that the rewards from the exported crop will empower her to electrify the family home, among other major home improvements.

Dudzai Ndiadzo, the Rusitu Fruit Growers and Marketing Trust administrator, says the farmers' dream to export their produce to Europe became a reality in August 2021. Their pineapples got organic certification from Ecocert Organic Standard, a French quality control body whose certification allows the farmers to send their organic products to international markets. The 45 villagers belong to the trust. When growing the pineapples, Sithole says they do not apply fertilisers or chemicals but manure only.

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4. Resilience+ Innovation Facility to Unlock Agricultural Transformation in Sub-Saharan Africa and South Asia

<https://resilience.ucdavis.edu/announcing-resilience-plus>

The University of California, Davis, has established the Resilience+ Innovation Facility to spark inclusive agricultural transformation among small-scale farmers in Sub-Saharan Africa and South Asia with a \$5 million five-year grant from the Bill & Melinda Gates Foundation. The facility will design and scale integrated approaches that support farmers in becoming more resilient to climate-related shocks, which can also unlock their ability to transform their livelihoods through agriculture.

In an initial two of eight potential projects, the facility will design and deploy flexible bundles of risk-management tools that show the most promise of generating Resilience+. These projects will be designed to especially reach women and younger farmers who typically manage climate-related risk in ways that undermine opportunities to get ahead.

The facility will implement its two initial projects at scale through partnerships with in-country private-sector companies led by BFA Global. The facility’s approach is based on past and ongoing research funded by the U.S. Agency for International Development (USAID). This research included the design and field testing of approaches for small-scale farmers to manage risk without long-term consequences.

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5. Agricultural Sheroes – the Hidden Stories of Palestinian Women

<https://views-voices.oxfam.org.uk/2021/03/agricultural-sheroes-the-hidden-stories-of-palestinian-women/>

The agriculture sector in the Occupied Palestinian Territory is debilitated by multifaceted structural challenges. However, within the sector itself, women face another layer of challenges arising from the gender roles and responsibilities that are strongly defined by social norms. The gender division of labour in the agriculture sector depends upon the specific agricultural commodity and the various stages of the value chain.

The case studies in the pdf document from March 2021 make these stories visible: sharing women’s valuable contributions to the agriculture sector at the farm, factory, and entrepreneurial levels.

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6. Remote weather stations give Kenyan farmers an edge in bee farming

<https://www.devex.com/news/remote-weather-stations-give-kenyan-farmers-an-edge-in-bee-farming-102409>

In Kenya, beekeepers have struggled in recent years to maintain hives in the Maasai Mara region due to disrupted weather patterns. Droughts damage plants that bees need to collect pollen, while prolonged rains attract predators such as honey badgers.

Nolkireu Wuantai had little luck diversifying her farming from livestock herding into beekeeping. The Kenya Meteorological Department faced challenges in providing weather forecasts to certain parts of the country due to poor infrastructure and a lack of funding but alerts from a remote weather station in Wuantai’s village have helped her find success over the past two years.

“We look at the rainfall patterns for the last three years and build a trend on what is coming in the next couple of months in terms of rainfall and drought,” says David Kinanta, manager at southern Kenya’s Oloisukut Conservancy. Changing weather confuses bees by altering plants’ flowering cycles, leading to harvest losses of about 17 kilograms (37 pounds) per hive.

But with Maasai Mara region’s five new weather stations, farmers like Wuantai can earn up to 50,000 Kenyan shillings (\$400) from each harvest. This income subsidizes livestock herding and obviates the need to sell their goats and sheep when drought sets in.

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7. Ghana's farmers break new ground with climate-focused crop insurance

<https://www.businesslive.co.za/bd/world/africa/2022-01-18-ghanas-farmers-break-new-ground-with-climate-focused-crop-insurance>

Ghana's worsening floods and droughts have made growing fruit and vegetables harder, and when the staple maize and rice crops are hit as well, families like hers are left with meagre yields of grains that lack essential nutrients and vitamins.

But in March 2021, Fuseina joined a free crop insurance project that tries to ensure farmers aren't thrown into poverty by the extreme weather, pest infestations and crop disease outbreaks becoming increasingly destructive as global temperatures rise. Since joining the pilot project run by social enterprise Roots of Change, she has received two payouts of up to 200 Ghanaian cedis (\$33), covering 80% of the value of her crop losses to drought.

Part of a larger initiative by Roots of Change, under the Britain-based charity Opportunity International, the insurance programme uses farmland and crop data collected by the agriculture ministry to help provide cover for about 1,360 farmers in northern Ghana.

The Ghana Agricultural Insurance Pool (GAIP), a group of 15 insurance providers, compare data on historical farm yields to actual harvests to verify insurance claims enrolled farmers make.

Since it launched in 2021, the project has paid out 7,000 cedis (\$1,120) to more than 300 farmers, according to Ebenezer Laryea, the Ghana head of agricultural businesses at Opportunity International, which pays the farmers' insurance premiums.

Some farmers invest the money they get through the programme into community savings schemes, where people pool their funds to be used by individual members when they need it.

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8. Research in Tunisia Explores Women Pastoralists' Roles in Climate Change Adaptation

<https://foodtank.com/news/2022/01/research-in-tunisia-explores-women-pastoralists-roles-in-climate-change-adaptation>

A recent study from the International Center for Agricultural Research in the Dry Areas (ICARDA) and Western University in Ontario, Canada, finds that women in Tunisia are more involved in livestock grazing and rearing activities than policymakers and practitioners assumed. The research suggests that providing support for women to sustain pastoral systems could help repair Tunisia's degraded ecosystems.

The study also shows that women undertake more manual labor associated with responding to resource degradation and climate change, while men bear more financial costs. For example, women report walking greater distances to collect forage and fetch water, and bathing and cleaning up after livestock.

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9. The Cost of a Period: SDG 10 and Period Poverty

<http://sdg.iisd.org/commentary/generation-2030/the-cost-of-a-period-the-sdgs-and-period-poverty/>

Period poverty is the lack of access to menstrual and sanitary supplies, menstrual hygiene education, and waste management. Lack of access to period products can occur due to financial and physical barriers. Prices of period products can put these vital supplies out of reach for many people in both developing and developed countries.

People in vulnerable situations are affected most by period poverty, including people already facing homelessness, low income, and systemic exclusion for being members of marginalized groups. Folks in vulnerable situations may need to

sacrifice meager food budgets or cope with negative health issues due to a lack of accessible period products and sanitary facilities. This introduces links to another SDG – Goal 10 on reducing inequalities.

- Ontario will be the fourth province in Canada to take action against period poverty by introducing free period products in schools.
- In 2021, Scotland became the first country in the world to make period products free for anyone who needs them.
- Numerous developed and developing countries have eliminated the tax on period products. These include Canada, Australia, Kenya, India, Jamaica, Nicaragua, Nigeria, Tanzania, Lebanon, Malaysia, Colombia, South Africa, Namibia, and Rwanda.

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10. Climate Action Incomplete Without Women’s Contribution

<https://www.ipsnews.net/2022/01/climate-action-incomplete-without-womens-contribution/>

An estimated 800,000 smallholder potato farmers, according to the National Potato Council of Kenya, contribute at least 83 percent of the total potato production. Overall, women also manage approximately 40 percent of the smallholder farms. As pillars of food production and largely lacking in financial and technical support, women are increasingly exposed to the effects of climate change and consequent land degradation.

A Commonwealth report titled *Gender Integration for Climate Action: A Review of Commonwealth Member Country Nationally Determined Contributions (NDCs)*, presented at the recent UN climate summit COP26, shows how underrepresentation of women in climate policies and plans, poor access to climate finance, technologies, and lack of capacity for effective decision-making compounds inequality.

The lack of representation also creates a barrier to women fully contributing to climate action, reinforcing the circle, and continuing vulnerability. However, the report also showed that countries are increasingly acknowledging the vulnerability and inequality of women in climate action, taking concrete steps to address it.

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11. Tonga volcanic eruption: what possible impact on agriculture and fisheries?

<https://www.fao.org/newsroom/detail/tonga-volcanic-eruption-what-possible-impact-on-agriculture-and-fisheries/en>

With roughly 86 percent of Tongans engaged in agriculture, FAO is extremely concerned about the potential impacts across all agriculture sectors, including fisheries, crops and livestock, even though information is limited, with communications and access remaining severely affected. Initial estimates are that roughly 12 000 agricultural households or 85 percent of the total number, will have been affected by this disaster, according to Xiangjun Yao, FAO Subregional Coordinator for the Pacific Islands, based in Samoa.

FAO has been working in Tonga for many years to help strengthen resilience and food security, train young farmers, support women to establish ornamental plant nurseries and make the country’s fisheries more sustainable.

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12. Gender-Responsive Climate Action

<https://womendeliver.org/publications/climate-change-and-srhr/>

The actions we collectively take in 2022 are crucial to the health and well-being of people and the planet. Women Deliver is mobilizing at CSW66, the G7, and COP27, alongside our partners in the SRHR and Climate Justice Coalition, to ensure that the leaders of today and tomorrow meaningfully address the linkages between climate change, SRHR, and gender equality.

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13. A Canadian woman’s experience in ag

<https://www.country-guide.ca/features/a-canadian-womans-experience-in-ag/>

Amy VanderHeide had great role models growing up. She was raised on a beef farm that was run entirely by women after her grandfather passed away in 1986. With her grandmother and aunts continuing to operate the farm throughout her childhood, she wasn’t aware of the barriers that existed for women in agriculture.

Today, VanderHeide works full-time alongside James on their own cow-calf operation, as well as growing crops and operating the broiler chicken farm owned by her in-laws, and like many women who have married into a family farm structure, she has sometimes found it hard to find her place.

VanderHeide is involved in various industry organizations: Kings County Federation of Agriculture, as president of the Chicken Producers Association of Nova Scotia, member of the Nova Scotia Federation of Agriculture Public Trust Committee, and a director with the Do More Agriculture Foundation.

She is also a co-founder of the Facebook group — Maritime Ag-Women’s Network (MAWN) — that connects women in agriculture across the Maritimes. MAWN has grown since 2016 to over 1,100 followers and is having a big impact through women supporting and empowering each other and building their confidence to achieve new goals and seize opportunities in the industry.

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14. Different goals for women in ag

<https://www.country-guide.ca/features/different-goals-for-women-in-ag/>

Statistics show that women in agriculture face barriers and are under-represented in the industry. But if you are female AND you weren’t born in Canada AND you didn’t grow up on a farm, imagine how high the barriers are then. But that may be beginning to change.

Entrepreneur Laura Lazo, who also serves as chair and co-founder of Manitoba Women in Agriculture and Food (MWWAF) believes inclusion is contagious, and it’s only going to gather more steam in the agricultural industry.

Today, MWWAF has a social media following of over 6,000 people and membership has been steadily growing, although a big aim for the group is to increase the number of both individual and corporate members in order to achieve its potential in the industry.

The 2017 Barton Report (a set of recommendations from the Federal Government’s Advisory Council on Economic Growth) has said that Canada could become the world’s second-largest agricultural exporter of safe, nutritious and sustainable food — it is currently fifth. But to achieve that potential, it says, Canada needs more people.

There are signs of positive change. The federal government announced in its 2021 budget that it will provide \$146.9 million over four years to support women entrepreneurs and announced a public consultation process to foster inclusivity in the Canadian financial sector.

Many major companies are looking at how they can incorporate the principles of DEI into their organizational culture and are investing in initiatives to attract more women and others from diverse groups to their workplaces.

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15. Gender Issues in the Ag Industry 2022

<https://www.country-guide.ca/features/a-question-for-women-in-2022/>

Try it yourself. Check it out with women in agriculture who speak about gender issues in the industry. Find them informally via social media or look for them through an ag women’s organization, of which there are several across Canada today.

Then ask them what kind of response they get when they talk about gender equality in agriculture.

Here's a big response they'll report for sure. "What do you mean women are underrepresented in the industry, or that they're inequitably paid? And what's this talk about discrimination and sexism? That doesn't exist anymore." It's feedback they hear all the time, and it comes not just from men, but women too. So, who's right?

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16. Meet 5 of the Female Farmers Growing Our Food

<https://www.chatelaine.com/living/female-farmers/>

While men still dominate agriculture in Canada, women are tackling the challenges of 21st-century farming, too. The exact number is difficult to quantify: According to Statistics Canada's most recent census of agriculture, women accounted for 28.7 percent of all farm operators in 2016, but that doesn't include those who are part of farm teams or who classify their income differently. Women who are farming with a spouse might also not be counted.

- Tiffany Traverse, Land and seed steward, Dawson Creek, B.C.
- Felena Pereira, Migrant farm worker, Simcoe, Ont., and Trinidad
- Kristine Tapley, Cattle farmer and agrologist, Langruth, Manitoba
- Mary Robinson, Barley, soybean and hay farmer, president of the Canadian Federation of Agriculture, Albany, P.E.I.
- Lesley Kelly, Grain farmer and co-founder, Do More Ag, Watrous, Sask.

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17. Women who reached USAID's top ranks allege gender pay discrimination

<https://www.devex.com/news/women-who-reached-usaid-s-top-ranks-allege-gender-pay-discrimination-101519>

A group of women who have served at the highest level of the U.S. Agency for International Development's foreign service has been waging a five-year legal battle with the agency over what they argue is gender-based pay discrimination.

The women leading the case say that they were hired by USAID decades ago at salaries lower than those of many of their male peers. While they were promoted quickly through the agency's foreign service ranks, their pay increases never corrected for starting salaries that consistently placed them at the lower end of their compensation brackets — something they only realized after reaching the pinnacle of their careers.

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Reports, Publications, Resources

1. CGIAR Research Program on Climate Change, Agriculture and Food Security (CAAFS)

<https://ccafs.cgiar.org/ccafs-legacy>

<https://ccafs.cgiar.org/>

The CGIAR Research Program on Climate Change, Agriculture and Food Security (CAAFS) has closed as of December 31, 2021. For the last decade, the CCAFS team have worked tirelessly to advance 'climate-smart agriculture' to the highest level of policymaking, with world-class science delivered through ground-breaking partnerships.

The CCAFS team put 'climate-smart agriculture' on the international agenda, building the science and partnerships needed to make it a critical component of climate action.

In this special feature, we highlight the CCAFS legacy, and the impact our flagship programs and regions achieved over the years. Research Themes include Gender & Social Inclusion.

In 2022, the Accelerating Impacts of CGIAR Climate Research for Africa (AICCRA) project shifts into higher gear, and we look forward to the launch of Building Systemic Resilience Against Climate Variability and Extremes (known as 'ClimBeR').

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2. Expanding Opportunities: A Framework for Gender and Socially Inclusive Climate Resilient Agriculture

<https://www.frontiersin.org/articles/10.3389/fclim.2021.718240/full>

<https://doi.org/10.3389/fclim.2021.718240>

Limiting global warming to the 2°C target that countries have committed to in the 2015 Paris Agreement, and reaching the Sustainable Development Goals by 2030, will require large-scale expansion of climate-resilient approaches in agriculture and food systems. In order to achieve the scale of change required, coordinated action is needed from global to local levels, from research to policy and investment, and across private, public, and civil society sectors. But at the same time, differential approaches are needed to address gender equality and women's concerns in climate-resilient agriculture. This article sets out a conceptual framework for scaling up climate resilient agriculture (CRA) approaches that are gender and socially inclusive by taking into account these constraints and inequalities across wider areas and different aspects of CRA. It builds on gender and climate-resilient agriculture research and project experience to argue that the additional integration of women's empowerment approaches and dimensions into this scaling framework provides the opportunity to promote gender equality while scaling up. It also identifies gaps and areas for further analysis and research. The intention is to identify potential pathways for developing a gender- and socially-inclusive set of options and strategies, in four key dimensions: climate resilient technologies and practices; climate information services that reach under-reached groups; inclusive finance mechanisms; and promoting leadership in decision-making.

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3. “Behind the Brands” Independent Evaluation on the Implementation of Gender and Cocoa Commitments

<https://www.oxfamamerica.org/explore/research-publications/gender-and-cocoa-commitments/>

This report published in March 2021 presents the findings of an independent evaluation carried out by Dr. Ritu Mahendru and commissioned by Oxfam’s Behind the Brands (BtB) initiative. The evaluation provides an analysis of gender assessments and action plans published by Mars, Mondelez, and Nestlé from the top three (3) cocoa producing countries: Côte d'Ivoire, Ghana, and Indonesia.

Overall, the companies are doing significant work to improve the gender realities of many women cocoa farmers on the ground. But much of that information goes unpublished, making it difficult to assess what progress is being made. While all three companies presented consolidated gender assessments of the three countries, those assessments did not appear to have any connections to the action plans produced, nor were they produced in the sequence expected. The evaluation inquiry suggests that the overall quality of the gender assessments has declined for two of the companies since the last independent evaluation, commissioned in 2014.

The consultant concludes that while the companies have the technical capacity to address challenges faced by female cocoa workers, an explicit focus on women’s and girls’ lived realities and voices is required in their action plans and gender assessments. There is no single solution to address vulnerability faced by women in the cocoa sector. It requires a transparent, intersectional approach relying on the principles of social inclusion and equity, unpacking gendered and racial power relations to support multiple interventions.

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4. Case Study: Towards a Gender-Sensitive Private Agricultural Sector in the OPT

<https://policy-practice.oxfam.org/resources/towards-a-gender-sensitive-private-sector-in-the-opt-621181/>

<https://oxfamilibrary.openrepository.com/bitstream/handle/10546/621181/cs-gender-sensitive-private-sector-opt-140421-en.pdf>

This learning paper published in April 2021 describes Oxfam's experience of conducting a Participatory Gender Audit with private sector companies in the agriculture sector in the Occupied Palestinian Territory OPT. It highlights issues such as women's limited access to the labor market, their weak representation both as staff and as decision makers, the absence of gender-sensitive working conditions and policies, and a lack of consideration for women as customers and suppliers. The paper looks at the approach used when conducting the audits and the challenges around their implementation. It provides ideas and learning on how to successfully manage the audits so that companies are willing to buy in to the process and are supported to adopt gender-sensitive policies.

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5. Gender concerns in debt relief

<https://pubs.iied.org/20691iied>

In the past, the lack of a gender perspective in designing policy conditionalities in debt relief has undermined the outcomes of relief for those most negatively impacted. Policy conditionalities associated with debt relief have rarely shown an understanding of gender dynamics, not recognising the different ways that women and men interact with the economy. This paper explores how recognising these differences, especially in relation to the roles and responsibilities of women, can be a first step to ensure more just and equitable policy outcomes.

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6. Prevention of sexual exploitation and abuse (PSEA)

<https://www.digna.ca/digna-publications-and-resources/>

Cooperation Canada hosts Digna, the Canadian Centre of expertise on the Prevention of Sexual Exploitation and Abuse (PSEA), funded by Global Affairs Canada. Digna aims to contribute to organizational culture change within the Canadian international cooperation community by providing training, online resources and consultation services for the adoption of gender-responsive best practices with the ultimate goal of preventing sexual exploitation and abuse in operations and partnerships, particularly of women and girls.

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7. Sexual Exploitation, Abuse and Sexual Harassment (SEAH)

<https://safeguardingsupporthub.org/>

At Resource & Support Hub RSH, we support organisations in the humanitarian and development sectors to strengthen their safeguarding policy and practice against Sexual Exploitation, Abuse and Sexual Harassment (SEAH). By offering a wide range of free tools, training and advice in over 10 languages, RSH enables people and organisations to reduce the risk of harm. Our platform is open access, but we prioritise the needs of smaller civil society organisations.

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8. Great Tastes of Manitoba - Local Farms, Local Foods Cookbook

<https://greattastesmb.ca/>

The website links include almost 50 NEW webpages and five new videos with narrated translation into French, Arabic, and Somali. Great Tastes of Manitoba developed the *Local Farms, Local Foods Cookbook* for the website to provide recipes using inexpensive, local ingredients and common pantry items.

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9. Manitoba Association of Home Economists - Resources

<https://homefamily.net/video-resources/>

Manitoba grower associations and producer groups are highlighted in multiple places on the website providing users with links to more information and trusted recipes to use local foods.

Food for All: <https://homefamily.net/buying-local-food-in-manitoba/>

Food Sense: <https://homefamily.net/food-shopping/>

Healthy Eating: <https://homefamily.net/food-basics/>

Family: <https://homefamily.net/parenting-in-challenging-times/>

Money: <https://homefamily.net/budgeting-basics/>

Video resources in four languages: Home & Family has created a collection of helpful videos on Reducing Food Waste, Meal Planning on a Budget, Ways to Save Money on Groceries, Freeze and Thaw Foods Safely and Cooking with Frozen Vegetables. They are available with English, French, Arabic and Somali narration.

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10. Gender Integration for Climate Action: A Review of Commonwealth Member Country Nationally Determined Contributions (NDCs)

https://thecommonwealth.org/sites/default/files/inline/Gender%20Integration%20for%20Climate%20Action%20-%20A%20Review%20of%20Commonwealth%20Member%20NDCs_0.pdf

This paper presents a macro-level overview of the extent of gender integration in Intended Nationally Determined Contributions (INDCs), and new or revised Nationally Determined Contributions (NDCs) by Commonwealth member countries submitted to the United Nations Framework Convention on Climate Change (UNFCCC) by 26 July 2021, which total 20 of the 54 member countries.

It is an entry point for considering the degree of gender integration in the national climate goals of Commonwealth member countries. The results are intended to provide a baseline for future Commonwealth Secretariat interventions towards policy development, finance, technology and capacity building for implementation of gender-inclusive climate action in Commonwealth member countries.

Critical gaps common to most NDCs include:

- Addressing systemic behaviour change as a driver of climate-related gender inequality and as one of its solutions.
- Citation of women as agents of change i.e., leaders of mitigation projects and occupying governance roles as controllers (of resources) at every level, especially in energy, transport and industry.
- Genuine contributory participation of the gender machinery, supporting agencies and community representatives in the NDC process, with capacity to deliberate and influence climate mitigation and adaptation plans.
- Evidence of the practical resource capacity of climate institutions and gender machineries to conduct gender-based assessments and bring forward the resulting data and evidence to support the NDC implementation process.

- Defined financing for gender equitable outcomes across mitigation and adaptation.
- Evidence of the capacity of the gender machinery to influence and integrate gender considerations into climate budgets and reporting systems.
- Mention of sub-national implementation plans detailing how gender integration will be coordinated, quality (outcome) assured, and how supporting agencies and civil society will be engaged.

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11. Video: Gender Equality and Development +10

<https://live.worldbank.org/gender-equality-and-development-2022>

The World Bank Group’s yearlong Gender Equality and Development +10: Accelerate Equality initiative launched with this kick-off “Looking Back to Spring Forward” event in January 2022. It explored the important progress made and lessons learned from the implementation of policy reforms and projects over the last 10 years. The discussion centered on new ideas and aspirations for the next 10 years. Panelists reflected on the implications of some of the most pressing global challenges on the prospects for achieving gender equality.

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12. Interview: How Côte d’Ivoire is Accelerating Gender Mainstreaming in Climate Change Action

How Côte d’Ivoire is Accelerating Gender Mainstreaming in Climate Change Action: Collaboration between the Ministry of the Environment and the Ministry of Women

<https://napglobalnetwork.org/2022/01/cote-divoire-gender-collaboration-ministry-environment-ministry-of-women/>

Lire en français <https://napglobalnetwork.org/2022/01/cote-divoire-genre-collaboration-ministere-de-lenvironnement-ministere-de-la-femme/>

Governments all over the world are starting to integrate climate change and gender equality considerations into their development planning. Yet they tend to deal separately with these two strategic priorities, which means that the connection between climate action and gender is overlooked. This prevents them from identifying sustainable solutions. There is therefore an urgent need to establish a mechanism that creates relationships between climate change specialists and gender equality specialists working across ministries and institutions. Close collaboration between the ministry in charge of coordinating the National Adaptation Plan (NAP) process and the ministry responsible for gender equality provides a point of entry to start breaking down the silos.

We had a conversation with Jean Douglas Anaman, NAP process coordinator at the Ministry of the Environment and Sustainable Development, to gain a better understanding of how Côte d’Ivoire has accelerated the collaboration between the two ministries, with the aim of improving its NAP process.

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13. Implementing Solar Irrigation Sustainably

<https://www.iisd.org/publications/implementing-solar-irrigation-sustainably>

A guidebook for state policy-makers on maximizing the social and environmental benefits from solar pump schemes

In 2019, India launched the PM-KUSUM scheme: a major initiative to promote solar-powered irrigation, thereby boosting farmer well-being and transitioning to clean energy. This guidebook provides concrete recommendations on how state officials can sustainably deploy standalone solar pumps. First, on social outcomes, how can schemes maximize benefits for low-income farmers? Second, on the environment, how can schemes minimize risks of over-withdrawal of groundwater?

Some gender considerations:

- Page 38: “Solar pump schemes can also tend to perpetuate gender inequality in the ownership of agricultural assets, as women farmers are unlikely to own land and lack financial capital (Rahman & Jain, 2021a).”
- Page 45: “Adopt gender-sensitive criteria: Women constitute about 42% of the agricultural workforce, undertake about 80% of the farm work, but own less than 2% of agricultural lands (Mehta, 2018; Pachauri, 2019). Without land ownership, women can be denied access to a solar pump. A study of solar pump beneficiaries in Chhattisgarh found that only 3% were women (Rahman & Jain, 2021a). Women-specific targeting measures include promoting women’s self-help group (SHG)-owned solar pumps and relaxation of land-ownership criteria for women (See Box 24).”
- Page 72: “Table 2. Illustrative questions and data for monitoring and evaluating social outcomes” includes the questions: Is the scheme effectively accessible for small and marginal farmers? Is there gender-balanced targeting?

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14. Gender, climate change adaptation and livestock production in Tunisia

<https://works.bepress.com/bipasha-baruah/38/>

Abstract

Women’s contributions to rangeland cultivation in Tunisia and the effects upon their livelihoods of climate change are both policy blind spots. Despite women’s growing participation in rangeland management, an outcome at least in part of male-outmigration to urban areas and increased availability of nonfarming economic opportunities for men, women are assumed in policy circles to not be involved in livestock rearing activities, and in rangeland management at large. In order to make women’s contributions to rangeland cultivation more visible and to provide policy inputs based on women’s needs and priorities into the reforms currently being made in the pastoral code in Tunisia, we conducted fieldwork in two governorates of northern and southern Tunisia. We identified the roles played by women and men in rangeland management, their needs and priorities, and the impacts of climate change upon their lives and livelihoods. To inform our analysis, we conducted focus groups and interviews with a total of 220 individuals. We found that both men and women are negatively affected by rangeland degradation and water scarcity, but women are additionally disadvantaged by their inability to own land and access credit, and by drought-mitigation and rangeland rehabilitation training that only target men. Our findings reveal that women are involved in livestock grazing and rearing activities to a greater extent than is widely assumed in practitioner and policy circles, but they are involved in different ways than the men in the same households and communities. For example, women are more likely to graze livestock closer to home and less likely than men to stay away from home overnight. Understanding how women use rangelands is a necessary first step to ensuring that women benefit from rangeland management at par with men. Women’s feedback and priorities should be considered critical for the sustainable and equitable use and management of rangelands.

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15. E-Book: Advancing gender equality through agricultural and environmental research: Past, present and future

https://www.google.ca/books/edition/Advancing_gender_equality_through_agricu/MD10EAAAQBAJ

DOI: <https://doi.org/10.2499/9780896293915>

ISBN: 978-0-89629-391-5

This book stands to become the new go-to resource on gender in agriculture. Bringing together contributions from almost 60 authors who expertly straddle gender research and agricultural science, it offers important insights for the wider agricultural research and development communities. A comprehensive synthesis of CGIAR gender research to date, it not only illuminates what we know—and what we don't know—about the contributions of gender research to development outcomes, but also, and especially, investigates the contribution of agricultural development to gender equality outcomes. The lessons emerging from this synthesis have important implications for work that supports countries to achieve their national development objectives, as well as for our collective approach to meeting global targets such as the Sustainable Development Goals.

This book will be of value to many, informing the direction of research on gender and food, land, and water systems for years to come. I congratulate all those who have contributed to this significant publication, for the quality of their work and their continued commitment to advancing research in this important area.

Elwyn Grainger-Jones
Managing Director, Institutional Strategy and Systems
CGIAR

CCAFS contributed a chapter to this book in which we assess how climate adaptation and mitigation can reduce women's and men's vulnerabilities, promote their capacity for resilience, support women's ability to exercise their agency and - consequently - increase gender equality.

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