



Great horned owl in spruce tree. 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](mailto:dinah.ceplis@gmail.com) to compile and re-distribute once a month.

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## Opportunities and Coming Events

### 1. Job Posting: Agronomy Specialist, Manitoba Métis Federation

<https://www.mmf.mb.ca/jobs>

The MMF seeks to fill one full-time Agronomy Specialist position within our Energy, Infrastructure, and Resource Management Department (EIRM) located at 150 Henry Ave in Winnipeg, MB. Reporting to the Director of EIRM, the Agronomy Specialist will be primarily responsible for advising Métis agricultural producers on the implementation of new on-farm beneficial management practices (BMPs). This position will be responsible for ensuring all project deliverables including BMPs implementation is achieved.

Please submit your resume and cover letter, referencing the job posting number by **Monday, January 2, 2023.**

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## 2. Webinar: Succession Planning on Canadian Farms: Evidence from the Farm Financial Survey

<https://www.agriwebinar.com/Upcoming.aspx>

Farm Management Canada (FMC) Agriwebinar. **January 10, 2023.** Using the results of the Farm Financial Survey, this webinar will shine new light on progress among Canadian farms in farm succession (otherwise known as transition) planning. Jennifer Syme from Agriculture and Agri-Food Canada’s Research and Analysis Directorate will share some of the highlights of the survey with plenty of time for discussion.

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## 3. Webinar: Prioritizing Emotional Wellbeing While Finding Harmony in Farm Transition

<https://fmc-gac.com/ftaday/>

The next Farm Transition Appreciation Day (FTADay) is taking place on **January 10, 2023.** Over the next 10 years, 75% of farms across Canada will change hands. A fireside chat on how to incorporate emotional wellbeing for you and your farm through your farm transition journey with speakers Megz Reynolds, Elaine Froese, and other special guests.

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## 4. Self-Paced Online Course: Gender in Climate-Smart Agriculture Projects

<https://olc.worldbank.org/content/gender-climate-smart-agriculture-projects-self-paced>

This e-Course aims to provide a practical overview, from an operational perspective, of the core principles, elements and enabling environment for integrating gender into climate smart agriculture, as well as showcasing relevant tools and examples related to gender, climate change and agriculture. The course is focused on supporting the design, preparation, implementation and monitoring of gender elements in CSA projects. While the material references The World Bank priorities and guidance, this e-learning is intended for broader audience.

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## 5. Self-Paced Online Course: Applying a Gender Lens to Clean Cooking

*Applying a Gender Lens to Clean Cooking: The Hidden Side of Energy Access 2.0 (Self-paced)*

<https://olc.worldbank.org/content/applying-gender-lens-clean-cooking-the-hidden-side-of-energy-access-20-self-paced>

As opposed to the introductory course, which is designed to be completed in order and continuously (Modules 1-4), this advanced addendum contain six distinct and separate e-courses that will be launched in sequence. This advanced e-course will draw from more diverse literature to provide a well-rounded picture of the gender equality dimension of clean cooking. Similar to the introductory course, this advanced e-course will be presented through an animated PowerPoint and narrated text. Scenario-based exercises, integrated readings, and final quizzes will also be included in this e-course.

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## 6. Intermediate level course on Results-Based Management (RBM)

<https://www.eventbrite.ca/e/results-based-management-201-an-intermediate-course-tickets-476643933837>

RBM 201 is open to Canadian small and medium organizations in international cooperation as well their international partners. Share widely! Spaces are limited—register **by January 10, 2023**.

This national workshop will be a practical, hands-on experience for participants to strengthen their capacities in RBM. This course contributes to a better understanding of RBM through application of the concepts learned during RBM 101 Practicing Results-Based Management: An Introductory Course and as such, the 101 is a prerequisite for participation.

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## 7. Agricultrices Du Quebec: Dimension E

<https://agricultrices.com/evenements/>

New webinar, services, and co-development in English are offered via Dimension E, the entrepreneurship program for women in agriculture. *Introduction to social media Webinar* presented by Mrs. Andr ea Pelletier, officer, and Sophie Larouche, communication project manager, from Larouche | Branding and Communications. How to use social media for your agricultural business. How to prepare a structured social media strategy.

**Date: January 17th, 2023, between 11h00 and 12h30 EST**

Dimension E is the entrepreneurship program for women in agriculture, managed by the Agricultrices du Qu bec (Quebec Women in Ag). Learn more about the different services offered by visiting the website.

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## 8. RBM and Gender Equity

<https://www.eventbrite.ca/e/lets-chat-rbm-gender-equity-parlons-en-la-gar-lequite-des-genres-registration-487201913037>

This informal conversation series will be centered on peer-to-peer learning, providing plenty of opportunities for you to get engaged through exploring processes, tools, and best practices for incorporating gender and intersectionality into your RBM framework—all in the context of international cooperation! Sessions will start off with our speakers sharing their stories for the first half and then we hope to hear from you—ask questions, speak of your own experiences and challenges as they relate to the theme of the day.

Speakers and dates:

Session 1: Danielle Skogen, Canadian Humanitarian, **February 7th** / 3pm ET, 12pm PT

Session 2: Roxana Dulon, Peces de Vida, **February 14th** / 3pm ET, 12pm PT

Session 3: Ray Veary, Beautiful World Canada, **February 21st** / 3pm ET, 12pm PT

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## 9. Women-owned food-processing businesses in prairie Canada

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

AWESOME is a Saskatchewan Food Industry Development Centre Inc. program and is funded by Western Economic Diversification Canada through the Women Entrepreneurship Strategy Ecosystem Fund. AWESOME is available to women-owned food-processing businesses in Alberta, Saskatchewan and Manitoba.

AWESOME stands for Advancing Women Entrepreneurs through Skill-development, Opportunity identification, Manufacturing advice & Export marketing.

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## 10. Job Posting: Executive Director of SCWIST

<https://scwist.ca/posting/executive-director-2>

SCWIST (The Society for Canadian Women in Science and Technology) is a not-for-profit society that specializes in improving the presence and influence of women and girls in STEM (Science, Technology, Engineering, and Math) across Canada. As SCWIST transitions from an operational board to a new governance model, the newly created position of Executive Director will be the senior manager of SCWIST, and responsible for providing leadership, direction, support, and guidance in developing strategies, goals, and policies consistent with the mission and vision of SCWIST.

The Executive Director will be the senior manager of SCWIST, and will be responsible for providing leadership, direction, support and guidance in developing strategies, goals, and policies consistent with the mission and vision of the organization.

This is a permanent full-time position. The successful candidate must be located in Vancouver and will balance time between SCWIST head office and home office as required. **Application Deadline: 28/02/2023**

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## This Month's News

### 1. COP15: putting gender at the heart of biodiversity governance

<https://www.iied.org/cop15-putting-gender-heart-biodiversity-governance>

A failure to consider the human dimensions of biodiversity conservation could undermine progress at the upcoming UN biodiversity negotiations (CBD COP15). Processes set up to recognise the voices and rights of Indigenous People and local communities must be gender sensitive, so women and girls are not left behind.

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### 2. Gender in the CBD Framework

<https://wedo.org/cbd-cop15-working-towards-real-transformation/>

After four years of consultations and discussions, 5 open-ended working group meetings, and two weeks of intense negotiations and diplomatic acrobats, on the morning of 19th of December 2022, governments signatories to the United Nations Convention of Biological Diversity (CBD COP15) adopted Kunming-Montreal Global Biodiversity Framework (GBF) to 'catalyze, enable and galvanize urgent and transformative action by Governments, subnational and local governments, and with the involvement of all of society to halt and reverse biodiversity loss and contribute to the three objectives of the Convention on Biological Diversity, and to its Protocols.'

Civil society, women's organizations and Indigenous Peoples fought hard and advocated persistently for gender equality and human rights to be well integrated into the targets and celebrate the historic inclusion of a standalone target on gender equality.

- TARGET 22 Ensure the full, equitable, inclusive, effective and gender-responsive representation and participation in decision-making, and access to justice and information related to biodiversity by indigenous peoples and local communities, respecting their cultures and their rights over lands, territories, resources, and traditional knowledge, as well as by women and girls, children and youth, and persons with disabilities and ensure the full protection of environmental human rights defenders.
- TARGET 23 Ensure gender equality in the implementation of the framework through a gender-responsive approach where all women and girls have equal opportunity and capacity to contribute to the three objectives of the Convention, including by recognizing their equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action, engagement, policy and decision-making related to biodiversity.

The Gender Plan of Action was also adopted to support and promote the gender-responsive implementation of the Kunming-Montreal Global Biodiversity Framework. The adoption of the GPA alongside the GBF with the same implementation timelines is commendable and other conventions and United Nations processes should follow suit. The GPA will deliver 3 main outcomes:

- Expected outcome 1: All people in particular all women and girls, have equal opportunity and capacity to contribute to the three objectives of the Convention
- Expected outcome 2: Biodiversity policy, planning and programming decisions address equally the perspectives, interests, needs and human rights of all people, in particular of all women and girls
- Expected outcome 3: Enabling conditions are created to ensure gender responsive implementation of the post-2020 global biodiversity framework

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### 3. Trudeau signals shift away from humanitarian aid toward financing infrastructure

<https://www.theglobeandmail.com/politics/article-trudeau-signals-shift-away-from-humanitarian-aid-toward-financing>

Canada’s humanitarian aid sector is closely watching next spring’s budget, to see how the Liberals interpret their own commitment to keep raising humanitarian spending each year. The Liberals have held that promise since taking office in 2015, and Trudeau instructed International Development Minister Harjit Sajjan a year ago to “increase Canada’s international development assistance every year.”

Canada announced in November \$750 million for a Crown corporation to leverage the private sector to finance infrastructure projects in Asia over three years, starting next March. The funding is part of the Indo-Pacific strategy, and will be administered by FinDev Canada, which previously only had a mandate to finance private-sector projects in sub-Saharan Africa, Latin America and the Caribbean.

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### 4. OPINION Three Ways to End Gender-based Violence

<https://www.ipsnews.net/2022/11/three-ways-end-gender-based-violence>

Since 2018, the global project on Ending Gender-based Violence and Achieving the Sustainable Development Goals (SDGs), a partnership between UNDP and the Republic of Korea, and in collaboration with United Nations University International Institute for Global Health, has tested new approaches for preventing and addressing gender-based violence, to galvanize more and new partners, resources, and support to move from rhetoric to action.

Three key strategies have emerged.

- **We need to integrate.** Gender-based violence (GBV) intersects with all areas of sustainable development. That means that every development initiative provides a chance to address the causes of violence and to transform harmful social norms that not only put women disproportionately at risk for violence, but also limit progress.
- **We need to elevate.** While evidence is crucial to creating change, the work doesn’t stop there. We also need to elevate this evidence to policy makers and to support them in putting the findings into action. In our global project, we went about this in different ways.
- **We need to finance.** Less than 1 percent of bilateral official development assistance (ODA) and philanthropic funding is given to prevent and address GBV, despite the fact that roughly a third of women have experienced physical or sexual violence. The Ending GBV and Achieving the SDGs project also finds positive results when financing local plans. Through pilot initiatives in Peru, Moldova and Indonesia, it was possible to mobilize funds when different municipal governments take ownership of participatory planning processes at an early stage.

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## 5. Fixing food system must 'leave no one behind'

<https://www.winnipegfreepress.com/business/2022/12/03/fixing-food-system-must-leave-no-one-behind>

<https://www.fsfinstitute.net/ertharin>

Ertharin Cousin, who served as executive director of the United Nation's World Food Program from 2012 until 2017, is the founder and CEO of Food Systems for the Future, which works with partners to invest in market-driven food and agriculture enterprises serving low-income communities globally. She has been named on the Forbes "100 Most Powerful Women" list as well as one of Time magazine's 100 "Most Influential People."

Cousin applauded the gains that have been made in reducing hunger and malnutrition since the Green Revolution of the 1960s and made note of the remarkable efficiency of modern food production systems. But she warned there are growing gaps between efficient production systems, sustainability, and healthy diets.

Cousin zeroed in on an important distinction that often gets missed in 'feeding the world' discussions — the difference between producing enough calories and providing nutritious diets. A recently released World Bank report estimated that a nutritionally adequate diet costs 60 per cent more to acquire than one that simply has enough calories.

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## 6. Philanthropist Tsitsi Masiyiwa wants African women to start giving big

<https://www.devex.com/news/philanthropist-tsitsi-masiyiwa-wants-african-women-to-start-giving-big-104492>

Underrepresentation of women in philanthropy, both as grant makers and grant recipients, is a global phenomenon. However, on the African continent, Zimbabwean megadonor Tsitsi Masiyiwa said she wants to create more pathways for women funders who have historically been "extremely limited" by traditional gender roles.

Tsitsi Masiyiwa has been a champion for education and healthcare initiatives in Africa. She is the lead organizer of the African Gender Initiative, a network launched in October to unite African philanthropists "behind the common goal of advancing gender equality across the continent." The initiative seeks to raise \$50 million in ten years. More specifically, it aims to increase gender parity and funding for African women-led organizations.

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## 7. Opinion: Is entrepreneurship training worthless?

<https://www.devex.com/news/opinion-is-entrepreneurship-training-worthless-104135>

In the development sector, we've spent decades training youth and women in entrepreneurship with the goal of getting the tens of millions of owner-operated microenterprises to blossom into entrepreneurial engines that can drive economic productivity and employment. Unfortunately, the impact of most of that training is basically nil.

The Catalyst Fund, HerHustle, and Strive Mexico are unlike traditional entrepreneurship programs that involve training microentrepreneurs in bookkeeping, invoice management, and sales strategies via time-bound educational interventions. They share some characteristics. They handpick promising entrepreneurs and business models, offer tailored coaching and technical assistance, and situate businesses in an ecosystem that can support growth.

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## 8. Earthshot Prize: Prince William announces five winners

<https://www.bbc.com/news/world-us-canada-63829126>

Each winner will receive £1m (\$1.2m) to develop their innovation. Who are the winners?

Clean Our Air: **Mukuru Clean Stoves, Kenya**: Kenya's Mukuru Clean Stoves is a female-founded business with mostly female staff. They produce stoves that are fired by processed biomass made from charcoal, wood and sugarcane instead of solid fuels, which can lead to air pollution and accidents that claim four million lives each year, the Earthshot Prize said.

Protect and Restore Nature: Kheyti, India: In India, **Kaushik Kappagantulu's Greenhouse-in-a-Box** helps small-hold farmers protect their crops from extreme weather and pests, in a country that has been severely impacted by climate change.

Build a Waste-free World: **Notpla, United Kingdom**: A waste-free solution from the UK was also among the winners, where Pierre Paslier and Rodrigo Garcia Gonzalez have been able to create natural, bio-degradable plastic made out of seaweed. The company made more than one million takeaway food boxes for the food delivery platform Just Eat this year.

Revive Our Oceans: Australia: The **Indigenous Women of the Great Barrier Reef in Australia** were chosen for a programme that has trained over 60 women in both traditional and digital ocean conservation methods.

Fix Our Climate: **44.01, Oman**: In Oman, Talal Hasan's project 44.01 promises to turn carbon dioxide into peridotite, a rock that is found in abundance both in Oman and globally, including the US, Europe and Asia. It offers a low-cost and safe alternative to traditional methods of storing carbon, which include burying it underground in disused oil wells.

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## 9. CESO is now Catalyste+

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

In 1967, Canada gave the world of international economic development a good name: CESO. The acronym stood for Canadian Executive Services Overseas, reflecting our approach of matching retired Canadian business executives with entrepreneurs in developing countries.

Over the next 50 years of rapid change, CESO continued fostering stronger economies for better lives. But its work evolved in order to address diverse development challenges and deepen its economic impact. We've modernized our name and look to reflect this evolution and better express our purpose and promise.

Programs include Accelerating Women's Empowerment, Expert Deployment Mechanism in the Caribbean, Indigenous and Northern Services, Mongolia: Enhancing Resource Management through Institutional Transformation, and Strengthening the capacity of the Ethiopian Ministry of Mines.

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## 10. Gender Just Climate Solutions (GJCS) Scale Fund

<https://wedo.org/gender-just-climate-solutions-scale-fund-2021-pilot-winners>

<https://wedo.org/gender-just-climate-solutions-scale-fund-2022-awardees/>

<https://wedo.org/new-round-of-awardees-of-gender-just-climate-solutions-scale-fund-announced-at-cop27/>

The Gender Just Climate Solutions Scale Fund supports the scaling, replication and ambition of gender just climate solutions globally. The Fund has now provided three rounds of re-grants to 19 organizations, as well as tailored technical support for three organizations' resource mobilization.

**Pilot Round:** The first six re-grant recipients completed their scaling activities at the end of June. These organizations from Bangladesh, Cameroon, Mexico, Pakistan, Senegal, and Uganda used the funds to support activities such as the development of a strategic plan and organizational website and the creation of videos, which two organizations pursued, to tell their stories and improve their reach.

**The Second Round:** Six re-grant recipients are currently undertaking activities with support from the Scale Fund. These efforts range from developing a five-year strategic plan to technical assistance for replicating their solution throughout their



community. The awarded solutions are based in Argentina, Bangladesh, Cameroon, the Democratic Republic of the Congo, Guatemala, and Turkey.

**The Third Round:** During COP27, a third round of awarded solutions were announced. These efforts are based in Kenya, Tanzania, Nepal, Uganda, Bolivia, Cameroon, Ethiopia, and Costa Rica, as well as a global network of Analog Forestry organizations.

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## **11. How clean cooking financing will boost financial inclusion for low-income women**

<https://energy4impact.org/news/how-clean-cooking-financing-will-boost-financial-inclusion-low-income-women>

Lack of financial access remains a key barrier to transitioning out of poverty and into economic growth in sub-Saharan Africa. This is especially true for women, 70% of whom are excluded by financial institutions unable or unwilling to offer financial services upon terms that meet their needs.

The programme - Financial Inclusion for Clean Cooking in Rwanda and Sierra Leone (FICCARS) - is a three-year collaboration which will support the development and expansion of financial inclusion products for clean cooking in Rwanda and Sierra Leone, enabling women living and working in urban informal settlements to buy clean cooking solutions on credit, and use this as a way to climb the financial ladder.

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## **12. Climate prize winner empowers women in India to become farmers and entrepreneurs**

<https://www.npr.org/sections/goatsandsoda/2022/11/12/1136071045/climate-prize-winner-empowers-women-in-india-to-become-farmers-and-entrepreneurs>

Swayam Shikshan Prayog is one of four winners of the Local Adaptation Champions Awards, organized by the Global Center on Adaptation (GCA), that is being announced at the COP27 climate summit in Sharm El-Sheikh, Egypt.

The Swayam Shikshan Prayog (SSP) began its journey by going door-to-door after the 1993 earthquake, meeting thousands of women. The group trained the women to become farmers and entrepreneurs, enabling them to become financially independent and rise above the adversity and loss they had encountered.

Being an organization with a mission to empower women to take on decision-making roles in their families and communities, we knew that this could come only with economic empowerment, because a breadwinner is a decision-maker. So we began to speak with these families, suggesting that they allocate a piece of their land — say about one-fourth or a fifth — for women to cultivate food crops. We provided training in organic farming, helping them sow pulses, grains, vegetables, fruits.

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## **13. The Digital Divide: Africa the Least Connected with 60 percent of the Population Offline**

<https://www.ipsnews.net/2022/12/digital-divide-africa-least-connected-60-percent-population-offline/>

UNITED NATIONS, Dec 12 2022 (IPS) - The digital divide – between the world’s rich and poor nations — remains staggeringly wide. For over 2.7 billion people, many of them living in developing and least developed countries (LDCs), meaningful connectivity remains elusive, according to a UN report released during the 17th Internet Governance Forum in Addis Ababa, last month.

“Bridging the gap will be a catalyst for advancing an open, free, secure and inclusive Internet, and achieving the 17 Sustainable Development Goals (SDGs). “Africa is one of the regions which is the least connected, with 60 per cent of the population offline, due to a combination of lack of access, affordability and skills training.

Globally, more men use the Internet (at 62 per cent compared with 57 per cent of women). And in nearly all countries where data are available, rates of Internet use are higher for those with more education. Besides the digital divide—between the world’s “haves and have-nots”—there is also a marked increase in “gender divide”. In Africa, only 21 % of women have access to the Internet. The gender divide starts early as Internet use is four times greater for boys than for girls.

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## **14. Climate Change Meets Conflict Pushing Millions of Children in Ethiopia Out of School**

<https://www.ipsnews.net/2022/12/climate-change-meets-conflict-pushing-millions-children-ethiopia-school/>

Addis Ababa, Dec 8 2022 (IPS) - A silent catastrophe is unfolding in Ethiopia on the backdrop of years of inter-communal conflict and the most prolonged and severe drought in recent years. High inflation and food insecurity in the drought-ravaged country is among the worst in the world.

The risk of losing an entire generation of children is imminent as nature’s wrath and conflict stand in the way, undermining access to education, school infrastructure, and functional educational administrative systems. Girls, especially teenage girls, children with disabilities, and displaced children, are among the most at risk.

Education Cannot Wait (ECW) has invested \$55 million in Ethiopia to date, which has reached over 275,000 children thus far, and is about to approve an additional \$5 million for the drought response. The funding ECW provides through its multi-year resilience programme has supported the construction and rehabilitation of safe and protective learning environments such as schools, latrines, and canteens.

“It has also supported gender clubs. We witnessed boys and girls discussing issues such as gender-based violence and menstrual health management. Challenging deeply held norms around girl child education and empowering a new generation of girls to articulate their needs and fight for their right to education,” Lang expounded.

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## **15. Afghanistan closes universities to women**

<https://www.theguardian.com/world/2022/dec/23/taliban-minister-defends-closing-universities-to-women-as-global-backlash-grows>

The minister of higher education in Afghanistan’s Taliban government has defended his decision to ban women from universities – a decree that triggered a global backlash and protests inside the country.

Acting higher education minister Neda Mohammad Nadeem, in his first comments on the matter, told Afghan state broadcaster RTA that several issues had prompted the decision. “Girls were studying agriculture and engineering, but this didn’t match Afghan culture.”

In a sign of stricter enforcement of restrictions on teenage girls’ education, a letter from the education ministry on Thursday instructed all educational institutions not to allow girls above grade 6 to access their facilities.

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## **16. The Taliban are taking away women’s right to learn**

<https://www.theguardian.com/commentisfree/2022/dec/22/taliban-women-right-to-learn-afghanistan-muslim-nations>

The Taliban made a bombshell announcement that they will ban women from attending university or teaching in Afghanistan. It is a decision that has done more in a single day to entrench discrimination against women and girls and set back their empowerment than any other single policy decision Gordon Brown can remember. Gordon Brown is the United Nations special envoy for global education and the former UK prime minister.

Owing to its own strong commitment to providing education to all girls, women’s university enrolment in Indonesia, the world’s largest Muslim-majority country, has increased from 2% in 1970 to 39% in 2018. And in Saudi Arabia, half of university-age women attend university – a higher female enrolment rate than in Mexico, China, Brazil and India. Every country in the Muslim world, except the Taliban-run Afghanistan, is publicly committed to the UN sustainable development goal number four: that every child is ensured access to “inclusive and equitable quality education” by 2030.

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## **17. Tanzania: An encouraging step forward for girls’ rights**

<https://lens.civicus.org/tanzania-an-encouraging-step-forward-for-girls-rights/>

In response to a civil society lawsuit, in September 2022 the African Committee of Experts on the Rights and Welfare of Children ordered the Tanzanian government to reverse its ban on pregnant girls attending school. The government now must readmit expelled girls, help them catch up, investigate cases of detention, prohibit compulsory pregnancy testing, remove pregnancy and marriage as grounds for expulsion and provide sex education. Civil society will monitor the government’s compliance and continue to push for girls’ effective access to education and sexual and reproductive rights. There’s still much to be done to address child marriage, sexual violence, teenage pregnancy and school dropouts.

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## **18. Philosophers tackle mystery of housework and childcare in modern era**

<https://www.theguardian.com/world/2022/dec/22/science-of-why-women-clean-and-men-dont-notice-theyve-done-it>

Philosophers believe they have found why women continue to shoulder a disproportionate amount of housework and childcare in the modern era – but men think they do half of the chores.

Writing in the journal *Philosophy and Phenomenological Research*, philosophers Tom McClelland and Paulina Sliwa suggest the disparity is down to “affordance theory”: the idea we experience objects and situations as having actions implicitly attached.

Gendered affordance perception means a married, different-sex couple – Jack and Jill, for example – may differ in how they perceive their domestic environment: when Jill enters a messy kitchen, she sees jobs to be done, Sliwa said, while these perceptions do not present Jack with a corresponding task.

McClelland said: “Social norms and individuals’ affordance landscapes are inextricably linked: social norms shape which affordances we perceive.” This means, however, individual efforts are not enough to change the status quo: society needs policy-level interventions such as longer parental leave.

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## **19. CGIAR calls for more funding for agri-food innovations to address hunger**

<https://www.devex.com/news/cgiar-calls-for-more-funding-for-agri-food-innovations-to-address-hunger-104650>

The world’s largest global agricultural innovation network CGIAR raised the alarm on the diminishing funding for innovations in agriculture. In a roundtable discussion in Nairobi moderated by *The Economist*, CGIAR’s leadership made a case for agri-food innovations and the need for increased financing to scale them up.

Marco Ferroni, chair of the CGIAR system board, said the sector was not only underfunded but was also experiencing a decrease in funding. He said that the funding gap for agricultural innovation sits at \$15.2 billion annually, and from 2012, investments in agricultural research and development have dropped by 10%.

CGIAR Executive Director Claudia Sadoff said that though 20%-30% of global emissions are from agricultural activities, only 4% of climate funding goes toward agriculture. "This is despite the fact that if we transform intentionally, our food systems could become a sink for global carbon emissions by 2050," she said.

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## 20. Heteronormativity in the development sector

<https://iied.org/what-does-queer-have-do-it>

The sustainable development sector has made significant advances to champion social inclusion, equity and participatory processes. For example, federations of the urban poor have collaborated to drive housing and infrastructure upgrading at scale; and we continue to see a groundswell of community organisations pioneering climate action in direct response to local needs.

However, mainstream sustainable development programmes and action-oriented research have struggled to consider gender and sexuality diversity.

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## 21. Asia Feminist Coalition inception meeting in Bangkok

<https://oxfam.app.box.com/s/60iohvc13hb0zmmq4moey5v54qfyo71a>

17 organisations from 10 different countries across Asia convened in August to establish a regional feminist coalition to advance gender and social transformation. The group included diverse types of organisations from regional and national networks, to forums, to youth movements.

The coalition members showcased their extensive experiences across very diverse areas; care work, gender-based violence, raising women's voices and supporting access to resources, climate crisis, migrant justice, racial justice, economic justice, labour justice, reproductive justice, and global justice.

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## 22. EU approves law to break 'glass ceiling' for women on company boards

<https://www.reuters.com/business/sustainable-business/eu-approves-law-break-glass-ceiling-women-company-boards-2022-11-22/>

In 2005 Norway became the first country in the world to introduce a 40% gender quota on the boards of listed companies, forcing other countries to take note. In November 2022, the European parliament passed a law requiring large listed companies in the EU to have a minimum 40% of non-executive board members as women from mid-2026. Now Norway is recommending that large private companies should also have a 40% gender quota.

LONDON, Nov 22 (Reuters) - Women must make up at least 40% of non-executive board members at large companies in the European Union from mid-2026 under a law approved on Tuesday. The 'Women on Boards' law, given the green light by the European Parliament after it was first proposed a decade ago, also requires that at least a third of all company directors are women. Where two candidates for a post are equally qualified, priority must go to the under-represented sex, the rules say. Penalties for non-compliance can be a fine or annulment of the contested director's appointment. EU states have already approved the new law, and companies with fewer than 250 staff will be exempt.

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## 23. Vineland apple researcher honoured

<https://thegrower.org/news/vineland-apple-researcher-honoured>

Rachael LeBlanc is a research scientist with Vineland Research and Innovation Centre in Ontario. She was honoured by the Greater Niagara Chamber of Commerce with the Women in Business Award. Rachael joined Vineland in 2009 and now leads the apple-breeding program at Vineland. Working with external collaborators and Vineland’s diverse team, including consumer, genetics and production scientists, as well as Vineland’s farm team, Rachael is developing and filtering candidate apple varieties from an estimated 28,000 different apple varieties down to a couple of final selections over a 16-year period. A new variety is intended to be available in stores in 2028.

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## 24. The Origin of the term “Scientist”

<https://allthatsinteresting.com/mary-somerville>

Months after the publication of Mary Somerville’s treatise, *On the Connexion of the Physical Sciences*, in 1834, the English polymath William Whewell, master of Trinity College, and previously pivotal in making Somerville’s writing a requirement of the university’s higher mathematics curriculum, wrote a review of her work, in which he coined the word “scientist” to refer to her. Because he couldn’t call her a physicist, a geologist, or a chemist — she had written with knowledge of all these disciplines — Whewell unified them all into scientist. Some have suggested that he coined the term a year earlier in his correspondence, but no clear evidence survives. What does survive is his incontrovertible regard for Somerville, which remains printed in plain sight — in his review, he praises her as a “person of true science.”

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## 25. Cameroon cooperative’s services pull herders, women to commercial dairy

<https://panagrimedia.com/cameroon-cooperatives-services-pull-herders-women-to-commercial-dairy/>

Dairy farming has traditionally been practised in Cameroon manually especially among the nomadic Mbororo community. But Patu Jume Shang, a biochemist by training and a value chain specialist, broke with the tradition a few years ago when she set up the Tadu Dairy Cooperative in Kumbo in Northwest region to mechanise dairy production. Today, Tadu brands dairy products such as processed milk, cheese and yoghurt are household names in Cameroon.

Today the Mbororo women constitute 75 percent of the dairy farmers who supply the Tadu milk processing factory.

The success of the multipurpose cooperative, with its adoption of Cameroon cooperative’s services pull herders, women to commercial dairy modern equipment, improved dairy breeds, improved production practices and modern value-adding technologies, has made over 400 cattle herders take interest in dairy production.

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## Reports, Publications, Resources

### 1. The Role of Gender Equality for a Just, Sustainable, and Climate Resilient Energy Transition

<https://youtu.be/bUSTFShINeM>

The Clean Cooking Alliance (CCA) joined numerous partners at COP27 in Sharm el-Sheikh, Egypt, ensuring that clean cooking was at the forefront of conversations on climate action, systemic approaches, and financing for sustainable and just energy transitions.

Clean cooking was highlighted throughout the summit, including as a leading topic at the SDG7, UNFCCC, and World Health Organization pavilions, where sessions sought to present the latest research on clean cooking benefits, showcase government leadership, and inspire greater commitment and funding for clean cooking transitions.

This event by UNIDO, WFP, FAO & UN WOMEN explores the nexus dimensions of climate action (SDG13), sustainable energy (SDG7), gender equality (SDG5), food security (SDG2), & clean water (SDG6) and discusses the role of women’s multi-level leadership for a just & climate resilient Energy Transition.

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## 2. Why gender matters for biodiversity conservation

<https://www.iied.org/21266iied>

Addressing gender inequality in biodiversity conservation is fundamental to meeting the goals and targets of the Convention on Biological Diversity’s (CBD) Post-2020 Global Biodiversity Framework, and building synergies with the Sustainable Development Goals.

There are positive outcomes for nature, equity and sustainability, and for overall community wellbeing when women access and control biodiversity and natural resources, can benefit equally from nature, and participate meaningfully in biodiversity-related decision making.

This briefing provides evidence of the value of integrating gender into conservation interventions, suggesting that Parties to the CBD should therefore prioritise the gender-responsive implementation of the Post-2020 Global Biodiversity Framework, using the Gender Plan of Action as a guiding mechanism. It identifies key avenues for effective action on the ground, based on evidence from successful interventions.

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## 3. Launch Webinar: Gender Responsive Agriculture Systems Policy (GRASP) Fellowship

<https://youtu.be/OGMXWh-rDFc>

Streamed live on Dec 1, 2022. The inaugural cohort of the Gender Responsive Agriculture Systems (GRASP) Fellowship comprises 50 AWARD Policy Fellows from six African countries, including Ghana, Kenya, Malawi, Nigeria, Uganda, and Zambia.

This virtual policy dialogue will discuss game-changing options and solutions that promote gender-responsive policies in Africa's agricultural research and development for inclusive food systems.

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## 4. Intersectionality in Canada’s Agriculture Sector

*Intersectionality in Canada’s Agriculture Sector: Exploring, Acknowledging & Leveraging Diversity for Innovation & Growth*

<https://mwaf.ca/intersectionality-in-canadas-agriculture-sector-exploring-acknowledging-leveraging-diversity-for-innovation-growth>

This piece will read a bit more “heavy” (a.k.a. academic) since it was originally written for the Women, Gender & Diversity class at Queens University in 2021. April M. Stewart thought it was important to share in this space since MWAF advocates for all women who work in the agriculture and food industry, with a strong focus on those who are underrepresented. Writing this paper made me aware of the competing identities I hold: that of a minority in Canada’s agricultural space, who often has to elbow her way into an “old boys’ club”, and simultaneously that of a privileged majority (as a white person). Researching and writing this paper made me acutely aware of the odd overlap of these two spaces and that “[e]ven as I am oppressed, I have been enjoying privileges that other women within the industry have not.”

## 5. Global Review: Integrating Gender Into Mining Impact Assessments

<https://www.igfmining.org/resource/gender-mining-impact-assessments/>

There are numerous ways to analyze and document the potential and ongoing impacts of a mining operation on people from different genders, ages, and sociocultural backgrounds.

This report takes stock of the toolkits, guidelines, and legal frameworks that have been devised and used by governments, international organizations, and civil society organizations to identify and address the gendered impacts of mining operations. It also features three case studies where these tools have been applied.

The main finding of this report is that governments, mining companies, and other stakeholders do not conduct sufficient comprehensive, systemic, and structured gender analysis before and during all phases of the mining project cycle.

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## 6. Directory of Gender Just Climate Solutions (GJCS) Awards

<https://womengenderclimate.org/gender-just-climate-solutions-directory/>

The Gender Just Climate Solutions directory is a public collection of awarded solutions and featured honorees from the Gender Just Climate Solutions (GJCS) Awards program that can be easily filtered for multiple stakeholders to learn and engage.

Since 2015, the GJCS Awards welcomes applications from around the world every year to identify three locally-driven solutions to showcase at the global platform of the UNFCCC Conference of the Parties (COP). The three awarded solutions and up to thirty annual honorees are described in a publication that is distributed (in English, French, Spanish, and Arabic) during COP. This publication also features solutions submitted directly by organizations that are official members of the Women and Gender Constituency.

This database can be filtered to review over 100 solutions from 2015 to 2021 by Country, Region, Topic, and/or Featured As (awardee, honoree, or WGC member solution). The 2022 solutions are coming soon!

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## 7. Film: The Ants and the Grasshopper

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

Anita Chitaya has a gift; she can help bring abundant food from dead soil, she can make men fight for gender equality, and she can end child hunger in her village. Now, to save her home from extreme weather, she faces her greatest challenge: persuading Americans that climate change is real.

Traveling from Malawi to California to the White House, she meets climate skeptics and despairing farmers. Her journey takes her across all the divisions shaping the US, from the rural-urban divide, to schisms of race, class and gender, to the thinking that allows Americans to believe we live on a different planet from everyone else. It will take all her skill and experience to persuade us that we're all in this together.

This documentary, ten years in the making, weaves together the most urgent themes of our times: climate change, gender and racial inequality, the gaps between the rich and the poor, and the ideas that groups around the world have generated in order to save the planet.

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## 8. Policy makers working with communities to end gender-based violence - conversations with changemakers

<https://olc.worldbank.org/content/policy-makers-working-communities-end-gender-based-violence-conversations-changemakers-0>

Gender-based violence (GBV) affects nearly 1 in 3 women worldwide with profound negative consequences not only for survivors, but for families, communities, and society as a whole. Violence prevents women and girls from building their human capital and hinders economic development of societies. A World Bank Group report estimated the costs of intimate partner violence can be up to 3.7% of GDP. Eradicating GBV should be a priority not only because it is the right things to do, but it also makes economic sense: addressing GBV enables women and girls to be healthy, to remain and perform well in schools, which increases their opportunities to access better jobs, to contribute to economies and to freely make choices about their lives.

Find the recordings in English, Spanish, French and Arabic at the website.

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## 9. Close the gender gap in agricultural research, innovation and policy

<https://panagrimedia.com/10th-edition/>

For this edition of PanAfrican Agriculture, we interviewed Beatrice Nyamwamu and you can catch up with her giving deeper insights on the crop sector regulations and her vision for the agency in the Q&A section. She demonstrates the impact women in agriculture can make in senior public service roles. Ms Nyamwamu, who has been in public service for 25 years, is currently the director-general of Kenya’s crops sector regulator, the Agriculture and Food Authority (AFA), and previously headed its food crops directorate.

In both roles, she has steered major reforms in the sector credited with shielding farmers from exploitation, improving post-harvest handling, opening market opportunities and attracting investments in the country’s key food crops value chains. The most widely talked about product of those reforms are the regulations that restricted the packaging of Irish potatoes to 50kg bags, pulling the plug on the predatory brokers who for many years gave farmers a raw deal.

Unfortunately, most public and private sector organisations in Africa are missing the unique perspectives that women leaders like Beatrice bring to agricultural policy, research and innovation due to persistent barriers against women rising to leadership positions.

African Women in Agricultural Research and Development (AWARD) says that women constitute less than a quarter (24 percent) of agricultural researchers in sub-Saharan Africa and only seven percent of these are in leadership positions.

Dr Susan Kaaria, the Director of AWARD and a globally renowned champion of inclusion in agricultural policy, research and innovation, explains in our profile feature how the organisation’s career development programmes are helping level the playing field.

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