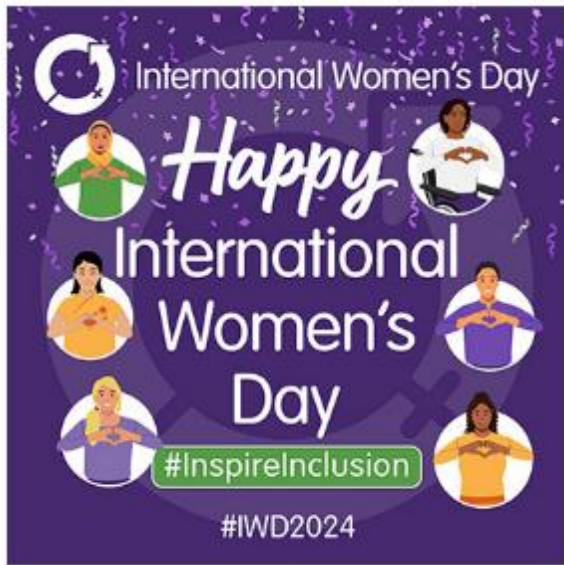


April 1, 2024

GEM Digest of the Month

Published monthly since December 2009



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.), FGHIH, FAIC, (Volunteer Editor)

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Opportunities and Coming Events

1. Women in STEM Career Fair

https://whova.com/portal/registration/scwis_202405/

The Society for Canadian Women in Science and Technology (SCWIST) welcomes you to our 5th annual Women in STEM Career Fair. **Online on May 10.**

The mission of the Women in STEM Virtual Career Fair is to provide an exceptional opportunity for individuals from diverse backgrounds, including women, the 2SLGBTQ+ community, racialized communities, new immigrants and individuals with disabilities, to connect with organizations offering internship and employment opportunities in various STEM fields.

We have a comprehensive, interactive program to help you connect with an engaged community seeking employment and career growth opportunities within STEM. At our SCWIST Annual Career Fair, you will have the chance to connect with HR managers, employers, resume experts, and recruiters.

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2. Global climate finance leader to deliver 2024 Barbara Ward Lecture

<https://www.iied.org/global-climate-finance-leader-deliver-2024-barbara-ward-lecture>

This year’s Barbara Ward Lecture welcomes Mafalda Duarte, the executive director of the Green Climate Fund, to share her aspirations to challenge this major part of the global finance architecture, on **Tuesday 14 May.**

She is renowned for her innovative approach to development and climate-responsive investments, and her work aligns with IIED’s mission to ensure that climate finance is accessible to those most impacted by climate crises, fostering a more sustainable future for all.

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This Month’s News

1. New Project Tackles Gender-Based Violence in STEM Workplaces

<https://www.innovatingcanada.ca/diversity-and-inclusion/international-womens-day-2024/scwists-new-project-tackles-gender-based-violence-in-stem-workplaces/>

The Society for Canadian Women in Science and Technology [SCWIST] is launching a groundbreaking project aimed at mitigating gender-based violence in STEM workplaces.

Gender-based violence (GBV) in science, technology, engineering, and mathematics (STEM) workplaces is a pervasive issue that hinders the advancement and well-being of women and gender-diverse individuals.

The Society for Canadian Women in Science and Technology (SCWIST)'s new project seeks to address these systemic issues head on by scaling multiple promising practices, such as engaging men to address hierarchical power issues and guided discussions to build empathy and cognitive-behavioural changes. The ultimate goal is to create environments where the spectrum of GBV is recognized and not tolerated. This project will address the intersectional needs of equity-deserving groups, including youth, Indigenous Peoples, Black people, racialized people, newcomers, and members of the 2SLGBTQ+ community, across Canada.

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2. New mentorship opportunities for women in agriculture

<https://www.orilliamatters.com/local-news/column-new-mentorship-opportunities-for-women-in-agriculture-8395961>

A new agricultural mentorship program designed specifically for women can help provide some additional support. AgriMentor offers individual, one-on-one mentorship coaching nationwide in English or French for women working in agriculture.

The program was first launched last year as a pilot project by the Agricultrices du Québec, Quebec's organization of farm women, through a program called Dimension E, which offers services to female entrepreneurs in the agriculture and forestry sectors. Funding for Dimension E is provided by the federal government through Innovation, Science and Economic Development Canada.

The success of the Quebec pilot, combined with the identified need across the agriculture sector for more training opportunities for women led to the expansion of the program Canada-wide and the launch of the AgriMentor program for 2024.

It is led in Ontario by the Union des cultivateurs franco-ontariens (UCFO), with the support of the Ontario Federation of Agriculture (OFA).

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3. No equality for working women in any country in the world, study reveals

<https://www.theguardian.com/global-development/2024/mar/05/no-equality-for-working-women-in-any-country-in-the-world-study-reveals-world-bank-gender-gap>

No country in the world affords women the same opportunities as men in the workforce, according to a new report from the World Bank, which found the global gender gap was far wider than previously thought.

Closing the gap could raise global gross domestic product by more than 20%, said the report.

For the first time, the bank investigated the impact of childcare and safety policies on women's participation in the labour market in 190 countries. It found that when these two factors were taken into account, women on average enjoyed just 64% of the legal protections men do, down from the previous estimate of 77%.

The 10th edition of the women, business and the law report, published on Monday, also for the first time assessed the gap between laws and the policies put in place to implement them. It found countries had, on average, established less than 40% of the systems needed for full implementation.

While 95 countries enacted laws on equal pay, only 35 had measures in place to ensure the pay gap was addressed. **Globally, women earned just 77 cents of each dollar earned by a man.**

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4. We all pay for inequality in agricultural systems.

<https://www.winnipegfreepress.com/business/2024/03/09/we-all-pay-for-inequality-in-agricultural-systems>

Laura Rance writes: *The UN Food and Agriculture Organization says women produce half the world’s food and up to 80 per cent of the food in developing countries, despite getting short shrift on resources.*

Now, on top of the ongoing issues related to land tenure, production aids, credit and support services, new research out this week shows women are being disproportionately slammed by the effects of climate change.

U.S. research has found that although female farmers earn less, farms operated by women are associated with higher rates of new business formation, longer life expectancies, and lower poverty rates in surrounding areas.

In other words, gender equality in food and agricultural systems isn’t just a “women’s” issue. We all gain from addressing it. And we all lose if we don’t.

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5. Sisters are doing it for themselves in biodiverse Belize

<https://www.iied.org/sisters-are-doing-it-for-themselves-biodiverse-belize>

In Belize, sisters Alice and Amelia are taking part in Planting Baskets, an innovative project that works with farmers to grow more nutritious local foodplants, spices and endangered timber trees using smallholder agroforestry. Duncan Macqueen discusses how the project is helping farmers to enhance on-farm biodiversity, climate-resilient livelihoods and food security.

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6. The Struggle of Nigerian Women Amidst Surging Cooking Gas Prices

<https://www.ipsnews.net/2024/03/gas-ash-struggle-nigerian-women-amidst-surging-cooking-gas-prices/>

The price of cooking gas in Nigeria has soared wildly amid the country’s inflation woes. The removal of subsidy on petrol products, together with a depreciation of the naira, has resulted in a steep increase in the cost of food and transportation. This hike in the cost of living comes amid a minimum wage of N30,000 (\$18), ranked among the lowest in the world. The price of 12.5 kg of cooking gas increased from N7,413. (\$4) in 2022 to N16,875 (\$10) in February 2024 across the country, a price just half the national minimum wage.

Women living in grassroots communities who can no longer afford cooking gas have no choice but to bear the harsh method of cooking with firewood. The National Council on Climate Change (NCCC) has stated that, aside from the dangers of deforestation and climate destruction, the use of firewood and charcoal for cooking directly affects women’s health. This is in agreement with figures from the Federal Ministry of Environment about how more than 98,000 Nigerian women die annually from smoke inhaled while cooking with firewood.

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7. LPG, a Useful “Transitional” Fuel for the UN’s Clean Cooking Effort

<https://www.ipsnews.net/2024/03/lpg-useful-transitional-fuel-uns-clean-cooking-effort/>

One of the key efforts under the United Nations (UN) Sustainable Development Goals is to provide poor households with access to clean cooking technologies to replace, in particular, the burning of solid biomass (e.g., fuelwood and charcoal) in traditional open stoves that kills millions of women and children.

To date, one of the preferred options has involved the substitution of solid biomass with bottled liquefied petroleum gas (LPG). This approach, however, can be seen to run afoul of the climate change-driven opposition to fossil fuel use generally. However, LPG for clean cooking can and should be permitted as a transitional fuel to save lives in the short-term until we can provide universal access to alternative low-emissions clean cooking systems.

Enabling women to transition quickly from traditional cookstoves to cleaner technologies would save millions of lives, especially in poorer rural areas where biomass use is concentrated.

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8. Climate change link to hysterectomy crisis among Indian sugar workers

<https://www.iied.org/climate-change-link-hysterectomy-crisis-among-indian-sugar-workers>

New research links climate change to the scandal of female farm labourers in India undergoing hysterectomies to avoid having to miss work and lose pay. Experts have now called on administrators of the COP28 'loss and damage fund' to consider how they can help.

Women from Beed district in India's Maharashtra state are being forced to leave their homes to work in the sugar cane industry elsewhere because climate change is increasing the frequency of droughts and decimating their own crops, according to the new paper from IIED.

Many female labourers suffer debilitating menstrual periods due to the demanding nature of this work, which entails shifts up to 16 hours long. Exploitative informal contracts incorporate financial penalties for missing work, causing women to feel they have no choice but to have their wombs removed so their periods don't prevent them from working. Hysterectomies of this kind are still taking place despite widespread outcry in India. The procedure, performed mostly in private clinics, can leave women with lasting pain and mental health problems.

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9. In rural India, climate migrants 'have hysterectomies to survive'

<https://www.context.news/climate-risks/in-rural-india-climate-migrants-have-hysterectomies-to-survive>

Drought is driving poor Indian women into exploitative sugarcane work in the central state of Maharashtra, with many of the migrant labourers opting to undergo unnecessary hysterectomies to work even harder. Years of failed monsoons, extreme heat and droughts have led residents of Beed, a district in the top sugar-producing state to leave and become day labourers on sugar plantations, said the report by the International Institute for Environment and Development (IIED), a London-based think-tank.

The research found that more than half of the Beed women who had gone to work on sugar estates had undergone surgery to remove their uteruses compared with less than a fifth from households that had stayed in the district.

"Contractors cutting one- or two-days wage for missing work causes women to feel they have no choice but to have their wombs removed so their periods or pregnancy don't prevent them from working," said Ritu Bharadwaj, a principal researcher with the IIED and lead author of the paper.

"Hysterectomies are a symptom of economic distress in the region that is exacerbated by the climate crisis," she added, saying the findings underscored the far-reaching - and hard to quantify - loss and damage caused by climate change.

10. India’s ‘drone sisters’ driving farming and social change

<https://www.aljazeera.com/gallery/2024/3/7/photos-indias-drone-sisters-driving-farming-and-social-change>

Hundreds of women have been trained to fly fertiliser-spraying aircraft under the government-backed “Drone Sister” programme. The scheme aims to help modernise Indian farming by reducing labour costs, as well as saving time and water in an industry hamstrung by its reliance on outdated technology and growing climate change challenges.

The first batch of 300 women have been trained by the Indian Farmers Fertiliser Cooperative Limited (IFFCO), the largest manufacturer of chemical fertilisers in the country. The women trained as pilots are given the 30kg (66-pound) drones for free along with battery-run vehicles to transport them. Other fertiliser companies have also joined the programme, which aims to train 15,000 “drone sisters” across the country.

It is also a portent of rural India’s changing attitudes towards working women, who have traditionally found few opportunities to join the labour force and are often stigmatised for doing so. A little more than 41 percent of rural Indian women are in the formal workforce compared with 80 percent of rural men, according to a government survey last year.

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11. Smallholder Agribusiness and Resilience Project in Sri Lanka

<https://www.ifad.org/nl/web/operations/-/projet/2000002583>

The SARP [2019 to 2027] aims to address the impacts of climate change on about 40,000 smallholder families, building their resilience and promoting agriculture commercialisation. The project will mobilise climate-sensitive investments and work with smallholder producers to build and expand agricultural activities that are climate resilient and part of inclusive value chains. It will operate in six districts in Sri Lanka’s dry zone.

Potential commodities include goats, dairy, chilli, and fruits and vegetables, as well as more specialised crops like aloe vera and moringa – a wide range to mitigate the risks of climate change.

Producer organisations and watershed associations will learn to manage climate risks. Women, youth, group organizations and social enterprises will also benefit from support in managing enterprises in a financially profitable and sustainable way.

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12. Conservation Efforts by Ethnic Communities in Bangladesh Bolster Water Security

<https://www.ipsnews.net/2024/03/conservation-efforts-by-ethnic-communities-in-bangladesh-bolster-water-security/>

Ethnic communities in the Chittagong Hill Tracts (CHT) rely significantly on forests for their lives and livelihoods. They gather water from natural sources like streams and practice jhum (shifting cultivation) in nearby forests. However, indiscriminate deforestation of the natural resources had dried up springs and streams, causing water scarcity in many areas.

The tide turned when the USAID-funded Chittagong Hill Tracts Watershed Co-Management Activity (CHTWCA) engaged surrounding communities, including those living in Digholchari Debarmatha village, as conservation volunteers to protect Village Common Forests (VCFs) in 2020. This initiative successfully revived springs, ensuring a year-round water supply.

The CHT faces aggravated water crises during the dry season, impacting agriculture and homesteads. To address this, local ethnic farmers in Digholchari Debarmatha have constructed bamboo-made dams on streams, creating water reservoirs fed by springs from the village common forest.

In addition to addressing water security, ethnic communities in the Rangamati Hill District have been actively conserving medicinal plants for healthcare and treatments.

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13. How Women in Ahmedabad Slums Are Beating Back Climate’s Deadly Heat

<https://www.ipsnews.net/2024/03/women-ahmedabad-slums-beating-back-climates-deadly-heat>

Women in Ahmedabad slums work in large numbers from home at tailoring, embroidery, kite-making, snack-making, or running grocery shops, micro-retailing of vegetables, flowers, and other businesses. Both their incomes and their presence in the house is critical to the multi-generational families that live together here. Home-based workers account for 18 percent of urban employment in India, according to non-profit Mahila Housing Trust (MHT).

Poorer women in the global south are often facing the brunt of extreme weather, given the high likelihood of working from poorly equipped homes.

Sun reflective paint is a thermally insulating roof coating aimed at reducing the roof temperature. In 2017, AMC began formulating a cool roof program; among others, it sought input from urban poor communities. Convinced about the effectiveness of the white roofs after visiting MHT slums, the civic body invited the women climate leaders to partner in their heat policies.

By this time, MHT’s Vikasinis had already developed a variety of low-cost, effective solutions. For hot roofs that trapped heat, they came up with modular roofs, cross-ventilated rooms, using natural building materials like bamboo corrugated roof sheets and bamboo mat walls secured on iron frames, using thick layers of creepers to cool tin roofs, as well as thermocol-lined roofing.

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14. Thai lawmakers approve a bill to legalise same-sex marriage

<https://www.france24.com/en/live-news/20240327-thai-parliament-passes-same-sex-marriage-bill>

The bill sailed through on 399 to 10 votes in the lower house in Thailand, although it must still be approved by the Senate before it is endorsed by the king, and then published in the Royal Gazette. Across Asia only Taiwan and Nepal recognise same-sex marriage, with India's highest court deferring the decision to parliament in October.

The proposal will change references to "men", "women", "husbands" and "wives" in the marriage law to gender-neutral terms. It also means LGBTQ+ couples will be able to enjoy inheritance and adoption rights in the kingdom for the first time.

Prime Minister Srettha Thavisin has been vocal in his support for the LGBTQ+ community, making the policy a signature issue and telling reporters last year that the change would strengthen family structures.

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15. A meeting of the UN body promoting equality for women starts with 5 male speakers

<https://apnews.com/article/un-women-equality-rights-backlash-cbea3233bcc51a9c3ef0bb82f9b74731>

The U.N.’s preeminent body promoting equality for women and girls opened its annual meeting Monday March 11 with five male speakers in a row – a lineup that made some of the men uneasy and was somewhat baffling to the hundreds of women in the packed General Assembly chamber.

16. Food as a weapon in the new age of starvation

<https://www.devex.com/news/food-as-a-weapon-in-the-new-age-of-starvation-107206>

From Afghanistan and Gaza to Syria, Sudan, and Ukraine, hunger and starvation have become a standard weapon in combatants’ war arsenal, aimed at denying the enemy access to basic humanitarian supplies and undermining popular morale. It has become increasingly visible, with attacks on food carried out by major powers, such as Russia, and America’s chief Middle East ally, Israel, as part of a broader deterioration of humanitarian standards.

Some observers see a broader erosion of international laws and norms promoting the prohibition of food as a weapon of war or as a lever in diplomatic or humanitarian negotiations, according to experts.

Sieges and blockades aimed at sapping an enemy’s resources while starving civilians have a long history in military conflicts — and nations have scarcely sought to hide it.

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17. Stepping Up Investment in Latin American Women is Imperative

<https://www.ipsnews.net/2024/03/stepping-investment-latin-american-women-imperative/>

Time is running out to achieve gender equality in Latin America and the Caribbean by 2030. The autonomy of women and girls in the region is threatened by hunger, poverty and violence, and countries must act urgently.

Economic Commission for Latin America and the Caribbean (ECLAC), in partnership with UN Women, presented a study on the state of progress towards gender equality in the region, which highlighted the gaps that hinder the rights of women, girls and adolescents. Three out of 10 girls and women live in poverty and one out of 10 in extreme poverty, with higher rates among indigenous, black and rural women. Likewise, four out of 10 women suffer some level of food insecurity and hunger. Of those over 15 years of age, 25 percent have no income of their own, a proportion that rises to 40 percent among those in the lowest socioeconomic quintile.

Nayda Quispe, from the Peruvian department of Cuzco, is one of the 3.4 million rural women in the Andean country. She has dedicated her life to agriculture and, at 62 years of age, is well aware of the harsh reality of rural life for women.

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18. Child Malnutrition in Peru Driven Up by Poverty and Food Insecurity

<https://www.ipsnews.net/2024/03/child-malnutrition-peru-driven-poverty-food-insecurity/>

Peru, a country of 33 million people, faces a political and institutional crisis. The institutional crisis is compounded by an economic recession, the reduction of agricultural production due to climatic phenomena such as El Niño, and a poverty level that climbed to 30 percent in 2023, according to official provisional data.

Against this backdrop, the levels of anemia and malnutrition in children under five years of age are of concern. According to official figures presented last year, chronic malnutrition affected 11.7 percent of the population, but with a greater impact in rural areas: 24 percent compared to seven percent in urban areas.

Other forms of malnutrition also present worrying indicators: 42 percent of the population aged six to 35 months has anemia, with a higher percentage in rural areas (51.5 percent) than in urban areas (39 percent). Meanwhile, nine percent of children under five years of age are overweight or obese.

Calca, another of Cuzco's provinces, contains some of the municipalities with the most worrying rates of malnutrition and anemia. For example, in the municipality of San Salvador, population around 6,000, child anemia stands at 26 percent.

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19. Investing in Women is More than just Good Economics, it's Crucial to a Sustainable Society

<https://www.ipsnews.net/2024/03/international-womens-day-2024investing-women-just-good-economics-crucial-sustainable-society/>

International Women's Day reminds us that investing in women is not only a moral imperative to achieving a more just and equal world, but an economic necessity, crucial to fostering sustainable, inclusive and prosperous economies. In Asia and the Pacific, an estimated \$4.5 trillion would be added to the region's GDP by tackling gender disparities in economic opportunities. Yet, globally, it is estimated that more than 1 billion women either do not use or lack access to the financial system.

This has far-reaching consequences for the well-being of women, not only impeding their ability to pay for household expenses and recover from economic shocks, but also constraining opportunities for women seeking to start and grow their own businesses.

While the role of women's entrepreneurship in driving economic growth, job creation and innovation is well established, a \$300 billion annual gap in financing has been identified for formal women-owned small and medium businesses. An estimated 70 per cent of women-owned MSMEs are either financially underserved or unserved.

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20. Celebrating Tenacity of Women Farmers: an Incredible Catalyst for Socio-Economic Transformation

<https://www.ipsnews.net/2024/03/celebrating-tenacity-of-women-farmers-an-incredible-catalyst-for-socio-economic-transformation/>

Smallholder women farmers make up an estimated 60-80% of the agricultural labour force in Africa, highlighting the significant reliance on their effort for the continent's sustenance. Tackling critical barriers, such as secure land ownership, access to finance, comprehensive training, and robust market connections, is fundamental. Such support would not only empower women farmers, increasing their productivity but would also contribute to heightened food security and improved household incomes.

It's widely recognized that about 80% of the poorest people in the world live in rural areas, with agriculture being their primary means of livelihood. These farmers, mostly women, sustain their families by cultivating crops and rearing animals on small plots of land.

For millions of women, particularly in rural Southern Africa, groundwater remains a lifeline, underscoring its importance not just for consumption, but as a critical resource for food production and community stability. Climate change threatens the already erratic rainfall that Smallholder women farmers rely on, endangering livelihood and regional food security.

This makes groundwater a more sustainable option for smallholder farmers in Southern Africa region. SADC-GMI's mandate is to promote the conjunctive use and management of surface and groundwater through developing water infrastructure and services, such as wells, and solar pumped irrigation systems.

Supported by the Global Environment Facility (GEF) and the Cooperation in International Waters in Africa (CIWA) through the World Bank, SADC-GMI has been able to and continues to establish community groundwater supply schemes which are

contributing to regional food security, access to potable water and climate resilience and adaptation for the vulnerable. Women became an integral part and main beneficiaries of these projects.

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21. Breaking Down Barriers to Women’s Land Rights Starts in Our Homes

<https://www.ipsnews.net/2024/03/breaking-barriers-womens-land-rights-starts-homes/>

Today one in every 10 women in the world lives in extreme poverty. Among the 690 million people who are food insecure in the world right now, 60 percent are women and girls. The UN report on “Progress on the Sustainable Development Goals: The gender snapshot 2023” highlights poverty and lack of economic opportunities as one of the major challenges remaining for global gender equality. Over 340 million women and girls may still live in extreme poverty by 2030.

Land is an important asset for reducing poverty and boosting shared prosperity at the country, community, and family levels. Thus, the significance of women’s land rights is recognized as a catalyst to ending poverty (Goal 1); seeking to achieve food security and improved nutrition (Goal 2); and achieving gender equality and women’s empowerment (Goal 5) by the global goals set by the 2030 Agenda for Sustainable Development.

Women’s equal rights to land and property are grounded in core human rights instruments, including the Universal Declaration of Human Rights. As established by international standards, women have the right to equality in the enjoyment of all their rights, including the right to access, use, inherit, control, and own land.

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22. Women’s Land Rights in Farming Need Further Recognition

<https://www.ipsnews.net/2024/03/womens-land-rights-in-farming-need-further-recognition/>

In the developing world, land rights for women remain tenuous in the agricultural sector. But if women farmers are recognized as landowners in their own right, it can lead to greater economic empowerment and be a positive step towards eradicating poverty.

This formed part of the wider discussions that are being hosted during the 68th session of the Commission for the Status of Women (CSW68) in New York. The leading theme of CSW68 and its side events is the effort to accelerate gender equality by addressing poverty and strengthening institutions.

In the context of the agricultural sector, what this would entail was the subject of its own side event, hosted in New York on March 14. The International Fund for Agricultural Development (IFAD) and the Government of Canada convened the discussion “Harvesting Empowerment: Women’s Resource Rights to Advance Gender Equality, Poverty Alleviation, and Food Security in Agriculture” to discuss a transformative agenda for ensuring women’s rights over land in rural areas. The event showcased efforts made by IFAD and its partners to enact what they call a transformative gender approach to empowering women and local communities at large to access their rights to land and resources.

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23. Indigenous Women Fight for Their Future, Their Land, Rights & Self-Determination

<https://www.ipsnews.net/2024/03/indigenous-women-fight-future-land-rights-self-determination/>

Throughout history, Indigenous Women have made remarkable contributions to forwarding the aspirations of their communities for self-determination. Amid the compounded burdens they face as Indigenous Peoples, as women and an

oppressed class, let us recognize and celebrate the bravery of Indigenous Women as they strive and inspire with their courage, heritage, leadership and knowledge.

The reality of oppression and exploitation based on gender and their Indigenous identity has been a continuing plight. And on a global scale, the wars of aggression and genocide, land dispossession and resource exploitation being carried out trample underfoot, kill and discriminate women, including Indigenous Women.

- In Nigeria, women and their families are being violently driven out of their land by armed groups backed by big oil companies that seek to extract oil.
- In the Philippines, indigenous women have been campaigning to stop the Marcos government's attempts to change the Philippine constitution to make way for 100% foreign ownership of land and other neoliberal economic policies.
- In Northeast India, Adivasi women have been pushing back against the violent counterinsurgency campaign of the State.
- We live in critical times when every day we see stories of how Palestinian women have been non-stop at shedding blood struggling for self-determination against Zionist Israeli forces.

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24. How to address pervasive violence against women in agriculture

<https://www.devex.com/news/opinion-how-to-address-pervasive-violence-against-women-in-agriculture-107161>

Gender violence is a pervasive issue facing women in agriculture. Change demands a collaborative effort among the private sector, local governments, authorities and communities, and civil society organizations to understand and address the root causes.

Globally, more than 1 in 3 working women are employed in the agricultural sector. That figure is significantly higher in low- and middle-income countries, where it ranges from 66% of working women in sub-Saharan Africa to 71% in southern Asia.

For those women working in agriculture, harmful social norms continue to undercut access to education, land, and opportunities, making them more vulnerable to poverty. Gender bias in hiring often puts women in low-paid jobs, on temporary contracts, and under male-dominated supervision. This situation further engrains a power imbalance between men and women, increasing the risk of violence against women and girls.

Disturbing evidence of this problem came to light earlier this year in a BBC documentary, highlighting widespread sexual exploitation and violence against women on tea farms in Kenya. These women's stories are deeply upsetting and reveal a wider, systemic problem in the global tea industry. However, violence against women in agriculture often goes unreported. This is reflected in a wider trend indicating that nearly half of gender-violence victims choose not to speak out.

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25. Ghana Anti-LGBTQ Bill Risks \$3.8 Billion of World Bank Support

<https://www.bloomberg.com/news/articles/2024-03-04/ghana-anti-lgbtq-bill-risks-3-8-billion-of-world-bank-support>

Cash-strapped Ghana could jeopardize \$3.8 billion of World Bank funding if an anti-LGBTQ bill passed at the end of February is signed into law, according to a Finance Ministry document seen by Bloomberg.

The legislation, which seeks up to three years in jail for people who identify as LGBTQ, received bipartisan backing from lawmakers on Feb. 28. But it still needs the assent of President Nana Akufo-Addo to become law.

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26. French lawmakers make abortion a constitutional right in historic vote

<https://www.france24.com/en/europe/20240304-french-lawmakers-make-abortion-a-constitutional-right-in-historic-vote>

Abortion rights are more widely accepted in France than in the United States and many other countries, with polls showing around 80% of French people back the fact that abortion is legal.

“We’re sending a message to all women: your body belongs to you, and no one can decide for you,” Prime Minister Gabriel Attal told MPs and senators gathered in congress for a special vote under the gilded ceilings of the Versailles Palace, just outside Paris. Women have had a legal right to abortion in France since a 1974 law - which many harshly criticized at the time.

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27. International Women’s Day, 2024: The Misogynistic Minority

<https://www.ipsnews.net/2024/03/international-womens-day-2024the-misogynistic-minority/>

A minority of the world’s population appears to be misogynistic and continues to oppose efforts to achieve gender equality and empower women and girls. The misogynistic minority cannot be permitted to undermine gender equality policies supported by large majorities of the public worldwide.

National surveys across different regions of the world find large majorities of the public supporting gender equality and saying it is very important for women in their country to have the same rights as men.

Notable progress on the equality of women and men has been made during the recent past. However, the world is not on track to realize Goal 5 of the United Nations Sustainable Development Goals to achieve gender equality and empower all women and girls by 2030.

At the current rate of progress, it is estimated that it will take hundreds of decades to achieve gender equality, in particular closing gaps in legal protection and removing discriminatory laws. Reducing that lengthy time frame will require making investments in policies and programs aimed at accelerating the progress.

In addition to those investments, the basic rights of women need to be protected and enforced. Practices that oppress women need to be removed and the personal decisions and life choices of women recognized and promoted.

Also, importantly, the attitudes, objections and behavior of the world’s misogynist minority cannot be permitted to undermine gender equality policies called for and supported by large majorities of the public worldwide.

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28. International Women’s Day, 2024: Progress Hinges on Feminist Leadership

<https://www.ipsnews.net/2024/03/international-womens-day-2024progress-hinges-feminist-leadership/>

Investing in inclusion requires more than electing and initiating women leaders. It requires a coordinated effort to change mindsets and systematically increase investments. This will allow feminist leaders, individually and collectively, to fully exercise their agency and counter targeted attacks on their safety and legitimacy.

According to UN data, feminist organizations receive only 0.13% of official development assistance. Only five percent of government aid is focused on tackling violence against women and girls, with no country on track to eradicate intimate partner violence by 2030. If current trends continue, more than 340 million women and girls will still live in extreme poverty by 2030.

Close to one in four will experience moderate or severe food insecurity and as many as 236 million more women and girls will be food-insecure under a worst-case climate scenario. While progress has been made in girls' education, women's share of workplace management positions is estimated to remain below parity, even by 2050.

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29. Farming in extreme heat showed me climate change is real. Changing my lifestyle is harder.

<https://www.cbc.ca/news/canada/first-person-climate-change-farming-in-extreme-heat-1.7154919>

I've been farming with my family for 25 years and this was not our first effort at dealing with the effects of climate change on the farm. The increasing summer heat even before the now infamous heat dome was most notable, but longer periods without precipitation and the ubiquitous presence of wildfire smoke were also cause for concern.

Our mitigation efforts had been directed at protecting the crops and soil from the extreme conditions and had mixed success. We had reduced our reliance on the summer markets, which allowed us to avoid handling the potatoes in the heat. Now we sell most of our crops over the winter, which has its own set of challenges, mainly, ironically, to do with getting around in the cold and snow.

We've also been using cover crops (plants grown in rotation with the cash crops to slow erosion, suppress weeds and build organic matter) for decades. As it happens, we've found the soil holds the moisture well and appears able to weather droughts.

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30. USAID-Gates fund targets gender digital divide

<https://www.devex.com/news/usaid-gates-fund-targets-gender-digital-divide-107247>

As low- and middle-income countries scramble to keep up with the steady march of digital advances, women in these countries face a double hurdle: They're less likely to have access to the internet and even when they do have access, they're less likely to use it.

The statistics bear this out. Nearly 1.5 billion women in LMICs can't get online. Meanwhile, 259 million more men than women around the world used the internet through 2022, a gap that has cost the global economy an estimated \$1 trillion. Closing the gender digital divide would boost economic activity by an estimated \$524 billion by 2025.

That's according to the Women in the Digital Economy Fund, or WiDEF, a new five-year, \$60.5 million investment founded by the U.S. Agency for International Development and the Bill & Melinda Gates Foundation that's intended to tackle this stubborn digital divide.

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31. Beyond the Farm: How Empowering Women Farmers Drives Change in Jordan and Beyond

<https://www.ipsnews.net/2024/01/beyond-the-farm-how-empowering-women-farmers-drives-change-in-jordan-and-beyond/>

Dr. Zeinab Al-Momany, a prominent social entrepreneur, sheds light on the journey of empowering women farmers in Jordan and the Arab world, where women often work long hours for low pay and lack labour recognition.

As the visionary behind the Sakhrah Women's Society Cooperative and the Specific Union for Productive Farmer Women in Jordan (SUFWJ), Al-Momany shares her perspectives with IPS on the challenges faced by women farmers, the impact of

organizations like SUFWJ on rural economic growth and women’s rights, and the profound implications of climate change for women in agriculture.

Established in 2007, SUFWJ has significantly shaped the landscape for women farmers in Jordan. SUFWJ has successfully increased the number of women who own land, championed wage equality, and enabled free health and social insurance thanks to its effective programs. The union’s initiatives have empowered 120 women farmers in leadership roles, offered health insurance to 578 families, trained 7,000 women and girls, and provided micro-finance loans to 800 women and girls.

Through the union, efforts have been directed at raising awareness of climate change issues, increasing green areas, and aiding women farmers in transitioning to clean and renewable energy. The initiatives include providing loans for installing solar panels instead of electricity, digging wells for rainwater collection, and installing solar heaters. The union also supports organic farming, extracting organic fertilizers, and spearheading projects on environmental diversity and the conservation of forests and animals.

The most affected by climate change are farmers and women farmers, especially with the rise in temperature. Working in agriculture at this high temperature affects their health due to their exposure to the sun for long periods, as it affects crops, the work of women farmers, and the national product. Jordan also suffers from water scarcity, and with the effects of climate change, the salinity rate increases, leading to a problem in the quality of soil, crops, and water availability.

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32. Senegal is launching a Gender and Climate Action Plan for agriculture sector

<https://aicra.cgiar.org/news/senegal-launching-gender-and-climate-action-plan-agriculture-sector-informed-aicra-engagement>

Through a partnership with AICCRA, Senegal's Ministry of Agriculture is coordinating the development of a Gender and Climate Action Plan for the agriculture sector, which will be crucial to inform national cross-sectoral gender and climate action led by the Ministry of Environment.

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33. Savings club boosts women farmers access to climate-smart innovations in Mali

<https://aicra.cgiar.org/news/savings-club-boosts-women-farmers-access-climate-smart-innovations-mali>

Accelerating the adoption of climate-smart technologies by overcoming financial barriers for smallholder farmers—especially women—is a priority for the AICCRA project. Thanks to the 'Savings for Change' program with AICCRA Mali, Syngenta Foundation and the Malian Association for Support and Advice to Community Initiatives (AMACIC), more than 30,000 women farmers in Mali are investing in climate-smart agriculture innovations which are boosting incomes by an average of USD618 per hectare.

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34. Gender discrimination in finance holds back women - and investment.

<https://www.context.news/socioeconomic-inclusion/opinion/gender-discrimination-in-finance-holds-back-women-and-investment>

Entire industries, such as finance, remain dominated by a workplace culture where women earn less than men and have fewer promotion opportunities, and where it is taboo to complain about it. Years of damaging lawsuits and naming and shaming have done little. In 2023, women held only 18 percent of C-suite positions in financial services globally.

Studies show substantial evidence of discrimination by banks against women entrepreneurs, who are less likely to receive loan approvals, pay higher interest rates – on average 0.5 percentage points more – and receive smaller funding amounts than male-led businesses.

This despite reams of data showing that female-led businesses are a safer bet. A study by Boston Consulting Group found that women-led start-ups raise less than half the venture capital funding of those founded by men, but generate more than twice the revenue.

Yet it is in funding start-ups that the gender gap becomes a chasm. In 2022, companies founded exclusively by women received only 2.1 percent of the total capital invested in venture-backed start-ups in the U.S. The same is true in Europe, where a 2018 study found that more than 90 percent of European investment in tech start-ups went to all-male ventures.

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35. Clean Cooking Alliance Newsletter

<https://cleancooking.org/news/>

Monthly updates from the Clean Cooking Alliance (CCA) and partners across the clean cooking ecosystem are available at the website and by subscribing.

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Reports, Publications, Resources

1. FIT's Approach to Evaluating Gender Equality in Short-Term Innovation Projects

<https://www.fit-fit.ca/resources/258/fit-s-approach-to-evaluating-gender-equality-in-short-term-innovation-projects>

FIT developed a Gender Evaluation Framework for Innovation (GEFI) to capture whether and how FIT (programmatically and through funded SMOs) has advanced gender equality and empowered women and girls. The GEFI was developed to evaluate FIT-funded SMOs who have tested innovative solutions that aim to advance gender equality in short testing timeframes (less than 15 months).

This framework had two objectives: (1) to evaluate if SMOs could advance gender equality and empower women and girls during their testing projects, and (2) to assess where SMOs showed progress in their gender equality outcomes and strategies.

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2. Canadian wheat warrior Margaret Newton helped fight wheat rust.

<https://agriculture.canada.ca/en/agri-info/good-news-grows/brief-history-wheat-part-2-how-canadian-wheat-warrior-margaret-newton-helped-fight-against-rusty>

At the turn of the 20th century, rust diseases in plants were becoming a huge problem across Canada. New variants of the disease continued to spread like wildfire in farmers' fields: in 1916, 1919 and 1921, the crop disease devastated wheat in the West. In 1924, Agriculture and Agri-Food Canada established its Rust Research Laboratory in Winnipeg, a city with deep roots in wheat farming. Margaret Newton was asked to be the lead researcher, where she would work tirelessly to make sure farmers' fields were protected from diseases. Margaret's dedication to her research helped her become the first

woman to obtain a degree from McGill University's agricultural program. She also pursued a Master of Science degree and a Ph.D. in agriculture science—the first woman in Canada to hold such an achievement. Margaret Newton was born in Montreal in 1887, and died in Victoria BC in 1971.

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3. Equality in the boardroom? Not any time soon, says Canadian Chamber of Commerce

<https://www.cbc.ca/news/business/women-board-seats-chamber-report-1.7138574>

Women are a minority in Canadian boardrooms and the "glacial" pace of progress means it could take decades to reach gender parity, according to a report released this week by the Canadian Chamber of Commerce. "Our daughters, our granddaughters, would not see a world where they are ultimately equitable ... and that's just not reasonable when you think about it in 2024," said senior research director Marwa Abdou, lead author of the report. Abdou said women have made gains in overall employment, making up 48 per cent of the workforce. But many never reach the most senior ranks — the most recent data shows just 21 per cent of board directors were women in 2020, up just slightly from 18 per cent in 2016. "The importance of boards here is that there are trickle down effects of these low representation numbers on how management looks in the rest of the company." The report analyzed Statistics Canada data on publicly-traded corporations.

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4. Women paying the cost of the climate crisis with their wombs: quantifying loss and damage faced by women battling drought, debt and migration

<https://www.iied.org/22281iied>

As climate change intensifies, it is imperative for policymakers to address the escalating loss and damage it inflicts on vulnerable communities in developing countries. In India's Maharashtra state, these impacts are forcing rural families into life-altering decisions and migrations to work in sugarcane fields, where exploitative practices by contractors, including fines for work absences, are prevalent. The fear of losing income drives many women to have hysterectomies to avoid having to take breaks due to menstrual pain.

This paper uses two frameworks to analyse and quantify the economic and non-economic loss and damage faced by these communities, offering insights into the multifaceted nature of climate impacts.

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5. From gender gaps to gender-transformative climate-smart agriculture

<https://doi.org/10.1016/j.cosust.2024.101415>

This review considers climate-related vulnerability and the key issues linking gender equality and social inclusion to scaling and mainstreaming climate-smart agriculture (CSA) toward achieving transformative, inclusive, and sustainable food systems, to reduce climate-related vulnerability. Recent literature continues to highlight structural barriers, biases, inequalities, and power relations impeding the contribution of CSA to reducing climate-related vulnerability. We review the role of CSA solutions toward achieving gender equality and transformation outcomes to enable food system transformation for climate change resilience. Effective food system transformation requires gender-responsive interventions, social and youth inclusion, intersectionality, and cognizance of how global social and environmental changes affect the transformation process. In the context of food system transformation, gender transformation requires scalable, enabling mechanisms.

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6. Sistema.bio India increases their customer satisfaction by almost 40 percent

<https://60decibels.com/insights/sistema-bio-india/>

60 Decibels conducted two Lean Data studies with Sistema.bio India in 2021 and 2023, and the results speak for themselves: the changes Sistema.bio made to both the product and customer service operations increased their impact and business performance.

The emergence of modern innovative biogas technology is powering a silent – yet revolutionary – transformation for farmers across India. With their ability to efficiently convert animal waste into a renewable energy source, modern biogas technology is a promising step toward a more sustainable future for smallholder farmers.

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7. Boosting Dairy Farmer Resilience Through Digitization in Tunisia

<https://60decibels.com/insights/dairy-farmer-resilience/>

By digitizing dairy farmers, MooMe improves access to and use of data throughout the value chain, improving advisory services, access to finance, and compliance risk management.

MooMe, a Tunisian AgTech Startup, is transforming the Tunisian dairy market through advanced digital solutions. The MooMe application helps farmers track every aspect of their dairy farms, like animal reproduction, milk production, feed consumption and overall farm’s economics. By digitizing dairy farmers, MooMe improves access to and use of data throughout the value chain, improving advisory services, access to finance, and compliance risk management.

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8. Video learning for rural women & youth in Egypt

<https://youtu.be/fqDpl0Uwcl8>

<https://www.accessagriculture.org/our-young-entrepreneurs>

Under the innovative Agriculture for Small-Holder Resilience project (iNASHR), 18 teams of Entrepreneurs for Rural Access reached over 60,000 people from 2021-2023.

The Young Entrepreneur Challenge Fund has been set up to support young dynamic people who want to create a business involving disseminating agricultural videos to help farmers and rural businesses, to make agriculture more attractive to youth and reach more women in rural communities. The solar-powered smart projector kit they receive has the Access Agricultural videos in local languages, enabling them to have an impact at scale in the rural areas they serve.

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9. Farmer Stories: International Women's Day Film Screening & Farmer Panel

<https://youtu.be/WOKM3vJBvN4>

On March 8th, COG [Canadian Organic Growers] and NFU [National Farmers Union] were delighted to host a virtual International Women’s Day screening and panel discussion featuring farmers from across the country and films from NFU’s Depth of Field film series. The panel discussion was hosted by Katie Fettes, COG’s Director of Policy & Research. It was a wonderful conversation about the highs and lows of being a woman in farming. If you missed the live panel - you can now watch the panel recording on our YouTube.

We are so grateful to Rebecca MacInnis from Spring Tide Farm, Rachelle Ternier from Prairie Garden Seeds, and Mel Sylvestre from Grounded Acres for joining us for this great event.

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10. Moving towards gender justice

<https://www.iied.org/22296iied>

Focusing on distribution of resources and power within countries ignores how supra-national and historical forces shape gender inequality and the diverse, nuanced ways in which gender inequality operates in different parts of the world and at different moments in time. The concept of gender justice provides an analytical lens through which we can make visible and address the multifaceted challenges faced by people of all genders. In this backgrounder, we explore how this shift from equality to justice in gender analysis can be done and why it is so important.

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11. A qualitative exploration of the links between couples' relationships, parenting and early childhood development in Mwanza, Tanzania

<https://doi.org/10.1136/bmjph-2023-000051>

The relationship between parents is a key component of the family system that is associated with various child outcomes. However, less is known about how caregivers and community members make meaning of the influence of couples' relationships on child outcomes and to what extent family caregiving processes underlie these links in low-income and middle-income countries.

We identified five main mechanisms through which couples' relationships influenced early child outcomes, including child emotional well-being, health, nutrition and development: (1) parents' nurturing care practices, (2) parental violence against children, (3) parent-child bonding, (4) parental mental health and (5) child indirect exposures through witnessing interparental relationships. Many of these pathways were interconnected and shaped by gender norms.

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12. Fathers' mental health and coping strategies: a qualitative study in Mwanza, Tanzania

<https://doi.org/10.1136/bmjopen-2023-080933>

Respondents highlighted a spectrum of mental health concerns affecting fathers, including elevated parenting stress, depressive symptoms, and anxiety. Causes of paternal mental health problems included poverty, child-related concerns, marital problems and family illness. When asked about paternal coping strategies, both fathers and mothers shared that fathers mostly turned to negative coping strategies to manage their distress, such as paternal alcohol use and poor conflict resolution strategies. However, respondents also shared how some fathers used positive coping strategies, such as seeking out social support from their family and friends, engaging in exercise and leisure activities and relying on their faith.

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13. Formative research to inform the future design of a multicomponent fatherhood intervention to improve early child development in Mwanza, Tanzania

<https://doi.org/10.1016/j.socscimed.2023.116072>

Abstract:

Fathers can influence child development through various pathways, such as via their caregiving behaviors, marital relationships, and their psychosocial wellbeing. However, few parenting interventions have been designed to target these multiple dimensions among fathers with young children in low- and middle-income countries. In June 2022, we conducted qualitative formative research to explore the perceptions surrounding fatherhood and the underlying barriers and enablers to engaged fathering in Mwanza, Tanzania. We completed individual in-depth interviews with 29 fathers and 23 mothers of children under aged 2 years along with 5 community leaders and 3 community health workers. We also completed 10 focus group discussions: 4 with fathers, 2 with mothers, and 4 mixed groups that combined both fathers and mothers. In total, the sample included 120 respondents stratified from across 4 study communities. Data were analyzed using thematic content analysis. Respondents highlighted that poor couples' relationships (e.g., limited male partner support, male dominance in decision-making) and fathers' mental health problems (e.g., parenting stress) were major priorities affecting fathers. Father involvement in parenting, childcare, and household activities were generally low. These dimensions of fatherhood were interlinked (e.g., poor paternal mental health constrained marital relationships and parenting). A constellation of determinants impacted engaged fathering. Common barriers included poverty, restrictive gender attitudes and norms, men's limited time at home, and inadequate knowledge about caregiving. Key enablers included mutual respect in marital relationships and men's desires to show their love for their families. Our results highlight the cultural relevance and the need for multicomponent strategies that jointly target fathers' caregiving, marital relationships, and psychosocial wellbeing for enhancing nurturing care and promoting early child development in Tanzania. Study findings can be used to inform the design of a future father-inclusive, gender-transformative parenting intervention for engaging and supporting fathers with young children in the local cultural context.

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14. Ensuring Gender Justice and SRHR in the Face of the Climate Crisis

<https://womendeliver.org/the-climate-crisis/>

Women Deliver focuses on three critical issue areas to safeguard and advance bodily autonomy and SRHR, especially for adolescent girls. One of these is Climate Justice.

The global climate crisis disproportionately affects those who have contributed to it the least, with adolescent girls, women, and gender-diverse people facing the greatest impacts. They have the least resources to cope and recover in the face of climate shocks and stresses, and they bear most of the burden from community and household coping strategies.

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15. Amplifying SMO Impact on International Cooperation

<https://spurchangeresource.ca/en/training/2024-smo-report/>

This year's report celebrates and acknowledges the remarkable contributions and impact of Canadian SMOs [Small and Medium Organizations] and their local partners, supported through Global Affairs Canada's (GAC's) pilot initiative targeting SMOs for impact and innovation. The report focuses mainly on SMOs supported by the Spur Change program, an initiative of the Inter-Council Network (ICN) aiming to increase the effectiveness of Canadian small and medium-sized organizations.

This report aims to highlight the valuable contributions that Canadian international SMOs have in the sector, how SMOs have been accessing capacity-building and knowledge sharing support, and demonstrates the value in supporting SMOs. Eight organizations were interviewed as part of this report.

The site includes the recorded webinar held on March 26, 2014.

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16. Gender Data and Climate

<https://data.org/playbooks/gender-data-and-climate/>

This playbook is a guide to understanding how climate change affects the lives of different genders and seeks to provide practical tools to address these issues. This playbook aims to empower individuals, communities, and policymakers with the knowledge and resources needed to create more equitable and sustainable solutions for a better future.

This playbook is designed to be both a cohesive journey and a series of self-contained chapters, ensuring that you can explore it in a way that suits your preferences. You can follow the chapters in a logical sequence, allowing you to build a comprehensive understanding of the intersection between climate and gender. Alternatively, if you're looking for specific information or resources on a particular aspect, each chapter stands on its own, providing focused insights and resources.

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17. Enabling gender and social inclusion in climate and agriculture policy and planning through foresight processes: assessing challenges and leverage point

<https://doi.org/10.1080/14693062.2023.2268042>

ABSTRACT

Scenario-guided foresight processes are increasingly used to engage a broad range of stakeholders in sharing knowledge, reflecting, and setting priorities to respond to present and future climate change related dynamics. They are particularly useful to inform agricultural policies and planning in the face of a changing climate. Such participatory approaches are key to integrating multidisciplinary expertise, perspectives, and viewpoints, and ensuring that the multi-faceted vulnerabilities and the development needs of diverse groups are addressed in the design, planning, and implementation of climate adaptation policy. However, in practice, ensuring meaningful participation in the policy process is far from straightforward. In this paper, we examine the integration of gender and social inclusion considerations in 15 scenario-guided foresight use cases across Africa, Latin America, and Southeast Asia to determine the ways in which gender and social inclusion dynamics were considered and integrated at different stages of scenario-guided planning processes. To inform the analysis, we use qualitative data from key informant interviews, interviewing scenario coordinators and a gender and social inclusion expert who was engaged in one of the cases; we also review associated reports and outputs. The results suggest that few scenario-guided planning processes centred gender and social inclusion considerations from an early stage and consistently throughout the interventions, translating often into low diversity of stakeholders and insufficient depth reached in the content produced. A number of common challenges are reported including time, budget, and human resource constraints, as well as existing power and institutional dynamics. The latter includes, for instance, low women's representation in technical organizations or important hierarchical social norms structuring discussions. While the focus on the future can disrupt established modes of doing, the complexity of foresight methods can also undermine effective participation leading to important trade-offs. Innovations in the modes of engagement and parallel processes with diverse groups can be important leverage points for inclusion within policymaking processes.

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18. Gender-smart dissemination of CIS-CSA: Insights from AICCRA Ghana radio extension programme

<https://aicra.cgiar.org/publications/gender-smart-dissemination-cis-csa-insights-aicra-ghana-radio-extension-programme>

Abstract

Using radio for extension service has the potential to reach many rural women with the needed climate information services (CIS) and climate smart agriculture (CSA) innovations. However, radio extension is not necessarily gender neutral. In this Info Note we present insights from designing and implementing a gender-smart radio extensions programme in Ghana. Using AICCRA Gender Smart Framework as a guide, gender considerations was mainstreamed in situational analysis, planning, implementation and monitoring of the radio extension programme to ensure that the programme met the needs of women and targeted their lived realities. As a result, the radio extension programme reached many women, enabling them to access and use CIS-CSA for adaptive decision making.

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19. Accelerating Systemic Change Toolkit for Gender Equity in the Workplace

<https://unglobalcompact.ca/take-action/page.php?id=31>

Unlock the potential of gender equity in your workplace with the 'Accelerating Systemic Change Toolkit: Gender Equity Solutions for the Workplace.' Sponsored by Women and Gender Equality Canada, this comprehensive toolkit, born from a transformative three-year initiative, offers proven strategies and insights to enhance women's participation and leadership in the labour market. It addresses the systemic and gender-based barriers that have been magnified by recent crises, providing a roadmap for creating more inclusive, resilient, and equitable workplaces.

Access the full Toolkit, encompassing an Introduction, the Consultation Session Report, Advice from Gender Equity Leaders, and Case Studies. A compilation of 20 case studies showcases gender-responsive strategies, policies, and initiatives addressing the obstacles identified by women and non-binary individuals. These case studies represent proven best practices from a diverse array of organizations at various stages of their equity, diversity, and inclusion journey.

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20. How Access to Clean Cooking Empowers Women

<https://www.iea.org/commentaries/how-access-to-clean-cooking-empowers-women>

Women are the driving force behind clean cooking transitions, as beneficiaries and agents of change. When women are provided with the tools and resources they need, they become advocates, educators, and leaders within their communities. Their stories of overcoming challenges and embracing new technologies inspire others to do the same.

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