

April 1, 2025

GEM Digest of the Month

Published monthly since December 2009



International Women's Day 2025 march in Mwanza, Tanzania. Photo courtesy of M.Sayi.

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. Nuffield Canada Scholarship Applications

<https://www.nuffield.ca/scholarships>

Nuffield Canada will accept a new intake of scholar applications **from April 1 through June 30** for the 2026 scholar cohort.

Each year Nuffield Canada offers \$20,000 scholarships to mid-career men and women, who are Canadian citizens approximately aged 25 – 50, with a passion for agriculture, and who are ready to challenge themselves in a self-directed program of international travel and study. Unlike academic scholarships, Nuffield Scholarships are for the personal and professional benefit of those already established in the industry. Upon completion scholars will add value to Canadian agriculture by sharing their knowledge and assuming positions of greater influence in their fields.

Scholarship recipients can come from all areas of primary production including food, fibre, health care, biofuels, forestry, aquaculture, and fisheries. Recipients can come from any part of agriculture, from production to value added processing to governance or communications. They can be involved in any aspect of the industry including as owners, managers, employees, administrators, or bureaucrats, and all industry philosophies are welcome including commercial, organic, cottage, medicinal, Indigenous, Halal, Kosher and others.

Scholars are required to do a minimum of 10 weeks of travel study within 24 months to examine and research a topic or issue of their choosing that is relevant to modern production. Each scholar then prepares a written report (approx. 10,000 words) of their research findings, conclusions, and recommendations, and presents a summary to the Nuffield Board, with peers, sponsors, and industry leaders in attendance.

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2. Call for Case Studies: Gender-Responsive Climate Information Services (CIS)

<https://www.facebook.com/CGIARgender> and <https://gender.cgiar.org/>

Access to Climate Information Services (CIS) is critical for climate adaptation—yet structural barriers often limit its reach, especially for women and smallholder farmers. Gender-specific needs in CIS design and delivery remain overlooked, leaving many behind. CGIAR GENDER #GESI Accelerator is compiling a compendium on how CIS can be tailored to diverse needs.

They are inviting contributions from organizations & individuals working on gender-responsive CIS. **Deadline: 15 April 2025.**

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3. Agriculture in the Classroom – Manitoba: AGM

<https://aitc.mb.ca/about-us/annual-general-meeting>

Agriculture in the Classroom – Manitoba (AITC-M) is committed to inspiring the next generation of agricultural leaders, and this free event is an opportunity to recognize the dedication of educators, volunteers, government officials, and industry partners. On **Thursday, April 24, 2025**, we will gather at the Centro Caboto Centre for an evening dedicated to celebrating the impact of partnerships in shaping the future of agriculture education.

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This Month's News

1. Two new vice-presidents for Canadian Federation of Agriculture

<https://www.producer.com/news/two-new-vice-presidents-for-cfa/>

Both vice-presidents at Canada's largest agricultural organization are new to the executive after the previous office holders did not run again. Jill Verwey, president of Keystone Agricultural Producer in Manitoba, is the new first vice-president of the Canadian Federation of Agriculture. Stephanie Levasseur, an apple grower from southern Quebec and a vice-president of the Union des Producteurs Agricole, is now second vice-president. Keith Currie from Ontario remains president.

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2. Australian women earn nearly \$30,000 less than men a year, the government's latest pay gap report finds

<https://www.theguardian.com/australia-news/2025/mar/04/australia-gender-pay-gap-government-report>

Nearly three-quarters of all employers in Australia have a gender pay gap that favours men, with women earning on average \$28,425 less than their male counterparts in the 12 months to March 2024.

The pay gaps at nearly 8,000 employers across Australia were revealed on Tuesday by the government's Workplace Gender Equality Agency, which found Australian women earned 78 cents on average for every \$1 earned by men.

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3. Beyond the Green Revolution: How AGRA evolved under Agnes Kalibata

<https://www.devex.com/news/beyond-the-green-revolution-how-agra-evolved-under-agnes-kalibata-109499>

"The biggest challenge of food security in Africa is not production. It's failure of trade because of a lack of infrastructure," said Kalibata, who is wrapping up her 10-year tenure at the helm of AGRA.

For the past decade, Agnes Kalibata has led AGRA with one focus: Every individual farmer matters. The Nairobi-based organization is hugely influential in setting African agricultural policy. AGRA has grown significantly under Kalibata's leadership, tripling its staff to 300 with offices in 15 countries from two when she first began. Its tiny annual budget has ballooned to nearly \$1 billion today, with donors such as the Gates Foundation, Rockefeller Foundation, the United States, and the United Kingdom.

But AGRA has long been criticized for promoting a model of agriculture that relies too heavily on chemical fertilizers and expensive seeds. Critics also said it promotes monoculture, which is the growing of only one type of crop on large parcels of land.

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4. Climate crisis is disrupting girls' lives in the Sahel

<https://www.developmentaid.org/news-stream/post/192043/climate-crisis-disrupting-girls-sahel>

A new study, A Gathering Storm, conducted across 10 Sahelian countries alongside 25 young female researchers and with insights from nearly 1,000 adolescent girls and young women between 15 and 24 years of age, paints a stark picture of their lived experiences, underscoring the urgent need for action.

The report utilises feminist participatory methods, presenting visual evidence of how climate change is reshaping the daily lives and futures of these adolescent girls.

Weather patterns have become so severe that girls shared accounts of finding wells completely dry, filled only with sand, while others say that crop shortages have resulted in families being forced to eat feed for animals.

As resources grow scarce, many girls are forced to drop out of school to support their families. Early marriage is often seen as the only option for securing their future. Increased distances to water sources expose many adolescents to harassment and violence. Some also report health issues linked to polluted water, extreme heat, and poor nutrition. Managing menstrual hygiene has become more difficult due to water shortages, leading to further exclusion from education and social activities.

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5. Hunger skyrockets by nearly 80 percent in Eastern and Southern Africa over past five years amidst worsening water crisis

<https://www.developmentaid.org/news-stream/post/193072/hunger-eastern-and-southern-africa-water-crisis>

Oxfam’s report –*Water-Driven Hunger: How the Climate Crisis Fuels Africa’s Food Emergency* – published ahead of World Water Day, looked at the links between water scarcity and hunger in eight of the world’s worst water crises: Ethiopia, Kenya, Malawi, Mozambique, Somalia, South Sudan, Zambia and Zimbabwe.

Deep inequalities mean that disadvantaged people like women and girls are too often the first and most severely punished by this water crisis. In Ethiopia, Kenya, and Somalia, women and girls walk up to 10 kilometers in search of water, facing violence and extreme exhaustion. Many women and girls in rural households spend hours each day collecting water—time that could otherwise be spent on education or income generation.

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6. How funders are addressing climate-driven violence for women workers

<https://www.devex.com/news/sponsored/how-funders-are-addressing-climate-driven-violence-for-women-workers-109556>

Despite the urgent need for intersectional approaches to climate, labor, and gender justice, funders have long separated grant funding across silos, with less than 0.1% of all philanthropic funding focusing on gender and the environment. However, as women workers take urgent action to defend their rights in a changing climate, funders are creating innovative solutions to support them.

Brown: The climate crisis is here — and it’s already exacerbating gender inequalities. Women often lack social protections, especially in the global south, and the climate crisis will only amplify current injustices. In the informal labor market, women work as market vendors, waste pickers, and construction workers, or provide unpaid care for their families. These women lack social protections, especially in low- and middle-income countries. They lose wages and livelihoods from climate shocks, leading to poverty and diminished social power in families and communities, thus putting them at a higher risk of exposure to multiple forms of violence.

García: Climate change and environmental crises disproportionately affect women and girls, particularly those who have been historically marginalized. A large percentage of the world’s food is produced by small-scale farmers — most of which are women. The increasing severity of droughts and floods makes it harder for them to secure livelihoods, reinforcing discriminatory gender norms around land ownership and power dynamics, ultimately deepening entrenched GBVH.

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7. There’s not enough money – so why spend it on gender equality and justice?

<https://odi.org/en/insights/theres-not-enough-money-so-why-spend-it-on-gender-equality-and-justice/>

The ongoing collapse of aid and development spending has been slowly progressing for years, but this most recent acceleration is particularly unique in its explicit targeting of inclusive approaches that are crucial to fostering more equal societies worldwide.

The Gender Equality and Social Inclusion team offers its analysis of what these spending cuts may mean for gender justice and women’s rights around the world, as well as the unspoken grave implications of the continued political weaponization of gender as a wedge issue.

We know that inclusion and equality lead to peace and prosperity, with strong evidence that social inequalities, exclusion from political processes and lack of economic opportunities are some of the key drivers of armed conflicts and violence. Evidence shows that inclusivity and gender equality are fundamental building blocks of safe, democratic, conflict-averse and prosperous societies, and that women’s social movements are critical to sustaining democratic cultures around the world. Providing funding for poverty reduction, education, fighting climate change or promoting social equality contributes to building a more peaceful world, but is now under threat.

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8. Tanzanian Speaker Calls for Urgent Investment in Youth to Harness Demographic Dividend

<https://www.ipsnews.net/2025/03/tanzanian-speaker-calls-for-urgent-investment-in-youth-to-harness-demographic-dividend/>

Speaker of the Tanzanian Parliament and President of the Inter-Parliamentary Union (IPU), Tulia Akson, has called for bold and immediate investments in young people to unlock the demographic dividend and accelerate sustainable development across Africa and Asia. Akson emphasized that youth empowerment must be at the center of national policies to ensure that rapid population growth translates into economic prosperity rather than a crisis.

According to UNFPA, 42 percent of Africa’s population is under the age of 50, a figure that presents both an opportunity and a challenge. While life expectancy has improved and maternal mortality has declined, critical gaps remain in access to education, employment, and reproductive health services.

The UNFPA has consistently underscored that access to reproductive health services is essential for economic and social progress. While contraceptive use has increased in many countries, adolescent pregnancies, gender-based violence, and harmful practices such as child marriage and female genital mutilation (FGM) remain widespread.

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9. How Women in Belize Are Harnessing the Power of Nature to Conserve their Community

<https://www.iisd.org/articles/nature-women-belize-conservation-biodiversity-capa>

The Maya Forest Corridor in Belize acts as a critical pathway to the more prominent Selva Maya Forest, which serves as a lifeline for countless species and plays an important role in regional climate regulation. However, the Maya Forest Corridor is under threat; drought, wildfires, and floods are damaging the forest and disrupting wildlife migration patterns, among other issues.

the IISD and the Wildlife Conservation Society WCS team are collaborating closely with the Community Baboon Sanctuary Women’s Conservation Group (CBSWCG) in the Belize River Valley to promote the natural recovery of degraded ecosystems through reforestation. This transformative, nature-based approach is being designed through the Climate Adaptation and Protected Areas (CAPA) Initiative, which aims to restore and protect vital ecosystems while improving the resilience of ecosystems and communities to climate change.

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10. The Mexican women who built a thriving oyster-growing business

<https://www.theguardian.com/environment/2025/mar/11/mexico-el-manglito-la-paz-women-mangroves-environment-guardianas-del-conchalito-baja-california-fishing-conservation>

Guardianas del Conchalito, or guardians of the shells, is the first oyster-growing business in the region near La Paz in the Mexican state of Baja California run entirely by women.

The Guardianas del Conchalito are a group of women who ignored calls to “get back to the kitchen” to create a sustainable shellfish project in Mexico. In 2017, the women were hanging out in La Paz, in the Mexican state of Baja California, and gazing at a polluted mangrove plantation. Drug dealers and tourism were ruining the area, and illegal fishing was depleting the shellfish population.

None of the women had been educated beyond school, but they did understand that they risked losing everything unless something was done to change things.

The women cleaned up the mangrove and sought out funders to help make it sustainable, turning the Guardianas del Conchalito into a legally recognised community cooperative that pays members a living wage. But the project hasn’t only transformed the mangroves, it’s transformed the women’s lives.

Today, the Guardianas del Conchalito is a legally recognised community co-operative and all its members receive a living wage.

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11. Award Winning Women Goat Herders in Chile Confront Climate Change

<https://www.ipsnews.net/2025/03/waward-winning-women-goat-herders-in-chile-confront-climate-change/>

Women goat herders in the municipality of Ovalle, in northern Chile, are confronting climate change by defending their heritage through improvements in the quality and variety of their products, which has led some to win international awards for their cheeses.

Encouraged by this international recognition, these herders have adapted to the climate crisis, which in their lands manifests as a severe and prolonged drought that makes water scarce for their goats and reduces the alfalfa in the pastures.

The drought is pushing herders toward raising goats in stables or corrals, or semi-stabled, with herds receiving part of their feed while confined, though they are let out daily to nearby lands, partially breaking the traditional itinerant grazing system that has been the way of life for goat herders in the area.

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12. In Zanzibar, Women Turn the Tide with Sponge Farming

<https://www.ipsnews.net/2025/03/international-womens-day-2025in-zanzibar-women-turn-the-tide-with-sponge-farming/>

The Indian Ocean waves offered a lifeline to women who confront challenges of poverty and climate change. Years ago, they would have been hauling heavy bundles of salt-encrusted seaweed. Seaweed farming had long been a lifeline for Zanzibar’s coastal women, but rising ocean temperatures have made the crops nearly impossible to grow. In their place, farmers have turned to sea sponges.

Women have been learning the craft through training programs run by Marine Cultures, a Swiss nonprofit. Each farm is a network of ropes suspended between floating buoys, each dotted with porous sponges that sway gently with the currents. Every sponge must be cleaned, monitored, and protected against predators.

Abdallah once earned less than USD 30 a month from seaweed farming, barely enough to support her mother and her children. Now, sponge farming triples her income. She has renovated her mother’s house, bought new furniture, and saved money for purchasing her own plot of land.

Over the past decade, Marine Cultures has trained a dozen women in Jambiani to farm sea sponges, providing them with the tools and knowledge to transition from struggling seaweed farmers to successful aquaculturists. These women are

pioneers, navigating the challenges of a new industry and the societal expectations of a conservative, patriarchal community.

The resilience of these women has drawn attention from across the globe. Marine Cultures has begun working with communities in mainland Tanzania, Madagascar, and the Seychelles to replicate the model. The organization’s founder, Christian Vaterlaus, believes sponge farming could transform coastal economies while protecting fragile marine ecosystems.

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13. Germany and WFP join forces to reach crisis-affected children in northern Togo with nutritious school meals

<https://www.developmentaid.org/news-stream/post/191983/germany-and-wfp-togo-nutritious-school-meals>

The funding channelled through the German Development Bank (KfW), will enable WFP to provide daily nutritious meals to 28,000 pre-school and primary school children in the Kara and Savanes regions of northern Togo.

With Germany’s funding, WFP will rehabilitate school kitchens, provide fuel-efficient stoves, establish school gardens and grain milling units, and support nutrition education to children, parents and teachers, ensuring a holistic approach to food security, health, and education.

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14. New ways of fortifying staple foods could save lives

<https://www.devex.com/news/new-ways-of-fortifying-staple-foods-could-save-lives-here-s-how-109309>

The idea behind food fortification seems simple enough: Boost the levels of micronutrients in popular, everyday foods to help surmount nutrient deficiencies that put people’s health at risk. It’s as straightforward as putting iodine in salt, a century-old intervention to improve thyroid function.

In its flagship annual Goalkeepers report last year, the Gates Foundation identified large-scale food fortification as a proven tool that is helping reduce malnutrition, build people’s resilience to climate change, and reduce child deaths. Among the most promising examples is how Ethiopia is adding folic acid to salt that is already fortified with iodine to create “double-fortified” salt. And in Nigeria, the government and private companies are working together to add nutrients such as iron, folic acid, zinc, and vitamin B12 into bouillon seasoning cubes, a staple item in the country’s kitchens.

Commercial food fortification has become an increasingly popular route for combating the effects of hidden hunger — the term nutrition experts use to describe micronutrient deficiencies. Vitamin A is added to everything from oils to wheat to prevent childhood blindness. The addition of iron can help remedy anemia. And folate, typically added to flour, can help prevent the neural tube defects that emerge early in a pregnancy and can kill or cause birth defects in a newborn.

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15. U.S. Aid Cuts Make Famine More Likely and Easier to Hide

<https://www.crisisgroup.org/united-states/united-states/united-states-internal/us-aid-cuts-make-famine-more-likely-and-easier>

The Trump administration has put a 90-day hold on most U.S. foreign aid, with devastating effects on the system built over decades for preventing famine. The result may be more and deadlier famines, with greater impunity for parties using starvation as a weapon of war.

The Trump aid cuts have imperilled the two main institutions with a global remit that work together to alert the world to famine risk and identify famines. One of these is an early warning system funded directly by the U.S., while the other is a UN-coordinated network that relies in part on U.S. funding and expertise.

The cuts' effects are already visible. The front-line response to famine in Sudan has been devastated, while the formerly USAID-funded famine early warning project is sitting idle.

The United Kingdom and some continental European states have also reduced aid allocations, making it look unlikely that other traditional donors will fill the void left by the withdrawal of U.S. funding.

Famine warning and relief has long been a priority for U.S. humanitarian assistance, not least because of the cascade of devastation that famine brings. Stuck in a situation that some have called "societal torture", people who cannot get enough to eat eventually experience starvation, an extreme form of malnutrition, which weakens immune systems, often leading to mass death from starvation and ghastly epidemic disease. The youngest and the oldest are usually famine's first victims and often die in large numbers. Social structures break down as people are forced to compete for any remaining resources and cultural norms give way to a moral "grey zone". Women and children may be forced into prostitution, early or unwanted marriage or other exploitative situations in exchange for survival; in some cultures, women eat last and least at mealtimes, making them disproportionately affected when food becomes scarce. Families may fragment as members leave in search of food or abandon the household. The resulting trauma and health effects can last for generations.

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16. Statement for International Women's Day 2025 from ODI

<https://odi.org/en/insights/statement-for-international-womens-day-2025/>

The political divide between young men and women is particularly striking. Across recent elections, we have seen young women overwhelmingly vote for progressive, feminist policies while young men are increasingly drawn to hard-right and anti-feminist leaders.

As these divisions deepen, feminist movements must navigate this complex landscape. Economic precarity, digital misogyny, and the erosion of civic space all contribute to an environment where gender backlash thrives. If we are to safeguard progress, we must push for sustained, long-term investment in gender justice—ensuring that women and men's rights are not treated as a peripheral issue but as a fundamental pillar of democracy and social cohesion.

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17. Widespread Hunger in Afghanistan

<https://www.rferl.org/a/foreign-aid-consequences-famine/33331889.html>

Around one-third of Afghanistan's 40-million population is currently going hungry. Fears of a famine have resurfaced since a decision by U.S. President Donald Trump in January to temporarily freeze all foreign assistance, including to Afghanistan. The U.S. government has already terminated 90 percent of foreign aid contracts. As America is the biggest donor, there is credible concern that this could push Afghanistan toward a full-scale famine. Afghanistan's arid western, central, and northern provinces were most at risk of famine. Children and women are the most vulnerable.

The cash-strapped Taliban government, which has not been recognized by any country, has been unable or unwilling to address the humanitarian disaster in the country.

The United Nations and international NGOs to fill the void and currently give out food handouts to millions of Afghans, including cooking oil, rice, and flour. They also provide fertilizers, seeds, and tools for use in agriculture, the main livelihood for rural Afghans.

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18. New Report Finds Sexist Laws Persist Worldwide

<https://www.ipsnews.net/2025/03/international-womens-day-2025new-report-finds-sexist-laws-persist-worldwide/>

A new global report analyzing sex discrimination in laws reveals that while some commendable gains have been achieved in strengthening legal protections for women and girls over the past five years, progress remains slow, uneven, and increasingly under threat from a growing backlash against women’s rights.

Research by Equality Now identifies how women and girls continue to experience systemic and intersecting discrimination in laws, policies, and cultural practices, exposing them to multiple forms of harm, sometimes with little or no legal protection.

Alarming, in some places, women’s legal rights have deteriorated significantly, with hard-won protections weakened or overturned through regressive legislative changes, judicial rulings, and withdrawal of funding.

Equality Now’s report, *Words & Deeds: Holding Governments Accountable In The Beijing+30 Review Process* (6th Edition), finds that three decades on, women and girls continue to face discrimination in the law, with not one country achieving full legal equality.

Laws and practices that constrain women’s and girls’ rights are obstructing progress on the 2030 Agenda for Sustainable Development, especially Sustainable Development Goal 5 on gender equality, putting the world off track to meet these critical targets.

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19. Trump administration threatening Canadian researchers

<https://www.caut.ca/latest/2025/03/trump-administration-threatening-canadian-researchers>

The Canadian Association of University Teachers is the national voice of 72,000 academic and professional staff at over 125 universities and colleges. The Canadian Association of University Teachers (CAUT) is warning that the Trump administration is undermining the integrity and independence of academic research conducted in Canada.

Researchers working on projects funded wholly or in part by American federal agencies have been sent a lengthy questionnaire to determine how their work aligns with the Trump administration’s political agenda.

In the questionnaire, Canadian researchers are asked to confirm that their research:

- does not include a climate or “environmental justice” component
- does not contain diversity, equity and inclusion (DEI) elements
- does not ascribe to “gender ideology”
- increases American influence globally

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20. Why most countries are struggling to shut down 2G

<https://restofworld.org/2025/shutting-down-2g-networks-phones-obsolete/>

- Telecom companies aim to profit from the 2G-to-5G transition as governments worldwide face pressure to free up mobile spectrum.
- Vietnam is the latest country to shut down 2G by offering free 4G phones to the poor.
- India and South Africa have expressed concern that the strategy would cut off phone access for millions of vulnerable people.

Feature phone sales are also dictated by hardened patriarchal attitudes in countries like India and Pakistan, where many women feel compelled to use basic phones due to concerns that smartphones enable excessive access to information or male influence.

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21. Report recommends holistic strategies to keep more women on the science track

<https://idrc-crdi.ca/en/stories/report-recommends-holistic-strategies-keep-more-women-science-track>

A new IDRC report based on 15 projects from around the world says solutions must go beyond providing more access to STEM fields; environments must be conducive to the retention of female students.

6% of Indigenous Peruvian women have higher education, even fewer with degrees in science, technology, engineering and math (STEM). Worldwide, women represent only 35% of the world’s researchers, a figure that hasn’t budged in a decade. The UN calls this persistent gender disparity alarming, especially as STEM careers are often referred to as the jobs of the future, driving innovation, social wellbeing, inclusive growth and sustainable development.

So what can be done to ensure we have equitable science systems to create equitable solutions to global challenges?

The 2025 IDRC report, *Breaking Barriers, Building Bridges: A Southern-led Research Network to Advance Gender Equality in STEM*. Packed with case studies and insights from our network of research partners across Latin America and Africa, the report focuses on identifying and addressing barriers to women's participation and leadership in STEM fields. It particularly examines the factors contributing to high rates of incompleteness and dropout among these groups.

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22. Opinion- Women in the World: Making the Invisible Visible with Crowdsourced Data

<https://www.ipsnews.net/2025/03/women-world-making-invisible-visible-crowdsourced-data/>

Data collected on gender-based violence and poverty remove women’s experiences from the story and often fail to reflect the lived reality of millions. But what if women themselves could shape the data that drives policy? What if their experiences were not just numbers but undeniable evidence?

At Red Dot Foundation and the Poverty Stoplight, we believe in the power of stories—when collected at scale, they become more than personal accounts; they form undeniable proof of systemic issues.

The Poverty Stoplight is the world’s leading crowdsourced big data platform of self-reported multidimensional poverty and inequality data. The Stoplight has crowdsourced over 700,000 poverty self-assessments from more than 520,000 families in some 60 countries and 24 languages. With this type of detailed, georeferenced, longitudinal dataset, we have the possibility to lay bare practical insights about poverty and inequality, reflecting the diverse lived experiences of women across various communities.

Whether it’s gender-based violence or economic exclusion, we see a common theme: when people become data creators rather than passive subjects, they reclaim power over their lives and their futures.

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23. Bridging the gender data gap: challenges and opportunities

<https://www.iied.org/bridging-gender-data-gap-challenges-opportunities>

Why is gender data important, and what is IIED doing to enable data to produce better, more informed decision making? This page charts our work so far and our emerging research priorities.

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Reports, Publications, Resources

1. Breaking Barriers, Building Bridges: A Southern-led Research Network to Advance Gender Equality in STEM.

<https://idl-bnc-idrc.dspacedirect.org/items/8a02dc6a-9505-430f-aac6-3d4b5cc38861>

<https://hdl.handle.net/10625/64034>

Abstract

In recent years, awareness of gender inequities in STEM has grown significantly, with an acknowledgement of the entrenched forces driving these inequities. However, much of the research, data, and tested interventions addressing these have originated from the Global North. There remains a notable gap in evidence-based strategies and interventions specifically piloted to tackle the barriers women face in progressing and succeeding in STEM fields and industries in the Global South. The initiatives and recommendations presented in this publication aim to bridge this gap, providing insights to inform future initiatives and policy development. They advocate for a comprehensive approach to fostering a more inclusive and equitable STEM landscape.

- French version is available in the IDRC Digital Library : Briser les barrières, jeter des ponts
- Spanish version is available in the IDRC Digital Library : Rompiendo barreras, construyendo puentes

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2. The Farmer Thriving Index

<https://60decibels.com/products/farmer-thriving-index/>

60 Decibels developed the Farmer Thriving Index as a simple, standardized tool for measuring farmer wellbeing, because we believe that impact measurement should be easy and powered by farmer voice.

The Farmer Thriving Index measures farmer wellbeing across four dimensions grounded in the farmer’s own perspectives. It is a short, easy-to-implement survey. The tool is standardized, making it applicable to a farmer in any context or value chain, and making the results comparable across different populations.

Core dimensions (standardized)

- Living Standards, Resilience, Farming Outlook, Food Security

Add-on dimensions (customizable)

- Program experience & impact, Income Measurement, Farm Profile & Practices

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3. Using Data to Understand the Intersection of Gender and Climate

<https://genderclimatetracker.org/>

In 2016, WEDO launched the Gender Climate Tracker to supply information on gender mandates within climate policy, the participation of women in climate negotiations, and gender-specific progress in individual countries. The app and website, available in English, Spanish and French, are a go-to resource for information on the current state of the gender and climate policy sector.

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4. Young Women Leading Cocoa Production in Honduras

<https://www.facebook.com/watch?v=582440741472207>

This Fairtrade-certified factory doesn't just craft amazing chocolate—it smashes stereotypes. From production to decision-making, Alejandra Lemus and her all-star team are proving that women belong at every level of the chocolate business.

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5. Buyer's Guide to High-Quality Cookstove Carbon Credits

<https://cleancooking.org/buyers-guide/>

The Buyer's Guide to High-Quality Cookstove Carbon Credits aims to bring greater clarity and integrity to the cookstove carbon credit market by equipping corporate buyers with the tools and insights they need to support high-quality projects that deliver climate impact.

The Buyer's Guide provides a practical roadmap for companies and investors seeking to purchase carbon credits that meet the highest standards of environmental integrity and social responsibility. The result of extensive collaboration with technical experts, project developers, investors, and carbon market leaders, the Buyer's Guide is a direct outcome of last year's Summit on Clean Cooking in Africa, which established a Clean Cooking Carbon Credit Task Force with CCA, the International Energy Agency, Gold Standard, and International Emissions Trading Association (IETA), along with 45 other organizations.

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6. Training Videos from Access Agriculture

<https://www.accessagriculture.org/newsletter>

This monthly e-newsletter gives a bird's eye view of all the exciting updates from Access Agriculture, a world-leading organisation for quality agricultural training videos in international and local languages, working across the Global South.

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7. Climate Change, Agriculture, & Gender

<https://climateatlas.ca/video/dr-amber-fletcher>

The Climate Atlas of Canada's video storytelling focuses on the varied impacts of climate change and the strategies people across Canada are developing in response to them. With International Women's Day happening this week on March 8th, we've chosen to highlight one of these videos:

Dr. Amber Fletcher grew up on a farm and has a strong appreciation for farmer knowledge and the importance of rural environments and communities. Now, as an academic at University of Regina, she studies how farmers are seeing and feeling the impacts of climate change in their fields and daily lives. She's interested in the critical contributions that women make to farm life, especially during climate extremes such as floods and droughts.

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8. Resisting the Weaponization of Girls' and Women's Rights

<https://womendeliver.org/press/resisting-the-weaponization-of-girls-and-womens-rights/>

10 March 2025 | As the 69th Commission on the Status of Women (CSW69) begins, we must confront a dangerous and unsettling reality: hate groups and fascists in power are working to erase trans, non-binary, and LGBTQIA+ people from global spaces like CSW — under the false pretense of "protecting" girls and women.

This is a deliberate, calculated attack. And it's not new. Anti-rights actors have long used gender equality as a Trojan horse for pushing a fascist agenda — one that strips away fundamental rights, fuels disinformation, and exploits fear to consolidate power. They have been laying the groundwork for years, infiltrating institutions, testing narratives, and refining their strategies. Now that they hold power in key global capitals, their attacks have intensified and become alarmingly more

effective. This isn't just a threat to marginalized girls, women, and gender-diverse people. It's a threat to us all. A threat to democracy itself.

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9. Webinar Recording: Advancing data for synergies between gender, climate and environment

English <https://youtu.be/YmK85wyZtmo>; Spanish https://youtu.be/X_uTvXrb_KE; French <https://youtu.be/wGqBh0WYvjI>

Slideshare <https://www.slideshare.net/slideshow/advancing-data-for-synergies-between-gender-climate-and-environment/276650352>

This parallel event at the 69th NGO Commission on the Status of Women (CSW69) focused on the data challenges hindering the implementation of the Beijing Declaration and Platform for Action, specifically exploring opportunities for synergy between gender, climate and environment.

Significant progress has been made in closing the data gap at the gender-environment-climate nexus, but power imbalances still remain. By recognising the contributions of non-state actors in the collection and generation of valuable data and evidence, and integrating this with information from state actors, we can support better informed decision-making.

This event brought together state and non-state actors to showcase best practice for addressing the data gap and call on CSW member states to recognise gender data and evidence collected by non-state actors, including community-led or grassroots actors, and integrate this into decision making at all levels of government and society.

You can now watch the event recording in all three languages via YouTube: English, Spanish and French. And if you wish to revisit the presentations from the day, you can access the slides via IIED's Slideshare.

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10. Gender Environment Hub

<https://www.iied.org/collection/gender-environment-hub>

The gender-climate-environment nexus highlights the complex links between gender inequalities and the impacts of climate and environmental change. With women, girls, gender-diverse and traditionally marginalised groups disproportionately affected due to existing social and economic disparities, this hub explores how these interconnected challenges affect communities globally. We showcase women's vital roles in climate action and emphasise the importance of gender equality for effective climate-environment solutions.

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11. Webinar Recording: The Future of Gender Lens Financing

<https://youtu.be/GpZ1UU09At4>

Join leading experts for a live session on Gender Lens Financing as we examine the critical role of customer data and women's voices in shaping investment decisions. Expert Panel:

- Natasha Dinham, Co-CEO, Roots of Impact
- Raania Rizvi, Senior Programme Officer, Gates Foundation
- Rachna Saxena, Partner, Dalberg Advisors
- Moderator: Venu Aggarwal, Director, 60 Decibels

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12. How To Measure Women’s Economic Empowerment in Financial Inclusion: A Menu of Indicators

<https://www.cgap.org/research/publication/womens-economic-empowerment-measurement-indicators>

This working paper introduces a menu of 19 indicators to measure Women’s Economic Empowerment (WEE) within women’s financial inclusion (WFI) initiatives, developed through collaboration with experts and the FinEquity community. By using these indicators, stakeholders can generate evidence that demonstrates how WFI contributes to WEE, guiding more effective interventions.

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13. Incorporating gender equality into GIF’s impact framework

<https://www.globalinnovation.fund/assets/uploads/PDF-Documents/Gender/Gender-Equality-and-Practical-Impact.pdf>

The Global Innovation Fund (GIF) forecasts and measures the impact of its investments. Its Practical Impact methodology uses a single yardstick to gauge impact across all sectors and outcomes; including health, education, and livelihoods. By comparing the seemingly incomparable, GIF can consistently pursue maximum impact.

GIF invests in innovations that explicitly aim to transform unequal gender relations for women and girls living on less than \$5 per day. This requires considering a range of impacts and outcomes, including changes in social norms, rights, decision-making, and reduction in violence against women and girls (VAWG). To ensure that these outcomes are fully recognised in prioritising and tracking investments, GIF is expanding the Practical Impact framework to include agency and VAWG consistently.

This paper explains why this approach helps to promote attention to, and learning from, innovations that aim to transform gender relations and outlines a guiding methodology. The technical details of the methodology for implementing this approach are included in the appendix.

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14. Evaluating gender-smart investments: The impact of investing in gender-diverse ownership and leadership

<https://koreglobal.org/case-study/evaluating-gender-smart-investments-the-impact-of-investing-in-gender-diverse-ownership-and-leadership/>

Between June 2023 and April 2024, Kore Global conducted a theory-based evaluation to better understand the potential development impacts for women of BII’s investments meeting the 2X Challenge ‘entrepreneurship’ and ‘leadership’ criteria (i.e., investments with gender-diverse ownership and/or leadership). BII’s portfolio included investments within ICT, healthcare, food, financials, infrastructure, and services industry groups. The overall purpose of the evaluation was to generate robust evidence on how their investments have contributed to development outcomes for women in order to inform refinements to BII’s approach to gender-smart investing.

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15. JazzWomenAfrica: “Bull Door” | International Jazz Day

<https://youtu.be/xThIDThOPQ>

International Jazz Day joins hands with International Women's Day. Women artists and music producers in Africa still face significant challenges in achieving visibility for their work. This is due both to limited access to global platforms that promote their artistic output, and persistent stereotypes in the music industry that limit the potential of younger generations.

From Casablanca, Morocco, JazzWomenAfrica – with Nelida Karr, Mariaa Siga, Lady Maah Keita, Abigail Narkie Teye, Laura Prince, Mounaissa Tandina and Senny Camara – performed their composition “Bull Door,” sharing musical traditions of Senegal, Equatorial Guinea, Mali, Togo and Ghana.

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16. Gender Equality and Economic Transformation: Lessons From Africa

<https://acetforafrica.org/ATR2025/>

The 2025 African Transformation Report from African Center for Economic Transformation ACET explores how closing gender gaps fuels Africa’s economic transformation. Using the African Transformation Index (ATI) and the Gender Inequality Index (GII), the report highlights persistent barriers and the policies that work. Analyzing power, policy, and perceptions, the report provides actionable insights for lawmakers, businesses, and development partners. Africa must harness the power of inclusion for sustainable transformation.

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17. Women in Agriculture Newfoundland & Labrador

<https://www.cbc.ca/listen/live-radio/1-210-cbc-newfoundland-morning/clip/16134890-theyre-group-women-agriculture-nl-women-farmers>

A CBC broadcast from Newfoundland & Labrador tells the story. The founders of a new organization in the province know better than most of us what it takes for an idea to take root. The original inspiration for Women in Agriculture NL came about a few years ago. But the organization was only incorporated and launched officially earlier this month – March 2025. Members include farmers, sales, sector employees.

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18. Anti Acknowledgements by Rachel Los

https://www.linkedin.com/posts/rachellos_systematic-bullying-and-undermining-of-girls-activity-7298713884603875329-Oi4m

“Systematic bullying and undermining of girls and women in STEM starts early on and is the reason why they do not stay in science and related fields.” – proposition nr. 6 that accompanied my PhD thesis.

Whenever I shared with my male colleagues that I did not always feel welcome or safe in the predominantly male field that I worked in, I was always met with disbelief. “I don’t feel like that’s true” I would hear from the man sitting in front of me when I shared the numbers, the proven trends and the systemic biases that I got from the literature. Then, when I chose to share my personal and painful anecdotes of things that had happened to me, I got told that that was bad but also that it is “not all men” and maybe they didn’t mean it like that.

More out of frustration than anything else, I chose to add an extra section to my thesis next to the acknowledgements, a section for my “anti acknowledgements”. My goal here was not to blame individual people. I just wanted to prove the point of my 6th proposition: I had been told explicitly and implicitly that I shouldn’t be a scientist often enough that it had eaten away at my confidence and joy. When I said I didn’t feel welcome, this is what I meant. I am sad to say that if I were to leave science, this would be my biggest reason for that. And I know for a fact that I am not alone.

If we want to create a welcoming scientific environment for every person, we have to actively champion the people who currently do not make up a representative part of the scientific community. It is not enough to just not be mean to people, because the truth is that there are plenty of people who will. If we want to keep women and girls in science, we all have to actively take part in welcoming them, including them and cheering them on from the start.

ANTI ACKNOWLEDGEMENTS

There have unfortunately also been people who have been less than helpful in my journey here. I wanted to acknowledge those too, because I know I am not unique in this experience.

No thank you to the physics study association that made me sing songs about how women couldn't study physics without sleeping with the professor, the day I stepped into university life. No thank you to the 5th year physics student that decided to assign me a 'stripper name' within the first minute of meeting me in the physics coffee corner in my first year. No thank you to the technician that was responsible for onboarding me on the use of the cluster in my third year who raised his eyebrows and asked me if that meant I was some sort of "computer girl". No thank you to the senior researcher that sent me utterly inappropriate texts after a conference, then proceeded to 'apologise' months later by telling me they had not been meant for me anyway so "no hard feelings remain hopefully". And no thank you to him for attending every conference I've been to since. No thank you to the people who told me that it was "surprising" that I was doing a PhD since I was a girl. No thank you to the man who mistook me for a coffee lady at a conference, and after having to correct him two times that I did not work there, responded with "you should consider it". No thank you to the researcher that asked me what I was wearing underneath my outfit during a conference. No thank you to the physicist who declared to a room full of other physicists that biologists "don't know how to design an experiment". No thank you to the people who have called me scary instead of strong and intimidating instead of intelligent. And finally, no thank you to the executive board of the TU Delft, whose knee-jerk reaction to being held up a mirror about the social safety at the university, was to sue the party holding up the mirror instead of looking at the problems they highlighted.

I wish I could tell you this has all made me stronger somehow but in reality it has only shattered my confidence. You have made me feel like I do not belong in science and I cannot forgive you for that.

- Rachel

19. FIT Gender Equality Strategy for the Social Innovation Space

<https://www.fit-fit.ca/resources/74/fit-gender-equality-strategy-for-the-social-innovation-space>

All FIT-funded innovators prepare a Gender Equality Strategy as part of their testing work. You can refer to our guidelines to inform your work. The goal of a GES is to ensure that the needs, priorities, interests, and ambitions of women and girls, men and boys are taken into account at all stages of the innovative solution's testing process.