



Youth Microenterprise Group in Ngudama village, Tanzania. Photo courtesy of D. Ceplis.

The Gender Equality Mainstreaming (GEM) Working Group of the Agricultural Institute of Canada (AIC) gathers information and articles on an ongoing basis on gender equality mainstreaming within agriculture, scientific research, rural development, climate change and organizational development. Information is shared with members, partners, scientific societies and member organizations. The views and opinions presented are not necessarily representative of AIC.

If you have information to share, please send it to dinah.ceplis@gmail.com and I will compile it to re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

Regards,
Dinah Ceplis, GEM Committee Member (Volunteer)

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Opportunities and Upcoming Events

1. Christiane NüssleinVolhard Foundation

<http://www.cnv-stiftung.de/en/goals.html>

The Foundation for the promotion of science and research, initiated in 2004, **supports talented young women with children**. It aims to enable them to create the freedom and mobility required to further their scientific careers. The Foundation wishes to help prevent science from losing excellent talent. It is aimed specifically at **graduate students** in the fields of **experimental natural sciences** and **medicine**.

Women are, measured by their scientific potential, underrepresented in leading scientific or research positions. Our foundation targets specifically the problem that makes life so difficult for many female scientists, namely balancing family obligations with the duties of an independent researcher. A monthly financial grant to pay for assistance in household chores and for additional childcare is aimed to relieve these young female scientists from household tasks. The time thus

freed allows them to continue working at a high standard, despite the double burden. We hope to contribute towards increasing the proportion of highly qualified women participating in high-level research in **Germany**.

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2. AcademiaNet: Profiles of Leading Women Scientists

<http://academianet.info/>

AcademiaNet gives a web presence to high-achieving female scientists, making them visible to conference-program committees seeking female speakers, journalists seeking experts to quote, head-hunters seeking board members and the like. The network will become even more important as work to address gender imbalance accelerates.

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This Month's News

1. The Feminization of Farming

http://www.nytimes.com/2013/03/04/opinion/the-feminization-of-farming.html?hp&_r=4&

On March 3, 2013, Olivier De Schutter, the UN Special Rapporteur on the Right to Food, published an op-ed in the New York Times, entitled "The Feminization of Farming". In it, he points to longstanding gender discrimination and unremunerated domestic work as barriers to women's rise out of poverty and hunger, and calls for the removal of legal discrimination and the improvement of public services to reduce burdens on women farmers across the developing world. He points to a handful of examples across Asia, from Bangladesh to the Philippines, where different initiatives have sought to decrease the domestic burden on women so that they can focus on farming and income generation.

This op-ed comes at the same time that De Schutter presented his full report, entitled "Women's Rights and the Right to Food" to the UN Human Rights Council.

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2. Reframing Gender, from Chaos to Creativity Post-2015

<http://www.ipsnews.net/2013/03/reframing-gender-from-chaos-to-creativity-post-2015/>

UNITED NATIONS, Mar 4 2013 (IPS) - The U.N. has opened up public platforms to engage the world on how best to replace the expiring Millennium Development Goals (MDGs) and frame a new development agenda, post-2015. What has come through is a cacophony of voices.

But according to some civil society members and U.N. officials – who are hoping to unhinge the structural drivers of inequalities and gender-based violence, and push for a cross-cutting framework for gender-equality – a little chaos may not necessarily be a bad thing.

The public consultation on inequality in Copenhagen – part of a series of U.N. and civil society led Global Thematic Consultations – drew over 1,200 participants, from Feb. 18-19. The consultations took place two weeks ahead of the fifty-seventh session of the Commission on the Status of Women (CSW57), which will be held at U.N. headquarters from Mar. 4-15.

In Copenhagen, the topic of violence against women and girls – the focus of CSW57 – was much on people’s minds. During a panel discussion, Kate McInturff, research associate at the Canadian Centre for Policy Alternatives, explained that gender-based violence inhibited development in various forms.

Refer to the link for the full article.

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3. Gender in Agriculture - Not Only About Women

<http://agrilinks.org/events/askag-twitter-chat-all-things-state-art-gender-agriculture>

On Women’s Day, March 8, 2013, Agrilinks held a twitter chat at #AskAg. The guiding questions for the chat were:

- 1. Gender-based violence (GBV)/violence against women:** This year's theme for International Women's Day is "Elimination and prevention of all forms of violence against women and girls." We see that GBV is an important issue in many (if not all) the countries where we work, yet it remains a challenge to incorporate GBV in agriculture and food security programming. *What experiences have you had in addressing GBV in sectors such as agriculture and food security?*
- 2. Engaging men and boys:** USAID and its partners have moved from the classic "women in development approach" (focusing on women only) to "gender and development" (changing the social relations between men and women). *How can we engage men and boys to address gender equality or women's empowerment in your programs?*
- 3. Gender analysis:** Gender analysis is a crucial step in ensuring that projects address the different needs and interests of men and women. Yet it is often a step that is overlooked, and when gender analysis does take place, the findings are not always incorporated into the project design. *How do we overcome these challenges and incorporate gender analysis into our projects?*

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4. The science of citizenship—Jessie Lilly and the ‘create a better future’ to-do list

http://www.science.ualberta.ca/en/FacultyofScienceNews/2013/March/JessieLilly_thescienceofcitizenship.aspx?utm_source=mailoutinteractive&utm_medium=email&utm_campaign=Daily+News%3a+March+6%2c+2013

A lot of people have ‘to-do’ lists for their someday projects — some may even include changing the world. Jessie Lilly can already cross that off her list — but she says she’s only getting started.

As a second-year science student with a long list of international development accomplishments to her name in far flung places like Afghanistan, Sudan and in the Amazon, Jessie’s approach is all heart—and all science.

Jessie has gone on to support a long list of projects that have made it impossible to hide from the accolades, as her recent Diamond Jubilee Medal award shows. Jessie is one of the youngest Queen Elizabeth Diamond Jubilee Medal recipients in Canada.

In her next project, she’s going to be working with WISEST (Women in Scholarship, Engineering, Science and Technology) at the University of Alberta to help aboriginal youth find their way into science and discovery.

Refer to the link for the full article.

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5. University of Alberta marks International Women's Day

http://news.ualberta.ca/newsarticles/2013/march/ualberta-marks-international-womens-day?utm_source=mailoutinteractive&utm_medium=email&utm_campaign=Daily+News%3a+March+7%2c+2013

The University of Alberta was home to a pair of events marking this important day. From a panel on women's leadership in academia to undergraduate researchers presenting their work on issues of feminism and gender, both events will engage attendees and provide opportunities for learning and discovery with a distinctly U of A design.

The TELUS Centre will play host to a panel of women academic leaders from the U of A. Moderated by Malinda Smith, a U of A professor of political science, the group will discuss and reflect on the successes and ongoing challenges facing women in the institution.

Citing the number of women in leadership roles across the university—including the president and two vice-presidents as well as deans of arts, education and extension—and leading, award-winning academics such as Margaret-Ann Armour and Janine Brodie, Smith says there is a great deal to be proud of in terms of the university's accomplishments in this area. But there is still ground to cover, and the challenges are not unique to the U of A.

"Only 23 per cent of full professors are women; it's been an ongoing concern for the last 24 years, but that's not unique in Canada. It's the same across the board," she said. "The panelists will address ideas like mentoring and providing child care."

Along with looking at the challenges, Smith says, it is also a time to come together and talk about best practices and lessons learned from their experience, including exploring what information faculties can share with each other on their successes in attracting women to their disciplines or on the process involved in developing strong women leaders. "It's an important opportunity to take stock, to celebrate achievements, to recognize the work that is yet to be done and to think constructively—to learn lessons from each other about going forward," she said.

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6. Women in Science: Women's Work

<http://www.nature.com/news/women-in-science-women-s-work-1.12547>

A special section of *Nature* finds that there is still much to do to achieve gender equality in science.

Science remains institutionally sexist. Despite some progress, women scientists are still paid less, promoted less, win fewer grants and are more likely to leave research than similarly qualified men. The reasons range from overt and covert discrimination to the unavoidable coincidence of the productive and reproductive years.

In this special issue, *Nature* takes a hard look at the gender gap and at **what is being done** to close it.

- A survey of the data (see page 22) reveals where progress has been made and where inequalities still lie, from salary to tenure.
- A News Feature (see page 25) reveals a particular dearth of women in some commercial spheres, such as on the scientific advisory boards of biotechnology firms.
- An article by historian Patricia Fara (see page 43) traces the wearying stereotypes perpetuated by the biographers of women scientists.

A series of Comment articles looks at **possible solutions**.

- Neuroscientist Jennifer Raymond (see page 33) calls on both sexes to recognize and reduce their biases against women in science.
- Eight researchers from around the world offer their prescriptions (see page 35), from equalizing the retirement age in China, to liberalizing travel restrictions in Saudi Arabia, to boycotting conferences that lack female speakers.
- We catalogue some of the ambitious moves being made in Europe to get more women into top positions (see page 40).
- We explore some surprising statistics about mandatory quotas (see page 39).

Finally, profiles of four successful 30-something women (see page 28) show how ambition and talent can trump obstacles.

This special issue is dedicated to the memory of Maxine Clarke. In the 28 years that Maxine spent championing the highest scientific standards as an editor at *Nature*, she was all too often the only one to ask, “**Where are the women?**”

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7. Entrepreneurial women in science: The sky is the limit

http://knowledge.cta.int/Dossiers/CTA-and-S-T/Selected-publications/Entrepreneurial-women-in-science-The-sky-is-the-limit?utm_source=K4DNewsletterEN&utm_medium=Link&utm_campaign=K4D_EN_Feb2013

Women’s economic empowerment is arguably the biggest social change of our time. Millions more women have been given control over their own lives, and this means that millions more brains have been put to more productive use. Professor Ameenah Gurib-Fakim feels privileged to have pursued chemistry despite the odds and to have chosen an area of traditional medicine, which was deemed irrelevant over the past 50 years. Working on medicinal plants meant reconciling two scientific disciplines - botany and organic chemistry. It also required lateral thinking and meant applying the knowledge in a multidisciplinary area involving botany, pharmacology and chemistry, among other fields.

With the pharmaceutical, cosmetic and food sectors continuously looking for innovative ideas for lead molecules, it was almost a natural reflex for her to set up the Centre for Phytotherapy Research (CEPHYR) (www.cephyr-recherche.com) especially as the biodiversity of the Indian Ocean constitutes a global hotspot. CEPHYR is important for many reasons. It implies that research and development work is possible on the African continent and has other wider-reaching implications as well. It adds value to our unique biodiversity and enables us to engage in product development as opposed to being a net exporter of raw materials. It creates opportunities for female science graduates.

Refer to the link for the full article.

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8. What every girl should know about a science career

<http://www.mri.gov.on.ca/blog/index.php/2013/03/molly-shoichet/>

by Molly S. Shoichet, PhD, FRSC, O. Ont
Professor, University of Toronto, Canada Research Chair, Tissue Engineering

Science is about answering questions that no one else has answered and solving problems that no one else has solved. Sometimes we think that we know the answer to a question, only to realize that we were wrong. With new analytical techniques, we can derive better answers and develop more complete solutions.

I am very excited to be pursuing a career in science because every day I go to work and learn something new. Every day we advance knowledge and gain new insights. By designing new approaches and gaining new insights, we aim to advance knowledge towards clinical application.

In my laboratory at the University of Toronto, we are a team of undergraduate and graduate students, post-doctoral fellows and technicians. Together we aim to find solutions to unsolved medical problems. For example, we are investigating ways to promote recovery after traumatic spinal cord injury or stroke, and to promote repair after devastating diseases like blindness and cancer.

We use engineering principles to design polymers to deliver both stem cells and drugs to the right place at the right time. You can think of these polymers as a FedEx system for the body. Instead of delivering the mail, we are delivering biologics. Developing innovative solutions is exciting and fun. The thrill of discovery is fantastic and turning these discoveries into practical solutions that may one day advance human health is a constant motivator.

If you are motivated to make a difference in the world, then science is a great way to achieve this goal. Not only can you learn new things, but you can travel the world telling your story to your colleagues internationally. We combine engineering principles with chemistry and biology to solve problems in medicine. With this multi-disciplinary approach, we can take advantage of the latest advances in all of these fields.

When you think about how much time you spend at your job, you should love it. I love my job because it is invigorating. There is nothing more exciting than knowledge. By advancing knowledge, we are working at the cutting edge. By collaborating with leading scientists in academia and industry, we aim to translate our inventions into products that will make a difference in human health.

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9. Equity Recognition 2012

http://www.chairs-chaires.gc.ca/program-programme/equity-equite/recognition_2012-reconnaissance_2012-eng.aspx

The Canada Research Chairs Secretariat is pleased to recognize the **University of Victoria** as having exemplary practices in recruiting, nominating and/or appointing Canada Research Chairs and meeting their equity targets for the representation of the four designated groups among chairholders for year 2012.

The impacts of these equity initiatives have resulted in the University of Victoria exceeding their equity targets for chairholder representation from among women, visible minorities and Aboriginal Peoples.

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10. Canada Research Chair in Global Food Security and Sustainability

<https://uwaterloo.ca/news/news/two-university-waterloo-researchers-named-canada-research-chairs>

Professor Jennifer Clapp of the Department of Environment and Resource Studies in the Faculty of Environment at the University of Waterloo is Canada Research Chair in Global Food Security and Sustainability. She is a new Tier 1 CRC. Many current food production methods have negative environmental impacts that endanger not only sustainability but also future food security. Clapp's research will include one of the first studies to provide in-depth analysis of the connections

between food security, environmental sustainability, and global governance. She will receive \$200,000 per year for seven years.

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11. Canada Research Chairs in Environmental Microbiology of Agro-ecosystems and in Hydrology & Remote Sensing

http://www.uoguelph.ca/news/2013/03/guelph_gets_24.html

The University of Guelph received two new Tier 2 Canada Research Chairs: **Hydrology and Remote Sensing**, to be held by geography professor Aaron Berg; and **Environmental Microbiology of Agro-ecosystems**, held by environmental sciences professor Kari Dunfield. Tier 2 chairs are considered potential world leaders in their fields and receive \$100,000 a year for five years.

Berg studies spatial and temporal changes in soil moisture using remote sensing, land surface models and data assimilation systems. Knowing how much water is available in soils helps in agricultural production, flood and drought detection and prediction, and weather and climate forecasting. Improved observation of soil moisture processes will help with water resources management, evaluation of ecosystems and agricultural health, and climate predictions.

Dunfield studies how microorganisms help ensure environmental sustainability in agro-ecosystems. Learning about key ecosystem services such as greenhouse gas emissions, carbon sequestration, and water quality may help in developing sustainable farming practices.

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12. Food Policies Failing the World's Hungry

<http://www.ipsnews.net/2013/03/food-policies-failing-the-worlds-hungry/>

WASHINGTON, Mar 16 2013 (IPS) - The world's food security remains "vulnerable", new data suggests, with some 870 million people experiencing sustained hunger and two billion suffering from micronutrient deficiencies.

The International Food Policy Research Institute (IFPRI), a Washington think tank, says such numbers are "unacceptably high", and warns that anti-hunger programmes have been "piecemeal".

In an influential annual report on the state of the world's food policy [see *Item 10 below*], the organisation said there were some positive achievements made last year, but that a number of policy changes are still required.

The report identifies agricultural development as an important potential job creator, particularly for young people. In developing countries, however, it warns that youths are no longer seeing agriculture as a viable career, looking instead to urban areas for work.

Leaders in sub-Saharan Africa – a region with the world's fastest-growing population as well as youngest – are today looking to create job opportunities in agriculture, using new technology and farming techniques. In doing so, they are hoping to encourage the young and innovative emerging workforce in such a way that they can have a transformative impact on both economic growth and social development.

Higher production yields, after all, would simultaneously create jobs, lower food prices, and reduce hunger and malnutrition.

Gender factor

Experts are increasingly focusing on the centrality of gender equality in promoting agricultural growth and food security. Indeed, at Thursday's event, presenters exhibited particular excitement over this new emphasis.

Over just the past year, new evidence on the role of gender in agricultural productivity has emerged, including in the World Bank's annual World Development Report. This new data indicates that agricultural performance and food security improve through both agricultural and non-agricultural reforms that increase women's access to production resources.

Further, women's contributions to agriculture in developing countries have been shown to bring overall gains in agricultural productivity as well as increased nutritional benefits. Such contributions also improve women's access to education, technology and financial services.

"When you look at statistics on the number of women farmers in the world, it is commonly anywhere from 40 to 80 percent in developing countries," Danielle Nierenberg, co-founder of Food Tank, a think tank here, told IPS.

"These women, however, don't have access to the same resources as men; don't have access to extension services, credit or the ability to make financial transactions, they often don't own land or are prohibited from owning land."

Nierenberg says it is very encouraging to see donors and investors beginning to tailor their production projects to the inclusion of women.

"While men more commonly grow cotton and maize and other industrial crops, women are the ones who grow the food that feeds the family," she says. "To be effective, initiatives will need to focus on women's overall equality across all sectors, not just the food and agriculture sector. Until we do that, we're not going to see the gains we need – like higher yields, economic growth, the protection of environmental resources or the reduction in malnutrition and poverty."

IFPRI director-general Fan agrees that the status of women is "critical" to poverty reduction, particularly in bringing down levels of malnutrition.

"Women have higher standards, and have been shown to better allocate the household budget as well as feed their families with more nutritious food," he says. "One of the biggest links between poverty reduction and malnutrition is directly related the status of women."

Refer to the link for the full article.

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13. Female Board Directors Better At Decision Making: Study

http://www.huffingtonpost.ca/2013/03/25/female-board-directors-decision-making-study_n_2951084.html

Women who sit on corporate boards are more likely to "rock the boat" and be more open to new ideas than their male counterparts — skills that often translate into better decisions and financial success for the company, according to a new study.

The survey, recently published in the International Journal of Business Governance and Ethics, found that of the 624 board directors polled in Canada, women were more likely to use "co-operation, collaboration and consensus building" when dealing with complex decisions.

While male directors more often made decisions by using "rules, regulations and traditional ways of doing business."

Study co-author Chris Bart said Monday that his research showed that the way women operate as directors often contributed to a company's success, raising the question of why women are still in the minority in Canada's corporate boardrooms.

Refer to the link for the full article.

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14. The Council of Canadian Academies: Assessment on STEM Skills for the Future

<http://scienceadvice.ca/en/news.aspx?id=106>

The Council recently received a new question for assessment regarding the future of science, technology, engineering, and math (STEM) skills in Canada. The question, referred to the Council by Human Resources and Skills Development Canada, asks: **How well is Canada prepared to meet future skills requirements in science, technology, engineering, and math?**

There is concern about whether Canada is adequately equipped with the STEM skills needed to satisfy labour demand, promote business innovation, and maintain Canada's prosperity in tomorrow's knowledge-based economy. The Council's assessment will examine the role of STEM skills in fostering productivity, innovation, and growth, as well as the extent and nature of the global market for STEM skills. It will also assess how STEM skills are likely to evolve in the future, which skills will be most important for Canada, and how well Canada is positioned to meet future STEM skills needs.

The Council's Board of Governors has officially approved this question for assessment, and preliminary background research has begun. An Expert Panel will be assembled in 2013. The Panel will consist of experts from a wide range of disciplines and backgrounds to ensure the most authoritative, credible, and independent responses to the question.

The Council of Canadian Academies offers science-based insights and evidence to enrich Canadian policy development and decision-making. This is achieved by harnessing the collective wisdom of the finest minds to develop independent, authoritative, and evidence-based expert assessments on the issues that matter most to Canadians.

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15. World Bank 2030 Draft Strategy Criticised for Omitting Inequality

<http://www.ipsnews.net/2013/03/world-bank-2030-draft-strategy-criticised-for-omitting-inequality/>

WASHINGTON, Mar 21 2013 (IPS) - A leaked copy of a major World Bank strategy paper, outlining a new institutional approach to tackling poverty through 2030, has worried some humanitarian groups and anti-poverty advocates, who say the bank has failed to suggest mechanisms that would allow it to adequately track or deal with growing levels of income inequality around the world.

Critics are claiming that the Washington-based World Bank, the world's largest international development lender, appears to be including an inordinate focus on economic growth for all segments of society, without addressing any redistribution of upper-level incomes.

Global income inequalities are currently said to be at 20-year highs, figures that have worried policymakers and economists at all levels. A November report by Save the Children, an aid agency, found that the gap between the richest and poorest children had grown by 35 percent since the 1990s – the timeframe used to monitor progress towards the Millennium Development Goals (MDGs), which are supposed to be achieved by 2015.

The strategy lays out two broad new goals.

- First, in line with the bank’s broad aim of ending poverty, the approach paper proposes bringing those living under “extreme poverty” (defined as subsisting on less than 1.25 dollars per day) down to three percent globally by 2030. This ambitious goal, the bank notes, would require a roughly one percent reduction in poverty each year.
- Second, the bank proposes a new focus on “shared prosperity ... to promote the income growth of the bottom 40 percent of the population in every country”. It is this broad aim that is generating particular concern.

Refer to the link for the full article.

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16. Get on Board Corporate Canada

<http://www.td.com/document/PDF/economics/special/GetOnBoardCorporateCanada.pdf>

Highlights

- A recent slip in international rankings marks a red flag on Canada’s progress in gender diversity on corporate boards of directors.
- While other countries actively implement gender diversity policies within corporate governance, Canada sits silent. At the same time, women represent only 11% of board members for firms on the S&P/TSX composite index.
- To advance women’s representation in the boardroom, some jurisdictions have pursued binding quotas. But, these can have unintended consequences and could impose a significant burden on Canadian corporations.
- Increasing success has been achieved internationally with ‘comply or explain’ corporate governance policies on gender diversity. These policies have proven effective in moving the yardstick forward on gender diversity at the board level, even in the absence of penalties. This approach seems better suited to Canada’s corporate landscape
- **A good first step would be for publicly traded companies to disclose how gender diversity is considered in the nomination process for new directors.** In addition, firms would disclose the proportion of women at the board and senior executive level of the corporation, so that progress can be measured over time. These steps would increase transparency, awareness, and accountability on gender diversity, and could help accelerate women’s representation in the upper echelons of corporate Canada.

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Reports, Publications and Resources

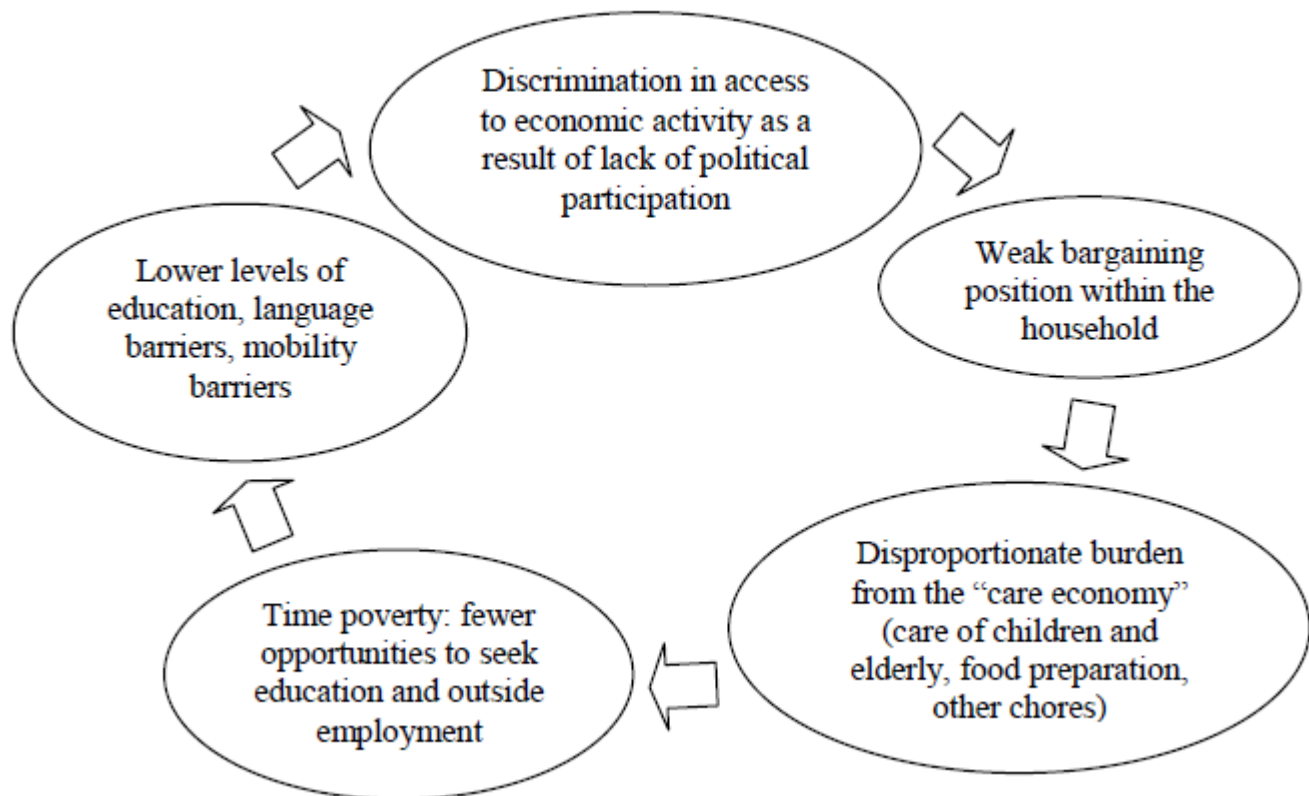
1. Women's Rights and the Right to Food

http://www.srfood.org/images/stories/pdf/officialreports/20130304_gender_en.pdf

In the present report, submitted to the Human Rights Council in accordance with Council resolution 13/4, Olivier De Schutter, the **UN Special Rapporteur on the Right to Food** discusses the threats to women's right to food, identifying the areas that demand the most urgent attention. The report examines successively the obstacles women face in access to employment, social protection and the productive resources needed for food production, food processing and value chain development. It ends with a recommendation to States to effectively respond to women and girls’ needs and priorities in

their food security strategies and to relieve women's unpaid work burden in the household, while at the same time addressing the specific constraints women face and transforming the existing gendered division of roles.

The cycle of discrimination



Source: *Women's Rights and the Right to Food*, http://www.srfood.org/images/stories/pdf/officialreports/20130304_gender_en.pdf

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2. Prioritizing the Intersection of Women's Rights and Empowerment, Gender Equality and Sustainable Development

<http://www.wedo.org/news/prioritizing-the-intersection-of-womens-rights-and-empowerment-gender-equality-and-sustainable-development>

In early January 2013, Women's Environment & Development Organization (WEDO) drafted a "Discussion Note" as input to the UN Thematic Consultation on Environmental Sustainability. It includes a reflection on key issues to shape the post-2015 development agenda but is by no means intended as an exhaustive list of gender equality, nor environment, issues to include.

The three dimensions of sustainable development – **social, economic and environmental** – are necessarily intertwined; reflecting the complex interplay of issues at global, regional and local levels, and should be the basis of understanding for the post-2015 development framework.

A prerequisite to sustainable development is gender equality, which goes hand in hand with respecting women's (as well as men's) rights and promoting women's empowerment.

Refer to the link for the full article.

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3. Going greener? Unpaid work, care economy and sustainable development

<http://www.wedo.org/themes/sustainable-development-themes/going-greener-unpaid-work-care-economy-and-sustainable-development>

BERLIN, GERMANY (March 1, 2013)– WEDO partners LIFE and GENANET, together with the German Ministry of Development, held a workshop in Berlin last month, February 11th-12th, to discuss how women’s unpaid work and care economy can be incorporated into sustainable development to achieve gender justice. Different voices and perspectives, from scholars and activists from the global North and South, discussed the growing concern about the emergent terminology of “green economy” in development agendas that ignore its social and environment dimensions.

At Women’s Environment & Development Organization (WEDO), we advocate for a human rights approach defending women’s labor rights as well as their access, use, control and property of natural resources within a sustainable development framework. WEDO has not embraced the green economy agenda that only focuses on “green growth”. Instead we keep working for sustainable and equitable economies where ‘greening’ the business-as-usual economy is not enough. Unless our economies grow in a sustainable way including and meeting gender needs and interests, we will not meet our main development goals. Strong regulatory and redistribution mechanisms have to be put into place by international agreements and platforms, as well as national states, to alleviate poverty and meet women and children’s human rights.

Refer to the link for the full article.

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4. Future Opportunities Generated by Diversity in Higher Education and Training

2002 Conference: Future Opportunities Generated by Diversity in Higher Education and Training – Gender mainstreaming as an impetus and driving force behind the course reform in computer science, engineering and natural sciences

http://www.joblab.de/teil2_155bis202-1.pdf

For an historical perspective, see the conference proceedings held in Munich, Germany in 2002.

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5. Achieving Gender Equality through Response to Climate Change

Achieving Gender Equality through Response to Climate Change: Case Studies from Local Action to Global Policy

http://www.gender-climate.org/Content/Docs/Publications/FINAL_addressing_inequalities_ggca.pdf

This paper presents specific examples of the work of members of the Global Gender and Climate Alliance (GGCA), showcasing their diverse expertise and practical experience, and highlighting lessons learned in developing and implementing gender-responsive climate policy and practice at all levels. These examples are drawn from experiences involving expanding access to and control over renewable energy; mainstreaming gender in national energy programmes; capacity building on reducing emissions from deforestation and forest degradation (REDD+); advocating for gender equality

in forest and land tenure issues; conveying human stories behind the statistics to policymakers; establishing a community resilience fund to integrate grassroots women in the fight against climate change; and promoting gender balance in international climate finance mechanisms.

Case studies include:

- Solar Sister
- Project Gaia, Inc.
- ENERGIA International Network on Gender and Sustainable Energy
- Regional Community Forestry Training Centre for Asia and the Pacific (RECOFTC) [also known as The Center for People and Forests]
- The African Women’s Network for Community Management of Forests (REFACOF)
- Climate Wise Women
- Huairou Commission and GROOTS International

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6. 2013 Human Development Report: *The Rise of the South: Human Progress in a Diverse World*

<http://hdr.undp.org>

The 2013 Human Development Report examines the profound shift in global dynamics driven by the fast-rising powers of the developing world – and its implications for human development.

The South is developing at a pace unprecedented in human history, with hundreds of millions of people being lifted out of poverty in developing nations and billions more poised to join a new global middle class. It’s not only the so called BRICS that are at the forefront of the Rise of the South - Bangladesh, Chile, Ghana, Indonesia, Malaysia, Mauritius, Mexico, Republic of Korea, Rwanda, Thailand, Turkey, Uganda, and Vietnam are among the human-development high achievers highlighted.

An updated **Human Development Index (HDI)** was released in the 2013 Report. The HDI measures national progress in health, education and income.

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7. Gender Inequality Index (GII)

<http://hdr.undp.org/en/statistics/gii/>

The disadvantages facing women and girls are a major source of inequality. All too often, women and girls are discriminated against in health, education and the labour market — with negative repercussions for their freedoms. We introduce a new measure of these inequalities built on the same framework as the **Human Development Index (HDI)** and the **Inequality-adjusted Human Development Index (IHDI)** — to better expose differences in the distribution of achievements between women and men.

The Gender Inequality Index is designed to reveal the extent to which national achievements in these aspects of human development are eroded by gender inequality, and to provide empirical foundations for policy analysis and advocacy efforts.

There is no country with perfect gender equality – hence all countries suffer some loss in their HDI achievement when gender inequality is taken into account, through use of the GII metric. The world average score on the GII is 0.463, reflecting

a percentage loss in achievement across the three dimensions due to gender inequality of 46.3%. Regional averages range from 28.0% in Europe and Central Asia, to nearly 58% in Sub-Saharan Africa. Sub-Saharan Africa, South Asia and the Arab States suffer the largest losses due to gender inequality (57.7%, 56.8% and 55.5% respectively). At the country level losses due to gender inequality range from 4.5% in the Netherlands, to 74.7% in Yemen.

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8. European Association of Science Editors established a gender policy committee

<http://www.ease.org.uk/about-us/organisation-and-administration/gender-policy-committee>

The European Association of Science Editors established a gender policy committee in 2012 to develop a set of standards for adoption by scientific journals. The goal is not only better science, whether in the life, natural or social sciences, but also enhanced evidence-based practices, interventions and opportunities, for both women and men.

Towards common standards

Most scientific publications still fail to report on potential sex and gender differences and similarities in studies that include both sexes. Journal editors have an important role as gatekeepers of science and can encourage disaggregation of data by sex as a matter of routine and inclusion of gender analysis, when appropriate. A key task of the Committee is to review and propose applicable standards and practice.

In addition, the EASE Gender Policy Committee has begun to address gender imbalances within the scientific publishing community as it is evident that gender inequality still exists, for example, in editorial boards and in the pool of peer reviewers.

The first step is to invite science editors to contribute to a survey of gender-equality policies in their journals.

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9. Global Village Energy Partnerships Newsletter: Reports on Cookstoves and Clean Energy

<http://gvpe.createand1.com/t/ViewEmail/r/E8D554421BC724CA/B8121EB8CCEC29FBC68C6A341B5D209E>

DEEP was started in 2008 with the objective to support the growth of micro and small energy businesses. The programme has helped entrepreneurs reach more customers. It has also contributed to offer a sustained access to clean energy in rural communities.

See the Toolkit which has been designed as a resource document for the African Wildlife Foundation (AWF) and Jane Goodall Institute (JGI) to implement clean energy projects at the household level in conservation areas in Kenya and Tanzania. The toolkit will guide the user through the steps of designing and implementing an energy programme and provides information on the following topics:

- prerequisites when considering the suitability of energy technologies;
- necessary steps required to introduce a particular energy technology;
- market and socio-economic feasibility of energy technologies;
- potential financing options for energy technologies

- and implementation process for energy projects.

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10. IFPRI's 2012 Global Food Policy Report

<http://www.ifpri.org/publication/2012-global-food-policy-report>

On March 14, the International Food Policy Research Institute (IFPRI) launched its 2012 Global Food Policy Report, entitled *Walk the Talk*. The report explores the world food situation in 2012; highlights several key issues, including youth employment in agriculture, and a green economy; and looks ahead to scenarios in the future of food.

Chapter 4 in the report, entitled “**Closing the Gender Gap**”, focuses on women in agriculture. It points to the growing attention that was given to gender in 2012, particularly through the FAO’s State of Food and Agriculture Report 2010-2011, and the World Bank’s Development Report 2012.

In addition, it highlights the development and rollout of the **Women’s Empowerment in Agriculture Index**, which is being used to measure progress towards inclusive agricultural growth in the 19 USAID Feed the Future countries, as well as the issuance of a CGIAR gender strategy by the Consortium Board in November 2011.

Research and development programming is thus moving from gender-blind to gender-aware, though more needs to be done. In particular, a more solid evidence base on gender in agriculture needs to be built (in particular through more detailed, robust, and longer-term analyses of both quantitative and qualitative gender data); women’s control over assets needs to be strengthened (including natural resources, tools and technologies, and financial, human and social capital); and partnerships with women’s organizations need to be formed (though enlisting men’s support is crucial). A commitment to gender-responsive and gender-transformative agriculture can improve agricultural productivity, food security, and nutrition and thus cannot be ignored.

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11. Canadian Board Diversity Council

<http://www.boarddiversity.ca/>

CBDC is the leading Canadian organization advancing diversity on Canada's boards in order to help drive increased shareholder value. **How do we define diversity?**

The Council's definition expands the traditional board definition of industry experience, management experience, functional area of expertise, education, geography and age to also include such considerations as ethnicity, gender and aboriginal status.

Canada’s future competitiveness depends on ensuring more boards of directors are comprised of directors who are the most qualified in a greatly-expanded talent pool.

The Council does not support the introduction of quotas in Canada to achieve this goal. We support a made-in Canada approach: collaboration with the corporate director community, our growing group of member companies, governments, academic institutions, aspiring directors, individual shareholders and institutional investors to speed up the pace of change.

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