



GEM Digest of the Month for June 1, 2015

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Some relief work done by SADP Nepal in Tanahu district in Nepal, May 2015. Photo courtesy of S. Dahal.

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, organizational development and international 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 to compile and re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

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Opportunities and Upcoming Events

1. Attracting and Retaining Top SETT Talent

A Workshop on Understanding and Creating Gender Inclusive Workplaces

http://live-bionb.time.ly/event/attracting-and-retaining-top-sett-talent/?instance_id=29647

The Canadian Centre for Women in Science, Engineering, Trades and Technology (SETT) will deliver a workshop module designed to increase awareness of the factors that influence the success of women in their organizations, assess current workplace conditions, and share effective practices and strategies to attract, support and enable, and retain talented women.

This interactive workshop will be led by a professional SETT facilitator. The module includes presentations and discussions on the current status of diversity in the Engineering and ICT Sectors and the business case/organizational benefits for diversity.

Who: Managers, leaders and HR professionals responsible for hiring and retaining top talent

What: A half-day workshop for managers and leaders in science, engineering and technology

When: June 3rd, 2015 – 12:30 registration for 1PM start and 5PM finish (nutrition break provided)

Where: Mount Allison University, Sackville, New Brunswick, Canada

Why:

- Women in leadership positions = higher ROE, superior sales and higher ROI (Catalyst.org)/.
- In 2011, women were 48% of the Canadian work force, but only 30% of physical science professionals, 13% of engineers, and 21% of technical positions related to science and engineering.
- An inherently diverse workforce can spur innovation.
- Leadership lacking diversity results in fewer ideas to market.
- Women are only 14.5% of the Financial Post's Top 500 Boards; the 5 largest banks in Canada lead with 29% women.
- Women represent an untapped talent that this country can ill afford to lose.

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2. Atlantic Connections Conference

<http://atlanticconnections.ca/>

The NSERC Chair for Women in Science and Engineering (Atlantic Region) is chairing a committee which is organizing a two day conference at Mount Allison University, Sackville, New Brunswick, Canada on **June 4-5, 2015**. The focus is to examine and document ways to promote Women in Science, Engineering, Trades and Technology (SETT) within industry, government, and not-for-profit organizations. The conference will explore the latest ideas on creating inclusive workplaces.

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3. UNESCO - L'Oreal: Fellowships for Women in Science

<http://www.fwis.fr/en/fellowships>

The UN's Educational, Scientific, and Cultural Organization (UNESCO) and L'Oreal co-sponsor doctoral and post-doctoral fellowships for women in science. The fellowships are organized by countries and regions.

- The program for **Malaysia** offers three fellowships, with an application deadline of **08 June 2015**.
- The program for **Sub-Saharan Africa** offers 10 fellowships, with an application deadline of **09 June 2015**.
- The **Maghreb Regional Program** offers five fellowships, with an application period from **15 May 2015 through 15 September 2015**.

(Check the "For Women in Science" website for other countries and regions that will announce application information.)

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This Month's News

1. Sexist peer review elicits furious Twitter response, Public Library of Science apology

<http://news.sciencemag.org/scientific-community/2015/04/sexist-peer-review-elicits-furious-twitter-response>

A peer reviewer's suggestion that two female researchers find "one or two male biologists" to co-author and help them strengthen a manuscript they had written and submitted to a journal has unleashed an avalanche of disbelief and disgust on Twitter today [April 29]—and prompted an apology from the publisher of the journal, which media reports have identified as *PLOS ONE*.

Evolutionary geneticist Fiona Ingleby was shocked when she read the review accompanying the rejection for her latest manuscript, which investigates gender differences in the Ph.D.-to-postdoc transition, so she took the issue to Twitter.

Refer to the link for the complete article.

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2. Federal budget proposes 'comply or explain' corporate board disclosure method

<http://www.hrreporter.com/articleview/24150-federal-budget-proposes-comply-or-explain-corporate-board-disclosure-method>

OTTAWA (CP) — The federal government is aiming to increase the number of women on corporate boards across Canada by requiring companies to either put a gender diversity policy in place or explain publicly why they don't have one.

The Harper government's latest budget included proposed changes to the Canada Business Corporations Act requiring all companies listed on Canadian stock exchanges to abide by the "comply-or-explain" disclosure model.

Proposed changes are also in the works to get more women on the boards of other non publicly traded companies, and to ensure corporate board elections and communications are also brought up to date.

In a global census of female board members released earlier this year, Catalyst, a non-profit research and advocacy organization for women in business, found some countries are doing better than others.

Of the 20 countries surveyed, Norway came in on top with 35.5 per cent of board seats occupied by women, while Japan registered dead last at 3.1 per cent. Canada's 20.8 per cent left it in ninth place, just behind the Netherlands at 21 per cent and ahead of the U.S. and Australia at 19.2 per cent.

Refer to the link for the complete article.

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3. Sri Lanka's Development Goals on Gender Equality

<http://www.ipsnews.net/2015/05/sri-lankas-development-goals-fall-short-on-gender-equality/>

COLOMBO, May 5 2015 (IPS) - When Rosy Senanayake, Sri Lanka's minister of state for child affairs, addressed the U.N. Commission on Population and Development (CPD) in New York last month, she articulated both the successes and shortcomings of gender equality in a country which prided itself electing the world's first female head of government: Mrs. Sirimavo Bandaranaike in July 1960.

After surviving a 26-year-long separatist war, which ended in 2009, Sri Lanka has been registering relatively strong economic growth, and also claiming successes in its battle against poverty and hunger.

As the U.N.'s Millennium Development Goals (MDGs) move towards their targeted deadline in December 2015, Sri Lanka says it has reduced poverty from 26.1 percent in 1990-1991 to 6.7 percent in 2012-2013 – achieving the target of cutting back extreme poverty by 50 percent far ahead of end 2015.

Still, it still lags behind in gender equality – even as 51.8 percent of the country's total population (of 21.8 million) are women, with only 34 percent comprising its labour force.

Refer to the link for the complete article.

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4. Resistances in Training for Gender Equality

http://gtcop.unwomen.org/index.php?option=com_content&view=article&id=420:virtual-dialogue-resistances-in-training-for-gender-equality&catid=1:noticias&Itemid=36&lang=en

The UN Women Community of Practice held its sixth Virtual Dialogue from 6th – 13th May, on the topic of Resistances in Training for Gender Equality.

The objective of this Virtual Dialogue was to reflect on the nature and causes of resistances in training for gender equality, as well as strategies for overcoming resistances and harnessing them for transformative change (see concept note for full details).

Four substantive questions were discussed:

- i. What kinds of resistances are manifested during training for gender equality?
- ii. What tools and strategies can be shared for dealing with different kinds of resistances?
- iii. How can resistances be harnessed as an essential component of transformation in training for gender equality?
- iv. What kinds of resistances are manifested by the organisations in which training takes place and how can these be addressed?

The discussions will be synthesised into a report which will be disseminated throughout the Community of Practice and UN Women's communication channels.

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5. How Gender Stereotyping Impacts Women in STEM

http://www.huffingtonpost.ca/dr-imogen-coe/gender-stereotyping-stem_b_7423048.html

Women once dominated the world of coding. One of the first software businesses in the U.S., ComInc., was founded in 1958 by a woman, Elsie Shutt, who hired female programmers.

By 1987, 42 per cent of the software developers in the U.S. were female, and continued growth seemed secure.

Today, computer science is dominated by men, as a report by AAUW shows. Women are underrepresented in science, technology, engineering and mathematics (STEM) fields. Statistics Canada data shows that women accounted for 39 per cent of university graduates aged 25 to 34 with a STEM degree in 2011, compared with 66 per cent in non-STEM programs.

The underlying reasons for this gender imbalance are complex but research suggests gender stereotyping from the earliest age impacts the enrollment of women in STEM.

So What Can We Do?

Recognizing implicit or systemic gender bias is the first step towards equity. We must fix structures and/or processes that support or enable bias. We must support and encourage girls and women in STEM and promote women to decision-making committees, boards and speaking panels at conferences. We must address the gender pay gap within our institutions as was done recently at one Canadian university.

We need to call out casual sexism. Most importantly, we need to help girls feel more self-confident about their abilities in STEM and to let them know that we want and need their voices and contributions to build a better world for tomorrow.

Refer to the link for the complete article.

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6. We Can Do Better 2015 Campaign

<http://www.wecandobetter2015.ca/>

Canada can build its international reputation by providing decisive and positive leadership on reducing inequality, combating climate change, and ensuring women’s rights – and all of this both at home and around the world.

Inequality is a hot topic everywhere. More and more people are deeply concerned by the growing economic gap: the 80 richest individuals globally control as much wealth as the poorest half of the planet. In Canada, the richest 86 people have more wealth than the bottom 11.4 million Canadians combined – an alarming gap that experts say impedes growth and development.

Climate change is a real-time threat to almost every aspect of sustainable development everywhere. Meanwhile, local impacts of the crisis are galvanizing communities across Canada. There is decreasing faith in global leaders to reach a meaningful agreement on how to avoid a global environmental catastrophe.

Inequality and climate change disproportionately affect women. Women represent 70% of the world’s poor and are often relegated to low-paying jobs in precarious working conditions. Access to rights like education, freedom from violence, and economic equality is far from universally protected. Achieving women’s rights is essential to the health of families, communities, and economies.

Canada can and must provide strong leadership toward a more sustainable & peaceful world. This campaign is a call to action for that leadership.

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7. African Women Mayors Join Forces to Fight for Clean Energy

<http://www.ipsnews.net/2015/05/african-women-mayors-join-forces-to-fight-for-clean-energy/>

PARIS, May 18 2015 (IPS) - When some 40,000 delegates, including dozens of heads of state, descend on Paris for the United Nations Climate Change Conference later this year, a group of African women mayors plan to be there and make their voices heard on a range of issues, including electrification.

The mayors, representing both small and big towns on the continent, are calling for greater attention to communities without electricity, given the inextricable link between climate change and energy.

Climate change issues have an undeniable gender component because women are especially affected by lack of access to clean sources of energy.

Ethiopian-born, Kenya-based scientist Dr. Segenet Kelemu, who was a winner of the 2014 L’Oréal-UNESCO Awards for Women in Science, spoke for example of growing up in a rural village in Ethiopia with no electricity, no running water and no indoor plumbing.

“I went out to collect firewood, to fetch water and to take farm produce to market. Somehow, all the back-breaking tasks in Africa are reserved for women and children,” she told a reporter.

This gender component was also raised at a meeting May 7-8 in Addis Ababa, where leaders of a dozen African countries agreed on 12 recommendations to improve the regional response to climate change.

The recommendations included increasing local technological research and development; reinforcing infrastructure for renewable energy, transportation and water; and “mainstreaming gender-responsive climate change actions”.

Refer to the link for the complete article.

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8. Analyzing the Women’s Empowerment in Agriculture Index (WEAI): Methods and Insights from the WEAI Doctoral Dissertation Fellows

Presentations from the seminar are available on the IFPRI Gender Slideshare site <http://www.slideshare.net/IFPRIGender>

On May 28th, presentations from the 2012-2014 recipients of the Women’s Empowerment in Agriculture Index (WEAI) Doctoral Dissertation Fellowships were held. The threefold goal of the fellowship was to strengthen understanding and evidence of the WEAI; expand understanding of WEAI dynamics through complementary qualitative and ethnographic work; and support promising researchers interested in gender and agriculture.

Jessica Ham (University of Georgia), Brooke Krause (University of Minnesota), and Greg Seymour (American University) presented on how they used the WEAI in each of their Ph.D. dissertation research projects in Ghana, Guatemala, and Bangladesh to investigate, respectively, the relationship between women’s empowerment and food security, health information networks, and agricultural productivity.

Jessica Ham (University of Georgia)

Presentation: *Worried Sick: Investigating Linkages Among Food Insecurity, Mental Health and Productivity in the Ghanaian Savanna*

Abstract: My dissertation research investigates the effectiveness of coping with food insecurity in a subsistence society in northern Ghana that is transitioning to a peri-urban environment. Research shows that food insecurity predicts poor mental health (Cole and Tembo 2011; Hadley and Patil 2008; Lund et al. 2010; Nanama and Frongillo 2012). My project is equally concerned with the reverse prediction, whether poor mental health leads to reduced capacity to assure access to food. Where food accessibility depends upon managing diverse and labor-intensive economic activities meant to procure social and material needs, poor mental health may perpetuate conditions of vulnerability. I propose that this pathway is mediated by physiological stress responses as measured through blood pressure and the stress hormone cortisol. In turn, I propose that poor mental health, supplemented by elevated cortisol profiles and blood pressure may result in deleterious behavioral responses seen in household socio-economic decision-making processes. I therefore investigate how poor mental health may influence long-term adaptations. I implemented the WEAI in my fieldwork in Ghana to investigate whether empowerment scores have any relationship (correlative or predictive) with food security scores.

Brooke Krause (University of Minnesota),

Presentation: *Women's Empowerment, Participation in Information Networks, and Child Health Knowledge in Highland Guatemala*

Abstract: Using primary data collected in the Guatemalan highlands, this paper analyzes how a woman's empowerment impacts her ability to participate in health information networks and, thus, her knowledge of child health. This paper conceptualizes empowerment using the WEAI, specifically focusing on a woman's decision-making influence over household

expenditures; agricultural production; income generated from agricultural production; productive capital and assets; and credit. The findings suggest that increased women's empowerment increases participation in both formal and informal health information networks. Increased empowerment has implications for increasing a woman's capability to participate in informal networks, including family, friends and neighbors, and improve her social support network. The results furthermore show that an increase in participation in more formal networks of knowledge -- such as trained medical professionals, books or brochures -- is what leads to more accurate child health knowledge.

Greg Seymour (American University)

Presentation: Women's Empowerment in Agriculture: Implications for Agricultural Productivity in Rural Bangladesh

Abstract: Using data from the 2011-2012 Bangladesh Integrated Household Survey (BIHS) and drawing on indicators derived from the Women's Empowerment in Agriculture Index (WEAI), this paper investigates linkages between women's empowerment and agricultural productivity using stochastic frontier analysis. Agricultural productivity is measured in terms of technical efficiency (i.e., the ratio of actual output to the maximum technologically feasible level of output given a set of inputs). Women's empowerment is operationalized in terms of two indicators derived from the WEAI: an aggregate measure of women's empowerment (the uncensored 5DE) and a measure of women's group membership. The results highlight the importance of including women's empowerment, particularly as it relates to group membership, in research on agricultural productivity. First, women's empowerment is found to be positively associated with higher levels of agricultural productivity for all plots operated by women's households. Thus, positive spillover effects may exist, in terms of access to social capital or credit, that extend the benefits of women's empowerment to all household members. Second, gender gaps in agricultural productivity are not estimated to be significant when based on women's participation in decision-making or ownership status for a particular plot of land, nor when based on female headship.

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Reports, Publications and Resources

1. Report on STEM Skills and Canada's Economic Productivity

<http://www.scienceadvice.ca/en/assessments/completed/stem-skills.aspx>

On April 30, the Council of Canadian Academies released the report, *Some Assembly Required: STEM Skills and Canada's Economic Productivity*. This report, requested by Employment and Social Development Canada, represents the work of an 11-member expert panel, chaired by David Dodge, Senior Advisor, Bennett Jones. In its report, the Panel assesses Canada's preparedness in meeting the future skill requirements for science, technology, engineering and mathematics (STEM).

Canada has one of the most highly trained workforces in the world. Maintaining and developing Canada's strength in this regard is a central pillar for future prosperity. Rapid technological advances, complex social and health issues and dynamic global markets require that the Canadian workforce has the right balance of skills to take advantage of emerging opportunities, challenges, and innovations.

The Panel's report covers a broad area of issues such as: the relationships among STEM skills and innovation, productivity, and growth; whether Canada has a shortage or surplus of STEM graduates; what future demand for STEM skills in Canada could be; considerations for developing a STEM-literate society; the role of post-secondary education, and immigration and the global market.

The report provides a foundation of knowledge and expert insight meant to support policy and decision-makers as they consider how best to leverage the benefits that come from STEM literacy for a globally competitive and productive society.

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2. Loss and Damage, Women and Men: Applying a gender approach to the emerging loss and damage agenda

Available online at: <http://www.eldis.org/cf/rdr/?doc=72585>

An increasing number of studies show that, because of varying capacities due to gender inequalities, men and women are affected by, and respond to, climate change in different ways. The authors discuss that therefore there is a need to improve the capacities of vulnerable groups and to take a gender-sensitive approach in activities that address climate change. The paper notes that this has already been recognised as an important guiding principle in the development and implementation of adaptation policies and measures (UNFCCC 2011, Preamble, paragraphs 12 and 7).

With the growing recognition that proactive adaptation measures will not alleviate all climate change impacts, gender equality must be considered and mainstreamed, with equal importance to all other aspects of loss and damage. Providing analysis and examples, this discussion paper aims to give guidance on gender considerations that should be included in international discussions on the emerging loss and damage agenda.

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3. Video: Women’s Time in Agriculture and Nutrition

<https://www.youtube.com/watch?v=2AwNsnvFC18&feature=youtu.be>

In this YouTube video, Hazel Malapit from IFPRI talks about the research into women’s time in reproductive work and nutrition. Using data from Bangladesh, Ghana and Nepal, the objectives of the study are to examine the conditions in which lack of women’s time in reproductive work leads to poorer maternal and child nutrition; and the degree to which women’s time in agriculture or productive work improves or adversely affects maternal and child nutrition.

This was filmed in advance of a seminar. Details are available at

<http://www.lcirah.ac.uk/events/seminar-analysis-womens-time-reproductive-and-productive-work-and-maternal-and-child>.

Abstract:

One of the agriculture-nutrition pathways proposes that increasing women’s engagement in agricultural work contributes to child under-nutrition by reducing women’s time to prepare nutritious food and care for children, and to breastfeed young infants (Kadiyala *et al.*, 2014, Headey *et al.*, 2011). Given that social norms dictate that women provide the bulk of care work, if women do not have enough time to collect water and fuel needed for clean food preparation and to carry out good hygiene and sanitation practices, it could have a detrimental effect on the health of their children and other household members (World Bank 2008). Given heavy work burdens and time constraints, women may prioritize feeding and caring of children over their own nutrition. In this case, the effect of women’s time in reproductive work could have a different effect on child nutrition from their own nutrition.

However, there is little evidence or studies to corroborate the linkage between lack of women’s time in reproductive work and nutrition (Kadiyala *et al.*, 2014, Headey *et al.*, 2011). Using data from Bangladesh, Ghana and Nepal, the objectives of the study are to examine the conditions in which lack of women’s time in reproductive work leads to poorer maternal and child nutrition; and the degree to which women’s time in agriculture or productive work improves or adversely affects maternal and child nutrition.

The results show that in Bangladesh, women's time in cooking and caring increases their own dietary diversity, but it has no impact on whether the child has a minimum dietary diversity or a minimum acceptable diet, suggesting that being close to the pot improves women's nutrition. In contrast, women's productive work reduces their own dietary diversity. In Ghana, while women's reproductive work has no effect on their own nutrition, it increases the probability that a child has a minimum dietary diversity or a minimum acceptable diet. Time spent in agriculture has an adverse effect on their own dietary diversity, but it improves the children's nutrition. This implies that while working long hours in agriculture has a detrimental effect on their own nutrition, it could increase the types of available food or income for their children. For Nepal, women's time in domestic work and cooking increases their own dietary diversity, similar to the findings from Bangladesh. But women's caring responsibilities have a detrimental effect on their nutrition suggesting that they prioritize the care of others over their own nutrition. Unlike Bangladesh and Ghana, women's time in productive work in Nepal improves their nutrition possibly because it gives them better access to food variety or through an income effect. Like Ghana, women's time in productive work and agriculture increases the probability that children have a minimum acceptable diet.

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4. Special issue of Agricultural Economics on gender and agriculture in sub-Saharan Africa

<http://onlinelibrary.wiley.com/doi/10.1111/agec.2015.46.issue-3/issuetoc?campaign=woletoc>

The May 2015 issue of *Agricultural Economics* features articles on gender differences in sub-Saharan African agriculture.

This special issue contributes to the literature on gender differences in sub-Saharan African agriculture primarily by using new and innovative micro-data.

The first six articles have a strong focus on understanding the extent and drivers of gender differences in land productivity and use data from nationally representative household surveys that are implemented under the Living Standards Measurement Study-Integrated Surveys on Agriculture (LSMS-ISA) initiative. The LSMS-ISA data are multi-topic, with geo-referenced household and plot locations, and information on production and identity of managers and owners at the plot level.

The last two articles in the volume rely on in-depth quantitative and qualitative case study data, which, in combination with the nationally representative data, allow for greater insights into the extent and correlates of gender differences in sub-Saharan African agriculture.

While there does seem to be persistent evidence of gender gaps, the studies find the sources of these gaps to vary within and across countries. This makes designing policies to address gender gaps more challenging, yet of crucial importance. What is clear is that the failure to directly and explicitly address the underlying causes of the disparities is likely to end up exacerbating the observed gender gaps.

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5. Climate Change, Agriculture and Food Security (CCAFS) Annual Report on Climate Smart Agriculture

<http://ccafs.cgiar.org/research/annual-report/2014>

In 2014, as the focus on climate-smart agriculture sharpened, CCAFS helped advance the concept and practice in farmers' fields and in global initiatives, through close collaboration with farmers, civil society, governments, development agencies and researchers. The report is available in an interactive online format.

Some highlights focussing on gender:

- Gender and Inclusion Toolbox
- Understanding the Production Choices of Peru's Male and Female Rice Farmers
- Testing tools: assessing the use of participatory vulnerability analysis
- Supporting women farmers to lead climate-smart innovations

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6. New Book: *Woman-Powered Farm: Manual for a Sustainable Lifestyle from Homestead to Field*

<http://www.hobbyfarms.com/hobby-farms-editorial-blogs/book-reviews/woman-powered-farm.aspx>

Target Audience: Female farmers of any age or experience level; rural dreamers looking for inspiration and assurance that they can succeed.

This book is packed with useful information on farming subjects far and wide, including livestock care, tool and equipment use, season extension, and even customer service advice—an often-overlooked aspect of marketing—all of which are approached from a female-centric perspective. There's practical information on every page for experienced female farmers and beginning gardeners alike, from picking a shovel designed specifically for a woman's body to the best tool for unscrewing tight jar lids of all varieties.

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7. Household Methodologies Toolkit

Materials from the May 14, 2015 IFAD special event on Household Methodologies are now available through the following links. The toolkit on HHMs has three parts.

- Teaser provides an overview of HHMs – what they are and how they work – and demonstrates their relevance in different types of development interventions. See http://www.ifad.org/knotes/household/hh_teaser.pdf
- How To Do Note provides a step-by-step guide on how to implement HHMs. It describes activities at the household level, different approaches for implementing HHMs, service providers and the facilitator system, and the role of the community and the wider environment. The main points to consider when incorporating HHMs in project design and implementation are noted. See http://www.ifad.org/knotes/household/hh_teaser.pdf
- Case studies illustrate the kinds of interventions (by IFAD and other development agencies) that have used HHMs effectively, highlighting the way each methodology has worked in a particular context. Links are provided to resources and online materials.

Infographic: See <http://www.ifad.org/gender/resources/infographic.pdf>

IFAD Webstory: <http://www.ifad.org/story/feature/idf2015/index.htm>

Video Training: See <https://www.youtube.com/watch?v=P3RI78D6oW4&feature=youtu.be>

Storify: See <https://storify.com/Ssperandini/international-day-of-families-2015-special-event-o>

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