



# GEM Digest of the Month for July 1, 2015

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*New iron sheets for repairing roofs being done by SADP Nepal in Tanahu district in Nepal with funds donated by individuals in Canada, June 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](mailto: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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GEM Committee Member (Volunteer)

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## Opportunities and Upcoming Events

### 1. Research fellow - gender, environment, and development

<http://www.sei-international.org/working-for-sei/current-recruitments/3122>

A position for a Research fellow - gender, environment, and development in Asia-Pacific region (Bangkok) is posted with the Stockholm Environmental Institute. SEI is seeking a social scientist who can apply gender analytical tools and gender mainstreaming approaches related to technical aspects of environment and development – climate change and disasters, water, energy, land, forests, ecosystems, food – within the region. Deadline to apply is **July 15, 2015**.

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### 2. CARE USA is recruiting a Technical Advisor for Gender (Food Nutrition Security)

<http://www.care.org/careers>

CARE USA is currently recruiting a Technical Advisor for Gender (Food Nutrition Security), who will provide technical assistance and strategic guidance to a portfolio of agriculture, livelihoods, and food and nutrition security programs within CARE's Food and Nutritional Security (FNS) unit. S/he will provide direct assistance to country offices, and help ensure that FNS programs, operations, and research agenda reflect CARE's rights-based principles and approaches to gender equality. To apply, visit CARE's career page under domestic openings, or contact [ehillenbrand@care.org](mailto:ehillenbrand@care.org) for further information. Deadline to apply is **July 15th**.

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### **3. Driving Africa Youth Employment through EBA Driven-Agriculture in Africa**

<http://ebafos.aaknet.org/index.php/debates/ebafos4youths>

A live Q and A session on youth employment and ecosystem based adaptation for food security in Africa is being held on **July 9<sup>th</sup>** at 3 pm Nairobi time.

Join the debate on Twitter using **#EBAFoS4Youths**

Debate questions:

- So what is the right policy environment that needs to be created to optimize opportunities for the Youth?
- How can the youth involvement be facilitated to tap into this budding sector through nature based approaches?
- Are there any Innovative financing practices that can be used by the youth to come up with innovative proposals in EBA driven agriculture?
- What are the strategies to make agriculture one of the competitive professions to be engage in by the youth/attract youth to agriculture?
- What is needed to empower youth and unleash their potential so the mobile innovations in agriculture become a youth driven evolution?
- How can comprehensive policies and sizable investments be fostered to ensure tomorrow's generation will help scale up the ecosystem-based actions that are already working to enhance food security on the continent?

Join an expert panel on Thursday 9th July, 3-5pm East Africa Time, to discuss these questions and more. Ahead of the debate, read the report, 'Towards a comprehensive strategic framework to upscale and Outscale Ecosystem based Adaptation (EbA)-driven agriculture in Africa'.

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### **4. Canadian International Development Research Center (IDRC) Research Awards 2016**

<http://www.idrc.ca/EN/Funding/Grants/Pages/GrantsDetails.aspx?CallID=17>

IDRC makes research awards to citizens and permanent residents of Canada, and to citizens of developing countries. The award provides for a one-year paid program of research in addition to hands-on experience in research management, grant administration, and the use of knowledge from an international perspective. Program areas include agriculture and food

security; climate change and water; and several others. Applicants should be enrolled, or have previously completed, their masters or doctoral degrees at recognized universities. IDRC identifies countries not eligible for awards, as well as countries requiring prior approval. The deadline for applications is **06 August 2015**.

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## 5. Elsevier Awards for Early-Career Women Scientists in the Developing World

<http://owsd.ictp.it/activities/owsd-prizes>

The Elsevier Awards for Early-Career Women Scientists in the Developing World honor scientific and career achievements by women from developing countries in five regions: Latin America and the Caribbean; the Arab region; Sub-Saharan Africa; Central and South Asia; and East and Southeast Asia and the Pacific. The 2016 awards will be in the biological sciences covering agriculture, biology, and medicine. The five winners will each receive a cash prize of US\$5 thousand in addition to paid travel and expenses to attend the next meeting of the American Association for the Advancement of Science (AAAS). The nominee must be a female scientist; have received her PhD within the previous 10 years; and have lived and worked in one of the developing countries listed during the three years immediately prior to the nomination. The deadline for nominations is **01 September 2015**.

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## This Month's News

### 1. SARA WILLIAMS, Honorary Doctor of Laws

<http://words.usask.ca/news/2015/06/01/convocation-award-winners/>

<http://words.usask.ca/news/2015/05/28/more-than-3300-students-graduating-this-spring-from-university-of-saskatchewan/>

Sara Williams received an honorary Doctor of Laws on June 3, 2015 from the University of Saskatchewan for horticultural and humanitarian work.

Sara Williams became an extension specialist in horticulture at the U of S in 1989 and initiated programs for both home gardeners and the horticulture industry throughout Saskatchewan. Williams is the author and co-author of numerous books.

Sara Williams is author of *Creating the Prairie Xeriscape*. Sara's previous books include *Perennials for the Prairies*, *In a Cold Land: Saskatchewan's Horticultural Pioneers*, and *Saskatoon Forestry Farm Park and Zoo: A Photographic History*; and, with co-author Hugh Skinner, *Gardening, Naturally: a chemical-free handbook for the Prairies*; *Best Trees and Shrubs for the Prairies*, and *Best Groundcovers and Vines for the Prairies*.

In the decade following her retirement, she has raised funds for a hostel and garden for 80 girls attending secondary school Tanzania through an organization called the Canadian Harambee Education Society (CHES). These students are mostly from impoverished families in remote villages. The hostel provides a safe and supportive environment for their years of study and has become a model for other communities in Tanzania.

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## 2. 30 Women Under 30 Changing Food

<http://foodtank.com/news/2015/06/thirty-and-under-30-rising-women-stars-in-food-and-agriculture>

Women who are entrepreneurs, stewards of the land, business owners, researchers, farmers, and innovators, and who are the backbone of the world's food systems are featured in this article. See the link at Food Tank for 30 rising women stars in food and agriculture who are reshaping food systems around the world.

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## 3. Teaching nutrient-rich cooking in Mali

<http://www.theguardian.com/global-development-professionals-network/2015/apr/08/teaching-nutrition-in-mali-women>

A Malian project to teach mothers about nutrition and encourage them to cook with wholegrain cereal is improving child health and freeing up women's time.

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## 4. Labour saving technology to empower women smallholder farmers

[https://ccafs.cgiar.org/blog/labour-saving-technology-development-women-smallholder-farmers#.VWu2gm\\_bLIV](https://ccafs.cgiar.org/blog/labour-saving-technology-development-women-smallholder-farmers#.VWu2gm_bLIV)

A farmer participatory program is harnessing the creativity of grassroots innovators to generate labour-saving technology that empowers women smallholder farmers.

Many of women smallholder farmers are using labour intensive agricultural hand tools for onerous tasks such as weeding, planting, harvesting and crop/food processing. With minimal access to alternative energy sources (draught animals or mechanised farm equipment) such smallholders remain largely dependent on human labour for cultivation and agri-processing. This technology and energy deficit trap can perpetuate poverty, when the source of farm power is predominantly human labour.

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## 5. Tanzania Association of Women Leaders in Agriculture and Environment (TAWLAE)

<http://www.tanzaniadiaspora.org/association-calls-for-women-to-take-prominent-part-in-decision-making/>

Women's organisations should be involved in decision-making processes during public policy development and implementation, the government has been advised.

Doing so would make them draw its attention to the importance of taking a gender-responsive approach to the economic and social development process, the Tanzania Association of Women Leaders in Agriculture and Environment (TAWLAE) chairperson, Dr Sophia Mlote, has said.

She said that even though there is gender awareness on the African continent, there was lack in the rigorous application of gender-sensitive approaches to economic policies or negotiations for international agreements.

*Refer to the link for the complete article.*

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## 6. Female scientists mock Nobel winner Tim Hunt over sexist comments

[http://www.dailylife.com.au/dl-people/dl-entertainment/distractinglysexy-female-scientists-mock-nobel-winner-tim-hunt-over-sexist-comments-20150612-ghmb5j.html?&utm\\_source=facebook&utm\\_medium=cpc&utm\\_campaign=social&eid=social:fac-14omn0101-optim-nnn:paid-25/06/2014-social\\_traffic-all-postprom-nnn-dailylife-o&campaign\\_code=nocode&promote\\_channel=social\\_facebook](http://www.dailylife.com.au/dl-people/dl-entertainment/distractinglysexy-female-scientists-mock-nobel-winner-tim-hunt-over-sexist-comments-20150612-ghmb5j.html?&utm_source=facebook&utm_medium=cpc&utm_campaign=social&eid=social:fac-14omn0101-optim-nnn:paid-25/06/2014-social_traffic-all-postprom-nnn-dailylife-o&campaign_code=nocode&promote_channel=social_facebook)

Women scientists around the world have used social media to playfully hit back at comments from a Nobel prize winner that they shouldn't work alongside men in laboratories because they cry easily and can become romantically entangled with their male colleagues.

Sir Tim Hunt, a past winner of the Nobel prize for physiology or medicine, provoked widespread condemnation this week at the World Conference of Science Journalists in Seoul, South Korea. He went on to resign from several public roles after he remarked that "girls" should be separated from male scientists because ""Three things happen when they are in the lab. You fall in love with them, they fall in love with you, and when you criticise them, they cry."

Now scores of women scientists have posted selfies in their laboratory gear with the hashtag #distractinglysexy to mock the concept that their presence is disruptive, or that they are unable to perform their jobs properly because of their gender.

His comments were condemned as being particularly insensitive, given that science, technology, engineering and mathematics (STEM) remain male-dominated fields in many countries, including Australia.

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## 7. The women whom science forgot

[http://www.bbc.com/news/science-environment-33157396?SThisFB&fb\\_ref=Default](http://www.bbc.com/news/science-environment-33157396?SThisFB&fb_ref=Default)

The Nobel laureate Sir Tim Hunt was heavily criticized for his disparaging remarks about women in science last week, which for some raised the issue of where women stood in the scientific community.

The larger truth is that women have made big and important discoveries in science - think of Dorothy Hodgkin, the brilliant crystallographer who mapped the structure of penicillin and went on to be awarded a Nobel Prize in 1964.

But many female scientists in the past were not given the credit they deserved for their achievements. As a result, their names have all but disappeared from public consciousness.

The Royal Society - swift in its condemnation of Sir Tim's remarks - was founded in 1660 and has yet to elect a female president. It represents the scientific establishment in the UK, and its early members included Isaac Newton and Robert Hooke. Women were not permitted to become fellows until 1945, almost 300 years after its foundation.

Some say that the comments from Sir Tim - a prominent fellow of the society - will damage the efforts it is making to improve diversity.

It has been reported that only 6% of its fellows - a prestigious title in the world of science - are women. That statistic, some say, sums up the scale of the wider problem of the difficulties faced by women in the scientific world.

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## 8. Gender inequality in the sciences? It's still very present in Canada.

<http://www.macleans.ca/society/science/gender-inequality-in-the-sciences-its-still-very-present-in-canada/>

The comments by Tim Hunt (see above) triggered an international discussion about the status, treatment and experience of women in science, technology, engineering and math (STEM). While we like to think that gender inequality in STEM is old-fashioned and that as a society we've made great advances in equal opportunities, the numbers don't always tell the same tale.

The truth is, in Canada at least, very little has changed.

### *Still underrepresented*

Despite an increase in women with STEM degrees, the percentage of women working in the fields has barely changed in almost 30 years. In 1987, 20 per cent of the STEM workforce was women. Today, it is 22 per cent.

### *Still underpaid*

In 1997, women in STEM were paid 15 per cent less than their male coworkers. Things have improved, but on average they are still paid 7.5 per cent less today.

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## 9. Want to help women in science? Provide decent child care for starters.

<http://thechronicleherald.ca/opinion/1294127-want-to-help-women-in-science-provide-decent-child-care-for-starters>

Earlier this week, the House of Commons Standing Committee on the Status of Women released a report on women in the skilled trades, science, technology, engineering and math occupations in Canada.

This report's nine recommendations include that the government of Canada develop clearly defined outcomes that can help attract women to STEM-based work, that they support women in skilled trades, that they provide opportunities for women and girls to be engaged in STEM from an early age, that they support networks of mentorship for women and girls, and that they encourage girls to consider careers in STEM and highlight career opportunities and financial benefits.

The report includes responses from both the Liberal party and the NDP for all to read.

Although these recommendations are very good in some respects, they do not address the workplace changes that are needed. Women continue to have a gap in their professional careers when they have children, and this gap significantly affects their career progression.

With a lack of policies that enable women to take leave without negatively affecting their careers, and a severe lack of affordable child care available for children under two years of age in Nova Scotia, these statistics are unlikely to change for years to come. We cannot focus all our attention on one end of the pipeline.

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## Reports, Publications and Resources

### 1. Canadian Report on Women in Skilled Trades and Science, Technology, Engineering and Mathematics Occupations

[http://www.parl.gc.ca/Content/HOC/Committee/412/FEWO/Reports/RP8040511/412\\_FEWO\\_Rpt08\\_PDF/412\\_FEWO\\_Rpt08-e.pdf](http://www.parl.gc.ca/Content/HOC/Committee/412/FEWO/Reports/RP8040511/412_FEWO_Rpt08_PDF/412_FEWO_Rpt08-e.pdf)

This report, published in June 2015, summarizes evidence gathered during the study on women in skilled trades and STEM-related occupations and gives an overview of women’s presence in these occupations in Canada. It also presents a discussion of the advantages of addressing the underrepresentation of women in skilled trades and STEM occupations and a description of efforts to increase women’s participation in skilled trades and STEM occupations. The central efforts to address women’s underrepresentation include:

- the early engagement of girls in skilled trades and STEM fields;
- the support of mentors and the presence of role models;
- raising awareness of and correcting misconceptions about skilled trades and STEM occupations;
- addressing organizational barriers in the workplace;
- improving workplace culture; and
- instituting family-friendly workplace policies.

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### 2. Women in Tech

<https://vimeo.com/channels/canwit/videos/page:2/sort:preset>

The CanWIT (Women in Tech) Forum has launched a video channel to support their work. The videos are designed to foster the idea of and give examples of women as role models working in technology. Currently there are 21 videos on the Vimeo channel, including: Franca Gucciardi, CEO of the Loran Scholars Foundation, on the value of mentorship; ulie King, President & CEO, Biz-Zone, on ecosystems to support women, and more.

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### 3. Why time matters in agriculture-nutrition pathways

<http://www.a4nh.cgiar.org/2015/05/05/it-is-time-why-time-matters-in-agriculture-nutrition-pathways-2/>

This month on the *Gender-Nutrition Idea Exchange*, Sara Stevano, Postdoctoral Fellow in the Department of Economics in SOAS, University of London and the Leverhulme Centre for Integrative Research on Agriculture and Health (LCIRAH), shared findings from a recent systematic review on agriculture, time use, and nutrition. Assessing the available evidence, Sara identifies ways in which gender influences time use in agriculture and the coping strategies chosen to manage workload burden. She points out policy considerations related to time use necessary to effectively leverage agriculture for nutrition.

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## 4. Untangling Gender Mainstreaming: A Theory of Change Based on Experience and Reflection

<http://gadnetwork.org/gadn-resources/2015/3/6/untangling-gender-mainstreaming-a-theory-of-change-based-on-experience-and-reflection>

*Untangling Gender Mainstreaming: A Theory of Change Based on Experience and Reflection*, from the Gender and Development Network, focuses on gender mainstreaming processes *within* development organizations such as changes to policies, plans and spending; recruitment practices; and staff knowledge and skills.

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## 5. How much of the labor in African agriculture is provided by women?

<http://documents.worldbank.org/curated/en/2015/06/24577778/much-labor-african-agriculture-provided-women>

The contribution of women to labor in African agriculture is regularly quoted in the range of 60 to 80 percent. Using individual-disaggregated, plot-level labor input data from nationally representative household surveys across six Sub-Saharan African countries, this study estimates the average female labor share in crop production at 40 percent. It is slightly above 50 percent in Malawi, Tanzania, and Uganda, and substantially lower in Nigeria (37 percent), Ethiopia (29 percent), and Niger (24 percent). There are no systematic differences across crops and activities, but female labor shares tend to be higher in households where women own a larger share of the land and when they are more educated. Controlling for the gender and knowledge profile of the respondents does not meaningfully change the predicted female labor shares. The findings question prevailing assertions regarding substantial gains in aggregate crop output as a result of increasing female agricultural productivity.

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## 6. Debunking the myth of female labor in African agriculture

<http://www.pim.cgiar.org/2015/06/25/debunking-the-myth-of-female-labor-in-african-agriculture/>

*EnGendering Data*, a blog on improving data on the role of gender in agriculture, has a new post on female labor in African agriculture. Cheryl Doss shares new studies that "offer our most detailed understanding to date of rural economies in Africa" and challenge the widely cited "fact" that women in Africa provide 60-80% of the labor in agriculture. She then encourages a shift of focus to the question of how to effectively invest in women's agricultural productivity, drawing on empirical evidence to chart a course.

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## 7. Empowering women in Afghanistan: Reducing gender gaps through Integrated Dairy Schemes

<http://www.fao.org/3/a-i4585e.pdf>

This report reviews the Integrated Dairy Schemes (IDS) in Afghanistan from a gender perspective and recommends ways to consolidate and reinforce the schemes in the future. It focuses on four of the five existing IDS, located in Kabul, Balkh, Kunduz and Herat. As part of the assignment, a field survey was undertaken with project beneficiaries to provide qualitative and quantitative information

The IDS approach was developed by FAO, based on previous experience of the livestock sector in Afghanistan and of smallholder dairy industry development initiatives elsewhere. It has proved to link consumer demand and small-scale dairy farming effectively in Afghanistan. The aim of IDS is to improve food security in Afghanistan by supporting the national dairy sector through the development of IDS.

These are based on the formation of smallholder farmer cooperatives, organized at village level, which together form a dairy union at provincial level. The IDS model consists of a dairy value chain – managed by the union as an enterprise – that encompasses milk production, collection, processing and marketing of pasteurized milk and dairy products. Inputs and services are organized around these activities. IDS has helped milk producers to decrease milk loss, thanks to their dairy cooperatives and enterprises, as well as refrigeration systems introduced along the dairy value chain.

IDS were not designed with a gender strategy, but were based on FAO’s knowledge of the roles and responsibilities of women and men in Afghanistan’s livestock sector. The approach ensured that IDS had a strong empowering effect on women as beneficiaries of the project. Indeed, women milk producers in Afghanistan are able to retain, manage and spend almost 90 percent of proceeds from milk sales. The union offers an opportunity for women to sell their cow milk at village level and to receive a weekly cash income from sales.

***Refer to the link for the complete article.***

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## **8. Evaluation of Norway’s support to women’s rights and gender equality in development cooperation**

Available online at: <http://www.eldis.org/cf/rdr/?doc=72841>

Produced by: Norwegian Agency for Development Cooperation - NORAD (2015)

The report evaluates Norway’s support to strengthening women and girls’ rights and gender equality through its development cooperation. It assesses the extent to which results have been achieved and whether they are in line with the Action plan for Women’s Rights and Gender Equality in development cooperation and its four thematic priorities: Political empowerment, economic empowerment, sexual and reproductive health rights and violence against women.

The evaluation covers the period 2007-2013 in includes a desk study of on the global dimensions of Norwegian development cooperation’s support to women’s rights and gender equality as well as three in-depth country case studies including Ethiopia, Mozambique and Nepal. In addition, a desk study of Norway’s gender aid to Zambia is conducted.

The evaluation is commissioned by the Evaluation Department in Norad and carried out by Swedish Institute for Development Cooperation (SIPU) in collaboration with Overseas Development Institute (ODI) and Chr Michelsen Institute.

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## **9. Empowered Entrepreneur Training Handbook**

<http://cleancookstoves.org/resources/342.html>

Developed by the Global Alliance for Clean Cookstoves, the *Empowered Entrepreneur Training Handbook* provides curricula and tools for six days of business skills, empowerment, and leadership training. It is designed to support organizations who are currently working with (or plan to work with) women entrepreneurs and sales agents in the provision of household energy technologies.

The business training section of the Handbook delves into basic business management, with activities training covering Marketing and Customer Care, Costing and Pricing, Financial Planning and Management, and Business Growth and Expansion.

While the Handbook is designed to empower women to scale adoption of clean cooking solutions globally, it has applicability throughout the household energy sector.

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## 10. New Guide to Gender and Indicators

[http://www.eldis.org/go/topics/resource-guides/gender/key-issues/gender-and-indicators#.VYmqz2\\_bLIU](http://www.eldis.org/go/topics/resource-guides/gender/key-issues/gender-and-indicators#.VYmqz2_bLIU)

2015 signals the end of the Millennium Development Goals (MDG) era and the creation of the new Sustainable Development Goals (SDGs). This new Key Issues Guide on Gender and Indicators provides an overview of some debates and approaches on measuring change in gender equality.

The guide updates some of the key issues originally covered in BRIDGE’s popular 2007 Cutting Edge Pack on gender and indicators and discusses the proposed stand-alone SDG on gender. It also considers what more needs to be done to design measuring frameworks and approaches that go beyond assumptions of linear change around cause and effect, and can capture the complexity of change in the lives of women, men, girls and boys. The guide contains a carefully selected collection of resources for further reading on this topic.

The guide contains links to essential resources for further reading – it is broken down into subsections:

- Introduction
- Approaches to Measuring
- Measuring in Different Contexts
- Indices
- The Millennium Development Goal
- The Sustainable Development Goals, the Post 2015 Agenda and Future Opportunities

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## 11. Women and Gender Constituency: Position paper on the 2015 Climate Agreement

[http://www.wedo.org/wp-content/uploads/WGC\\_FINAL\\_1June-1.pdf](http://www.wedo.org/wp-content/uploads/WGC_FINAL_1June-1.pdf)

At the Bonn Climate Change Conference, the Women and Gender Constituency (WGC), one of nine stakeholder groups of the UNFCCC released a new position paper on the 2015 Climate Agreement.

The position paper was developed with input from 15 women's and environmental organizations and a civil society advocacy listserve of over 100 women activists and gender experts across several national, regional, and global networks. The position paper calls for an equitable and ambitious gender-responsive climate agreement.

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