



Typical laundry day: Washing clothes by hand in rural 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, 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. WEBINAR: Data and information management tools for the CGIAR Gender and Agriculture Research Network

https://docs.google.com/forms/d/13vQFNXXjXwl_1dvhfPvtrIQXnnYwZRg3iu0IFpkr4/viewform?c=0&w=1

Date: Wednesday, June 1, 2016 Time: 09:00 a.m. EST

Background: The International Center for Tropical Agriculture (CIAT) provides support on communications, data and information management to the CGIAR Gender and Agriculture Research Network. A key component of this initiative is to provide data and information management tools and systems to support the needs and requirements of the network and its members.

Purpose: The purpose of this webinar is to showcase how members of the CGIAR Gender and Agriculture Research Network can use two data management tools recently developed by CIAT.

The first is an inventory which aggregates gender research studies from across the CGIAR Consortium and displays it in an easily accessible central space. The second is a navigator that shows how users can navigate the sex-disaggregated data matrix developed by the CGIAR Research Program on Policies, Institutions and Markets (PIM), thereby allowing for a more in-depth search.

Feedback and input from this webinar will be used to further refine and improve these tools and the suite of support provided by CIAT to the gender network.

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2. Jeanie Borlaug Laube Women in Triticum (WIT) Early Career Award

<http://www.globalrust.org/awards/award-wit>

The BGRI offers the Jeanie Borlaug Laube award for the professional development of women working on wheat research during the early stages of their careers. The award is intended to help cover costs associated with attending the BGRI workshop and a training program at CIMMYT in Obregon, Mexico. The application deadline is **30 October 2016**.

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3. EMPLOYMENT: Gender Postdoctoral Fellow – Livestock Plus

<https://genderfoodpolicy.files.wordpress.com/2016/05/gender-postdoctoral-fellow-livestock-plus.pdf>

The International Centre for Tropical Agriculture CIAT is seeking a Postdoctoral Fellow to address the key research question: How can Nationally Appropriate Mitigation Actions (NAMAs) be designed and implemented to promote inclusiveness, social equity and decrease existing gender gaps?

The Postdoctoral Fellow will be expected to work closely with a team of researchers from CIAT and partner organizations to include gender research in the LivestockPlus project. This project, which is part of the CCAFS, aims to reduce emissions from the cattle sector by promoting sustainable agricultural systems that include tropical forages and improved animal feeding practices.

Specifically, the Postdoctoral Fellow is expected to investigate gender roles and inequalities in the cattle sector in Costa Rica and Colombia as a baseline exercise. Then, work in collaboration with the LivestockPlus team to determine how various NAMAs may impact gender roles and inequalities and how gender relations may impact the uptake of NAMAs by farmers in the cattle sector.

The position will be based at CIAT Headquarters in Palmira, Colombia. The application deadline is **June 13, 2016**

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4. Employment: Gender Land Tenure Specialist

<http://www.landesa.org/jobs/gender-land-tenure-specialist-mid-level/>

Landesa Rural Development Institute is seeking a Gender and Land Tenure Specialist who provides policy, analytical and program implementation expertise on women’s land rights, including access to property and inheritance, rural land tenure security, access to land, land rights formalization, land markets, land administration and management, and resolution of land and related disputes with a focus on impacts on women and their families. Posted in May 2016.

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This Month’s News

1. The 5 Biases Pushing Women Out of STEM

<https://hbr.org/2015/03/the-5-biases-pushing-women-out-of-stem>

<http://www.vox.com/2015/3/25/8288841/stem-careers-study-race>

Several new studies add to the growing body of evidence that documents the role of gender bias in driving women out of science careers. Joan C. Williams' research shows that bias, not pipeline issues or personal choices, pushes women out of science – and that bias plays out differently depending on a woman's race or ethnicity.

- Pattern 1: Prove-it-Again.
- Pattern 2: The Tightrope.
- Pattern 3: The Maternal Wall.
- Pattern 4: Tug-of-War.
- Pattern 5: Isolation.

If organizations are truly interested in retaining and advancing women, they will approach the issue of gender bias the same way they do other business issues: develop objective metrics and hold themselves to meeting them.

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2. Ag Women's Network launches Facebook Page

https://www.facebook.com/agwomensnetwork/?ref=aymt_homepage_panel

Ag Women's Network is happy to announce the launch of our new Facebook page. AWN has nearly tripled in size in the past 6 months. To create stronger connections within the agriculture and agri-food industry, it is important AWN have a public presence on Facebook.

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3. Ontario Network of Women in Engineering Video

<https://www.youtube.com/watch?v=fhE4cChkkk>

ONWiE (Ontario Network of Women in Engineering) have put together this great video to highlight the perception of girls to engineering and other professions. Please view it, and share it!

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4. More new farmers are women than men in Atlantic Canada, study shows

<http://www.cbc.ca/news/canada/new-brunswick/farmers-women-atlantic-1.3571369>

A new study shows that the face of farming is changing in Atlantic Canada, where more than half of the region's new farmers are women.

A recent study by Julia Laforge at the University of Manitoba shows that more new farmers in Atlantic Canada are women, some 55 per cent.

"They didn't have any role models growing up, they didn't know any women who were farming by themselves," said Laforge about the women who responded to her survey.

"Now, a new generation of farmers are in their early 20s, and can look and see women older than them who are farming on their own or with their partners or whatever relationship they might have, who identify as farmers, not as farm wives."

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5. Empowering Women: Beyond the Lamppost

<http://www.seepnetwork.org/blog/empowering-women-lamppost-2>

In 2011, the International Centre for Research on Women (ICRW) published a paper entitled: *Understanding and Measuring Women's Economic Empowerment: Definition, Framework and Indicators*, which defined the concepts of power and agency. Now more broadly recognized as access and agency, these concepts have become well known within the development community for those working on women's economic empowerment (WEE) programming and have even been incorporated into the conceptual frameworks of large development organizations, including USAID and DFID.

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6. If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired

<https://hbr.org/2016/04/if-theres-only-one-woman-in-your-candidate-pool-theres-statistically-no-chance-shell-be-hired>

The Harvard Business Review reports that despite the ever-growing business case for diversity, roughly 85% of board members and executives are white men. This doesn't mean that companies haven't tried to change. Many have started investing hundreds of millions of dollars on diversity initiatives each year. But the biggest challenge seems to be figuring out how to overcome unconscious biases that get in the way of these well-intentioned programs.

The HBR conducted three studies to examine what happens when you change the status quo among finalists for a job position. The results from these studies were what we had predicted: When there were two minorities or women in the pool of finalists, the status quo changed, resulting in a woman or minority becoming the favored candidate.

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7. Enlisting Men to Empower Women in Honduras

<http://www.seepnetwork.org/blog/enlisting-men-empower-women-honduras>

Facilitating shifts in prevailing social norms that have disadvantaged women for centuries is a sensitive and slow process, especially in rural communities. Fintrac has been working with farming families in Honduras for nearly 20 years and our approach to gender integration has been continuously evolving as we seek new ways to address deep-seated behaviors and effect cultural change.

We launched a masculinity workshop series in December 2015, with a specially-designed curriculum that:

- Reviews and creates awareness of the power relationships between genders.
- Reflects on the construction of the masculine identity.
- Analyzes the causes of violence among family members.
- Recognizes the effects gender conditioning has on men, their families, and society in general.

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8. Dude, Where Are The Women? #AllMalePanels In Global Development

http://www.npr.org/sections/goatsandsoda/2016/05/09/476881541/dude-where-are-the-women-allmalepanels-in-global-development?utm_campaign=storyshare&utm_source=twitter.com&utm_medium=social

Why are women so woefully underrepresented?

That's the big question behind the hashtag #allmalepanels. Since 2013, it's has been tacked onto photos of dudes-only panel discussions at conferences and blasted out on social media. The goal is twofold: draw attention to the lack of women experts in male-dominated fields like finance, tech and science as well as push for the inclusion of women.

But over the past year or so, the hashtag has started trending in an unexpected space, the international development and aid sector — where women's issues are a key part of the agenda and where the workforce is hardly male-dominated.

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9. Global Alliance for Clean Cookstoves Newsletter

<http://cleancookstoves.org/about/news/index.html>

May has been extremely busy as we continue working to mainstream clean cooking into health, gender and environment interventions that support national and global goals. This month focused on the gender and humanitarian sectors.

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10. BLOG: We don't know how many women own land. Why?

<http://news.trust.org/item/20160516120134-jqvsx/?source=leadCarousel>

by Cheryl Doss, Yale University

We know women's legal rights to own, inherit and farm land are crucial. So why is it still so hard to know how many women have rights? The importance of women's rights to land and property are increasingly being recognized - both as human rights and as fundamental building blocks for economic development.

However the promotion of women's access to land is hampered by the fact that there are no systematically collected data on women's land rights or access to land.

Conceptually, we can consider land rights as consisting of a bundle of property rights. For example, land rights might include some or all of the following:

1. *Access*: the right to walk across land
2. *Withdrawal*: the right to take something that occurs naturally on the land, such as water or firewood
3. *Management*: the right to change the land by planting trees or clearing bush
4. *Exclusion*: the right to keep others from using the land and
5. *Alienation*: the right to transfer the land rights to others, by bequeathing or selling.

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11. **BLOG: Why does paying attention to gender matter for climate change adaptation?**

<https://www.ifpri.org/blog/why-paying-attention-gender-matters-climate-change-adaptation>

This blog post by Elizabeth Bryan, Patti Kristjanson, and Claudia Ringler summarizes recent research by IFPRI on gender and climate change under the CGIAR Program for Climate Change, Agriculture, and Food Security.

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12. **NEWS: Gates Foundation announces \$80 million commitment to close gender data gaps**

<http://www.gatesfoundation.org/Media-Center/Press-Releases/2016/05/Gates-Foundation-Announces-80-Mill-Doll-Comm-Closing-Gender-Data-Gaps-Acc-Progress-for-Women-Girls>

SEATTLE/COPENHAGEN (May 17, 2016) – In her keynote speech today at the Women Deliver conference in Copenhagen, Melinda Gates, co-chair of the Bill & Melinda Gates Foundation, announced that the foundation will commit \$80 million over the next three years to close gender data gaps and help accelerate progress for women and girls around the world. Alongside the Gates Foundation's commitment, partners across governments, nonprofits and philanthropic organizations have also agreed upon a new statement of principles regarding gender data and its importance for accelerating development outcomes.

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Reports, Publications and Resources

1. Contribution of Women's Cooperatives in Economic and Social Transformation of the Poor in Nepal

<http://www.seepnetwork.org/human-values-in-action--contribution-of-women-s-cooperatives-in-economic-and-social-transformation-of-the-poor-in-nepal-resources-1585.php>

Summary

This study examines the efficacy of a women-led and human values oriented poverty alleviation model in Nepal implemented by women's cooperatives that are facilitated by SAHAMATI, a national social development organization renown for practicing for what it advocates. As a complex issue characterized by the interaction of gender, class, caste, ethnicity, region, age, and family relationship; poverty and deprivation are addressed through women's empowerment, institutional development, livelihood promotion, and integration of human values in personal lives, programs, procedures, and outcomes.

The study highlights a number of innovations that break the intrinsic and institutional barriers to participation of the poor in their own social and economic empowerment. These innovations relate to resource pooling among the poor through their own membership based self-reliant groups and cooperatives, the transfer of resources from the less poor to the more poor, member to member capability building within the organization, expansion of membership to address ethnic diversity and intra-household deprivation, and local institutionalization of priorities and schemes targeted to benefit the poor.

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2. Gender Statistics Database

<http://eige.europa.eu/gender-statistics/dgs>

The database contains gender statistics from all over the European Union (EU) and beyond, at the EU, Member State and European level. It is aimed at providing statistical evidence which can be used to support and complement the European Commission's (EC) Strategy on Gender Equality and support the Member States to monitor their progress.

Statistics and indicators on the situation of women and men are needed to describe the roles of women and men in society, the economy, and within the family, to provide the basis for the development of SMART policies and establish sound monitoring and evaluation of their effectiveness. They can help us to reflect upon the challenges strict gendered roles in society present, and demonstrate the negative or positive changes in the status of women in comparison to men in areas such as education, work, access to resources, health or decision-making.

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3. Environmental Performance Index on Ecosystems, Human Health + Country Rankings

<http://epi.yale.edu/>

https://issuu.com/2016yaleepi/docs/epi2016_final

<http://epi.yale.edu/country-rankings>

The 2016 Environmental Performance Index (EPI), a Yale-based initiative that evaluates how 180 countries protect ecosystems and human health, finds cause for both optimism and serious concern. The world's nations have expanded access to water and sanitation while creating more protected areas than ever before, yet countries have failed to reverse degradation of air quality and decline in fisheries, the report finds. The EPI, which measures national and global protection of ecosystems and human health from environmental harm, draws out trends and highlights data gaps in priority areas including air quality, water management, and climate change.

Increased access to water and sanitation stands out as a major success story: concerted efforts to develop clean drinking water and sewage infrastructure have significantly reduced deaths from waterborne diseases. The number of people who lack access to clean water has been cut nearly in half since 2000, though at 550 million, or around 8 percent of the world's population, there is still much room for improvement. The world's nations also show strong commitments to habitat protection, and countries are now within striking distance of international targets for terrestrial and marine habitat protection.

Yet in other areas, environmental progress has stalled, and some issues have shown troubling declines. Twenty-three percent of countries lack any kind of wastewater treatment. The world's fisheries are in a dire state, with most fish stocks at risk of collapse. Air pollution has worsened and today accounts for 10 percent of all deaths, compared with 2 percent claimed by foul water. More than 3.5 billion people — half of the world's population — live in nations with unsafe levels of air pollution.

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4. Reducing Rural Women’s Domestic Workload through Labour-Saving Technologies & Practices Toolkit

See links below.

One of the three strategic objectives of the IFAD Policy on Gender Equality and Women’s Empowerment is “to achieve a more equitable balance in workloads and in the sharing of economic and social benefits”.

Rural women of all ages spend much of their day engaged in domestic chores, including collecting water and firewood, processing and preparing food, travelling and transporting, and care giving.

These tasks are unpaid and restrict a woman’s time and mobility. Moreover, the drudgery can cause poor health and nutrition for a woman’s entire family, in particular infants and young children. These domestic chores are a major constraint to the ability of smallholder farmers to increase agricultural productivity and achieve food and nutrition security.

Labour-saving technologies and practices promote inclusive development by reducing the domestic workload and freeing up time to perform productive tasks, to participate in decision-making processes and development opportunities, and to enjoy more leisure time. They also make rural areas more attractive places for younger people to reside. When the domestic workload is reduced, women are the principal beneficiaries but men also benefit, depending on the extent to which they perform these tasks.

The Reducing rural women’s domestic workload toolkit is composed as follows:

Teaser - <https://www.ifad.org/documents/10180/c86179dd-ad6d-4622-864a-ed590016250d> – Describes why labour-saving technologies and practices are needed to reduce women’s domestic workload and the benefits to be gained, with examples from IFAD-supported projects.

How To Do note - <https://www.ifad.org/documents/10180/2b7ac28f-76a2-4537-9c10-2c6e478826e5> - offers practical guidance to help practitioners address this issue in the design and implementation of projects. It also provides details on proven labour-saving technologies and practices and gives key information sources.

Lessons Learned - <https://www.ifad.org/documents/10180/412e2759-c0b9-4451-99f5-6c72b4af84e6> - provides lessons learned from a study on the impact that IFAD water investments had on the time saved by households in collecting water, with a gender lens. It also gives recommendations for IFAD project design and implementation to improve the outcomes of labour-saving water investments.

Compendium <https://www.ifad.org/documents/10180/9eb6290e-1f0a-4f40-96a2-83448ecde9ea> showcases labour-saving technologies that were exhibited at the Sharefair on technologies and innovations for rural women on “Improving Food Security, Nutrition and Productive Family Farming in Eastern and Southern Africa”, held in Nairobi on 15-17 October 2014.

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5. Why is gender important for REDD+?

<http://genderandenvironment.org/resource/gecco-gender-redd-video/>

International Union for Conservation of Nature IUCN has produced an excellent new video unpacking why women's resource rights and decision-making need to be taken into account in REDD+ development.

This video was prepared for IUCN with the support of the United States Agency for International Development (USAID) via the Gender Equality for Climate Change Opportunities (GECCO) initiative. This video supports a series of six geographically diverse case studies on gender mainstreaming and women’s empowerment through REDD+.

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6. Book: The Rise of Women Farmers and Sustainable Agriculture

<http://www.ohio-forum.com/2016/05/assistant-professor-rachel-terman-co-authors-rise-women-farmers-sustainable-agriculture/>

Assistant Professor Rachel Terman co-authors *The Rise of Women Farmers and Sustainable Agriculture*. “ In this book, we wanted to make sure to highlight the voices of women farmers telling their stories,” says Ohio University Assistant Professor Rachel Terman.

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7. Supporting the Advancement of Women in Agriculture: Needs Assessment

http://www.cahrc-ccrha.ca/sites/default/files/SAWA%20Needs%20Analysis%20-%20FINAL_1.pdf

Labour Market Intelligence gathered by the Canadian Agricultural Human Resource Council (CAHRC) prior to this project indicated that the percentage of women in leadership roles in the primary industry did not reflect the proportion of women working in the primary industry.

The focus of the research included:

- Management and leadership programs
- Enrollment in 4-H
- Participation rates on Boards (survey data, primary data collection)
- Participation rates on agribusiness executive teams (survey data, primary data collection)
- Female graduates of agricultural leadership and management programs
- Female graduates of 4-H programs
- Female graduates of agricultural university and college programs
- Perceptions of barriers and opportunities
- Current occupations of women and aspirations for advancement and barriers
- Training, mentorship and networking experiences of women in agriculture
- Knowledge of options and barriers

Summary

The needs assessment has provided some very strong insight into the current situation facing women advancing in leadership in agriculture. Building on what is already being done was a common theme throughout the research process. Due to the growing awareness of women’s absence in leadership roles there is support throughout the industry to work together to address these issues. There was strong support for collaboration as the best approach to bring solutions into place.

The research also pointed to gaps in what is being done in the industry as a whole. Support to address these gaps through developing the tools described in this document would benefit the entire industry.

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