



GEM Digest of the Month for August 1, 2016

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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. Calling All Women Interested in Industry Board Opportunities

http://www.appointments.gc.ca/slctnPrcls.asp?menu=1&lang=eng#SP_7088F242-8507-433B-87C5-2DB8CF953466

<http://www.agr.gc.ca/eng/about-us/employment-opportunities/ministerial-appointments/?id=1467669625216>

The Government of Canada is now seeking applications for their boards. These include the Canadian Grain Commission and Canadian Dairy Commission. The Minister of Agriculture is also looking for applicants to the Farm Debt Mediation Council. Applications due **August 17, 2016**.

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2. Awards for Early-Career Women Scientists

<http://owsd.ictp.it/resources/news-events/call-opens-2017-awards-early-career-women-scientists-engineering-innovation>

Nominations are open for the **Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World**. The awards are sponsored and organized by the Elsevier Foundation, the Organization for Women in Science for the Developing World, and The World Academy of Sciences (*TWAS*). The awards theme for 2017 is engineering and engineering sciences in subject areas that may include energy, water supply, and others related to environment and development. Nominations will be accepted for early-career women scientists working in engineering who have received their PhDs within the past 10 years, and who live in one of the 81 scientifically lagging countries as defined by TWAS. The competition will select one winning nominee from each of Latin America and the Caribbean; East and Southeast Asia and the Pacific; the Arab region; Central and South Asia; and Sub-Saharan Africa. Each winner will receive US\$5 thousand and travel support to

attend the 2017 meeting of the American Association for the Advancement of Science (AAAS). The deadline for nominations is **01 September 2016**.

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3. IDRC Research Awards 2017

<https://www.idrc.ca/en/funding/graduate-student-awards/idrc-research-awards-2017>

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. Positions are available at IDRC's head office in Ottawa and at its regional office in Nairobi. 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 (*English, French*) is **07 September 2016**.

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4. Partnership for Economic Policy - Policy Analysis on Growth and Employment

<https://www.pep-net.org/call-proposals>

With funding from the governments of UK and Canada, PEP [Partnership for Economic Policy] has launched a new call for proposals addressing "Policy Analysis on Growth and Employment" (*PAGE II*) in developing countries. The issues to be examined span a broad spectrum of development policy, including themes related to labor productivity in agriculture, entrepreneurship, and others. PAGE targets teams of researchers in developing countries -- with preference for applicants from low-income, fragile, and/or conflict states. Applying teams will generally need university-level training in economics or equivalent experience. **PAGE positively encourages teams with a female researcher as project leader**. The deadline for applications (*English, French, Spanish*) is **15 September 2016**.

Five priority themes:

- Youth employment: supply- and demand-side constraints and related policy options
- Gender and women's economic empowerment
- Entrepreneurship and financial inclusion
- Productive employment in rural farm and non-farm sectors - increasing labour productivity and reducing factor market imperfections
- Sectoral composition and patterns of economic growth - implications for job-creation, employment and poverty reduction

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This Month's News

1. Can Better Technology Lure Asia's Youth Back to Farming?

<http://www.ipsnews.net/2016/06/can-better-technology-lure-asias-youth-back-to-farming/>

MANILA, Jun 25 2016 (IPS) - Farming and agriculture may not seem cool to young people, but if they can learn the thrill of nurturing plants to produce food, and are provided with their favorite apps and communications software on agriculture, food insecurity will not be an issue, food and agriculture experts said during the Asian Development Bank (ADB)'s Food Security Forum from June 22 to 24 at the ADB headquarters in Manila.

The UN Economic and Social Commission for Asia and the Pacific estimated in 2014 that the region has 750 million young people aged 15 to 24, comprising 60 percent of the world's youth. Large proportions live in socially and economically developed areas, with 78 percent of them achieving secondary education and 40 percent reaching tertiary education.

Calls for nonstop innovation in communications software development in the field of agriculture, continuing instruction on agriculture and agriculture research to educate young people, improving research and technology development, adopting measures such as ecological agriculture and innovative irrigation and fertilisation techniques were echoed by panelists from agriculture-related organizations and academicians.

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2. Governments look for ways to stop rural youth drain

<http://www.producer.com/2016/07/governments-look-for-ways-to-stop-rural-youth-drain/>

It's a challenge small communities across the country have faced for decades: how to convince young people to stay. For many, the lure of the city is irresistible, with greater career and educational opportunities, and copious options for entertainment and sports. The hustle and bustle of the city, coupled with the larger youth populations that live there has, for decades, drawn young people away from Canada's small communities.

Education, training opportunities, jobs, entrepreneurship, social infrastructure, internet access, improved transportation and civic leadership were all up for discussion as community leaders grappled with how to convince the younger generation that rural communities are viable places to call home.

At the heart of the conversation is Ontario's agriculture industry, an industry in which ongoing investments in innovation and technology will help lure the next generation. Exposing young people to these opportunities is critical.

Meanwhile, industry leaders point to growing demand for local food and craft beer, which coincidentally, are increasingly popular with younger Canadians.

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3. Women in Agriculture

<https://www.joomag.com/magazine/perspectives-june-2016/0217923001466516098?short>

Empowering female farmers boosts family incomes, nutrition, and overall well-being. Read their stories and more in the current issue of *Perspectives*, an interactive, biannual publication of IFDC [International Fertilizer Development Center.]

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4. Women's Economic Empowerment Working Group

<http://www.seepnetwork.org/technical-briefs-pages-20861.php>

The SEEP Women's Economic Empowerment Working Group (WEEWG) will develop a series of three technical briefs on topics that are of interest to the WEEWG membership and to USAID. These technical briefs will provide an overview of key

issues related to the technical topic, discuss current evidence base and include examples of good practices. Data sources will include quantitative, qualitative, and anecdotal to illustrate and discuss each technical topic.

Brief 1: Unpaid care work

Brief 2: Engaging and working with men

The brief will examine the following key questions:

- Why is it important to engage men in WEE activities?
- What do we know about the benefits of engaging men to promote gender equality and women’s empowerment (e.g., reduction in gender-based violence, increase in household income)?
- What are promising approaches, innovations, and global best practices to engage men in WEE in the agriculture sector? If there isn’t enough information in the ag sector, what lessons/practices should we try applying from other areas (such as health or GBV)?
- What are specific examples of successful WEE in agriculture programs projects, and activities that have successfully engaged men?
- What are examples of tools, trainings, and resources that provide how-to technical guidance on engaging men?
- What are the existing gaps or areas for further research/consideration?

Brief 3: Promoting Women’s empowerment in Post- Production activities

The brief will draw from recent findings from the literature review mentioned above and examine the following key questions:

- What are the benefits of interventions focused on post-production activities? (e.g., quicker return-on-investment for women using new technologies, increased ability to support associations and women’s groups that improve voice and negotiating power, ability to increase product value for women also engaged in productive activities, increased income)
- Are there specific benefits in terms of improving agency-related outcomes among women through promoting greater participation in post-production activities?
- Are there risks associated with encouraging more women to transition into post-production activities, if they are not already engaged in them?
- Have there been greater benefits for women’s empowerment arising from particular intervention approaches or intervention in particular phases of the value chain?

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5. A girl's view of the 17 sustainable development goals - in pictures

<https://www.theguardian.com/global-development-professionals-network/gallery/2016/jul/07/a-girls-view-of-the-17-sustainable-development-goals-in-pictures>

'If you don't know where to start with the SDGs, start with women and girls everything else will fall into place,' said UN Women head Phumzile Mlambo-Ngcuka recently. These photographs of women and girls all over the world illustrate each of the 17 SDGs. The exhibition was part of last year's European Week of Action for Girls.

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6. Rewriting Africa's Agricultural Narrative

<http://www.ipsnews.net/2016/07/rewriting-africas-agricultural-narrative/>

With an estimated food import bill valued at 35.4 billion dollars in 2015, experts consider this scenario ironic because of Africa's potential, boasting 60 percent of the world's unused arable land, and where 60 percent of the workforce is employed in agriculture, accounting for roughly a third of the continent's GDP.

The question is why? Several reasons emerge which include structural challenges rooted in poor infrastructure, governance and weak market value chains and institutions, resulting in low productivity. Additionally, women, who form the backbone of agricultural labour, are systematically discriminated against in terms of land ownership and other incentives such as credit and inputs, limiting their opportunities to benefit from agricultural value chains.

"Women own only one percent of land in Africa, receive one percent of agricultural credit and yet, constitute the majority of the agricultural labour force," says Buba Khan, Africa Advocacy Officer at ActionAid.

Khan believes Africa may not be able to achieve food security, let alone sovereignty, if women remain marginalised in terms of land rights, and the World Bank Agenda for Global Food System sourcebook supports the 'closing the gender gap' argument.

According to the sourcebook, ensuring that women have the same access to assets, inputs, and services in agriculture as men could increase women's yields on farms by 20-30 percent and potentially reduce the number of hungry people by 12-17 percent.

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7. The Prairies CWSE Summer 2016 Newsletter

http://cwse-prairies.ca/pages/newsletters/cwse_newsletters/14_CWSE_Prairies_July_2016_newsletter_02.pdf

The newsletter of the NSERC Chair for Women in Science and Engineering (CWSE) for Prairie Canada was recently released.

Inside This Issue:

- Peguis First Nation high school students compete in the 2016 Canada Wide Science Fair / Summer research is in full swing! / Research Profile
- Tenure and Promotion Workshop for Women Academics at the University of Calgary
- ACEC-MB TWICE Industry Reception / ICAN-WISE Recipients
- Advancing Women Conference / Science Rendezvous! First Nation Water Rights Conference
- WISE Kid-Netic Energy hosts 3rd annual Make Your Move event

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8. Awards for series on conservation agriculture in Africa

<http://www.agcanada.com/daily/fbc-editorial-chief-wins-major-international-awards>

Laura Rance, editorial director of Farm Business Communications and editor of the *Manitoba Co-operator*, has won two major international awards for her work on African agriculture.

Rance won the International Federation of Agricultural Journalists (IFAJ) Star Prize for 'Africa's Hunger Games,' published in the *Winnipeg Free Press* in April 2015. The same piece was awarded the IFAJ-FAO Award for Excellence in Global Food Security Reporting, a new award sponsored by the UN Food and Agriculture Organization and the IFAJ.

The feature was based on a series of articles which ran earlier in the *Manitoba Co-operator* and *Alberta Farmer Express*. Rance wrote the series about her five-week project on secondment to the Canadian Foodgrains Bank in Africa. It focused on conservation agriculture practices and their role in conserving soil in the region.

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9. Jamaica's RADA signs gender policy

http://oasis.col.org/bitstream/handle/11599/2379/201607_Connections_Vol21-No2.pdf?sequence=1&isAllowed=y

With support from Commonwealth of Learning's Gender and Lifelong Learning for Farmers initiatives, the Rural Agricultural Development Authority (RADA) in Jamaica developed a six-page Gender Equality Policy statement that was signed into effect in March 2016.

The policy will guide RADA in its efforts to mainstream gender in policies, research, extension activities, monitoring and evaluation. The policy development process was preceded by six gender-mainstreaming sensitisation sessions held in June and September 2015. The workshops focused on creating a basic understanding for staff on gender issues related to RADA's work.

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10. Empowerment leads to profit

http://oasis.col.org/bitstream/handle/11599/2379/201607_Connections_Vol21-No2.pdf?sequence=1&isAllowed=y

Abstract and full report available at <http://www.jl4d.org/index.php/ejl4d/article/view/124> and <http://oasis.col.org/handle/11599/2353>

One of the key objectives of the Lifelong Learning for Farmers (L3F) programme is to empower marginalised communities, particularly women. Using a three-dimensional index, a study in Uganda established that learning in the context of human, social and financial capitals is capable of narrowing the gap in empowerment between men and women.

A further study on L3F, conducted by Alexis Carr, Tenzin Yindok, Rosemary Atieno, James Onyango and K. Balasubramanian, showed that empowerment can lead to greater profits for microenterprises. A comparative analysis of backyard poultry enterprises managed mostly by poorer women in Kenya found that empowerment is a statistically significant determinant of profit from poultry farming. A one per cent increase in the empowerment index is estimated to increase annual profit from poultry farming by 2.3 per cent. Participation in the L3F programme significantly boosted the enterprises' profit efficiency.

The Kenya AIDS Intervention/Prevention Project Group, a partner facilitating L3F in Kenya, has pointed out that these results have attracted government agencies such as the County Government of Kakamega, Kenya, to actively participate in L3F activities.

The results of this study were presented by K. Balasubramanian at the 7th Africa Agricultural Science Week of the Forum for Agricultural Research in Africa, held in Kigali during June 2016.

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11. Canadian Horticultural Council appoints new executive director

<http://www.theproducenews.com/more-people-articles/people/19319-canadian-horticultural-council-appoints-new-executive-director>

The board of directors of the Canadian Horticultural Council recently announced that Rebecca Lee has accepted the position of executive director. Dr. Lee has significant experience in the industry. She obtained her bachelor's degree from McGill University, her master's degree from the University of Guelph and her doctorate from Wageningen University in The Netherlands.

Dr. Lee's most recent position was as technical director with the North American Plant Protection Organization, where she also served as acting executive director. During the six years with NAPPO, she worked very closely with government, research and industry representatives from the three North American countries.

Prior to that, she worked as technical director with the Association of Colombian Flower Exporters, for whom she designed the Colombian Centre for Innovation in Floriculture. She then served as executive director for six years. Rebecca's experience also includes consultancies in evaluation for organizations.

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12. AIC elects new Board Chair

<http://www.aic.ca/dr-wilf-keller-elected-new-aic-board-chair/>

Wilf Keller, PhD, PAg, has been named the new Chair of the Board of Directors of the Agricultural Institute of Canada. He replaces Dr. Lianne Dwyer who was Chair of the Board since 2014. Dr. Dwyer remains on the board along with one other woman and nine men, including Dr. Keller.

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Reports, Publications and Resources

1. Gender, agriculture and water insecurity

<https://www.odi.org/publications/10355-gender-agriculture-and-water-insecurity>

El Niño has already had devastating impacts on countries in Africa that primarily rely on agriculture. Drought, loss of livestock and failed harvests push poor households into food stress and result in children being removed from school or families migrating. Policy and programme implementation for water insecurity must consider social norms around gender and other drivers of inequality.

Too often, policies and programmes on agricultural water management are gender blind and don't consider women's unique needs and experiences.

This paper explains how and why improved water management on the farm matters for women and girls, and what can be done to better support opportunities for them, as well as for men and boys, in the face of climate change.

The authors identify three areas where gender-focused programming needs to address the unique vulnerabilities of women to water (in)security:

- Women are often at the pinch point of water-related tasks in the home and on the farm, with pressure intensifying around seasonal periods of scarcity in many developing countries.
- Compared to men, women may have less access to or control of assets that can be used to buffer against the effects of rainfall variability.
- Women often have fewer opportunities to pursue off-farm work or migrate to urban areas as a temporary coping strategy for seasonal food and income shortages, or for shortages caused by droughts and floods.

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2. Annual Report from the CGIAR Research Program on Climate Change, Agriculture and Food Security (CAAFS)

<https://ccafs.cgiar.org/research/annual-report/2015>

The 2015 annual report was recently launched. 2015 was a crucial year for climate research and action. Agriculture gained prominence in the Paris climate agreement, and CCAFS science increasingly informed initiatives to enhance millions of farmers' resilience to climate impacts and help them reduce emissions. There was strategic support to 9 national and 23 subnational initiatives, with scientists closely partnering with policy makers to strengthen the national plans that will deliver the Paris Agreement, among others.

See the section on **Integrating Gender and Harnessing Local Knowledge**.

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3. Gender analysis in building climate resilience in Da Nang: Challenges and solutions

<http://pubs.iied.org/10784IIED.html>

Although the legal framework for gender equality exists in Vietnam, gender mainstreaming in climate change planning and action have not yet been fully realised and addressed by local actors. In Da Nang, a gendered view to climate resilience building was also a new approach for the city and local authorities and vulnerable communities. This study examines the gender issue through the climate resilience lens within the context of Da Nang to see how gender and its link to climate change was locally perceived and at what level(s) gender equality and women's role were appreciated and incorporated into climate change planning and action.

Three important policy implications generated from the study are:

- (i) the necessity of improving women's capacity to address their vulnerability;

- (ii) the necessity of having supportive mechanisms to enable full participation of women in planning and decision making;
- (iii) the necessity of integrating gender-sensitive indicators into plans and strategies to guide gendered interventions in practice.

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4. When investors come knocking: Ensuring African women have a say

<http://pubs.iied.org/17361IIED.html>

In much of sub-Saharan Africa, women have little say in decisions over land. Unless proactive steps are taken to enable women to have a stronger voice, large-scale agribusiness projects will leave them even more marginalised. Though there has been little research in this area, an emerging body of thinking and practice provides clear pointers as to how governments, NGOs and investors might mitigate such risks in future, particularly by explicitly addressing gender issues head-on from the very outset.

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5. How to Enhance Your Business through Gender Capacity Building

<http://cleancookstoves.org/about/news/07-20-2016-how-to-enhance-your-business-through-gender-capacity-building.html>

The broad range of tools available from the Global Alliance for Clean Cookstoves include gender due diligence assessments, gender value chain analysis, case studies, gender best practices, and agency-based empowerment training.

One training designed to support enterprises is *Gender-Informed Approaches to Strengthening Human Resources and Operation: A Training for Clean Cooking Enterprises*, a toolkit built in collaboration with Value for Women. It provides recommendations and guidance on how to design and implement a gendered operations model by outlining performance-enhancing best practices.

Another example of training that can be provided is the *Empowered Entrepreneur Training Handbook*, which is designed to support organizations in empowering women throughout the household energy value chain.

The Alliance also offers a webinar training series, Integrating Gender throughout the Capacity Building Facility that highlights women as an underutilized force and asset. It emphasizes the need for incorporating considerations that benefit both men and women, while increasing the effectiveness and sustainability of businesses. This is part of the Capacity Building Facility (CBF) effort designed for investors, capacity building firms, and enterprises; and encourages them to integrate gender into their work.

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6. Updates to Canadian Organic Certification Process

<https://youtu.be/JYxyXDiOARw>

Janine Gibson, an organic inspector and president of the Organic Food Council of Manitoba tells us what everyone should know about organic certification.

This is a 43 minute video on YouTube.

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