



Female youth and women at Women’s Day celebration in Tanzania. Photo courtesy of A. Ramadhan.

The Gender Equality Mainstreaming (GEM) Digest provides a compilation of information and articles gathered 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, colleagues, scientific societies and diverse 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. New funding opportunity for gender equality and climate change

<https://www.idrc.ca/en/funding/accelerating-climate-action-social-equity-and-empowerment-women-and-girls>

IDRC is pleased to announce a new funding opportunity aimed at fostering effective, long-term climate action to reduce social inequality, promote greater gender parity, and empower women and girls worldwide.

Accelerating Climate Action: Social Equity and Empowerment of Women and Girls builds on IDRC’s history as a key development funder, contributor of evidence-backed climate research, and incubator of innovative and inclusive climate adaptation solutions.

The aim of this call is to produce knowledge that facilitates the scaling and financing of socially-transformative climate action. By focusing on empowering women in the least-developed countries —where climatic pressures and environmental stresses are particularly acute — IDRC hopes to contribute both to the implementation of the Paris Agreement and the realization of SDG 5.

The deadline for the submission of research proposals is **April 23, 2018** at 11:45 pm EDT (Ottawa-Canada time).

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2. Call for Nominations for the Board of Directors of Farm Management Canada

<https://fmc-gac.com/announcements/>

FMC is seeking three (3) nominees to the Board of Directors. The elected candidates may belong to any membership category:

- Farmer
- Member at Large
- Academic Institution
- Association/Organization
- Corporation

The FMC Board of Directors is further seeking nominees with demonstrated experience and proficiency in at least one of the following areas:

- Business Development and Growth
- Not for Profit Sector
- Farm Business Skills Development
- Farm Business Advisory Services
- Government Relations & Policy

However, nominations are welcome from those individuals whose skill sets reside outside of the above. Nominations will close at 17:00 hrs. Eastern Time, Thursday **April 26, 2018**.

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3. Mwalimu Nyerere African Union Scholarship Scheme 2018 Call for Scholarship Applications for Female Applicants

<https://au.int/en/scholarship>

Mwalimu Nyerere African Union Scholarship Scheme 2018 Call for Scholarship Applications For Female Applicants Only For Masters and PhD Programmes in Science, Technology, Engineering and Mathematics (STEM).

Closing Date April 30, 2018.

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This Month's News

1. A woman's place at the board table

<https://www.country-guide.ca/2018/03/27/women-rise-to-the-challenge-to-take-their-place-on-farm-boards/52949/>

Pam Bailey has just become the first woman on the Manitoba Canola Growers Association (MCGA) board of directors. "I've always been active on boards and in non-profit organizations, so I started to take notice of who were the people on boards making decisions," she says. "I noticed that in Canadian agriculture, specifically, the bulk of them are 55- to 65-year-old white males that are making decisions for a lot of younger people."

The Canadian Agricultural Human Resource Council surveyed more than 500 women involved in agriculture for its Supporting the Advancement of Women in Agriculture (SAWA) project. Their needs assessment identified a lot of the common barriers to women's participation on boards and in leadership roles in the industry. One of those barriers is difficulty in breaking into the "old boy's club."

Amanda Jeffs was recently appointed as the first woman on the board of directors of EastGen, a farmer-owned, not-for-profit organization dedicated to dairy genetics. "It's definitely harder when you are worried about child care, and I think

women feel that they need to fulfil all their roles as best they can,” says Jeffs. “I want to always make sure I am a good mom, but I also need to make sure my farm is running the way it should, and if I am going to be on a board I also need to be committed and make sure I am putting my work in there. So it’s comes down to whether or not you think you can juggle it all.”

Despite the barriers and all the juggling, more and more women are making the time and space for themselves to be able to add their voice at the governance level of organizations and groups shaping the future of agriculture. At the same time, progressive and effective boards understand the importance of having different perspectives at the table. That doesn’t just mean from women, but young people, and different ethnicities, and some boards and organizations are working to create inclusive policies and recruit for diversity in their ranks.

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2. The Issue: Empowerment of rural women and girls

UN Commission on the Status of Women

<http://www.unwomen.org/en/news/in-focus/csw>

The UN’s largest gathering on gender equality, the 62nd session of the United Nations Commission on the Status of Women (CSW62), starts March 12 at the United Nations Headquarters in New York and runs until 23 March 2018. It will focus on the theme, “Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls”. The review theme this year is women in the media, bringing timely discussions on women’s participation in and access to the media, as well as to information and communications technologies. Follow the unfolding conversation at the United Nations and in rural communities worldwide.

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3. Women’s Impact in Agriculture

<http://blogs.ifas.ufl.edu/miamidadeco/2018/03/06/womens-impact-agriculture/>

https://www.agcensus.usda.gov/Publications/2012/Online_Resources/Highlights/Women_Farmers/Highlights_Women_Farmers.pdf

From the University of Florida, some numbers highlighting the great value of women in agriculture according to the latest USA Census:

- Women in Agriculture represent 30% of American farmers (n=969,672).
- Of total female farmers: 288,264 were principal operators, that is, the person in charge of the farm’s day-to-day operations. (USDA, 2012)
- Only 4% of women principal operators were under 35 years old in 2012, compared to 6% of all principal operators. The average age of women principal operators was 60.1 years, nearly two years more than the overall average.

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4. Opinion: We need to involve more women in the agricultural sciences.

<https://www.devex.com/news/opinion-we-need-to-involve-more-women-in-the-agricultural-sciences-here-s-how-92078>

A recent study by the International Food Policy Research Institute shows that in 2014, only 24 percent of researchers working in the agricultural sciences were women, and only 17 percent of those in leadership positions were women in a sample of 40 sub-Saharan African countries. This is important because the evidence shows that better jobs for women in agriculture leads to higher wages and greater decision making — which ultimately has a positive impact on the ways households spend money on children’s nutrition, health, and education. Having more women in agricultural research also ensures that this workforce is representative of its client base: Smallholder farmers, the majority of whom are women.

- We must institutionalise women’s programs into agricultural organizations rather than having them as separate programs.
- We need to make sure that mentoring, fellowship, and other capacity building programs for agriculture set explicit targets for women.
- The way agriculture is taught needs to change to attract more young women, especially in African countries.

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5. Women Entrepreneurs and Innovation

<https://bmoformen.bmo.com/>

You are invited to watch a panel discussion on the important topic of **Women Entrepreneurs and Innovation**. BMO partnered with Researchers Clare Beckon and Janice McDonald from Carleton University and The Beacon Agency to conduct a comprehensive study on how and where Canadian women entrepreneurs are innovating, and the implications for financial institutions, venture capitalists, governments and the very fabric of Canadian Society.

Panelists will speak to the implications for business and the Canadian economy resulting from gender differences in approaches to innovation. They will also deliberate the different roles that industry and various levels of government can play to create a robust ecosystem for women business owners.

A panel discussion held on March 8 will be available in archived format.

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6. Rural women gather to influence national policy in Colombia

<https://cdfcanada.coop/rural-women-gather-to-influence-national-policy-in-colombia/>

Rural co-operatives are a key part of the Colombian government's strategy to build peace in communities affected by the armed conflict that gripped Colombia for over 50 years. While rural communities have made the transition to producing legal crops such as cacao, coffee, fruits and vegetables, small producers lack the methods and means to compete successfully in the marketplace. Women must cope with raising the family and managing the household, and have limited options for paid work, land ownership, self expression and personal development.

With Cooperative Development Foundation of Canada’s local partner, Gestando, we're working with communities in ten departments (provinces) of Colombia to equip women and their families with tools to develop enterprises, create jobs and open opportunities to create prosperity through co-operative enterprises and gender equality.

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7. Liberia Gender Responsive Training for Extension Agents

<http://ingenaes.illinois.edu/>

Over the last three months, INGENAES has been working with the support of ministry and university officials to organize and train government extension agents and undergraduate university students in the implementation of community research projects. We have now trained eight students as community researchers and have embarked on community data collection. Once complete, our findings will be used by the Ministry of Agriculture and INGENAES to develop gender responsive and transformative in-service training for Liberian extension agents.

Read the Liberia Landscape Analysis, to learn more on the status of the country's extension system, including gender and nutrition indicators.

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8. Pakistan seminar highlights roles of women and youth in wheat-based agriculture

http://www.cimmyt.org/press_release/pakistan-seminar-highlights-roles-of-women-and-youth-in-wheat-based-agriculture/

ISLAMABAD-PAKISTAN, 8 MARCH 2018 – As part of activities around 2018 International Women’s Day, the International Maize and Wheat Improvement Center (CIMMYT) and the Pakistan Agricultural Research Council (PARC) will hold a seminar on women and youth in wheat-based farming systems: How do women and youth contribute? What are their problems and concerns? How can their issues be addressed to increase farm productivity and benefit all household members?

The event will draw some 70 participants from public, private, and academic organizations, including high-level wheat sector officials, social scientists from all Pakistan provinces, and scientists from CIMMYT, the global leader in publicly-funded research on maize and wheat and related farming systems.

Among other topics, speakers will share and discuss Pakistan-specific findings from GENNOVATE, a large-scale qualitative study by CGIAR during 2014-16, based on focus groups and interviews involving more than 7,500 rural men and women in 26 developing countries.

The program includes Dr. Muhammad Khair and Ms. Zarmina Achakzi from Balochistan University of Information Technology, Engineering and Management Sciences (BUIITEMS), who will highlight the role of women in farming in Balochistan and factors that limit their income and social status. Ms. Sidra Majeed and Nusrat Habib of the Agricultural Economics Research Institute (AERI), NARC, will present on gender roles and responsibilities in Pakistan.

From CIMMYT, Mulunesh Tsegaye, a research associate, will describe GENNOVATE findings on women and youth’s roles in wheat-based agriculture in Khyber Pakhtunkhwa and Baluchistan provinces. Consultant Sidra Minhas will share gender-related results from 14 agricultural program evaluations in Pakistan and how better to address gender dynamics in project design, programing, monitoring, and evaluation. Dr. Kristie Druzca, gender and social development research manager, will introduce results of three quantitative surveys that highlight the need for greater participation of women in agriculture research to raise the sector’s productivity and profitability.

The theme of 2018 International Women's Day is #PressforProgress and encourages global momentum in striving for gender parity.

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9. Opinion: We can make agricultural work attractive for Africa's youth.

<https://www.devex.com/news/opinion-we-can-make-agricultural-work-attractive-for-africa-s-youth-here-s-how-91918>

In Zimbabwe, it is hard to sell agriculture as a meaningful career for the youth. To them, the cities hold more promise than the fields. Similarly, in Kenya, many youths would rather migrate to the cities than stay in the rural areas to pursue a career in agriculture. They have real reasons to back their choice: Agriculture can be tedious, labor intensive, a risky business, unrewarding, and unproductive. Further, many cannot afford to raise the capital needed to secure land and other equipment and inputs needed to launch a successful and thriving agribusiness.

Yet, there are many success stories coming from Africa of successful youth agripreneurs, who, despite the above hurdles have used their skills, creativity, and innovation and leveraged on technology to build strong, thriving agribusinesses. They are making a career out of agriculture.

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10. The Path to Empowering Women in Agricultural Science

<https://farmingfirst.org/2018/02/Wanjiru-Kamau-Rutenberg>

In this guest blog ahead of the International Day of Women and Girls in Science, Dr. Wanjiru Kamau-Rutenberg, Director of AWARD, shares the impact that empowering female scientists in Africa can have on the challenges that farmers on the continent face.

1,158 agricultural research scientists have been part of a fellowship program run by African Women in Agricultural Research and Development (AWARD). AWARD is working toward inclusive, agriculture-driven prosperity for the African continent by strengthening the production and dissemination of more gender-responsive agricultural research and innovation.

In many attempts to “mainstream” gender into institutions, gender issues are often treated in isolation rather than as a vital component of the agricultural research process. We believe that these efforts must not remain simply procedural; rather, they should help to redefine the objectives and purpose of agricultural research itself. We have already begun building exciting partnerships with institutions that believe that gender equity should be fully integrated into supporting the overarching mandate of a research institution, including the development of research questions and methodologies.

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11. IDRC “unpacks women’s empowerment” at McGill University Conference

<https://www.idrc.ca/en/news/idrc-unpacks-womens-empowerment-mcgill-university-conference>

A wealth of findings on women’s economic opportunities from the Growth and Economic Opportunities for Women (GrOW) program will inform discussions at the annual conference of McGill University’s Institute for the Study of International Development (ISID).

Unpacking Women’s Empowerment: Implications for Research, Policy, and Practice in International Development, the theme of this year’s conference (March 15–16, 2018), will encourage participants to discuss the challenges associated with increasing women’s autonomy, voice, and well-being in the household, at work, in civil society, and in national politics. Scholars, development practitioners, and policymakers will exchange experiences to identify how to build and assess the impact of policies aimed at empowering women.

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12. Africa’s Corporate Boardrooms: Where are the Women?

<http://www.ipsnews.net/2018/03/africas-corporate-boardrooms-women/>

UNITED NATIONS, Mar 26 2018 (IPS) - When a woman rises to the top rung of the traditionally all-male corporate ladder in Africa, it’s front-page news because women’s progress in business leadership on the continent continues to be achingly slow.

According to a ground-breaking 2015 study by the African Development Bank (AfDB) titled “Where Are the Women? Inclusive Boardrooms in Africa’s Top-Listed Companies”, in the 307 top African companies, women accounted for only 14% of total board membership. That translates to one woman out of every seven board members. And one-third of the boards have no women at all, adds the report.

Countries with the highest percentage of women board members are Kenya (19.8%), Ghana (17.7%), South Africa (17.4%), Botswana (16.9%) and Zambia (16.9%). Companies that have seated more than a small handful of women include the Kenya-based East African Breweries Limited (EABL) with a board that’s 45.5% women.

African women can take some small solace in the fact that the continent ranks first in female membership of boards among emerging regions. Africa’s 14.4% is far higher than Asia-Pacific’s 9.8%, Latin America’s 5.6% and the Middle East’s 1%.

To increase diversity in companies, including on boards, McKinsey & Company recommends four administrative goals:

- The first is that companies “make gender diversity a top board and CEO priority.”

- The second is to “anchor gender diversity strategies in a compelling case,” which means communicating relevant policies to employees.
- The third is to “confront limiting attitudes toward women in the workplace,” which means focusing on changing perceptions of women’s traditional responsibilities.
- The fourth is to “implement a fact-based gender diversity strategy,” which involves using metrics and data to understand women’s contributions within a company.

Norway adopted a gender quota policy in 2003, requiring firms operating in the country to increase the percentage of women on their boards to at least 40%, from an average at the time of 7%. The government warned it would deregister companies not complying with the regulation.

At 40.1% currently, Norway has the world’s highest percentage of women on company boards. The global average is 15%.

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13. Reviewing DFID’s new approach to gender equality

<https://www.odi.org/comment/10622-reviewing-dfid-s-new-approach-gender-equality>

The UK’s Department for International Development (DFID) has just launched its new Strategic Vision for Gender Equality.

The 2018 to 2030 Vision for Gender Equality is DFID’s Call to Action to shape and realise a future where girls and boys, women and men enjoy equal rights and equal opportunities. The UK is an international leader on women’s empowerment. The UK has a proud record of putting women and girls’ rights at the centre of its international policy and has played a key role in influencing others. The Vision calls for a sustained focus on existing commitments for girls and women, especially in conflict and crisis; and a greater focus on ensuring no girl or woman is left behind, including those with disabilities. It demands a more effective response on gender equality across the board, contributing to accelerated delivery of all the Sustainable Development Goals, and development and humanitarian outcomes. If we succeed, girls, women, men and boys across the globe will be equal, empowered and safe – and countries will enjoy lasting poverty reduction, prosperity, resilience, peace and stability.

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14. L3F model adopted by regional government in Tanzania

<https://www.col.org/news/news/march-2018-issue-connections-now-available>

Tanzania’s Kagera region recently adopted COL’s Lifelong Learning for Farmers (L3F) model. In implementing this model, the regional government will be utilising open and distance learning, including mobile learning and traditional face-to-face approaches, to train farmers in the region.

The regional government acknowledged the efforts of COL’s partner Matumaini Mapya in supporting agricultural extension services through a mobile learning system, which has increased farmers’ awareness, simplified their means of communication and linked them with financial institutions. With the L3F model, more farmers will have access to extension services and information and communication technologies to improve their farming practices.

Matumaini Mapya is s a women and children’s empowerment organization.

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15. Four ways clean cooking can elevate the status of women and girls

<https://medium.com/@cookstoves/4-ways-clean-cooking-can-elevate-the-status-of-women-and-girls-c842f216aa4e>

In many countries, women and girls spend up to five hours a day cooking and collecting cooking fuel. And the fires they cook with — fueled by charcoal, wood and animal dung — produce clouds of toxic smoke they and their families inhale, leading to over 2 million preventable deaths every year.

Here are four ways clean cooking solutions can elevate the status of women and girls:

- Reducing Time Poverty
- Enhancing Women’s Entrepreneurship
- Developing policies and interventions with a gender lens
- Improving livelihoods for refugees

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16. Not Just a Private Matter: Why Mitigating against Gender-Based Violence is a Business Interest

<http://www.seepnetwork.org/blog/private-matter-mitigating-gender-based-violence-business-interest>

On average, 40 percent of women experience physical or sexual violence at the hands of their husbands or partners across Sub-Saharan Africa. Intimate Partner Violence (IPV) not only has a devastating impact on individuals, families and communities but also directly affects companies’ bottom line. Businesses experience increased staff turnover and absenteeism, lower productivity, and risk of reputational damage due to IPV and other forms of Gender-Based Violence (GBV), regardless of whether it is perpetrated at work or in the privacy of employees’ homes. Mitigating the risk of employees becoming survivors or perpetrators of IPV is therefore a smart business strategy for every company, be it large or small.

See the case study on a company which expanded its distribution network through the establishment of rice kiosks, which it staffed with an all-female sales team. After staff experienced violence from their male partners who felt threatened by the economic development of the employees, the company put a range of low-cost initiatives in place to mitigate the risk of its female employees experiencing violence from their husbands and partners, primarily for women staffing their newly established rice kiosks.

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17. We Must Talk to Each Other to Solve Gender Inequality

<http://www.ipsnews.net/2018/03/must-talk-solve-gender-inequality/>

Monique Barbut, Executive Secretary of the United Nations Convention to Combat Desertification:

“The international community agreed on the global Goal of achieving gender equality and women’s empowerment by 2030. But we can’t reach it – not even by 2050 – until we talk to each other, rather than past each other. If we are serious about empowering women and girls, we have to bridge the huge chasm that exists between the advocates of gender equality, on the one hand, and advocates of other Goals, on the other.

Take, for example, global Goal 15, on Life on Land. One of its targets is to restore degraded land and achieve land degradation neutrality by 2030. It simply means that every country will take measures to “avoid, reduce and/or reverse land degradation” so that by 2030, land degradation – at worst – does not exceed what it was in 2015. As of today, 115 countries are identifying the areas at highest risk of land degradation. A third of the countries are already planning actions to meet this target.”

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18. IOM, FAO to Support Agricultural Livelihoods, Forestry on Bangladesh-Myanmar Border

<http://www.ipsnews.net/2018/03/iom-fao-support-agricultural-livelihoods-forestry-bangladesh-myanmar-border/>

COX'S BAZAR, Bangladesh, Mar 13 2018 (IOM) - When a poor, rural farming community finds itself in the middle of the fastest-growing refugee crisis in the world – doubling its population in just a few months – it's not just the new arrivals who need support as food prices soar and infrastructure is overloaded.

Now a farming initiative, backed by the UN Food and Agriculture Organization (FAO) and IOM, the UN Migration Agency and funded by the US State Department's Bureau of Population, Refugees and Migration (PRM), is bringing new opportunities and improving nutrition for families living on the Bangladesh-Myanmar border.

Vast swathes of formerly protected forest have been cleared as Rohingya refugees sought land on which to put up shelters and cut firewood for cooking. What was once home to plants and wildlife, including endangered Asian elephants, is now a makeshift city built on barren slopes. Locals, who formerly relied on the forests for additional food and income sources, can no longer do so.

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19. We can no longer accept discrimination of half of the world's population, says Chair, Geneva Centre

<http://www.ipsnews.net/2018/03/can-no-longer-accept-discrimination-half-worlds-population-says-chair-geneva-centre/>

The Chairman of the *Geneva Centre for Human Rights Advancement and Global Dialogue*, Dr. Hanif Hassan Ali Al Qassim recalled that the Gender Gap Report issued by the World Economic Forum in November 2017 warned that at the current pace, it would take 217 years to completely close the gender gap in the economic field, notably as regards the wage gap and the blatant absence of women from leadership and senior positions. Across all regions, women are more likely to live in extreme poverty than men. Less than 20 % of landholders worldwide are women, and while the global pay gap between men and women is 23 %, in rural areas it can be as high as 40 %, according to UN Women.

He recalled that, according to research by the McKinsey Global Institute (MGI), if women were to participate in the economy at the same rate as men, it could add up to \$28 trillion, or 26% of incremental global GDP into the world economy by 2025.

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20. The future of farming is female

<https://www.theglobeandmail.com/opinion/article-the-future-of-farming-is-female/>

The "Farmer Joe" caricature of a silver-haired, paunch-bellied man with a piece of grass stuck between his teeth has long persisted in North American imagination. And for good reason: According to the 2016 Census of Agriculture, only 28 per cent of Canadian farms are run by women (up one percentage point the previous census in 2011). Nationally speaking, the average Canadian farmer is 55 years old and farms more than 800 acres of land.

But change is under way on Canadian farms today. British Columbia has the highest proportion of female farm operators (at 37.5 per cent) in Canada, while new research suggests that the number of female farmers are on the rise in Atlantic Canada. In postsecondary institutions across the country, women outnumber men in agricultural and natural-science faculties. Permaculture and alternative agricultural workshops are often dominated by female participation, although frequently facilitated by male instructors.

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21. Women encouraged to pursue STEM careers, but many not staying

<http://www.cbc.ca/news/technology/women-in-stem-1.4564384>

There is a drive to get more women interested in science, technology, engineering and math (STEM) fields, but keeping them there might be the real challenge.

According to the Society of Women Engineers, more than 20 per cent of engineering graduates are women, but only 11 per cent are practising engineers.

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22. Nearly half of female federal scientists believe gender bias is blocking their careers

<https://www.nationalobserver.com/2018/03/07/news/nearly-half-female-federal-scientists-believe-gender-bias-blocking-their-careers>

Nearly half of the women surveyed in a union representing professionals and scientists in the Canadian federal government believe that gender bias is blocking their career advancement, indicates a new report released on March 7, 2018. The Professional Institute of the Public Service of Canada, which represents six federal science bargaining groups, released the numbers from a survey as part of a report.

Even though more women than ever are pursuing careers in science, the report unveiled new data showing that 42 per cent of surveyed professional members of the public service who identified as women believe gender bias is a career barrier, and one in four believe men are favoured when opportunities for leadership arise. Further, they found that there are less women in two key federal scientific research units than in the general workforce.

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Reports, Publications and Resources

1. Gender and Innovation Processes in Wheat-Based Systems

<http://wheat.org/documents-gender-in-wheat/>

From the International Maize and Wheat Improvement Center (CIMMYT), Gennovate-WHEAT interviewed or involved in focus groups some 2,500 women and men from 43 rural villages in 8 wheat-producing countries of Africa and Asia. Most perceived an increase in “agency” as well as growing wellbeing and reduced poverty in their villages, in recent years.

Gender norms underpin power relations and privilege men’s agency — the capacity to make strategic life choices and act upon them — as well as their authority and control of resources, in wheat farming systems. But norms are evolving. In a small number of villages studied, circumstances foster the participation and agency of women and men in agricultural innovation. In those villages, normative shifts towards equitable gender relations drove higher empowerment and poverty reduction than in the other 37 communities studied. In several cases men recognized that women’s participation had raised household food security and the quality of life.

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2. GENNOVATE

<http://gender.cgiar.org/themes/gennovate/>

GENNOVATE is a cross-CRP, global comparative research initiative which addresses the question of how gender norms and agency influence men, women, and youth to adopt innovation in agriculture and natural resource management (NRM).

Carried out across 137 rural communities in 26 countries, this qualitative comparative study aims to provide authoritative “bottom-up” research to advance gender-transformative approaches and catalyze change in international agricultural and NRM research for development.

In discussion groups and individual interviews, more than 7,500 rural study participants of different socio-economic backgrounds and age groups reflect on and compare local women’s and men’s expected roles and behaviors — or gender norms — and how these social rules affect their ability to access, adopt, adapt, and benefit from innovations in agricultural and natural resource management.

Participants of the study reflect on questions such as:

- What are the most important new agricultural practices and technologies for the men of the village? And for the women?
- What qualities make a woman a good farmer? And a man a good farmer?
- Do young people in this village follow local customs of women doing certain agricultural activities and men others? Why or why not?
- Are there differences between a woman who is innovative and a man who is innovative?

The initiative’s broad-based and inclusive research process strives to give rural women and men a voice by:

- Providing authoritative, contextually grounded evidence on how gender interacts with agricultural innovations
- Strengthening CRP capacities to know the target beneficiaries, design for them, and be accountable to them

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3. Gender Transformative Methodologies: A review in Ethiopia’s agricultural sector

<http://www.cimmyt.org/wp-content/uploads/2017/10/Ethiopia-GENDER02-.pdf>

Annexes <http://repository.cimmyt.org/xmlui/bitstream/handle/10883/19066/58911.pdf?sequence=4&isAllowed=y>

Abstract *The seven methodologies in this report represent a different way of incorporating gender into agricultural programs in Ethiopia with encouraging results. All use a collection of participatory research methods combined in a structured manner that enables participants to assess, monitor, review and reflect on their current situation, and develop plans to solve their problems. These methodologies strengthen and empower whole communities, groups and households while creating more egalitarian relationships. This reduces the likelihood of a backlash against women, something that too frequently accompanies gender-focused programs. Creating more egalitarian gender relations contributes to improving productivity, growth, social cohesion, and sustainability, but more research on these linkages is needed. The participatory research tools used in these methodologies can be incorporated into baselines, evaluations and agriculture research, for they are gender-friendly, appropriate for illiterate women, and capture normative changes.*

The seven methodologies are:

1. Transformative Household Methodology
2. Rapid Care Analysis
3. Gender Action Learning System
4. Asset-Based Community Development
5. Family Life Model
6. Social Analysis and Action
7. Community Conversation

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4. Gender Mainstreaming in the Ethiopian Agriculture Sector

<http://repository.cimmyt.org/xmlui/bitstream/handle/10883/19169/59068.pdf?sequence=1>

Key Messages

- Although gender mainstreaming is a national strategy it is inconsistently implemented.
- The collection of sex disaggregated data, working with women's organizations and supportive leadership is going well.
- All stakeholders require greater inter and intra sharing of lessons and best practice to improve the gender orientation of the agriculture sector overall.
- Supportive leadership, partnering with women's organizations, gender budgeting, internal reflection/ sharing, and accountability are essential for successful gender mainstreaming.

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5. No time to rest: women's lived experiences of balancing paid work and unpaid care work

<http://www.eldis.org/document/A102139>

This report provides evidence on the lived experiences of women in low-income families, as they strive to balance their paid work and unpaid care work responsibilities. It presents the findings of a mixed-methods research project carried out in India, Nepal, Rwanda, and Tanzania during 2015–17.

The findings of the research are clear and strong: that while women welcome the chance to earn income of almost any kind, their paid work options are few and poorly paid, and by no means contribute to their 'economic empowerment'. Most women reported effects that can only be catalogued as physically and emotionally depleting. Further, an imbalance between paid work and unpaid care work was also found to have significant depleting effects on children, because of a reduction in the amount and quality of care they received, and their augmented roles as substitute providers of care and unpaid helpers at both home and their mother's paid work.

A key conclusion of this study is that this drudgery and resultant depletion faced by women and their families is neither an inevitable nor a necessary consequence of women's engagement in paid work. The report analyses the extent to which existing women's economic empowerment policies and programmes can achieve empowerment for women. It calls for changes in macroeconomic contexts and urgent prioritisation of removing the structural barriers to women's empowerment.

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6. Turning Feminist Promises into Progress - Feminist Scorecard 2018

Tracking government action to advance women's rights and gender equality

https://www.oxfam.ca/sites/default/files/file_attachments/turning_feminist_promises_into_progress_report_0.pdf

Oxfam Canada's Feminist Scorecard 2018 presents a feminist assessment of the Canadian government's progress on gender equality and women's rights over the one-year period between March 2017 and February 2018. Eight policy areas are assessed:

- 1 Representation and leadership: Investing in women's leadership and gender-based analysis
- 2 Global development: Global leadership on women's rights
- 3 Climate change and extractives: Tackling climate change and regulating extractive industries
- 4 Care work: Investing in the care economy
- 5 Gender-based violence: Ending gender-based violence
- 6 Tax: Building a progressive tax system
- 7 Conflict and crisis: Responding to humanitarian crises and building lasting peace
- 8 Work and pay equity: Addressing the unequal economics of women's work

This year, we recognize considerable commitments the government has made to advancing gender equality in Canada and around the world, particularly when it comes to women’s representation and leadership, global development and climate change.

While much work remains to be done, we realize that under this government’s watch, gender equality has moved from being a side issue to a priority issue. As we continue the fight to end inequality, it becomes particularly important to sharpen the focus on intersectionality, so we better address how different women face different degrees of discrimination.

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7. Infographic: Learn the facts: Rural women and girls

<http://www.unwomen.org/en/digital-library/multimedia/2018/2/infographic-rural-women>

See the infographic from UN Women which provides stats on labour, land rights, water, literacy, ICT, and health issues.

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8. Photo essay: Rural women, human rights

<http://www.unwomen.org/en/digital-library/multimedia/2018/2/photo-rural-women-human-rights>

The world has committed to upholding the rights of all women and girls. Fulfilling this commitment is particularly urgent in rural areas. Rural women and their organizations are on the move to claim their rights and improve their livelihoods and well-being. The following exhibit, sponsored by UN Women, highlights some of their issues and shares some of their stories.

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9. Video: Youth and Women, the Future of Farming

<https://www.youtube.com/watch?v=LusSWL9FpPM&feature=youtu.be&t=1m22s>

Growth in farming will come from women and youth. How can we attract and support these individuals to ensure success? This was the focus of a session themed ‘Youth and Women are the Future of Farming’ at the Water for Food International Forum in Washington, D.C.in which Dr Wanjiru Kamau-Rutenberg was the key speaker.

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10. Video: Changing gender norms to empower rural women and girls

<https://www.odi.org/events/4544-changing-gender-norms-empower-rural-women-and-girls>

There is a growing recognition within the development community that gender equality requires more than just parity in access to education or other services. To truly harness the power of half the world’s population requires deeper reforms that challenge patriarchal regimes and empower women and girls to achieve their full potential.

More recently, the #MeToo and Time's Up campaigns have catalysed public debate on gender roles and how power is exercised and contested in society – conversations relevant to women and girls in every country around the world. Such campaigns have led many to challenge the discriminatory gender norms that underlie certain practices, beliefs and behaviours. But to what extent can changing norms advance women’s rights and gender equality more broadly – especially for women and girls in remote and rural communities? And how can international policy-makers and national legislators seize the current momentum to catalyse a deeper, progressive change that leaves no one behind?

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