



Wild Prairie hare showing seasonal variation in fur colour as an adaptation to environment and in response to day length. Photo courtesy of D. Ceplis.

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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Contents

1. Strengthening Knowledge on the Linkage Between Gender-Based Violence and Environmental Issues - Call for Case Studies 2

2. Scholarship from Canadian Agri-Business Education Foundation 2

3. Plant Agriculture PhD Investment Initiative 3

4. Canadian perspectives on the Global Food Policy Report 3

5. Call for Nominations: COG Board of Directors 3

6. Diversity By Design Workshop 4

7. Online course: Unleashing the power of the private sector in implementing the 2030 Agenda for Sustainable Development 4

This Month's News

1. Make Diversity Possible 4

2. Tour by high school students helps mark International Women's Day 5

3. UN's Highest Policy-Making Body to Break Male Domination— Momentarily 5

4. Forcing employers to reveal their gender pay gaps is making them think 5

5. Labour pledges to put women at heart of British aid efforts 6

6. How Women Coffee Farmers in Brazil are Building Economic Independence 6

7. Disposable Cameras Offer Window into Life of Rwandan Farmers 7

8. The Open Science Manifesto 7

9.	Press for Progress: Mainstreaming Gender in the Climate Change Debate.....	7
10.	Male Gender Activists.....	8
11.	Women Farmers in Peru Bring Healthy Meals to Local Schools.....	8
12.	How CARE Aims to Uplift 800,000 Women in Rwanda.....	9
13.	New Index Measures Empowerment & Inclusion of Women in Agriculture	9

Reports, Publications, Resources

1.	Gender Equality Mainstreaming for Business Growth and Impact	10
2.	Introductory Soils Courses: A Frontier of Soil Science Education in Canada.....	10
3.	Framework for Assessing Gender Equality Results.....	11
4.	2018 Global Food Policy Report.....	11
5.	Uruguay Case Study - NAP-Ag Programme.....	12
6.	Gender and adaptation planning in the agricultural sectors: the case of Uganda.....	12
7.	Challenges to Sustaining University-Community Partnerships in War-Torn, Northern Uganda: Investigating Resistance, Negative Stereotyping, and Gender Bias in Agricultural Students’ Attachments	13
8.	Achieving Gender Equality and Women’s Empowerment in Smallholder Adaptation	13

[Go to Top.](#) ++++++

Opportunities and Coming Events

1. Strengthening Knowledge on the Linkage Between Gender-Based Violence and Environmental Issues - Call for Case Studies

<http://genderandenvironment.org/2018/04/call-for-case-studies-gender-based-violence-gbv-and-the-environment/>

The International Union for Conservation of Nature (IUCN) Global Gender Office, in collaboration with the United States Agency for International Development (USAID), is inviting case studies on the linkages between gender-based violence (GBV) and environmental issues. The call aims to collect initiatives and cases from international organizations, civil society organizations (national and international), indigenous peoples’ organizations, academia, and other relevant actors working in the field. The deadline is the **25th of April**. Cases can be submitted in English, French or Spanish.

[Go to Top.](#) ++++++

2. Scholarship from Canadian Agri-Business Education Foundation

<http://cabef.org/>

Canadian Agri-Business Education Foundation awards six \$2,500 scholarships annually to Canadian Grade 12 students who are entering into an accredited agriculture college or university.

Scholarships are awarded to students based on a combination of leadership attributes, academic standing, and an essay response to the question, "What do you consider to be the three main opportunities for the Canadian agriculture industry and which one inspires you the most?"

One scholarship will be awarded in the provinces of Alberta, Saskatchewan, Manitoba, Ontario, and Québec, with one additional scholarship to be awarded in the rest of or all of Canada.

Entries must be received by CABEF on or before **April 30, 2018 5:00PM EST**.

3. Plant Agriculture PhD Investment Initiative

<https://www.uoguelph.ca/oac/future-students/plant-agriculture-phd-investment-initiative>

The University of Guelph’s Department of Plant Agriculture in Guelph, Ontario has launched a new PhD Investment Initiative worth \$150,000 (over four years) for highly-qualified domestic PhD applicants.

The department is looking for the best and brightest students to join its PhD research program. Research in the department focuses on a variety of interests in the areas of:

- biochemistry and physiology
- breeding and genomics
- production systems
- bio-products

For those wishing to start in **Spring 2018** please contact us as soon as possible.

4. Canadian perspectives on the Global Food Policy Report

<https://www.idrc.ca/en/events/canadian-launch-2018-global-food-policy-report>

The International Development Research Centre (IDRC), partnering with CGIAR’s International Food Policy Research Institute (IFPRI) and with the collaboration of Global Affairs Canada, is hosting the Canadian launch of IFPRI’s 2018 Global Food Policy Report.

Open to the public through registration, this event will showcase Canadian perspectives on the current opportunities—and challenges—facing public servants, researchers, thought-leaders, policymakers, and key stakeholders in agriculture and food policy.

IFPRI Director General Shenggen Fan will deliver a special presentation highlighting the Report’s findings, followed by a dynamic panel discussion moderated by IDRC’s Senior Program Specialist, Jemimah Njuki. The cross-sector subject matter specialists will explore some of the pressing issues and potential impacts on global food systems, as Canada prepares to host the G7 summit, including the role of women and girls.

Event date: May 1, 2018. Location: Delta Hotels Marriott Ottawa City Centre.

This event will be videotaped and available on IDRC’s YouTube channel <https://www.youtube.com/user/IDRCCRD>

5. Call for Nominations: COG Board of Directors

<http://organicalberta.org/article/call-for-nominations-cog-board-of-directors/>

Know someone skilled and passionate about Canadian Organic Growers COG and the organic communities we serve? Then ask them to accept your nomination to our Board of Directors! **We have three positions available.** Experience with any of the following is highly desirable: charitable/non-profit boards, finance, governance, fundraising, community leadership. The Board meets six times a year via conference call (6PM EST) and uses internet communication between meetings. Interest in additional committee work and/or one-time projects is preferred.

Make a difference in building organics in Canada and help keep COG on the cutting edge of resilient agriculture. The deadline for completed submissions is **midnight on May 18th, 2018.**

[Go to Top.](#) ++++++

6. Diversity By Design Workshop

<https://www.eventbrite.ca/e/scwist-diversity-by-design-workshop-tickets-43677040203>

The Society for Canadian Women in Science & Technology SCWIST Project Manager will lead a 1-hour intro to the Diversity by Design workshop series that create opportunities for women as a catalyst for growth in STEM, as entrepreneurs and as business leaders. Participants will:

- Examine the business case for diversity
- Better understand challenges including unconscious bias, gendered language and workplace culture
- Explore best practices for advancing women including recruitment, hiring and mentoring
- Work together to brainstorm solutions that will address diversity issues

Date May 23, 2018. Location Simon Fraser University, Vancouver, British Columbia

[Go to Top.](#) ++++++

7. Online course: Unleashing the power of the private sector in implementing the 2030 Agenda for Sustainable Development

<http://www.unssc.org/courses/unleashing-power-private-sector-implementing-2030-agenda-sustainable-development/>

The upcoming online course, Unleashing the power of the private sector in implementing the 2030 Agenda for Sustainable Development, will run from **22 June to 27 July 2018**. This five-week course introduces participants to the different types of private sector entities and demonstrates how strategically engaging with them can help implement the 2030 Agenda for Sustainable Development. It introduces participants to tools to identify common objectives to create shared value and emphasises the importance of mitigating risk. The course also reinforces the need for participants to advocate for placing sustainable development at the core of businesses and investing. The five weeks of the course will focus on:

- Week 1: How partnerships are vital to the 2030 Agenda.
- Week 2: The role of the private sector in implementing the 2030 Agenda.
- Week 3: How to pursue partnerships with the private sector: frameworks for action.
- Week 4: Due Diligence: protecting against reputational risk.
- Week 5: Engaging with the private sector: way forward

Deadline for registration is on **17 June 2018**. Fee is set at \$500 US dollars.

[Go to Top.](#) ++++++

This Month's News

1. Make Diversity Possible

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

Make Possible was developed in 2014 by members of SCWIST (Society for Women in Science and Technology) with funding support from Status of Women Canada to attract, retain and advance women in science and technology.

Gender diversity research shows a variety of challenges facing women. In SCWIST surveys and industry research, women identified the lack of mentorship support as a major barrier to career advancement in these fields.

SCWIST recognized the need for a trusted support network to advance women in careers like science, technology, engineering and math (STEM). Make Possible is a free online platform where people can mentor and be mentored, create networking connections, focus on professional development and achieve their career aspirations.

2018 Diversity Challenge: **What Can YOU Do to Make DIVERSITY Possible?**

- Reach ahead & then reach back to pull others forward
- Thank your supporters & then help someone else
- Be a role model: dream big & go for it
- Reach out today & connect with someone new in MakePossible: Over 890 women & men with diverse skills, expertise & career experience
- Find one person & send them a message
- What can you learn from them? What can you share with them?

[Go to Top.](#) ++++++

2. Tour by high school students helps mark International Women’s Day

Source: *Winter 2017 AgriCulture NB Internal Newsletter of Agriculture and Agri-Food Canada, Atlantic Region*

Seven female high school students toured the Fredericton Research and Development Centre on March 9 as part of International Women’s Day effort to encourage more young women to pursue science, technology, engineering and math (STEM). Scientists working at the Centre chatted with them about science careers, toured them through the labs and greenhouses, and showed some interactive science displays.

[Go to Top.](#) ++++++

3. UN’s Highest Policy-Making Body to Break Male Domination— Momentarily

<http://www.ipsnews.net/2018/04/uns-highest-policy-making-body-break-male-domination-momentarily/>

UNITED NATIONS, Apr 3 2018 (IPS) - The 193-member General Assembly – one of the highest policy-making bodies at the United Nations – will get a much-needed break, come September, when a woman will preside over its 73rd session, only the fourth in the history of the world body.

The two who are in the running are: Mary Elizabeth Flores Flake, Permanent Representative of Honduras, and María Fernanda Espinosa Garcés, Minister for Foreign Affairs and Human Mobility of Ecuador—both from the Latin American and Caribbean (LAC) group.

On the basis of geographical rotation, the LAC Group claims the upcoming presidency—an elected high-ranking UN position which has been overwhelmingly dominated by men.

The break comes even as the United Nations has continued to vociferously preach gender empowerment to the outside world but failing to practice it in its own political backyard—despite scores of resolutions adopted by member states.

[Go to Top.](#) ++++++

4. Forcing employers to reveal their gender pay gaps is making them think

<https://www.economist.com/news/britain/21739993-despite-its-flaws-new-obligation-could-spark-change-employment-practices-forcing>

BRITAIN has one of the widest gender pay gaps in Europe. For every pound that men earn, women make 80p, and the disparity has moved little in 15 years. Vowing to end this “scandal” within a generation, in 2015 the then prime minister, David Cameron, pushed through a policy long resisted by businesses. Organisations with 250 or more employees would have to publish the gap in hourly pay between men and women. April 4th 2018 was the deadline for the first wave of this annual exercise. The results aren’t pretty.

The 10,000 employers that filed results revealed an average median pay gap of 12%.

Two narratives have emerged. The first is that the gaps prove how sexist and discriminatory the workplace still is. The second is that they are adequately explained by men’s greater share of senior jobs, and have nothing to do with discrimination. Neither is quite right.

Even if every company became scrupulously fair, the pay gap would endure as long as more women than men worked part-time and in industries that pay poorly. This prompts a question that is often overlooked: what size should the gap be? Theresa May this week said she wanted her government to end the “burning injustice” of the gender pay gap. The injustice to aim at is not the lack of equality in outcomes, but rather in opportunities.

[Go to Top.](#) ++++++

5. Labour pledges to put women at heart of British aid efforts

<https://www.theguardian.com/global-development/2018/mar/26/labour-reveals-plans-to-put-reducing-global-inequality-at-core-of-uk-aid>

Measures to cut global inequality will be put at the heart of British aid policy under new plans unveiled by Labour.

The party’s green paper said a Labour government would introduce Britain’s first explicitly feminist international development policy, with a threefold increase in funding for grassroots women’s groups.

Under the plans, which follow recent revelations of abuses within the aid sector, civil society and grassroots groups and communities will be favoured over large aid organisations.

In 2018, the Department for International Development (DfID) spent 13.88% of its budget on disaster relief, the largest amount for any single issue. In addition, 11.39% was spent on health, 5.9% on government and civil society, 5.04% on education and 3.97% on banking and financial services in developing countries.

[Go to Top.](#) ++++++

6. How Women Coffee Farmers in Brazil are Building Economic Independence

<https://www.oikocredit.coop/k/n171/news/view/215338/462/how-women-coffee-farmers-in-brazil-are-building-economic-independence.html>

Women in the Brazilian coffee-growing community of Poço Fundo (Minas Gerais) play a central role in Oikocredit partner Coopfam’s future and support their families by producing and selling their own organic coffee. The Mulheres Organizadas Buscando Independência (Organised Women Seeking Independence) or MOBI women’s group, as part of the Coopfam coffee cooperative, sells its Café Feminino at a 10% higher price than standard organic coffee. The women reinvest the premium in building the capacity of their members and empowering more women to produce coffee independently and improve their livelihoods.

Beyond practical agricultural training and knowledge-sharing sessions, the resourceful MOBI women are also supplementing their income by growing roses and learning to make handicrafts using the remains of the coffee plants after harvesting. They sell their creations in the local community in between coffee harvests.

[Go to Top.](#) ++++++

7. Disposable Cameras Offer Window into Life of Rwandan Farmers

<https://readymag.com/OCIC/936649/17/>

In 2017, the Co-operative Development Foundation of Canada (CDF) implemented a community-based, participatory evaluation and research tool called Photovoice. For the first time, CDF Canada used this innovative approach by asking partner co-operative members to capture project outcomes through photography.

CDF Canada's approach to development is to strengthen families and communities through co-operatives by addressing three primary pillars: gender equality, financial inclusion, and resilience and sustainability. We asked participating farmers to capture the impact of the project on their co-operatives, farms, and households through the lens of disposable cameras.

Photovoice helped overcome several barriers to evaluation. First, most co-operative members lived in very remote communities that were difficult and sometimes impossible to access. Second, access to resources and electricity in certain communities was limited. Third, the intrusive nature of traditional monitoring and evaluation (M&E) activities often proved to be inappropriate in Rwanda's post conflict context.

[Go to Top.](#) ++++++

8. The Open Science Manifesto

<https://readymag.com/OCIC/936649/39/>

<https://ocsdnet.org/manifesto/open-science-manifesto/>

The Open and Collaborative Science in Development Network (OCSDNet) is an international research network made up of 12 projects based in 26 countries from Latin America, Africa, the Middle East and Asia, coordinated by a team of researchers based at iHub in Nairobi and the University of Toronto Scarborough, and funded by the IDRC in Canada and DFID in the UK. For the past three years, OCSDNet has been working to understand whether and in what ways Open Science contributes to community development and wellbeing.

Open Science is broadly defined as a set of norms and practices that "open up" and democratize scientific processes. It focuses on enabling collaboration between different stakeholders and on creating opportunities for the participation of non-academic actors in scientific knowledge production. As this idea of Open Science gains traction globally, particularly in science, education, and government, the members of OCSDNet questioned whether this turn to openness in science had any implications for how knowledge was used and produced in and for community development.

In order to meet its potential, Open Science needs to interrogate the politics of scientific knowledge production, asking who produces knowledge, whose knowledge counts, and who it benefits?

Several projects within OCSDNet have articulated how participatory co-creation of knowledge promoted by Open Science can be transformative for development innovation.

[Go to Top.](#) ++++++

9. Press for Progress: Mainstreaming Gender in the Climate Change Debate

<https://medium.com/unclearn/press-for-progress-mainstreaming-gender-in-the-climate-change-debate-d1ef056235e6>

Attempts to address gender concerns in climate change must first address gender inequalities and recognise that the effects of climate change are likely to affect men and women differently. By exacerbating inequality overall, climate change slows progress towards gender equality, impeding our progress on poverty reduction and sustainable development.

On the observation of the 2018 International Women's Day international organisations, national governments and Ministries and all other relevant stakeholders are encouraged to press for progress towards mainstreaming gender in climate change policies and decisions by:

1. Promoting awareness on gendered implications of climate change at the local and national levels.
2. Designing and implementing programmes on gender and climate change taking into consideration the differentiated effects of climate change on women and men.
3. Promoting clean cooking equipment and access to clean and affordable cooking fuels.
4. Improving efficiency of farming practices through secure land tenure, effective pricing policies and access to credit.
5. Promoting and encouraging girls and women in the study of STEM (Science, Technology, Engineering and Mathematics) for a better appreciation and implementation of climate change technologies.

[Go to Top.](#) ++++++

10. Male Gender Activists

<https://www.meda.org/connect/meda-blog/entry/discussing-gender-equality-with-families-and-communities-the-role-of-meda-s-male-gender-activists>

MEDA set out to promote gender equality in Ghana through the economic empowerment of women with its Greater Rural Opportunity for Women (GROW) project. This project focuses on improving food security for families by assisting women farmers to increase soybean production and form market linkages that will increase incomes over time.

To help promote gender equality and change the cultural perceptions and norms, GROW has decided to work with Male Gender Activists (MGAs) at the community level. This pilot concept is still learning how best to bring about equality at the household level.

These MGAs were acting as champions who advocate for changes in socio-cultural norms that hinder women’s access to productive resources to improve the livelihoods of women and households.

[Go to Top.](#) ++++++

11. Women Farmers in Peru Bring Healthy Meals to Local Schools

<http://www.ipsnews.net/2018/04/women-farmers-peru-bring-healthy-meals-local-schools/>

The non-governmental Flora Tristán Centre for Peruvian Women is engaged in small-scale agriculture in the valleys and highlands of Morropón, one of the eight provinces in the department of Piura, whose capital is Chulucanas. The department of Piura was hit between December 2016 and May 2017 by the El Niño Southern Oscillation (ENSO), a complex weather pattern resulting from variations in ocean temperatures in the equatorial Pacific.

During that period, heavy rains and flooding affected more than one million people, left 230,000 without homes, and destroyed 1,200 hectares of crops, according to the governmental National Information System for Disaster Prevention and Response.

The governmental Observatory of Nutrition and the Study of Overweight and Obesity indicates that more than 53 percent of Peru’s population has excess body fat and the United Nations Food and Agriculture Organisation (FAO) ranks the country as the third in Latin America in terms of overweight and obesity.

Eating healthy and nutritious food in a region rich in biodiversity could seem normal. But it is still a pending objective due to a lack of public investment in small-scale agriculture, training for rural populations and attention to the problem of water shortages.

In this context, taking advantage of traditional knowledge and using new know-how acquired in agro-ecological training and thanks to technical assistance puts women farmers in a better position to face the permanent challenges of climate change in order to achieve food security.

[Go to Top.](#) ++++++

12. How CARE Aims to Uplift 800,000 Women in Rwanda

<https://seepnetwork.org/Blog-Post/How-CARE-Aims-to-Uplift-800-000-Women-in-Rwanda-SG2018-Peer-Exchange-to-Visit-Savings-Groups-Members>

Over the past 34 years, CARE International Rwanda has lifted up women and girls in rural areas, helping them overcome poverty and live dignified lives. CARE focuses on women and girls because they are disproportionately affected by poverty even though women have been identified as possible catalysts for change.

CARE believes that empowering women economically can promote gender equality and individual opportunity. Through CARE's flagship Village Savings and Loan Association (VSLA) methodology, the organization has used this simple, low-cost approach to provide hundreds of thousands of Rwandan women with the opportunity to harness their potential and transform the lives of their families.

CARE's Financial Inclusion Ladder



[Go to Top.](#) ++++++

13. New Index Measures Empowerment & Inclusion of Women in Agriculture

<http://www.ipsnews.net/2018/04/new-index-measures-empowerment-inclusion-women-agriculture/>

<http://weai.ifpri.info/2018/04/16/pro-weai-a-new-tool-for-measuring-womens-empowerment-in-agricultural-development-projects/>

ROME, Apr 27 2018 (IPS) - The pilot version of a new index for measuring empowerment and the inclusion of women in agriculture was launched April 27 in Washington DC. Described as the Project-Women's Empowerment in Agriculture Index

(Pro-WEAI), it was developed jointly by the International Food Policy Research Institute (IFPRI), the Oxford Poverty and Human Development Initiative (OPHI), and thirteen partner projects.

The tool helps agricultural developmental projects to assess women’s empowerment in a project setting, diagnose areas of women’s disempowerment, design strategies to address deficiencies, and monitor project outcomes, according to a press release.

Pro-WEAI builds on the success of the original Women’s Empowerment in Agriculture Index (WEAI), launched in 2012, by directly capturing indicators of women’s empowerment at the project level, instituting a mechanism by which programs can measure the impact of an intervention.

Based on an initial round of project data, the core empowerment module of pro-WEAI measures three domains of power: power from within (intrinsic agency), power to (instrumental agency), and power with (collective agency).

Seven of the Pro-WEAI indicators build on the original WEAI indicators with some modifications: input in productive decisions; autonomy in decisions about income; ownership of land and other assets; access to and decisions on credit; control over income; work balance; and group membership.

Pro-WEAI strengthens the linkages to the three types of powers by including 5 new indicators: self-efficacy; attitudes toward domestic violence; visiting important locations; membership in influential groups; and respect among household members. A woman is considered empowered in pro-WEAI if she has adequate achievements in 75 percent, or 9 out of the 12 indicators, according to the press release

Pro-WEAI validation and testing is still ongoing. The final version of the pro-WEAI will be informed by the endline data collection and feedback received from stakeholders and project partners.

[Go to Top.](#) ++++++

Reports, Publications, Resources

1. Gender Equality Mainstreaming for Business Growth and Impact

<https://www.meda.org/gem>

The Gender Equality Mainstreaming (GEM) Framework is an approach that is presented here as a how-to manual – a practical guide and toolkit – for assessing gender equality, and identifying, implementing and measuring gender equality mainstreaming strategies within companies. The framework builds upon the environmental, social and governance (ESG) investment standard by mainstreaming gender across a range of ESG criteria.

Designed for investors and capacity builders, the ultimate aim of the framework is to transform companies to be more gender equitable while supporting business growth and impact.

The GEM Framework is made up of two parts:

- Part A is the introduction to the GEM Framework. It includes the rationale for gender equality mainstreaming and ESG, what the Framework is, who it is for, the benefits of using it, and how it can be applied.
- Part B is the step-by-step manual describing how to implement the GEM Framework. The manual is organized into six steps. Each step includes guidance and a specific set of tools for investors and capacity builders.

[Go to Top.](#) ++++++

2. Introductory Soils Courses: A Frontier of Soil Science Education in Canada

<http://www.nrcresearchpress.com/doi/abs/10.1139/CJSS-2018-0006#.WsJvyYjwbIV>

Canadian Journal of Soil Science, <https://doi.org/10.1139/CJSS-2018-0006>

Abstract As the focus of soil science education in Canada and elsewhere has shifted towards non-soil science majors, it is important to understand if and how this has affected the scope of introductory soil science courses. The objectives of this study were to inventory Canadian postsecondary units that offer introductory soil science courses and to document attributes of instructors, students, and teaching approaches in these courses. We surveyed 58% of the instructors of introductory soil science courses across Canada, and most of these courses were offered by geography and environmental science units. The majority of instructors followed a traditional lecture (86%) and laboratory (76%) delivery format, while 36% used online teaching resources. Introductory courses were delivered by primarily one instructor, who held a PhD in a tenure track position and in most cases developed the course themselves. Over half of the instructors surveyed used either a required or a recommended textbook; pointing to the need for creation of a Canadian-authored soil science textbook. Several follow-up studies are needed to evaluate teaching methods used in the upper level soil science courses, student's perceptions of teaching in soil science, and instructors' knowledge of resources available for online and/or blended learning.

[Go to Top.](#) ++++++

3. Framework for Assessing Gender Equality Results

<http://international.gc.ca/world-monde/funding-financement/framework-cadre.aspx?lang=eng>

Global Affairs Canada provided this framework for performance assessment of a specific investment and how it contributes to gender equality results defined at the broader, corporate level.

Drawing on Global Affairs Canada's Policy on Gender Equality, the overall result or impact to which Global Affairs Canada seeks to contribute is "equality between women and men to ensure sustainable development." The policy also identifies three corporate objectives that can be restated in the form of results as follows.

- **Decision making.** More equal participation of women with men as decision makers in shaping the sustainable development of their societies.
- **Rights.** Women and girls more able to realize their full human rights.
- **Development resources and benefits.** Reduced inequalities between women and men in access to and control over the resources and benefits of development.

[Go to Top.](#) ++++++

4. 2018 Global Food Policy Report

<http://ebrary.ifpri.org/utils/getfile/collection/p15738coll2/id/132273/filename/132488.pdf>

The International Development Research Centre (IDRC), partnering with CGIAR's International Food Policy Research Institute (IFPRI) and with the collaboration of Global Affairs Canada, is hosting the Canadian launch of IFPRI's 2018 Global Food Policy Report.

The 2018 Global Food Policy Report reviews major food policy developments and events from the past year. Leading researchers, policy makers, and practitioners examine what happened in food policy in 2017, and why, and look ahead to 2018. This seventh annual report explores the overarching theme of globalization and growing antiglobalization trends, looking at how current changes in the flow of goods, investments, people, and information impact global food systems.

Among the recommendations:

- Prioritize investments that support women's empowerment, given women's key role in food and nutrition security, as well as improve the position of vulnerable groups such as youth and pastoralists.

Among the policy approaches:

- Women's empowerment and vulnerable groups: Progress in women's empowerment and gender equality is strongly correlated with improved nutrition. Given these multiple benefits, priority should be given to investments

that have a positive impact on women’s empowerment, by providing training, integrating women into the workforce, facilitating their participation in outgrower schemes, and giving them a voice in decision-making and consultative forums. Attention should likewise be given to improving the position of other vulnerable groups, such as youth and pastoralists.

Among agricultural science and technology indicators:

- Female scientists remain severely underrepresented in agricultural research, despite their unique position to address the pressing challenges of African farmers, the majority of whom are women. ASTI’s Women in African Agricultural Research Data Portal—developed in partnership with African Women for Agricultural Research and Development (AWARD) and released in 2017—features detailed sex-disaggregated data on human resources in agricultural research, as well as graphic tools for country comparisons and analysis that allow researchers and policy makers to set priorities, establish benchmarks, and monitor progress over time. These data are currently for African countries, with plans to expand to other ASTI countries in the future. Such information is needed to understand the underlying obstacles faced by women agricultural researchers, and how to overcome them.
- Gender balance in agricultural research is important, given that women researchers offer different insights and perspectives that can help research agencies more effectively address the unique and pressing challenges of female farmers.

Trend 1 WOMEN ARE PLAYING A GROWING ROLE IN AGRICULTURAL SCIENCES The number of women agricultural researchers rose in both absolute and relative terms between 2008 and 2014; however, the share varies widely across countries. Fewer women than men are trained, recruited, and employed in the agricultural sciences. Where they are employed, women researchers are often young and less likely to have postgraduate qualifications than their male colleagues.

[Go to Top.](#) ++++++

5. Uruguay Case Study - NAP-Ag Programme

<http://www.adaptation-undp.org/resources/case-study/uruguay-case-study-nap-ag-programme>

This country case study on Uruguay is one in a series that describes the steps taken to formulate and implement National Adaptation Plans for the Agricultural Sector (NAP-Ag).The case studies focus on adaptation in agriculture, which includes forestry, livestock and fisheries.

Among the highlights:

- The NAP–Ag programme in Uruguay is now working with the Ministry of Livestock, Agriculture and Fisheries on cost benefit analysis of adaptation alternatives; impact assessment of adaptation policies; consultations with dairy, family farming, forestry, irrigated rice, fisheries, fruit and vegetable, agriculture and livestock producers; development of indicators to track and monitor adaptation; and strengthening inclusion of gender dimensions within the Agriculture NAP.

[Go to Top.](#) ++++++

6. Gender and adaptation planning in the agricultural sectors: the case of Uganda

<http://www.fao.org/3/i8282EN/i8282en.pdf>

This case study chronicles Uganda’s experiences developing a gender-responsive National Adaptation Plan for the Agricultural Sector (NAP-Ag) and related capacity development for gender-responsive planning, budgeting and policy formulation. Lessons learned from these endeavors can provide insights for other countries who are seeking, like Uganda, to align NAP or agricultural sector NAP efforts with national goals as well as the Paris Agreement (Article 7.5), which mandates gender-responsive adaptation actions and capacity-building activities.

Uganda's experiences developing a gender-responsive NAP-Ag and related adaptation actions suggest the need to:

- Engage a deliberate gender lens at every level to identify and analyse gender gaps and build on qualitative and quantitative evidence of gender-based vulnerabilities and impacts.
- Recognize the important role of women, men and youth as change agents in agricultural adaptation, not only as vulnerable groups.
- Address structural gender challenges, unequal gender relations and power dynamics, including the lack of ownership of land and other production assets, unequal division of labour and inequitable decision-making, that inhibit adaptation technologies and practices by women.
- Align with national gender plans and other related policies, such as finance, planning and climate change, and global climate and development goals and agreements (e.g. Paris Agreement, Sustainable Development Goals).
- Stipulate clear gender-responsive actions with a costed gender-responsive budget and a gender-responsive performance monitoring framework.
- Strengthen stakeholder capacity, supported by gender experts, to address gender in adaptation planning processes.

[Go to Top.](#) ++++++

7. Challenges to Sustaining University-Community Partnerships in War-Torn, Northern Uganda: Investigating Resistance, Negative Stereotyping, and Gender Bias in Agricultural Students' Attachments

<http://iaee.org/index.php/vol-24-2-august-17/1679-challenges-to-sustaining-university-community-partnerships-in-war-torn-northern-uganda-investigating-resistance-negative-stereotyping-and-gender-bias-in-agricultural-students-attachments>

Journal of International Agricultural and Extension Education. doi: 10.5191/jiaee.2017.24201

Abstract: Gulu Town (Gulu) served as a site of refuge for many during northern Uganda's armed conflict that spanned from 1986 to 2006. Since then, Gulu transitioned into a region with sprawling slums and deteriorating social conditions. To combat these trends, the Faculty of Agriculture and Environment (FAE) at Gulu University adopted a development approach emphasizing community transformation. The FAE conceptualizes community transformation as the building of Gulu community members' capacity to transition from a subsistence agrarian lifestyle to one more economically sustainable. One mechanism the FAE uses to enact their commitment to community transformation are university-community partnerships established to facilitate agricultural student attachments, or internships. Because of the myriad ways university-community partnerships are manifested, we examined the challenges to sustaining such partnerships in this post-conflict region. When interpreting findings through Foucauldian (1972) discourse theory, three themes emerged: (a) resistance, (b) reinforcement of stereotypes, and (c) gender bias. Moving forward, we recommend training opportunities be developed to promote more collaborative, contextually grounded strategies to overcome the challenges and enhance the partnerships such that all participants benefit.

[Go to Top.](#) ++++++

8. Achieving Gender Equality and Women's Empowerment in Smallholder Adaptation

<https://ccafs.cgiar.org/publications/achieving-gender-equality-and-women%E2%80%99s-empowerment-smallholder-adaptation-lessons-ifad%E2%80%99s#.WuU5e4gvzIU>

Key messages In order to achieve outcomes for gender equality and women's empowerment in smallholder adaptation projects, project designers and implementers should:

- Consider differential needs and priorities of women, so that project activities are designed to address the context in which women live and to support the activities they engage in.
- Consider differential vulnerability of women to climate change.

- Understand that participation does not necessarily translate into impact. Interventions need to consider norms, roles and relations and how these can evolve to promote gender equality and women’s empowerment in programs; and consult with women in the development and implementation of project activities.
- Invest in staff capacity to implement gender action plans and mainstream gender in program activities.
- Build the capacity of local institutions to support commitments to gender equality and women’s empowerment.

This brief summarizes findings from the “Adaptation in Smallholder Agriculture Programme (ASAP) gender assessment and learning review” undertaken by consultants Catherine Hill and Greg Scarborough and technical staff from CARE. This gender assessment and learning review focused on eight projects co-funded by ASAP in Bangladesh, Cambodia, Ghana, Mali, Mozambique, Rwanda, Uganda, and Vietnam. The assessment and learning review provides lessons learned after three years of ASAP operation. The purpose of this study was to understand how the translation from design to implementation is happening in practice, and to generate insights and lessons from some of the ASAP-supported projects on the different barriers, opportunities, and experiences regarding gender mainstreaming and women’s empowerment.

[Go to Top.](#) ++++++