

Interview Questions for Administrators and Faculty

Total time: 1 hour (depending on translation needs)

Date: _____

Place: _____

Interviewer information:

Name: _____ Gender: ___ Male ___ Female

Obtained verbal consent from participant:

___ Yes ___ No (*DO NOT CONTINUE WITHOUT VERBAL CONSENT FROM THE PARTICIPANT*)

Consent to be named (waive anonymity) (*ask Rectors or Deans only*): ___ Yes ___ No

Participant information (check appropriate category):

Code (identifier): _____

Name of interviewee (if given consent): _____

Age: ___ 18-24; ___ 25-29; ___ 30-34; ___ 35-39; ___ 40-44; ___ 45-49; ___ 50+

Gender: ___ Male ___ Female

Institution Name: _____

Professional role at institution:

_____ Administrator (Rector, Dean, Department Head, and others with decision-making power)

_____ Faculty (Permanent position, Professor, Researcher, Lecturer, usually with Master's degree)

_____ Teachers/Instructors (full or part time teaching position with no security and often only Bachelor's)

_____ Alumni (no longer students, but not working in institution)

Introductions and explain how interview will proceed.

1. Do men and women students and professionals have equal opportunities in the agricultural sector in your country? Why or why not?
2. Has this changed in the last 10 years? If so, how?
3. Do you think men and women are treated equally in your institution? Why or why not?
4. Has this situation always been this way in your institution or have things changed over time? If they have changed, how have they changed?

5. From your personal experience, do you think agriculture as a field of study and as a paid profession is considered to be for men only in your country? If so, please explain and provide examples from your experience.
6. Do you think there are enough women in the upper levels of administration and faculty at your institution? Why do you think this? *(To prompt further discussion, also ask:)* Why are there not more women in these positions?
7. Do you think the hiring process for teachers in agriculture is fair for both men and women? Why or why not?
8. If not, how can the hiring process be made equally fair for both men and women?
9. How do family responsibilities or work in the home affect men's and women's possibilities for advancement (getting promotions, better salary) in your institution? Is this different for men and women? i.e. Do women have more responsibility in the home? Does that affect your job?
10. Does your institution have mechanisms (ways) to help men and women with family responsibilities such as taking care of the children or other family members? If so, can you provide an example?
11. Is gender addressed in any of the agricultural courses in this university? Do any of them talk about gender? If so, in which courses?
12. If gender is not addressed in any of your agricultural courses, do you think it should be? How would you suggest the curricula be changed?
13. Have you heard people say bad or insulting things to you or about you because you are a man/woman in your institution and/or when looking for a job in the agricultural sector? If so, please explain.

14. What obstacles or problems have you experienced on your way to achieving your goals as an agricultural professional? Would these have been different if you were the opposite sex?
15. Are there problems that stop women (but not men) from studying agriculture? If so, what are they?
16. Are there problems that keep women from working in remote, rural locations? If so, what are they? Are there any unspoken rules, beliefs, behaviors, or cultural and institutional obstacles that prevent women from working in remote, rural locations?
17. What do you think are the biggest difficulties/challenges women and girls face in your country's agricultural education system and agricultural professions?
18. What strategies do you suggest could be used to solve or overcome these problems and increase the number of female students and professionals in agriculture? How can we fix the problems you talked about?
19. Where/what do you think are the greatest opportunities for women and girls in your country's agricultural education system and agricultural professions?
20. Is there anything else you would like to say about the topic of gender in agricultural training and education?

Interviewer notes/reflections/recommendations: