

Challenges and opportunities for female faculty members (in agriculture programs) in Africa

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Methods

- Preliminary literature review
- Primary data collection
 - South Sudan: Catholic University and University of Juba
 - Interviews with 9 male and 2 female faculty members
 - 5 focus groups with male and female students
 - Mozambique: Eduardo Mondlane University and University of Zambezi
 - Interviews with 3 male and 7 female faculty members or agricultural scientists
 - 4 focus groups with male and female university students
 - 6 focus groups with male and female secondary school students



Women in university agricultural programs

- About 25% of undergraduate and 16% of postgraduate agricultural students are women (Mangheni et al.2010).
- About 20% of agriculture research scientists and academic faculty in agriculture faculties are women (RUFORUM 2010, Beintema 2005).
- Women have a slower career progression and there are very few women in leadership positions.
- At the University of Juba in South Sudan women are 12% of the total faculty.
- At Eduardo Mondlane University in Mozambique women are 25% of the agricultural faculty, and at the University of Zambezia women are 15% of the agricultural faculty.

Increasing the number of female faculty members is important to:

- Ensure that women are represented in high level policy debates and decision making processes
- Develop agriculture technologies and processes adapted to rural small holders
- Provide girls interested in agriculture with role models
- Make women's contributions to agriculture visible
- See women not only as food producers, but also as agricultural researchers and innovators



Things are equal, but....

“We have to make more effort, speak out, be confident, and argue more than men have to.” (Female agricultural scientist, Mozambique)

Issues related to:

1. Lack of qualified women
2. Perceptions that agriculture is a male discipline
3. Lack of networks and role models
4. Institutional culture and environment
5. Slow career advancement
6. Heavy domestic and family responsibilities



Dr. Charity Mutegi, Kenya, recipient of the 2013 Norman Borlaug Award for Field Research and Application

Opportunities and good practices

- Provide scholarships for women
- Change gendered perceptions about agriculture
- Offer flexible PhD programs, online degrees, child care, modified duties/stopping the tenure clock
- Provide faculty leadership and development programs
- Establish mentoring programs for female faculty
- Establish networking opportunities for female faculty
- Require gender sensitization workshops for all faculty members and administrators
- Construct and maintain gender appropriate facilities: latrines, housing, lighting, lactation facilities
- Reform curriculum from a gender perspective
- Adopt gender mainstreaming programs