

KENYA FACT SHEET

December 2008

WOMEN'S PARTICIPATION IN AGRICULTURAL RESEARCH AND HIGHER EDUCATION

Key Gender Trends

- In 2008, five of Kenya's largest agricultural research and higher education agencies employed 967 professional staff, of which 253 were female. The share of female professional staff increased from 21 percent in 2000 to 26 percent in 2008.
- Of all the PhD-qualified staff, 21 percent were female, compared with 29 and 39 percent of staff holding MSc and BSc degrees, respectively.
- Overall, close to half the professional staff aged between 25 and 30 years old were female, and at the Kenyan Agricultural Research Institute, a significant majority of professional staff aged 25 to 30 years were female (73 percent). In contrast, only 17 percent of staff aged 51 years or more were female.
- The share of women in management, including positions as deans of faculties and head of departments, was 16 percent.
- In 2007, female students accounted for about one-third of the total student population in agricultural sciences, and 27 percent of the students that graduated that year were female.

Shares of Female Professional Agricultural Staff by Agency and by Degree

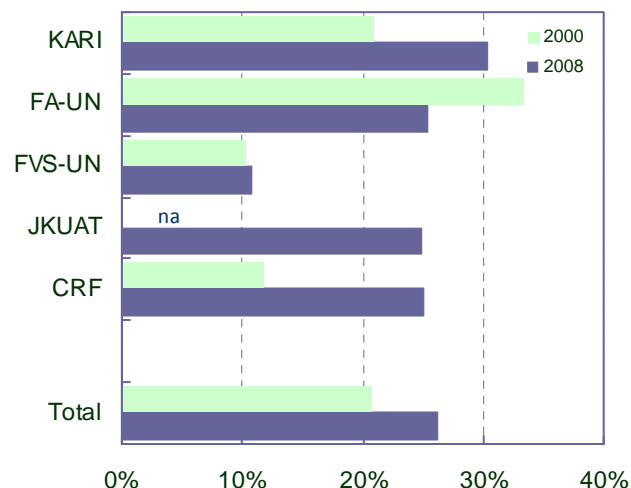
In 2008, five of Kenya's largest agricultural research agencies together employed 967 professional staff, of which 253—or 26 percent—were female. In 2000, these five agencies employed 70 percent of Kenya's total agricultural research staff in terms of full-time equivalents. The share of female professional staff increased from 21 percent in 2000 to 26 percent in 2008 (Figure 1). This increase is largely due to an increase in the share of professional women employed at the Kenyan Agricultural Research Institute (KARI) during the eight-year period. In contrast, the share of female professional staff decreased from 33 to 25 percent at the University of Nairobi's Faculty of Agriculture (FA-UN), and remained low and constant, at about 11 percent, at the Faculty of Veterinary Sciences (FVS-UN). No 2000 data were available for the Jomo Kenyatta University of Agriculture and Technology (JKUAT).

Of the professional staff at the agricultural research and higher education agencies, 22 percent of those with PhD degrees, 28 percent of those with MSc degrees, and 38 percent of those with BSc degrees were female (Figure 2). Notably, the majority of new staff constituting the overall increase in women employed during 2000–08 were qualified to the BSc- or MSc-degree levels rather than the PhD level.

Qualifications of Professional Agricultural Staff by Gender

In 2008, on average (excluding JKUAT), fewer women than men held PhD degrees: 34 percent compared with 47 percent

FIGURE 1. Female share of professional agricultural staff by agency, 2000 and 2008



Notes: See page 3 for a list of agency names and categories. 2000 total excludes JKUAT. Data for some agencies in this fact sheet are for late 2007. One nonprofit institution and one higher education agency are excluded due to lack of available data. Na indicates that data were not available.

(Figure 3a). In contrast, the share of female professional staff with MSc degrees was greater (46 percent compared with 42 percent of the men). The overall number of female professional staff increased from about 160 in 2000 to 190 in 2008 (excluding the 63 female professional staff at JKUAT), while the total number of men decreased, mostly among those holding MSc degrees, from 609 to 524 (Figure 3b).

FIGURE 2. Female share of professional agricultural staff by degree, 2000 and 2008

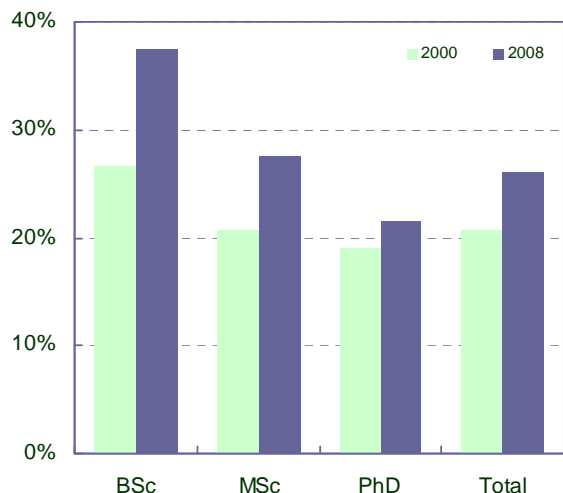


FIGURE 3a. Qualifications of professional agricultural staff by gender, 2000 and 2008 (shares)

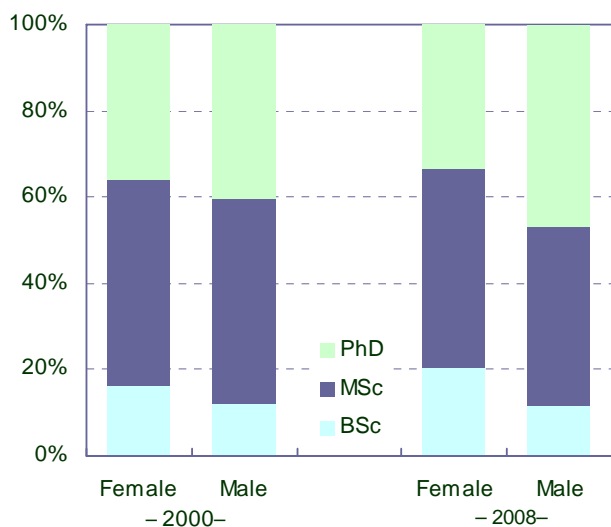
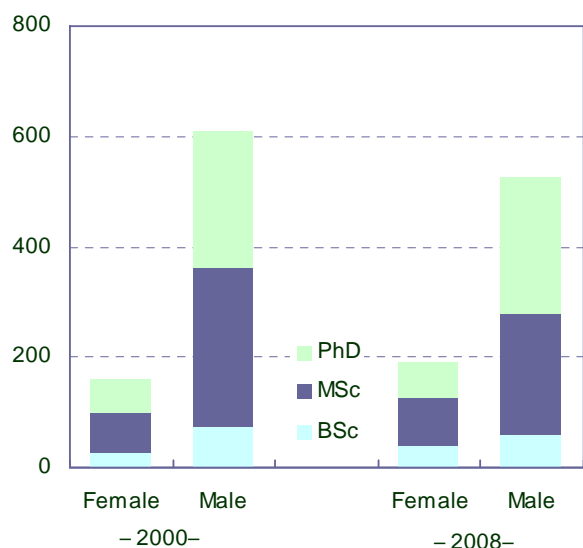


FIGURE 3b. Qualifications of professional agricultural staff by gender, 2000 and 2008 (headcounts)

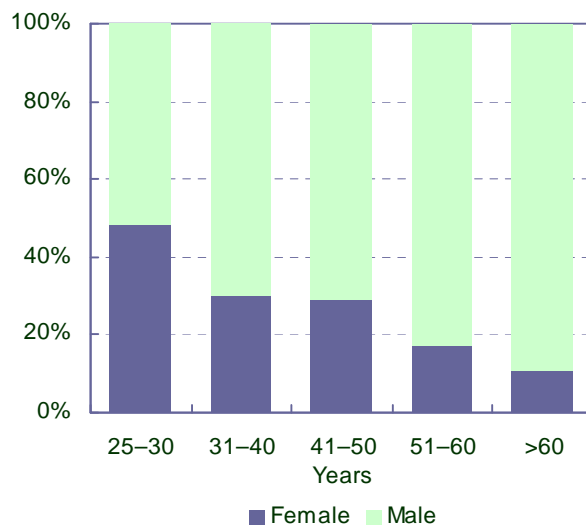


Note: Figures 3a and 3b exclude JKUAT due to lack of available data.

Age and Seniority of Professional Agricultural Staff by Gender

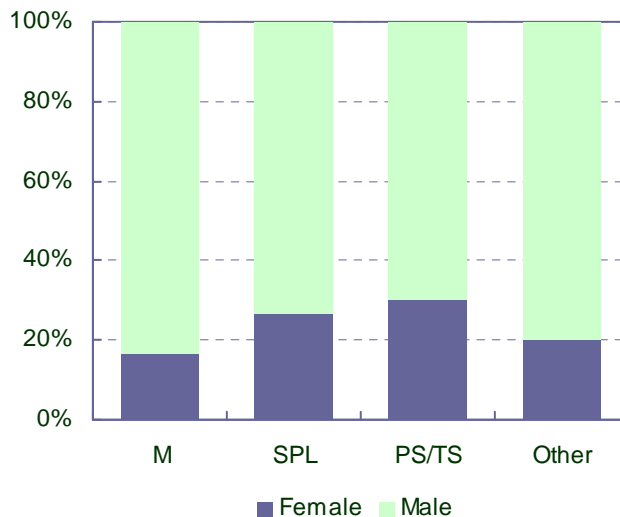
Women accounted for close to half of the professional staff aged between 25 and 30 years. This was especially the case at KARI, where 73 percent of staff aged 25 to 30 years were female. In contrast, only 17 percent of professional staff aged 51 years or older were female (Figure 4). Six of the combined 29 deans of faculties and heads of departments at FA-UN, FVS-UN, and JKUAT were female (Figure 5). At KARI, 7 of the 45 management positions were held by women, representing 14 percent. Unsurprisingly, the female share of professional and technical support staff was comparatively higher, at 30 percent (Figure 5). Most of the support staff were employed as research assistants at JKUAT.

FIGURE 4. Age of professional agricultural research and higher education staff by gender, 2008



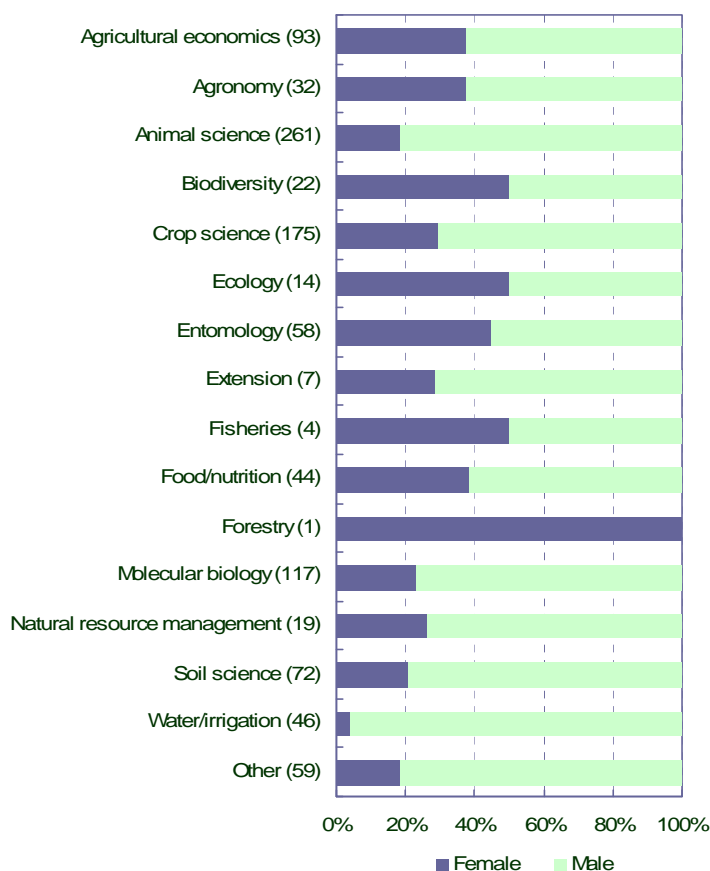
Note: Data for FA-UN and FVS-UN include over 100 staff members without higher degrees.

FIGURE 5. Seniority of professional agricultural research and higher education staff by gender, 2008



Note: M indicates management and includes directors, deans, and department heads; SPL includes scientists, (assistant) professors, and (senior) lecturers not in management positions; and PS/TS indicates professional and technical support staff.

FIGURE 6. Discipline-mix of professional agricultural staff by gender, 2008



Notes: The number of staff within each category is shown in parentheses. Data for FA-UN and FVS-UN include over 100 staff members without degrees.

TABLE 1. Departures and promotions of professional agricultural staff by gender, 2005–07, and as a share of female and male professional staff employed in 2008

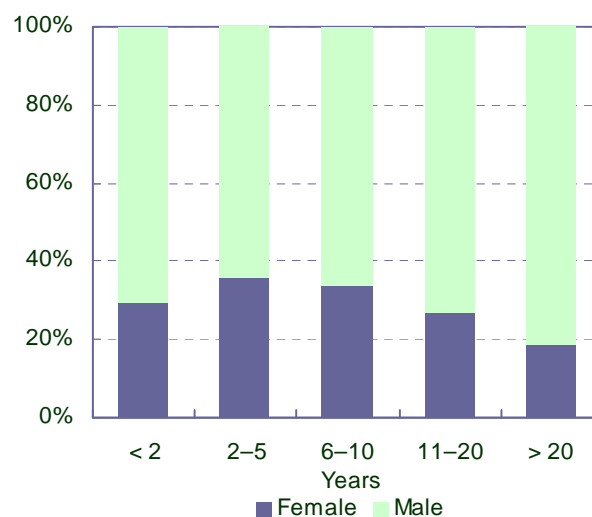
Status	Number of staff, 2005–07		Share of 2008 staff	
	Female	Male	Female	Male
Departures	30	91	12%	13%
Promotions	27	36	14%	7%

Note: Staff promotions exclude JKUAT due to lack of available data.

Discipline Mix and Years of Service of Professional Agricultural Staff by Gender

Half of all professional staff at the five sample agencies trained in biodiversity, ecology, and fisheries were female (Figure 6). In contrast, the shares of female professional staff trained in animal science, molecular biology, and soil science ranged from 18 to 23 percent (Figure 6). Only 2 of the 46 staff trained in water and irrigation management were female (4 percent). The shares of female professional staff with either less than two years or more than 20 years of service at their respective agencies were lower than the share of women employed for between 2 and 20 years (Figure 7).

FIGURE 7. Years of service of professional agricultural staff by gender, 2008



Note: Data for FA-UN and FVS-UN include over 100 staff members without higher degrees.

Departures and Promotions of Professional Staff by Gender

For the sample agencies as a whole, 30 women and 91 men departed during the 2005–07 period, and 27 women and 36 men were promoted (Table 1). For the purpose of comparison, numbers of departing staff represent 12 and 13 percent of the female and male staff employed in 2008, respectively, and numbers of promoted staff represent 14 and 7 percent, respectively (excluding JKUAT). The resulting trends indicate that, despite lower overall numbers, a higher share of women were promoted within the sample agencies.

The data in this fact sheet are derived from the following government and higher education agencies:

One government agency

KARI Kenyan Agricultural Research Institute

One nonprofit institution

CRF Coffee Research Foundation

Three higher education agencies

FA-UN Faculty of Agriculture, University of Nairobi

FVS-UN Faculty of Veterinary Sciences, University of Nairobi

JKUAT Jomo Kenyatta University of Agriculture and Technology

Note that one nonprofit institution, the Tea Research Foundation (TRF), and one major higher education agency, the Faculty of Agriculture at Egerton University (FA-EU), were excluded from this study due to lack of available data.

For further information on the organization of agricultural research in Kenya, see http://www.asti.cgiar.org/pdf/kenya_cb8.pdf.

TABLE 2. Professional agricultural staff completing training, by gender, 2005–07, and as a share of female and male professional staff employed in 2008

Level of Training	Number of staff, 2005–07		Share of 2008 staff	
	Female	Male	Female	Male
BSc	13	14	33%	23%
MSc	7	9	8%	4%
PhD	6	24	9%	10%

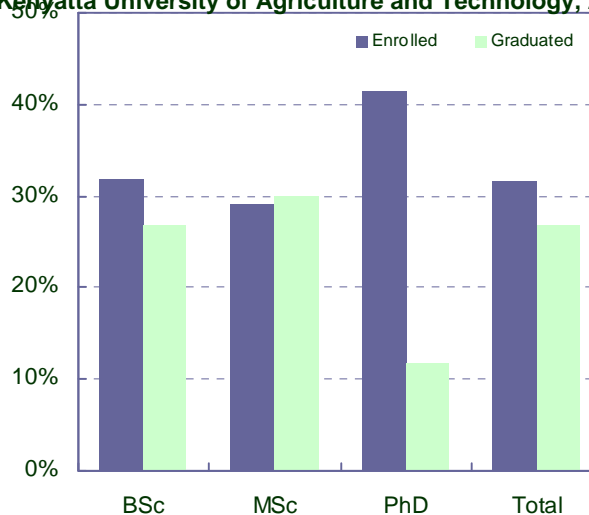
Note: The table excludes JKUAT due to lack of available data.

Training, Enrollments, and Graduations by Gender

Only six female professional staff employed in agriculture at the four sample agencies (excluding JKUAT) in 2008 obtained their PhD between 2005 and 2007. More generally, a relatively higher share of women completed BSc degrees, whereas a higher share of male staff completed degree training over the same timeframe (Table 2).

In 2007, female students accounted for about 32 percent of the total student population at FA-UN, FVS-UN, and JKUAT (Figure 8). Notably, there was a relatively higher share of women among the total number of students undertaking PhD degrees, but a relatively low share of female students actually graduated. In total, 39 women and 55 men were enrolled in PhD degree training in 2007. Two women and 15 men graduated that year (Figure 8).

FIGURE 8. Share of female students enrolled in and graduating from the University of Nairobi and Jomo Kenyatta University of Agriculture and Technology, 2007



About ASTI

The Agricultural Science and Technology Indicators (ASTI) initiative compiles, processes, analyzes, and reports data on institutional developments, investments, and human resources in agricultural R&D in developing countries. The ASTI initiative is managed by the International Food Policy Research Institute (IFPRI) and involves collaborative alliances with many national and regional R&D agencies, as well as international institutions. The initiative, which is funded by the Bill and Melinda Gates Foundation with additional support from IFPRI, is widely recognized as the most authoritative source of information on the support for and structure of agricultural R&D worldwide. To know more about the ASTI initiative visit www.asti.cgiar.org.

About AWARD

The African Women in African Agricultural Research and Development (AWARD) program, supported by the Bill & Melinda Gates Foundation and the United States Agency for International Development (USAID), is implemented by the Gender & Diversity (G&D) program of the Consultative Group on International Agricultural Research (CGIAR). Competitive two-year fellowships focused on building capacity in science, mentoring, and leadership are offered to high-performing female African scientists at one of three critical career junctures: completion of a BSc, MSc, or PhD degree. To know more visit www.genderdiversity.cgiar.org.

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IFPRI was established in 1975. IFPRI is one of 15 agricultural research centers that receives its principal funding from governments, private foundations, and international and regional organizations, most of which are members of the Consultative Group on International Agricultural Research (www.cgiar.org).

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