

MOZAMBIQUE FACT SHEET

December 2008

WOMEN'S PARTICIPATION IN AGRICULTURAL RESEARCH AND HIGHER EDUCATION

Key Gender Trends

- In 2007, the four largest agricultural research and higher education agencies in Mozambique employed 360 professional staff, of which 127 were female. The resulting 35-percent share is higher than corresponding shares in other Sub-Saharan African countries.
- On average, 29 percent of all PhD-qualified staff were female, compared with 33 percent of staff holding MSc degrees and 39 percent of staff holding BSc degrees.
- Women are well presented in all age groups, although the share of older women is lower; 23 percent of professional staff aged 51 years or older were female. Women were equally represented in terms of years of service at the respective agencies.
- The share of women in management, including positions as deans of faculties and head of departments, was 27 percent.
- In 2007, female students accounted for more than a quarter of the student population in agricultural and veterinary sciences; on average, 32 percent of the students that graduated in 2007 were female; they all obtained BSc degrees. No PhD programs in agricultural sciences are currently being offered in Mozambique.

Shares of Female Professional Agricultural Staff by Agency and by Degree

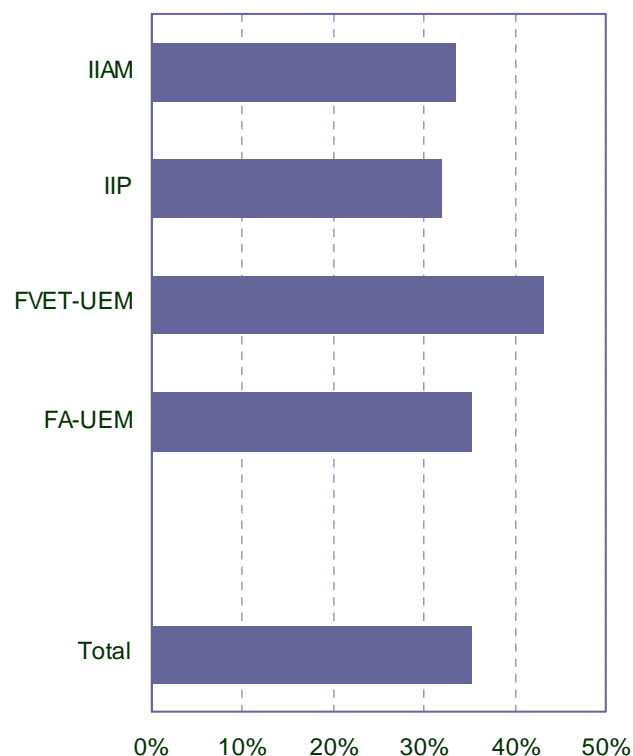
In late 2007, Mozambique's four largest agricultural research and higher education agencies together employed 360 professional staff, of which 127, or 35 percent, were female. The female shares at the government agencies—the Mozambique Agricultural Research Institute (IIAM) and the Fisheries Research Institute (IIP)—were 34 and 32 percent, respectively. The shares of female research staff at the Faculty of Agronomy and Forestry Engineering (FA) and the Faculty of Veterinary (FVET) at Eduardo Mondlane University (UEM) were 35 and 43 percent, respectively (Figure 1).

Of the professional staff at these four agencies, 29 percent of those with PhD degrees, 33 percent of those with MSc degrees, and 39 percent of those with BSc degrees were female (Figure 2). These shares are considerably higher than corresponding shares in many other countries in Sub-Saharan Africa.

Qualifications of Professional Agricultural Staff by Gender

In late 2007, on average, 12 percent of the women held PhD degrees compared with 16 percent of the men, and 35 percent of the women held MSc degrees compared with 38 percent of the men (Figure 3). In contrast, 54 percent of the female professional staff held BSc degrees compared with 46 percent of male staff.

FIGURE 1. Female share of professional agricultural staff by agency, late 2007



Note: See page 3 for a list of agency names and categories.

FIGURE 2. Female share of professional agricultural staff by degree, late 2007



FIGURE 3a. Qualifications of professional agricultural staff by gender, late 2007 (shares)

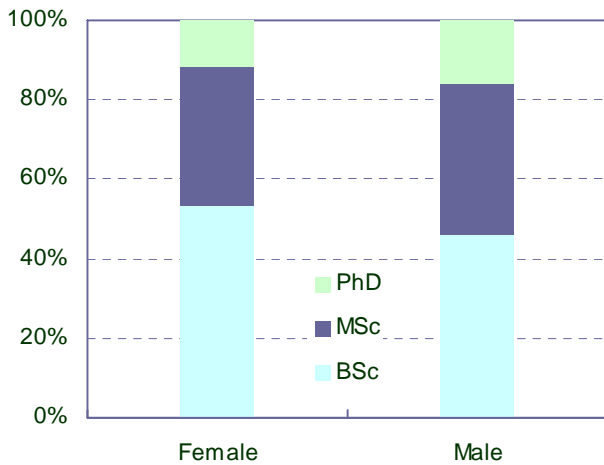
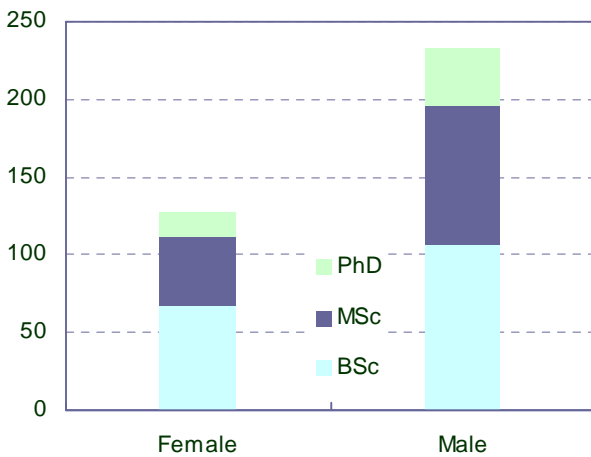


FIGURE 3b. Qualifications of professional agricultural staff by gender, late 2007 (headcounts)



Age and Seniority of Professional Agricultural Staff by Gender

Women are well presented in all age groups, although their share is somewhat lower in the older age group; 23 percent of professional staff aged 51 years or older were female compared with 37 percent of professional staff aged 50 years or younger (Figure 4). Only 3 of the 13 deans of faculties and heads of departments at Eduardo Mondlane University’s two agricultural faculties were female, whereas 20 of the 72 management positions at IIAM and IIP were held by women (Figure 5). One female professional staff member was classified in the “other” category.

FIGURE 4. Age of professional agricultural staff by gender, late 2007

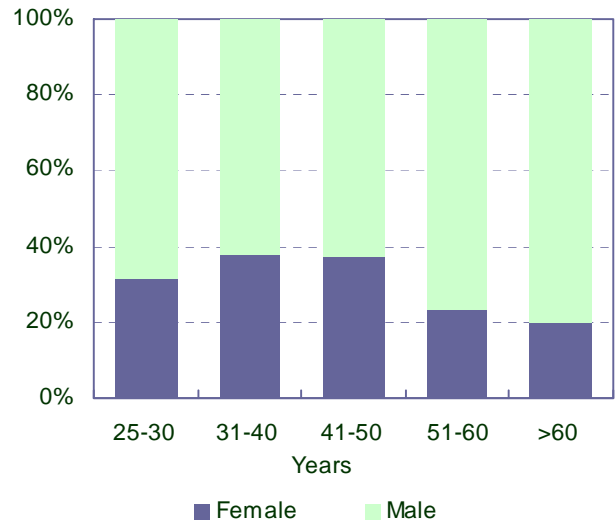
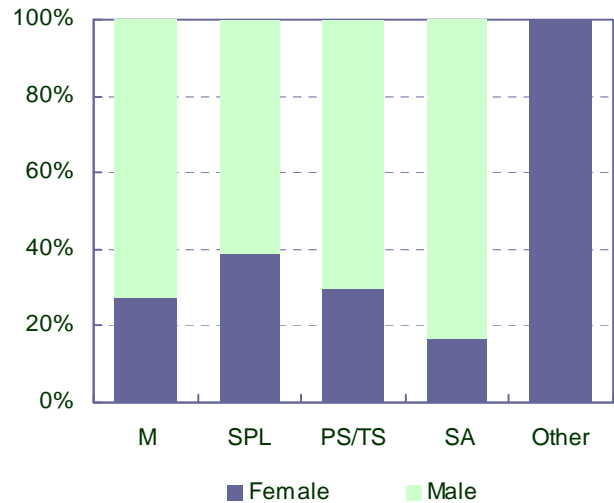
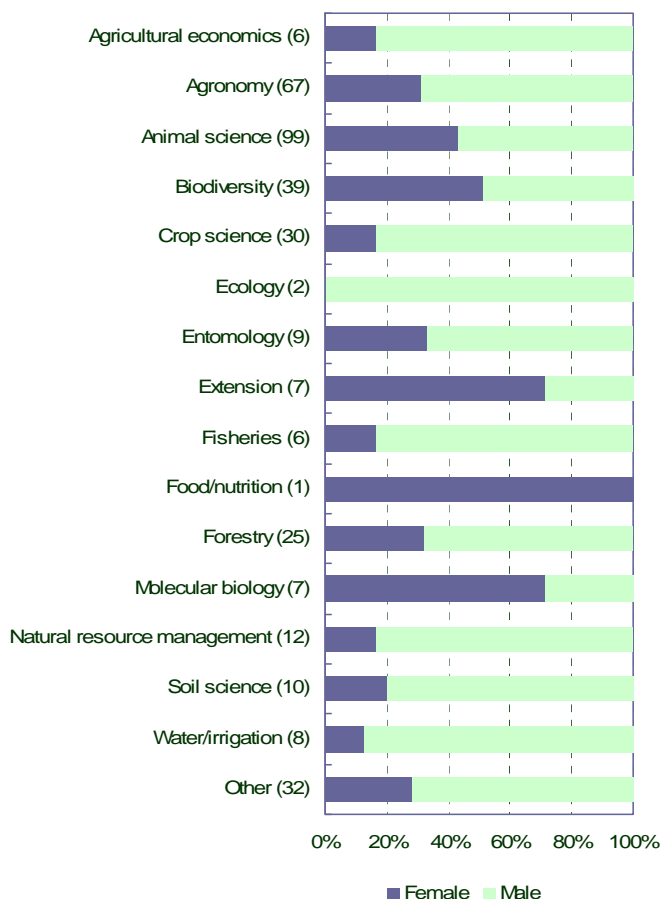


FIGURE 5. Seniority of professional agricultural staff by gender, late 2007



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

FIGURE 6. Discipline-mix of professional agricultural staff by gender, late 2007



Note: The number of staff within each category is shown in parentheses.

Discipline Mix and Years of Service of Professional Staff by Gender

The four agencies together employed only one professional staff member trained in food and nutrition science, who was female. Five of the seven extension staff were also female. In contrast, relatively fewer women were trained in water and irrigation (13 percent) agricultural economics, crop sciences, fisheries, and natural resource management (17 percent each), and soil science (20 percent). None of the two professional staff members trained in ecology was female (Figure 6).

Women were equally represented in terms of years of services (Figure 7).

FIGURE 7. Years of service of professional agricultural staff by gender, late 2007

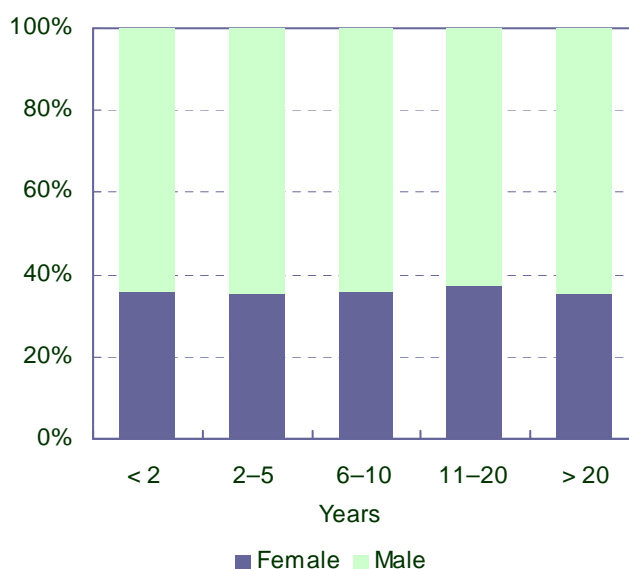


TABLE 1. Departures and promotions of professional agricultural staff by gender, 2005–07, and as a share of female and male professional staff employed in late 2007

Status	Number of staff, 2005–07		Share of 2007 staff	
	Female	Male	Female	Male
Departures	7	18	6%	8%
Promotions	17	26	13%	11%

Departures and Promotions of Professional Agricultural Staff by Gender

Overall, 7 women and 18 men departed from the four agencies during the 2005–07 period, and 17 women and 26 men were promoted (Table 1). For the purpose of comparison, numbers of departing staff represent 6 and 8 percent of the female and male staff employed in 2007, respectively, and numbers of promoted staff represent 13 and 11 percent of female and male staff employed in 2007, respectively. The resulting trends indicate that a marginally lower share of women departed from agencies, and a somewhat larger share of women were promoted within agencies.

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

Two government agencies

IIAM Mozambique Agricultural Research Institute
IIP Fisheries Research Institute Trust

Two higher education agencies

FA-UEM Faculty of Agronomy and Forestry Engineering, Eduardo Mondlane University
FVET-UEM Veterinary Faculty, Eduardo Mondlane University

TABLE 2. Professional agricultural staff completing training, by gender, 2005–07, and as a share of female and male professional staff employed in late 2007

Level of Training	Number of staff, 2005–07		Share of 2007 staff	
	Female	Male	Female	Male
BSc	16	32	24%	30%
MSc	9	21	20%	24%
PhD	1	5	7%	14%

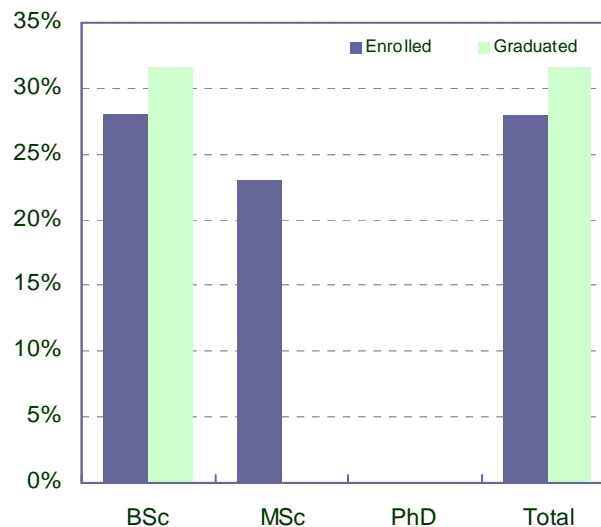
Training, Enrollments, and Graduations by Gender

Only one female professional staff member employed in agriculture at the government and higher education agencies in 2007 obtained her PhD degree between 2005 and 2007.

Whereas the numbers of women who obtained MSc and BSc degrees during this period was higher than those obtaining PhD degrees, they are considerably lower than the numbers of male staff obtaining degrees (Table 2).

The share of female students enrolled at the two faculties of Eduardo Mondlane University was 28 percent, and 32 percent of all graduates were women (Figure 8). The university does not currently offer PhD programs in agricultural sciences, and although 6 women and 20 men were enrolled in the FA-UEM's MSc program, no one graduated in 2007.

FIGURE 8. Share of female students enrolled in and graduating from main agricultural higher education agencies, 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.

INTERNATIONAL FOOD POLICY RESEARCH INSTITUTE



IFPRI HEADQUARTERS

2033 K Street, N.W. • Washington, DC 20006-1002 USA
 Telephone: +1 (202) 862-5600 • Skype: ifprihomeoffice
 Fax +1 (202) 467-4439 • E-mail: ifpri@cgiar.org
www.ifpri.org

IFPRI-ROME

International Service for National Agricultural Research (ISNAR) Division
 Nienke Beintema, Head, Agricultural and Science Technology (ASTI) initiative
 c/o ESA, Food and Agriculture Organization (FAO)
 Viale delle Terme di Caracalla • 00153 Rome, Italy
 Telephone: +39 (06) 570-53192 / 570-56334 • Email: asti@cgiar.org
 Fax: +39 (06) 570-55522 • Skype: ifpriromeoffice • www.asti.cgiar.org

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).

This fact sheet was prepared by Nienke Beintema and Federica Di Marcantonio.

Copyright © 2008 International Food Policy Research Institute. Sections of this report may be reproduced without the express permission of, but with acknowledgment to, IFPRI. For permission to reprint, contact ifpri-copyright@cgiar.org. The ASTI initiative is grateful to the participating agencies for their time and assistance with data collection, specifically staff from the Mozambique Agricultural Research Institute who coordinated the survey round in Mozambique.