

## NIGER FACT SHEET

December 2008

# WOMEN'S PARTICIPATION IN AGRICULTURAL RESEARCH AND HIGHER EDUCATION

### Key Gender Trends

- In 2008, the largest government research agency and the main agricultural higher education agency together employed 101 professional staff, of which 10 were female. The share of female professional staff represents a minor increase from only 7 percent 2001 to 10 percent in 2008. These shares are among the lowest in Sub-Saharan Africa.
- Only 5 percent of all PhD-qualified staff were female, compared with 13 percent of staff holding MSc degrees and 14 percent of staff holding BSc degrees.
- In 2008, almost all professional staff—whether male or female—were over 40 years old. In addition, 80 percent of all professional staff had been employed at their respective agencies for more than 10 years.
- The share of women in management, including positions as deans of faculties and heads of departments, was 5 percent.
- In 2007, female students accounted for more than 14 percent of the total student population in agricultural sciences, and about 15 percent of the students that graduated that year were female.

### Shares of Female Professional Agricultural Staff by Agency and by Degree

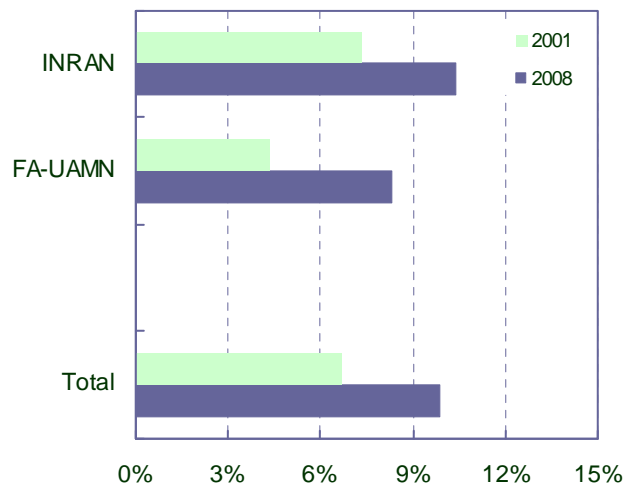
In 2007/08, the two largest agricultural research and higher education agencies in Niger—the National Agricultural Research Institute of Niger (INRAN) and the Faculty of Agriculture at the University of Abdou Moumouni, Niamey (FA-UAMN)—together employed 101 professional staff, of which only 10 percent were female. In 2001, these two agencies employed 84 percent of Niger's professional agricultural staff in terms of full-time equivalents. The share of female professional staff employed at INRAN increased from 7 percent in 2001 to 10 percent in 2008, whereas the corresponding share at FA-UAMN increased from 4 to 8 percent over the same timeframe (Figure 1). These shares are among the lowest in Sub-Saharan Africa.

Of the professional staff employed at the agricultural research and higher education agencies, only 5 percent of those with PhD degrees, 13 percent of those with MSc degrees, and 14 percent of those with BSc degrees were female (Figure 2). The share of female professional staff with BSc-level training did, however, increase during the 2000–08 period from 0 to 14 percent (which represents two women).

### Qualifications of Professional Agricultural Staff by Gender

In 2008, on average, fewer women compared with men held PhD degrees: 20 percent compared with 41 percent (Figure 3a).

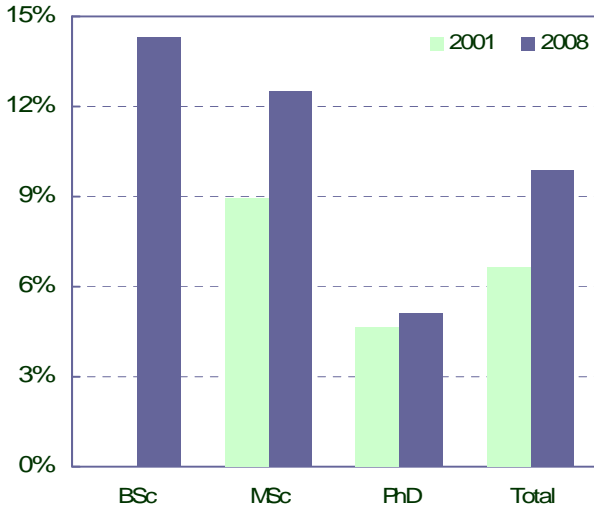
**FIGURE 1. Female share of professional agricultural staff by agency, 2001 and 2008**



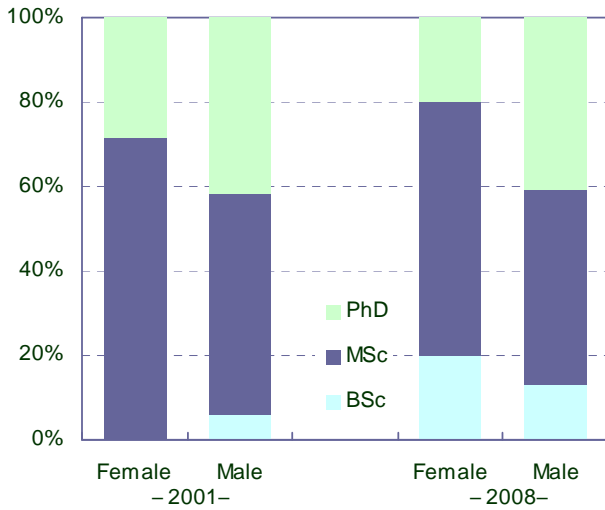
Note: See page 3 for a list of agency names and categories. One government agency, CMB-SE, was excluded due to lack of available data.

The gender gap has widened since 2001, when 29 percent of female staff held PhD degrees compared with 42 percent of the male staff. Notably, the pool of female professional staff increased little during 2001–08 (from 7 to 10 staff members), and it remains very small (Figure 3b). At the same time, however, the number of male professional staff declined somewhat during 2001–08.

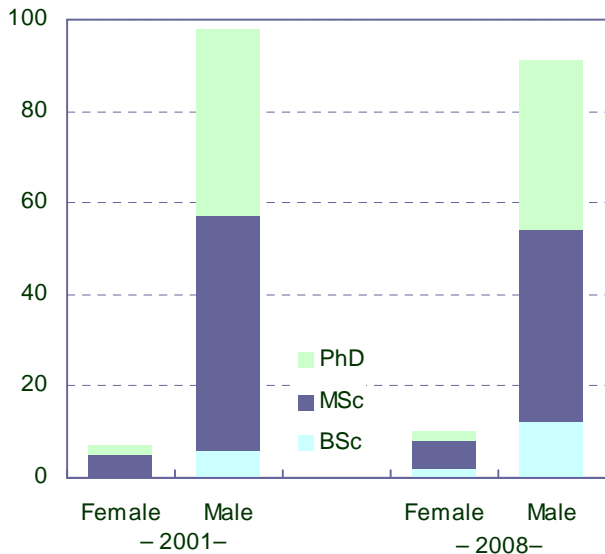
**FIGURE 2. Female share of professional agricultural staff by degree, 2001 and 2008**



**FIGURE 3a. Qualifications of professional agricultural staff by gender, 2001 and 2008 (shares)**



**FIGURE 3b. Qualifications of professional agricultural staff by gender, 2001 and 2008 (headcounts)**

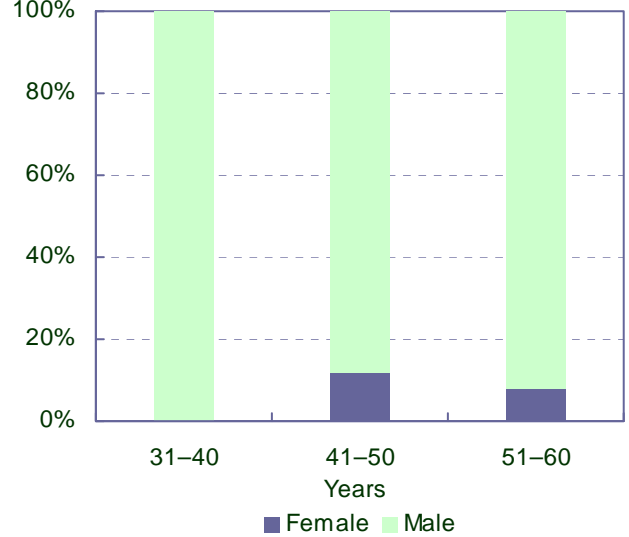


**Age and Seniority of Professional Agricultural Staff by Gender**

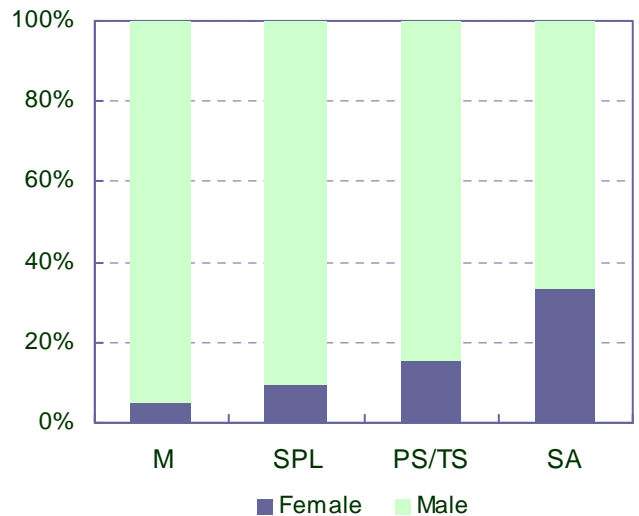
None of the professional staff at INRAN and FA-UAMN was 30 years old or younger, and only eight men were 31–40 years old. Of the professional staff aged 41 years and over, 11 percent were female (Figure 4).

Only one of the 12 management positions at INRAN was held by a woman, and none of the nine deans and heads of departments at FA-UAMN, was female. The female share of senior administrative staff was substantially higher, at 33 percent (Figure 5).

**FIGURE 4. Age of professional agricultural staff by gender, 2008**

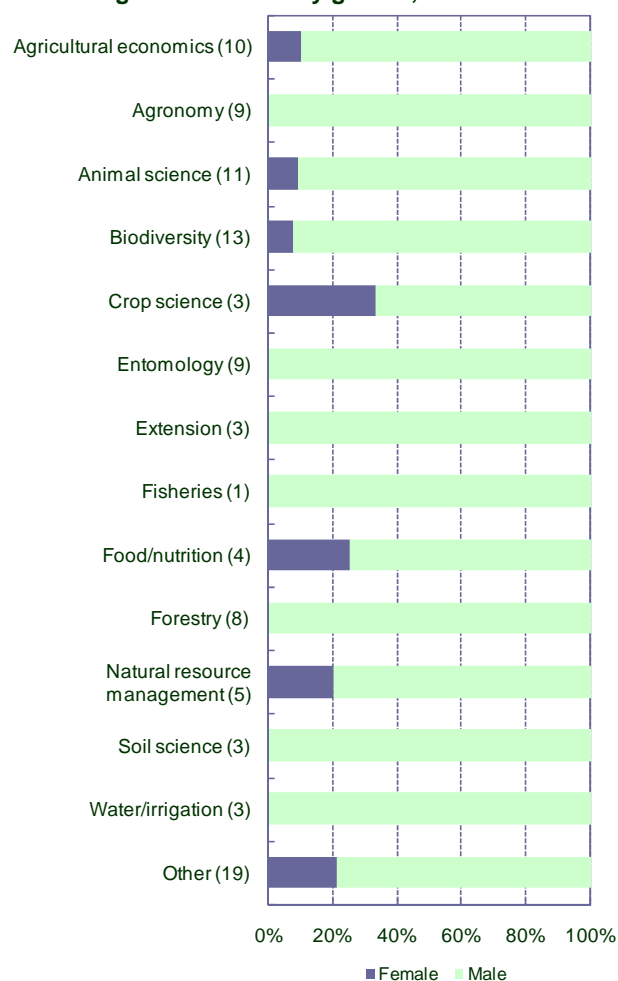


**FIGURE 5. Seniority of professional agricultural staff by gender, 2008**



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

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



Notes: The number of staff within each category is shown in parentheses. None of the staff at the sample agencies was employed in ecology or molecular biology in 2008.

**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**

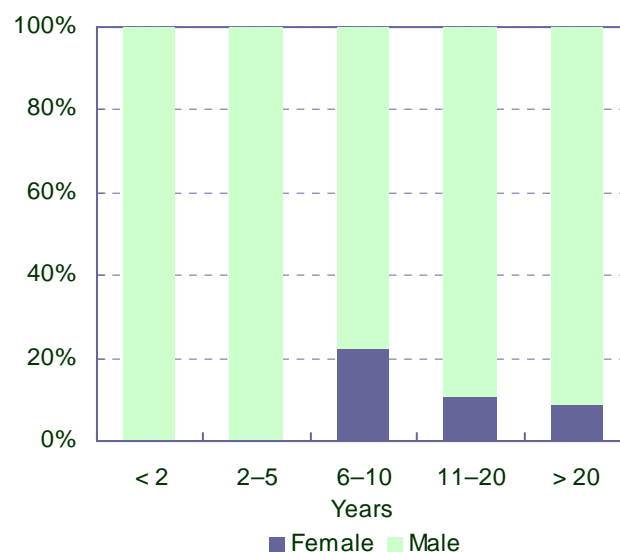
Status	Number of staff, 2005–07		Share of 2008 staff totals	
	Female	Male	Female	Male
Departures	1	16	10%	18%
Promotions	1	17	10%	19%

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

A relative higher share of the professional staff trained in crop science (33 percent), food and nutrition science (25 percent), and natural resource management (20 percent) was female. In contrast, none of the professional staff trained in agronomy, entomology, extension, fisheries, forestry, soil science, and water and irrigation management was female (Figure 6).

In addition, 80 of the 101 professional staff were employed for more than 10 years at their respective agencies (Figure 7). All of the 12 professional staff employed less than six years were male while only two of the nine professional staff with six to 10 years of service were female.

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



## Departures and Promotions of Professional Agricultural Staff by Gender

For the sample agencies as a whole, one woman and 16 men departed during the 2005–07 period, and one woman and 17 men were promoted (Table 1). For the purpose of comparison, numbers of departing staff represent 10 and 18 percent of the female and male staff employed in 2008, respectively, and numbers of promoted staff represent 10 and 19 percent of female and male staff employed in 2008, respectively.

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

### One government agency

INRAN National Agricultural Research Institute of Niger

### One higher education agencies

FA-UAMN Faculty of Agriculture, Abdou Moumouni University of Niamey

Note that one major government agency, the Department of Livestock Multiplication Centers and Breeding Stations (CMB-SE), was excluded due to lack of available data.

For further information on the organization of agricultural research in Niger, see [http://www.asti.cgiar.org/pdf/Niger\\_CB24.pdf](http://www.asti.cgiar.org/pdf/Niger_CB24.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**

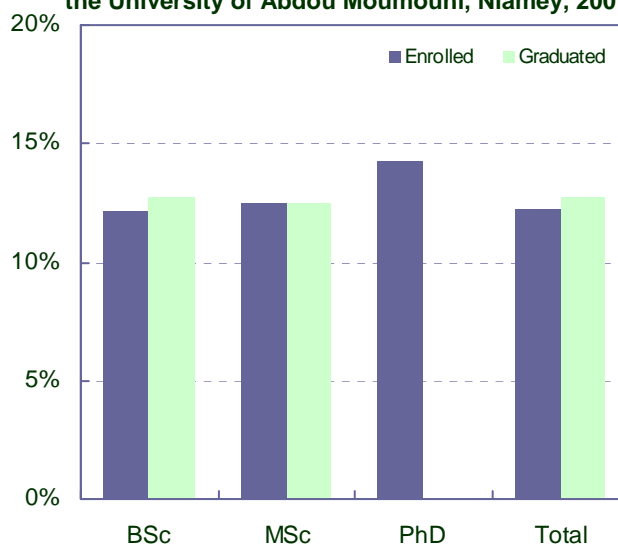
Level of Training	Number of staff, 2005–07		Share of 2008 staff totals	
	Female	Male	Female	Male
BSc	0	5	0%	42%
MSc	1	4	17%	10%
PhD	0	0	0%	0%

## Training, Enrollments, and Graduations by Gender

Only one female member of the professional staff employed in agriculture at FA-UAMN in 2008 obtained her MSc degree between 2005 and 2007; none of the female professional staff attained PhD degrees during this timeframe (Table 2).

The share of female students enrolled at FA-UAMN was 12 percent, whereas 13 percent of the graduates were women (Figure 8). In 2007, six male students and one female student were enrolled in PhD studies, but none graduated in 2007.

**FIGURE 8. Share of female students enrolled at and graduating from the Faculty of Agriculture at the University of Abdou Moumouni, Niamey, 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](http://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](http://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](http://www.cgiar.org)).

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