

NIGERIA FACT SHEET

December 2008

WOMEN'S PARTICIPATION IN AGRICULTURAL RESEARCH AND HIGHER EDUCATION

Key Gender Trends

- In 2008, the 21 largest agricultural research and higher education agencies in Nigeria employed 1,800 professional staff, of which 462 were female. The share of female professional staff increase from 18 percent in 2000 to 26 percent in 2008.
- Seventeen percent of PhD-qualified staff, 32 percent of MSc-qualified staff, and 30 percent of BSc-qualified staff were female.
- The share of female professional staff decreased with increasing age. Of the professional staff aged 30 years or younger, 45 percent were female, and of those aged 51 years or older, slightly more than one-fifth were female. The share of women also decreased with increasing years of service at the respective agencies.
- The share of women in management, including positions as deans of faculties and head of departments, was 18 percent.
- In 2007, female students accounted for about 36 percent of the total student population in agricultural sciences, 32 percent of the students that graduated that year were female.

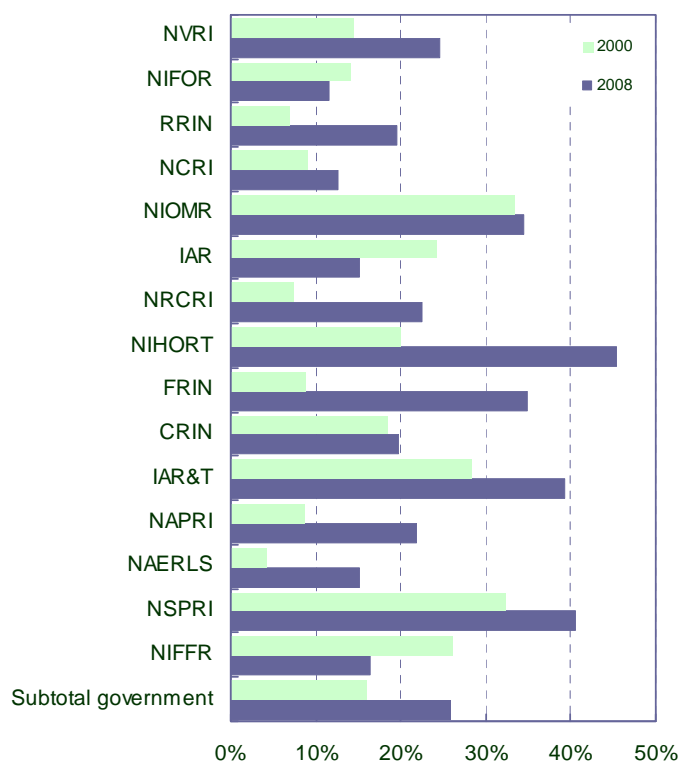
Shares of Female Professional Agricultural Staff by Agency and Degree

In 2008, Nigeria's 21 largest agricultural research and higher education agencies (excluding one major agricultural faculty) together employed 1,800 professional staff, of which 462, or 26 percent, were female. In 2000, these 21 agencies employed 60 percent of Nigeria's agricultural research staff in terms of full-time equivalents. The 26-percent share is a considerable increase over the corresponding 18 percent share observed in 2000. This increase probably reflects the increased promotion of gender equity and increased female participation in governance in Nigeria. This upward trend, however, differed across sample agencies. Increased shares of female professional staff were over 10 percent for 9 of the 12 government agencies that reported increases. In contrast, 3 of the 15 government research agencies, the share of female professional staff declined during 2000–08; the decrease was most pronounced at the Institute of Agricultural Research or IAR, (from 24 to 15 percent) and at the National Institute for Freshwater Fisheries Research or NIFFR (from 26 to 16 percent) (Figure 1a). The Nigerian Institute of Oil Palm Research (NIFOR) reported only a small decline (2 percent),.

Three of the seven higher education agencies experienced declining shares of female professional staff. At the University of Ibadan's Faculty of Veterinary Medicine (FVM-UI) women accounted for 14 percent of professional agricultural staff in 2008, down from 29 percent in 2000 (Figure 1b). Shares of female professional staff declined by 3 and 4 percent at the University of Agriculture, Makurdi (UAM)

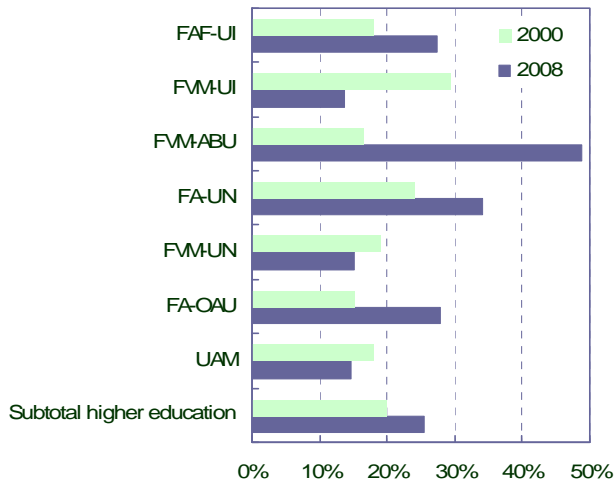
and the University of Nigeria's Faculty of Veterinary Medicine (FVM-UN), respectively.

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



Notes: See page 3 for a list of agency names and categories. Data for some agencies in this fact sheet are for late 2007.

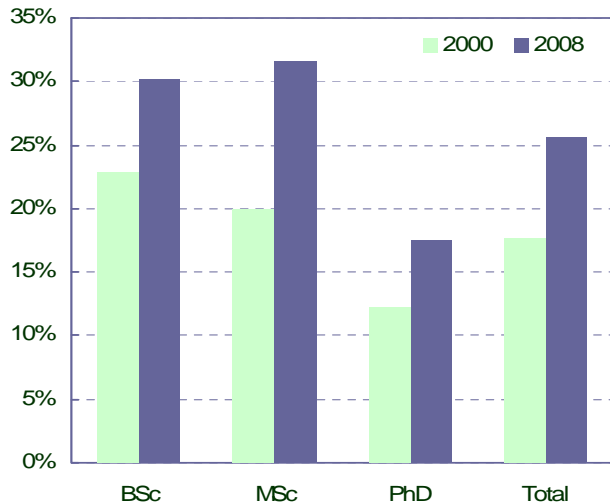
FIGURE 1b. Female share of professional agricultural staff by higher education agency, 2000 and 2008



Notes: See page 3 for a list of agency names. Data for some agencies in this fact sheet are for late 2007 rather than 2008. FVM-ABU is excluded due to lack of available data.

Of the professional staff at agricultural research and higher education agencies, only 17 percent of those with PhD degrees were female compared with 32 and 30 percent of those with MSc degrees and BSc degrees, respectively (Figure 2). The overall increase in the share of female professional staff during the 2000–08 period was roughly even across all three qualification levels.

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



Qualifications of Professional Staff by Gender

In 2008, on average, fewer women than men held PhD degrees: 27 percent compared with 43 percent (Figure 3a). This gap has widened slightly since 2000 when the corresponding shares were 26 and 40 percent, respectively. But the overall number of female professional staff trained to the PhD level more than doubled from 59 in 2000 to 123 in 2008 (Figure 3b). A similar increase, in absolute numbers, was reported for female professional staff trained to the MSc and BSc levels during this timeframe.

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

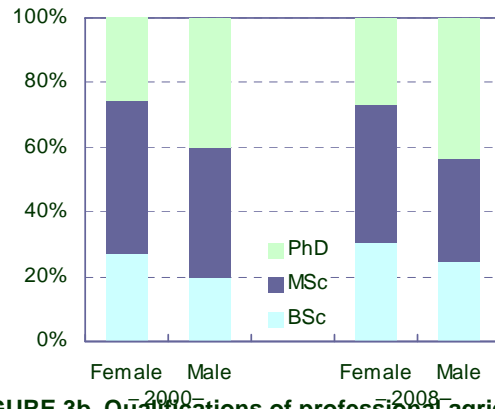
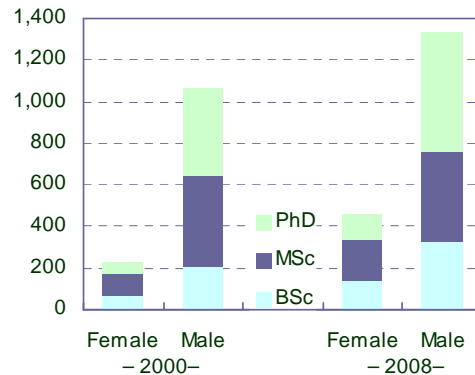


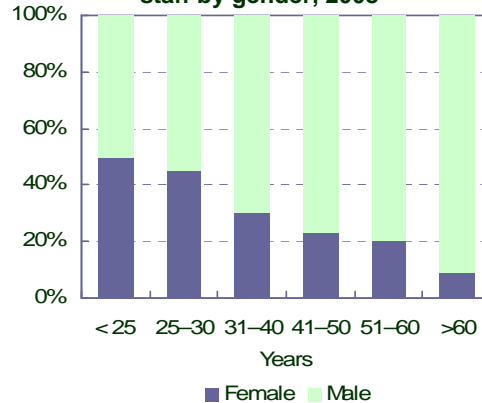
FIGURE 3b. Qualifications of professional agricultural staff by gender, 2001 and 2008 (headcounts)



Age and Seniority of Professional Agricultural Staff by Gender

A clear inverse relationship exists between age and participation rates of female professional staff in Nigeria. Of those aged 30 years or younger, 45 percent were female, whereas, of those aged 41 years and older, about one-fifth were female (Figure 4). Only 7 of the 78 professional staff older than 60 years were female.

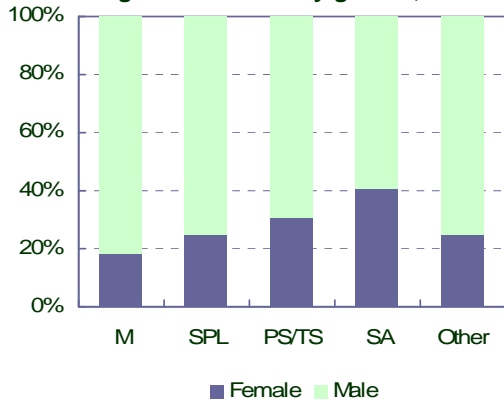
FIGURE 4. Age of professional agricultural staff by gender, 2008



Only 24 of the 137 management positions at the government research agencies were held by women, while 11 of the 55 deans of faculties and heads of departments at six of

the higher education agencies were female. Unsurprisingly, the shares of women among senior administrative staff and professional and technical support staff were comparatively higher (Figure 5).

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



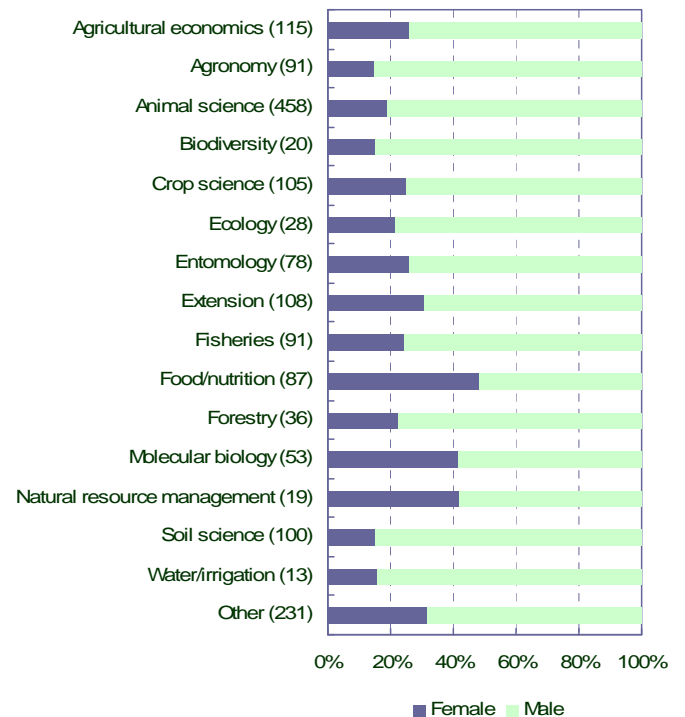
Note: M indicates management and includes directors, deans, and department heads; SPL includes scientists, (assistant) professors, and (senior) lecturers not in management positions; PS/TS indicates professional and technical support staff; and SA indicates senior administrative staff.

Discipline Mix and Years of Service of Professional Staff by Gender

Close to half the professional staff trained in food and nutrition science were female (Figure 6). In addition, comparatively high shares of female professional staff were trained in molecular biology and natural resource management (42 percent each), whereas comparatively fewer women were trained in agronomy, biodiversity, soil science, and water and irrigation management (15 percent each).

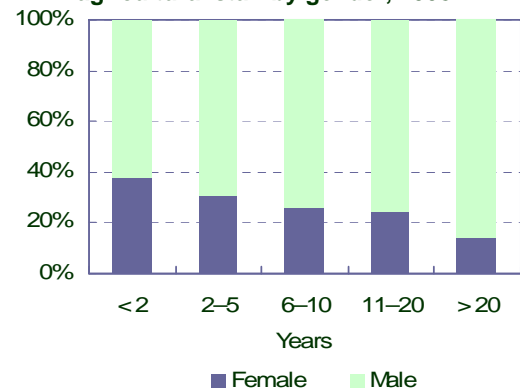
An inverse relationship was observed between the proportion of female professional staff employed and their years of service at both the government and higher education agencies (Figure 7). More than 30 percent of the professional staff employed by their agencies for five or fewer years were female, whereas women accounted for only 14 percent of the professional staff employed for more than 20 years.

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



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

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



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

Fifteen government agency

NVRI	National Veterinary Research Institute
NIFOR	Nigerian Institute for Oil Palm Research
RRIN	Rubber Research Institute of Nigeria
NCRI	National Cereals Research Institute
NIOMR	Nigerian Institute for Oceanography and Marine Research
IAR	Institute of Agricultural Research
NRCRI	National Root Crops Research Institute
NIHORT	National Horticultural Research Institute
FRIN	Forestry Research Institute of Nigeria
CRIN	Cocoa Research Institute of Nigeria
IAR&T	Institute of Agriculture Research and Training
NAPRI	National Animal Production Research Institute
NAERLS	National Agricultural Extension–Research Liaison Service

NSPRI	National Stored Products Research Institute
NIFFR	National Institute for Freshwater Fisheries Research

Seven higher education agencies

FAF-UI	Faculty of Agriculture and Forestry, University of Ibadan
FVM-UI	Faculty of Veterinary Medicine, University of Ibadan
FVM-ABU	Faculty of Veterinary Medicine, Ahmadu Bello University
FA-UN	Faculty of Agriculture, University of Nigeria
FVM-UN	Faculty of Veterinary Medicine, University of Nigeria
FA-OAU	Faculty of Agriculture, Obafemi Awolowo University
UAM	University of Agriculture, Makurdi

Note that one major higher education agency, the Faculty of Agriculture at Ahmadu Bello University, was excluded due to lack of available data.

For further information on the organization of agricultural research in Nigeria, see http://www.asti.cgiar.org/pdf/nigeria_cb10.pdf.

Departures and Promotions of Professional Agricultural Staff by Gender

For the sample agencies as a whole, 24 women and 100 men departed during the 2005–07 period, and 122 women and 345 men were promoted (Table 1). For the purpose of comparison, numbers of departing staff represent 5 and 7 percent of the female and male staff employed in 2008, respectively, and numbers of promoted staff represent 26 percent of both female and male staff employed in 2008. The resulting trends indicate that a marginally lower share of women departed agencies, but that there was no difference in the shares of men and women promoted.

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	24	100	5%	7%
Promotions	122	345	26%	26%

Training, Enrollments, and Graduations by Gender

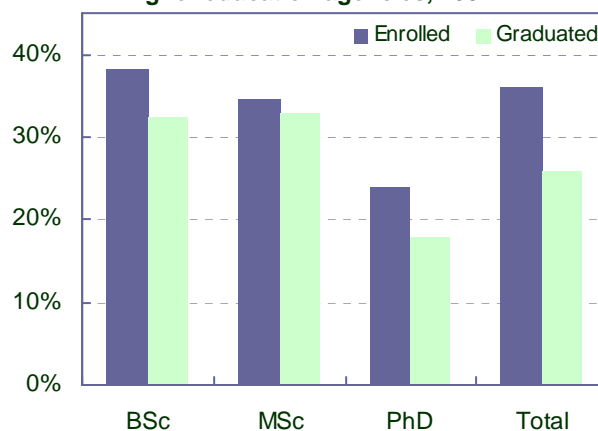
Close to half the female professional staff employed in agricultural research at the sample government and higher education agencies in 2008 obtained their PhD degrees between 2005 and 2007, and more than a quarter obtained their MSc degrees during this timeframe. The share of women obtaining PhDs during 2005–07 was slightly higher than comparable share for men (Table 2).

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	14	20	10%	6%
MSc	54	116	27%	27%
PhD	56	232	46%	40%

In 2007, the total share of female students enrolled at five higher education agencies was 36 percent, and 32 percent of the graduates that year were women. The female share of PhD students and graduates was somewhat lower (Figure 8).

FIGURE 8. Share of female students enrolled in and graduating from the five largest agricultural higher education agencies, 2007



Note: FA-OAU and FA-UN are excluded due to lack of available data.

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](https://www.skype.com/en/contacts/individual/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.

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