

TOGO FACT SHEET

December 2008

WOMEN'S PARTICIPATION IN AGRICULTURAL RESEARCH AND HIGHER EDUCATION

Key Gender Trends

- Togo's pool of female professional staff is extremely small.
- In 2008, one government agricultural research agency and one higher education agency in Togo employed a combined 98 professional staff, of which only nine were female. While this is a very low share, it does represent an increase since 2001, from 4 to 9 percent.
- None of the PhD-qualified staff and only 7 percent of the MSc-qualified staff were female. In contrast, half of the professional agricultural staff holding BSc degrees were female.
- Whereas about 20 percent of the professional staff aged 31–40 and 51–60 years were female, none of the professional staff under 30 years old was female, and only 4 percent of those aged 41–50 years old were female.
- Of the 26 management positions, including faculty deans and heads of departments, only one was held by a woman.

Shares of Female Professional Agricultural Staff by Agency and by Degree

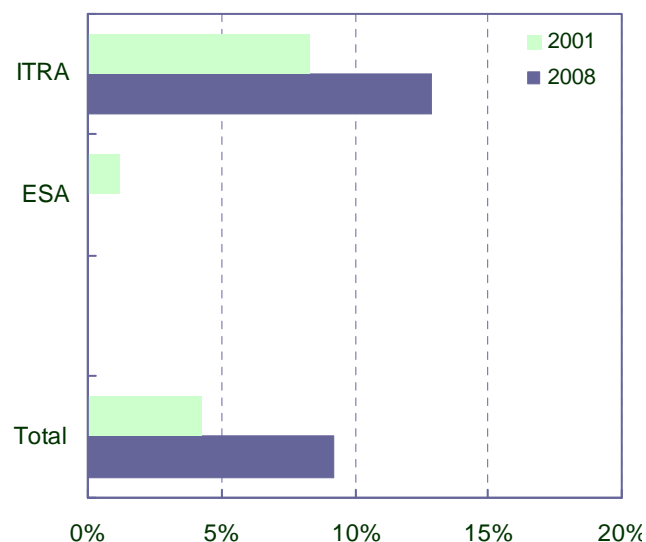
In 2008, the Agricultural Research Institute of Togo (ITRA) and the School of Agricultural Sciences at the University of Lomé (ESA) employed a combined total of 98 professional staff, of which 9 percent were female. In 2001, these two agencies employed 82 percent of Togo's agricultural research staff in terms of full-time equivalents. The share of female professional staff at ITRA increased from 8 percent in 2001 to 13 percent in 2008, whereas female professional staff numbers at ESA fell from one in 2001 to none in 2008 (Figure 1).

Of the professional staff at the two agencies, none of those with PhD degrees was female, and only 7 percent of those with MSc degrees were female. In contrast, five of the 10 professional staff holding BSc degrees were female (Figure 2).

Qualifications of Professional Agricultural Staff by Gender

In 2008, on average, far more women than men held BSc degrees: 56 percent compared to 6 percent (Figure 3a). None of the women held PhD degrees, whereas 34 percent of the male staff were PhD-qualified. It should be noted, however, that these shares are based on a very small pool of female professional staff. In 2008, four and five women were trained to the MSc and BSc levels, respectively, compared with four and one women in 2001, respectively. Notably, the overall number of male professional staff declined from 135 in 2001 to 89 in 2008 (Figure 3b).

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



Notes: See page 3 for a list of agency names and categories. Data for ESA in this figure and fact sheet is for late 2007.

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

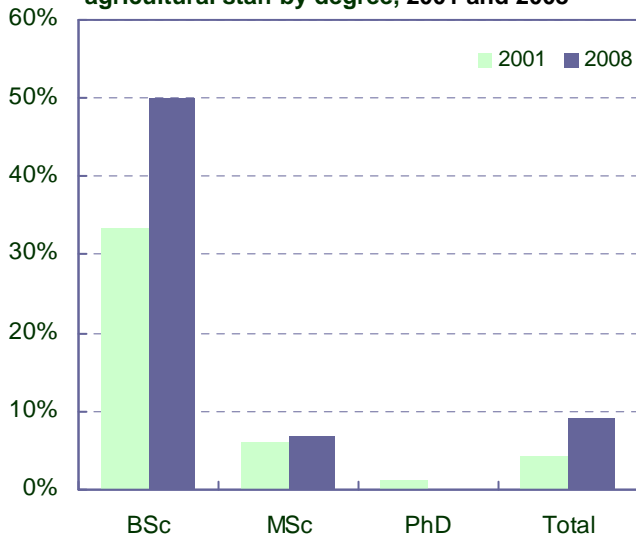


FIGURE 3a. Qualifications of professional agricultural staff by gender, 2001 and 2008 (shares)

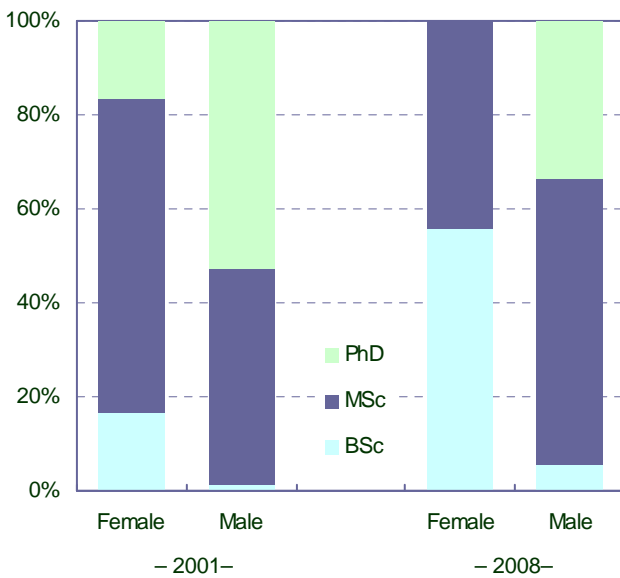
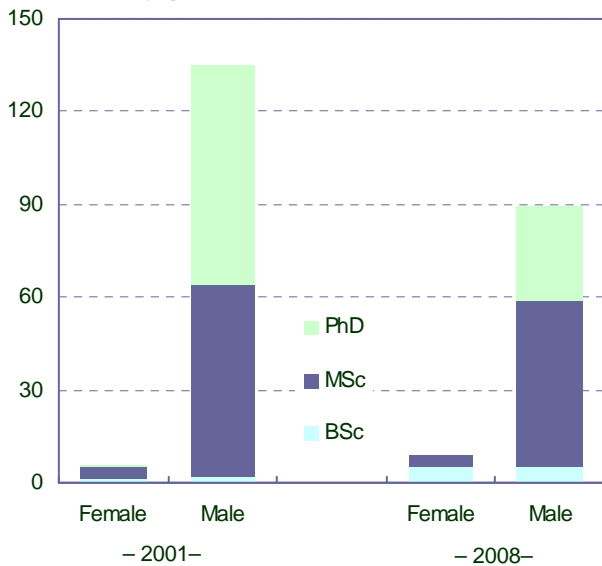


FIGURE 3b. Qualifications of professional agricultural staff by gender, 2001 and 2008 (headcounts)



Age and Seniority of Professional Agricultural Staff by Gender

The nine female professional staff members were all aged between 31 and 60 years (Figure 4), none of the three professional staff younger than 31 years was female.

Only one of the 19 management positions at ITRA was held by a woman, and none of the seven positions as faculty deans and heads of departments at ESA was held by a woman (Figure 5).

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

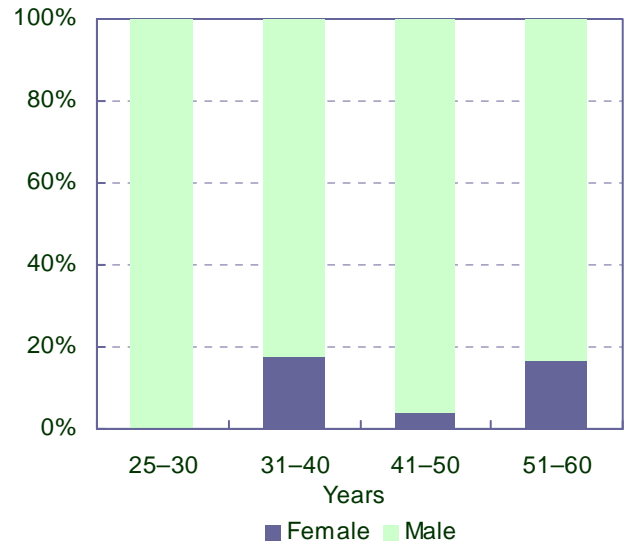
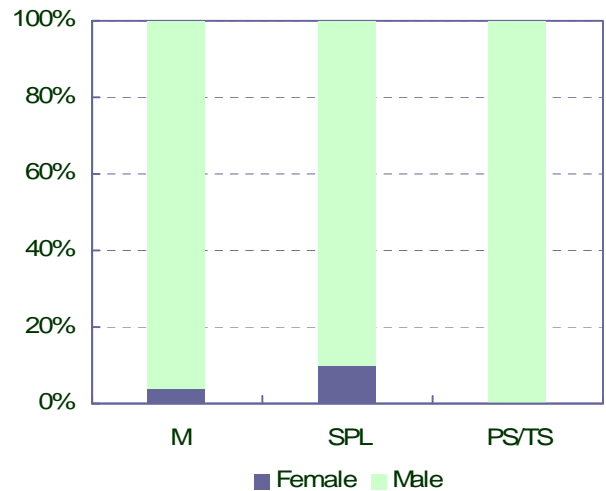
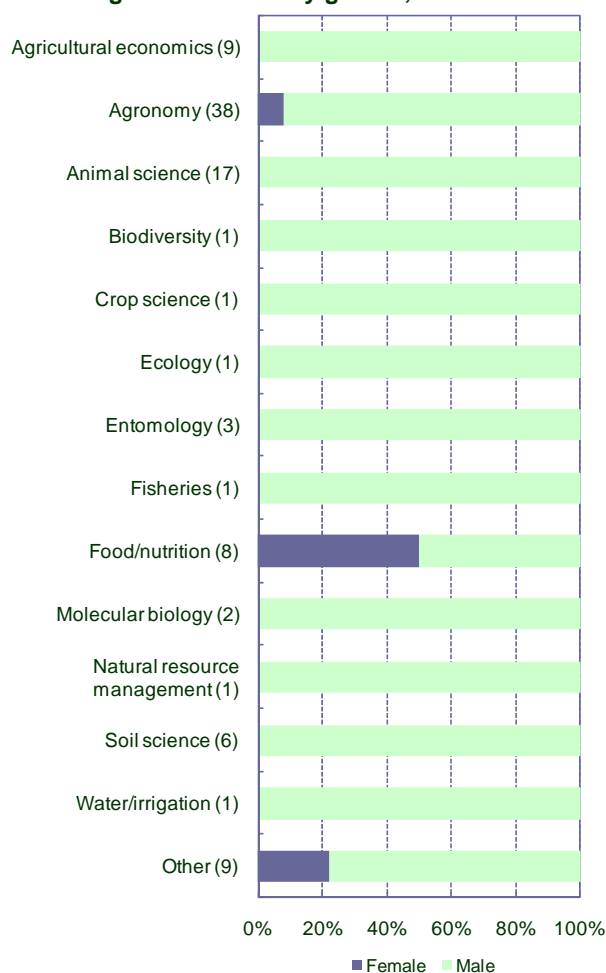


FIGURE 5. Seniority of professional agricultural staff by gender, 2008



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

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

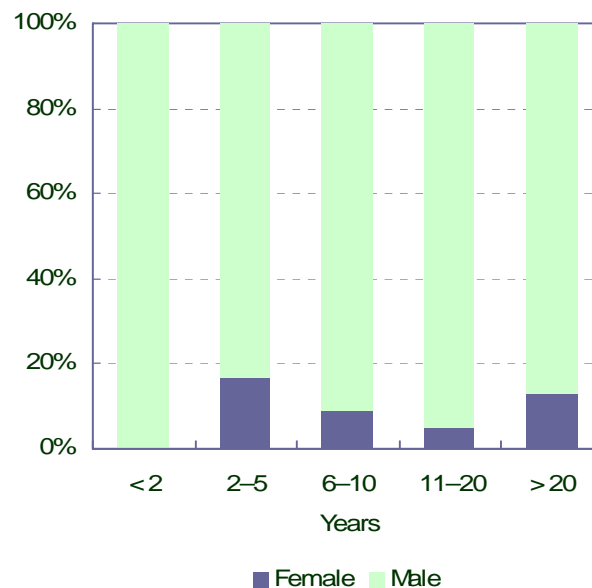


Discipline Mix and Years of Service of Professional Agricultural Staff by Gender

Of the female professional staff employed in agriculture in Togo, three were trained in agronomy, four were trained in food and nutrition science, and two were trained in other, unspecified, areas (Figure 6).

No clear relationship was observed between the proportion of female professional staff employed and their years of service at either one of the government two agencies (Figure 7), in part due to aforementioned small pool of female professional staff in Togo.

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



Note: The number of staff within each category is shown in parentheses. None of the staff at the two sample agencies was trained in extension or forestry 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	22	11%	25%
Promotions	2	26	22%	29%

Departures and Promotions of Professional Agricultural Staff by Gender

For the sample agencies as a whole, 1 woman and 22 men departed during the 2005–07 period, and 2 women and 26 men were promoted (Table 1). As a point of comparison, the numbers of departing staff represent 11 and 25 percent of the female and male staff employed in 2008, respectively, and the numbers of promoted staff represent 22 and 29 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

ITRA Agricultural Research Institute of Togo

One higher education agencies

ESA School of Agricultural Sciences, University of Lomé

For further information on the organization of agricultural research in Togo, see http://www.asti.cgiar.org/pdf/Togo_CB16.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
PhD	0	5	0%	17%
MSc	2	4	50%	7%
BSc	0	1	0%	20%

Training by Gender

None of female professional staff employed in agriculture at the government and higher education agencies in 2008 obtained PhD degrees between 2005 and 2007, and only two female staff members obtained MSc degrees during this timeframe (Table 2). More male professional staff completed degree training during this period (Table 2).

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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