Key Gender Trends

- In 2008, the three largest agricultural research and higher education agencies in Burkina Faso employed 184 professional staff, of which 22 were female. This female share of 12 percent is low compared to many other African countries.
- Only 7 percent of all PhD–qualified staff employed in 2008 were female, whereas 17 percent of MSc–qualified staff and 50 percent of BSc–qualified staff were female.
- Most of the female professional staff were aged between 31 and 50 years. No clear gender trends were identified in terms of years of service at the respective agencies.
- The share of women in management, including positions as deans of faculties and heads of departments, was 16 percent.
- In 2007, female students accounted for more than 15 percent of the total student population in agricultural sciences, and about a quarter of the students that graduated that year were female.

Shares of Female Professional Agricultural Staff by Agency and Degree

In 2008, Burkina Faso’s three largest agricultural research and higher education agencies together employed 184 professional staff, of which 22—or 12 percent—were female. In 2001, these three agencies employed 77 percent of Burkina Faso’s agricultural research staff in terms of full-time equivalents. The Applied Sciences and Technology Research Institute (IRSAT) had the highest female share in 2008, but no comparative data were available for 2001. The share of female professional staff employed at the Environment and Agricultural Research Institute (INERA) doubled from 5 percent from 2001 to 10 percent in 2008, whereas the equivalent share at the Rural Development Institute (IDR), the only higher education agency in the sample, fell from 8 to 4 percent over the same timeframe, representing a decline from two female professional staff to only one (Figure 1).

Of the professional staff at agricultural research and higher education agencies, only 7 percent of those with PhD degrees were female, whereas 17 percent of those with MSc degrees, and 50 percent of those with BSc degrees were women (Figure 2). Notably, the share of female professional staff with MSc-level training increased from 7 to 17 percent during the 2003–08 period.

Qualifications of Professional Agricultural Staff by Gender

On average, almost one-third of the female professional agricultural staff employed in 2008 held PhD degrees, compared with 59 percent of men (Figure 3a). In absolute numbers, seven women held PhD degrees compared with 96 men and 13 women held MSc degrees compared with 64 men, respectively (Figure 3b).
Age and Seniority of Professional Agricultural Staff by Gender

In 2008, most of the female professional staff were aged between 31 to 50 years (Figure 4). Only two of the 64 professional staff between 51–60 years were female.

Only one of the seven faculty deans and heads of departments at IDR was female, while three of the total 30 management positions at INERA and IRSAT were held by women. Unsurprisingly, the female share of senior administrative staff was comparatively higher (Figure 5).

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 Agricultural Staff by Gender

Half of the 16 professional staff trained in food and nutrition science were female. In addition, a relatively high share of women was trained in agricultural economics. In contrast, none of the professional staff trained in biodiversity, crop science, extension, fisheries, forestry, soil science, or water and irrigation management was female (Figure 6).

No clear relationship was observed between the proportion of female professional staff and their years of service at either the government or higher education agencies (Figure 7).

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

<table>
<thead>
<tr>
<th>Status</th>
<th>Number of staff, 2005–07</th>
<th>Share of 2008 staff totals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Departures</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Promotions</td>
<td>3</td>
<td>16</td>
</tr>
</tbody>
</table>

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

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

Two government agencies
- INERA: Environment and Agricultural Research Institute
- IRSAT: Applied Sciences and Technology Research Institute

One higher education agency
- IDR: Rural Development Institute

For further information on the organization of agricultural research in Burkina Faso, see http://www.asti.cgiar.org/pdf/BURKINAFASO_CB21.pdf.
Training by Gender

Close to half the female professional staff in our sample who were employed in agricultural research at the government and higher education agencies in 2008 obtained PhD degrees between 2005 and 2007, but none obtained an MSc degree during this timeframe (Table 2).

<table>
<thead>
<tr>
<th>Level of Training</th>
<th>Number of staff, 2005–07</th>
<th>Share of 2008 staff totals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>BSc</td>
<td>na</td>
<td>na</td>
</tr>
<tr>
<td>MSc</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>PhD</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

Note: na indicates that data were not available.

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.