

WID Information

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DIRECTOR'S NOTE



Gale Summerfield, Director

Welcome to a new academic year – one that leads us into the new millennium. My first year as director has been rewarding, especially working with the outstanding team at the WID Office and International Programs and Studies here. Some of the activities of the last year are summarized in this issue: there are abstracts from the presentations at the March Symposium,

announcement of the publication of the volume Irene Tinker and I edited (*Women's Rights to House and Land: China, Laos, Vietnam*) with chapters by a network of scholars in the US and Asia, information about GAP (Gender and Agribusiness Project), and congratulations to the students who completed GRID certificates and to the winners of the annual WID student paper competition.

The Office also has helped establish two funds this year: the Kathleen Cloud International Research Fund and the Tinker WID Fund. As Prof. Cloud officially retired this August [although she continues directing the GAP project], the fund stands as an active legacy to Kate's efforts to support the research of graduate students on gender roles in developing countries. Dr. Irene Tinker has influenced the work of many of us in the international women, gender and development field and now is leading in preserving the history of the field and movement with her donation of books and documents archived at UI; she has established the Tinker WID Fund to protect WID/GAD materials and help make them available on CD. Many of you have contributed to both of these efforts -- thank you; we will keep you informed of activities that the funds support [contact our office for more information].

This academic year, we are delighted to host Dr. Tinker who will make a presentation, as part of the MillerComm series, entitled "Alternative Ways to Power: Women and International Development" [Friday October 8, 4pm, Levis Center]. She will participate in an informal brown bag as part of the HCD [Human and Community Development] series at noon on October 8 in the Edward Madigan Lab on Goodwin and will give a radio interview at WILL on Thursday Oct. 7 at 1pm.

Research activities of the WID Office are growing at

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RESEARCH NOTES

THE IMPACT OF ECONOMIC REFORMS ON WOMEN'S EMPLOYMENT IN HANOI, VIETNAM

By Tran Thi Thu, National Economics University, Hanoi, Vietnam

Transforming the economy from a centrally-planned system to a socialist-oriented market system has changed every aspect of women's lives in Vietnam, including their employment in the country as a whole and in Hanoi in particular. This article summarizes findings about the current situation of women's employment in Hanoi based on a study that is part of the B.PN.04 project; the study was a component of a year-long Vietnam-Netherlands research program completed in June 1997.

1. Methodology of the study:

The survey sample focused on five districts of Hanoi: Dong Da, Hai Ba Trung, Ba Dinh, Hoan Kiem and Tay Ho. A random sample was collected, consisting of 300 women who are willing and able to work. The respondents had the following characteristics: currently married 83.44%; unmarried 8.11%; divorced 3.04%; widowed 3.72%; and separated 1.69%. The education level attained was: primary school



Vienna, 1997

10%; secondary school 24.66% ; high school 28%, and undergraduate or higher 37.34%. During the survey, the

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WID Announcements and Activities

WID Director, Gale Summerfield, and three WID Associates participated in the 1999 International Association for Feminist Economics (IAFFE) Conference, June 17-19 in Ottawa, Canada. Presenting papers were: Marianne Ferber: Feminism Czech Style; Rosintan Panjaitan: Credit and Extension Through Participatory Program-Empowered, Low-Income Women: A Gender Case Study in Indonesia; Kate Cloud: How Mothering Behaviors Change During Structural Transformation; and Gale Summerfield and Nahid Aslanbeigui: Women, Gender, and the New International Financial Architecture. Dr. Summerfield has also been appointed to a two-year term on the UIUC International Council that guides international programs campus-wide.

Dr. Sandhya Shenoy, Senior Scientist at the National Academy of Agricultural Research Management, Hyderabad, India and visiting scholar at UIUC, gave a talk on Issues of Indian Professional Women in Agriculture, 7/29/99 in Mumford Hall, co-sponsored by the WID Office and the AIM Lab, College of ACES.

Congratulations! Dr. Consolata Kabonesa, 1998 graduate in Human and Community Development and GRID, has accepted a teaching position with the Dept. of Women and Gender Studies, Makerere University, Kampala, Uganda. She also will be working there on the WID research project on property rights of women and HIV/AIDS. Dr. Rosintan Panjaitan, 1997 graduate in Agricultural Communications and GRID, is undertaking a short-term consultancy with CGIAR (Consultative Group on International Agricultural Research) in Indonesia. She will be working for the Center for Forestry Research (CIFOR) contributing to the gender and diversity analysis of CIFOR research and providing leadership in gender training. Ginger Harris, GRID student, and her husband Mike Ngong, are the proud parents of baby girl Natalie Bih Ngong, who was born July 27, 1999.

Marianne Ferber, WID Executive Committee Member, gave a talk on Women in the Czech Republic: Feminism, Czech Style at Women's Studies on September 15.

Kate Cloud, Director of the WID-USAID Gender and Agribusiness Project (GAP) will give a presentation, The Gender and Agribusiness Project: A Case Study of Cargill's Cotton Gins in Zimbabwe, October 6, at 12:00 p.m., Room 101, International Studies Building, 910 S. Fifth St., Champaign.

WID Office will host Dr. Irene Tinker's presentation, as part of the MillerComm series, entitled Alternative Ways to Power: Women and International Development, Friday, October 8, 4 p.m., at Levis Faculty Center. Dr. Tinker and Mariam Chamberlain, will give a talk as part of the Human and Community Development series on October 8, 12 p.m., 350C Edward R. Madigan Laboratory, Goodwin St. A radio interview with Dr. Tinker has also been scheduled at WILL Afternoon Magazine for Thursday, October 7 at 1 pm.

The WID Associates Fall Reception will be held on Friday, October 8, at 5:30 p.m. following Irene Tinker's MillerComm Lecture, Levis Faculty Center, First Floor, 919 W. Illinois St., U.

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several levels. In addition to the GAP work, we are collaborating on a project to examine microenterprise, microcredit, and environment beginning in Vietnam; addressing gender issues in the new international financial architecture where calls to reorganize the International Monetary Fund and the World Bank are now coming from mainstream economists such as Anne Krueger and Paul Krugman as well as from heterodox groups such as Women's Eyes on the World Bank [this is a time when voices from the international women's movement will be critical in assuring that gender issues are incorporated in the new structure of these institutions]; working with ACDIS on women, Islam, and security; and facilitating student research, including a study of HIV/AIDS and property rights in Uganda. We are also joining with others who are outraged about the racist shootings this summer [that touched close to home with the wounding of a UI student in Urbana] to organize a continuing anti-hate-crime presence. To round out our initial agenda, the Office will also be supporting a strategic planning exercise to set goals for the next few years. We hope to have many of you involved in this process.

Finally, I would like to welcome some new sponsors of the GRID program: the Dept. of Urban and Regional Planning and the School of Social Work. I am looking forward to an energizing year of activities.

MARK YOUR CALENDARS

The WID Office has postponed the symposium scheduled for this October 8-10 (1999) until the following fall. Participation is invited for the **WID Office Symposium 2000, October 20-22, 2000**. This workshop marks the 20th anniversary of the Office as well as the beginning of the new millennium and we will be examining "Where has WID been? Where is WID/GAD going?" Abstracts of proposed papers should be submitted to the Office by May 10, 2000. For accepted papers, the final version should be available by Sept. 10, 2000. Accepted papers will be published in a conference volume. For more information, contact Gale Summerfield at the WID Office (summrfld@uiuc.edu).

RESULTS OF THE 1999 SEVENTEENTH ANNUAL WID PAPER COMPETITION

Congratulations to:

Diem-My Bui, Sociology, Winner for the Best Graduate Paper: Global Fantasies: Constructions and Commodification of Vietnamese Women in Post-Embargo Vietnam.

Paulina Kubiak, Communications and Political Science, Winner for the Best Undergraduate Paper: Underage Prostitution in Nepal and Thailand.

Each winner will receive a \$100 award at the WID Associates Fall Reception, Oct. 8, 5:30pm, Levis Faculty Center.

CONGRATULATIONS GRID GRADUATES!



Left to right, Carmen Vergara, Elsa Beatriz Padilla, Gale Summerfield and Vrinda Deva

The Gender Roles in International Development (GRID) Program brings together students from diverse backgrounds and different departments across campus to support their research in this area. The recipients of GRID certificates for 1998-1999 are: Carmen Vergara, Ph.D. Concentration, Department of Human and Community Development. Carmen's research focuses on environmental impacts of water pollution in the U.S. Elsa Beatriz Padilla, M.A. Concentration, Department of Sociology. Betty studies women's grassroots organizations in Brazil. Vrinda Deva, M.A. Concentration, Institute of Labor and Industrial Relations, Vrinda's research compares women's work in formal and informal sector in India.

1999-2000 WID EXECUTIVE COMMITTEE MEMBERS (*denotes newly elected Members):

The WID Executive Committee members are elected in May by the WID Associates on campus. We were pleased to have a large slate of well-qualified nominees this year, and we welcome the new members to the committee.

Faculty/Staff

Mary Arends-Kuenning, Agricultural & Consumer Economics*

John Cheeseman, Plant Biology

Pradeep Dhillon, Educational Policy Studies

Brenda Krause Eheart, Sociology/Institute for Gov't & Public Affairs

Marianne Ferber, Economics

Lucy Kehinde, International Programs & Studies

Carolyn Pribble, Commerce/Executive Development Center

Angharad Valdivia, Institute of Communications Research

Isabel Wong, Institutional and Faculty International Collaboration

Student Members

Christobel Asiedu, Sociology*

Elsa (Betty) Padilla, Sociology*

Ex-Officio

Jacque Kahn, Women's Studies

Beth Stafford, WS/WID Librarian

Office Members

Gale Summerfield, Director

Kathleen Cloud, GAP Director

Kathy Martin, Secretary

Aida Orgocka, Research Assistant, Human and Community Development

Vrinda Deva, Research Assistant, Institute of Labor & Industrial Relations

Dale Silver, GAP Coordinator

WID-RELATED

WID is co-sponsoring the talk of Joy Damousi, "Private Loss, Public Mourning: Motherhood, Memory and Grief during the Interwar Years in Australia". This talk will be held at Women Studies, 910 S. Sixth St., Champaign, September 27, at 12 p.m.

BECOMING AN ASSOCIATE OF THE WID OFFICE

We are actively recruiting applicants to become Associates of the Office of Women in International Development, which serves as a center of communication and common effort for people at UIUC interested in issues of gender and development. The Office also serves as a point of outreach to national and international institutions.

The Office serves the entire University Community, but its most direct ongoing contact is with Associates. Upon application, faculty and students with interest and/or expertise on women's roles in an international context are eligible to become Associates, subject to confirmation by the WID Executive Committee. For more information on becoming an Associate, contact the WID Office: 320 International Studies Building, 910 S. Fifth St., Champaign, IL 61820, Telephone: (217)333 1994; Fax: (217) 333 6270, e-mail: widrr@uiuc.edu.



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We welcome our new research assistant, Vrinda Deva, doctoral student in the Institute of Labor and Industrial Relations. Vrinda will be working with the new WID seminar series and other related office projects.

selected women were directly questioned by the interviewers, and the results were then adjusted based on the discussions undertaken within groups in the streets and enterprises during June 1996.

Selected women were classified according to the following definitions: A woman is: *Employed*: "she undertakes an activity which generates income and is legal"; *Employed in a stable manner*: has worked for at least six months during the 12 months before the survey, or had worked for less than 6 months but was expected to continue with the minimum monthly income of VND 350,000; *Employed temporarily*: her job was temporary, usually changeable even daily, working place was not fixed, the number of working days in a month was low (below 15 days), and monthly income was less than VND 200,000. This category also includes those who didn't have any job in a period up to one month; *Underemployed*: a woman who was working but was still seeking extra work in order to get additional income because her monthly income was not sufficient; *Completely unemployed*: seeking a job but had not found a job for more than a month, completely relied on husband's or other family members' income.

2. Employment of women in Hanoi

The survey shows that most women in Hanoi work full time, but that more than a fourth have temporary jobs. The most important features of Hanoi women's employment can be summarized as follows: Women who have stable jobs make up 86.23% of the total; women who have temporary jobs (unstable income, working places) account for 27.76%; only 4.01% of the total reported that they are completely unemployed. Among them, 90% are between 18 and 30 years old; some of them have just graduated from high schools, universities, colleges, and vocational centers. Responding to the question, "Do you want to work extra time in a week?", 84 of 213 (39.44%) replied, "Yes". Of these, most (29.11% of the 213) are considered underemployed and expressed their need to work extra time to earn more income.

Job distribution among the surveyed women shows that 53.69% are traders or servants; 10.86% are teachers; 3.37% are secretaries in companies and enterprises; 6.39% are working in hospitals. By economic sector, 30% of the total are found to work in the informal sector. These women are self-employed, with a business that has fewer than ten workers; most are street vendors, selling food such as noodles with meat. In general, these jobs are characterized by variable working places, unstable incomes, and high intensity of work.

Because of the informal features of the work, the women are not covered by the Labour Law. They do not have access to insurance for general health care and pregnancy. When they are faced with difficulties in operating their businesses, they



Street Vendor, Vietnam, 1997

will not receive support from the authorities. They themselves have to fight against "the storm of the market". When they make profits, they have jobs; otherwise they have to rearrange the type of business or even change jobs. Thus, work in the informal sector is highly unstable.

3. Impacts of economic reforms:

There are several factors that contribute to the women's employment situation presented in section 2. In particular, economic reforms have been a major factor in affecting women's employment in Hanoi.

a) "Sacked" from enterprises

Before the economic reform, capital and other factor inputs used by state-owned enterprises (SOEs) were provided by the government, and output was then distributed according to plan by the government. Under the current mechanism, SOE's have to manage themselves, and they have to make their production activities profitable. Facing the new challenge, a lot of enterprises have collapsed, some have had to reduce scale and scope and lay off workers. Women

are among those who have a higher probability of losing their jobs in the form of early retirement or lay-offs with a small social security payment based on Regulation No. 176 (According to Regulation No. 176: in case the enterprise does not have enough jobs for its work force, some of the labourers must be laid-off and paid a small amount of money). Among interviewed women who lost their jobs, 20.4% retired according to Regulation No. 176; 7.14% retired early. It is worth noting that the reason of "not wanting to work" plays an important role, and the reasons given for this response included: 17.56% due to looking after children, 16.66% because of illness; 15.48% too much household work; 22.62% not enough money earned by husbands; and 27.38% already receiving subsidies. Taking into account those who retired by Regulation No. 176, it was found that more than 60% are due to lack of skills or illness. The questions here are: why are women less skilled than men, why do they suffer more from illness, and do these differences reflect the disadvantages of women as compared with men.

b) Doing "left-hand" jobs:

The economic renovation also influences job distribution and changes division of labor. This forces women to adapt to the new conditions if they want to survive. Changing occupations also means that women have to quit their trained jobs in order to get the "left-hand" ones that require new skills. The answer to the question, "What kind of jobs did you have before the current one?" shows that among 300 women surveyed, 198 had to change their occupation. In addition, the number of women who work in jobs that are not relevant to their training account for 31.96%. Surveys in light industry also reveal that 68% of interviewed women do work that does not utilize their capacity and skills.

c) Difficulties in getting training:

In order to get more stable jobs and higher incomes, most of the surveyed women wish to be trained and retrained to

improve their skills. Those who have more complicated jobs want to get more understanding of specialities, foreign languages, and computers. More than half (50.81%) of the interviewed women want more education. Many women, however, are burdened with household work and social responsibilities. Surveyed women noted that factors that increase the difficulty of getting more education and training include: lack of time, 47.83%; lack of funds, 25.70%; and lack of opportunity, 17.00%.

d) Instability of new jobs:

The economic reform increases the diversity of the economy in terms of the number of sectors. The traditional point of view that one should have a life-time job in the state sector seems not to be appropriate any more. More and more women are self-employed in the informal sector doing work such as food processing, construction material trading, and cloth trading; many others are employed by small informal sector business and service units.

However, these jobs are characterized by unstable income and insecurity especially at times of illness and pregnancy. New occupations are accompanying social progress. Housemaid is one example of a new job, but it is widely perceived as an "inferior" occupation and there is excess demand for maids. Even some women who are unemployed for a long time are not willing to do it. Responding to the question, "If you are offered a job as a housemaid, will you be happy to do it?", only 9.6% of the women answered "Yes." Among these women, 66.6% prefer to do housemaid work during regular working hours; 11.12% are willing to do home-stay; and 34.14% are willing to take jobs for peak times. The majority of those seeking jobs as maids in Hanoi come from other provinces. There is also the need to train women working as housemaids, and the government should have some regulations dealing with both employers and workers of this job.

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e) Prolonged working time:

Progress toward a market economy has involved removing state subsidies and rationing of goods as well as introducing a one-price system. This has provided favorable conditions for everybody, including women, to gain a better and more comfortable life. However, these changes put more responsibilities on women's shoulders as wives and workers and increases some household work, such as sewing at home, small trading, animal husbandry, extra teaching, and doing odd jobs. As consumption booms, the costs of food, clothing and educa-



Small Restaurant, Vietnam, 1997

tion are getting higher, and the need to make money increases. As a result, women have to work more hours, and work intensity is also higher. Among 208 surveyed women in 5 districts, 55 women accounting for 26.44%, reported that they work for more than 50 hours a week. The typical working day of a woman can be broken down as follows:

Total working hours a day: 11-12 hours

At office or enterprises:	6.47
At home to do household work	2.39
Extra working time	2.02

(Note: The number of working hours at office or enterprises is low at 6.47 hours/day because this figure is averaged for all surveyed women among whom there are some working on a seasonal basis.)

Of the 205 women, 85 reported that they did not have any time for entertainment, such as watching television. There are some special cases in which women had to work up to 17 hours a day at enterprises; one woman said that it took her 12 hours to do household work; three had to work 10 hours a day as extra working time because their wages were so low that they could not make ends meet. This fact not only affects women's health, but family happiness as well.

4. Conclusion

In summary, economic reforms have been bringing apparent success that contributes to improved physical life for every family, encouraging women to acquire higher knowledge and skills, such as learning foreign languages and studying computers, in responding to the new challenges of modern society. Many women study these subjects on their own without formal classes. Apart from the positive effects, some negative effects of the market economy on women's employment, their lives and their families have occurred as presented above. It is hoped that authorities at different levels, mass organizations and enterprises will find a way to help women to receive more training, higher knowledge and skills so that they can overcome the challenges of the new economic and social system. It is also necessary to expand and improve the network of services, which helps reduce the burden of household work on women. Husbands' and other family members' share and sympathy definitely play an important role in helping women do their work at home and in building a better society.

WOMEN MEET AT USAID CONFERENCE TO SHOW THAT "WOMEN MEAN BUSINESS" ON A GLOBAL SCALE.

By Winifred R. Poster, Department of Sociology, University of Illinois

A unique convening of women from around the world took place this past June in Chicago. Several hundred female politicians, business people, and activists from 30 countries gathered for USAID's (U.S. Agency for International Development) Second Annual International Women's Business Conference. Under the theme of "Women Mean Business: A Global Exchange," participants attended workshops and seminars to

strategize on integrating women into the global economy. The conference was also attended by a number of high profile speakers, including Queen Rania al-Abdullah of Jordan, USAID Ambassador Harriet C. Babbit, Illinois Senator Richard Durbin, and--via video-taped message--First Lady, Hillary Clinton.

Much of the conference focused on the liberal feminist agenda of equalizing opportunities for women entrepreneurs, so that they are able to compete with men in international markets. This was evident in the structure of the conference, which was half composed of how-to workshops on running small businesses. It was also evident in the themes of the plenary speeches, which discussed the need to promote women's micro-enterprises around the world. In this regard, greater access to credit was the issue raised most frequently. Speakers also called for greater participation of women in decision-making in the international marketplace, and improvements in women's abilities to exchange information, goods, and technology.

While part of the conference was to some extent geared towards economically privileged women, some of the talks reflected broader and more transformative feminist agendas. Many speakers expressed the need to reach *impoverished* women around the world, and the need to incorporate *social* programs in our global policies. Hillary Clinton talked about "uplifting our families, children, and communities" simultaneously, and how our goals should focus on women's access to health and jobs, as well as credit. Ambassador Babbit paid special tribute to the activities of women's organizations around the world which are working towards social change, such as those in India advancing the employment of disabled women, and those in South America fighting agricultural pesticides. Her point was that "being competitive does not mean the exploitation of child labor and destroying the environment."

Another theme that reflected a broader range of women's roles was the issue of work-family balance. One of the most popular speeches came from Lynn Pickholtz, of Shorebank Advisory Services, who mentioned domestic responsibilities as a primary obstacle for women in business. She described a revealing poster she had seen in Bangladesh, which illustrated the extent of women's burden and how under-recognized it can be. The caption on the top of the poster read: "My wife does not work." Yet, the picture below showed Laxmi, a goddess with multiple hands, tending to a variety of tasks simultaneously; she had one hand caring for children, one cooking dinner, one carrying water, one caring for a husband -- and yet another running a street vending business. Judging by the number of speakers who commented on this Laxmi image in their own talks, it seemed that many women at the meeting related in some fashion to this experience. Maria Otero of ACCION pointed out that women work 3 to 4 hours more a day on housework than



men -- even when they are entrepreneurs themselves. While many speakers disparaged women's domestic burdens, however, some hailed the juggling act as an *asset*. "Multi-tasking" in the home was cited as one of women's biggest competitive advantages in the workplace.

Two other themes of the conference were especially compelling and innovative. One was the emphasis on *interactive and reciprocal global linkages* in addressing women's economic and social activities. The conference was not only about transferring resources and information from industrialized nations like the U.S. to women in developing countries (as is so common in the literature and policy on the subject), but instead about the *exchange* that should occur in both directions. Recent programs conducted by USAID were impressive in this regard. Facing "Third World" levels of disease among children from the

inner city, activists from Baltimore went to Kenya to learn about immunizing impoverished communities. After applying those techniques at home, the Americans were able to improve immunizations by up to 96%. It really demonstrated the benefits of mutual international cooperation.

Equally noteworthy were the personal stories of how business women achieved their success. A case in point is the experience of Michele Hoskins of Michele Foods.

This African American woman endured a series of obstacles in her rise to food industry fame. She started out as a divorced, welfare-dependent, single mother of three girls, who wanted to start a business in order to "give something back to the world and to my daughters." Selling all of her possessions for some startup capital, she moved into her mother's house with her family. In the basement of that house, the women manufactured a family recipe of syrup in mass quantities on their own. Hoskins then built the business by pitching her product to local merchants, to large grocery stores (including the ones who were disinclined to do business with a black woman), and finally to national restaurant chains and food retailers (whom she convinced needed a syrup for their pancake lines). What's amazing is that she accomplished all this while surviving a brain tumor. But what struck me even more was the collective sacrifice and efforts of several generations of women within the same family to achieve these goals. Hoskins credits her daughters with her success, as well as her "women mentors" who "understand your struggles, and have the entrepreneurial spirit and energy."

In all, information-sharing like this and individual networking were probably the most common outcomes of the conference. Although there were not many large-scale outcomes of the conference, there was an earnest discussion about how to formulate social policy for women in the global economy. Probably the most important political repercussions of the

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Winifred Posner, Sociology

meeting occurred on a personal level, in terms of experiencing solidarity. Even for an academic like myself, an international gathering of women of this kind is uncommon, but it is rarer still for most of the women here. Frances Alberts, a construction contractor from South Africa, had never met another female business owner like herself in her own country, much less from anywhere else. Thus, like the recent UN Women's Conference in Beijing, this USAID conference represents a move towards breaking the isolation of women around the world.

FELLOWSHIPS

Rockefeller Humanities Fellowships, Program for the Study of Sexuality, Gender, Health and Human Rights at Columbia University: The Program invites applications from scholars, advocates, and activists conducting innovative interdisciplinary work on the intersecting themes of sexuality, gender, health and human rights in U.S. and international contexts. The focus is on examining and expanding traditional definitions and boundaries, while acknowledging conditions of inequality, marginality, and post-coloniality. Fellows will receive a stipend, access to libraries, computer facilities, office space and equipment, as well as health insurance. Applicants should have the Ph.D. or an equivalent level of professional achievement, experience, and publication at time of application. **Application deadline: January 15, 2000.** For further information and application, contact: Program for the Study of Sexuality, Gender, Health and Human Rights, Division of Sociomedical Sciences, Joseph L. Mailman School of Public Health of Columbia University, 600 West 168 Street - 7th floor, New York, N.Y. 10032, Tel: 212 305 5656; Fax: 212 305 0315, E-mail: rock-sms-sph@columbia.edu, <http://cpmcnet.columbia.edu/dept/gender>

AAUW Educational Foundation 2000-2001 Fellowships and Grants: The AAUW Educational Foundation is currently seeking panelists for the International Fellowships, American Fellowships, Selected Professions Fellowships, the Eleanor Roosevelt Teacher Fellowships, and the Community Action Grants and Career Development Grants panels. Information on panel membership and vita applications are available on this site <http://www.aauw.org/3000/fdnfelgra.html>. **Deadline: January 15, 2000.** To apply for any of the fellowships, fill out a request for an application form online, call 319/337-1716 ext. 60, or write to: AAUW Educational Foundation, Department 60, 2201 N. Dodge St., Iowa City, IA 52243-4030

JOBS

The International Food Policy Research Institute (IFPRI): Research Fellow Positions
Research Fellow in the Food Consumption and Nutrition Division: Three-year renewable appointment, based at IFPRI's headquarters in Washington, DC, contingent upon project funding. The Research Fellow will work with a team to evaluate PRAF - Programa de Asignaciones Familiares, a large poverty-targeted program in Honduras; review the literature on the impact of school-attendance linked transfer payments on educational outcomes in Latin America; design a conceptual framework for the evaluation of program impact on human capital formation; contribute to the design of baseline and follow-up data collection instruments; contribute to the design of a routine monitoring system for the program; and undertake extensive econometric analysis of survey results: frequent travel to Honduras will be required, as well as close collaboration with designated local counterpart
Required Qualifications: Ph.D. in Economics or related field; 3 years of post-Ph.D. applied research experience; excellent microeconomics modeling skills; knowledge of the fields of education, health and woman's participation in labor markets as they apply to developing countries; analyzing experience using household data and both standard and advanced econometric techniques; ability to work in multidisciplinary teams; and ability to travel internationally.
Preferred Qualifications: 5-10 years of post-Ph.D. applied research experience. Ref: #99-112.
Postdoctoral Fellow working on the Egypt Food Security Project, 2 year appointment, contingent upon funding. Designing and implementing market and household surveys, collecting secondary data, processing and conducting statistical and econometric analysis of survey data, developing policy options for agricultural market reforms in Egypt, and writing and publishing reports. Also assisting the Chief of Party in Egypt in capacity strengthening activities, workshop and information dissemination to policy makers and other stakeholders, coordinating and supervising field office administration, and serving as liaison with headquarters office in Washington, DC. **Required qualifications:** Ph.D in economics or agricultural economics with strong background in microeconomics; demonstrated analytical abilities; experience in collecting and analyzing market and/or household survey data; experience working in a developing country; familiarity with econometric and statistical software; and ability to live and work in Egypt. **Preferred qualifications:** Fluency in Arabic; field work experience in the Middle East; good oral and written English communication skills; thorough knowledge of at least one of the following: SPSS, STATA, SAS, or Limdep, Ref. # 99-104.
 For both positions, send a detailed letter of interest summarizing the relevance of your experience to IFPRI's needs, curriculum vitae, and the names of at least three references to: IFPRI, Human Resource Services, , 2033 K St., NW, Washington, DC 20006, USA. Fax: 202-467-4439. E-mail: A.Howard@cgiar.org. Refer to specific Ref. # and Code GP when applying.