

# Women and Gender in Global Perspectives

<http://www.ips.uiuc.edu/wggp/>

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Established in 1980 as Office of Women in International Development

## RESEARCH NOTES

### Women and Family Law in Democratic Republic of Congo

By Josephat Myriam Ikuku, University of Illinois

I was not born a feminist, and I didn't grow up in the social milieu that encouraged feminist thinking. Two roads have intersected on my way to feminism. One is my study in law at the University of Kinshasa in Democratic Republic of Congo (DRC). The other is Women's Studies/Women and Gender in Global Perspectives at the University of Illinois. In this piece, I want to share with you how examining the family law of DRC as part of my studies at both places contributed to my understanding of gender inequality in DRC.

The DRC constitution and its legal code prescribe that men and women are equal before the law. However, a closer look at the Family Code shows that women are discriminated against in public and private spheres. The Family Code simultaneously ranks the position of women relative to that of men and differentiates their positioning in terms of prestige, power, and esteem and thus defines women's place in the social structure. Below, I will present a few examples.

Living alone: Article 11 of the Constitutional Transition Act stipulates that: "all DRC citizens are equal before the law and are entitled to equal protection under the law." But there is a tax levied on women who live alone. Single men living alone are not taxed. The term for single women living alone specifies that according to the legal, public conception such women live alone in theory but not in reality. It implies that they are living with men or at least have male visitors with whom they presumably engage in sexual activity and may either be promiscuous or dishonest if they describe themselves as independent. The threat to be

*Women and Law in DRC, page 5*

## DIRECTIONS IN RESEARCH

### Report on WGGP Fall Symposium 2000: Celebrating our 20<sup>th</sup> Anniversary and Exploring Forward-Looking Themes by Gale Summerfield, WGGP Director

We had the pleasure of meeting with several hundred of you during our anniversary celebration and symposium in October. The discussions covered a wide range of topics and pushed us all to examine the issues in depth. We plan to make the issues explored more broadly available through publications mentioned below. The celebration began with the symposium on *Risks and Rights in the 21<sup>st</sup> Century*. The



*International participation in WGGP symposia facilitated exchange of information, ideas and experience.*

*Directions in Research, page 3*

## Rita and Arnold Goodman Fellowship

For graduate students at the University of Illinois Urbana-Champaign who are preparing to work in the field of women, gender, and international development on such issues as literacy, reproductive rights, political participation, economic security, child welfare, and environmental protection.

*For full announcement see page 7 on Fellowships*

## WGGP ANNOUNCEMENTS AND ACTIVITIES

Two core courses for the Certificate on Gender Relations in International Development Concentration (GRID) are offered by the Women and Gender in Global Perspectives Program in cooperation with departments and units across campus. Both courses are taught by Gale Summerfield.

Gender Relations In International Development (Human and Community Development 495G/Women's Studies 380; Tuesday 12:00-3:00 pm). This course is multidisciplinary and policy-oriented in scope. We will focus on analysis of the gendered dimensions of globalization and socio-economic transformation policies, stressing the last few decades. The impacts on people's lives and the agency roles of women and men as they adopt strategies to improve conditions for themselves and their families are examined. The course will address conceptual tools for evaluating development policies based on different paradigms.

Advanced Gender Relations In International Development Research Methods (Human and Community Development 492A/Women's Studies 396, Friday 1:30 - 4:30 pm). This course satisfies the methodology requirement for the GRID Certificate for PhD students; it can be taken by others with instructor's approval. The course explores problems in using both quantitative and qualitative statistical methods to examine gender and development issues. Topics include: the availability of data from United Nations; sources, methods of collecting one's own data, translation, ethics, and focus groups. Students will present their dissertation research methods and discuss results. The course will address conceptual tools for evaluating development policies based on different paradigms.

WGGP Spring 2001 Seminar Series opens with *Race Laws, Gendered Tactics: Making Mothers in a Cape Flats Township during the Apartheid Era*, by Elaine Salo, Assistant Professor, Women Studies, University of Cape Town, South Africa, January 17, 2001. Future talks will feature Yayori Matsui, (February 7), Josephat Myriam Ikuku (February 20), Rae Blumberg, (March 27), Christobel Asiedu and Hemaleta Dandekar. Please check webpage and upcoming newsletter issues for further information.

Three GRID students received the Kathleen Cloud International Research Grant last Spring: Flora Makundi, Department of Agricultural and Consumer Economics, for research in Tanzania on the role of the private sector in delivering quality family planning services; Vrinda Deva, Institute of Labor and Industrial Relations, for research in India on the comparison of wage labor and self-employment as income sources for women and their impacts on status and decision-making power of women workers; Angelina Cotler, Department of Anthropology, for research in Peru on the economic strategies and collective identities of women involved in the communal kitchens and state micro-enterprise in Lima. Deadline for 2001 grant application is February 28, 2001. More in the fellowship section of this issue, page 7 or WGGP website.

## WGGP ASSOCIATES' ACTIVITIES

Pradeep Dhillon presented a paper titled *Aesthetics and Research Values: Looking at Women and Development from a Global Perspective*, at the annual meeting of the American Society for Aesthetics, in Reno, Nevada (October 25-29). In addition, she co-edited with Paul Standish, the most recent book, LYOTARD: Just Education (Routledge, 2000).

Brenda Eheart participated in the conference, Families and Seniors: Across the Generations (Nashville, November 19-20, 2000) hosted by Vice President Gore and Tipper Gore.

Consolata Kabonesa will participate in organizing the 8th International Interdisciplinary Congress on Women, Makerere University, Kampala, Uganda, July 21 - 26, 2002. A GRID graduate, she is now a lecturer for graduate and undergraduate students in the Department of Women and Gender Studies at Makerere University, Kampala, Uganda. She supervises MA and Ph.D. students, coordinates exams and research, and is the departmental representative to the Higher Degree Committee. Also Consolata's review of "African Women: A Modern History" by C. Coquery-Vidrovitch was published in *Feminist Economics*, 6(2), 2000.

Gale Summerfield co-authored with Nahid Aslanbeigui of Monmouth University "The Asian Crisis, Gender, and the International Financial Architecture." This article will appear in the forthcoming issue of *Feminist Economics*.

Burton E. Swanson has actively participated in a World Bank financed project in Khurda District in India that helped create and maintain the Agricultural Technology Management Agency (ATMA). This project puts considerable emphasis on involving, targeting, and reaching rural women through its "bottom up" extension programs.



Kate Cloud (left) and Gale Summerfield (middle) with the first recipients of Kathleen Cloud International Research Grant, left to right, Vrinda Deva (India), Flora Makundi (Tanzania) and Angelina Cotler (Peru).

first panel (Aslanbeigui, Summerfield, and Hopkins) chaired by Ferber discussed globalization and growing risks of financial crises as well as the relationship between rights and responsibilities. The second panel (Radding, Poster and Pyle) chaired by Cloud explored perspectives on employment insecurity associated with technological change, export processing, and migration. Politics and rights were then addressed in a third panel chaired by Singer with studies of Nussbaum's views on universalism and relativism (Dhillon), democratization in Latin America (Montecinos), and education policy in Bangladesh (Arends-Kuenning and Amin). After a short lunch break, the group reassembled to watch videos from the second symposium of the celebration, *Acting for Change: Chinese women in media in politics: "Echo with Women's Voices: Their Involvement in Political Movements"*, a Taiwanese video including Li Yuan Chen, former visiting scholar at UI and a presenter, and a Hong



Lourdes Benaria's talk stimulated a lively and scholarly discussion on issues of women's employment in developing countries.

Kong documentary about women activists by Yuenling Wong. In the afternoon, Lourdes Benaria, Cornell University, presented the keynote presentation as part of the MillerComm series, *Changing Employment Structures and Economic Insecurity: A Global Gender Perspective*. Prof. Benaria examined the factors contributing to economic insecurity and the blurring distinction between informal and formal sectors of work.

Saturday morning continued the *Risks and Rights* symposium with a panel, chaired by Aslanbeigui on aspects of human security including, food (Cloud), human settlements (Miraftab), property rights (Tinker), and political security (Rajagopalan). The first symposium was brought to a close with a panel chaired by Summerfield on environmental security that examined the rights of people versus other species (McKim), pollution and urban relocation projects in Vietnam (Du), changing rights in Zimbabwe (Lueker), and the post-conflict societies of El Salvador and Kosova (Blumberg).

The 20<sup>th</sup> Anniversary Luncheon was attended by almost a hundred associates, and we were especially pleased to have two former directors of the WID office (now WGGP) Barbara Yates and Kate Cloud as well as a team of activists who helped start and build the program. We showed our new 17 minute video, "We're All In This Together: The GRID Concentration at the University of Illinois," produced by Information, Technology, and Communication Services of the UI College of Agriculture, Consumer and Environmental Sciences; the video features former and current students

discussing their research and applied work. Copies can be obtained for USD 10.00 from WGGP (to cover reproduction and shipping for U.S. only; for overseas shipping, contact our office). The new Goodman Fellowship discussed in this newsletter was also launched; it will be a real help to students.

*Acting for Change* brought together specialists from Taiwan, Hong Kong, the People's Republic of China and the United States to address perspectives on how Chinese women in different environments are using media and politics to promote gender equity and challenge stereotypes. Films/videos, panels, and discussion allowed participants and attendees to explore how issues are being treated in the different areas. Saturday afternoon, "Ren Gui Qing" ("Woman, Demon, Human"), a film directed by Huang Shuqin was shown to an audience of approximately 200 followed by a presentation and discussion with the director (in Chinese with Isabel Wong as interpreter). This film with striking colors is a pioneering effort in the PRC in its portrayal from a woman's viewpoint, even to choice of camera direction. Saturday evening, a panel presented different views on media and politics including discussion of a popular TV show in Taiwan (Yang), the experience of a people's deputy in China (Wu), and discussion of documentaries made by a professor from UCSB (Yang), and a film-maker from Hong Kong (Wong). Sunday morning, panelists addressed the changing Women's Federation in China (Fei), the



Isabel Wong introducing Huang Shuqin, the director of "Woman, Demon, Human".

relationships of Taiwanese businessmen with women in China (Shen), the significance of the Taiwan feminist movement (Lee), and how Chinese women in the US affected politics and media at the turn of the twentieth century (Huang). This was followed by a showing of the videos, "Through Chinese Women's Eyes" by Mayfair Yang and "China in Sight" by Wong Yuenling. A lively and lengthy discussion concluded the events.

I would especially like to thank all the people who helped make the celebration and symposium a reality through their hard work, the support of CAS and the many cosponsors of the Benaria MillerComm, the funding from the International Council and IPS for the *Risks and Rights* symposium, and from the Center for East Asian and Pacific Studies and the Ford Foundation for the *Acting for Change* symposium. A collection of papers from the *Risks and Rights* symposium will be published as a special edition of the *International Journal of Politics, Culture, and Society* in September 2001. An edited volume is being planned for papers from the *Acting for Change* symposium.

## A Brief History of Our Program

In 1980, the Office of Women in International Development (WID) was established at the University of Illinois, Urbana-Champaign. It arose from the interdisciplinary efforts of the Committee on Women in Development that had been meeting on campus for a year previously. As an academic unit within the campus-wide International Programs and Studies, the WID Office was charged with "encouraging and facilitating the development of research, instructional, and service activities focused on the international aspects of women in development" (Bylaws). With funding from a Title XII Strengthening Grant of the Foreign Assistance Act, the WID Office began its official role at UI. Gradually, the program has moved to more secure state funding of its activities.



Gale Summerfield giving the opening speech at the anniversary luncheon.

From its beginning, a multidisciplinary team approach has guided the program, and this foundation has given it lasting strength. This interdisciplinary effort was instrumental in developing the graduate concentration, Gender Roles in International Development (GRID) which was officially established in 1987.

Barbara Yates (Educational Policy Studies) was the first Director, serving from 1980 to 1985. Frances Magrabi (Family and Consumer Economics) was Acting Director from 1985 to 1986. Kathleen Cloud (Human and Community



Participants in the Symposia and Anniversary Events.

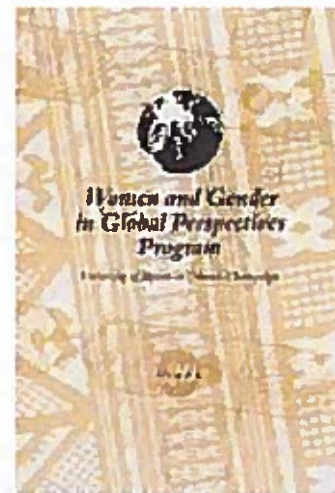
Development and Women's Studies) became Acting Director in 1986 and then Director in 1987 until 1998. Brenda Eheart (Sociology and Institute of Government and Public Affairs) was Associate Director from 1991 to 1997. After a national search in 1998, Gale Summerfield (Human and Community Development) became the current Director.

During its 20 years of existence, the program has certified over 63 GRID graduates from 32 different departments – 44 at the master's level and 19 at the doctoral level. It has established an international research fund as well as a student research fellowship, organized international workshops and brought in speakers from around the world, worked with many departments on campus to co-sponsor presentations and events, sponsored international scholarly exchanges, and undertaken collaborative research here and abroad.

Major projects have included development of a series of curriculum guides in the early 1980s, funded by the US Department of Education; a group Fulbright grant to M.S. University of Baroda, India resulting in the publication of a volume on household resources and their changing relationships and a Ford-funded collaboration with M.S. University in the late 1980s, with two international workshops and a published volume on policy-relevant household research methods as well as many faculty exchanges; and gender training guides and research on employment of rural women in multinational agribusiness [GAP] funded by USAID in the 1990s. International symposia and publications in the early 2000s focus on human security--globalization and employment, migration, environment, violence, housing, and food--and the arts and social change, examining perspectives on gender and development issues.

In August 2000, the name of the WID Office was changed to *Women and Gender in Global Perspectives Program (WGPP)* to reflect the inclusion of gender in its focus while also looking at global women's movements as active promoters of greater agency for girls and women. *Global perspectives* emphasizes the need for international discussion and debate on the critical issues that push the boundaries of the field, and *program* is a more accurate reflection of its research, teaching, and outreach activities. The GRID program name was also changed slightly to *Gender Relations in International Development*. The newsletter, *WID Information*, is now called *Perspectives*.

The WGPP program continues to be dedicated to teaching and mentoring students, to carrying out and supporting cutting-edge research projects, and to providing opportunities for discussion and dialogue through symposia, seminars, newsletters, and electronic networks. Stressing multidisciplinary, policy-oriented explorations of gender and development issues, the Women and Gender in Global Perspectives Program serves as a center of communication and common effort for people at the University of Illinois and the larger community.



classified among the “women living theoretically alone” could discourage any woman from attempting to live alone. In this sense the law seems to go against the will of the people.

The freedom to enter into marriage: Equal freedom to enter into marriage is confirmed by Articles 334 and 351 of the Family Code, which respectively provide that: “Any DRC citizen has the right to marry the person of his or her choice and to create a family.” “Each of the future spouses must give personal consent to the marriage.” These provisions forbid any discrimination or external pressure in the area of marriage. The law gives the future spouses the right to have recourse to the family council or magistrate’s court if there is any external pressure, whatever its source (Article 35 of the Family Code). However, a woman’s decision not to marry, or to live alone, can result in ostracism. Laws granting equality in the process of entering into marriage fail to address this issue.

Equality of spouses in marriage: Spouses’ mutual rights and obligation include the mutual obligation to live together (Article 453 of the Family Code); the reciprocal obligation to give mutual care and assistance (Article 458 of the Family Code); and the obligation of fidelity, mutual respect and affection (Article 459 of the Family Code). However, the Code also contains a paradox, which violates the principle of the equality of spouses. Article 448 of the Family Code stipulates: “A married woman must obtain her husband’s authorization for any legal act in which she undertakes to provide a service, which she will carry out in person.” The law gives married women some authority in the home, and confirms that the husband is the head of the family.

Consideration of the above provisions of the Family Code shows that it contains flagrant violations of Articles 15 and 16 of the Convention on the Elimination of Discrimination Against Women (CEDAW). Article 448 of the code constitutes a barrier to the advancement of women, who move from being under the tutelage of their parents to being under the tutelage of their husbands. Furthermore, much abuse has often been observed on the part of the husband. A married woman is legally incompetent while her 18-year-old daughter has full legal rights. This legal incompetence of married women is also apparent in the choice of the matrimonial home (the wife must follow her husband wherever he wishes to reside- Article 454 of the Family Code), and the primacy of the father when parents disagree on the choice of a child’s last name. This is derived from Article 444 of the Code, which stipulates that “...the husband is the head of the household. He has a duty to protect his wife, and she has a duty to obey her husband.”

The Penal Code is more severe towards women than towards men. While a wife’s adultery is punishable in all cases, the husband’s is reprehensible only if the circumstances are such as to make it a particularly grave injury, and that is left to the discretion of the judge. The justification is probably that the wife is the pillar of the family and must therefore embody the

moral values of society. However, this provision, which implicitly permits infidelity by the husband, conflicts not only with the principle of equality contained in Article 11 of the Constitutional Transition Act, but also with Article 459 of the Family Code, which imposes a duty of mutual fidelity on both spouses. It is also contrary to the spirit of Article 16 of CEDAW.

DRC women are victims of physical, mental, psychological and religious violence. Forms of physical violence include being struck or injured by a spouse, and rape, particularly of minor girls. Forms of mental and psychological violence include the designation of women as inferior by men and by society; the husband’s infidelity; the abuse in advertising; and sometimes, the imposition of celibacy. Overwhelmingly, women are victims of such violence, yet many of them prefer to remain silent. One rarely sees an abused woman take her husband to court when she must continue to live with him.

Although there are some exceptions, in most of our families, the relationship between a man and a woman is not one of true partnership or equality between two human beings; it is rather a relationship between “a superior” and “an inferior” human being. The official matrimonial system is monogamy in DRC, however, a phenomenon known as the *deuxieme bureau*

has developed, whereby a married man enjoys extra matrimonial relationships with several women. This constitutes an offence of forgery and the use of forgeries, and is punishable under the DRC Penal Code.

Women are discriminated in the public sphere too. Whether single or married, they are disadvantaged when compared to their male colleagues owing to deep-rooted stereotyped ideas about woman’s role as a housewife and homemaker. Pregnant women are denied employment. These ideas prevent women from realizing their full potential in the home, from pursuing a professional career and from taking part in important decisions together

with their husbands. Most women, moreover, are not aware that they have equal rights. Women, in general, are resigned and defer to decisions taken unilaterally by men. In addition, the more exorbitant the dowry (a prerequisite for marriage), the more the man tends to consider the woman as his property or his child.

Indeed, property rights before and during marriage are almost non-existent for women. Before marriage, women’s right to hold property is limited in the domain of public law. Some notion of private ownership, at the very least of personal assets, is recognized. Apparently, a single woman has a right to be maintained until she gets married. During marriage, the property right of married women is difficult since the marriage presupposes permanency and continuity. In most cases, it is not necessary to distinguish who owns what, since, in law, the husband and wife are treated as one. The presumption that the legal personality of the wife is merged with her husbands is now widely challenged.



Important steps have been taken to emancipate women from the constraints imposed by traditional society and to enforce the constitution's prohibition against gendered discrimination. However, much remains to be done. In a very significant way the access of women to the economy and their ability to own and manage property is an indicator of what progress women have made in any society, towards liberation. Important changes have also occurred in how the youth view the institution of marriage. For example, the number of persons cohabiting outside marriage keeps rising.

It has also become necessary to let women into areas, which were exclusively male, and these women need to be free from the fetters of traditional subjugation. It is not possible to achieve such objectives without fundamental revolutionary changes in our society. No legislation in DRC has been formulated in answer to the woman question or motivated by the feminist concern. On the contrary, most political male leaders argue that the laws of DRC provide for equality of the sexes and that women should take advantage of this equality. In reality, they are discriminatory laws in our statute books. Even if DRC laws ensured equality, the question still remains as to whether formal juridical equality translates into substantive socio-economic and political equality. Moreover, to assert that our laws are not discriminatory assumes incorrectly that we have enough laws. It therefore merely poses the question whether existing laws accord equality to women. It does not recognize that there could be new laws, which promote women's interest.

Despite this, there have been achievements in the women's movement in DRC. DRC's political will to work for the advancement of women was demonstrated by the entry of women on to the political scene and by their participation in a popular referendum. This demonstration of the political will was illustrated by a number of other facts, namely: DRC's participation in the four major world conferences on women held respectively at Mexico City (Mexico) in 1975, at Copenhagen (Denmark) in 1980, at Nairobi (Kenya) in 1985 and at Beijing (China) in 1995; its participation as a member of the United Nations Commission on the Status of Women and in the Convention on the Elimination of Discrimination Against Women; the establishment of a National Mechanism for the Advancement of Women. The Family Code, which accords women more rights than did the former Civil Code, was promulgated on 1 August 1987 and entered into force on 1 August 1988. Notwithstanding all these successes in the women's movement, there is still much to be done.



Josephat Myriam Ikuku is a GRID graduate student in African Studies. She will be entering the graduate School of Law at UIUC in Fall 2001. The featured article is taken from the winning graduate paper of the Annual WGGP graduate student competition 2000.

## CONFERENCES

GENDER, TECHNOLOGY AND DEVELOPMENT seeks contributions to a special issue on Women and Digital Divide scheduled for publication in Winter 2001. For this special issue, we will focus on feminist analysis of the prevailing ways in which Information Communication Technologies (ICTs) have been conceptualized and implemented and how they have affected gender relations. This issue will look at the emergence of professional Asian women as the preferred labor force in high-tech industries, the transformation of culturally entrenched gender roles and relations and the North-South distribution of power through new communication and information technologies. Reports on women's communities in cyberspace and the innovative use of technologies to transform gender relations are welcome. Research papers that critically examine cyberfeminism in Asian societies or the use of Internet to perpetuate stereotyped images of women are particularly invited. Please send three copies of the submission by March 31, 2001 to the Editors, Gender, Technology and Development, Gender and Development Studies, Asian Institute of Technology, PO Box 4, Klong Luang, Pathumthani 12120, Thailand. Email: GTDjournal@ait.ac.th. The manuscript should be double-spaced and printed on one side of the paper. The title page should contain the name(s) and affiliations of the author(s), their present mailing address(es) and an abstract of not more than 250 words. For further details, please consult the instructions for authors printed on the back inside cover of the journal.

WOMEN'S WORLDS 2002, THE 8TH INTERNATIONAL INTERDISCIPLINARY CONGRESS ON WOMEN, MAKERERE UNIVERSITY KAMPALA, UGANDA, JULY 21 - 26, 2002. For more information contact: The Coordinator, Women's Worlds 2002, Department of Women and Gender Studies, Makerere University, P.O Box 7062, Kampala, Uganda, Tel: 256-41-531484, Fax: 256-41-543539, E-mail: gendermu@swiftuganda.com, Web page: <<http://www.wgs.or.ug>><http://www.wgs.or.ug>.

THE EIGHTH ANNUAL CONFERENCE of the ECONOMIC RESEARCH FORUM (ERF), Manama, Bahrain, 26-29 October. Proposals should cover the following areas: (1) Population, Labor and Human Resource Development: Labor Markets; Human Resource Development; Demography; Income Distribution and Poverty; Informal Sector. (2) Globalization, Trade, Integration and FDI: Trade and Competitiveness; Regional integration; Foreign Direct Investment; Impact of the Euro-Med Free Trade Agreement; (3) Financial Markets, Public Finance, and Governance: Financial Markets; Public Finance; Governance; (4) Science and Technology, Industry and Environment: Science and Technology (S&T) for Development; Industry Studies; Environment. Other related topics will also be considered. Proposal submissions must be of a maximum of three pages. The deadline for submitting abstracts, along with a CV and two published papers is 21 February 2001. The complete papers are due by 15 June 2001. For further details and for submissions, contact Dr. Hana' Al-Sagban, Grants & Conference Officer, ERF, 7 Boulous Hanna Street, Dokki, Cairo, Egypt. Fax (+202) 761 6042; E-mail: [halsagban@erf.org.eg](mailto:halsagban@erf.org.eg) or <[erf@idsc.gov.eg](mailto:erf@idsc.gov.eg)>

Perspectives

# FELLOWSHIPS

**Rita And Arnold Goodman Fellowship** supports graduate students at the University of Illinois Urbana-Champaign who are preparing to work in the field of women, gender, and international development, on such issues as literacy, reproductive rights, political participation, economic security, child welfare, and environmental protection. In selecting recipients, preference will be given to students whose work promises to make a significant practical contribution to the improvement of women's lives and gender equity in the developing world. Award: One award of up to \$6,000 plus a tuition and fee waiver will be made for the 2001-02 academic year. In addition, Goodman Fellows are honored as featured presenters at a WGGP Seminar in April of the year of the award, and an abbreviated version of their presentation is published in the WGGP Perspectives Newsletter. The Rita and Arnold Goodman Fellowships are awarded for a one-year term, but recipients may apply for renewal for a second year of support. Eligibility: 1. Be current or newly accepted graduate students at the University of Illinois at Urbana-Champaign. 2. Be preparing for a career in the areas targeted by the Fellowship. 3. Be enrolled in the Gender Relations in International Development (GRID) concentration offered by the WGGP program at the masters and doctoral levels. 4. Have demonstrated academic excellence. Applications should include: 1. An application form, available by contacting the WGGP program or online at <http://www.ips.uiuc.edu/wggp/> 2. A personal statement (five double-spaced pages or about 1,500 words) explaining the applicant's research plans, qualifications, and career goals; 3. A current curriculum vita; 4. Transcripts. 5. Names and addresses of three references. Submit materials to WGGP, 320 International Studies Building, 910 S. Fifth St., Champaign, IL. 61820. **Deadline: February 15, 2001.**

**Kathleen Cloud International Research Fund.** Competition for dissertation grants is open to graduate students at the University of Illinois at Urbana-Champaign. Graduate students selecting the Gender Relations in International Development Concentration (GRID) offered by the Women and Gender in Global Perspectives Program (WGGP) are eligible to apply for grants of up to \$1,500 for dissertation related research expenses outside the United States. The dissertation should address issues of women, gender, and international development. To apply submit a proposal of the research project, one letter of reference and a budget including other funding applied for or received. Submit materials to WGGP, 320 International Studies Building, 910 S. Fifth St., Champaign, IL. 61820. **Deadline: February 28, 2001.**

**The Investing in Women in Development (IWID) Fellows Program** is offering a fully-funded 12-month international development experience to U.S. mid-career professionals with expertise in one of the following sectors: Business & Economic Development, Girls, Education, Democracy & Governance, and Environment. Selected applicants will apply their technical skills in projects implemented by the U.S. Agency for International Development (USAID) and ensure gender considerations are integrated in the Agency's work in field Missions abroad or in Bureaus at USAID's Washington, DC

headquarters. IWID Fellows receive a grant to cover living expenses, housing, health insurance, international airfare, required inoculations, and visa costs. Fellows attend an 8-day orientation as well as a 3-week gender-integration training course in Washington, DC prior to departure. Qualifications: U.S. citizenship, 4-15 years sector-related work experience, minimum of Masters degree in one of USAID's target sectors. For further information, contact: <http://www.iie.org/pgms/iwid/>; [iwid@iie.org](mailto:iwid@iie.org), Candida Mannozi, Program Administrator, 202.326.7710 ph or Portia Persley, Program Coordinator, 202.326.7855 ph. **Application Deadline: February 26, 2001**

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## JOB OPENINGS

**Research Fellow In Community Development.** The International Center for Tropical Agriculture (CIAT) is seeking an Eastern or Southern African national as a community development research specialist to join a dynamic team combining technology development with a strong social science orientation. Candidates should have at least a graduate degree, and preferably a Ph.D., in sociology, anthropology, agricultural extension, community development or a related discipline. He/she should have at least 4 years experience with an NGO or development project working intensively with rural communities on community development, organizational and livelihood issues. Research experience in agriculture or social science is highly desirable, and ability to work in a team with multiple institutions is essential. The position, for two years in the first instance, is based in Kampala, Uganda. Candidates should be available for employment not later than 1 May 2001. Applications with a detailed curriculum vitae, contact telephone number or email, copies of educational and professional certificates, and names and address/contacts of two referees should arrive by **10 February:** The Africa Coordinator, CIAT, Kawanda Agricultural Research Institute, P.O. Box 6247, Kampala, Uganda (fax: +256-41-567635, email: [ciatuga@imul.com](mailto:ciatuga@imul.com)).

**Development Officer/ Nontraditional Employment for Women (NEW)** is seeking an experienced, highly motivated, creative Development Officer to be responsible for all fund raising from corporate, foundation, government and individual sources. Qualifications: Bachelor (BA, BS, etc.); must be a self-starter who works independently, and has a minimum of three years professional experience in marketing, journalism or nonprofit development. The candidate must demonstrate excellent oral and written communication skills, organizational and research skills, and a concern for detail. PC proficiency required. Mail or fax resume and cover letter to: Bonnie Potter, Deputy Director, NEW, 243 West 20th Street, New York, NY 10011. (f) 212-255-8021. **Last day to apply: January 30, 2001**

## RESOURCES

**Gender Equality at the Canadian International Development Agency (CIDA)** corporate Web site. An array of resources on gender equality (GE) are available, including: What is gender equality? What is gender analysis? - basic explanations and examples of these essential concepts with links to CIDA's Policy on Gender Equality. <http://www.acdi-cida.gc.ca/equality>.

**Nisswa and Development Organisation (NAD)** produces various e-publications, free of charge, to inform its members but also international and regional spheres on Arab issues related to development. For more information on NAD contact [secretariat@nadnet.org](mailto:secretariat@nadnet.org). If you wish to receive regularly its newsletter publication send a request to [subscribe-regionalnews-gender@nadnet.org](mailto:subscribe-regionalnews-gender@nadnet.org) with a short introduction on yourself and/or organisation.

**Gender and rural development in Africa (an annotated bibliography)** by Rita Schafer. This annotated bibliography offers a profound overview on gender research on rural development with the focus on African countries. It is based on an evaluation of more than one hundred journals encompassing social anthropology, sociology, agriculture and development cooperation. In addition, many relevant monographies and books are included. The bibliography is subdivided according to regions and nation-states in Africa. Book information: Berliner Reihe zu Gesellschaft, Wirtschaft und Politik in Entwicklungslaendern, Spektrum 75, Lit-Verlag, Muenster - Hamburg - London 2000, ISBN 3-8258-5053-6. For more information contact: Berlin Series on Society, Economy and Politics in Developing Countries, Spektrum 75 Lit-Verlag, Grevener Strasse 179, 48159 Muenster, Tel. 0251-235091, Website: <http://www.lit-verlag.de>.

## Perspectives

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