

# Women and Gender in Global Perspectives

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## RESEARCH NOTES

### Women's Employment with Privatization in Tanzania

By Jean M. Due, Anna A. Temu, & Flora K. Makundi, University of Illinois.



Although a body of research is now available on privatization in Africa (World Bank, 1998, Due, 1993, Due & Temu, 1988, IMF 1999, Due & Anna and Andrew Temu, 2000), not much has been published on the

changes in employment by gender. In all Sub-Saharan African countries in which privatization has occurred, employment levels have fallen from pre-privatization levels, when governments encouraged the hiring of surplus labor as a policy tool. This was true of civil service employment as well as in government-owned enterprises, (called parastatals in Africa). But little research has been done on the distribution of the employment reduction by gender. In general, government policy in the socialist countries was to treat women equally with men in employment and wage levels. However, practice was often at odds with policy. What has happened after the firms have been privatized and managers/owners are making these hiring decisions? Our case study provides an answer to this question.

The gender issue on employment was not the primary focus in our earlier research on privatization in Tanzania.

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## SEMINAR NOTES

### Using Qualitative Methods in Research on Global Gender Issues

By Rae Lesser Blumberg, Ph.D., University of Virginia



Rae Lesser Blumberg came to campus as a CAS George A. Miller Visiting Professor during the week of March 26-30, 2001. Dr. Blumberg is a Professor of Sociology, University of Virginia, with extensive experience doing research and consulting on gender and development. She has worked on these issues in Europe, Latin America, Asia,

and Africa and has lectured on how research methods can be applied in different contexts to do rigorous analysis of the gender dimensions of policies and programs. Ethics are a crucial concern in doing field work, especially on gender issues in developing countries where an unaware researcher can easily violate local customs and create situations that could result in spousal abuse or other problems. Some of these issues are addressed in the literature, but much must be learned from experienced scholars. Dr. Blumberg was exceptionally well-prepared to address these issues. Gendered research methods are evolving and at times controversial. During her visit, Dr. Blumberg gave lectures and carried out a hands-on workshop on gender and qualitative methods, specifically on focus groups and rapid rural appraisal. Her presentations generated debate and explorations of alternative

*Using Qualitative Methods, page 6*

**Join us at the Annual GRID Reception**

**Friday, May 11, 4-6 p.m.**

**honoring graduates of the concentration, Gender Relations in International Development**

*Details on page 4*

## WGPP ANNOUNCEMENTS AND ACTIVITIES

WGPP co-sponsored the following campus events this Spring semester: **Joe Feagin's** Millercomm lecture on "Racism and the Coming White Minority", an informal talk by a female Mongolian journalist, **Tasiyana**; **William Greaves's** Millercomm lecture on "The Making of Ralph Bunche: An American Odyssey"; **Mavis Leno's** talk on "Buried Alive: Women Living Under Gender Apartheid in Afghanistan"; and **The 27th Annual Symposium, Technology and Development in Africa.**

WGPP thanks all the speakers for our Spring Seminar Series: **Elaine Salo**, Assistant Professor, Women's Studies and Africa Gender Unit, University of Cape Town, South Africa, who spoke on "Race Laws, Gendered Tactics: Making Mothers in a Cape Flats Township During the Apartheid Era"; **Yayori Matsui**, Director, Asia-Japan Women's Resource Center and Chairperson, Violence Against Women in War Network, Tokyo, who spoke on "The Japanese Feminist Movement and Asian women in the Age of globalization"; **Myriam Ikuku**, UI Graduate Student, Center for African Studies, who spoke on "Women in Democratic Republic of Congo: Law and Actual Practice"; **Rae Lesser Blumberg**, Professor, Sociology, University of Virginia who spoke on "Using Qualitative Methods in Research on Global Gender Issues"; **Christobel Asiedu**, UI Graduate Student, Sociology, who spoke on "A Critical Look at the International Women's Human Rights Movement: The Case of Female Genital Mutilation"; and **Hemalata Dandekar**, Professor of Urban Planning, University of Michigan, Ann Arbor, who spoke on "Can I Have a House with a Door?" Rural Indian Women Ask of Development." WGPP will continue to offer the seminar series in the next academic year. If you are interested in conducting a seminar on issues relating to women, gender and international development, or have a suggestion for a potential speaker, please email us at [summrfld@uiuc.edu](mailto:summrfld@uiuc.edu) or [kcmartin@uiuc.edu](mailto:kcmartin@uiuc.edu).

**Gale Summerfield** made several campus presentations this semester. In February, she spoke at the Women's Studies' Feminist Scholarship Series on "Gender and International Economic Crises" and at the ACDIS and European Union Center's Globalization Seminar on "Gender and Globalization: Risks and Rights." In March, she was invited to participate on two panels: Gender and Dance panel at Krannert Performing Arts Center and "The Reality of Women's Rights Worldwide" at the 5th Annual Women's Law Symposium: Women's Rights Across Borders.

**Gale Summerfield** and **Marianne Ferber** will be co-editing the newsletter for the International Association for Feminist Economics (IAFFE) that comes out 3 times a year. IAFFE is a respected academic, multidisciplinary organization that has lively, feminist discussions and is a good association for WGPP to be involved with. For information about IAFFE membership, or if you have news you want to share in the IAFFE newsletter, please write to [iaffenews@server.ips.uiuc.edu](mailto:iaffenews@server.ips.uiuc.edu).

## WGPP ASSOCIATES' ACTIVITIES



*Beth Stafford's Retirement Reception*

**Beth Stafford** has retired as Librarian of the Women and Gender Resources (WGR) Library (formerly WS/WID Library). Beth was the librarian of the WGR library, one of our most valuable resources, since its beginnings and was instrumental in starting it. In the early 1970s, Beth identified a need for the library to collect materials in the emerging field of women's studies and started a collection that became increasingly important to the UIUC Library. She also incorporated WID/WGPP into the library's collection development practices. The importance of the collections she developed, coupled with reference services for patrons she initiated, resulted in establishment of the WS/WID Library, now called WGR Library, as a separate unit within the campus library system—one of only a handful in the U.S. One of the first librarians in the country to initiate such services, she has published guides and evaluative works on library resources for research on women and gender issues and analyses of international library resources and services for women.

**Susan E. Searing** has been appointed as Interim Women & Gender Resources Librarian. She is also Library and Information Science Librarian and Associate Professor of Library Administration. She was the Women's Studies Librarian for the University of Wisconsin System from 1982 to 1991. We look forward to working with Prof. Searing.

**Beatriz Padilla** and **Pedro Correia** were married on March 9<sup>th</sup>. During spring break they went to the Dominican Republic for their honeymoon. They will be moving to Portugal to work in the fall.



*The 5<sup>th</sup> Annual Women's Law Symposium: Women's Rights Across Borders featured a panel discussion on "The Reality of Women's Rights Worldwide" with the following participants: Martha Nussbaum, Professor of Law and Ethics, University of Chicago, keynote speaker on "Sex Equality, Liberty and Privacy: A Comparative Approach"; Francis Boyle; Winifred Poster; Gale Summerfield; Alice de Sturler; Hillina Tamrat; and Kit Kinports, moderator.*

## Women's employment from page 1

Primary interest was concerned with the nationality of the new owners and managers, the number of firms sold, the terms of sale—whether the sale was a joint venture with government or private—the condition of the firms and their potential economic viability. That research has been published in *Due & Temu*, 1998 and *Due & Anna* and *Andrew Temu*, 2000.

The original sample selected for the above studies was drawn from the Parastatal Sector Reform Commission's (PSRC) annual reports. Firms selected had to be operating for at least 3 years and located within distances from Dar es Salaam (the capital), which time and funding would permit visiting. The first sample drawn in 1996 was of 12 firms in the agribusiness area as the data were being used for a new curriculum in agribusiness at the Sokoine University of Agriculture, where the Temus are staff members. The sample for 1997 included a number (18) of more general firms within a wider geographical area of Tanzania. In 1999 and 2000 firms in both samples were revisited. Although the sample is small (15), it is representative of a number of different kinds of enterprises—four large manufacturing multinational firms, two tobacco enterprises, three hotels, a pharmaceutical firm, a shoe/bicycle tire manufacturer, a bank, a textile firm, a fruit canning operation and a lumber enterprise. During this period the economy has been stagnant and poverty has increased.

On average, employment in our sample of newly privatized firms had fallen from 10,897 in 1997 to 5,218 in 2000 or 48% of parastatal employment. Some of this retrenchment was through retirement and HIV/AIDS deaths but most was due to over-employment by the parastatals, new qualities needed by the private sector, and capital investment. Managers believe they now have a better quality work force. Physical working conditions have improved for many employees with cleaner, brighter, more airy plants and better clinical facilities. But what about retrenchment by gender? Has a larger percentage of females than males been let go?

It should be pointed out that, in general, employees chosen to remain are much better trained than those employed before privatization. All privatized firms are now geared to employing the best, well-trained staff who are highly dedicated to the companies. This is reflected by the current hiring practices which are based on many more qualities other than level of education. Enthusiasm to work for the company, confidence, self esteem, honesty, and aspiration to attain higher positions in the company are sought during interviews. Privatized companies are also trying to train more employees in-house to improve specific skills, e.g. computer and business skills. Several managers reported that all employees who are required to use comput-

ers are computer literate. Managers have no trouble finding female employees with required qualifications, especially in Dar es Salaam. Some problems are faced when companies are located outside Dar es Salaam.

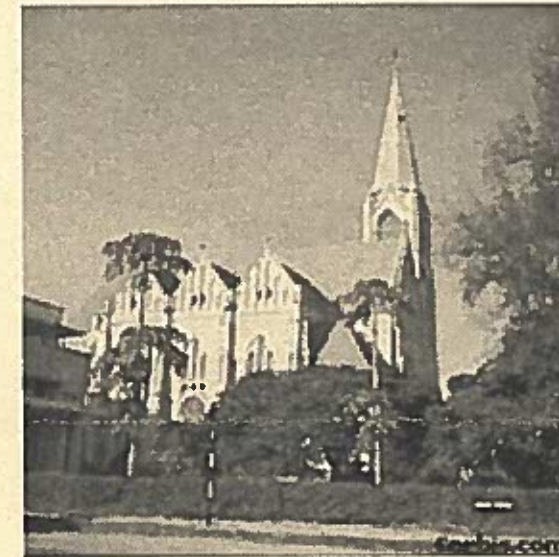
The question of gender balance in human resource management is complex. From a societal point of view, the natural division of labor is the deriving factor. But culture, a male-dominated society, levels of education, and the needs of particular firms skew the balance. For example, one manager believed that women would not work well in a highly heated area of the plant (in bicycle manufacturing) but men would. Another manager believed women could not manage machines to load logs or unload them into the saw mills. Hotels often employ more women than men. Several managers/owners did not know the distribution of female/male employees at the time of privatization as some plants had been closed for two or so years before being re-opened.

On average 31% of the employees were female in 2000 compared with 23% in 1997 for the 15 firms for which data are available. The weighted average is 21% in 2000 compared to 12% in 1997. Thus the ratio of female to male employment has not decreased but has increased with private ownership. Managers related that women often work harder than men, they are better at detailed work, more serious workers, are not absent as often as men, are much better than men in many jobs and they are more careful.

Working conditions for all employees have improved in many of the plants. The plants and areas surrounding the buildings are much

cleaner and more sightly, plant floors are cleaner and some buildings have been improved to provide better lighting and working conditions. Educational programs have been introduced in some plants (especially on HIV/AIDS). Clinical and food services have improved as well.

Are there problems hiring women? Most managers did not report problems; they usually report openings within the plant first and then advertise if they cannot hire the number/quality desired. Our hypothesis was that many women would not have the computer skills required. This was not true in the capital city but was in other areas. In at least two firms a Director of Human Resources is now doing the hiring and not the manager (although he is consulted.) These were both women and some interesting observations were obtained from them. They noted that female college graduates have less self-esteem than males; some of this comes from the culture. Female college graduates would not look the interviewers in the eye; they seemed only interested in the current position and were blank when asked where they would like to be in the firm in the future. In other words they did not seem to be high achievers. The directors of human resources believed that the universities



*Dar-es-Salaam, Tanzania*

## CONGRATULATIONS TO OUR RECIPIENTS OF THE RITA AND ARNOLD GOODMAN FELLOWSHIP AND THE KATE CLOUD FELLOWSHIP



### The First Recipient of the Rita and Arnold Goodman Fellowship 2001-2002

**Flora Lucas Kessy Makundi** was born in a village on the slopes of Mount Kilimanjaro in Tanzania, East Africa. She received a Bachelor's degree in Food and Nutrition from Sokoine University of Agriculture, Morogoro, Tanzania in 1991 and a Master's degree in Natural Resource Management and Sustainable Agriculture from the Agricultural University of Norway in 1996. She has held a teaching position in the Development Studies Institute at Sokoine University of Agriculture since 1992. She is currently doing a Ph.D. in Agricultural and Consumer Economics at the University of Illinois at Urbana-Champaign, specializing in Family and Consumer Economics with a concentration in Gender Relations in International Development. She is married and has two children.

Ms. Makundi's research interests focus on how to improve the welfare of poor households in developing countries. Specifically, she focuses on issues related to gender and food security and women's reproductive health. Her master's thesis found that in Tanzania many households' food insecurity was partly due to large family sizes. Therefore, she decided to focus her doctoral dissertation on how to improve the contraceptive delivery system in Tanzania in order to lower the fertility rate that currently stands at 5.8 children per woman.

Upon completion of her Ph.D., Ms. Makundi will return to Tanzania to continue her work at Sokoine University of Agriculture, teaching, consulting, and doing research and extension work on issues related to women, gender, and development. She looks forward to designing and teaching courses related to women's health, and family and consumer economics. In her consultant work, she hopes to discuss and advise family planning program managers on ways to increase contraceptive adoption rates and encourage proper child spacing to enhance the health of families.

Ms. Makundi is a member of a women's research group at Sokoine University of Agriculture, RESWA (Research of Women in Agriculture). She is also a member of the Tanzania Development Studies Association, the Agricultural Economists Society of Tanzania, the Association of Women's Rights in Development, the Population Association of America, the African Studies Association, and the African and African-Related Women's Association. Her participation in the Lutheran Church Women Group Project involves visiting HIV/AIDS patients in hospitals and homes to help them with daily chores and to give words of encouragement. Another project she works on encourages girls to major in science in secondary schools and to attend technical colleges.

She has published articles in the *Journal of Plant Foods for Human Nutrition*, the *Tanzania Journal of Development Studies*, and the *American Behavioral Scientist Journal*.



Zakia Salime, Aida Orgocka, Maimouna Barro

### Three GRID Students received the Kathleen Cloud International Research Grant for 2001-2002

They are **Maimouna Barro**, Curriculum and Instruction, for research on women and literacy in Senegal; **Aida Orgocka**, Human and Community Development, for research on Muslim immigrant mother and daughter interaction regarding girls' sexual behavior; and **Zakia Salime**, Sociology, for research on divisions within the women's movement in Morocco.

The Annual GRID Reception will be held on Friday, May 11, 4-6 p.m. at the International Studies Building, Room 101, 910 S. Fifth St., Champaign. Students completing the Master's-level GRID Concentration are: **Kelly Czarnecki**, Educational Policy Studies; **Mary Holbrock**, Curriculum and Instruction; **Myriam Ikuku**, African Studies; **Grace Msangi**, Human Resource Education; **Josephine Yambi**, Curriculum and Instruction; and **Natalie Yates**, Russian and East European Studies. Ph.D. students completing the Doctoral-level GRID Concentration are: **Beatriz Padilla**, Sociology; and **Flora Makundi**, Agricultural and Consumer Economics.

should do more in teaching all Tanzanian graduates what is expected during employment interviews and encourage them to be more self-confident. This is because male graduates have similar problems as females although the extent of these problems could be higher for female graduates due to culture. These two directors offered to go to the universities and assist in training professors and students in characteristics desired.

One of the human resource directors of a bank stated that the bank would not employ unmarried women in general because if they married they would accompany their husbands to a different location. On the other hand that same director said that they had found that total bank deposits increased faster when women rather than men were the bank managers (this bank has branches located around the country). She thought that women managers were more friendly and welcoming. She also commented on the problems of educated women found in dating; she said that "men want to go home at night and drink their beer and not have to help with the dinner or laundry while women want someone who will share in these tasks." One manager reported that female supervisors of employees working in a team found it difficult to correct members of their team when problems arise. This reluctance is a reflection of the culture also.

The general feeling of some managers has continued that women should remain in the home and not attempt to work outside it. When one manager was asked if there were changes in his facilities which made them more employee-friendly, he said he had never heard of such a term!

### Conclusion

This is a case study of employment by gender in the newly privatized enterprises compared with the government-owned parastatals. From the data gathered to date it would appear that working conditions have improved in many of the privatized enterprises for all employees as have clinical and food services. Plants needed a great deal of renovation by the time they were privatized. This renovation inside and outside of most plants make them more employee-friendly. Contrary to our hypothesis that the ratio of female to male employment would fall under privatization, it appears that the ratio has increased. The data indicate that the percentage of females employed in this sample of firms was 31% in 2000 compared to 23% in 1997 (soon after privatization). It must be emphasized that the study was carried out during a time in which the economy was stagnant, there was a large pool of unemployed persons, and more laying off than hiring of employees was common.

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## WELCOME !

We welcome our new research assistant, **Mirta Paola Leon**, a GRID graduate student in the School of Social Work. She is from Peru and got her Bachelor's degree in Social Work at University of Puerto Rico. She is specializing in Mental Health. Next academic year, she will be working on her field placement at the Rape Crisis Center in A Women's Fund. Her area of interest is violence against women, especially domestic violence issues in Central and South America, and with Latino immigrants in the U.S. Mirta has been working for WGPP as an administrative assistant.



## AWID CHANGES ITS NAME

The Association for Women in Development is changing its name to Association for Women's Rights in Development. They are keeping the same acronym, AWID, but they have changed their name slightly for the following reasons: "The change reflects several important factors: 'WID' has become outdated and carries negative baggage; we include men in our work (instead of an 'association for women' we are an association of individuals and organizations for women's rights); and more than half of our members identify themselves as working in human rights. Most importantly, our new name signals a shift in our thinking and practice: we are working to bridge the gap between the fields of women's human rights and gender and development. By using best practices from these two fields we can be more relevant and effective. Women's rights provides the powerful language and monitoring system to assert that women's rights are an inherent part of all women's lives, and gender and development is an enabling tool for overcoming the social realities that violate those rights. We hope that this change in language will help catalyze changes in gender and development and women's rights theories and practices and improve women's and girls lives." Quoted from their web site at <http://www.awid.org/>.

methods. This was a vital part of the research process for advanced scholars as well as graduate students. Graduate students also practiced conducting focus groups with Dr. Blumberg's consultation.



Dr. Blumberg lecturing

The following is an excerpt from her lecture on Rapid Appraisal Methods:

A. Overview

1. It must be stressed that a gender analysis looks at both men and women, and the interrelationships between them. A gender approach is not just a new term for looking only at women.
2. The essential point is that gender relations between men and women involve a system of stratification - i.e., a relative ranking or position of men of different subgroups vs. women of the same subgroups, and of both in the society as a whole.
3. Accordingly, it is not enough to concentrate on "gender roles" and/or the "gender division of labor." This tells us about discrete activities of men and women but not how they are interrelated and how power and resources are distributed among them.
4. The newest approaches to "gender and development" (GAD) look at empowerment, not just activities. This makes it even more important to look at the gender division of income, tangible and intangible resources, and differential power in the overall relationship as well as in influencing specific kinds of decision.
5. There are important empirical and conceptual reasons for concentrating on relative male vs. female control of economic and other resources, and manifestations of relative power.

On the one hand, economic power (most typically in the form of income) has been hypothesized and found to be women's most achievable of the major forms of power (generally considered to be economic, political, force/violence, ideology, information). On the other hand, the relative economic power of men and women at various levels of the society (ranging from the micro level of the couple to the macro level of the state) appears to be the single most important - although not the sole - form of power in affecting women's overall position in the gender stratification hierarchy. Moreover, enhancing a person's economic power **increases his/her self-confidence, as well as say (power) in various kinds of decisions: domestic well-being, control of household economic assets, fertility and land use/environmental conservation.** Additionally, in most societies - especially in

sub-Saharan Africa - there tend to be gender-differentiation in both income streams and expenditure responsibilities. In general, the pattern is that women with income under their control who also have provider responsibilities, tend to: hold back less for themselves, and devote their income more singlemindedly to children's nutrition, education, and healthcare, as well as to general family well-being.

B. The "Basic Variables" and their Variation within a Project Area: Here is a list of some of the essential information on gender to be collected in gender analysis research, monitoring and evaluation:

1. **Gender division of labor** (e.g. employment composition by gender in targeted industrial subsectors; male/female activities by crop and/or animal and phases of the yearly farming cycle). Here we want to show who does what - is an activity carried out by adult men, adult women, boys, girls? Also, are these members of the family or hired labor?
2. **Gender division of resources** (especially those relevant to the project) - these can include land, animals, equipment, etc. among tangible resources. But because of differential power in the sociopolitical as well as economic sphere, men and women also can have differential access to the intangible resources of the "networks of influence" - i.e., "connections and clout." Ownership of a resource is not enough: power flows from control of the resource.
3. **Gender division of income.** This tends to be the crucial resource for women in most gender stratification systems. The reason for this is that women are much less likely to control tangible resources such as land than they are to earn (at least a little) income. Moreover, both men and women in even the most remote areas have been drawn at least partially into the monetized world economy, and the proportion of women who earn an income has been rising almost everywhere in the world. Note that earning income is not the same thing as being counted as "economically active" in a country's labor force data. Labor force statistics notoriously undercount the urban informal sector and low resource farming - exactly the two economic sectors where poor Third World women are most likely to be found.
4. **Gender division of time,** from daily to yearly, and especially how the activities targeted by the program/project fit into men's and women's time budgets. This must be ascertained for "normal," "peak", and "slack" times. This is another critically important dimension since women tend to work longer hours than men: not only do they spend long hours on productive activities in most societies, they almost always bear responsibility for - and do most of the labor in - reproductive activities: they fetch water and firewood, cook, clean, care for the children, etc. The net result is that women



Focus Group Workshop

are disproportionately likely to suffer from another form of poverty: "time poverty."

5. **Gender division of constraints/opportunities.** For most development projects, it is the gender division of constraints that is most important. If, for example, married women are not allowed to talk to a project worker of the opposite gender, or it is not socially acceptable for an unaccompanied woman to go out at night, or ride public transportation, etc., then any project components which would require women to do the socially disapproved activities in order to participate will unwittingly exclude them. This is a classic example of "gender-blind" development. It just never occurred to those who designed the project that women might not be able to participate in whatever they had planned. (Another classic example is scheduling the activities in which women are more expected to participate right during the middle of their busiest times of day, week, month or season.) An example of a gender-differentiated opportunity is the opening of a new agribusiness processing plant that is engaged in tasks that traditionally fall on the female side of the division of labor and explicitly goes about recruiting female labor.
6. **Gender division of sociopolitical and "community management" roles** is another useful form of information, although for many projects, this is an extra, not a core requirement to explore.

The discussion about constraints and opportunities leads to what is known in the gender analysis literature as **project adaptation.** It is one of the main reasons for including gender in monitoring and evaluations of an on-going project and means that action was taken to correct any aspects of the project that were revealed as impacting negatively on a particular subgroup of women or men. Thus, project adaptation becomes an issue whose efficacy can be followed up in subsequent M & E, using some of the rapid appraisal techniques described above. (The previous discussion is drawn from Blumberg's theories and research on gender stratification and gender and development.)

## FELLOWSHIPS & GRANTS

**American Association of University Women (AAUW) International Fellowships:** Women graduate students from countries outside the United States are invited to apply for a \$16,860 fellowship from the AAUW Educational Foundation for study or research in the United States. Of the 47 fellowships awarded, six are available to members of the International Federation of University Women for graduate study in a country other than their own. Full-time graduate or post-graduate study in all disciplines for one year, and Studies important to changing the lives of women and girls. The Foundation also awards several annual Home Country Project Grants (\$5,000-\$7,000 each). These grants support community-based projects designed to improve the lives of women and girls in a fellow's home country. Eligible Foundation International Fellowship recipients will receive further information on the program. For more information, visit AAUW Educational Foundation's website at <http://www.aauw.org/3000/fdnfelgra/internat.html>

### New Conference Travel Grant for UIUC Students

In order to encourage students to make presentations at academic conferences, WGGP is establishing the WGGP Conference Travel Grant. Beginning in Fall 2001, each academic year, WGGP will award three \$100 travel grants for UIUC students making conference presentations. To apply, submit a letter of request to the WGGP Program, including the name of the conference, location, dates, and the title of the presentation. Preference will be given to students enrolled in the GRID Concentration. Annual deadlines for submissions are October 15 and February 15. This travel grant will take the place of our Annual Student Paper Competition which has been discontinued.

**Ford Foundation's International Fellowships Program** will support up to three years of postgraduate study anywhere in the world for "exceptional individuals who are committed to the betterment of their societies". A major goal is to provide the fellowships to individuals from social groups and communities that lack systematic access to higher education. These may include women, members of racial or ethnic minorities, people with disabilities or those living in rural areas. The fellowship money may be used to pay for education at American colleges and universities. Fellows may pursue masters or doctoral-level programs in any academic discipline or field that relates to the foundation's grant-making goals. For more information, visit the foundation's Website at [www.fordfound.org](http://www.fordfound.org)

## INTERNSHIP

Opportunity with the World Food Programme: The World Food Programme (WFP), the food aide organization of the UN, is seeking approximately 40 currently enrolled Master's or PhD students to serve as "Survey and Advocacy Associates" this summer and/or fall, 2001. These "Associates" will be trained to conduct a survey of school feeding programmes worldwide. "Associates" will travel to 2-3 national capitals during their three-month assignments to gather information about the scope and coverage of current school feeding initiatives. 2001. Citizens of all countries are eligible, but WFP is particularly interested in citizens of lesser-developed countries, the USA, Japan, Scandinavia and some European countries. All must be fluent in English and a second language in French, Spanish, Portuguese, Chinese, Russian or Arabic is desired. Students from lesser-developed countries studying in the US or Canada are welcome to apply if they meet the other qualifications. Likewise US students who wish to expand their international experience and competencies and have already acquired international travel, study or work experience are being sought. These work assignments will require personal initiative, independent judgment and professionalism. They are excellent opportunities for students to travel internationally, develop their resumes as serving with a respected international organization, and earn a stipend at the same time! For more information go to <http://www.msue.msu.edu/intext/wfp/> or contact the MSU recruiting office at [wfp@msue.msu.edu](mailto:wfp@msue.msu.edu). Applications for the first summer group need to be received by May 1 or as soon as possible thereafter as the first training session will commence during the last week of May. All correspondence can be handled through the Website or by e-mail.