



*The World's Largest Open Access Agricultural & Applied Economics Digital Library*

**This document is discoverable and free to researchers across the globe due to the work of AgEcon Search.**

**Help ensure our sustainability.**

Give to AgEcon Search

AgEcon Search

<http://ageconsearch.umn.edu>

[aesearch@umn.edu](mailto:aesearch@umn.edu)

*Papers downloaded from **AgEcon Search** may be used for non-commercial purposes and personal study only. No other use, including posting to another Internet site, is permitted without permission from the copyright owner (not AgEcon Search), or as allowed under the provisions of Fair Use, U.S. Copyright Act, Title 17 U.S.C.*

*No endorsement of AgEcon Search or its fundraising activities by the author(s) of the following work or their employer(s) is intended or implied.*

# CWAE

NEWSLETTER OF THE COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

WINTER/SPRING ISSUE 1990

IN THIS ISSUE:

- Chairperson's Report.....2
- Subscriptions to the CWAE Newsletter.....2
- Visiting at the National Center for Food and Agricultural Policy.... ..2
- CWAE Workshops at the 1990 AAEA Annual Meeting.....3
- A View from the "Other Side".....3
- Efforts Fail to Advance Women's Jobs.....4
- CWAE Planning Survey Results.....5
- Working for Cornell Cooperative Extension.....5
- CWAE Scholarship Fund.....6
- Opportunities for Women in the Workplace: Equal or Lacking?.....6
- Structural Adjustment and African Women Farmers.....8
- Newsnotes.....9
- News of Women in Agricultural Economics.....10
- Job Announcements.....10

WAITE MEMORIAL BOOK COLLECTION  
DEPT. OF AG. AND APPLIED ECONOMICS  
1994 BUFORD AVE. - 232 COB  
UNIVERSITY OF MINNESOTA  
ST. PAUL, MN 55108 U.S.A.

Eileen van Ravenswaay  
CWAE Chairperson  
Dept. of Agricultural Economics  
Michigan State University  
East Lansing, Michigan 48824  
(517) 353-8628

Joy Harwood  
CWAE Newsletter Editor  
USDA/ERS/Crops Branch  
1301 New York Avenue, N.W.  
Washington, D.C. 20005  
(202) 786-1840

## Chairperson's Report

*Eileen van Ravenswaay  
Michigan State University  
East Lansing, Michigan*

The past six months have demonstrated to me that CWAE is an extremely valuable asset for women agricultural economists and that CWAE makes an important and unique contribution to all agricultural economists. Let me share with you some examples of how CWAE does this.

CWAE is a focal point for people who are seeking to employ women agricultural economists. I have received numerous phone calls this year requesting assistance from CWAE in identifying qualified women for academic positions. Because of the efforts of our membership subcommittee and Lona Christoffers in our AAEA business office, CWAE now offers employers access to a low-cost, easy-to-obtain mailing list of women members of the AAEA. As those of you who have served on search committees know, this is a very valuable service to provide our profession as well as a benefit to women agricultural economists. Please pass along this information to your department chairpersons and search committees, and encourage your women graduate students to become members of AAEA so that their names are included on the list.

The CWAE Newsletter is becoming well known as a place to advertise job announcements. The Newsletter also provides visibility for women's achievements and concerns in our profession. Most importantly, the Newsletter is an opportunity for us to share the kinds of professional problems and opportunities we have personally encountered and responded to because we are women agricultural economists. I am grateful to all our contributors for reflecting on and articulating their experiences so that you and I may learn from them.

The concerns of women agricultural economists are also given visibility by the events we sponsor and participate in at the AAEA annual meetings. This year, concerns about sexual harassment and career-family issues will be addressed in two AAEA workshops organized by our Professional Activities Subcommittee. The workshop on sexual harassment will feature Jan Salisbury and include audience participation. The workshop on career-family issues will provide a panel of speakers including Stephanie Mercier (ERS), Sermin Hardesty (Rice Growers Association), and Ray Bollman (Statistics Canada and President of CAEFMS).

CWAE is looked to as an important source of information about the status of women agricultural economists. For example, I was recently called by a department chairperson seeking information for a report on diversity required by his university. With the assistance of our AAEA Business Office, CWAE was able to provide some useful information on the status of women agricultural economists. However, this request also revealed some large gaps in our knowledge. Our Employment Subcom-

mittee is working on ways to help improve this information for the future.

These are just a few of the ways that CWAE contributes to women and their fellow agricultural economists. Let's keep up the good work together.

## Subscriptions to the CWAE Newsletter

Do you have colleagues who have not yet sent in their subscription for the 1989/90 CWAE Newsletter? Initially funded by the USDA/ERS and the Farm Foundation, the Newsletter has grown and needs to become self-supporting. Published three times per year, the Newsletter now costs \$5 annually and is no longer available free-of-charge to AAEA members. Please encourage your colleagues to subscribe to ensure their receipt of all 1989/90 issues. Checks for the \$5 subscription fee should be made payable to: AAEA Business Office; 80 Heady Hall; Iowa State University; Ames, Iowa 50011-1070. For those who have subscribed to the Newsletter--your interest is much appreciated!

## Visiting at the National Center for Food and Agricultural Policy, Resources for the Future

*Nicole Ballenger  
USDA/ERS  
Washington, D.C.*

After more than five years at the Economic Research Service (ERS), where I had been since receiving my PhD, it was time for a change. I applied for a resident fellowship at the National Center for Food and Agricultural Policy (NCFAP), received an offer, and secured ERS' blessing for a leave of absence of about 8 months.

For me, being at NCFAP is indeed a change. Before coming here I supervised a staff of five, participated in administrative decisions for a Branch of twenty-five employees, and directed a project with twenty participants. Life was a busy routine of answering phone and written requests for information, planning and attending meetings, preparing and managing analyses requested by the Administration, reviewing countless articles and papers generated for ERS' multitude of outlets, writing project reports and performance evaluations, recruiting and interviewing, and finally, struggling to keep my own research agenda on some semblance of a track. It was challenging and interesting, but never quiet!

Many aspects of my ERS job evaporated immediately upon arriving at NCFAP. This is a much smaller organization and I'm essentially on my own: no management

responsibilities and no General Public in need of a civil servant. Meetings are few and short. I read the literature, think, and focus on one or two things for days at a time. In short, it's a great break for me, but that does not mean all's quiet at NCFAP.

NCFAP is one of four divisions at Resources for the Future (RFF), including Energy and Natural Resources, Quality of the Environment, and the Center for Risk Management. As environmental and food safety issues come to the forefront of the agricultural policy debate, NCFAP's program is increasingly integrated with those of the other divisions. The permanent staff of the Center currently includes six economists and policy analysts, as well as a research assistant and an administrative and support staff. There are currently five full- and part-time visiting and resident fellows. The Center's agenda includes basic research, policy analysis, and outreach and education programs. Bridging the gap between the academic and agricultural policy communities seems to be NCFAP's niche.

Since I arrived in October, these are just some of the Center's accomplishments:

- Publication of two books: the 1989 Agricultural Policy Review, containing articles on the political economy of U.S. agriculture, and the 1990 Annual Policy Review, looking at issues facing the formulators of the first Farm Bill of the new decade;
- The staging of a public policy briefing, attended by private and public sector representatives, as well as the press, on pesticides and food safety;
- The organization and publication of the results of a meeting (held in Budapest!) of the International Policy Council, an international group of agricultural policy experts for which NCFAP is the secretariat; and
- The 1990 Leadership Development Program, featuring seminars, workshops, and briefings on food and agricultural issues for mid-career professionals from many agriculture-related professions.

Resident fellows have the opportunity to get involved in the Center's program in a number of ways. There are opportunities for joint research with NCFAP staff and/or economists in other divisions of RFF (particularly if your specialization is environmental or resource economics, or the economics of regulation). Resident fellows often contribute to the development and writing of the Annual Policy Review.

You might be asked to participate in briefings for the Congress, other public officials, or the private sector on a broad set of agriculture and food policy topics. This provides exposure to a wide range of public and private sector interest groups who may later seek your input. Additionally, members of non-U.S. agricultural interest groups, such as the Australian Wheat Board, often stop at

the Center when they come to Washington. Being here is a chance to interact with these groups, too.

Basically, this is an excellent work environment: a good place to get some thinking done and to get some exposure to a Washington perspective on agricultural policy. Having access to the Brookings library is great and the RFF weekly seminar series will put you on the frontier of policy issues and research methodology in resource and environmental economics.

### **CWAE Workshops at the 1990 AAEA Annual Meeting**

CWAE is sponsoring two consecutive workshops at the 1990 AAEA annual meeting in Vancouver. The first workshop addresses sexual harassment in the workplace, while the second workshop addresses issues concerning career and family. The workshops are free and will be held Sunday morning, August 5, 1990, as part of the regular sessions of the AAEA meeting. No special preregistration is needed. All attendees at the annual meeting are invited to participate.

The workshop on sexual harassment will address what kinds of actions constitute sexual harassment and the remedies available. The workshop on career and family will address child care and the tradeoffs a working parent has to make between home and office and how that affects promotion potential.

Employers and department chairpersons are particularly urged to attend. For more information, contact: Stephanie Mercier; USDA/ERS/CED/Crops Branch; Room 1034; 1301 New York Avenue, N.W.; Washington, D.C. 20005-4788. Her phone number is (202) 786-1840.

### **A View From the "Other Side"**

*Catharine Lemieux  
Indiana State University  
Terre Haute, Indiana*

In August 1989, I accepted an acting appointment as Associate Dean for Research at Indiana State University. At ISU, this position reports to the Dean for Graduate Studies and is responsible for managing the Office of Research. This means helping approximately 800 faculty and administrative staff from six colleges and schools (Arts and Sciences; Business; Education; Technology; Health, Physical Education, and Recreation; and Nursing) find external funding for research and creative activities.



The job essentially requires two things: 1) the ability to motivate faculty; and 2) knowledge of funding sources. Coming from the faculty, I had definite ideas about the first, but I have had a lot to learn about the second. On any given day, I may be asked about specific National Science Foundation (NSF) or National Institutes of Health (NIH) programs or the likelihood of obtaining funding from foundation, state, or federal sources.

As an agricultural economist, especially one that is not employed at a land grant institution, I am used to looking for funding in unconventional places. Obviously, one can't learn everything there is to know in six months. I know I have learned a lot about funding opportunities in the short time I have been here.

Most of the ISU faculty have never sought external funding, so the Office of Research must increase awareness of funding opportunities and assist faculty in preparing grant applications. One of the hardest things for novice grant writers to understand is the difference between writing for publication and grant writing. Grant writing requires selling. Often the people making the funding decisions are not in the discipline, so the proposal must be intelligible to the educated layman.

My background in agricultural economics has helped me in this area. Agricultural economists are used to working on problems that are relevant. Much of our work is ultimately presented to non-economists, government policymakers, producers, or consumers. We are also familiar with the necessity of selling our ideas, either to policymakers or grantors. Additionally, agricultural economics is a discipline that has a great deal of overlap. One could find agricultural economists working with hard scientists such as biologists or biochemists, or social scientists such as sociologists. This gives us an appreciation for what is required to do research in other disciplines.

ISU's faculty size demands an increasingly interdisciplinary approach to research. Thus, another part of my job involves working with interdisciplinary groups on developing their research ideas. By working in groups, the critical mass needed to tackle large and more complex projects can be achieved.

Although I have enjoyed my tenure as an administrator, I have made the decision to return to the faculty ranks. Administration severely limits the amount of time one can spend on research. And if you think you have a lot of interruptions and meetings as a faculty member, wait until you become an administrator. In my job, most of the people we deal with are up against tight deadlines and want our office to move heaven and earth to help them. We do what we can.

The hours are also much more rigid. (Administrators do not get spring break.) Accountability is also quite different. Ultimately, I am judged by the dollars of external funding received by Indiana State University, and this parameter is only partially under my control. However, this is not very different than being judged as a teacher by

how well your students perform. Although applications are up by approximately 50 percent, increases in awards have not yet been realized.

Finally, this is the first professional position I have ever had where a majority of the members were women. When I attended the National Council of University Research Administrators, it was the first professional meeting I had ever attended where it was difficult to get into the ladies' room. After being a minority for so long, it is strange to be just one of the crowd.

Although I have enjoyed the challenge of helping others find external funding for their research, I am anxious to return to my faculty position and pursue my own research interests.

### Efforts Fail to Advance Women's Jobs

(Editor's Note: The following paragraphs summarize an article by Cindy Skrzycki that appeared on the front page of the February 20, 1990 edition of the Washington Post. It was brought to the attention of the CWAE Newsletter by Craig Jagger, USDA/ASCS.)

For more than ten years, corporations have rushed to roll out a variety of family-oriented benefits to keep women in the workforce--everything from on-site daycare to flexible hours. But while these benefits are popular, they have done little to help women move up the corporate ladder. In fact, they may have hindered women's advancement by taking attention away from the sexism and stereotyping that has always made it difficult for women to advance.

Vickie Tashjian, vice-president of Wick and Co., a Delaware-based research firm, says her concern is "that a lot of companies are active mainly in (family) issues and they aren't really interested in addressing the growth and development of women." She interviewed 50 professional/managerial women who had left Fortune 500 companies after five years or more of experience. She found that they left because they felt dead-ended in their jobs, not because of the pressures of juggling work and family. About half were mothers.

Corporate CEO's concede there is a "glass ceiling" that prevents female executives from reaching the executive suite. A survey by Catalyst, a research group that helps companies foster women's careers, found that nearly three-quarters of the more than 200 CEO's surveyed said there were identifiable barriers to women climbing the ladder. The barriers they mentioned include stereotyping and preconceptions (81 percent), a reluctance to take risks with women in line positions (49 percent), and a lack of careful career planning and planned job assignments (47 percent). These findings run counter to the assumption that many women leave the workforce or change jobs because of their children.

Korn/Ferry International in New York, the world's largest executive-research firm, indicates that, on average, women hold 3 percent of the top 20 positions in the largest companies, up only 1 percentage point from 1986. The report predicts, however, that this number will jump to 16 percent by 2000 as the growing number of women in middle management force their way up. Still, Korn worries that some of the flexible new options offered to women may wind up creating new barriers to advancement.

One reason companies have embraced work and family programs is that they believe it is a key recruiting and retention tool in a shrinking labor market filled with more single parents and women. Still, management consultants stress that companies should not let family benefits overshadow initiatives such as continuing education, and leadership development and mentor programs that have helped women advance. According to Tashjian, "All companies, as they compete for people, eventually will have daycare and flextime. Companies with the edge will have those and will also aggressively develop women by giving them meaningful work."

## CWAE Planning Survey Results

*Margaret Andrews  
234 G St., S.W.  
Washington, D.C.*

Twenty-five individuals responded to the CWAE Planning Committee's questionnaire published in the Fall 1989 issue of the CWAE Newsletter. Major results of the survey include:

- Sixty-eight percent of the respondents expressed interest in attending a career development workshop. Preferred topics were research grantsmanship and negotiating skills.
- Respondents favored joint sponsorship of career development workshops, with CWAE joining together with another AAEA committee in the effort.
- Fifty-six percent of the respondents expressed interest in the career and family issues workshop. For this type of workshop, job-finding for two-career couples was the highest-ranked issue.
- Seventy-six percent of those responding to the question on discrimination believed that there is a need for discussion of discrimination issues in the profession.
- A symposium for both men and women was the most frequently indicated format for a discussion on discrimination.

## Working for Cornell Cooperative Extension

*June C. Grabemeyer  
Cornell University  
Williamson, New York*

Have you ever seen the Norman Rockwell print of the county agricultural agent? There "he" is, looking over the calf while the young boy holding the halter looks on with anticipation. Some people still believe this bit of nostalgia, but it is not the reality of today's extension programming in agriculture. As farming has changed with the times, so has the Cooperative Extension Service.

Cooperative extension offers a variety of job opportunities. Positions are specialized by program area and most agents and specialists in farm management positions have a Master's degree in agricultural economics. Agent positions are county or multi-county assignments. Specialist positions are regional or campus-based. While it is a nation-wide system, it varies from state to state as to how it is set up and funded. Much of the support in New York comes from the county level.

I am a regional extension specialist and work as part of a team. The team is responsible for dairy, livestock, and field crops programs in Ontario, Seneca, Wayne, and Yates counties. I am responsible for the farm management and marketing programming. The other two members of the team are a dairy and livestock specialist and a field crops specialist.

I enjoy the diversity of my job. I work with a variety of people. My job is adult education and involves disseminating information from Cornell and other research sources to the agribusiness and producer community. I write articles for our team's monthly newsletter, "FOCUS on Agriculture," and do radio spots (2-3 minutes) for a weekly cooperative extension report. I also send out news releases on current topics and have done several phone interviews with reporters for the local newspapers.

I am also responsible for planning and conducting workshops and seminars. A lot of my job involves one-on-one consultations. Most are follow-ups from meetings. Other times, I consult with farmers who want farm-specific details on things they have read or heard.

Farm management and marketing are pretty broad areas to cover, so I need to do a lot of reading to keep up to date on a variety of subjects. I handle information on taxes; estate planning; transfer of the farm from one generation to the next; retirement; insurance business arrangements; labor laws and management; financial analysis and recordkeeping (including computer use on farms); marketing of milk, livestock, and grains; and a lot of production economics. Management of resources and the business decision process get emphasis in all of the subjects I cover.

The most difficult thing about my work is planning enough time to keep up with the mail and phone calls. I have a lot of material and information to distribute in a timely manner. I usually have a few calls each day. Some can be handled in a few moments on the phone and others may need a farm visit and more detailed information for a follow-up.

Much of my work is done out of the office. My space is a limited open cubicle, so any discussions of the farmer's financial or business arrangements need to be in a space where confidentiality can be assured. Not having an office area for clientele means I have to go out, and that is not always very time-efficient for me. I don't always have an "office of resources" in a briefcase.

Cooperative extension is a great place to work in education. You have challenging "students" with adult learners. If they don't like your program they are not forced to stay. We say they "vote with their feet." You need to know what you are teaching. I use a volunteer advisory committee of producers to set program needs and priorities. I enjoy the variety of the job. Extension is the cooperative effort extending the land grant colleges' research to the community, and I have the resources of Cornell supporting me.

What do you need to work in cooperative extension? Number one is patience and understanding. The physical working conditions are not always the best. They vary from county to county and will be what I'd call moderate. Don't plan on an executive "power suite" for an office. Plan on doing some road work. You can't advise on an expansion without seeing the "what is" for the farm, so own a pair of boots and plan on using them now and then. Number two is to be flexible. I work some evenings and weekends and I often have to make adjustments in my schedule on short notice. Third, you must like people, accept them as they are, and most important, be able to keep confidential the information they share with you.

### CWAE Scholarship Fund

*Maureen Kilkenny  
Pennsylvania State University  
University Park, PA*

Do you know of a young woman in agricultural economics in need of financial support? If so, you may want to know about the proposed CWAE scholarship fund. Last fall, the CWAE Board appointed a Scholarship Committee and charged it with developing a proposal. A proposal is now being prepared, to be submitted by June to CWAE, and to the AAEE Board at the annual meeting in Vancouver in August.

The committee is addressing the following topics: 1) the need for a CWAE scholarship fund; 2) fund-raising; 3) the type of fellowship; and 4) fund management. If you

have pertinent knowledge or experience on these topics, or knowledge of scholarship funds in general, we would appreciate hearing from you. Send any comments you may have concerning the fund to:

*Maureen Kilkenny  
Chair, Scholarship Committee  
Department of Economics  
524 Kern Graduate Building  
Pennsylvania State University  
University Park, PA 16802  
(814) 865-1106*

### Opportunities for Women in the Workplace: Equal or Lacking?

*Stephanie Mercier  
USDA/ERS  
Washington, D.C*

(Editor's Note: The following article summarizes an informal discussion sponsored by CWAE, "Opportunities for Women in the Workplace: Equal or Lacking?," at the 1989 AAEE annual meeting. The discussion was based on the Winter 1989 issue of the Journal of Economic Perspectives, which contained articles on this topic. Discussion leaders were Stephanie Mercier and Shida Henneberry.)

Between 1968 and 1986, data from Current Population Surveys (Bureau of the Census), showed that the average hourly wage of all working women as a fraction of men's average wages rose from 58.5 percent to 65.1 percent. Economists with articles published in the Winter 1989 issue of the Journal of Economic Perspectives attempted to explain this continuing differential.

James Smith and Michael Ward constructed skill distributions for all labor market cohorts of women. Smith and Ward found that new entrants into the female labor force have predominantly been women with little labor market experience and lower-than-average education. Compared to men over the last 30 years, working women on average lost almost a year of education and gained only half a year of market experience.

Smith and Ward found that in 1920, the average earnings of all women were 43 percent of all men, growing slowly to 53 percent in 1980. Smith and Ward make two important points. First, at current labor force participation rates, the distinction between women in the population and the workforce is disappearing. Second, today's working women are more and more opting for continuous and uninterrupted labor market careers. Consequently, the work experience and education of working women is increasing rapidly. Thus, they predict the wages of the average working woman will rise at least 15 percent faster than for the average man over the next 20 years, narrowing the differential to the point where women will make 74 percent of what men make in the year 2000.



In another article, Victor Fuchs claimed that overall, women have made no gains in economic well-being (relative to men) since 1960. The women/men ratio of money income almost doubled between 1960 and 1986, but women lost in three other measures of economic welfare. These factors include a decline in leisure time, an increase in the proportion of women dependent on their own income, and a rise in women's share of financial responsibility for children. From this perspective, women are at a serious disadvantage economically.

This position is illustrated by the incidence of occupational segregation by gender, measured by the Duncan index of dissimilarity. The Duncan index is constructed so that zero percent means no segregation and 100 percent shows complete segregation. For permanent, full-time wage-earners, the index across more than 500 occupations in 1980 for women was 57 percent, as compared to 33 percent for white versus black men.

It appears that this discrepancy cannot be explained by exploitation alone, because it is not markedly higher in monopolistic industries or monopsonistic labor markets, which theoretically would have more scope to discriminate than competitive settings. Some of this segregation can probably be attributed to prejudice on the part of other workers or customers, but socialization explains quite a bit. Historically, one of the primary goals of socialization has been to steer women to the roles of wife, mother, and homemaker, and away from that of wage-earner.

In short, we still see considerable evidence of both a persisting wage gap and occupational segregation that operates to the detriment of women in the workforce.

Why do women frequent certain job classes more than others, and why are they in general paid less for the work they do? The argument raised in a few of the articles found in this journal, though not framed explicitly, is that society wishes women to have and raise babies and not to work outside the home. It penalizes those women who by choice or necessity defy this prescribed role.

Put in economic terms, opportunity costs for men and women in the workforce, given identical abilities, ought to be the same, but they differ because women bear the costs of society's expectation that they will be only intermittent labor force participants because of time taken for child-bearing and child-rearing. This social externality seems to be applied to all women--married and unmarried--though costs in terms of foregone wages and chances seem to be higher for married women who have actually had children. This gives rise to the notorious "mommy track."

Not even the most ardent feminist can deny that given present medical technology, women have a clear advantage over men in child-bearing. However, I believe that it is only centuries of tradition and socialization, not biology and inherent women's and men's "spheres," that imply a similar advantage in the raising of children.

This negative externality affecting women begins at a very early age because many girls, conditioned to expect being wives and mothers--and wage-earners only secondarily--are pushed to develop skills that would help them better fulfill such roles. This trend can be clearly observed in the universities, where even in the 1980's, more women can be found pursuing majors in the humanities and more men are in science and engineering.

As recently as 1985, according to data on graduate students in the sciences and engineering gathered by the National Science Foundation, the highest participation rates to be found for women were about 30 percent for the biological sciences, and as low as 4-5 percent for our own field of agricultural economics. I'm sure most of you don't need statistics to confirm such a tendency, but only recall the male/female ratio in most of your graduate courses.

Some economists attribute a portion of the wage gap to the differing propensities of men and women to possess on-the-job training skills. While noting that men in general have twice as much of such training as women, they neglect to consider the fact that employers, not workers, control access to such opportunities. This discrepancy is justified on the grounds that women are more likely than men to leave a job for any reason. Recent research on turnover rates does not support this assertion.

The presence of children reduces women's wages for several reasons. They include:

- Women often leave the labor force during pregnancy and/or during the child's early years, causing loss of experience and training during the important, formative years of a career.
- If women with children continue to work, carrying primary responsibility for childcare often constrains their choice of a job because of such factors as work hours, location, limited work-related travel, etc.
- Women are more often forced to be absent from work for carpooling duties, caring for sick children, etc.

Add these factors to the tendency from birth to not acquire job-related skills because they expect to bear children, and the sources of the difference in opportunity costs between men and women in holding jobs seems quite obvious. The data are quite clear: compared with childless women, those with children earn less per hour and those wages drop sharply for each additional child.

All of this evidence provides a compelling argument for the existence of a substantial externality in the labor market due to society's anticipation that women will have and raise children. As with all externalities, it is conceivable that the solution for this problem does not lie within the labor market, but with the society which created and perpetuates this expectation.



Some economists don't see this as a problem at all. They believe that women's acceptance of an inferior position in the labor market is a "natural" adaptation to their responsibilities for children and housework. They see the labor market as functioning in a perfectly competitive manner, and not in need of correction.

If we accept, however, that this is a true problem that deserves attention and rectification, then we should explore potential resolutions. Barbara Bergman examined this question in another article within this same journal issue. Some economists maintain that if all relevant variables could be contained within a regression equation, then the gap between men's and women's wages could be explained without resorting to discrimination. Bergman, on the other hand, points out that many of the missing variables, such as men's greater disposition for alcohol and drug abuse, criminal behavior, and certain health problems would tend to increase the portion of the gap that can only be explained by discrimination or other non-market considerations.

As with any externality, you can either internalize the costs by taxation or subsidization, or assign property rights on the externality. If society receives benefits from reproducing citizens over and above the benefits received by the parents, then the social and private cost of child-bearing differ. The way society is currently structured, the burden for that externality falls primarily on the 51 percent of the population that is female in the form of reduced wages.

The optimal solution would be to alter society's attitude and convince men to share the tasks of child-rearing more equitably, thus leaving women at all ages more free to obtain job-related skills. That has clearly occurred in some families. However, for an entire society it is a rather ambitious project, and long-term at best. This leaves us with several second-best solutions to consider.

Some of these solutions would entail explicit involvement by the Government, some would not. The companies who treat women employees differently (based on the expectation that those women will not stay on the job as long as a comparable man) could be penalized, constituting an implicit tax on those sustaining the externality.

One partial solution that is in the public spotlight today is improvement of the daycare system, for which both Democrats and Republicans have offered legislative remedies. If such a law were passed in any meaningful form, it would entail an implicit subsidy of women with children in the workforce. Another alternative would be for the Government to give incentives in the form of tax breaks to institutions or companies who encourage women to acquire additional training.

I'm quite sure that I have not exhausted all the possibilities, both for solutions within the labor market and within society as a whole. This article is designed to represent the notion of discrimination against women in the

labor market in a somewhat new light, and to stimulate discussion.

I want to leave you with some questions to consider: Is this approach a valid one, and how could it be tested? If the concept of a negative externality endured by women due to the unequal sharing of the costs of raising children is worthwhile, which of the proposed solutions (or any others) would be most effective in eliminating this externality? Would this solution be cost-efficient and would it achieve the desired goal? I welcome your comments.

## Structural Adjustment and African Women Farmers

*Christina Gladwin  
University of Florida  
Gainesville, Florida*

Every year, the Center for African Studies at the University of Florida offers the Carter Lecture Series, a distinguished lecture series on topics of current concern to the development of sub-Saharan Africa. The series is named after Gwendolyn Carter, who worked for many years in Southern Africa. This year, the 1990 Series addressed the topic of "Structural Adjustment and Transformation: Impacts on African Women Farmers," in a conference on January 25-27, 1990. The conference was held at the University of Florida and was organized by Christina Gladwin of the Institute of Food and Agricultural Sciences.

Uma Lele (the Work Bank) was keynote speaker with a talk on "Women, Structural Adjustment, and Transformation: Some Lessons and Questions from the African Experience." She claimed that the role of women in African development is much stronger than in Latin America and Asia, and linked to the role of small-scale farmers in development. Then Stephen O'Brien (Chief Economist of the African Bureau of the World Bank) examined structural adjustment lending policies of the Bank and compared them to policies needed for structural transformation to occur. (Structural transformation is marked by substantive changes that lead to a decline in the labor force in agriculture to less than 50 percent.)

Bruce Johnston (Stanford University) spoke about "getting priorities right" in sub-Saharan Africa during the process of structural transformation. He analyzed the "strategic notions" of policymakers in light of his well-known distinction between a unimodal strategy of development that reaches out to a broad base of small farmers--many of whom are women in sub-Saharan Africa--and a bimodal strategy, which concentrates scarce resources of capital and land on a small subsector of large farms.

Other papers criticized the structural-adjustment lending conditions required by the Work Bank and the IMF in the 1980's in light of their negative impacts on women

farmers (Patience Elabor-Idemudia, Comfort Olayiwole), traders (Takiwaa Manuh and Gracia Clark), and consumers (Ruth Meena, Brooke Schoepf and Walu Engundu) in sub-Saharan Africa. Jean Due examined the impacts on women-headed households in Tanzania, Zambia, and Malawi. Jane Guyer contrasted the situations of women farming on small male-owned farms vs. their own farms vs. agribusiness farms in Nigeria. Policies were analyzed which affect women's production and incomes with increased market integration (Jean Ensminger), with new land tenure policies (Miriam Goheen), with new non-governmental organizations (Clara Osinulu and Lillian Trager), new land settlement projects (Della McMillan), and with fertilizer subsidy removal projects (Christina Gladwin).

In addition, FAO perspectives on structural adjustment and programs for women farmers were outlined (Anita Spring), a new interdisciplinary development program for women in agricultural development was described (Suzanna Smith and Barbara Taylor), and new training tools for the incorporation of gender analysis in farming systems or food security programs were reviewed (Susan Poats). Finally, a lively debate occurred on whether the "Economy of Affection" was gender-blind or not, with Pauline Peters and Goran Hyden on opposite sides.

The papers from the conference--funded by the Ford Foundation, the Women in Agricultural Development program at the University of Florida, and the Center for African Studies--will be collected and published in a 1990 University of Florida Press volume entitled, Structural Adjustment and African Women Farmers.

## Newsnotes

### Call for Applications: PhD Fellowships

Oregon State University's Department of Agricultural and Resource Economics invites applications for two USDA National Needs Fellowships for PhD students wishing to specialize in food and agribusiness marketing. Each fellowship carries an annual stipend of \$15,000 for three years.

Fellows will pursue a core program in advanced microeconomic theory, macroeconomic theory, and econometrics coordinated through OSU's Graduate Faculty of Economics, with specialty training in food and agribusiness marketing. Dissertation research in the area of food and agribusiness marketing may take advantage of the Department's substantial research on marketing and trade with Pacific Rim nations, the University's Natural Resources Trade Consortium, the International Institute of Fisheries Economics and Trade headquartered on campus, and close cooperation with Oregon's Department of Agriculture and Economic Development Department, and with various agribusiness organizations. A supervised

internship with one of these cooperating agencies or organizations is available to complement the research program.

Candidates for a National Needs Fellowship must be U.S. citizens and should have an MS in economics, agricultural economics, or a related field, or an MBA. Interested persons should contact: Steven Buccola; Agricultural and Resource Economics; Ballard Extension Hall 213; Oregon State University; Corvallis, Oregon 97331-3601. His phone number is (503) 737-2942.

### Call for Papers: Journal of Agribusiness

The Journal of Agribusiness, published by the University of Georgia's Division of Agricultural Economics and the Agricultural Economics Association of Georgia, announces a call for papers for its Fall issue. The Journal provides a forum for discussion and presentation of ideas related to issues and opportunities in agriculture and agribusiness. Papers on any topic affecting agribusiness are solicited and will receive national peer review. The submission deadline is July 2, 1990. For more information, contact: Jeff Jordan, Editor; Department of Agricultural Economics; Georgia Experiment Station; Griffin, Georgia 30223-1797. His phone number is (404) 228-7231.

### Call for Papers: International Conference of Agricultural Economists

The twenty-first International Conference of Agricultural Economists will meet in Tokyo, Japan, on August 22-29, 1991. The theme of the conference is "Sustainable Agricultural Development: The Role of International Cooperation." Papers are solicited that present the results of new research on any topic in the field of agricultural economics. The deadline is December 1, 1990. To obtain more information, contact: Bruce Greenshields, Chair of the Contributed Papers Committee; USDA/ERS; Room 1212; 1301 New York Avenue, N.W.; Washington, D.C. 20005-4788. His phone number is (202) 786-3310.

### Call for Papers: Journal of Agricultural Cooperation

The Journal of Agricultural Cooperation invites the submission of manuscripts for the 1991 issue. Submissions should report results of applied or basic research on the economic, legal, or sociological aspects of farmer cooperation. The format for submissions is on the inside back cover of any recent issue. Three copies of manuscripts should be submitted before October 5, 1990 to: Emerson Babb, Editor; Food and Resource Economics Department; 1130 McCarty Hall; University of Florida; Gainesville, Florida 32611. His phone number is (904) 392-1854.

### **Canadian Agricultural Economics and Farm Management Society (CAEFMS) Workshop**

All AAEA members are invited to attend the Workshop of the Canadian Agricultural Economics and Farm Management Society (CAEFMS) to be held in conjunction with the meeting of the Agricultural Institute of Canada (AIC) in Penticton, British Columbia on July 22-25, 1990. The theme of the AIC meeting is the agri-resource interface. CAEFMS workshop sessions will address this topic plus topics on extension, farm management, and the agricultural outlook. For more information, contact: Michelle Veeman, CAEFMS Workshop Coordinator; Department of Rural Economy; University of Alberta; Edmonton, Alberta.

### **International Agricultural Trade Research Consortium (IARTC) Symposium**

The theme of the next International Agricultural Trade Research Consortium symposium is "Agriculture and Trade in the Pacific: Toward the 21st Century." The symposium will be held in Honolulu, Hawaii on August 1-2, 1990, and is co-sponsored by the University of Hawaii and the East-West Center. For more information, contact: Laura Bipes; Department of Agricultural and Applied Economics; University of Minnesota; 231 Classroom Office Building; 1994 Buford Avenue; St. Paul, Minnesota 55108. Her phone number is (612) 625-1757.

### **News of Women in Agricultural Economics**

Ann Anderson has accepted a position with CBS Radio News in Istanbul, Turkey. She recently received the MS degree from the University of Illinois.

Mary Bohman is a visiting assistant professor at the University of British Columbia until December 1990. She is on leave from the University of California at Davis.

Bonnie Colby received the Outstanding Research Scientist award from the University of Arizona's College of Agriculture.

Rita Hamm has accepted a position as a research assistant at North Dakota State University. She was formerly at Florida Atlantic University.

Karen Hamrick has accepted a position as an economist at USDA's Economic Research Service. She was formerly at the CIA.

Loy Harwood (Economic Research Service) has received a LEGIS Fellowship to work on Capitol Hill for six months. She is in the office of Senator Robert Dole (R-KS), focusing on provisions of the 1990 Farm Bill.

Maureen Hinkle (National Audubon Society) has accepted membership on the Advisory Council of the National Center for Food and Agricultural Policy, Resources for the Future.

Anne Peck (Stanford University) received the Earl M. Combs, Jr., Award from the Chicago Board of Trade Educational Research Foundation.

Maura Schwartz has accepted a position as an agricultural marketing specialist with USDA's Agricultural Cooperative Service. She recently received the MS degree from the University of California at Davis.

Linda Scott has accepted a position as an agricultural economist at USDA's Economic Research Service. She recently received the MS degree from the University of Minnesota.

Judith Stallman (Virginia Tech) received a National Leadership Development Program award from the National Center for Food and Agricultural Policy at Resources for the Future.

Teresa Taylor has accepted a position as an agricultural economist with the Tennessee Valley Authority in Muscle Shoals, Alabama. She recently received the MS degree from the University of Georgia.

Marie Wildenthal, a PhD student at Texas A&M University, has been awarded the Tom Slick Research Fellowship.

### **Job Announcements**

#### **California Polytechnic State University San Luis Obispo, California**

**Assistant/Associate Professor, Natural Resources Management.** This is a tenure-track, academic year appointment in the Department of Natural Resources Management. The appointment begins September 1990. Salary is commensurate with qualifications and experience. This position involves teaching undergraduate and graduate courses in resource economics, policy, and administration; forest valuation; and related courses. Applicants should have a PhD in resource policy/economics or a related field with at least one degree in forestry or a closely related field. Professional experience is desired and a strong interest in teaching is essential. Interested individuals should submit a resume, transcripts, and three letters of recommendation, by June 1, 1990, to: Tim Plumb; Natural Resources Management Department; California Polytechnic State University; San Luis Obispo, California 93407.



**Cornell University  
Ithaca, New York**

**Assistant Professor, Agricultural Economics.** This is a tenure-track position in resource economics and public policy. The effort allocation is 60% research and 40% extension. The successful candidate is expected to develop a strong research and extension program in environmental and resource economics. The incumbent will have flexibility in selecting topics, but a major focus should be on the consequences of public policies related to agriculture, resource use, and environmental issues important to New York State and the nation.

A PhD in agricultural economics, resource economics, or economics, with training appropriate to the analysis of public policies related to resource use and environmental issues, is essential. Salary is competitive and commensurate with background and experience. An attractive fringe benefits package is available. The application deadline is August 15, 1990. Applicants should submit a letter of application, vita, transcripts, samples of published work, and the names of three references to: William G. Tomek, Chair; Department of Agricultural Economics; 102 Warren Hall; Cornell University; Ithaca, New York 14853-7801. His phone number is (607) 255-4576.

**Economic Research Service  
Washington, D.C.**

**Agricultural Economists.** Applications are invited for agricultural economist positions in USDA's Economic Research Service. Responsibilities range from long-term research projects to quick turnaround analyses. Excellent analytical and communication skills are required as well as an MS in agricultural economics (or equivalent education and/or experience) for grades 9 and 11 and a PhD in agricultural economics (or equivalent education and/or experience) for grades 12 and 13.

Salary range is \$24,705-\$55,381, plus attractive benefits and reimbursement of moving costs to Washington, D.C. (if appointed at grade 12 or 13). U.S. citizenship is required. To apply, obtain a copy of announcement WA-AG-9-50 (grades 9 and 11) or WA-AG-7-01 (grades 12 and 13) from department heads, federal job information centers, state employment services, or the Examining Unit, USDA/ERS, Room 1443 South Building; Washington, D.C. 20250-3500. For more information, phone (202) 447-3660.

**Pennsylvania State University  
University Park, Pennsylvania**

**Assistant Professor of Agricultural Economics, Community Economics, and Public Policy.** This is a twelve-month, tenure-track, extension-research position. A higher rank can be considered for an appropriately qualified candidate. The allocation of responsibilities is negotiable, but the primary appointment will be in extension. The major responsibility is to provide statewide leadership for extension education programs dealing with issues such as public finance and taxation, the provision of public services, land use planning, and environmental quality as they relate to rural development. Respon-

sibilities include working with county and regional extension faculty, government officials, and citizens to create education programs that expand the capacity of communities to develop and respond to policy initiatives at the local, state, and federal levels. Complementary research responsibilities are expected.

A PhD in agricultural economics, economics, or a closely related field with an interest in community economics and public policy is required. Salary is competitive and commensurate with background and experience. The position is available September 1, 1990.

**Assistant Professor of Agricultural Economics, Rural Economic Development.** This is a twelve-month, tenure-track, extension-research position. A higher rank can be considered for an appropriately qualified candidate. The allocation of responsibilities is negotiable, but the primary appointment will be in extension. The major responsibility is to provide statewide leadership for extension education programs dealing with employment and income issues in rural areas and alternative policies and programs for addressing those issues. These responsibilities include working with researchers, county and regional extension faculty, government officials, and citizens groups involved in rural economic development activities. Research responsibilities will focus on the determinants and consequences of economic development in rural areas.

A PhD in agricultural economics or economics with an interest in rural economic development is required. Salary is competitive and commensurate with background and experience. The position is available September 1, 1990.

Applicants for either of these positions should submit a letter of application, resume, academic transcripts, and three letters of evaluation by June 30, 1990 to: Frank Goode; Chair, Search Committee; Department of Agricultural Economics and Rural Sociology; 8 Weaver Building; The Pennsylvania State University; University Park, Pennsylvania 16802.

**University of Vermont  
Burlington, Vermont**

**Assistant Professor, Agricultural and Resource Economics.** This is a 9-month, tenure-track appointment, available in August 1990, that involves 70% teaching and 30% research. The successful candidate will teach both undergraduate and graduate students in small business and agribusiness management and marketing. Undergraduate and graduate advising is also an important component of this position. The faculty member will be expected to develop and carry out an effective research program to complement her/his teaching interests, professional training, and Experiment Station objectives.

Salary is commensurate with rank and experience. Applicants should send letters of intent, current resume, recent transcripts, and the names of three references to: C. Lynn Fife; Chair, Search and Selection Committee; AREC-UVM; 601 Main Street; Burlington, Vermont 05401. The application deadline is June 1, 1990.

---

Thanks to Sandy Suddendorf and Linda Calvin for their help in newsletter production.



American Agricultural Economics Association  
Business Office  
80 Heady Hall  
Iowa State University  
Ames, Iowa 50011-1070

Non-Profit Org.  
U.S. Postage  
**PAID**  
Permit No. 187  
Ames, IA 50011