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CGIAR GENDER PROGRAM

WORKING PAPER, NO. 5

RECRUITMENT RESOURCES IN EUROPE

A List of Professional Organizations

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LIST OF WORKING PAPERS

- Working Paper, No. 1 Status of Internationally-Recruited Women in the International Agricultural Research Centers of the CGIAR; Deborah Merrill-Sands and Pammi Sachdeva; October 1992
- Working Paper, No. 2 Spouse Employment in Organizations Around the World: A Toolkit for Developing Policies and Practices; Madelyn Blair, December 1992
- Working Paper No. 3 Spouse Employment at IRRI: A Case Study; Deborah Merrill-Sands; March 1993
- Working Paper No. 4 Strengthening the Recruitment of Women Scientists and Professionals at the International Agricultural Research Centers: A Guidelines Paper; Sarah Ladbury; October 1993
- Working Paper No. 5 Recruitment Resources in Europe: A List of Professional Organizations; Stella Mascarenhas-Keys and Sarah Ladbury; October 1993
- Working Paper No. 6 Filipino Women Scientists: A Potential Recruitment Pool for International Agricultural Research Centers; ISNAR and PCARRD; October 1993
- Working Paper No. 7 Recruitment Resources in the USA: A List of Professional Organizations. Deborah Merrill-Sands (forthcoming, 1993)

INTRODUCTION

These recruitment notes have been prepared as part of the CGIAR Gender Program's support to the international agricultural research centers of the CGIAR. They are designed to assist the centers' efforts to strengthen the recruitment of women professionals and scientists to international staff positions.

The need for the centers to strengthen mechanisms for reaching women in their recruitment exercises is evident in the fact that, in 1992, women accounted for only 8% of the pool of applicants for international staff positions in the CGIAR system. This is less than the proportion of women (12%) in international staff positions in 1991.

The notes provide information on a wide range of professional organizations and contacts which can assist centers in casting their recruitment nets more widely so as to exploit a larger and more diverse pool of potential applicants. The notes provide contact addresses, information on total membership, recruitment support services offered, and fees (based on 1993 information).

These notes serve as a supplement to the guideline paper on policies and practices for strengthening the recruitment of women for international staff positions at the centers:

Guidelines for Strengthening the Recruitment of Women Scientists and Professionals in the International Agricultural Research Centers, by Sarah Ladbury. CGIAR Gender Program, Working Paper No. 4, CGIAR Secretariat, World Bank, Washington D.C.

RECRUITMENT RESOURCES IN EUROPE

Professional Organizations which will advertise CGIAR center vacancies for international staff positions

The following is a list of professional organizations in Europe which have indicated that they will advertise CGIAR center position announcements. The list, organized alphabetically, provides information on total membership, the number or percentage of women in the organization, services offered, and fees. An index of the organizations, listed by major disciplinary area, is provided at the back of the document.

ORGANIZATION ADDRESS AND CONTACT PERSON	TOTAL MEMBERSHIP/MAILING LIST	WOMEN ON MEMBERSHIP/MAILING LIST	SERVICES OFFERED	CHARGES
Agrarian Development Unit, Wye College, University of London, Wye, Ashford, Kent, UK Tel: (0) 233- 812401 Fax: (0) 233-813006 External Programme Director: Ian Carruthers	2000	400	Note in newsletter	Free
Agromisa, P O Box 41, 6700 AA Wageningen, Nether- lands. Tel: 31 8370 12217. Mirian Miedema, PR Coordinator.	100	40	Information put on pinboard in office	Free
Agro Topcentre, P O Box 9050/6710 HZ Ede, Netherlands. Tel: 31 83 80 2 03 20; Fax: 31 83 80 2 83 55. A. Verhage, Account Manager.	Not specified	Not specified, but imply a large number	Personal contact	D.fl 3500 per selection round
BASAPP (British Associa- tion for Social Anthropology in Policy and Practice), c/o Dept of Anthropology, Goldsmiths College, 40 Lewisham Way, London SE13. Simon Cohn, Administrator.	450	Approx. 70%	• Mailshot to all members • Advert in newsletter (3 per year)	• £150 (plus postage and copies for circulation) for mailshot • Varying but very reasonable advertising rates for news- letters
Biocon, Dept of Tropical Animal Production, P O Box 338, 6700 AH Wageningen, Netherlands. Fax: 31 8370 85006 Peter Hofs.	100 (80 in India)	10-30%	Publication in university department	None
BOS, P O Box 23, Wageningen 6700AA, Netherlands. Weibe Kloppenburg	375	20%	Publication in newsletter	Only charge if position an- nouncement has to be distributed by means of special mailing/ advertisement

ORGANIZATION ADDRESS AND CONTACT PERSON	TOTAL MEMBERSHIP/ MAILING LIST	WOMEN ON MEMBERSHIP/ MAILING LIST	SERVICES OFFERED	CHARGES
BOSNV, Gdn Foulkesweg 62-64, Wageningen, Netherlands. Fax: 08380 20320 A Verhage.	1000	350	•Contact by telephone and letter •Publicaton in the information centre	D.fl 3500 per selection
C.A.B. International, Wallingford, Oxon OX10 8DE, UK. Tel: 0491 832111; Fax: 0491 833508. Andrew Harris, Senior Personnel Officer.	Unspecified, but large including institutions	Not specified	•Publication in 80 journals on agro- biological subjects •Internal circula- tion	Not specified
Centre for Development Research, Ny Kongensgade 9, 1472 Copenhagen, Denmark. Fax: 45 33 25 8110.	67	25	•Publication to all centre staff •Publication to centre library	-
CIRAD, Centre de Cooperation Internationale en Recherche, Agronomique pour le Développement, BNP 5035 Avenue du Val de Montferrand, 34032 Montpellier Cedex, France. Marie de Lattre, Manager for International Organizations.	2731	7%	Publication in monthly internal newsletter	-
European Association of Social Anthropologists, Dept and Museum of Anthropology, P O Box 1091 Blindern, N-0317 Oslo, Norway. Eduardo P Archetti, Secretary.	1045	500	Publication in newsletter 3 times a year (March, July, October)	One page UK£150; half page UK£ 75

ORGANIZATION ADDRESS AND CONTACT PERSON	TOTAL MEMBERSHIP/ MAILING LIST	WOMEN ON MEMBERSHIP/ MAILING LIST	SERVICES OFFERED	CHARGES
<p>ETFRN (European Tropical Forest Research Network), c/o ATSAF, Hans Böckler Str 5, D-W-5300 Bonn 3, Germany. Tel: 49 228 4001320/228 4001313. Fax 49 0228 4001311 V. Paschinger-Camphausen ATSAF/ETFRN</p>	2200	Not known	<ul style="list-style-type: none"> •ETFRN quarterly newsletter •ATSAF quarterly circular •In urgent cases by distribution to the ETFRN European National nodes •Mailing to a large number of institutions within 3 days after arrival by ATSAF 	None
<p>Irrigation Management Network, Overseas Development Institute, Regents College, Inner Circle, Regents Park, London NW1 4NS. Tel: 071 487 7413 Fax: 071 487 7590 Linden Vincent</p>	800	45	<ul style="list-style-type: none"> •Personal mailing •Newsletter advertising but publication twice a year only 	<p>Sometimes charge for enclosures in mailings or for special support activities</p>
<p>IDS Bulletin, Publications Office, IDA, Brighton BN1 9RE. Fax: 0273 621202/691647 Tracy Reed</p>	<p>360 (Yellow Monday) 7000 (Bulletin)</p>	35% of Yellow Monday	Via Yellow Monday (weekly free newsheet)	<p>No charge in Yellow Monday. No adverts carried in Bulletin or other publications</p>
<p>IIED (International Institute for Environment and Development), 3 Endsleigh Street, London WC1H ODD.</p>	2000	15-20%	Advertisement through quarterly network bulletin	<p>Cost of reproducing and inserting flyer into bulletin package</p>

ORGANIZATION ADDRESS AND CONTACT PERSON	TOTAL MEMBERSHIP/ MAILING LIST	WOMEN ON MEMBERSHIP/ MAILING LIST	SERVICES OFFERED	CHARGES
ILEIA (Information Centre for Low External Input and Sustainable Agriculture), Kastanjelaan 5, P O Box 64, 3830 AB Leusden, Netherlands. Ann Waters-Bayer/Carine Alders, Fax: 31 33 940791	6550	13%	<ul style="list-style-type: none"> •Mention under 'Networking' in ILEIA Newsletter •Insert in ILEIA Newsletter •Mention most likely if position in connection with sustainable agriculture/ participatory technology development 	Cost of printing and inserting flyer, possibly additional postage charges if insert increases usual weight
ITDG (Intermediate Technology Development Group), 103-105 Southampton Row, London WC1B 4HH, UK. Mary Breen, Asst Editor, Appropriate Technology. Tel: 071 436 9761 Fax: 071 436 2013.	20000 readers of Appropriate Technology	Not known	<ul style="list-style-type: none"> • Advertisement in Appropriate Technology •Mention in Notes & News Section 	Competitive rates
Institute of Actuaries, Staple Inn Hall, High Holborn, London WC1V 7QJ. Tel: 071 242 0106; Fax: 071 405 2482. Marion Young	8500	1250	Through appointments, circulars sent with dispatches/ circulations	<ul style="list-style-type: none"> •£1750 + VAT •Contact magazine direct •Capital Publishing 081 673 7766
INIA: Instituto Nacional de Investigación y Tecnología Agraria Alimentaria, c/o José Abascal, 56, 28003 Madrid, Spain. Tel: 34.1 3473990; Fax: 34.1 4423587. Eloy Ramos	Not mentioned, but implies it is substantial	Not known, but implies about 40%	Circulation to every Spanish institution related to agricultural research	None
IMA (Institute of Mathematics and its Application), 16 Nelson Street, Southend on Sea, Essex. U.K. Mrs. Adele Sharples, Publications Officer. Tel: 0702 354020	7000	600	<ul style="list-style-type: none"> • Advertisement in IMA Bulletin sent to all members •Insert in IMA Bulletin •Small paragraph in Notes & News which focuses on women 	None in Notes & News

ORGANIZATION ADDRESS AND CONTACT PERSON	TOTAL MEM- BERSHIP/MAIL- ING LIST	WOMEN ON MEMBERSHIP/ MAILING LIST	SERVICES OFFERED	CHARGES
<p>ISI: International Statistical Institute, 428 Prinses Beatrixiaan, P O Box 950, 2270 AZ Voorburg, Netherlands. Daniel Berze. Fax: 31 703860025; E-mail isi (2) cs.vu.nl</p>	1700	120	<p>Advert in news- letter received by 5000 individuals worldwide, in- cluding national and international organisations, ISA members, members of sub- sections and ex- officio members etc. Advertise- ments should be received by January 1, May 1 or September 1</p>	<p>Advertisement rates available</p>
<p>Journal of Peasant Studies, Frank Cass & Co., Gainsborough House, 11 Gainsborough Road, London E11 1RS. Tel: 081 530 4226. Fax: 081 530 7795. Anne Kidson, Advertising Manager</p>	70	A handful	<p>Advert in journal</p>	<p>£185 (less 10% discount) for one page; £95 for half page</p>
<p>Leipzig University, Institute of Tropical Agriculture, Fichtestrasse 28, 7030 Leipzig, Germany. Dr. Monica Neugebauer, Fax: 49 0347 1313090.</p>	17	1	<p>Personal contact</p>	<p>None</p>

ORGANIZATION ADDRESS AND CONTACT PERSON	TOTAL MEMBERSHIP/ MAILING LIST	WOMEN ON MEMBERSHIP/ MAILING LIST	SERVICES OFFERED	CHARGES
<p>NNW: Network NILI women (NILI: Netherlands Association of Alumni of Wageningen Agricultural University), Postrug 79, 6700 A Wageningen, Netherlands. Tel: 08370 83487 Fax: 08370 83976. Henriette Nydans or Dr. Marian Bos-Boers.</p>	Approx 8000	Approx 800	<ul style="list-style-type: none"> •Send information to all 80 NNW women interested in work abroad •Make selection out of the 300 job-seeking women in the Careers Service (computerised) and send employer selection of curricula vitae •Publish in BONT Berichten (vacancy list of the Careers Service with information about posts abroad) •Publish in LT journal 	<ul style="list-style-type: none"> •£2 per person per mail •£160 for each delivery to all •£100 for the curricula vitae and £500 extra when the post is given to one of the women of the Careers Service •Free in BONT
<p>NORAGRIL (Norwegian Centre for International Agricultural Development, Agricultural University of Norway), P O Box 5002, N-1432 AS-NLH, Norway. NORAGRIC contact: Anne Ringlund, Fax 47 64940760/ INTERNET: NORAR @ noragric.nlh. Womens Network: Lotte Naes, Fax 47 64 948400</p>	300	12%	<ul style="list-style-type: none"> •Inform university staff both through E-mail (international system) and the university newsletter (every fortnight) •To target women specifically, can send announcements to the university's network of women researchers, which has its own mailing list 	<p>None, but Women's Network may have minimal expenses in sending announcements by mail to those without E-mail</p>

ORGANIZATION ADDRESS AND CONTACT PERSON	TOTAL MEMBERSHIP/MAILING LIST	WOMEN ON MEMBERSHIP/MAILING LIST	SERVICES OFFERED	CHARGES
NRI (Natural Resources Institute), Chatham Maritime, Kent MEA 4TB. Tim Cullen, Library Tel: 0634 880066.	550 (staff)	200	<ul style="list-style-type: none"> •Regular publication of career opportunities on computer and circulars •Display in library 	Charges for all services to external clients. However, advertising of jobs to staff could be done free, at least by display in library. A charge may be incurred if volume is high.
Parcours Network, CIHEAM/IAM-M 3191 Route de Mende, BP 5056, 34033 Montpellier, Cedex 01, France. Tel: 33/67 04 60 00; Fax: 33/67 54 25 27. Bruno Msika.	700	12%	Publication in quarterly journal (Parcours Demain)	None
RAI (Royal Anthropological Institute), 50 Fitzroy Street, London W1. Jonathan Benthall, Fax: 071 383 4235	2000	900	Advertising in Anthropology Today, published 6 times a year	£46 for half column
RSS: Royal Statistical Society, 25 Enford Street, London W1H 2BH. Mrs. M C Hislop Tel: 071 706 1710	6000 (UK and worldwide)	20-25%	Advertisement in monthly newsletter sent to all members	Yes, rates available on request

ORGANIZATION ADDRESS AND CONTACT PERSON	TOTAL MEMBERSHIP/ MAILING LIST	WOMEN ON MEMBERSHIP/ MAILING LIST	SERVICES OFFERED	CHARGES
<p>Silsoe College, Cranfield Institute of Tech- nology, Bedford MK17 OEA, UK. Vivienne Coloman/ Peter Harding</p>	<p>500 people have access to Career and Placement Bureau</p>	<p>20%</p>	<ul style="list-style-type: none"> • Internal job notice board • Through Careers and Placement Bureau Library/ Job notification system • Occasional direct mail/ via academic departments <p>Systems are currently being improved so further services may be available shortly</p>	<p>No: would like full details of organization for reference file</p>
<p>Stockholm University, Centre for Natural Resources and Environmental Research, S-10691 Stock- holm, Sweden. Annmaria Jansson Fax: 46 81584 17/46 15622187; Florence Eberhardt</p>	<p>199</p>	<p>35</p>	<p>Advert in newsletter published 6 times a year</p>	<p>None</p>

**Professional organizations which will advertise CGIAR center vacancies,
by disciplinary area**

CROP SCIENCES

Agromisa
C.A.B. International
CIRAD
ILEIA
INIA
NNW
NORAGRIC
NRI
Parcours
Silsoe College
Stockholm University
Wye College

**CELLULAR SCIENCES
(MICROBIOLOGY)**

C.A.B. International
CIRAD
INIA
NNW
NORAGRIC
NRI
Stockholm University
Wye College

ANIMAL SCIENCES

Agromisa
Biocon
C.A.B. International
IDS
IIED
ILEIA
INIA
NNW
NORAGRIC
NRI
Parcours
Silsoe College
Stockholm University
Wye College

FORESTRY/AGROFORESTRY

Agromisa
BOS
C.A.B. International
CIRAD
ETFRN
IDS
ILEIA
INIA
NNW
NORAGRIC
NRI
Parcours
Silsoe College
Wye College

OTHER BIOLOGICAL SCIENCES

C.A.B. International
ETFRN
INIA
Institute of Actuaries
NNW
NRI
Silsoe College
Stockholm University
MIFT
Wye College

CHEMISTRY

C.A.B. International
CIRAD
INIA
Institute of Actuaries
NRI
Stockholm university
MIFT

PHYSICAL SCIENCES

C.A.B. International
INIA
Institute of Actuaries
NRI
Silsoe College
Wye College

**ENVIRONMENTAL AND RESOURCE
MANAGEMENT SCIENCES**

Agromisa
BOS
C.A.B. International
Centre for Development Research
CIRAD
ETFRN
IDS
IIED

ILEIA
Institute of Actuaries
INIA
Irrigation Management Network
ISPAN
NNW
NORAGRIC
NRI
Parcours
Silsoe College
Stockholm University
Wye College

ENGINEERING

Irrigation Management Network
Institute of Actuaries
INIA
IMA
Silsoe College

SOCIAL/ECONOMIC SCIENCES

Agromisa
BASAPP
Biocon
BOS
C.A.B. International
Centre for Development Research
CIRAD
EASA
ETFRN
IDS
IIED
ILEIA
INIA
Irrigation Management Network
ISPAN
Leipzig University
NNW
NORAGRIC
NRI

Parcours
RAI
Stockholm University
Wye College

COMPUTER/INFORMATION SCIENCES

C.A.B. International
INIA
IMA
Irrigation Management Network
NRI
Parcours
Silsoe College
Wye College

MATHEMATICS/STATISTICS

C.A.B. International
IMA
Institute of Actuaries
INIA
ISI
NORAGRIC
NRI
RSS
Wye College

MANAGEMENT/ADMINISTRATION

C.A.B. International
CIRAD
IIED
Institute of Actuaries
INIA
IMA
NRI
Parcours
Silsoe College
Stockholm University
Wye College

OTHER

Agromisa (Food processing and nutrition)
Agro Topcentre (general: have not specified any discipline)
ITDG (various)
Journal of Peasant Studies (general: have not specified any discipline)
MIFT (Food science, Food technology)
NORAGRIC (International Agricultural Development)
NRI (various)
RSS (any subject involving the application of statistics)
Silsoe College (Remote Sensing/GIS; crop sciences and primary processing)