



Engendering African Fisheries and Aquaculture Development

April 21-25, 2011

Asian Fisheries and Aquaculture Forum (9AFAF)
Shanghai Ocean University (SHOU) Campus, Lingang, China

WHY AWARD?

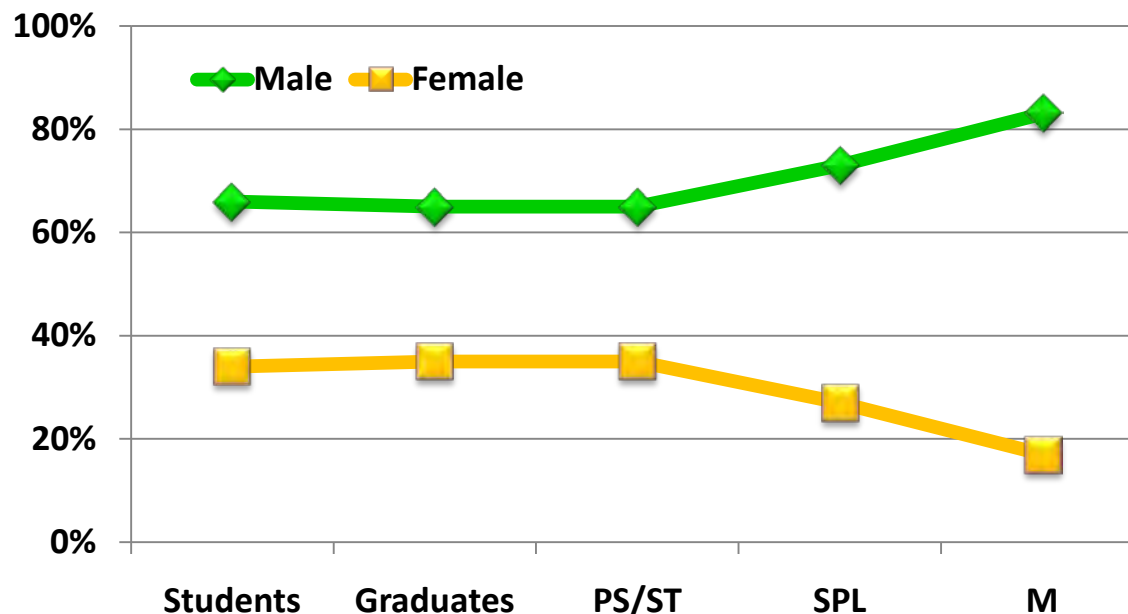


The majority of those who produce, process, and market Africa's food are women, but only **one in four** agricultural researchers is female.

Source: AWARD/ASTI 2009

African women in agricultural research:

- hold less than 1 in 4 research positions
- hold less than 1 in 7 management positions



PS/ST: Professional/Technical Support Staff
SPL: Scientist/Professor/Lecturer (Non-management position)
M: Management (Director/Dean/Department Head)

THE NEED IS THERE



In 2008-2010, AWARD received **1,995** applications from **1,681** women in more than **450** institutions in the **10** AWARD countries.

THE NEED IS THERE



Approximately **50%** of applicants and AWARD Fellows are from agricultural institutes of higher education.

RESPONDING TO THE CHALLENGE

AWARD is a professional career development program that:

- strengthens the research and leadership skills of African women in agricultural science
- empowering them to contribute more effectively to poverty alleviation and food security in sub-Saharan Africa.



AWARD GEOGRAPHIC FOCUS

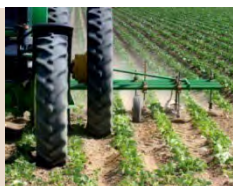
10 countries in
sub-Saharan Africa



AWARD AGRICULTURAL DISCIPLINES



**Agricultural
Economics**



**Agricultural
Engineering**



Agronomy



Agroforestry



**Animal and
Livestock**



**Aquatic and
Fisheries**



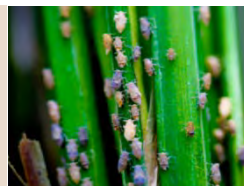
**Biodiversity
Conservation**



Crops Sciences



Ecology



Entomology



**Extension
Education**



**Food
Sciences/Nutrition**



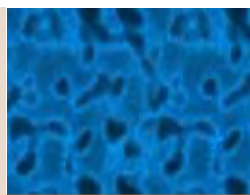
Horticulture



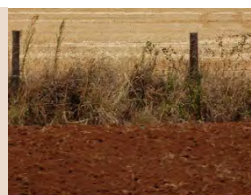
Molecular Biology



**Natural Resources
Management**



**Plant/animal
virology**



Soil Sciences



**Veterinary
sciences**



**Water/Irrigation
Management**

THE AWARD FELLOWSHIP

Post-bachelor's fellows:

- Mentored by a senior scientist (x2 years)
- Networking and knowledge sharing
- Role-modeling event
- Two-year paid membership in a professional association
- Two years of paid internet access
- AWARD Leadership Skills Course
- Support to attend a science conference

THE AWARD FELLOWSHIP

Post-master's and post-doctoral fellows:

- Mentored by a senior scientist (x1 year)
- Mentor a junior woman scientist
- Role-modeling event
- AWARD Women's Leadership and Management Course
- Laptop with software, and two years of paid internet access

THE AWARD FELLOWSHIP

Post-master's and post-doctoral fellows (continued)

- Support to attend a science conference
- Two-year paid membership in a professional association
- Participation in either:
 - AWARD Research Proposal Writing Course, or
 - AWARD Science Writing, Communication, and Presentation Skills Course, including training on use of electronic libraries
- Competitive four- to nine-month research attachment at an institution of excellence

OUR APPROACH

- Working with men and women
 - more than 50% of AWARD mentors are men
- Partnering with more than 85 agricultural research institutions and organizations
- Building on existing African capacities
 - training African professionals to deliver 100% of AWARD's training courses



OUR ASPIRATIONS

- To strengthen 360 African women fellows
- To strengthen 360 mentors, men and women
- To strengthen 240 women mentees
- To support more than 100 institutions in 11 countries



AWARD CORNERSTONES

- **Establishing mentoring partnerships**
- **Building science skills**
- **Developing leadership capacity**
- **Tracking learning, monitoring, and evaluation**

MENTORING PARTNERSHIPS

- Backbone of AWARD
- Foundational to all career development training offered
- Critical that the fellows are matched with the right mentor to help them achieve their goals



Mentoring: Sharing forward

- Fellows take mentee in Year II
- Conduct community role-modeling event
- 3,000+ people reached to date: 2,349 pupils, 613 college students in 24 events





BUILDING SCIENCE SKILLS

AWARD expands the fellows' world of science, facilitating their access to the latest methodologies and technologies, while building their professional networks.



BUILDING SCIENCE SKILLS

- Two-year professional association membership
- Conference attendance
- Science courses, including training in e-library resources for post-master's and post-doctoral fellows



BUILDING SCIENCE SKILLS

- Competitive research attachments for post-master's and post-doctoral fellows:
 - successful fellows spend four-to-nine months at a center of excellence
- Laptops plus two-year's internet access for post-master's and post-doctoral fellows (two years of paid internet for post-bachelor's fellows)



BUILDING SCIENCE SKILLS

In 2010, **4** out of the **23** RUFORUM competitive research grants went to an AWARD Fellow or Mentor.



LEADERSHIP DEVELOPMENT AND TRAINING

Tackling Africa's hunger means addressing the dynamics that keep women outside the leadership bodies where decisions are made.

Investing in African women's leadership skills sends a powerful message.

Leadership training helps AWARD Fellows to:

- manage successful research and development teams
- navigate organizational dynamics that tend to favor men
- build alliances and take risks
- promote gender-sensitive policies and practices
- influence their institutions on behalf of rural women and poor farmers.

TRAINING OF TRAINERS

Build African training capacity to
deliver world-class courses

Establishing
mentoring
partnerships

Developing
leadership
capacity

Science Writing,
Communication,
and Presentation
Skills

Research
Proposal
Writing

HIGHLIGHTS: TRAINING OF TRAINERS

Currently, 17 African trainers selected and participating in the program to deliver AWARD courses



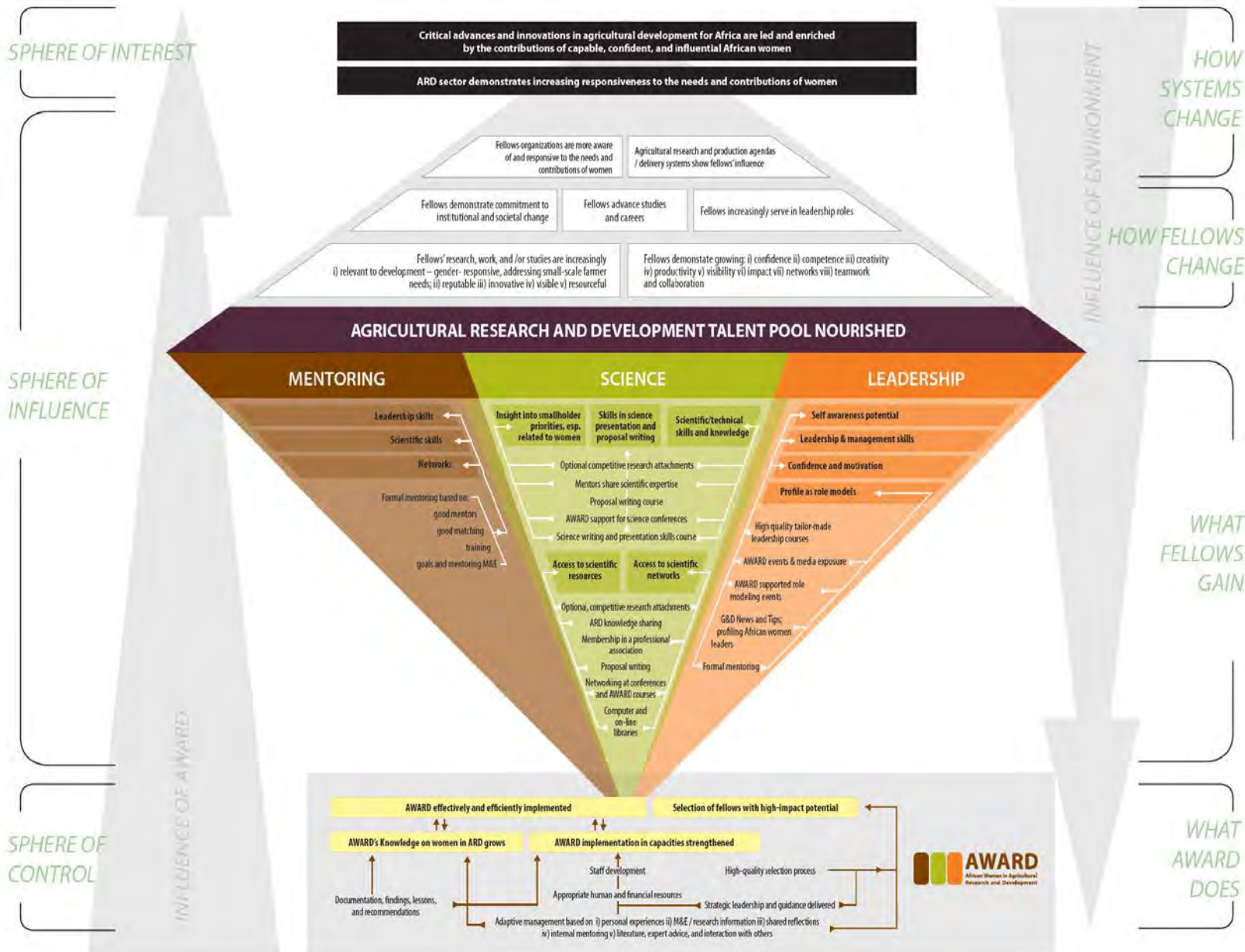
Components of AWARD M&E System

- ✓ Monitoring and Evaluation framework
- ✓ Theory of Change–results framework
- ✓ System tools–data collections forms
- ✓ Automated Information Management System (IMS)

AWARD's Theory of Change

- ✓ Outlines how AWARD M&E components are integrated and articulated
- ✓ Describes M&E phases (baseline, monitoring, external evaluation, specialized research components)
- ✓ Expounds the planning, monitoring, and evaluation through AWARD's comprehensive Theory of Change

AWARD's THEORY OF CHANGE



AWARD's THEORY OF CHANGE



Our Theory of Change is developed in consultation with AWARD Fellows, Mentors, AWARD team, and M&E experts.

LESSONS

- Africa's AR&D talent pool is rich with promising women.
- A high-quality, transparent, equitable selection process is key to high-quality results.
- Given an appropriate role, African men are great champions for women's empowerment.
- Take time for dialogue and consultation:
 - AWARD learned a great deal by listening to its fellows, mentors, and implementation partners.

LESSONS

- Do not underestimate staffing requirements for implementing a complex, capacity-building program, i.e. numbers, skills.
- Sharpening soft skills is as important as the hard skills.
- African capacity to deliver capacity building is delicate; more investment is required.
- Investing in institutional capacity is critical.
- Clear, measurable, time-bound goals are important.
- Keep a reasonable pace.

RECOGNITION AND CREDIBILITY



“AWARD is a great example. It supports women scientists working to improve farming here in Africa and to fight hunger and poverty. And we need women represented in our laboratories as well as in our fields.”

*U.S. Secretary of State Hillary
Rodham Clinton
Meeting with AWARD Fellows during
August, 2009 visit to Kenya*

www.awardfellowships.org

Thank you!

