



Our Work and Impact

**Advancing gender responsive agricultural
research and development in Africa**

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Deputy Director, Programs**

More than a decade of...

AWARD - Founded in 2008 as a career-development program

Main objective - Widen and strengthen a pipeline African women scientists capable to **lead critical advances and innovations for the agricultural sector**

Some findings (CGIAR Gender & Diversity Program, ASTI-IFPRI, UNESCO)

- Leaking pipeline – Women not interested or dropping out of science studies and careers at different points
- Limited access to scientific opportunities/networks – publication, conferences, collaboration with other scientists for knowledge sharing
- Limited visibility - Underrepresentation of women scientists in decision-making processes and management roles in various ARD institutions across the continent



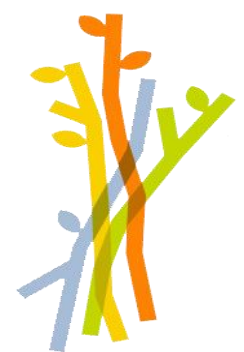
AWARD Fellowships' Core Model



AWARD FELLOWSHIPS

- Non-residential career development programs
- Fostering mentoring skills and partnerships
- Developing leadership capacity
- Building science skills and scientific networks

AWARD Training Portfolio



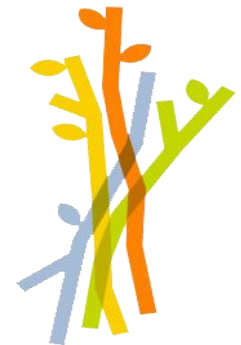
Fellowships on the broader ARD sector

AWARD FLAGSHIP Phases I&II

- 1138 scientists (Fellows, Mentors, Fellow mentees)
- 11 countries - Ethiopia, Ghana, Kenya, Liberia, Malawi, Mozambique, Nigeria, Rwanda, Tanzania, Uganda and Zambia
- Period - 2009 to 2016

Pan-African Fellowship

- 132 scientists (Fellows, Mentors, Mentees)
- 14 Countries – Benin, Burkina Faso, Cameroon, Cote d'Ivoire, DRC, Ethiopia, Ghana, Kenya, Madagascar, Mali, Rwanda, Senegal, Tanzania and Togo
- Period – Since 2018



Thematic Fellowships

One Planet Fellowship (Ag. and Climate Change)

- Over 630 scientists from Africa and Europe (Fellows, Mentors, Learning Partners, Supervisors)
- 12 countries – Benin, Burkina Faso, Ethiopia, Cote d'Ivoire, Kenya, Malawi, Mali, Nigeria, Senegal, Tanzania, Togo and Zambia
- Period – Since 2019

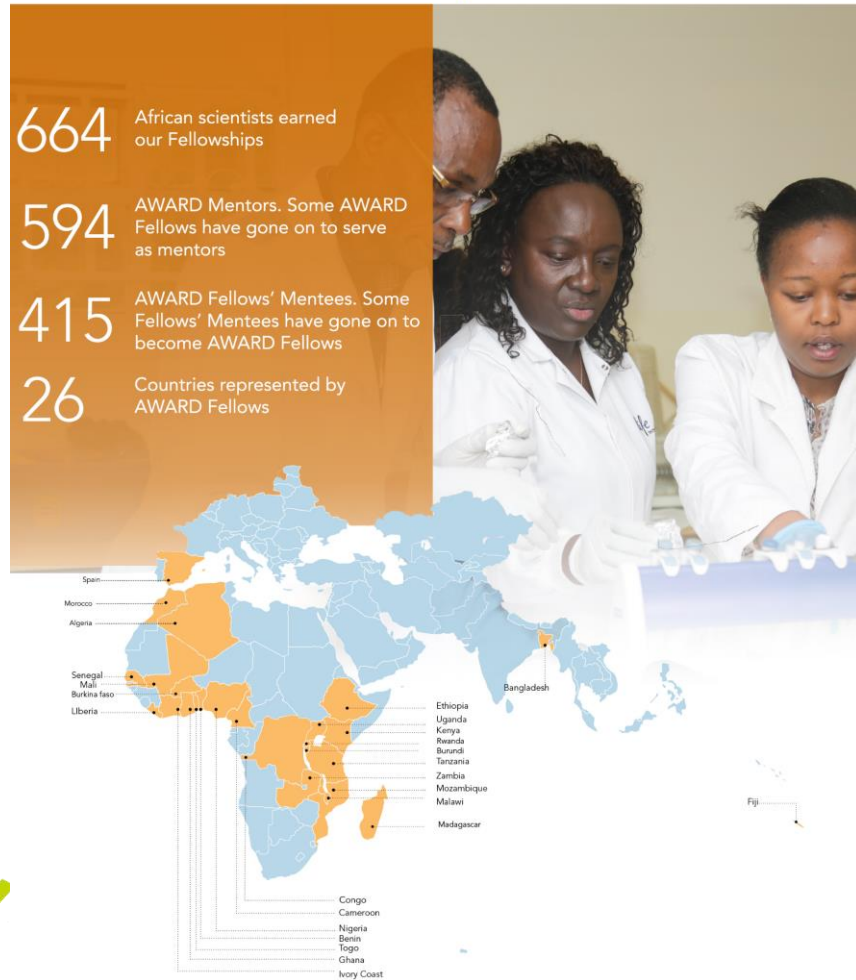
GRASP Fellowship (Ag & Policy)

- 300 Policy practitioners from Africa and globally (Fellows, Mentors, Mentees)
- 6 Countries – Ghana, Kenya, Malawi, Nigeria, Uganda and Zambia – Cohort 2 (to be confirmed)
- Period – Launched on Dec. 1, 2022



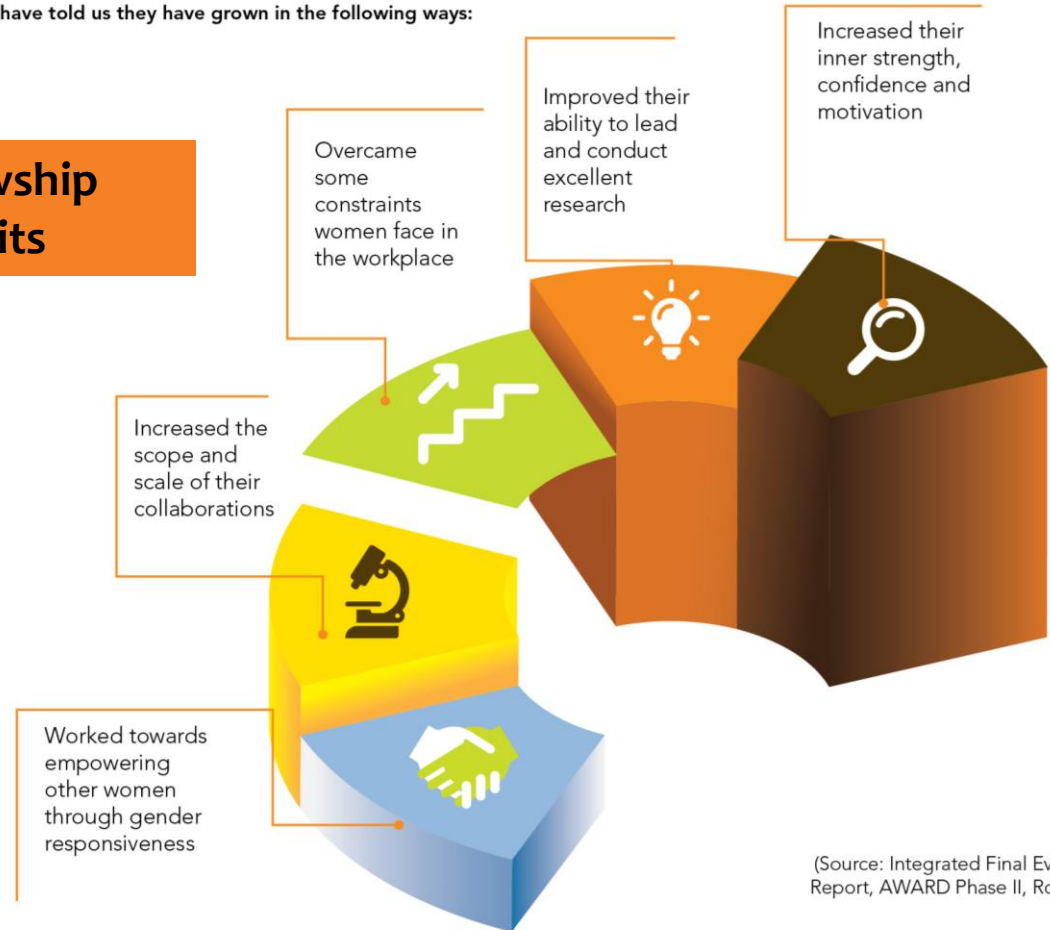
What have we learnt...

Our Fellowships' Footprint



AWARD Fellows have told us they have grown in the following ways:

Fellowship Benefits



(Source: Integrated Final Evaluation Report, AWARD Phase II, Round 5-7)

What have we learnt...

Benefits of Mentoring - IMPORTANCE FOR CAREER GROWTH

Mentorship relationships play a critical role

FELLOW FOCUS & MOTIVATION



REACHING CAREER GOALS



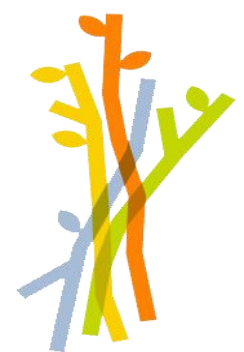
ACCESS TO GUIDANCE



ACCESS TO NETWORKS

At all levels

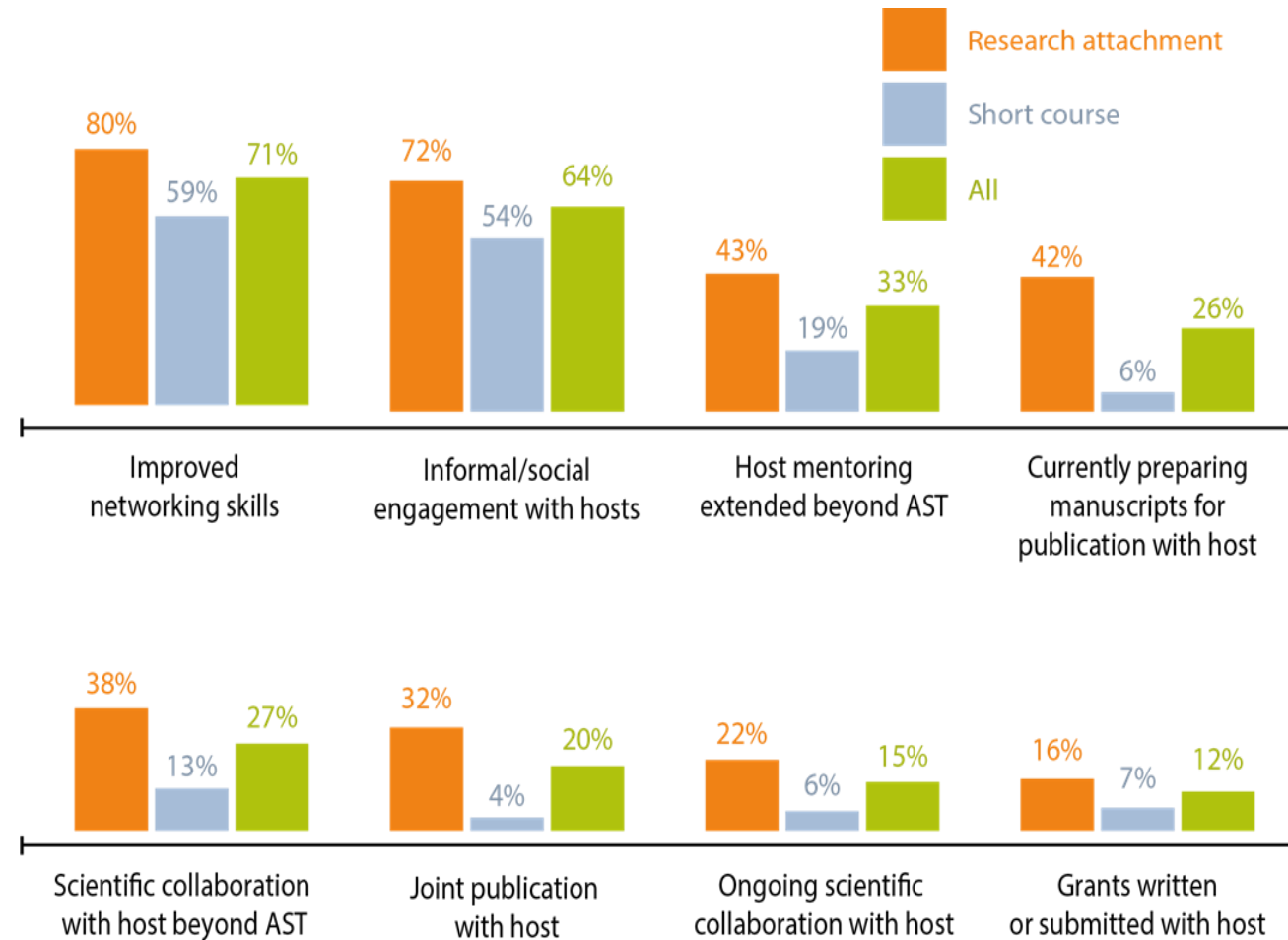
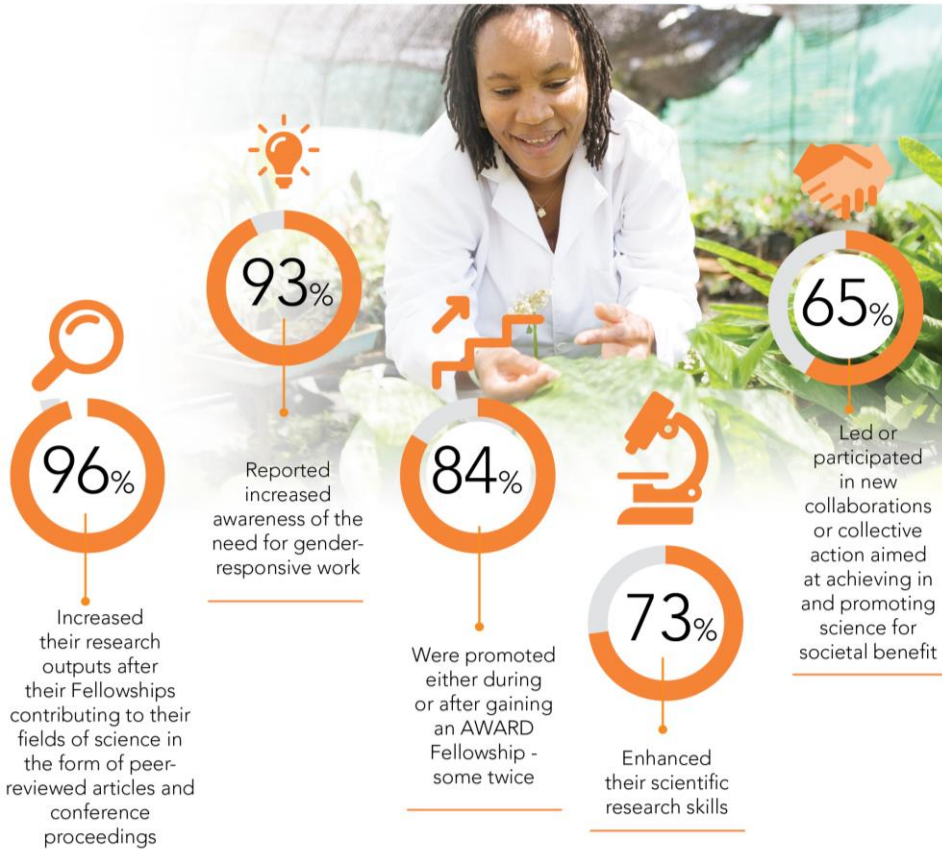
80%



What have we learnt...

Empowerment of AWARD Fellows Measured Using AWSEM

Analysis of AWARD data reveals that women scientists have been empowered as follows:



What have we learnt...

DEVELOPMENT OF MENTORING SKILLS



<25% highly skilled BEFORE
↑ 95% AFTER

CONFIDENCE AS MENTOR



<10% very confident BEFORE
↑ > 70% AFTER

Mentoring Orientation Workshop
Negotiation Skills Workshops

AWARENESS OF GENDER IN ARD

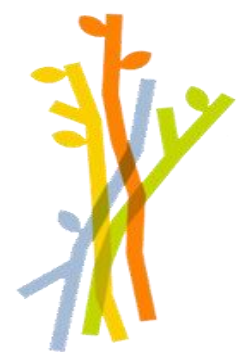
20% very aware BEFORE
↑ 70% AFTER



PROFESSIONAL REPUTATION

100%

Invitations by others to
be mentored



After the Fellowships, then what...

- Do fellows influence their institutions? How?
- Does fellows' empowerment translate into systemic transformation of African ARD and beyond?
- What about ways institutions enable or constrain even the most empowered African women scientists?



Towards a more holistic approach to capacity development

- Build individual capacity
- Invest in the institutions/environment within which the individuals operate

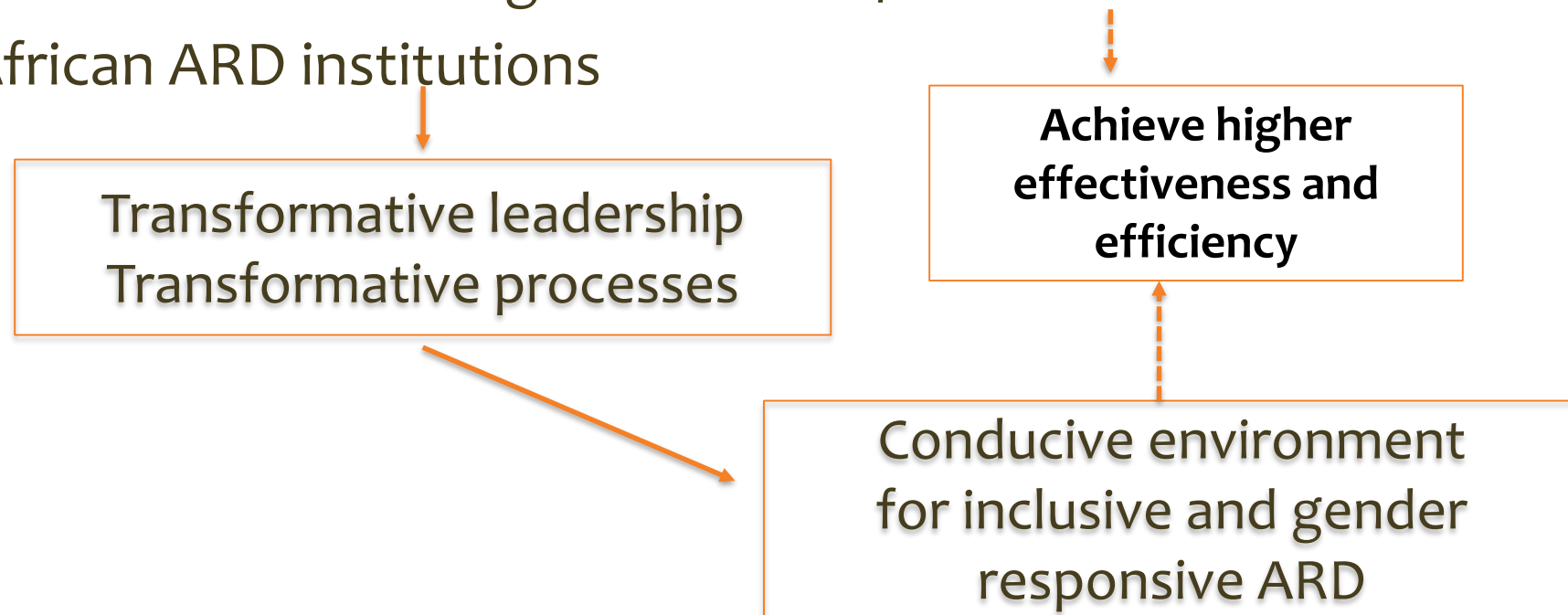


What has evolved in AWARD's vision...

Gender Responsive Agricultural Research and Development (GRARD)

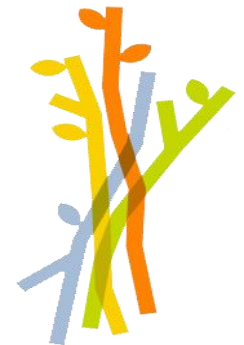
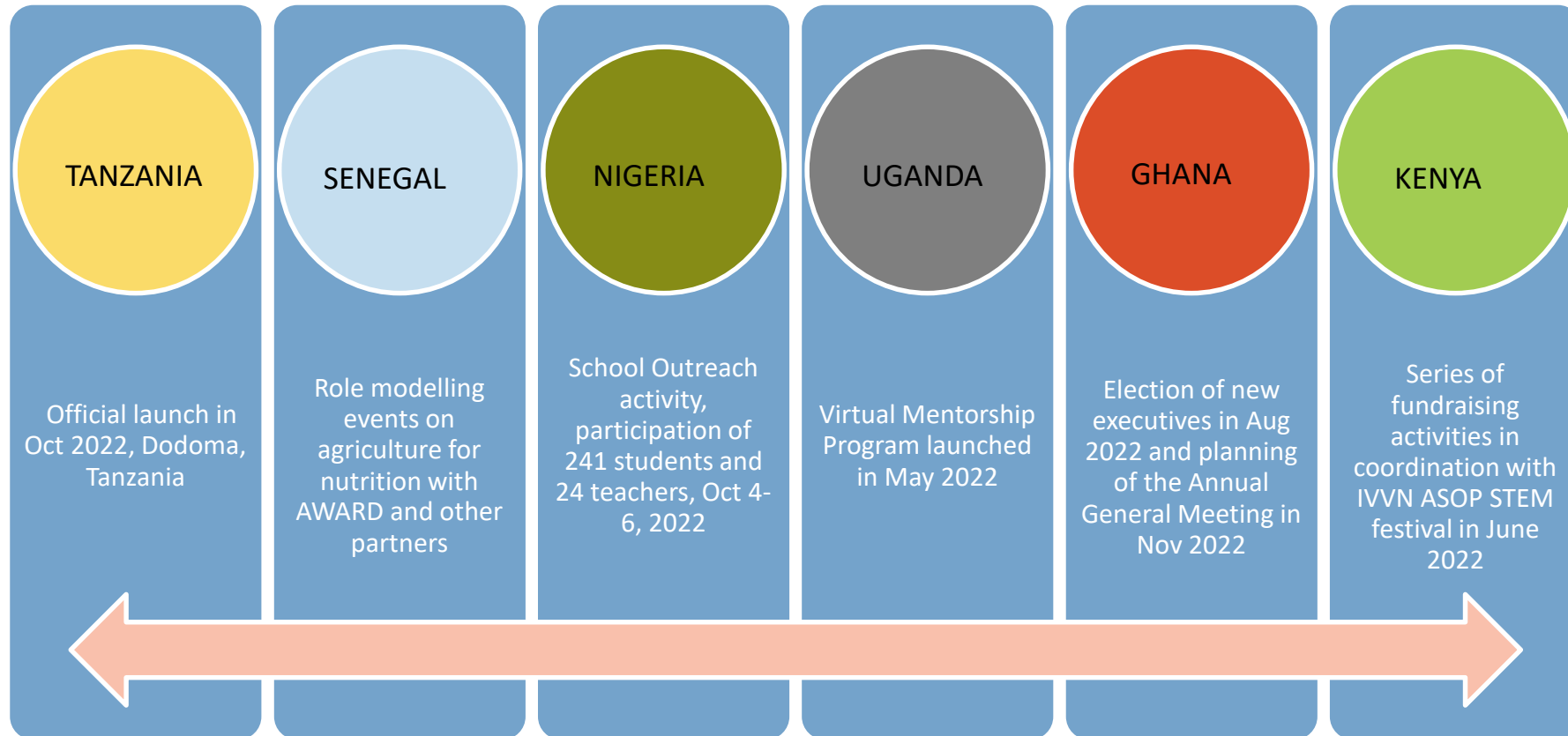
Intersection - individual change and systemic change

- Catalyze transformative change in research/scientists
- Invest in African ARD institutions



What has evolved in AWARD's vision...

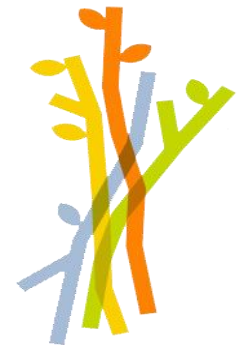
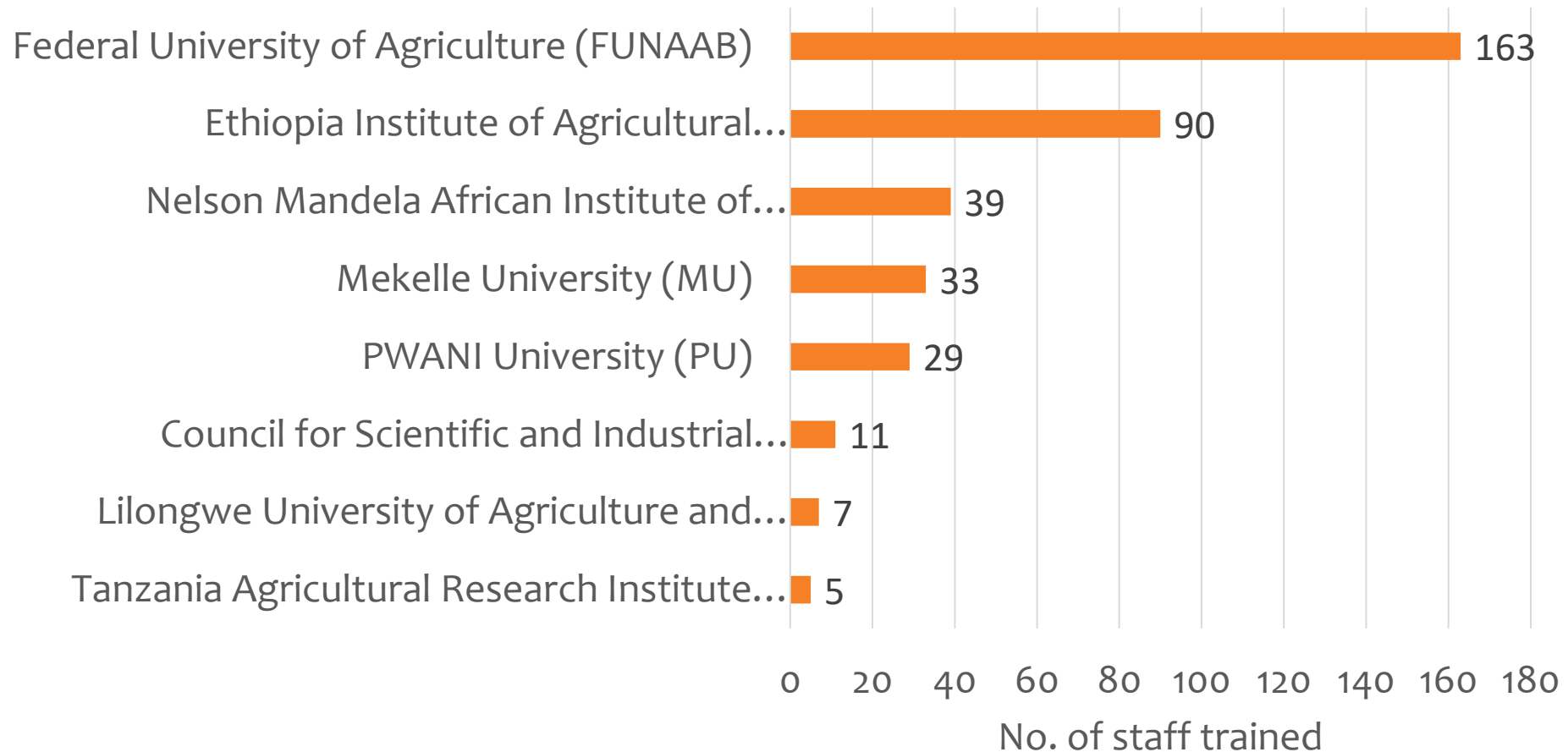
Institutional engagement through AWARD Country Chapters



What has evolved in AWARD's vision...

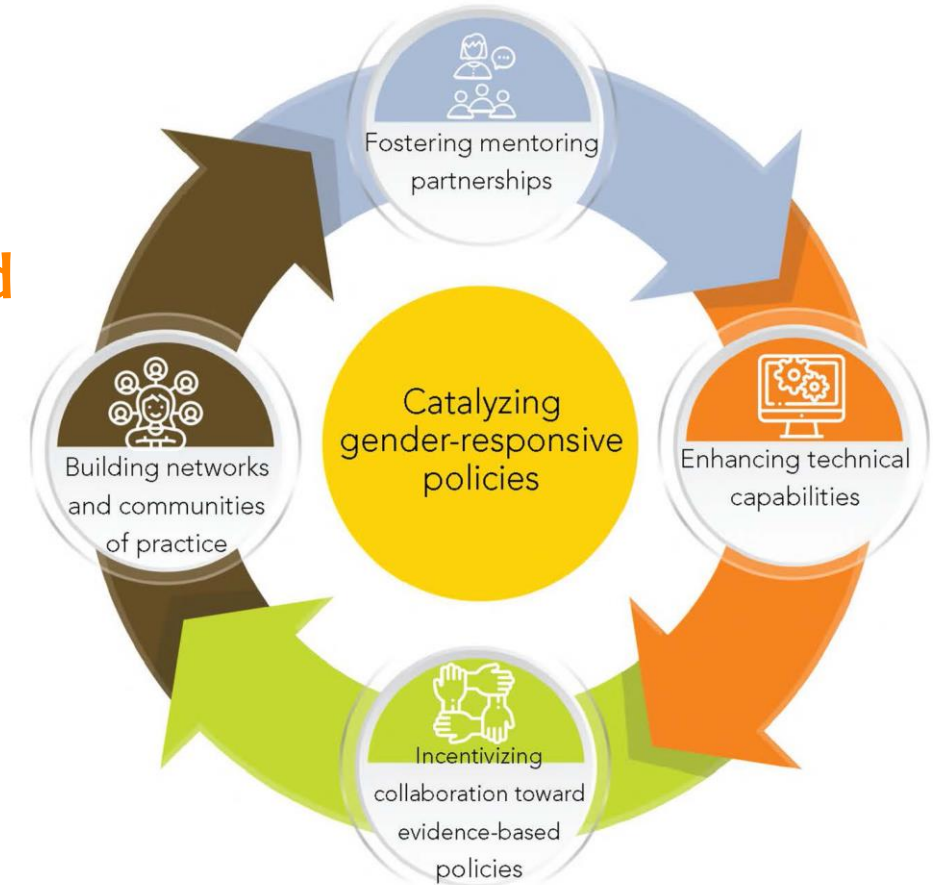
Institutional engagement through selected ARD institutions

- Pilot program – About 377 staff from eight institutions trained and institution-specific interventions



Looking Ahead

- Continued focus on Institutional Engagement and Enabling Environment
- Build on this to keep a continued focus on building the body of knowledge on **Gender and Climate Change**
- Fostering inter/intra-continental collaborative research and policy development
- Strengthening the **voices and participation** from Africa and the Global South
- Leverage on the on-going policy debates on transforming food systems to be more inclusive



THANK YOU

www.awardfellowships.org

