



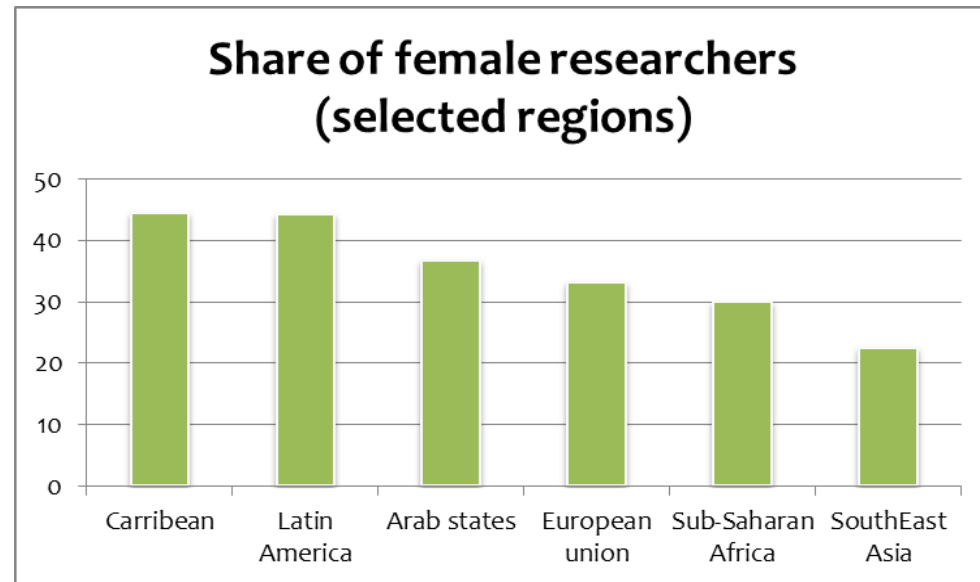
# Building Capacity of African Women in Agricultural Research

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# Why Focus on Building Capacity of Women Scientists?

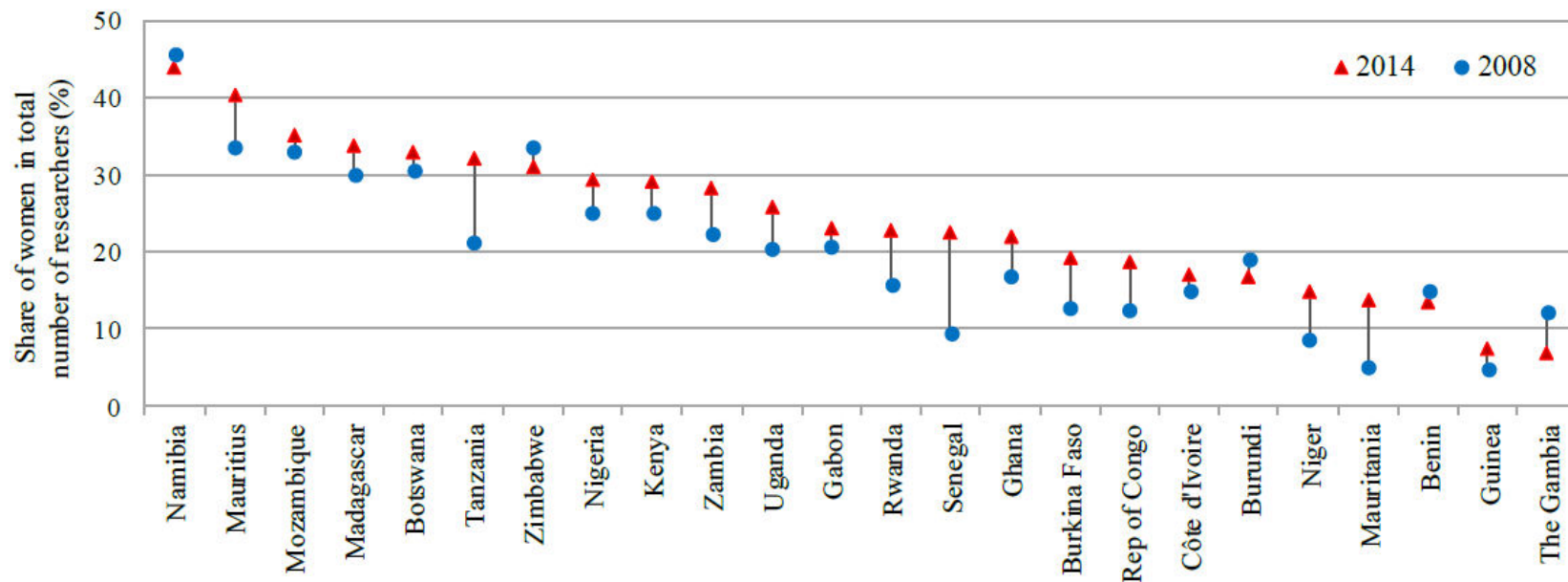
- Women researchers worldwide **28.4%**
- Share of women scientists in Sub-Saharan Africa **30%**



*UNESCO Science Report: Towards 2030 – UNESCO 2015*



# Why Focus on Building Capacity of African Women Scientists?



Source of data/year (Beintema 2017)

- Increase in the share of African women scientists over the past years (2008 and 2014) but this remains low and unevenly distributed
- Limited number of women working and exposed to leadership opportunities in agricultural research (only about 24% (female) of the total number of agricultural researchers employed in 2014 (ASTI Data, based on a sample of 40 SSA countries, Beintema 2017)



# Flying the Flag for Women Scientists

- Can we empower African women researchers so they remain and thrive in the ag. sector?
- How do we deal with the discrepancy in the retention rates of African male and female (agricultural) scientists?

Situations of  
gender  
imbalance



Vicious circle  
of neglect of  
gender  
concerns



## **Outputs, applications**

Wrongly  
targeted

Low adoption

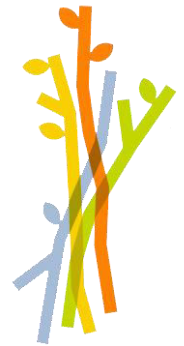
Low impact



# AWARD's Response

African Women in Agricultural Research and Development (AWARD) - Ten years of:

- Building and strengthening the capacity of women scientists for efficient research
- Tackling the underrepresentation of women scientists in agriculture and related fields
- Enhancing the number of professional women scientists in decision-making and management roles



# The AWARD Fellowship

- A career development program that works to grow a cohort of capable, confident, and influential women scientists to lead critical advances and innovations for the agricultural sector.
- A three-pronged approach with (ripple effects) that focuses on :
  - Fostering mentoring partnerships/skills
  - Developing leadership capacity and
  - Building science skills (Advanced science training based on short and long research attachments in internationally renowned institutions)

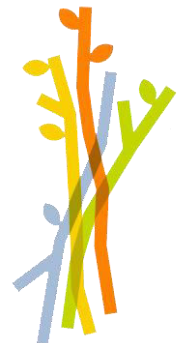


# The AWARD Fellowship

- To date, 1158 individuals have benefited from the initiative: 465 fellows - from 16 African countries and the rest are mentors/fellows' mentees

Rounds	Fellows	Mentors	FMs
R1 (2008)	59	58	39
R2 (2009)	61	60	36
R3 (2010)	60	56	37
R4 (2011)	70	67	41
R5 (2013)	75	72	75
R6 (2014)	69	69	69
R7 (2015)	71	71	69

The current cohort of AWARD Fellows is truly global comprising 28 scientists drawn from 8 francophone and 4 anglophone African countries, Spain, Fiji and Bangladesh



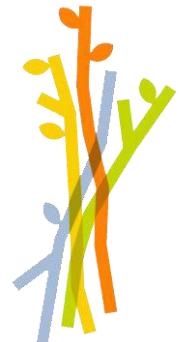
# After the fellowship, then what...

- 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?



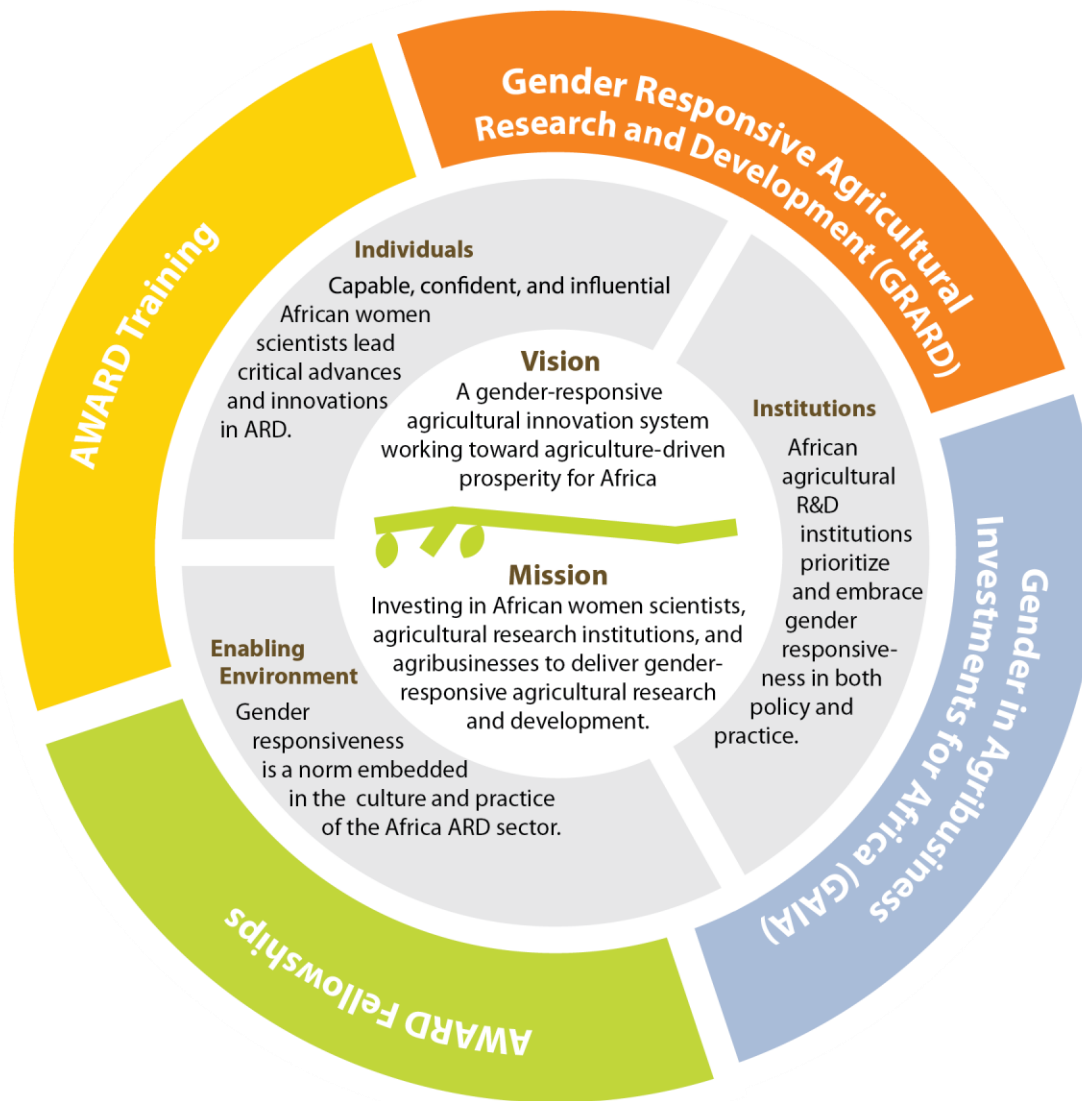
AWARD moves to a more holistic approach to capacity building:

- Build individual capacity (of both women and men researchers)
- Invest in the environment within which these individuals operate



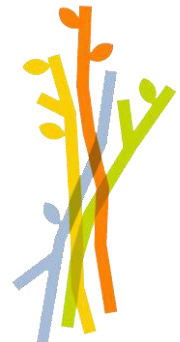


# AWARD Strategy 2017-2022



# THANK YOU

[www.awardfellowships.org](http://www.awardfellowships.org)



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