



AWARD Strategy 2017-2022 Executive Summary



The Context and Opportunity

In the African context, agricultural transformation and women's empowerment are inextricably linked. Addressing the gender disparities that persist in African agriculture represents a tremendous opportunity to unlock the potential of African agriculture.

The agricultural sector in Africa is the largest employer of women; 62 percent of economically active women are working in the sector, while in countries such as Rwanda, Malawi, and Burkina Faso, over 90 percent of economically active women are involved in agricultural activities.¹

Yet depending on the country, the rural wage gap between men and women in Africa is estimated at between 15 and 60 percent. In the case of Ivorian cocoa and Ethiopian coffee, for example, women provide 68 percent and 75 percent of the labor, respectively, but earn only 21 percent and 34 percent of the income generated.²

The wage gap is only one of a myriad of disparities, including unequal access to land, improved inputs, extension, and other technical services that comprise the yawning gender gap in African agriculture.

1 "Economic Empowerment of African Women through Equitable Participation in Agricultural Value Chains" African Development Bank, 2015 http://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/Economic_Empowerment_of_African_Women_through_Equitable_Participation_in_Agricultural_Value_Chains.pdf.

2 Ibid.



Still, the World Bank cautions that “Failure to recognize the different roles of men and women in agriculture is costly, resulting in misguided projects and programs, forgone agricultural output and incomes, and food and nutrition insecurity.”³

Indeed, experts argue that incorporating consideration for gender issues systematically in agricultural research, development, and extension systems will contribute significantly to meeting the food needs of Africa’s growing population and ensure that productivity gains in food systems translate to improved welfare of the poor.

3 Gender and Agriculture Source Book, World Bank, IFAD, & FAO, 2009 http://www.infodev.org/infodev-files/resource/InfodevDocuments_900.pdf.

AWARD 2017-2022

African Women in Agricultural Research and Development (AWARD) is committed to working toward inclusive, agriculture-driven prosperity for the African continent by strengthening the production and dissemination of more gender-responsive agricultural research and innovation.

AWARD understands gender-responsive agricultural research as research that addresses the needs and priorities of a diversity of both men and women across Africa's agricultural value chain. Evidence indicates that gender-responsive research is more efficient;⁴ it results in more inclusive, better targeted, more relevant innovations with higher rates of adoption.

We envision a robust, resilient, and gender-responsive agricultural innovation system working to drive prosperity and food and nutrition security for Africa. Contributing toward this vision, AWARD is investing in African scientists, research institutions, and agribusinesses to deliver innovative, sustainable, gender-responsive agricultural research and innovation.

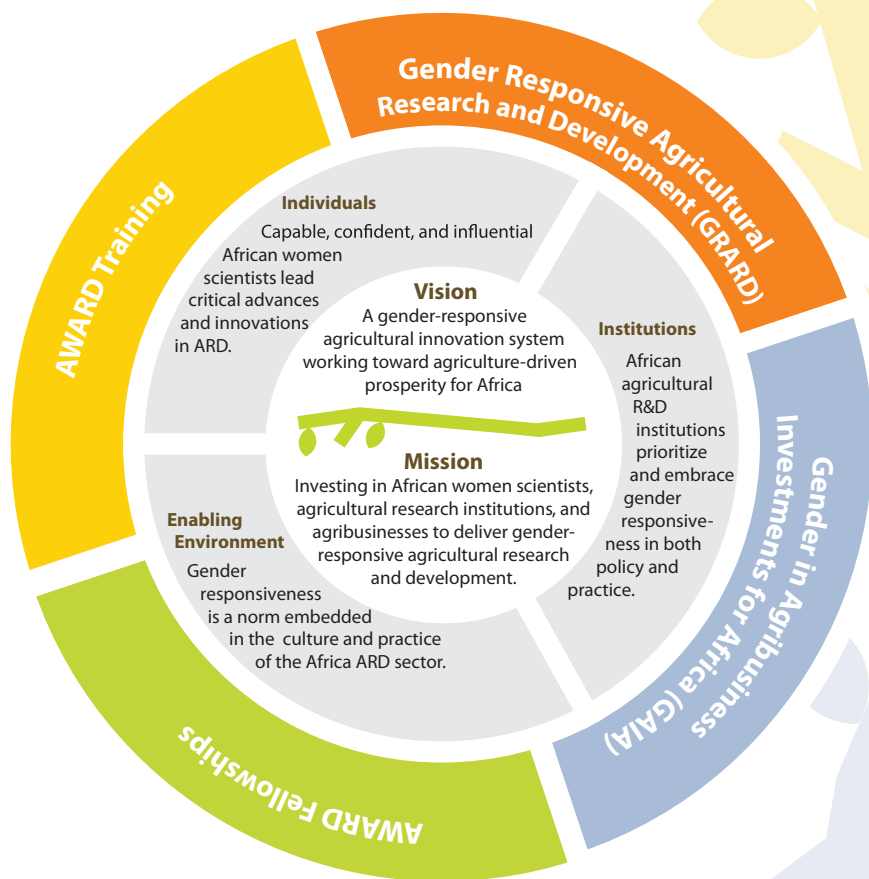
⁴ Gendered Innovations harness the creative power of sex and gender analysis for innovation and discovery. Considering gender may add a valuable dimension to research <https://genderedinnovations.stanford.edu>

Guiding the execution of our mission are three pillars:

Pillar 1: We seek to have capable, confident, and influential African women scientists lead critical advances and innovations in the agricultural research and development (ARD) sector. We will continue investing in high-achieving African women scientists and building the continent's pool of talented innovators.

Pillar 2: We will support those African ARD institutions to prioritize and embrace gender responsiveness in both policy and practice. We will work with selected partner institutions to grow their capacity for gender-responsive agricultural research by leveraging the talents of gender-diverse research teams, and by strengthening gender prioritization in research, design, implementation, and dissemination.

Pillar 3: We will work to ensure that gender responsiveness becomes an embedded cultural norm and practice in the African ARD sector by building an enabling environment for gender responsiveness. We focus on increasing the visibility of women scientists and leaders, generating and curating compelling evidence on the value of gender responsiveness in ARD. We will also work to transform the growing awareness of gender issues into policies, programs, and accountability mechanisms.



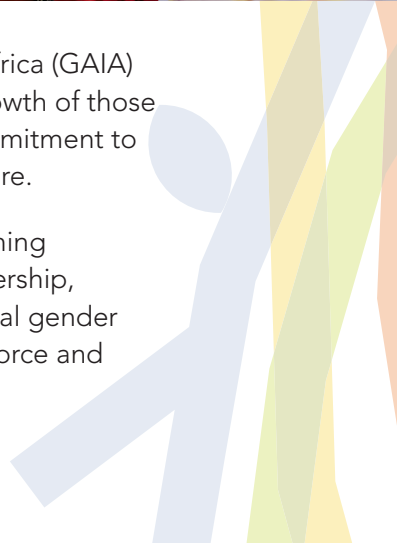
AWARD's Programmatic Activities

AWARD invests in African scientists, research institutions, and agribusinesses so that they can deliver agricultural innovations that better respond to the needs and priorities of a diversity of both men and women across Africa's agricultural value chain. Four initiatives form the core of AWARD's programmatic activities:

- The AWARD Fellowship is a two-year career development fellowship investing in the continent's leading women agricultural scientists to ensure a growing cohort of capable, confident, and influential African women scientists available to lead critical advances and innovations for the agricultural sector.
- Gender Responsive Agricultural Research and Development (GRARD) supports African research institutions as they seek to produce research that better responds to the needs and priorities of a diversity of both men and women across the agricultural value chain. GRARD also supports African research institutions to build and effectively leverage the talents of more diverse and inclusive teams.



- Gender in Agribusiness Investments for Africa (GAIA) identifies, spotlights, and supports the growth of those agribusinesses with the potential and commitment to bridge the gender gap in African agriculture.
- AWARD Training designs customized learning experiences focused on building the leadership, mentoring, scientific research, and technical gender skills of Africa's agricultural research workforce and decision makers.



AWARD Fellowships

Since 2008, AWARD has, through individually tailored two-year fellowships, worked to strengthen 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.

For the AWARD Fellowship program, success means:

- Critical advances and innovations in agricultural development for Africa are led and enriched by the contributions of capable, confident, and influential African women; and
- The ARD sector demonstrates increasing responsiveness to the needs and contributions of women.

Through its fellowships, AWARD is cultivating a growing pool of African women to be: a) effective within ARD institutions supporting agricultural value chains; b) effective across a range of research disciplines serving the sector; c) responsive to gender issues in the service of women, without excluding men; and d) technically competent to generate innovations, especially those needed by Africa's smallholder farmers.

The AWARD Fellowship program has a well-recognized track record of success. So far, 1,158 agricultural scientists (84 percent of them women) from over 300 institutions have benefited directly from AWARD Fellowships. Specifically, 465 female agricultural scientists from Ethiopia, Ghana, Kenya, Liberia, Malawi, Mozambique, Nigeria, Rwanda, Tanzania, Uganda, and Zambia have earned an AWARD Fellowship. In addition, five women from Burkina Faso, Cameroon, Côte d'Ivoire, Mali, and Senegal participated in a pilot project aimed at francophone Africa. So far, 397 scientists have benefited as mentors to AWARD Fellows and 366 have in turn benefited as mentees, also known as emerging women scientists, of AWARD Fellows.

Demand for AWARD Fellowships remains high. Over the life of the program to date, we have received 4,261 applications from agricultural scientists representing some 500 institutions across Africa, all vying for the 465 fellowships we have provided so far, and the last call for applications attracted the highest ever number of applicants.

Gender Responsive Agricultural Research and Development (GRARD)

As part of our strategic expansion, AWARD will help African research institutions grow in their ability to conduct gender-responsive agricultural research and development. We define GRARD as research that addresses the distinct needs and priorities of a diversity of both men and women across the entire agricultural value chain. We believe this approach holds transformative potential for strengthening agricultural research in support of Africa's sustained and inclusive economic growth.

Through GRARD, we also support African research institutions to build and effectively leverage the talents of more diverse and inclusive teams. Leveraging our experience and lessons learnt from the AWARD Fellowship program, AWARD supports institutions recruit, retain, develop, and unleash the talents of diverse teams.

Gender in Agribusiness Investments for Africa (GAIA)

Once produced, gender-responsive research should not just remain on shelves, but rather be disseminated to drive real change on the ground. We believe that agribusiness incubation can play a critical role in scaling up and promoting high-potential agricultural innovations, and GAIA is focused on increasing agribusiness investments in technologies and business models that have the potential to help close the gender gap in African agriculture.

Through GAIA, AWARD seeks to identify, spotlight, and support the growth of those agribusinesses with the potential and commitment to bridge the gender gap in African agriculture.

Through a call for applications, intensive boot camps, and an Agricultural Technology (AgTech) solutions marketplace that connects entrepreneurs with private-sector organizations and other institutions interested in taking up new AgTech solutions, GAIA ensures visibility, commercialization, and scaling up of agricultural research innovations that respond to the particular needs and priorities of both men and especially women across agricultural value chains.

GAIA also brings a gender lens to the ongoing focus on mitigating major constraints in African agriculture, including closing yield gaps in crop and livestock value chains, reducing postharvest losses and improving agri-market efficiencies.

AWARD Training

AWARD Training designs customized learning experiences focused on building the leadership, mentoring, scientific research, and technical gender skills of Africa's agricultural research workforce and decision makers. Rooted in our deep understanding of the African agricultural innovation context then drawing from global best practices, our courses cover a broad base of the knowledge and skills needed to enlighten, empower, and inspire participants to lead the transformative change needed on the continent.

Since 2008, AWARD has built a strong cadre of trainers from nine African countries, all of whom have excellent presentation and facilitation skills, experience in ARD (both in Africa and globally), and an in-depth knowledge of gender and diversity issues relative to ARD. This team of highly qualified and dedicated educators delivers world-class training designed to build strong, gender-responsive capacity in African ARD institutions.



Committed to growing the pool of highly qualified and dedicated educators available to deliver world-class training across the continent, AWARD continually identifies promising trainers who have suitable backgrounds for the courses they are to teach, and then strengthens their performance by investing in regular Training of Trainers workshops.



African Women in Agricultural Research and Development (AWARD) is working toward inclusive, agriculture-driven prosperity for the African continent by strengthening the production and dissemination of more gender-responsive agricultural research and innovation. We invest in African scientists, research institutions, and agribusinesses so that they can deliver agricultural innovations that better respond to the needs and priorities of a diversity of women and men across Africa's agricultural value chains.

For more information, visit www.awardfellowships.org.

Hosted by the World Agroforestry Centre
United Nations Avenue, Gigiri
P.O. Box 30677-00100
Nairobi, Kenya

+254 (0) 20 722 4242

Email: awardqueries@cgiar.org
www.awardfellowships.org