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Mid-term Review of the NUFU sub-programme Women's Rights and Gender Equality

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Abstract: Women's Rights and Gender Equality is a sub-programme of the Norwegian Programme for Development, Research and Education (NUFU). The sub-programme started in 2009 and is expected to end in 2013. Five projects were funded where Norwegian universities work with partners in Tanzania, Malawi, Ethiopia, South Africa and Palestine. The programme has been successful, and has contributed to individual and institutional capacity on women's rights and gender equality directly and mainstreamed into areas such as agricultural production and food science, education and maternal health. The report recommends that women's rights and gender equality is included as one of the priority topics also in future university cooperation programmes.

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Preface

This Mid-term Review has been commissioned by the Norwegian Centre for International Cooperation in Higher education (SIU)

The Women's Rights and Gender Equality Programme is a sub-programme of the larger Norwegian Programme for Development, Research and Education (NUFU), which is funded by Norad and managed by the Norwegian Centre for International Cooperation in Higher education (SIU).

The purpose of the Mid-term Review of the Sub-programme is to analyse the progress achieved to date and factors influencing the success of the programme; and give recommendations for future work. In this connection interviews with other international agencies has also been conducted.

The authors would like to thank the project leaders and PhD candidates from the five projects covered for their collaboration and time spent on the review. A special thanks to senior lecturer and project coordinator Anna Temu, who organized our interviews at Sokoine University of Agriculture (SUA) and fieldtrips to women farmers' groups in the Uluguru Mountains, and to senior lecturer and project coordinator Honest Kimaro for his assistance with interviews at University of Dar es Salaam (UDSM) and to PhD candidate Caroline Ngoma for going with us on the field trip to a health facility at Kibaha district.

The authors will thank the staff at Sida, DFID and Nuffic who patiently answered all our questions about policies and strategies on gender and capacity building in higher education and research in their agencies; and also staff at SIU who provided easy access to all necessary documentation on the Sub-Programme.

Oslo, December 2011

Marit Haug
Research Director

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Summary

Berit Aasen

Mid-term Review of the NUFU sub-programme Women's Rights and Gender Equality

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Background

The NUFU sub-programme on Women's Rights and Gender Equality was launched with a call for proposals in April 2008, one year after the regular NUFU call. Five projects--two bilateral and three network projects--were selected from a total of 11 project proposals.

The sub-programme has been part of the SIU management system for the NUFU programme, and reports on the sub-programme for 2009 and 2010 have been included in the NUFU annual report.

The following five projects were funded:

- Women and Food Science: Together towards National Visibility Norwegian University of Life Sciences, Ås (UMB, Mekelle and Hawassa Universities, Ethiopia and Sokoine University of Agriculture, Tanzania)
- Empowering Women to Participate in the Higher Level of Fruit and Vegetables Value Chain Through Production of Dried Products (UMB and Sokoine University of Agriculture, Tanzania)
- Improving Access and Quality in Maternal Health Care in Sub Saharan Africa. Main partners: University of Oslo (UiO) and University of Malawi (UNIMA), with University of Dar es Salaam (UDSM) as a network partner.
- Gender Equality, Education and Poverty (GEEP) (Oslo and Akershus University College for Applied Sciences (HiOA), Ahfad University for Women, Sudan and University of Western Cape, South Africa)
- Enabling Local Voices: The Gender and Development Forum (University of Bergen and Birzeit University, Palestine)

Relevance

The call for proposals was rather vague on the gender issues included, with a general focus on women's rights and gender equality and with a reference to the Norwegian Gender Action Plan for Women's Rights and Gender Equality in Development Cooperation. The projects are a mix of gender mainstreaming into sectors, and two more explicitly gender equality projects. Although gender mainstreaming into thematic areas was not mentioned in the call, such mainstreaming is essential in

conducting research in areas such as agricultural research, relevant for women, and inclusive of their products and work life into research fields. From this perspective, all the five projects score high on relevance in relation to gender and development problems. The projects are well aligned with national policy and programmes, and with priorities in the Norwegian Gender Action Plan for Women's Rights and Gender Equality in Development Cooperation. The Southern partner universities are important actors in their fields of research.

Efficiency

The sub-programme scores high in efficiency. No separate institutional management mechanisms has been set up, as the sub-programme has been incorporated into the overall SIU NUFU programme management system, and can benefit from programme management improvements, such as the project database that SIU has recently created. The value for money seems high. There are delays in the progress for some of the PhD students, due to illnesses and childbirths, but such delays are within what could be expected. The projects visited in Tanzania are well aligned with other Norwegian development cooperation activities, and this additional funding have improved the efficiency of existing projects and sub-programme.

Effectiveness

The sub-programme scores high on effectiveness, and seems to be reaching its objectives. There still remain 1,5 years of the programme period, and so it is premature to conclude.

Sustainability

The programme scores high on sustainability, understood as capacity building and retaining or recruiting trained candidates as staff. Most of the PhD candidates are staff of the institutions. Universities also contribute through the trained staff and capacity building for the larger sectoral thematic areas, such as food science development and health information systems.

The project also scores high on sustainability in relation to continued gender-related research and higher education, as partner institutions in the South have committed to gender equality; dedicated researchers are highly motivated to continue to carry out gender mainstreaming into their research, or focus on research on women's rights and gender equality. We do not have sufficient evidence that the financing will be available to continue such research, either through financing from national sources or from other donors. We believe that all the projects would benefit highly from receiving funding from a second round of programme funding.

Risk-management

There are always risks involved in collaboration with universities in the South. However, the partners in this sub-programme have been engaged in such work for many years, and have established good practices on mitigating risks and challenges. It is a paradox that one of the stumbling blocks in two of the projects is the limited housing facilities for PhD students from the South at the Norwegian University of Life Sciences (UMB), Ås.

Anti-corruption

Anti-corruption rules, instruments and guidelines are set by the individual partner universities, and not at the project level. Corruption was not seen as a serious problem at project level, and financial reporting and anti-corruption were the responsibilities of the NUFU coordinating units and the financial departments of the universities. Corruption was not identified as a serious issue by the Norwegian universities that were interviewed. This may be related to the fact that the projects are small, simple, and limited to PhD candidates whose stipends are paid directly into their bank accounts. In addition, the selection of candidates is demand-driven at universities.

Overall Conclusions

The sub-programme has made good progress, and is expected to meet the objective set by the call for proposals, and recruitment of female candidates and project leaders. There are some delays in PhD implementation, but not beyond what could be expected. One could have hoped that more projects had been more explicit in their attention to women's rights, but given that this call came only two years after the main NUFU call in 2007, which resulted in several gender-specific projects, the current mix of projects in the sub-programme seems reasonable.

The Norwegian partners contribute with international expertise and a good working environment both concerning PhD course work, and library and office facilities for thesis writing. The Southern partners are well embedded in national policy work, and are actively coordinating NUFU resources with other sources of national and international funding, including in some cases complementary Norwegian funding. One may consider utilising the complementary nature of other sources of Norwegian funds better in order to increase effectiveness and sustainability, although we recognise the limits to coordination from above. The local institutions need to take the initiative in the coordinating of resources and in building effective and sustainable institutional and funding structures.

Recommendations

- The review team recommends that the programme period be extended for one year (non-cost) until the end of 2013.
- Future programmes for university collaboration between North and South should include women's rights and gender equality as one of several priorities.
- Future programmes should also continue to mainstream women's rights and gender equality into their main programmes.
- If additional funding should come from the women's grant, it should not be used for separate sub-programmes, but for specific incentives and instruments that strengthen the gender aspect of research.
- The new programme should continue to focus on the recruitment of female candidates, and to have a target of 50/50 men and women candidates, such as Nuffic has.

- In future programmes Norad and SIU should consider increasing the stipend for the period in Norway, and ensure individual funding for purchase of books and conference participation.
- MFA should consider a strategy or policy on research, clearly stating its expectations of gender in research, and the role of Norad in this work, as Sweden's Ministry of Foreign Affairs did in 2009.
- SIU should, in collaboration with Norad, decide the required level of competence needed on gender issues in research that SIU needs to develop within its own organisations, similar to the Nuffic process.

Abbreviations

DHIS	District Health Information System
EPINAV	Enhancing Pro-poor Innovations in Natural Resources and Agricultural Value-chains
HISP	Health Information System Programme
HMIS	Health Management Information System
MFA	Ministry of Foreign Affairs
MKUKUTA	Mkakati wa Kukuza na Kupunguza Umaskini Tanzania (=NPGRP)
MoHSW	Ministry of Health and Social Welfare
MVIWATA	Mtandao wa Vikundi vya Wakulima Tanzania/ National Network of Small-Scale Farmers Groups in Tanzania
NFP	Netherlands Fellowship Programme
NICHE	Netherlands Initiative for Capacity Development in Higher Education
Norad	Norwegian Agency for Development Cooperation
NOMA	Norad's Programme for Master Studies
NPGRP	National Programme for Growth and Reduction of Poverty
Nuffic	Netherlands Organisation for International Cooperation in Higher Education
NUFU	Norwegian Programme for Development, Research and Education
PANTIL	Programme for Agricultural and Natural Resources Transformation for Improved Livelihoods
Sida	Swedish International Development Cooperation Agency
SIU	Norwegian Centre for International Cooperation in Higher Education
SUA	Sokoine University of Agriculture
UDSM	University of Dar es Salaam
UIO	University of Oslo
UIB	University of Bergen
UMB	Norwegian University of Life Sciences, Ås
URT	United Republic of Tanzania
VICOBA	Village Community Banks

1 Introduction

1.1 Background

The Norwegian Cooperation Programme for Development, Research and Higher Education (NUFU) was founded in 1991, and is currently in its 4th period, (2007-2011)¹. Attention to gender equality and mainstreaming of gender-relevant topics has received increased attention in the latest NUFU-period. The Norwegian Centre for International Cooperation in Higher Education (SIU), which is the managing institution for the NUFU-programme, followed up the gender issues by commissioning a gender analysis of the NUFU programme in 2010 (SIU 2010b), and by publishing a booklet “Gender Matters” intended for project leaders (SIU undated).

As part of the Norwegian Action Plan for Women Empowerment and Gender Equality in Development Cooperation (2007-2009) (MFA 2007), a new Gender Fund was established in 2007 to improve mainstreaming of gender in development cooperation. In 2008, the MFA decided to use 24 Mill NOK of this Gender Fund for capacity building in research and higher education in the South. These funds had to be complemented by general allocation funds from the MFA for research and research capacity building.

In 2008 Norad earmarked 14 Mill NOK to the Research Council of Norway’s call for the programme “Gender and development” and an extra 10 mill. NOK to NUFU for a sub-programme “*Women’s rights and gender equality in an international perspective.*” The contract was dated 17 April 2008 (Norad 2008). The NUFU Programme Board allocated an extra 14 Mill NOK to the Programme from two terminated projects, and on 21 April 2008 a call for 24 Mill NOK was launched (SIU 2009, p. 3).

Of a total of 11 received applications, five were selected for financial support : three network projects and two bilateral projects². The Programme period is 2008-2012. The following projects were funded:

- Women and Food Science: Together towards National Visibility (UMB, Mekelle and Hawassa Universities, Ethiopia and Sokoine University of Agriculture, Tanzania)

¹ Recently the expiration of the NUFU program period was extended to 2012.

² No assessment will be done of the selection process.

- Empowering Women to Participate in the Higher Level of Fruit and Vegetables Value Chain through Production of Dried Products (UMB and Sokoine University of Agriculture, Tanzania)
- Improving Access and Quality in Maternal Health Care in Sub Saharan Africa. Main partners: University of Oslo (UiO), University of Malawi (UNIMA) and University of Dar es Salaam (UDSM).
- Gender Equality, Education and Poverty (GEEP) (University College of Oslo, Ahfad University for Women, Sudan and University of Western Cape, South Africa)
- Enabling Local Voices: The Gender and Development Forum (University of Bergen and Birzeit University, Palestine)

1.2 Objectives of the mid term review

The sub-programme period will end in late 2012, and the researchers on the five projects therefore either have already conducted their fieldwork, or are at the end of this; and are currently in the write-up phase. Several master's students have finalised their work (SIU 2011); other master's and doctoral students will either complete their work next year or in 2013.

A number of evaluations and reviews have been done on the NUFU work. The evaluations of NUFU and NOMA from 2009 (Norad 2009), the review of the Norway-Tanzania NUFU Programme (Tonheim et.al. 2010), and the gender mainstreaming in the NUFU Programme report (SIU 2010b) have been used as a basis for interview guides and analyses. The two latter reports are based on fieldwork in Tanzania; the current project portfolio of the Women's Rights and Gender Equality sub-programme has not been reviewed in any of the studies.

1.3 Methodology

Tanzania was selected for field work, as three of the five projects have partners in Tanzania. Two of these are network projects with universities in other countries as main partners. Sokoine Agricultural University is a partner on two of the projects, while University of Dar es Salaam is a partner on the third project (SIU 2009a). The two remaining projects are a bilateral project between the University of Bergen and Birzeit University, Palestine, and a network project with main partners University College of Oslo and Ahfad University of Women, Sudan, with the University of Western Cape as partner.

Methods and data collection:

- The review started with telephone interviews with SIU and Norad in May 2011 to establish availability of documentation and points of view.
- A desk study of available contracts, agreements, calls for proposals, annual reports from the individual project and the NUFU programme, minutes from meetings, was done in May 2011.

- Key informant interviews were carried out face-to-face with Norwegian project leaders on three of the projects and on the phone with the University of Bergen, in May 2011; the last project leader was interviewed in August.
- Fieldwork was carried out in Tanzania, 4-8 July 2011, with visits to SUA and UDSM. The team conducted interviews with project leaders and staff, and with PhD-students.

The review team also included interviews with desk officers in The Netherlands (Nuffic), UK (DFID, Research Department), and Sweden (SIDA, FORSK), on how gender issues were managed in other bilateral capacity-building programmes.

2 The NUFU Sub-programme on Women's Rights and Gender Equality

2.1 Decision and objective of the sub-programme

The objectives of the sub-programme were to increase the number of NUFU projects that addressed women's rights and gender equality and to increase the number of female PhD candidates. There were no objectives related to the sub-programme having a wider impact on institutions or programmes.

2.2 Management of the sub-programme

The sub-programme has been managed as an integrated part of the NUFU-programme. It does not have any separate management procedure or governing system. The implications of this are that the NUFU Programme Board thereby received an additional responsibility. The NUFU agreement between Norad and SIU include a §2.2 paragraph, which allows for additional funds to be allocated to the NUFU programme. Several such additional programmes have been funded, by Norad or the embassies, and have their specific reporting. The sub-programme on WRGE is the only §2.2 allocation which does not have a separate reporting. The Programme therefore seems not to have been specifically discussed in the NUFU Programme Board, except when the funding was decided on in 2008, and the decision on the Mid Term Review in 2010.

SIU followed the regular NUFU management procedures in preparing for the decision on project selection. Each project proposal was sent for review to two reviewers, one from the North and one from the South, in addition to each institution's own assessment and ranking of its own applications. SIU proposed that only four projects be funded, but the NUFU Programme Board overruled this, and accepted five proposals.

2.3 The five projects

2.3.1 Women and Food Science: Together towards National Visibility (Ethiopia and Tanzania)

Partners, objective and project design

This is a network project with University of Life Sciences (UMB), Ås, and Mekelle University College as main partners, with Hawassa University College and Sokoine University of Agriculture as network partners.

The objective of the project was to build a Department of Food Science and Nutrition at Mekelle University. “The overall goal of the cooperation project is to support and reinforce Ethiopia’s overall economic development. The proposed project will contribute towards food security both in terms of quantity and quality through the study of existing food sources used by women, improving up on them, and training qualified food scientists that will substantially help work towards food security.” This would be done through “improve(ing) the quality and relevance of university teaching in the field of food science and post harvest technology at Mekelle University.” The immediate objective was to “develop a curriculum and the establishment of food science and post harvest technology department at Mekelle University” (from the Project Document).

The project design was based on a regional network project where Hawassa and Sokoine Universities would support the development of food science at Mekelle.

The four PhD candidates, one from Tanzania and three from Ethiopia, are all registered at and will receive their degree from UMB. The plan was for six master’s students.

Background, earlier and current collaboration with Norwegian partners at an institutional level

The initiative for the project came from Mekelle University, which proposed a regional network project to include both Hawassa University and with Sokoine University, Tanzania. UMB had been a long-term partner in both Ethiopia and Tanzania, but the Institute for Food Science only became partner in the last decade. There was already trust established between the partners, and the new project was could build on this trust. At the same time there was also other larger bilateral research capacity projects which involved the same universities, funded directly by the embassies in Tanzania and Ethiopia³.

Gender

The main gender mainstreaming aspect of the research is that the project is designed to study food products that are grown and processed by women. The Ethiopian project leader works closely with women’s groups, funded partly by the project, and partly by NGOs to increase the development effects for women. The project does not seem to address gender equality issues and women’s rights in the specific thematic area.

³ Although mostly including other institutes.

The national context: The project contribution into ongoing efforts (plans and programmes) in the thematic area

At Mekelle University, the project will assist in establishing a new department of food science. Collaboration with the other three universities in the network will ensure access to competence and supervision, staff development, and infrastructure. There are serious obstacles to using the NUFU modalities in responding to the daunting challenge of setting up a new institute and new laboratories, when housing and staff issues have not been solved.

The project provides funding for vital infrastructure, PhD training and staff development in Ethiopia; in Tanzania only one PhD candidate (staff) is funded. The project leader at Mekelle is integrating the project into a wider programme development around new food products, and has attracted funding beyond the basic research. In Tanzania, although the project funds only one PhD, the activities are integrated into a larger research plan at SUA. There are, however, signs that topic selection is dominated by partners in the North, in areas where UMB supervises PhD candidates.

South-south collaboration and regional networks

The need and potential for regional South-South collaboration in food science and commercialisation of new food products is great in Africa. There is a huge need to develop the national and regional competence in developing these new products. However the distance between Ethiopia and Tanzania and their possible negative effects on continued collaboration of this were probably not taken sufficiently into consideration.

Progress and assessment

The establishment of food science teaching at Mekelle has been difficult, both in acquiring the laboratory equipment and in hiring teaching staff. The Norwegian partner had to order most of the equipment; this has not been installed yet (May 2011).

The project has four PhD candidates: three from Ethiopia and one from Tanzania. All of them are students at UMB, and have taken their introductory courses there. Both the UMB staff and the PhD students stress the importance of staying in Norway when analysing the data and writing the dissertation. A serious problem in this regard has been the lack of housing facilities at UMB, as PhD students are no longer eligible for student housing but need to go out on the more expensive private housing market. The current PhD fellowship rate is too low to cover basic living cost, when the students are forced to enter into the private housing market. One of the PhD candidates became ill and is behind schedule. There seems to be a need for extension of the project period until 2013.

Tanzania has remained a small junior partner with little funds beyond a fellowship for one PhD student, and exchange visits have not been done to the extent planned. It is doubtful that the current modus of NUFU-project funding is beneficial for such collaboration.

Overall conclusion:

The project has encountered severe difficulties in providing equipment and support to the new master's programme in Food Science at Mekelle University. Most of the four PhD candidates in the project are making good progress, but due to illness there have been some delays. The project will need to be extended to 2013 to enable all candidates to complete their theses. In Tanzania, the project does not seem to cover necessary improvements in equipment. Given severe shortages in infrastructure in their laboratories, the candidates would benefit from access to UMB laboratories for their research work. Their stays at UMB have therefore been made longer than planned.

2.3.2 Empowering Women to Participate in the Higher Level of Fruit and Vegetables Value Chain through Production of Dried Products (Tanzania)

Partners, objective and project design

This is a bilateral project between the food science department at University of Life Sciences (UMB) and the department of agricultural economics and food science at Sokoine University of Agriculture (SUA). The purposes of the project are:

- To identify an appropriate improved drying technology.
- To develop consumer-acceptable and good quality dried fruits and vegetables with high potential for commercialisation.
- To develop an effective value chain for dried fruits and vegetables.
- To promote the adoption of post harvest technologies for better quality raw materials for fruits and vegetable drying.
- To develop women's enterprise development conceptual framework that can be applied elsewhere for the economic empowerment of various groups in a community.

The cooperation between the food science department and the agricultural economics department at the two universities is unique. The agricultural economics department is the coordinator of the project at the Tanzanian side, and it is its first NUFU project. Former UMB research collaboration with SUA has mainly been with the Veterinary Faculty and with the Forestry Faculty.

The project funds one PhD candidate from SUA to take a PhD in agricultural economics at the UMB, and for research grants for four master's students at SUA, two in food sciences and two in agricultural economics⁴. It also provides research grants for professors and lecturers at SUA.

Background, earlier and current collaboration with Norwegian partners at an institutional level

The initiative for the project was taken by the Tanzanian project leader. The two institutes at UMB had previously been involved in the Programme for Agricultural and Natural Resources Transformation for Improved Livelihoods (PANTIL) (now

⁴ The Project Document lists two master theses as a goal.

ended), and were amenable to working jointly on food science and agricultural economics (food science product marketing).

Gender

The project does conduct research on products that women are engaged in, and is testing improved traditional dryers in several women's groups in the Luguru Mountains close to Morogoro (2 hours' drive) and in the Coast Region. The project initially called members of the MVIWATA (a farmer's group organisation) and asked for volunteers to form new fruit drying groups. After agreeing on the place for the dryers and after initial training in drying techniques, hygiene and bookkeeping, each group was left to organise itself.

The involvement of the women's group in the project is both to demonstrate the possibility of village based drying, and also to use the dried products from these women's groups in the research to test quality. The project was late setting up the groups, and was only able to be in operation for half of the 2010/11 season. The first full season will be 2011/12. Another problem has been that the six sheet dryers are too small for the group of 8-10 women. The project has received some funding from the Tanzania Private Sector Foundation (TPSF), a national funding of competitive clusters for an additional two dryers for each group, so they should have three dryers each for the next season. In this way the tests could be made on the production and economics of the production.

One concern is, however, that the project has very few resources for doing the research on the village-based drying production, and its potential role in the value chain, including testing qualities such as nutrition and shelf life. There are ambitions in the project to document this, including a handbook and a meeting for dissemination to potential entrepreneurs. We recommend that the project reconsider its ambitions in relation to the commercialisation of village-based drying, and possibly settle for best practice documentation of group production experienced during the project lifetime.

More knowledge of the economics of the production and of the potential in the value chain needs to be documented, and only a limited amount can be done in the lifetime of this NUFU-project. Such research also depends on very reliable data of time and resource input, and as the village women have not kept log books, no data collection for such an analysis has been done, and there might not be a sufficient budget for this.

The Tanzanian context: The project contribution into ongoing efforts (plans and programmes) in the thematic area

The Tanzanian partners in the project are actively seeking access to and using additional funds to make the NUFU project part of a wider programme area. The main complementary project is a Danida-funded project within the same topic of dried vegetables and fruit. But the project staff has also been successful in accessing a World Bank funded capacity-building programme at SUA and other national institutions in Tanzania. These funds have been used as complementary funding for scaling up the pilot and improved dissemination of the project results.

Sustainability is therefore considered to be high, in the sense that there is now a group of experts that will pursue the technical area, and that also has an interest in linking their research to women's practice work in drying, and in accessing higher levels in the value chain and improve their income from this. Plans are underway to link the project with the Tanzania Bureau of Standards (TBS) for products certification, to enable penetration into the wider market.

Another question is to what extent the pilot will actually create a commercial product and gain access to markets in Tanzania, the region, and for export to Europe. The project has existed for less than three years, and it is much too early to cast any judgement on this case. For the project to be commercially successful, the research group must access further funding through the Programme Enhancing Pro-poor Innovations in Natural Resources and Agricultural Value-chains (EPINAV) or other research funds. There is also a need to improve laboratory facilities and upgrade technicians to run new instruments and to improve the analysis of the Food Science Department.

Regional networks

The project is not a network project and plans no networking activities. However, the project has contributed with other SUA partners to the first regional East Africa meeting in food sciences, creating the East Africa network on www.dried-fruit.org, and it has helped to establish the first regional network in food science and dried fruit.

Overall conclusion:

The project has made a good start, and contributed positively to other projects in establishing a drying lab at SUA. It has also strengthened the collaboration among the Department for Agricultural Economics and the Food Science and Nutrition Departments at SUA.

2.3.3 Improving access and quality in maternal health care in Sub Saharan Africa (Malawi and Tanzania)

Partners, objective and project design

The partners have a long history of collaboration in research and research capacity building. The Department for Community Medicine and General Practice at the Medical Faculty, University of Oslo (UiO) has collaborated with the Department of Informatics for many years on health information systems and maternal health. The main partners in the South are the Kamuza College of Nursing, University of Malawi and the Department of Computer Science, University of Dar es Salaam. There are five PhD candidates funded by the project, four in Malawi and one in Tanzania; two of the candidates are working on ICT issues, the rest within medicine and nursing. Four other PhD candidates are working with the project, but funded through other arrangements. All candidates are taking their PhD degrees at the UIO, and several of the PhD candidates have their master's degrees from Norway.

The objective of the project is to conduct research on how one may reduce maternal mortality in the poorest African countries. The specific thematic areas are:

- To understand how to improve quality of care for pregnant women and their infants.
- To improve the quality of health systems management and health information systems on maternal health.
- To understand and increase the role and the participation of men in maternal health.
- The project consists of two components. In one, related to medicine and nursing, the Department of Community Medicine and General Practice (DCMGP), UIO is partner, and where only Malawi is partner. The other is the Health Management Information System component where the Department of Informatics, UIO, is a partner, and where the Southern partners are the Department of Computer Science, the University of Dar es Salaam (UDSM), and where the project work with a ICT Foundation Bao Bab in Malawi, where the Malawi HMIS PhD candidate has an office.

Gender is mainstreamed into the project, gender roles are addressed in a number of the PhD thesis, and the Health Management Information System component contribute with specific patient data on maternal mortality indicators. A specific focus is on the role of men in maternal health.

Background, earlier and current collaboration with Norwegian partners at an institutional level

- This project is quite unique among the five, in that the partners not only have worked together before, but that the NUFU projects are part of a much larger interventions in Malawi and Tanzania, especially within the HMIS area⁵. DCMGP, UIO, had worked with Malawi since 1997 on maternal health. The current NUFU-project in Malawi has new partners but relates to the same topics as earlier projects.

The national context: The project contribution into ongoing efforts (plans and programmes) in the thematic area

The project works with key institutions in the South that already are working closely with health sector programmes and their capacity-building components. The medical component works only in Malawi and the PhD candidates will contribute to improved capacity in the College of Nursing, and in improved research capacity on maternal health in Malawi.

This project develops Health Management Information Systems (HMIS) on maternal mortality, and develops ICT patient data on maternal and newborn mortality. The project targets the research part of product development, and in order for the project to be implemented, substantially more funding needs to be invested from other sources for product development and testing. The project works in tandem with other HMIS projects funded by donors, including Norway. Both Tanzania and Malawi will implement a full District Health Information System (DHIS), and both partners are part of the working groups on HMIS in countries in the South. The projects are therefore well integrated into the national plans and policies of joint

⁵ For a review of the large programme of development and implementation of the HMIS system, and the DHMIS, see Pact 2011.

health sector support to the two countries. In Tanzania, UDSM works with Kabaha District and with both the urban and rural health facilities that are collecting data for the research thesis and ICT programme development. The Kabaha District health facilities have worked with UDSM for years, and are also involved in several other HMIS projects under the health sector programme due to its proximity to Dar es Salaam.

South-south collaboration and regional networks

The project contributes to a larger pool of funding and efforts on HMIS in developing countries, and on HMIS on maternal mortality. The regional networks are already established, with common training and workshops.

Overall conclusion:

The project contributes to important capacity building in the two countries on teaching and research on maternal mortality. The knowledge and capacities that are developed are highly valuable for the maternal health and MDG 3 and 4. The HMIS technology will have great potential when adapted, scaled up and integrated into the national systems.

2.3.4 Gender Equality, Education and Poverty (GEEP) (Sudan and South Africa)

Partners, objective and project design

Gender Equality, Education and Poverty (GEEP) is a network project with the Faculty of Education and International Studies, Oslo and Akershus University College for Applied Sciences (HiOA) and the School of Psychology and Pre-School Education, Ahfad University for Women, Khartoum as main partners, with the Faculty of Education, University of the Western Cape as network partner.

The objectives of the project are:

- A comparative study of how global policy goals in relation to gender and education are interpreted and acted on in local context.
- A long-term approach to capacity building through multi-faceted staff development, including both administrative and academic management.

The project includes two PhD candidates, one from Sudan and one from South Africa. Both students are enrolled at the University of Western Cape. The project had a target of 10 master's theses; and has a wide range of dissemination activities, including the production of a 40 minute documentary film which is under planning.

The project design was based on doing fieldwork and analysing two schools in each country: one urban and one rural.

The project was very ambitious on the publication side, with edited volumes, articles and conference papers.

Background, earlier and current collaboration with Norwegian partners at an institutional level

Oslo and Akershus University College for Applied Sciences (HiOA) took the initiative on the project, based on earlier experiences with research in the two countries. The institutions in the South had no earlier experience of collaboration.

The national context: the project contribution into ongoing efforts (plans and programmes) in the thematic area

Localising gender equality in education is a major challenge, and both countries in the South have ambitious plans for gender equality in education, although both the context and the challenges are different. The project focuses on young girls in lower secondary school, which is globally identified as a very vulnerable age. The project is of high relevance to the work on improving completion rates for young women in post-primary schools. At the same time, the subject matter is challenging and sensitive as it addresses norms and culture that are barriers to gender equality.

The project has gone beyond studying young girls at school level, to include analysis of community context and analysis of both young girls and boys, to address gender equality and the role of community norms as barriers to and promoters of girls' access to education.

South-south collaboration and regional networks

The partners in the South have worked with HiOA before, but not with each other. The project has been organising meeting places, and in ensuring that staff and PhD candidates attend relevant international conferences. The project is also organising project team workshops, both in Sudan and in South Africa.

Overall conclusions

The project has made good progress, and fieldwork is well underway. There might be some delays in the progress of the South African candidate due to late recruitment and change of position. The project was very ambitious in its plans for publications. Writing skills among partners were overestimated, and the project has therefore redirected some funds for writing workshops to improve the project members' skills in academic writing.

2.3.5 Enabling Local Voices: The Gender and Development Forum (Palestine)

Partners, objective and project design

- This is a bilateral project between the University of Bergen and Birzeit University; Palestine. University of Bergen has had earlier collaborations with Birzeit University, but this is its first with the Institute of Women's Studies. At the University of Bergen, the partner is UNI Global at UNI Research, a unit that coordinates cross-disciplinary research with partners based in different departments and institutes.
- The objectives of the project are:
- Bring forward the complexities of Palestinian women's responses and activities during occupation and violent political moments.

- To draw attention to how women play out their different roles under changing conditions of complex emergencies.
- To provide quality academic support to conduct research at PhD level.
- To enhance the academic exchange and cooperation between PhD students in Norwegian universities and Birzeit University.
- Produce historically and culturally appropriate knowledge that can assist grass-roots movement in their attempts to effectively address women's concerns, practices and experiences.
- Publishing in peer-reviewed journals and disseminate our research in popular and academic Arab periodicals, journals and media channels.
- Outreach activities will give the general public insight into how armed conflicts affect Arab women.
- To provide case studies, which will be of use for governmental and non-governmental peace building and development efforts.

There were plans for four PhD candidates and four master's students. Due to illnesses and problems with travel permits, the selection of PhD candidates has run into difficulties, and there have been delays. At present, it seems that there will be only three PhD candidates, but a fourth student funded by UiB has received funding for her fieldwork from the project. . There will be four Master students at Birzeit University funded by the project.

All the PhD candidates will be enrolled at universities in the USA, where most of them have a long history of collaboration with the Institute for Women's Studies. A particular aspect of this project is that there are numerous scholarship programmes at Birzeit University, and PhD candidates seem to look upon the NUFU project as one of them, rather than as a collaborative research project, which is how the staff at both universities views it.

At the seminars in Palestine it has been difficult to get the PhD candidates to participate and present their research, as they need to fulfil specific requirements of the fellowship programme at their home universities.

Background, earlier and current collaboration with Norwegian partners at an institutional level

The research group in Bergen has a long interest in and experience with research in the Middle East/Palestine. There has been academic exchange between teaching staff of the two universities, and earlier collaboration between UoB and other institutes at Birzeit University.

The national context: the project contribution into ongoing efforts (plans and programmes) in the thematic area

The topics are of high relevance in the Palestinian context, and the topics addressed in the research are highly relevant and build upon earlier research within the areas of women's rights and gender equality in Palestine.

Regional networks

The project does not offer any incentives for regional networking. The Institute for Women's Studies is actively involved in global networks in US and Europe (UK) on Palestinian women and gender issues, and is already well connected to these global networks.

Overall conclusions

This project is different from others, in that all PhD candidates are enrolled in universities outside the two partners, in this case in UK and USA, where the institutions already have good contacts. The PhD candidates have few or no connexions with the project, and do not take part in joint workshops. This leads to a paradox. This project may be the most explicit in its focus on feminist theories, women's rights, and gender equality. It therefore merits continued support to develop this thematic focus. On the other hand, the Southern partner seems to be well connected to other universities that seem to be more important as academic partners.

3 Assessment of the sub-programme

3.1 Relevance

The call for proposals was vague on the specificities of gender issues, but was clear in the focus on women's rights and gender equality. The projects are a mix of gender mainstreaming into sectors, and two more explicitly gender equality projects. Although gender mainstreaming into thematic areas was not mentioned in the call, such mainstreaming is essential in making research in areas, such as agricultural research, which is relevant to women, and in including their products and work life into research fields. Seen in this way, all the five projects score high in relevance in relation to gender and development problems in the respective countries. The projects are well aligned with the national policy and programmes, and with priorities in the Norwegian Gender Action Plan for Women's Rights and Gender Equality. The Southern partner universities are important actors in their respective fields of research.

The projects visited in Tanzania documented high relevance to national development issues, poverty reduction plans, and research strategies. The projects were highly relevant to the sector strategies in agriculture, e.g. the Tanzania agricultural growth strategies are articulated in the Agricultural Sector Development Program (ASDP) and "Kilimo Kwanza" (Agriculture First). The agricultural transformation strategies in Tanzania aims at improving and strengthening availability of scientific production methodologies through research, training and provision of extension services; improving market access, and; promoting agro-processing and value addition activities (URT 2011). Agriculture is one of the key sectors identified in the Five Years Development Plan I (20011/12-2015/16).

The national poverty reduction strategy (NPGRP-II: MKUKUTA -II 2010), has a strong result orientation in its gender perspective, clear targets, and well identified strategic directions to achieve them.

The Health Management Information System (HMIS) project based at UDSM is highly relevant for child and maternal health in Tanzania. The Tanzania Health Information and Research Section within the Ministry of Health and Social Welfare (MoHSW) operate under the Directorate of Health Policy and Planning. Its role is to collect, store, analyse and disseminate health-related statistics. The HMIS Unit in the Planning Department at MoHSW is the main coordinating body for the national implementation of the health management information system. A consortium consisting of the University of Dar es Salaam and Muhimbili College of Health Sciences (MUCHS) and Ifakara Health Research and Development Centre support

the MoHSW in the implementation of this program area through technical support and implementation of the program components, funded under the Health Sector Programme, where Norway is one of several donors in the Health Sector Basket Fund.

3.2 Efficiency

The sub-programme scores high on efficiency. No separate institutional management mechanisms have been set up, as the sub-programme has been incorporated into the SIU NUFU programme management system, and can benefit from programme management improvements, such as the project database that SIU has recently established. The value for money seems high. There have been some delays in the progress of some PhD students, but these have been due to illnesses and childbirths, and are within what could be expected.

The projects visited in Tanzania are well aligned with other Norwegian development cooperation activities within their respective sectors, and this additional funding for related activities improves the efficiency of the projects and the sub-programme.

3.3 Effectiveness

The sub-programme scores high on effectiveness, and seems to be reaching its objectives, although 1,5 years remain of the programme period, and so it is premature to conclude. The projects will help to close the gender gap through an increased number of women academic staff when master's and PhD candidates complete their studies. The five projects have funded 16 PhD candidates: 14 women and two men (Ethiopia), and 24 master's students: 20 women and four men. Gender mainstreaming in the research has been strengthened, but this is only a start and needs additional support to be better institutionalised in the research portfolio in the universities.

	PhD			Masters		
	F	M	Total	Female	Male	Total
Food Science	2	2	4	2	2	4
Dried Fruit	1		1	4		4
Maternal Health	6		6			
GEEP	2		2	10	2	12
Birzeit	3		3	4		4
Total	14	2	16	20	4	24

The projects have contributed to technology transfer from universities to communities; access to markets through project activities, and do have the potential to increase women's income and address postharvest losses in agricultural production. The projects have improved South - South cooperation and enhanced networking through the exchange of information and knowledge.

3.4 Sustainability

The programme scores high on sustainability, understood as capacity building and retaining or recruiting candidates trained as staff. Most of the PhD-trained is staff of the institutions. However, we also see sustainability in the wider context of universities contributing trained staff and capacity building that are useful for the larger sectoral thematic areas, such as food science development and health information systems. We have not been able to document recruitment plans for master's students who have been trained under the programme. This would be difficult to document as there is a fierce competition among institutes and departments at all universities for new staff positions.

The project also scores high on sustainability related to continued gender-related research and higher education, as partner institutions in the South are committed to gender equality. Dedicated researchers are highly motivated to continue either incorporating gender mainstreaming into their research, or studying women's rights and gender equality. We do not have sufficient evidence that financing will be available to continue such research, either through financing from national sources or from other donors. We also believe that most of the projects would benefit greatly by receiving funding from a second round of programme funding.

Institutional sustainability means the continued use of capacities and competences built up by support from the NUFU Programme at institutional levels and the potentials for institutional and financial maintenance of the project thematic areas. The projects seemed well aligned with the long-term strategies of the academic institutions. The Tanzanian Government requires Gender Focal Points (GFPs) to be established in all ministries, regions, districts, and institutions to ensure that gender concerns are taken into consideration in development policies, plans and programs. Both SUA and UDSM have Gender sections or units and gender focal point persons.

- Most of the PhD candidates are staff or affiliates of the institutions, and will contribute to the continued sustainability of the institutions. In those instances where the candidates are not staff of the institutions, the capacities being built are relevant for national development. The enhanced institutional partnership and individual networking through exchange programmes and alumni will contribute to sustainability.

The SUA gender project supports the formation of women's economic groups and thereby increase individuals' management, leadership and entrepreneurial skills. These social-economic groups have potential to formalise into Village Cooperative Banks (VICOBA) and as a group subscribe to Savings and Credit Cooperative Societies (SACCOS) in the locality. In their formal state, they have potential for business training, market access, and institutional support. Existing financial institutions may contribute to the sustainability of the projects. Projects were accepted in the collaborating communities since they respond to community needs and build on previous initiatives (MVIWATA/UMADEP).

The sustainability of the project research thematic areas are high where the institutions are already well established and receive funding from several other sources. This is the case with the project on maternal mortality in which all of the

partners are working closely with the national health sector programmes and within their long-term strategies.

- The University of Dar es Salaam (UDSM) Gender Policy (2006) and Sokoine Agricultural University (SUA) Gender Policy (2007) are in place, complementing the National Gender Policy, and regional and international commitments to gender equality and women's empowerment. This includes ensuring gender balance in recruitment, retention, training and promotion, and in promoting employment opportunities for women through affirmative action. Both universities have institutionalised gender units within both universities visited: SUA and UDSM. These units are supported by other programmes (UDSM Gender Unit by the Sida country programme). These Gender units are focused on recruitment of women students and staff, have mechanisms for senior researchers and lecturers to mentor younger and junior lecturers, and support gender equality through research, staff seminars and development of gender analysis skills.
- Sustainability might be more difficult when the projects bring in new topics and are tailored to the study of women's rights and gender equality, such as the GEEP project. However, in all the projects, partners in the South seem aware of the challenges and work hard to position themselves in relation to additional funding to offset possible limited interest from their home institution in gender issues. Other projects such as the UiB-Birzeit collaboration benefit from an already strong partnership that Birzeit University has with universities in UK and US on the same topics of gender equality.

3.5 Risk-management

All researchers and staff interviewed accepted that there are risks included in implementing and managing NUFU projects in Africa. Risks are a natural and common aspect of these programmes. Therefore, rather than enacting specific risk management methods and systems, project leaders place emphasis on responding rapidly and flexibly to risks, and challenges that they encounter. Some of the risks are of individual character, such as candidates becoming ill or having children, and can be accommodated. Other are institutional in character, such as the lack of housing for PhD candidate at UMB/Ås, and need institutional responses. These latter risks are damaging to the programmes, and cannot be overcome by the project leaders' flexibility and response capacity.

Brain drain is often regarded as a high risk when students take a large part of their higher education abroad. However, most of the partners in this sub-programme have a good record of women returning permanently to their country of origin. An important incentive for staff to remain in their country of origin is to obtain access to research funding and networks. NUFU as such by providing funding has greatly contributed to making academic work in home countries more attractive. A new trend also seems to be emerging: with the financial crises in the West, more educated Africans than ever who have stayed abroad for extended periods are expressing interest in returning to Africa.

UDSM's project component was integrated into the ICT Project Office where among other major projects implemented therein, is the Health Information System Programme of Tanzania. This leads to efficient and effective coordination of the projects by addressing all internal and external risks and providing an executive-level risk management strategy.

3.6 Anti-corruption

Anti-corruption work is not carried out at the individual project level. All universities that receive NUFU projects set up separate NUFU accounts and assign accountants as NUFU liaison officers. Financial issues are managed mainly by this office, and anti-corruption policies and measures are usually in place. The tripartite project contracts between the institutions and SIU set the reporting rules and NUFU coordinating units support the project leaders on financial reporting and managing anti-corruption affairs. Due to time constraints in this midterm review, these liaisons were not interviewed; this issue was believed to have been covered by the general NUFU/NOMA evaluation in 2009 (Norad 2009).

Corruption was not identified a major challenge by the Norwegian universities interviewed. This may also be related to the fact that the projects are small, simple, and limited to PhD candidates whose stipends are paid directly into their bank accounts.

The Norwegian project leaders are responsible for checking the accounts from the Sothern partner, and frequently have to send back financial reports and accounts that lack clarity. So far there have been no irregularities in the financial reports, and most of the project leaders stressed that the most critical financial matter was to have the partners spend the funds in due time. Under-spending is a serious problem, and may delay implementation.

4 Gender in bilateral donor programmes in research and higher education in Sweden, UK and the Netherlands

All bilateral donors fund programmes for capacity building in higher education and research, but the modalities whereby they do so vary. We have reviewed three cases:

- The Netherlands, where we have looked at NUFFIC, which is the most similar institutional arrangement to SIU and NUFU set-up;
- The UK, where DFID has recently been reorganised; since April 2011 research capacity has been managed within the new Research and Evidence Division, which also has the responsibility for statistics and evaluation; and
- Sweden, where Sida has reorganised and where overall responsibilities for research policy reside with the Research Department (FORSK); while country-specific capacity-building programmes are managed through the country offices (and embassies) in the Department of Operation.

4.1 Gender strategy and guidelines in research capacity building

DFID's research strategy for 2008-2013 (DFID 2008a) does not focus specifically on women's empowerment and gender equality, but it states that "All our research will tackle the causes and impacts of gender inequality, because it has such an influence on poverty." The focus is on the mainstreaming of gender into essential research thematic areas. The Research Strategy is supplemented with 10 working papers, one of which is on *Mainstreaming Gender in Research* (DFID 2008b), and a *Guidance Note on Gender Mainstreaming and Social Exclusion in Research* (DFID 2009a).

The Ministry of Foreign Affairs, Sweden, approved a *Strategy for Sida's support for development research cooperation 2010–2014* in 2009. This strategy states the research cooperation should be informed by a gender equality perspective. So far no separate guidelines and instruments have been developed, and the main dialogue in the planning phase of projects and programmes and in donor reviews and evaluations.

There is a joint NICHE – NTF Gender Strategy (Nuffic 2010). According to Nuffic, NTF "addresses this gender policy by highlighting the extent to which gender is part of the courses and programmes on the NFP Course List." In addition, at least 50% of the available fellowships will be awarded to women. There are also proposals

within Nuffic that country programmes target more female candidates in country with low gender parity scores; so far these plans have not been implemented.

4.2 Responsibilities, monitoring and reporting

Monitoring and reporting on gender mainstreaming in programmes seems weak. Nuffic, through its gender task force, and DFID through its Gender Focal Point have dedicated people responsible for monitoring gender mainstreaming. In the other organisations this responsibility is part of the overall responsibility to follow up on objectives given by funders and management. All programmes seem to have annual reports in some form, not all of them public. Gender may be one of the items discussed in the report, but often very superficially. There is overall general absence of systematic analysis of gender mainstreaming in the capacity-building programmes. The gender focal point persons are well aware of this, but overall rules and requirement for planning and reporting leaves little room for widening the scope of reporting on gender issues in capacity building.

4.3 Gender parity in recruitment to fellowships

All the organisations presented here have a general commitment to gender parity in recruitment (less so in DFID) and to gender mainstreaming in their policies and strategies for capacity building in research and higher education. Most programmes seem to report on gender parity, as they have the responsibility of counting numbers of men and women, although this seems to be mainly done at the programme level. Given that there are many programmes, it is difficult to do this at a cumulative level in the departments for higher education and research in the donor organisations.

The Nuffic country programmes are highly relevant as they are quite clear on the gender focus, and linking gender equality targets to the countries' own policies and situational analyses. There also seems to be some uncertainty about how effective instruments may be in achieving this goal. Nuffic is in the process of integrating gender parity goals into their country plans for NTP. This may be an option for the future Norwegian-funded programmes, especially if they move towards country programming. Generally the experience is that the global objective of gender parity may mask large differences between countries in recruitment of female candidates to fellowships, and there seems to be a need for supplementary targeting and reporting at the country level, especially where there are entrenched gender inequalities in recruitment.

4.4 Gender mainstreaming in thematic research programmes

For gender mainstreaming, there seems to be even less scope for actively using instruments beyond appealing to partners to include gender mainstreaming where relevant in their research and capacity building. Some organisations and programmes have therefore earmarked funds for gender-specific programmes, which often include a clause on the recruitment of women. DFID had its call for research

consortia on women's empowerment and gender equality, where they funded two consortia. Most programmes, such as Sida/FORSK development research programme do not currently announce gender-specific calls for research, but place an emphasis on gender mainstreaming. This is similar to the NUFU call in 2007 which included a plea for gender mainstreaming.

5 Conclusion

5.1 Reaching the objectives

5.1.1 Programme level

It is the opinion of the review team that the sub-programme is making good progress towards reaching the objectives given in the call. The programme has funded five capacity-building projects in which gender equality is the central issue in three, and mainstreamed into two.

5.1.2 Individual level

Female candidates have been recruited, and most of them seem to have strong prospects of completing their PhDs. The sub-programme has awarded a large number of scholarships to female PhD candidate and thereby raised the gender parity rate of the entire NUFU programme.

5.1.3 Institutional level

There was no objective or instruments in the sub-programme to embed gender mainstreaming into the institutions. However, according to the evidence gathered, the projects highlighted the relevance of gender quality and women's work, and so there might be some indirect influence. However the evidence is not strong enough to claim such an influence, but the general perception is that the sub-programme has been important in supporting the ongoing gender research at universities in the South.

5.2 Sustainability and university collaboration

Most of the projects are the results of long-term collaboration between partners. This has resulted in a situation of trust, which seems to contribute to effective use of resources. In the three projects visited in Tanzania, the leadership seems to integrate capacity building into long-term plans and to coordinate with other funding to strengthen the sustainability of the capacity-building efforts. Some of the projects are based in institutes and departments that need to fight for increased resources from their government. This is common in universities around the world, but especially in African universities. In the future there needs to be more dialogue on laboratory

upgrading as part of capacity building, both with university management and with national policy institutions for higher learning and research.

5.3 Overall Conclusions

The sub-programme has achieved good progress, and is expected to meet the objective set by the call for proposals for projects addressing women's rights and gender equality, and recruitment of female candidates and project leaders, both at programme level, and at the level of individual projects. There have been some delays in PhD implementation, but this is within what could be expected. One could have hoped that more projects had more explicitly addressed women's rights, but given that this call came only two years after the main NUFU call in 2006, which resulted in several gender-specific projects, the current mix of projects in the sub-programme seems reasonable. There is no evidence of resubmission of declined applications from the 2006 call, and in several of the projects initiatives also came from the South.

All five projects would benefit from a second phase of research and capacity building to ensure sustainability of the research fields. Based on the fieldwork in Tanzania, this is highly recommended for the three projects visited there. For the two projects not visited in the field, we have less material with which to substantiate the value of continued funding, but it seems reasonable that also they would benefit from a second phase of funding.

The Norwegian partners contribute with their international expertise, a good working environment for PhD course work, and library and office facilities for thesis writing. The Southern partners are well embedded in national policy work, and are actively coordinating NUFU resources with national and international funding, including in some cases with complementary Norwegian funding.

One may consider utilising the complementary nature of other Norwegian funding in order to increase effectiveness and sustainability, although we recognise the limits to coordination from above. Projects such as the maternal mortality project in Malawi and Tanzania have already made good use of such complementary funding. The local institution needs to be in the driver's seat for coordinating resources and for building an effective and sustainable institutional and funding structure.

5.4 Recommendations

- The review team recommends that the programme period be extended for one year (non-cost) until the end of 2013 to ensure that PhD candidates have sufficient time for completion of their degrees.
- It is recommended that Norad and SIU develop modalities for regional network projects to ensure effective gender research networks in the South.
- SIU should engage with the MFA and Ministry of Education to consider increasing the stipend. We have been informed that such a discussion has started, and we recommend that rates be increased to cover higher housing

costs. SIU should also consider guidelines to ensure that there is individual funding for purchase of books and conference participation for PhD candidates, as this is essential for the capacity building of these candidates.

- It is recommended that future programmes for university collaboration between North and South include women’s rights and gender equality as one of several priorities.
- Future programmes should consider more targeted country-level programming, and include the funding of appropriate and adequate equipments, and the availability of skilled technicians in partner institutions to improve the working conditions for high-quality research and teaching in the relevant areas.
- Future programmes should also continue to mainstream women’s rights and gender equality into their main programmes. Norad is advised to be more explicit in its reporting requirement on gender mainstreaming, and work closely with SIU to reach a consensus on the appropriate level of reporting.
- If additional funding should come from the women’s grant, it should not be used for separate sub-programmes, but for specific incentives and instruments that strengthen the gender aspect of research.
- Future programmes should continue to focus on the recruitment of female candidates, and to have a target of 50/50 men and women candidates.
- SIU should, in collaboration with Norad, decide the required level of competence needed on gender issues in research that SIU needs to develop within its own organisations, similar to the Nuffic process.
- Norad and SIU are advised to discuss the need for a gender focal point person in SIU/NUFU management, and the necessary competence on managing the issues related to gender equality in higher education in the South.
- MFA should consider a strategy or policy on research, clearly stating its expectations of gender in research, and the role of Norad in this work, as Sweden’s Ministry of Foreign Affairs did in 2009.

Appendix 1

Terms of Reference

Review of the contract between Norad and SIU regarding NUFU - Women's Rights and Gender Equality

1. Background

The NUFU Programme – the Norwegian Programme for Development, Research and Education – is a programme for academic research and educational cooperation based on equal partnerships between higher education institutions in the South and their partner institutions in Norway. The current phase of the NUFU Programme runs from 2007 to 2011, with some projects and sub-programmes continuing until the end of 2012. The Programme is based on an agreement between Norad and the Norwegian Centre for International Cooperation in Higher Education (SIU), who is the day to day administrator of the programme. The financial frame for the NUFU Programme in 2007 – 2011 is NOK 300 million.

With reference to §2.2. in the NUFU Agreement¹ Norad and SIU signed a contract on 17 April 2008 called “Contract between Norad and the Norwegian Centre for International Cooperation in Higher Education (SIU) regarding Allocation for “Women’s rights and gender equality in an international perspective”. The contract allocates an additional grant of NOK 10 million to the existing financial frame of the NUFU Programme 2007 – 2011. The additional grant was, in accordance with the contract, twinned with remaining untied funds in the NUFU Programme of NOK 14 686 111. The total frame covered by the contract is NOK 24 686 111.

1 §2.2 in the NUFU Agreement provides an opportunity for Norad to make use of the NUFU framework for managing separate activities related to specific thematic or geographical areas.

The funds are earmarked for NUFU projects with a focus on women’s rights and gender equality that contribute to research, knowledge generation, institutional cooperation and capacity building provided by national institutions and networks in collaboration with Norwegian universities and institutions of higher learning. The contract further states that the objective of the sub-programme is to thematically emphasise women’s rights and gender equality and to promote female participation and gender balance generally in all fields and disciplines in the NUFU projects.

Funds should be allocated in line with relevant policy documents from the Norwegian Ministry of Foreign Affairs regarding women's rights and gender equality.

A call for proposals was issued in April 2008, with deadline for application 23 June 2008. The NUFU Programme Board selected on 21 October 2008 five projects to be funded. The projects are located in five different institutions in five countries in the South; Ethiopia, Tanzania, Malawi, Sudan and the Palestinian Areas. Three of the projects are network projects, with more than one partner in the South. Four Norwegian institutions are partners in the five projects. The projects started up late 2008 or early 2009 and continue until the end of 2012.

The sub-programme is administered in accordance with the framework and governance mechanisms in the NUFU Agreement.

2. Purpose, context and intended use

The main purpose of the review is to make an assessment of the utilisation of funds covered by the contract. The review should assess whether the selection and implementation of the projects are in line with the scope and objectives as stated in the contract.

The review should make recommendations with regard to the remaining programme period and beyond. The review should relate to both learning and accountability.

The findings of the review will be used by the participating institutions, SIU and Norad to make adjustments in the organisation and implementation of the projects in the remaining programme period, up to the end of 2012.

3. Scope of work

3.1. Efficiency

The review shall assess efficiency in the projects supported by the sub-programme. The review shall look individually into each project with a focus on efficiency and possible deviations between the activities planned for and the activities that have taken place so far. Challenges faced by both the institutions in the South and Norway in putting the planned activities into practice, should be given emphasis.

The review shall also look into the management model for the sub-programme, where Norad make use of the framework and governance mechanisms established for the NUFU Programme for administration of other related activities (ref § 2.2 in the NUFU agreement between Norad and SIU).

3.2. Effectiveness

An assessment shall be made of the effectiveness of the sub-programme, particularly with respect to the selection of projects and the activities undertaken in the projects, and the extent to which they are supporting the achievement of the objectives of the sub-programme (output – outcomes):

- i) Is the project portfolio consistent with the goals of the programme?
- ii) Are the activities in the individual projects leading towards achievement of the sub-programme goals?

- iii) Is the implementation of the projects leading towards the achievements of the objectives of the individual project?

3.3. Relevance

The review shall look into whether the projects are in accordance with:

- i) Institutional strategies at the partner institutions in the South and Norway
- ii) National policies and plans regarding women's rights and gender equality in higher education/research
- iii) Developmental challenges in the developing countries involved
- iv) Norwegian policies for women's rights and gender equality in development cooperation

3.4. Sustainability

Sustainability is a main concern in the NUFU Programme. Measures should be taken to ensure that capacity and competence built up by support of the NUFU Programme are sustained at an institutional level.

The review should look into the potential for institutional and economical sustainability in the programme, with a special focus on:

- i) The probability for the capacity building activities to have lasting effects
- ii) Whether the gender sensitive strategies and actions taken in the projects are integrated into general institutional policies.
- iii) Whether there are any employment plans for the graduated female Master and PhD candidates
- iv) Economical sustainability – will the structures established allow for a continuation of the activities after the finalisation of the sub-programme?

3.5. Risk management

The review shall identify potential risk factors to a successful implementation of the programme and assess how these risk factors are handled at project as well as programme level.

3.6. Anti-corruption measures

The review shall establish whether any anti-corruption measures are implemented and if so, if these are effective.

4. Implementation of the review

4.1. Review team

The team of the review shall consist of two members, including at least one member from one of the countries represented in the project portfolio: Ethiopia, Tanzania, Malawi, Sudan and the Palestinian Areas. The team should possess extensive knowledge of the role of higher education and research in development, as well as of issues related to women's rights and gender equality. The team members need to have experience with evaluation/review work. Proficiency in English is required.

The analytical and practical framework for the review as a whole shall be developed by the team. One of the team members will act as the team leader and be responsible for delivering the review report. Further distribution of responsibilities shall be done within the team. Gender balance in the team is encouraged.

4.2. Methodology

In undertaking the tasks listed above, the review team shall employ the following methodology, to which they are invited to add complementary elements:

Desk study of relevant background documents;

Field visit to at least one of the four projects in Africa;

Interviews with key personnel at all involved institutions in Norway, Norad, SIU and other relevant organizations.

The desk study requires familiarisation with relevant agreements, minutes from meetings, call for proposals, annual reports, etc. The documentation required to carry out the review shall be provided by SIU. In addition the desk study requires a review of relevant policy documents by the Norwegian government, as well as a study on gender mainstreaming in the NUFU Programme carried out in 2009.

The field visit shall include in-depth interviews with the leadership and administrators of at least one of the universities in Africa supported by the sub-programme; the project coordinators of the project(s), institutional contact person(s), as well as Master's students and PhD candidates involved in the project(s).

Interviews with central administration and project coordinators at the Norwegian partner institutions shall be conducted. In addition the reviewers shall conduct interviews with relevant personnel at Norad and SIU and other relevant organisations.

4.3. Timetable and budget

The time frame for the total assignment shall not exceed 30 working days (divided between the team members), including travel.

The draft report shall be submitted to SIU by 1 September 2011. Norad and SIU will provide comments to the draft report by 15 September 2011. The final report must be finalised and submitted to SIU, electronically, by 1 October 2011 (or within two weeks after receiving comments from Norad and SIU on the draft report). The timetable for the review is as follows:

Action	Deadline	Responsible
Tender bids received by	8 April 2011	Interested consultants/ SIU
Review team selected by	15 April 2011	SIU
Signing of contract between SIU and review team	2 May 2011	SIU/Review team
Desk study, field visits, interviews, reporting	May – September 2011	Review team
Submission of draft report by the Review Team	1 September 2011	Review team
Feedback from Norad and SIU	15 September 2011	Norad/SIU
Submission of Final report	1 October 2011	Review team

5. Reporting

The review shall provide a draft report and a final report with an executive summary.

The final report shall cover all issues identified in the ToR and be oriented towards providing practical knowledge useful to the implementation of the sub-programme. Adjustments that the review team finds necessary and appropriate shall be communicated to and discussed with SIU. The report shall be written in English and include an executive summary, conclusions and recommendations. The final report shall not exceed 20 pages including the summary, plus relevant annexes.

The final report will be submitted to SIU for approval.

The review team members shall be available for a presentation of the review in a seminar in Norway towards the end of 2011 or early 2012. Possible travel costs related to the presentation will be covered separately by SIU.

Appendix 2

Evidence from Tanzania fieldwork

Examples of context of **relevance** for the NUFU projects (based on our fieldwork and secondary data sources) are given below.

- Tanzania’s agricultural growth strategies are articulated in the Agricultural Sector Development Program (ASDP) and “Kilimo Kwanza.” The focus is on the modernization and commercialization of the private sector based on small-, medium- and large-scale agriculture for increased productivity, employment creation, profitability and increased incomes, especially in rural areas. In order to have impact, emphasis is placed on interventions that address bottlenecks along the value chains of strategic agricultural produce. This needs strategies that facilitate the input side of agriculture, the production processes of the selected produce, agro-processing, marketing strategies, fair and competitive farm gate prices focusing on domestic, regional, and global market niches. To improve the efficiency and profitability of each chain, adequate investment for Research and Development (R&D), Science and Technology (S&T) and use of ICT are proposed in National Agricultural Sector Development Programme (ASDP) and Kilimo Kwanza programmes (Agriculture First) (NPGRP-II: MKUKUTA -II 2010). MKUKUTA has a strong gender perspective and results orientation, clear targets, and has identified strategic directions to achieve them.
- Agriculture is one of the key sectors identified in the Five Year Development Plan I (20011/12-2015/16) as potential growth driver because of its significant impact on poverty reduction and strong synergies in the development process. Given the current state of the sector, agricultural transformation aims at, among other things, improving and strengthening availability of scientific production methodologies through research, training and provision of extension services; improving market access; and promoting agro-processing and value addition activities (URT 2011).
- Risks in maternal mortality in Tanzania are exacerbated by two factors: 1) poor access to high-quality birth services, such as well-equipped clinics and skilled professionals; and 2) social factors such as low education and societal norms like early marriage or pregnancy.
- The Tanzania Health Information and Research Section within the Ministry of Health and Social Welfare (MoHSW) operates under the Directorate of Health

Policy and Planning. Its role is to collect, store, analyze and disseminate health-related statistics. The HMIS unit in the planning dept at MoHSW is the main coordinating body for the national implementation of the health management information system. The HMIS have the overall implementation responsibility. A consortium consisting of the University of Dar es Salaam and Muhimbili College of Health Sciences (MUCHS) and Ifakara Health Research and Development Centre support the MoHSW in the implementation of this program area through technical support and implementation of the program components, funded under the Health Sector Programme.

- Gender Equality Strategies and systems of Gender Focal Points at University of Dar es Salaam (UDSM) Gender Policy (2006) and Sokoine Agricultural University (SUA) Gender Policy (2007) are in place, complementing the National Gender Policy and, and regional and international commitments to gender equality and women’s empowerment. This includes ensuring gender balance in recruitment, retention, training and promotion, and promotes employment opportunities for females through affirmative action.

Examples of **effectiveness and achievements** based on our fieldwork in Tanzania and secondary data sources are given below. The projects contribute to:

- Closing the gender gap through increased number of women on the academic staff
- Strengthening gender mainstreaming in research
- Training more female PhD and master’s students
- Access of markets through project activities (SUA)
- Increased family income and address of postharvest losses through drying
- Technology transfer from universities to communities.
- South - South cooperation and networking enhanced through organised for a for exchange of information and knowledge (Regional workshops SUA Food Processing and UDSM/ICT)
- Through project innovations and incubators, productive jobs were created. The ILFS 2006 shows that the rate of unemployment was higher among young people (14.9 per cent). Up-scaling of the development part of the project may create productive job opportunities for women who are the majority in the informal sector, and particularly in the micro processing industry.
- Many women die giving birth in Tanzania due to poor access to well-equipped clinics and skilled health care professionals. Secondly social factors such as low education levels and societal norms, like early marriage or pregnancy. Prototype ICT solutions will support early detection of maternal and child-related risks.

Examples of achievements regarding **sustainability** based on our fieldwork in Tanzania and secondary data sources are given below:

- The projects seemed well aligned with the long-term strategies of the academic institutions. The Tanzanian government requires Gender Focal Points (GFPs) to be established in all ministries, regions and districts and institutions to

ensure that gender concerns are taken into consideration in development policies, plans and programs. Both SUA and UDSM have gender sections or units and gender focal point persons.

- Most of the PhD candidates are staff or affiliates of the institutions, and will contribute to their continued sustainability. In those instances where the candidates are not staff of the institutions, the capacities being built are relevant for national development.
- The enhanced institutional partnership and individual networking through exchange programmes and alumni will contribute to sustainability.
- The SUA gender project supports the formation of women's economic groups that increase individuals' management, leadership and entrepreneurship skills. These groups have the potential to formalise into Village Cooperative Banks (VICOBA) and as a group subscribe to Savings and Credit Cooperative Societies (SACCOS) in the locality. In their formal state, they have potential for business training, market access, and institutional support. Existing financial institutions may contribute to the sustainability of the projects.
- The women who benefit from these projects can increase their contribution and benefit from the national economic growth and changes in consumer patterns with preference to food processed and packed in appropriate quantities for use. Job creation as most working age women are mostly employed in agriculture and informal services, sectors that represent almost half of the country's value added GDP. Scaling out and up the processing and markets will boost productivity on fruits and vegetables and will increase female economic empowerment, and result in both better health and in reduced maternal and child mortality.
- Project well accepted in communities as it addresses community needs and built on previous initiatives (MVIWATA/UMADEP)
- Complementary projects in support of emerging gaps and demands through scaled production and processing. TPSF/CCP processing plant at SUA
- Tanzania Bureau of Standards (TBS) is working with SUA in setting standards for processed products in enhancing market entry for products.
- Economics activities of scale analysed to guide scaling up.
- The sustainability of the project research's thematic areas is high where the institutions are established and receive funding from several other sources. This is the case with the project on maternal mortality where all the partners involved are working closely with the national health sector programmes and within their long-term strategies.
- Sustainability might be more difficult where the projects bring in new topics and directly addresses women's rights and gender equality; the GEEP project is a good example. However, in all the projects, partners in the South seem aware of the challenges and are working hard to position themselves in relation to additional funding that could offset possible limited interest from their own institution in gender issues. Other projects such as the UiB-Birzeit collaboration benefit from strong partnerships with universities in UK and US on the same gender equality topics.

Appendix 3

Gender in capacity-building programmes Sweden, UK and the Netherlands

In our proposal to the tender we suggested that the review should go beyond addressing evaluation at the project and programme levels. We proposed that we should discuss how the earmarking of funds for research projects on *women's rights and gender equality* could contribute to gender mainstreaming in the SIU and the NUFU programmes. On this basis, the review team proposed an additional component, which was to interview management staff in similar programmes in other European countries; but limited to Nuffic, the Netherlands, DFID, UK (Research department), and Sida, Sweden (FORSK).

After having reviewed relevant documents on the webpages of the organisation, we conducted telephone interviews with staff members. The questions focussed on strategies and guidelines, on monitoring and reporting, and on mandates and instruments, incentives and sanctions such as:

- Gender strategy and guidelines in research capacity building
- Reporting systems and accountability.
- Responsibilities and focal point persons.
- Balancing gender equality in recruitment and mainstreaming of women's empowerment and gender equality in research designs. Incentives and instruments.

Sida – Sweden

After Sida was reorganised in 2009, the responsibilities for research since spring 2011 have been divided between the Unit for Research (FORSK) in the Department for Global Development Cooperation, with a responsibility for multilateral research and research funding for Swedish researchers through Council for Development Research (Ulandsrådet); and country-specific bilateral research and capacity-building programmes which are managed by the Department for Operations and their country teams and embassies. FORSK has overall responsibility for developing the research strategy and reporting to Sida management on its implementation. FORSK also serves as a unit to support the research capacity programmes in the Department of Operation. FORSK is a dialogue partner in the evaluations of country-based research capacity programmes.

The Ministry of Foreign Affairs, Sweden, approved a *Strategy for Sida's support for development research cooperation 2010–2014* in 2009. This strategy states that “Swedish research support and all areas of Swedish research cooperation are to be informed by a gender equality perspective, both in content and in choice of actors ...” (p. 4). So far, no separate guidelines and instruments have been developed, and the main instrument in ensuring gender mainstreaming is the same as in many other agencies: interactive engagement and dialogue in the planning phase of projects and programmes and in donor reviews and evaluations.

Rather than developing a separate set of guiding documents, Sida made a reference in its latest call for proposals of “Ulandsforsk” to the gender tool box, developed by the EU Research Framework programmes http://www.yellowwindow.be/genderinresearch/index_downloads.html. The Research Unit has developed an internal guidance document to assist new staff in the Research Department (FORSK) and staff in Department of Operations who work on research capacity programmes, to ensure that the many years of valuable experience of what works in research capacity programmes is transferred to new generations of desk officers.

Ulandsforsk did issue a specific call on gender quality (and other topics) some years ago, but later the Board decided to avoid specific calls and asked for gender mainstreaming as a general principle.

There are no desk officers responsible for gender issues in the Research Unit. There is also no longer any annual report on research in Sida, similar to the SAREC annual report in former years. The Research Unit reports to the Sida management on the implementation of the research strategy, and also on the implementation of gender mainstreaming in research. This report is not made public because it is an internal implementation report.

DFID – UK

DFID was recently reorganised, so that since April 2011, research capacity has been managed within the new Research and Evidence Division, which also has the responsibility for statistics and evaluation.

DFID’s research strategy for 2008-2013 (DFID 2008a) focusses on six areas where it argues that the UK has “a strong reputation or can make a special contribution – either alone or with partners.”

The Research Strategy does therefore not focus specifically on women’s empowerment and gender equality, but it states that “All our research will tackle the causes and impacts of gender inequality, because it has such an influence on poverty” (p.20). Gender is mentioned specifically under research area health and in governance and social exclusion. The focus is therefore on mainstreaming of gender into essential research thematic areas.

The Research Strategy is supplemented with 10 working papers, one of which is *Mainstreaming Gender in Research* (DFID 2008b); and also a *Guidance Note on Gender Mainstreaming and Social Exclusion in Research* (DFID 2009a).

In addition, DFID issued a specific call for a research consortium on women's empowerment and gender equality, resulting in the funding of two research consortia.

Work has started on the revision of the guidelines for mainstreaming gender in research, which will probably be done in early 2012. The department will also do a synthesis of research findings and lessons learned. Each team in DFID has a gender focal point, also research. These crosscutting networks of focal points have occasional meetings. The research unit published an annual report of DFID research results in 2010, which also presents the two gender research consortia, and refers to gender mainstreaming in the areas of social exclusion and reproductive health. There have been few attempts to address gender mainstreaming in the rest of the report. No decisions have been taken on reporting for 2011.

DFID does not deal directly with fellowship programmes; this might be the reason for not addressing the objective of gender parity in recruitment of fellowships and other scholarships. DFID has recently published a new document identifying four areas of results where DFID wants to contribute to results within gender equality the next years.

This is expected to influence the direction for research targeting gender equality and gender mainstreaming. It is also expected that DFID will discuss in greater depth the need for more strategic planning on where to invest in gender-related research in the next few years.

Nuffic – the Netherlands

Netherlands Organisation for International Cooperation in Higher Education (Nuffic) has two programmes of relevance to the NUFU/SIU programme:

- Netherlands Initiative for Capacity Development in Higher Education (NICHE)
- Netherlands Fellowship Programme (NFP).

In 2008, Nuffic commissioned a gender review of the NFP and NPT (forerunner of NICHE) programmes, which confirmed that the objective of gender parity in scholarships and of gender mainstreaming was not reached. Nuffic then took action to strengthen its gender work. A new common gender strategy (Nuffic 2009) was approved, and a gender task force was established to monitor and report on the progress, as well as offer advice and support. The gender task force has three people, all of whom are also programme administrators for NICHE. The NFP department deals with gender issues in NFP on its own behalf and reports to the NFP department head on annual progress (to be included in the annual report to the Ministry of foreign affairs). The work has received strong support from Nuffic management. The gender task force reports to the management, who includes the gender report in the annual NFP/NICHE report to the donor (the Ministry of Foreign Affairs). These reports are not public.

There is little pressure from the Ministry of Foreign Affairs on gender equality in capacity development programmes, just general guidelines. Although the initiative taken and efforts that are made to strengthen gender equality and gender

mainstreaming work mainly have been taken within Nuffic, the Ministry of Foreign Affairs was very interested to have the gender review undertaken in 2008.

The Netherlands Fellowship Programme (NFP) gives priority to candidates from Sub-Saharan Africa, women, and members of other priority groups and marginalized regions. There is a joint NICHE – NFP Gender Strategy (NUFFIC 2009).

In addition, at least 50% of the available fellowships will be awarded to women. This is a target set by the Government of the Netherlands. There are also proposals within Nuffic that country programmes should target more female candidates in countries with low gender parity scores; so far these plans have not been implemented.

The first annual reports are expected in 2012. Projects will report on 13 gender specific indicators, and the data can be aggregated and analysed. Nuffic organises regular workshops on gender in the NICHE Programme where Dutch and southern project implementers participate and share experience from practices elsewhere.

According to Nuffic, the NFP “addresses this gender policy by highlighting the extent to which gender is part of the courses and programmes on the NFP Course List.”⁶ The course list may be seen as an instrument developed by Nuffic to boost gender equality.

⁶ There are four categories of degree of gender in course work :

- The subject of the programme is gender-oriented (e.g. gender in the programme title);
- The programme contains several compulsory modules dealing with gender dimensions;
- Gender-oriented modules are available, but not compulsory. The programme content is not explicitly gender-oriented and no attention is paid to gender;
- The subject of the programme is not gender-oriented. It is not possible to include gender-oriented modules.

Appendix 4

List of people interviewed

Institution	Name	Contacts
Norwegian Centre for International Cooperation in Higher Education SIU	Ragnhild Tunesvik, Acting Head of section Jon Gunnar Simonsen, senior advisor	Ragnhild.Tunesvik@siu.no Jon.Simonsen@siu.no
Norwegian Agency for Development Cooperation (Norad)	Ragnhild Dybdahl, Head of section for Research and Higher Education Anne Wetlesen, senior advisor Margaret Myklebust, senior advisor Margot Skarpeteig, senior advisor	Ragnhild.dybdahl@mfa.no anne.wetlesen@norad.no Margaret.myklebust@norad.no Margot.skarpeteig@norad.no
Ministry of Foreign Affairs (MFA)	Anne Havnør, gender advisor	Anne.havnor@mfa.no
Norwegian University of Life Sciences (UMB)	Judith Narvhus; professor Trude Wicklund, adjunct professor	judith.narvhus@umb.no trude.wicklund@umb.no
University of Oslo (UIO)	Johanne Sundby, professor Jens Kaasbøll, professor	johanne.sundby@medisin.uio.no jensi@ifi.uio.no
University of Bergen (UIB)	Leif Manger, professor	Leif.Manger@uni.no
Oslo and Akershus University College for Applied Sciences (HiOA)	Halla Bjørk Holmarsdottir, associate professor	Halla-Bjork.Holmarsdottir@lui.hio.no
Sokoine University of Agriculture (SUA)	Anna Temu, Project Coordinator and Senior Lecturer. Economics –	aatemu2002@yahoo.co.uk

	Dr. Bernadette Ndabikuze, Senior Lecturer Food Science Beatrice Mgaya, PhD Student/Asst Lecturer	
Mtandao wa Vikundi vya Wakulima Tanzania/ National Network of Small- Scale Farmers Groups in Tanzania (MVIWATA)	Mr. Laurent Kaburire, Programme Officer	
University of Dar es Salaam (UDSM)	Honest Kimaro, Project Coordinator and Senior Lecturer Caroline Ngoma, PhD Candidate John Mukulu, Outsourced IT- Programmer	honest_c@yahoo.com caroline.ngoma@gmail.com
Mkoani Health Facility –Kibaha District	Alice Yona, Nurse; Naza Mkabara, Nurse; Cesilia Njau, Nurse;	
TIKENI Group Uluguru Mountains	5 Women Members	
SANGULENI Group Uluguru Mountains	6 Women Members	
Malawi College of Nursing	Belinda Gombachika, PhD Candidate Lucy Ida Kululanga, PhD Candidate	belindagombachika@kcn.unima.mw lucykululanga@yahoo.co.uk
University of Malawi	Ellen Chirwa, PhD candidate	
Department of International Development (DFID)	Liz Fajber, social development advisor	L-Fajber@dfid.gov.uk
Netherlands Organisation for International Cooperation in Higher Education (Nuffic)	Miriam Langeveld, Senior programme administrator, member of the NICHE gender taskforce	mlangeveld@NUFFIC.NL
Swedish International Development Cooperation Agency (Sida)	Hannah Akuffo, policy advisor Maria Theresa Bejerano Santos, policy specialist	Hannah.Akuffo@side.se Maria-Teresa.Bejarano@sida.se