

With financial support from the



Federal Ministry
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Agenda-Women Advancement Forum

International Exchanges, Research & Academia
(WAFIRA)

Venue: Noguchi Memorial Center for Medical Research
(Conference Room)

Date: 11th — 13th April 2016

The DAAD is a joint-venture organisation of all the German universities and is committed to promoting and strengthening equal opportunity in education and research.

The WAFIRA GHANA Organizers are:

Prof. Mansah Prah: Retired Professor of the University of Cape Coast and an engaged feminist social scientist with interests in gender and sexuality, gender and education, gender violence, popular culture,

Mrs. Fortune Abgele: DAAD Alumna, multiplier for the Alumniportal Deutschland in Ghana and Executive Director of MUTATIO Institute

Mrs. Berit Stoppa: Director of the DAAD Information Center Accra and German lecturer at the University of Education Winneba

11th April 2016				
9:00 -10:45 am	9:00- 9:40 am Welcome and Thanks: Director DAAD Ghana Representative of the German Embassy in Ghana ,tbc Representative of the Ministry of Education,tbc Representative of the Ministry of Gender, Children and Social	9:40 – 10:25 Dr Elizabeth Rasekoala: Reflections on WAFIRA: Innovative paradigms in the conceptualisation and leadership of the gender equality transfor- mation agenda by Afri- can women'	10:25 – 10:40 Dr. Akosua Darkwah Key note speech: CEGENSA—Centre for Gender Studies and Advocacy, University of Ghana, Legon	
10:45- 11:15 am	Coffee Break			
11:15 – 12:30 pm	11:15 to 11:30 Prof. Akua Britwum Key note speech: CEGRAD- Centre for Gender Research, Ad- vocacy and Documenta- tion, University of Cape Coast	11:30 – 12:30 Grada Kilomba Decolonizing Knowledge: A Lecture-Performance		
12:30 pm – 1: 30 pm	Lunch			
1:30 pm– 4:30 pm	Workshop Session 1 Women in Academia & Research: Reaffirming Identities in the 21 st Century Male Workshop: Title tbc led by Dr. Francis Boat- eng Agyenim	Workshop 1 Advancing Women in Academia Research Led by Dr. Genevieve Adukpo:	Workshop 2 I'm here because I qual- ify: Strategies of successful female academics Led by Dr. Doris Akyere Boat- eng	Workshop 3 21st Century impera- tives for African wom- en's advancement in Academia & Research: Empowerment Contexts of Individual, Collective and Global South-South Learning and Solidarity' Led by Dr. Elizabeth Rasekoa- la
4:30 pm – 6:00 pm	Cocktail Reception and Networking			

12th April 2016				
9:00 – 10:00	Opening of Second Workshop Day DAAD: PhD and Research Opportunities; DAAD Alumni Work			
10:00 -1:00 pm	Workshop Session 2 Gendered Research and Knowledge Production	Workshop 4 Introduction to Gender Analytical Frameworks and Tools Led by Mr. John Amoah	Workshop 5 Techniques of Writing Winnable Funding Proposals Led by Dr. Augustina Adusah-Karikari:	Workshop 6 Climate Change and the African Woman. Led by Miss Amo-Aidoo:
1:00 pm – 3:00 pm	Lunch and Coffee Networking Break			
3:00 pm to 6:00 pm	Workshop Session 3 Gender Mainstreaming and Interventions in Academia and Research	Workshop 7 Gender, Neoliberalism and Higher Education Led by Dr. Gifty Gyamera	Workshop 8 Gender mainstreaming for Organizational Transformation Led by Mrs Okyere-Dankwa:	

13th April 2016				
8:00 – 9:00	Opening of Third Workshop Day Alumniportal-Deutschland AvH			
9:00 – 12:00	Workshop Session 4 Success Journeys through the Academia & Research Maize	Workshop 9 Career Advancement through International Exchanges: Balancing Personal and Working lives Led by Prof. Frances Owusu-Darko:	Workshop 10 Transcending Gender Barriers: Delivering Excellence in Women's Academic and Research Performance Led by Prof. Nana Aba Appiah Amfo:	Workshop 11 Work-family conflict: Effects and coping strategies among female professionals Led by Dr. Agnes Amissah:
12:00 -1:00 pm	Wrap Up and Evaluation			
1:00 pm – 3:00 pm	Lunch and Coffee Networking Break			
3:00 pm	End of Workshop			

International Experts:

Dr. Grada Kilomba is a portuguese writer, theorist, and interdisciplinary artist. Her work draws on gender, race, trauma and memory, and has been translated into several languages and published in international anthologies, magazines, and journals as well as staged internationally. Her work is best known for using a variety of formats, from print publications to staged readings and performance, combining both academic and lyrical narrative creating a new literary style.

In 2011, she was awarded as one of the „Most Inspiring Black Women in Europe“ by BWIE, due to her writings and performative readings. Kilomba has been lecturing at several international universities and last was a Guest Professor for Gender Studies at the Humboldt University, Berlin.

Dr. Elizabeth Rasekoala is a Human Capital Development Expert in STEM; the President of African Gong - the Pan-African Network for the Popularization of Science & Technology, and Science Communication; and a Chemical Engineer in the Oil & Gas Industry internationally. She is also the Co-initiator and Senior Adviser for the WAFIRA initiative.

Key note speakers:

Prof. Akua Opokua Britwum is the Director of the Centre for Gender Research, Advocacy and Documentation (CEGRAD) of the University of Cape Coast. Her research and publications cover sexual harassment, the economics of violence against women, gender mainstreaming in Ghanaian Universities, gender and land rights, gender and leadership in trade unions, organising informal economy workers as well as trade union participation and representation.

Dr. Akosua K. Darkwah is the Director of the Centre for Gender Studies and Advocacy (CEGENSA) of the

Workshop 1 - Advancing Women in Academia and Research

Dr. Geneviève Adukpo: Coordinator, Outreach and Advocacy at the Centre for Gender Research, Advocacy and Documentation (CEGRAD). She is also a senior lecturer with the department of Chemistry.

Women are still underrepresented in academic systems worldwide despite the influx of women in other professional careers. Women in academia contribute to national development through their research and collaborations. But they are challenged with maintaining a balance between career and family. They face additional demands that make advancement up the academic ladder more difficult. These challenges arise from factors, like inherent bias, cultural differences relating to the role of women as primary caretakers and excessive institutional responsibilities. Women in academia must be supported by providing alternative work arrangements such as flexible hours, flexible locations, and job-sharing opportunities, and commitment to on-site child-care facilities. Focusing on the young women in academia, there is the need to promote them by their institutions to further education and empower them with the necessary resources and equipment to enhance their teaching and research activities. Mentorship by successful role models in academia and among the peers must be encouraged. Advancing these women in teaching and research can also be achieved by networking and collaborative research, encouraging them to apply for research grants/scholarship.

Workshop 2 - “I’m here because I qualify: Strategies of successful female academics

Dr. Doris Akyere Boateng: University of Ghana

Given that female academics have historically been under-represented; and considering how these women are currently gaining important strides in the academe, this workshop will be used to help students gain insights into some of the common challenges female academics face in their day to day activities and the strategies they employ to overcome these challenges. Attention will also be drawn to the different ways through which these strategies inform the process of creating institutional environments that are supportive of women’s professional endeavors. Among other issues to be discussed are maintaining work-life balance, assertiveness and becoming relevant as a woman in a male-dominated field.

To share my skills/knowledge/experiences, I will employ creativity and dynamism to provoke, challenge, inspire, and generate knowledgeable food for thought as well as to offer space for interaction and knowledge sharing. The session will be participatory in nature, encouraging learners to relate the learning experience to their own values, beliefs, and previous experiences. As a facilitator, I would encourage participants to explore their own experiences and those of others, identify their strengths and weaknesses, and share their knowledge, skills, ideas and concerns. In addition, I would combine visual and auditory learning aids to ensure that the session is interactive and engaging which would result in knowledge sharing. A combination of vignettes, Power point presentations, discussions and some move-

Workshop 3 - 21st Century imperatives for African women's advancement in Academia & Research: Empowerment Contexts of Individual, Collective and Global South-South Learning and Solidarity

Prof. Elizabeth Rasekoala: President, African Gong – the Pan-African Network for the Popularization of Science & Technology and Science Communication

This workshop will take participants through an interactive, reflective and insightful journey of self-awareness, understanding and critical analysis of their own career development trajectories in the world of research and academia. It will provide an enabling environment for challenging and empowering dialogues, interactions and conversations amongst participants in pairs and in small groups, as they grapple with key signposts along their career development journey. To aid participants in the conceptualisation of transformative strategies, principles and thought processes, the facilitator will highlight international good practice frameworks and developments from the global south region... such as in Latin America... and work with participants to elucidate the unique, progressive and dynamic strategies that women researchers and academics in Latin America have undertaken in advancing their situation... so much more than their African peers in the 21st Century... what can African women researchers/academics learn from the success of their Latin American sisterhood, so as to re-affirm, re-define and re-commit themselves to the gender equality transformation agenda in the 21st century, on an individual and on a collective basis?

Male Workshop—Conflicts in Academia

Dr. Francis Boateng Agyenim: Dean of Graduate School, Ghana Technology University College

Conflicts do exist everywhere in academia. They range from differing interests, ideas, roles, perceptions etc. These lead to frictional relationships between persons and groups (or within a person) in academia. Presentation on Conflicts Management in academia will particularly look at:

- The causes and categories of conflicts in academia
- Phases of conflict management
- Strategies and Techniques in Managing conflicts
- Unsuitable strategies and killer phrases in conflict management

Workshop 4 - Introduction to Gender Analytical Frameworks and Tools

Mr. John Amoah: University of Cape Coast, Institute for Development Studies, PhD Candidate

This session of the workshop aims to draw attention to some of well-known analytical frameworks and tools used to integrate gender considerations into research and development initiatives. It will therefore seek to enhance the research design and analytical skills of participants' in the area of gender studies and promotion of gender sensitive development projects. Towards this end the training session will be designed to provide participants the opportunity to:

- Explore the issues of gender analysis;
- Determine how to select appropriate methodologies and gender analytical tools;
- Examine the theoretical basis, strengths and weakness of some selected gender analytical tools and;
- Design research or development projects using gender analytical techniques.

Workshop 5 - Techniques of Writing Winnable Funding Proposals

Dr. Augustina Adusah-Karikari: Lecturer at the Ghana Institute of Management and Public Administrators, Research area: gender and development, women and education in Africa, public sectors issues

Effective proposal writing is critical to career progression in the world of academia and the work of development. This course highlights proven techniques and skills to help participants develop and write winnable proposals. It is designed to provide participants with the fundamental basics of proposal writing. The first session considers an overview of funders' evaluation processes. The second session takes participants through the basic components of a funding proposal: the executive summary (key information), followed by the statement of need (why the project is necessary), goals and objectives, project description (how the project will be implemented and evaluated) and the budget (how the money will be spent). The session ends with an exposition on the general principles of scientific writing. We also learn how we can plan and manage the proposal's production so as to prepare a convincing case and present a professional, high quality document.

Workshop 6 - Climate Change and the African Woman.

Miss Amo-Aidoo: Kumasi Polytechnic, National Open University of Nigeria – Center of Lifelong Learning

The just ended climate change conference of the parties (COP 21) in December 2015, has agreed to keep the global warming below 2 degrees.

Africa is said to be the continent with the least contribution to global warming. (3%), however the effects of climate change is global. 50 million more people will be forced into hunger by 2050 and 75% of this number are expected to be in Africa. So far as the issue of poverty and gender exist the issue of climate change will continue to exist. .

Climate change affects marginalized communities and rural areas differently. Women are affected differently from men in rural Africa from the effects of climate change because of their different roles. Increasing droughts and dry river beds force these women to walk long distances in search of water for livestock and domestic use, giving less or no time for other chores. The low crop yield affects livelihood of these farmers and caused hunger in many rural communities. Flooding also washes away crops, livestock and household assets. Adding to the already low crop yield and hunger challenge. The men in their efforts to find a solution migrate to urban centers leaving the women to take sole care of the children and farms. The global economic downturn will also have a significant impact on women as more of them loose jobs and are forced to manage shrinking household incomes.

Renewable energy technologies adoption and adaptation will be catalyzed if women are empowered to spear head the technology adoption. The population of women within the age group of 15-49 years grow by 2 percent annually (the highest in the world) (Global population Profile, U.S. census bureau, 2002). This category of women are in the productive phase and can assimilate and implement these relatively new technologies.

The discussion will be focused on seeking to address how the African woman plays a role in addressing the issue of climate change through the implementation of renewable energy technologies. Simple applications such as solar cookers, institutional solar thermal cookers, solar dryers, biogas digesters, wind mills and mini hydro systems. At the end of the workshop, we hope to come out with tailor made solutions to the needs of the African woman for implementation in our various countries.

Workshop 7 - Gender, Neoliberalism and Higher Education

Dr. Gifty Gyamera: GIMPA, Area of Specialization: Internationalization of Higher Education, International and Comparative Education, Gender, Policy Analysis, Administration and Leadership

The workshop will involve a presentation on the impact of neoliberalism on females in higher education. Participants will be invited to think critically and reflexively about their understanding of neoliberalism and about their educational and career experiences with neoliberal practices and policies in the higher educational institutions. The presentations will explore the extent to which female academics are forced and seduced; and resist and encourage neoliberal discourses and practices in the work place.

It will also look at how the neoliberal expectations affect the perception and attitude towards traditional gender roles and expectations. It will then present and further explore how females can address their challenges individually and collectively to enhance their professional, social and academic success.

The workshop will commence with a presentation from the facilitator on the literature and practices of neoliberalism, particularly, in higher educational institutions. The key point of the presentation will include, the concept of neoliberalism; definitional issues, characteristics of neoliberalism, manifestation/practices of neoliberalism on higher educational institutions, demands of neoliberalism on female academics and how it intersect with traditional roles and expectations of women to impact on their academic careers.

Workshop 8 – Gender mainstreaming for Organizational Transformation

Regina Okyere-Dankwa: Lecturer, Koforidua Polytechnic

Gender mainstreaming is an institutional strategy that has developed out of a historical background of years of efforts to advance equality for women. Applying the concept of gender mainstreaming is most appropriate for transformation in our institutions. Thus to recognize the differences between women and men, analyze why these differences exist and identify positive measures at the individual and institutional levels that benefits society. Since gender mainstreaming operates at an institutional level and seeks to transform within it processes the entire structure and system of an organization, it is more appropriate to call this an organizational transformation process. Therefore the workshop would be beneficial for addressing both practical and strategic gender needs because the roles and needs of

Workshop 9 - Career Advancement through International Exchanges: Balancing Personal and Working lives

Prof. Frances Owusu-Darko: Associate Professor in Social Pharmacy (KNUST). Her on-going research includes pharmacists' role in mental health care provision, pharmacy workforce and gender issues.

The workshop will examine ways of identifying international exchanges, applying for them and sustaining them even when the official duration has lapsed. The role of significant people in the lives of women including partners/husbands, children and work colleagues will be discussed in this regard. Be prepared for some role play and sharing of personal experiences.

Workshop 10 - Transcending Gender Barriers: Delivering Excellence in Women's Academic and Research Performance

Prof. Nana Aba Appiah Amfo: Associate Professor of Linguistics at the University of Ghana

Using data from University of Ghana, the leading and largest public university in Ghana, as a starting point, I show that currently women are underrepresented in the academic and research space. Even when they are present, they struggle to make it to the higher ranks as a result of their low research and academic outputs. This workshop will therefore identify what accounts for such underrepresentation to begin with, tracing it to low numbers of women taking research degrees, as well as issues of women and girls' socialization, domestic responsibilities, child bearing and childrearing responsibilities as well as our care giving roles in society. The conflict between our professional and domestic personalities will be interrogated. Our inability to adequately network and form strategic alliances and work teams to enhance our outputs will be examined. Having identified the challenges, we will explore ways in which we can overcome these by rethinking our socialization experiences, finding help, mentors and promoters, and preparing ourselves for opportunities, without compromising quality. We hope to end by examining the increasing prospects of women in a world with a growing awareness for consideration of underrepresented groups such as women in academia and research.

Workshop 11 - Work-family conflict: Effects and coping strategies among female professionals

Dr. Agnes Amissah: Koforidua Polytechnic

This workshop is to draw attention towards the incompatible nature of work and family life, which is inevitable, among female professionals. Being one of the topical issues in contemporary organisational management, one expects to see work-family conflict treated as a priority area. As females are noted to be at the centre of work and family imbalance, the workshop will highlight on a study that focused on the experience of Work-Family Conflict among females in the hospitality industry in Ghana. The experience of work-family conflict by females will be looked at together with its effects, and how they overcome this unpleasant yet inevitable situation. The facilitator will share her experience and how she coped with the situation. Participants will be given the opportunity to share their experience and also engage in a focus group discussion. Suggestions of better women-friendly human resource management policies would be discussed and encourage women towards their work and family balance in their career or profession.