

African Studies Centre Leiden

RQA REPORT

Spring 2017

(Final version: June 23, 2017)

I. Introduction

This report covers the research quality assessment of the African Studies Centre Leiden (ASCL) for the period 2011-2016. The Review Committee looked at the quality and relevance to society of the research conducted by the ASCL during that period. It also looked at the ASCL research strategy and the library, documentation and information (LDI) functions of the ASCL. The assessment was carried out in accordance with the Standard Evaluation Protocol (SEP) 2015-2021 (amended version of September 2016). The Committee was also asked to comment on the African Studies' Assembly in Leiden with reference to its strategic targets and to the governance and leadership skills of its management.

The Review Committee was appointed by the Board of Leiden University. The members were:

- Professor Paul Nugent, Centre of African Studies, University of Edinburgh, Scotland (Chair)
- Professor Michael Bollig, Institute for Social and Cultural Anthropology, University of Cologne, Germany
- Iina Soiri M.A., Director Nordic Africa Institute, Uppsala, Sweden
- Dr. Dzodzi Tsikata, Director, Institute of African Studies, Associate Professor, ISSER University of Ghana, Legon, Ghana
- Dr. Marion Wallace, Lead Curator, African Collections at the British Library, London, England

Linda Johnson MBA was appointed as secretary to the Review Committee, on behalf of EADI, the European Association of Development Research and Training Institutes in Bonn.

Criteria

The assessment was carried out according to the criteria formulated in the Standard Evaluation Protocol (SEP) for Research Assessments in The Netherlands (SEP) 2015-2021 (amended version of September 2016). The scoring categories were on the four-point SEP scale: 1. World leading/excellent 2. Very good 3. Good 4. Unsatisfactory.

Procedure

The Review Committee followed the procedure sketched below:

A draft programme for the site visit was drawn up by the ASCL Management Team. The Chair and the Secretary of the Review Committee discussed the programme and requested a few small changes, which were largely intended to ensure that all Committee Members were able to gain a good impression of the LDI functions, rather than relying heavily on a single member for this part of the task. More time was also requested for discussions on strategy once the site visit had started. The changes requested were agreed upon and accommodated within the time available.

The Review Committee was supplied in advance with separate self-evaluation reports for ASCL and for the LDI function and a good deal of additional documentation. The documentation consisted of the ASCL benchmark analysis 2011-2016, the ASCL assessment SWOT, the ASCL Research Harvest 2011-2016, the self-evaluation report (2004-2010), the RQA report (2011), the management response to the 2011 RQA report, the self-evaluation report of the mid-term review (2011-2014), the mid-term report (2015), the management response to the 2015 mid-term report and a set of

information notes. The Review Committee shared first impressions of the ASCL with one another in writing, based on the background material, in advance of the visit.

The site visit took place from 11-13/4 2017. The director of the ASCL and various staff members from ASCL met the Committee for dinner on the first evening. Prior to dinner, the director, Ton Dietz, welcomed the Committee on behalf of the ASCL. The Committee held a preparatory meeting after dinner.

The first full day of the site visit provided an opportunity for the Committee to meet and interview the full range of those involved in the ASCL and its Library. Meetings were held with researchers (senior and junior), PhD candidates, the internal evaluation team, library staff, support staff, visiting fellows, members of the works council, key figures within ASA, the chair (via skype) and members of the Scientific Advisory Council, and the chair of the Societal Advisory Network.

Notes on the interviews were compared over a working dinner at the end of the first full day.

The final morning was spent ordering the opinions and conclusions of the Committee and discussing scoring. The visit culminated in a presentation by the Chair and one member of the Review Committee of the preliminary conclusions and advice formulated by the Review Committee. This presentation was attended by a large number of ASCL staff, the ASA management team and by the three members of the ASCL Board, also representing Leiden University (two Leiden University deans – Humanities and Social Sciences - and one person representing the dean of the Faculty of Law).

The members of the Committee divided the task of writing up the advice and opinions after the site visit. Revisions of the report were done iteratively via e-mail. The final draft was checked for factual errors by the internal evaluation team of the ASCL.

The report structure consists of:

- I. Introduction
- II.i. Assessment of the Research of ASCL
- II.ii. Assessment of the LDI function of ASCL
- II.iii. Assessment of Leiden African Studies Assembly
- III. Recommendations
- IV. Appendices
 1. CV s of the members of the Review Committee
 2. Site Visit Programme
 3. Quantitative data on research unit's composition and funding
 4. Explanation of the categories used

II.i. Assessment of the research of ASCL

a. Description of the research unit's strategy and targets

The research output of the ASCL, as reflected in the Research Harvest, is impressive. Almost all research staff have maintained a steady throughput of publications despite the accumulating

pressures on time. In advance of the review, the ASCL engaged in a bench-marking exercise to measure the quality of its research against comparable institutions in Europe, the United States, China, and Africa. Although there are inevitably some questions about the methodological starting-points, the finding that the ASCL is located in the second tier of similar institutions globally, is both credible and significant.

There is some concern that with fewer research staff, and greater demands on their time, the output is likely to tail off in the coming years. The Self-Evaluation refers to the likely reduction of publication output by 25 per cent from 2018-2023. This throws into sharper relief the need to be more strategic about academic publication. The ASCL has longstanding publication agreements with Brill and Karthala. While many of the book series perform a vital function in terms of branding the ASCL, as well as strengthening its African partnerships (on which more below), there is a case for arguing that some (but not all) staff have tended to rely rather heavily on these outlets. That there is perceived to be an issue here is clear from the Midterm Self-Evaluation Report, and it would be fair to say that the issue of establishing a balance is a matter for ongoing debate. A useful benchmarking exercise might be to compare the Google Scholar citations for different categories of publication. It seems likely that the impact of ASCL researchers would be higher if researchers were incentivized to target their best research towards leading journals within the African Studies and disciplinary fields. The same applies to publishing monographs with leading international publishers. The intention here is not to undermine the existing series - and indeed the Committee felt that they should be actively supported (see below) - but to adopt a more tactical and variegated approach to publication because this is arguably the most realistic means of squaring the circle.

In the past, the ASCL was fortunate enough to enjoy core funding from the Ministry of Education, Culture and Science (and part of the ODA budget of the Dutch government) and was able to focus overwhelmingly on research. Since the last major review, successive budget cuts, falling academic staff numbers and shifting priorities within government Ministries, including Foreign Affairs, have made the former model unsustainable, although core funding from the Ministry continues and is expected to continue, although at lower levels than before 2012. The ASCL entered into negotiations for a merger into Leiden University in the knowledge that much of its core business would need to change, most notably with respect to course delivery and teaching. But the merger was also considered to hold some potential advantages. The ASCL will also be able appoint its own Professors with effect from 2017. The number of professors is expected to stabilize at eight. The future creation of an ASCL Graduate School and PhD programme will also create a significant new income stream (as indicated in Self-Evaluation 2011-2016) which is expected to cover much of the funding gap. However, this will inevitably have an impact on the distribution of staff time and overall workloads, which is a matter of concern for those who work at the ASCL and will need to be carefully managed.

In the last full review of the ASC (2004-2010), the report commented on issues of management transparency and a de facto compartmentalisation of researchers. The mid-term review of April 2015 also noted that the ASCL was overly reactive to events as the integration process went forward. There is now good evidence to suggest that many of these points have been taken on board and that there has been a positive attempt to reform the management structures - most notably through the introduction of a Researchers' Forum and the creation of a series of cross-cutting Collaborative Research Groups (CRGs). The current configuration of ASCL as an Interfaculty Institute situated amidst a cluster of three faculties (humanities, social sciences and law) seems to work well and to enjoy the support of the Deans. An impressive change process has been taking place in the ASCL

following a series of drastic changes in the external circumstances (financing environment, changing political priorities of the Dutch government, changes in European relations to Africa, trends and priorities on the African continent and its academic environment), as well as due to the vision of the director, who took over the reins of the institute in 2010. The Director has made a sustained effort to rally staff around the numerous changes. The ASCL has also made a concerted effort to diversify its engagements with the world beyond academia, to include not just the government Ministries, but also the media, Non-Governmental Organisations (NGOs) and especially the business community through the regular *Africa Works* event. However, this activity has added to workloads in often unpredictable ways, and there is probably a need for a more selective and strategic approach to such engagement.

During the period under evaluation 2011-2016, ASC Leiden has had two formal organisational structures (an independent foundation steered by specially designed decision-making bodies 2011-2016 and an inter-faculty institute led by (representatives of) the deans of three faculties from 2016 onwards). During the interviews, it was clear that some deep collective reflections within the institution had preceded the decision to join the university, and efforts have been made to position the ASCL in ways which maximize the gains it will make from the reforms, while minimizing dislocation and challenges.

The Director, Ton Dietz, has presided over the ASCL since May 2010, and hence, during the whole period currently under evaluation. He will hand over to the new Director, Professor Jan Bart Gewald, on September 1, 2017. The new director was also available for the evaluation team.

The recent merger with Leiden University is not complete, but there is currently a 5 year transition period during which many pertinent and fundamental organisational and management issues will be debated, designed and resolved. The period of evaluation coincides with a period of transition. The financially stressful conditions before the merger as well as the strains of the current transition period have influenced what has been done by ASCL and how these activities have been executed, and this consequently influences the conclusions of this evaluation.

Research quality

In becoming part of Leiden University, the African Studies Centre has clearly been through a substantive reform process, and has emerged from this energized and with plans for becoming bigger and better through reorganizing its research (the unified research programme with themes and integrative domains)

The profile of an Institution's research can be fully assessed by an analysis of its entire research portfolio and scientific outputs using criteria such as contribution to scientific knowledge, the range and reputation of publication and dissemination outlets, awareness of and use of outputs within the scientific community and other publics, the extent to which the Institution is recognized for particular research endeavours, the existence of other forms of recognition of research projects and outputs beyond publication e.g. prizes, awards, research funding etc., and the name recognition of key members of the institution. This current assessment was not able to ascertain directly from the scientific community and other publics their awareness and use of the scientific outputs. However, based on interviews with staff and other important actors and the self-assessment, we have been able to make a judgement about the scientific profile of the ASCL.

In the institutional self-assessment, there is a reference to the most important scientific outputs, based on the number of citations those publications have received. The list presented is about 30 publications - monographs, edited books and journal articles out of a total of 555 peer reviewed and other academic publications. The publications are based on research in East, West, Central and Southern Africa and a few on multiple countries, and cover four broad themes - resources and wellbeing, constellations of governance, identification and belonging in a media age, and Africa's global connections. In terms of quantity, this is certainly an impressive body of work, placed in a wide array of scientific dissemination outlets. Although questions have been raised above about the proportion of publications in the top tier journals, this is always a tricky question given the politics of access to certain journals. It is noteworthy that many of the publications are in highly regarded journals. Regarding name recognition, several of the faculty are well known, mainly by fellow academics in their areas of specialisation, particularly in Africa. The fact that people trained by the ASC have secured academic positions in the UK and the USA speaks to the Centre's research profile. An issue arising in thinking about the profile of the Centre's research is whether a distinction needs to be made between the profile of individual researchers and that of the ASCL. As the Centre is more than a sum of the research profiles of its faculty, this is an interesting methodological issue that we could not determine. Possibly future evaluations need to be aware of this distinction and its implications for thinking about the research profile of the Centre. Going forward, it would be useful for the Centre to decide which areas of research it wants to be known for and use its many strategies to ensure that it becomes the go to for these, while protecting the freedom of faculty to develop their own research interests. The Researchers' Assembly should have a direct input into setting this agenda.

From the documentation and from our interactions, the Centre and faculty have prioritized several instruments and strategies for raising the profile of the research. One of these is the ASCL's publication series. The Centre's relationship with Brill, a highly regarded academic publisher in the Netherlands, has enabled it to develop some well-regarded and prolific publication series. These include the Afrika-Studiecentrum Series, African Dynamics and the award-winning Africa Yearbook. The ASCL also has as a working paper series and a thesis publication series, to name only a few. The flagship publications have international editorial boards or editors as the case may be. At least one of them is a co-publishing arrangement with a Cameroon based publisher. The publications showcase some of the research endeavours of ASCL staff, especially early career researchers, while providing a much-needed forum for other Africanists and African researchers to disseminate their work. Given the challenges with finding reputable publication outlets in Africa and the muted contribution of African scholars to social science and humanities scientific outputs, targeting them is really important, as it increases the diversity of sources of knowledge in African Studies and therefore its legitimacy. There is agreement among staff that the ASCL's relationship with Brill has been mutually beneficial and can be even more productive if some challenges such as the cost of Brill publications, its preference for selling to libraries and its lack of strong links with bookshops and other distribution outlets are dealt with. The biggest threats to the publication series are anticipated financial cuts which are bound to affect the volume of publications and the staffing arrangements to manage publications. The contribution of publications to the ASCL's profile needs to be more explicitly valued in order to make the case for the expenditure in a situation of resource challenges.

Not surprisingly, there is concern about the future of the publication series in the new dispensation. In the negotiations with Leiden University about the future, the place of the publication series in_____

Leiden University's social sciences and humanities publication portfolio will need negotiation in order to protect the publications series. Linking the Brill publication series more directly to ASCL could also be one approach to ensuring their sustainability and reaching an even wider audience and could help address the problem of finding sufficient manuscripts from Africa.

Other strategies for strengthening the profile of the Centre's research include the fact that scholars increasingly publish in English and are largely multi-lingual and the fact that all scholars have Google Scholar pages. Achievements which speak to the profile of the research and researchers include awards, special professorships, research grants won, book prizes, conferences organized, journal editorships and membership in scientific institutions and visits to the ASCL website. These are all present in the Centre's portfolio. However, we do not have a basis to determine whether what exists is sufficient or whether more work is needed to raise the profile of ASCL and its researchers. Interestingly, in discussions during the site visit, some of these engagements of research staff were identified as competing with time for teaching and research and for taking up internal administrative duties. Given the importance of these undertakings for building the profile of the ASCL, something that will become even more important in the Centre's new location within Leiden University, some reflection on the status of these activities and the allocation of time to them will be useful going forward. This comes back to the issue of being strategic about research and publication plans.

In terms of scientific profile, there is no doubt that the ASCL is considered to be an authoritative source of knowledge about Africa by policy makers, the media, civil society groups etc. within the Netherlands. Staff spoke about the sheer volume and intensity of requests and their time-consuming nature. The high quantity of these activities is not in any doubt. However, there is value in working more deliberately to go further than the Netherlands to the rest of Europe and to Africa to build a stronger global reputation as an authoritative source of knowledge about Africa. In this connection, the presence of scholars of African descent and the use of strategic media outlets should help this agenda.

ASCL wants to be a catalyst for Leiden ASA and to be at the centre of an African studies' knowledge hub at Leiden University, the Netherlands and beyond, and will grow the infrastructure it has established for this. These include plans to further improve its internal and external communications, further develop its teaching and research programmes, library collaborations, developing a network with African knowledge partners, the appointment of 7 or 8 professors, Graduate school etc. These are outlined in the self-assessment report as nine preliminary targets for 2018 to 2023. This sets out a clear agenda for deepening reforms and achieving certain goals.

This clear agenda notwithstanding, there is a need to fully spell out what the strategic long term vision of the ASCL is and how these building blocks fit into it. As the self-assessment documents note, the review is to help fashion a long-term vision. This acknowledges that there is work to be done. It is important for the ASCL to undertake such a task while it is in reflexive mode, and before final negotiations with Leiden University about the future. This would give flesh to the thinking about how to address the current challenges as identified in the self-assessment and those of the future. For example, the self-assessment notes that the right to foreign/white scholars to do research in Africa is increasingly being challenged. If this is a serious issue, a long-term vision should put in place measures to respond to this. Again, while a laudable effort has been made to uphold the centrality of History within the disciplinary mix, there is potentially an issue about the future of the study of

Politics, which most institutions would regard as a fundamental discipline. How the ASCL plans to manage disciplinary balance in the context of future retirements requires careful consideration.

Other matters that should be on the agenda of strategic visioning include the ASCL's relations with knowledge centres in Africa. This is mentioned several times in the documentation, but the nature of these relationships as they exist and how they will be developed, is not too clear. The African diaspora is also mentioned in terms of collaborative partnerships, but not as a subject of research. This speaks to the remit of African studies as defined by ASCL. In other places, it includes Africa's diasporas, in addition to the continental definition. This means studying Africans in Europe, the Americas and wherever else they might be. It broadens the research agenda and could be a new vein of endeavor which could further strengthen links between the ASCL and diaspora scholars and networks. The question is whether going forward, the ASCL's conception of its relations with the Africa diaspora will change over time and if so, in what directions.

Yet to be tackled as well are the ASCL's interests in integrating SDGs as part of developing its policy appeal. By extension, this should include attention to Africa conceived programmes such as Agenda 2063, The Comprehensive African Agriculture Development Programme (CAADP) and the Africa Mining Vision (AMV). This interest in policy processes raises a further question about the future character of ASCL and the balance of its scientific portfolio. At one level, the Centre affirms its focus on basic deep research, while expressing a continued interest in policy relevant research. The strategic envisioning will need to examine possible tensions in this position and come to a view about how to manage these, as well as the balance between basic research and policy research, and between research and policy under the new dispensation. In this connection, the threat to funding and research posed by developments in Europe and the US as well as the tendency now to fund relatively large scale organisationally complex projects, which sometimes discourages and stifles the development of younger researchers, needs to be on the agenda as does the tension between the pressures of short term research requests and long-term research.

Additional questions include whether and how the ASCL can take advantage of this notion of the Netherlands as a potential hub of triangular relations among Europe, Africa and China. How realistic is the notion in the first place, and what could disorganize such a notion, and how would the ASCL position itself in relation to this issue?

Relevance to society

The material and analysis provided to the Review Committee in advance was rich, comprehensive and wide, and included a good summary of the activities and results linked to societal relevance and valorisation of the research undertaken. The Institute has clearly undergone a joint internal (and external) discussion on what is meant by the societal relevance of its research. It has carefully assessed reasons and motivations, calling for research that has an impact on society beyond the academic community, and has designed strategies and invested in processes and resources to ensure societal relevance. The ASCL has a professional and dedicated support staff with specific tasks to enhance relevance to society and to support researchers and information specialists to increase this relevance. Following the global debate about the social impact and utilisation of academic research, ASCL defines valorisation as 'the process of value-creation out of knowledge, by making this knowledge suitable and available for economic and societal utilization and to translate this into high-potential products, services, processes and industrial activity'. Valorisation is not just about 'money' but about the impact that can be created through the transfer/exchange of scientific knowledge.

There are many ways in which research can make an impact on society, and many stakeholders that can potentially benefit from this impact. Every research organisation needs to find the ways that are most appropriate and fitting to its operations in any given time, in any given circumstance. For ASCL there are three distinctive periods to consider: before the merger, in the current transition period and after the planned full integration into Leiden University. Each period requires a tailored strategy for societal relevance.

ASCL has studied the debate in the Netherlands and globally, drawn many lessons and applied them to its research processes and other strategies. As a result, the valorisation of research and the will to achieve societal relevance has been an important and interlinked goal of ASCL research and LDI operations during the period before the merger as well as now in the transition period. It has adopted strategies and processes that are linked to choice of research agenda (by agreeing to seek and conduct research assigned and valued by societal stakeholders), research process (by including societal stakeholders as part of research design), as well as delivery of research (adopting open access policies & packaging strategies, investing in dedicated research communication and LDI, including active utilisation of social media). The outcome has proved successful but not entirely unproblematic. The ASCL clearly prioritized Dutch societal actors as beneficiaries of its research before the merger and transition. This is understandable, as it has also formed part of its struggle to show its relevance for and to ensure resources from the Ministry of Foreign Affairs. The Ministry of Foreign Affairs has a degree of influence over the ODA funding from which the ASCL core subsidy is financed.

In order to assess the success of these strategies, a few words about the challenges of measuring and assessing the societal relevance of research are needed. It is methodologically challenging to measure societal relevance in quantitative terms. This stems from the fact that social interaction is not a one-way process, and beneficiaries of the research are also equally responsible for interaction and utilisation of the research results that are produced, delivered and communicated. This raises interesting questions as to what is then the desired outcome of a research institute in terms of societal relevance. Is it sufficient to prove that there has been a high level of production of high-quality research (=research harvest) that is sought after and actively delivered to different stakeholders in a format appropriate for utilisation? Attempts to measure actual interaction between researchers and the stakeholders is not only methodologically problematic but also raises questions of the integrity and independence of the research and researchers. This again poses further questions as research results are more often than not, not the only factor influencing the social actors (and their intended or unintended actions). Researchers operate in the complex environment of interlinked social processes. This is not to say that a research institute should not aim to be socially relevant and valorize the results of its research. However, it is important to note the difficulty of drawing direct conclusions as to whether research has been successful (=relevant) and if so, with which stakeholders and in which processes impact can be recorded. Comparisons are also very difficult.

Be that as it may, the ASCL is aware of the challenges. It has differentiated its output into two categories: 1. output that creates 'visibility' (using citations as outcomes) 2. output that is both academically and societally relevant, i.e. that inspires the academic community and generates new ideas and methods that are useful for the knowledge community and society (self-evaluation report 2017). The ASCL can clearly show impressive results on both counts. ASCL is an independent 'hybrid' research and knowledge centre that has been able to adopt a strategy that aims for wide influence

on a large number of societal actors, and has produced a variety of products of benefit to many in their diverse societal processes. On the other hand, important choices have had to be made due to diminishing resources during the period before the merger, and the Review Committee notes that priority has been given to actors in the Netherlands. The Committee deems this choice both necessary and wise. ASCL is well known in its home territory, and the various formal and informal contacts of the ASCL leadership and its researchers have facilitated this interaction. On the other hand, it is to be noted that some post-doctoral researchers seem to have difficulty in being both scientifically successful and visible in society. There is little evidence that ASCL has had impact at the level of European decision-making (which might also be a reason for a lack of ERC funding). On the positive side, there are some good examples of how impact has been made in communities involved in the African continent. These activities involve combinations of research projects and traditional development interventions.

Another noteworthy conclusion that has emerged from both documentation and interviews is that the attempt to gain maximum visibility and relevance has taken a toll on, and increased the work load of, researchers, support staff and LDI staff. The staff experience difficulty managing the competing responsibilities (research, teaching, resource mobilisation, valorisation) during the available working time, as well as growing uncertainty as to how this work will be possible when teaching and PhD supervision increase due to the merger with Leiden University. There was also a concern that as part of the university, the assessment of research and of researchers at ASCL will in future be judged by purely academic criteria. This might lead to the situation where research and activities linked to wider social interaction might not be valued in work planning and performance assessment and might need to be performed outside formal working time (which is the case to some extent already). Even though the university management assured the Committee during the interview that the societal impact of research is valued in the university structures, there is a risk that this goal will be de-prioritized. This might happen due to pressures for higher academic quality and working time being allocated using the new formula (50% research and resource mobilization, 30% PhD supervision and teaching, 20% valorisation) once the merger has taken full effect.

During the transition period, it is important that time and effort is dedicated to discussing within the new leadership structures, what the change from independent research institute to a university unit means with regard to valorisation of research and resources devoted to this. On the other hand, as the financial resources of ASCL will be more secure within the university set-up, it might become less pressing to retain funding from other societal actors i.e. ODA funding, thus diminishing the dependency but also risking the loss of the beneficial positive interaction with policy-makers, development practitioners and other societal actors. Some researchers expressed concerns that this interaction, which is widely valued might not be safe-guarded in the future, thus changing the nature of their work. The decreasing dependency on ODA funding might, on the other hand, mean that more attention can be paid to societal relevance and interaction in the African continent together with smart partnerships with various academic institutes.

Viability

The ASCL's integration into Leiden University has necessitated a new governance/administrative structure, which has recently been implemented. Relationships to the University's bodies of decision making (e.g. executive board, faculty) have had to be devised and brought into being. All academic

affairs have to be harmonized with regulations and practices within the university and all administrative issues have to be linked to/brought into line with the practices of Leiden University's administration. It is obvious that such a process cannot be finalized within a year or two. The ASCL and Leiden University have made some pertinent steps towards the integration of the formerly independent centre. New institutions of governance have been implemented and time will be needed before judgement can be passed upon their feasibility/efficacy.

Board of Governors: A Board of Governors consisting of three members, with a mandate from the Executive Board, formally steers the ASCL. The Dean of the Faculty of Humanities is its Chair and the Dean of the Faculty of Social and Behavioral Sciences and the Director of the Van Vollenhoven Institute (as a representative of the Faculty of Law) are members of this Board. The Board of Governors and the director are advised by an Academic Advisory Council (also known as Scientific Advisory Council) and by a Societal Advisory Council. This latter Council connects ASCL with its non-academic users and is still in the process of being set up.

The mandate of the Board of Governors is clearly stipulated in a set of "rules and regulations". The collaboration between Board and director has been smooth to date and the Board governs the ASCL "from a distance" leaving major day to day decision making with the director. Whether this good working relationship depends on the people currently in charge or whether it can be attributed to a convincing institutional structure remains to be seen. Of course, such an inter-faculty institute with a Board of Governors is somewhat unusual for a university and Leiden University has only one other inter-faculty institute, governed by a similar structure. While there is some likelihood that the ASCL will be integrated into one of the faculties (probably the Faculty of Humanities) at a later stage, the current governance structure should be given at least three more years in order to determine whether the current structure is viable in the long term or whether it is only transitory in nature.

The current governance model leaves a lot of authority to the director and the ASCL-internal governance. All search committees are internally nominated and also other decisions pertaining to work allocation, financial transfers and strategy are made internally. This helps to maintain some of the autonomous character of the previous ASC governance structure. It is possible that issues may arise around tenure decisions and the exact nature of employment contracts. Such issues might prove difficult to address at the decentralized level. There is real need for the director and the Board of Governors to work together closely. (In many university settings, tenure issues are handled by the faculty and the dean and not by a centre or an institute, i.e. by people at one remove from direct collegial collaboration).

Academic Advisory Council: While the governance relations between the Board of Governors and ASCL are comparatively clear, this is not so for the relationship between the Academic Advisory Council and the Centre. The Academic Advisory Council is large (20 members). It consists solely of members from Dutch institutions. When the Council was set up, the guiding principle seems to have been to involve all senior Dutch Africa-oriented scientists in it. The Academic Advisory Council meets three times a year but rarely do more than 10 of the 20 members attend the meetings. While it is certainly a good idea to have an Academic Advisory Council, it would be advisable to (a) considerably reduce the size of the Council (to not more than 5 members), (b) to internationalise it (or at least consider internationalisation), (c) to make it really external (i.e. do not include Leiden scientists in the Council as they are already linked to ASCL through the internal ASA network). It would be good to assign

some clearly defined functions to the Academic Advisory Council. This Council is clearly intended to assume a mentoring role. It will be very useful to discuss mid and long term strategic issues with the Council.

Societal Advisory Council: The Societal Advisory Council is in the process of being constituted. So far there has been one [successful and well-attended] meeting of the network of societal partners within the Netherlands (in December 2016). There is no doubt that such a Council can be of significant use: (a) the council needs to be limited in size, (b) it should be considered whether one or two key actors from Africa (e.g. retired politician, development specialist) would be admissible/useful, (c) it needs a clear mission statement/terms of reference.

It might be wise to hold at least one joint meeting of the Board of Governors and both Councils a year. It is worth reflecting on whether academic advice and societal advice need be organized in Councils. A trust-based mentorship relationship with a few outstanding scientists and representatives of society may be useful as an approach in order to gain support from domains outside of Leiden University. Councils usually have supervisory functions, need rules and regulations and clear mission statements/terms of reference. They should also be part of the overall university structure. Mentors do not need all of this. Mentors are simply meant to support the strategic orientation of ASCL as best as they can, at any time they can. Such mentoring advice does not necessarily have to be formally coordinated.

Budgetary Issues (Funding Sources, Governance, Administration): Core funding for the ASCL comes from the Ministry of Education, Science and Culture in the Netherlands. It comes on a so-called ODA ticket, i.e. the money spent on the ASCL is regarded as part of Dutch development aid. It is assumed that the ODA designation of ASCL funds may come to an end sooner or later. This may cause some budgetary turbulence and it is feared that such a re-labelling of funds will be problematic and may lead to financial losses (as is usually the case in such exercises). It seems to the Committee to be necessary that the ASCL funding should be linked progressively to the standard budget of the university. This advice applies to budgets used for academic as well as for support staff. It is important that the budget should be insulated against the changing tides of day to day politics. Only an agreed upon long-term budget will ensure long-term viability.

The ASCL depends to a large part on Third Party funded projects. A total of roughly 30% of funding comes from this source. The major source of Second Party funding is the governmental NWO. Third Party funding comes from a number of NGOs and other organisations (mainly of Dutch origin).

Appendix 2 Funding and expenditure

Table A2.1 Sources of funding (x €1000)

2011–2016		
	€	%
Direct funding	17,059	64.1
2 nd funding	2,412	9.1
3 rd funding	4,926	18.5
Other	2,210	8.3
Total	26,607	100

Notes:

- Direct funding: funds provided directly by the government.
- 2nd funding source: research funds received from national and European science foundations (mainly NWO).
- 3rd funding source: funds from a third party, like ministries or NGOs, for specific activities.
- Other: includes graduation bonuses, secondment of personnel, teaching, etc.

2016 provisional.

In the years to come, direct funding needs to be based on a stable long term commitment beyond ODA by the relevant Dutch ministry. Second tier funding needs to be diversified (with potentially a larger role for EU/ERC funding) and third tier funding to be stabilized. The significant amount of funding from NGOs signposts the societal impact of the ASCL. The Dutch NGO world takes it for granted that good and ‘application-near’ knowledge is produced at the ASCL. During the site visit, societal impact was discussed at length, as were the difficulties of measuring such input. It could be argued that the significant amounts of third party funding from NGOs and ministries are an indicator of societal impact and influence. Looking at ASCL from an international perspective, not much more evidence would be needed to show that the institution is societally relevant!

The budget will be significantly bolstered by the opening of a graduate school. On an annual basis, a group of 3 to 6 PhDs will graduate (possibly more) and each one would add € 45,000 to the annual budget. The graduate school will thus pay for its own management and will potentially bring additional funds to the ASCL’s budget. The efficient establishment of the graduate school is seen as an important, timely and significant measure to ensure the long term viability of the ASCL.

The governance of the budget is a matter requiring attention. It became clear to the Committee that major budgetary issues were a matter to be negotiated between the ASCL Board and the director. The internal ASCL management team (or ‘Executive Board’, EB) is involved as well and the Researchers’ Assembly (RA) formulates proposals for using the research fund. Unlike in the previous set up in which thematic research groups governed large parts of the budget, in the present set up Collaborative Research Groups do not have budgetary responsibility. They have to get funding through the RA and the EB. The Committee regards this as an important step on the road to the consolidation of ASCL finances.

How these layers of budgetary control and decision-making work in practice probably needs to be tested during the coming 3- year phase. Given the complexity of ASCL funding (especially third tier funding through NGOs and other organisations with their own regulations), budgetary governance and planning should be a key concern. This is the area about which academic teams disagree. Reliability and viability are essential here. Access to, and administration of, administrative overheads is a pertinent governance issue. Many (if not all) second tier funding organizations pay administrative overheads: universities have developed different modes as to how these overheads are shared between university central administration, faculties and the relevant PIs. If all administrative issues (e.g. work space, support services, technical environment) are allocated to the ASCL budget then logically the entire overhead should stay with the PIs. If the central university takes charge of e.g. work space, it will deduct a certain amount from this overhead. A transparent long-term decision on the sharing of overheads is necessary. This may become an even more pertinent issue once more EU/ERC funding is involved.

The administration of funds is a further issue: all third party projects are administered within the ASCL and currently the ASCL employs some support staff to carry out this work. Given the complexity and size of third party funding acquired through the ASCL, this seems to be a good solution. In the long run, it should be considered whether parts of the budgetary administration would be best in the hands of Leiden University's central administration. For the transition period, however, it would seem wise to work within the existing, well established and efficient structures.

For understandable reasons, the ASCL has tended to target funding from Dutch sources, especially the NWO. It is striking, however, that there has been only a limited attempt to secure funding from the European Union. The ASCL has not held any of the European Research Council Starter, Consolidator or Advanced Grants, with which one might expect a centre of this size to enjoy some success. This requires the right level of informed administrative/financial support. In this respect, the merger with Leiden University ought to present opportunities for making use of existing university structures where the relevant expertise resides. Staff are conscious of the amount of time it takes to work up research grant applications and there is a case for creating incentives, such as pump-priming resources to relieve staff of some of their responsibilities in order to work on large grant applications.

Finally, there may be a need to consider giving some staff members substantive Knowledge Exchange roles that are incentivized and reflected in workloads, in order to ensure viability in some areas.

Score: Research Quality: 2, Relevance: 1, Viability: 2

II.ii. Assessment of the LDI function of ASCL

1. Research quality

The Library is an integral part of research at ASCL. With its extensive collections, around half of which are unique in the Netherlands, it provides an unrivalled research resource within the country and one which is within the top few African Studies libraries in the world.

The book collections comprise approximately 95,000 volumes, and with 35-40% of these published in Africa, and 50% unique within the Netherlands, they constitute a very important resource for the study of Africa and in particular the understanding of

debates and scholarship generated in the continent. At present, the collections are on the open shelves, enabling browsing by users, and most are available to be borrowed.

The Library is a leader in the field of digital resources, having demonstrated a very impressive and indeed ground-breaking approach, over a number of years. It provides a number of tools to search and access African Studies' collections in the Library and beyond, ranging from web bibliographies to dossiers on particular topics and countries (the full list is: the Library's catalogue; African Studies Abstracts Online; web dossiers; AfricaBib; Connecting-Africa; ASC Country Portal; new titles; alert service; and Kenya Coast Portal). It has also instituted a successful policy for locating and preserving online-only publications from Africa, and works increasingly to connect users to full-text online content. Library staff members also engage actively with Wikipedia and have contributed several collections of images to Wikimedia Commons.

The importance of the Library's innovative work in this area needs to be stressed. The leadership and staff grasped early on both the importance of responding positively to the digital revolution, and the need for new ways of guiding researchers as online resources proliferate, but work of quality can become harder to locate. The Library's digital and documentation work also indicate its close involvement in the research activities and aims of the ASCL.

The Library's research tools are visible in a number of ways; the indexing of AfricaBib by Google Scholar, in particular, is noteworthy. In some respects, promotion could be improved (for example, via the arrangement of the Library's web pages). We recommend a continuing focus on promoting web resources in order to ensure visibility and the best possible search engine optimisation.

In general terms, the library should continue to innovate in the digital field.

The Library's foregrounding of open access, in line with that of the ASCL as a whole, is also an important part of its digital innovation work. Open access for library resources helps to ensure that these are widely accessed; (full-text) works in the ASCL Repository were downloaded 349,755 times in 2016, a six-fold increase on 2011).

We recommend that the Library continues to build its open access content.

The e-first/e-only policy recommended by the 2011 evaluation has been implemented with regard to serials, where electronic versions exist. This is still not, however, the case for many African serials.

The Library's collections are concentrated in the disciplinary fields of the ASCL (social sciences and history); they are less extensive with regard to literature and cultural studies, while African languages and linguistics have historically been handled by the Leiden University Library. The main languages of the collections are English, French, Dutch, Portuguese and German. The ASCL Library holds scholarship relating to North Africa, but material in Arabic is handled by Leiden University Library and NINO (the library for the study of the Near East).

The Library's collections consist mainly of modern printed books and journals, including grey literature and some ephemera. There is also a significant collection of film on DVD, as well as some radio recordings and some archival and photographic material. Issues relating to collections in these formats are dealt with under viability.

The Library's staff, the services they provide and their responsiveness and helpfulness to their users constitutes one of the Library's most important assets, and help to explain the high regard in which the library is held throughout the ASCL. One researcher described it as 'open, unique, accessible and a direct gateway to knowledge'. New users receive an induction on research tools, and all users are actively assisted in their research by the staff. We found an extremely positive attitude to the Library in all parts of the organization, as well as a recognition of its importance in attracting visitors to the ASCL.

The ASCL Library has seen a decline in usage of hard-copy materials. This is of course universally the case, and has been more pronounced in some disciplines than others, with many scholars continuing to favour using paper books. At the same time, many items, especially those published in Africa, are not available digitally. Visitor numbers and book loans have seen a decline (from 3,876 in 2011 to 3,838 in 2016, and from 5,436 in 2011 to 4,052 in 2016, respectively), but both nevertheless remain strong. (It should also be remembered that users of subscription e-resources, or free e-resources located through ASCL Library services, are also using the Library, even if they do not physically go there.) The ASCL Library thus has to continue to balance its digital and hard-copy collections.

The Library has analyzed usage of its collections, but has not carried out a user survey since 2008, a point made in the documentation presented by staff. We support the library's intention to carry out such a survey in 2017.

The Library also has an impressive capacity to respond quickly and flexibly to external circumstances, whether events in Africa (for example, through creating web dossiers on topical themes) or in the Netherlands (absorbing 3,000 books from the Netherlands Royal Tropical Institute when its library was dissolved, and making them available within a week of arrival).

With regard to collection development (acquisitions) policy, the Library has implemented the recommendation of the 2011 evaluation to cooperate with libraries within the Netherlands, with the result that it does not buy the full range of scholarly literature published internationally, but relies on inward inter-library loans to fulfil some user requests. In cases where a copy of a particular work is not available, the Library makes every effort to locate and purchase one. The aim is to be 'patron-driven' in this respect; a fairly small number of requests (up to 10 per month) is received, which are almost all fulfilled. The major part of the acquisitions effort and budget is concentrated on obtaining books from Africa.

We note that the collection development policy has not been reviewed since 2011 and that a review is planned for 2017. We believe that the emphasis on procuring African publications is commendable and has led to the creation of a first-class research library. Nevertheless, it might be a good idea to carry out some analysis of the publishing field to ensure that the library's current strategies are providing sufficient access to the full range of scholarship on Africa.

2. Relevance to society

The Library is, and should be, an integral part of the ASCL's wider appeal to stakeholders in the Netherlands and beyond. As one member of the team put it, the Library 'is there for everyone'.

Particularly important in this regard are the online tools and resources and the open access collections (described above), which can be freely accessed from anywhere in the world and for

which there is, as far as analysed to date, significant take-up from Africa. 15-20% of downloads from the ASCL Repository are from Africa. The Library also makes inter-library loans within and beyond the Netherlands, including some loans to African university libraries; staff also help African colleagues to gain access to journal databases.

A proportion of items in the hard-copy collection are also acquired for general, rather than purely academic, users.

The Library's response to current events in Africa, for example through creating web dossiers, and the creation by Library staff of web resources such as the country portal (<http://countryportal.ascleiden.nl/>), which was developed for users such as diplomats at the Ministry of Foreign Affairs, and annotated bibliographies for that Ministry, and for the various Knowledge Platforms linked to that Ministry, show direct engagement with stakeholders. Library staff have also participated in recent events with NGOs, and created information resources in this context.

Together with the ASCL support staff, the Library has also acted as the coordinator of ASCL community (country) meetings that are valued by both ASCL staff and external actors.

The Library's policy on open access and digital resources described under research quality is, of course, equally important and equally commendable in terms of relevance to society.

The Library has made very effective use of social media.

The 2011 evaluation recommended better links with African and European libraries. In Africa, there has been contact in particular with libraries in South Africa and Morocco (and some information skills training), although these contacts seem to be at a fairly preliminary stage. International scholars from Africa and elsewhere, including visiting fellows, are regularly welcomed at the library.

In line with recommendations elsewhere in this report, we favour the creation of partnerships with clearly defined objectives and outcomes, established on a more concrete basis than has been the case to date.

The Library continues to play an active role in ELIAS (European Librarians in African Studies), a network of which it was one of the founders, and to inspire colleagues across Europe with its work. It has also provided a service to the wider community by taking on responsibility for valuable resources (AfricaBib, Library of Congress Quarterly Index of Africana Periodicals), which others were no longer able to maintain.

3. Viability

The Library has not escaped the pressures experienced by the rest of ASCL. The acquisitions budget has remained static at around € 82,000 since 2011, while staff numbers have been cut from 9.4 to 8.6 fte.

The key issue affecting the Library's future is the proposed merger with Leiden University Library. We see this as presenting considerable opportunities *and* risks.

Kurt de Belder, the Chief Librarian of Leiden University Library, has expressed very positive views

about the ASCL Library and the potential for creating a new Africa Library within an area studies hub in the planned new Humanities area of the campus, which is soon to be built. Such an Africa Library would include the existing collections of the ASCL Library in addition to parts of the University Library collections (to be negotiated). He is also willing to make the case for a substantial increase in the acquisitions budget (which is controlled by the faculties), and is in support of continued acquisitions' trips to Africa. He agrees that the documentation function of the ASCL Library, which is not a function carried out by the rest of the University Library, is an asset and should be continued.

Another issue raised (by ASCL Library staff) with regard to the future was whether, in the new university context and on the assumption of future budget constraints, the Library should be developed primarily as a teaching or as a research library.

In our view, the Library should not have to make this choice, but should follow the path of other comparable libraries (e.g. SOAS), which fulfil both demands. ASCL Library is already an invaluable research resource, and downgrading this aspect would be detrimental to the future of African Studies at Leiden. At the same time, provision must clearly be made to provide teaching resources; the need to fulfil this new function strengthens the case for an increased acquisitions budget.

A further overarching development affecting the future of all libraries is the switch from paper to digital. To date, the ASCL Library has dealt exceptionally well with this change, in the ways described above. The Library sees part of the solution in future as making more material available online, and has already made significant progress on this front. The Library's embracing of the digital revolution, of which its documentation activities are an essential part, and its continued willingness to innovate, make it a leader in this field and place it in a very good position for continuing to deal with this change. For the future, it is vital to preserve this focus and flexibility. Joining forces with the University Library will also provide a stronger digital infrastructure.

There are considerable potential opportunities in a merger with the University Library, which include:

Private papers and other archival items. The ASCL Library has started to collect these, and the University Library can provide better storage (temperature and humidity controls) as well as expertise in archival cataloguing. Conversely, a merger would offer the University Library a new opportunity to develop archival acquisitions relating to Africa. The Chief Librarian has expressed willingness to work with the proposed Africa Library to develop an archival acquisitions policy. Such a move would greatly enhance resources for the study of African history at the university, as well as having the potential to support the development of records management policies for researchers' data.

Moving image. The University Library has the infrastructure to digitize the ASCL's significant film collection, while restricting access to digitized content to library premises in order to ensure that copyright is not violated. Such digital storage is vital to ensure long-term preservation of the collection.

Increased storage space for the core collections. The current premises are almost full.

Robust digital storage. We suspect that in the long term the ASCL Library's data will be more safely stored on the university's servers.

Greater visibility of the ASCL Library's collections. To this end, the ASCL catalogue is already being ingested into that of the University Library. Inclusion in the catalogue may also assist the ASCL Library to deal with global changes in the world of cataloguing (e.g. the move to the Resource Description and Analysis system).

The University Library has agreed to accept and maintain the ASCL Library's subject thesaurus, which the latter uses in preference to the standard system of Library of Congress Subject Headings. There are advantages to both systems and we recommend that, in due course, research is carried out into the desirability of maintaining the thesaurus or moving to LCSH.

Better integration of resources for the study of Africa which are currently divided by language, discipline and geographical area (e.g. Arabic material at NINO; language, linguistics, literary and cultural studies at the University Library).

The merger also carries significant risks. Possible dangers if optimal agreements are not made, may include:

Demoralization and loss of staff, who form one of the ASCL Library's chief assets; possible loss of the personal service which staff offer on-site to users. We note considerable anxiety among Library staff about the merger at present.

Loss of a dedicated Africa library, should current plans for an Africa Library not come to fruition

Loss of a collection available for browsing on the open shelves and easily accessed by researchers, a valued feature of the Library, should much of the collection be out-housed

Loss of flexibility in loan policies (e.g. for DVDs).

Loss of the ASCL Library's ability to act quickly, flexibly and innovatively.

Loss of independence in acquisitions, particularly buying trips. It is possible that the ASCL Library will come within the sphere of EU tendering rules and be forced to buy through a contracted supplier. ASCL acquisitions from Africa at the moment are extremely well handled, and any such move would lead to a diminution in quality of the collection in future.

Score: Quality: 1, Relevance: 1, Viability: 2

II.iii. Assessment of Leiden African Studies Assembly

The TOR requests a qualitative assessment of Leiden's African Studies Assembly (ASA) in relation to the ASCL's fulfilment of its targets. The newly established AS Assembly is the nucleus of a network of scholars of African Studies from Leiden and with linkages across the Netherlands (and with the intention to develop a strong LDE [Leiden-Delft-Erasmus/Rotterdam] network, with a joint LDE Africa policy and joint activities in teaching, research and visibility). It has the potential to strengthen the research profile of the ASCL, which is at the centre of this effort. This is because the Assembly provides the potential for research collaboration and enables the Centre to venture into regions it

does not have a strong presence in, using the knowledge and networks of other members of the ASA. For example, in the self-assessment, there is an expressed interest in working more seriously in North Africa, and one of the Deans pointed out during the interaction with the assessment team that

ASA would make this goal much easier to achieve. The committee did not feel it had enough information to make highly detailed comments. However, it is very evident from an inventory conducted across the University, as well as from the Benchmarking exercise that there is a wealth of Africanist expertise across Leiden University, from the Humanities to Medicine. It is also apparent that there is an appreciation in ASCL and within Leiden ASA of the potential benefits to all parties of working more closely together. Being part of a much larger pool of Africanists within Leiden ASA than would be the case for ASCL alone, can be considered to hold distinct advantages. It is certainly tenable to maintain that Leiden ASA as a whole falls within the top flight of institutions worldwide.

It is important that during the transitional phase, €1.2 million has been provided for the first four years to facilitate a series of activities on the way to full integration. Leiden ASA is building on some of the existing operations of the ASCL, such as the visiting fellowship scheme, and has also come up with a series of initiatives including a PhD network and periods of sabbatical leave. An organizing structure has also been established in the shape of four committees that are mandated to develop an agenda relating to teaching, research, the library and valorisation activities. The evaluation committee considers that there is genuine goodwill amongst Africanists in the ASCL and ASA and that there is an opportunity to consolidate an area of strength at Leiden University. However, it is also apparent that there needs to be a stable source of long-term funding to enable these collaborative relationships to achieve their full potential. This wider network of Africanists linked to Leiden University might play the role of ensuring the societal relevance and valorisation of the research production of an even larger group of researchers than those within the ASCL, if the current positive interest is sustained. As is often the case with networks, ASA needs to produce some tangible benefits and incentives to those who invest time and effort in it. The sustainability of ASA will become apparent after the elapse of some time. It is more difficult to encourage and manage the outputs as well as attribute the results of a relatively loose network. The ASA network is currently based on voluntary activities that are often difficult to plan, manage and report.

It is doubtful that the ASCL could take up the slack if the bridging funding was to end after four years. Establishing the sustainability of Leiden ASA should therefore be considered a priority because it is in many respects the future of African Studies as a trans-disciplinary field of study in Leiden.

ASA is a promising innovation given the over one hundred Africanist scholars at Leiden University, who hitherto had no formal relationships among themselves. Whether the ASA lives up to this promise will depend on the robustness of its agenda, how it is managed and whether researchers see its additionality to their work.

II.iv. PhD programmes

The previous review considered that “PhD supervision is neither transparent nor well structured”. Part of the problem has been that the students were registered at a variety of institutions, which lead to a spectrum of supervisory practices. As things stand, there remain considerable variations in what PhD students can expect. The appointment of seven or eight Professors, and the anticipated creation of an ASCL Graduate School, can be expected to bring with it two advantages. Firstly, it will enable a standardisation of training and supervisory practices across the ASCL. And secondly, it will enable the ASCL to move towards greater financial sustainability. The ASCL is expecting to receive €45,000 for each PhD student who graduates, which should mean that the programme should pay for itself even with relatively low numbers. The ASCL currently aims at hosting 40 PhD students, which translates into five students for each of the Professors. This is probably the optimal number for effective supervision, but it is highly doubtful whether that could be achieved within a workload

allocation of ten per cent. In addition, the experience of Graduate Schools elsewhere is that proper training tends to be rather labour intensive. There are a couple of other issues relating to academic progression. Given that there is a Research Masters, some consideration might be given to encouraging progression into the PhD programme. At the current time, very few of the MA students seem to stay on to embark on a PhD. Finally, in addition to encouraging the PhDs to become active within the CRGs, there might be a more focused effort to assist these students to look towards securing postdoctoral funding. Although most postdoctoral researchers will ultimately look for employment elsewhere, they remain important for the overall research culture as well as for informally mentoring doctoral students.

II.v. Research integrity policy

The committee is conscious of the fact that this has become an important issue for the research community in the Netherlands. Most research funders these days insist on strict ethical procedures, and the Committee presumes there are internal procedures at Leiden University. For the most part, researchers at ASCL are engaged in the collection of qualitative data where both the incentive and the opportunity to falsify are of a different order to those in the quantitative sciences. The committee did not read or hear of specific training geared to alerting early career researchers of the underlying issues, although these are discussed within the Researchers' Assembly. It is perhaps desirable to alert such researchers not merely to the fundamental importance of conducting research with the highest levels of academic integrity, but also to maintain data in a manner that is subject to reasonable standards of verification. This does not, of course, detract from the need to maintain the anonymity of informants, especially where this has been promised. This could easily be built into the PhD training. The ASCL is very explicit about the difficulties of conducting research in environments, not least academic ones, where corruption is endemic, and the committee is pleased to note that this is amongst the subjects regularly discussed in the Researchers' Assembly.

The self-assessment report notes some risks that are linked to research aiming for societal relevance: maintaining the integrity and autonomy of the research process, ensuring openness and transparency of research results, as well as avoiding the (political) influence of the societal stakeholders in all steps of the research project. ASCL demonstrates awareness of these risks, and has designed strategies to protect its staff from external harmful pressure and influence. This awareness is important and needs to be taken forward into the future as the attitudes towards, and conditions for, knowledge production and valorisation are becoming increasingly complicated in certain parts of the African continent, as well as globally.

II.vi. Diversity

Like many academic institutions, the ASCL has faced the problems associated with an increasingly aging workforce and a gender split between academic and support/library staff, with senior academic staff tending to be male. The leadership is clearly aware of the problem, and the use of postdoctoral positions to redress the balance is a reasonable stopgap measure. The proposal to ensure that at least two or three of the new ASCL professorships will go to women is a positive step, as is the attempt to ensure that committees should have a gender balance. This applies particularly to appointment committees. What is not so clear is exactly how gender maps onto positions of seniority

and how many women serve as PI on major projects. The feeling that postdoctoral positions bring less added value unless they are connected to projects will presumably mean that this means of altering the gender profile is likely to become less easy to operationalise. In any event, there remains the issue of how female early career researchers can be mentored to become fully-fledged senior academics in their own right, rather than continuing to occupy the lower rungs of the ladder. It is not clear that there are any particular policies in place for such mentoring. Finally, the ASCL has begun to confront the fact that it has employed very few staff from Africa in the past. The significant increase in the numbers, including the appointment to the Stephen Ellis Chair, is to be welcomed as a step in the right direction.

III. Recommendations

a. Quality of the research unit

We recommend:

That the ASCL takes a strategic look at its academic publication policy with a view to building the reputation of its publication series, but also to increasing visibility within international peer-reviewed journals.

That the ASCL looks at its engagement policy strategically with a view to perhaps being more selective in cognisance of the time constraints currently experienced by staff.

That the ASCL looks at its current MoUs with a view to prioritisation.

That the ASCL finds ways to showcase its societal relevance to Leiden University and asks Leiden University to recognise this work.

That the ASCL dedicates time to discuss how much time and other resources should be dedicated to the valorisation of research over the coming period in a resource-constrained environment.

That the ASCL takes a strategic look at the size, composition, function/remit and governance of both the Academic Advisory Council and the Societal Advisory Council.

That the ASCL considers ways to stabilize funding commitments beyond ODA, by the relevant Dutch ministries.

That the ASCL considers whether part of the financial administration might in the longer term be best placed under the administration of the central university.

That the ASCL develops a funding strategy to increase the success rate for EU grants such as ERC, Marie Curie and ITN and to ensure adequate mentoring of funding applicants.

That the ASCL and Leiden University look at ways of ensuring the longer-term financial viability of ASA.

That the ASCL looks at whether there is a case for encouraging Master students to stay on at ASCL for a PhD.

That the ASCL looks at ways of encouraging PhD students to become active within the CRGs.

That the ASCL includes research integrity training in its doctoral programme.

That the ASCL looks at ways of encouraging career progress for female researchers.

That the ASCL continues to look at ways of increasing the number of African scholars on its staff.

That the ASCL gives serious thought and devotes adequate resources to the development of the graduate school.

That work load issues are addressed with urgency across the board.

b. Quality of the library function

We recommend, for the present and in general:

That the ASCL Library should be ring-fenced for the present, until the negotiations on its future are successfully concluded. The timetable for these negotiations should be clarified.

That the ASCL Library should be ambitious for a new Africa Library, bearing in mind the assets it brings to the University, and the fact that African Studies within the University are being considerably strengthened. Library resources need to be at the heart of this process.

That trust should be built between the two libraries and steps should be taken to build up cooperative working where possible.

For the future:

That the ASCL Library, whether it retains its own identity or becomes part of a new Africa Library, should retain its own clearly defined, separate space and dedicated staff.

That positive consideration be given to the creation of a new Africa Library, building on the collections and profile of the ASCL Library.

That the Africa acquisitions budget should be increased in real terms.

That the ASCL staff budget should be protected and where possible increased.

That the ASCL Library/new Africa Library should be housed in close proximity to ASCL research staff and that the present staff expertise, community spirit, documentation functions, integration with the ASCL researchers and acquisitions expertise should be maintained and nurtured. Staff ability to act flexibly and innovatively should also be safeguarded, as should the openness and accessibility of the Library. This should not, however, preclude looking at forms of rationalisation that do not damage these strengths (this might, for example, include bringing accessioning and cataloguing into the University Library systems).

That the Library continues to build its open access content.

That as much of the collection should be kept on the open shelves as possible (bearing in mind that library storage space is always at a premium and that most large libraries have to out-house some material).

That a strong case be made to except acquisitions from Africa from bulk tender arrangements.

That the needs of the ASCL Library for funds to carry out non-core, but still essential, activities (e.g. digitisation) should be considered in ASCL and University Library funding applications.

IV. Appendices

- 1. CV s of the members of the Review Committee**
- 2. Site Visit Programme**
- 3. Quantitative data on research unit's composition and funding**
- 4. Explanation of the categories used**

Appendix 1

Univ.-Prof. Dr. Michael Bollig Institute of Anthropology Born: 1961	Tel.: +49 (0)221 470 3501 e-Mail: michael.bollig@uni-koeln.de
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Education and employment

- Since 2015 Assoc. Vice Rector for International Relations with the Global South of UoC
Since 2013 Vice Spokesperson for the Cologne Global South Studies Centre
2011-2015 Vice-Rector for International Relations, Academic Career and Diversity of UoC
2009/2012/2015 Three months fieldwork in Namibia on social dynamics and conservation
2004-2005 Nine months field work in Namibia on environmental history
Since 2000 Professor for Anthropology, University of Cologne and Spokesperson for the Interdisciplinary Program Arid Climate and Cultural Evolution in Arid Africa (ACACIA)
1999 Habilitation in Soc. Anthropology, Faculty of Arts and Humanities, University of Cologne
1994-1996 Two years fieldwork with pastoralists in Namibia
1992-1999 Associate Professor for Anthropology, University of Cologne
1987-1989 Two years fieldwork with the pastoral Pokot of Kenya
1986-1991 Member of a research project on *Violence and War in Third World Countries*, Tübingen
1991 PhD Tübingen,

Other scientific activities

- 2016- Co PI in the Collaborative research centre Africa's Rural Futures (TR288), successful pre-review Oct 2016
2011-2010 Co-PI of the Marie Curie ITN Resilience in East African Landscapes
2010-2019 Co-Director of the DFG long-term project: *Institutions und Globalization*
2010-2016 Spokesperson the Vice Spokesperson of the FOR 1501 *Resilience, Collapse and Reorganization in the Savannahs of Eastern and Southern Africa*
2010-2012 Executive Director of the Society of Africa-related Sciences in Germany (Vereinigung der Afrikawissenschaften Deutschlands)
2008-2010 Referee (Fachkollegiat) for Anthropology with the German Research Foundation
2004-2008 Referee (Fachkollegiat) for Anthropology with the German Research Foundation
Since 2003 Editorial Board of *Human Ecology*
2000-2007 Spokesperson of the SFB 389 Kultur- und Landschaftswandel im ariden Afrika (Arid Climate, Adaptation and Cultural Innovation in Africa)

Selected publications

- 2016 Towards an Arid Eden? Boundary making, governance and benefit sharing and the political ecology of the “new commons” of Kunene Region, Northern Namibia. In: Pastoralism and the new commons: Co-management, conflict and cooperation (Guest editors: M. Bollig and C. Lesorogol). International Journal of the Commons. Volume 10 - Issue 2 - 2016 . Free Download: <https://www.thecommonsjournal.org/30/volume/10/issue/2/>
- 2016 with Linstädter, A. (first author), A. Kuhn, C. Naumann, S. Rasch, A. Sandhage-Hofmann, W. Amelung, J. Jordaan, C. C. Du Preez. Assessing the resilience of a real-world social-ecological system: Lessons from a multi-disciplinary evaluation of a South African pastoral system. *Ecology and Society* 21(3): 35. DOI: 10.5751/ES-08737-210335
- 2016 with Elsemi Olwage. The political ecology of hunting in Namibia's Kaokoveld. From Dorsland Trekkers' elephant hunts to trophy hunting in contemporary conservancies. *Journal of Contemporary African Studies* 34:61-79.
- 2016 with L. Mongambi Min'gate. Local Rules and Their Enforcement in the Arabuko-Sokoke Forest Reserve Co-Management Arrangement in Kenya. *Journal of East African Natural History* 105:1-19.
- 2016 with M. Schnegg, & T. Linke 2016. Moral equality and success of common-pool water governance in Namibia. *Ambio*. DOI 10.1007/s13280-016-0766-9
- 2016 with David Anderson, Resilience and collapse: histories, ecologies, conflicts and identities in the Baringo-Bogoria Basin. In Bollig, M. & David Anderson (eds), Resilience, Crises and Collapse in the East African Savannah. *Journal of East African Studies Special Issue*. Vol 10: 1-20.
- 2016 Adaptive Cycles in the Savannah – Pastoral Specialization and Diversification in Northern Kenya. In: mit David Anderson, Introduction: Resilience, Crises and Collapse in the East African Savannah. *Journal of East African Studies Special Issue Vol 10*.. (to be published early 2016)
- 2015 mit E. Kioko. Cross-cutting Ties and Coexistence: Intermarriage, Land Rentals and Changing Land Use Patterns among Maasai and Kikuyu of Maiella and Enoosupukia, Lake Naivasha Basin, Kenya. *Rural Landscapes: Society, Environment, History*, 2(1): 1, pp. 1-16, DOI: <http://dx.doi.org/10.16993/rl.ad>
- 2014 mit P.Finke. Analytical Anthropology: Continuities and Discontinuities in Methodology, Comparative Approaches and Theory. *Zeitschrift für Ethnologie* 139:39-54.
- 2014 Resilience – Analytical Tool, Bridging Concept or Development Goal? Anthropological Perspectives on the use of a border object. *Zeitschrift für Ethnologie* 139:253-280.
- 2014 with M. Österle und C. Greiner. Inscribing Identity and Agency on the Landscape: Of Pathways, Places and the Transition of the Public Sphere in East Pokot, Kenya *African Studies Review* 57: 55-78.
- 2014 with D. Menestrey, Fragmentation, cooperation and power: institutional dynamics in natural resource governance in north-western Namibia. *Human Ecology* 42: 167-181.
- 2013 mit Weisser, F., M. Dövenspeck & D. Müller-Mahn, Translating the ‘adaptation to climate change’ paradigm: the politics of a travelling idea in Africa. *The Geographical Journal*, 2013, doi: 10.1111/geoj.12037
- 2013 Ethnologie in Deutschland heute - Strukturen, Studienbedingungen Forschungsschwerpunkte. In: Bierschenk, Th., M. Krings, C. Lentz (eds) *Ethnologie im 21. Jahrhundert*. Berlin. Reimer.
- Co-editor with M.Schnegg and H.P.Wotzka, *African Pastoralism. Past, Present, Future*. London. Berghahn. (excepted for print).
- Co-editor with O. BUBENZER, *Interdisciplinary Perspectives on African Landscapes*, New York: Springer, 2010.
- Co-editor with RAO, A. & M. BÖCK, *Production, Reproduction and Communication of Armed Violence*, London: Berghahn, 2008.
- with MATTHIAS ÖSTERLE, We turned our enemies into baboons’ – Warfare, Ritual and Pastoral Identity among the Pokot of Kenya, in: RAO, A. M. BOLLIG & M. BÖCK (eds) *Production, Reproduction and Communication of Armed Violence*, London: Berghahn, 2007.
- *Risk Management in a Hazardous Environment: A Comparative Study of Two Pastoral Societies (Pokot NW Kenya and Himba NW Namibia)*, New York: Springer, 2006.
- with L. FÖRSTER, D. HENRICHSEN, *Namibia – Deutschland. Eine Geteilte Geschichte. Gewalt – Widerstand – Erinnerung*, München: Minerva, 2004.

- with HEIKE HEINEMANN, Nomadic Savages, Ochre People and Heroic Herders: Visual presentations of the Himba of Namibia's Kaokoland, *Visual Anthropology* 15: 267-312, 2002.
- Staging Social Structures. Ritual and Social Organisation in an Egalitarian Society - The Pastoral Pokot of Northern Kenya. *Ethnos* 65:341-365, 2000.
- with A. SCHULTE Environmental Change and Pastoral Perceptions: Degradation and indigenous Knowledge in two African Pastoral Communities. *Human Ecology* 27: 493-514, 1999.
- The Colonial Encapsulation of the North-Western Namibian Pastoral Economy. *Africa* 68 (4), 1998.

Reviewer for

American Anthropologist
American Ethnologist
Anthropological Quarterly
World Development
Human Ecology
Journal of East African Studies
Zeitschrift für Ethnologie
Sociologus

CURRICULUM VITAE

Dr Marion Wallace

Personal Details

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UK

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D.O.B. 20.11.62

Education and Qualifications

1992–1997 **Institute of Commonwealth Studies, University of London**

PhD in History: ‘Health and Society in Windhoek, Namibia, 1915-1945’ (supervised by Professor Shula Marks; awarded 1997)

1989–1991 **Institute of Commonwealth Studies, University of London**

MA with Distinction, Area Studies (Africa), majoring in History

1981–1984 **University of Liverpool**

BA (Hons), Class I, Ancient and Medieval History and Archaeology

1999–2002 **West Herts College** on behalf of the Publishing Training Centre

Basic Editing (approved by the Publishing Qualifications Board), passed with distinction

Current Employment

June 2003– **British Library**
Present 96 Euston Road, London NW1 2DB

Lead Curator, Africa

I am responsible for the British Library's African collections and related academic research, partnership projects and initiatives to open up and publicise our collections. Major aspects of my role include:

- Curating the BL's major exhibition 'West Africa: Word, Symbol, Song' (2015–16)
- Actively engaging in research - recent publications are on West Africa; African Studies in the digital age; and the history of Namibia (see publications list) - and supervising doctoral students
- Representing the BL at conferences and international events and networking widely in the African Studies field
- Involvement in African Studies librarianship. I am a committee member of SCOLMA (the UK Libraries and Archive Group on Africa), which I chaired between 2011 and 2014. I was one of the founders of ELIAS (European Librarians in African Studies)
- Representing the BL on the Board of the Endangered Archives Programme (from 2012)
- Advising the public, professional colleagues and academics on the BL's collections and related matters including digitisation projects
- Acquiring and cataloguing new items for the British Library's African collections

Other Professional Activities

- Member of the editorial board of the *Journal of Southern African Studies*
- Co-organiser of forthcoming conference '[Photographs beyond Ruins: Women and Photography in Africa](#)', 14 July 2017, Institute of Commonwealth Studies, University of London
- Participant in research networks:
 - 'The South African Empire' – Swiss–South African network resulting in special issue of *JSAS*, 41, 3 (2015)
 - 'The Making of Modern South Africa, 1867–1899' (2010–2013); AHRC-funded network based at the University of Sheffield (PI Ian Phimister)
- Current research includes an article under preparation: Paul Naylor and Marion Wallace, 'The letters of Ayuba Sulayman Diallo: A new chapter in the Diallo story of self-emancipation'
- Occasional peer reviews, book reviews etc.

Past Employment

Jan 1997- **Public Record Office (now the UK National Archives)**

June 2003 Ruskin Avenue, Kew, Richmond, Surrey, TW9 4DU

Project Manager, Pathways to the Past (Feb 2001-present)

Main duties: Managing all aspects of the creation of digital exhibitions for Pathways to the Past (then the lifelong learning section of the PRO's website). This involved managing a small team through all stages of the research and production process as well as preparing reports and managing budgets.

Reader Adviser, specialising in records on Africa (Jan 1997-Feb 2001)

Main duties: Advising on records on Africa and across numerous subject areas; researching and developing materials on records on Africa and aspects of colonial administration; developing information systems in order to facilitate public access to records; line management of reading room assistants

Feb-May Department of History, University of Greenwich

1997 Wellington Street, London SE18 6PF

Lecturer (p-t)

One-semester course on South African history (1880s-c.1960), third year undergraduates.

Jan-Sept Freelance work, Namibia, including teaching and conference organising at the

1992 University of Namibia and editing for Longman Namibia

1990-1991 Praxis (voluntary sector organisation, London)

Administrator

- 1989 Namibia Refugee Project (London)
 Administrative Assistant
- 1988 Church Action on Namibia (London and Namibia)
 Researcher and campaigner
- 1986-1988 End Loans to Southern Africa (London)
 Coordinator

Languages

Working knowledge of French and German and some reading knowledge of Afrikaans.

Computer Skills

Usual office skills especially Word, Excel and Powerpoint. Software for cataloguing including Aleph (Ex Libris).

Other Interests and Activities

Member of the Friends of Namibia Society, the Britain–Zimbabwe Society and Action for Southern Africa.

My other interests include walking, gardening and literature.

Professor Paul Nugent - Curriculum Vitae

CURRENT EMPLOYMENT

2005 - PROFESSOR OF COMPARATIVE HISTORY (PERSONAL CHAIR), University of Edinburgh

PREVIOUS EMPLOYMENT

2015-15 DIRECTOR OF CENTRE OF AFRICAN STUDIES, UNIVERSITY OF EDINBURGH

2003-05 READER IN AFRICAN HISTORY, UNIVERSITY OF EDINBURGH

1997-03 SENIOR LECTURER IN AFRICAN HISTORY, UNIVERSITY OF EDINBURGH

1989-03 LECTURER IN AFRICAN HISTORY, UNIVERSITY OF EDINBURGH

1987-88 TEMPORARY LECTURER IN COMPARATIVE POLITICS, UNIVERSITY OF KEELE

• SELECTED RECENT RECOGNITION

- MEMBER OF INSTITUTE OF ADVANCED STUDY (IAS), PRINCETON, 2015-16
- FELLOW OF STELLENBOSCH INSTITUTE OF ADVANCED STUDY (STIAS), 2013-15
- WAYLAND FELLOW, BROWN UNIVERSITY, 2007
- VISITING PROFESSORSHIP, in African Studies, University of Cagliari, Italy (2012)

QUALIFICATIONS

1984-1990 PHD POLITICAL STUDIES (SOAS, LONDON). *'National Integration and the Vicissitudes of State Power in Ghana: The Political Incorporation of Likpe, a Border Community, 1945-1986'*

1983-1984 MSc AREA STUDIES, AFRICA (SOAS) (Distinction)

1980-1984 BA (HONS), POLITICAL STUDIES, AFRICA (CAPE TOWN)

MAJOR RESEARCH GRANTS (>€50K)

- **€2 491 364** European Research Council (ERC) Advanced Grant (2015-2020) African Governance and Space: Transport Corridors, Border Towns and Port Cities in Transition **PI**
- **£480,170** (2015) A Comparative Analysis of Combatants' Economic and Socio-political Power During and After War **PI**
- **£540,000** European Science Foundation (ESF) Networking Grant for African Borderlands Research Network (ABORNE) (2009-2014)

ACADEMIC AND INTELLECTUAL CONTRIBUTIONS

- **EXTERNAL ADVISORY ROLES:** I was a member of the Research Excellence Framework (REF) panel for History in 2014. I am a member of the external advisory board of the Global South Studies Centre Cologne (GSCC). In 2014 I served as the evaluator for the African postdoctoral award scheme of the Volkswagen Foundation.

- OTHER: I was the President of AEGIS, the European association of African Studies Centres, between 2008 and 2016; I have also been Chair of the African Borderlands Research Network (ABORNE) since 2008; I am the co-editor of the *Journal of Modern African Studies*.

SELECTED PUBLICATIONS

Nugent, P. *Boundaries, Communitis and State-Making in West Africa: A Comparison of the Trans-Volta and the Senegambia*. Cambridge University Press, forthcoming

Nugent, P. (2012). *Africa Since Independence: A Comparative History (2nd edition)*. Palgrave Macmillan, London & New York

Engel, E. & Nugent, P. (2010). *Respacing Africa*. Brill: Leiden.

Locatelli, F. and Nugent, P. eds. (2009). *African Cities: Competing Claims on Urban Spaces*. Brill: Leiden.

Nugent, P. (2003). *Smugglers, Secessionists and Loyal Citizens of the Ghana-Togo Frontier: The Lie of the Borderlands Since 1914*. James Currey & Ohio University Press: London & Athens

Nugent, P. (1995). *Big Men, Small Boys and Politics in Ghana: Power, Ideology and the Burden of History, 1982-1994*. F. Pinter: London

CURRICULUM VITAE

Professor Dzodzi Tsikata

Institute of African Studies

(IAS), University of Ghana, P.O. Box

LG73, Legon, Ghana.

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233 20 8200842 (cell)

Email:dzodzit@yahoo.co.uk;

dtsikata@ug.edu.gh

1. Personal Details

DATE OF BIRTH:	25th April, 1962
PLACE OF BIRTH:	Akuse
NATIONALITY:	Ghanaian
SEX:	Female

2. Profile

Dzodzi Tsikata is Associate Research Professor has been Director of the Institute of African Studies (IAS) at the University of Ghana since August 2016. Before this, she was based at the Institute of Statistical, Social and Economic Research (ISSER) during which time she was Deputy Director and Director of the Centre for Gender Studies and Advocacy (CEGENSA) at the University of Ghana. She has a Ph.D in Social Science from Leiden University in the Netherlands. In a career spanning over 25 years, Tsikata's research has been in the areas of gender and development policies and practices; the politics and livelihood effects of land tenure reforms, large scale land acquisitions and agricultural commercialisation; and informal labour relations and conditions of work. She is on the editorial advisory board of Journal of Peasant Studies

and the Canadian Journal of Development Studies, and is a member of the editorial collective of Agrarian South: Journal of Political Economy. Tsikata is a member of the UN Committee for Development Policy (CDP) and a Fellow of the Ghana Academy of Arts and Sciences. She is the President of Council for the Development of Social Science Research in Africa (CODESRIA).

3. Work History

- 2016- date: Director, Institute of African Studies, University of Ghana.
- Exercises intellectual and strategic leadership of the Institute, ensures good management of the Institute and its resources, leads the conception and writing of research proposals, fundraising to implement research and other programmes of the Institute, policy development and strategic planning, staff recruitment and management of staff performance, staff training and development; identified, developing and sustaining strategic relationships with a range of stakeholders and acting as chief advocate and ambassador for Institute.
- 2012-2016: Associate Professor, Institute of Statistical, Social and Economic Research (ISSER). Duties include research and the leadership of research and publication projects. In addition, I teach a course in the Ph.D programme and supervise Masters and PhD theses. I am a member of several ISSER and University committees.
- 2010-2012: Director, Centre for Gender Studies and Advocacy, University of Ghana and Associate Professor, Institute of Statistical, Social and Economic Research (ISSER). Duties included intellectual and administrative management; managing personnel both employees and volunteers; managing CEGENSA relations with the rest of the University; supporting the work of the Advisory Board; coordinating the design and teaching of foundation courses in gender for all level 200 students; research management; proposal writing and fundraising for research and other CEGENSA activities; representing CEGENSA; overseeing implementation of CEGENSA activities and projects. My duties at ISSER included research, leadership of research and publication projects, teaching and participation in the administration of ISSER through the IMT and ISSER committees. In addition, I taught post-graduate courses and supervised Masters and PhD theses and served on several University committees.

- 2002- 2010: Senior Research Fellow, Institute of Statistical, Social and Economic Research (ISSER), University of Ghana. Duties included research, leadership of research and publication projects, teaching and participation in the administration of ISSER through the IMT and ISSER committees.
- 2005- 2009: Foundation Deputy Head, Centre for Gender Studies and Advocacy (CEGENSA), University of Ghana- Assisted Head to set up systems, recruit staff and implement CEGENSA's mandate in seven broad areas. I had particular responsibility for some CEGENSA research projects; curriculum development and policy development.
- 1996-2002: Research Fellow, Institute of Statistical, Social and Economic Research, University of Ghana.
- 1991-1995: Junior Research Fellow, Institute of Statistical, Social and Economic Research, University of Ghana. Duties included research, teaching and extension work in the social sciences.

4. Educational Qualifications

- 2003: Ph.D. (cum laude), Social Science, Leiden University, the Netherlands
- 1994 M.Phil. Sociology, University of Ghana
- 1989: M.A. Development Studies (Women and Development), Institute of Social Studies (ISS), The Hague, the Netherlands.
- 1986: B.L. (Barrister at Law), Ghana Law School
- 1984 LL.B. Honours (Law), University of Ghana

Languages Spoken and Written: English, Ewe, Ga.

Computer: Word; power point.

5. Research

Research Areas

- Gender and Development Policies and Practices
- Land Tenure and Agrarian Livelihood Systems
- Commercial Land Deals and their livelihood impacts
- The Politics of Land Tenure Reforms
- Informal Labour Relations and Work Conditions
- Gender issues in Higher Education;

Leadership of Research and Publication Projects

Current Research and Publication Projects

- 2015-2017, Co applicant, Land Commercialisation, Gendered Agrarian Transformation, and the Right to Food Research Project, and team leader of eight member Ghana team. Project is funded by Swiss National Foundation under its R4D programme. Co-wrote the research proposal, composed the research team for Ghana and will give team intellectual and administrative leadership over the three year period and for a further three years if project renewed.
- 2015-2016: with Ruth Hall and Ian Scoones- guest editors of forum section of Journal of Peasants Studies on Land and Agricultural Commercialisation in Africa.

Completed Research and Publications Projects

- 2012-2015, Co-Principal Investigator, with Profs. Ruth Hall and Ian Scoones, Land and Commercial Agriculture in Africa Research Project involving country researchers from Ghana, Kenya and Zambia being funded by ESRC. Co-wrote research proposal, and co-coordinator of research and writing activities and research workshops.
- 2012-2013- Coordinator, ISSER Social Development Outlook- 13 chapter maiden report on social development in Ghana involving researchers from ISSER, Sociology Department and Institute of African Studies
- 2011-2013- Co-guest editor with Gale Summerfield and Cheryl Doss, special issue of Feminist Economics (Journal of International Association of Feminist Economics) on Land, Gender and Food Security.
- 2012-2015, Co-Principal Investigator, with Profs. Ruth Hall and Ian Scoones, Land and Commercial Agriculture in Africa Research Project involving country researchers from Ghana, Kenya and Zambia.
- 2013-2015- Co-editor with Profs. Akosua Adomako Ampofo and Cheryl Rodriguez, edited book on Transatlantic Feminisms.
- 2011- Coordinator, ISSER/CIDIN Civil Society Research Facility (supervised 8 small research projects)
- 2010-2012- Co researcher with Joseph Yaro- Land Market Liberalization and Trans-national Commercial Land Deals in Ghana since the 1990s.
- 2008-2011: Principal Investigator and Team Leader, IDRC Supported Research Project on the changing character of women's work in the domestic and banking sectors of urban Ghana and its implications for their livelihood security, an aspect of their citizenship rights (with three other researchers).
- 2009-2010- Co-researcher, with Agnes Apusigah, study on Donor Support and Its Implications for the work of Women's Organisations.

- 2006-2011- Member of West Africa Hub on Pathways to Women’s Empowerment Consortium, Global Research Network funded by DFID and coordinated by the IDS, Sussex. Also member of thematic group on Empowering Work.
- 2005-2008: Member of 3-member management team and a lead researcher of the ISSER Research Project on Land Tenure Policy in Ghana. The team wrote the research proposal and managed grant from the USAID for. The project included a national survey on land tenure issues in Ghana, expert papers on selected topics in land tenure and research by younger researchers.
- 2004-2006: with Wayo Seini, grant from Centre for Research on Inequality, Human Security and Ethnicity (CRISE), Queen Elizabeth House, Oxford University, for two papers on horizontal inequalities in Ghana. The first paper was a review of conflicts and horizontal inequalities in Ghana while the second focused on decentralisation and conflicts.
- 2001-2006: Principal Researcher (co-researcher Mariama Awumbila), one of five projects selected from the IDRC Gender Unit’s Annual Research Competition on Gender, Globalisation and Land Tenure. Research Topic- Gender, Land Tenure and Livelihoods in small scale gold mining in North Eastern Ghana and mangrove harvesting in South Eastern Ghana. Research results were published in a book edited by myself and a member of the IDRC project management team, Pamela Golah.
- 2000- UNRISD Project on Agrarian Change, Gender and Land Rights (funding for research on Policy Discourses on Women’s Land Rights and for research in Tanzania). Worked in collaboration with Professor Ann Whitehead of the University of Sussex.
- 1998: DANIDA and British Council, Accra grant, for a book project: “Gender Training in Ghana: Issues, Politics and Tools”, an edited collection.
- 1997: Four-year grant from the Netherlands Foundation for the Advancement of Tropical Research (WOTRO) for research for Ph. D thesis through a competitive process (grant No. WB 52 776). Successfully completed thesis and was awarded a Ph.D cum laude.
- 1998-2000- Co-ordinator of 8 Country Research and Advocacy Project of the Third World Network (TWN-Africa) on the State of National Machinery for Women in Africa (Botswana, Ghana, Morocco, Tanzania Nigeria, Uganda, Zambia, Zimbabwe). Co-editor of 11 Volume Monograph National Machinery Series
- 1995-1997: Women in Public Life Project [an ISSER, Ghana Institute of Management and Public Administration (GIMPA) and University of Bradford Project with researchers from all three institutions; Funded by the British DFID). My research focused on women conditions in Central Government Institutions, the Regional Administrations, Prisons Service and Political Institutions.

6. Keynote Speeches, Public Lectures, Meetings, Conferences, Special Seminars and Workshops (Professional Associations and Invited).

6.1. Professional Associations, Professional Development and ISSER meetings.

2011-2016

- March 2013, 2014, 2015, 2016- Annual Plenary of the Committee for Development Policy (CDP), New York.
- June 2015- CODESRIA General Assembly, Dakar, Speaker UN Women Seminar on the State of the World’s Women’s Report
- December 2011- CODESRIA General Assembly, Rabat, Round table speaker on Large Scale Land Acquisitions.

2006-2010

- Mid-Term Review Conference of the Pathways of Women’s Empowerment Research Programme Consortium in Cairo, Egypt (19th- 25th January 2009). Presented a paper with Akosua Darkwah on our Research on Changes and Continuities in Women’s Everyday Lives in Ghana
- Participant, AAU Higher Education Management Training Workshop (MADEV), 25th February to 8th March 2008 at GIMPA. Accra.
- Second Meeting of the Labour Law and Development Research Network, 14-16th August 2008, Montreal, Canada.
- Pathways of Women’s Empowerment Research Programme Consortium Meeting on the Thematic Group on Work, 29-31st October 2008, New Delhi. Presented the preliminary findings of the Research with Akosua Darkwah on Women’s Everyday Lives in Ghana.
- AWID Forum 2008: “*The Power of Movements*” Cape Town, South Africa (November 14-17, 2008). Presented a paper at a panel on The NGOization of women's movements and its implications for feminist organizing.
- Centre for Research on Inequality, Human Security and Ethnicity (CRISE), University of Oxford and the Institute of Statistical, Social and Economic Research (ISSER), University of Ghana Regional Workshop, Accra, – 23 March – 25 March 2005, Workshop Coordinator And Presenter: Decentralisation, Inequalities and Conflict in Ghana: An Exploration of Some Interconnections.
- 3rd workshop of the Gender and Institutional Culture in African Universities Research Project in Cape Town, South Africa, 25th March to 9th April 2006. Presentation of draft report and finalisation of report on research on Gender, Institutional Culture and Career Trajectories of Faculty at the University of Ghana.
- ISSER Seminar, Legon, 16th May 2006: Title of Presentation- Rural Livelihoods, Land Tenure and Gender Relations: Small-Scale Mining in the Tallensi-Nabdam District and Mangrove Exploitation in the South Tongu District.
- Association of African Studies, San Francisco, USA, 16th -19th November, 2006- Presentation: In the Shadow of Akosombo: Long Term Livelihood Strategies in the Context of Environmental Change and State Neglect.
- International Methodology Workshop on Studying Women’s Empowerment, American University at Cairo, 28-2nd February 2007. Panel discussion on qualitative research methods.
- 30th November 2006, First Peer Review Workshop of the small grants research projects of the ISSER Land Policy Reforms in Ghana Project, Accra.
- 4-5th April 2007- Second Peer Review Workshop of the small grants research projects of the ISSER Land Policy Reforms in Ghana Project- Presented Overview of Research Findings.
- 14th May 2007- Central Region Dissemination Workshop for small grants research projects of the ISSER Land Policy Reforms in Ghana Project- Presented Overview of Research Findings.
- 15th May 2007- Western Region Dissemination Workshop for small grants research projects of the ISSER Land Policy Reforms in Ghana Project- Presented Overview of Research Findings.
- Panel Chair and Presenter, African Studies Association Annual General Meeting, New York, October 18th to 21st, 2007, Presentation topic: The Politics and Practice of Gender Equity within the Rights Based Approaches: Some CSO Experiences in Ghana.

2002-2005

- World Bank Institute Workshop on Gender Mainstreaming in Ghanaian Universities, Swedru, 5-6th March 2005. Presentation made on behalf of the Vice-Chancellor of the University of Ghana “The State of Gender in the University of Ghana.”
- 23rd February 2005 – ISSER Meeting on Expert Papers on land tenure in Ghana, ISSER Land Policy Reforms in Ghana Project, Accra.
- First workshop of the Gender and Institutional Culture in African Universities Research Project in Johannesburg, South Africa, 18th -21st May 2005. Presentation of research

proposal on Gender, Institutional Culture and Career Trajectories of Faculty at the University of Ghana.

- Summer Workshop of the Centre for Research on Inequality, Human Security and Ethnicity (CRISE), 29th June-2nd July 2005, Oxford, United Kingdom. Presented draft paper on “Decentralisation, Inequalities and Conflicts in Ghana” with Wayo Seini.
- July 2005- Volta Region Dissemination Workshop on Expert Papers and National Survey on Land Tenure in Ghana, ISSER Land Policy Reforms in Ghana Project, Ho, presented overview paper.
- Second workshop of the Gender and Institutional Culture in African Universities Research Project in Cape Town, South Africa, November 2005. Presentation of preliminary findings of research on Gender, Institutional Culture and Career Trajectories of Faculty at the University of Ghana.
- January 13th – 30th 2004, British Council Link Visit to the University of Sussex, UK. Drafted UNRISD Background Paper on the Informalisation and Women’s Work (See list of publications).
- April 21st to 24th, 2004: Regional Workshop on Conflict, Ethnicity and Inequality in West Africa, Ibadan, Nigeria- Presented (with Wayo Seini) draft paper on Identities, Inequalities and Conflicts in Ghana.
- The 47th Annual Meeting of the African Studies Association (ASA) to be held in New Orleans, USA between 11-14th November 2004.
- 2003: ISSER Seminar - Changing State Policies and Migrant Settlements along The Volta Lake. May 13th 2003
- 21st-22nd May, 2003: Roundtable Meeting on Encouraging Complementarities between Qualitative and Quantitative Poverty Appraisal, ISSER, Accra.
- 26th -30th May 2003: First Meeting of the Working Group of the African Gender Institute on Curriculum Development, Accra (meeting developed new curricula and other teaching resources for gender and women’s studies).
- 8th to 12th September, 2003, Second Meeting of the Working Group of the African Gender Institute on Curriculum Development , Stellenbosch, South Africa (meeting developed new curricula and other teaching resources for gender and women’s studies)..
- September 9th to 13th 2002: Preparatory Workshop for Research on Gender and Livelihoods, International Development and Research Centre (IDRC), Ottawa, Canada.
- 2002: ISSER Seminar: Long Term Adaptation Or Squeezing Water Out Of Stone? Post-Dam Livelihoods In Mepe And Sokpoe (May 28 , 2002).
- 2002: African Studies Centre, Leiden, Seminar Living in the Shadow of Ghana’s Akosombo and Kpong Dams: Long Term responses of Downstream and Lakeside Communities (12th December, 2002).

6.2. Invited Talks and Presentations.

2011- 2016

- 2015- Closing Plenary Speaker, World Social Science Forum 2015: Transforming Global Relations for a Just World, 13-16th September, Durban.
- 2014-Opening plenary speaker, Annual Conference of the International Association for Feminist Economics (IAFFE), Accra, 27th to 29th June.
- 2014- Seminar at the Centre Interdisciplinaire de Recherche en Développement International et Société (CIRDIS), University of Quebec at Montreal (UQAM) on Gender, Land and Food Security on 15th May 2014.
- 2014- Panel presentation “Regulating Domestic Work in an Informal Economy: What Prospects for a New Order in Ghana?” at the International CRIMT

Conference on the New Frontiers for Citizenship at Work, Montreal, May 12th to 14th 2014.

- 2014- Seminar at the Centre for Human Rights and Legal Pluralism, McGill University on domestic labour relations in Ghana in the light of the new ILO convention on domestic work and institutional reforms necessary for the effective implementation of the Convention in Ghana
- 2013- Represented CODESRIA at the 50th Anniversary Celebration International Conference on African Studies, University Of Ghana, Legon, October 24-26, 2013. Delivered a message at the Opening Plenary.
- 2013-Represented CODESRIA as one of several organisers of a UN hosted Multi-Stakeholder Dialogue on Pan-Africanism and African Renaissance in the 21st Century on the Theme “Framing a 21st Century Narrative on Pan-Africanism and African Renaissance” 22nd to 23rd May 2013, Addis Ababa. Closing Plenary Speaker.
- 2013- Represented CODESRIA at AU Scientific Conference on « Defining Pan-Africanism(s) », May 18-19, 2013, Addis-Ababa. Addressed Closing Plenary.
- Opening Plenary Speaker, Africa Works: 21st Century Trends, Conference to commemorate the 65th Anniversary of the African Studies Centre and the Netherlands African Business Council, Zeist, Netherlands, 29th -30th November 2012 (representing CODESRIA), topic- “Economic Change in Africa and Prospects for Business: An African Perspective.” Published in the CODESRIA Bulletin, 2012.
- Participant, Research Workshop on the theme “*Gender and Agriculture after Neo-liberalism?*” organized by UNRISD and the Graduate Institute, presentation on “Gender Inequalities and Agriculture in Ghana: Tackling Current Challenges and Long Term Goals” Geneva, 19-20 July 2012.
- Eminent Citizen’s Lecture, IDEG, “Transforming Gender Relations in Ghana: The Unfinished Business,” Accra, May 16th 2012.
- Closing Plenary Panelist, 12th AWID International Forum, Istanbul, April 22nd, 2012.
- Keynote Speaker, 10th Gender Festival, Dar es Salaam, Tanzania, 13th September 2011 spoke on topic “African Feminisms and the Popular Struggles for Land, Labour and Gendered Livelihoods

2006-2010

- Resource person, AIAS Summer School on The Agrarian Question And Global Crisis- Dar Es Salaam, 18th -22th January 2010. Paper Presented Gender and Agrarian Change in West Africa.
- Participant, External Peer Review Workshop for ARIA IV, Flagship Publication of the UNECA, AU and ADB, 17-19 February 2010, Harare. Presentation: “The Gender Dimensions of Intra-West African Trade”.
- Speaker, Opening Session, IDRC Symposium on “Gendered Terrain: Women’s Rights and Access to Land in Africa: 13-16th September 2010, Nairobi, Kenya
- Expert Consultation on the 2009 World Survey on the Role of Women in Development, convened by the United Nations Division for the Advancement of Women, in Copenhagen, Denmark, (17th -19th February 2009). Presented a Paper on Women’s Land Rights in Africa.
- Round Table Meeting on the Potential of Human Dignity as a Framework for Vulnerable Groups, Montreal, Canada, 20TH MARCH 2009. Presented a joint paper with Adelle Blackett on Vulnerable Workers.
- 18th Annual International Association for Feminist Economists (IAFFE) Conference, 26th to 28th June 2009, Boston. Opening Plenary Panel. Topic -“Engendering Economic Policy – Linking Feminist Economics to Women’s Lives”.

- FES/Abantu for Development/ WIB Validation and Strategy Development Workshop on Affirmative Action in Ghana, 13TH – 14TH JULY, 2009, ALISA HOTEL, Accra. Presented the Paper to be Validated- Affirmative Action and Gender Equity in Representation in Politics in Ghana: Justification, Prospects, Challenges and an Agenda for Action.
- Strategic Planning Meeting for Feminist Africa Journal, Cape Town, South Africa, 26th to 28th July 2009.
- 8th Africa Regional Conference on Women (Beijing+15), Banjul, the Gambia, 16th -20th November 2009.
- Board Meeting, Gender Training Institute, Dar es Salaam, Tanzania, 27th November 2009
- Gender and Access to Justice Workshop, University of Witwatersrand, Johannesburg, South Africa, 30th November to 2nd December 2009
- 2 UN expert group meetings, national machinery for the advancement of women- May and November 2009, Geneva.
- Presenter and Discussant, Voicing Demands: Feminist Reflecting on Strategies, Negotiations and Influence Conference, 2nd -7th November 2009, Rockefeller Centre, Bellagio. Paper presented: “Women’s Organizing in Ghana since the 1990s: From Individual Organizations To Three Coalitions.”
- Resource Person in a research training workshop on Women’s Citizenship in Abuja, Nigeria from 13th to 17th January 2008.
- Keynote Speaker, Symposium and Ph.D course at the University of Tromso, Norway from 28th January to 4th February 2008. Topic of my presentation: “Economic Liberalisation, Livelihoods and Gendered Poverty: Towards a Research Agenda”.
- Resource Person, AAU Leadership Development Workshop (LEDEV), Kigali, Rwanda, April 23 – May 2, 2008
- Pathways RPC and ISST Workshop on Organising in the Informal Economy: Lessons from Practice, 20-21st October 2008, New Delhi. Presented a paper on Trade Union Initiatives to Organise in the informal Economy in Ghana.
- FIAS (IFC) -ISSER International Conference on Enterprise Formalisation in Africa: 8-10th January 2007- Made Closing Remarks on behalf of ISSER Director.
- Scientific Committee Meeting of the Association of African Universities, Volta Hotel, Akosombo, Ghana, January 16 – 17, 2007, Presented Research Findings of 5 country study on Gender and the Institutional Culture in Selected African Universities.
- International Methodology Workshop on Studying Women’s Empowerment, American University at Cairo, 28-2nd February 2007. Panel discussion on qualitative research methods.
- June 13, 2007: Speaker, ISSER Merchant Bank Development Seminar Series 2007 on the theme The Informal Economy and Ghana’s Future Development: Policy Dilemmas and Prospects, at the British Council: Topic of presentation: Women and the Informal Economy: A Special Relationship?
- June 26, 2007, Key Note Speaker, Solidarity for African Women’s Rights (SOAWR) Public Forum on the theme, “Is it possible to have a United States of Africa without Women?”, organized to coincide with the African Union (AU) Summit of African Heads of States and Governments, British Council Hall, Accra. Title of speech- “The Relevance of the Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa in the United States of Africa.”
- 24th February 2007- Chairperson: 2nd Day of Two-Day Forum on Ghana’s 50 years of Independence on the theme of the Relevance of Pan-Africanism to Africa’s Development, Great Hall, University of Ghana.
- International Agenda Setting Workshop on Informal Labour Markets and Policy Responses, 22nd to 24th October 2007, IDS, Sussex. Paper Presented: Economic and Social Policies and Informal Work in Ghana.
- One day seminar on “Work, Voice and Body in the Global Economy” organized by the Gender Institute at the London School of Economics in London, 9th November 2007. Presentation Topic: The

Informal Economy, Livelihood Insecurity and the Challenge of Voice: Some Observations from Ghana.

- Meeting on Women, Militarism, Resistance and Peace-building at the African Gender Institute at the University of Cape Town, 2-4th October 2007.
- UNRISD-African Gender Institute Conference to Launch UNRISD Report Striving For Justice in an Unequal World, Cape Town, 7-8 February, 2006. Presentation on Economic Policy and Women's Work in Sub-Saharan Africa.
- Africa Gender Institute Consultation on its Future Programme, Cape Town, 9-11th February, 2006. Chaired sessions and participated in discussions.
- Keynote Speaker: Inauguration of the Women's Wing of the Union of Industry, Commerce and Finance Workers, M PLAZA Hotel, Accra, 24th February 2006. Title of Paper: Women And Leadership – The Case for Women's Participation in Decision Making in UNICOF.
- 10th March 2006: Main Speaker at meeting between women's rights organisations and Mary Robinson, former UN High Commissioner on Human Rights: on the topic: "The Challenges of Realising Women's Economic Rights: Making the Rights become Fact".
- African CSOs meeting on Services Liberalisation Gender and Development organised by the GERA Programme, Accra 18-21 July 2006, Presentation on "Trade Liberalisation, Gender Inequalities and Under-development: Making the Interconnections".
- DAWN Regional Training Institute- 16th -23 June 2006; Resource Person- presentation on Globalisation, Economic Liberalisation and Livelihoods in Africa: A Gender Equity Perspective.
- International Seminar on Contesting Land and Custom in Ghana: State, Chief and the Citizen, 28 September 2006, Organised By The Department For Land Economy, KNUST, The Institute of African Studies, University Of Ghana and the Van Vollenhoven Institute for Law, Governance and Development, Leiden University. Paper Presented "Policy Discourses, Land Tenure and the Land Administration Project (LAP): Repositioning the State, Chieftaincy and Marginalised Social Groups".
- Visitor to University of California at Santa Barbara. 13-16th November 2006- Gave 2 lectures: "Women's Livelihoods and Gender Relations in Ghana: An Introduction" and "The Volta River and Dam Affected Communities".
- Resource Person, IEA Workshop for Women's Wings of Political Parties in Ghana, 15-17th December 2006, Greenland Hotel, Swedru. Presented paper on Strategies to Improve Women's Participation in the Decision Making Process.
- Speaker, NETRIGHT End of Year Review- 20th December 2006- Presented "A Review of Women's Situation in the year 2006.

2000- 2005

- Speaker, ISSER-Merchant Bank Development Seminar Series, May 2005 at the British Council Hall, Accra, on the Theme of the State, Public Policy and Development. Title of Paper, Affirmative Action, Public Policy and the Pace of Development in Ghana.
- UNRISD Conference on Gender and Social Policy in Goteborg, Sweden, 28th -30th May 2005. Discussant to two draft papers for a book on gender and social policy.
- NETRIGHT-GERA meeting on Trade Liberalisation, Accra – July 2005- Presentation on Women's Economic Empowerment within a Liberalized Environment: Challenges and Prospects.
- First Meeting of the CODESRIA Multinational Working Group on Land – 16th-18th June 2005, Dakar, Senegal – Presentation on research methods for studying land tenure. Commented on research proposal drafts of 15 members of the working group.

- Law Reform Commission Conference on Law and Poverty Reduction-Gender Equity for Increased Production, 8th September 2005, Erata Hotel, Accra. Resource Person, Presentation: “Vulnerability, Exclusion and Poverty in Ghana: Consequences for Women’s Socio-Economic Rights, Possible Strategies to Promote them”.
- CODESRIA 11th General Assembly, Maputo 6-11 December 2005. Plenary Speaker: “Towards Gender Equity in Policy Debates about Alternatives to Land and Agrarian Reform in Africa”.
- Consultation organised by the United Nations Research Institute for Social Development (UNRISD) on its future research programme, 22nd and 23rd November 2004 in Geneva. Presented comments on draft programme.
- The Royal African Society, International Institute for Environment and Development IIED and Natural Resources Institute (NRI) University of Greenwich Conference on the theme “Land in Africa: Market Asset or Sacred Legacy?” to be held in London 8th -9th November 2004. Presented paper on “Securing Women’s Land Rights: Approaches, Prospects and Challenges”.
- 20th Anniversary Conference of the Development Alternatives for Women in a New Era (DAWN), 25th -29th October 2004 Cape Town, South Africa, Panel Discussion on Economic and Gender Justice.
- Regional meeting of the Gender and Economic Reforms in Africa (GERA) Programme, 19th - 22nd of October, 2004, Accra. Made presentation on “Gender and Regional Economic Integration: The State of Research, the Literature and Some research questions arising”.
- Resource Person, CODESRIA Gender Institute on Gender and the Economy of Care, June 2004, Dakar, Senegal. Delivered four lectures 1. Conceptual and Methodological Issues in the Study of the Economy of Care; 2. The Changing Context and Content of the Household Economy in Africa; 3: Economic Liberalisation, the Urban Labour Markets and gender relations in the Economy of Care; 4. The Household Economy in the Making of Livelihoods: A Case Study of two rural communities in the Lower Volta Basin in Ghana.
- Resource Person, Training Workshop for M.Sc. Environmental Studies, University of Ghana, June 2004. Presentation: Concepts and Methods in the study of Gender and Environmental Change.
- 13th-16th June 2003: Carnegie Conference on Gender in Higher Education, Accra.
- 2-4th June, 2003: Conference on Gender Myths and Feminist Fables: Repositioning Gender in Development, IDS, Sussex, UK. Paper Presented: “From Gender Mainstreaming to a Rights Based Approach: What is New and what does it mean for Gender Equality Policy Making?”
- 2002: Meeting of the working group on the development of an African Gender and Development Index at the ECA, Addis Ababa (5-6th June 2002)

6.3. Conferences and Seminar Series Organised and Coordinated

- 2012, Coordinator- Centre for International Development Studies (CIDIN), Radboud University, Netherlands and ISSER National Workshop on Civil Society Organisations In Ghana, 23rd of February 2012, Coconut Grove Regency in Accra
- 2011- Chair of Planning Committee, ISSER International Conference on Placing Health at the Centre of Development in Africa, 2^{5th} - 2^{7th} October, 2011 at Best Western Premier Hotel, Airport West, Accra
- 2011- Coordinator and Host, Consultative Meeting of Royal Tropical Institute (KIT), Netherlands and Centre for Applied Legal Studies (CALS) South Africa “Gender and Access to Justice Research Programme, GIMPA, Accra, 17 to 19 May 2010.
- Coordinator, Inception Workshop on Research Project on Women’s Work in the Domestic and Banking Sectors in Ghana, 7 April 2009, Coconut Grove Hotel, Accra.

- Convenor, African Gender Institute, Institute of Agrarian Studies and ISSER Regional Workshop on Land and Labour Relations and Gendered Livelihoods in Sub-Saharan Africa in the Era of Economic Liberalisation, Ellking Hotel, Accra, 26-28th June 2008.
- 8-11th May 2007- Coordinator, 2nd Centre for Gender Studies and Advocacy (CEGENSA) Workshop on Curriculum Development, Ho, Ghana.
- December 2006- June 2007- Coordinator of ISSER Merchant Bank Lectures 2007 Series on the theme, “the Informal Economy and Ghana’s Future: Expectations, Policy Dilemmas and Prospects”. 13 lectures delivered fortnightly in the series organised at British Council Hall, Accra.
- 9-12th April 2007- Convenor, Africa Regional Workshop on Gender and Land Tenure, Addis Ababa, Ethiopia to discuss drafts for a book project and establish a network on gender and land tenure in Africa. Workshop funded by the Africa Institute of Agrarian Studies, Harare, Zimbabwe.
- March 2006- ISSER- CRISE International Conference on Horizontal Inequalities and Conflicts in West Africa with participants from Ghana, Nigeria, La Cote d’Ivoire and Europe.
- June 2006- Coordinator, 1st Centre for Gender Studies and Advocacy (CEGENSA) Workshop on Curriculum Development, Sogakope, Ghana.

7. Selected Consulting Activities, Extension and Media Work

- Consultant, Political Economy of Civil Society in Ghana- June to November 2013, Commissioned by STAR-Ghana
- Course Director (with Godwin Murunga) Governance and Human Security in Africa, African Centre for Peace and Security Training, August 13th – August 24th 2012, Addis Ababa
- 2009- Consultant, Author of Africa Report, Regional Studies on National Mechanisms for Gender Equality. Study Commissioned by UN DAW and coordinated by UNECA as part of the Beijing plus 15 Review of the Implementation of the Platform for Action.
- 2009- Consultant, Author of the chapter on “The Gender Dimensions of Intra-West African Trade” in Assessing Regional Integration in Africa (ARIA IV), Report, Flagship publication of UNECA, AU and ADB on Regional Integration in Africa.
- 2008-2009: Local Consultant- Engendering the Forum on Agricultural Research in Africa (FARA), Accra, Ghana. Duties include:
 - Meetings at FARA to gain acceptance for gender audit
 - Design of gender audit instruments
 - Planning and implementing and gender audit with international consultant
 - Administration of Focus Group Discussions
 - Data Analysis
 - Co- writing report on the gender audit
 - Co-organising validation and planning workshops
 - Participation in the implementation plan and establishment of structures for implementation.

- 2008- Gender Audit Report for Forum on Agriculture Research in Africa (FARA)- prepared by Helene Lagace and Dzodzi Tsikata. Report based on gender audit activities undertaken in 2007-2008.
- 2007- External Reviewer, Proposal submitted to the International Development Research Centre (IDRC), Canada on “Gender and Land Surveys in Sub-Saharan Africa.”
- 2007- Spokesperson for the three major coalitions on women’s rights in Ghana (NETRIGHT, the Coalition on Domestic Violence Legislation in Ghana and the Women’s Manifesto Coalition) on issues pertaining to women in the commemoration of Ghana’s 50th Anniversary.
- Various Television and Radio appearances to discuss topical gender issues since 2002. Highlights include 2 appearances on Talking Point- Flagship Television Programme of Ghana Television, Ghana’s only Public Television Station to discuss the District Assembly Elections (2006); and a one hour appearance on the morning show on 8th March 2006 on international women’s day to discuss women’s contributions to the anti-colonial struggle and to post-colonial development in Ghana.
- 2000-2001: Transition programme manager of the research and advocacy programme Gender and Economic Reforms in Africa Project (GERA), based at Third World Network Africa. Duties included drafting of funding proposal for three year research and advocacy project; recruitment of a full time programme manager; representing GERA at seminars and meetings with funders; serving as resource person at GERA meetings- presentations on gender and development; serving on the GERA steering committee; and serving on the selection committee for GERA projects

9: Publications.

A. BOOK

***Tsikata, D.** (2006). *Living in the shadow of the large dams: Long term responses of downstream and lakeside communities of Ghana’s Volta river project.* Brill, Leiden, Boston:

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Hall, R., Scoones, I., & **Tsikata D.** (Eds.). (2015). *Africa’s land rush: Implications for rural livelihoods and agrarian change.* Martlesham: Boydell and Brewer Ltd.

Rodriguez, C., **Tsikata, D.** & Ampofo, A.A. (Eds.). (2015). *Transatlantic feminisms: Women*

and studies in Africa and the diaspora. Lanham: Lexington Books.

Moyo, S., **Tsikata, D.** and Diop, Y. (Eds.). (2015). *Land in the struggles for citizenship in Africa*. Dakar: CODESRIA.

Tsikata, D. and Golah, P. (Eds.). (2010). *Land tenure, gender and globalisation: Research and analysis from Africa, Asia and Latin America*. Ottawa, Cairo, Dakar, Montevideo, Nairobi, New Delhi and Singapore: Zubaan and International Development Research Centre (IDRC).

Tsikata, D. (Ed.). (2001). *Gender training in Ghana*. Accra: Woeli.

Tsikata, D. and Kerr, J., Blacklock, C. & Laforce, J. (Eds.). (2000). *Demanding dignity: Women confronting economic reforms in Africa*. Ottawa and Accra: North South Institute, Third World Network Africa.

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Hall, R., Scoones, I. (2015). Introduction: The contexts and consequences of Africa's landrush. In R. Hall, I. Scoones & **D. Tsikata** (Eds.), *Africa's land rush: Implications for rural livelihoods and agrarian change*. Martlesham: Boydell and Brewer Ltd.

Moyo, S., **Tsikata, D.** & Diop, Y. (2015). Africa's Diverse and Changing Land Questions. In S. Moyo, **D. Tsikata** & Y. Diop (Eds.), *Land in the struggles for citizenship in Africa* (pp. 1-33), Dakar: CODESRIA.

Rodriguez, C.R, **Tsikata, D.**, & Ampofo, A.A. (2015). Introduction: Collaborative Traditions and Transcontinental Connections. In C.R. Rodriguez, **D. Tsikata**, & A.A. Ampofo (Eds.), *Transatlantic feminisms: women and gender studies in Africa and the diaspora*. Lanham: Lexington Books.

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Yaro, J.A., & **Tsikata, D.** (2015). Recent Transnational land deals, livelihoods and agrarian change in Ghana. In R. Hall, I. Scoones & **D. Tsikata** (Eds.), *Africa's land rush: implications for rural livelihoods and agrarian change*. Martlesham: Boydell and Brewer Ltd.

Tsikata, D. (2010). Introduction. In **D. Tsikata** & P. Golah (Eds.), *Land tenure, gender and globalisation: Research and analysis from Africa, Asia and Latin America* (pp. 1-34). Ottawa, Cairo, Dakar, Montevideo, Nairobi, New Delhi and Singapore: Zubaan and International Development Research Centre (IDRC).

Awumbila, M. & **Tsikata, D.** (2010). Economic liberalization, changing resource tenures and gendered livelihoods: A study of small-scale gold mining and mangrove exploitation in rural Ghana. In D. Tsikata & P. Golah (Eds.), *Land tenure, gender and globalization: research and analysis from Africa, Asia and Latin America* (pp. 98-144). Ottawa, Cairo, Dakar, Montevideo, Nairobi, New Delhi and Singapore: Zubaan and International Development Research Centre (IDRC).

Tsikata, D. (2009). Informalization, the informal economy and urban women's livelihoods in Sub-Saharan Africa since the 1990s. In S. Razavi (Ed), *The gendered impacts of liberalization: Towards "embedded liberalism"?* (pp. 131-162). New York: Routledge.

Tsikata, D. (2007). Announcing a new dawn prematurely? Human rights feminists and the rights based approaches to development. In A. Cornwall, E. Harrison, & A. Whitehead (Eds.), *Feminisms in development: contradictions, contestations and challenges* (pp. 214-226). London: Zed Books.

Tsikata, D. (2001). Introduction. In D. Tsikata (Ed.), *Gender training in Ghana* (pp. 332). Accra: Woeli.

Acquaye-Baddoo, N. & **Tsikata, D.** (2001). Gender training and trainers in Ghana. In D. Tsikata (Ed.), *Gender training in Ghana, Africa and the diaspora* (pp. 60-98). Accra: Woeli.

Tsikata, D. (2001). Gender equality and development in Ghana: Some issues which should concern a political party. In D. Tsikata (Ed.), *Gender training in Ghana* (pp. 259-272). Accra: Woeli.

Tsikata, D. (2001). The politics of policy making: A gender perspective. In D. Tsikata (Ed.), *Gender training in Ghana* (pp. 321-353). Accra: Woeli.

Tsikata, D. (2000). Lip-service and peanuts: The state and national machinery for women in Africa. In *National Machinery Series* (pp. 1-58). Accra: Third World Network Africa. (Series co-editor of 11 volumes).

Tsikata, D. & Kerr, J. (2000). Introduction. In **D. Tsikata, J. Kerr, Blacklock & J. Laforce** (Eds.), *Demanding dignity: women confronting economic reforms in Africa* (pp. 1-44). Ottawa and Accra: North South Institute & Third World Network Africa.

Kotey, A.N. & **Tsikata, D.** (1998). Women and Land Rights in Ghana. In A. Kuenyehia (Ed.), *Women and law in West Africa: Situational analysis of some key issues affecting women* (pp. 203-229). Accra: WALWA.

Tsikata, D. (1997). Gender equality and the state in Ghana: Some issues of policy and practice. In A.M Imam, A. Mama & F. Sow (Eds.), *Engendering African social sciences* (pp. 381-412). Dakar: CODESRIA Book Series.

Tsikata, D. (1996). Gender, kinship and the control of resources in southern colonial Ghana. In R. Palriwala & C. Risseuw (Eds.), *Shifting circles of support: Contextualizing gender and kinship in South Asia and sub-Saharan Africa* (pp. 110–132). New Delhi: Sage Publications.

EDITED SPECIAL ISSUES OF JOURNALS

2014- Cheryl Doss, Gale Summerfield & Dzodzi Tsikata: Land, Gender, and Food Security, *Feminist Economics*, Vol 20:1, pp. 1-248

2009- **Tsikata, D.** & Amanor-Wilks, D.E. (2009). Gender, land and labour relations and livelihoods in Sub-Saharan Africa in the era of economic liberalisation: Towards a research agenda, *Feminist Africa*, (12), pp. 1-122.

JOURNAL ARTICLES

Tsikata, D. (2016). Gender, Land tenure and agrarian production systems in Sub Saharan Africa. *Agrarian South: Journal of Political Economy*, 5(1), in press.

Tsikata, D. (2016). Understanding and addressing inequalities in the context of structural transformation in Africa: A synthesis of seven country studies. *Development*, pp. 1-24, doi:10.1057/s41301-016-0002-8.

Doss, C., Summerfield, G. & **Tsikata, D.** (2014). Land, gender, and food security. *Feminist Economics*, 20 (1), pp. 1-23.

Tsikata, D. & Yaro, J. (2014). When a good business model is not enough: land transactions and gendered livelihood prospects in rural Ghana. *Feminist Economics*, 20 (1), pp. 202-226.

Tsikata, D. & Darkwah, A.K. (2014). Researching empowerment: on methodological innovations, pitfalls and challenges. *Women's Studies International Forum (WSIF)*, 45, pp. 81-89.

Yaro, J.A. & **Tsikata, D.** (2013). Savannah fires and local resistance to transnational land deals: the case of organic mango farming in Dipale, Northern Ghana. *African Geographical Review*, DOI: 10.1080/19376812.2012.759013.

Tsikata, D. (2012). Development alternatives for a post-crisis world: An African perspective, *Development*, 55 (4), pp. 497-502.

Tsikata, D. (2011). Employment agencies and the regulation of domestic workers in Ghana: institutionalizing informality? *Canadian Journal of Women and the Law*, 23(1), pp. 213-233.

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Preliminary Considerations. *Comparative Labour Law and Policy Journal*, 32 (2), pp. 311-342.

Miescher, S.F. & Tsikata, D. (2010). Hydro-power and the promise of modernity and development in Ghana: Comparing the Akosombo and Bui dam projects. *Ghana Studies*, 12 (13), pp. 15-53.

Tsikata, D. & Amanor-Wilks, D.E. (2009). Editorial: Land and labour in gendered livelihood trajectories. *Feminist Africa*, (12), pp. 1-10.

Tsikata, D. (2009). Gender, land and labour relations and livelihoods in sub-Saharan Africa in the era of economic liberalisation: Towards a research agenda. *Feminist Africa*, (12), pp. 11-30.

Tsikata, D. (2009). Women's organizing in Ghana since the 1990s: From individual organizations to three coalitions, *Development*, 52 (2), pp. 185-192.

Tsikata, D. & Amanor-Wilks, D.E. (2009). Gender, land and labour relations and livelihoods in Sub-Saharan Africa in the era of economic liberalisation: Towards a research agenda, *Feminist Africa*, (12), pp. 1-122.

Tsikata, D. (2008). Gli interessi delle donne sulla terra in Ghana: Continuità, cambiamenti e persistenti disuguaglianze. *Afriche e Orienti X*: 3-4. (English version-Women's land interests in Ghana: Continuities, changes and persistent inequalities attached).

Tsikata, D. (2007). Gender, institutional cultures and the career trajectories of faculty of the University of Ghana. *Feminist Africa*, (8), pp. 26-41.

Tsikata, D. (2007). Women in Ghana at 50: Still struggling to achieve full citizenship? *Ghana Studies*, 10.

Tsikata, D. (2005). Downstream rural communities and the Volta River project: Long term responses to environmental changes and state neglect. *Ghana Social Science Journal*, 3 (1 & 2), pp. 1-32.

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Tsikata, D. (2009). The rights based approach to development: Potential for change or more of the same? *IDS Bulletin* 35(4), pp. 130-133.

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Tsikata, D. (2003). Securing women's interests within land tenure reforms: Recent debates in Tanzania. *Journal of Agrarian Change*, 3 (1 & 2), pp. 149-183.

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Britwum A., Tsikata, D. Akorsu, A. & Ako M. (2014). *Gender and land tenure in Ghana: A synthesis of the literature* (No. 92). Legon, Accra: Institute of Statistical, Social and Economic Research.

Mukhopadhyay, M., Eyben R., Nazneen S., Sultan, M., Apusigah, A. & **Tsikata, D.** (2012). *Rights and resources: The effects of financing on organising for women's rights*. Amsterdam and Sussex: Royal Tropical Institute and Pathways of Women's Empowerment.

Apusigah, A., **Tsikata, D.** & Mukhopadyay, M. (2011). *Women's rights organizations and funding regimes in Ghana* (CEGENSA technical report series 1). Legon, Accra: Pathways of Women's Empowerment RPC (West Africa Hub) and the Centre for Gender Equality and Advocacy (CEGENSA).

Tsikata, D. (2009). *Domestic work and domestic workers in Ghana: An overview of the legal regime and practice, conditions of work and employment series* (No. 23, Conditions of Work and Employment Programme, pp. 1-70). Geneva: ILO.

Tsikata, D. (2009). *The global financial crisis and women in West Africa: Developing impacts and the implications of policy responses* (Brief 6, pp. 1-17). Toronto: AWID.

Tsikata, D. (2009). *Affirmative Action and the Prospects for Gender Equality in Ghanaian politics* (pp. 1-61). Accra: Abantu, Women in Broadcasting and the Friedrich-Ebert-Stiftung.

Aryeetey, E., Ayee, J., Ninsin, K. & **Tsikata, D.** (2007). *The politics of land tenure reform in Ghana: From the crown lands bills to the land administration project* (ISSER Technical Paper, No. 71, pp. 1-83). Accra: Institute of Statistical, Social and Economic Research.

Agbosu, L., Awumbila, M., Dowuona-Hammond, C. & **Tsikata, D.** (2007). *Customary and statutory land tenure and land policy in Ghana* (ISSER Technical Paper No. 70, pp. 1-126). Accra: University of Ghana.

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Tsikata, D. (2015). *The social relations of agrarian change (IIED Working Paper)*. London. Retrieved from <http://pubs.iied.org/17278IIED>

Helen Dancer, H. & **Tsikata, D.** (2015). *Researching land and commercial agriculture in sub-Saharan*

Africa with a gender perspective: Concepts, issues and methods. (Working Paper 132, FAC/LAC).

Scoones, I., Smalley, R., Hall, R. & **Tsikata, D.** (2014). Narratives of scarcity: understanding the global resource grab (Working Paper 076, PLAAS/FAC). Retrieved from http://dspace.africaportal.org/jspui/bitstream/123456789/34413/1/FAC_Working_Paper_076.pdf?1

Tsikata, D. & Seini, W. (2004). *Identities, inequalities and conflicts in Ghana* (Working Paper No 5, Centre for Research on Inequality, Human Security and Ethnicity-CRISE, pp. 1-51). Oxford: Queen Elizabeth House, University of Oxford.

CONTRIBUTIONS TO SPECIAL REPORTS

2015- Akosua Darkwah and Dzodzi Tsikata. Work, Employment and Social Development, Ghana Social Development Outlook 2014. Legon: Institute of Statistical, Social and Economic Research (ISSER).

2013 Coordinator, Ghana Social Development Outlook. 2012 Legon: Institute of Statistical, Social and Economic Research (ISSER).

2013- Dzodzi Tsikata. Overview, Ghana Social Development Outlook. 2012 Legon: Institute of Statistical, Social and Economic Research (ISSER).

2013- Dzodzi Tsikata and Akosua Darkwah. Work, Employment and Social Development, Ghana Social Development Outlook 2012. Legon: Institute of Statistical, Social and Economic Research (ISSER).

2010- Contributor, *Assessing Regional Integration in Africa (ARIA IV)*, Joint publication of ECA, AUC and AfDB. Wrote chapter on Gender and Intra-African Trade: The Case for West Africa, (pp. 423-464). ECA, AUC & AfDB.

Blackett, A. & **Tsikata, D.** (2009). Vulnerable workers. In Frédéric, Mégre, Florian Hoffmann et al., *Dignity: A special focus on vulnerable groups* (Swiss Initiative to Commemorate the 60th Anniversary of the UDHR, June 2009, pp. 59-69).

Tsikata, D. (2004). Population, poverty and gender. In UNPA, *The state of Ghana population report 2003: Population, poverty and development* (pp. 146-169). Accra: UNFPA.

BOOK REVIEWS

Tsikata, D. (2010). (Review of the book *Local Politics and the Dynamics of Property in Africa*, by Christian Lund), *Journal of Peasant Studies*, 37(1), pp. 248-251.

Foreword and Book Endorsements

Foreword to Abena D. Oduro, W. Baah-Boateng and L. Boakye-Yiadom, 2011. *Measuring the Gender Assets Gap in Ghana*, Department of Economics, University of Ghana.

Endorsement of Andrea Cornwell (ed) 2011. *The Participation Reader*, Zed Books.

Endorsement of Naila Kabeer, Ratna Sudarshan and Kirsty Milward, (eds) 2013 *Organizing Women Workers in the Informal Economy: Beyond the Weapons of the Weak*, Zed Books.

10. Associations, Networks and Boards

Boards and Committees, University of Ghana

- 2002 to 2010: Tutor, Volta Hall
- 2002-2004- Seminar Coordinator, ISSER
- 2002-2004- Chair, Welfare Committee, ISSER
- 2002-2004- Board, Faculty of Social Studies
- 2002- to date- Publications Committee Member
- 2003- to date- Internal Management Team, ISSER
- 2002- 2006- M.A. MPhil Committee, ISSER
- 2006 to date- Member of the following CEGENSA Committees- Consultative, Research and Documentation, Policy Review and Curriculum Development. Also acting as liaison between consultants reviewing the policies and governance structures of the University and the CEGENSA policy committee.
- 2006-Faculty Committee to investigate exam malpractices
- 2006- Faculty Committee to organize Colloquium for Faculty of Social Studies in 2007- Appointed coordinator for colloquium.
- 2006- to 2010: Academic Board, (in attendance) for CEGENSA.
- 2006-to date: Member, Board, Faculty of Social Studies, for CEGENSA
- 2006-to date: Member, Joint Examiners Board
- 2010-to 2012: Advisory Board, Law Faculty (Representing Faculty of Social Studies).
- 2010- date: Member, Academic Board

Board Memberships and Committees outside University of Ghana

- 2015-2018-President, CODESRIA
- 2015-2019: Commissioner, National Development Planning Commission
- 2014-2016-Board Member, International Association for Feminist Economics (IAFFE)
- 2013-to date- Member, UN Committee for Development Policy
- 2012-2013- Member, International Advisory Group of the Global Consultation on addressing Inequalities in the Post 2015 Development Agenda (Representing the Ghana National Development Planning Committee).
- 2011-2015- Vice President, Council for the Development of Social Science Research in Africa (CODESRIA).
- 1999 to date: Editorial Committee of Akoben, quarterly newsletter of the Network for Women's Rights in Ghana, NETRIGHT.
- 1997 to date: Member of the Ghana Social Watch Committee.
- 2000-2005- Member, Board of the Association for Women's Rights in Development, Toronto, Canada (Secretary to the Board between 2003 and 2005).
- 1999 to date: Member of the Steering Committee of the Network for Women's Rights in Ghana, (2003-2005- Convenor of Network).
- 2000 to 2006: Member of the Steering Committee of the Gender and Economic Reforms in Africa Project (GERA), a Research and Advocacy Programme.
- 2003-2004- Convenor, Drafting Committee of the Women's Manifesto for Ghana.
- 2005- to date: Advisory Council, Global Fund for Women, San Francisco, USA.
- 2006-2009: Member, International Governing Council, Centre for Democracy and Development, 2009; Since 2009, Deputy Chair, International Governing Council, Centre for Democracy and Development, 2009
- 2006 to date: Member of Executive Committee, Third World Network Africa.
- 2007- Member, Advisory Group, Strengthening Gender Justice in Nigeria Project, Initiative for Women's Studies in Nigeria (IWSN), Abuja.

11. Membership of Editorial Boards of Peer Reviewed Journals

- 2016 to date: Editorial Board, Social Politics: International Studies in Gender, State and Society.
- 2014 to date: Editorial Advisory Board, Feminist Economics.
- 2014 to date: International Advisory Board, Canadian Journal of Development Studies.
- 2011 to date: Editorial Board, Agrarian South Journal.
- 2009 to date Editorial Board, Ghana Studies, Journal of the Ghana Studies Council
- 2007 to date: International Advisory Board, Journal for Peasant Studies
- 2007 Editorial Advisory Board, Women's Studies International Forum (WSIF).
- 2006 to 2012: Editor, Ghana Social Science Journal, Journal of Faculty of Social Studies, University of Ghana.
- 2006 to date: Editorial Advisory Board, African Sociological Review
- 2003 to date: Member, Editorial Advisory Group, Feminist Africa, Journal of the Africa Gender Institute, University of Cape Town.
- 2002-2004: Member, Editorial Committee, Ghana Social Science Journal, Journal of Faculty of Social Studies, University of Ghana.

12. Professional and Civil Society Associations

- African Studies Association of Africa (ASAA)
- Agrarian South Network
- African Studies Association (ASA), USA.
- African Studies Association Women's Caucus.
- Association for Women's Rights in Development (AWID)
- Association for African Women in Research and Development, AAWORD, Ghana Chapter.
- Council for the Development of Social, Science Research CODESRIA
- Gender and Women's Studies Collective, Cape Town, South Africa.
- Ghana Studies Council, USA
- International Association of Feminist Economics (IAFFE)
- Network for Women's Rights in Ghana (NETRIGHT).
- Third World Network Africa.

Curriculum Vitae

Ms Iina Soiri

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Executive Director, the Nordic Africa Institute since 1.3.2013

Work address: The Nordic Africa Institute

Villavägen 6, 75236, Uppsala, Sweden
P.O.Box 1703, 75147, Uppsala, Sweden
Tel. +46184715200, +46701679640

PERSONAL DETAILS

Name	Iina Kaarina Soiri
Date and Place of Birth	29.08.1964 Sippola, Finland
Citizenship	Finnish
Marital status	single
Name and Date of Birth of Dependants	Pyry Henri Hidipo Soiri, born 22.09.1994 Juri Gabriel Soiri, born 09.08.2005

EDUCATION

The University of Helsinki, Finland

1984-1994 Master of Social Sciences (Excellent)

Main subject: political science, (international politics study line). Other subjects: communication, international law, philosophy, development studies

M of Soc Sc Thesis (Eximia cum laude approbatur = excellent)

Thesis included 3 months fieldwork in Namibia in 1994 (interviews and gathering primary material).

Post-graduate studies 1995-1999

PhD course completed, PhD thesis on hold

Kotkan Lyseon Lukio (Kotka Senior Secondary School) Kotka, Finland

1980-1983 Ylioppilastutkinto Matriculation Examination

Laudatur (highest grade)

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EMPLOYMENT RECORD (long-term positions in various countries: Finland, Namibia, Mozambique, Angola, Tanzania)

Ministry for Foreign Affairs, Finland

Senior Advisor for the Director General of the Department for Development Policy.

1.6.2011- 28.2.2013

Efano Ltd Consulting Company, Finland

Shareholder (since 1995) and full-time consultant 1.7.2010-31.5.2011

Main clients: *Ministry for Foreign Affairs Finland (supporting Tanzania Team in LG and Governance*

Programming; Contributing to Anti-Corruption Guidebook); Finnish Association for Federal and Municipal

Governance AFLRA (designing guidelines for Africa program); City of Kouvola (supporting Africa cooperation in municipal services)

Embassy of Finland, Dar es Salaam, Tanzania

Counsellor (Governance and Local Government), 1.7.2006-30.6.2010

Managing and coordinating Finland's harmonized support to local government and decentralization in Tanzania (Finland was one of the main partners). Co-Chair of the Tanzanian Local Government Development Partners Group 2007-2009; leading the DP group in evaluating LGRPI and reformulating LGRPII (D by D) and designing the second phase of Local Government Development Grant (LGDG); providing expertise to PMO-

RALG as member of Steering Committee, Human Resources Task Force and LGDG Technical Committee; supporting Finnish Association for Federal and Local Government's partner program in Tanzania; representing the development partners in dialogue with the Government of Tanzania on local development, poverty reduction budget support and aid delivery; providing advice in promoting Paris Agenda and Accra Agenda for Action as regards to harmonization, alignment, ownership and use of national systems in local government policies and programs; monitoring governance and accountability in aid delivery.

SNV Netherlands Development Organisation

Senior Advisor Local Governance, Lubango, Angola, 1.9.2004-30.6.2006

Lead expert of SNV local governance portfolio in Angola; analyzing and assessing local government development and policies in Angola; designing and delivering training and capacity building services to sub national entities; providing support for policy development and institutional strengthening for sub national entities; cooperating and networking with national and international stakeholders;

Helsinki Consulting Group, Ltd., Finland (Currently Finnish Consulting Group, FCG Ltd). Capacity

Building for Local and Regional Authorities in Namibia - Program

Training Expert, 15th February 2001 – 15th October 2003

Long Term Technical Expert in Bilateral Development Cooperation Project between Government of Finland and Government of Namibia, Ministry of Regional and Local Government and Housing (MRLGH), Windhoek and 7 Local Authorities in Namibia. Developing and implementing training and organizational capacity building policies, strategies and programs for MRLGH and 7 pilot local authorities; developing and managing central capacity-building resources i.e. establishing a training service network for local government in Namibia; following up and supporting 7 pilot local authorities' capacity building and training policies and strategies; transferring skills to personnel of MRLGH Directorate of Decentralization and local authority HR& training officers.

Municipal Development Programme for Eastern and Southern Africa (MDP), Harare

Project Coordinator in Mozambique, February-December 2000

'Strengthening Civic Participation in Municipal Governance in Eastern and Southern Africa' Program; planning and organizing support for Mozambican pilot local authorities for better municipal services and governance; liaising and sharing experiences with other participating countries and LGAs (Zambia, Uganda, Tanzania); leading a Mozambican delegation to joint workshop in Kabwe, Zambia

STAE Maputo-Province, UNDP Election Support Project, Mozambique

Electoral Advisor (UNV), August 1999-January 2000

Advisor at the Department of Training and Civic Education; strengthening the electoral administration; assisting and supporting development of election material and voter's training; providing support for election process and verification of results

The University of Helsinki, Finland, **various positions between 1996-1999** (based mostly in

Mozambique) with following research assignments (see also publication list)

- *Preparing PhD Thesis on Finland's Southern African Policy (International Politics, African Studies;*
- 'Decentralization and Poverty Reduction' project, *Assigned by Ministry of Foreign Affairs, Finland, and European Union*
- 'Human Rights in Development Cooperation. In Search of Democratic Opposition' *Project funded by Ministry of Foreign Affairs, Finland*
- 'Elections in Africa' Project, *funded by Academy of Finland*

The Nordic Africa Institute, Uppsala, Sweden, July 1995-December 1996

Research fellow, financed and based in FINNIDA (Ministry for Foreign Affairs, Finland)
Research Project: National Liberation in Southern Africa: The role of the Nordic Countries,
Project funded by FINNIDA, Finland and other Nordic Governments

The University of Lapland, Faculty of Social Sciences, Finland, 01.09.1995- 29.02.1996

Lecturer of International Relations

Espoo Namibia Committee, (Finnish NGO)

Project Coordinator in Namibia 1991-1993 and for short –term assignments in 1994 and 1996

Planning and implementing an environmental NGO project in Ovamboland, Namibia; Planning and implementing a training program on cooperative administration and financial accounting, community work and customer service; Coordinating TEP (Technique for Life) activities in Namibia; Developing strategies for a sustainable future of the cooperative

The Isolate South Africa Campaign, Finland (EELAK), 01.08.1990 - 31.05.1991

Secretary General

Helsinki University Student Union, (HYY), Finland, 01.02.1988 - 09.02.1990

Secretary for International Affairs



OTHER EXPERIENCE (memberships, short-term missions and professional & academic assignments in various countries: The Netherlands, Sweden, Namibia, Swaziland, South Africa, Zambia, Mozambique, Zimbabwe)

University of Leiden, the Netherlands

Member of Review Committee Leiden University Africa Studies Centre, 2017

Ministry of Foreign Affairs, Sweden

Expert Member of Reference Group for Swedish Membership in UNSC, 2017-2018

Insight - Namibian Current Affairs Magazine

Editorial Board member and regular columnist 2005-2007

Ministry for Foreign Affairs of Finland

Consultant, August 2004

Appraisal and preparation of the Project Document of North-South Local Authority Co-operation Program for Finnish Association of Federal and Local Authorities (ALFRA)

Finnish Summer School Association (Suomen Kesalukioseura)

Consultant, June-July 2004

Supervision of the Financial Administration of the Finnish-Namibian Summer School

Institute for Public Policy Research, IPPR, Namibia

Researcher and survey manager, May-August 2004

National Representative Study Part 1: Local Authority Elections 2004

Finnish Deacon Institute and ELCIN, (Evangelical-Lutheran Church), Namibia

Consultant, April-May 2004

Facilitate the participatory design of the ELCIN urban deacon project proposal

Centre for Public Research, South Africa

Guest presenter, Local Government Network Regional Workshop, March and June 2004

Efano oy, Finland

Consultant, February 2004, Namibia

Analysis on the Namibian Political Situation at the Doorstep of Up-Coming Elections 2004, for the Embassy of Finland, Windhoek, Namibia

Finnish Red Cross

Team Leader, December 2003 – January 2004

Mid Term Review of the Baphalali Swaziland Food Security Pilot Project, Swaziland

Government of Mozambique, Ministry of State Administration

International Delegate and Guest Speaker, 18-20 February 2002

International Workshop on Capacity Building for Local Government in Mozambique: Strategies, Institutions and Experiences

Yleisradio, (National Broadcasting Service), Finland, and Television of Switzerland

Consultant, September 2000, Mozambique

Facilitating news and programs on rehabilitation after floods in Mozambique

Ibis- Mozambique (Danish NGO)

Senior Consultant, June-September 2000, Mozambique

Mid-Term Review of PEDAL (Program of Empowerment, Development and Support to Local Government, Niassa) and PDLM (Project Ibis- Local Development in Milange District –Zambezia) Programs.

Ministry of Foreign Affairs, Finland

Consultant, May 2000, Tanzania

Participation in REPOA/CMI/NIBR Workshop on Support Research Project for Local Government Reform Program in Tanzania and Preparation of a Research Support Program for Finland.

Yleisradio, (National Broadcasting Service), Finland and Television of Switzerland

Consultant, February 2000, Mozambique

Facilitating production of news and programs on flood situation in Mozambique

Municipal Development Program for Eastern and Southern Africa (MDP), Harare

Consultant, July-August 1999, Mozambique

Assisting in identification, recruitment and establishing a local research team and facilitating a mission for Mozambique for MDP 'Strengthening civic participation in municipal governance program'

Yleisradio ,(National Broadcasting Service), Finland

Consultant, August 1999, Mozambique

Facilitating production of a radio program on 'Natural resources and conflicts in Southern Africa'

Technique for Life (TEP) and Peace Education Institute (PEI), Finland

Assessment mission, July 1999, Namibia

Green Namibia Community Project, Ongwediva

Citizens' Security Council -KATU, Finland

Consultant, April-June 1999, Mozambique

Planning, preparing and coordinating KATU's regional workshop 'Cooperation or Conflict: Ways of Managing Scarce Natural Resources in Africa' in 18-23 June 1999

European Center for Development Policy Management, ECDPM, Netherlands

Local Consultant, March-April 1999, Mozambique

Evaluation mission on NZA pilot project on supporting political parties in Mozambique

Mayibuye Center, Robben Island Museum (South Africa), and Nordic Africa Institute (Sweden)

Guest Speaker, 11-14 February 1999

Nordic Solidarity with the Liberation Struggles in Southern Africa, and Challenges for Democratic Partnership into the 21st Century, Cape Town and Robben Island, RSA

University of Eduardo Mondlane, UEM, Faculty of Social Sciences/Center of African StudiesUFICS/CEA, Maputo, Moçambique

Key Note Speaker, 30.11.- 2.12.1998

Conferência Internacional Sobre Eleições Autárquicas (Municipal Elections)

Finland South Africa Society

Delegate, October 1998

European Network for Information and Action on Southern Africa and The Vienna Conference on EU-SADC

Cooperation

Ministry of Foreign Affairs, Unit for Evaluation and Internal Auditing, Finland

Editor, May 1998

Editing Finnish Evaluation reports to OECD/DAC information base

'Efanu' Consultant Company, Finland

Shareholder and Board Member up to date

Project Preparation Mission to Namibia, October 1997.

PUBLICATIONS

'Swapo wins, apathy rules? Namibian 1998 Local Authority Elections ' In Michael Cowen and Liisa

Laakso (eds) **Multiparty elections in Africa**. London: James Currey 2002.

Estudos eleitorais em Africa com referência específica às eleições multipartidárias. In **Conferência International sobre Eleições Autárquicas em Moçambique**. Relatório Final. Obede Suarte Baloi& José Macuane (editores). Maputo, Moçambique 2000.

Moçambique: aprender a caminhar com uma bengala emprestada? Ligações entre descentralização e alívio á pobreza. European Centre for Development Policy Management ECDPM/Documento de reflexão No.13, Dezembro de 1999.

Decentralisation and Poverty Reduction. Exploring the Linkages. (with Karijn de Jong and Christiane Loquai), Policy Papers 1/1999, Institute of Development Studies, University of Helsinki. pp. 161.

Finland and National Liberation in Southern Africa. (with Pekka Peltola) Nordiska Afrikainstitutet. Uppsala. 1999. pp. 213.

In Search of Democratic Opposition. Constraints and Possibilities for Donors' Support in Namibia and Ethiopia. (with Liisa Laakso, Zebe network Tadesse and Konjit Fekade). SSKH Reports and Discussion papers 7/98. Research Institute. Swedish School of Social Sciences. University of Helsinki. 1999.

Local level – Always a Missing Link in Decentralisation Process? The politics of Decentralisation in Mozambique. IDS/University of Helsinki. Working Paper 14/98

Why the 1997 Local Authority Elections in Namibia Were Postponed. Working Paper 1/98. Institute of Development Studies. University of Helsinki 1998.

The Radical Motherhood. Namibian Women’s Independence Struggle. Nordic Africa Institute Research Reports no 99. Uppsala. 1996. pp. 123.

Several articles on Southern Africa, development policy and cooperation and African political development published in Finnish media since 1986.

LANGUAGE PROFICIENCY

	<i>Speaking</i>	<i>Reading</i>	<i>Writing</i>
English	excellent	excellent	excellent
Swedish	excellent	excellent	excellent
Portuguese	excellent	excellent	good
German	good	good	good
French	fair	good	fair
Kiswahili	some	some	some

RELEVANT TRAINING COURSES *(in addition to short-term on-the-job training)*

Swedish National Finance Authority

Change Leadership course for public servants in middle and upper management

March-October 2016 (6 modules), Sweden

Ministry of Foreign Affairs, Finland

Procurement and Contract Management

October 2008, Pretoria

Omni Consultants, Namibia

Training Needs Assessment Course,

7-8 May 2001, Windhoek

Finnish Red Cross, Finland

**Basic Training Course for Future
Delegates, May 16-22, 1999,**

Orilampi, Finland

SCHOLARSHIPS

University of Helsinki

Grant for PhD completion, June-August 2004

Finland's Peace Research Association

Travel Grant, June 1999

SASAKAWA Foundation, University of Helsinki

Study grant, 1998-99

The Nordic Africa Institute

Travel Grant, 1997

The Nordic Africa Institute

Study Grant, May 1994

Helsinki University Council

Travel Grant for Master Students, 1993

Appendix 2

Programme Site visit Evaluation Committee

Tuesday 11 April

Afternoon: arrival of committee member and secretary at the Ibis hotel Leiden

17.45: Welcome by Director (in the lobby of the Ibis Hotel)

18:00: Make our way to restaurant 'Prentenkabinet' (Kloksteeg 25, Leiden) on foot

18.30: Dinner Committee members, secretary and the internal evaluation committee

20.00-22.00: planning meeting secretary and committee members (at the restaurant)

Wednesday 12 April – room 3A07 (office Ton Dietz)

9.00-9.20: meeting with the ASCL director (Ton Dietz), vice director (Jos Damen) and Mayke Kaag (senior researcher and EB member)

9.20-9.40: meeting with the head librarian (Jos Damen)

*9.40-10.10: **Marion and lina**: meeting with members of the library, documentation and information staff (Elvire Eijkman, Germa Seuren, Edith de Roos)

9.40-10.10: **Paul, Dzodzi, Michael, Linda**: continuation of meeting with the ASCL director (Ton Dietz), vice director (Jos Damen) and Mayke Kaag (senior researcher and EB member)

10.10-10.25: meeting with a member of the ASCL board (Hanna Swaab) and the director (Ton Dietz)

10.25-10.35: break

10.35-11.15: meeting with Chair and selected members of the Researchers' Assembly (Jan-Bart Gewald, Marleen Dekker, Akinyinka Akinyoade, Jan Abbink)

11.15-11.30: break

11.30-11.50: meeting with selected PhD candidates (Alice Kubo and Agnieszka Kazimierczuk)

11.50-12.15: meeting with a junior researcher (Tanja Hendriks), research assistant (Paul Lange) and visiting fellows (David Ratner and Mamoudou Sy)

12.15-13.00: individual meetings with selected members of staff: **lina and Marion** – Marieke van Winden, Marleen Dekker and Andre Leliveld. **Michael** – Chibuiké Uche, **Dzodzi** – Harry Wels. The Chair and secretary meet with a few members of the scientific advisory committee (Marja Spierenburg by skype), Stichting Afrika-Studiecentrum (Bernard Berendsen), and chair NVAS and member of the scientific advisory committee (Felix Ameka).

13.00-14.00: lunch in the restaurant downstairs (committee and secretary only)

*14.00-15.00: Marion Wallace to meet with the head librarian of Leiden University (Kurt de Belder)

14.00-14.20: meeting with members of the support staff (Jan Binnendijk, Gitty Petit and Fenneken Veldkamp)

14.20-14.45: meeting with members of the Works Council (Rijk van Dijk and Willem Veerman)

14.45-15.00: break

15.00-16.00: meeting the director (Ton Dietz) and his successor (Jan-Bart Gewalt)

16.00-16.15: break

16.15-16.45: meeting about Leiden ASA with Mirjam de Bruijn, Maaïke Westra and Ton Dietz

16.45-17.00: break

*16.00-17.00 Marion Wallace will visit the ASCL Library and meet library staff

17.00-17.45: meeting with the internal evaluation team of the ASCL : final touches

18.30: Dinner Committee members and secretary (Restaurant Top Level, Bargelaan 180, Leiden)

20.30-22.00: formulating opinions and conclusions, part 1 (Ibis hotel)

* meetings will take place simultaneously

Thursday 13 April

9.00-10.00: formulating opinions and conclusions, part 2 (office Ton Dietz)

10.00-11.00: preparing oral presentation about opinions and conclusions (Office Ton Dietz)

11.30-12.30: plenary meeting: presenting opinions, conclusions, and advice to the Board and staff of the ASCL and representatives of advisory councils (Room 1A27)

12.30-14.00: Lunch buffet in room 1A01

Appendix 3: Data on research unit's funding

Appendix 2 Funding and expenditure

Table A2.1 Sources of funding (x €1000)

2011–2016		
	€	%
Direct funding	17,059	64.1
2 nd funding	2,412	9.1
3 rd funding	4,926	18.5
Other	2,210	8.3
Total	26,607	100

Notes:

- Direct funding: funds provided directly by the government.
- 2nd funding source: research funds received from national and European science foundations (mainly NWO).
- 3rd funding source: funds from a third party, like ministries or NGOs, for specific activities.
- Other: includes graduation bonuses, secondment of personnel, teaching, etc.

2016 provisional.

Appendix 4

Categories used

Category	Meaning	Research quality	Relevance to society	Viability
1	World leading/ Excellent	The research unit has been shown to be one of the few most influential research groups in the world in its particular field.	The research unit makes an outstanding contribution to society.	The research unit is excellently equipped for the future.
2	Very good	The research unit conducts very good, internationally recognised research.	The research unit makes a very good contribution to society	The research unit is very well equipped for the future.
3	Good	The research unit conducts good research.	The research unit makes a good contribution to society.	The research unit makes responsible strategic decisions and is therefore well equipped for the future.
4	Unsatisfactory	The research unit does not achieve satisfactory results in its field.	The research unit does not make a satisfactory contribution to society.	The research unit is not adequately equipped for the future