

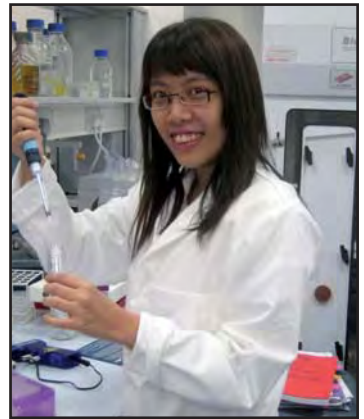
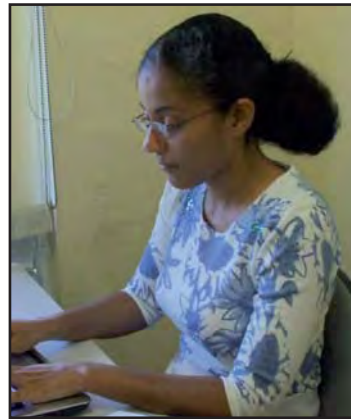


COMMONWEALTH  
SCHOLARSHIPS

NEWS

Promoting learning, development and co-operation

Issue 13  
February 2011



# Women as agents of change

OUR SCHOLARS AND FELLOWS · COUNTRY PROFILE – CAMEROON · NEWS ROUND-UP  
OUR ALUMNI · BALANCING STUDY AND HOME LIFE · NETWORKS AND EVENTS

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The theme for Commonwealth Day 2011 – ‘Women as agents of change’ – is a wonderful opportunity to look at some of the remarkable achievements of female Commonwealth Scholars and Fellows over the last 50 years.

This issue features alumni from the 1960s and 1970s, such as Dame Bridget Ogilvie (former Director of the Wellcome Trust, UK) and Carolyn McMaster (former Canadian Deputy High Commissioner to New Zealand), who were pioneers in their fields. Their stories show us how important such trailblazers are in lighting the way for others to follow, and highlight the importance of education in the empowerment of women as agents for change.



At the start of the 21st century, it is surely appropriate to wonder why we still *need* a special focus on the achievements of women. The UN report *The World's Women 2010* offers a response to this question: women continue to be underrepresented in decision-making positions in governments, with only 17% of parliamentary seats and only 17% of ministerial positions.

Gender equality has long been recognised as an imperative for the wellbeing of societies and it is enshrined in Millennium Development Goal 3. Education is seen as a key target for this, since it is not only an instrument of empowerment, but it can also be viewed as an indication of the value which society ascribes to women.

Although great progress has been made globally, especially in primary education, there are wide regional variations, with girls' education lagging behind in sub-Saharan Africa, and Western and South Asia. This means that many girls are never able to progress even as far as secondary education.

Despite these challenges, it is encouraging to see women from these regions achieving university-level qualifications and applying for Commonwealth Scholarships and Fellowships. Again, there are regional variations, with many more female applicants from the Caribbean, for example, than sub-Saharan Africa. The CSC, while maintaining high standards of excellence, is seeking to improve gender parity amongst its award holders year on year – more details of our work in this area can be found on page 14-15.

In order to address some of these obstacles, the CSC provides a wide range of awards. Commonwealth Split-site Scholarships and Commonwealth Professional Fellowships allow award holders to access study and resources in the UK for a short but significant period of time. Commonwealth Distance Learning Scholarships allow award holders to continue living and working in their home countries whilst studying.

Data from around the world shows that increased education of women is associated with multiplier effects that spread to society at large, such as the health of children and families, income generation and entrepreneurship, as well as participation and decision-making. Women can indeed be effective agents of change if they are able to access the appropriate educational tools. This is a challenge for the Commonwealth and the wider global community to deliver.

As Shirin Ebadi, the first Iranian and the first female Muslim winner of the Nobel Peace Prize in 2003, aptly said, ‘Knowledge is a window to freedom because an educated woman will never accept oppression’.

## Ros Wade

Commonwealth Scholarship Commissioner

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# NEWS ROUND-UP

## NEW AWARDS ADMINISTRATORS

We are delighted to welcome two new Awards Administrators to the CSC secretariat: Nyssa Lee-Woolf and Elaine Woodhouse.



**Nyssa Lee-Woolf** and **Elaine Woodhouse**,  
new CSC Awards Administrators

Nyssa joined the team in September 2010, having previously worked at the Manchester office of the Official Receiver. She graduated in 2006 with an LLB in English Law with Australian Law from King's College London and Monash University, Australia, and then undertook a Legal Practice Course (Postgraduate Diploma in Legal Practice) at the College of Law in York.

Elaine joined the secretariat in October 2010. Her previous role was Placements Officer at Brunel University; prior to that, she was a Careers Adviser for international students at Regent's College, London. Originally from Belfast in Northern Ireland, Elaine studied English Literature and Slavonic Studies at the University of Glasgow.

## NEW COMMONWEALTH SCHOLARSHIP COMMISSIONERS APPOINTED

Two new Commissioners have been appointed to the Commonwealth Scholarship Commission by the Secretary of State for International Development. Professor Graham Furniss, Pro-Director (Research and Enterprise) at the School of Oriental and African Studies, and Professor Jeff Waage, Director of the London International Development Centre, began their terms on 1 January 2011.

## DIRECTORY OF COMMONWEALTH SCHOLARS AND FELLOWS NOW ONLINE

The Directory of Commonwealth Scholars and Fellows is now available in an online searchable format. The online Directory contains more than 3,000 alumni career profiles, and the Register section lists more than 25,000 individuals who have held awards under the Commonwealth Scholarship and Fellowship Plan across the Commonwealth over the last 50 years.

Key features of the online Directory include:

- the ability to search for former award holders in the Profile or Register sections
- a wide range of search criteria, including name, country of origin, country, and area of study
- the capacity to search using partial/incomplete information
- an annual update, with new alumni members and updated career information

The online Directory was developed with support from Foreign Affairs and International Trade Canada (DFAIT) – it can be viewed at [www.cscuk.org.uk/onlinedirectory](http://www.cscuk.org.uk/onlinedirectory)



The Register search page of the **online Directory**

## OBITUARY: EDGAR TEMPLE

Edgar Temple, who died on 29 December 2010 at the age of 90, served Commonwealth universities for 26 years, from 1959 to 1985. During that time he set up and ran Commonwealth Scholarships – an expanding and changing job, which made his name familiar to a whole generation of Scholars and Fellows.

Temple grew up in Birmingham as one of five children, and his first job was in a metal works in the West Midlands. After the Second World War, which he spent as a wireless operator instructor in the Royal Air Force (RAF), he studied German at the University of Birmingham. Just as his Morse code speeds reached 30 words a minute in 12 weeks in the RAF, despite doing no German for four years, he achieved a first. Rather than pursue an academic career, he joined the administrative staff at the University of Manchester, where he so impressed his own (and other) vice-chancellors that, in 1959, he was headhunted to run the newly-established Commonwealth Scholarships. He was given the report of the 1959 Commonwealth education conference and told that that was his job; by his own account, he sketched out a plan for the work of the Commonwealth Scholarship Commission on the back of an envelope as he returned home after the job interview. He continued to use that envelope for the rest of his career.

He started as a one-man band, delivering by hand the first applications for scholarships to the selection committee members. He brought from Manchester not only a set of procedures that could be adapted (the CSC's early minute books

are a copy of Manchester's), but also a vision of what Commonwealth Scholarships might be, a mastery of detail, and a formidable memory. He set up an administrative system at the Association of Commonwealth Universities (ACU) which got the first Commonwealth Scholars to the UK in a nine-month gestation period, and this has remained the basis of the CSC's work ever since. While Temple's formal responsibility was for the Commonwealth Scholarship Commission in the UK, he had considerable influence on his peers in agencies around the Commonwealth, whom he would meet at triennial Commonwealth education conferences. Tom Symons, of Trent University, Canada, aptly described him as the 'Mother Superior and Father Confessor of the Commonwealth Scholarship plan'. As such, he balanced his innate modesty against a sureness in his own judgment that followed from his formidable intellectual capacity.

Edgar Temple retired in 1985. By this time, when he travelled on ACU business, he could go from university to university visiting and being remembered by CSFP alumni, including at least 30 vice-chancellors. After retirement, when he returned to his interrupted reading of German literature, he retained a lively interest in the Commonwealth Scholarships that had been his life's work, attending, for example, an ACU seminar on their history in his 89th year.

He is remembered with affection as well as respect by all who knew him at the CSC.

# OUR SCHOLARS AND FELLOWS

*In this issue, we focus on some of our female Commonwealth Scholars and Fellows, and how their research and work has enabled them to become 'agents of change'.*

## SEARCHING FOR AN HIV VACCINE



**Sirika Pillay,**  
Commonwealth Scholar  
from South Africa

Sirika Pillay is a 2008 Commonwealth Scholar studying for a PhD in Immunology at Imperial College London. Her research is in the field of HIV/AIDS – specifically, the search for a successful vaccine. 'My work has focused on exploring an alternative means to target HIV vaccines within our immune system, so that we can induce more effective responses to combat the virus. While this research is only a small piece of a much bigger

global puzzle to find the best way to eradicate HIV, my hope is that it is a step towards making a difference in the lives of those who are infected with the disease. Ideally, the goal of my research is to make a significant contribution to the improvement of global HIV vaccine strategies.'

Sirika values her Commonwealth Scholarship in other ways too. 'I feel my experience as a Commonwealth Scholar has been an unusually rich and enlightening one, in that my interactions with Scholars and other Commonwealth citizens have been stimulating and inspirational. In particular, the Cumberland Lodge meetings provided much food for thought in terms of the similarity of problems that various Commonwealth countries face, and how we can deal with these issues by developing better relations between countries.'

Prior to her PhD, Sirika held a post at the University of Cape Town. 'Upon my return to South Africa, I would like to pursue a career in academia, so as to combine my interests in science research and education. The role of lecturers and teachers is incredibly important, especially in Africa, where there is such potential in the youth but also a constant struggle to find ways of accessing this talent because of various limitations. In view of this, I am especially keen to get involved in improving science education standards in South Africa at secondary and tertiary levels.'

'As a woman in science, I am acutely aware of our underrepresentation in the academic world, and I feel that I have developed the qualities necessary for women to continue on potentially "rocky paths" to make a meaningful contribution to science and to their communities. My experiences as a postgraduate student in both South Africa and the UK have allowed me to become aware of my role in society and my purpose in life, while providing me with the necessary skills to bring about positive changes in my country.'

## REFORMING THE SECURITY SECTOR IN JAMAICA

2009 Commonwealth Scholar Yonique Campbell is studying for a DPhil at the University of Oxford. Her research focuses on security sector reform issues in Jamaica, and she became interested in this topic while working at the Office of the Cabinet in Jamaica. 'My task was to facilitate and ensure that the newly developed National Security Policy was implemented across all ministries, departments and agencies of government. This task proved extremely difficult for three main reasons: the policy emphasised a "whole of government approach" (something that policymakers have little knowledge of) for addressing security issues; it securitised non-traditional threats such as poverty and natural disasters; and, most importantly perhaps, it operated with very minimal support from critical stakeholders. Undoubtedly, Jamaica has suffered immensely from a lack of creativity and political commitment to implement well-intentioned and carefully drafted policies.'

As such, Yonique was driven to investigate how to change not only the current 'security apparatus', but also the approach to critical policy agendas. 'Upon returning to Jamaica, I hope to contribute to the improvement of the security sector through policy development, but more importantly through the implementation of well-researched and contextually-relevant strategies. However, similar to other countries, security is a male-dominated field in Jamaica, which means this may prove a challenging goal. All the government ministers and permanent secretaries in charge of security have been men; the defence chiefs of staff and police commissioners have traditionally been males. The most influential local academic in the field is also male. This is unfortunate, and it sends the wrong message about the role of women in areas critical to national development.'

'Women are equally capable of contributing to development, and this is evidenced by the increasing number of women occupying top-level managerial, policymaking and political positions and contributing to developmental issues in both developed and developing countries.'

'At the same time though, economic, cultural and historical factors continue to adversely affect women. We must combat these issues by empowering women, which means demolishing the barriers that prevent them from accessing equal opportunities in all spheres of their lives, giving them greater control over their choices, ensuring they have unfettered access to economic resources, and removing socially-constructed and gendered interpretations that regard men as being more capable of leading developmental objectives.'

## EDUCATION FOR ALL IN NIGERIA

Margaret Ya'u is a 2010 Commonwealth Professional Fellow from Nigeria on a dual placement at Results UK and VSO (Voluntary Service Overseas) International. One of her major achievements while on award has been the establishment of an All-Party Parliamentary Group (APPG) on Education for All (EFA). 'During the course of my fellowship, I have engaged with MPs on various issues affecting the achievement of EFA and the Millennium Development Goals. The major issue that stands out is that of foreign aid and corruption in recipient countries. This seems critical to me, during this period of UK "spending cuts" and government plans for major reform of its programmes in developing countries.'

As a result, Margaret organised an APPG event on 'Engaging the Community in delivering Education for All: The case of Nigeria'. Held in December 2010 and attended by MPs and representatives from the UK Department for International Development (DFID), the Nigerian High Commission, charities and NGOs, the event 'intended to investigate how the UK is supporting education in Nigeria at present, particularly through ensuring that local communities are engaged with schools, and how this could be extended and improved in the future to bring about accountability and transparency in the system.'

'Nigeria has the largest number of out-of-school children in the world – over 8 million at the last count – and faces significant problems in the education sector. A very strong message came out of the event,

# IN YOUR OWN WORDS

*Janet Banda is a 2007 Commonwealth Scholar from Malawi, currently finishing her PhD in Land Law at Birkbeck, University of London. She describes the inspiration behind her research and her plans for the future.*

which concluded that, in order to see a big improvement in education in Nigeria in the coming years, it is crucial for communities to be engaged and empowered with information about budgets and government commitments, as this allows them to hold their rulers to account for delivering what has been promised. Accountability remains a big problem in Nigeria, and a strengthened civil society is essential to be able to obtain and use information to fight corruption.'

Margaret reports that an immediate outcome of the event was the commitment of the Nigerian High Commission to convene a taskforce meeting in January 2011. 'I am earnestly looking forward to other interested key stakeholders coming up with initiatives to further establish new strategies for achieving the MDGs.'

## IMPROVING AIRCRAFT SAFETY MANAGEMENT



**Sameera Arshad**, 2009 Commonwealth Split-site Scholar

Sameera Arshad is a Commonwealth Split-Site Scholar from Pakistan who recently studied at the Food and Environment Research Agency as part of her PhD studies in Wildlife Management at the University of Arid Agriculture, Rawalpindi. 'I am greatly thankful for such a wonderful opportunity to learn about a field that is totally new in my country. I am working on birds and aircraft safety hazard management and, during my scholarship, I studied aerodrome hazard management and airport audits. I was also able to visit Germany to learn how they are managing this problem.'

Last year, Sameera was honoured to become the first woman to represent Pakistan at the 29th International Bird Strike Conference in Cairns, Australia. 'My Commonwealth Scholarship has given me the confidence that I can develop this area at different airports in my country.'

I am a lawyer by profession; I work at the Malawi Law Commission, where I hold the second highest position in the institution – Chief Law Reform Officer. My work involves the supervision of law reform officers in their day-to-day work, such as legal research and legal drafting, determining areas of laws requiring review, and providing technical and specialist legal advice to special law reform commissions which review various laws to conform to the Malawi Constitution, international law and human rights standards.

Prior to my scholarship, I was extensively involved in a major law reform programme of land-related legislation, reviewing around 23 statutes considered significant in affecting land access, investments, and productivity. In the course of the review, I realised that the approach of the reform programme was limited and premised on erroneous assumptions, making it difficult to achieve the objective of equitable land access. However, as a technical expert, I had no solution to this dilemma. This inspired me to consider in-depth research of the subject. Thus, my PhD research topic, 'Tenure Security, Affirmation, and Transformation: Situating Tenure Reform Beyond Formalisation in the Debate over Land Policy and Changing Customary Tenure Systems in Sub-Saharan Africa', is a direct consequence of my quest to find solutions to the challenges experienced in implementing the reform programme, which is still pending.

It is hoped that the findings and solutions revealed by my research will assist in resolving the dilemma of the land reform programme in Malawi and improve on the approach adopted, to open it up to an assessment of the social and political factors that impinge on equitable land

access for the poor and the vulnerable. This should promote a holistic approach, rather than a limited and misplaced faith in tenure reform alone to achieve equitable land access.

I also hope that my research will be used as a significant example of how governments in sub-Saharan Africa inadvertently promote a 'gendered pattern of exclusion' in implementing policies and

enacting laws, through the adoption of inappropriate methodological frameworks for participation.

I therefore intend to publicise my work on my return, through public talks, and revive the land reform programme. I also intend to use my position to give women a voice in law reform work, by ensuring their effective participation.

My Commonwealth Scholarship has exceeded my expectations. Apart from making me a better researcher, it has honed my analytical skills and made me realise the

importance of approaching law reform as a contextual and interdisciplinary subject, rather than a purely legalistic one. The opportunity to study in a different country, with a different culture and an advanced stage of development, has been valuable for my research, in that it helped me understand attitudes and values that permeate development policies imposed by international financial institutions on developing countries. I am grateful to the Commonwealth Scholarship Commission for giving me the opportunity to pursue my lifelong dream of doctoral studies, meet new people, and experience a different culture.

*My Commonwealth Scholarship has honed my analytical skills and made me realise the importance of approaching law reform as an interdisciplinary subject.*



# BALANCING STUDY AND HOME LIFE: COMMONWEALTH SCHOLARS WITH CHILDREN

*Lucille Maqubela and Monica Kirya have much in common with each other – they are both Commonwealth Scholars, both studying PhDs at the University of Warwick, and they are both mothers. Here, they discuss what brought them together as friends, and how they have tried to achieve a work-life balance.*

Commonwealth Scholars Lucille Maqubela and Monica Kirya have struck up a strong friendship, which has been a great source of support during their studies. Lucille relates how the pair met: 'Monica and I lived in the same block of apartments at the University of Warwick. I used to see her pushing her two children; the younger one in the buggy and the older one on an attached buggy-board. Often the buggy was overlaid with grocery bags. My heart went out to this student mum, and one day I decided to say hello and invite her to a lunch I was organising to celebrate my birthday. Imagine our delight when we discovered we shared the same birthday and were both Commonwealth Scholars!'

Monica, who is from Uganda and has two children – a son, Immanuel, aged 6, and a daughter, Asifiwe, aged 5 – says 'Meeting Lucille was a lifesaver for me. Like me, she was a student mum unaccompanied by spouse or partner and, although her children are older than mine, it was very reassuring to find someone who could identify with me. Lucille started helping me out with two major problems I was having – grocery shopping and getting my son to school on time on cold wintry mornings. Throughout my studies she has been a great support and encouragement to me as we face similar challenges.'

The work-life balance of and pressures faced by women are subjects of academic as well as personal interest to South African Lucille, the mother of two boys – Tlotlego, aged 15, and Keena, aged 11. 'My PhD topic is "An Exploration of how Mothers Negotiate Motherhood and Family Life", a choice influenced by my experiences as a single mother and as a professional woman. My findings demonstrate the difficulties that women are faced with as they balance family and work without support from the fathers of their children. The findings show that childcare should no longer be viewed as solely the mother's responsibility, since

mothers now contribute equally or in some cases more than fathers to the family income, and that a transformation of gender relations is necessary, so that childcare is shared more equally between the couple in order to reduce the burden on women.

'For me, juggling motherhood and a PhD has been like working on two PhDs, and the most challenging thing I have ever had to do. As a single mother in an unfamiliar cultural context, I had no idea what I was letting myself in for. The biggest challenge was during the first year, when I had to assist my children to adjust to the new environment, culture and schools, whilst I also had my own adjustment problems. On top of which, I had to immediately start preparing for my upgrade from MPhil to PhD. Both my sons were finding it extremely difficult to adjust, and my younger son fell very ill for the whole of his first term of school. I decided to take my children back home but, just when I was ready to do so, their father, who was supposed to receive them, sustained a serious injury – he was hospitalised for almost a month and was incapacitated for months afterwards. At this point, I was on the verge of quitting my PhD.'

Fortunately, Lucille found the courage to continue her studies. 'At the time of writing, I am finalising the first draft of my thesis, to be handed in before the end of December. I hope to submit my final thesis by the end of March. Despite the initial difficulties, my children eventually adjusted somewhat to life in the UK. Now that my tenure is ending, I am faced with the problem of changing their schools again, and finding them good schools when we return home. Although our time here has been rewarding in many ways, I sometimes worry that I have jeopardised their education and learning. I can only hope that the whole experience will turn out to have been worthwhile for all of us.'

Monica also faced domestic issues early on in her scholarship. 'I was ecstatic when I learnt that I had

been awarded a Commonwealth Scholarship. However, there were some difficult decisions to be made, as a wife and mother of two young children, aged just 2 and 3 at that time. I considered coming to the UK without them, but I was loath to leave them behind when they were of such a tender age. There was also the question of whether my husband should come with us. Eventually, we decided that it was better for the long term if he retained his job in Uganda and visited as often as possible.'

As Monica also nears completion of her PhD, she is able to reflect on her experiences. 'On the whole, it has been quite difficult to complete the PhD. Sometimes the stress of balancing the PhD and my duties as a parent has made me wonder whether I made the right decision to bring my children along! As a student parent, one does not have as many hours for study as other students due to several factors. For example, school ends at 3.30 pm, which means I have to stop working at 3.00 pm in order to fetch the children from school. Furthermore, one loses days, weeks and even months when they are ill and during half-term breaks and school holidays.

'However, I am glad to say that I am currently doing corrections on the first draft of my thesis and I hope to finalise my PhD within the next four months. Even though it has been difficult, I have made it this far with the support of colleagues, friends and neighbours like Lucille and many others who have helped with dropping off and picking up children from school and nursery, babysitting, grocery shopping, and countless other ways.'

Monica's PhD research looks at the role of commissions of inquiry in the fight against corruption in Uganda – an important and prominent issue. 'Corruption has been reckoned as the most serious problem hindering the development of countries like Uganda. My study shows that commissions of inquiry appointed to investigate corruption are neither completely

*My PhD topic is influenced by my experiences as a single mother and as a professional woman.*

*Even though it has been difficult, I have made it this far with the support of colleagues, friends and neighbours.*



Friends and family: Commonwealth Scholar **Lucille Maqubela** (back row, second from left) with sons Tlotlego (back row, left) and Keena (back row, second from right), and Commonwealth Scholar **Monica Kirya** (back row, right), with son Immanuel (front row, right) and daughter Asifiwe (front row, left)

ineffective nor a definite success, but somewhere in between. Factors such as contradictions and double standards in the policies of international donors, which result in the weak enforcement of aid conditionalities, as well as the nature of politics and government in Uganda – described as “neo-patrimonial” in character because it is based on personal ties as opposed to the rule of law and proper administrative procedures – may hinder the effectiveness of these commissions.

‘On the other hand, my study shows that, despite the existing shortcomings, commissions of inquiry have made a positive contribution to the search for transparency and accountability in Uganda by naming and shaming the corrupt and, even more importantly, promoting public knowledge and debate on the nature, causes and effects of corruption. Thus, commissions of inquiry may be regarded as making a significant contribution to sowing the seeds for an anti-corruption norm in Uganda.

‘I hope that my study will bring a positive angle to the debate on corruption in developing countries, which tends to be overwhelmingly pessimistic, and that it will inform future research geared towards finding solutions to this pervasive problem. If indeed my PhD can make a modest contribution in this regard, the personal difficulties I have faced in doing it will have been more than worth it!’

# WOMEN AS AGENTS OF CHANGE

*The theme of Commonwealth Day 2011 will shine a spotlight on gender equality in the Commonwealth. Nyssa Lee-Woolf looks at current initiatives and plans for the future.*

'Study after study has shown us that there is no tool for development more effective than the empowerment of women'. These were then UN Secretary-General Kofi Annan's words to the Commission on the Status of Women in 2005. Every year, 26,000 women are born in the Commonwealth. It is fitting, therefore, that this year the Commonwealth will celebrate this group of people, described by Commonwealth Secretary-General Kamallesh Sharma as 'making up over half of the world's population, receiving less than half the attention and dealing with more than half of the world's challenges'.

It is a widely-held belief that communities are strong when the women in them are strong too and that, as agents of change, women are the untapped resource that will propel the world forward into prosperity. The importance of the role of women has long been recognised in international treaties and agreements and, in 2005, the ten-year Commonwealth Plan of Action for Gender Equality (PoA) was published and unanimously ratified.

The PoA encompasses a vision that will change the lives of women throughout the Commonwealth and, through this empowerment, allow them in turn to help other women and girls. As the midpoint of the lifecycle of the PoA has just been passed, now seems the perfect time to assess progress – how far we've come and how far we still have to go.

## **COMMONWEALTH PLAN OF ACTION FOR GENDER EQUALITY**

Incorporating ideas from other international treaties (such as the 1981 Convention on the Elimination of all Forms of Discrimination against Women and the 1995 Beijing Platform for Action), the Commonwealth Plan of Action for Gender Equality offers a renewed commitment to improving the lives of women over a period of ten years. Although the PoA hopes to have achieved a great deal by 2015, it is the vision of a new way of thinking that is at the heart of this document.

The gender equality envisioned in the PoA requires a gender mainstreaming of all policies, so that both women and men have their needs and

opportunities taken into account in policy- and decision-making processes which will affect their lives. The PoA focuses on four specific areas, and aims to work alongside and help to facilitate achievement of the Millennium Development Goals, in particular Goal 3, which is to promote gender equality and empower women.

## **GENDER, DEMOCRACY, PEACE AND CONFLICT**

The Commonwealth Secretariat notes that an increasingly unstable world has done nothing but increase competition for resources and promote unequal power sharing and a lack of respect for individual rights and freedoms. Women have been impacted on to such an extent that the UN was prompted to issue Security Resolution 1325 in 2000, calling for 'the equal and full involvement of women in all efforts for the maintenance and promotion of peace and security'. This contribution can only be assured if women are given greater access to participate in political institutions and decision-making.

The PoA endorses the target, set by the Fifth Meeting of Commonwealth Ministers Responsible for Women's Affairs (5WAMM) in 1996, of at least 30% of those making decisions in political, public and private sectors being women. Approximately 20 Commonwealth countries had attained this level at some point by 2003, but only New Zealand, South Africa and Mozambique have managed to maintain this target.

The 9th Women's Affairs Ministers Meeting (9WAMM) in 2010 called on states to 'honour' the target and suggested that a fast tracking of women's participation was necessary to achieve it. 9WAMM also noted the effects of conflict on women, including displacement, extra familial responsibilities and the 'devastating forms of gender violence including sexual violence' – it stated that 'violence against women remains one of the largest global threats to human security in all societies'. The conference statement calls on Commonwealth member states to reduce the marginalisation of women in post-conflict processes by enforcing the provisions of UN Resolution 1325 and enabling these women to access their human rights.

A briefing paper by the UK Department for International Development (DFID) on its Gender Equality Action Plan 2007-2009 noted that the issue of violence, in particular, requires a 'widespread change in attitudes and perceptions' which would be almost impossible to achieve without the participation of men and boys in the reform processes.

## **GENDER, HUMAN RIGHTS AND LAW**

Women are often not treated or even seen as equal to men, despite numerous international treaties to protect their rights. Attitudes, entrenched customs and traditions, cultural hierarchies and poverty all add to the repression. In situations where women are dependent upon others for resources, relationships can disintegrate, leading to instances of violence and trafficking, and a woman's rights can all but disappear.

The African Development Bank (AFDB) noted in its Gender Plan 2009-2011 the challenge of achieving empowerment in 'fragile' states and that their 'historical practices of exclusion, gender based violence, and displacement, amongst others, have created large gaps in education, employment opportunities, access to and management of natural resources and political representation'. The AFDB has established the Fragile States Facility to address these challenges, through working with the states concerned and other bodies, such as the World Bank.


Pakistan has also achieved success with the Access to Justice in Pakistan programme. The Asian Development Bank (ADB) claims that the number of female judges in four states in Pakistan has doubled as a result of this programme. The ADB also reports that the Coastal Fisheries Management and Development Programme in Papua New Guinea has led to women sitting on committees, a move away from local tradition.

## **GENDER, POVERTY ERADICATION AND ECONOMIC EMPOWERMENT**

Women are often denied access to resources. New Zealand Aid describes in its gender policy that, for empowerment to be facilitated, we must ensure that



# WOMEN AGENTS OF CHANGE



'poor women and girls can secure sustainable livelihoods by increasing and improving their access to, control of, and benefits from economic and natural resources, opportunities and services including housing, employment, land, credit, markets, trade, and information communications'.

The challenges faced in doing this are very real. The AFDB has highlighted that food, fuel and financial crises mean that the threat to 'achieving gender equality and women's empowerment in Africa is much greater than ever before. Girls are highly vulnerable to being pulled out of school as households cope with declining income while women may tend to take up additional economic activities to address the income gap, adding to their work load burden'. Gender responsive budgeting is a key tool in addressing the imbalances felt by women. The AFDB has reported that several countries, including Zambia and Ghana, are beginning to use these measures, applying gender analysis to national expenditure.

The Commonwealth Secretariat is working with the Rural Support Programmes Network in Pakistan, where women are given the opportunity to work with international designers and sell their products in European markets. The Secretariat is also a partner in the UN Girls' Education Initiative, working to 'remove barriers to learning, such as school fees' and promoting policies which prioritise the most disadvantaged girls.

## GENDER AND HIV/AIDS

The PoA urges states to consider the broader implications of HIV/AIDS – the obvious human loss as well as the impact on national productivity, with smaller states being the hardest hit. The inequality of women's standing in relationships and society leaves them especially vulnerable, as they may be unable to persuade their partners to use adequate protection or forced to engage in sex work as their only source of income to support their families.

The PoA notes that 11,000,000 children under the age of 15 in sub-Saharan Africa had lost one or both parents to HIV/AIDS by 2005 – this was expected to rise to 20,000,000 by 2010. The

Commonwealth Secretariat supports governments in their drives to create awareness through education and training, and it has also been suggested that governments should increase awareness of existing support available to women locally.

There is clearly much ground still to cover. AusAID (the Australian Agency for International Development) statistics show that two-thirds of the 800 million people in the world who lack basic literacy skills are female, half a million women die each year from complications during pregnancy – 99% of them in developing countries – and 1 in 3 women and girls globally experience physical and sexual violence.

9WAMM asked for further 'co-ordinated action, effective partnerships and increased accountability'. Andrew Mitchell, the UK Secretary of State for International Development, affirmed the UK's commitment to this notion in a speech earlier this year, stating that 'promoting gender equality is vital for meeting the MDGs and for creating a prosperous, safe and peaceful world, where women have better access to health services, to education and to economic growth and their children are healthier and better educated. As a result, economies flourish and societies are more peaceful. Britain will be placing women at the heart of the whole of our agenda for international development'.

There is, therefore, a great deal of light at the end of this tunnel, as Commonwealth countries work with international organisations to initiate programmes of reform and enhancement. Gender empowerment is a massive challenge, and it is likely that not everything envisioned by the PoA will have been achieved by 2015. However, the legacy of the PoA will be the extent to which it has galvanised both individuals and government to move determinedly towards equality. As 'Abdu'l-Bahá wrote, 'the human race is a two-winged bird... Unless both wings are equally developed, the human race cannot fly'.

## WOMEN AS AGENTS OF CHANGE – CALL FOR NOMINATIONS

Recognising the vital contribution that women make in their communities and public life alike, the Commonwealth Secretariat are asking staff across Commonwealth societies and organisations to nominate examples of such women. A judging panel will select the most inspiring examples, which may be featured in a publication for the forthcoming Commonwealth Heads of Government meeting in Perth, Australia, in October 2011. To make a nomination, visit [www.surveymonkey.com/CWagentsofchange](http://www.surveymonkey.com/CWagentsofchange)



**A woman casting her vote** in the 2008 parliamentary elections in Bangladesh

# OUR ALUMNI

## Alumni news

### ALUMNUS INAUGURATES THE SEYCHELLES' FIRST UNIVERSITY

The inauguration ceremony for the new University of Seychelles was held in November 2010, and attended by James Michel, President of the Seychelles, and HRH Princess Anne. Dr Rolph Payet (Commonwealth Scholar, BSc Biochemistry, University of East Anglia, 1989-1992) is the founding President and Vice-Chancellor of the university; he spoke of the honour of welcoming the Princess Royal to his institution and paid tribute to President James Michel, who had the 'vision and determination to establish Seychelles' very own university'. Around 500 guests, including academic dignitaries from around the globe, attended the ceremony.



(l-r) Former Commonwealth Scholar **Rolph Payet**, HRH Princess Anne, and President James Michel, at the inauguration ceremony of the University of Seychelles

The republic's first public university opened in September 2009, and now has more than 300 students on over 12 degree programmes. The University of Seychelles has an ongoing partnership with the University of London International

All career information sent in by alumni will be recorded on our database and updated in the CSC online Directory annually – email us at [alumni@cscuk.org.uk](mailto:alumni@cscuk.org.uk)

Programme (UK), University of Paris 1 Pantheon-Sorbonne (France), Edith Cowan University (Australia), and University of La Réunion (France).

### USING EDUCATION TO IMPROVE COMMUNITIES

Hamis Mugendawala (Commonwealth Distance Learning Scholar, MA International Education and Development, Institute of Education, University of London, 2007-2010) has been inspired by his studies to work on developing two education institutions in a poverty-stricken area of eastern Uganda. He has helped to raise money for building materials and initial construction of a vocational polytechnic in Jinja, and is working to secure public-private funding with the Ugandan government. Hamis is now aiming to increase secondary school provision in the area, where long-distance commutes to and from school and a lack of transport links mean that few children continue their education beyond primary level, leading to unemployment, poverty and high levels of teenage pregnancy.

## Awards and prizes

Dr Poonam Bala (Commonwealth Scholar from India, PhD Sociology, University of Edinburgh, 1983-1988) was awarded a Visiting Professorship at the University of Pretoria, South Africa, in 2010.

Dr Carolyn Barshay-Szmidt (Commonwealth Scholar from Canada, MPhil and PhD Archaeology, University of Cambridge, 1995-1996 and 1997-2002) was awarded the Hunt Postdoctoral Fellowship 2009-2010 from The Wenner-Gren Foundation for Anthropological Research. Amongst many academic activities, she currently directs a multi-site radiocarbon dating project aimed at the Middle to Upper Palaeolithic transition in the larger southern France region.

Professor Akaehomen Ibadode (Commonwealth Scholar from Nigeria, PhD Mechanical Engineering, University of Birmingham, 1984-1987) has won the Nigeria Prize for Science 2010, for his work on the development of new methods for precision die

design. The awarding judges noted that he has made a significant contribution to the field of cold forging and that his work has had a major industrial and economic impact, with his methods being used in both steel and aluminium production.

Professor Venkateswarlu Kadiyala (Commonwealth Fellow from India, Agricultural Microbiology, University of Dundee, 1988) received an Endeavour Executive Award from the Australian government, to be held at the University of South Australia from October 2010-February 2011.

Mohammed Golam Quader Khan (Commonwealth Scholar from Bangladesh, PhD Aquaculture Genetics, University of Stirling, 2007-2010) won first prize in the oral presentation competition at the 2nd PhD Research Conference at the Institute of Aquaculture, University of Stirling, in June 2010.

Dr Adetoun Mustapha (Commonwealth Scholar from Nigeria, PhD Environmental Epidemiology, Imperial College London, 2002-2007) was awarded the 2010 Rebecca James Baker Memorial Prize by the International Society for Environmental Epidemiology. The award, given to new investigators who have shown particular commitment to environmental epidemiology as a tool, recognised his research on the health effects of air pollution on children living in the Niger Delta region.

## Publications

Dr Emmanuel Akpabio (Commonwealth Split-site Scholar from Nigeria, PhD Environmental and Resource Management, University of Uyo and Lancaster University, 2004-2006) has published his doctoral thesis as a textbook, titled *Integrated Water Resources Management in Nigeria: Local Factors and Institutional Challenges* (LAP Lambert Academic Publishing, 2010).

Dr Samina Bano (Commonwealth Fellow from Pakistan, Clinical Biochemistry, University of Wales Institute, Cardiff, 2008) has published *Trends in Psychopharmacology: Pharmacodynamics to*



## COVER PHOTOS

(l-r, from top row)

**Pamela Chilubana**, 2007 Commonwealth Scholar from Zambia, PhD Environmental Law, University of Manchester (archive photo)

**Aishah Namukasa**, Commonwealth Scholar from Uganda, LLM International Law, University of Nottingham, 2008-2009 (archive photo)

**Cornelia Ndifon**, Commonwealth Scholar from Nigeria, MPH International Public Health, University of Leeds, 2003-2004 (archive photo)

**Lynn Kuok**, 2007 Commonwealth Scholar from Singapore, PhD Political Science, University of Cambridge (archive photo)

**Lara de Klerk**, 2007 Commonwealth Anniversary Scholar from South Africa, PhD Global Governance, University of Edinburgh

**Shamba Phiri**, Commonwealth Scholar from Zambia, MA Education and Development, Institute of Education, 1992-1993 (archive photo)

**Adonna Jardine-Comrie**, 2007 Commonwealth Split-site Scholar from St Vincent and the Grenadines, PhD Education for Sustainable Development, University of the West Indies at Mona and University of Liverpool (archive photo)

**Sook Pheng Wong**, Commonwealth Shared Scholar from Malaysia, MSc Cancer Cell and Molecular Biology, University of Leicester, 2007-2008 (archive photo)

**Anoja Wickramasinghe**, Commonwealth Scholar from Sri Lanka, PhD Forest Ecology, University of Sheffield, 1980-1983 (archive photo)

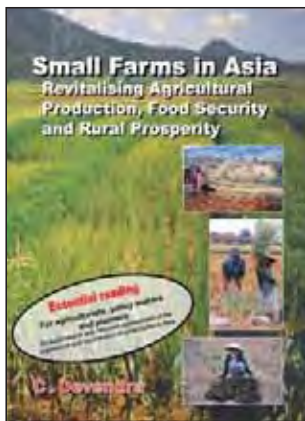
**Olive Sabiti**, 2009 Commonwealth Scholar from Uganda, PhD Law, Economy and Global Governance, University of Manchester

**Manjula Sritharan**, Commonwealth Fellow from India, Tuberculosis Research, Veterinary Laboratories Agency, 2007 (archive photo)

**Courtney Gillett**, Commonwealth Scholar from Belize, MSc Democracy and Democratisation, University College London, 2009-2010

*Pharmacogenetics: Tryptophan metabolism in stress* (VDM Verlag Dr Müller, 2010).

Dr Canagasaby Devendra (Commonwealth Scholar



from Malaysia, PhD Animal Nutrition, University of Nottingham 1966-1969) has recently published *Small Farms in Asia: Revitalising Agricultural Production, Food Security and Rural Poverty* (Akademi Sains

Malaysia, 2010). Professor Debal K Singharoy (Commonwealth Fellow from India, Sociology, Open University, 2006) has recently edited *Dissenting Voices and Transformative Actions: Social Movements in Globalizing World, Interrogating Social Development: Global Perspectives and Local Initiatives*, and *Surviving Against Odds: Marginalized in a Globalising World* (all Manohar, 2010).

## Recent appointments

Dr Johnson Adesodun (Commonwealth Split-site Scholar from Nigeria, PhD Soil Physics, University of Nigeria and University of Stirling, 2002-2003) has been appointed Head of the Department of Soil Science and Land Management at the University of Agriculture, Abeokuta, Nigeria.

Dr Deryck Brown (Commonwealth Scholar from Trinidad and Tobago, PhD Development Policy and Management, University of Manchester, 1993-1996) has been appointed Senior Governance/Capacity Development Specialist at the World Bank. He will

be responsible for managing the Global Development Learning Network in Anglophone Africa and for working with country management and sectoral units to identify capacity-development needs and design appropriate solutions.

Edward Greenspon (Commonwealth Scholar from Canada, MSc Politics, London School of Economics and Political Science, 1984-1986) has been appointed Vice-President, Business Development at the Toronto Star and other titles within Star Media Group. He is also Chair of The GPS Project, an initiative of the Canadian International Council aimed at producing a new global positioning strategy for Canada.

Dr Venkateswarlu Kanamarlapudi (Commonwealth Scholar from India, PhD Molecular Biology, University of Sheffield, 1993-1997) has been appointed Professor of Molecular Cell Biology at Swansea University, UK.

Dr Donald Anthony Mwiturubani (Commonwealth Split-site Scholar from Tanzania, PhD Water Resource Management, University of Dar es Salaam and University of Glasgow, 2002-2003) spent two years as a Senior Researcher in the Environmental Security Programme of the Institute for Security Studies in Nairobi, Kenya, before returning to his position as a Lecturer in Geography at the University of Dar es Salaam, Tanzania in July 2010. He had previously been a Visiting Lecturer at Umeå University, Sweden, in 2008, after a post as Research Fellow at the Council for the Development of Social Science Research in Africa (CODESRIA) from 2003-2004.

Dr Doris Onwukaeme (Commonwealth Scholar from Nigeria, PhD Pharmacognosy, University of Bath 1984-1988) has been promoted to Professor in the Department of Pharmacognosy at the University of Benin, Nigeria. She is currently on a one-year sabbatical at the Faculty of Pharmacy at the University of Lagos, Nigeria.

Valérie Sara Price (Commonwealth Scholar from Canada, MSc Childhood Studies, University of Edinburgh, 2007-2008) has been appointed Senior

Development Officer in the Kenya-Uganda team of the Canadian International Development Agency (CIDA). She was awarded the position through the highly competitive Recruitment of Policy Leaders programme of the Canadian Federal Government, having previously worked as a Program Officer at the United Nations Development Programme from 2006-2007.



**Valérie Price**, former Commonwealth Scholar from Canada

Dr Smita Sadhu (Commonwealth Fellow from India, Engineering, University of Cambridge, 2004) has been promoted to Professor of Electrical Engineering at Jadavpur University, India.

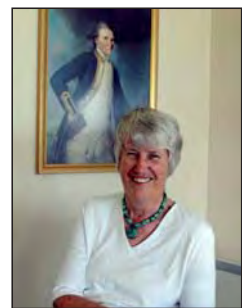
Dr Milika Sobey (Commonwealth Scholar from Fiji, PhD Nitrogen Cycling in Tropical Lagoons, University of Essex, 2001-2004) has been appointed Water Programme Coordinator of the International Union for the Conservation of Nature (IUCN), Fiji. She has worked for the IUCN since 2005, when she joined as the Oceania Regional Vice-Chair, following her previous position as a Lecturer in Biology at the University of the South Pacific.

# ALUMNI PROFILE

*This issue, we look at the careers of three female former Commonwealth Scholars: eminent scientist Dame Bridget Ogilvie, diplomat and international development expert Carolyn McMaster, and Deputy Secretary General of the Trained Nurses Association of India Nanthini Subbiah.*

Dame Bridget Ogilvie (Commonwealth Scholar from Australia, PhD Immunology of Parasites, University of Cambridge, 1960-1964) recollects a freedom and flexibility in her PhD studies that developed her sense of independence. Building on these experiences and strengths, she went on to combine pioneering scientific research with senior leadership roles. As a Research Scientist at the UK's National Institute of Medical Research, her area of study was the immune response to helminth (worm) parasites, then a rapidly developing field.

Bridget held a variety of roles at the Wellcome Trust, latterly serving as Director. She cites her main achievement as the establishment of the Sanger Institute, a genomic research centre in Cambridge, UK.



**Bridget Ogilvie**, former Commonwealth Scholar from Australia

‘It played a major role in the initial sequencing of the human genome and was instrumental in assuring that the sequence of this genome was not privatised but made immediately available to the world.’ The Institute is still an international leader in the field of genome sequencing.

Compared to when she began her own scientific career, Bridget believes that it can be easier now for women to achieve a high-profile career, with men sharing family responsibilities. Although there are many women at junior levels in the academic biological sciences field, there are few in senior leadership positions. Bridget feels that the pay gap between men and women needs to be addressed by management, and a top-down approach is needed to ensure equality. She cites the case of the University of Cambridge, where action has seen the average salary become equal for both sexes.

Carolyn McMaster (Commonwealth Scholar from Canada, MPhil International Relations, London School of Economics and Political Science, 1969-1971) grew up in a household interested in international affairs. ‘From an early age I participated in dinner table discussions about both Canadian and world events. A job which would allow me to work abroad was a logical choice after university.’

The insights into international relations and Africa which Carolyn gained during her scholarship proved invaluable in her subsequent career. Carolyn joined the Canadian International Development Agency (CIDA), and was later seconded to the Department of Foreign Affairs and International Trade (DFAIT) in 1990. There, she was Deputy Chairperson of the Southern Africa Task Force, set up to manage Canada’s relations with South Africa and the Southern Africa region during the transition from apartheid.

Carolyn went on to hold a variety of posts, including serving as Deputy High Commissioner to New Zealand, yet she feels that the five years she spent in South Africa from 1995-2000 were her biggest challenge. ‘Canada had played an active role in the campaign to end apartheid and the development of the new constitution. With the advent of the first multiracial government in 1994, it was time to develop a wide range of political, economic, cultural, development and academic relations.’ She remembers being inspired and humbled when watching elderly South Africans wait patiently in the blazing sun to vote in the 1994 elections.

Carolyn appreciates the importance of international scholarships in facilitating international linkages. ‘I believe that the value of international exchanges lies as much in the exposure to different cultures and views as in the strict academic experience. Long may the CSC continue!’

Nanthini Subbiah (Commonwealth Professional Fellow from India, NHS Manchester, 2009) undertook her Professional Fellowship in the area of

patient safety and clinical governance, including issues such as risk assessment and management, clinical guidelines, and clinical audit processes. Equally important was the opportunity to visit institutions such as the Department of Health, National Patient Safety Agency, the General Medical Council, and the World Health Organization. Nanthini valued the intensive coaching in small groups with leaders in the field, which gave her a real insight into key issues.

Following her return to India, Nanthini has been able to pass on her knowledge to other nurses through *The Nursing Journal of India* and during orientation and training for student nurses all over the country. As Deputy Secretary General of the Trained Nurses Association, she prepared its policy position statement on patient safety, which was passed during its annual conference.



**Nanthini Subbiah**, former Commonwealth Professional Fellow from India

Nanthini also appreciates how her fellowship allowed her an insight into the different working experiences of nurses in other countries. Back in India, she finds that it can be difficult to implement best practice at work when facing challenges caused by a lack of resources and low nurse-patient ratios. ‘I find the most satisfaction in imparting

knowledge and hands-on skills to the nursing students. My guidance and supervision in the clinical area bridge the gap between the theory and practical aspects, which lead to a family’s satisfaction regarding the nursing services rendered.’



# ADDING VALUE TO RURAL DEVELOPMENT

*Dr Kolawole Adebayo (Commonwealth Split-site Scholar from Nigeria, PhD Agricultural Extension and Rural Development, University of Agriculture, Abeokuta and University of Reading, 2001-2002) outlines his work on cassava and its potential impact.*

Cassava is a root crop and staple food across the developing world. Africa produced 117.9 million tonnes of cassava in 2007, making it the most important root crop and a major source of dietary calories. Cassava is important as a famine reserve, food and cash crop, industrial raw material, and livestock feed.

The Cassava: Adding Value for Africa (C:AVA) Project is based at the Natural Resources Institute, University of Greenwich, UK, and is supported by the Bill and Melinda Gates Foundation. The project builds on previous research and pilot activities to scale up market access in many African countries by working with small and medium-scale enterprises, linking producers and processors to growth markets to increase income and employment opportunities.

C:AVA aims to develop value chains for high quality cassava flour (HQCF) as a means of increasing small holder incomes. C:AVA will increase demand for HQCF as a cheap industrial ingredient in food processing operations, bakeries and industry, and will work with local partners to nurture rural entrepreneurs and improve rural quality of life.

C:AVA focuses on five countries: Nigeria, Ghana, Tanzania, Malawi and Uganda, which together produce over 60% of the cassava grown in Africa. In each operational region, cassava farmers and processors are supported through partnerships with NGOs or other extension services. C:AVA began in April 2008 and its implementation in the five project countries was phased in over a 12-month period. The strong roles played by national and local partners are expected to lead to greater future project sustainability.

The purpose of C:AVA intervention at the rural level is to ensure that, by the end of 2012, at least 90,000 smallholder farmers are earning an additional \$0.52 per day from each producing 0.8 tonnes of consistent quality cassava grits per annum for the HQCF industry. C:AVA now has direct contact with



*Smallholder farmers preparing **cassava roots** for processing*

more than 13,000 farmers and processors at village level earning an additional income of between \$1 and \$3 per day from cassava.

At the intermediary level, C:AVA aims to ensure that, by the end of 2012, nine intermediaries are each profitably buying and processing smallholder farmers' outputs to produce 5,600 tonnes of quality HQCF per annum for consumption in the plywood, food processing and bakery industries.

Finally, C:AVA also intervenes at the end-user level, mainly with flour mills, bakeries, producers of improved versions of traditional food, and plywood and packaging industries. The purpose is to ensure that, by the end of 2012, six plywood/food processing and four bakery associations have profitably substituted a proportion of their annual raw



*Bread made using **high quality cassava flour** (HQCF)*

material input for HQCF. C:AVA currently provides technical training in the use of HQCF and ongoing technical backstopping for 15 end-use companies.

Country-level activities are intended to promote sustained market expansion, and include:

- facilitating a stakeholders' forum in Nigeria to raise awareness of the HQCF inclusion policy soon to be passed by the National Assembly
- an on-site trial of the use of HQCF in bread and confectioneries at a bakery in Nigeria
- supporting the formation of the Ghana Cassava Processors and Marketers Association
- a practical demonstration with nine rural bakeries in Uganda

Challenges faced by the initiative include the effects of the global economic downturn, problems associated with policy inconsistency, and the achievement of common overall goals with stakeholders who may have conflicting interests. As a newcomer to the large commercial food processing sector, there are bound to be concerns about the quality of cassava, not only as a household food item, but also as a raw material or additive in an industrial-based food handling enterprise.

At this stage, C:AVA has identified important issues for its successful implementation, including:

- maintaining and building on the strong in-country ownership of the project
- not assuming a 'one size fits all' solution to emerging issues; country-specific strategies are important within an overall project model
- identifying opportunities for sharing expertise and experience across countries
- emphasising flexibility for emerging rural entrepreneurs in their business planning
- appreciating that commodity markets are dynamic and that those in the value chain, including emerging rural entrepreneurs, need the capacity to monitor and adjust

More information about C:AVA can be found at <http://cava.nri.org>

# OUR IMPACT

## CSC Evaluation and Monitoring Programme

### EVALUATING SCHOLARSHIPS IN THE HEALTH SECTOR

*James Ransom on the findings of a recent report.*

Effective evaluation is a time-consuming and challenging process. Some may argue that if a scheme seems to be working and its programmes produce a steady stream of successful alumni, why should resources be spent analysing exactly how this happened? But evaluating scholarships and measuring impact is not only useful, but necessary. Meaningful evaluation can tell us whether scholarship schemes are meeting their objectives and the nature of their short and long-term impacts, as well as allowing us to examine the effects of new policies and practices. It can also provide a stimulus to adapt and improve our schemes and a demonstration of their worth to funders and other stakeholders.

The fifth and latest publication from the CSC's Evaluation and Monitoring Programme assesses the impact of our scholarships in the health sector. Examples of activity include influencing government to provide clean water to flood-affected communities, coordinating the construction of a maternity hospital, leading an HIV/AIDS peer education organisation, lobbying government on malaria prevention, developing a drug to combat AIDS, and launching a research laboratory. One alumnus has been Chief Medical Officer, another Permanent Secretary of a Ministry of Health, and several have used their knowledge and skills in work with national governments, the United Nations, the



World Health Organization and international NGOs. We have now moved beyond the initial alumni survey, which was an extensive online questionnaire, and have tried to provide a degree of quantification where possible. In doing so, we have had to be careful with causation; if an alumnus hadn't received an award, would they have still founded their own medical centre or developed a new national health policy? Our questions have sought, in particular, to avoid painting a simple sequence of events, where, for instance, a scholarship was followed by a promotion which was followed by increased influence with government officials. Instead, we ask exactly what knowledge and skills the scholarship afforded, whether there were difficulties in implementing these skills and knowledge, whether similar opportunities exist in neighbouring countries, and so on.

This has required a more personal approach to evaluation and as such has avoided reducing alumni to mere statistics. Our scholarships have generated thousands of stories, a few of which you can read within these pages. One of the Commonwealth Scholars interviewed for the report, Clementine Mashwama, graduated with an MSc in Community Paediatrics from the University of Nottingham in 2001. She is now a Senior Lecturer and Coordinator at the Nazarene College of Nursing in Swaziland, responsible for teaching paediatrics as well as examining, developing and implementing the curriculum. 'I was exposed to different ways of doing things,' she says. 'The paediatric setting was different in Nottingham, so I noted how things were done, and study here gave me an opportunity to apply some of these things at a later stage, such as how best to conduct the physical assessments of children. I was a generalist

based scholarships compared to those taught by distance. 'We expect several differences, not least the difficulties of studying in rural or fragile environments, managing workplace commitments, and access to resources. But also that the content students learn can be implemented the very next day in the workplace; impact in distance learning for health can be instant. And, for that reason, evaluation should be an ongoing, live process that reflects the very benefits of distance learning study.'

A full report of the workshop is available at [www.lidc.org.uk/news\\_detail.php?news\\_id=104](http://www.lidc.org.uk/news_detail.php?news_id=104)

before, and the course focused my interests and skills.'

Across our awards as a whole, the report found that, while 16% of respondents to our surveys had studied in a health-related field, 38% indicated that they have had an impact in health. Alumni of other disciplines have had an impact in health; those studying health have had an impact in other areas. Such impact is rarely confined to only one area; we found that those who reported impact in health also reported a relatively high impact in job creation, science, and education. This underlines the fact that 'development' as a field is composed of interrelated and interdependent fields, which should not be seen as isolated disciplines. The CSC will be exploring these other fields of development in future evaluation work, in particular democracy and governance.

The report, *Evaluating Commonwealth Scholarships in the United Kingdom: Assessing impact in the health sector*, is available online at [www.cscuk.org.uk/evaluation](http://www.cscuk.org.uk/evaluation)



Commonwealth Distance Learning Scholar **Edward Bwengye-Kahororo** (right), with a district water officer, constructing a temporary latrine for flood-affected primary school pupils

### ACHIEVING GENDER PARITY: MEASURING THE CSC'S PROGRESS

*Sarah Hinz examines issues of gender in the CSC's work.*

We know that a large proportion of current and former Commonwealth Scholars and Fellows are female. We also know, through alumni surveys, reports and anecdotal evidence, that many of these women are



both directly and indirectly working to redress gender imbalances in their workplaces and wider societies.

However, until recently, we had no specific research examining how well women are represented within our own various scholarship and fellowship schemes, and whether the range and flexibility offered by recently-introduced schemes are actually helping the CSC to achieve gender parity in its awards.

### THE HISTORICAL PICTURE

Looking at nominations and selections over the last 51 years, it can be concluded that the CSC is heading in the right direction although a 50/50 balance has yet to be achieved. As the chart below shows, there has been a steady increase in the proportion of female Scholars

and Fellows, but also how many are nominated to the CSC by national agencies and institutions. Over the last 11 years, overall figures show that 39% of all nominees for awards were female and 61% were male, while 42% of candidates finally selected for awards were women and 58% were men. As the CSC can make its selections only from the pool of nominated candidates, it is worth taking a closer look at how this group breaks down by region, scheme, and level of study.

### REGIONAL TRENDS

We found a clear distinction between regions with regards to the gender split of their nominees. From 1999 to 2009, countries in the Caribbean, North America, Europe and Australasia nominated more women than men for Commonwealth Scholarships or Fellowships, whereas countries in the Pacific, South Asia, and sub-Saharan Africa nominated more men than women. Countries in the Far East had a well-balanced gender distribution. In 2010, the most recent year for which we have data, there were more female than male nominees from the Far East, and fewer female than male nominees from North America, while Australia achieved a good balance.

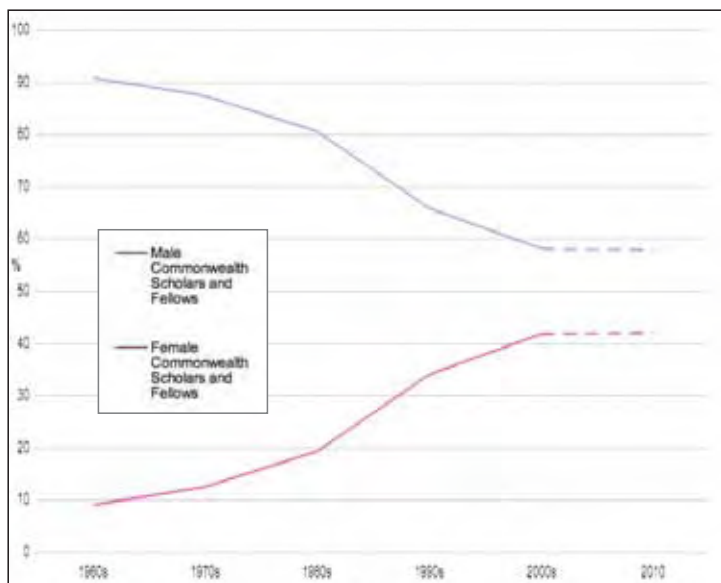
Fellowships and postgraduate Scholarships for developing Commonwealth country citizens received a higher proportion of female nominees – a positive development, as the latter scheme has by far the largest absolute number of nominees.

### TRENDS BY LEVEL OF STUDY

In terms of level of study, the difference between the proportion of female and male nominees does at least approach a 50/50 split. From 1999-2009, 57% of nominees for Master's-level awards were men and 43% were women; for PhD-level awards, 58% of nominees were men and 42% were women.

### THE FUTURE

Although significant improvements have been made since the early years of the scheme, there are still a few areas in which women are notably underrepresented. Whilst we recognise that wider development issues, particularly the participation of girls and women in primary, secondary and tertiary education, are beyond our control, we aim both to conduct further analysis of our data and to ensure that efforts to achieve gender parity form a core part of our activity and policy. We hope that this, combined with global changes such as the reported increase in the number of women entering tertiary education in many Commonwealth countries, will result in more women being nominated and, by extension, selected for awards, leading ultimately to women being fairly and equally represented amongst our awardholders.



*Commonwealth Scholars and Fellows by gender, 1960-2010*

and Fellows, from 9% in the 1960s to 42% in 2010, with a particularly strong increase in the 1990s. This drastic improvement is potentially linked to both the introduction of new schemes, such as Split-site and Distance Learning Scholarships and Professional Fellowships, and increasing recognition of the importance of gender equality worldwide.

### FROM 2000 ONWARDS

Analysis of data from recent years can be more helpful, as it positions CSC trends in the context of national and global attitudes. As such, we should consider not only how many women are selected for

nominated fewer women than men over this 11-year period, but that the opposite is true in the Caribbean.

### TRENDS BY SCHEME

Only one of our scholarship schemes has had more female than male nominees over the 1999-2010 period: postgraduate Scholarships for individuals from developed Commonwealth countries. However, the data does show that women have tended to do better in certain schemes. For example, women were proportionally better represented in the Professional Fellowship and Split-site Scholarship schemes from 1999-2009; in 2010, both Professional

### CSC EVALUATION AND MONITORING PROGRAMME

The CSC has undertaken monitoring work through annual reports from award holders and supervisors, anonymous questionnaires, and analyses of completion rates for many years. In addition to this, in 2008, we launched an in-depth three-phase evaluation programme, which aims to identify and quantify the impact of our awards on individual scholars, on institutions, and on a wider scale on communities and societies. To date, work has included tracing alumni and updating records, analysis of key issues such as gender balance, a large-scale alumni survey, and written reports detailing the impact of alumni in specific regions and in specific sectors. For more information, visit [www.cscuk.org.uk/evaluation](http://www.cscuk.org.uk/evaluation) or contact [evaluation@cscuk.org.uk](mailto:evaluation@cscuk.org.uk)

# NETWORKS AND EVENTS



*Dr Uduak Udom, 2010 Commonwealth Professional Fellow, speaking at the **CSC Welcome Programme 2010***

## **CSC WELCOME PROGRAMME 2010**

New Commonwealth Scholars and Fellows were welcomed to the UK during a Welcome Programme graciously hosted by the University of Edinburgh from 14-15 November 2010. The continued support of the Scottish Government for the CSC allowed the event to be held outside London for the first time. An array of lectures and discussion sessions were arranged, enabling award holders to meet their award administrators as well as network with their peers.

The programme began with well-received speeches detailing the policies, procedures and visions of the CSC, including the hope that all award holders will continue to see themselves as 'Commonwealth Scholars for life'. This was followed by the launch of Universities UK's new policy briefing on universities and development, and a panel discussion on its implications for future policy. The second day featured a talk on British politics and the 2010 General Election, given by Professor Justin Fisher, Director of the Magna Carta Institute at Brunel University, and the launch of the new CSC online Directory (see page 3).

The University of Edinburgh also hosted a reception at the Playfair Library on the first evening. A traditional Scottish welcome was provided, as guests entered the

venue to the unique sounds of the bagpipes being played from the Library steps. Scottish Minister for Culture and External Affairs, Fiona Hyslop MSP, addressed the reception, speaking about the importance of higher education and, in particular, the benefits that countries such as Scotland can reap by bringing scholars of high intellect to study, research and help grow their economies. Other speakers included Professor Sir Timothy O'Shea, Principal and Vice-Chancellor of the University of Edinburgh, and David Hallam, Deputy Director of the UN and Commonwealth Department at the Department for International Development (DFID).

## **THE COMMONWEALTH CONFERENCE**

The first annual Commonwealth Conference was held from 10-12 November 2010, at Cumberland Lodge, Windsor, UK. Jointly organised by the CSC, the Commonwealth Foundation and the Institute of Commonwealth Studies (ICS), the conference explored what it means to be a



*An interactive session at **the Commonwealth Conference***

citizen of the Commonwealth in the 21st century, and brought together academics from across the Commonwealth as well as Commonwealth Scholars and Fellows to think about issues relevant to the Commonwealth.

Rouan Wilsenach (2010 Commonwealth Scholar from South Africa, MA Creative Writing, University of East Anglia) noted that 'The concept of "active citizenship" arose early on, and this idea of educating and empowering people living in Commonwealth countries became the major thrust of discussion during the conference'.

Natasa Mavronicola (2010 Commonwealth Scholar from Cyprus, CPGS Human Rights, University of

## **CSC PROFESSIONAL NETWORKS – HAVE YOU SIGNED UP?**

The CSC has nine Professional Networks, open to both current Scholars and Fellows and alumni, in a range of professional subject areas:

- Gender
- Health
- Education
- Governance, civil society and community development
- Environment
- Agriculture and rural development
- Science and technology
- Legal
- Faiths and civil society

Members receive quarterly e-newsletters and can also post items to the network. To join a network, or to change your contact email address to ensure you continue to receive e-newsletters, visit [www.cscuk.org.uk/professional\\_networks.asp](http://www.cscuk.org.uk/professional_networks.asp)

We are constantly working to widen the scope of the Professional Networks, and the Agriculture and Rural Development Network now has a LinkedIn group, to enable greater interactivity amongst members. A new Professional Network in the area of finance and enterprise is also planned for launch in 2011. If you have any views or feedback, please contact us at [comments@cscuk.org.uk](mailto:comments@cscuk.org.uk)





On 24 November 2010, a group of Commonwealth Scholars attended the **Royal Society Pfizer Award** ceremony in London. The award is designed to reward scientists based in Africa at the outset of their career, and was won by Kenyan scientist Dr Collins Ouma (pictured here with Commonwealth Scholars, fourth from right), for his research into severe malarial anaemia, one of the leading causes of paediatric mortality in sub-Saharan Africa.

Cambridge) said 'To call the Commonwealth Conference illuminating would be an understatement. Far from a traditional academic conference, this provided the platform for multidisciplinary discourse. Moreover, it enabled discussion amongst people from an enormous range of backgrounds, allowing us to face issues that divide and unite us and to address them with mutual respect and support.

'Above all, we left the conference with an appreciation of how fortunate we are and a real sense of duty to those who have been less fortunate than us – it is by reaching out to them in every way possible that we will be able to fulfil the true meaning of citizenship.'

#### **COMMONWEALTH SCHOLARS ATTEND SMALL STATES CONFERENCE**

Delegates from member states in the Commonwealth, including Commonwealth Scholars and Fellows, were among a diverse international audience at a conference on the theme of 'Educational Policies and Priorities in Commonwealth Small States', held on 25 October 2010 at the University of Bristol.

The conference, jointly hosted by the University's International and Comparative Studies Centre (Graduate School of Education) and the Council for Education in the Commonwealth, brought together key figures from the field of comparative and international education with Commonwealth agency personnel and government representatives also attending.

#### **ALUMNUS LEADS DISCUSSION AT GLADWYN LECTURE**

Representatives from the CSC attended the annual Gladwyn Lecture on the theme 'Peace, Progress and Challenge – Nigeria's Education 1960-2010' on 8 December 2010, at the Palace of Westminster. The lecture, organised by the Council for Education in the Commonwealth, was delivered by Dr Nosa Aladeselu, Executive Director of the African Women's Empowerment Guild, Nigeria, and the discussion was led by former Commonwealth Fellow Professor Michael Omolewa (History of Adult Education, King's College London, 1975).

## **Alumni events**

### **RECEPTION IN ZAMBIA**

Professor Tim Unwin (Chair of the CSC) met alumni and current Commonwealth Distance Learning Scholars at a reception at the British High Commission in Lusaka, Zambia, on 24 May 2010. Guests were able to network with local representatives from the Department for International Development (DFID) and the British Council.

### **ALUMNI DINNER IN CANADA**

Professor Tim Unwin also attended a dinner in Ottawa, Canada, on 3 June 2010, meeting alumni and representatives from local stakeholders, such as the Canadian Bureau for International Education (CBIE), Foreign Affairs and International Trade Canada (DFAIT), and the British High Commission.

### **COMMISSIONER VISITS AUSTRALIA**

Commonwealth Scholarship Commissioner Dr Mark Collins met with alumni during a trip to Australia in September 2010, hosting informal gatherings in Perth and Hobart, Tasmania.

### **COMMONWEALTH SCHOLARSHIPS SEMINAR AND RECEPTION IN BARBADOS**

A seminar was held at the University of the West Indies (UWI) at Cave Hill, Barbados, on 11 October 2010, as part of a Commonwealth-wide consultation on the future of the Commonwealth Scholarship and Fellowship Plan. Key conclusions included a Commonwealth-wide recognition of

the needs of small states, and confirmation of the huge networking advantages brought by scholarships to both host and home countries.

The seminar showcased the diversity of Commonwealth Scholarships. Amongst the 20 or so attendees were Professor Woodville Marshall – one of the first cohort of Commonwealth Scholars in 1960, arguably the first Scholar ever to be awarded a PhD under the scheme in 1962, and later Pro-Vice Chancellor of the UWI Cave Hill campus – as well as Prisca Regis-Andrew, a nurse and 2005 Commonwealth Professional Fellow.

Other alumni delegates included Sir Hilary Beckles (Commonwealth Fellow, West Indian History, Institute of Commonwealth Studies, University of London, 1986), now Pro-Vice-Chancellor and Principal of the UWI Cave Hill campus, and Dr George Reid (Commonwealth Scholar, PhD International Relations, University of Southampton, 1969-1971) and Sir Stephen Emtage (Commonwealth Scholar, MPhil Development Economics, University of Sussex, 1967-1968), both former Heads of the Civil Service in Barbados.

The seminar had largely been inspired by alumnus Dr Carlston Boucher (Commonwealth Scholar, MA Development Economics, University of Sussex, 1968-1970). Afterwards, delegates were invited to a reception hosted by the British High Commissioner, HE Paul Brummell.

### **REGIONAL NETWORK EVENTS**

The **North West Regional Network** held an event on 29 October 2010 at the University of Manchester, and a Christmas celebration on 11 December in Liverpool.

The **Midlands and Oxford Regional Network** held a welcome picnic to introduce new Commonwealth Scholars and Fellows to the rest of the group on 2 October 2010, in Oxford.

The **London, South East and Cambridge Regional Network** organised a picnic and punting in Cambridge on 5 September 2010. It also held a welcome event for new award holders on 27 November 2010 in London. London-based Scholars and Fellows attended a small Christmas get-together at the offices of the CSC on 9 December 2010.

## ENDOWMENT FUND ANNOUNCES FIRST SCHOLARSHIPS

The fundraising effort to mark the 50th anniversary of Commonwealth Scholarships is having a real impact, and we are delighted to announce the first scholarships!

One Commonwealth Scholarship is now on offer for Master's study at the University of Dar es Salaam, Tanzania – which has never hosted a Commonwealth Scholarship before – and one also for Master's study at the University of Mauritius, whose only previous scholarship was in 2004. Both scholarships are intended to commence in September.

The third endowment fund award, established through a generous donation from the Britain-Nigeria Educational Trust, is a Commonwealth Fellowship, enabling an established academic to spend a three-month period at the University of Ibadan, Nigeria. It re-establishes a long tradition of Commonwealth awards in Nigeria, which ended in the early 1990s. All three awards are available to citizens of all Commonwealth countries (except the host country).

These awards are the first of many. Discussions are taking place with six other possible hosts, with the expectation that their initial awards will be announced later this year. Beyond this, the endowment fund will become a permanent source of funding for Commonwealth Scholarships and Fellowships in low and middle income countries, making the scheme genuinely Commonwealth-wide.

Dr John Kirkland, secretary of the endowment fund, said that he had been delighted by the response – both from donors and host universities. Contributions have been received from seven national governments and almost 200 alumni and other supporters – as a result, in January 2011, the value of the fund topped £2 million.

Potential hosts have also been keen to host a prestigious Commonwealth Scholarship for the first time. All three of the initial hosts have themselves contributed, through reduced tuition fees or provision of accommodation and other facilities. This assistance is also important, as it enables the endowment fund to support as many awards as possible.

Details of the fund, how to donate, and the awards themselves can be found at [www.csfp-online.org/fund.html](http://www.csfp-online.org/fund.html)

## CSFP ENDOWMENT FUND: DONOR UPDATE

We would like to thank all those who have made donations to the fund. Recent donors are listed below – a full list is available at [www.csfp-online.org/fund.html](http://www.csfp-online.org/fund.html)

N K Stephenson  
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Purna K Barua  
Richard Gibson

month, mainly for antenatal care. Lindsay says 'I understood that we had to rely, as far as possible, on local resources: traditional midwives, knowledge and people. This has proved to be one of the strong points of our programme, ensuring its sustainability'.

Over the last five years, 7,000 women have received check-ups through Jan Chetna Manch, and there has been only one maternal death. As Lindsay points out, 'In an area where the maternal mortality rate is probably around 500 per 100,000 live births, this is no small achievement'.

Jan Chetna Manch provides 24/7 care for women in childbirth, with qualified nurses as well as trained village women available at all times, and an

## BRINGING MATERNAL HEALTHCARE TO RURAL INDIA

Lindsay Barnes, a Commonwealth Scholar from the UK, studied for a PhD in Sociology at Jawaharlal Nehru University, India, from 1985-1990. During the course of her fieldwork, she came across 'appalling living conditions in the coalmines and grinding poverty in the surrounding villages'. Lindsay remained in India after her PhD, trying to improve the lives of poor rural women in nearby villages.

Lindsay says 'The village where I live and work is in the state of Jharkhand, one of the poorest in India. The local area has over 100 villages and a population of nearly 200,000, but no resident doctors. There is a primary health centre with doctors available only during the day. There is no government hospital in the whole district – with a population of nearly 2 million – which provides free or low-cost emergency obstetric care for poor women'.

Lindsay's involvement with childbirth in the villages started in 1994; prior to this, she had no real experience other than having two children herself. When a group of villagers came in the middle of the night to ask her to help a woman in childbirth, she realised how desperate they were for help, and began to get involved in local healthcare.

Lindsay and her husband set up Jan Chetna Manch ('organisation for people's awareness'), and started yearly health fairs, monthly camps, and then weekly clinics. Now clinics are open three days a week, providing services to around 600 women each

ambulance on hand. Around 50 women give birth at the women's health centre each month. Lindsay says 'Many women now come for unproblematic, normal deliveries. In nearby villages a home birth is unusual, rather than the norm that it was ten years ago.'

'It is not possible for the poor to pay for quality healthcare, and I firmly believe that the poor should get the best! We do charge for services, and we are not completely dependent on donors, but when emergencies happen – for the mother or her baby – the poor still have to sell their land for medical care. It is something that I find difficult to have to do.'

To find out more about Lindsay's work and how to support it, contact [janchetnamanch@rediffmail.com](mailto:janchetnamanch@rediffmail.com)



Commonwealth Scholar **Lindsay Barnes** (right) with a new mother at a women's health clinic



# COUNTRY PROFILE – CAMEROON

## NOMINATION PROCESS

The Ministry of Higher Education oversees the Commonwealth Scholarship nomination process in the Republic of Cameroon. Scholarships are publicised via press and radio and at universities. Applications are handled by the Cameroon Commonwealth Scholarship Commission.

Applications are presented to an ad hoc Ministerial Commission, which also comprises representatives from state universities, for review. The nominees are then forwarded to the CSC for final selection. The nomination process takes around four months in total.

Selection criteria include:

- academic excellence
- consistent academic profile
- fields of study in line with national development priorities
- priority for young Assistant Lecturers wanting to pursue PhD study

International scholarship schemes such as Commonwealth Scholarships are important to Cameroon in many ways. A spokesperson from the Ministry says 'It helps in staffing our universities. It enables students to major in priority fields of study not offered in our country, and relevant to the development of Cameroon'.

## ALUMNI

'Winning the Commonwealth Scholarship completely changed my life'. The reaction of Dr Eneke Tambe Bechem is typical of Cameroonian alumni. She studied for a PhD in Plant and Soil Science at the University of Aberdeen from 2000-2004. Upon her return to Cameroon, Eneke became an Assistant Lecturer at the University of Buea. 'The techniques learned in the course of my research are very important in my career. Teaching at the university has been a great opportunity for me to serve my country and to contribute towards nation building.'

Dr Nelson Ntonifor was a Commonwealth Fellow at the University of Reading in 2000, investigating the identification and characteristics of pesticides. 'My Commonwealth Fellowship made an incredible, irreversible positive change in my university teaching career and also broadened my understanding of the



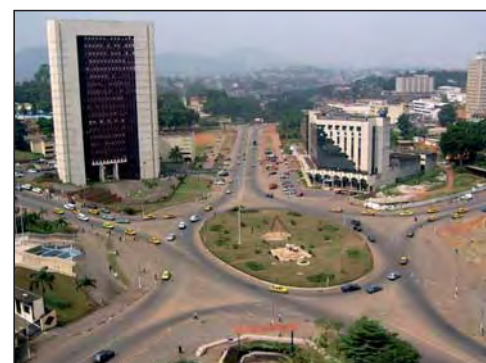
*A chameleon, one of many animal species native to Cameroon*

global university community.' During his Fellowship, he found that colleagues at Reading were very approachable, 'greatly facilitated knowledge acquisition and their sharing of invaluable experiences has made me more competitive internationally'.

Nathalie Mongue Me-Nsope, who was awarded a Commonwealth Scholarship for an MA in Women Studies at the University of York in 2003, is currently pursuing a doctoral degree in Agricultural Economics at Michigan State University in the USA, specialising in gender justice and environmental change. She previously worked for the Gender and Development division of INSER, a development consultancy firm in Cameroon. Nathalie says 'The time spent at the University of York and in particular at the Centre for Women's Studies was the beginning of a very important journey in my life. While at York, I worked with great professors, who heard me, understood my interest, and provided me with guidance on how to acquire the skills necessary to accomplish my career goals'.

Dr Christiana Abonge neatly summarises the impact of her award: 'Commonwealth Scholarships play a vital role in enhancing academic careers in

developing countries'. She was awarded a Commonwealth Scholarship to study a PhD in Gender and Microenterprise Development at the University of Leeds in 2004; her research 'explored the contributions of enterprise support programmes, including microcredit and women's small businesses, to poverty alleviation, which is one of the Millennium Development Goals'. After completing her PhD in 2010, Christiana has obtained a position as an Assistant Lecturer in the Department of Women and Gender Studies at the University of Buea.



*Yaoundé, the capital city of Cameroon*



# COMMONWEALTH SCHOLARSHIPS

The Commonwealth Scholarship Commission in the United Kingdom (CSC) is responsible for managing Britain's contribution to the Commonwealth Scholarship and Fellowship Plan (CSFP).

The CSC supports around 700 awards annually. Awards are funded by UKaid from the Department for International Development (for developing Commonwealth countries) and the Foreign and Commonwealth Office, the Department for Business, Innovation and Skills and the Scottish Government (for developed Commonwealth countries), in conjunction with UK universities. The CSC also nominates UK citizens for scholarships to study in other Commonwealth countries under the CSFP.

The CSC makes available seven types of award:

- Scholarships for PhD research
- Scholarships for Master's study
- Shared Scholarships with UK universities in support of Master's programmes
- Academic Fellowships for staff serving in developing country universities
- Split-site Scholarships for PhD students to spend up to one year in the UK
- Professional Fellowships for mid-career professionals in developing countries
- Distance Learning Scholarships for developing country students to study UK Master's degree courses while living in their own countries

The CSC is a non-departmental public body in its own right, and members are appointed in line with the Code of Practice of the Office of the Commissioner for Public Appointments. The Commission's secretariat is provided by the Association of Commonwealth Universities; financial management and welfare support for scholars is provided by the British Council.

The CSFP is an international programme under which member governments offer scholarships and fellowships to citizens of other Commonwealth countries. The Plan was established at the first Commonwealth education conference in 1959 and is reviewed by ministers at their triennial meetings – the only scholarship scheme in the world to receive such high-level recognition.

[www.cscuk.org.uk](http://www.cscuk.org.uk)

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