

## Chapter 4 The impact of a Fellowship: individual stories

As noted in the introduction, priority is given to Professional Fellowship candidates who can show that the Fellowship will result in practical application in one of seven key fields: agriculture/fisheries/forestry, economic growth, education, engineering/science/technology, environment, governance, and public health. In this section, we provide some individual examples of activity and subsequent outcomes and impact in some of these seven areas – in the words of our Fellows themselves. Some of these stories have been previously published in other CSC Evaluation publications, while others are drawn from the survey data or focus groups detailed earlier in this report.

It should be noted that, while we group these stories under the key sector headings, the work of many of our Fellows is interdisciplinary and could be categorised under more than one heading.

### Agriculture/fisheries/forestry

**Dr Munir Hussain Zia** spent his 2011 Professional Fellowship at the British Geological Survey. As R & D Co-Coordinator for a fertiliser company, his work is able to cross over from the private sector to benefit his wider community.

*'I was able to introduce a new and cost-effective technique for determination of soil arsenic and iodine at FFC laboratories. The training also enabled me to train others on the development of scientific reports based on analytical data. Especially after learning from the UK fertiliser industry training programme, I have developed/introduced here online fertiliser recommendation systems that will be available free of cost to growers and agriculture extension workers soon.'*

*'[My company] is also highly interested to spend some of the earned profit on CSR [corporate social responsibility]-related activities. Upon my suggestions the company has started donating money to other related R&D organisations working in the country under budgetary stress.'*

### Economic growth

Professional Fellows frequently report activity that cuts across sectors. One such example is the work of **Deborah Afolabi**, Chief Nursing Officer in Kwara State, Nigeria, who also works with and advocates for women and children. She came to the UK in 2010 and her Fellowship was hosted by the Haven Wolverhampton, a charity supporting victims of domestic violence. As well as various health and education initiatives, including the provision of eye operations and glasses for the visually impaired, she reports that her work has had an impact on poverty reduction by providing machines and assistance to a group of female farmers. She states:

*'We have been able to install machines including rice, nut and corn threshing machines for a group of women farmers at Tsaragi community in Edu, a local government area of Kwara State. Our activities have helped these women to generate more income and funds. It has also helped them to start a cooperative society named Women and Child Watch Initiatives (WOCWI) Women Group Tsaragi where they now use the capital realised to maintain the machines and provide loans to members.'*

**Lucy Kanu** is the Founder and Executive Director of Idea Builders Initiative, an inspiring charity whose mission is 'to inspire, engage and equip women and girls to transform their lives and serve as change agents in society'. Their work is specifically focused on gender equality, social entrepreneurship, and economic empowerment. In 2009, she spent three months on a Fellowship at the Prince's Trust.

*'[I have given training sessions on] capacity building including financial planning, budgetary oversight, cash flow management as well as strategies to secure the sustainability of social enterprise networking and partnerships for development. [I also] installed a new financial control system and initiated a part-time and at-home mom employee flexibility plan.'*

**Sampson Titus Agba** is Executive Director of the Eastern Obolo Community Development Foundation. He spent three months at Groundwork Manchester, Salford and Trafford on a Professional Fellowship in 2008. Sampson asserts that his Fellowship provided the stimulus to help him restructure his organisation.

*'In 2010, my organisation underwent a restructure with a move toward sustainability. This move was largely because of inspiration that I drew from my Fellowship working with Groundwork Manchester, Salford and Trafford. We have refocused the work of the Eastern Obolo Community Development Foundation away from*

*micro-infrastructure to promoting and supporting local enterprise for income generation and employment creation.*

*'My responsibilities include planning and decision-making, coordination, control, and supervision. I represent my organisation at high-level meetings with other organisations and with individuals, keep minutes for the board, and facilitate training for staff of the organisation. My role also includes seeking funding support from donor organisations.'*

## Education

**Catherine Mugambi** was awarded a Professional Fellowship at SCOPE, the leading UK disability charity for children and adults with cerebral palsy, in 2007. She is now District Special Education Coordinator for the Kenyan Ministry of Education, and works on increasing social equality for disabled people. She is responsible for the early identification, assessment, and educational placement of children with disabilities, as well as training teachers and parents as trainers. As well as embarking upon distance learning programmes, she raises public awareness and supervises teachers. Catherine also provides strategic direction with a case-based reasoning approach and networks with partners locally and internationally.

*'Through this strategy, I was provided with the opportunity to continually practice what I learnt, but also to share at the organisational level and among other partners through the training of stakeholders, teachers, and parents, which resulted in the replication of good practice and adoption of better working strategies. I have improved the quality of education in special programmes, and developed much higher leverage and confidence in working with adults through empowering.'*

**Godfrey Semtumbwe** is a 2004 Professional Fellow from Uganda. A Training Officer and General Programmes Manager Support Officer at the Literacy and Adult Basic Education Trust in Uganda, his Fellowship was hosted by Education Action International in the UK.

*'Illiteracy is a major barrier to poverty alleviation. This is, for instance, noticeable in entrepreneurship and market transactions. By increasing literacy skills among poor and marginalised communities, we have contributed to strengthening the education of girls and women in eight war-affected districts of northern Uganda. The projects in this focal area have included the provision of basic literacy and numeracy skills to the mothers of out-of-school children, which has enabled these adults to engage in micro-enterprises.'*

*'Poverty encompasses not only low monetary income and low consumption; it also includes poor health, poor nutrition, and a lack of basic education. It is also responsible for a lack of self-respect leading to powerlessness. Through basic education provided to war-affected women and girls, we have been able to contribute to conflict resolution and the appreciation of the need for peacebuilding at family and community levels. Finally, by training child dropouts in embedded literacies with vocational skills and crafts, we have contributed to job creation in this largely ignored informal sector. We have also worked with the government functional adult literacy programme to provide functional English for adults, which is widening communication opportunities for such learners, since English is the official language and a language of wider communication.'*

**Esther Neromba** held a Professional Fellowship in 2006 at the League for the Exchange of Commonwealth Teachers. She is Advisory Teacher and Subject Adviser for the Programmes and Quality Assurance Department at the Ministry of Education in Namibia.

*'I have been involved in the national school external evaluations where a number of schools have been inspected to see at which level they are. This exercise has also allowed individual teachers to judge themselves against set standards and paved a way forward for setting up achievable targets. Working closely with the school principals and head of departments and sharing my UK experience of school leadership and management has redirected their thinking of leadership, and I see that to some extent as an achievement.'*

**Ena Eulalee Barclay** is a Liaison Officer for the Jamaica Teachers Association who spent time at Wandsworth Borough Council in 2010 as part of her Professional Fellowship hosted by the League for the Exchange of Commonwealth Teachers. Ena was able to use specific skills gained from undertaking the Fellowship to train colleagues with educational information relating to processes which help schools pass inspections.

*'I liaise between the Ministry of Education and the Jamaica Teachers Association to ensure that agreements signed by the union, finance and education ministries are adhered to. At the local level, I deal with complaints from teachers. At the regional and national levels, I assist teachers in obtaining pensions and*

*other important documents from the ministry, as well as recommend teachers for assistance from the ministry and the union. Additionally, I coordinate all sporting activities in the union and assist in conducting workshops and seminars.'*

**Simon Daffi Kirway** is Senior Programme Officer at the Education and Councillors Accountability Programme based in Tanzania. He undertook a two-month Professional Fellowship hosted by African Initiatives in 2011. Simon credits the Fellowship with helping him to train hundreds of people in technical, analytical, managerial, and general information that he learnt while on award.

*'Besides the Education Programme, I am also involved in a Public Accountability Innovative Programme. The programme is involved in improving accountability relations in local government, working with local councillors and local government staff to improve social service delivery, including education and water. My current work in the Education Programme focuses on improving girls' access to education in 44 secondary schools in Tanzania. I conduct the training of school boards, local community leaders, district officials, parents, and teachers on improving teaching and learning systems in schools.'*

*'During my time on the Professional Fellowship, I worked with other teachers. When I came back to Tanzania, I got the opportunity to share key learning experiences with teachers across 44 secondary schools. One of the areas which I put emphasis on was how teachers and education providers could support children with disabilities. That involved providing the necessary skills for teachers to identify children with disabilities and others with learning disabilities. I am responsible for ensuring that the necessary infrastructure exists to support children with disabilities. I am also involved in mentoring and coaching volunteers in my organisation to give them the skills to work with local communities, schools and various government departments.'*

**Prince Tommy Williams** is Deputy Director of Lifeline West Africa, based in Sierra Leone. He spent two months at Lifeline Network International on a Professional Fellowship in 2011. Prince reported that the Fellowship provided him with a great deal of confidence which he was able to take back to his home country, to further his career and make a lasting impact on his local community.

*'Before I undertook the Fellowship, I was an IT Manager for Lifeline. I was also Dean of a boys' orphanage home which housed 48 children at that time. Upon my return from the Fellowship training, I was able to do many things. I trained other staff to take over the IT position. I organised training sessions for boys in the orphanage, and now 75% more report gaining confidence to gain leadership roles and are presently managing different sectors of the organisation. My confidence has grown to a point that I even council elderly people in the community. I presently manage technical and vocation projects funded by the Big Lottery Fund, which focus on a number of different areas such as building and construction, auto-mechanics, hairdressing, and electrical installation, among other things. I can proudly say that, since I returned from the UK, I have gained a great deal of confidence. I was once a soldier in the war in the 1990s and lost my parents. The late Reverend Richard M Cole took me into the Nehemiah Home for Boys, of which I am now the head.'*

## **Engineering/science/technology**

**Dr Godfred Frempong** was a Professional Fellow at the Institute of Policy Research in Engineering, Science and Technology, University of Manchester, in 2005, where he gained evaluation skills and was exposed to critical thinking. These skills and exposure are crucial for policy research, and he applied them to his follow-up research work and progression. Currently, he is Deputy Director of the Council for Scientific and Industrial Research (CSIR) Science and Technology Policy Research Institute in Ghana.

*'I have conducted studies that sought to improve the deployment of ICTs [Information and Communication Technologies] to support e-government in Ghana. Currently, I am the research coordinator for an IDRC [International Development Research Centre] project with the aim to improve university research governance so that university research addresses societal needs.'*

**Emmanuel Ntambara** is Cyber Security Officer for the Rwanda Utilities Regulatory Authority (RURA). He undertook a three-month Professional Fellowship at the Commonwealth Telecommunications Organisation (CTO) in 2011. Emmanuel noted that he was able to share his experience at the CTO in national, regional and international meetings related to the subject matter. He has been able to contribute greatly to the draft of the Rwandan National Information Security Policy and ongoing consultations on the ICT bill.

*'I develop guidelines to improve cyber security and to increase the protection of critical information infrastructures. I facilitate the implementation of national cyber security policy and other government-related initiatives. In collaboration with other entities at regional and global levels, I carry out research on cyber security issues with the objective of increasing the resilience of national ICT infrastructure against*

*adversaries. In consultation with ICT industries and other stakeholders, I propose practical solutions to be implemented by service providers in order to improve national and private information security.'*

## Environment

As a 2006 Professional Fellow, **Anna Maembe** was hosted by the Environment Agency, where she learnt how the agency develops programmes for working with the private sector companies it regulates. She also gained experience in environmental regulation and permitting, which helps her to monitor environmental investments and develop databases of investors and their environmental management plans. She is now Director of Environmental Information and Outreach at the National Environment Management Council in Tanzania.

*'I convinced two local communities to enact bylaws which ban farming on river banks below 60 metres from the high water and a fine for those who set forests on fire. I also negotiated on behalf of Tanzania during the preparation of the Conference of Parties agenda of business of the Convention on Conservation of Biodiversity. Moreover, I work with colleagues in areas of residence to educate each other on waste sorting and recycling techniques.'*

**Keisha Garcia** held a Professional Fellowship at the United Nations Environment Programme (UNEP) World Conservation Monitoring Centre in Cambridge in 2006, where she contributed to UNEP's efforts to develop and implement a strategy to follow up the Millennium Ecosystem Assessment. She is now a consultant to the Environmental Management Authority of Trinidad and Tobago, where she is principally responsible for the production of the national *State of the Environment* report. Keisha has also assumed the role of Programme Coordinator at the Cropper Foundation, a small not-for-profit organisation in Trinidad and Tobago, where she has been employed in various capacities for the last seven years. She helps to give strategic direction to the foundation's programmes and provides managerial support to the organisation. She is also the lead person for the foundation's education programme.

**Herman Hakuzimana** is one of the CSC's first award holders from Rwanda. His 2011 Professional Fellowship was hosted at Heriot-Watt University as part of the Rwanda Scotland Alliance project and focused on climate change science. While on award he attended a number of lectures and conferences in Edinburgh and around the UK, as well as visiting a variety of organisations and individuals involved with climate change in Scotland, from power stations and wind farms to the Scottish Minister for Environment and Climate Change and DFID representatives. He has been able to pass on the knowledge learnt to his colleagues back at Rwanda's Environmental Management Authority.

*'I shared the knowledge gained in climate change science with my colleagues that I work together with in the Department of Climate Change and International Obligations and I gave them some documents. I also shared with them the experience of Scotland in waste management and recycling and renewable energy generation as well.'*

**Dan Otieno Ong'or** is Head of Research Coordination and Assistant Registrar at Dedan Kimathi University of Technology in Kenya. In 2011, he spent one month at the Institute for Energy Systems at the University of Edinburgh on a Professional Fellowship. Through his Fellowship, Dan published a paper on assessing the effect of water on bioenergy resources that he presented at Maseno University's international seminar on water. He was able to train other colleagues on educational issues surrounding soil conditioning.

*'My duties include the coordination of research programmes at the university, administering research funds, assisting students in drawing patent information and descriptions, initiation and coordination of collaborations with other research institutions and industry, carrying out research, and coordination of research publications.'*

*'I have been involved in training political candidates on the new constitution in Kenya, specifically chapters 5 and 6 that deal with gender and the governance of natural resources such as land and leadership. As a direct result of my work, at least three women obtained positions in the country government.'*

## Governance

**Harshani Wijeratne** was a Professional Fellow in 2005, hosted by the Commonwealth Telecommunications Organisation. She is currently Head of the Legal Section of Sri Lanka Telecom. She is an Attorney-at-Law and has an LLM from the University of Colombo, Sri Lanka, and intends to start a PhD in the near future. She is also a member of the Women Lawyers Association in Sri Lanka, and the International Development

Law Organisation. Harshani feels that her award contributed significantly to her work, and also to the area of conflict resolution – in her case, involving her contribution to legal disputes.

*'The programme I undertook on my Commonwealth Professional Fellowship was to establish an Alternative Dispute Resolution (ADR) Centre for the Commonwealth Telecommunications Organisation. Through this programme, I was able to gather knowledge on various mechanisms of dispute resolution other than litigation, which is commonly used in Sri Lanka. I was able to replicate this knowledge in the work I do in my home country, particularly through participating in domestic arbitrations as the instructing attorney, handling litigation, and also drafting and scrutinising a large number of complex agreements, most of which entail cross-border transactions, in which I have proposed the best source of dispute resolutions mechanisms through the practical experience I gained while in the UK.'*

**Pamela Mwelela Chisanga** is Country Director of ActionAid in Zambia, and undertook a three-month Professional Fellowship hosted by EPCAT UK in 2009. Pamela believes that the Fellowship enabled her to effect change at the institutional, local and national levels. Additionally, through the award, she was able to train high-level management personnel and implement new systems and procedures.

*'I provide strategic guidance to the programme and supervise a country management team of six managers to support internal governance processes and ensure effective financial management, accountability and transparency. As a result of the Fellowship I was able to train senior management and the board of trustees on the use of financial and administrative systems and procedures that the organisation previously did not have in place.'*

*'In governance, I have led and supported work in the area of tax justice. I have supported the processes of chief security officers in my country submitting tax policy proposals that have led to an increase in some areas of taxation, such as an increase of mineral royalty tax from 3% to 6%. Other achievements include the passing of the rural development bill in parliament and a private members' motion from an MP sponsored by my organisation.'*

**Olusola Babatunde Opeibi** is an Associate Professor at the University of Lagos who spent three months at the University of Westminster in 2010 on a Professional Fellowship in the area of governance. Through the skills that she was able to gain while on award, Olusola has been able to train colleagues in analytical skills and general information on speechwriting and its relationship with public policy.

*'As head of the speechwriting unit, I manage and coordinate resources for effective service delivery. I also advise the Lagos State Deputy Governor on public communication and policy issues. Additionally, I teach and supervise undergraduate and postgraduate students. In regard to my own work, I research and publish papers on governance and civic engagement, as well as the role of new media in emerging democracies.'*

**Grace Babihuga** is Executive Director of the Uganda Law Society (ULS) and spent one month on a Professional Fellowship hosted by the Law Society of England and Wales in 2012. Grace credits the Fellowship for providing training which enabled her to organise courses and train colleagues in organisational management and work cycles.

*'My role as Executive Director includes management of staff, business and finance planning, asset protection, council support, public relations and organisation memory, the Society's strategic direction, succession, development of strategic alliances, management of the Society's activities, supervising staff, ensuring the organisation's objectives are met, guiding evaluation activities, developing grant proposals, undertaking research analysis and advocacy, and networking with a number of stakeholders.'*

*'When I returned from the Fellowship, I organised two courses: one for the Ugandan Law Society management team, and another for the whole secretariat. I was able to share what I had been taught in the Sherwood management development course that I undertook during the Fellowship that included identifying and managing our stakeholders, managing meetings and people, and the work cycle, among many other things. I also shared and educated the secretariat on new ideas and ways of effectively running a bar association which I learnt from understudying the Law Society of England and Wales during the six-week period of the Fellowship.'*

*'With my experience and level of training, as the Executive Director, I greatly influence decision-making at all levels in the secretariat. I have also been recognised by the ULS auditors and Executive Council as pertinent to the accountability of the organisation.'*

## An alternative perspective: the view from a host organisation

Cooperating with its sister law societies and bar associations across the Commonwealth, the **Law Society of England and Wales** has hosted 15 Commonwealth Professional Fellows – through four intakes – from Barbados, Botswana, Malaysia, Namibia, Nigeria, OECS (Organisation of Eastern Caribbean States), Pakistan, Rwanda, South Africa, Swaziland, Tanzania, Trinidad and Tobago, and Uganda.

While the scale and capacity of the Law Society's corresponding organisations abroad may differ, the organisations do share similar challenges, which are reflected in the comprehensive programme provided for the Professional Fellows. This includes hands-on experience of the regulatory and representative functions of law societies and bar associations, the sharing of best practice, bespoke training opportunities, and, perhaps most importantly, the opportunity to make direct contacts with the legal and regulatory profession in the UK – relationships which continue to grow long after the Professional Fellows have returned home.

*'The [Professional Fellowship] programme is an invaluable opportunity for the Law Society and the participating Commonwealth bars and law societies to build links with the profession globally, and to provide shared positive support to the development of the rule of law and good governance through capacity building of our sister organisations. The programme provides a varied and stimulating insight into the roles and capacities of legal regulatory and representative institutions, and enables the Professional Fellows to focus on key areas of development in their own organisations.'*

**Judy Ann Prescod**, a 2004 Professional Fellow from Trinidad and Tobago hosted by the Law Society, was able to see immediate benefits from the award – even while still in the UK.

*'Staff at the Society have given us great support and we've learnt so much about their work. I feel that the management skills training has empowered me and will benefit both my colleagues and lawyers. It has been rewarding to learn more about client care and the emphasis that the Society puts on it. I am discussing with the Society some help in drafting guidelines for accounting rules for lawyers, and I hope this is just the beginning of our working relationship.'*

**Jose Jude Mathew** spent three months as a Professional Fellow at the Commonwealth Broadcasting Association in 2002. As a senior producer at India's national public broadcaster, Doordarshan, he has been able to influence public opinion and behaviour and policymakers in a number of areas.

*'I have been extensively involved in producing developmental programmes that aim to create both public opinion and an atmosphere contributing to social and economic growth and positive change. In particular, I have been actively associated at national levels with major public health campaigns in the fight against diseases such as polio, TB and HIV/AIDS. Some other examples of our work include the introduction of the condom in India, in partnership with the National Aids Control Organisation and BBC World Service Trust; the Education for All initiative, connecting stakeholders countrywide through an UNESCO/Commonwealth Broadcasting Association grant; and the EU-India MEDIAIDS initiative, when I was one of six Indian journalists who partnered with European journalists to image HIV/AIDS. We have been able to influence government thinking and policy by creating an environment through television programmes whereby stakeholders and opinion leaders get an opportunity to proactively support or press for suitable alteration of government initiatives for public good.'*

## Health

**Cecilia Dricuru** is a Nursing Officer at Butabika Hospital in Uganda who spent three months at the NHS East London Partnership on a Professional Fellowship in 2009. A specialist in child and adolescent mental health, she found the Fellowship extremely valuable and was able to implement some significant changes on her return.

*'Before I went for the Fellowship, the hospital was admitting young people and adults on the same ward which was real hard for the young people. After my three months' training in east London, specifically in the management of young people on an inpatient basis in Coborn, Newham, I was able to open up the child and adolescent inpatient ward separate from the adults. This has been followed by certificate course training by the team from the East London Partnership in child and adolescent mental health, which is ongoing. Generally speaking, a lot of changes have taken place since I returned from my Fellowship.'*

**Philip Waweru Mbugua** held a Commonwealth Professional Fellowship at Community Service Volunteers in 2005.

*'The Commonwealth Professional Fellowship enriched my experience and helped to make me a better leader at the head of a young and dynamic organisation – NOPE (National Organisation of Peer Educators). Peer education involves the use of volunteers, and keeping them motivated is one of the key challenges. This was one of the main areas that I sought to address after my Fellowship in the UK.'*

*'NOPE works with different organisations to address HIV/AIDS awareness and other emerging challenges. NOPE has facilitated sensitisation meetings for over 1,000 managers to win their support for peer education programmes. Many of the organisations have put in place motivation mechanisms for peer educators, such as provision of t-shirts, training, and recognition through award schemes.'*

*'The HIV prevalence in Kenya when NOPE started in 2000 was over 14% – this now stands at 7.4%. I therefore feel that NOPE, under my leadership, is making a significant contribution to Kenya's fight against HIV/AIDS. The uniqueness of our programmes and facilitation techniques has created demand for NOPE services beyond Kenya, and we have conducted consultancy services in southern Sudan, Uganda, Tanzania, Somalia, Liberia and Sierra Leone.'*

**Hilary Kimeli Limo** was awarded a Commonwealth Professional Fellowship in Public Health and Environment at the Chartered Institute of Environmental Health (North East) in 2007. He is Public Health Officer at the Kenyan Ministry of Health, where he coordinates the weekly surveillance of communicable diseases in a region of the country. His skills were called upon two weeks after returning to Kenya, during the violence in the wake of the election at the end of 2007.

*'[The] Ministry of Health constituted a team to coordinate health and nutrition issues in internally displaced people (IDP) camps and I was nominated to be part of the team. With fresh ideas from the Tyne and Wear Emergency Planning Unit, I led the team in establishing various sub-committees to deal with shelter, sanitation and hygiene, safe water, and psychosocial support. The IDPs are still in the camps, but at least they are able to access their basic needs as we plan to reconcile the communities. I personally feel that the award opened a new chapter in my work and I thank the Commonwealth for the sponsorship. I am proud to be associated with you.'*

**James Achanyi-Fontem** is Executive Director of Cameroon Link, and spent three months undertaking a Professional Fellowship at the Sickle Cell Society in 2008. James was able to obtain a more senior position within 12 months of completing his award, and strongly attributes this advancement to the Fellowship.

*'Immediately upon completion of my Commonwealth Professional Fellowship award in 2008, I was elected to the position of International Coordinator of the Men's Initiative of the World Alliance for Breastfeeding Action, a position that I still currently hold. Additionally, I have been the National Coordinator of the International Baby Food Action Network since 2009, the National President of the Federation of Cameroon Breastfeeding Promotion Associations since 2010, COL Cameroon Link Partnership Liaison since 2010, and the Health District Coordinator for Scaling Up Malaria for Impact since 2011. These are all cumulative functions within my current position as Executive Director of Cameroon Link (Human Assistance Programme).'*

*'I organise capacity building training for media professionals working on the development of community radio stations in Cameroon. I coordinate research work on infant and young child feeding for approximately 30 health district civil society organisations in Cameroon. I supervise, monitor and evaluate the work of the Commonwealth of Learning at the community radio stations in the west and southwest regions of Cameroon involved in the design of community of learning programmes on mother and child health care. 12 community radio stations are involved in this activity. Under my coordination, 110 community-based organisations are involved in the promotion of malaria prevention in the district of Bonassama.'*

**Anselmo Kapandila** is Managing Director of the Ansade Foundation, based in Tanzania. He undertook a Professional Fellowship at the East Lindsey District Council for three months in 2010. Anselmo was able to provide technical, analytical, managerial and education training to more than 50 colleagues on specific skills that he gained from undertaking the Fellowship, particularly in the area of household sanitation and hygiene.

*'I provide care and support as well as education to children in need including orphans, homeless, street and disabled children with involvement from women and the wider community, which also involves facilitating the construction of schools and fundraising. I am also involved in providing support to marginalised women through micro projects, with the aim of also having a positive impact on children. I create partnerships with other charities, development partners and NGOs, both within and outside the country, as a means of establishing other resource centres.'*

**George Onyango** is Deputy Director of Slums Information Development and Resource Centre (SIDAREC) in Kenya. He undertook a three-month Professional Fellowship at the International HIV/AIDS Alliance in 2010.

George asserts that the Fellowship provided him with the capacity to help shape SIDAREC's five-year strategic plan.

*'I am responsible for programme design, monitoring and evaluation, and staff development. I also influence decisions on project management, staff hiring, and programming. I was able to develop a conflict of interest policy that has been the guiding principal of the organisation's work. Upon my return from the Fellowship, I helped develop a five-year strategic plan to guide the organisation. I have been able to start a street family programme that rehabilitates families from the streets to empower them to lead decent lives. I also created a mobile library that takes books to children who do not have access to reading materials or lack access to library facilities.'*

*'SIDAREC has projects in the slums that improve the livelihoods of people living there. Mobile and community libraries have played a greater role in improving performance of children in the slums who did not previously have access to reading materials or libraries. In order to inform the organisation on the need for this programme, we evaluate the number of children coming to the centres to access library facilities, the number of children borrowing and returning books from the libraries, and school performance in the national examination. On livelihoods, we look at how people provided with loans are repaying them and any significant changes in lives of those we provided with grants (loans).'*

**Oluwatoyin Olubunmi Opawoye** is Head of Health Programmes for the Leah Charity Foundation based in Nigeria. She spent three months at the Haven Wolverhampton in 2011 undertaking a Commonwealth Fellowship in the area of health and gender equality. Through skills that she learned from the Fellowship, Oluwatoyin was able to hold multiple seminars for women's groups and school children, teaching them about domestic violence prevention.

*'Our activities include taking health care services to rural and hard-to-reach areas via mobile clinics, preventing maternal mortality through the provision of free antenatal and delivery care services, free treatment for under-five children, support to orphans and vulnerable children, financial support to children with eye cataracts, and a range of other health services. I am also responsible for a campaign against domestic violence and challenges to women's health.'*

## Gender equality

**Abiola Ruth Adimula** is Legal Practice Chairperson of Women and Child Watch Initiatives in Nigeria. She undertook a Professional Fellowship at the Haven Wolverhampton for a period of six months in 2010. As a result of her Fellowship, Abiola has been able to provide training to Nigerian magistrates on improving the administration of the child justice system. This led to the magistrates undertaking Fellowships themselves.

*'After completing the Professional Fellowship, I was able to empower women farmers against domestic violence through economic initiatives. With support from Fate Trust Wolverhampton UK, I was able to establish a women's centre that installed modern harvesting equipment for Tsaragi women. In 2011, I helped established a children's sight-saving endowment which provides free eye surgery for indigent children.'*

*'I trained scores of students in different high schools about domestic violence and abuse, the effect it has on children, and how to access help. I also provide managerial training to the board of trustees and other members of my NGO and have sensitised the Kwara State Judiciary on the importance of improving the Nigerian child justice administration system, which led to two magistrates undertaking Commonwealth Professional Fellowships [and] who now greatly add to the functionality of the family court system.'*

## Poverty reduction

**Musaka Mutondo** is Coordinator of the Siavongo Nutrition Group in Zambia. He undertook a three-month Professional Fellowship in 2009 hosted by Discovery Student Volunteering Swansea. Musaka credits the Fellowship with making contacts that enabled him to secure funding for further research projects.

*'I have a managerial position that involves drawing up training programmes for junior staff which I present to the committee for approval. I am also responsible for determining staff salaries, recruiting both junior and senior staff, and ensuring that the executive carries out processes accordingly.'*

*'I have conducted two training sessions on how to conduct research and surveys on nutrition and food security for groups of volunteers where I work. This research, including the surveys, has resulted in over 600 households reached by our volunteers. The survey has been supported by the National Food and Nutrition'*



*Commission and Self-Help Africa. Other training research was funded by Comic Relief through Spice UK, through contacts I had made during the Fellowship.*

*'Through my lobbying efforts, I have convinced the Department of Fisheries to put aquaculture as a priority in Siavongo (Zambia), as most communities were suffering and yet we have the resources which could be utilised to generate income for them. The most important issue I have managed is to influence the allocation of agriculture inputs to women in the district, which has seen an increase in the number of women registering and accessing aquaculture inputs.'*

## **Other**

As previously mentioned, many of our Fellows work in areas that cross these sectors. The following two stories are examples of the interdisciplinary nature of their work.

**Robert Ntalaka** is Information Officer and HIV Project Coordinator at the Association of Microfinance Institutions of Uganda. He undertook a three-month Professional Fellowship in 2008 at the University of Sheffield in the area of education and technology and public health. Robert was able to train over 50 colleagues in technical and education skills that he gained from undertaking the Fellowship. Additionally, as a direct result of the award, he was able to publish six articles that were accepted by different international conferences.

*'I manage information, communications and media relations, working with the technical team at the Association of Microfinance Institutions of Uganda to produce working papers and other publications for policymakers and other stakeholders in the microfinance industry. I also produce a bi-monthly newsletter and quarterly bulletin, as well as managing the microfinance journal. Lastly, I coordinate and manage the HIV microfinance project.'*

**Walter Augustine Tuni** was Prosthetics Orthotist at the CCBRT Disability Hospital in Tanzania at the time of his six-month Professional Fellowship at the University of Strathclyde in 2009. He is currently Clinical Instructor in Health Education (Disability Management) at the Sirindhorn School of Prosthetics and Orthotics based at the University of Bangkok in Thailand. Walter credits the Fellowship with enabling him to gain the necessary skills for career advancement.

*'As a clinical instructor/lecturer, my main duties are to develop lecture plans and teach. Apart from teaching, I am also involved in the Policy and Planning Department, where we look at all infrastructures, material procurements, and health and safety measures on the area of prosthetics and orthotics. I also supervise students in their research and projects.'*

*'Before the Fellowship, I had few clinical skills but, after being at Strathclyde for six months, I gained the necessary skills that enabled me to become a clinical instructor in my area of work. I am now able to conduct intensive clinical assessments and teach my colleagues and other paramedic staff in areas related to physical disability management.'*