



COMMONWEALTH
SCHOLARSHIPS

COMMONWEALTH KNOWLEDGE

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INSPIRING GENERATIONS

The role of art in Uganda's history and development

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THE FIRST WORD

There was an enthusiastic response to the first issue of *Common Knowledge*, published at the end of last year. I hope you will find this second issue equally stimulating. Among other features, we find out how George Kyeyune's inspirational work has captured the imagination of his fellow Ugandans and beyond, and current Scholar Lucy Ry-Kottoh looks at the burgeoning e-book industry in Ghana.



The Commonwealth has long set the pace on gender equality. This year – and in this issue – we wish a happy 90th birthday to our indefatigable Head, HM Queen Elizabeth. We also welcome Baroness Scotland as our first female Secretary-General. She describes herself as a ‘classic child of the Commonwealth’ – born in the Caribbean, yet brought up in the UK. She has mentioned the battle against domestic violence and efforts to decriminalise homosexuality as particular early priorities. I know that she also recognises the role that corruption plays in perpetuating poverty and stunting development. The Anti-Corruption Summit which took place in London last month was an important milestone, and some of the ideas that emerged from it demand to be pursued vigorously within the Commonwealth, too.

Commonwealth Scholarships funded by the UK government are part of a wider, international scheme – the Commonwealth Scholarship and Fellowship Plan (CSFP) – which is currently undergoing a review from a high-level taskforce. The Plan was always intended to be a horizontal

one, with a network of reciprocal scholarships, yet over the years the CSFP has become heavily focused on scholarships for students from developing Commonwealth countries to study at universities in the developed Commonwealth, and in the UK in particular. The CSFP endowment fund created in 2009 has helped to revive the original vision, but there is still a long way to go. Can the taskforce help to reinvigorate the CSFP scheme and make it truly pan-Commonwealth? If you have ideas for the future development of the scheme, please send them to us at alumni@cscuk.org.uk and we can make sure they are fed into the taskforce.

We look forward to welcoming over 500 new Commonwealth Scholars to the UK in September, in addition to our Commonwealth Fellows, who will join UK organisations throughout the academic year to increase their professional skills and experience, and over 200 Scholars who will take up Distance Learning Scholarships in their home countries. We also wish our departing Scholars the best of luck as they return home this summer. Do stay in touch with the CSC community through our alumni associations. We are keen to build up our alumni network, and we rely on your energetic support!

Anthony Cary CMG
Commonwealth Scholarship Commissioner

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MARKING UGANDA'S HISTORICAL JOURNEY

Common Knowledge spoke to renowned artist **George Kyeyune** about his work inspiring generations of Ugandans through his teaching and art.

George Kyeyune's advice to his students is 'to think outside the box, to try alternative views of art, to be adventurous, and most importantly to be courageous'.

This spirit of adventure was instilled in George when he was awarded a Commonwealth Scholarship in 1999 to pursue his PhD at SOAS, University of London. The experience was life-changing. 'When I went to the UK, everything was redefined for me,' he said. 'I was exposed to the possibilities in art and different viewpoints. Art became a subject of controversy, which is a good thing. Uganda is still conservative and not as open-minded as other societies when it comes to art. The exposure in the UK opened me up and brought doubt in me. By this I mean it made me ask questions in order to get to a positive end, rather than taking a piece for granted. I try to instil these same concepts in those I teach when trying to inspire the next generation of critical thinkers.'

George was focused on returning to Uganda and supporting the development of his field and country through his art and work at Makerere University, where he has been a Lecturer for over 20 years. He believes that it is too easy for some to return to their home country after studying abroad and complain about a lack of suitable jobs. 'I say you have to have a backbone and know that nothing

MARKING UGANDA'S HISTORICAL JOURNEY

is impossible if you have conviction to impact your sector. While in the UK, find applicable solutions for our country. Use the best practice you have learned in the UK and be innovative. Don't let the excuse of a lack of infrastructure in our country stop you.'

George is encouraging his fellow countrymen and women, especially the Ugandan government, to take an interest in art and recognise its potential for tourism development, as well as its wider social and cultural development opportunities. 'Art does not give immediate returns like selling bananas does, but it works on our conscious. Art can be a tool for tourism and social emancipation for our country.'

George had humble beginnings, growing up in Masaka, a town two hours outside Uganda's capital, Kampala. He was born into a traditional family, fetching water from wells and looking



▲▶ **George Kyeyune** in his studio at Makerere University, Uganda



after the cattle. From his childhood, he strongly recalls drawing pictures on the muddy floor of the courtyard. He realised that he wanted to be an artist when he kept using the ground as a canvas long after the other children had tired of the activity.

'I think we are all born artists, but when we work on our natural talent, that is where the difference comes in. It's about how much energy and effort you spend on nurturing your talents. The most successful people are not always the best but those who relentlessly work on themselves and their talents.'

As a professional artist, George acknowledges that he is lucky, noting that 'It takes nerve, belief, and interest to talk about issues through art without expectation of payment'. Just as art can be a spur for tourism, it can also be a tool for communicating and celebrating historical issues and developments – a concept behind many of the sculptures that he has been commissioned to create.

'To me, sculptures mark a moment in time, capturing the circumstances and political issues of the time, as an embodiment of me and the larger community. I partake in the suffering along with the community – our thoughts and feelings about those issues. So what comes out of me through art is a representation of what many other people are seeing or feeling.

'In my art pieces, I speak of historical and social importance, so that someone in 20 years' time will know what we were feeling and what was going on, and my voice is part of capturing that. The importance for me is that I have been part of that history and have tangibly contributed to it, and that there is a permanent reminder of our history as depicted in the monuments.'

Over the years, George's sculptures have marked key moments in Uganda's history, and they stand proudly in various public spaces in Kampala, reminding Ugandans of who they are, where they have come from, and where they are going as a country.

In 2012, when Uganda celebrated 50 years of independence, George and his team erected 'Journey' – a sculpture depicting a mother holding her jubilant child – in the Kololo Independence Grounds. The monument is also the background art on the 2,000, 5,000, 10,000 and 20,000 Ugandan shilling

notes. Describing the work of art, George said 'It's about hope, resilience, expectation, and excitement. This child is excited, depicting the birth of a young nation'. George himself was born in 1962 – the year in which Uganda was granted its independence – and so, along with many other Ugandans, the 'Journey' marks his journey too.

This is not the only work of George's to feature on his nation's currency. When Uganda hosted the Commonwealth Heads of Government Meeting (CHOGM) in 2007, he led the team of Ugandan sculptors who moulded 'Stride', an iconic art piece of a man, his wife, and his child holding a flag marching forward. The sculpture stands near the Ugandan Parliament building, and the image is also carried around by citizens in their wallets, featured on the 50,000 Ugandan shilling note. During CHOGM, George and his team of artists and sculptors had the opportunity to meet and dine with the President of Uganda, Yoweri Museveni, and HM Queen Elizabeth II.

In November 2015, after many months of preparation, Pope Francis arrived in Uganda on the second stop of his maiden tour of Africa. As Ugandans repaired buildings and cleaned the streets in preparation for the Pope's visit, George had been tucked away for a month in his studio at Makerere University, putting the final touches to his sculpture of Ugandan martyr, St Andrew Kaggwa. The sculpture now stands in Munyonyo, in commemoration of the visit, during which George had the opportunity to meet the Pope and discuss the sculpture and its inspiration.

George returned to SOAS in 2013, on a Commonwealth Academic Fellowship, focusing on art in Uganda in the last century. This was an untapped area of research for the institution, and both sides benefited from the expertise and insight provided by the other. As a result, George plans to write a book on the history of art in Uganda. 'I want to be an active participant in Uganda's journey. Art is my oxygen. If I am not doing teaching, painting or sculptures, I am not alive. I want to keep going as far as my energy will take me. In teaching, I get to pass on my skills and inspire the younger generation. I am privileged to be paid for what I love doing.'

Professor George Kyeyune is a 1999 Scholar from Uganda – he studied for a PhD in Art History at SOAS, University of London. He is also a 2013 Academic Fellow in Art History, also at SOAS.

GOING DIGITAL

Will access to e-books improve literacy in Ghana? Lucy Ry-Kottah aims to find out.

Digital book publishing since its inception, as with all new phenomena, has attracted discussion among those who work within and study the industry, focused on its characteristics, merits, demerits, and role within the traditional print publishing industry.

Digitally-published content has the advantage of ease of access, with minimal constraints of the type that may be encountered in accessing printed books, because online content can be accessed anywhere, anytime by multiple users (with the caveat that some e-books have geographical restrictions). From the publishers' point of view, digital publishing also has the advantage of reduced manufacturing costs, since digital delivery does not require paper, printing, binding, and shipping.

While digital publishing has diffused well into countries in the global north, the situation in developing countries cannot be ascertained. This is because of a lack of research in this area and, in the case of Ghana, information on digital publishing and its impact is practically non-existent.

Why is this important?

Though digital technology seems to be 'germinating' in Ghana – as demonstrated by the launch of Azaliabooks.com, Ghana's first independent online bookstore, last year – there is no comprehensive data that captures publishing activities in general, and digital publishing in particular. Several questions need answers, for example: how many publishers have published children's e-books? What has been their motivation? What challenges do they face? Have they achieved the benefits they envisaged? Are there enough skilled personnel and other required resources to support digital publishing? What are the themes and subjects of these e-books? Are

they available, accessible, and being used by young readers in Ghana?

Judging from the themes of the Ghana International Book Fair over the last five years, it is evident that publishers are aware and perhaps interested in digital publishing. My research investigates the level of adoption of digital book publishing technologies among Ghana's publishers, and looks at the factors that influence them to adopt or not to adopt e-book technology. My particular focus is on children's publications, to ascertain the role that e-books can and should play in supporting teaching and learning.

Secondly, based on an examination of the infrastructure that supports a vibrant e-book industry, I will assess the skill levels of those working in the Ghanaian publishing industry. This will inform the design of training programmes in those areas where competency is lacking – for example, online editing, creating e-books in different formats for various platforms, and digital marketing.

My research approach is multifaceted, examining the environment within which publishing occurs, and the structures, processes, and activities of industry players, as well as assessing their perceptions, opinions, and attitudes towards the digital revolution. In order to present a holistic view of digital publishing, I am using a mixed methods approach involving surveys, interviews, and focus group discussions. I have also gathered

data from authors, e-book creators, online book retailers, librarians, teachers, and primary school children.

What do publishers think?

Some preliminary findings from my ongoing fieldwork indicate that many Ghanaian publishers have digitised elements of their operations, such as accounting, product planning and estimation, internal communications, editorial, and design. However, not many have adopted digital publishing – the specific technology and process that delivers digital content (for example, an e-book).

Digital publishing is usually discussed within the contexts of disintermediation – the removal of 'middlemen' from the supply chain – and convergence, as old and new media industries intermingle and combine. It is considered to be a disruptive innovation, because of its potential to empower authors, readers and other stakeholders in the publishing ecosystem. Yet Ghanaian publishers do not consider it 'disruptive' enough to threaten the traditional model. Those who have gone digital see it as just another revenue stream while they concentrate on their core business: print publishing.

Publishers who have adopted digital publishing generally outsource production and distribution. Non-adopters are cautious and uncertain about the demand and sustainability of the e-book market in Ghana, hence their reluctance to invest in digital book publishing technologies.

What do readers think?

From the potential user's point of view, it was evident that most of the children who participated



If we had all our school books in the digital form, I will shout Hallelujah!

in this research were excited about this new technology, with some asking if their school was going to introduce e-books as tools for teaching and learning. One girl in an upper primary class made her feelings clear in an interesting statement during a focus group discussion:

'If we had all our school books in the digital form, I will shout Hallelujah! It will be fun and we will not have to carry all those heavy books in our bags.'

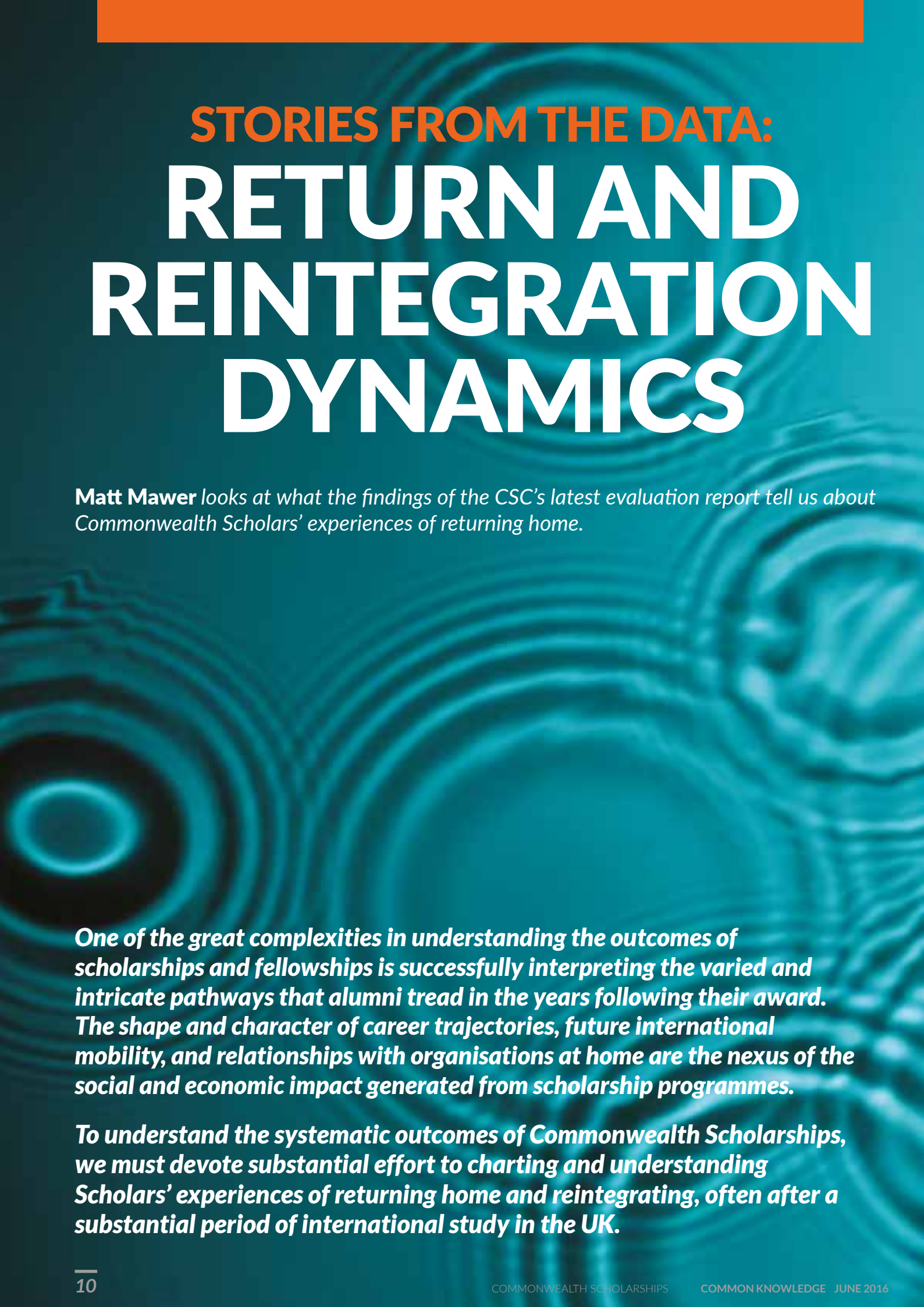
This 'declaration' presents a clear opportunity for publishers, academics, and policymakers to take advantage of, produce, and promote the use of e-books as an alternative or complementary way to enhance literacy.

What next?

My research will develop thinking in the field of publishing, by bringing to the fore the perceptions, expectations, and challenges of those involved in digital publishing in Ghana, so that interested parties can engage with them.

I also hope to identify important areas in which competencies need to be developed in order to equip and improve the human resource capacity of the industry. Through that, I will develop a curriculum in digital book publishing to be incorporated into the BA Publishing Studies programme at Kwame Nkrumah University of Science and Technology (KNUST) in Ghana, or run as short courses for industry practitioners.

Lucy Afeafa Ry-Kottoh is a 2014 Commonwealth Scholar from Ghana – she is studying for a PhD in Publishing Studies at the University of Stirling.



STORIES FROM THE DATA: **RETURN AND REINTEGRATION DYNAMICS**

Matt Mawer looks at what the findings of the CSC's latest evaluation report tell us about Commonwealth Scholars' experiences of returning home.

One of the great complexities in understanding the outcomes of scholarships and fellowships is successfully interpreting the varied and intricate pathways that alumni tread in the years following their award. The shape and character of career trajectories, future international mobility, and relationships with organisations at home are the nexus of the social and economic impact generated from scholarship programmes.

To understand the systematic outcomes of Commonwealth Scholarships, we must devote substantial effort to charting and understanding Scholars' experiences of returning home and reintegrating, often after a substantial period of international study in the UK.

Across the last four years, the CSC has collected almost 2,100 survey responses from members of our alumni network exploring exactly these kinds of topics. The survey dataset includes respondents from each scholarship programme operated by the CSC, who are currently residing in 84 countries in total, having studied over 100 different academic disciplines, hosted at over 300 UK institutions. We have gathered responses from Scholars and Fellows as far back as 1960 and in every subsequent year until 2012. Earlier this year, we published a detailed report on our findings; in this article, we highlight some important trends and emergent questions that have enriched our understanding of scholarship impacts.

Employment sector shift

An encouraging net effect of the Commonwealth Scholarships has been to increase the supply of highly qualified academic personnel. Academic exchange and access to expertise from around the Commonwealth has been written into the programme's rationale since its inception in the late 1950s, and the evidence from our survey analysis shows that the scholarships provide both an entry route into the academic sector and opportunities for professional development for those already within the academy.

By comparing each respondent's job sector before beginning their scholarship to their current job sector, we have found a notable shift towards greater participation in the academic sector. The shift was only around +5%, but it represented an important finding that not only are those who started in the academic sector being retained or replaced in equivalent numbers, but the scholarship programme is also actually bolstering academic recruitment across the Commonwealth.

There has been increasing emphasis in recent years on strengthening the cadre of PhD-qualified staff within the Commonwealth, where

many higher education systems are under pressure, often because of rapid increase in student enrolments that has not been matched by the availability of additional faculty. Scholarships have provided a productive avenue through which doctorates can be studied in a timely manner, making use of the technical expertise and resources at world-class host institutions. The impact of greater participation within the academic sector is also disproportionately likely to be self-sustaining, as doctorate-qualified staff are better able to support the training of future academic researchers, in addition to disseminating their expertise through the next generation of taught students.

As a statistician, in the Central Statistics Office and the Central Bank, I have been involved in designing and carrying out surveys and censuses to provide data to decision-makers, the private sector, and other stakeholders. For example, while heading the Central Statistics Office between 1994-1998, there was a revival of data collection in several areas related to economic growth, including the Uganda National Household Surveys. Efforts also started for the provision of data on gender and poverty. This data was critical for any gender equality and poverty reduction.

Dr Elijah Muwanga-Zake (1983 Scholar from Uganda, PhD Agricultural Statistics, University of East Anglia)

I am required to report back for duty upon completion of my study. Upon my return, I am bonded to my institution for six years. If I should want to dissolve the bond, I am required to pay the full amount back to my institution.

2015 Scholar

An important consideration in assessing the relative benefits of changes in employment sector participation is from where talent entering the academic sector has been redistributed. Contrasting levels of pre- and post-scholarship employment highlight that the public sector is the domain from which talent is being, to some extent, redistributed. As we noted above, the shift between public and academic sector is hardly an exodus, but scholarship programmes are constantly alert to avoid 'hollowing out' certain sectors by facilitating systematic movement away. Reassuringly, we have found substantial evidence of contributions made to a range of public administration activities from positions within government and academia.

Outcomes are complex, but the findings of our most recent analysis point to the bolstering effect of Commonwealth Scholarships, not merely a redistribution of talent to one sector, at the expense of another.

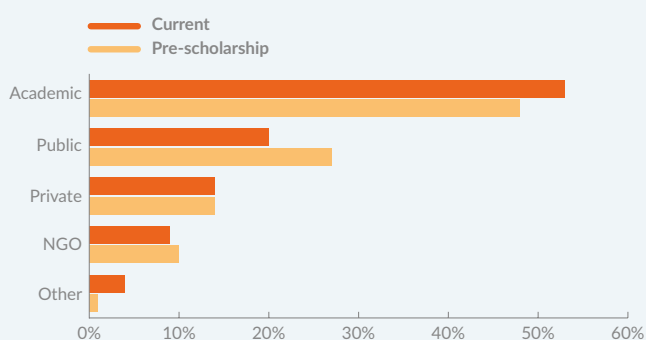
Links between employment and returning home

How, then, does the story of shifting participation in employment sectors tie in to the broader dynamics of returning home and building a career?

As a starting point, it is worth noting that almost 63% of all Commonwealth Scholars and Fellows return to their previous employer, with the proportion much higher for those who remained employed while undertaking their award, undertook short fellowships, or were sponsored by their employer. Some – though not all – employing organisations provide support (however limited) for Scholars while they are in the UK, and offer opportunities for reemployment and advancement on return. As recompense, they frequently ask sojourning staff to agree to labour or financial bonds, sometimes both (see quotation above).

In 2015, some 44% of new Scholars coming to the UK who were employed before they began their scholarship had some form of bond arrangement with their employer. Findings about the utility of guaranteed reemployment as part of bonds have been mixed – including, for instance,

Figure 1:
Primary employment sector of survey respondents



STORIES FROM THE DATA: RETURN AND REINTEGRATION DYNAMICS

concerns about underemployment and talent wastage induced through bonding scholarship holders – but they are likely to remain a condition of support from sponsoring institutions and thus a factor in many Scholars' experience of returning home.

Return and reintegration is a more fluid process than expectations about bonds and reemployment may imply, with peaks and troughs in the proportion of Scholars choosing to live outside of their home region post-scholarship.

Bonds are one driver of decisions to return (and stay) home, although by definition this is limited to those who have such contractual obligations. For other Scholars, workplace reintegration can be a troublesome process, perhaps due to intransigence within the practices of home institutions, or potentially a lack of humility on the part of returnees buoyed by having completed an international degree. One of the most regular anecdotes we hear is of individuals who leave their organisation and move abroad, after their return to work is marred by incidents of professional jealousy from colleagues, difficulty securing resources and time to continue work started in the UK, or frustration with institutional systems that are out of step with the experience of study or research overseas. In our analysis, it seems likely that the peak in Scholars choosing to live outside of their home region after 1-2 years at home is partly a reflection of these reintegration difficulties.

Fluidities of return

Yet there is certainly more going on during this period. Compared to the group who completed their scholarship 1-2 years ago, the group at 3-4 years out had many more instances of Scholars undertaking further studies – often a doctorate, sometimes even funded by the CSC. In these cases, the Commonwealth Scholarship is part of a longer educational trajectory and the concepts of 'return' and 'reintegration' need to be viewed somewhat differently: return to what? Is further study generally a precursor to permanent emigration, or do Scholars return again subsequent to their studies? What are the implications of these trends for the supply of skilled labour within particular sectors?

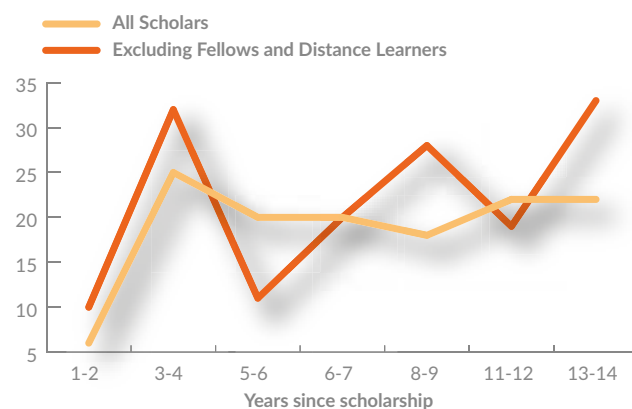
These questions are particularly pertinent to Scholars currently working in the academic sector, who we found were disproportionately likely to pursue further periods of international study after their scholarship. It is difficult to assess to what extent these extended engagements with international study impact on local educational systems, but they clarify two issues for understanding scholarship outcomes. Firstly, that by funding

both Masters' and doctoral degrees, the CSC participates in the career trajectories of individual Scholars at often rather different junctures, helping to explain some of the fluidity we observe in 'return trajectories'. Secondly, that to fully understand the outcomes of Commonwealth Scholarships, it is necessary to carefully follow future employment and education experiences – including future scholarships not necessarily funded by the CSC – as they develop and influence Scholars' lives.

Final thoughts

Inevitably, the more closely experiences of return, reemployment, and reintegration are examined, the more complex those experiences appear to be, and the more questions are raised for CSC policymakers studying the impact of their decisions. It is clear that reintegration after international study is a facet of experience understudied within both academic research and scholarship evaluation. Over the coming years, we will be seeking to explore this crucial period of Scholars' lives in much greater detail, not only to fill the gaps in our knowledge, but also to gauge whether the CSC's approach to both study in the UK and maintaining engagement with our alumni can positively influence the dynamics of return and reintegration.

Figure 2:
Percentage of Scholars living outside of their home region



Dr Matt Mawer is Senior Research Officer at the CSC, and lead author of the *Successes and Complexities: the outcomes of UK Commonwealth Scholarships 1960 – 2012* report: bit.ly/cscuk-successes-complexities

Tell us about your experiences of returning home, returning to work, and reintegrating after spending time in the UK – go to bit.ly/cscuk-stories and share your story.

LAW AND ETHICS IN AN AGEING SOCIETY

*How should society protect the rights of older people?
Mimi Zou explores this issue in the Hong Kong context.*

A fundamental feature of contemporary society in the 21st century is the rapidly ageing populations in industrialised and industrialising countries.

As this trend continues, ageing has been increasingly recognised in the public consciousness, and new light has been cast on a previously overlooked and marginalised section of society. As the visibility of older people has increased in public policy discourses, there has been a growing recognition that their needs and aspirations have been – and remain – poorly met or inadequately addressed.

In Hong Kong, where I am currently based, the number of individuals aged 65 and over currently stands at 1 million people, 13% of the population. By 2041, this is projected to rise to 2.6 million people – 30% of the projected population. To date, much of the research on ageing issues in Hong Kong has been conducted by gerontologists, nurses, sociologists, and social workers. There is a general lack of research and public knowledge of the crosscutting legal and ethical issues facing older adults in Hong Kong. Yet, such knowledge is fundamental to the protection and advancement of legal rights and

the values critical to older people such as dignity, autonomy, quality of life, and protection from abuse and exploitation.

Over the past 18 months, I have been undertaking a comprehensive study of the most pertinent legal issues facing our ageing population in Hong Kong, drawing on comparative perspectives from other countries. These issues include ageism and legal protections offered against age discrimination; regulatory issues around work and retirement in an ageing society; guardianship law and practice; the law governing substitute decision-making; advance directives and end-of-life issues; wills and inheritance; regulation of long-term care and support; legal protections against elder abuse; and equal access to justice for older people.

In Hong Kong, age discrimination is arguably the most common type of workplace discrimination. The Equal Opportunities Commission instigated a study last year in which 18% of all survey respondents



▲▲ Interviewing elderly people in Hong Kong about income security

(2,008 in total) claimed that they had experienced some kind of discrimination at work and/or in searching for work. Nearly two-thirds (64%) of this sub-group claimed that they had specifically encountered age discrimination, especially when searching for work. Unlike numerous jurisdictions such as the United Kingdom, Australia, New Zealand, United States of America, Canada, and the European Union, Hong Kong's anti-discrimination laws currently do not cover age discrimination in employment or any other context.

The findings from this research project have been incorporated into an undergraduate course on elder law that I have initiated, which will run at the Chinese University of Hong Kong in 2016. The course is the first of its kind to be offered by any law school in Hong Kong and will use innovative flipped classroom and blended learning techniques. It recently won the Faculty of Law's inaugural Innovation in Teaching Award. The longer-term plan is to develop this course into a massive open online course (MOOC), such as Coursera, for the general public.

I have also developed a knowledge transfer project from my research, aimed at addressing the need for

relevant legal education and training for a range of professionals working with older people, such as health and social workers.

It is hoped that this project, with its synergic research, teaching, and knowledge transfer components, will contribute to ongoing legal developments at local and international levels that are aimed at providing specific rights protection for older people. These legal developments will be crucial to achieving the goals of active ageing: to enable people to grow old in good health, live with dignity and autonomy, and participate as active and full members of society.



▲ Mimi Zou is a 2011 Commonwealth Scholar from Australia – she studied for a DPhil in Law at the University of Oxford.

To view videos from Mimi's course on elder law, visit elderlawinhongkong.blogspot.com





Following the launch of the 2015 Human Development Report, we invited current Commonwealth Scholars to put forward their questions to alumnus **Selim Jahan**, lead author and Director of the Human Development Report Office of the UNDP (United Nations Development Programme).

WHAT NEXT FOR DEVELOPMENT?

Q: What will make the Sustainable Development Goals succeed where the Millennium Development Goals failed?

Makweti Sishekanu (2015 Scholar from Zambia, LL.M. Energy and Environmental Law, University of Aberdeen)

- A: There are five key factors at the country level:
- Learning from the experiences of the Millennium Development Goals (MDGs) and finishing the unfinished MDG agenda
 - Prioritising and concentrating on specific goals for a timebound period (for example, three years) within the next 15 years, integrating the Sustainable Development Goals (SDGs) into overall national development strategies,

and identifying multipronged entry points (such as inequality) to address various dimensions of sustainability

- An efficient mobilisation of resources using fiscal space, as well as a well-structured implementation plan with aligned goals, strategies, and resource frameworks.
- A framework for monitoring, evaluating, and reporting through benchmarks and necessary data with disaggregation
- A robust institutional structure

At the global level, the following will be required:

- Resource support to countries in need
- Better trade and economic opportunities internationally
- Honouring commitments to global cooperation
- Reformed global institutions

Q: How will the SDGs respond to the political struggles in many countries, as none of the goals specifically addresses political sustainability?

Angela Asante (2015 Scholar from Ghana, MSc Urban and Regional Planning, Heriot-Watt University) and **Titus Obali** (2014 Shared Scholar from Uganda, MSc International Project Management, Glasgow Caledonian University)

- A: Political instability and thus unsustainability is often the outcome of economic and social inequalities, lack of rule of law, weak governance, struggle over resources, and non-respect of human rights. The SDGs cover these root causes of political unsustainability,

which is not to be seen as an abstract term or in isolation.

The UNDP is at the forefront of working at the country level on the issue of democratic governance with focus on participation, human rights, anti-corruption, support to elections, strengthening institutions, and creating a culture of democratic values in terms of making democratic space for interactions.

Q: What arrangements have been put in place as a result of the sustainable development agenda to develop the capacities and strengthen the systems of low and middle income countries? It is only when you have made gains on agreed outcomes that you can think about sustainability.

Abdul-Majeed Ahmed (2015 Scholar from Ghana, MSc Health Economics and Health Policy, University of Birmingham)

A: I fully agree with your last statement. So the critical element in the process is that the joint commitments and responsibilities of both developed and developing countries are honoured and implemented. So far, the goals, targets, and indicators have been agreed upon. Work is now underway to put an implementation plan in place, and the issues that you have mentioned are very much on the agenda of such a plan, which will focus on global partnership as well.

Q: A recent Oxfam report indicated that 62 people own the same wealth as half of the world's population. How can development actors collaborate to address growing global inequalities, especially in the global south?

Cinderella Anena (2015 Scholar from Uganda, MSc Global Development and Gender, University of Leeds)

A: Your question has two parts: global inequality and inequality within countries. In both cases, it is better to recognise two things. First, it is not only inequality in outcomes, but also inequality in opportunities that are important. Secondly, it is not just income or wealth inequality that needs attention, but inequality in non-income dimensions is also critical (for example, treatment before the rule of law).

To address global inequality, equal opportunities in global goods, services, and capital markets are needed, and distortions in global policies should be removed (for example, agricultural subsidies in the north). Capacity enhancement – both human and physical – is required, representation in global institutions should be changed, and human mobility should be encouraged. The transfer of resources and technology from developed to poor countries has to be ensured, and south-south collaboration should be encouraged.

Within countries, addressing inequality requires inclusive growth, access for all to basic social services, productive resources (for example, credit and inputs), access to information and communication technologies, productive employment creation, gender equality in all aspects of life, social protection – particularly for marginalised groups – and redistributive policies, such as progressive taxation.

Q: What are the best practical and sustainable strategies to ending food poverty in the developing world?

Jevaise Abajei Aballo (2015 Shared Scholar from Ghana, MSc Nutrition with Public Health Management, Sheffield Hallam University)

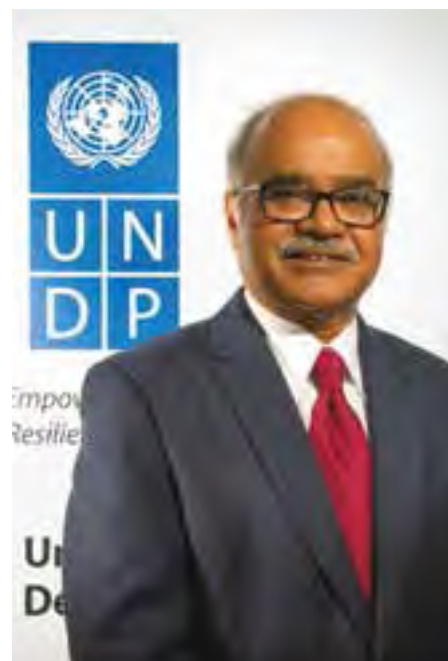
A: Five things would be needed:

- Food security, not only from the production side, but also access and distribution
- Entitlement to food, regardless of purchasing power
- Moving away from a diet of empty calories to one that is balanced and nutritious
- Ensuring access to micronutrients
- Monitoring and food security surveillance in all of these aspects

Q: What, in your opinion, is the cause of poverty on the African continent? It is important to identify the root cause of poverty to enable the correct application of the most appropriate mitigation measure.

Babajide Milton Macaulay (2015 Scholar from Nigeria, PhD Microbiology, University of Manchester, and 2012 Shared Scholar, MSc Natural Resources, University of Greenwich)

A: I think that, as a Nigerian, you know much more than I do about the root causes of poverty on your continent, and I cannot claim that I have better expertise than you



▲ Dr Selim Jahan is a 1977 Canadian Commonwealth Scholar from Bangladesh – he studied for a PhD in Economics at McGill University.

The Human Development Report, published annually by UNDP, explores different themes through the human development approach. Countries are ranked into four tiers of human development by three indicators: life expectancy, education, and income per capita. It is one of the key global measurements of development. To find out more, visit hdr.undp.org

do. The only thing I would add is that Africa is not a homogenous entity – different parts of Africa have different histories, cultures, and economies, and that diversity should be part of the analysis.

Q: I love to learn from my past mistakes and use them to shape my strategies for the future. As a former Economic Adviser to the government of Bangladesh, is there anything on which you would have advised differently today?

Cuthbert Makondo (2015 Scholar from Zambia, DPhil Geography and the Environment, University of Oxford)

A: I am a great believer of the fact that we learn more from our mistakes than what we have done right. I would highlight three things today:

- Economic planning should not be done as an abstract or academic exercise and people should be put at its centre.
- Listen to what the aspirations and priorities are on the ground and what people are saying.
- You can only depend on yourself and not others.

HAPPY BIRTHDAY, YOUR MAJESTY!

On the occasion of HM Queen Elizabeth II's 90th birthday this year, we asked Commonwealth Scholars in the UK to send us their special birthday messages for The Queen.



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Congratulations to Her Majesty The Queen on her 90th birthday. As a South African, I am deeply appreciative of The Queen's role, as Head of the Commonwealth, in fostering international cooperation. The world faces serious problems – including inequality, poverty, and climate change – that can only be solved by coming together as human beings regardless of nationality, race, or creed. The Queen is not only a symbol of such cooperation, but someone who works tirelessly to bring it about. Happy birthday, and long may Her Majesty reign.



◀ **Petrus Olivier** (2015 Scholar from South Africa, BCL Civil Law, University of Oxford)

The Queen visited the Maldives in 1972 and I am delighted to say that tales of her magnanimity, stature, beauty, and magnificence are numerous and have passed through the generations to reach my ears. I have much pleasure in sending Her Majesty my sincerest admiration, gratitude, and love on this momentous occasion of her 90th birthday. I express my sincerest gratitude on behalf of my whole country, for The Queen has honoured our country under the protectorate and after the declaration of independence. May Britain rule fair and joyous under her kind hands.



◀ **Ibrahim Nazeeh** (2015 Scholar from the Maldives, BSc Financial Economics, University of Leicester)

Newness of a beautiful beginning, crowned with blessings, blooming beauty. Nine decades and still counting, a smile at every moment that has given millions a smile. Nurturing the bountifulness of the Royal Family, The Queen is so special. Happy 90th birthday, Her Majesty The Queen.

Leonida Mosomi (2015 Scholar from Kenya, MSc Human Nutrition, University of Surrey)

In the midst of cries for gender equality and female empowerment, The Queen remains a prominent example motivating other women around the globe. Long may she continue to do so. I wish Her Majesty a wonderful year ahead – a year in the way she wishes it to be.

Michael Mathew (2015 Scholar from India, PhD Robotics, University of Birmingham)

For not giving up on this great nation and those that are members of the Commonwealth, The Queen has shown true honour. So, from the Pearl of Africa (Uganda), we wish Her Majesty inner fulfilment and joyous moments on this occasion. Happy birthday, from the land of Queen Elizabeth National Park.

Miriam Tusiimire (2015 Scholar from Uganda, MSc Public Management, University of Birmingham)

On this joyous occasion of The Queen's 90th birthday, I extend my sincere wishes to Her Majesty, the Royal Family, and all the people of the Commonwealth. The Queen's reign has been a crucial era, leading through the Second World War, the expansion of Commonwealth states, and three royal generations in changing times. In particular, I believe Her Majesty's visit to Ireland in 2011 carried with it the weight of symbolism, reconciliation, and acknowledgement that is representative of her 63 years on the throne, and the grace and dignity synonymous with it remains a singular honour for royals to follow. Long live The Queen!

Ali Sarfraz (2015 Scholar from Pakistan, MSc Mechanical Engineering Design, University of Manchester)

I am delighted to send my heartfelt congratulations to Her Majesty The Queen on the celebration of her 90th birthday, 63 years on the throne, and patronage of over 600 charities and organisations. I sincerely appreciate The Queen's kindness extended to other countries of the world, especially through the Commonwealth. Her kindness has improved the lives of many people. And so I join the host of many other people to say 'Thank you, Your Majesty'.



Kosoluchukwu Ekwunife (2015 Shared Scholar from Nigeria, MPhil Engineering for Sustainable Development, University of Cambridge)

As a Commonwealth Scholar from Bangladesh, I have the pleasure and honour of conveying the heartiest greetings to The Queen on her 90th birthday not just from myself, but also from the people of my country. I would like to take this opportunity to let Her Majesty know that I consider myself one of the luckiest persons in the world because I was introduced to her at the University of Exeter in 2012 during her Diamond Jubilee tour. Long live The Queen.



Mahbub Hossain (2013 Scholar from Bangladesh, PhD Economics, University of Reading, and 2011 Scholar, MSc Economics and Econometrics, University of Exeter)

During your years as Queen, you have seen my mother and her family move from England to South Africa to Canada. You have seen my own family move from Canada to New Zealand and back. You have recently seen me move to England to pursue my studies. Ma'am, on this your 90th birthday, I wish you only health and happiness – and maybe another skydiving jump with James Bond 007! On behalf of all the countries my family and I have called home, happy 90th birthday.



Julia Zulver (2015 Scholar from Canada, DPhil Sociology, University of Oxford)

Long live Her Majesty The Queen!
 Eternal grace be yours our dear Queen
 Let the heavenly stars rejoice on your special day
 Indeed, your excellence as a mother is celebrated zing!
 Our hearts pound with joy
 An eminent nonagenarian
 Blessed be your reign
 Epitome of grace you are
 To the low and high
 Hello from Africa, our dear and eminent Queen
 In more than six decades
 From your fountain of kindness, we have drunk
 Still, your mountains of benevolence have not shrunk
 From our hearts, we say thank you
 And celebrate the mother of the world, Her Majesty The Queen



Abbas Agbaje (2015 Shared Scholar from Nigeria, MSc Sustainable Environmental Management, University of Greenwich)

I wish Her Majesty The Queen a very happy birthday! My congratulations on this special occasion. May she live a hundred years and more. A queen's life is always not a fairy tale. In reality, she is also a daughter, a wife, a mother, a grandma. The Queen must have faced the storms that all women face in their lives. Her Majesty has shown to the world the real strength of a woman. Being a woman, I look up to her as my inspiration!



Rachita Chatterjee (2015 Shared Scholar from India, MSc Oncology, University of Nottingham)

Happy birthday to a person who is charming and kind. The Queen has been an inspiration to me since my childhood, and I am greatly moved by the impact Her Majesty has made in the world. I consider myself to be lucky to have been affected by her kindness. I have had an unforgettable experience as a Commonwealth Scholar studying in the UK. This will continue to have a lasting impact on me and my nation. I celebrate The Queen's 90th birthday with her in joy. May all Her Majesty's days be filled with unending smiles and laughter.

Uwaye Aikhuele (2015 Shared Scholar from Nigeria, MSc Public Health – Health Promotion, Leeds Beckett University)

EVENTS



DEVELOPMENT MODULE ROAD MAP WORKSHOPS

Development Module Road Map workshops for PhD Scholars, held at Cumberland Lodge, Windsor, UK in February and March 2016



CONNECT AND COMMUNICATE WORKSHOP

Master's Scholars at a workshop on 'Connect and communicate: academic engagement with modern media', held at Cumberland Lodge, Windsor, UK in March 2016





EDUCATING THE PEOPLE, ENGAGING THE NATIONS

Scholars from the Wales, Northern Ireland, and South West Regional Networks, at a seminar on 'Educating the people, engaging the nations', at Cardiff University in April 2016



THE STATE OF RESEARCH

The North East Regional Network organised a conference on 'The state of research and postgraduate research training in developing countries: A focus on Africa', held at Sheffield Hallam University in February 2016



COMMONWEALTH DAY 2016

Commonwealth Scholars attended a range of events to mark Commonwealth Day, including a reception hosted by the Commonwealth Secretariat at Marlborough House, London, at which they met HM The Queen



'Secretary-General's Commonwealth day reception' by Commonwealth Secretariat is licensed under CC BY-NC 2.0: www.flickr.com/photos/comsec/25251615204

EVENTS



CANADA

Alumni at a Canadian Association of Commonwealth Scholars and Fellows reception in Toronto in February 2016

GUYANA

Guyanese alumni at their first alumni reception, held in Georgetown in March 2016



NIGERIA

The first annual general meeting of the Commonwealth Scholars and Fellows Alumni Association Nigeria (COSFAN), held in Abuja in December 2015





PAKISTAN

The first Pakistani alumni networking event, held in Islamabad in March 2016



UGANDA

Ugandan alumni at an alumni breakfast panel discussion on 'Commonwealth awards: linking national priorities to skills development', held in Kampala in November 2015



ALUMNI NEWS

The updates below (listed by year of award) summarise just some of the achievements of our global alumni. To let us know about your successes, email alumni@cscuk.org.uk

1960

Ratan PARIMOO was recognised and awarded by the Kashmir Education, Culture and Science Society in February 2016 for his contribution to the field of art. Ratan is a major Indian art historian, and is currently Director of the Lalbhai Dalpatbhai Museum, India. (Scholar from India, BA History of Art, University of London)

1963

Stephen SAFE has been awarded an honorary degree by Queen's University, Canada. His research has helped to regulate and reduce levels of pollutant compounds in wildlife, humans, and food. (Scholar from Canada, DPhil Organic Chemistry, University of Oxford)

1972

Arun Kumar BASAK received *The Daily Star's* Star Lifetime Award in February 2016. He is a renowned scientist and physicist, and is currently an Emeritus Professor in the Department of Physics at the University of Rajshahi, Bangladesh. (Scholar from Bangladesh, PhD Nuclear Physics, University of Birmingham)

1975

Michael OMOLEWA was appointed Member of the Governing Council of Federal University Ndufu-Alike Ikwo, Nigeria, in March 2016. His appointment is in recognition of his experience in and contribution to tertiary education in Nigeria and educational development globally. (Academic Fellow from Nigeria, History of Adult Education, King's College London)

1977

Lal Ramnath SAWH performed the surgical removal of a renal tumour which, according to medical records, is the largest tumour removed in the western hemisphere and the second largest in the world. Lal was the lead surgeon in the operation, removing the eight-pound tumour from a patient at the Southern Medical Clinic in San Fernando, Trinidad and Tobago, in December 2015. (Medical Scholar from Trinidad and Tobago, FRCSEd Surgery, University of Edinburgh)

1978

Jacques FRÉMONT has been appointed President and Vice-Chancellor of the University of Ottawa, Canada, from July 2016. He is President of the Quebec Human Rights and Youth Rights Commission, and an Emeritus Professor at the University of Montreal. From 2011-2013, he was Director of the International Higher Education Support Program of the Open Society Foundations. (Scholar from Canada, PhD Law, London School of Economics and Political Science)

Crispus Makau KIAMBA has been appointed Chair of the Special University Advisory Committee by the Kenyan Cabinet Secretary for Education, Science and Technology. The committee will look into the challenges of expansion of access to university education in Kenya. Crispus has also been appointed by the Commonwealth Secretariat as Chair of the CSFP Working Group, which will determine the future direction of Commonwealth Scholarships and report to the Commonwealth Education Ministers Action Group. (Scholar from Kenya, MSc Urban Land Appraisal, University of Reading)

1981

Yogambikai RASANAYAGAM has been reappointed Chancellor of the Eastern University, Sri Lanka, following her first five-year term. (Academic Fellow from Sri Lanka, Industrial and Urban Development, University of Cambridge)



▲ Yogambikai Rasanayagam

Pradip SARKAR was awarded the Central Public Works Department Medal in December 2015, for submitting one of the best academic papers to the Indian Road Commission for three years successively. (Scholar from India, MSc Transport Engineering and Operations, Newcastle University, and 2013 Academic Fellow, Transport Planning, Newcastle University)

1983

Marc TESSIER-LAVIGNE has been appointed President of Stanford University, USA, from September 2016. He is currently President of The Rockefeller University in New York. He is a world leader in the study of brain development and has pioneered the identification of the molecules that direct the formation of connections among nerve cells to establish neuronal circuits in the mammalian brain and spinal cord. (Scholar from Canada, PhD Neurophysiology, University College London)

1984

Edward GREENSPON has been appointed President of the Public Policy Forum, Canada, an independent not-for-profit think tank which serves as a neutral independent forum for open dialogue on public policy. (Scholar from Canada, MSc Politics, London School of Economics and Political Science)

1986

Michael DENHAM was appointed President of the Business Development Bank of Canada in August 2015. He was previously President of AquaTerra. His former roles include President and Senior Managing Director of Accenture's Canadian division, and President, Business Process Services of CGI Group. (Scholar from Canada, MSc European Studies, London School of Economics and Political Science)

1989

Rolph PAYET was presented with an honorary degree from the University of London by HRH The Princess Royal, the university's Chancellor, in March 2016. Rolph is currently Executive Secretary of the United Nations Basel, Rotterdam and Stockholm Convention.

1990

Himmat Singh RATNOO has published his research on labour migration in a new book. *Migration of Labour in India: The squatter settlements of Delhi* is being published by Routledge in July 2016. (Scholar from India, PhD Economics, University College London)

1991

Mark CARNEY has been awarded an honorary degree by the University of Alberta. He is currently Governor of the Bank of England. (Scholar from Canada, DPhil Economics, University of Oxford)

1999

Mawutor Kudjo AVOKE has been appointed Vice-Chancellor of the University of Education, Winneba, Ghana. Previously, he was Pro-Vice-Chancellor of the university. He is also Chair of the Governing Council of Ho Polytechnic. (Scholar from Ghana, PhD Special Education, University of Birmingham)

2006

Buba Ibrahim AHMED was appointed Member of Nigeria's Tertiary Education Trust Fund (TETFund) Standing Committee in October 2015. The committee is responsible for the fund's policies to support the institutionalisation of research and development in tertiary institutions. (Academic Fellow from Nigeria, Agricultural Entomology, Swansea University)

2008

Mary KACHALE was named *Nyasa Times* 2015 Person of the Year in December 2015, in recognition of her work as Director of Public Prosecutions in Malawi and for her involvement in convicting those behind the Capital Hill Cashgate Scandal. (Scholar from Malawi, LL.M. Law, University College London, and 2010 Scholar, MPhil Law, University College London)

2009

Richard APPIAH OTOO led one of the winning projects in the 2015 Planetary Urbanism International Competition, led by ARCH+ magazine with the support of the German Federal Foreign Office. Richard's team submitted a project titled 'The Water Issues of Accra', which won in the third prize category. The winning projects will be published in a special edition of ARCH+ and exhibited during the United Nations Habitat III conference in Quito, Ecuador, in October 2016. (Scholar from Ghana, MSc Water Management, Cranfield University)

2011

Christopher MUMBA JR has become the first African person to be appointed Leader of the International Indigenous Working Group on HIV and AIDS (IIWGHA). He has also been appointed Focal Person for Just Detention International South Africa and Sonke Gender Justice, which are extending their projects to Zambia and Malawi to help promote improved responses to sexual violence and HIV transmission (Professional Fellow from Zambia, UK Consortium on AIDS and International Development)



▲ Christopher Mumba Jr

Mimi ZOU was a finalist in the Education UK Alumni Awards 2016 in the Social Impact category, for her research on elder law and the ethics of ageing in Hong Kong and China. Find out more about Mimi's research on page 13. (Scholar from Australia, DPhil Law, University of Oxford)



▲ **Leckraj Amal Bholah**

2012

Sheila MAKINDARA has been awarded the 2015 Mandela Washington Fellowship, under the flagship programme of US President Barack Obama's Young African Leaders Initiative. Sheila is currently Country Director of Childreach Tanzania, which won the 2014 Stars Impact Award for Education in Africa-Middle East. (Professional Fellow from Tanzania, Childreach International)

Darryl STELLMACH has been awarded the 2015 Royal Anthropological Institute Sutasoma Award for the potentially outstanding merit of his doctoral research. His research examines the aid agency response to the civil conflict in several locations in South Sudan. (Scholar from Canada, PhD Anthropology, University of Oxford)

of Leeds. (Scholar from Guyana, MSc Structural Engineering, University of Leeds)

Patience KIYUKA was awarded a PhD scholarship by the Initiative to Develop African Research Leaders (IDeAL) in November 2015. Her PhD project will seek to understand the antibody mechanism responsible for naturally-acquired immunity to malaria. Patience will be registered for her PhD at the Open University, UK, but will conduct her research at the KEMRI-Wellcome Trust Programme centre in Kenya. (Distance Learning Scholar from Kenya, MSc Infectious Diseases, London School of Hygiene and Tropical Medicine)

Leckraj Amal BHOLAH was nominated for the Young Author Recognition Award at the ITU (International Telecommunication Union) Kaleidoscope 2015 conference in December 2015. He was also awarded third prize in the Turbine Business Idea Competition 2015 by Turbine, a Mauritius-based business incubator and start-up accelerator. (Distance Learning Scholar from Mauritius, MSc Global Health: Global eHealth, University of Edinburgh)

Kannabiran GANESAN and his Professional Fellowship host Dr Sally Smith have been awarded the 2015 Emerald/India Academy of Management Research Fund Award for their research proposal, 'Determinants of Effective Strategic Positioning of University Business Incubators in India'. (Professional Fellow from India, Edinburgh Napier University)

2013

Richard KANSINALLY was awarded the Andrew Beeby Prize by the Institution of Structural Engineers in October 2015, for achieving the highest overall marks on the MSc Structural Engineering course at the University

2014

Theophilus AKUDJEDU has been awarded a scholarship to complete a PhD at the National University of Ireland. His research will investigate first episode psychosis across a range of psychiatric disorders using neuroimaging tools. (Shared Scholar from Ghana, MSc Neuroimaging, King's College London)

Bhagyashri Chandrakant MAGGIRWAR has been awarded the David Ebdon Prize for Progress and Effort in GIS by the University of Nottingham, UK. (Scholar from India, MSc Geographical Information Science, University of Nottingham)

OBITUARIES

1965

Sir Peter Maxwell DAVIES was a British composer and former Master of the Queen's Music (2004-2014). Best known for his modern and post-war avant-garde works, he composed over 200 works, including symphonies, concertos, string quartets, and music theatre work. He was an experienced conductor, holding positions at the BBC Philharmonic and Royal Philharmonic Orchestras, and was a guest conductor for orchestras including the San Francisco Symphony, Leipzig Gewandhaus, and Philharmonia. He was also Composer Laureate of the Scottish Chamber Orchestra. He was made a Commander of the British Empire (CBE) in 1981, granted a knighthood in 1987, and made a Member of the Order of the Companions of Honour in 2014. In February 2016, he was awarded the Royal Philharmonic Society Gold Medal, the highest

accolade the society can bestow. Sir Peter passed away on 14 March 2016 at the age of 81. (Australian Commonwealth Fellow from the United Kingdom, University of Adelaide)

1975

Carmel (Lino) GATT was a Maltese architect and civil engineer. After completing his Commonwealth Scholarship in Canada, he practised as an architect in Calgary, specialising in the design of shopping malls. He designed the St Thomas More Chapel at the University of Malta at Tal-Qroqq before undertaking his scholarship. The chapel recently became a listed building. Lino passed away on 17 February 2016 at the age of 64. (Canadian Commonwealth Scholar from Malta, Master of Architecture, University of British Columbia)

ORCID IN THE DEVELOPING WORLD: PROBLEMS & SOLUTIONS

How can researchers raise the profile of their work – and ensure that it is correctly attributed to them? Alice Meadows and Matt Buys explain the role of ORCID.

Researchers around the world share many of the same challenges: securing funding, getting recognition for their work, and ensuring that it reaches the widest possible audience.

For those working in developing countries, these challenges can be especially acute. Budgets, inevitably, tend to be smaller. There may be gaps in skillsets or disciplinary coverage. Much of the research is locally focused, making it more difficult to garner an international audience. The situation is exacerbated by infrastructure issues, including a lack of basic access to stable electrical power and internet connectivity, and also to the digital research infrastructure that has grown up over the past couple of decades to provide improved support for academics.

However, many developing countries are committed to building their knowledge economy, both by supporting local scholarship and research, and by enhancing cross-regional collaboration, and things are starting to change. Countries in regions such as Africa aspire to be – and are starting to be seen as – part of the global scientific community. Participating in, and supporting, the global research infrastructure, including the adoption and use of persistent identifiers (PIDs) is fundamental to this effort.

Allocating digital object identifiers (DOIs) – PIDs for research works – such as those minted by Crossref and DataCite for articles/books and datasets, respectively, is critical to ensuring improved discoverability of research

publications. Similarly, ORCID identifiers (iDs) – PIDs for researchers – are increasingly being requested and, in some cases, required in workflows from grant applications through manuscript submission to research information systems.

ORCID's vision is a world where researchers are uniquely connected to their contributions across time, disciplines, and borders. By getting an iD – and, critically, using it – in any of the over 230 systems that are already using ORCID, researchers the world over can reliably connect and be connected to their research and affiliations.

There are many reasons why this is important. Name ambiguity has always been a major problem in scholarly communications; being able to confidently identify the correct researcher by their name alone is impossible, especially with common or shared names, name changes and variations, and transliterated names. An ORCID iD solves this by allocating researchers a unique 16-digit number that they can connect with their name and, by using it in the hundreds of systems that collect iDs, connect to their affiliations, grants, research works, and more. Once those connections have been made, the researcher and their contributions become more discoverable across multiple systems!

Using an ORCID iD also saves researchers time. Researchers can use their iD to curate how they are represented in Crossref, DataCite, Redalyc, ResearcherID, Scopus Author ID, and more. In late 2016, in collaboration with Crossref and DataCite, we took this one step further with the introduction of auto-update. Researchers who use their iD can now opt to give Crossref or DataCite permission to automatically update their ORCID record when a new paper or dataset of theirs is published.

With over 450 organisational members worldwide, including a growing number in the developing world, ORCID is fast becoming an essential part of the research infrastructure. Over two million researchers globally agree and have signed up for their own iD – if you or the researchers in your organisation haven't already got one, we hope that you'll join them and register for free today!

ORCID is an international non-profit organisation working to create a world in which all who participate in research and innovation are uniquely identified and connected to their contributions across disciplines, borders, and time. To achieve its vision of a trustworthy identifier-enabled research information infrastructure, ORCID provides individuals with a unique persistent identifier. The organisation is committed to openness, diversity, and its core principles of privacy and researcher control. Learn more and register at orcid.org



Alice Meadows is Communications Director at ORCID.

Matt Buys is Regional Director, Africa and Middle East at ORCID.

CONNECTING KNOWLEDGE TO PROBLEM-SOLVING

Mohammad Razzaque and Brendan Vickers share their experiences of working in academia, government, and intergovernmental organisations.

The notion of the traditional career path, where an individual remains in the same sector – sometimes, even the same organisation – for their whole working life, progressing up from junior to senior positions, is fast becoming outdated. Portfolio careers are now both more acceptable and more attractive, enabling people to enjoy the benefits and challenges of working in different industries.

Common Knowledge talks to two alumni who are well placed to comment on such an approach. Mohammad Razzaque is Adviser and Head of the International Trade Policy Section at the Commonwealth Secretariat, the main intergovernmental agency of the Commonwealth. Prior to this, he was an Associate Professor at the University of Dhaka, Bangladesh. Dr Brendan Vickers is an Economic Adviser also in the International Trade Policy Section at the Commonwealth Secretariat; his previous roles include Head of Research and Policy at the South African Department of Trade and Industry, Programme Director at the Institute for Global Dialogue, and Lecturer at the University of Pretoria and the Thabo Mbeki African Leadership Institute, South Africa.

HOW DID ACADEMIA HELP BUILD YOUR TRANSFERABLE SKILLS?

Working in academia allowed us to build and deepen our expertise in international trade issues. One of our key areas of work at the Commonwealth Secretariat is to undertake policy-oriented technical and analytical work to assist our member states in formulating and implementing their trade policies and strategies. For this work, we rely on the various skills that we honed through our academic, research, and think tank backgrounds in Bangladesh and South Africa, as well as our PhD training in the UK undertaken on our Commonwealth Scholarships.

Last year, for instance, we prepared the Secretariat's first-ever flagship report on trade. It contains extensive analysis of the shifting global trade landscape, and new econometric

evidence that the Commonwealth confers a tangible trade and investment advantage on its member states, even though it is not a formal trading bloc. On that basis, we proposed several policy measures to boost intra-Commonwealth trade flows, which we project will exceed USD 1 trillion by 2020.

This relates to the second skill that we acquired in academia, namely how to effectively link research findings with policies in order to support evidence-based policymaking. Training in econometric modelling and quantifying the potential impact of trade policy options may assist governments to make informed decisions and contemplate possible trade-offs. Using these techniques, the Secretariat has assisted several member states to better understand the implications of trade agreements they are negotiating.

The third skill attributed to our academic preparation and experience is how to disseminate technical research findings through



clear and simple policy and advocacy messages. From our experience, policymakers rarely have time to read lengthy reports or comprehend heavy econometric analyses, so synthesising and simplifying these findings and proposing focused policy actions is imperative.

HOW HAS WORKING FOR AN INTERGOVERNMENTAL ORGANISATION HELPED DEVELOP YOUR CAREER?

Working for an intergovernmental organisation such as the Commonwealth Secretariat has definitely helped develop our careers. The Secretariat has provided a platform for us to undertake, publish, and disseminate cutting-edge research and analysis on international trade issues, often collaborating with world-class academics and practitioners, including Nobel laureates. We have had the opportunity to manage several multi-country (involving nations in sub-Saharan Africa, south Asia, the Pacific, and the Caribbean) and country-specific policy research projects and discussed these findings at various events, including global fora.

Through the Secretariat's work and activities, we have been able to develop professional peer

networks with colleagues and experts in other international organisations, including the World Trade Organization (WTO), UNCTAD (United Nations Conference on Trade and Development), OECD (Organisation for Economic Co-operation and Development), and World Bank, as well as leading international think tanks. There have been opportunities to influence global and regional policy discourse in relevant areas and to lead high-level advisory missions to assist our member states in formulating and implementing national, regional, and multilateral trade policies. We have also had the honour of representing the Secretariat in a broad range of international, economic, academic, and NGO (non-governmental organisation) fora. These international experiences and exposure have been hugely advantageous for our career progression.

WHAT ARE THE MAIN DIFFERENCES BETWEEN THE VARIOUS SECTORS YOU'VE WORKED IN?

There are many interesting differences. Both of us started our careers in academia, where there is considerable independence to research, publish, and contribute towards knowledge production, both theoretical and empirical. While most government departments also have research



CONNECTING KNOWLEDGE TO PROBLEM-SOLVING

functions, these outputs are far more targeted to helping policymaking and developing national positions on key trade issues and international negotiations. We still have flexibility at the Secretariat to develop a research agenda on the trade issues and challenges faced by our member states. But we also receive direct requests from members to undertake targeted policy and analytical work, or to provide technical assistance and capacity building support.

Global advocacy is another important area of our work, especially championing the trade interests of our smallest, poorest, and most capacity-constrained members. For example, on Aid for Trade, we have undertaken extensive analytical and advocacy work to increase support to developing countries, especially to enhance their trading capacity. We are also part of an international partnership that monitors the implementation of commitments to support the world's least developed countries under the UN's Istanbul Programme of Action (2011-2020).

WHAT ARE THE GREATEST BENEFITS OF MOVING BETWEEN SECTORS?

In our view, the greatest advantage has been the mutual learning and professional development opportunities from working with some of the most outstanding academics, economists, and trade policymakers and negotiators from across the world. These professional experiences have helped shape our understanding and thinking on many international trade issues and debates. We have been challenged to scan the trade and development landscape for areas where orthodox approaches are ineffective or where there are public policy failures or gaps, and to seek heterodox approaches to address those. Moving between these different types of organisations really helps to complete the feedback loop. For example, we apply our skills in analysing trade and development



▲ **Dr Mohammad A Razzaque** is a 1998 Commonwealth Scholar from Bangladesh – he studied for a DPhil in Economics at the University of Sussex.



▲ **Dr Brendan Vickers** is a 2003 Commonwealth Scholar from South Africa – he studied for a PhD in International Relations at the Institute of Commonwealth Studies, University of London.

To find out more about the Commonwealth Secretariat's trade and economic policy work, visit thecommonwealth.org/our-work/economic-development

issues faced by our member states. But we also offer insights to academia about doing more and timely work, including developing appropriate methodologies, for effectively dealing with policy challenges.

DO YOU PLAN TO GO BACK INTO ACADEMIA? IF SO, WILL YOU BE BETTER ACADEMICS?

We are both reflective thinkers and, given our backgrounds and career progression, a return to academia would always be an option in the future. A 'revolving door' approach between academia, government, and intergovernmental organisations is actually, in our view, a refreshing way to connect academic knowledge to real life problem-solving.

There are several ways that our professional experiences could add value to academia. First, the Commonwealth is a microcosm of the world, and its diverse development experiences provide a wealth of comparative teaching material and best practices to help address many global challenges, including poverty and climate change.

Second, having worked in the multilateral development space, we could contribute to shaping a teaching curriculum and research agenda at universities, business schools, and think tanks that is timely and relevant, and addresses the most pressing needs in developing countries. International trade is a crosscutting enabler

for achieving many of these goals and these linkages need to be better understood in theory and practice.

Finally, based on our professional experience at the Secretariat, we would be well placed to help prepare and coach students and professionals with the right skills and attributes to pursue a career in policymaking and intergovernmental organisations.

AN INCLUSIVE COMMONWEALTH



On Monday 14 March 2016, 53 nations came together to celebrate Commonwealth Day under the theme of 'An Inclusive Commonwealth'. Our alumni also took the opportunity to collaborate and reach out to their communities.



▲ **Kalunga Nakazwe** (left) offers advice to high school student Rude Mweemba from Northmead Secondary School, Zambia



▲ Alumni talking to students at Gayaza High School, Uganda

Zambia

With International Women's Day falling in the same month as Commonwealth Day, alumni were keen to explore issues around the inclusivity of women in higher education, and use the opportunity to encourage girls to pursue their educational goals.

Four alumni met with high school girls from Chelston and Northmead Secondary Schools in Lusaka to discuss how they view themselves in Zambian society, how they are included in education, and whether they feel that cultural barriers prevent them from achieving their ambitions.

The day's discussion began with a slide presentation by Twivwe Siwale (2014 Scholar, MSc Public Economics, University of York), featuring images of notable women from around the world who have made an impact in their area of work, including Malala Yousafzai, J K Rowling, and Chimamanda Ngozi Adiche. Twivwe asked the group a reflective question following each image – such as 'What is happening in your community or school that you have to speak up about?', 'Could you be the next J K Rowling?' – and encouraged the students to identify their own ambitions and goals with those of successful women.

Following this, Twivwe joined Vincent Sakeni (2014 Scholar, MPhil Engineering for Sustainable Development, University of Cambridge), Ngao Mubanga (2014 Scholar, MSc Economics, SOAS,

University of London) and Kalunga Nakazwe (2014 Scholar, MSc Psychological Research Methods, University of Sheffield) on a discussion panel.

The panel considered the reasons why low numbers of Zambian women apply for scholarships, and whether cultural factors deter women from pursuing postgraduate degrees and leadership positions. Students posed a number of questions to the panel about their own experiences and how they overcame obstacles to achieve their academic and career goals.

Uganda

International Women's Day was also an inspiration for alumni in Uganda, where six alumni visited four all-female secondary schools over three days, talking to over 300 16- and 17-year-old students. The alumni were drawn from a mix of professions so that the students could hear about a wide range of experiences, some in typically male-dominated fields, such as law and civil engineering.

The alumni who took part were Alice Namuli (2014 Professional Fellow, Hogan Lovells LLP), Petua Babirye (2013 Scholar, MA Education, University of York), Flavia Anyiko (2014 Scholar, MSc Transport Planning and Engineering, University of Leeds), Mauricia Nambayata (2014 Shared Scholar, MPhil Engineering for Sustainable Development, University of Cambridge), Lilian Nabulime (1996 Academic Fellow, Sculpture, Glasgow School of Art, and 2011 Academic

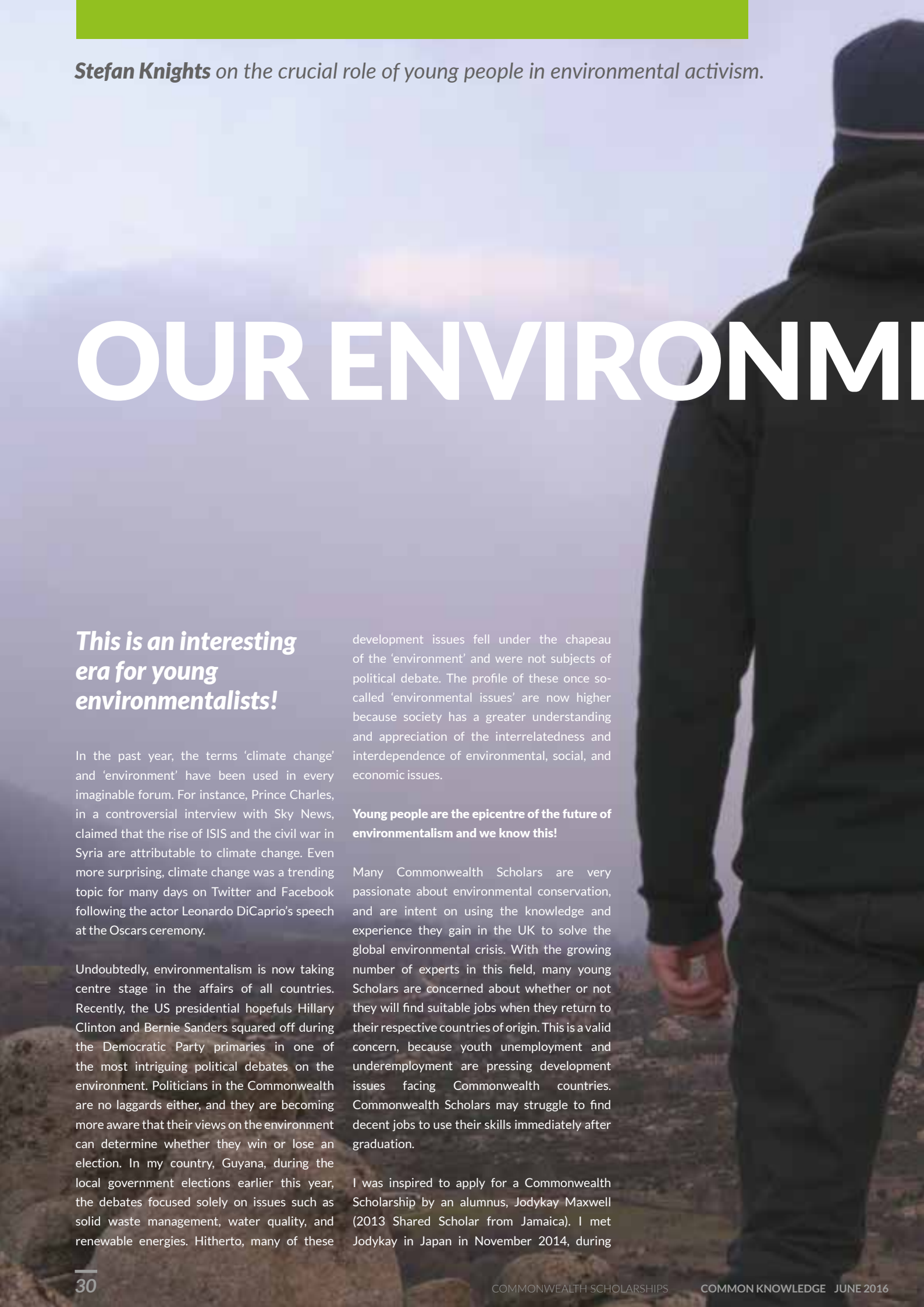
Fellow, Art and Design, Durham University), and Henry Nsubuga (2007 Distance Learning Scholar, MSc International Primary Health Care, University College London).

These visits aimed to help the students recognise their capabilities and lead them to think critically about their university choices and how these fit into their career goals. Over the three days, the alumni shared their tips for academic success and the steps to making career decisions, and offered insights into the workplace environment.

Sierra Leone

Sierra Leonean alumni celebrated Commonwealth Day by visiting the Freetown Cheshire Home for physically challenged children. On a previous visit in June 2015, alumni had donated educational materials and food items. They returned on Commonwealth Day in 2016 to speak to students, addressing the importance of inclusivity for disabled people and the need to raise public awareness about stigmatisation and discrimination.

Sonia-Magbu Bu-Buakei Jabbi (2003 Shared Scholar, MSc Management Science, De Montfort University), coordinator of the Sierra Leone alumni association, led the engagement with pupils by quizzing them on their knowledge of the Commonwealth and informing them of the importance of the day and the significance of this year's theme.

A person wearing a dark hoodie is seen from the back, looking out over a misty, mountainous landscape. The scene is atmospheric with soft light filtering through the haze.

Stefan Knights on the crucial role of young people in environmental activism.

OUR ENVIRONMENT

This is an interesting era for young environmentalists!

In the past year, the terms 'climate change' and 'environment' have been used in every imaginable forum. For instance, Prince Charles, in a controversial interview with Sky News, claimed that the rise of ISIS and the civil war in Syria are attributable to climate change. Even more surprising, climate change was a trending topic for many days on Twitter and Facebook following the actor Leonardo DiCaprio's speech at the Oscars ceremony.

Undoubtedly, environmentalism is now taking centre stage in the affairs of all countries. Recently, the US presidential hopefuls Hillary Clinton and Bernie Sanders squared off during the Democratic Party primaries in one of the most intriguing political debates on the environment. Politicians in the Commonwealth are no laggards either, and they are becoming more aware that their views on the environment can determine whether they win or lose an election. In my country, Guyana, during the local government elections earlier this year, the debates focused solely on issues such as solid waste management, water quality, and renewable energies. Hitherto, many of these

development issues fell under the chapeau of the 'environment' and were not subjects of political debate. The profile of these once so-called 'environmental issues' are now higher because society has a greater understanding and appreciation of the interrelatedness and interdependence of environmental, social, and economic issues.

Young people are the epicentre of the future of environmentalism and we know this!

Many Commonwealth Scholars are very passionate about environmental conservation, and are intent on using the knowledge and experience they gain in the UK to solve the global environmental crisis. With the growing number of experts in this field, many young Scholars are concerned about whether or not they will find suitable jobs when they return to their respective countries of origin. This is a valid concern, because youth unemployment and underemployment are pressing development issues facing Commonwealth countries. Commonwealth Scholars may struggle to find decent jobs to use their skills immediately after graduation.

I was inspired to apply for a Commonwealth Scholarship by an alumnus, Jodykay Maxwell (2013 Shared Scholar from Jamaica). I met Jodykay in Japan in November 2014, during



ENT, OUR FUTURE

the UNESCO World Conference on Education for Sustainable Development. After sharing her experience as a Commonwealth Scholar and youth advocate with me on a six-hour bus ride, she had succeeded in convincing me to apply – but she also disclosed that it was difficult for her to find suitable employment in Jamaica. I found this implausible, thinking that surely there must be decent work available for someone who holds an MPhil in Engineering for Sustainable Development from the University of Cambridge.

When I returned home, I also found out that Snaliah Mahal, also an alumnus (1993 Shared Scholar from St Lucia) and a fellow member of the Caribbean Youth Environment Network (CYEN), was also unemployed, following her MSc in Climate Change and International Development at the University of East Anglia. I can presume that this was a tough period for both Scholars, but it was early days, as both ladies had completed their studies only a few months earlier.

Even though these Scholars did not find employment straightaway after graduating, they were able to immediately use their expertise and experience gained in the UK, because they were active members of youth-led environmental organisations. Jodykay was involved in a long-range urban planning initiative in Jamaica, while Snaliah was actively participating in

several climate and environmental initiatives organised by CYEN. In 2015, Jodykay obtained an internship at the UNEP (United Nations Environment Programme) office in Jamaica, and is now a consultant at the Inter-American Development Bank. Snaliah landed a job at the Embassy of Mexico, and has gone on to work for the UNDP (United Nations Development Programme) in St Lucia; she is also the Editor of the Climate-Exchange website. Both have remained committed to the fight for greater participation of young people in environmental democracy and governance.

In the future, the CSC can potentially play a more integral role in strengthening youth participation in environmental democracy by providing greater support to members of youth-led NGOs and civil society in general. As it stands, many youth-led organisations do not have the technical expertise and capacity to effectively participate in environmental democracy, and so young people generally do not get to maximise their ability to influence policymaking and implementation.

On the façade of things, civil society organisations are now slowly shifting away from the regular use of confrontational lobbying strategies, such as protests, to a more collaborative problem-solving approach with governments, through tactics such as negotiations and the

OUR ENVIRONMENT, OUR FUTURE

establishment of partnerships. As a result, youth need to become more sophisticated at finding solutions to technical challenges, developing our ability to mobilise larger sums of financial resources to implement projects, and conducting quality research to provide sound advice to policymakers.

My opinions are based on my reflections on how CYEN was able to influence the Paris Agreement on climate change, through our highly publicised global campaign called #1point5toStayAlive. The governments heard our plea and agreed to limit the temperature increase to 1.5°C, not 2°C, which was the original position of developed countries. The campaign was initiated in 2009 by the Alliance of Small Island States, but was revived by CYEN in 2015. It was led by a cohort of young professionals – climate experts, lawyers, teachers, Master’s degree students, and PhD candidates – including Snaliah and me. The initiative received unprecedented support from technocrats and politicians in small island states. Several young people at the forefront of the campaign, Snaliah and myself included, were part of our governments’ national delegations to the Paris climate change conference in December 2015, where the agreement was adopted. Moreover, we were given increased responsibilities and included in major political discussions. I attribute this achievement to the fact that the political leaders had more confidence and trust in us because we possess scholarly expertise.

Addressing the skills gap is crucial, otherwise youth tokenism and superficial participatory environmental decision-making processes for young people will perpetuate. If young people continue to lack the expertise to effectively solve complex and technical environmental challenges, politicians and policymakers will be reluctant to grant leadership to youth on certain environmental matters of importance.

Stefan R Knights is a 2015 Commonwealth Shared Scholar from Guyana – he is studying MSc Sustainable Development at the University of St Andrews.

Why 1.5°C

1.5°C or below means holding the escalating increase in global temperatures to less than 1.5°C above average pre-industrial levels. More than 100 developing countries – including small island states, which will be the first and hardest hit by the effects of continued global warming – were campaigning ahead of the UN Climate Change Conference (COP 21) in Paris in December 2015 for the tightening of the existing agreed limit of 2°C. The inclusion of the 1.5°C goal in the legally binding Paris Agreement is viewed as the best chance of preventing dangerous interference with the climate system, which threatens global prosperity and even the existence of nations.

Sources: www.climateanalytics.org / www.1o5c.org

MAKING A DIFFERENCE TO AFRICA'S EDUCATIONAL LANDSCAPE

Access to educational textbooks and resources underpins a good quality education. Elewechi Okike is trying to improve the situation across Africa, through her UK charity.



▲ Students at a school in Nigeria receive a new delivery of books from Book Aid for Africa

Education has been Elewechi Okike's passion and career for nearly 40 years. She has held various roles in the sector – including teaching, research and consultancy – in both the UK and African countries, and has witnessed at first hand the issue of brain drain, as students move from Africa to the west to pursue further studies and careers, due to a lack of enabling educational environments in their home countries.

While visiting Nigeria in 2000, Elewechi was shocked by the deplorable state of libraries, even in the so-called premier institutions, and wondered what the facilities must be like in schools and colleges in the more remote areas, and what effect the lack of resources must have on students. On her return to the UK, she discussed her findings with colleagues and began to collect books which could be donated to schools and colleges across Africa to help equip their libraries with the resources needed to support educational development and promote education. She found that her colleagues were only too happy to donate their unwanted books and, seven years later, her enterprise was formally registered as a UK charity.

Book Aid for Africa is now in its ninth year and has shipped over 200,000 books to countries including Ghana, Kenya, Mozambique, and Nigeria. Elewechi describes the charity as 'the product of recognising the grave educational

plight of Africa and our willingness to make a difference'. Its work has been received with enthusiasm, and demand for books from different countries across Africa is high. In 2011, the Nigerian Society at the University of Sunderland – where Elewechi is a Principal Lecturer – presented her with an award in recognition of her contribution to educational development in Africa.

The major challenges faced by Book Aid for Africa are raising money for shipments, and securing appropriate support from agencies in Africa, including UK embassies and high commissions, to help identify areas of need and coordinate the distribution of shipments. Elewechi and her team are seeking to recruit new partners to represent the charity's interests in Africa, and to provide services to more schools and colleges in need of library resources. Former partners of the charity include the Ministry of Education in Mozambique (via the British High Commission in Maputo),

and Fidelity Bank and the Association of Esan Professionals in Nigeria.

Book Aid for Africa has also applied for funding from a UK charitable trust to enable them to provide appropriate resources to a special needs primary school in Uganda, and to a school in a remote part of Nigeria. In addition, the charity has organised a number of fundraising activities to raise money for shipments in response to new requests for resources in countries including Botswana, Cameroon, Ethiopia, and Malawi.

Despite the challenges, the Book Aid for Africa team remains motivated and excited about the difference that these books make once they reach their destination. Elewechi believes that the charity 'is improving the quality of education in Africa by providing good quality books and other educational resources to under-resourced libraries'.

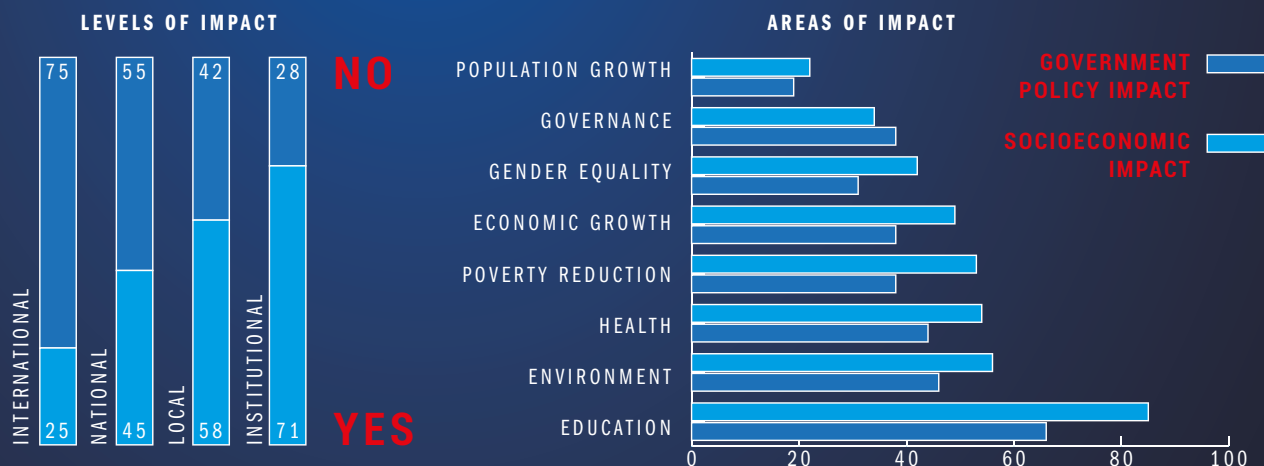
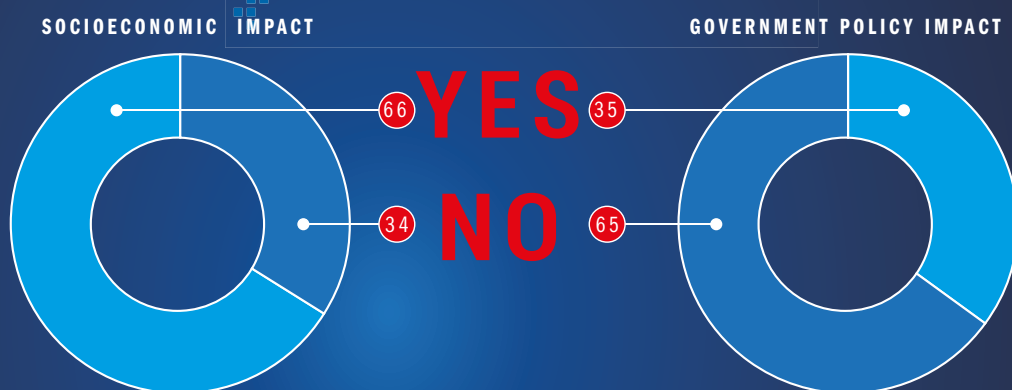
Dr Elewechi Okike is a 1989 Commonwealth Scholar from Nigeria – she studied for a PhD in Accountancy at the University of Exeter.

To find out more about Book Aid for Africa and the different ways you can get involved, fundraise, sponsor a shipment, or make a donation, visit bookaidforafrica.com

THE CSC IN NUMBERS

FROM 2012-2015, THE CSC SURVEYED
OVER 2,000 OF ITS ALUMNI

Currently live in **84** COUNTRIES
Studied over **100** ACADEMIC DISCIPLINES
Hosted at over **300** UK INSTITUTIONS



IMPACT ACTIVITIES INCLUDED

ANALYTIC
RESEARCH



TEACHING
&
TRAINING



DESIGN,
INVENTION
& DEVELOPMENT



IMPLEMENTATION
&
COORDINATION



POLICY
DEVELOPMENT
&
TECHNICAL
ASSISTANCE



ADVOCACY



PUBLICATION
&
DISSEMINATION



GET INVOLVED!

There are several ways to get involved with the CSC's activities, through events across the Commonwealth, promoting our scholarships and fellowships to potential applicants, and joining our alumni associations.

REGIONAL NETWORKS

Connect with Commonwealth Scholars and Fellows in the same university or region in the UK

Scotland

North West

North East

Wales and Northern Ireland

Midlands and Oxford

South West

South East

ALUMNI ASSOCIATIONS

Meet and network with former and future Commonwealth Scholars and Fellows

Australia

Email: alumni@cscuk.org.uk

Bangladesh

Facebook: on.fb.me/1R0VLgD

LinkedIn: linkedin.com/6879243

Cameroon

Facebook: on.fb.me/1GZ2dPA

Canada

LinkedIn: linkedin.com/8305511

Ghana

Website: cosfag.org

Guyana

Email: alumni@cscuk.org.uk

India

LinkedIn: linkedin.com/6749270

Kenya

Email: csc.alumni.kenyachapter@gmail.com

Mauritius

Website: ukcac-mauritius.tripod.com

New Zealand

LinkedIn: linkedin.com/8479033

Nigeria

LinkedIn: linkedin.com/8133738

Sierra Leone

LinkedIn: linkedin.com/8133738

Tanzania

Email: alumni@cscuk.org.uk

Trinidad and Tobago

Email: abryfy@hotmail.com

Uganda

Email: bniwagaba@yahoo.com

Zambia

Email: alumni@cscuk.org.uk

CALENDAR 2016

4 July

Fiji alumni reception

Suva, Fiji

7 July

CSC Farewell Event

Canada House, London, UK

12 July

CSC Parliamentary reception

Houses of Parliament, London, UK

July

Applications open for Commonwealth PhD

Scholarships, Master's Scholarships, Split-site Scholarships, Academic Fellowships, and Medical Fellowships

14 August

Rwanda alumni event

University of Rwanda, Kigali, Rwanda

18 November

CSC Welcome Event for Scholars

University of Nottingham, UK

NEW ALUMNI ASSOCIATIONS!

The New Zealand Alumni Association of Commonwealth Scholars and Fellows has recently been set up, with the help of local coordinator Bridget Mosley (2001 Scholar, MSc Human Osteology and Funerary Archaeology, University of Sheffield). Bridget has already set up a LinkedIn group for the association: linkedin.com/groups/8479033. If you are living in or from New Zealand and want to learn more about how to get involved, email us alumni@cscuk.org.uk

Guyana recently held its first-ever Commonwealth alumni event. Gina Arjoon (2009 Scholar, MSc Health Economics,

University of York) is the local coordinator and is aiming to set up a **Guyana Commonwealth Alumni Association**. To find out more and get in touch with Gina, email us at alumni@cscuk.org.uk

Are you one of our 700 alumni from South Africa? We are looking for volunteer coordinators to work with the CSC Alumni Team in establishing a **South African Commonwealth Alumni Association**. If you can spare some time to connect with fellow alumni and help us organise our first South African alumni event, email us at alumni@cscuk.org.uk

The Commonwealth Secretariat is calling for experts to join their Commonwealth Fund for Technical Co-operation (CFTC) Talent Bank. The CFTC provides technical expertise to the public sector by employing professionals on specialist assignments in Commonwealth member countries. More than 350 experts are deployed each year on assignments that range from a few days to two or three years in length.

Key programmatic areas of focus for the Commonwealth are currently:

- **Democracy** – elections, election management
- **Public institutions** – criminal justice, law development, human rights, public administration
- **Special development** – public health, education, gender
- **Youth** – policy, participation
- **Economic growth and sustainable development** – trade, global finance, debt

management, ocean governance and natural resources

- **Small states and vulnerable states** – climate finance, resilience

For more information on how to register with the CFTC Talent Bank and other jobs offered by the Commonwealth Secretariat, visit thecommonwealth.org/jobs



The Commonwealth

COMMON KNOWLEDGE

ISSUE #2 JUNE 2016



▲ Commonwealth Scholars were among the official flag bearers at the 2016 Commonwealth Service, held on Commonwealth Day - 14 March - at Westminster Abbey, UK



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Commission in the UK

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