

A MANIFESTO

**MORE WOMEN**  
*in* **RESEARCH**



ANNEX

## Annex 1

**3. October 2024 online meeting:** Summary of key contributions and recommendations for the “More Women in Research Manifesto”.

### Recommendations to Women in research:

- Unite for regular engagement and follow-up forums:
  - Participants suggested hosting more frequent gatherings, either monthly or quarterly, to maintain active participation and provide continuous support, updates, and opportunities for women in research.
- Promote inclusivity in research:
  - Eunice Efa Atafua highlighted the importance of making the manifesto inclusive for all women interested in research, regardless of their academic qualifications. Support should be extended to those at various stages of their research journey.
- Building research communities and networks:
  - Participants expressed a desire to create and maintain a unified community, like an official WhatsApp group, for networking and support. This would facilitate continuous engagement, mentorship, and knowledge-sharing among women researchers.

### Recommendations to government institutions:

- Focus on systemic challenges → Encourage policies and practices that fundamentally change the academic environment for women
  - Oluwatobiloba Odetoyinbo called for addressing systemic issues in academia rather than just focusing on individual women’s challenges. She stressed the need for government policies to support women in academia and for systemic changes to create an accommodating environment for women researchers.
- Recognizing social costs in research:
  - Oluwatobiloba Odetoyinbo highlighted the unique social challenges women face in research, including the “sticky floors” that hinder their progress. She called for more discussions and awareness around these unequal burdens that women navigate.

### Recommendations to institutions of higher learning and research institutions:

- Opportunities for capacity building:
  - Charlene Mwangi emphasized the need for fellowships and programs that equip young women with research skills. She stressed the importance of sharing opportunities and resources to encourage newcomers to research, especially those early in their careers.
- Bridging gender gaps in research roles:
  - Blessing Cleopas pointed out the disparities in leadership roles and research positions between men and women, even in regions where the number of women in research is increasing. She advocated for not just increasing numbers but also promoting equity in roles and responsibilities.
- Introducing research retreats for women:
  - Faith Mabiki proposed organizing dedicated research retreats for women, providing them the time and space to focus on their research activities without the distractions of domestic responsibilities.

- Public speaking and presentation skills training:
  - Participants, including Sumayya Nakayovu, recommended public speaking boot camps specifically for women researchers to build their confidence and skills in presenting research findings, addressing barriers created by historical patriarchal structures.
- Enhancing accessibility of research knowledge:
  - Sumayya Nakayovu noted the need to bridge the gap between evidence-based and scientific research. Participants requested guidance on improving research methodologies, particularly for those outside traditional academic pathways, such as entrepreneurs.

### **Recommendations to private sector**

- Increase funding support from the private sector → Create collaborative spaces for private sector engagement with women researchers.
- Charlene Mwangi emphasized the need for the private sector to create open innovation spaces for co-creation with women researchers. She pointed out that private sector funding can support innovative ideas from youth and women, facilitating collaboration.

### **Recommendations to publishers:**

- Promote open innovations for publishing → Publishers should broaden their financial support to include all African countries and reduce publishing fees to ensure accessibility.
- Blessing Cleopas raised concerns about the high costs of publishing in reputable journals, noting that some African countries, including Nigeria, do not qualify for fee waivers. She urged publishers to provide financial support to all African countries, stressing that financial barriers prevent researchers from publishing their work.
- Sumayya Nakayovu suggested creating platforms that provide information on where young researchers can publish their work. She highlighted the issue of researchers sitting on valuable work due to lack of knowledge about publication options.

### **Recommendations to civil society organisations:**

- Enhancing gender awareness at family level → Strengthen initiatives targeting gender knowledge at family and community levels.
- Faith Mabiki shared her personal experience of overcoming gender biases within her family, advocating for NGOs and community-based organizations to strengthen gender awareness at the family level. She believes that changing mindsets about gender roles early on can empower girls.

### **Recommendations to media:**

- Leverage on Media engagement → : Use media channels to promote women's research and achievements, encouraging more women to engage in research.
- Eunice Efua Atafua recommended that media outlets dedicate programs to highlight women's research contributions and incorporate short clips about women researchers into advertisements for broader visibility.

