



Strengthening the National Research and Innovation Funding Agencies in West Africa (SRIFA)

REPORT ON VALIDATION, CO-DEVELOPMENT AND CO-DESIGN OF TRAINING PROGRAMME AND TECHNICAL SUPPORT WORKSHOP IN GHANA

Event Dates:
23rd -24th April, 2024

Prepared by:

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SCIENCE GRANTING COUNCILS INITIATIVE **SGCI**  **IOSRS** INITIATIVE DES ORGANISMES SUBVENTIONNAIRES DE LA RECHERCHE SCIENTIFIQUE



INTRODUCTION

1.1 Background and Justification

The Science Granting Councils Initiative (SGCI) in sub-Saharan Africa recognizes the critical role of national agencies in charge of funding of research and innovation referred to as Science Granting Councils (SGCs). The SGCs are responsible for driving research and innovation (R&I) for social and economic development. In West Africa, efforts are underway to strengthen existing SGCs where they exist as well as to establish new ones where they do not exist to bolster R&I capacities in the sub-region. With support from the SGCI, the African Technology Policy Studies Network (ATPS) in partnership with the African University of Science and Technology (AUST), is working to provide training and technical support to SGCs in Burkina Faso, Côte d'Ivoire, Ghana, Nigeria, Senegal, and Sierra Leone. Preliminary studies conducted through desk reviews, surveys, key informant interviews, and focus group discussions have informed the development of draft reports on each of the participating countries. With a 2-day validation and co-development workshop, the training needs and technical support is refined and finalised for subsequent delivery of tailored training and technical support to the Councils in the respective countries.

The landscape of R&I funding, policy, and practice is dynamic, requiring Councils or their equivalent in West Africa to continuously evolve and build their capacities. Despite their dedication to R&I, these Councils or their equivalent encounter challenges such as limited resources, policy inconsistencies, and knowledge gaps among staff. Existing training programmes often lack regional specificity and fail to address the unique needs of West Africa. Worse still is that some countries in the sub-region are yet to establish a research and innovation funding Council. Therefore, the proposed workshop aims to validate and refine training programme content by engaging the Council staff or its equivalent in the participating countries in reviewing and providing feedback on designed modules; prioritizing topics relevant to emerging R&I trends. Additionally, to build capacity of the Councils and/or establish a new Council where it does not exist, the workshop seeks to co-develop and tailor technical support delivery approaches in collaboration with the relevant stakeholders; integrating innovative methods such as blended learning and peer-to-peer exchange. It aims to foster ownership and commitment among participants through active participation, open discussions, and shared decision-making, while developing strategies for long-term engagement and knowledge sharing. Furthermore, the workshop aims to strengthen regional collaboration and partnerships by facilitating networking and communication between Council representatives and identifying opportunities for joint research projects, policy initiatives, and resource mobilization within the sub-region.

1.2 Goal of the Validation and Co-Development of Training Programme Workshop

The goal of the workshop was to validate the preliminary results on policy and institutional landscape, comprehensive stakeholder mapping and analysis, and needs assessment of the research and innovation funding ecosystem in the participating countries and co-develop a tailor-made training and/or technical support programme for each of the Councils/funding agencies. Specifically, the Workshop seeks to:

- a) Validate the content and structure of the training programme designed to strengthen Science Granting Councils in West Africa.
- b) Facilitate collaborative refinement and prioritisation of needs in order to develop the training programme through inputs from key stakeholders.
- c) Foster knowledge exchange and peer learning among participants to enhance the effectiveness of capacity-building efforts.

- d) Generate actionable insights and recommendations to ensure the relevance and impact of the training programme.

1.3 Methodology for the Workshop

The two-day workshop was held in Ghana on April 23rd -24th, 2024, at the African Regent Hotel in Accra. The project team members that participated physically include: Dr. Cynthia Nwobodo (Project Officer, ATPS), Dr. Chukwuemeka Uwanaka (AUST), Dr Joel Nwakaire (Team member, ATPS) and Susan Mburu, (Communication and Outreach Officer). The workshop involved engagement sessions with the Council and other relevant stakeholders, including ministries and agencies involved in research and innovation funding.

The first day focused on the validation of results and the prioritization of training needs and technical support requirements. The second day concentrated on the co-development of tailored training and technical support programs with the Councils. Two groups were formed to discuss the issues relating to 1) training needs identified to help strengthen the Research and Innovation Funding Agency in Ghana and 2) Co-developing tailor-made training and technical support programmes.

The workshop employed a highly interactive and collaborative approach, including,

- a) Presentations to share preliminary findings and proposed training content.
- b) Group discussions to gather feedback and refine the training program.
- c) Brainstorming sessions to co-develop tailored training delivery methods.
- d) Breakout sessions for stakeholder groups to prioritize needs.
- e) Cross-group discussions and insight sharing

The focus was on fostering open dialogue, shared decision-making, and strategies for long-term engagement among participants. Networking opportunities were provided to facilitate regional collaboration and knowledge exchange.

1.4 Expected Outputs and Outcomes of the workshop

- a) Validated and refined training programme tailored to the needs of Science Granting Councils in West Africa.
- b) Enhanced collaboration and mutual learning among stakeholders involved in research and innovation funding.
- c) Actionable recommendations for the effective implementation and sustainability of the training programme and technical support.

DAY 1: UNDERSTANDING POLICY AND INSTITUTIONAL LANDSCAPE, COMPREHENSIVE STAKEHOLDER MAPPING OF THE RESEARCH AND INNOVATION FUNDING ECOSYSTEM

The meeting kick-started with a presentation and review of the report arising from the online survey, key informant interview (KII), and focus group discussions (FGD). The policies and institutional frameworks supporting research and innovation funding were discussed and the gaps identified. The meeting had discussions to further probe these policy and institutional frameworks at which it came to light that the Ministry of Environment, Science, Technology and Innovation (MESTI) serves as the country's Science Granting Council (SGC), responsible for overseeing and funding research and innovation activities. The SGC is already operating with a few grants already awarded. It sends out calls and receives funding support from the government through the Ministry of Finance and the Ghana Education Trust Fund

(GETFund). A bill is currently in Parliament to institutionalize the activities of the SGC as an independent institution.

The policy and institutional framework documents supporting research and innovation funding in Ghana were assessed and upgraded with information from participants. The following policy documents were identified as being directly or indirectly related to research and innovation funding in Ghana:

S/N	Policy	Year of Gazette	Objectives
1.	Food and Agriculture Sector Development Policy (FASDEP II)	2007	Aimed to provide a coherent framework for agricultural development in Ghana by addressing the challenges of low productivity, weak linkages with industry, low application of technology, land degradation, inadequate financing, weak institutional coordination, and ineffective monitoring and evaluation.
2.	Ghana Education Service (GES) Strategic Plan (2018-2022)	2018	Aims to improve the quality of education and provide relevant skills for Ghanaian youth to prepare them for the job market. The plan has had a significant impact on the creation of jobs for youth and support for skill acquisition.
3.	Ghana Education Trust Fund (GETFund) Act (Act 581)	2000	This trust fund was established to support primary and tertiary Ghanaian learners. It accomplishes this through dynamic financing policies that guarantee an equitable supply of vital resources for every level of education to all sections of the Ghanaian community. It receives funding from the Government, GETFund dedicated tax, and donor support
4.	Ghana National Research Fund Act (Act 1056),	2023	The main source of funding for the development of Ghana's Innovation Ecosystem. To be operationalised by the Ministry of Environment, Science, Technology and Innovation (MESTI) with collaboration from the Ministry of Education
5.	Ghana National Service Scheme (NSS)	2022	Provides opportunities for Ghanaian graduates to offer national service to the country. The scheme's mandate includes facilitating the acquisition of practical skills, promoting national unity, and enhancing youth employment prospects.
6.	Ghana Skills and Technology Development Fund (STDF)	2011	Provides funding for the development of skills and technology in Ghana. The fund's mandate is to promote the acquisition of skills and technology among Ghanaian youths, leading to job creation and economic development.
7.	Ghana Strategy Support Programme (GSSP), 2024-2028	2023	This was a policy framework that guided the national development planning and budgeting process in Ghana from 2003 to 2009.

8.	Ghana's Industrial Policy	2011	Aims to promote increased competitiveness and enhanced industrial production, with increased employment and prosperity for all Ghanaians.
9.	Ghana Scholarships Secretariat	1960	The Secretariat was established as an extra- ministerial body under the Office of the President and mandated to administer all government scholarships both locally and abroad. Its main programmes and activities fall under the thematic areas of Human Resource Development and Employment and Productivity under the Ghana Shared Growth and Development Agenda (GSGDA)
10.	Ghana's STI for SDGs Roadmap in Ghana	2021	This is a roadmap that provides STI solutions for SDG 2 (Zero Hunger) and SDG 8 (Decent Work and Economic Growth) in the area of agriculture.
11.	Medium-Term Agriculture Sector Investment Plan (METASIP) (2014-2017)	2015	This was a plan that operationalized the Food and Agriculture Sector Development Policy (FASDEP II) by implementing projects and activities in six thematic areas of food security and emergency preparedness; increased growth in incomes; increased competitiveness and enhanced integration into domestic and international markets; sustainable management of land and environment; science and technology applied in food and agriculture development; improved institutional coordination.
12.	National Entrepreneurship and Innovation Plan (NEIP)	2017	Provides incubation services to Ghanaian start-ups and entrepreneurs, offering training, mentorship, and funding to create sustainable businesses and jobs.
13.	The National Gender Policy	2015	Aims to promote gender equality and empower women and girls, including in the areas of education, employment, and entrepreneurship. The policy recognizes the importance of creating equal opportunities for both men and women to contribute to the country's economic growth and development.
14.	National Intellectual Property Policy and Strategy	2015	Aims to promote the creation, protection, utilization, and commercialization of intellectual property (IP). It seeks to enhance the IP awareness and culture, improve the IP legal and institutional framework, foster IP-based innovation and entrepreneurship, facilitate IP-based technology transfer and diffusion, and integrate IP into national development policies and programmes.
15.	National Medium-Term Development Policy Framework (2022-2025)	2021	This is a policy framework that guides the national development planning and budgeting process in Ghana. It outlines the vision, goals, objectives, strategies and programmes for achieving the national agenda of "Ghana Beyond Aid".

16.	National Science, Technology and Innovation Policy	2017	Provides a framework for stimulating innovation in the economy and society. This policy aims to promote innovation and a knowledge-based economy, create jobs and economic growth by developing Ghana's science and technology capacity.
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Participants identified the Institution set up to facilitate research and innovation funding in Ghana includes the following among others:

- Ministry of Food and Agriculture (MoFA)
- Ghana Education Service (GES)
- Ministry of Finance (MoF)
- Universities and Tertiary Educational Institutions of Ghana
- Ghana National Service Scheme (NSS)
- Ghana Enterprises Agency (GEA)
- Business Advisory Centre (BAC)
- Ministry of Trade and Industry
- Ghana Tertiary Education Council (GTEC)
- Ministry of Environment, Science and Technology (MESTI)
- Council for Scientific and Industrial Research (CSIR)
- National Entrepreneurship and Innovation Plan (NEIP)
- Ministry of Gender, Children and Social Protection
- Registrar General's Department
- National Development Planning Commission (NDPC)
- Ministry of Justice and Attorney General Department (MOJAGD)
- The Presidency

Prioritization of Training needs and technical support

The participants were shared into two groups to prioritize the training needs and technical support required to strengthen the Council in Ghana. Group 1 was tasked to prioritize the training needs while justifying each of the priority areas. Following in-depth discussion and input by the Group members, the training need areas were collaboratively refined, re-ordered with justifications as presented in the table below.

Priority training need areas	Level of Priority	Justification
Fundraising and Grantsmanship	1 st	Fundraising and grantsmanship forms the core mandate of the SGC, thus, the need to equip staff with requisite skills in this area.
Grant administration, including online management and equitable disbursement of grants	2 nd	To build capacity of SGC staff to effectively coordinate, administer and manage grants in an efficient and equitable manner.

Quality assurance and ethics in research	3 rd	To ensure compliance with ethics of research and quality assurance.
Training in Financial reporting systems	4 th	To promote transparency and accountability in grants allocation, management and reporting.
Monitoring and evaluation of allocated grants	5 th	To ensure the process of granting and research project implementation timelines are adequately met.
Gender responsive data collection, management, reporting and archiving	6 th	To obtain representative views of all gender and age groups (diversity and inclusiveness).
Safeguarding intellectual property rights and commercialisation of research outputs	7 th	To help move research from the laboratory to market and to ensure that the researcher's work is protected.

Upon further deliberation, the training need areas on monitoring and evaluation of allocated grants, and gender responsive data collection, management, reporting and archiving, which were ranked 5th and 6th were considered very critical and cross-cutting and therefore integrated into all the other areas in order to ensure that gender issues and monitoring are deliberately incorporated into all the identified training need areas. This placed the training need area on Safeguarding intellectual property rights and commercialisation of research outputs at the 5th position, from its 7th position that it initially was placed.

The working Group Two was tasked with the prioritization of the Technical Support to strengthen the Council in Ghana. Following in-depth discussion and input by the Group Two, the Technical Support Need Areas were collaboratively refined, prioritized and re-ordered with justifications as presented below.

Priority Technical Support	Level of Priority	Justification
Benchmarking/Learning visits to successful and well performing Councils in Africa	1 ST	To work in the best standards and practices, there is a need for SGC Staff to be able to have learning visits to well performing Councils on the continent.
Support on advocacy for increased research and Innovation funding in the country from policymakers and parliamentarians	2 nd	The SGC will need technical support to advance advocacy for increased R & I funding in the country.
High level policy and stakeholder engagement workshops to advocate for developing institutional frameworks for establishing councils	3 rd	These stakeholder engagements allow for lobbying of governmental officials to get their backing to support advocacy and high-level policy making.

Developing International collaborations and partnerships	4 th	International collaborations and partnerships serve as good models for stakeholders and institutions/organizations with funding to use as funding alternatives.
Creation of physical and online platforms for knowledge sharing among critical R&I funding stakeholders in the country	5 th	<ul style="list-style-type: none"> a) The current management of our country's knowledge product is not the best. There is a need to build a repository. b) Accounting/financial, evaluation, M&E, reporting wings/review aspects. c) Potential exists to upgrade online platform systems. d) Synergize platforms and make them usable for varied institutions.
Development of strategic STI documents such as policies and policy implementation strategies	6 th	Engage high level policymakers with practical and best practices to let policy makers know of the impacts of the projects and development of policy briefs

DAY 2: CO-DEVELOPMENT OF TAILOR-MADE TRAINING PROGRAMMES AND TECHNICAL SUPPORT

The participants co-designed a training programme and technical Support to strengthen the Council in Ghana. This was conducted and critiqued by all participants and comments incorporated to enrich, ensure relevance and impact of the training programmes. For each of the identified training need areas and technical support identified and prioritized, further brainstorming of proposed content for the training, gender mainstreaming, anticipated challenges, possible solutions as well as emerging issues were explored to assist in the execution of the prioritized training needs and technical support. The outcome of this exercise is presented in the co-development of tailor-made training and technical support programmes in the table below for Group One and Two respectively.

Co-Developed Tailor-Made Training Needs of the Research and Innovation funding Council in Ghana

Priority	Content	Gender equality and inclusion strategies	Challenges	Solution	Emerging Issues
Fundraising and Grantsmanship	<ol style="list-style-type: none"> 1. Call identification. 2. Understanding calls for proposals, preparation of calls, format, information fact sheet on funder's requirements and conditions. 	Selection of participants and training modules should consider the unique needs of gender, diversity, and inclusivity.	a) Post project funding for training.	a) Budgetary allocation from government, conscious effort by SGC to secure funds for training from other sources, allocation of	<p>Digital divide and accessibility.</p> <p>Adapting to crisis and uncertainty</p>

	<ol style="list-style-type: none"> 3. Proposal Writing _ Sourcing for fund, Anatomy of a grant proposal. 4. Budgeting and financial sustainability. 5. Work plan and action plan development. 6. Building right networks and relationships with funders/donors. 7. Strategic planning for fund raising success. 8. Peer review mechanism and feedback. 9. Monitoring and Evaluation (M& E) of grants e.g. success rates, outcomes. 		<ol style="list-style-type: none"> b) Delay in release of calls. c) Resistance to change. d) Bureaucracy 	<p>overheads from grants to support training programmes, delivery of institutional training on a fee-paying basis.</p> <ol style="list-style-type: none"> b) Timely release of information. c) Incorporate change management strategies. d) Institute measures to minimise bureaucracies. e) Case studies of success stories. 	
Grant administration, including online management and equitable disbursement of grants	<ol style="list-style-type: none"> 1. Introduction to grant management systems and online platforms. 2. Understanding grant regulation, compliance and reporting requirements. 3. Establish fair and transparent grant review process. 4. Financial reporting and grant tracking. 5. Legal and regulatory considerations in 	Introduce strategies that promote diversity, equity and inclusion in grant allocation and management decisions.	<ol style="list-style-type: none"> a) Internet connectivity and stability. b) Infrastructure (e.g. servers) c) Reliability of grants management software. d) Confidentiality and Data privacy issues. 	<ol style="list-style-type: none"> a) Outsourcing _ Purchase dedicated internet facility. b) Outsourcing _ Purchase dedicated servers on the cloud. c) Dedicated software developer. d) Put in place non-disclosure agreements, compliance in line with the Data 	<p>New and emerging grant management administrative tools.</p> <p>Impact measurement and evaluation.</p>

	<p>grant management and administration.</p> <p>6. Monitoring and evaluation - Developing M& E frameworks to track grant outcomes and impact.</p> <p>7. Knowledge on tools and techniques to assess grantee performance and progress.</p> <p>8. Analysis of real-world examples of successful grant management and case studies.</p>		<p>e) Conflict of interest</p> <p>f) Power outage.</p> <p>g) Transparency - grant application, selection of reviewers, and review processes</p>	<p>Protection Act and regulations (local and global).</p> <p>e) Declaration of conflict of interest /Opt out of review process.</p> <p>f) Explore alternative and emergency power sources.</p> <p>g) Blind allocation of grant applications to reviewers.</p>	
Quality assurance and ethics of research	<p>1) Introduction to quality assurance and ethics of research.</p> <p>2) Data integrity (accuracy, consistency, and reliability) and research ethics.</p> <p>3) Identifying and mitigating potential ethical issues in fund raising and grant proposal development.</p> <p>4) Strategies for ensuring research integrity and reproducibility.</p> <p>5) Best practices in peer review and quality assurance processes_ Regulatory</p>	Incorporate strategies to promote diversity, equity and inclusion in quality assurance and ethics of research	<p>a) Funding constraints</p> <p>b) Time constraints</p> <p>c) AI - may affect responsible conduct of research.</p> <p>d) Plagiarism</p>	<p>a) Budgetary allocation from government.</p> <p>b) Continuous education</p> <p>c) Introduce topics on responsible use of AI in quality assurance and ethics of research.</p>	New tools that mask or cloud genuine research

	<p>compliance and ethical review processes.</p> <p>6) Handling misconduct allegations and establishing accountability measures.</p> <p>7) Responsible conduct of research (including research using AI).</p> <p>8) M& E on appreciation and application of ethical research.</p> <p>9) Ethical leadership and organisational culture - Ethical guidelines, code of conduct, whistle-blower policy, SOP</p>				
Financial reporting systems	<p>1) Introduction to financial transparency and accountability.</p> <p>2) Regulatory framework and compliance.</p> <p>3) Designing and/or adhering to financial reporting standards.</p> <p>4) Financial data collection and management.</p> <p>5) Financial reporting to donors.</p> <p>6) Internal controls and audits.</p>	<p>Include strategies that promote diversity, equity, and inclusion in training on financial reporting systems</p>	<p>a) Funding constraints</p> <p>b) Resistant to change – cultural and organizational barriers.</p> <p>c) Interpretation and communication of financial information.</p> <p>d) Technical and/or financial</p>	<p>a) Budgetary allocations</p> <p>b) Training in change management mechanisms</p>	<p>Ethics protocols</p> <p>Software updates</p> <p>Unexpected changes to donor reporting requirements</p>

	7) Monitoring and evaluation of financial reporting systems.		<p>skills and tools.</p> <p>e) Software compatibility (internal software versus donor reporting formats).</p> <p>f) Procurement matters – manipulation of quotations, time lags in communicating information.</p>		
Safeguarding intellectual property rights and commercialisation of research outputs	<p>1) Introduction to Intellectual Property (IP) and Intellectual Property Rights</p> <p>2) Intellectual Property Application and grant processes.</p> <p>3) Technology transfer and commercialisation models.</p>	Incorporate strategies that seek to promote diversity, equity, and inclusion in safeguarding IP rights and commercialisation of research outputs	<p>a) Funding constraints</p> <p>b) Complexity in IP laws</p> <p>c) Navigating IP application processes (national, regional, international)</p>	<p>Budgetary allocation</p> <p>Partnerships with World Intellectual Property Organisation (WIPO), Africa Regional Intellectual Property Organisation (ARIPO), Ghana Industrial Property Office (GHIPO), Copyright office, etc.</p>	Emerging IP protocols

	<p>4) Negotiating licensing agreements.</p> <p>5) Legal and ethical considerations in IP management</p> <p>6) Building collaborations and partnerships.</p> <p>Monitoring and evaluation of IP applications, grants, and commercialisation activities.</p>				
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Co-Developed Tailor-Made Technical Support Programmes to strengthen the Council

Technical Support	Content	Gender Equality & Inclusion strategies	Challenges	Solutions	Emerging Issues
Benchmarking/ Learning visits to successful and well performing Councils in Africa	<p>Tanzania- Robust systems to manage grant</p> <p>Knowledge sharing: Successful Grant process management highlighting the need intellectual property</p> <p>launching of call, awarding grant, M&E, etc.</p> <p>Human capacity</p>	<p>Currently, the core technical council staff is not proportionately balanced in gender. Thus, the personalities with the expert skills will be trained</p> <p>- Conscious efforts will be made to mainstream gender where feasible.</p> <p>Gender policy on grants towards female researchers</p>	<p>Possibilities of inadequate funding from the funder ATPS (assuming the funder can accommodate only 7 people, if the council has more than 7 participants, it will be to the detriment of the council).</p> <p>Possibilities of the host institution not meeting the learning needs of the Ghanaian council</p>	<p>- Hybrid training programme to accommodate other trainees who could not visit</p> <p>- Learning visitation to another council with the strengths required, say Zambia</p> <p>- Adding on resource person from</p>	<p>Exploring how successful SGC's facilitate the transfer and commercialization of research outputs can help promote innovation and economic development.</p>

Technical Support	Content	Gender Equality & Inclusion strategies	Challenges	Solutions	Emerging Issues
	<p>(well-staffed with experts)</p> <p>Identifying gaps in the system to build a robust system</p> <p>To build the capacity of the Ghanaian council staff</p>			<p>diverse council with expertise</p> <p>- Alternative sources of funding to pursue additional training needs</p>	
<p>Support on advocacy for increased R&I funding in the country from policymakers and parliamentarians.</p>	<p>Engage parliamentarians on present needs of the SGC.</p> <p>2) Involve Parliamentarians</p> <p>Select Committee on STI members to buy into solutions projected for problems.</p> <p>3) Involving sub-committee members in council decision-making, 4) Undertake active interventions</p>	<p>1) In engaging parliamentarians in the council programmes and activities, we will be gender and conscious and sensitive.</p>	<p>Lack of funding from the government, ministry, ATPS</p> <p>Changes in Governance affects the passage of policies.</p>	<p>1) ATPS budget allocation for engaging policymakers and Parliamentarians to participate in projects for National development.</p>	<p>1) Upcoming 2024 election may disrupt decision on advocacy due to governmental changes and new committee formation.</p> <p>2) Inability to engage policymakers efficiently.</p>

Technical Support	Content	Gender Equality & Inclusion strategies	Challenges	Solutions	Emerging Issues
	<p>from the sector minister,</p> <p>5) Involve policy makers from start to finish in decision-making processes, activities, and programmes</p>				
<p>High-level policy & stakeholder engagement workshops to advocate for developing institutional frameworks for establishing Councils</p>	<p>Engage high level policymakers with practical and best practices...let them know of the impacts of the project.</p> <p>Development of policy briefs.</p>	<p>In engaging parliamentarians in the council programmes and activities, we will be gender conscious and sensitive.</p> <p>Social inclusion-consider all factors including the MMDAS.</p>	<p>1) Lack of funding from the government, ministry, ATPS</p> <p>2) Changes in Governance affects the passage of policies Governmental changes impact previously passed policies</p> <p>3) Get the policy makers to be cooperative</p>	<p>1) Early engagement is key</p> <p>2) More dialogue with policymakers</p> <p>3) Create platform using social media engagements</p>	<p>N/A</p>
<p>Developing International collaborations and partnerships</p>	<p>Capacity and needs assessments to identify appropriate partnerships.</p> <p>Finding collaborators North-South, and South-south</p>	<p>Build capacity to do GEI assessment</p>	<p>Managing intellectual property rights in international collaborations can be challenging, particularly in cases where different jurisdictions and legal frameworks are involved.</p>	<p>Education of staff to consider gender inclusive decisions.</p> <p>To be sensitive towards the policies of the grantor on issues</p>	<p>1) Developing sustainable models for international collaborations and partnerships that can continue beyond the initial funding period</p>

Technical Support	Content	Gender Equality & Inclusion strategies	Challenges	Solutions	Emerging Issues
	<p>Bi/multi-lateral collaborative partnerships</p> <p>Equitable partnerships</p>			related to gender.	
<p>Creation of physical and online platforms for knowledge sharing among critical R&I funding stakeholders in the country</p>	<p>Server acquisition as the council currently uses the NITA server.</p> <p>Capacity building in software development based on the current system in use, as the current procedure is to rely on the Ugandan who designed the software for all councils.</p> <p>Inclusion of addition modules such as the reporting system, financial management, M & E etc.</p>	<p>Build capacity to do GEI assessment.</p>	<p>Request for a software developer, based on the recruitment process.</p>	<p>1) Seek out a consultant based on allocation of financial resources to engage the specialist</p>	<p>N/A</p>
<p>Development of strategic STI documents such as policies and policy</p>	<p>Identification of key stakeholder mapping/engag</p>	<p>1) Implementing targeted interventions to address gender</p>	<p>Lack of funding Change in government.</p>	<p>1) Hire a consultant based on allocation of</p>	<p>N/A</p>

Technical Support	Content	Gender Equality & Inclusion strategies	Challenges	Solutions	Emerging Issues
implementation strategies	<p>ement of experts</p> <p>Capacity and needs assessment of gaps, for the policies to address key issues.</p> <p>Engage high level policymakers with practical and best practices...let them know of the impacts of the project.</p> <p>Development of policy briefs</p>	<p>disparities in the STI sector, such as providing scholarships and training opportunities for women in STEM fields.</p>	<p>Acceptance of policy by the MPs</p> <p>Overlapping interests by Government Agencies.</p>	<p>financial resources to engage the STI ecosystem stakeholders.</p>	

Conclusion

After a two day active stakeholder interaction with the project team, the training needs and technical support required to strengthen the Ghana Council were prioritised into five main areas each. The prioritised training needs are: fundraising and grantsmanship, grant administration, including online management and equitable disbursement of grants, quality assurance and ethics in research, financial reporting systems, safeguarding intellectual property rights and commercialization of research outputs. However two important training need areas were identified as cross-cutting and should be mainstreamed in each of the already identified areas. These are monitoring and evaluation of allocated grants, and gender responsive data collection, management, reporting and archiving.

With respect to technical support needs, the following areas were prioritised with justifications: benchmarking/Learning visits to successful and well performing Councils in Africa, support on advocacy for increased R&I funding in the country from policymakers and parliamentarians, high-level policy & stakeholder engagement workshops to advocate for developing institutional frameworks for establishing Councils, developing international collaborations and partnerships, creation of physical and online platforms for knowledge sharing among critical research and innovation funding stakeholders in the country. The Ghana Council unanimously agreed to visit either COSTEC Tanzania, NRF South Africa or NRF Kenya for a Benchmarking/learning visit.

References

References to the relevant frameworks, policies, and Acts of Parliament relating to Science and Technology Innovation funding were sourced from the following.

1. *Food and Agriculture Sector Development Policy (FASDEP II), 2007*
2. *Ghana Education Service (GES) Strategic Plan (2018-2022), 2018*
3. *Ghana Education Trust Fund (GETFund) Act (Act 581), 2000*
4. *Ghana National Research Fund Act (Act 1056), 2023*
5. *Ghana National Service Scheme (NSS) Act, 2022*
6. *Ghana Skills and Technology Development Fund (STDF), 2011*
7. *Ghana Strategy Support Programme (GSSP), 2024-2028, 2023*
8. *Ghana's Industrial Policy, 2011*
9. *Ghana Scholarships Secretariat, 1960*
10. *Ghana's STI for SDGs Roadmap in Ghana, 2021*
11. *Medium-Term Agriculture Sector Investment Plan (METASIP) (2014-2017), 2015*
12. *National Entrepreneurship and Innovation Plan (NEIP), 2017*
13. *National Gender Policy, Ministry of Gender, Children and Social Protection, May 2015*
14. *National Intellectual Property Policy and Strategy, 2015*
15. *National Medium-Term Development Policy Framework (2022-2025), National Development Planning Commission, Government of Ghana, December 2021*
16. *National Science, Technology and Innovation Policy, 2017*



A Group photograph of participants during SRIFA validation workshop in Ghana

Workshop Programme

Day 1: Understanding the Research and Innovation Funding Landscape		23rd April 2024
Morning Session: Opening and Overview		
9:00 - 9:30	Registration	Dr Chukwuemeka Uwanaka/Susan Mburu
9:30 – 9:40	Welcome Remarks.	Dr Frederick Amu-Mensah
9:40 – 9:45	Introduction of participants	ALL
9:45 -10:00	Opening Remarks.	Dr Cephas Mensah
10:00-10:20	Introduction to Workshop Objectives and Expected Outcomes.	Dr. Joel Nwakaire
10:20 - 10:30	Group photograph	ALL
10:30 – 11:00	Tea Break	
Session 1: Presentation of Preliminary Results		
11:00 – 11:45	Presentation of Ghana report	Dr. Joel Nwakaire
11:45 – 12:45	Interactive Q&A Session.	Dr Cynthia Nwobodo
12:45 – 2:00	Lunch Break	
Afternoon Session: In-depth Stakeholder Engagement		
2:00 – 3:30	Breakout Sessions: Stakeholder Group Discussions on Prioritization of Training Needs and Technical Support.	Dr. Cynthia Nwobodo/Dr. Joel Nwakaire
3:30 – 4:00	Group Presentations on Identified Challenges and Opportunities.	
4:00 – 4:30	Plenary Discussion: Key Themes Emerging from Stakeholder Engagements.	
4.30 – 6.00	Networking Session	
Day 2: Co-Developing Tailor-Made Program		24th April 2024
Morning Session: Recap and Objective Setting		
9:00 - 9:30	Registration	Dr Chukwuemeka Uwanaka/Susan Mburu

9:30 – 9:45	Recap and review of Day 1.	Dr. Cynthia Nwobodo
9:45 -10:30	Introduction to Co-development Process.	Dr. Joel Nwakaire
10:30 – 11:00	Tea Break	
Session 2: Co-Development Workshops		
11:00 – 11:40	Workshop 1: Designing Tailor-Made Training Programs.	ALL
11:40 – 12:20	Workshop 2: Identifying Technical Support Needs.	ALL
12:20 – 1:00	Cross-Group Discussions and Insights Sharing.	ALL
1.00 – 2.00	Lunchbreak	
Afternoon Session: Implementation Planning		
2:00 -2:30	Presentation of Co-Developed Program.	Council Representative
2:30 – 3:30	Feedback and Iterative Refinement.	ALL
3:30 – 4:15	Roadmap for Implementation: Timelines and Responsibilities.	Dr. Cynthia Nwobodo
4:15 – 4:30	Closing Remarks and Next Steps.	Dr. Joel Nwakaire

List of Participants

No	Name	Organization
1.	Rev Dr Patrick Nomo	Ministry of Environment, Science, Technology and Innovation
2.	Mr Cephas Adjei Mensah	Ministry of Environment, Science, Technology and Innovation
3.	Mr Kwamena Essilfie Quaison	Ministry of Environment, Science, Technology and Innovation
4.	Ms Cecilia Nyadia	Council for Scientific and Industrial Research
5.	Dr Naa Dedei Tagoe	Ministry of Environment, Science, Technology and Innovation
6.	Ms Ellen Kugblenu Dugbakuor	Ministry of Environment, Science, Technology and Innovation
7.	Mrs Gloria Holm-Graves	Ministry of Environment, Science, Technology and Innovation
8,	Ms Judith Awo Semabia	Ministry of Environment, Science, Technology and Innovation
9,	Mr Prince Charles Ababio Aggrey	Ministry of Environment, Science, Technology and Innovation
10,	Ing Dr Frederick Amu-Mensah	African Technology Policy Studies Network, Ghana National Chapter Coordinator
12.	Dr Diana Amoni Ntewusu	Council for Scientific and Industrial Research – Science, Technology and Policy Research Institute
13.	Mr Sefakor Kwaku Heloo	Ministry of Environment, Science, Technology and Innovation
14.	Mrs. Diana Adobea Owusu Antwi	Office of Research, Innovation and Development (ORID), University of Ghana
15.	Professor Firibu K. Saalia	Department of Food Process Engineering, University of Ghana
16.	Mr Richard Nartey	Heritors Lab
17.	Dr Roland Asare	Council for Scientific and Industrial Research – Science, Technology and Policy Research Institute
18.	Mr Paa Kojo Sam	Ministry of Education

19.	Dr Marian Amu-Mensah	Council for Scientific and Industrial Research – Science, Water Research Institute
20.	Dr Mavis Akuffobebe-Essilfie	Council for Scientific and Industrial Research – Science, Technology and Policy Research Institute
21.	Dr Gordon Akon-Yamga	Council for Scientific and Industrial Research – Science, Technology and Policy Research Institute
22.	Dr Pennante Naa Ayikailey Bruce-Vanderpuije	Council for Scientific and Industrial Research – Science, Water Research Institute
23.	Ms Adelaide Asantewaa Asante	UK Centre for Ecology and Hydrology
24.	Ms. Ruth Issambo Nyarko	Association of African Universities
25.	Mr Albert Oppong Ansah	Ghana News Agency (GNA)