



International Centre for Capacity
Development, Sustainability and
Societal Change
under the auspices of UNESCO

Annual Report 2023

August 2024

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GRÓ • International Centre for Capacity Development,
Sustainability and Societal Change

Austurhöfn, 101 Reykjavík, Iceland

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Icelandic Summary – Samantekt á íslensku

GRÓ – Þekkingarmiðstöð þróunarsamvinnu er sjálfstæð miðstöð sem starfar undir merkjum UNESCO, Mennta-, vísinda- og menningarmálastofnunar Sameinuðu þjóðanna, og miðar að því að koma íslenski sérfræðipekkingu á framfæri við þróunarlönd, einkum lágtekju- og lágmillitekjuríki. GRÓ-skólarnir fjórir (Jafnréttisskóli, Jarðhitaskóli, Landgræðsluskóli og Sjávarútvegsskóli) hafa starfað um áratugaskeið og hafa frá upphafi verið ein af meginstöðum alþjóðlegrar þróunarsamvinnu Íslands. Jarðhitaskólinn er hýstur hjá Íslenskum orkurannsóknum (ÍSOR), Sjávarútvegsskólinn hjá Hafrannsóknastofnun, Landgræðsluskólinn hjá Landbúnaðarháskóla Íslands og Jafnréttisskólinn hjá Háskóla Íslands. Í ársskýrslunni er gerð grein fyrir starfi GRÓ-skólanna fjögurra árið 2023 og öðru starfi á vegum GRÓ – Þekkingarmiðstöð þróunarsamvinnu.

Fjölbreytt starfsemi fór fram árið 2023 á vegum GRÓ – Þekkingarmiðstöðvar þróunarsamvinnu. Alls útskrifuðust 92 sérfræðingar úr 5–6 mánaða námi hjá þjálfunaráætlununum fjórum, þ.e. Jarðhitaskólanum, Sjávarútvegsskólanum, Landgræðsluskólanum og Jafnréttisskólanum. Þá útskrifuðust fimm styrkþegar með meistaragraðu og einn með doktorsgráðu á skólastyrk frá GRÓ. Gerð var úttekt á styrkveitingum GRÓ til framhaldsnáms til útskrifaðra nemenda, unnið var að því að efla samstarfið við UNESCO og mótun árangursramma til að mæla árangur starfseminnar lauk. Einnig var staðið fyrir viðburðum þar sem útskrifaðir nemendur GRÓ komu saman í heimaríkjum sínum þvert á málafnasviðin, í samstarfi við UNESCO og sendiráð Íslands.

Nemendahópar GRÓ skólanna fjögurra voru álíka fjölmennir eða 22–24 sérfræðingar í hverjum hópi. Allir leggja GRÓ skólarnir áherslu á að stuðla að jafnrétti kynjanna í sínum málaflokkum og vinna jafnframt að því að ná sem jöfnustu kynjahlutfalli í nemendahópnum. Konur voru 52% nemenda í 5–6 mánaða náminu á vegum GRÓ árið 2023. Nemendurnir komu alls frá 35 löndum. Flest voru frá Afríku eða 57%. Breytingakenning GRÓ leggur áherslu á samstarf við tekjulægstu ríkin, sem er í takt við stefnu íslenskra stjórnvalda í þróunarsamvinnu um að auka framlög til fátækustu ríkja heims. Árið 2023 voru 36% nemenda frá lágtekjuríkum (LDC), sem er aukning frá árinu 2022 þegar hlutfallið var 28%.

Mikilvægur þáttur í starfsemi GRÓ eru styrkveitingar til framhaldsnáms til útskrifaðra nemenda. Óháð úttekt var gerð árið 2023 á styrkveitingum GRÓ til framhaldsnáms sem staðfesti mikilvægi þeirra í starfi GRÓ og að þær séu mikilvægur þáttur af stefnu Íslands í alþjóðlegri



þróunarsamvinnu. Á árinu 2023 lauk einn sérfræðingur doktorsprófi með skólastyrk frá Sjávarútvegsskólanum og fimm útskrifuðust úr meistaránámi á skólastyrk frá Jarðhitaskólanum. Sex hófu meistaránám á GRÓ-skólastyrk árið 2023, fjórir fyrrum nemendur Jarðhitaskólans og tveir frá Landgræðsluskólanum. Árið 2023 stunduðu 36 GRÓ-styrkþegar nám við íslenska háskóla, 20 meistaránám og 16 doktorsnám.

Einnig lauk GRÓ árið 2023 vinnu við mótun árangursramma sem er hluti af breytingakenningu GRÓ og sem verður notaður til að mæla árangurinn af starfi GRÓ skólanna fjögurra með samræmdum hætti. Með því að skrá á einn stað upplýsingar um allar lykiltölur í starfi skólanna, og meta gæði námsins og ánægju nemenda og samstarfsstofnana með samræmdum spurningum verður auðveldara að fylgjast með og meta áhrifin af starfi GRÓ. Niðurstöðurnar munu þannig nýtast til að þróa og efla starfið. Í viðauka 3 í ársskýrslunni er að finna upplýsingar um þau árangursviðmið sem hægt er að meta fyrir árið 2023, en vinna stendur nú yfir við að safna gögnum og móta viðmið þar sem samræmdar upplýsingar liggja ekki fyrir.

Ýmis styttri námskeið voru haldin á vettvangi í samstarfsríkjum GRÓ á árinu og fræðsluheimsóknir til Íslands. Jafnréttisskólinn stóð t.a.m. fyrir sex námskeiðum, fjórum í Úganda um jafnréttisfræðslu fyrir ungmenni og tveimur í Malaví um jafnréttismál og loftslagsbreytingar. Að auki stóðu Jafnréttisskólinn og Landgræðsluskólinn saman að námskeiði í Kirgistan um jafnréttismál á sviði umhverfis. Í samstarfi við svæðasamtök í Karíbahafi hélt Sjávarútvegsskólinn námskeið á Barbados um meðferð gagna í stofnamati. Einnig tók Sjávarútvegsskólinn á móti hópi sérfræðinga frá eyríkjum Kyrrhafs og Alþjóðabankanum sem kynnti sér nýtingu og nýsköpun í sjávarútvegi á Íslandi, sem og notkun og meðferð gagna við fiskveiðistjórnun. Jarðhitaskólinn hélt árlegt þriggja vikna námskeið í Kenía í samstarfi við þarlend orkufyrirtæki. Einnig átti Jarðhitaskólinn aðkomu að jarðhitanámskeiði sem haldið var í annað sinn í Beijing á vegum kínverska stjórnvalda og orkufyrirtækja. Námskeiðið fór fram í aðdraganda Alþjóðajarðhitaráðstefnunnar í Beijing, sem Jarðhitaskólinn studdi einnig fyrirverandi nemendur skólans til að sækja. Þá hafa rúmlega 16 þúsund manns skráð sig á netnámskeið sem Jafnréttisskólinn hefur framleitt og boðið er upp á vegum edX — alþjóðlegs samstarfsnets háskóla. Netnámskeið Jafnréttisskólans eru nú alls orðin þrjú talsins, en árið 2023 var þriðja slíka námskeiðinu hleypt af stokkunum. Yfir 20 þúsund manns hafa skráð sig á þrjú netnámskeið sem Landgræðsluskólinn hefur staðið að með samstarfsaðilum og eru námskeiðin aðgengileg á Coursera og edX.

Samstarf við UNESCO eft

Árið 2023 hefur GRÓ áfram unnið með margvíslegum hætti að því að efla samstarfið við UNESCO en skólarnir fjórir störfuðu undir merkjum Háskóla Sameinuðu þjóðanna (UNU) áður en þeir voru færðir undir GRÓ árið 2020.

Einkum hefur verið horft til þess að efla samstarfið við svæðisskrifstofu UNESCO fyrir A-Afríku en um 30% allra útskrifaðra nemenda GRÓ koma frá því svæði. Forstöðumaður GRÓ heimsótti svæðisskrifstofu UNESCO í Nairobi, sem og landaskrifstofu stofnunarinnar í Kampala til að kortleggja samstarfstækifæri. Í kjölfarið hefur útskrifuðum nemendum GRÓ í A-Afríku sem eru sérfræðingar í STEM (vísindum, tækni, verkfræði og stærðfræði) verið boðið að skrá sig í gagnagrunn UNESCO yfir slíka sérfræðinga á svæðinu. Einnig hafa tækifæri fyrir útskrifaða nemendur sem tengjast UNESCO verið auglýst meðal útskrifaðra nemenda. Þá heimsóttu starfsmenn svæðisskrifstofunnar námskeið Jarðhitaskólans í Kenía í lok árs 2023 til að kynna sér starf Jarðhitaskólans í A-Afríku.

GRÓ og UNESCO gerðu árið 2023 samning um samstarf Landgræðsluskóla GRÓ og verkefnisins [Maðurinn og lífhvolfið](#) (e. Man and the Biosphere - MAB) sem gengur út á að bjóða ungum sérfræðingum sem starfa á svæðum í Afríku sem tilheyra MAB netverki UNESCO að taka þátt í sex mánaða þjálfuninni á Íslandi.

Í nóvember tók Zazie Schäfer, yfirmaður skrifstofu þverlægra málefna hjá UNESCO, sæti fulltrúa UNESCO í stjórn GRÓ af forvera hennar, Jean Yves Le Saux, sem hafði falið Ástu Magnúsdóttur, starfsmanni UNESCO, að sitja fundina fyrir hans hönd.

Tengslanet GRÓ nemenda styrkt

Samstarfið við UNESCO opnar ýmis tækifæri hvað varðar stuðning við útskrifaða nemendur. Samhliða heimsókn forstöðumanns GRÓ til A-Afríku voru haldnir viðburðir fyrir útskrifaða nemendur í Úganda og Kenía, sem eru tvö stærstu samstarfslönd GRÓ, með þátttöku UNESCO. Í Úganda var fundurinn haldinn í sendiráði Íslands í Kampala og var það í fyrsta sinn sem nemendur þvert á skólana fjóra komu saman til fundar. Allir halda skólarnir úti öflugum tengslaneti fyrir útskrifaða nemendur, en með tilkomu GRÓ skapast að auki tækifæri fyrir nemendur til tengslamyndunar og samstarfs þvert á málefnasvið.

Til viðbótar við viðburðina í A-Afríku buðu GRÓ og sendiráð Íslands í Tókýó, sem er jafnframt sendiráð gagnvart Indónesíu, fyrrum nemendum GRÓ í landinu til móttöku í tengslum við jarðhitaráðstefnu sem haldin var í Jakarta í september. Þá stóðu GRÓ skólarnir fyrir ýmsum viðburðum með útskrifuðum nemendum.

Vinnustofa GRÓ sem haldin var í október, með þátttöku stjórnar GRÓ, starfsfólks GRÓ skólanna fjögurra og miðstöðvarinnar, sem og sérfræðingum utanríkisráðuneytisins, fjallaði einmitt um tengslanet GRÓ og hvernig auka megi stuðning við nemendur þvert á málefnasviðin eftir heimkomu og skapa tækifæri fyrir nemendur allra skólanna til að tengjast og starfa saman eftir útskrift.

Loks má nefna að GRÓ gerði samning árið 2023 við stofnunina [Sjálfbærliðar Sameinuðu þjóðanna](#) (e. UN Volunteers) um að fjármagna stöðu jafnréttissérfræðings á skrifstofu UNESCO í Nýju-Delí á Indlandi, sem mun koma úr röðum útskrifaðra nemenda Jafnréttisskólans, og hefja störf árið 2024.

GRÓ tók árið 2023 við bókagjöf frá Reykjavík - Bókmenntaborg UNESCO. Um var að ræða tæplega fjörutíu þýddar bækur eftir íslenska rithöfunda. Bækurnar eru aðgengilegar fyrir nemendur í húsnæði GRÓ að Grensásvegi þar sem nemendur Jarðhitaskólans, Landgræðsluskólans og Sjávarútvegsskólans búa á meðan á dvöl þeirra á Íslandi stendur. Bættist sú bókagjöf við bækur sem Miðstöð íslenskra bókmennta og einstaklingar hafa gefið GRÓ. Hugmyndin með bókasafninu er að nemendur geti sótt sér afþreyingu og um leið kynnst íslenskri menningu, sögu og bókmenntahefð.

GRÓ hefur einnig haldið áfram samstarfi við sundlaugar Reykjavíkurborgar og gert nemendum kleift að læra að synda á meðan á dvölinni á Íslandi stendur. Í gegnum sundkennsluna hafa einnig skapast möguleikar fyrir nemendur GRÓ skólanna að kynnst þvert á málefnasviðin.

About GRÓ

The GRÓ International Centre for Capacity Development, Sustainable Use of Natural Resources and Societal Change was established on January 1st 2020 and operates under the auspices of UNESCO as a Category 2 Centre based in Iceland. It is the first multi-disciplinary Category 2 Centre at UNESCO. The Director General of GRÓ in 2023 was Nína Björk Jónsdóttir.

Four training programmes are operated by GRÓ:

- **GRÓ Geothermal Training Programme (GRÓ GTP)**, established in 1978 and currently hosted at Iceland Geosurvey (ÍSOR), which concentrates its work on increasing the use of renewable geothermal resources. The director of GRÓ GTP in 2023 was Dr Guðni Axelsson.
- **GRÓ Fisheries Training Programme (GRÓ FTP)**, established in 1997 and hosted at the Marine and Freshwater Research Institute, working on the protection and sustainable use of the oceans, seas and marine resources. In 2023 three FTP staff served as directors, Julie Ingham for eight months standing in for Mary Frances Davidson who returned for two months after a leave period, then Þór Ásgeirsson returned to the position in November after completing a two-year secondment to the World Bank in the Solomon Islands.
- **GRÓ Land Restoration Training Programme (GRÓ LRT)**, established in 2007 and hosted by the Agricultural University of Iceland, working on ecosystem restoration and sustainable use of land. The director of GRÓ LRT in 2023 was Dr Sjöfn Vilhelmsdóttir.
- **GRÓ Gender Studies and Training Programme (GRÓ GEST)**, hosted by the University of Iceland, was established in 2009 and works toward advancing gender equality and social justice. The director of GRÓ GEST in 2023 was Dr Irma Erlingsdóttir.

The GRÓ Centre operates under its own legal identity and is guided and overseen by a Governing Board, appointed by the Minister for Foreign Affairs of Iceland, and set up as a unit within the Ministry. Regulation nr. 1260, adopted on 18 December 2019 applies to the operations of GRÓ – Centre for Capacity Development, Sustainability and Societal Change. The Centre operates based on Act No 121/2008 on Iceland's International Development Cooperation, Act no. 115/2011 on the Government Offices of Iceland, the Public Finance Act No 123/2015, Iceland's policy for international development cooperation, the UN Sustainable Development Goals and international obligations.

The four training programmes have been an important part of Iceland's development cooperation portfolio for decades. In addition to the core funding provided by the government of Iceland, external funding is obtained, mainly through counterpart contributions from partner institutions, grants and by participation in international projects.

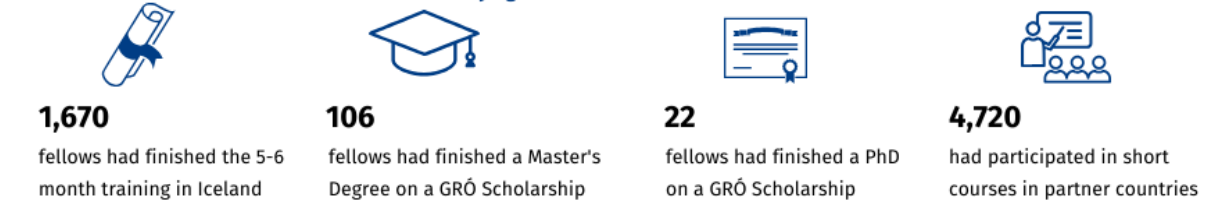
This report covers the activities of GRÓ in 2023.

Summary of activities of GRÓ in 2023

The year 2023 was an active year for GRÓ and the four training programmes. A total of 92 fellows graduated from the 5–6 month training at the four training programmes, five GRÓ scholarship recipients graduated with a Masters’ degree and one with a PhD. GRÓ adopted a results framework and an external evaluation was conducted on the GRÓ post graduate scholarship programmes. The main priorities of the centre included the development of a GRÓ alumni strategy, which is still ongoing, and strengthening the cooperation with UNESCO.

At the end of 2023, a total of 1,670 fellows had completed the 5–6 month training in Iceland during the 100 years that the programmes have, combined, been working. Also, 106 alumni had obtained a master’s degree and 22 a PhD degree on a GRÓ scholarship at Icelandic universities. In addition, close to 5,000 participants have attended short courses organised by the four GRÓ training programmes in their partner countries.

GRÓ – Centre for Capacity Development, Sustainability and Societal Change
Key figures on December 31st 2023



GRÓ FTP	GRÓ GEST	GRÓ GTP	GRÓ LRT
464 Fellows, 6 month training	218 Fellows, 5 month training	790 Fellows, 6 month training	198 Fellows, 6 month training
19 Master degrees	593 Short course participants	85 Master degrees	2 Master degrees
16 PhD degrees		5 PhD degrees	1 PhD degree
1,305 Short course participants		2,645 Short course participants	177 Short course participants

Postgraduate training (5–6 month training in Iceland)

The postgraduate 5–6 month training is the core activity of the GRÓ programmes. Experts working for partner institutions in the four thematic fields of geothermal energy, sustainable fisheries, land restoration and gender equality are invited to come to Iceland to advance their knowledge and expertise at the GRÓ training programmes. In 2023, fellows from 35 countries participated in the GRÓ 5–6 month postgraduate training. The cohorts were all similar in size, with 22–24 fellows each. The GRÓ Land Restoration Training Programme (GRÓ LRT) graduated their biggest cohort since establishment, or 23 fellows.

GRÓ's Theory of Change specifies that GRÓ particularly aims to work with countries that are classified as Least Developed Countries (LDC's), countries in Africa and Small Island Developing States (SIDS). In 2023, the majority of fellows (57%) came from African countries. Six fellows (7%) were from SIDS and 36% of the fellows were nationals of LDC's, which is a considerable increase from 28% in 2022.

GRÓ is committed to actively promoting gender equality in all its activities and aims to maintain gender balance in the admission of fellows. In 2023 the combined gender ratio for the four training programmes was almost equal, or 52% women.

Postgraduate Scholarships

All four GRÓ training programmes provide scholarships for postgraduate studies in Iceland to fellows who have graduated from the 5–6 month training. The first Master’s scholarship was awarded in 1999 and first doctoral scholarship in 2005. Since, 128 alumni have graduated with a Master’s or PhD on a scholarship from the GRÓ programmes.

An external evaluation of GRÓ’s master’s and doctoral scholarship programme was carried out in 2023. The findings were published in August and found that the scholarship programme falls within the scope and aims of Iceland’s policy for International Development Cooperation and that the four programmes have a high return rate of students to their country of origin. GRÓ will, building on the findings from the evaluation, create a framework for the GRÓ postgraduate scholarships that clearly defines how GRÓ will provide scholarships for the future.

In 2023, six GRÓ scholarship recipients graduated. Five GRÓ GTP alumni graduated with a MSc, three men and two women, and a GRÓ FTP alumna, finished a PhD.

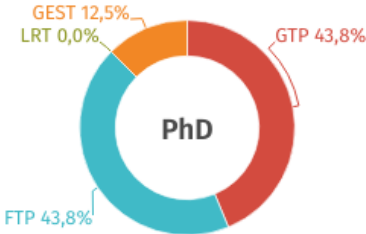
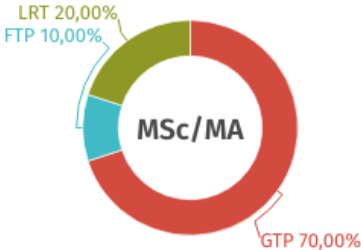
During 2023, a total of 36 GRÓ scholarship recipients were studying at Icelandic universities:

Total GRÓ Scholarship Graduations			
	Male	Female	In total
Master's degrees			
FTP	10	9	19
GTP	65	20	85
LRT	1	1	2
In total:			106
PhDs			
FTP	10	6	16
GTP	3	2	5
LRT		1	1
In total:			22

* as of 31.12.2023

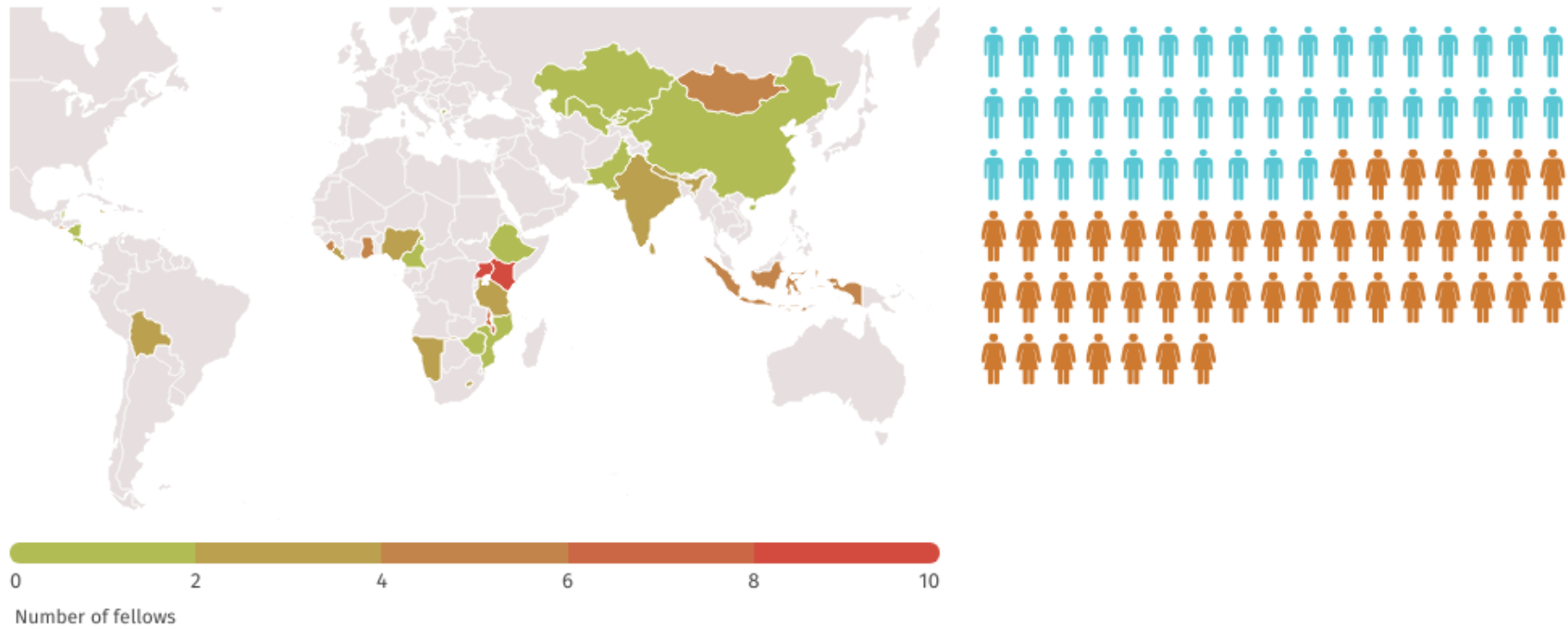
GRÓ Scholarship Recipients 2023

	Total Scholarship Recipients	Female	Male	LDC	LMI	UMI	Africa	Asia	Latin America
MSc/MA	20	8	12	10	9	1	14	2	4
PhD	16	11	5	8	7	1	11	4	1
In Total	36	19	17	18	16	2	25	6	5



GRÓ fellows 2023

	Number of fellows	Female	Male	Least Developed Countries	Lower Middle Income	Upper Middle Income	Africa	Asia	Latin America	Other
GRÓ Fisheries Training Programme	22 (24%)	11 (50%)	11 (50%)	7 (32%)	8 (36%)	7 (32%)	13 (59%)	1 (5%)	8 (36%)	0 (0%)
GRÓ Gender Equality Studies and Training Programme	23 (25%)	16 (70%)	7 (30%)	11 (48%)	10 (43%)	2 (9%)	13 (57%)	8 (35%)	1 (4%)	1 (4%)
GRÓ Geothermal Training Programme	24 (26%)	9 (38%)	15 (63%)	4 (17%)	17 (71%)	3 (13%)	9 (38%)	9 (38%)	5 (21%)	1 (4%)
GRÓ Land Restoration Training Programme	23 (25%)	12 (52%)	11 (48%)	11 (48%)	12 (52%)	0 (0%)	17 (74%)	6 (26%)	0 (0%)	0 (0%)
In total:	92 (100%)	48 (52%)	44 (48%)	33 (36%)	47 (51%)	12 (13%)	52 (57%)	24 (26%)	14 (15%)	2 (2%)



Short courses in partner countries and online training

The four GRÓ training programmes held several short courses in 2023 that were attended by more than 300 participants. Close to 7,000 new participants signed up for courses available online in the year and one new online course was launched by GRÓ GEST.

The GRÓ GTP held, in cooperation with local energy companies, a three-week short course in Kenya on exploration and development of geothermal resources. GRÓ GTP also participated in the organisation and running of the Sino-Icelandic Geothermal Training Program, that was operated for the second time in 2023. The programme included lectures from GRÓ GTP staff and alumni and was held in the run up to the World Geothermal Congress 2023 in Beijing that GRÓ GTP alumni were sponsored to attend.

The GRÓ FTP held a regional workshop in Barbados in partnership with the Caribbean Regional Fisheries Mechanism on fisheries assessment and data modelling. GRÓ FTP also organised a knowledge exchange visit for specialists and policy makers from the Pacific Island region, staff of the Pacific Islands Forum Fishing Agency and the World Bank. The visit was funded by the Ministry for Foreign Affairs and the World Bank.

GRÓ LRT and GRÓ GEST collaborated on implementing a short course in Kyrgyzstan on Gender, Environment, and Sustainable Land Management. Over 20,000 people have signed up for three online courses created by GRÓ LRT in partnership with several organisations. These three MOOCs are available on Coursera and the edX platform.

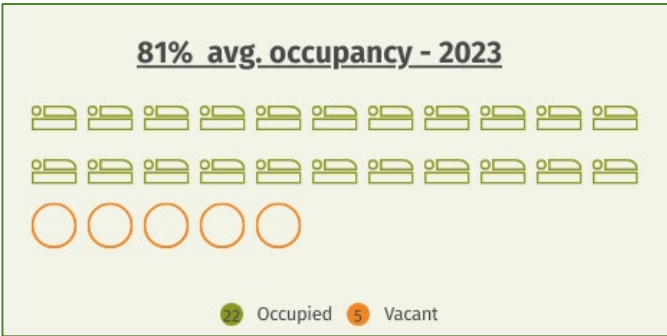
GRÓ GEST held four short courses on Teaching Gender to Youth in Uganda and two on Gender and Climate Change in Malawi and published a MOOC for the edX platform on Gender and Development. Over 16,000 people have signed up to attend the three MOOCs GRÓ GEST has made available on the edX platform.

Further details of the activities of each GRÓ training programme in 2023 are described in [Annex 1](#) (p.16–35) of this report. The main results of the work are also set forth in [Annex 3](#) (p. 43–53).

The GRÓ House

The rental agreement of the GRÓ house at Grensásvegur 14 to accommodate fellows came into effect in autumn 2022 and GRÓ continued to house fellows at the GRÓ House in 2023. Three of the training programmes use the house for their fellows, all except GRÓ GEST, whose

fellows are housed in university accommodation at the University of Iceland where they study. GRÓ has also continued to enjoy good cooperation with Icelandic Student Services (FS) that has helped GRÓ bridge the extra need for rooms for fellows over the summer months, which is when two of the training programmes have fellows staying in the country.



On average, GRÓ GTP fellows occupy the house for six months and GRÓ LRT and GRÓ FTP fellows for three months respectively. The GRÓ FTP still needs to rent additional housing for their fellows staying in the capital area, but some of their fellows stay in Akureyri, in the north of Iceland, during a large part of their training.

The house can at each time accommodate up to 27 fellows and there are three communal areas where fellows can cook together and socialize.

GRÓ Library

In 2023 GRÓ received a donation from Reykjavík — UNESCO City of Literature. The donation consisted of almost 40 books by Icelandic authors, translated into different languages. The books were added to the growing library at the GRÓ house for the fellows to enjoy. Previously, the Icelandic Literature Centre and staff of the Icelandic Ministry for Foreign Affairs had donated books to the GRÓ library, so fellows now have at their disposal a collection of books in various languages to dive into during their spare time.



GRÓ LRT fellows receiving the book donation from Reykjavík — UNESCO City of Literature.

Swimming lessons

The GRÓ centre continued to organise swimming lessons in 2023, for fellows attending the programmes. Previously, some of the training programmes have offered swimming lessons to their fellows but by offering joint lessons, fellows from different programmes now meet and learn to swim together and can enjoy the benefits of the warm geothermal water in the numerous outdoor pools in the capital area.

GRÓ fellows have mentioned Icelandic swimming pool culture and learning to swim as an empowering part of their stay in Iceland. Swimming is an important part of everyday life in Iceland. So much so, that the Icelandic “*swimming pool culture*” has been nominated for UNESCO’s list of [Intangible Cultural Heritage](#).



Bjarney Gunnarsdóttir swimming instructor with fellows from the GRÓ LRT and GRÓ GTP

Website and Branding

The GRÓ website, www.grocentre.is, promotes the visibility of the work and projects undertaken by GRÓ. The website provides a holistic overview of the work of all four programmes and the impact in GRÓ’s partner countries. The website regularly publishes news items, mostly in English but sometimes also in Icelandic, which are more often than not also

shared to GRÓ's social media. In 2023, total number of visits to the GRÓ website was 195,733, from 126,747 unique visitors from over 190 countries.

Numerous presentations were given on the work of GRÓ to different audiences in 2023. The Director General had several meetings with ambassadors accredited to Iceland to discuss GRÓ and the work of the four training programmes. Since 2022 priority has been given to meeting with ambassadors from ODA eligible countries, particularly those from LDCs and LMIs, on the occasion of their handing over credentials. At the meetings, information was provided on the GRÓ centre and the four training programmes, with a particular focus on the cooperation with the country in question or potential areas of cooperation.

The GRÓ centre met with the fellows of each GRÓ training programme shortly after their arrival to Iceland to tell them about GRÓ and the work of the other three training programmes, the cooperation with UNESCO and GRÓ's efforts to establish an overall GRÓ alumni network, in addition to the already established thematic networks of each programme.

The GRÓ Governing Board and GRÓ Centre

The Director General of GRÓ and the Governing Board of GRÓ are appointed by the Minister for Foreign Affairs. Nína Björk Jónsdóttir is the Director General of GRÓ and Jón Karl Ólafsson is the Chairman of the board. Other board members in 2023 were: Ragnar Þorgeirsson, representative of the Ministry of Culture and Business Affairs, Sæunn Stefánsdóttir, representative of the Icelandic National Commission to UNESCO and Guðrún Margrét Guðmundsdóttir, representing the Development Cooperation Committee. In 2023 Jean-Yves Le Saux, retired from his position as Director of the Bureau of Strategic Planning at UNESCO and Zazie Schäfer, his successor, took a seat on the governing board of GRÓ. Le Saux had entrusted Ásta Magnúsdóttir, at the UNESCO Secretariat, to attend meetings on his behalf and she attended the three first meetings of 2023 on behalf of UNESCO.



GRÓ Governing board. From left: Nína Björk Jónsdóttir, Director General of GRÓ, Sæunn Stefánsdóttir, Jón Karl Ólafsson chairman, Guðrún Margrét Guðmundsdóttir, Zazie Schäfer and Ragnar Þorgeirsson.

The GRÓ Governing Board held four meetings in 2023, on the following dates: March 21st, June 2nd, October 4th and December 7th. The Board also met with the four GRÓ programme directors on January 10th. A GRÓ workshop focused on a GRÓ alumni strategy took place on the 25th of October, where the Board, staff of the four GRÓ training programmes and specialists at the Ministry for Foreign Affairs discussed the development of a GRÓ alumni strategy.

Among the biggest issues the board discussed during the year were the external evaluation of the post graduate scholarship programme, the financial audit of EY undertaken in 2022 and its follow-up, new service agreements with host institutions, cooperation with UNESCO, GRÓ alumni strategy, the OECD DAC Peer Review. The board revised its terms of reference in June 2023.

The Chairman of the board of GRÓ and the Director General, along with individual board members, met with all host institutions, including programme directors, in 2023 to discuss the

running of the Service Agreements with GRÓ on the hosting of each of the four programmes. Several meetings were also held to negotiate new service agreements to replace the first service agreements GRÓ concluded with host institutions that expired at the end of 2023.

The GRÓ centre had two staff members in 2023, the Director General and an administrative officer in a 50% position. The staff of the training programmes are employed by the respective host institutions.

Theory of Change for GRÓ

In 2023, GRÓ adopted a results framework that is an important tool to measure the results of the work of GRÓ across the four GRÓ training programmes. Collecting information about the results of the work and monitoring the quality and satisfaction of GRÓ fellows and partner institutions in a coordinated way, will enable GRÓ to better monitor and assess the results of the work, which is important for guiding and enhancing the work of GRÓ for the future.

The results framework sets out performance indicators for the outcome and outputs of GRÓ's work, with a defined baseline and target for each one. The results framework also explains how results will be measured and verified and the underlying assumptions for the work.

The results framework is an integral part of GRÓ's Theory of Change, adopted in 2022, the results-based management system used at UNESCO. All this work has been developed in close cooperation of the centre and the four programmes. Even though all programmes have measured the results of their work up to this day, following the adoption of the results framework, results will be measured in a coordinated fashion.

The information for 2023 has been inserted into the results framework where possible, as seen in [Annex 3](#) of this report: GRÓ Results Framework 2023-2027. The establishment of a baseline for some indicators is still ongoing as comparable data is lacking. Furthermore, coordination for questionnaires for fellows and partner institutions is an ongoing effort.

Financing

Financial contributions to the GRÓ centre from the Icelandic Ministry for Foreign Affairs were 896.9 million ISK in 2023. This amount financed the activities of the four GRÓ training programmes and the centre itself. Contribution to GRÓ amounted to 6,7% of the total International Development Cooperation budget of Iceland in 2023.

Work continued in 2023 to explore opportunities to maximise synergies and efficiencies in GRÓ's work. GRÓ continued to rent the guesthouse on Grensásvegur, which houses fellows from three of the training programmes, as detailed [here](#). Furthermore, the GRÓ centre covered considerable costs for the individual programmes, such as travel costs and laptops for fellows. The following table provides a breakdown of contributions to each of the four training programmes, considering costs borne by the GRÓ centre for each programme, and the costs of running the centre itself.

Total MFA contributions to GRÓ		
2023	Direct contributions (ISK)	Adjusted contributions (ISK)
GRÓ GTP	229,251,762	270,655,790 *
GRÓ FTP	205,218,660	223,312,091 *
GRÓ LRT	166,482,473	180,885,132 *
GRÓ GEST	173,410,676	173,410,676 *
GRÓ Centre	122,552,991	48,652,873
Total:	896,916,562	896,916,562

**including costs covered by the GRÓ centre on behalf of the GRÓ programmes*

**External Funding of
GRÓ Training Programmes**
- as ratio of total funding -

2023	%
GRÓ GEST	8.2%
GRÓ GTP	6.6%
GRÓ LRT	2.8%
GRÓ FTP	1.0%

The GRÓ training programmes also obtain other sources of funding, as is illustrated to the left. These sources include the Erasmus+ programme which provided funding for GRÓ GEST and GRÓ LRT activities. Additionally, the GRÓ GTP's partner institutions in Kenya, KenGen and the GDC (Geothermal Development Company), provided funding to allow additional staff from their institutions to attend the programme. Various other sources of funding include other partner institutions and the Icelandic Research Fund. Host institutions of each programme also provide various support.

Cooperation with UNESCO

Strengthening the cooperation with UNESCO has been one of the key priorities of the work of GRÓ in 2023. The GRÓ centre has continued to reach out to the UNESCO Regional Office for Eastern Africa in Nairobi and the country office in Kampala to explore opportunities for cooperation. About 30% of the overall GRÓ alumni come from the Eastern African region.

The Director General of GRÓ travelled to Uganda and Kenya in March 2023. She and two Ugandan GRÓ FTP alumni, Dr Godfrey Kubiriza and Maurice Ssebisubi, met with Charles Draecabo, the head of the UNESCO Kampala office, and other UNESCO staff. Also, a meeting took place with the Secretary of the Ugandan National Commission to UNESCO, Rosie Agoi. Mr Draecabo and Ms Agoi attended a GRÓ alumni seminar at the Icelandic Embassy in Kampala where they presented the work of UNESCO in Uganda to the alumni.

The Director General then travelled to Nairobi where she and Auðbjörg Halldórsdóttir, Permanent Delegate of Iceland to UNESCO, met with Prof. Hubert Gijzen, Director of the Regional Office for UNESCO in Eastern Africa and Dr Alexandros Mikarigakis, Head of Natural Sciences Sector and Regional hydrologist at the regional office. Also, several meetings were held with staff of the regional office exploring potential areas for collaboration and how UNESCO could play a role in supporting GRÓ alumni in the region and how UNESCO could tap into their expertise. A GRÓ alumni event was also held at the UNESCO office, with UNESCO staff participation, where several areas for cooperation were further explored.

They also met with Dr Evangeline Njoka, the Secretary General of the Kenyan National Commission to UNESCO and had a meeting with Gitonga Mugambi, the Principal Secretary of the Kenyan State Department for Irrigation to discuss possible collaboration in the field of ecological restoration. The GRÓ LRT added Kenya as a new partner country in October.

Other follow-up actions after the visit include an invitation to GRÓ Eastern African alumni who are experts in STEM (science, technology, engineering and mathematics) to register in a UNESCO STEM database for experts in the region. Also, UNESCO-related opportunities have been advertised among alumni and staff of the UNESCO regional office visited the short course the GRÓ GTP held in Kenya.

The directors of the GRÓ training programmes have also met with National Commissions to UNESCO during their travels, where they have provided information about the work of the four GRÓ training programmes. A meeting with the Lesotho National Commission to UNESCO was included in a working visit of the Director of the GRÓ Land Restoration Training Programme to Lesotho in January. The Director of the GRÓ Gender Equality Studies and Training Programme met with representatives of the Ghana National Commission to UNESCO during her visit to Ghana.

In 2023, GRÓ and UNESCO signed a partnership agreement to reinforce capacity for ecosystem restoration in Africa. Two fellows from UNESCO biosphere reserves will annually be invited to attend the six-month GRÓ Land Restoration Training Programme. The agreement formalizes a partnership between the two organizations that began in 2022 when the two first representatives from African UNESCO biosphere reserves participated in GRÓ LRT's annual six-month training. Four MAB fellows from biosphere reserves in Nigeria and Malawi, have already completed the training at GRÓ LRT.

The GRÓ Director General and the Chairman of the Icelandic National Commission for UNESCO, that sits on the GRÓ governing board, had several meetings to explore possible areas for strengthening the cooperation with UNESCO in November, on the sidelines of the UNESCO General conference. They met with the Director of the Bureau of Strategic Planning of UNESCO, Zazie Schäfer, who is also the new representative of UNESCO on the GRÓ Governing board, the Director of the Division for Gender Equality, Begoña Lasagabaster, and the Acting director of the Nairobi Regional Office, Alexandros Makarigakis. The Director General of GRÓ also met with Lidia Brito, Assistant Director-General for Science, Antonio Abreu, Director of the Division of Ecological and Earth Sciences and secretary of the MAB Programme, Hans Thulstrup, Chief of Section on MAB networking, Kristof Vandenberghe, Chief of Section for the Earth Sciences and Geoparks Section, and Özlem Adiyaman Lopes, Senior Programme Manager.

GRÓ and United Nations Volunteer Programme signed an agreement in 2023 for funding a 12-month specialist position for a GRÓ GEST alumni who will join the New Delhi UNESCO office in 2024, to work on the inclusion of gender equality considerations into social inclusion and transformation policies across South Asian countries.

GRÓ representatives attended the UNESCO day on September 22nd, organised by the Icelandic National Commission for UNESCO. There, all UNESCO associated entities in Iceland gathered to get to know one another, learn about each other's activities and share ideas.

GRÓ Alumni Strategy

The GRÓ Centre has in 2023 worked on developing a GRÓ alumni strategy, exploring how GRÓ could strengthen the support of alumni after their return home and how to better connect the alumni both to Icelandic embassies in the partner countries and with UNESCO. GRÓ is working on establishing a joint GRÓ alumni network, in addition to the four thematic alumni networks that are active for each GRÓ training programme, thus making it possible for alumni to collaborate across the four thematic fields.



Family photo from the Alumni event in Kampala in March 2023

The focus has been on connecting alumni in Eastern Africa, where about 30% of the overall GRÓ alumni have come from. The first joint GRÓ alumni event was held on the 1st of March at the Icelandic Embassy in Kampala, Uganda. The event was held in connection with the visit of GRÓ's Director General to the country, which is GRÓ's largest partner country where all

four training programmes have been active. About 30 alumni from all four GRÓ training programmes gathered at the event where the heads of the Icelandic embassy and the UNESCO office in Kampala, as well as the Secretary General of the Ugandan National Commission to UNESCO also took part.

The discussions were lively, and the fellows had many ideas on how they could work together, learn from each other and provide approaches for long term cooperation, both locally and regionally and even worldwide. Different ways of sharing their knowledge and research were also discussed.

Furthermore, many opportunities of working with UNESCO were identified and the alumni decided to continue working together to explore the best way forward.



"I am retired but not tired," said Dr Margaret Masette GRÓ FTP alumna, pictured here with other GRÓ alumni at the event.

A second joint GRÓ alumni event took place a week later, in Nairobi, Kenya, at the UNESCO Regional Office for Eastern Africa, with the participation of several staff members of the UNESCO Regional Office.

Kenya is GRÓ's biggest partner country in terms of numbers of fellows graduated with 187 alumni, or 11% of the total alumni. Most of them have attended the GRÓ Geothermal Training Programme, or 152. Five GRÓ GTP alumni who were in Iceland at different periods from 1996 to 2022 attended the seminar. Among them were three women who have been leaders in geothermal energy in Kenya. The alumni explained the role that GRÓ GTP has played in the development of geothermal energy in Kenya, which has now outgrown Iceland in terms of installed capacity, and how the research undertaken by fellows at the GRÓ GTP helped them in harnessing geothermal resources so successfully.

Four alumni of the GRÓ GEST programme attended the seminar. They explained how the training they received in Iceland has helped them in putting gender into practice in their work, for example to engage men in gender advocacy, protecting women against gender-based violence and raising awareness about mainstreaming gender into all activities.

GRÓ FTP has focused on the Lake Victoria region and the surrounding countries of Tanzania, Uganda and Kenya since 1998. The shared management of the lake has been a challenge and by working with several key institutes in these three countries the GRÓ FTP has been focusing on impacting the science communities around the Lake Victoria.



Participants in the GRÓ Kenya alumni seminar at the UNESCO Regional Office in Nairobi.

GRÓ LRT added Kenya as a partner country in 2023 so all training programmes are now active in Kenya.

Four Indian GRÓ GEST alumni recounted how their projects and studies had benefitted their work, at an event in March in New Delhi organised by the Embassy of Iceland and the Indian offices of UN Women and UNESCO. Martin Eyjólfsson, Permanent Secretary of State, gave a key-note address on Icelandic gender policies home and abroad, where he gave information about the GRÓ GEST Programme.

In September, GRÓ alumni from Indonesia were invited to a joint GRÓ get-together in connection with a geothermal conference taking place in Jakarta, organised by GRÓ and the Icelandic Embassy in Tokyo, that is accredited to Indonesia.

A GRÓ alumni strategy was the topic of the GRÓ workshop in 2023, held in October at the Ministry for Foreign Affairs. The workshop focused on different aspects of a GRÓ alumni strategy such as how GRÓ could support the creation of national, regional or even global GRÓ alumni networks, in addition to the established four thematic GRÓ networks.



Participants at the workshop on a GRÓ alumni strategy in October 2023

Furthermore, the workshop focused on how alumni could be linked with the regional work of UNESCO and different ways GRÓ could strengthen the support of alumni after graduation. Work on the GRÓ alumni strategy will continue in 2024.



Annual Report 2023

Annex 1:

GRÓ training programmes
- Summary of main activities in 2023

GRÓ FTP Summary Annual Report 2023

GRÓ Fisheries Training Programme

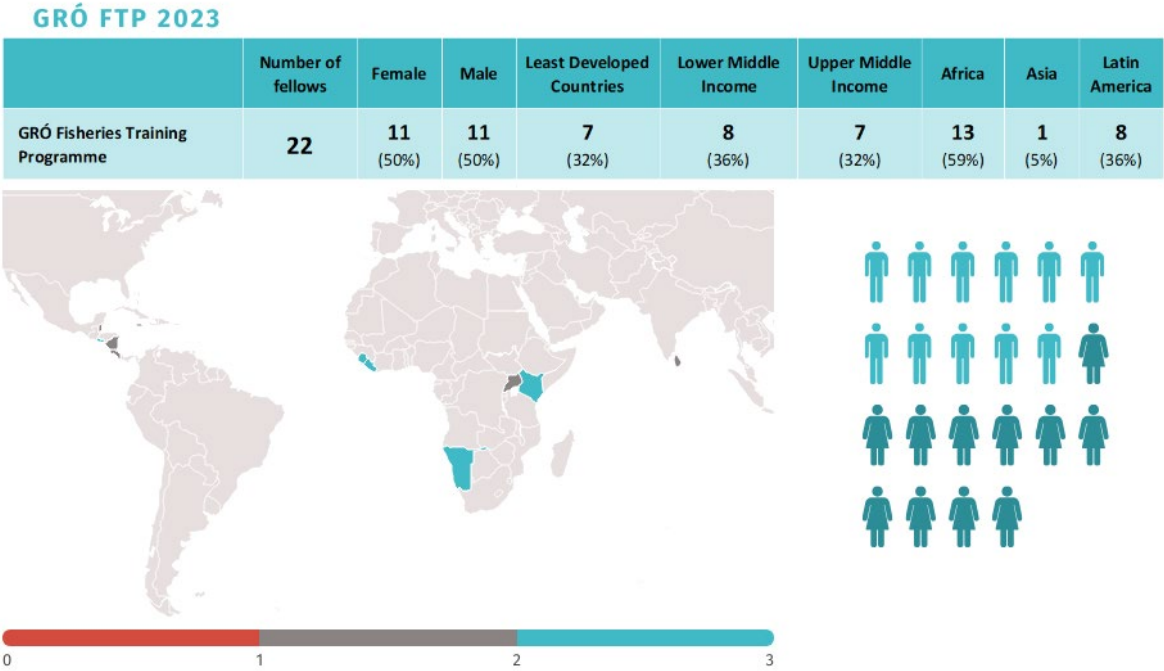
464 Fellows, 6 month training	1,305 Short course participants
19 MSc - completed	2 MSc - ongoing
16 PhD - completed	6 PhD - ongoing

*As of 31.12.2023

1. Postgraduate Training Programme

The six-month training in Iceland is the core activity of the GRÓ Fisheries Training Programme. The programme runs over the New Year and for that reason two cohorts study at the programme each calendar year. In April the 24th cohort graduated (started in mid-October 2022) comprising of 22 fellows.

The lines of specializations were the same four as in previous years; Aquatic Resource Assessment and Monitoring (6), Quality management of Fish Handling and Processing (3), Sustainable Aquaculture (4), and Fisheries Policy and Management (9).



In November the 25th cohort of 24 fellows (11 women and 13 men) started the six months training.

The six-month training is run in close partnership with key fisheries institutions and universities in Iceland and most of the lecturers and supervisors come from these entities. The Marine and Freshwater Research Institute (MFRI) has been the host institute of the programme from the beginning. The fellows enjoy the services of GRÓ FTP partners in Iceland during the six-month training. The Quality Management of Fish Handling line of specialization is run by Matís, the Fisheries Policy and Management line is run by the University of Akureyri, and the Sustainable Aquaculture and the Aquatic Resource Assessment and Monitoring lines are run by the MFRI. Each line is organized by “head of line” which ensures highest standards of the course content and supervision in the final research projects. With the graduation of the 24th cohort of GRÓ FTP in April, a total of 464 fellows had successfully completed the training at the end of 2023.



GRÓ FTP fellows at graduation in April 2023

2. In-country and regional training

An integral part of GRÓ FTP activities over the years are short courses and workshops developed in cooperation with partner institutes abroad, former fellows, and experts in Iceland. These activities are initiated through special requests from partners, addressing special topics for targeted audiences.

In 2023 a regional workshop was held in Barbados through the partnership with Caribbean Regional Fisheries Mechanism (CRFM). The workshop was on Fisheries Assessment and Data Modelling with 20 participants, 10 men and 10 women. Thereof six were former fellows, from various CRFM member states in the Caribbean. The course was a hybrid of web-based work, on-site workshop with participants for six days and follow-up for several months after the on-site session.

3. Scholarships

GRÓ FTP has been offering scholarships for alumni towards master's and PhD studies since 2005. The scholarships are limited to a maximum number of months in Iceland and recipients are encouraged to do part of their studies, mainly research, in their home countries with support from their institutes. In 2023, a total of nine former fellows were undertaking studies in Iceland with support through the scholarship programme, two for master's studies and seven for doctoral studies. No new scholarships were awarded in 2023 due to an on-going evaluation and strategic formulation/harmonization of the scholarship allocation. One former fellow from Vietnam affiliated with Nha Trang University graduated with a PhD in food science from the University of Iceland in collaboration with Matís.

4. Workshops and conferences

As mentioned in section 2, GRÓ FTP conducted one workshop in a partner country. In addition, a four-day workshop was held in the Faroe Islands for fellows attending the Sustainable Aquaculture line of specialization. The visit to the Faroe Islands was part of a partnership between GRÓ FTP and Fiskaaling/Firum which is the Faroese aquaculture research institute.

A one-day workshop was conducted in December with the five fellows of the Sustainable Aquaculture line and several experts from Fiskaaling and the Marine and Freshwater Research Institute. Lectures on the status of aquaculture in the Faroe Island were provided and fellows presented their research ideas.



From the knowledge exchange visit in October. Participants came from nine countries, in addition to World Bank and Pacific Islands Forum Fishing Agency staff.

The GRÓ FTP organized a 10-day Knowledge Exchange in Iceland in October for the World Bank (WB) partners from the Pacific Island States (PICs). The work was undertaken at the request of the Ministry for Foreign Affairs. A total of 18 participants from eight PICs and five project leaders from the World Bank received lectures from Icelandic experts on Value Chains in fisheries

and data management of decision makers, in addition to visiting various companies in the fishing industry in Iceland. The Knowledge Exchange concluded with a one-day workshop on the lessons learnt and how they could be applied in the Pacific fisheries. The Knowledge Exchange gained good media attention in many of the Pacific Islands with radio interviews, videos, and web-media coverage. The study tour was co-funded by the Ministry for Foreign Affairs and the WB.

5. Networking

The staff of the GRÓ FTP had several online meetings in 2023 with key partner institutions to learn more about their needs and plan future training activities. GRÓ FTP visited India to explore the possibility of establishing new partnerships in the country. In the preparation for the intake of the 2023 cohort of fellows, internet meetings were held with fellows (based on time zones) to introduce the programme better and strengthen the relationship between incoming fellows. Also at these meetings, former fellows shared their experience and offered their support in preparation for the six months training.

Successful partnership with Faroese specialists continued with their involvement in planning the

VOICES OF ALUMNI

“Post-program, I returned home with a network of friends and colleagues worldwide. The knowledge I gained enables me to understand fish handling and processing quality management from a global perspective. The rigorous scientific research training improved my research and teaching abilities.”

- GRÓ FTP fellow -

Sustainable Aquaculture line for 2023 through online meetings and a visit during the introductory part.

6. Research and knowledge creation

All fellows do a research-based final project at the end of the six-month training. These projects are applied in nature and many of them are based on data from the fellows' home countries. The results and main outcomes are presented in their final project reports which are published on the GRÓ FTP website and through poster sessions at the graduation.

Through the scholarship programme peer reviewed articles are published in international journals. In 2023 four articles from four GRÓ FTP scholarship recipients (PhD) were published in international peer reviewed journals. The topics ranged from aquaculture production in Nigeria and Kenya, fisheries management in Uganda, to processing and handling of Atlantic mackerel.

7. Innovative online content creation

The GRÓ FTP did not create training and education material for on-line courses in 2023. The website is used to disseminate content created for and during the six months training programme and accessible to current and former fellows. In 2023 a total of 4,820 downloads from the website of GRÓ FTP were recorded.

8. Staff of GRÓ FTP

The core staff of the GRÓ FTP has been between 4–5 people over the years in 4.6 staff positions. The current staff are all professionals with specific expertise. All members of the team are involved with teaching, coaching, and supervising the fellows during the six months training, in addition to administration and providing services to the fellows. A significant alteration of the staff occurred during the year. Þór Ásgeirsson, the Programme Director, was on temporary leave for most of the year and returned to his post in late October. Mary Frances Davidson, Deputy Programme Director was on maternity leave for the first six months and then joined UNESCO/IOC for the latter half of the year as a consultant. Julie Ingham served as the Acting Programme Director for a large part of the year. Additional staff members were Stefán Úlfarsson (specialist, economics and policy) and Zaw Myo (administration, operational manager). At the end of the year Davíð Tómas Davíðsson (project manager, food scientist) joined the team on a temporary contract. Agnes Eydal (marine ecologist) and Warsha Sing (fisheries scientist), who are both scientists at the Marine and Freshwater Research Institute, worked on the six-month training temporarily in the first half of the year.

VOICES OF ALUMNI

“The six-month program was a life-changing opportunity. The holistic approach, learning from other countries, the support and relationships with FTP staff, teachers, and supervisors, and the inclusion of the fishing industry in field trips and lectures were all crucial for understanding fisheries management and practical application of legislation.”

- GRÓ FTP fellow -

The GRÓ FTP is supported by a studies committee which is composed of the head of the specialization lines and a representative from the Icelandic fishing industry. It's main role is to assure high-quality content coverage and supervision of the six months programme and advice on the future development of GRÓ FTP. The members of the studies committee are: Warsha Singh, Theódór Kristjánsson, Margeir Gissurarson, Hreiðar Valtýsson, and Hrefna Karlsdóttir.

GRÓ GEST Summary Annual Report 2023



1. Postgraduate Training Programme

In early 2023, GRÓ GEST welcomed its 15th cohort of fellows consisting of 23 gender equality professionals, 16 women and 7 men. The fellows hailed from 16 countries in Africa, Asia and the West Balkans: Cameroon, Ethiopia, Ghana, India, Jamaica, Kenya, Kosovo, Malawi, Mozambique, Nepal, Pakistan, Sierra Leone, Sri Lanka, Uganda, Zimbabwe, and for the first time Tanzania. The cohort included gender equality practitioners from diverse backgrounds within government, activism, media, art, academia and more.

This year’s 20-week intense programme consisted of the modules Theories and Concepts of Gender; Project Development Tools; Gender, Violence and Security; Gender, Labor and Migration; and Gender, Environment and Climate Change. Running throughout the semester was the Final Assignment, which this year commenced with supervisor assignments prior to the fellows’ arrival in Iceland. Throughout the fellows stay in Iceland, they attended various guest lectures, field visits to local organisations as well as social gatherings and field visits in Iceland.

The Vigdís Finnbogadóttir award was presented for the best final assignments in two distinct categories: applied project, and research. Sana Salim Lokhandwala from Pakistan was awarded for her project proposal: *“Period Fellowship: Towards Menstrual Justice in Pakistan”* and Bijal Dipak Lal from Tanzania was awarded for her research titled *“Sexual Autonomy Matters: Marginalization of Central Experiences for Women with Intellectual and Developmental Disabilities in Tanzania”*.

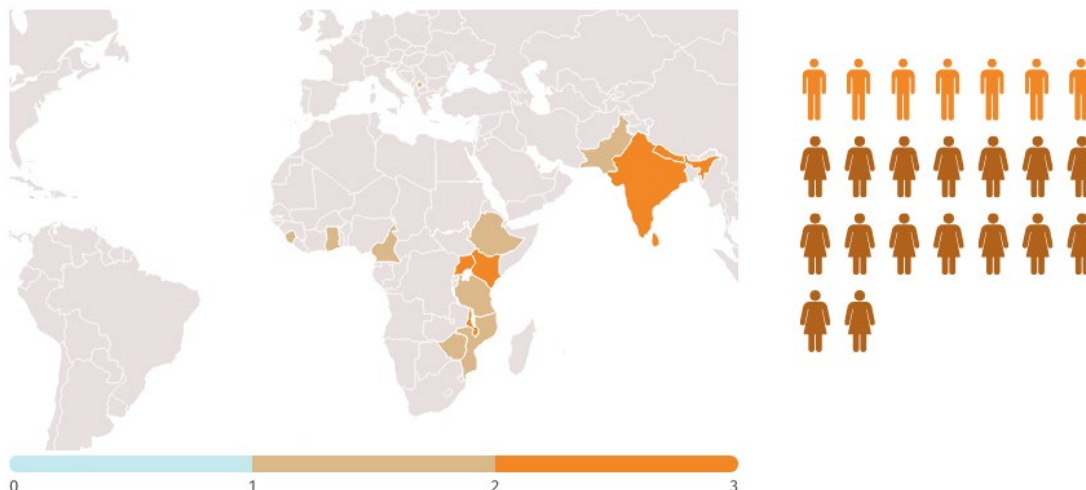
VOICES OF ALUMNI

“We know now that sustainable peace and development are not possible if we leave others behind. We understand that our positionalities and intersectional identities shape our experiences in the world. I commit to learning and re-learning everything I know about gender and gender equality ... Thank you for being there for us. Thank you for allowing us to experience a different world and to be inspired by it.”

- GRÓ GEST fellow,
Wevyn Helen Awiti Muganda,
Fellows’ address at graduation ceremony in May

GRÓ GEST 2023

	Number of fellows	Female	Male	Least Developed Countries	Lower Middle Income	Upper Middle Income	Africa	Asia	Latin America	Other
GRÓ Gender Equality Studies and Training Programme	23	16 (70%)	7 (30%)	11 (48%)	10 (43%)	2 (9%)	13 (57%)	8 (35%)	1 (4%)	1 (4%)



2. In-country and regional training

The year 2023 was GRÓ GEST's most active year in terms of short courses to date, with seven trainings implemented, reaching a total of 244 participants in partner countries.

In January, two short training courses on Teaching Gender to Youth were implemented in Northern Uganda. The trainings were targeted at teachers and education administrators at primary school level and took place in two locations: the city of Gulu, and in Imvepi Refugee Settlement. The training courses are a result of a collaboration between GRÓ GEST and Pangea Educational Development, Uganda, where the Director of Programmes, who led the implementation of the training, is a GEST alumna. Both Pangea and GRÓ GEST consultants contributed to the training. The two courses were a great success, attended by 92 trainees. This led the course to be repeated twice in Imvepi Refugee Settlement later this same year, with additional 81 attendees.

After a successful pilot in Malawi in November 2021, two short training courses on Gender and Climate Change were implemented in Nkhotakota and Mangochi districts in Malawi in November 2023. The short courses were developed in collaboration with Lilongwe University of Agriculture and Natural Resources (LUANAR) which conducted the training with a team of experts from LUANAR and the Ministry for Gender, Children, Disability and Social Welfare, including two GRÓ GEST alumnas.

The objective of the training was to contribute to gender sensitive climate policies in Malawi through an increased awareness of the gender dimension of climate change. Each training included 27 and 28 participants, drawn from the gender and climate change sectors at district level in Malawi, including representatives from different sectors such as education, agriculture, health, fisheries, forestry, district council, civil society, private sector and the media.

In collaboration with GRÓ LRT, GRÓ GEST conducted a three-day training course at Camp Alatoo Foundation in Kyrgyzstan titled Gender, Environment and Sustainable Land Management. The course was tailored to the 16 staff of Camp Alatoo Foundation, a key partner of GRÓ LRT in Kyrgyzstan.

3. Scholarships

Two PhD scholarship recipients, a woman from Uganda and a man from Ethiopia, continue their studies and are well underway.

4. Workshops and Conferences

A roundtable event: Decolonisation of Higher Education, Perspectives from Postcolonial Contexts took place in April at the University of Iceland, where four visiting scholars from three GRÓ GEST partner universities gave presentations, Makerere University in Uganda, University of the West Indies in Jamaica and Lebanese American University in Lebanon.

Decolonization within academia is the process of interrogating curricula and pedagogy for underlying influences and ideologies arising from a global history of colonization and imperialism. The scholars all shared their experiences within academia in what is often termed as the “Global South” and its relationship with the “Global North”, particularly regarding curriculum-building, research, and pedagogies in their respective universities. The visit was supported by the ERASMUS+ grant scheme and created an important platform to further strengthen the collaboration with these respective universities in terms of student and faculty exchange, research collaboration and knowledge production.



The Roundtable discussion on Decolonisation of Higher Education was part of the diploma programme but also an open event and well attended by members of the university community, in addition to the fellows and staff of GRÓ GEST

GRÓ GEST hosted a launch event and celebration of the release of its Massive Open Online Courses in International Gender Studies on November 17th, at the University of Iceland. The event, which was streamed live as it took place and is currently available to view on the GRÓ GEST website, featured live interviews and discussions with international experts and online course instructors from different universities and research institutes. The event as well as the production of two of the four MOOCS was supported by ERASMUS+.

The GRÓ GEST online alumni seminar 2023 took place on December 15th. The alumni seminar is a platform for the GEST community to continue learning from each other, connecting alumni across cohorts and geographical regions. Twenty-five alumni submitted proposals to present within the given themes, of which eight were selected to present. In 2023 the alumni seminar focused on two separate but related themes: Decolonisation of Funding for Sustainable Development Goal #5 on Gender Equality, and Climate Finance: Ensuring Gender Sensitive Financing in Climate Change Measures. Eight alumni, who participated in the programme at different times between 2011 and 2022, presented their takes on these issues and the online seminar was well attended across all cohorts.

5. Networking

The GRÓ GEST family now consists of 218 alumni from 35 countries. The GRÓ GEST team seeks to engage with the GEST alumni during visits to partner countries. This year, the GRÓ GEST team visited Palestine, Ghana and Malawi.

In Palestine, GRÓ GEST project managers invited Palestinian GEST alumni to gatherings in three locations: Ramallah, Bethlehem and Jerusalem. In Ghana, GRÓ GEST's Director met

with the Ghanaian GEST alumni in Accra, and in Malawi, the Icelandic Embassy in Lilongwe hosted an alumni meeting with the GRÓ GEST Director. The Malawian GEST alumni were also invited to attend a joint event by UN Women and the Icelandic Embassy, where a GRÓ GEST alumna of 2020 gave a presentation.

The Erasmus+ grant scheme has been a major source of financing of fellows and visiting scholars for GRÓ GEST. Since 2017, GRÓ GEST has welcomed 42 fellows from 13 partner universities who have all been co-financed via Erasmus+. This year, the GRÓ GEST 2023 cohort included two Erasmus+ fellows, from Kosovo and Jamaica.

In March and April, GRÓ GEST welcomed five visiting scholars. In addition to the participants in the roundtable event: Decolonisation of Higher Education (see above) a scholar from the University of Pristina, visited GRÓ GEST in March and gave a public lecture at the University of Iceland on International Women’s Day, 8 March. GRÓ GEST was invited to attend the international staff week at Birzeit University, Palestine, in June. The visit was a part of the ERASMUS+ staff mobility, facilitated by the International Office at the University of Iceland, and funded by the European Union. The GEST programme has collaborated with Birzeit University through the ERASMUS+ scheme since 2017 and has until now received nine MA students from Birzeit to the GEST postgraduate diploma programme. Parallel to participating in the international week at Birzeit University, GRÓ GEST’s project managers visited civil society organisations influential in advancing gender equality and women’s rights in Palestine, such as the Women’s Centre for Legal Aid and Counselling (WCLAC), Juzoor and Women’s Studies Centre.

VOICES OF ALUMNI

“I am now positioned at a highest office within the country; to contribute to national development and lead country level advocacy and implementation of gender policies and programs.”

- GRÓ GEST alumnus -

As a part of the ERASMUS+ collaboration, the Director of GRÓ GEST visited the Centre for Gender Studies and Advocacy (CEGENSA) at the University of Ghana in Accra. She gave a presentation for CEGENSA students and met with representatives of CEGENSA where they discussed further collaboration. During the visit in Accra, the Director also had a meeting with representatives of the Ghana National Commission for UNESCO and relevant NGOs within the field of gender equality in Ghana.

6. Research and knowledge creation

The third GRÓ GEST March 8 Alumni Fund grant was awarded in 2023 to Sonal Dhanani, GEST alumna of 2022, for the project Women’s Digital Financial Inclusion Advocacy Hub. Ms Dhanani is the founder of Parindey; a Karachi-based social enterprise working to build resilient communities through wellness, peace building and mental health programs in Pakistan.

Sonal Dhanani’s project will work directly with 60 women workers and women-owned businesses in the District Thar of Sindh, mobilising them, forming them into functioning groups, and connecting them with a range of services and resources (access to finance, markets, skills development, and enterprise development etc). Capacity building along with technological tools will be provided to maintain a financial mobility that can establish links with relevant service providers and the private sector.

Parindey considers violence against women and girls (VAWG) an economic issue, as it has cost implications on individuals, households, businesses and society. The close linkage between women’s economic empowerment and ending violence against women is therefore of strategic importance in all Parindey programming. Women’s economic independence and

increased decision-making ability reduces the risk of violence as their financial status improves and they are empowered to directly address the violence inflicted on them, particularly domestic violence.

7. Innovative online content creation

On 9 February 2023, GRÓ GEST launched its third massive open online course, this time on Gender and Development: Critical Theories and Approaches. Since 2019, GRÓ GEST has developed Massive Open Online Courses (MOOCs) on the edX® platform. The goal of GRÓ GEST’s Free Online Courses in International Gender Studies is to provide aspiring development workers, young gender equality professionals, and policymakers around the world with a knowledge base they can use to change the world for the better.

The course introduces learners to some of the main critical theories and topics necessary for understanding a complicated and sometimes contradictory relationship between gender equality and international development initiatives. The course was produced with support from ERASMUS+ and expertise and guest lecturers from the London School of Economics, Peace Research Institute Oslo (PRiO), the University of Oslo and the University of Cape Town. GRÓ GEST will launch its fourth MOOC in 2024.

8. GRÓ GEST team in 2023

GRÓ GEST operates with a stable core team of experts. Dr Irma Erlingsdóttir is the programme’s director supported with daily operations by Guðrún Eysteinsdóttir, operations manager, and Anna Guðrún Aradóttir and Védís Ólafsdóttir project managers. Dr Thomas Brorsen Smidt, project manager and academic coordinator, and Dr Giti Chandra, research specialist, are essential GEST team members, who are also involved in parallel research projects.

VOICES OF ALUMNI

“The programme is curated extremely well, to the minutes detail.”

- GRÓ GEST fellow -



GRÓ GEST Fellows at Graduation 2023

GRÓ GTP Summary Annual Report 2023



1. Postgraduate Training Programme

In 2023, the GRÓ Geothermal Training Programme conducted its 44th six-month training in Iceland with 24 participants from 12 countries being trained in: 1) geothermal geology (7 fellows), 2) geophysical exploration (6 fellows), 3) reservoir engineering and borehole geophysics (6 fellows), 4) geothermal drilling (2 fellows), as well as 5) geothermal utilization (3 fellows). The programme ran from June 1st to November 16th welcoming two new countries, Kazakhstan and Solomon Islands, to a total of 67 benefitting nations.

Gender balance efforts were notable, with 38% female participation which is well above GRÓ GTP’s overall average (25%). In 2023, three of the 24 fellows were financed by their employer, the power company KenGen in Kenya. By the end of 2023, 790 fellows had received six-month training in total.

The eight-member studies board met twice in the first half of 2023, to discuss academic aspects, programme modifications, reading materials, scholarship selections, short courses offered and various other issues. The Director of GRÓ GTP coordinated closely with board-members on planned training details, especially the heads of specialization lines offered.

2. In-country and regional training

GRÓ GTP’s most significant in-country and regional training involves annual short courses (1 – 3 weeks) in Kenya (for Africa) and El Salvador (for Latin America and the Caribbean), operated in cooperation with local energy companies. At the end of 2023, 32 such courses had been held with close to 1,700 participants benefitting from the trainings.



GRÓ GTP fellows of 2023.

In 2023 the short course in Kenya was again successfully conducted through cooperation with the geothermal companies Kenya Electricity Generating Company PLC (KenGen) and the Geothermal Development Company (GDC) of Kenya. The course titled “Sustainable Development Goals (SDG) Short Course VII on Exploration and Development of Geothermal Resources” was conducted between November 14th and December 4th, with 43 participants from 13 African countries. Most instructors were from Kenya, majority of which were GTP alumni, while 3 Icelandic geoscientists contributed significantly, in addition to the

diverse contribution of a GRÓ GTP staff member who was on-site for the latter half of the course.

A 14-day long short course was held in El Salvador in early February 2024 in cooperation with LaGeo S.A. de C.V. Preparations took largely place in 2023 but the course will figure in the GRÓ annual report for 2024.

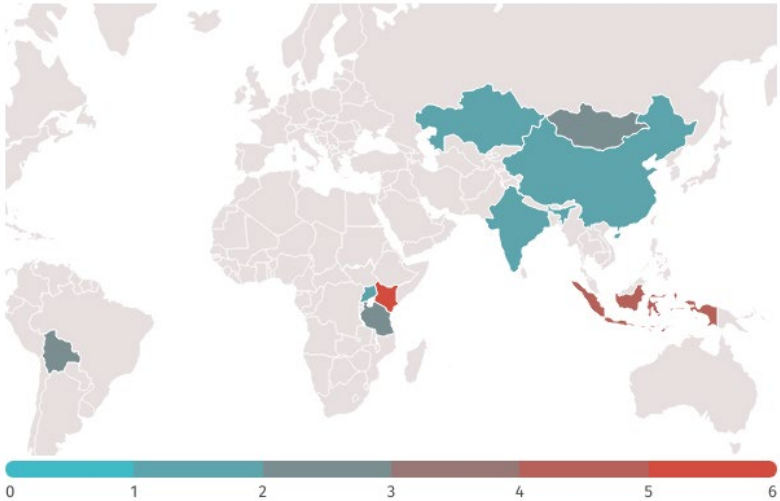
GRÓ GTP has been involved in an advisory role in a Geothermal Centre of Excellence for Africa being set up in Kenya and a newly formed Sino-Icelandic Geothermal Training Program in China (managed by Sinopec). GRÓ GTP didn't contribute directly to the activity of the former in 2023, even though some local activity was ongoing in Kenya. The Sino-Icelandic Geothermal Training Program was, however, operated for the second time in China in 2023, after being launched in 2019. The programme ran for almost 3 weeks prior to the World Geothermal Congress 2023 in Beijing and was mostly financed by Sinopec Management Institute, which also organized on-site logistics and the Chinese contribution to the programme, including lectures by GTP alumni. GRÓ GTP organized the Icelandic contribution to the program, with considerable input from Arctic Green Energy¹. contribution included lectures by eight Icelandic lecturers, including lectures by GRÓ GTP staff. Forty-one specialists completed the program².



Participants, lecturers and organisers of the SDG course in Kenya in 2023.

GRÓ GTP 2023

	Number of fellows	Female	Male	Least Developed Countries	Lower Middle Income	Upper Middle Income	Africa	Asia	Latin America
GRÓ Geothermal Training Programme	24	9 (38%)	15 (63%)	4 (17%)	17 (71%)	3 (13%)	9 (38%)	9 (38%)	5 (21%)



¹ Operates a joint venture with Sinopec focussing on geothermal utilization in China, mainly space heating, which now is on a quite grand scale. See: <https://www.arcticgreen.com>

² The course is not included in the GRÓ results framework as the role of the GRÓ GTP in the organisation of the course was minimal.

3. Scholarships

In 2023 the GRÓ GTP granted four scholarships for MSc-studies in Iceland, bringing the total scholarships offered since 1999 up to 95. The recipients were from Indonesia, El Salvador, and two from Kenya, half were female. Two study at University of Iceland (UoI) and two at Reykjavík University (RU). No PhD-scholarships were offered in 2023. Overall, 13 PhD scholarships have been granted since 2008 and five have defended their PhDs.



MSc and PhD Students of 2023 with current and former staff of GRÓ GTP

Five fellows, three men and two women, from Ethiopia, Djibouti, the Philippines, Kenya and Tanzania graduated with MSc-degrees, bringing the total number of graduates to 85 at the end of 2023.

4. Workshops and conferences

Apart from the short course and the training programme in section 2, GRÓ GTP was not involved in organizing further workshops or conferences in 2023.

Two GRÓ GTP staff-members actively participated in the World Geothermal Congress 2023 (WGC2023), held in Beijing, China, September 15 – 23, presenting three papers on GTP's activities and successes, and participating in various conference activities and strengthening networking efforts (see also section 5).

Participation of GRÓ GTP staff in other workshops and conferences in 2023 was limited to online participation and events in Iceland.

5. Networking

The GRÓ GTP along with its former and current fellows; lecturers and supervisors; universities, institutes and companies in Iceland; as well as ministries, agencies, institutes and companies in cooperating countries, constitute an extensive, active and valuable network reaching the world over. There's extensive communication throughout this network, through e-mail, online and face-to-face meetings, social media like Facebook, Twitter, LinkedIn, etc. as well as direct visits to various countries.

In 2023 such direct visits included GRÓ GTP's Deputy Director visit to Kenya in association with the short course there and a visit to Indonesia linked to the WGC2023 conference, as well as a visit by GTP's Project Manager to Mongolia following the WGC2023. Both opportunities were used for discussions with collaborators as well as interviews with prospective future GTP

candidates. Both visits were quite successful, both in terms of strengthening ties with GTP's collaborators and selecting six-month candidates.

The World Geothermal Congress is the most significant event in the geothermal sector worldwide. Important networking activity was associated with WGC2023 (see section 4. above), as for previous World Geothermal Congresses (WGC2000, WGC2005, WGC2010, WGC2015 and WGC2020+1) where former six-month fellows were financially supported, to present their research or other work at the Congress. This time the average support constituted about 80% of the travel and participation cost of the alumni (variable depending on the respective fellow's home-country in terms of logistics). GTP supported the participation of 48 former fellows from 18 countries, of which 42% were women.

GRÓ GTP organized a successful event at WGC2023 for alumni and GTP associates. Prior to that event GRÓ GTP and Sinopec Management Institute (see section 2 above) signed a memorandum of understanding aimed at further cooperation to support geothermal development in Asia.

Another networking aspect involves having former fellows contribute to e.g. the six-month training and short courses. In 2023 four current PhD-fellows and two MSc-fellows contributed to the six-month programme.

The recent affiliation with UNESCO provides a new, interesting, and hopefully beneficial networking angle, and steps are being taken on both sides to map and organize possibilities. In the case of GRÓ GTP specifically, the most obvious step in this regard involved a visit by the staff of the UNESCO regional office for Eastern Africa in Nairobi to the Kenya short course in 2023³.

6. Research and knowledge creation

The main research conducted, and knowledge created is the following: (a) research reports of six-month fellows, (b) theses of MSc- and PhD fellows, (c) peer-reviewed papers written by PhD-fellows, (d) international scientific papers published by former GTP-fellows and GTP staff, in various journals as well as for conferences, (e) papers published by GTP in association with short courses (see sections 2. and 4. above), and (f) reading/reference material published specifically by GRÓ GTP.

The publication of the 24 research reports of the 2023 six-month training is underway, following a set procedure aimed at ensuring their quality. Their publication is expected in late 2024. Since 2021 these reports are only published online, for environmental and budgetary reasons. As customary all the fellows gave presentations on geothermal research or development in their home countries and then on their research projects. These were open to the public, both on-site and online.

In 2023, 5 MSc-theses were published, as well as two peer-reviewed papers published in international research journals, associated with GRÓ GTP-supported PhD projects. A

VOICES OF ALUMNI

"The experience I gained at GTP was an opportunity that I thought I would never have. Not everyone has the chance to go abroad and widen your horizon and therefore it is so valuable both in terms of knowledge and not at least for personal growth. This is the most valuable experience I have gained in my life and I will never forget it."

- GRÓ GTP fellow -

³ See: <https://www.unesco.org/en/articles/unesco-visits-gro-geothermal-training-programme-gtp-course-africa>

significant contribution to research and knowledge creation was associated with the WGC2023 in Beijing. The associated papers are available [online](#).

7. Advisory services and knowledge sharing

This is firstly of a formal nature, such as solicited by various institutes, governments, etc. worldwide. Examples can be work performed for the Icelandic Ministry for Foreign Affairs or various international institutions. This is also of a more informal nature, e.g. through various types of communication, visits and reception of guests (including lectures for groups of variable size and nature visiting Iceland), as well as through participation in conferences and workshops. This continued as in previous years with e.g. several short visits to GRÓ GTP in 2023, by delegations from different entities and countries.

The knowledge sharing between the fellows and their supervisors is also a factor that is mostly undocumented as it occurs during classes and lectures and in informal conversations. The same can be said for the knowledge sharing that occurs between the fellows themselves during the training as well as later, as they stay in contact in many cases and look towards each other for advice on various technical and non-technical matters.

8. Innovative online content creation

Online lectures are being increasingly used at short courses and the six-month training, often with former fellows contributing.

The presentation activities of the six-month training and masters' lectures are now most often broadcast online for the public to attend and get an insight into the diverse topics studied by the GTP fellows. In some cases, these constitute a unique opportunity for outsiders to explore research topics in areas that they are not familiar with.

9. GRÓ GTP Team in 2023

The GRÓ GTP was operated by a permanent staff unit of three in 2023. This involved Director Guðni Axelsson, Deputy Director Ingimar G. Haraldsson and Project Manager Málfríður Ómarsdóttir. Operations manager, Dr Vigdís Harðardóttir, retired in early 2023. Additionally, a few staff members of ÍSOR contributed to GRÓ GTP's activities, in supporting roles. Finally, two summer employees were hired as part-time assistants.

VOICES OF ALUMNI

“Professionally the experience was a good one as it allowed me gain vital knowledge that will be instrumental in furthering my career in the geothermal field. Also, personally it was a good experience being exposed to a different culture and way of life, this will help in my overall growth as an individual.”

- GRÓ GTP fellow -

GRÓ LRT Summary Annual Report 2023

GRÓ Land Restoration Training Programme

198 Fellows, 6 month training	177 Short course participants
2 MSc/MA - completed	4 MSc - ongoing
1 PhD - completed	

*As of 31.12.2023

1. Postgraduate Training Programme

The GRÓ Land Restoration Training Programme ran its six-month training programme from the beginning of March to end of August in 2023, closing with a graduation ceremony at Keldnaholt Campus on August 29th. The 2023 cohort of fellows consisted of 23 experts from eight countries, all working on issues related to ecosystem restoration and sustainable land management in their home countries. Twenty-one fellows came from GRÓ LRT’s partner institutions in their respective countries: Mongolia, Kyrgyzstan, Uzbekistan, Ghana, Uganda, Malawi, and Lesotho. Two fellows came from Nigeria participating in the training through the UNESCO’s Man and Biosphere (MAB) network, both working for the Forestry Research Institute of Nigeria. Their participation is part of a GRÓ LRT and UNESCO-MAB cooperation (2022-2026), where the GRÓ Centre for Capacity Development, Sustainability and Societal change sponsors annually GRÓ LRT fellowship for two young professionals working for institutions and organisations that are a part of UNESCO MAB’s World Network of Biosphere Reserves.



GRÓ LRT fellows of 2023

The first half of the six-month training was divided in to seven modules. The topics covered in the first six modules included: drivers of degradation; basic soil and erosion processes; interaction of climate change and land degradation; restoration of ecological functions; environmental governance and land management planning; evaluation of restoration projects; communication; and conflict management. Module seven focused on the interactions between climate change, ecosystem dynamics and biodiversity loss. GRÓ LRT received the same two international guest lecturers in 2023 as the year before, and their training sessions were a part

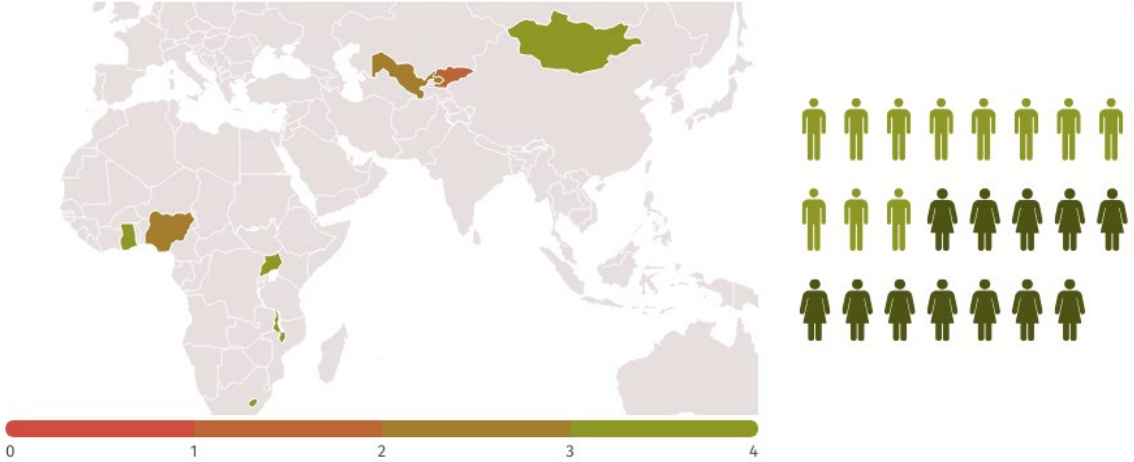
of module seven: Dr Richard Thomas, the Scientific Coordinator of the Economics of Land Degradation (ELD) Initiative, giving a two-day course on the economics of land dynamics; and Dr Gerald Eilu, Associate Professor in the Department of Forestry, Biodiversity and Tourism at Makerere University in Uganda, giving a full-day lecture on biodiversity conservation in the context of ecosystem services and international frameworks. The last training module (module eight) focused on the development and execution of individual research projects on a topic of the fellows' choice and under supervision of an expert(s). The fellows presented the results of their projects in an open seminar in the last week of training.

This was the second year that the six-month training was run as a postgraduate diploma course, eligible for 30 ECTS credits, meaning that fellows could receive a Postgraduate Diploma in Ecosystem Restoration and Sustainable Land Management (30 ECTS) from the Agricultural University of Iceland (AUI), in addition to the GRÓ LRT Certificate of Completion.

GRÓ LRT's offices are at the Agricultural University of Iceland Keldnaholt Campus in Reykjavík. GRÓ LRT has a permanent staff of four and a network of 40 specialists from the Agricultural University of Iceland, the Soil Conservation Services of Iceland, and other universities and government agencies that give lectures and provide project supervision in the GRÓ LRT training courses.

GRÓ LRT 2023

	Number of fellows	Female	Male	Least Developed Countries	Lower Middle Income	Africa	Asia
GRÓ Land Restoration Training Programme	23	12 (52%)	11 (48%)	11 (48%)	12 (52%)	17 (74%)	6 (26%)



The GRÓ LRT's training programme is academically governed by an Academic Committee. It is chaired by the GRÓ LRT Director and includes two members from the Agricultural University of Iceland, two from the Soil Conservation Service of Iceland, and one from the Ministry of Food, Agriculture and Fisheries. The Academic Committee met once in 2023 to review GRÓ LRT's training activities of the year and to discuss the academic aspects of the 2023 six-month training. The GRÓ LRT Director was also regularly in contact with different committee members to discuss programme developments and aspects of planned training activities.

2. In-country and regional training

GRÓ LRT, in collaboration with GRÓ GEST, conducted a three-day training course titled "Gender, the Environment, and Sustainable Land Management" in Kyrgyzstan at the end of November. The course was tailored for the staff of Camp Alatoo Foundation, comprising 16 natural resources management experts. CAMP Alatoo is a leading regional Central Asian non-governmental organization known for its innovative approaches and tools on sustainable natural resource management and is GRÓ LRT's key partner in Kyrgyzstan. The training delved into effective integration of gender equality and climate considerations into the design and implementation of sustainable land management projects. It aimed to address both practical and strategic gender needs.

3. Scholarships

Since 2017, GRÓ LRT has offered scholarships for postgraduate studies in Iceland to former fellows of the six-month training. Four master's students were studying at the Agricultural University of Iceland on a GRÓ LRT scholarship in 2023. Two of the scholarship recipients are enrolled in a newly established MSc programme in Restoration Ecology at the Agricultural University of Iceland, while the other two are pursuing a master's degree in environmental sciences.



MSc students Binna Kipandula and Leonard Gondwe with Professor Ása L. Aradóttir who leads the new MSc programme in restoration ecology at AUI.

4. Workshops and conferences

GRÓ LRT participated in a two-day conference titled *Food Safety: Global and National Challenges*, held by Samarkand State University under the auspices of the UN Food and Agriculture Organization, from October 13–14, 2023. Notably, the conference featured a special session organized by GRÓ LRT entitled *Perspectives on Enhancing Capacity Development for Food Security in Drylands of Uzbekistan*. This session included presentations from Uzbek GRÓ LRT alumni, the Director of GRÓ LRT, and the head of Department of Climate and Sustainability at the Soil Conservation Service of Iceland (SCSI).

5. Networking

- **Visits to GRÓ LRT's partners in Lesotho, Uzbekistan, and Kyrgyzstan.** Regular visits to partner institutions are crucial for nurturing collaborative partnerships within GRÓ LRT, particularly with organizations pivotal in land restoration and sustainable land management across low- and middle-income countries. In 2023, the Director of GRÓ LRT embarked on visits to Lesotho, Uzbekistan, and Kyrgyzstan with the primary objective of engaging with partner institution directors and identifying prospective candidates for GRÓ LRT Fellowships to participate in the annual six-month training programme in the upcoming years. During the GRÓ LRT Director's visit to Lesotho, a special visit was organised to the Lesotho National Commission for UNESCO.

Moreover, as is customary during GRÓ LRT's visits to partner countries, dedicated meetings with GRÓ LRT alumni were arranged. These alumni gatherings serve as invaluable platforms for exchanging insights on recent developments and accomplishments, while also fostering collaboration among former fellows.

- Kenya becomes a new partner country of GRÓ LRT.** In September, the Deputy Director of GRÓ LRT, accompanied by a Senior Scientist from the Soil Conservation Service of Iceland, who also holds a position on GRÓ LRT's academic committee, embarked on a fact-finding mission to Kenya. Their mission was twofold: to establish strategic connections with governmental agencies and research institutes involved in land restoration and sustainable land management initiatives, and to conduct interviews with prospective candidates from these institutions to participate in GRÓ LRT's annual six-month training programme. During the visit, they engaged with key institutions including the Ministry of Water, Sanitation, and Irrigation; the Department of Land Reclamation within the same ministry; the Centre for Training and Integrated Research in ASAL Development; the Directorate of Resource Surveys and Remote Sensing; the Kenya Forestry Research Institute; the National Drought Management Authority; and the State Department for Livestock. Additionally, the two GRÓ LRT representatives paid a visit to the UNESCO Regional Office for Eastern Africa in Nairobi. The Director of the Regional Office(a.i.), along with his colleagues at UNESCO Nairobi, played an essential role in initiating contact between GRÓ LRT and the Department of Land Reclamation at the Ministry of Water, Sanitation, and Irrigation, which led to the GRÓ LRT fact-finding mission to Kenya.

VOICES OF ALUMNI

“The most useful for me during the GRÓ LRT programme was the opportunity to always practice theory in the field and the chance to see real and practical outcomes.”

- GRÓ LRT fellow -



From GRÓ LRT's visit to the UNESCO Regional Office for Eastern Africa in Nairobi

- Erasmus+ Programme.** GRÓ LRT is engaged in several inter-institutional agreements under the European Union's Erasmus+ Programme, enabling GRÓ LRT to expand or further strengthening its cooperation with universities in partner countries in Africa and Asia. Two new GRÓ LRT applications to the Erasmus+ Programme in 2023 were approved, providing funding for further cooperation with Samarkand State University in Uzbekistan and Mongolian University of Life Sciences in Ulaanbaatar. Both mobility projects are running from mid-year 2023 to mid-year 2025, and the first exchange visit of these projects took place in October when the GRÓ LRT Director visited Samarkand State University. Four mobility visits took place in 2023 as part of GRÓ LRT's mobility projects with Makerere University in Uganda, National University of Lesotho, and the American University of Central Asia in Kyrgyzstan. The overall aim of all the Erasmus+ mobility projects is the design of study programmes and/or specific university courses focusing on ecosystem restoration and sustainable land management.

6. Research and knowledge creation

The main output categories of GRÓ LRT research and knowledge creation are: (a) research reports of fellows in the six-month training, (b) PhD and master's theses of GRÓ LRT scholarship recipients, (c) peer-reviewed papers written by GRÓ LRT scholarship recipients, (d) scientific publications by former GRÓ LRT fellows.

The 23 fellows in the six-month training in 2023, developed and carried out individual research projects tailored to their academic and practical background and the needs of their home institutions. The research work culminated in a written report and an oral presentation. Qualified research reports are published on the GRÓ LRT website.

7. Advisory services and knowledge sharing

Nothing to report in 2023.

8. Innovative online content creation

Nothing to report in 2023.

9. GRÓ LRT Team in 2023

GRÓ LRT's offices are at the Agricultural University of Iceland Keldnaholt Campus in Reykjavík, with a permanent staff of four: Dr Sjöfn Vilhelmsdóttir, Director, Berglind Orradóttir, Deputy Director, Halldóra Traustadóttir, Operations Manager and Brita Berglund, Project Manager.

VOICES OF ALUMNI

"I will absolutely say that team of GRÓ LRT was very helpful at every stage of this program from the first day until our departure."

- GRÓ LRT fellow -



Annual Report 2023

Annex 2:

Success Stories and examples of impact

Foreword

Following are a few examples of the outcomes of the four GRÓ Programmes from 2023. These success stories are not meant to be exhaustive of the results achieved, but rather a collection of different stories to show some concrete examples of how the GRÓ programmes have through their work contributed to advancing the SDGs in their partner countries. These stories also give examples of how the GRÓ training has given the individuals that have gone through the training new perspectives, tools and knowledge that will help them to tackle the challenges in their respective fields and to work on advancing the SDGs at home, as well as helping the individuals themselves grow and develop.

GRÓ FTP

In 2023, the GRÓ FTP family of former fellows reached a total of 464 members. Tracking the successes of these fellows is a key part of our alumni strategy. Alumni achievements range from presenting research at conferences to leading international projects or receiving promotions that enable them to impact fisheries. FTP collects alumni success stories through various methods: regular surveys, direct emails, communication on alumni WhatsApp groups, posts on FTP's Facebook group, partnership-building visits, and alumni events at selected international conferences where FTP supports fellows to present their research.

Partnership Review with Dalian Ocean University (DLOU), China

In 2023, FTP reviewed our long-standing partnership with Dalian Ocean University (DLOU) in China. A total of 27 fellows from DLOU have benefited from GRÓ-FTP's six-month training program, specializing in quality management, stock assessment, fisheries policy and management. Fifteen alumni enjoyed a networking event organised by DLOU and later participated in individual interviews to discuss the program's impact on their careers.

The following was shared by alumni at the event:

"The six-month FTP program in Iceland accelerated my progress in seafood processing research and boosted my confidence. It provided a holistic and deeper understanding of fisheries and the food industry chain."

"Since participating in FTP's program, I have approved about 20 research projects from national and local governments and published over 60 papers. The skills I acquired contributed significantly to the development of Dalian Ocean University."

Alumni participate in Train-the-Trainers Course in Barbados

In June 2023, GRÓ FTP funded and developed a Train-the-Trainers course in stock assessment and fisheries data analysis in Barbados with 20 participants. This course was conducted in cooperation with our long-term Caribbean partners, the Caribbean Fisheries Mechanism (CRFM). Amongst the participants were six former fellows who contributed to the planning phase and participated as resource persons, reinforcing knowledge exchange and providing training support. The alumni later mentored their fellow countrymen during the follow-up training which was a huge success.

Specific Alumni Achievements and Networking

Graduating with a PhD is a major success for any FTP fellow. In April 2023, Dr Hang Thi Nguyen, a Vietnamese scholarship recipient, successfully defended her PhD at the University of Iceland under the Faculty of Food Science and Nutrition. Her thesis was titled 'Novel protein sources from fish processing side streams and underutilized species for human consumption.'

Many alumni continue to network with Icelandic experts, facilitating mutual knowledge exchange. For example, James Banda, a former fellow from Malawi who graduated in 2020, had the opportunity to host a visit in May 2023 from the University of Iceland's Department of Food Science and Nutrition. The visiting group, which included Dr Maria Guðjónsdóttir, Dean of the Faculty of Food Science and Nutrition, and Professor Ólöf Guðný Geirsdóttir, toured the Fisheries Research Station (FRS) in Monkey Bay, under Malawi's Ministry of Natural Resources and Climate Change.

In 2023, numerous FTP alumni announced career promotions and advancements:

- Antonio Vásquez Jovel, a 2022 graduate from El Salvador, was promoted to Head of the Fisheries and Aquaculture Management Department of El Salvador.
- Venny Mwainge, from FTP's 2022 cohort, was appointed to manage the Kisumu Research Station under the Kenya Marine and Fisheries Research Centre.
- Mutiat Salaudeen, a 2013 cohort member from Nigeria, became Assistant Director of the Nigerian Institute for Oceanographic and Marine Research.
- Delvis Fortes from Cape Verde was appointed Senior Fisheries Official to the African Union.
- Alexis Castro from Panama, a 2018 cohort member, was named Secretary General of the Aquatic Resources Authority of Panama.

In addition to these promotions, FTP regularly receives news of alumni research dissemination in the form of published research papers and conference presentations. It is rewarding to see how GRÓ FTP fellows are making significant impacts in fisheries worldwide.

Final Reflections on 2023 from the 6-month Programme Fellows

To conclude this summary of success stories we include reflections sourced from the fellows' answers to FTP's closing evaluation on the 2023 six-month programme:

"Learning from leading experts: The program provided access to top experts in fisheries management and research, teaching us the latest techniques and approaches in the field."

All these stories exemplify the diverse and successful achievements of our alumni, demonstrating the far-reaching impact of the Fisheries Training Programme.

GRÓ GEST

“There were numerous experiences to recount. From the privilege of meeting, learning from, and finding inspiration in leading scholars within the field of Gender Studies, to discovering a nurturing environment where I could fully embrace and uncover my authentic identity. This environment was enriched by a wealth of literature created by individuals like me, and it was directed toward an audience grappling with similar challenges and aspirations.

While I understand that many participants who have gone through this program would attest to its transformative impact on their careers, propelling them to elevate their professional and academic involvement in gender issues, I can confidently assert that my personal growth through this program goes beyond comparison”.

Quote from a 2023 fellow, taken from the anonymous final evaluation on what stands out from participating in the GRÓ GEST programme.

In regular follow up with graduated fellows, following success stories were documented:

Tatiana Telles, 2021 fellow from Mexico has since graduation published her final project at GuIA’s 2021 Edition, a joint initiative between the Center for Studies in Technology and Society (CETyS) at the University of San Andrés, Centro Latam Digital (CLD), and the Inter-American Development Bank (IDB) by way of its fAlr LAC project. She has furthered her work on the intersection of gender, public policy and technology with projects regarding use of AI in education with the State Government of Guanajuato and USAID, Gender and Innovation with the State Government of Jalisco and is currently working with a team developing fair algorithms for crowd work. She was honoured by the Sinaloa State Government for her research on female politicians in the State and is currently working on a book chapter on that topic.

Mohamed Altamash Khan, 2022 fellow from India: The GEST programme helped opening doors and validating Altamash’s work in the field of gender equality. For example, he got the opportunity to design a curriculum for a gender studies course for undergraduate students and got invitations from across India to teach gender certificate courses.

An alumni survey conducted in 2023 for the cohorts from 2009 – 2022 had overall a good response rate (141 of 195 in total). Of those who answered the survey, 30% had received a promotion within the organisations they were working with before joining the GRÓ GEST programme. Others changed to more senior positions with other organisations. 98% said they gained professional skills and knowledge at the GEST programme, and 92% said that they had gained personal skills and knowledge from the programme. The following are selected quotes from alumni about the impact the programme had on them:

“In my organization (Ministry of Land and Environment), for years I was the Head of Gender and Environment Unit. Recognizing the importance of gender mainstreaming in the environment sector. I led a process of the development of the Sector’s Gender Action Plan. Since 2020 I have been appointed as the National Gender and Climate Change Focal Point for Mozambique, under the UNFCCC and I am one the country negotiators.”

Rosália Marta Pedro (2011), Mozambique

“I have been invited to participate in several high-level conversations around promoting Gender Equality both locally and internationally. I have also been part of the development of several gender policy documents and I am leading on the development of a roadmap to foster national conditions to promote women entrepreneurship development and formalization in Nigeria. Additionally, I navigated several roles in Solar Sister Nigeria before I left. I came to Iceland as a Business Development Associate with Solar Sister and left Solar Sister as a Country Manager.”

Chinenye Ankewe (2018), Nigeria

“While it is not a master’s degree it was still considered an important certificate in the field of gender especially coming from Iceland.”

Fatima Wahaidy, (2010), Palestine

“I have attracted series of local and international organizations and have changed two jobs now with higher positions and better conditions services. I have been more included in key decision making in the organizations I have worked. And have been part of organizations Gender and inclusion task force. Part of safeguarding and has worked for and with key feminist organizations in the country.”

Rosaline Marva Banya (2018), Sierra Leone

Below are quotations from the anonymous survey: *What experience from the GRÓ GEST Programme stands out as most positive?*

“Bringing different facilitators with various skills, backgrounds, experience. I also liked the visits we made in different organizations.”

“There was constant feedback between GEST Staff and students and the team was responsive to concerns by students.”

“The ability to engage with Lecturers from different parts of the world with loads of experience from different cultures and backgrounds. This shows that the programme is a diverse but much-needed balance of inclusion which drives home the contents of the programme even more.”

“After the interviews and selections, the team was very supportive and positive towards us the fellows, thereby ensuring that we got all the necessary support to be part of the scholarship and even when we arrived till the day we returned. I had so many challenges to get back home but the GEST staffs were with me through all the step of the way”

“I have learned so many things from each of them that it's not possible to fit the answers here. Each fellow has helped me become a better person at work and life in general.”

GRÓ LRT

“I strongly believe that the GRÓ LRT has improved my professional skills, which will be reflected in my future activities.”

“The GRÓ LRT has enhanced my skills as a professional. Now I have the knowledge and tools to solve a particular problem at my work and in my country”

In routine follow-ups with alumni, the following success stories were among the ones recorded:

Andrew Evans Opiolo, a fellow from Uganda in 2021, has moved from a position for the district government to a position as Senior Agricultural Inspector at the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF). He will contribute to supporting the control of crop pests and diseases for improved and sustainable food security and household incomes amongst farmers in Uganda

Latif Iddrisu Nasare, a fellow in 2018 from Ghana, defended his doctoral dissertation in June 2023 at Department of Conservation Biology and Entomology, School of Biological Sciences, University of Cape Coast, Ghana. The title of his thesis is: Pollination Ecology of Shea (*Vitellaria paradoxa*) in the Guinea Savanna zone of Ghana. Dr Latif Iddrisu Nasare is a lecturer at the University for Development Studies, Tamale, Ghana.

In April 2023, Ganzorig Ulgiichimeg, a fellow from Mongolia in 2021, was promoted to the Head of the Division of Soil Research at the Institute of Geography and Geoecology, Mongolian Academy of Sciences.

Calvin Rapa, a fellow from Uganda in 2022, has been promoted within his district to a position of Town Clerk, a management position overseeing 32 technical staff. His primary responsibility is to foster collaborative partnerships with other towns and organizations, as well as to provide leadership in developing and implementing actions aimed at mitigating the effects of climate change in urban areas and achieving sustainable urban development.

Shuhrat Valiyev, a 2023 fellow from Uzbekistan, was appointed to the position of Deputy Director for Scientific Affairs and International Cooperation at the Institute of Agrobiotechnology and Food Safety, at Samarkand State University in Uzbekistan, upon his return from the GRÓ LRT training.

Evelyn Mugume, a fellow from Uganda in 2014, finished her master’s degree in Natural Resources Management from Makerere University in 2019. Since then, she moved from Kasese District Local Government to Kasese Municipal Council/City, where she has been utilizing her knowledge acquired in Iceland to embark on various project. She has also been promoted to Senior Environment Officer for the Kasese Municipal Council.

GRÓ GTP

Kenya is the biggest partner country of the GRÓ Geothermal Training Programme in terms of numbers of fellows graduated. Since 1982, 152 Kenyans have graduated from the programme, or 19% of the total GTP alumni. Today, geothermal energy accounts for 47% of electricity produced in Kenya. Installed capacity amounted to 944 MW at the end of 2021. The country has therefore outgrown Iceland in terms of electricity generated with geothermal resources, as the corresponding figure for Iceland was 756 MW.

Upon return to India from the GRÓ GTP in 2023, Dr Sameer Kumar Tiwari was given a promotion. He attributed this achievement to his training at GTP where he said: "I am heartily thankful to all of you for your unconditional support and help during this training. I would like to apprise that I got merit promotion from Scientist C to D. It is a big achievement for me. And it happened because of training experience and GTP fellowship. I dedicate this achievement to GTP." With this promotion comes increased responsibilities and opportunities for him and his institute Wadia Institute of Himalayan Geology to make a difference in developing geothermal resources in India.

Farah Omar Farah from Djibouti who attended the six-month training informed GTP in 2023 that he had been the Director General of Red Sea Drilling and CEO of Geothermia in his company. This is a very high position in East Africa leading him to the front lines of international cooperation and sharing of his knowledge gained.

Tufwane Mwangomba from Malawi who works at MERA - Malawi Energy Regulatory Authority and graduated on a MSc scholarship from GTP in 2016, was made Senior Licensing Officer, responsible for issuing all energy licences in Malawi.

The first PhD scholarship graduate at GTP, Dr Pacifica Ogola from Kenya became the Director of climate change at the State Department of Environment at the Ministry of Environment and Forestry in Kenya. At the last 2023 UN Climate Change Conference (UNFCCC COP 28) she led the climate negotiation committee on behalf of Kenya.

The MSc graduate from 2022, Johannes Ochome from Kenya published a paper based on his master's thesis in a high impact journal with his supervisors in 2023. His supervisors were very impressed by his skills and ingenuity and the topic of his master's thesis: "Assessment of Public Energy Organizations' Innovation Awareness and Readiness for Climate Action: A Case Study of Icelandic and Kenyan Energy Sectors" is a new and great input into the geothermal sector both in his home country as well as his host country Iceland.

Another MSc graduate from 2022, Angel Monroy Parada became a specialist advisor at the World Bank advising on geothermal development in all the Latin American regions for the different projects. He has experience working with international experts on at high level decision making and is becoming an increasingly valued member of the team.

Excerpts from fellows' anonymous evaluation of the six-month training and voices of alumni:

"I feel like I improved so much professionally and grew so much. As a person from small geothermal development and where people don't believe that we can use it effectively, I feel so inspired with all the possibilities of geothermal energy and now I know more about the use in our geological settings. I will always support and suggest to use geothermal energy in my company and country. Seeing is believing and Iceland makes you believe."

GRÓ GTP fellow

"Improved my skill set in geothermal and country to country knowledge sharing - Personally I have learnt way of life, other people's culture and appreciate the differences we have as a people."

GRÓ GTP fellow



Annual Report 2023

Annex 3:

Results 2023

GRÓ Results Framework 2023–2027

GRÓ Results Framework 2023-2027– Results 2023

Note: Results for other performance indicators than presented here are still being established or baseline still to be set.

Output N°1:
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P1. Number of experts trained in the GRÓ 5-6-month training programmes	23 Women: 16 (70%) LDC and LMIC: 21 (91%)	24 Women: 9 (38%) LDC and LMIC: 21 (88%)	23 Women:12 (52%) LDC and LMIC: 23 (100%)	22 Women: 11 (50%) LDC and LMIC: 15 (68%)	92 Women: 48 (52%) LDC and LMIC: 80 (87%)	Number of experts trained (100): Target on track Gender ratio 40/60: Target met LDC and LMI +80%: Target met
P3. Number of graduates eligible for 30 ECTS credits/ Diploma degree at completion of 5-6 month training (ratio of enrolled fellows).	Graduation ratio 100%	N/A	Graduation ratio 91%	N/A	44/46 graduation ratio (96%)	Graduation ratio 9.5/10: Target met
P4. Number of short courses (5-7 days) in partner countries	6,5 short courses: 236 participants 2 x Malawi: 55 4 x Uganda: 173 0,5 x Kyrgyzstan (with GRÓ LRT): 8 (total 16)	3 short courses: 43 participants 3 x Kenya (3-week course): 43 from 13 E-African countries.	0,5 short courses: 8 participants 0,5 x Kyrgyzstan (with GRÓ GEST): 8 (total 16)	3 short courses: 42 participants 1 x Barbados: 20 from Caribbean countries 2 x knowledge exchange (10 days): 22 from Pacific Islands nations. ¹	13 short courses 329 participants 41% women	Annual target: 10 weeks of on-site training: Target met Baseline for number of participants trained per year TBE Gender ratio 40/60: Target met

¹ Although this knowledge exchange, organised in cooperation with the World Bank, took place in Iceland, it is included under short courses in partner countries as it was for specialists from a specific partner region.

GRÓ Results Framework 2023-2027 – Results 2023

Note: Results for other performance indicators than presented here are still being established or baseline still to be set.

Output N°1 – continued
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P8. Number of online courses and number of participants in the online courses.	<p>3 Participants: 3,074</p> <p><i>Intersectionality: 1,669 Violence & Security: 475 Development: 930</i></p>	0	<p>3 Participants: 3,579</p> <p><i>Business approach: 1,844 Business Model Innov: 1,288 Sheep in the land of: 447²</i></p>	0	6 Participants: 6,653	Baseline TBE
P10. Number of GRÓ graduate studies scholarships provided annually	No new scholarships	MSc: 4 <i>(2 men and 2 women)</i>	MSc: 2 <i>(1 man and 1 woman)</i>	No new scholarships	6 (Gender ratio 50/50)	Target 20 annually: Target on track³

² Number for 2023 not available. The course was launched in January 2019. The number for 2023 was found by dividing number of years with total number of participants.

³ While GRÓ is establishing a framework for the GRÓ scholarship programme, new scholarships have been limited.

GRÓ Results Framework 2023-2027 – Results 2023

Note: Results for other performance indicators than presented here are still being established or baseline still to be set.

Output N°2:
Production and dissemination of new knowledge by GRÓ training participants and scholarship recipients

Performance indicator	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P1. Number of research outputs (<i>research project reports</i>) annually by GRÓ fellows.	23	24	23	22	92	Number of research outputs (100): Target on track⁴
P2. Number of master's thesis published annually by GRÓ scholarship recipients (<i>research output</i>).	N/A	5	0	0	5	One thesis per MSc/MA scholarship recipient: Target met
P3. Number of PhD papers published annually by GRÓ scholarship recipients (<i>research outputs</i>).	0	2	N/A	1 PhD thesis completed 5 PhD papers	8	Baseline TBE Target TBD

⁴ Not all research papers have been published yet on GRÓ's website.

GRÓ Results Framework 2023-2027 – Results 2023

Note: Results for other performance indicators than presented here are still being established or baseline still to be set.

Output N°3: Professional empowerment of GRÓ training participants and scholarship recipients is increased through GRÓ community building and networking
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<u>Performance indicator</u>	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P1. Number of alumni events organised by GRÓ annually	1 online seminar with all GEST alumni invited 3 alumni meetings in Palestine, Ghana & Malawi	1 Reunion at WGC 2023	2 informal Lesotho & Kyrgyzstan 1 formal/ GRÓ LRT session at international conference Uzbekistan	1 Online participation of selected alumni from 5 regional areas	12 The GRÓ Centre organised 3 joint alumni events in Indonesia, Kenya and Uganda.	Target >10: Target met
P2. Number of GRÓ funded alumni participating in regional and international conferences	0	47 WGC 2023	0	0	48 GRÓ Centre funded 1 GTP alumni to participate in a gender conference in Iceland	Baseline TBE
P3. % of short courses involving alumni in teaching and organisation of short courses in partner countries.	92% (100% for GEST organised courses)	100%	0%	50%	12/15 80%	Target 2027 100% Target on track

GRÓ Results Framework 2023-2027

Impact: Progress towards the SDGs through capable individuals and organisations

Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. SDG N°5: targets		Official /UN documents	TBD	NA
P2. SDG N°7: targets		Official /UN documents	TBD	
P3. SDG N°14: targets		Official /UN documents	TBD	
P4. SDG N°15: targets		Official /UN documents	TBD	

Outcome: GRÓ fellows, trainees and respective organisations promote and implement changes needed to achieve SDGs relevant to their field of work

Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. Management in partner organisations assess the training to be valuable for the organisation.	Under collection	Source: Coordinated survey of partner organisations by GRÓ 3 years after graduation. Means of verification: Survey feedback.	70% of survey respondents assess the training to be valuable for the organisation	<p>Partner organisations recognise the new knowledge, skills and competencies acquired by GRÓ fellows and other GRÓ trainees.</p> <p>Partner organisations will encourage returning staff members to practice and spread what they have learnt in GRÓ supported trainings.</p> <p>The GRÓ fellows become leaders in their field of expertise. They use the increased capacity gained through the GRÓ training to promote sustainability within their sphere of influence in their organisations and home countries.</p>
P2. Graduates have used the training to advance their contribution in their field/sector of work.	Under collection	Source: Coordinated status survey of fellows by GRÓ 3 years after graduation. Means of verification: Survey feedback.	70% of survey respondents report the training has advanced their contribution in their field/sector.	
P3. Graduates have used their training to share with colleagues and other experts in their respective field of expertise.	Under collection	Source: Coordinated status survey of fellows by GRÓ 3 years after graduation. Means of verification: Survey feedback.	70% of survey respondents report they have used the training to share with colleagues and other experts.	
P4. Graduates have advanced professionally (<i>e.g. promotion or received scholarship for further studies</i>).	Under collection	Source: Coordinated status survey of fellows by GRÓ 3 years after graduation. Means of verification: Survey feedback.	70% of survey respondents report they have advanced professionally.	

GRÓ Results Framework 2023-2027

Output N°1:				
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. Number of experts trained in the GRÓ 5-6-month training programmes	Annual # from 2017-2022 (<i>by gender and income level of country</i>)	Source: Graduation documents provided by GRÓ programmes. Means of verification: Graduations documents.	100 fellows (<i>25 each programme</i>) Gender ratio 40/60. LDC and LMI+80%	Candidates for GRÓ training activities have basic working knowledge, skills, and some experience in their fields but benefit from applied training to further improve their skills, knowledge, and leadership abilities. Partner organisations recognize the need for developing these capacities and competencies and are therefore willing to utilise GRÓ training opportunities for their staff members. Partner organisations are willing and able to work with the GRÓ Programmes to establish priorities for training. In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P2. Quality of the 5-6 month training	(<i>No coordinated measures available</i>) Average from previous assessments.	Source: Coordinated self-assessment survey at the start and end of training on knowledge, skills, and mindset. Means of verification: Survey feedback.	>4 on a scale from 1 - 5	Coordinated measures will be implemented across GRÓ programmes.
P3. Number of graduates eligible for 30 ECTS credits/ Diploma degree at completion of 5-6 month training (<i>ratio from enrolled fellows</i>). Only applicable for GEST and LRT fellows.	Graduation ratio 9/10	Source and means of verification: Diploma certificates issued by University of Iceland and Agricultural University of Iceland.	Graduation ratio 9.5/10	

GRÓ Results Framework 2023-2027

Output N°1 (continued):				
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P4. Number of short courses (5-7 days) in partner countries	Annual # of weeks of on-site training from 2017-2022 # of participants in short courses (by gender)	Source and means of verification: Completion of training documents provided by course organisers (GRÓ programmes and partner organisation).	Annual target: 10 weeks of on-site training # of participants trained by year (by gender): baseline + 10% Gender ratio 40/60.	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P5. Quality of short course training	Average from previous assessments.	Source: Coordinated self-assessment survey at the end of training on knowledge and skills. Means of verification: Survey feedback.	>4 on a scale from 1 - 5 80% of course participants assess the course to be useful for enhancing skills and knowledge in the respective field.	Coordinated measures will be implemented across GRÓ programmes.
P6. Number of live streaming training courses	Annual # from 2017-2022	Source and means of verification: Completion of training documents provided by course organisers (GRÓ programmes and partner organisation).	Baseline + 10%	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P7. Quality live streaming training courses	(No coordinated measures available)	Source: Coordinated self-assessment survey at the end of training on knowledge and skills. Means of verification: Survey feedback.	>4 on a scale from 1 - 5	

GRÓ Results Framework 2023-2027

Output N°1 (continued): Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P8. Number of online courses and number of participants in the online courses.	Annual # from 2017-2022	Source: Course software data. Means of verification: Survey feedback.	Baseline +10%	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P9. Quality of online training	<i>(No coordinated measures available)</i>	Source: Coordinated self-assessment survey at the start and end of training on knowledge and skills. Means of verification: Survey feedback.	>4 on a scale from 1 - 5	
P10. Number of GRÓ graduate studies scholarships provided annually	Annual # from 2017-2022: Master's and PhD <i>(by gender)</i>	Source and means of verification: Admission confirmation to Icelandic or partner universities provided by universities. Recipients' progress reports.	20 Gender ratio 40/60.	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.

Activities

1. GRÓ programmes run a 5–6-month training course annually in Iceland.
2. GRÓ programmes provide financial and technical support to develop and deliver short courses in partner countries.
3. GRÓ programmes develop and deliver online content and courses
4. GRÓ programmes offer scholarships to alumni to pursue graduate studies at Icelandic universities in their respective fields of study.

GRÓ Results Framework 2023-2027

Output N°2: Production and dissemination of new knowledge by GRÓ training participants and scholarship recipients				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. Number of research outputs (<i>research project reports</i>) annually by GRÓ fellows	Annual # from 2017-2022	Source and means of verification: Research projects papers confirmed on GRÓ's website.	100 (<i>25 each programme</i>)	GRÓ training participants and scholarship recipients develop an understanding of the main issues in their fields. They learn about and develop innovative solutions applicable to issues in their home contexts to reduce poverty. GRÓ training participants and scholarship recipients undertake applied research that is relevant to address challenges in their home countries. Knowledge, techniques, policies, and strategies can be adapted and applied in a variety of contexts.
P2. Number of master's thesis published annually by GRÓ scholarship recipients (<i>research output</i>).	Annual # from 2017-2022	Source: Published thesis at universities' websites Means of verification: Published master's thesis.	One thesis per master's scholarship recipient.	
P3. Number of PhD papers published annually by GRÓ scholarship recipients (<i>research outputs</i>).	Annual # from 2017-2022	Source and means of verification: Publication in research journals.	TBD	

Activities

1. Applied final projects are part of the training curriculum in the GRÓ 5–6-month training programmes.
2. GRÓ offers scholarships for postgraduate programmes in GRÓ's areas of work.

GRÓ Results Framework 2023-2027

Output N°3: Professional empowerment of GRÓ training participants and scholarship recipients is increased through GRÓ community building and networking				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. Number of alumni events organised by GRÓ annually	Annual # from 2017-2022	Source and means of verification: Seminar documents.	≥10	Participants in GRÓ training activities, teachers and fellows alike, have valuable knowledge and experience and learn from one another during the training and follow-up activities. GRÓ alumni interact and collaborate within their home countries, regions and beyond. As such, GRÓ alumni networks serve as mechanisms for south/south cooperation. In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P2. Number of GRÓ funded alumni participating in regional and international conferences	Average annual # from 2017-2022	Source and means of verification: conference documents and GRÓ programmes' documents.	Baseline # + 10%	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P3. % of short courses involving alumni in teaching and organisation of short courses in partner countries.	Annual # from 2017-2022	Source and means of verification: Course documents and verification from programme directors.	100%	

Activities

1. A GRÓ community is created across countries, regions, and the thematic fields of GRÓ by hosting alumni seminars and network events.
2. GRÓ alumni are supported to participate in international and regional conferences
3. GRÓ alumni are involved in teaching and organisation of short courses in partner countries.