

## CURRICULUM VITAE

### Personal Data:

**Name:** DR. (MRS.) MONICA ADDISION  
**Date of Birth:** 21<sup>st</sup> April 1972  
**Nationality:** Ghanaian  
**Marital Status:** Married with Three (3) children  
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### Personal Profile:

Dr. (Mrs.) Monica Addison is a seasoned researcher and development practitioner with over a decade of experience in academia. Joining KNUST as an Assistant Research Fellow in 2013, she has risen to Senior Research Fellow and currently serves as Director at BIRD, a role she assumed in November 2023. Dr. Addison is responsible for strategic planning, leadership, and research project design, including grant acquisition, implementation, and dissemination of findings through publications and conferences. She also mentors students and contributes to their academic growth.

As an individual consultant and team player, Dr. Addison has undertaken policy-relevant research for various organizations, including the World Bank, UNDP, USAID, AfDB, and IFAD, bringing significant resources to KNUST. Recognized for her resource mobilization and teamwork skills, she has been instrumental in designing and implementing gender-related projects in Ghana, advocating for gender equality and women's empowerment as crucial to sustainable development. She believes ending discrimination against women fosters inclusive growth and development.

Dr. Addison has also facilitated capacity-building initiatives for MMDAs, NGOs, and communities, offering expertise in organizational development and results-based management. Her outreach extends to rural communities, engaging with surrounding communities of KNUST and selected districts namely Sene East and Sekyere Afram Plains to support the local economy to address their developmental challenges. Passionate about research in gender issues, climate change, and food security, Dr. Addison continues to mentor the next generation of researchers while making impactful contributions to society.

**Institutions attended and academic degrees earned with dates:**

<b>Institutions attended</b>	<b>Date</b>	<b>Academic Qualification</b>
1. Kwame Nkrumah University of Science and Technology (KNUST), Kumasi-Ghana	2018	PhD (Agricultural Economics)
2. Kwame Nkrumah University of Science and Technology (KNUST), Kumasi-Ghana	2003	MSc. Development Policy and Planning (Economic policy option)
3. Kwame Nkrumah University of Science and Technology (KNUST), Kumasi-Ghana	1997	BSc. Agriculture (Agricultural Economics Option)

**Other Professionally related training:**

<b>Date:</b>	<b>Description:</b>
September 21 – 23, 2021	<b>Participant</b> , Research Grant Proposal Development, ALL-IN Capacity Building Programme, Valley View University, Accra, Ghana
April to April 26 – 30, 2021	<b>Participant</b> , Digital and Mobile Data Collection and Application in Monitoring the Environment; GMES and Africa, African Union and European Union, Online training
May. 9 – 13, 2021	<b>Participant</b> , Introductory GIS and Remote Sensing; GMES and Africa, African Union and European Union, Online training
April 27-28, 2016	<b>Participant</b> , Introduction to Stata, University of Copenhagen, Denmark
March 7-10, 2016	<b>Participant</b> , Mixed Methods Research: Theory and practice, University of Copenhagen, Denmark
June 13-23, 2014	<b>Participant</b> , Chain-Wide Learning for Inclusive Agrifood Market Development, KNUST, ICIL, Ghana
August 18 – 22, 2014	<b>Participant</b> , 4 <sup>th</sup> Sumer School for Senior Members on the theme: Advancing Science and Technology through Effective Communication, KNUST
August 26 – September 2, 2013	<b>Participant</b> , 3 <sup>rd</sup> Sumer School for Senior Members on the theme: Repositioning KNUST as a Global Institution: Effective Research Management as a Tool, KNUST
August 23 – 26, 2010	<b>Participants</b> , Procurement Management in Practice (Crown Agents, Accra), Cert. Chain Wide Management (KNUST, Kumasi, Ghana)
October – December 2001	<b>Participants</b> , Techniques of Poverty Analysis (KNUST, Kumasi, Ghana & Erasmus University, Rotterdam, The Netherlands)

## **Employment Record:**

1. **August 2022 – Present: Senior Research Fellow/ Director**, Bureau of Integrated Rural Development (BIRD), KNUST, Kumasi – Ghana.
2. **January 2016 – July 2022: Research Fellow**, Bureau of Integrated Rural Development (BIRD), KNUST, Kumasi – Ghana.
3. **August 2013 – December 2015: Assistant Research Fellow**, Bureau of Integrated Rural Development (BIRD), KNUST, Kumasi – Ghana.
4. **July 2010 – June 2013: Monitoring and Evaluation (M&E) Officer**, Inland Valleys Rice Development Project (IVRDP), MOFA, Ghana. AfDB sponsored project.
5. **November 2007 – June 2010: Freelance Consultant**, Accra – Ghana.
6. **August 2004 – October 2007: Coordinator**, Women Economic Empowerment and Development (WEED) Programme, Women’s Initiative for Self-Empowerment (WISE), Accra, Ghana. UNHCR sponsored programme.
7. **January 2003 – July 2004: Development Consultant**, Training, Research and Networking for Development (TREND), Kumasi, Ghana.
8. **July 1997 – December 2002: Socio-Economist**, Self Help International (SHI), Kumasi, Ghana.

## **Academic Research Conducted:**

### **Title of PhD Thesis:**

Gender, improved rice technology adoption and intra-household time allocation and income distribution in Ghana. Unpublished PhD Thesis, Kwame Nkrumah University of Science and Technology, Kumasi-Ghana.

### **Title of M. Sc. Thesis:**

Women’s economic activities and micro-finance institutions in Ghana: The study focused in Ashanti Region, Ghana. Unpublished M. Sc. Thesis, Kwame Nkrumah University of Science and Technology, Kumasi., Ghana.

### **Title of B. Sc. Dissertation:**

A comparative analysis of productivity between men and women in Agriculture: A case study in the Atwima District of Ashanti Region, Ghana. Unpublished B. Sc. Dissertation, Kwame Nkrumah University of Science and Technology, Kumasi, Ghana.

## Recent Professional Research Projects Conducted:

- **Team Member:** Alliance for Change Project in Ghana. Awarded by International Cocoa Initiative, 2024.
- **Team Member:** Evaluation of Gender transformative Cash Transfer and Child Labour Project. Awarded by International Cocoa Initiative, 2024.
- **Team Member:** Baseline Assessment of Ghana Grains Certification Programme, covering 300 communities in Ghana. Awarded by Africa Development Bank, 2024.
- **Team Members:** Baseline Assessment of Strengthening Investment in Gender-Responsive Climate Change Adaptation (SIGRA). Awarded by Co-Water International, 2023
- **Project Coordinator;** End-line evaluation of the Ghana Agriculture Sector Improvement Programme across the Northern Zone (Northern, North East, Upper East, Upper West and Savannah regions), the middle belt (Ashanti and Bono East regions) and the Southern Zone (Volta, Central and Greater Accra regions). IFAD sponsored, project, 2023.
- **Team Member;** Baseline survey of the Ghana Mobilizing Finance for Agriculture (MFA), a COVID-19 Relief and Resilience Grants for agribusinesses covering 17 districts of the Northern Region, North East Region, Upper East Region, and Upper West Region, 2023.
- **Team Member;** Baseline study for Ghana Market Systems and Resilience Activity (MSR) in the northern Ghana, USAID/ACDI/VOCA funded project, 2022.
- **Team Member;** Assessment of drivers, access, barriers, and impact of digitalization on rural livelihood (RuTech Assessment). A GIZ funded Project, 2022.
- **Team Member;** End-line Project Evaluation of the Partnership for Accelerated Local Economic Development in Brong Ahafo (BALED) Project. Client: United Purpose, UK & Ghana, 2020.
- **Project Coordinator:** Development of national agricultural insurance policy and legislative reform and Amendment of Act 724 for the provision of Agricultural Insurance in Ghana. Client: National Insurance Commission (NIC), AGRA sponsored Project, 2019.
- **Principal Investigator;** Assessment of gender effect on adoption, time allocation and income distribution among rice farmers in Ashanti and Upper East Regions of Ghana, a PhD project, Africa Rice Center/ African Development Bank (AfDB) sponsored project, 2018.
- **Team Member;** a baseline Survey on Agricultural Development and Value Chain Enhancement in the former three northern regions of Ghana. ACDI/VOCA Ghana/USAID, 2015.

- **Team Member;** An environmental and social impact assessment of 12 sites community Senior High School Projects in Ashanti, Brong Ahafo and three northern regions of Ghana, World Bank, GetFund & Ministry of Education, Ghana. 2015.
- **Team Member;** Tracer study on effectiveness of business development and marketing training and how it has changed behavior of farmers and processors – under RTIMP, AfDB/IFAD sponsored project, 2015.
- **Consultant;** Designed long-term economic growth to improve the livelihoods of women and youth as part of Newmont Ghana Gold Ltd. Community Development Programme at Ahafo Area in Brong Ahafo Region (Ahafo Agro-business Growth Initiative). Newmont Ghana Gold Ltd. Sponsored Programme. 2008.

#### Articles published in peer reviewed journals:

1. **Addison, M.,** Bonuedi, I., Arhin, A. A., Wadei, B., Owusu-Addo, E. Fredua Antoh, E. and Mensah-Odum, N. (2024). Exploring the impact of agricultural digitalization on smallholder farmers' livelihoods in Ghana, *Heliyon*, Volume 10, Issue 6, <https://doi.org/10.1016/j.heliyon.2024.e27541>.
2. Wadei, B., Fredua Antoh, E., **Addison, M.,** and Yeboah, T. (2024). An Overview of the Obstacles to Gender Equality Processes in Rural and Urban Ghana: A Comparative Analysis. *Journal of Asian and African Studies*, 0(0). <https://doi.org/10.1177/00219096241235290>
3. Acheampong, P.P., **Addison, M.,** Wongnaa, C.A., Baafi, E. and Opoku, M. (2024). Assessment of impacts of adoption of improved sweet potato varieties in Ghana: accounting for differences in male and female farmers, *Gender, Technology and Development*, <https://doi.org/10.1080/09718524.2023.2289499>
4. **Addison, M.,** Ohene-Yankyera K., Adjei, P.O.W., Mujawamariya G. and Asante, B. (2023). Uptake and income distribution effects of targeted farm technologies on rice farmers in forest and Guinea Savannah Zones of Ghana: Does gender matter? *Journal of Agriculture and Food Research*, 11:100516. <https://doi.org/10.1016/j.jafr.2023.100516>
5. **Addison, M.,** Anyomi, B.K., Acheampong, P.P., Wongnaa, C.A., Amaning, T.K. (2023). Key drivers of adoption intensity of selected improved rice technologies in rural Ghana. *Scientific African*, Vol. 11: e01544. <https://doi.org/10.1016/j.sciaf.2023.e01544>
6. Ntow, T.K., Wongnaa, C.A., Nyadu-Addo, R., **Addison, M.,** Awunyo-Vitor, D. and Abokyi, E. (2023). Effects of entrepreneurial behaviour on market outlets choice: Evidence from rice producers in Ashanti Region, Ghana. *Sustainable Technology and Entrepreneurship*, Vol. 2 (2):100037 <https://doi.org/10.1016/j.stae.2023.100037>
7. Owiredo, P., Wongnaa, C.A., Acheampong, P.P., **Addison, M.,** Agyei Adu, K. and Awunyo-Vitor, D. (2022). Farmer Business School participation and its impact on cocoa

productivity and food security in Ghana. *Journal of Agribusiness in Developing and Emerging Economies*. <https://doi.org/10.1108/JADEE-05-2022-0102>

8. **Addison, M.**, Ohene-Yankyera, K., Acheampong, P.P. & Wongnaa, C.A. (2022). The impact of uptake of selected agricultural technologies on rice farmers' income distribution in Ghana. *Agric. & Food Security*, Vol.11(2), <https://doi.org/10.1186/s40066-021-00339-0>
9. Acheampong, P.P., **Addison M.** and Wongnaa, C. A. (2022). Assessment of impact of adoption of improved cassava varieties on yields in Ghana: An endogenous switching approach. *Cogent Economics & Finance*, Vol. 10(1): 2008587, <https://doi.org/10.1080/23322039.2021.2008587>
10. Adjei, P.O.W., Serbeh, R., Adjei, J.O. and **Addison, M.** (2022). Women's political participation and performance as local government authorities under Ghana's decentralization system. *SN Social Science*, Vol. 2(251). <https://doi.org/10.1007/s43545-022-00559-6>
11. Wongnaa, C.A., Nyarko, **Addison, M.** and Awunyo-Vitor, D. (2021). Viability of artisanal timber milling: cases from Ghana. *Journal of Enterprising Communities: People and Places in the Global Economy*, <https://doi.org/10.1108/JEC-08-2020-0153>
12. **Addison, M.**, Ohene-Yankyera, K. and Aidoo, R. (2020). Quantifying the Impact of Agricultural Technology Usage on Intra-household Time Allocation: Empirical Evidence from Rice Farmers in Ghana. *Technology in Society*, Vol. 63:101434. <https://doi.org/10.1016/j.techsoc.2020.101434>
13. **Addison, M.**, Mujawamariya, G. and Bam, R. (2019): Gender considerations in development and utilization of technological innovations: evidence from Ghana, *Development in Practice*, Vol. 30 (1), pp. 15-26. DOI: 10.1080/09614524.2019.1632263
14. **Addison, M.**, Ohene-Yankyera, K. and Aidoo, R. (2018). Gender Effect on Adoption of Selected Improved Rice Technologies in Ghana. *Journal of Agricultural Science*, Vol.10 (7), pp. 390-402. doi:10.5539/jas.v10n7p390
15. **Addison, M.**, Yankyira K.O. and Fredua-Antoh E. (2016). Gender Role, Input Use and Technical Efficiency among Rice Farmers at Ahafo Ano North District in Ashanti Region of Ghana. *Journal of Food Security*, Vol. 4(2), pp. 27-35.
16. **Addison, M.**, Sarfo-Mensah, P. and Edusah S.E. (2015). Assessing Ghana's initiative of increasing domestic rice production through the development of rice value chain. *Glob. J. Agric. Econ. Ext. Rural Dev.*, Vol. 3 (4), pp. 230-237.
17. Antoh, E. F., Kwesi, F. E. and **Addison, M.** (2015). Socio-Economic Characteristics of Microfinance Beneficiaries in Ghana – Evidence from Sinapi Aba Trust Microfinance Institutions. *Achives of Business Research*, Vol. 3(6), 94-107.

18. **Addison, M.**, Edusah, S.E and Sarfo-Mensah, P. (2014). Gender Constraints and Rice Varietal Characteristics Preferences in Lowland Ecosystem in Ghana. *J. Developing Country Studies*, Vol. 4, (15), Pp. 92-98.
19. Anchirinah, V.M., **Addison, M.**, Dapaah H.K. and Yiridoe E.K. (2001). Prospect of using Improved Intermediate Means of Transport in Ghanaian Agriculture: A survey. *Journal of Sustainable Agriculture*, Vol. 17(2–3), 145–168. [https://doi.org/10.1300/J064v17n02\\_13](https://doi.org/10.1300/J064v17n02_13)

**Book Chapter:**

Patricia Pinamang Acheampong, Eric Owusu Danquah, Kennedy Agyeman, Kwame Obeng Dankwa and Monica Addison (2021). Research and Development for Improved Cassava Varieties in Ghana: Farmers’ Adoption and Effects on Livelihoods. Andri Frediansyah (Ed.). Cassava - Biology, Production, and Use. Intech Open, DOI:10.5772/intechopen.97588. <https://www.intechopen.com/online-first/research-and-development-for-improved-cassava-varieties-in-ghana-farmers-adoption-and-effects-on-liv>

**Conference Proceedings:**

Addison, Monica; Ohene-Yankyera, Kwasi; Mujawamariya, Gaudiose (2019). "Gender, selected agricultural innovations and intra-household income in Ghana," 2019 Sixth International Conference, September 23-26, 2019, Abuja, Nigeria 295705, African Association of Agricultural Economists (AAAE). <https://ageconsearch.umn.edu/record/295705>

**Conferences Participated in:**

1. **Addison, M.**, Arhin, A., Bonuedi, I. and Wadei, W. (2023). Exploring the impact of technological transformation on smallholder farmers' livelihood in Ghana. A paper presented at 27th ICABR virtual conference 2023, on the theme: “Institutions and Sustainable Transformation in the Bioeconomy Chain,” Centro Cultural de la Ciencia - C3, Buenos Aires, Argentina. July 5-8, 2023.
2. **Addison, M.**, Adjei, P.O.W., Wongnaa, C.A. and Wadie, B. (2022). Rethinking Equity in Access to Farm Resources for Inclusive Development in Ghana. A paper presented at the 5th AfricaLics International Research Conference 2022, on the theme: “National Innovation System for Resilience and Sustainable Development in Africa” University of Yaoundé II, Cameroon in collaboration with the Pan-African University, Institute for Governance, Humanities and Social Sciences (PAUGHSS). November 9 - 11, 2022.
3. **Addison., M** and Mujawamariya, G. (2021). Assessing the Impact of Uptake of Selected Agricultural Technologies on Farmers Income Distribution in Ghana: Does Gender Matter? A paper presented at the 2nd conference of the African Plant Breeders Association (APBA), “Accelerating Genetic Gains in Plant Breeding for Resilience, Transformative Food Systems and Economic Growth in Africa,” Kigali, Rwanda, October 25-29, 2021
4. **Addison, M.**, Owusu-Addoh, E. and Arhin, A. (2020). Ensuring "dignified resolution" for the refugees in Ghana: The role of academia. A paper presented at a DSA's virtual

conference, “DSA2020: New Leadership for Global Challenges,” University of Birmingham, UK, June 16 – 19, 2020.

5. **Addison, M.,** Ohene-Yankyera, K. and Mujawamariya, G. (2020). Assessing the Impact of Selected Agricultural Innovations on Income Distribution in Ghana: Does Gender Matter. A paper presented at 24th ICABR virtual conference, “Accelerating the Bio-economy: Growth Through Applied Research and Policy Change,” Córdoba City, Córdoba Province, Argentina, October 12 – 21, 2020.
6. **Addison, M.,** and Mujawamariya, G. (2019). Gender, technological innovation development and utilization in Ghana. A poster presented at the GDN’s 19th Global Development Conference, “Knowledge for Sustainable Development: The Research Policy Nexus,” Bonn, Germany, October 21-26, 2019.
7. **Addison, M.,** and Mujawamariya, G. (2019). Gender considerations in development and utilisation of technological innovations: evidence from Ghana. A paper presented at DSA's annual conference, DSA2019: “Opening up Development,” Milton Keynes, United Kingdom (UK), June 19-21, 2019.
8. **Addison, M.,** Mujawamariya, G. and Bam, R. (2019). Gender considerations in development and utilization of agricultural innovations: Implication for job creation in Ghana. GAAE 2019 Conference, “Sustainable Agriculture for National Development: Finance, Markets and Job Creation,” ISSER Conference facility, University of Ghana, Legon, Accra, Ghana. July 24-26, 2019.
9. **Addison, M.,** Ohene-Yankyera, K. and Aidoo, R. (2018). Gender, Agricultural innovations and intra-household time allocation in Ghana. A paper presented at 16th Globelics International Conference, “Innovation, Economic Growth and Sustainable Development: Strengthening Institutions for Greater Relevance, Effectiveness and Inclusivity,” CSIR-Science and Technology Policy Research Institute (STEPRI), Mensvic Grand Hotel, Accra, Ghana. October 24 – 26, 2018.
10. **Addison, M.,** Ohene-Yankyera, K. and Aidoo, R. (2018). Impact of adoption of selected improved rice technologies on intra-household income distribution in Ghana: Gender perspective. A poster presented at 22nd ICABR Conference, “Disruptive Innovation, Value Chain and Rural Development,” World Bank’s Main Complex, 1818 H Street NW, World Bank, Washington DC, USA. June 12-15, 2018.
11. **Addison, M.,** Ohene-Yankyera, K. and Aidoo, R. (2017). Gender effect on adoption of selected improved rice technologies in Ghana. A paper presented at the 3rd AfricaLics Conference, “Emerging Innovation Systems for Sustainable Industrial Development in Africa” University of Oran 2, Algeria. November 27 - 29, 2017.
12. **Addison, M.** (2017). Gender and technological innovations: implication for sustainable development in rice sector of Ghana. A paper presented at the Education for Sustainable

Development in Africa (ESDA) International Workshop on Sustainable Development in Africa and Sustainable Development Goals in Kumasi. August 9, 2017.

13. **Addison, M.** (2016). Gender analysis of the effect of adoption of selected improved rice technologies on time allocation at farm household level in Ghana. 14th Development Dialogue Conference, “Do we need to grow? Problematizing growth economy in development dialogue,” International Institute of Social Studies (ISS), Erasmus University Rotterdam, De Hague, Netherlands. November 21-22, 2016.
14. **Addison, M.** (2017). Gender Analysis of impact of selected improved rice technologies on time allocation at farm households in Ghana. A paper presented at the SARD-SC Rice Value Chain Internal Completion Report (ICR) and Learning Workshop of AfricaRice. AfricaRice, Bouaké, Côte d'Ivoire. May 3-5, 2017.
15. **Addison, M.** (2016). Gender Analysis of an introduction of improved rice technologies in Ghana. The 4th Africalics PhD Academy Conference, “Innovation Systems and Innovation Management in Africa,” Diar Lemdina Hammamet, Tunisia. March 21-30, 2016.

#### **Capacity Building Workshops facilitated:**

1. **Facilitator;** M&E Systems Training Workshop for IVRDP staff (Sponsored by African Development Bank), Feb. to March 2011.
2. **Resource Person;** Training workshop on: “Mobilising voter support for Women Parliamentary Candidates in Election 2008”. Sponsored by CIDA, in Partnership with Women’s Manifesto Coalition. Forum held at Nungua in Accra, Ghana. 27<sup>th</sup> October 2008.
3. **Resource Person;** Training Programme for Business women (Ghanaian and Refugees women) at Buduburam in Central Region. UNHCR Sponsored project. July 2008-August 2008.
4. **Lead Facilitator;** Training programme on Group Development and Micro-Enterprise Management organised for WEED beneficiaries by WISE (sponsored by UNHCR). December 2005 – 2009.
5. **Resource Person;** Capacity Building Workshop organized for NGO’s CBO’s, FBO’s and District Assemblies on project management, basic HIV/AIDS course and other related health issues for GARFUND beneficiaries by TREND (sponsored by Ghana Aids Commission and coordinated by PPAG). March – April 2004.
6. **Facilitator;** Training of Trainers (TOT) Workshop organised by Sinapi Aba Trust for her Supervisors and Loan Officers on the integration of HIV/AIDS Issues into the training of micro-finance beneficiaries by TREND (sponsored by Opportunity International, USA). June, 2004.
7. **Facilitator;** Follow-up workshop organized for the market management committee members in selected District Assemblies of Western and Central Regions by TREND. VIP Market Management Project. October, 2003 – June 2004.
8. **Facilitator;** Training Workshops organised for financial institutions, self help groups and co-operative society’s at selected communities of Ashanti Region by TREND. (IDA-AfDB-IFAD-GOG financed Rural Financial Sector Project). July, 2003 – June 2004

9. **Co-Facilitator;** Training workshop on proposal writing organized for Centre for Development of People (CEDEP) staff, Kumasi. March, 2003.

**Community Engagement Activities:**

1. October 2021 – Date: Tam Member, embark on community engagement at selected districts namely Sene East and Sekyere Afram Plains, to shape community members decisions and actions in relation to their development challenges.
2. **January 2020 – 2021:** Team Member, embarked on community engagement activities at KNUST surrounding communities to assist the community members to identify their development challenges and identify possible sources of support to the communities.

**Membership in Professional Associations:**

- Member, African network of researchers in learning, innovation and competence building systems (AfricaLics);
- Member, Global Research Network (GlobeLics);
- Member, Development Studies Association (DSA) in UK;
- Member, International Consortium on Applied Bioeconomy Research (ICABR)
- Member, Ghana Association of Agricultural Economists (GAAS)

**Proficiency in Language Skills:**

Languages	Read		Write		Speak		Understand	
	Easily	Not Easily	Easily	Not Easily	Easily	Not Easily	Easily	Not Easily
English Language	x		x		x		x	
Asante Twi	x		x		x		x	

**Certification:**

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that any misstatement or misrepresentation described herein may lead to my disqualification by the Employer.

Date: 14.08. 23

Name of Employee: Dr. (Mrs.) Monica Addison

Signature: