



In Review

At the African Population and Health Research Center (APHRC), 2024 was a year of "Coming of Age." We continued to shape the research and policy landscape on the African continent. Here is a snapshot of 2024 in review.



BIGGEST INNOVATION



Biggest Innovation

Africa Research Connect (ARC) launched - an Al-powered platform that enhances Africa's research visibility, discoverability, and accessibility to African-based researchers and resources.

OUR PEOPLE

Staff Count New Hires Internships

233	313	34.3% 🔺
65	93	43.1% 📤
45	65	44.4% 🔺
2023	2024	

Senior Management Team Composition

- New roles in the strategic plan were filled: Director of Programs Synergy and Director of Programs Research.
- · Appointed research theme, program heads, program and operations unit leads, and heads of corporate services.

Leadership **Development Program**

- 5 Managers completed training at Strathmore Business School.
- \circ 16 enrolled with The Lead Consortium (TLC), and 15 completed the program.
- 24 completed training by the Center for Creative Leadership (CCL).

FINANCIAL SUSTAINABILITY

Budget (past and upcoming year)

2023: \$31.9m	2024: \$38.1m	19.4% 🔺
2024: \$38.1m	2025: \$51.7m	35.7% 🔺
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Fundraising

2024: \$38.1m	2025: \$51.7m	35.7% -
US\$33.9m	US\$44.8m	32.2% 🔺

PRODUCTS

Research **Products**

Total Nº. 339 2024-

371 2023

Published Papers 181	Published Papers 235	29.8% 🔺
Technical Report 67	Technical Report 13	-80.6% 🔻
Blogs 63	Blogs 44	-30.2% 🔻
Policy Briefs 46	Policy Briefs 30	-34.8% 🔻
Book Chapter 12	Book Chapter 2	-83.3% 🔻
Fact sheet 2	Fact sheet 13	550% 📤
	Supplements 2	100% 🔺
■ 2023	■ 2024	

Media Hits

Total №. 60 2024 100 2023

Online: 77	Online: 30	-61.0% 🔻
Electronic (Hybrid): 12	Electronic (Hybrid): 10	-16.7% 🔻
Print: 5	Print: 5	0.0%
TV: 3	TV: 10	233.3% 🔺
Radio: 2	Radio: 5	150.0% 🔺

■ 2023

Conferences **Attended and Roles**

Total Nº. 35 2024▼

39 2023

Discussant 22	Discussant 6	
Key Note Speaker 1	Key Note Speaker 3	
Panelist 3	Panelist 4	
Presenter 13	Presenter 22	
■ 2023	■ 2024	

2024

DIGITAL MEDIA METRICS



Facebook	2023	2024	% Change
Engaged Users	2,833	6,405	126.1% -
Post Impressions	51,535	362,790	604.0% -
Reactions	782	9,028	1054.5% 🔺
New Fans	83	730	779.5% 🔺
Posts	178	558	213.5% 🔺
Post Reach	35,152	235,857	571.0% 🔺

X x	2023	2024	% Change
Tweets	203	933	359.6% -
Retweets	1,571	7,467	375.3% 🔺
Impressions	356,035	1.05m	194.9% 🔺
Likes	3,651	16,162	342.7%
Engagements	14,250	39,075	174.2%
New Followers	822	1,626	97.8%

in LinkedIn	2023	2024	% Change
Followers	35,408	60,761	71.6% 🔺
Posts	162	544	235.8% 🔺
Engagement	11,375	35,845	215.1% -
Page views	29,822	58,544	96.3% ^

Youtube	2023	2024	% Change
Subscribers	640	1,010	57.8% -

Website	2023	2024	% Change
Active Users	271K	263K	-3.0% 🔻
New Users	263K	248K	-5. 7 % ▼
Average Engagement Time Per Active User	2m 17s	2m 29s	8.8% -



HR 2.0



Staff Satisfaction Survey (2023) completed.



Job evaluation implemented:

- Restructuring done, and a hybrid-matrix structure in place.
- Three HR firms were onboarded to support recruitment.



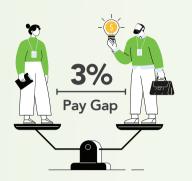
Gender Pay Gap Analysis completed - APHRC has a negligible gender pay gap within staff categories

Data was drawn from (2021-2023) monthly salary for all salary grades for both internationally recruited (IRP) and nationally recruited positions (NRP).

All Staff (2021-2023):



Difference in average income: 11%



Gender Distribution 52% 48%

IRP:



Gender Distribution Income Distribution 44% women 56% men 44% women 56% men

(gap: 0%)

NRP:



Gender Distribution Income

45% men 55% women 55% women 45% men Distribution

(gap: 0%)

Difference in average income: -2%

Difference in average income: 0%



Position-specific pay gaps:

- Positions with 0<5% gap: 8

- Positions with 5+% gap: 2

6NRP	2IRP
1 position in 2021	1 position in 2023

The analysis showed that APHRC's position is close to parity in terms of pay, with differences of no more than 5%. APHRC has made gradual and significant progress towards gender parity in the last 3 years.

Policy Engagement Communications (PEC 2.0)



32 new hires - 3 WARO



Head of PEC in place



Government Relations Coordinator -Kenya, in place.



APHRC Communication and Engagement Strategy underway.

- Strategic engagement with regional institutions (SADC- model laws, EAC pandemic preparedness policy framework).
- · Ramped up internal communications with new-look creative products -Weekly Updates and Monthly Highlights. Held inaugural internal staff events for key Calendar days such as International Day of Women, Men, and Mental Health Day.
- Ramped up external communications with new-look creative products -Newsletters and the Annual Report. In addition, there was increased Social

Processes Initiated





Risk Register



Mid-term Evaluation of the Strategic Plan 2022-2026



Systems **Thinking** Approach



Shift Initiative



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