



GENDER AND DEVELOPMENT COURSE TESTIMONIAL BROCHURE



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ABOUT THE POLICY INNOVATION CENTRE (PIC) GENDER AND DEVELOPMENT COURSE (GDC)

The PIC organises a bi-annual Gender and Development Course with an expert faculty as well as the Centre for Gender and Social Policy Studies (CGSPS), Obafemi Awolowo University, Ile-Ife to build the capacity of participants on gender and its multi-faceted application. So far, the PIC has trained about 200 participants, drawn from development organisations, donor agencies, the private sector and the government. Participants who complete the course are awarded a certificate of participation.

Course Content

Participants will be trained on both generic gender modules and sector-specific modules. These include

1. Module I: Understanding and Explaining Gender
2. Module II: Gender in Policy-Oriented Research
3. Module III: Frameworks and Tools of Gender Analysis
4. Module IV: Gender Mainstreaming
5. Module V: Institutionalizing Gender Mainstreaming
6. Module VI: Gender Monitoring and Evaluation
7. Module VII: Women and Development Issues
8. Module VIII: Constructing Feminine and Masculine Identities
9. Module IX: Gender and Leadership
10. Module X: Sector Modules: Gender and Public Policy, Gender and health, Gender in Agriculture and Food Security, Gender in Education, among others.

Course Delivery/Methodology

This course will be on-site, classroom-delivered. Module activities include lectures, which provide comprehensive information, and participatory activities that promotes critical (self) reflection and collective reflection, within the ambits of the course objectives. In addition to the standard offering, the Gender and Development Course can be customized to meet the unique needs and objectives of individual organizations.

About the Policy Innovation Centre (PIC)

The PIC is the first national institutionalized behavioral initiative in Africa supporting government and stakeholders to make behaviorally informed decisions and generate evidence for impact driven interventions in critical thematic areas (Governance, Health, Gender & Social Inclusion, Education, Digital & Financial Inclusion). The PIC's vision is to deliver better policies and innovative solutions for high impact interventions across Africa using gender-transformative and behavioural approaches to foster positive social change. The PIC is an initiative of the Nigeria Economic Summit Group (NESG).

It was an exciting period. The collaborative spirit among my fellow colleagues who attended the program, the quality of the facilitators as well as the energy in the room all added to a very positive experience.

TOYIN BASHIRU,
Partner, Banwo & Ighodalo



I recently attended the Gender and Development Course training... I cannot quantify in words how relevant it is to my job, the key learnings as well as the great network of gender specialists in the room.

HANSATU ADEGBITE,
Executive Director, Women in Management,
Business & Public Service (WIMBIZ)

We learnt so much about the different forms of power, you know, how it comes to play when you're dealing with issues that has to do with gender. It was amazing.

CHIOMA MOMAH,
Strategist, Nigeria Deposit Insurance Corporation (NDIC)



Really excellent faculty! So much learning, so much impact and technical upskilling. It's been really exciting. The team here at the PIC have really been excellent in ensuring that participants are looked after. The environment in terms of learning, has been really conducive. It's been such an honour to be hosted at the Centre.

FABIA OGUNMEKAN,
Lawyer and Development Specialist



Mariagoretti Aya • Following

Gender Inclusion| Program Coordination| Policy Advocacy & Campaigns| Sta...
11mo • 🌐

It has been a great week of intensive, engaging and impactful learning on gender development. Continued capacity building cannot be overemphasized in our diverse and dynamic world. Thank you to **Mercy Corps** for sponsoring me for this certificate course. Thank you **Policy Innovation Centre** for organizing this wonderful course

#gender #development #learning #policyinnovationcentre #nesg #OAU



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Blessing Ashi • 1st

Digital Education Expert |Sexual Reproductive Health Consultant| Physiologis...
5mo • 🌐

It been exactly one week since I attended a short course on Gender and Development organised by **Policy Innovation Centre** in collaboration with Centre for Gender and Social Policy Studies (Obafemi Awolowo University Ile Ife).

The work we do at **Tech4Dev** creates access to decent work and entrepreneurship opportunities for Africans through digital skills, empowerment, and advocacy. This requires we continuously learn how Gender affects development and the multiple approach to bridging the Gender gap while programming.

On the first day during the Pre-test, I was indeed shocked that I had missed up some terms. I finally randomly picked some answers; however, I was ready to learn.

I dropped every opinion I thought I knew about gender, with the intent of learning new stuff.

I participated 100% in all class activities and gave rapt attention to learning from everyone in attendance.

During the Post Test administered on Friday, I was really excited to see how I had learnt within the short time frame. My ideologies about Gender and Development has improved and I left with a resolution not to be Gender blind.

My special appreciation goes to the leadership of Tech4Dev **Oladiwura (Diwura) Oladejo Joel Ogunisola**, the awesome Talent Team and my superiors for making this huge investment in my career growth.

To all the amazing facilitators **Adekemi Omole, Osasuyi Dirisu, PhD, Mayokun Adediran, Olajumoke Adeyeye Atijosan Ayobami, Akinwumi Akinola** thank you for making learning fun, interactive and engaging. I look forward to adopting the things I learnt and most importantly step-down knowledge to my team.

I met amazing people in one week and I look forward to building lasting relationships and also get them involved in digital skills.

Finally, I won a gift for playing a game.

I had a plan to let my light shine so bright so men would see my good works and glorify my heavenly father (PLAN achieved, Jesus is glorified always).

#genderequality #genderanddevelopment #sdgs2030 #gender



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Hauwa Garba - Mankilik • 2nd
Policy Advisor, Investment Climate and Business Enabling E...
6mo • Edited • 🗨️

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Last week, I was opportune to be part of the Gender and Development certificate course that was organized by the **Policy Innovation Centre** in collaboration with the Centre for Gender and Social Policy Studies OAU, Nigeria.

It was really interesting and exciting to increase my knowledge on gender concepts and the relevant techniques for developing gender responsive/transformativie polices and programmes. The training was quite engaging and it was another opportunity to meet colleagues from other organizations who shared their experiences on gender. The facilitators **Osasuyi Dirisu, PhD Olajumoke Adeyeye Akinwumi Akinola** did a great job.

Thanks to the SEDIN Programme of **GIZ Nigeria & ECOWAS** for the opportunity to further develop my capacity on gender and development.

#genderinclusion
#genderequality
#sdg5
#development
#equalopportunities

Dada Stephen (ACI Arb, AICMC, CPDM) Chinazo Okoye Sunday Idahosa, Ph.D
Babafemi Oyediran Tope Salami Princess G. Faith Solomon



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Oyinkansola Odidi • 1st
Programme Mgt & Policy Advocacy @ The NESG | Kashim Ibrahim Fellowshi...
10mo • 🗨️

...

Sometime last month, I attended a training on Gender and Development, organised by the **Nigerian Economic Summit Group (NESG)'s Policy Innovation Centre** in collaboration with the Centre for Gender and Social Policy Studies, **Obafemi Awolowo University, Ile Ife, Nigeria**

Frankly, before then, I knew sex and gender weren't exactly the same, but couldn't quite place the difference between both (forms we regularly fill also did not help matters. lol), but the sessions were so educative and insightful; beyond understanding the difference between sex and gender, I learnt about gender analysis and how it could provide very useful insights to support the journey of gender mainstreaming in organisations and the society at large.

Glad to have completed the 5-day certificate course and look forward to applying all I have learnt.

#gender #development



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Folake Aletan • 1st
 Program Manager | Monitoring & Evaluation | Research & Learning | Gender ...
 5mo • Edited •

Happy to have participated in the extensive **Policy Innovation Centre (PIC)** second cohort Training on Gender and Development carried out in partnership with Centre for Gender and Policy Studies, Obafemi Awolowo University. Felt like I went back to school but it was really worth my time.

The highlight for me was learning more about the Frameworks and Tools of Gender Analysis, Gender Monitoring, Evaluation, Research and Learning (MERL), and contributing to my Group presentations.

I particularly laud the organizers for curating some of the most enlightening You tube videos on the concept of gender pay gap, gender intersectionality, gender repression and subjugation.

P.S. The Policy Innovation Center (PIC) in conjunction with the **Nigerian Economic Summit Group (NESG)** is holding the first national level summit on Gender and Inclusion on the 16th of November 2022 at the Transcorp Hilton Hotel, Abuja.

I plan to attend to join the conversations on gender equity with government, international agencies and private sector.

It promises to be enlightening, See you there.

[#gender](#) [#researchanddevelopment](#) [#inclusion](#) [#training](#) [#learning](#)



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Ruth Table • 1st
 Gender and Development | Monitoring and Evaluation | Writing | Content De...
 4mo •

Last month (September 2022), I became certified in Gender and Development by Centre for Gender and Social Policy Studies, Obafemi Awolowo University, Ile-Ife and **Policy Innovation Centre (PIC)**. This is to strengthen my years of experience in the gender equity and response to gender-based violence space.

The gender themes and topics covered by the certification include:

- The ABC of Gender: Understand the Basic Concepts of Gender
- Gender Socialization
- Theoretical Perspective on Gender Roles
- Gender and Power
- Gender and Social Policy
- Gender Analysis Tools and Framework
- Gender Mainstreaming
- Gender and Intersectionality, Inclusion and Diversity
- Gender Planning & Budgeting
- Monitoring, Evaluation, Research and Learning
- Sectorial modules: Gender in Agriculture and Food Security and Gender and Health.

Following the certification, I have been researching masters courses in Gender and Development and I am yet to find a program that is all encompassing. This is to say, this certification selected themes and topics from the best programs and brought it together to one place, resulting in a rich and robust learning experience.

If you are looking for a consultant to work on gender and development projects with, look no further than here.

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What past participants have to say about the GDC



Shunom Jock • 1st
Economic Research Analyst at Nigerian Economic Summit Group (NESG) | Anc...
10mo • Edited •

Two weeks ago, I participated in a course on Gender and Development organised by the **Policy Innovation Centre** in collaboration with Obafemi Awolowo University. It was truly an exciting experience. I learnt about gender mainstreaming and gender analysis, amongst others. Importantly, I garnered practical experience deploying a couple of tools to analyse gender inequities, such as, the MOSER framework. It was insightful as my understanding of the multidimensional challenges women face was greatly enhanced.



Umoh Marjorie Bassey • 2nd
Pharmacist | Program Manager | Trainer
11mo • [+ Follow](#) •

I made a great decision to attend this course. I'm getting to understand some deep rooted concepts about gender and for there to be a change, there needs to be enough professionals championing the cause from a perspective of knowledge and experience.
Thank you **Policy Innovation Centre** for putting this together.

#genderstudies #genderdevelopment #OAU #NESG #GenderEquality



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 **Umoh Marjorie Bassey** • 2nd
Pharmacist | Program Manager | Trainer
11mo • 🌐

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They say when the student is ready the teacher shows up. Somewhere in my mind I had put it out there to the universe about doing a course along the Gender and Development line, so when I saw the advert on Instagram I couldn't wait to secure the early bird spot.

Nigerian Economic Summit Group (NESG) and the **Policy Innovation Centre (PIC)** brought us the best resource persons from the Centre for Gender Studies in Obafemi Awolowo University, Ife. I must say that the immersion-styled learning has been such an enriching experience. The lecturers, the resources persons at PIC and my colleagues from across various fields of experience have given me a solid introduction to technical knowledge in gender work and of course access to a network of seasoned individuals I can lean into and learn from.

From the concepts learnt so far I've looked back at our development as a country and I appreciate the work that has been going on within the gender space and this gives me hope that in the coming years we would be reaping bountifully from the sweat and toil of all the professionals and stakeholders who are working to create a balance, seeing that we would achieve better outcomes when we take into cognizance how gender roles affect our development as a people.

A key takeaway for me is that gender mainstreaming is a journey and not a destination. Gender development is about creating a balance and not animosity. Seeing many men actively involved in this space is quite exciting because to address the barriers that impact gender and development, all hands must be on deck. I really look forward to the remaining two days of class and to further my learning in this field.

A big thank you to the NESG, PIC and CGS for a quality and excellent delivery!

[#genderdev](#)
[#NESG](#)

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 **Umoh Marjorie Bassey** • Following
Pharmacist | Program Manager | Trainer
10mo • 🌐

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I'm currently taking a course on International Women's Health and Human Rights from Stanford University, on Coursera and I don't think I would have been able to understand the concepts at the level I do had I not attended the Gender and Development course made possible by the **Policy Innovation Centre** a little over 2 weeks. This course opened my eyes to how socialization has skewed the society's perspective on gender roles, the power imbalances that tilt the scales and expose women to a lot of vulnerabilities, both within and outside the home. Now I'm also learning that in addressing issues on Women's Health, we cannot look at it from only the development perspective, but women's health is a basic human rights that if we as a society do not pay attention to, we would continue to lose the productive value women can bring to the workforce and economy in general. I'm so thankful I took the course. [#development](#) [#genderequality](#)



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Josiah Eli • 1st
 SEO/Web content writer | Technical Writer | Researcher | Public Speaker | Cha...
 11mo • Edited •

It is of nondebate the fact that women since time immemorial, have suffered discrimination and have been marginalized from society's echelon, denied from fulfilling their God-given potential. [#breakthebias](#) .
 Yes, history has a handful of women who have made major impact and achieved notable accomplishments. But how many of such do we have?

I stand with the struggle for equal and equitable opportunities for women in society. They must be respected and treated as equals in status and dignity.

[Policy Innovation Centre](#)
[Nigerian Economic Summit Group \(NESG\)](#)



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Gbeke Oshinowo • 1st
 Technical Advisor | Digital Transformation | Capacity Building: Women & Yout...
 3w •

I was thrilled to see that registration for the Gender & Development Certificate by [Policy Innovation Centre, Nigerian Economic Summit Group \(NESG\)](#) and [Obafemi Awolowo University](#) is open.

Completing this Certificate Course in Gender and Development in November 2022 was one of the highlights of my learning journey on [#gender](#) in last year.

It was packed with relevant and practical information on the many facets of [#gender](#) and [#development](#) and to be frank, I didn't want it to end and felt one week just wasn't enough to unpack all the knowledge.

We were put through the paces of practising what we had learned through multiple case studies and group presentations. The participants represented a wide variety of organizations, locations and expertise which added to the richness of the discourse.

Our main facilitators: Osasuyi Dirisu, PhD, Atijosan Ayobami and Olajumoke Adeyeye and invited subject matter experts were astute and clearly passionate about [#gender](#) and [#development](#).

I still refer to the reading materials from this course and will highly recommend it.

[#Gbekeon](#)
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OLUWAFUNKE DOSUMU (Dcenturyvibes Global Int'l Foun... • 1st ***
HEALTH EDUCATOR//LIFE COACH// COMMUNITY ACTIVIST//GLOBAL TB ADV...
6mo • Edited • 🗨️

Gender Assessment must be evidence based. [Policy Innovation Centre Stop TB Partnership Queen Ogbuji](#)



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Michael Adigam • 1st ***
Civic Engagement | Gender & Development | Nigeria Green Academy Fellow ...
6mo • Edited • 🗨️

Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance. –Kofi Anan

Having attended the Certificate Course hosted by [Policy Innovation Centre](#), I got a deep knowledge and understanding of Gender and Development, and its application to our everyday society.

This course covered a wide margin of topics viz:
Gender Concepts: The ABC of Gender.
Gender Socialization.
Theoretical Perspectives on Gender Roles.
Gender and Social Policy: Gender Responsive Governance.
Women and Development Issues.
Frameworks and Tools of Gender Analysis.
Gender Mainstreaming.
Gender and Intersectionality, Inclusion and Diversity.
Gender Planning and Budgeting.
Various case studies including a case study on Gender History in Nigeria: Journey of an African Colony (A documentary).
Group Level Discussions and Presentations.

This period was a whole learning process as it opened my mind to gender sensitivity and enabled me to put on my gender lens, learning from experienced faculty comprising of [Osasuyi Dirisu, PhD](#), [Olajumoke Adeyeye](#), [Akinwumi Akinola](#), [Mayokun Adediran](#), [Adekemi Omole](#) and [Ayobami Atijosan](#).

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Hansatu Adegbite • 1st ***
"Gwan Mata" Chartered Secretary & Administrator, Women Econo...
2mo • Edited • 🗨️

I recently attended a training on Gender & Development organised by the [Policy Innovation Centre](#) of the [Nigerian Economic Summit Group \(NESG\)](#) & certified by the [Obafemi Awolowo University](#). I cannot quantify in words how relevant to my job it was, the key learnings as well as the great network of gender specialists in the room was energizing. Thank you [Kemi Omole](#) for letting me know about the course.

It was touching listening to [Osasuyi Dirisu, PhD](#) the Executive Director of the center sharing her testimonial with me. Informing me that it was a WIMBIZ program she attended in 2010 that inspired her to go into working in the gender space as she continues to contribute her own quota to nation building.

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Chioma Nwokedi Momah • 2nd [+ Follow](#) ***
Public Policy | Govt. Relations | Communications | ...
3mo • Edited • 🗨️

Recently I earned a Certificate in Gender & Development from [Policy Innovation Centre](#) and [Obafemi Awolowo University](#) and it was everything I expected and much more!

It was quite intense and I learnt about gender concepts such as gender mainstreaming, gender responsiveness, gender gap analysis etc as well as techniques and techniques for developing gender transformative policies and programmes. Most of the participants were from the development sector and apart from networking with them (and meeting some pretty amazing people) I also learnt some useful tools for developmental work. Lastly, I learnt how to properly analyse prevailing issues and come up with solutions.

While I work in the financial sector, I also work with women and children and this certification has been a huge boost. Thank you [Osasuyi Dirisu, PhD](#) and [Policy Innovation Centre](#) for my scholarship and for the great learning experience, it was time well spent!

[#genderbasedviolence](#) [#gendermainstreaming](#) [#pic](#) [#nesg](#) [#gender](#) [#workingwoman](#)



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GENDER AND DEVELOPMENT COURSE IN PICTURES



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