MARTABA DEVELOPMENT RESOURCE FOUNDATION

Executive Training Program on Gender and Social Inclusion in Development Programming for Development Professionals

Introduction

In today's development landscape, gender equality and social inclusion are not just ethical imperatives. They are strategic drivers of sustainable development. Governments, NGOs, and donor agencies worldwide increasingly demand that programmes, policies, and interventions address gender disparities and promote inclusive participation across all sectors.

This 5-Day Executive Training on Gender and Social Inclusion in Development Programming, designed and delivered by the Martaba Development Resource Foundation (MDRF), provides development professionals, policymakers, and institutional leaders with the tools, frameworks, and competencies needed to mainstream gender and inclusion principles into every stage of the development process.

The training blends conceptual understanding, policy frameworks, and practical application, drawing from global best practices (UN Women, GIZ, DFID/FCDO, and World Bank) while contextualizing strategies to Nigeria and Africa's socio-cultural realities. Participants will engage in hands-on sessions, case studies, and policy simulations aimed at strengthening institutional performance and ensuring that development interventions benefit everyone, regardless of gender, age, disability, or social status.

This training is especially suited to professionals working within or aspiring to work within the development sector, research organizations, public institutions, and donor-funded projects, where Gender and Social Inclusion are critical to success.

Course Objectives

By the end of this training program, participants will be able to:

1. Understand key concepts, frameworks, and international commitments on Gender and Social Inclusion (GSI).
2. Integrate gender and inclusion perspectives into project design, implementation, monitoring, and evaluation.
3. Apply analytical tools (e.g., gender analysis, intersectionality, and inclusion assessments) in development planning.
4. Strengthen institutional capacity for gender-responsive and inclusive programming.

5. Identify strategies for engaging marginalized groups including women, persons with disabilities, and youth in policy and programme design.
6. Develop practical gender and inclusion action plans for their organizations and development interventions.

Who Should Attend?
This Data Analysis training program is ideal for:

i. Development practitioners and programme officers working with NGOs, INGOs, and donor agencies.
ii. Government officials and policymakers responsible for planning, social welfare, education, health, or community development.
iii. Gender focal persons, social safeguards specialists, and monitoring & evaluation experts.
iv. Researchers and academics focusing on gender studies, development policy, and inclusion.
v. Civil society leaders and advocates promoting equality, diversity, and inclusion.
vi. Project managers and consultants in public, private, and development institutions seeking to improve their gender and inclusion outcomes.

Course Content

1: Understanding Gender and Social Inclusion

i. Conceptual Foundations: Gender, Equality, Equity, and Inclusion
ii. Gender and Power Relations in Development Contexts
iii. Social Exclusion and Marginalization Dynamics
iv. Global, Regional, and National Frameworks on Gender and Inclusion (CEDAW, SDG 5, Nigerian GESI Policy)
v. **Case Study:** Gender and Inclusion Challenges in African Development Programs

Value Proposition:
Gain a deep understanding of how gender and social norms influence access to opportunities, power, and resources — the foundation for inclusive and equitable development.

2: Tools and Frameworks for Gender and Inclusion Analysis

i. Gender Analysis Tools (Harvard Framework, Moser Framework, and Intersectionality Lens)
ii. Conducting Gender Needs Assessments and Social Inclusion Mapping
iii. Understanding Intersectionality: How Gender, Disability, Age, and Class Intersect
iv. Using Data and Indicators to Measure Inclusion
v. **Practical Session:** Conducting a Mini Gender and Inclusion Analysis

Value Proposition:
Learn how to generate and use evidence to inform programming decisions that effectively address inequalities and exclusion.

3: Integrating GSI into Development Programming

i. Mainstreaming Gender and Inclusion in the Project Cycle
ii. Designing Gender-Responsive Logical Frameworks and Indicators
iii. Inclusive Project Budgeting (Gender-Responsive Budgeting Tools)
iv. Institutional Mechanisms for Gender Mainstreaming
v. **Group Work:** Designing a Gender and Inclusion Strategy for a Sample Project

Value Proposition:
Develop the skills to embed inclusion principles at every stage of your development projects — from planning to implementation and budgeting.

4: Implementation, Monitoring, and Evaluation for GSI

- Gender-Responsive Implementation Approaches
- Monitoring and Evaluation (M&E) for Inclusion and Equity
- Data Collection Tools for Measuring Inclusion and Gender Outcomes
- Reporting Gender and Inclusion Results to Donors and Stakeholders
- **Case Study:** Evaluating Gender Outcomes in a Development Programme

Value Proposition:
Master the use of gender-sensitive indicators and inclusive M&E frameworks to demonstrate the impact of your projects and meet donor accountability standards.

5: Institutionalization and Leadership for Inclusion

- Building Organizational Capacity for Gender and Inclusion
- Policies and Institutional Frameworks for Sustained GSI Mainstreaming
- Inclusive Leadership and Change Management
- Developing Organizational Gender Action Plans
- **Workshop:** Drafting a GSI Integration Plan for Participants' Organizations
- Certification and Closing Session

Value Proposition:
Transform your institution's operational culture by embedding inclusion and equity into leadership, governance, and strategy.

Methodology
The instructor-led training courses are delivered using a blended learning approach and comprise presentations, guided sessions of practical exercise, web-based tutorials and group work. Our facilitators are seasoned industry experts with years of experience, working as professionals and trainers in these fields.

Date and Duration of Training

- 5 Full Days Specifically, **15th – 19th June 2026**.
- Location: Jimeta, Yola – Adamawa State
- Delivery format: **Residential** (with accommodation), or **non-residential** (without accommodation).

Course Participation Fee per person: NGN300,000.00 (***Early Bird Discount:*** **NGN250,000.00** valid until 15th May 2026)

Fee Covers: Training materials, resource pack, certificate of participation, tea breaks, and lunch throughout the training duration.

All payments are to be made to the following account using full name and course title as purpose of the payment:

Account Name: Martaba Development Resource Foundation
Account Number: 1313510880
Bank Name: Zenith Bank

Note: Accommodation can be arranged for interested participants at a negotiated price.

Unique Value Proposition

i. **Applied and Contextual Learning:**
The training connects global GSI frameworks to local realities — helping participants design solutions relevant to African contexts.

ii. **Practical Skill Development:**
Participants leave with actionable strategies, templates, and tools to implement gender and inclusion principles immediately within their projects.

iii. **Expert Facilitation:**
Led by experienced practitioners from MDRF and partner institutions with proven track records in gender mainstreaming, inclusion policy, and programme design.

iv. **Strategic Networking:**
Connect with a diverse pool of peers — from government agencies, civil society, academia, and international development organizations.

v. **Institutional Impact:**
Strengthen your organization's capacity to meet donor requirements and align with international best practices on gender and inclusion.

vi. **Recognized Certification:** Participants will receive a **Certificate of Participation from the Modibbo Adama University (MAU), Yola** to strengthen their professional profile.

This training is positioned as a transformational executive program that equips participants with relevant skills to *Empower Systems, Transforming Lives: Integrating Gender and Inclusion for Sustainable Impact.*

For registration, partnership, or sponsorship opportunities, please contact:
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