

PROJECT DESCRIPTION

A consistent challenge has been noticeable in the political leadership space of Nigeria; women representation is abysmally low, with the future outlook tending towards worsening with reference to the preliminary results of the just concluded general elections. To combat this challenge, Critical Path Leadership Initiative (CPLI) is introducing 'Political Leadership Development Programme for Women'. The mission is to train young women on details of political governance structure in Nigeria and the workings of different arms of government related to political development. It will be a practice-based learning module of 120 hours learning time to gain needed competence in political leadership architecture. This includes a 40-hour specialized module for specific competence in one of the following – Executive, Legislative and Political Party Administration. The participants that complete the entire module will be admitted into an online platform tagged "Political Leadership Enhancement Academy" to continue their development and connect them with political leadership opportunities. The core target group for entry into the programme will be graduate level women from ages 22-40 with demonstrative interest in political development.

Upon completion of the training module for the maiden graduates in the programme as contained in this proposal, the advocacy programme "Where are the Women's Advocates?" will be launched as a 20-year development programme (5 political cycles); an advocacy to drum support for women inclusion in the political leadership space in Nigeria. The project targets 300 young women initially in the South Western Nigeria and subsequently, the programme will be expanded to every part of Nigeria upon successful implementation of this maiden edition. For effectiveness, Comprehensive evaluation mechanism has been built into the project to achieve its goal for both immediate outcomes and future positive impacts. CPLI has assembled thoroughbred professionals to implement the project, hence, sustainability strategy for the project is vividly defined.

PROJECT CONTEXT, PROBLEM STATEMENT AND APPROACH

Since the year 1999 that democracy returned to Nigeria, women fold has been substantially discriminated against in terms of the leadership heights attained by them in the political space. Even recently, Nigeria just conducted the sixth consecutive general election and the women nomination for elective position has been grossly low as usual. At all times, women have been almost the same population of their male counterparts in the country but unfortunately, their composition in the Nigeria political leadership space has been less than 10% most of the time. For example, Nigeria has not elected any president or vice president since 1999 and any major party has not nominated any woman in the general elections either. Also, of the 36 governorship positions in Nigeria, only twice by chance, have women been opportune to become governors. The situation is similar in the national assembly positions in Nigeria. The summary of women representations in the national assembly since 1999 summarized in the table below;

TABLE 1.0 Independent Electoral Commission Sources

| | House of Representatives | | | | Senate | | | |
|---------------|--------------------------|-------|-------|-----|-----------|-------|-------|-----|
| | Elections | Seats | Women | % | Elections | Seats | Women | % |
| World Ranking | | | | | | | | |
| 104 | 02. 1999 | 360 | 12 | 3.4 | 02. 1999 | 109 | 3 | 2.8 |
| 107 | 04. 2003 | 360 | 17 | 4.9 | 04. 2003 | 109 | 3 | 2.8 |
| 117 | 04. 2007 | 360 | 25 | 7.0 | 04. 2007 | 109 | 9 | 8.3 |
| 125 | 04. 2011 | 360 | 24 | 6.8 | 04. 2011 | 109 | 7 | 6.4 |
| 181 | 03. 2015 | 360 | 20 | 5.6 | 03. 2015 | 109 | 7 | 6.5 |

Nigeria has a total of 109 positions in the Senate and 360 positions in the House of Representatives of the National assembly. Several organizations have been researching into the causes of this challenge, considering that it is widespread. For example, Commonwealth Foundation recently conducted a research to understand the real challenge for the low opportunity women are given in political leadership in Nigeria. Several other organizations globally have commissioned studies to understand the problem in order to proffer sustainable solutions. The identified challenges of women participation in the political leadership space of Nigeria include but are not limited to the following;

- Socio-Cultural Factor:** In the traditional culture of most African countries, women are stereotyped not to be in the same class with their men counterpart. For example, many traditions frown at women seen in company of opposite gender especially those who they are not related to by blood. Also, the fear of what the society would address or label a woman who is constantly seen in the company of the opposite sex is a deterrent to her participation in politics. There is the societal tag of promiscuity attached to women who try to involve in politics, therefore, in a bid to protect her image as well as her home, an average Nigerian woman steps back from political affairs.
- Political Factor:** Men have ascribed the political space to be their natural space. Therefore, this political space marginalizes and segregates the women through stringent criteria set up to block the women from participation. Among the political factors identified are the following:
 - Fear** – Men in politics make the women believe that it involves social vices such as thuggery and killing and that she would have to bear the burden of the aftermath of political destruction thereby consciously speaking to the woman's sub-consciousness.
 - Complexity** – Politics as a whole is seen as a tough and complex aspect of living. Nowadays, politics is referred to as a 'game' which can only be played 'dirty'. The implication of this is that women would want no dirt attached to them thereby making them to step backward from participation.

- **Finance** –This barrier has been associated with the Nigerian political space as there is high monetization of political processes especially in the campaign activities. As a result of other injustices that women have been subjected to, most women are incapacitated financially to meet up with their male counterparts.

3. **Intellectual Factor** –The female is made to believe that they are not capable mentally to deal with the task in politics which is not necessarily so; if women are given the learning platforms and opportunities.

In order to address the challenges identified above, CPLi is presenting ‘*Political Leadership Development Programme for Women*’. There are several efforts that have been proposed by different stakeholders to address the challenge. These include allocating certain percentage of opportunities to women, total removal of nomination fee or fee reduction for women, amongst other solutions. However, at CPLi, we have discovered that many of these proposed solutions are stopgaps with limited sustainability tendencies. Hence, our approach is poised to increase the competence of women to be able to compete intellectually, with vast knowledge of the nature of political space and lack of fear of stereotype. This will increase the participation of women in politics based on competence and not pity as well as the ability to make stronger impact based on the leadership skills acquired on the programme.

| Section 2: Project Objectives and Activities | | | |
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| ACTIVITIES | | | |
| Overall Objective | <p>To increase women participation in political leadership by training and preparing 300 young women for political leadership opportunities as from 2023 election cycle in Nigeria based on extant laws.</p> <p>To increase women engagement with political leadership awareness through an online platform to be designed for continuous learning and development and onward interaction with political opportunities.</p> | | |
| Expected Outcome | At the end of the project, 300 young women would have acquired adequate knowledge required to function effectively in the political leadership space of Nigeria. The programme will further position them to be able to compete favorably for leadership positions with effect from the next political cycle by 2023. | | |
| Specific Objective 1 | To address the skill gaps that have been identified through our research team to better position women for political leadership at any of the following areas; Executive, Legislature and Political Party Leadership and Administration | | |
| Activities | The first 40 hours (5 days) of the training will be a classroom approach which exposes women to the general framework for political governance in Nigeria. This will include simulation activities for the participants to have real breakdown of the political system and what they need to focus on to be recognized through competence, skill, and confidence with which they would exhibit. | | |
| | THE GENERAL MODULE | | |
| | SN | Modules | Learning Content |
| | 1 | Essential Skills for Political Governance | Participation, Competence, Team Spirit, Leadership Skills, Conduct etc. |
| | 2 | The work of different arms of the Governance | 1. The work of the executive and how the tasks are being conducted 2. The tasks of the legislature and how they carry out their functions 3. What and how the judiciary carry out their functions |
| | 3 | The concept of Independence (separation of power) among the arms of Government | 1. Checks and balances among the arms 2. Accountability and Independence of each arm and commissions created 3. Presentations of Political Figures 4. Presentation of independent institutions related to the arms i.e INEC, EFCC, NDLEA, NSCDC, Customs, Immigration etc. |
| | 4 | The roles of a political party in a democratic system | 1. The administration and management of a political party. 2. The essence. |
| | 5 | The governance structure in Nigeria and their duties to the nation | Introduction to the Elective and the Appointive structures at different levels of governance structures in Nigeria. |

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| Outcomes | Upon successful completion of the general module, the participants would then have the opportunity to choose from the three specialized paths based on their choice; Executive Skills Development Path, Legislative Process Development Path or Party Management/Administration Path. |
| Specific Objective 2 | To enable participants interact with political leadership space for real-life learning opportunity and application of theories. |
| Activities | The second 40 hours will be assignment-based (research) activities based on the preferred path that each participant choses. Using the participatory learning approach, the participant will select a research topic of interest, write an analytical report on any of the political institutions. They would then be graded on understanding and application of the concepts taught in module 1. |
| Outcomes | The participant would have engaged with different stakeholder organizations and appreciation of the realities of the political space. Where possible, the participants can engage with such organizations for an internship-like opportunity. Successful participants will move to the Specialized Module. |
| Specific Objective 3 | To expose participants to the specialized areas and equip them with knowledge to compete favorably |
| Activities | The last 40 hours (5 days) which is the third stage of the learning programme is the specialized module. The specialization path comprises comprehensive classroom learning activities to enable them to get understanding of operations of those specialized structures in the democratic governance of Nigeria. As applicable to the streams of each specialization, it will include several simulation practices of the working system of these institutions such as; <ul style="list-style-type: none"> • Mock Federal Executive Council • Policy drafting and presentation • Budget approval procedures • Mock confirmation hearing • Committees work and reporting • Political membership registration and administration • Introduction to campaign structures and management challenges, etc. Upon satisfactory completion of the entire modules in the programme (Modules1-3), the participants will be admitted into an online platform; Political Leadership Enhancement Academy (PLEA), which would be for continuous learning and information portal for political leadership opportunities that they can tap into. |
| Outcomes | The participants would have gained specialized skills in their chosen areas of specialization empowering them with the confidence needed for accessing opportunities in the political leadership space of Nigeria. These would form the bedrock of our planned advocacy project “Where are the women’s advocates?” for the next five political cycles in Nigeria to advocate and sensitize different stakeholders on the need to support women for political leadership opportunities. |
| TARGET BENEFICIARIES: <i>Who would benefit from this project? Please specify the communities, groups of people etc. that would benefit from this project)? Please indicate how they would benefit from this project.</i> | |
| The target beneficiaries will be graduate level women from ages 22-40 with demonstrative interest in political development. This project will be carried in South Western Nigeria targeting 300 women across the six states in the region. The programme will be free for the participants and they will have opportunity to interact with political leadership stakeholders. Module 2 will expose them to real life issues in political leadership and help them to validate their interests. | |
| WHY IS YOUR ORGANIZATION BEST SUITED TO UNDERTAKE THIS PROJECT? | |
| This is a political development project which falls within the core thematic areas of Critical Path Leadership Initiative. We have competent personnel who are vast in international development issues around governance and regulations. We participated in the IFES sponsored Nigeria Electoral Violence Reporting project during the just concluded election. CPLi is also a member of Civil Society Action Coalition on Education for All (CSACEFA); a national network of CSOs working on monitoring and evaluation of education projects in public schools in Nigeria. Also CPLi has been part of Global Network on Disaster Reduction where the best practice on development issues are the core of engagement. | |
| STRENGTHS/WEAKNESSES/OPPORTUNITIES/THREATS (please be specific and short. Bullets are preferred) | |
| <div>STRENGTHS AND OPPORTUNITIES</div> <div>to achieving the overall objectives of the project</div> | <div>WEAKNESSES AND THREATS</div> <div>to achieving overall objectives of the project</div> |

| | | |
|--|--|---|
| Specific to the Project and the Organization | <ul style="list-style-type: none"> Competent project team with knowledge of global best practices such as practice-based learning approach Member of viable network of CSOs in Nigeria and abroad Verifiable projects Local funding partners | <ul style="list-style-type: none"> Relatively young organization but with highly experienced project staffs CPLi has not won an international grant yet, but teams members have worked on internationally funded projects both in Nigeria and Europe. |
| Specific to the context | <ul style="list-style-type: none"> Successfully designed and implemented training curriculums in Nigeria. Have been involved in monitoring and evaluation of development projects Tested learning approach from previous projects | <ul style="list-style-type: none"> The Nigerian political environment does not currently engage best global practices. However, knowledge gained on this programme will empower participants to be able to identify and apply global best practices in their political leadership endeavors. |

Please indicate how you plan to mitigate the weaknesses and threats you have identified:

SUSTAINABILITY STRATEGIES

This programme is designed to feed into the PLEA platform and our advocacy initiative for drumming support for increased number of women in the political space tagged “Where are the Women Advocates?” We have identified both local and international support organisations that have interest in gender advocacy in order to be able to replicate this programme across the other five geopolitical zones of Nigeria. Our target is to reaching up to 5,000 young women in the next four years. We are also identifying individuals of political reput e that can adopt the programme as sponsor for women within their political influence.

In the long term, as the programme gains recognition as a seal of competence for political leadership, we will be able to commercialize it for interested individuals who are not priviledged to access sponsorship.

Evaluation Plans

Upon the design of the modules and training materials, independent evaluators will be invited to evaluate the expectation of the programme; the content and activities, to ensure it combines those intentions seamlessly within the time allotted to each component of the programme. Knowledge level survey will be administered at the beginning and the end of each module. This will enable us to evaluate the content, the methods of delivery of different facilitators and impact of programme on participants.

Section 3: Organizational Information and Project Management Structure

In this section, OSIWA seeks to understand the objectives of your organization and its structures. The likelihood of your grant being considered lies very much with the information provided in this section. Please attach the following documents to your application: a) certificate of incorporation b) audited accounts c) management team and names of staff working on the project d) last annual or organization report if any.

ORGANIZATIONAL DETAILS

Please provide the following information:

Official name of the Organization: Critical Path Leadership Initiative (CPLi)

Date your organization was registered (please provide us with the relevant document): 23rd February 2018

Physical address (no post office box): Registered address is 48, E9/18A, Irefin Street, Ibadan, Nigeria

Project Office (where we operate from) - Plot 27, Airport road, Alakia, Ibadan, Nigeria.

Mailing Address: P.O Box 7482, Secretariat Post Office, Ibadan, Nigeria

Telephone: +2348026127988 Fax: Not Applicable Email: project@criticalpath.org.ng

Number of personnel: 6 full-time, 4 part-time and 6 volunteers

Does your organization operate in a single country, or regionally? Single Country

ORGANIZATIONAL MANAGEMENT

Name of the head of your organization: Caleb Olubusayo FAGADE

Management team and their contact details (email, phone number):

Caleb Olubusayo Fagade, +2348099349212, caleb.fagade@criticalpath.org.ng

Adejoke Oluseun Adeleke, +2348098569678, adejoke.adeleke@criticalpath.org.ng

Tosin Adeyehun, +2348159655795, adeyehuntosin@gmail.com



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 +2348026127988, +234809934212

STRATEGY

Please provide us with the latest copy of your strategy and work plan

| SN | WORK PLAN | TIME LINE |
|----|--|-----------------------|
| 1 | Development of training materials | October-November 2019 |
| 2 | Opening of application portal | January 2020 |
| 3 | Selection and communication with successful applicants | February-March 2020 |
| 4 | Module 1 training sessions | April 2020 |
| 5 | Module 2- Reports submission and grading | May-June 2020 |
| 6 | Module 3 training sessions | July- August 2020 |
| 7 | Opening of PLEA platform and project reporting | September 2020 |

Does OSIWA have an on-going grant with your organization? Not yet

ORGANIZATIONAL/PARTNERS AND AFFILIATES

CPLi representative participated in the Nigeria Election Violence Reporting project funded by IFES in the just concluded general election. Being a member of the Civil Society Coalition for Education for All (CSACEFA) in Nigeria, CPLi was involved in the monitoring and evaluation of the homegrown school feeding programme funded by MacArthur Foundation. Also we participated in the monitoring and evaluation of the school construction and renovation projects of the Universal Basic Education Commission (UBEC) and State Universal Basic Education Board projects in Oyo State, Nigeria.

Educare Trust Foundation is a Partner/Sponsor in the Entrepreneurial Skills programme of CPLi

CPLi is jointly designing projects for implementation with Eurosoc Digital gGmbH; a Germany-based Think Tank working with European Union agencies.

BOARD

Dr Alaba Modupe Dare – Board Chair, +2348033690430, alaba.dare@criticalpath.org.ng or darealaba11@gmail.com
Caleb Olubusayo Fagade – Member, +2348099349212, caleb.fagade@criticalpath.org.ng
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Olaolu Raphael Fagade – Member, +23480344456136, olaolu.fagade@criticalpath.org.ng or bamitola@outlook.com

Dates of Board Meetings
2nd June 2017 – Pre incorporation
10th March 2018 – Inaugural meeting after incorporation
22nd September 2018
19th January 2019 – Latest board meeting held

FINANCIAL INFORMATION AND MANAGEMENT

Yearly budget of the organization: \$277,777 (N100,000,000 @ 360 per USD)

Main funders: Educare Trust Foundation, Medilead Integrity Group, Pix Hub Services Limited

Major projects and accomplishments:

1. **Entrepreneurial Skills Programme (ESP)**- Introduction of SDDs to 500 senior secondary school students in 5 public schools which culminated into the Entrepreneurship and Leadership development club.
2. **Development of the Generals’ Stride Project**- Designed as a mentorship platform between youths and accomplished leadership figures in Nigeria

How often does the organization produce audited financial statements? Annually

Name of financial management system, (accounting system) if any? Non Yet

What is the mechanism in place in your organization for tracking grant expenditures from donor funding? All funds pass through the organization’s bank account. We ensure receipt of all transactions and we have an accounting unit which keeps records of income and expenditure.

Is the organization able to keep separate records for each donor? Yes

PUBLIC IMAGE AND COMMUNICATIONS

Please provide the organization’s website, twitter, Facebook and other social media links, Do you have a dedicated communication staff and/or a communication strategy or plan?

Website- www.criticalpath.org.ng
facebook- Criticalpathng
Twitter- Criticalpathng
IG- Criticalpathng



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Project Management Structure

MEMBERS OF PROJECT TEAM INCLUDING THE FINANCE PERSON

For each member of the team attach brief curriculum vitae

Caleb Fagade - Project Manager: He is the Executive Director of CPLi and he will serve as the Project manager for this project. He has MA in European Studies – Governance and Regulation from University of Bonn, Germany. He has over 20 years of experience in the development work both as work and volunteering activities in Nigeria and abroad. He lead the content development of ‘Mind the CAP’ a citizens’ sensitization programme in Germany for Common Agricultural Policy of European Union. He has actively been participating in political issues in Nigeria as; panelist, radio programme discussant and political research activities.

Dr Alaba Dare – Lead Content Development: Dr. Alaba Dare will lead the content development for the project. She has a Ph.D in Agricultural Economics from the Federal University of Agriculture Abeokuta, Nigeria and she has extensive experience in field research with prowess in the use of modern analytical tools. She has consulted for organizations that include; National Identity Management Commission (NIMC), National Planning Commission (NPC) and Nigeria Institute for Social & Economic Research (NISER) and other research related assignments.

She has been a regular papers presenter at conferences both in Nigeria and internationally on diverse development issues.

Adejoke Oluseun Adeleke– Project Administrative/Finance: She will manage the administration and finance for the project. She is an MBA graduate from University of Gloucestershire, UK, with over 10 years’ experience as business/management consultant.

Tosin Adeyehun– Monitoring and Evaluation Officer: On this project will act as monitoring and evaluation officer. She has MA in English Language with strong research background. She is currently on a doctoral programme investigating issues around domestic violence.

| Project Team Member | Position and qualification | % of Time allocated to the project | Main Responsibilities |
|--------------------------|---|------------------------------------|---|
| Team Lead – Caleb Fagade | Project Manager, 1.MA European Studies –Governance & Regulation, 2. M.Sc Industrial Engineering & Management 3.Certified Trainer – German Dual Vocational Training 4. B.Sc Business Administration 5. HND Mechanical Engineering | 50% | Coordination of the Project Content development Stakeholders engagement Overall monitoring and evaluation Facilitation of selected modules Administration of assessment of training sessions Coordination of Project meetings |
| Dr Alaba Dare | Lead Content Development 1. PhD Agricultural Economic, 2. M.Sc. Agricultural Economics 3. B.Sc Agric Economics | 50% | Lead content development and creation of learning materials Facilitation of selected training sessions Administration of assessment of training sessions Grading and feedback on module to Stakeholders engagement |
| Adejoke Adeleke | Project Admin/Account Officer 1. MBA International Business 2. UNICEF Trained – Peer Educator 3. PGD – Business & Management 4. HND Microbiology | 50% | Record keeping of financial transactions on the project Project administration and communication management Generating of periodic project financial performance |
| Tosin Adeyehun | Monitoring & Evaluation Officer Ph.D in view English Pragmatic/Research Assistant MA – English Language B.Sc. – English Language | 50% | Design of monitoring and evaluation tools Administration of monitoring and evaluation tools Interpretation and reporting of completed monitoring tools Project learning communication and documentation |



CRITICAL PATH LEADERSHIP INITIATIVE



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