

CV – Bernice Wadei, Ph.D.

1. Contact Details	<p>Dr. Bernice Wadei, Research Fellow Address: Institute for Rural Development and Innovation Studies, Kwame Nkrumah University of Science & Technology, Kumasi, Ghana. Email: bwadei@knust.edu.gh; berniceasomaniwaa@yahoo.com Tel : +233 246808970</p>
2. Profession	<p>Research Fellow/Lecturer (with Specialization in Gender and Sustainable Development)</p>
3. Key Qualifications	<p>Dr. Bernice Wadei is a development researcher and evaluation consultant with extensive experience in gender equality and social inclusion, rural development, programme evaluation, and policy research across Ghana and West Africa. She currently serves as a Research Fellow at the Institute for Rural Development and Innovation Studies (IRDIS), Kwame Nkrumah University of Science and Technology (KNUST), Ghana.</p> <p>Dr. Wadei holds a PhD in Geography and Rural Development with specialization in Gender and Development from KNUST, an MSc in Development Management from the University of Agder, Norway, and a First-Class BA in Geography and Rural Development from KNUST. Her research focuses on gender and sustainable development, women’s economic empowerment, household power dynamics, resource redistribution, rural livelihood sustainability, and the structural barriers that constrain gender justice and inclusive development.</p> <p>Dr. Wadei has led and supported numerous studies, including baseline studies, needs assessments, mid-term reviews, final evaluations, and impact evaluations for governments, international development organizations, and research institutions. She has contributed to major research and evaluation assignments funded by UNICEF, UNFPA, GIZ, USAID, Catholic Relief Services, Helen Keller International, Co-Water International, ICED, FAO, and the Church of Jesus Christ of Latter-day Saints, among others.</p> <p>Her professional experience includes serving as a Research Scientist (Gender Mainstreaming) and Gender Officer at the Council for Scientific and Industrial Research, Savanna Agricultural Research Institute (CSIR-SARI), where she contributed to gender-responsive agricultural research, policy engagement, and community outreach initiatives. She also co-led the USAID Feed the Future Farmer Field School intervention in Northern Ghana, supporting climate-sensitive agriculture, labour-saving technologies, and improved livelihood outcomes for women farmers. Additionally, she has provided technical expertise to gender-responsive initiatives such as the Time Poverty Project and the African Agricultural Technology Foundation’s Cowpea Project.</p> <p>Dr. Wadei has extensive experience in community-based development and participatory research. She has facilitated teaching and learning at KNUST’s Departments of Geography and Rural Development and Planning, as well as the Institute of Distance Learning, mentoring students and supporting the next generation of development practitioners and researchers. She has also served as a Co-Principal Investigator on research examining the effects of post-production infrastructure on women’s empowerment and livelihoods in Northern Ghana.</p> <p>Dr. Wadei brings a distinctive leadership background from her military service. She was commissioned as the Overall Best Naval Officer from the Ghana Military</p>

	<p>Academy and served as a Supply and Logistics Officer in the Ghana Navy before transitioning into research and academia. This experience strengthened her leadership, discipline, strategic thinking, and organizational management skills, which continue to inform her professional work.</p> <p>Dr. Wadei’s expertise spans gender mainstreaming, social inclusion, programme evaluation, participatory development, policy analysis, and rural livelihood systems. Her work is driven by a commitment to generating evidence that informs policy, empowers marginalized populations, and promotes equitable and sustainable development outcomes. Her research interests include gender and social norms transformation, women’s economic empowerment, sustainable agriculture, rural livelihoods, community development, and inclusive policy design.</p>
<p>4. Academic Qualifications</p>	<p>2016-2020, Ph.D. Geography and Rural Development, Kwame Nkrumah University of Science and Technology (KNUST/Ghana), Research focus: Gender Transition and Livelihood Sustainability.</p> <p>2011-2013, MSc Development. Management, University of Agder (Norway), Dissertation: <i>Health Implications of Improved Water Supply in Rural Ghana</i>. Key Modules: Management in Sustainable Development, Global Environmental Issues, Current Development Issues, Research Methods in Development Studies, and Contemporary Topics in Sustainable Development. (<i>Grade: distinction</i>)</p> <p>2006-2011; B.A (Hons) Geography and Rural Development, (First Class Honours), Kwame Nkrumah University of Science and Technology – Kumasi, Ghana. Relevant courses undertaken included Environmental Management, Rural Development, Regional Development, Poverty and Development and Resource Analysis. <i>Undergraduate dissertation: The Potential Effects of Agricultural Modernization in Rural Development in Ghana (Grade: distinction)</i></p>
<p>5. Professional Certification</p>	<p>2024; Certificate in Gender-Based Analysis+, Catalyste+ Canada</p> <p>2021; Certificate in Women’s Economic Empowerment, UN Women Training Centre</p> <p>2021; Certificate in Women Leadership and Decision Making, UN Women Training Centre</p> <p>2021; Certificate in Violence Against Women and Girls, UN Women Training Centre</p> <p>2021; Certificate in Gender Equality in The World of Work, UN Women Training Centre</p> <p>2021; Certificate in Gender Concepts to Get Started; International Frameworks for Gender Equality; And Promoting Gender Equality Throughout the UN System, UN WOMEN Training Centre</p> <p>2021; Certificate in Increasing Gender Responsive Agricultural Development Capacity, Gender Impacts Lab, Mississippi State University</p>

6. Field of Expertise	Gender and Sustainable Development; Community Development Approaches; Participatory Rural Appraisal; Farmer Field School Interventions; Women's Economic Empowerment; Gender Responsive Programming, Socio-Economic Surveys; Rural Livelihoods
7. Countries of Work Experience	<ul style="list-style-type: none"> • Ghana • Sri Lanka • Ivory Coast • Nigeria • Liberia
8. Employment Records	<p>January 2022-Present: Research Fellow/Lecturer, Institute for Rural Development and Innovation Studies, KNUST, Kumasi, Ghana</p> <p>June 2021 - December 2021 Research Scientist-Gender and Development (Savanna Agricultural Research Institute-Council for Scientific and Industrial Research), Tamale, Ghana</p> <p>August 2017 - August 2018 Course Facilitator (Institute of Distance Learning - KNUST)</p> <p>September, 2017 - MAY, 2018 Graduate Assistant (Department of Geography and Rural Development, KNUST)</p> <p>October 2014 – July, 2016; Naval Officer - Supply and Logistics (Ghana Navy)</p>
9. Teaching Experience	<p>January 2023-Present Lecturer:</p> <ul style="list-style-type: none"> • GEOG 481 and 482- NGOs and Community Development, Department of Geography and Rural Development, KNUST • PL 257 Gender Inclusion and Development, Department of Planning, KNUST • SP 261 Rural and Urban Sociology, Department of Planning, KNUST <p>August, 2017 – August 2018 Course Facilitator (Institute of Distance Learning – KNUST)</p>
10. Recent and Ongoing Projects	<ul style="list-style-type: none"> • December 2026 - Present: Team Member: Final Evaluation of Healthy Living Through Integrated Nutrition Activities (HELINA) Projects in Liberia; Implemented by Catholic Relief Services. • January 2025: Team Member: Final Evaluation of the Member Food Project by the Church of Jesus Christ of Latter-day Saints in Ghana and Nigeria. • November 2024: Team Member: Final evaluation of the Helen Keller International Project on Improving Nutrition and Food Security in Côte D'Ivoire. • September 2024: Gender Expert: Final evaluation of the Gender-Transformative Cash Transfers Pilot, Ghana, by ICI. • November 2023-May 2024: Team member: Baseline study for Strengthening Investments in Gender-Responsive Climate Adaptation (SIGRA) in Ghana by Co-Water International • November 2023: Team Member: Final evaluation of the United Nations Joint Programme on Empowering Adolescent Girls Through Improved

	<p>Access to Reproductive Health Education and Rights-Based Quality Sexual and Reproductive Health Services in Ghana, a UNFPA/UNICEF Project.</p> <ul style="list-style-type: none"> • August 2023: Gender Consultant/Training Facilitator/Curriculum Developer: Building Capacity of Agric Extension Agents and Agricultural Experts in Integrated Soil Fertility Management (ISFM). A WINROCK project/intervention. • December 2022: CO-PI-Assessing the impact of post-production infrastructure on women’s economic empowerment and access to nutritious diets among female legume growers in Northern Ghana, (Ongoing). An ICED funded research project. • July 2022: Gender Expert (Team Member); Assessment of drivers, access, barriers, and impact of digitalization on rural livelihood (RuTech Assessment. A GIZ funded Project • Gender Consultant, Training Designer, and Facilitator- The Time Poverty Project (Feed the Future) 2021, The US Government’s and Global Hunger and Food Security Initiative • July 2021: Gender Consultant-The African Agricultural Technology Foundation <i>BT</i> Cowpea project in Ghana. • April 2018: Co-investigator/Contributor- Metogu Anti-Corruption Research and Report by Penplusbytes Ghana; sponsored by UK-AID-funded “Strengthening Action against Corruption” (STAAC) Programme. • May 2012: Co-Investigator-The impact of the Norwegian Agency for Development Cooperation (NORAD) Irrigation Project on the Agricultural activities of the farmers in the Hambatota District in Sri Lanka
<p>11. Recent Publications</p>	<p>A. Articles in Refereed Journals</p> <ul style="list-style-type: none"> • Wadei, B., Wadei, K. A., Ziemah, A. K., & Kpabitey, V. A.-S. (2026). Balancing Work and Care: Exploring the Effects of Women’s Paid Employment on Children’s Development. <i>Journal of Family Issues</i>, 0(0), 1-16. • Morgan, A. K., Agbobada, A. A., Wadei, B., & Peprah, C. (2026). ‘I Sacrificed My Values to Fit In’: Vulnerability, Social Pressures and Female Adolescents’ Sexual Debut Decisions. <i>Child & Family Social Work</i>. • Asiyambi, A., Idowu, A., Subroto, S., Adjei, P. O. W., Arhin, A. A., Serbeh, R., Wadei, B., ... & Akintoye, O. (2026). Who controls REDD+ in West Africa?: The uneven geographies of forest carbon offsetting in the West African region. <i>African Geographical Review</i>, 1-24. DOI:10.1080/19376812.2026.2652486 • Wadei, K. A., .Duffour, K. A., Okyere,E., Dapaah,P. O. and Wadei, B. 2026. “Green Leadership Unleashed: Boosting Eco-Innovation and Employee Performance Through Sustainable Behaviors.” <i>Business Ethics, the Environment & Responsibility</i>, 1–12. https://doi.org/10.1111/beer.70117. • Addison, M., Adjei, P. O. W., Wongnaa, C. A., Wadei, B., Tetteh, R. O., & Opoku, N. (2026). Unequal fields: Gender access to agricultural resources and inclusive development in Ghana. <i>Social Sciences & Humanities Open</i>, 13, 102799. • Wadei, B., Fredua Antoh, E., Addison, M., & Yeboah, T. (2025). An overview of the obstacles to gender equality processes in rural and urban Ghana: A comparative analysis. <i>Journal of Asian and African Studies</i>, 60(6), 3654-3669. • Wadei, B., Owusu-Addo, E., Bonuedi, I., Yeboah, T., Tetteh, R. O., Antoh, E. F., & Mensah-Odum, N. (2025). Groundnut processing and women's economic empowerment: Insights from a qualitative analysis. <i>Social Sciences & Humanities Open</i>, 12, 101631.

	<ul style="list-style-type: none"> • Wadei, B., Wadei, K. A., & Bonuedi, I. (2025). Re-examining the links between women's work and household power dynamics: Insights from rural and urban Ghana. <i>Human Geography</i>, 19427786251333094. • Bonuedi, I., Owusu-Addo, E., Wadei, B., Yeboah, T., Mensah-Odum, N., Tetteh, R. O., & Antoh, E. F. (2025). The effect of groundnut processing infrastructure on access to nutritious diets in northern Ghana. <i>Scientific African</i>, e03028. • Wadei, B., Morgan, A. K., & Wadei, K. A. (2025). “Never the same again”: A descriptive qualitative inquiry into postpartum experiences of first-time mothers in the Oti Region of Ghana. <i>Midwifery</i>, 147, 104440. • Morgan, A. K., Anima, P. A., Wadei, B., & Katey, D. (2025). Addressing stigma and discrimination towards school re-entry of teenage mothers in Ghana. <i>International Journal of Adolescence and Youth</i>, 30(1), 2441322. • Addison, M., Bonuedi, I., Arhin, A. A., Wadei, B., Owusu-Addo, E., Antoh, E. F., & Mensah-Odum, N. (2024). Exploring the impact of agricultural digitalization on smallholder farmers' livelihoods in Ghana. <i>Heliyon</i>, 10(6). • Morgan, A. K., Katey, D., Wadei, B., Forkuor, D., & Pephrah, C. (2024). Celebrity worship: Friend or foe of mental health? Qualitative evidence from Ghanaian adolescents. <i>International Journal of Adolescence and Youth</i>, 29(1), 2371396. • Wadei, B., Osei-Wusu Adjei, P., & Forkuor, D. (2023). Domestic conflict as a possible outcome of gender role change: Experiences and perceptions from rural and urban Ghana. <i>Cogent Social Sciences</i>, 9(2), 2282421. • Wadei, K. A., Asaah, J. A., Amoah-Ashyiah, A., & Wadei, B. (2023). Do the right thing the right way! How ethical leaders increase employees' creative performance. <i>Journal of Leadership & Organizational Studies</i>, 30(4), 428-441. • Wadei, B., Adjei, P. O. W. and Forkuor, D., 2021. Situational analysis of gender transition effects on livelihood sustainability in rural and urban spaces of Ghana, <i>International Journal of Gender Studies in Developing Societies, (IJGSDS)</i>, Vol. 4, No. 2, 2021, pp 139-154 • Wadei, B. and Wadei, K.A., (2020). Gender Role Reforms and Household Wellbeing in Rural and Urban Ghana, <i>Journal of Social Science and Humanities</i>, Vol. 6, No. 3, 2020, pp. 138-146 • Wadei, B., Adjei, P. O. W. and Forkuor, D., 2019. Gender Role Reforms in Ghana: Analysis of the Nature, Drivers, and Dimensions in Rural and Urban Contexts, <i>Journal of Social Science and Humanities</i>, Vol. 5, No. 4, 2019, pp. 408-419 • Wadei, B. and Appiah, D. O., 2018. A Systematic Discourse of Mining as a Land Use Activity on Water Resources in Ghana, <i>International Journal of Environmental Planning and Management</i>, Vol. 4, No. 2, 2018, pp. 22-29, • Wadei, B. and Appiah, D. O., (2021). Public-Private Engagements in Environmental Impact Assessment for Sustainable Development in Developing Countries, <i>KNUST Journal of Geography and Development</i> <p>Book Chapter (s)</p> <ul style="list-style-type: none"> • Addison, M., Yeboah, T., Arhin, A., Wadei, B. (2026). Promoting Youth Refugee Integration in Non-Western Context: The Role of Higher Education Institutions in Ghana. In: Zajda, J., Kubow, P. (eds) <i>Globalisation and Education for Refugee and Displaced Children. Globalisation, Comparative Education and Policy Research</i>, vol 54. Springer, Cham. https://doi.org/10.1007/978-3-032-10265-2_7 <p>B. Book (s)</p> <ul style="list-style-type: none"> • Asomaniwaa, B., (2014). <i>Health Implications of Improved Water Supply in Rural Ghana</i>, LAP LAMBERT Academic Publishing, Germany
--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

	<p>Papers presented at Conference</p> <ul style="list-style-type: none"> • <i>From Domesticity to Dual Roles: An Analysis of Gender Role Reconfiguration and Its Implications on Women</i>”, 2025 International Conference on “Gender and Development: Debates for a Changing World”, University of East Anglia, Norwich, UK; 19-20 June 2025. Analysis of the implications of gender transition on women in Ghana (2nd International Conference on Gender Equality [ICGE-24], 26th-27th November, 2024 in Ghana by I Believe Global) • Ethical Leadership, Self-Efficacy, and Creative Performance: A Moderated Mediation Examination, (Academy of Management Annual Meeting Proceedings, Published Online:26 Jul 2021) • Gender Mainstreaming in Higher Education and Research: Behind the Scenes. The 2019 Gender Mainstreaming Conference by the Brew-Hammond Energy Centre, KNUST, Kumasi. • Public-Private Engagements in Environmental Impact Assessment for Sustainable Development in Developing Countries. The 2018 International Conference on Geography and Development, KNUST, Kumasi • The Potential Effects and Constraints of Modernized Food Crop Farming in Rural Development; Case Study of Adwumakase Kese in The Ashanti Region, Ghana. Ghana Geographical Association Conference held at Kumasi in 2012
12. Professional Memberships	<ul style="list-style-type: none"> • University Teachers Association, KNUST Branch • ALL-IN Research Network • I believe Global

Certification:

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

Dr. (Mrs.) Bernice Wadei

Signature: 

Date: 17/04/2026