

**IPMS capacity building in Gender and HIV/AIDS mainstreaming in
Agricultural development for front line staff of Ada'a Liben
24-28 November 2008**

Report by Aresawum Mengesha

1. Introduction

Context of training:

IPMS of ILRI has organised a series of training on gender and HIV/AIDS mainstreaming to develop the capacity and practical skills of front line staff to integrate a gender and HIV/AIDS perspective into market led agricultural development interventions and into their day to day activities of rural development. This training was held in one of the PLWS of the Oromia regional state of Ada'a.

Facilitators: Two members of the team facilitated the training. The team composed of Aresawum Mengesha and Zahra Ali. The IPMS RDO of Ada'a provided us the necessary logistical support to facilitate the training.

Participants: A total of 31 (14 female and 17 male) participants took part in the training. Participants were selected and represented from partner institutions who are working for OoARD, HAPCO, and cooperatives. Most of the trainees were development agents and health extension workers. See list of participants in annex 1

Venue: The training was held at the meeting hall of the private company in the town of Debrezeit.

2. Programme

Purpose of the training: The purpose of the training is to develop the capacity and practical skills of frontline staff to integrate a gender and HIV/AIDS perspective into market-led agricultural development interventions and their day-to-day activities of rural development.

Specific objectives: By the end of this training the participants were able to:

- Describe the basic concepts and principles of gender and HIV/AIDS in the context of agriculture
- Use techniques and tools to collect gender disaggregated information in rural communities
- Use techniques and tools to collect information on the risk of HIV infection and vulnerability to the impacts of AIDS in rural communities
- Analysis and interpretation of gender and HIV/AIDS data
- Develop a gender and HIV/AIDS action plan

- Integrate gender and HIV/AIDS considerations in their day-to-day activities

Outline of the programme: The duration of the training was for five days. The first day discussed on basic concepts and principles of gender and HIV/AIDS mainstreaming. The second day introduced gender and HIV/AIDS tool kits which are produced by IPMS. The third day was allocated to discussing facilitation skills and preparing for the field practical, prior to participants practicing the approaches and gender and HIV/AIDS toolkits in the community. This was followed by data analysis and interpretation of the field findings. On the last day, participants prepared action plans at the FTC and woreda levels. This exercise helped participants to internalize IPMS's experiences on gender and HIV/AIDS into their working environment. See the programme outline in annex 2.

Creation of a learning environment: The learning environments (physical, social and psychological) were created by employing a variety of learning methods with lots of practice. The methods of the training were mainly experiential. The methods include gallery walk, table trip, individual activities, affinity tree, buzz group and group work. Emphasis also given to make the training interactive and attractive by using problem solving pictures, flash cards, flip charts, colored cards and warm up activities. The assumption is that these methods could be replicated by development agents in the context of their working environment.

Fieldwork: Participants were divided into five groups to practice in the field what they learned in the classroom sessions. The first three groups were practiced gender mainstreaming tools while the other two groups practiced HIV/AIDS tools. They went to Tedecha PA, which is 15 km away from Debrezeit town. A total of 45 farmers (25 men and 20 women) were invited to take part in the discussion. After having thorough discussions with men and women, the fieldwork was concluded with a plenary session. In this session the respective group members of farmers summarized and presented their group discussion findings.

Action plan: an important part of the training was to provide the appropriate mechanism and time for participants to think about how they are going to use their learning back at their working place. Hence, participants worked out action plans (at FTCs and woreda level) as to how they will apply what they learned back in their real working situation. However, the preparation of the action plan was not finalized due to the shortage of time. Hence one of the key follow up actions is to finalise the preparation of the action plans.

3. Gender and HIV/AIDS analysis and responses

This section only reports on new ideas that emerged during the workshop and unexpected findings from the fieldwork.

HIV/AIDS: The community was found to be less awareness on HIV/AIDS infections though the PA is found in the vicinity of the town.

4. Evaluation of training and recommendations

Evaluation was conducted as a means for checking how far the objectives of the training were met and how the training in the future will need to be changed to improve its effectiveness. This was conducted in number of ways. Daily, participants were given a chance to express their impressions about the day sessions and activities by employing various tools. On the final day, they were also asked to express their views on the content and the process of the training and to make recommendations for future improvement.

Content: Participants appreciated the following aspects of the content of the training:

- Meaning of gender and sex
- Collecting gender and HIV/AIDS data
- How to prepare action plans to address gender and HIV issues
- How HIV is transmitted at a community level
- The effect of gender and HIV/AIDS on agriculture and marketing
- The role women in addressing HIV/AIDS
- How to mainstream gender and HIV/AIDS
- How to collect and analyze gender and HIV/AIDS related data
- How to facilitate the identification of HIV/AIDS hot spot
- Identifying HIV/AIDS risky groups

"....The training methods were impressive and helped us to motivate to practice what we have learned in class...."

(DA participant)

Process: The following aspects of the process also appreciated by the participants:

- Delivering clear messages to farmers
- Different ways of seating arrangements
- The use of energizers and warm ups
- Practical examples in the sessions and activities
- Calling participants by their names
- Penalties for late comers
- Entertaining activities for participants
- How to effectively communicate with farmers
- How to approach HIV/AIDS infected and affected people
- Better understanding how to motivate farmers
- The role of development agents in gender and HIV/AIDS mainstreaming
- Use of local materials to facilitate HIV/AIDS issues

"This training helped me to increase my confidence to express ideas in a group of people..."

(Woman participant)

Recommendations by participants

The participants recommended the following points:

"The training is relevant, useful and complements the normal extension services"

(Woreda SMS)

- Such kind of training methodologies are useful for extension
- The time for facilitation skills was short
- The time for field practical and preparation of action plan was short
- The facilitation skills of development agents needs more training and practice

5. Follow-up

Potential trainers/resource persons in PLW: During the workshop, the following persons demonstrated that they had understood and internalised both the content and the process aspects of the workshop. They may represent a useful resource for IPMS during future training events or fieldwork with a gender and HIV/AIDS perspective.

Potential resource persons for future training events

Name		Working area	Profession	Responsibilities
Mitiku Delessa	M	Ada'a cooperative office	Marketing management	Marketing team leader
Elsabet Gemeda	F	Ude	Natural resource	DA
Almaz wedajo	F	Dankacha	Natural resource	DA
Tigist Abate	F	Ouliti	Natural resource	DA
Maru Gezu	M	Dire	Animal science	Supervisor

6. The facilitators' conclusion and recommendations

The facilitation team found that:

- Selection of participants was good with a good balance of male and female DAs, DA supervisors and woreda SMS
- Participants were highly motivated, receptive and teachable
- Excellent coordination by the head office of IPMS and by the staff of Ada'a PLW
- Using visuals that are simple, inexpensive and appropriate were very powerful to convey messages and engage participants in the learning process
- Conducting field practical in participants environment is vital to realize applications with their working environment
- The course is rated highly successful and there was a very high level of satisfaction
- Participants expressed a high level of appreciation and regard for the skills of facilitators

We recommend that:

- Internalizing gender and HIV/AIDS approach and tools requires the commitment and motivation of heads of institutions. Hence, it is necessary to plan **briefing sessions** for WALC members to discuss lessons from the training and find ways of internalizing them into their day to day activities (planning, implementation and monitoring and evaluation).

- Training without ***follow up action*** is a waste of resource. Hence, it is necessary to increase participants' confidence and commitment in their working environment by giving technical support and encouragement. The role of RDOs and RDAs is vital in this process.

- ***Identify and support potential trainers*** as a means for institutionalizing and scaling up of gender and HIV/AIDS mainstreaming. IPMS needs to mentor them to increase their knowledge and skills of facilitating gender and HIV/AIDS related issues.

- ***Peer evaluation*** of the training by partner institutions is vital to test the application of the approach and scaling up and out to the other areas.

- Gender and H/A mainstreaming is difficult when staff turnover is rapid and the replacement of new heads is frequent. Hence, it is necessary to avail ***the tool kits and the training materials in FTCs*** and knowledge centers for future reference.

- One of the main tasks of development agents who are assigned in FTC is to train farmers in different technologies and practices. However, all of them have little skill on how to plan, conduct, and evaluate adult training. Hence, it is necessary to train development agents and their associated supervisors on ***training methodologies***.

- Some of the participants were forced by their bosses to engage in some other activities in the middle of the training and were unable to fully attend the training. It is therefore recommended that IPMS need to find ways to ***organize similar trainings away from the participants' working area*** to enable them to engage fully in the learning process.

- ***Incorporate and revise the toolkits and contents of the training*** is vital to take into consideration field experiences.

Annex1: List of Participants Ada Nov. 24-28/2008

No	Name		Working area	Profession	Responsibilities
1.	Leta Gemechu	M	Kurkuna Denbi	Plant science	supervisor
2.	Mitiku Delessa	M	Ada cooperative biro	Marketing management	Marketing team leader
3.	Workinesh Taye	M	Hiddi	Plant science	DA
4.	Elsabet Gemeda	F	Ude	Natural resource	DA
5.	Fanose Bekele	F	Hiddi	Animal science	DA
6.	Almaz wedajo	F	Dankacha	Natural resource	DA
7.	Admasu Abera	M	Godino	Animal science	supervisor
8.	Woinshet Degefe	F	Godino	Animal science	DA
9.	Eshetu Negewo	M	Tedecha	Natural science	DA
10.	Minda Ayalew	M	ooArd	Agronomist	Fruit veg.expert
11.	Tigist Abate	F	Quliti	Natural resource	DA
12.	Birhanu Demissie	M	Dahanka	Animal science	DA
13.	Abebe Alemu	M	G/Gorbdada	Natural resource	Dev.t agent
14.	Elsabet Eshetu	F	Ude	Natural resource	DA
15.	Yeshi Degasses	F	OoARD	Health extension	Expert
16.	Belaynesh Hordofa	F	Godino	Natural resource	DA
17.	Tesfaye Bedo	M	Hiddi	Natural resource	
18.	Hailu Gudeta	M	Ada IPMS	Plant science	IPMS Research and dev.t assistant
19.	Zebenaye Shitarew	F	Godino	Health extension	Health Extension Workers
20.	Addisu Melka	M	Woreda	forestry	Expert
21.	Birhanu Abebe	M	Dire	Natural resource	DA
22.	Tesehay Tilahun	F	G/Gorbaa	Animal science	DA
24.	Emebet Mengesha		Ude	Health extension	Extension Workers
25.	Maru Gezu		Dire	Animal science	Supervisor
26.	Workneh Mulugeta		Ada Woreda	Animal science	Expert
27.	Meseret Abera		Tedech	Animal science	DA
28.	Askale likesa		Hiddi	Health extension	Extension Workers
29.	Gebeyanesh Jiru		Dire	Health extension	Extension Workers
30.	Mastu Alemu		Dhanka	Health extension	Extension Workers
31.	Dinku chala		Udee	Natural resource	Supervisor

Annex 2: Programme Outline of Aada

Day	Time	Topic	Presenter	Duration
Monday	08.45	Welcome	OoARD and IPMS RDO	15 mins
	09.00	1: Introduction: getting to know each other and programme	Aresawum and Zahara	1 hr 30 mins
	10.30	Coffee		15 mins
	10.45	2: Basic concepts of gender analysis	Zahara	1 hr 45 mins
	12.30	Lunch		1 hr 15 mins
	1.45	3: Basic concepts of HIV/AIDS analysis I	Aresawum	1 hr 45 mins
	3.30	Coffee		15 mins
	3.45	4: Basic concepts of HIV/AIDS analysis II	Aresawum	1 hr
	4.45	5: Relationship between gender and HIV/AIDS	Zahara	30 mins
Tuesday	08.30	Participants reflection using magic ball	participants	15 mins
	09.00	Impact of gender and HIV/AIDS on agricultural production and marketing	Aresawum	1 hr 30 mins
	10.30	Coffee		15 mins
	10.45	Tools for gender analysis of agricultural enterprises	Zahara	1 hr 45 mins
	12.30	Lunch		1 hr 15 mins
	1.45	Gender tools (cont)		30 mins
	2.15	Tools for HIV/AIDS analysis in rural communities	Aresawum	1 hr 15 mins
	3.30	Coffee		15 mins
	3.45	HIV/AIDS tools (cont)	Aresawum	1 hr 15min
Wednesday	08.30	Participants reflection using magic ball	participants	30 mins
	09.00	10: Facilitation skills	Aresawum	1 hr 30 mins
	10.30	Coffee		15 mins
	10.45	Group preparation	Zahara and Aresawum	1 hr 45 mins
	12.30	Lunch		1 hr 15 mins
	1.45	Fieldwork	Zahara and Aresawum	4 hrs
Thursday	08.30	Participants reflection using magic ball	participants	30 mins
	09.00	Self evaluation presentations		30 mins
	09.30	11: Data analysis and interpretation	Zahara and Aresawum	1 hr
	10.30	Coffee		15 mins
	10.45	Data analysis and interpretation (cont)	Zahara and Aresawum	1 hr 45 mins
	12.30	Lunch		1 hr 15 mins
	1:45	Presentations	Zahara and Aresawum	1 hr 45 mins
	3.30	Coffee		15 mins
	3.45	12: Brainstorming of ideas	Zahara and Aresawum	1 hr 45 mins
Friday	08.30	Brainstorming of ideas (ctd) Briefing about action plans	Thursday group	30 mins
	09.00	13: Preparation of action plans	Aresawum	1 hr 30 mins
	10.30	Coffee		15 mins

	10.45	Preparation of action plans (cont)	Zahara and Aresawum	1 hr 45 mins
	12.30	Lunch		1 hr 15 mins
	1.45	Presentation of action plans	Zahara	1 hr 30 mins
	3.15	Coffee		15 mins
	3.30	Participant reflection	Friday group	30 mins
	4.	14: Wrap up and way forward and certificate award	Aresawum/Tilahun	1 hr

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