

IPMS Capacity Building in Gender and HIV/AIDS Mainstreaming in Agricultural Development for Frontline Staff

***Report of capacity building workshop held in Alaba PLW
3-7 November 2008***

Reported by Lemlem Aregu

1. Introduction

Context of training: IPMS has long recognized the need to develop the capacity of frontline extension staff as a resource for gender and HIV/AIDS mainstreaming initiatives at the field/community level. Hence the project will train a selected number of agricultural and health extension staff from the 10 PLWs participating in IPMS. Accordingly the capacity building workshop in Alaba PLW was held from 3-7 November 2008.

Facilitators: Lemlem Aregu and Ephrem Tesema facilitated the training and the IPMS office in Alaba PLW provided the necessary logistical and backstopping support throughout the workshop.

Participants: The total of 30 participants comprised 15 female and 15 male) selected from various partners. 13 DAs drawn from seven FTCs where IPMS is most active in the Woreda, 3 health extension workers, 1 voluntary participant from one of HIV/AIDS clubs and 6 Woreda level staff and 5 supervisors from the OoARD, 2 staff from WAO and HAPCO which includes members of WALC. The list of workshop participants is presented at Annex 1.

Venue: The workshop was held at the Alaba Woreda Town Municipality Hall.

2. Programme

Purpose of workshop: To develop the capacity and practical skills of frontline staff and those at supervisory level in IPMS target Woredas with a view to integrate a gender and HIV/AIDS perspective into market-led agricultural development interventions and their day-to-day activities of rural development.

Workshop Objectives: By the end of this training the participants were be able to:

- Describe the basic concepts of gender in the context of agriculture
- Describe the basic concepts of 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 Programme: The training session took five days from the 3rd of November to the 7th, 2008. The first day explored the basic concepts of gender and HIV/AIDS analysis. On the second day the inter-relationship between gender and HIV/AIDS, particularly in the context of agricultural development is looked at. Participants also provided a chance to think about the impact of gender and HIV/AIDS on agricultural production and marketing in group discussion, and then introduced the tools to be used for collecting gender and HIV/AIDS data, based on the IPMS gender and HIV/AIDS toolkits. In order to gain hands-on experience of using the tools, fieldwork was conducted in the afternoon of the third day. Prior to their field exercise lesson on facilitation skill provided to and shared among participants as part of field work preparation. The data analysis, interpretation, presentation of field research findings and process and brain storming on opportunities for mainstreaming gender and HIV/AIDS into ongoing activities were conducted on the fourth day. On the fifth day workshop participants prepared FTC-based and Woreda-based action plans on the basis of the participatory gender and HIV/AIDS data collection, analysis and interpretations. The action plans prepared by the six teams presented in plenary. See the details of the programme at Annex 2.

Creation of a Learning Environment: The training facilitators maintained the agreed upon style of the participatory facilitation methods that include role play, group work, buzz groups, simulation, presentations by participants along with energisers, participant reflections, mood meter, seating arrangements and the use of visual materials (flip charts, idea cards, animations/pictures, posters etc.). The emphasis was on using participatory techniques that the DAs and others who participated on the training to be able to replicate the methods/approaches while working with rural communities in their respective FTCs and rural work stations. It is also an opportunity to create participatory training facilitators at the PLW level. A few of the participants were also drawn as potential training facilitators for the future.

Fieldwork: The field work was carried out in **Geleto** community which is located to the east of Alaba about 1.5 km from the town where the training was organised. The site is selected by and the field work was done with closer facilitation and support of the Alaba IPMS office. Trainees, community leaders and the Alaba IPMS RDA collaboratively facilitated the group formation with a view to equally involve men and women farmers and also to ensure the balanced distribution of participants in each interviewed group in terms of number. A total of 63 community members of which 22 of them were women, was divided into five groups for discussions with the workshop participants focusing on different themes: gender analysis of the household economy and seasonal calendar; gender analysis of an arable crop (production and marketing); gender analysis of a livestock enterprise (production and marketing); HIV risk analysis of the community; and an analysis of the impacts of AIDS. The fieldwork concluded with a plenary session with at the field site in which community members of the different interviewed groups summarised and presented the main findings of each group's discussion in local language(Alabigna).

Action Plans: For the final workshop activity, participants worked in their FTC or Woreda groups to prepare context-specific action plans. The action plans are a demonstration of the extent to which the participants can translate the lessons learnt from the workshop and the participatory analysis of gender and HIV/AIDS data collected from the community into their own working environment. The plans are meant to focus on implementable activities that the participants will be implementing within the next 6-12 months and the action plans were taken back to the FTCs at the end of the workshop. Copies of the action plans of each team will be submitted to

the Woreda office of Agriculture and Rural Development after they incorporate all the comments given during the plenary. With a few exceptions, the majority of the action plans prepared during the training in Alaba PLW are very interesting. Setting specific time frame, avoiding vague and unspecified tasks and considering the tasks stated in the action plans as an integral part of the on going activities in the Woreda rather than a new and additional list of task were the major comments and suggestions given on the action plans done by the different groups.

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.

Gender: Men and women need to get the opportunity to co-analyse gender roles and responsibilities in rural contexts so that they could be able to re-evaluate their attitudes, behaviours and actions that affect women members of their community than men folks. As the presenter of one of the community members stated “from our discussion to day we listed the roles and responsibilities of men and women in our household economy and the share of benefits from the contributions of both. It helps us to clearly learn from our sins committed out of ignorance against our women and a good way to look into our common problems together”.

The gender tools developed are not only useful to collect gender disaggregated data from rural communities but also help men and women community members to reappraise their attitudes and practical actions in their general endeavour to benefit from market oriented agricultural activity at a household and community levels. The process encourages mutual learning and help contradictory attitudes and actions of men and women in the household and in the community to be questioned.

In one of the group presentations during the training sessions, it is stated that if a woman in the household thinks that a good harvest makes the man to bring a second wife, she would do her best to find a way to make the household less productive and the man to get lesser than a harvest that lead him to bring a new wife.

HIV/AIDS: the community in Gelto locality is well aware that most of the community services including markets, mill houses, health stations, schools above primary levels etc. are located in Alaba town which is about 1.5 km away. As a result community members of different age and gender obliged to commute between the town and their locality most frequently. This situation makes the hot spots for HIV infection seemingly much less visible/actual with in their locality for local community and compromises community's active involvement in reducing the risk of infection by and large.

Before the wedding there is one event when the bridegroom go to town to buy her wedding dress and jeweler about 200 female and male relatives, friends and neighborhoods from both sides should accompany her and there is relaxing time with drink, song and dance that consider as a source of HIV infection to many youngsters.

The replacement of traditional practices that could expose community members to risk of HIV infection by new events and practices such as graduation ceremonies for

students of the locality who complete their studies from higher learning institutions show the need to look into both new socio-cultural changes and transformations at local level along with traditional practices and events known to communities for ages. "New wine with old cup" (in its negative sense) type of scenario should be scrutinised by communities to avoid risk of infection to HIV/AIDS in contexts like Geleto locality.

4. Evaluation of workshop and recommendations

At the end of the workshop participants were given the opportunity to record their views on the content and the process of the workshop, and to make recommendations for the improvement of future workshops.

Content: The following aspects of the content of the workshop were highly appreciated by the participants (in descending order):

- How to analyse gender and HIV/AIDS data
- Concepts and various ways of looking at gender and HIV/AIDS issues in agricultural market orientation
- How to support HIV/AIDS affected households
- Broaden our understanding of gender in development perspective
- The need to have behavioral/ mind set change of development actors in addressing gender and HIV/AIDS issues
- How HIV/AIDS threaten men and women differently
- How to mainstream gender and HIV/AIDS in agricultura. Extension

I have vaguely understood gender before my involvement in this training. Now I have learnt the conceptual understanding and the use of gender tools to collect and analyse data which is useful for planning my day to day work as a development agent.

Process: The following aspects of the process of the workshop were highly appreciated by the participants (in descending order):

- How to facilitate community meetings and discussions
- Very participatory regardless of sex and position
- The two ways of learning approach
- Practical exercise
- Presence of energizer
- The approach and knowledge of the trainers
- Discussion allow participants to share their experiences
- Group work and presentation
- Using various learning approach (a combination lecturing and discussion)
- Fully supported by training aids (handout, toolkits and visual aids)
- Depend on the existed experience
- Mood meter

- Self evaluation and reflection group

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Other points, which were mentioned by a few of the participants, included:

- The training is very participatory and good
- The field exercise was good opportunity to have practical skill in collecting gender disaggregate data and HIV/AIDS information and help for all to realize women's workload and gender beyond my expectation
- The use of ground rules (participants who not closed mobile phone came late will have jokes or/and dancing)
- The Amharic gender and HIV/AIDS toolkits are highly appreciated

- This is my first time to finish a training I started, because I found it more participatory and useful for my work.

Recommendations: The following are some of the recommendations and suggestions given by participants on the over all training.

- The English and Amharic gender and HIV/AIDS tools are useful but have translation problems (Eg. The term **Hotspot** on the HIV/AIDS toolkit sound wrong when turned into Amharic)
- During the field work the group formation should consider not only gender but age (younger people of both sexes), model farmers and the rest by equally distributing them to bring better participation and good data.
- Planning field work in the afternoons may not be effective since people disperse to other places far from their locality.
- The training hall is smaller and impedes a few of the participatory activities.
- This training is very important and all the DAs in the woreda should get
- Time shortage

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 in Alaba PLW

Name	Sex	Organization	Position	Location	Telephone
Teshome Yohannes	M	OoARD/Agri Office	DA	1 st Mekalla/FTC	0911962369
Bogalech Ajula	F	OoARD/Agri Office	DA	Alemtena/FTC	0465560486
Tarikua Elias	F	OoARD/Agri Office	DA	Wanja	0465561920
Temesgen Sodeno	M	Woreda Anti HIV Club	Club Coordinator	Alaba	0911939017
Addis Challa	F	OoARD/Agri Office	Supervisor	Alaba	0911858591

As part of the impact assessment of the workshop, it is suggested the copy of the action plans will be given to the Woreda Office of Agriculture and Rural Development and follow up will be made on performance progress by IPMS and its partners. The IPMS office with OARD in Alaba will set time frame and schedule for monitoring activity in a short possible time.

Annex 1. List of Participants on IPMS Capacity Building in Gender and HIV/AIDS Mainstreaming for Frontline staff, Alaba

No	Name	Sex	Organization	Position	Location	Telephone
1	Dasalech Dolla	F	OoARD/Agri Office	Gender Expert	Alaba	0913621240
2	Giday Woldu	F	OoARD/Agri Office	Gender team leader	Alaba	0914705894
3	Kemeria Salia	F	Woreda/Women affire	Income generation exp	Alaba	0465561090
4	Rehameto Bejigo	M	OoARD/Agri Office	Crop expert	Alaba	0913365299
5	Dejene Lemancho	M	OoARD/Agri Office	DA/Development Agent	Alaba	0465561936
6	Temesgen Sodeno	M	Woreda Anti HIV Club	Club Coordinator	Alaba	0911939017
7	Addis Challa	F	OoARD/Agri Office	Supervisor	Alaba	0911858591
8	Abu Awol	M	Woreda Health Office	Office head	Alaba	
9	Mulat Bishaw	M	OoARD/Agri Office	Livestock team leader	Alaba	0465560726
10	Etsegenet Teshome	F	OoARD/Agri Office	Supervisor	Choroko	0913274564
11	Bogalech Ajula	F	OoARD/Agri Office	DA	Alemtena/FTC	0465560486
12	Rewuda Reshid	F	OoARD/Agri Office	Coperative expert	Alaba	0913257482
13	Meseret Arega	F	OoARD/Agri Office	DA	Merab Gortancho/FTC	0913029497
14	Abdulmunien Shifa	M	OoARD/Agri Office	Natural Resource expert	Alaba	0911010151
15	Kedir Lodamo	M	OoARD/Agri Office	Supervisor	Merab Goritancho	0916853032
16	Bekele Umer	M	OoARD/Agri Office	Supervisor	Mekalla	0913470000
17	Nureidin Feyissa	M	OoARD/Agri Office	Supervisor	Galato/Wanja	0912148598
18	Tarikua Elias	F	OoARD/Agri Office	DA	Wanja	0465561920
19	Zerihun Aweke	M	OoARD/Agri Office	DA	1 st hansha/FTC	0913750691
20	Natinael Tesfaye	M	OoARD/Agri Office	DA	1 st hansha/FTC	
21	Teshome Yohannes	M	OoARD/Agri Office	DA	1 st Mekalla/FTC	0911962369
22	Alemfire Getachew	M	OoARD/Agri Office	DA	1 st hansha/FTC	0911459714
23	Reshid Gameda	M	OoARD/Agri Office	DA	Merab Goritancho	0913409461
24	Abdella Aman	M	OoARD/Agri Office	DA	1 st Mekalla	0910060515
25	Aziza Yassin	F	OoARD/Agri Office	DA	Merab Goritancho	0913116588
26	Desalech Laloto	F	OoARD/Agri Office	DA	Holegeba Kuke	0916852943
27	Kassech Hanchiso	F	OoARD/Agri Office	DA	Galato	0916852978
28	Aynalem Legesse	F	WOoH/Health Office	Health extension Worker		0465561357
29	Kassech G/Yes	F	WOoH/Health Office	Health extension Worker		0913426988
30	Alem Birehanu	F	WOoH/Health Office	Health extension Worker		0913272083
31	Abebe Shiferaw	M	IPMS-Alaba	RDO	Alaba	0911482350
32	Bereket Dindamo	M	IPMS-Alaba	RDA	Alaba	0912072096
33	Lemlem Aregu	F	IPMS-HQ	Gender specialist	Addis Ababa	0911637783
34	Eprem Tessema	M				

Annex 2: Programme Outline

Day	Time	Topic	Presenter	Duration	Backstopping
Monday	08.45	Welcome	IPMS RDO and OoARD	15 mins	Lemlem and Ephrem
	09.00	1: Introduction: getting to know each other and programme	Ephrem	1 hr 30 mins	
	10.30	Coffee		15 mins	
	10.45	2: Basic concepts of gender analysis	Lemlem	1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	3: Basic concepts of HIV/AIDS analysis I	Ephrem	1 hr 45 mins	
	15.30	Coffee		15 mins	
	15.45	4: Basic concepts of HIV/AIDS analysis II	Ephrem	1 hr	
	16.45	5: Relationship between gender and HIV/AIDS	Lemlem	30 mins	
	17.15	Team building	Ephrem	15 mins	
Tuesday	08.30	Participant reflection	Monday group	30 mins	Lemlem and Ephrem
	09.00	Impact of gender and HIV/AIDS on agricultural production and marketing	Ephrem	1 hr 30 mins	
	10.30	Coffee		15 mins	
	10.45	Tools for gender analysis of agricultural enterprises	Lemlem	1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	Gender tools (cont)	Lemlem	30 mins	
	14.15	Tools for HIV/AIDS analysis in rural communities	Ephrem	1 hr 15 mins	
	15.30	Coffee		15 mins	
	15.45	HIV/AIDS tools (cont)	Ephrem	1 hr	
	16.45	9: Introduction to fieldwork and self evaluation	Lemlem	45 mins	
Wednesday	08.30	Participant reflection	Tuesday group	30 mins	Lemlem
	09.00	10: Facilitation skills	Ephrem	1 hr 30 mins	
	10.30	Coffee		15 mins	
	10.45	Group preparation	Lemlem	1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	Fieldwork		4 hrs	
Thursday	08.30	Participant reflection	Wednesday group	30 mins	Ephrem
	09.00	Self evaluation presentations	Ephrem	30 mins	
	09.30	11: Data analysis and interpretation	Lemlem	1 hr	
	10.30	Coffee		15 mins	
	10.45	Data analysis and interpretation (cont)	Lemlem	1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	Presentations	Ephrem	1 hr 45 mins	
	15.30	Coffee		15 mins	
	15.45	12: Brainstorming of ideas	Ephrem	1 hr 45 mins	
Friday	08.30	Participant reflection	Thursday group	30 mins	Lemlem
	09.00	13: Preparation of action plans	Lemlem	1 hr 30 mins	
	10.30	Coffee		15 mins	
	10.45	Preparation of action plans (cont)	Lemlem	1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	Presentation of action plans	Ephrem	1 hr 30 mins	
	15.15	Coffee		15 mins	
	15.30	Participant reflection	Friday group	30 mins	

	16.00	14: Wrap up and way forward	Lemlem and Ephrem	1 hr	
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