

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

***Report of capacity building workshop held in Alamata PLW
2 -6 December 2008***

Reported by Ephrem Tessema

1. Introduction

Context of Training: The IPMS capacity building training for frontline extension staff and Woreda level supervisors and experts as a resource for gender and HIV/AIDS mainstreaming initiatives in the market oriented agricultural development is organised from 2-6 December, 2008 in Alamata Town of Tigray Regional State. The collaborative efforts between the IPMS office in Alamata Woreda and the Office of Agriculture and Rural Development officials in the Wereda enabled the training to be organised successfully. People were stretched because of the different conferences and meetings scheduled within the wereda simultaneously. As a result it would have been very difficult to keep the wereda staff from different work stations to stay for five consecutive days training had not the wereda officials tried their best with the IPMS RDA to agree to allow the workshop to be organised from Tuesday to Saturday, with staff finalising a few of their tasks on Monday. This encouraging collaboration shows the good partnership between the Wereda officials and IPMS Project in Alamata.

Facilitators: The Gender and HIV/AIDS Mainstreaming training in Alamata PLW was facilitated by Ephrem Tesema, gender and HIV/AIDS consultant, and Lemlem Aregu, Gender Specialist of the IPMS Project. The IPMS Office in Alamata PLW provided the necessary logistical and backstopping support throughout the workshop.

Participants: The total number of participants was 32, of whom 15 were women. The training involved 18 Development Agents from 4 FTCs, Health Extension Workers, the Agricultural Extension Head, Head of Women Affairs Office, Head for HIV/AIDS Control and Prevention Secretariat and the IPMS RDA.

Venue: The workshop was held at the conference Hall of Meaza Hotel in Alamata town. The training hall provided a conducive environment for a participatory training with a space for group work, demonstrating visual aids, posters and group work reports and presentations prepared on flipcharts.

2. Programme

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

Workshop Objectives: By the end of this training the participants were 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 followed the order of topics presented below (see the details of the programme at Annex 2):

Day 1	Basic concepts of gender and HIV/AIDS and their inter-relationship, particularly in the context of market oriented agricultural development.
Day 2	Exploring impacts of gender and HIV/AIDS on agricultural production and marketing; tools for collecting and analysing gender and HIV/AIDS data in rural contexts.
Day 3	Field work in a selected rural PA to apply the participatory gender and HIV/AIDS data collection and analysis tool kits.
Day 4	The data analysis, interpretation, presentation of findings and brainstorming on opportunities for mainstreaming gender and HIV/AIDS into ongoing activities.
Day 5	Preparation of FTC/Woreda-based action plans on the basis of findings from the participatory gender and HIV/AIDS field research. The action plans prepared by the five teams were presented in plenary.

Creation of a Learning Environment: The training facilitators maintained the agreed upon style of the participatory facilitation methods that include role play, group work, using buzz groups, simulation, using energisers to enhance concentration, participant reflections, mood meter, monitoring participants seating arrangements, reflections of previous day sessions by reflection team, and the use of visual materials during facilitation (animations/pictures, posters etc.). The emphasis was on using participatory techniques that the DAs and others who participated on the training would be able to replicate while working with rural communities in their respective FTCs and rural work stations. It was also an opportunity to create participatory training facilitators at the PLW level. A few of the participants were identified as potential training facilitators for the future (see end of report).

Fieldwork: The fieldwork was carried out in Kulgize Lemlem PA which is located about 2 km from Alamata town. The fieldwork was organised by the Alamata Wereda OoARD Extension Team Head, Development Agents located in the PA selected for field work, IPMS RDA and the PA leaders. A total of around 34 community members, which included 15 women and 19 men community members, was divided into five groups for discussions with the workshop participants and focused 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 Woreda; and an analysis of the impacts of AIDS.

Action Plans: Participants divided into groups covering five FTCs and the woreda and prepared action plans on the basis of the gender and HIV/AIDS data collected and ideas brainstormed throughout the training. Each group representative

presented the draft action plan in the presence of the Wereda OoARD representative, Ato G/eyesus Meles and IPMS RDO Dr. Gebryohanes Berhane, the RDA Ato Abreham Berru and other woreda level supervisors including the OoARD Agricultural Extension Team head. During the action plan presentation, it was agreed that each group would submit the final copy of the action plan to OoARD and IPMS, and also to keep a copy in each FTC. Monitoring the progress of activities stipulated on the action plans will be done, beginning after three months and continuing, by the key partners mentioned.

3. Gender and HIV/AIDS Analysis and Responses

Gender: During the presentation of the fieldwork results in the plenary, the economic position of women is disadvantaged in comparison to their male counterparts. Men control most of the yields and financial gains from the sale of livestock and cash crops while women are restricted to small livestock such as chicken and have little control over the financial gains generated from commercial crops including onion. Women have little space in decision making of new technologies at the household level. When failure occurs in the application or final result of a certain technology they are the ones who take the blame for the wrong decision made.

According to comments given by the participants, a lot needs to be done to address the gender inequality in rural communities particularly through gender awareness creation, empowerment of women by putting them in leadership positions in village level development activities and entities, by involving them in skills training and by creating access to labour saving technologies to ease their domestic responsibilities.

It is also suggested that development agents and supervisors should specify the number of women who should be involved in each development activities, along with the men. It is also suggested that training and other development activities should be organised closer to the villages or in FTCs in seasons and at times suitable for women to attend, as well as men, and this would enhance the degree of access for development gains for women in the long run.

HIV/AIDS: Some of the factors contributing to HIV/AIDS infection in Alamata include extramarital relationships, no HIV testing before marriage, alcoholism and unprotected sex with sex workers. Also harmful traditional practices, such as tattooing for body beautification, circumcisions and tonsillectomy, could also expose people to the HIV virus.

During discussions, it was noted that recently communities have started to respond to HIV/AIDS in different ways, by young people being willing to get tested for HIV/AIDS before marriage, preparing VCT services in field days, organising awareness creation activities such as discussion on HIV/AIDS over coffee (Buna Tetu) and holding community conversations.

4. Evaluation of workshop and Recommendations

At the end of the workshop participants were evaluated the content and process of the training with recommendation for future improvements.

Content: The following aspects of the content of the workshop were highly appreciated by the participants:

- Relationship between gender and HIV/AIDS

- The impact of gender and HIV/AIDS on agricultural productivity
- Preparation of action plans
- understand how HIV/AIDS is spreading across rural communities
- learn how to raise gender and HIV/AIDS awareness among rural communities
- Understand the gender roles and implications for agricultural productivity and marketing success
- Learn the difference between sex and gender
- Learn good facilitation skills

'ow I have the confidence to use the knowledge I gained on gender and HIV/AIDS from this training to bring some change in the lives of the rural community.' A comment by a participant in Alamata

Process: The following aspects of the process of the workshop were highly appreciated by the participants:

- It is participatory, field based/data collection and ended with a good plan preparation, preparation of lesson plan, facilitation skills
- The contribution of energizers for active participation, the avoidance of top down/lecture method in adult targeted trainings, the importance of time keeping and productive use of time
- It is entertaining
- It is full of activity and not boring
- It has involved every one of us and it is participatory

This is a very good training with a different approach. We should have involved more staff members. The approach which is participatory would bring a lot of change in the development approach of our front line development workers. A closing remark from Ato G.eyesus Meles, representative of OoARD.

Recommendations: The following are some of the recommendations given for a better improvement of the training.

- Field work should be organised in slack seasons or on holidays rather than on working days in rural areas.
- The training should have been delivered outside the wereda for participants to concentrate only on the training
- Sufficient time should be given to digest some of the topics
- Training seasons should be selected when OoARD staff don't have a lot of commitment (the training was arranged in a time when many conferences, meetings and trainings in the wereda)
- It is good but the time is short to cover a lot of materials
- The way it is organised is good but more time is needed for exercises
- Next time we need small breakfast/bread because we leave home early in order to arrive for the training on time (comments from three participants)
- Tigrinya language should be used as an alternative communication media by the trainers (two participants).

- It is better to spend half the time on fieldwork and practicals, half the time on conceptual explanation

5. Follow-up

Potential trainers/resource persons in PLW: The following trainees are recommended as potential facilitators of similar trainings in the Wereda.

Potential resource persons for future training events in Alamata PLW.

Name	Sex	Organization	Position
Tikuye Nigussu	M		DA
Jemal Ahmed	M		DA
Yemane Hailemariam	M		DA
Berhane Teshome	F		DA
Genet Asefa	F		DA
Mekonen Alem	M		DA

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 will discuss with the Wereda OoARD and put in a timeframe for monitoring of the progress of tasks stated in the action plans.

Annex 1: List of Participants, Alamata

No.	Name	Sex	Organization	Position	Location
1	Abeba Sisay	F	OoARD	Home science	Alamata/WWA
2	Genet Asefa	F	OoARD	DA	S/Bikalsi
3	Alemash Belay	F	OoARD	DA	S/Bikalsi
4	Lemlem Abadi	F	OoARD	DA	K/Lemlem
5	Birinesh G.Selasie	F	OoARD	DA	K/Lemlem
6	Tikue Kahsay	M	HAPCO	Expert	Des/health
7	Freweyni Sisay	F	MoH	HEW	S/wiha (Harle)
8	Fetlework Negash	F	MoH	HEW	S/wiha (Harle)
9	Berhane G/mariam	M	OoARD	DA	K/Lemlem
10	Fantaye Reda	M	OoARD	DA	K/Lemlem
11	Solomon Desaleng	M	OoARD	DA	Timuga
12	Abdukadir Usman	M	OoARD	DA	K/Lemlem
13	Jemal Ahmed	M	OoARD	Supervisor	Timuga zone
14	Tensay Berhe	M	OoARD	Supervisor	Gerjele zone
15	Mulugeta Berhanu	M	MoH	HEW	S/wiha (Harle)
16	Mengesha Kahsay	M	OoARD	DA	K/Lemlem
17	Yemane Haylemariam	M	OoARD	DA	S/Bikalsi
18	Ashekuti Belay	F	MoH	HEW	Timuga
19	Desu Wedajo	M	OoARD	DA	Garjale
20	Yemane Abraha	M	OoARD	DA	Timuga
21	Tikuye Nigus	M	OoARD	DA	Timuga
22	Afewerki G/mariam	M	OoARD	Horticulture	Alamata
23	Mekonen Aleme	M	OoARD	DA	K/Lemlem
24	Shewaga Hagos	F	MoH	HEW	Timuga
25	Almaz Afework	F	OoARD	DA	Gerjele
26	Gufe Alema	M	OoARD	DA	Gerjele
27	Berhan Teshome	F	OoARD	DA	Gerjele
28	Meselech Solomon	F	OoARD	DA	Gerjele
29	Workalem Asefa	M	OoARD	E & R Dev.	Alamata
30	Tirhas G.Egziabiher	F	MoH	HEW	Limat
31	Sindayo Tadesse	F	MoH	HEW	Limat
32	Zuriyash G.Medhin	F	MoH	HEW	S/Bikalsi
33	Abrham Biru	M	IPMS-Alamata	RDA	Alamata
34	Lemlem Aregu	F	IPMS-HQ	Gender specialist	A.A
35	Ephrem Tesema	M	Consultant	Gender and HIV Consultant	A.A

Annex 2: Programme Outline

Day	Time	Topic	Presenter	Duration	Backstopping
Thursday	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	
Friday	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	
Saturday	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	
Sunday	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	
Monday	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	