

**IPMS Capacity Building in Gender and HIV/AIDS Mainstreaming in Agricultural Development for Frontline staff**  
**Report of capacity building workshop held in Fogera PLW**  
**October 26-30 2008**

*Reported by Zahra Ali*

## 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.

**Facilitators:** The gender and HIV/AIDS training was jointly conducted by the two facilitators Aresawm Mengesha (participatory facilitation consultant) and Zahra Ali (gender and HIV/AIDS consultant).

**Participants:** A total of 35 participants (11 female and 24 male) comprised 19 DAs from FTCs where IPMS is most active in the woreda, 6 health extension workers, and 10 woreda level staff from OoARD, WAO and HABCO (of which two participants are from two other woreda Belesa and Goncha-sisso where SWISHA project ( CIDA Canada funded project) is operating).

**Venue:** Paradise Hotel in Woreta town.

## 2. Programme

**Purpose of the training:** To develop the capacity and practical skill 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.

**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 the rural community
- Use techniques and tools to collect information on the risk of HIV infection and vulnerability to impacts of AIDS in the rural community
- Analysis and interpretation of gender and HIV/AIDS data
- Develop gender and HIV/AIDS action plan
- Integrate gender and HIV/AIDS consideration in their day to day activities

**Outline of program:** The program lasted for five days. The basic concepts of gender and HIV/AIDS and their interrelationship was explained in the context of agricultural development was discussed in day one followed by impact of gender and HIV/AIDS on agricultural production and marketing. The impact of gender and HIV/AIDS session went very well using a problem tree analysis and important interrelated

points were raised during the group work. The second day started by the participants' reflection of using the magic ball where a participant throws a ball to other participant to reflect/recall? what has been explored/ grasped from the previous day. We found this technique very useful to give good opportunities to most participants to speak out especially very shy trainees and at the same time it was a good recap session, so we repeated it every morning before the day session begin.

The gender and HIV/AIDS toolkits of IPMS for collecting information on gender disaggregated data, risk of HIV/AIDS and impacts of AIDS introduced in the second day was followed by group exercise on the different tools. On the third day facilitation skills conducted followed by fieldwork preparation. Fieldwork was conducted in the afternoon and on the fourth day the data from the fieldwork were analyzed and interpreted . After presenting the field report, there was a brainstorming of ideas on IPMS experiences on gender for the purpose of incorporating gender issues in participant's day to day activities. The same style was used for HIV/AIDS mainstreaming the following day. On the fifth day, FTC and Woreda based Action plans were developed into ongoing activities.

**Creation of learning environment:** From the out set of programme design it was recognized that the style of the learning environment is equally important as the technical material to be delivered. In each session, attention was paid to the use of appropriate participatory methods (such as role play, group work, buzz groups, participant presentation etc energizers, participant reflections, cards, posters). The emphasis was on using techniques that the DAs and others could replicate in their work in rural communities.

**Field Work:** Quhar Michel community lying 5 km from Woreta town was selected for the fieldwork. The DA in charge of he kebele arranged the meeting. A total of 30 people (19 women and 11 men) were divided into five groups to participate in facilitated by the workshop participants using the different tools of gender and HIV/AIDS analysis, namely: gender analysis of the household economy, seasonal calendar showing the rainfall pattern and the rice production, gender analysis of arable crops and livestock and the technologies adopted, HIV risk analysis of the community and vulnerability to the impacts of AIDS in the community.

### **Action plans**

On the last day of the workshop participants worked on the action plan for their FTC or woreda on specific activates. The action plans demonstrate the extent to which the participants have understood the main training elements and will be implementing them over the coming months. The action plans were taken by the participants back to their FTCs of IPMS and to to other woredas of SWISHA project.

### **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 participants said that the current situation (with the couple certification of land ownership?) creates a suitable environment for women in sharing decisions in

the household and sale of produce due to but the women didn't fully agree; however they acknowledged some changes that go some way to improve their status. Accordingly, DAS will involve women more in any development activities like couples' training on compost preparation and onion production. Organization of women's market group, leadership training and nomination of women as committee members were also given emphasis in the action plans to improve women's status in their community over the next 10 months.

**HIV/AIDS:** An incidence occurred during the community map drawing with the farmers to identify the hotspot areas. The first question asked to farmers was "where do you find HIV/AIDS?" Surprisingly one of the farmers replied '**Are you fooling us? Can we see HIV/AIDS or are you just cross checking our knowledge?**' Every body laughed but it gave us a big lesson that care and proper preparation is required ahead to handle sensitive issues like this one.

Activities to be undertaken in the coming months in FTCs Include HIV/AIDS mainstreaming, identification of hot spots and community conversations to raise awareness in the community, encouraging testing to reduce transmission, and establishing saving and credit groups for income generation activities, orphan support, and providing balanced diet with the help of HAPCO to support AIDS impacted members of the community. .

#### **4. Evaluation of workshop and recommendations**

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

- Relation between gender and HIV/AIDS
- Facilitation skill
- Proportional pilling
- Analysis of household economy
- Gender and HIV/ADS ideas which are feasible and important for my work
- Gender and HIV/AIDS mainstreaming
- The importance of gender in the context of HIV/AIDS was very important
- Gender and HIV/ AIDS data collection, interpretation and preparation of action plane
- Gender inequality and women's subordinate status
- How to involve women
- The HIV analysis was very important
- Impact of HIV/AIDS on development
- Difference between gender and sex
- Tools for gender analysis of agricultural enterprise/commodity
- How to review technology and practices
- HIV bridging populations

"I found that the training was timely and in line with the government development strategy."  
Workshop participant

#### **Process**

- The training content was clear and easy to follow
- Self introduction process was the first of its kind for me

- The whole training facilitation was very attractive
- Different training techniques, training aids
- Participatory way of conducting training
- Participatory facilitation which is full of action
- The whole process was educational
- How to approach community
- How to motivate people
- How to use local materials for facilitation
- Use of different colour papers to make presentations very attractive
- Relaxed training atmosphere which makes participants alert
- The punishment for late comers (singing, dancing)
- The way to make passive/inactive participants speak out
- Facilitators well behaved and disciplined
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“ For this training it was not only the energizers which make participants active but the facilitators skills.”

## Suggestions

- Longer hours for fieldwork
- Summary for concepts
- Make presentation materials in Amharic
- Very good participatory approach
- It would be good if the training is supported by audio-visual aids (video show)
- It was very good that the training is supported by fieldwork
- Stronger punishment is required for late comers
- The training is timely, simple and practical
- Training manuals should be provided before the training session
- Provision of compiled training material is better than giving separately

“ I have been to many gender and HIV/AIDS workshops but this one is unique, It gave me guidance how to change the theory into practice and how to approach farmers. “

## 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	SEX	Duty Station	Duty	Profession
Aychesh Megersa	F	“	Women affair	English
Bazezew Molla	M	Menequzer	DA	Plant Science
Merkew Asnakew	M	Addis Betechristian	DA	“ “
Yoseph ejigu	M	Alembur	DA	Animal “
Gedefaw Habtam	M	Tihua	DA	Plant “

### **The way forward schedule for the different activities**

- Finalize and submit action plan to concerned offices and WALK - **end of October**
- Discussion with WALK (common understanding, budget allocation and timing) - **November**
- Redistribution of action plan to Women's Affairs, HAPCO woreda Administration – **November**
- Implementation ( AgRD, DAs, HEW, woreda Women Affairs) - **after December**
- Monitoring and Evaluation- WALK – **Quarterly**

The Head of Woreda Women's Affairs office closed the training. Her closing remarks were different than the formal speech; she raised a couple of questions to workshop participants to summarize what they have learned, and how they are going to use it? and commit themselves to take these responsibilities (to change it into action) ?. Accordingly participants briefly responded to her request and assured her of their commitments.

**Annex 1: List of participants of Gender and HIV/AIDS mainstreaming training FOGERA**

S/N	Name	SEX	Duty Station	Duty	Profession
1	Tsehay Melak	F	Kuhar Michael	DA	Animal science
2	Waganesh Minale	F	Woji	DA	Natural science
3	Teka Belete	M	Woji	DA	Animal "
4	Bazew Molla	M	Menequzer	DA	Plant "
5	Merkew Asnakew	M	Addis Betechristian	DA	" "
6	Woretaw Derso	M	" "	DA	Natural "
7	Fasika Gebru	M	Kuhar Michael	DA	Plant "
8	Waleign Birtualem	M	Menequzer	DA	Natural "
9	Yalew Addis	M	"	DA	Animal "
10	Aleign Kefie	M	Alember	DA	Natural "
11	Birtukan Abate	F	"	DA	Plant "
12	Demissie Mulualem	M	Abua Kokit	DA	" "
13	Muluye Meku	M	Shina	DA	Animal "
14	Gedefaw Habtam	M	Tihua	DA	Plant "
15	Yoseph Ejigu	M	Alember	DA	Animal "
16	Senait Erstie	F	Woji	DA	Plant "
17	Solomon Ewunetu	M	Kuhar Michael	DA	Natural "
18	Abebaw Reta	M	Woreta Zuria	DA	Plant "
19	Ayalnesh Alemu	F	Alember	HEW	Health Education
20	Adina Mequanent	F	Menequzer	HEW	" "
21	Mulu Adugna	F	"	HEW	" "
22	Zewditu Alemnew	F	Addis Betechristian	HEW	" "
23	Haimanot Fekadie	F	Woji	HEW	" "
24	Umer Meless	M	Woreta	HAPCO head	" Assistance
25	Aychesh Megersa	F	"	Women affair	English
26	Anteneh Belay	M	"	Process own	Coop
27	Kindu Nigat	M	"		Animal science
28	Fesseha Ayalew	M	"		Management
29	Beyadgie Wubie	M	"		Agr. Extension
30	Alayu Mekonnen	M	"		" "
31	Chalachew Molla	M	"		Animal science
32	Chekol Maru	M	Shina	DA	Natural resource
33	Tabot Addisseie	M	Addis Betechristian	HEW	Health Education
34	Getnet Gedlu	M	Goncha-Sisso Enbesia	Women affair	Economics
35	Jemila Suleman		East Belesa	Expert	Rural DVT.& familySC.

## Annex 2: Programme Outline of FOGERA

Day	Time	Topic	Presenter	Duration	Backstopping
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	
Tuesday	4.45	5: Relationship between gender and HIV/AIDS	Zahara	30 mins	
	08.30	Participant reflection	Monday group	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	
Wednesday	3.30	Coffee		15 mins	
	3.45	HIV/AIDS tools (cont)		1 hr	
	4.45	9: Introduction to fieldwork and self evaluation	Zahara	45 mins	
	08.30	Participant reflection	Tuesday group	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	
Thursday	1.45	Fieldwork	Zahara and Aresawum	4 hrs	
	08.30	Participant reflection	Wednesday group	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	
Friday	3.30	Coffee		15 mins	
	3.45	12: Brainstorming of ideas	Zahara and Aresawum	1 hr 45 mins	
	08.30	Participant reflection	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/ Teshome	1 hr	
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