

**IPMS Capacity Building in Gender and HIV/AIDS Mainstreaming in Agricultural
Development for Frontline staff
Report of capacity building workshop held in Goma PLW
10-14 December 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 38 participants (16 male and 22 female) comprised 17 DAs from FTCs where IPMS is most active in the woreda, 7 health extension workers, and 13 woreda level staff from OoARD, WAO and HABCO

Venue: Degitu Hotel Jimma

2. Programme

Purpose of the workshop: 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 will 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 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

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Outline of program: The program lasted for five days. The basic concepts of gender and HIV/AIDS and their interrelationship in the context of agricultural development were discussed in day one. The second day was started by the reflection of participants using the magic ball where a participant throw a ball to other participant to reflect 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 good to easily recap sessions, so we repeated it for every session and woreda every morning before the day session begin. The day was 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, important interrelated points were raised during the group work 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 followed by group exercise on the different tools. On the third day facilitation skills conducted followed by field work preparation. Field work was conducted in the afternoon and on the fourth day the data from the fieldwork analyzed and interpreted the following day. After presentation the field report, brainstorming of ideas on IPMS experience on gender was discussed for the purpose of incorporating gender issues in participant's day to day activities. The same session was carried on for HIV/AIDS mainstreaming the following day. On the fifth day FTC and Woreda based Action plane was 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: Keso Hite community lying 36 km from the Jimma town was selected for the fieldwork. The DA in charge of the kebele arranged the meeting. Accordingly a total of 42 people (12 women and 30 men) divided into five groups participated in the discussion. The discussion was facilitated by the workshop participants using the different tools of gender and HIV/AIDS analysis, Including gender analysis of the household economy, and seasonal calendar showing the rainfall pattern and the coffee production pattern, gender analysis of arable crop and livestock with market and production analysis, technology 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 in their FTC or woreda groups on specific activities. The action plans are presented in the plenary session for comment. Participants committed to change in to action t the action plan within the coming six months; Schedule for the follow up action is presented under the heading follow up.

3. Gender and HIV/AIDS analysis and responses

Gender analysis: The community confirmed that men dominate all activities in all wealth status. There is still a reluctance/fear to increase women's participation in savings and credit groups up to 50% by participants. However IPMS target 15-25% women in the provision of credit, fruit seedlings and sheep fattening programmes. Involving women as committee members and access to adult literacy was also planned to strengthen women's leadership skill and to support women's assertiveness.

HIV/AIDS: According to the community member it has been seen clearly that the disease has more impact on poor households. Which need more attention to the poor households, hence production of haricot bean for proper diet, goat production and development of market out let opportunities and access to S&C planned to support PLWHA and their families. Conducting HIV/AIDS analysis, community conversations, posting posters were also activities to take place to make community aware of the infection and to stop discrimination and support PLWHA.

4. Evaluation of workshop and recommendations

Summary of Evaluation

What I liked most about the training

- Built on what we know
- Supported with sufficient training material
- Full of energizers
- Followed simple ways of training process
- Non discriminatory
- Different from other trainings I have attended
- Conducted by very experienced facilitators
- Very clear
- Accompanied by dinner
- Practical
- Timely and well managed

What I dislike

- Per-diem rate
- Accommodation arrangements made by IPMS, it would be better if participants handle it
- Noise at the hotel during the night

Content

- Basic concepts of gender and HIV/AIDS
- Gender equality
- I always thought that men and women are equal but now I have learned the existing inequality "Endiya Kadir workshop participant"
- Pathway of HIV/AIDS infection
- The importance of HIV/AIDS mainstreaming

Process

- How to approach farmers
- Use of cards
- Different training methods
- Ways of group formation
- Ways of self introduction

Suggestion

- Increase in number of training days
- Incorporate video shows
- Additional facilitation skills
- All training should be conducted outside the woreda
- Follow the same kind of training methods for other trainings
- Per-diem rate must be improved it does not take the current cost of living into consideration

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	Organization	Working area [e.g. FTC]	Responsibility	Address
Gamactu Tecla	M	Gebrna	Coyo Sedo	DA	0911944716
Belefa Ashebor	F	W/Affairs	Agaro	-/W/Aff/-	0912026807
Mulay Derba	"	Gebrana	Lemo Saro	Sup.u.	0913110343
Lubaba Ahimed	F	OoARD	Agaro	DA.	
Tegeny Boma	M	Gebrna	Agaro	Cand use exp	0913349077
Addesu Umat	,	Gebrna	Abdelaftule	DA	0911565035
Abedia Abafita	,	Gebrnan	Hesaseasah	DA	0913629492

As a follow up activities of action plan preparation the participants agreed to submit their action plan to OoARD and IPMS with the following schedules

S/N	Activity	Responsible person	Time fram
1	Finalize and submit action plan	RWA, BoAgRD Volunteer(LS)	December 2008
2	Complete and present to WALK	OARD,WAO,WHO, HAPCO, LS generation	January 2009
3	Incorporate to sector offices	OARD,WAO,WHO, HAPCO,LS generation	
4.	Implementation and regular reporting	DAS,HEWS,ARD,WHO,LS,WAO	30 January 2009
5	M&E	OARD ,WHO, LS generation, HAPCO,	30 March 2009

Annex 1: IPMS Capacity Building In Gender and HIV/AIDS Mainstreaming for Frontline Staff, JIMMA, December 10-14 -2008

S/N	Name	Sex	Organization	Working area [e.g. FTC]	Responsibility	Address
1	Endiya Kedir	F	Health office	Agaro	H.gxt	
2	Inygane Mesya	F	OoARD	Agaro	DA.	0917820302
3	Rabiya Uasman	F	OoARD	Agaro	DA.	0472214410
4	Femam Endriy	M	OoARD	Agaro	DA.	
5	Lubaba Ahimed	F	OoARD	Agaro	DA.	
6	Fedila Bedew	F	Health office	Agaro	H.gx	0913875261
7	Belefa Ashebor	F	W/Affairs	Agaro	-/W/Aff/-	0912026807
8	Zahra Ahimed	F	OoARD	Agaro	Gxp	
9	Masir Jerman	M	OoARD	Agaro	DA	
10	Rawuda Ali	F	Health Work	Agaro	HEW	0913465246
11	Jemilo Temam	F	H.E.W	Agaro	HEW	0913469790
12	Haotamu Tiruneh	M	IPMS	Agaro	R DFA	0911021043
13	Almнеш Workneh	F	Gebrna	Kasaet	DA hew	0912126786
14	Burtucan Mulat	F	Association PLWHA	Sheld for generation	DA	1472214051
15	Addesu Umat	,	Gebrna	Abdelaftule	DA	0911565035
16	Abedia Abafita	,	Gebrnan	Hesaseasah	DA	0913629492
17	Mulay Derba	"	Gebrana	Lemo Saro	Sup.u.	0913110343
18	Zenbech Tsdud	F	HEW	Kiloeeee	HEW	0912051342
19	Naser Abasanbe	M	Gebrna	Agaro	E/F/B/	0913503492
20	Gamactu Tecla	M	Gebrna	Coyo Sedo	DA	0911944716
21	Selomen Bekela	M	Gebrna	Lulay Sada	DA	0917805184
22	Teabul Hurdaf	M	Gebrna	Agaro		0911052729
23	Furdasa Aljara	M	CP	Agaro	Expert	0917
24	Alima jema	F	Tena office	Agaro	Tena Acest	0917851981
25	Tegeny Boma	M	Gebrna	Agaro	Cand use exp	0913349077
26	Salida Nagaash	F	Gebrna	Dne	DA	0917822646
27	Alem G/Egzeaber	F	Gebrna	Gebiana cader	Geiana cader	04722049
28	Mesert Alemew	F	Gebrna	Arog	Nuro,Zeda	
29	Amena Amed	F	Gebrna	"	ITE	0913384059
30	Fosea Mahammed	F	Gebrna	"	Yagate Menged	0917809934
31	Eman Cader	F	Gebrna	"	"	0913193987
32	Nebiat Abhara	F	GWHO	"	F. Health	0913341466
33	Tarecu Santau	F	Gebrna	Yatea	DA	0917809655
34	Neagut Tadessa	F	Gebrna	Aomo gurda	DA	0972214131
35	Mustafy Muga	M	Gebrna	Kiqirfr	D.A	0917821868
36	Sulaman Abamilky	M	Gebrna	Ken Mesa	D.A	0917002796
37	Andela Ayela	M	Gebrna	Chew Dero	"	0910021786
38	Kasech Mengsha	F	Gebrna	Yatea	"	0913422695

Annex 2: Programme

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	
	4.45	5: Relationship between gender and HIV/AIDS	Zahara	30 mins	
Tuesday	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	
	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	
Wednesday	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	
	1.45	Fieldwork	Zahara and Aresawum	4 hrs	
Thursday	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	
	3.30	Coffee		15 mins	
	3.45	12: Brainstorming of ideas	Zahara and Aresawum	1 hr 45 mins	
Friday	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/ ISAC	1 hr	