

**IPMS Capacity Building in Gender and HIV/AIDS Mainstreaming in
Agricultural Development for Frontline staff
Report of capacity building workshop held in MIESO PLW
17-21 November 2008**

Reported by Zahra Ali

1. Introduction

Context of training: The gender and HIV/AIDS concepts were described focusing on marketable commodities of crop and livestock in Mieso woreda. The workshop highlighted the fundamental analysis that comprise the tools and then illustrated how it can be used in practical situation to analyze agricultural commodities from different socioeconomic perspectives. The primary focus was on agricultural in rural livelihoods and food security because these are the predominant concerns of most people, including PLWHA.

Facilitators: The gender and HIV/AIDS training was jointly conducted by Aresawm Mengesha (participatory facilitation consultant) and zahra Ali (gender and HIV/AIDS consultant).

Participants: A total of 34 participants (17 female and 17 male) came from FTCs where IPMS is most active in the woreda, 5 health extension workers, and 8 woreda experts and 4 supervisors from OoPRD , 1 WAO and 1 HAPCO. The full list of participants is presented at Annex 1.

Venue: Chiro Woreda council hall

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 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 in the context of agricultural development was discussed on day one. The second day started with the reflection by participants using the magic ball, whereby a participant throws a ball to another participant who then describes? what had been explored/ understood from the previous day. We found this technique very useful to give good opportunities to most participants to speak, especially very shy trainees, and the same time it was

a good way to recap the session, so the magic ball was used every morning before the day's session began.

The second day looked at the 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 were 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, On the fourth day the data from the fieldwork analyzed and interpreted. 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 plans were developed and integrated into ongoing activities.

The details of the programme are presented at Annex 2.

Creation of learning environment: from the outset 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: Huse Mendera community, lying 15 km from the Mieso town, was selected for the fieldwork. The DA in charge of the kebele arranged the meeting. A total of 24 people (11 women and 13 men) were divided into five groups and 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, seasonal calendar showing the rainfall pattern and the maize production, gender analysis of arable crop and livestock with market and production analysis, 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 in their FTC or woreda groups on specific activities. The action plans were presented in the plenary session for comment. Participants committed to implement the action plan within the coming months and schedule of the follow up action is presented under the heading follow up.

Interesting observations

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.

We come across in this field work where a lady in one of the group dominating the discussion to the extent that men in the group could not speak – so what happened next? How did they modify her behaviour so that others could speak?

Gender: A woman presented what has been happening in the community to strengthen women's empowerment and build their assets: they have increased women's involvement up to 50% in beef and goat production and fattening. In the same way other activities, such as goat marketing group, business development training, experience sharing visit to Dire Dawa are planning to involve more women in marketable agricultural production. Leadership training and award provision for successful women were also planned to improve decision making power of women in their community development. And distribution of improved stove was also another action to take place for the purposes of labour saving as well sanitation and health.

HIV/AIDS: To mainstream HIV/AIDS; HIV/AIDS analysis and community conversation were planned to study the current situation and raise awareness of the community. Advocacy on use of treatment to reduce the infection, production of haricot bean for proper diet, goat production and development of market outlet opportunities were also planned to support PLWHA and their families.

Follow up action plan

The following activities and responsibilities were discussed and agreed by the participants.

| Activity | Responsible body | Time frame |
|--|----------------------------|-------------------|
| Finalization the plan | DA, HEW, supervisors | Nov 15-23 |
| Conduct gender and HIV/AIDS analysis | Supervisors | ----- |
| Send finalized action plan | DA, HEW, Supervisors | Nov 23-24 |
| Compile action plan & Submit to WALK | Woreda sector office, IPMS | Nov 25-30 |
| Distribute final action plane & present to DAs, &HEW | Woreda sector office, IPMS | Dec 15 |

The training was closed by reflections on the questions raised by representative of Bureau of PRD on the training.

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:

- Gender analysis
- Gender and HIV/AIDS impact on agricultural development
- I understand that gender inequality and HIV/AIDS are related
- I learned more things why mainstreaming is burning issue as a result of daily workloads
- I have learnt different ways to address gender issues and HIV/AIDS
- I have changed my attitude towards gender inequality
- Access, control and benefit analysis
- Basic concept of HIV/AIDS
- Different roles of gender and the influences of the internal and external environment for HIV infection
- Difference between gender and sex
- Data collection, interpretation and developing an action plan

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

- Different kind of warm-ups, interview skills
- How to start a training session
- Simple way of transferring information
- Advantages of using visual aids
- Each process has its own message; group discussion, energizer and the fieldwork created a good learning environment.

Suggestions: Participants made the following suggestions to improve the workshop:

- On behalf of IPMS I like to express my respect to the facilitators
- It would have been nice if the training was conducted at field community level
- The per-diem rate needs improvement
- The training is attractive and admirable
- The time for the training is short
- Handouts should be better give the session

Annex 1.Participant list of Gender & HIV/AIDS Mainstreaming Training, Assebe Teferi

| No | Name | Sex | Institution/PA | Responsibility |
|----|--------------------|-----|---------------------|-------------------|
| 1 | Yenenesh Zewde | F | Gulufa | DA |
| 2 | Ayinalem Kifle | F | Deneba Hunde Misoma | DA |
| 3 | Asaye Lemma | M | CHACHOLE | DA |
| 4 | Adujna Amene | M | TORBEYO | DA |
| 5 | Aschalew Ayne | M | Harmero DEYIMA | DA |
| 6 | Sadik Ahmed | M | MIESO NO.1 | Supervisor |
| 7 | Teshome Gashaw | M | MIESO NO.2 | Supervisor |
| 8 | Azemera Teshome | M | Hunde Misoma | DA |
| 9 | Nesiru Jemal | M | Dire KORA | DA |
| 10 | Mesfin Eshete | M | ASEBOT NO | Supervisor |
| 11 | Elsa Shitaye | F | BILILO | DA |
| 12 | Mohamed Yusuf | M | HUSE MANDHERA | DA |
| 13 | Tesema Admasu | M | ASEBOT | Supervisor |
| 14 | Yodit Abebe | F | GORBO FTC | DA |
| 15 | Meseret Engda | F | ODA ROBA | DA |
| 16 | Gemechu Bedru | M | OoPRD | Social service |
| 17 | Dereje Regasa | M | OoPRD | planning |
| 18 | Asnaku Shelema | F | HARMERO DEYIMA | HEW |
| 19 | Aliya Abdulkerim | F | | W/affair |
| 20 | Aynalem Birhanu | F | OoPRD | Process owner |
| 21 | Zebeay Abinet | F | CHACHOLE | HEW |
| 22 | Tizita Negash | F | SIRBA | HEW |
| 23 | Abdisa Regassa | M | OoPRD | Social service |
| 24 | Birhane Biruk | F | OoPRD | Expert |
| 25 | Muluka Mohammed | F | Rural Road | Expert |
| 26 | Sitina Jibril | F | OoPRD | Social Service |
| 27 | Kedija Kemer | F | BILILO | HEW |
| 28 | Menen Zewdu | M | TORBEYO | HEW |
| 29 | Zuleyka Mohammed | F | D/H/MISSOMA | DA |
| 30 | Amdu Tadesse | M | O/R | DA |
| 31 | Addisu Legesse | M | Woreda HO | Coordinator |
| 32 | Samrawit Negash | F | Chobi | DA |
| 33 | Chula Worku | M | Pastoral Desk | Expert |
| 34 | Etalemahu Demissie | F | Federal MOARD | Gender specialist |

Annex 2. Programme Outline for Miseo

| 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 | |

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|--|----|---|----------------------|------|--|
| | 4. | 14: Wrap up and way forward and certificate award | Aresawum/ zewdu/Dadi | 1 hr | |
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