

**IPMS capacity building in Gender and HIV/AIDS mainstreaming in
Agricultural development for front line staff of Metema
3-9 October 2008**

Reported by Aresawum Mengesha

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. This training was held in one of the PLWS of the Amhara regional state in Mettema.

Facilitators: Two members of the team facilitated the training. The team composed of Aresawum Mengesha and Zahra Ali. The IPMS office of Metema provided the necessary logistical support to facilitate the training.

Participants: A total of 34 participants (11 female and 23 male) took part in the training. Participants were selected and represented from partner institutions who are working for OoARD, Rural Women Affairs, HAPCO, and cooperatives. One member of the political representatives of the woreda attended the training for a day. Most of the trainees were development agents and health extension workers.

Venue: The training was held at the meeting hall of the woreda council in the town of Mettema.

2. Programme

Purpose of the training: The purpose of the training was to develop the capacity and practical skills 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.

Specific objectives: By the end of this training the participants were able to:

- Describe the basic concepts and principles of gender and 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 the program: The duration of the training for five days. The first day discussed on basic concepts and principles of gender and HIV/AIDS mainstreaming. The second day introduced gender and HIV/AIDS toolkits which are produced by IPMS. The third day was allocated to discuss on facilitation skills and preparing for the field practical, prior to participants practicing the approaches and gender and HIV/AIDS toolkits in the community. On the third day afternoon, participants practiced the approach and gender and HIV/AIDS toolkits on the field. This was followed by data analysis and interpretation of the field findings. On the last day, participants prepared action plans at FTC and woreda level. This exercise helped participants to internalize IPMS's experiences on Gender and HIV/AIDS into their working environment. See the attached program in annex 2.

Creation of a learning environment: The learning environments (physical, social and psychological) were created by employing a variety of learning methods with lots of practicum. The methods of the training were mainly experiential. The methods include gallery walk, table trip, individual activities, affinity tree, buzz group, group work. Emphasis also given to make the training interactive and attractive by using problem solving pictures, flash cards, flip charts, colored cards, and warm up activities. The assumption is that these methods could be replicated by development agents in the context of their working environment.

Fieldwork: Participants were divided into five groups to practice in the field what they learned in the classroom sessions. The groups were divided into themes of Gender and HIV/AIDS. The first three groups were practiced on Gender mainstreaming tools while the other two groups practiced on HIV/AIDS tools. They went to the selected PA, Kumer Aftit, which is 10 km away from Mettema town. A total of 40 farmers (25 men and 15 women) were invited to take part in the meeting. After having thorough discussion with men and women, the fieldwork was concluded with a plenary session. In this session the respective group members of farmers summarized and presented their group discussion findings.

Action plan: an important part of the training was to provide the appropriate mechanism and time for participants to think about how they are going to use their learning back at their working place. Hence, participants worked out action plans (at FTCs and woreda level) as to how they will apply what they learned back in their real working situation. However, the preparation of the action plan was not finalized due to the shortage of time. It is therefore that, follow up actions were discussed and agreed up on to finalize and to put into practice the proposed action plan. It is therefore that, follow up actions were proposed to finalize the preparation of the action plan

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.

HIV/AIDS: The community has a good sense of awareness on HIV/AIDS and takes administrative measures if they suspect an enabling environment for HIV/AIDS transmissions. For example, a bar lady who rented house and sold 'Shisha' (which is drug) was forced to close the house and to leave the area.

4. Evaluation of training and recommendations

Evaluation was conducted as a means for checking how far the objectives of the training have been met and how the plan in the future will need to be changed to improve their effectiveness. This was conducted in number of ways. Daily, participants were given a chance to express their impressions about the day sessions and activities by employing various tools . Finally, they also asked to express their views on the content and the process of the training and to make recommendations for future improvement.

Content: Participants appreciated the following aspects of the content of the training:

- The need for addressing gender and HIV/AIDS mainstreaming
- The difference between gender and sex
- Tools for gender analysis
- The role of different stakeholders in gender and HIV/AIDS mainstreaming
- The need for preparation before going to the field
- Ways to bring gender equality

- The relationship between gender and HIV/AIDS
- Identifying HIV risky environments
- Effect of gender and HIV/AIDS on marketing and agriculture
- Situation analysis is the first step for analyzing gender and HIV/AIDS
- How to prepare action plans

Process: The following aspects of the process also appreciated by the participants:

- Process of training is critical for bringing behavioural change
- Introduction before discussing with community
- The need to explain the purpose of the fieldwork
- How to work with heterogeneous groups of people
- Preparing attractive visual aids from coloured cards
- Use of local materials to facilitate discussions
- The effect of seating arrangement
- Proper time management
- How to form groups and explain tasks
- Use of warm up to communicate messages
- Use of energizers for entertaining
- Use of mood meter for assessing participants' moods
- Looking at things from different angles
- How to motivate female farmers in a meeting
- The use of educational pictures

"The whole training day was a suspense in which one activity follows another entertaining and educational activity..."

(Metema participant)

"I like 'KuA, KuA' "Shua Shua" ways of energizing and entertaining participants"

(Metema participant)

Recommendations by participants

The participants recommended the following points:

- The length of the training was short
- Need additional time for facilitation skills training
- Frequent monitoring and evaluation of the progress of the training

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

S/N	Name	SEX	Duty Station	Responsibilities
1	Atitegeb Genenew	F	Gendawoha	DA
2	Awoke Yiteka	M	Awlala	DA
3	Refref Muhamod	F	Shinfa	
4	Getnet Kassahun	M	Metema Yohannes	Supervisor
5	Hunegn Abuye	M	Shinfa	Supervisor

6. The facilitators' conclusion and recommendations

The facilitation team found that:

- Selection of participants was good with a good balance of male and female, DA, DA supervisors and woreda SMS
- Participants highly motivated, humble and teachable
- Excellent coordination by the head office of ILRI and by the staff of Mettema PLWs
- The field work was so helpful to relate learning to their working environment
- Using visuals that are simple, inexpensive and appropriate were very powerful to convey messages and engage participants in the learning process
- Conducting field practical in participants environment is vital to realize applications with their working environment
- The course is rated highly successful and there was a very high level of satisfaction
- Participants have given high appreciation and regard for the skills of facilitators

We recommend that:

- Internalizing gender and HIV/AIDS approach and tools requires the commitment and motivation of heads of institutions. Hence, it is necessary to plan **briefing sessions** for WALC members to discuss lessons from the training and find ways of internalizing them into their day to day activities (planning, implementation and monitoring and evaluation).

- Training without ***follow up action*** is waste of resource. Hence, it is necessary to increase participants' confidence and commitment in their working environment by giving technical support and encouragement. The role of RDOs and RDAs is vital in this process.

- ***Identify and support potential trainers as a means for institutionalizing and scaling up of gender and HIV/AIDS mainstreaming. IPMS need to mentor them to increase their knowledge and skills of facilitating gender and HIV/AIDS related issues***

- ***Peer evaluation*** of the training by partner institutions is vital to test the application of the approach and scaling up and out to the other areas.

- Gender and H/A mainstreaming is difficult when there is staff turn over is rapid and replacement of new heads. Hence, it is necessary to avail ***the tool kits and the training materials in FTCs*** and knowledge centers for reference for further references.

- One of the main tasks of development agents who are assigned in FTC is to train farmers in different technologies and practices. However, all of them have little skill on how to plan, conduct, and evaluate adult training. Hence, it is necessary to train development agents and their associated supervisors on ***Training methodologies***.

- Some of the participants were forced by their bosses to engage in some other activities in the middle of the training. And hence some were unable to fully attend the training. It is therefore recommended that, IPMS need to find ways to ***organize similar trainings out of participants working area*** to engage fully in the learning process.

- ***Incorporate and revise the tool kits and contents of the training*** is vital by taking into consideration field experiences

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

S/N	Name	SEX	Duty Station	Responsibilities
1	Atitegeb Genenew	F	Gendawoha	DA
2	Awoke Yiteka	M	Awlala	DA
3	Aselef Lakew	F	Tumet	DA
4	Alemnesh Abebe	F	Gubayjejebit	DA
5	Abebu Mola	F	Gubayjejebit	DA
6	Abebe Sisay	M		DA
7	Ansha Ali	F	Lencha	DA
8	Bosena alem	F	Gendawoha	HEW
9	Getu Bazezew	M		Supervisor
10	Abebech Belay	F	Gubayjejebit	DA
11	Mestawet Gobie	F	Kokit	DA
12	Atala admasu	F	Kumer	
13	Ayalew Alemu	F		Supervisor
14	Wudie Chekole	F	Kumer	DA
15	Maru Mulugeta	M	Tumet	DA
16	Getachew Addisu	M		
17	Fasil Mamo	M	Shinfa	Supervisor
18	Hunegn Abuye	M	Mender 678	
19	Refref Muhamod	F	Shinfa	
20	Getnet Kassahun	M	Metema Yohannes	Supervisor
21	Attegeb Asnakew	F	Mender 678	DA
22	Amsalu Addisu	M	Kokit	Supervisor
23	Melke Tilahun	F	Shinfa	DA
24	Zahra Ali	F	A.A	Consultant
25	Aresawum Mengesha	M	A.A	Consultant
26	Worku Teka	M	Metema	RDO

Annex 2: Programme Outline

Day	Time	Topic	Presenter	Duration
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	Participants reflection using magic ball	participants	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)	Aresawum	1 hr 15min
Wednesday	08.30	Participants reflection using magic ball	participants	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	Participants reflection using magic ball	participants	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	Brainstorming of ideas (ctd) Briefing about action plans	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/Tilahun	1 hr