

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

***Report of capacity building workshop held in Dale PLW
12 - 16 January 2009***

Reported by Lemlem Aregu

1. Introduction

Context of training: IPMS has organized the gender and HIV/AIDS mainstreaming capacity building training workshop for front line workers for all PLWs to develop the capacity of frontline extension staff as a resource for gender and HIV/AIDS mainstreaming initiatives at the field/community level. Hence the project conducted its training in Dale for selected number of agricultural and health extension staff from 12-16 January 2009 in Yirgalem.

Facilitators: Lemlem Aregu and Ephrem Tesema facilitated the training and the IPMS office in Dale PLW provided the necessary logistical and backstopping support throughout the workshop.

Participants: The total of 37 participants (15 females and 22 male) comprised 20 DAs drawn from eight FTCs where IPMS is most active in the Woreda, 6 health extension workers, 8 Woreda level staff and 1 supervisor from the OoARD, 1 staff from WAO and HAPCO which includes members of WALC. The list of workshop participants is presented at Annex 1.

Venue: The workshop was held at Yirgalem in Fura Training Institution. The training hall was very conducive to use participatory training methods.

2. Programme

Purpose of workshop: To develop the capacity and practical skills of frontline staff and those at supervisory level in IPMS Woredas with a view 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 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 session took five days from the 12th of January to the 16th, 2009. The first day explored the basic concepts of gender and HIV/AIDS analysis. On the second day the inter-relationship between gender and HIV/AIDS, particularly in the context of agricultural development, was looked at. Participants were also encouraged to think about the impact of gender and HIV/AIDS on agricultural production and marketing through group discussion. They were introduced to the tools to be used for collecting gender and HIV/AIDS data, based on the IPMS gender and HIV/AIDS toolkits. In order to gain hands-on experience of using the tools, fieldwork was conducted in the afternoon of the third day. Prior to their field exercise lesson on facilitation skill provided to and shared among participants as part of field work preparation. The data analysis, interpretation, presentation of field research findings and process and brain storming on opportunities for mainstreaming gender and HIV/AIDS into ongoing activities were conducted on the fourth day. On the fifth day workshop participants prepared FTC-based and Woreda-based action plans on the basis of the participatory gender and HIV/AIDS data collection, analysis and interpretations. The action plans prepared by the six teams presented in plenary. See the details of the programme at Annex 2.

Creation of a Learning Environment: The training facilitators maintained the agreed upon style of the participatory facilitation methods that include role play, group work, buzz groups, simulation, presentations by participants along with energisers, participant reflections, mood meter, seating arrangements and the use of visual materials (flip charts, idea cards, animations/pictures, posters etc.). The emphasis was on using participatory techniques that the DAs and others who participated on the training to be able to replicate the methods/approaches while working with rural communities in their respective FTCs and rural work stations. It is also an opportunity to create participatory training facilitators at the PLW level. A few of the participants were also drawn as potential training facilitators for the future.

Fieldwork: The field work was carried out in Debub Mesenkella community which is located about 8 km to the Northwest of Yirgalem on the highway to Awassa. The site is selected by and the field work was done with closer facilitation and support of the Dale IPMS office staff. Trainees from Debub Mesenkella PA and community leaders collaboratively facilitated the group formation with a view to equally involve men and women farmers and also to ensure the balanced distribution of participants in each interviewed group in terms of number. A total of 69 community members of which 14 of them were women, was divided into five groups for discussions with the workshop participants focusing 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 community; and an analysis of the impacts of AIDS. The fieldwork concluded with a plenary session with at the field site in which community members of the different interviewed groups summarised and presented the main findings of each group's discussion in local language (Sidamigna).

Action Plans: For the final workshop activity, participants worked in their FTC or Woreda groups to prepare context-specific action plans. The action plans are a demonstration of the extent to which the participants can translate the lessons learnt from the workshop and the participatory analysis of gender and HIV/AIDS data collected from the community into their own working environment. The plans are meant to focus on implementable activities that the participants will be implementing within the next 6-12 months and the action plans were taken back to the FTCs at the end of the workshop. Copies of the action plans of each team will be submitted to

the Woreda office of Agriculture and Rural Development after they incorporate all the comments given during the plenary. With a few exceptions, the majority of the action plans prepared during the training in Dale PLW are very interesting. Setting specific time frame, avoiding vague and unspecified tasks and considering the tasks stated in the action plans as an integral part of the on going activities in the Woreda rather than a new and additional list of task were the major comments and suggestions given on the action plans done by the different groups.

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: The gender analysis exercise in the class and at field level was found to be important to sensitize the participants and the community members about the gender imbalance existed in division of labour, access to and control over resources and power in decision making.

In Dale, a result of many cultural and religious factors makes women very busy in carrying out domestic and productive tasks. Particularly, enset¹ processing and the day to day production management of enset make them very busy. Despite of all those responsibilities women don't decide on the area of land to be covered by enset and which enset should be harvested. The same is true for coffee; women in many household don't have the right to sell coffee 'legally' so they are tempted to sell coffee at very low prices without the permission of their husbands. According to the participants this has a negative impact on income of the household and disrupts the marketing channel of coffee.

HIV/AIDS: The community in Debub Mesenkella identified the military camp situated in their locality is the main hotspot for HIV infection. The men participants explained that it is becoming common for militias to establish relationships with women and girls from the locality and take them secretly to Awassa to enjoy their time together and to have unsafe sex.

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 (in descending order):

- Basics of gender including gender versus sex
- Basics of HIV/AIDS
- Relationship between gender and HIV/AIDS
- Understand gender inequalities in the rural community
- How to increase women's participation in agricultural development
- Realise the capacity and contribution of women to the rural community and development
- How to respond HIV and AIDS

¹ The staple food of the woreda particularly for the rural community.

- Action plan preparation
- HIV/AIDS mainstreaming
- Gender mainstreaming
- The importance of having basic information on HIV/AIDS for appropriate responses
- Impact of gender roles and responsibilities on agricultural production and marketing
- The sensitivity of gender and HIV knowledge in facilitation skills
- How to collect gender disaggregated data
- Source of HIV/AIDS
- Pathway of HIV
- Importance of having gender awareness at the community level
- How to work with PLWHA
- How to analyse gender and HIV/AIDS data

I am delighted to have such participatory training for the 2nd time; I had similar training on MOPE organized by IPMS. But I am impressed by this training very much because it was so informative with all the necessary practical experiences in the field and with the group exercises including handy toolkits and handouts. Moreover the facilitators are very patient and so friendly.

Male DA

Process: The following aspects of the process of the workshop were highly appreciated by the participants (in descending order):

- Participatory approach
- Use of energizers
- Educative
- Time and resource utilization
- Applicability of the training
- The courage and the knowledge of the facilitators
- Clarity of the course
- Simplicity of the methodologies used
- Availability of toolkits and other supportive materials
- Introduction among participants
- Practical exercise in the field
- Group discussion and presentation
- Punctuality and time efficiency
- Various facilitation skills
- Patience to entertain and also draw divergent ideas together
- Good resource utilization using different color papers
- How to write on cards
- How to approach the community
- Two ways of communication

- Get rid of the stress
- Experience sharing
- Discussion to allow participants to share their experiences
- Mood meter
- Self evaluation and reflection group

I want to appreciate this training because the training was so participatory where participants could share their experiences and get new ideas from the facilitators.

Female DA

Recommendations: The following are some of the recommendations and suggestions given by participants on the over all training.

- This training is very important and all the DAs in the woreda should get it
- The English and Amharic gender and HIV/AIDS toolkits are useful and every DA should have them
- The community targeted for fieldwork should be informed at least two days before the meeting time.
- Time shortage

I have learned a number of lessons from this training :

- *What are the core elements we need to address gender and HIV/AIDS issues in our day to day activities*
- *The basic knowledge of facilitation skills*
- *The chance to learn from the facilitators about team work*

These make the training different from other training I had before. I wish to apply all the skills and the knowledge we have gained from the training.

Crop expert of OoARD

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 serve as 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 in Dale PLW

Name	Sex	Organization	Position	Location
Biru Teklu	M	OoARD	DA	B/Tedicho
K/Mariam G/ Hiwot	M	OoARD	Crop expert	Yiraglem
Aregash Bekele	F	OoARD	Coop. expert	Yirgalem
Aduugna Ademe	M	OoARD	DA	D/Kege
Wudie Elias	F	MoH	HEW	K/Simita
Gizachew Tadesse	M	OoARD	DA	Gane

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 within a week time and follow up will be made on performance progress by IPMS and its partners. The IPMS office with OARD in Dale has set time will set time frame and schedule for monitoring activity in a short possible time.

Annex 1. List of Participants on IPMS Capacity Building in Gender and HIV/AIDS Mainstreaming for Frontline staff, Dale

No	Name	Sex	Organization	Position	Location
1	Ketsella Bekele	F	OoARD	Woreda expert	Yirgalem
2	Almaz Tumich	F	WWAo	Head	Yirgalem
3	Nibret Taddese	F	OoARD	Crop expert	Yirgalem
4	Biru Anebo	M	HAPCO	Coordinator	Yirgalem
5	Alemtsehay Mekonen	F	OoARD	Coop. desk	Yirgalem
6	Aregash Bekele	F	OoARD	Coop auditor	Yirgalem
7	Tilahun Negash	M	OoARD	Extension expert	Yirgalem
8	Tesfaye Tulle	M	OoARD	Crop desk head	Yirgalem
9	Tenfyesh G/Meskel	F	OoARD	Marketing expert	Yirgalem
10	K/Mariam G/Hiwot	M	OoARD	Crop expert	Yirgalem
11	Tadesse Letamo	M	OoARD	DA	Ajawa
12	Yosef Paulose	M	OoARD	DA	Ajawa
13	Tafese Legamo	M	OoARD	DA	Gane
14	Melese Mathios	M	OoARD	DA	D/Kege
15	Freezer Samuel	F	OoARD	DA	D/Mesenkela
16	Tigist Assefa	F	OoARD	DA	Ajawa
17	Ferenesh Fiseha	F	OoARD	DA	B/Tedicho
18	Birru Teklu	M	OoARD	DA	B/Tedicho
19	Kassahun Gebeyehu	M	OoARD	DA	Dagia
20	Birtukan Yentera	F	WoH	HEW	B/Tedicho
21	Efrem Hailu	M	OoARD	Supervisor	B/Tedicho
22	Samuel Menna	M	OoARD	DA	B/Tedicho
23	Kassa Kayesso	M	OoARD	DA	Dagia
24	Yokamo Roma	M	OoARD	DA	Gane
25	Abezash Kebede	F	WoH	HEW	Ajawa
26	Zinabua Dejene	F	WoH	HEW	Gane
27	Seyoum Muffato	M	OoARD	DA	Tulla
28	Wudie Elias	F	WoH	HEW	K/Simitia
29	Genet Gizaw	F	WoH	HEW	Motto
30	Adugna Ademe	M	OoARD	DA	D/Kege
31	Mershay Beyene	F	WoH	HEW	d/Kege
32	Gizachew Taddesse	M	OoARD	DA	Gane
33	Debebe Debiso	M	OoARD	DA	D/Mesenkela
34	Tessema Yattamo	M	OoARD	DA	Ajawa
35	Zenaw Teshome	M	OoARD	DA	D/Mesenkella
36	Wonimagegn Yohannes	M	OoARD	DA	D/Kege
37	Molla Tesfaye	M	OoARD	DA	B/Tedicho
38	Dessalegn	M	IPMS	RDA	Yirgalem
39	Ketema Yilma	M	IPMS	RDO	Yirgalem
40	Ephrem Tessema	M	Consultant	Consultant	A.A
41	Lemlem Aregu	F	IPMS	Gender specialist	A.A

Annex 2: Programme Outline

Day	Time	Topic	Presenter	Duration	Backstopping
Monday	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	
Tuesday	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	
Wednesday	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	
Thursday	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	
Friday	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	

