

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

***Report of capacity building workshop held in Atsbiwomberta PLW  
24-28 November 2008***

***Reported by Ephrem Tessema***

## **1. Introduction**

**Context of training:** Atsbiwomberta is one of the 10 Pilot Learning Woredas (PLW) of IPM projects that need capacity building training in the areas of gender and HIV/AIDS mainstreaming issues. The primary target group for this capacity building endeavour is frontline Woreda staff which include DAs, Health Extension Workers, Supervisors, Women Affairs and HIV/AIDS Secretariat Office who are responsible for the over all rural development activities in the Wereda. Primarily, the project aims to train selected number of agricultural and health extension staff from the 10 PLWs participating in IPMS project activities. Accordingly, the capacity building workshop in Atsbiwomberta PLW was held from 24 to 28 November 2008.

**Facilitators:** IPMS commissioned a team of international and national consultants to develop training materials and a general guideline to be used in the capacity development trainings. Lemlem Aregu and Ephrem Tesema facilitated the training in Atsbiwomberta Wereda of Tigray Regional State. In addition to the two facilitators mentioned, the IPMS Office in Atsbiwomberta Pilot Learning Wereda provided logistical and backstopping support throughout the workshop.

**Participants:** A total of 42 participants comprised 15 Development Agents, 10 teachers and 1 Expert from Bureau of education, 10 Health extension workers, head of the office of agriculture and rural development, agricultural branch head and a field assistance of IPMS involved in the capacity building workshop. DAs drawn from sixteen FTCs which include FTCs where IPMS is most active in the Woreda, and WAO, HAPCO heads who are also members of WALC and elementary and high school teachers who lead Anti HIV clubs and initiatives were involved in the training. Due to the problem created in absenteeism a few of the participants were unable to attend the entire five day training,. The list of workshop participants is presented at Annex 1.

**Venue:** The workshop was held at the Woreda Administration Hall for the first three days and at the Wereda Knowledge Centre for the last two days in the town of Atsbiwomberta, located 69 Kms from Mekelle the Tigray Regional State capital.

## **2. Programme**

**Purpose of Workshop:** To develop the capacity and practical skills of frontline staff and those at supervisory level in IPMS target Woredas with a view to integrate a gender and HIV/AIDS issues into market-led agricultural development interventions and in their day-to-day rural development endeavours.

**Workshop Objectives:** By the end of the 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 the Programme:** The training session took five days from November 24-28 2008. The first day explored the basic concepts of gender and HIV/AIDS and their inter-relationship, particularly in the context of market oriented agricultural development. On the second day, the impact of gender and HIV/AIDS on agricultural production and marketing was explored, and trainees were introduced to the tools that were to be used to collect gender and HIV/AIDS data on the basis of the toolkits developed by IPMS project for this specific purpose. In order to gain hands-on experience of using the tools, fieldwork was conducted on the third day of the training. The data analysis, interpretation, presentation of field research findings and brainstorming on opportunities for mainstreaming gender and HIV/AIDS into ongoing wereda rural development activities were presented on the fourth day. On the fifth day workshop participants prepared FTC-based or Woreda-based action plans on the basis of the participatory gender and HIV/AIDS data collection, analysis and interpretation. The action plans prepared by the five teams were presented in plenary in the presence of Ato Teki, Head of Atsbiwomberta Rural Development Office. 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 ground rules, approaches and materials/facilitation important to the training provision. The emphasis was on using participatory techniques that the DAs and others who participated on the training could replicate while working with rural communities in their respective FTCs and rural work stations. It was also an opportunity to create participatory training facilitators at the PLW level. A few of the participants were identified as potential training facilitators for the future.

**Fieldwork:** The fieldwork was carried out in Habes community which is located about 8 km from Atsbi town. The development agent, who took the responsibility voluntarily to organise the local community for group interviews, led the field exercise to a successful end. Trainees, community leaders and the Atsbi IPMS field assistance collaboratively facilitated in a manner that enabled men and women community members to participate in group interviews. A total of around 72 people (42 women and 30 men) was divided into five groups for interviews with the trainees focusing on the following topics: 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 Woreda; and an analysis of the impacts of AIDS.

**Action Plans:** It was not logistically possible to produce plans for each of the 16 FTCs participating in the training; hence mixed groups were formed, comprising DAs located in geographically related FTCs. Therefore, participants divided into five groups and produced action plans based on context specific realities and information.

The action plans are produced with a view that participants to translate the lessons learnt from the workshop and the participatory analysis of gender and HIV/AIDS with the community into their own working stations and rural communities. The activities and tasks stated on the action plans will be adapted to the specific realities of each FTCs and implemented and monitored in the coming 3 to 6 months. Copies of the action plans of each representative of the FTCs will be submitted to the Woreda Office of Agriculture and Rural Development. Participants presented the action plans prepared by the five teams in the presence of Ato Teklie, the head for the Atsbiwomberta Woreda Agriculture and Rural Development Office.

### **3. Gender and HIV/AIDS Analysis and Responses**

**Gender:** During the fieldwork in Habes FTC, men and women community members were working side by side to complete the FTC building. Compared to other IPMS Woredas in other regions the “food security scheme /food for work” programme here seems to encourage the equal participation of men and women, even in such labour intensive activities including building fences, carrying stones, mud and other building materials. This scenario enabled nearly equal number of men and women to participate in the gender and HIV/AIDS group interviews which was different from other training fieldwork in other IPMS PLWs (eg. Bure and Alaba).

The FTC in Habes PA looks as a demonstration site for exhibiting gender sensitive pictures that shows the participation of women in productive activities. Since the pictures are painted on the walls of the FTC, it is visible for any one passing by them and attracts attention due to their colourful nature. This help gender related issues to become part of the day to day discussion among those community members who observe these monumental paintings (who had the idea to do the paintings, who designed them? Are they used as a teaching tool by the DAs?). Similar endeavours in other FTCs in the region and in other regions of the country as well would bring good results in sensitising gender issues among rural communities.

**HIV/AIDS:** During the fieldwork, the local community involved in analysing HIV/AIDS hotspots, bridging populations and source of infections through mapping, showed their creativity by drawing the community map on the ground using local materials including stones, leafs and pieces of wood. This enabled those DAs who facilitated the interview to use such a participatory tool to develop confidence and the creative potential of rural communities.

The group involved in analyzing sources of infection and community responses noted that one of the possible sources of infection for HIV could be the traditional feasts (of food and drink) served in churches on saints day. Men consume excessive amounts of local alcoholic drinks, quarrel and sometimes some get wounded and bleed. This practice could transmit HIV from the bleeding men who already have the virus to a healthy person of either sex who try to stop the bleeding through tying up the wound with their bare hands. Church attendance could be a possible factor for HIV transmission since men and women consume local drinks and journey home on foot a long way to their villages. Therefore, the involvement of Orthodox Christian religious fathers in the HIV/AIDS sensitization activities is of a paramount importance to protect the rural community from infection by the virus.

#### 4. Evaluation of workshop and recommendations

At the end of the workshop participants evaluated the content, process and recommended on areas that needs improvement.

**Content:** The majority of the participants found the content to be very helpful for their professional development and can be applied in their efforts to mainstream gender and HIV/AIDS issues into the market oriented agricultural development endeavour of their woreda. Participants stated that they have gained a lot of education regarding basic concepts of gender and HIV/AIDS, on the relationship between gender and HIV/AIDS, on tools to analyse HIV/AIDS and Gender in rural contexts, how to analyze data and identify the source of infection and the hot spots of HIV/AIDS in rural communities, how to organise fieldwork and approach community members in rural areas, the lack of knowledge to understand our surroundings so far and the need to explore it, the need to minimize impacts of AIDS among the rural communities, the method of data collection and preparation of action plan at Woreda and FTC levels.

Participants also appreciated the way practical and the theoretical parts of the training were designed. It is suggested that the interrelationships between concepts, toolkits for data collection and analysis have created the opportunity to apply their knowledge into a practical field context.

*"My understanding of HIV/AIDS and gender in rural communities has been fundamentally changed. Comment from a participant in Atsbiwomberta*

**Process:** The training delivery process, opened trainees up to a new way of learning and sharing knowledge in a participatory manner. The materials prepared (hand outs, toolkits, visual aids, idea cards etc.) and the various methods of content delivery (group work, role play, group presentations etc.) enabled participants to learn new ways for information dissemination other than the usual one way/top down approach. Participants were also pleased to have the opportunity to speak in a big gathering and a few of them admitted that this was the first time that they had been involved in presenting group work or speaking in plenary and making simple presentations. It was also observed that the two facilitators created a good sense of shared responsibilities among trainees so that participants got a space to play roles as presenters, time keepers, and as a source of energizing through out the training sessions.

*I am pleased to learn how to express my ideas in a systematic way and thank you that I got the opportunity to express my self on stage in front of many people. Comment from a participant.*

*It makes me happier and I am now eager to use the skill I have learnt in my work with the community. Comment from a participant.*

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

- It would be nice if the PA chairpersons could participate in the training.
- The objective of the training seems to have been misunderstood by the woreda and it would be better if IPMS could be able to provide them clear

information regarding the objective, who should be trained and the relevance for the work of the woreda rural development activity.

- The number of trainees<sup>1</sup> who have direct relationships with the rural community should be given priority over other woreda staff.
- The training could be much better if other up-to-date technologies are used during facilitation, such as videos and presentations with overhead projectors.
- A lot of information is given in a short timeframe and much time is needed to digest and understand issues regarding HIV/AIDS and gender in the agricultural sector.
- During the fieldwork in Habes, one of the interview groups took pictures with community members before the beginning of the discussion. During the presentation in plenary after the fieldwork, group members suggested that the group photograph helped them to easily create rapport with the community that was resulted in a successful discussion afterwards. However, how far this applies to other contexts would be a point of discussion.
- Trainees suggested that as language is a barrier in understandings some concepts, the manuals need to be translated into Tigringa language
- Unlike in Alamata most participants face problems in expressing their opinions in Amharic. Therefore, a few of them commented that language has been as a barrier for them to express their opinion.

## 5. Follow-up

**Potential trainers/resource persons in PLW:** During the workshop, the following individuals are selected by the facilitators as potential training facilitators in the IPMS impact woreda and FTCs.

Potential resource persons for future training events in Atsbiweberta PLW

Name	Sex	Organization	Position	Location
Abreha Aymut	M	OoARD	DA	Kalamin
Abreha Kefeye	M	OoARD	DA	Golgol Naele
Haile G/michael	M	Office of Education	Teacher	Haik Meshal
Tsega Berhe Abay	F	Health Office	HEW	Era

As part of the impact assessment of the workshop, the copy of the action plans is to be given to the Woreda Office of Agriculture and Rural Development and IPMS after being finalised by each team. Follow up will be made on performance progress by IPMS and its partners on a quarterly basis.

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<sup>1</sup> 26% or 11 out of 42 participants of the training were drawn from the office of education. These participants of course serve in HIV/AIDS clubs in schools located in rural areas. But their focus mostly is the school community than the farming community in the rural areas. The share of the health extension workers and DAs in aggregate is only 50%.

Annex 1: List of Participants on IPMS Capacity Building in Gender and HIV/AIDS  
Mainstreaming for Frontline Staff  
24-28 November 2008, Atsbiwomberta PLW

NO	Name	Sex	Organization	Position	Location	Telephone
1	Abeba Mehari	F	OoARD	DA	Debab Akorein	0344405777
2	Alemberhan Harifeyo	M	OoARD	DA	Ruba Feleg	0345590376
3	G/tsadik tesfay	M	OoARD	DA	Adimesanu	0345590369
4	Kahisay Bariaburuk	M	OoARD	DA	Zarema	0345590373
5	Abreha Ayimut	M	OoARD	DA	Kalamin	0345590980
6	Atsibeha Fitsum	M	OoARD	DA	Hadinet	0345590408
7	Kiflom Abadi	M	OoARD	DA	Felege weyni	0345590370
8	Abreha Kefeyy	M	OoARD	DA	Golgol Naele	0345590978
9	Kedir Nurhisen	M	OoARD	DA	Habes	0345590111
10	Kahisay Entehabo	M	OoARD	DA	Barka Adisebha	0345590368
11	Habtamu Getachew	M	OoARD	DA	Haresaw	0345590979
12	Hadush T/haimanot	M	OoARD	DA	Micheal Emba	0345590374
13	Solomon Berihu	M	OoARD	DA	G/kidan	0345590372
14	Haftu Hailu	M	OoARD	DA	Hayelom	0345591392
15	Mezigebe Girmay	M	OoARD	DA	Kelisha Emni	0345590113
16	Yonas Gebru	M	OoARD	Expert	Atsbi	0344410285
17	Mulugeta Abreha	M	OoARD	Expert	Atsbi	0344410285
18	Tsega Berhe Abraha	F	Office of Edu.	Teacher	Barka Adisebha	0345590378
19	Amlisha Aregawi	F	Office of Edu.	Teacher	Kaleamin	0345590980
20	Tesfay Teka	M	Office of Edu.	Teacher	Felege Weyni	0345590370
21	Tesfay Hailu	M	Office of Edu.	Teacher	Ruba Feleg	0345590376
22	Alemnesh G/tsadik	F	Office of Edu.	Teacher	Atsbi Ele.School	03444410342
23	L/micheal G/medhin	F	Office of Edu.	Teacher	Habes	0345590111
24	Shumuye Abreha	M	Office of Edu.	Teacher	Atsbi High School	0344410342
25	Desta Kahisay	F	Office of Edu.	Teacher	Golgol Naele	0345590978
26	Tekilay Alem	M	Office of Edu.	Teacher	G/kidan	0345590372
27	Hailay G/micheal	M	Office of Edu.	Teacher	Haik Meshal	0345591392
28	Aregawi Kindeya	M	Office of Edu.	Expert	Atsbi	0344410342
29	Tsigehiwot Desta	F	Health Office	Health extension worker	Micheal Emba	0345590374
30	Sendayo Kasa	F	Health Office	HEW	Barka Adisebha	0345590378
31	Desta G/hiwot	F	Health Office	HEW	G/kidan	0345590372
32	Azmera Gebre	F	Health Office	HEW	Adimesanu	0345590369
33	Tsega Berhe Abay	F	Health Office	HEW	Era	0345590975
34	Mebrhit G/Cherkos	F	Health Office	HEW	Felege Weyni	0345590370
35	Meskil Besrat	F	Health Office	HEW	Haik Meshal	0345591392
36	Abreha G/mesikel	F	Health Office	HEW	Kalamin	0345590980
37	Melat baraki	F	Health Office	HEW	Habes	0345590111
38	Tsadikan Abreha	F	Health Office	HEW	Hayelom	0345591392
39	G/kiross Gidey	M	Health Office	TB/HIV Exp	Atsbi	03444410342
40	Berhan Teka	F	Women's Affairs office	V/Chair Women	Atsbi	0344407166
41	Leelti Abreha	F	Women's Association	Co/chair Women	Atsbi	0344407166
42	Tekilay Gebru	M	OoARD	Head of OoARD	Atsbi	03444410285
43	Gebreab G/medhin	M	OoARD	Agri branch head	Atsbi	0344410285
42	Amare Girmay	M	IPMS	Field Assistant	Atsbi	0344410285
43	Ephrem Tesema	M	Consultant	Consultant	A.A	
44	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	