



# Training of Trainers (ToT) for JDPC Ibadan Program Officers on Implementing Technical and Gender-Transformative Interventions to Enhance Women's Land and Asset Ownership

## Report



Credit: JDPC, Ibadan

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## Background

From 2022 to 2024, the Gender Equality Initiative conducted research on gender norms in agrifood systems and co-designed Gender Transformative (GT) Interventions with partner Justice, Development and Peace Commission (JDPC) Ibadan in Nigeria. GT Interventions “include specific measures to change discriminatory social structures, sociocultural norms and gender relations to achieve more shared and equal power dynamics, decision-making and control of resources, as well as support for women’s empowerment.”

The GT Interventions are scheduled to begin piloting in Quarter 3 of 2025. The Interventions will target discriminatory gender norms in the cassava agrifood system in Oyo State, Southwest Nigeria, including norms that constrain: 1) women’s ownership and control of land and other productive assets; 2) women’s ability to buy or sell productive assets without needing permission from their husbands; and 3) women’s capacity to assume leadership roles in cassava, business, and related groups.

The first set of interventions that JDPC Ibadan will pilot are the gender transformative group and community dialogues that focus on women’s ownership of land and other productive assets in relation to cassava production. A gender transformative dialogue guide was developed for use by facilitators to lead sessions with cassava-based groups that were organized by JDPC Ibadan. The guide comprises six modules and twelve sessions covering gender dynamics and ownership of productive assets within households, gender norms as barriers to land and asset ownership, and strategies to overcome these barriers to women’s land ownership. Another guide was developed to help facilitate gender transformative dialogues at community level. The guide comprises eleven sessions focused on the concepts of sex, gender, gender bias, and norms; gender and power dynamics in the community; the influence of gender and power dynamics on women’s land and asset ownership; and a situational analysis of gender issues and women’s land and asset ownership. The guide covers other areas including resource control and decision-making; gender norms as barriers to land and asset rights; benefits of women’s land ownership; and overcoming barriers to women’s land ownership. It also includes reflective sessions with community leaders to develop action plans for overcoming gender barriers in securing communal land tenure.

Additionally, JDPC Ibadan is rolling out two technical interventions designed to support women’s land rights and strengthen their skills and knowledge on good agronomic practices to increase cassava productivity. The first technical intervention includes “advocacy” sessions with state and local government land committee members to enhance their capacity to protect and promote women’s land rights under the Nigeria Land Use Act. The second technical intervention uses audiovisual materials to showcase good agronomic practices (e.g., on land selection, weed management) and improved cassava technologies (e.g., use of improved cassava varieties, tillers and cultivators) to boost women’s productivity in the cassava agrifood system.

This report provides details about a five-day Training of Trainers (ToT) that was held from 4-11 July 2025 at the JDPC Ibadan Headquarter Office to train JDPC Ibadan program officers on how to use the facilitator guides and guides for piloting the GT and technical interventions.

## Training of Trainers program and objectives

The ToT had the following objectives, to:

1. Equip facilitators with skills for organizing and planning various sessions and activities.
2. Equip facilitators with skills that encourage active involvement from all participants of the GT and technical interventions.
3. Expose facilitators to good practices for conducting gender-transformative dialogue sessions.

### Training Approach

The ToT was attended by nine program officers (six men and three women) from the Integrated Development Program (IDP) department of JDPC Ibadan. The ToT used mixed facilitation approaches to ensure that the program officers remained active and engaged throughout. The training methods adopted during the ToT included: formal lectures, question and answer sessions, plenary discussions, group practice and role play. The training was facilitated in an orderly manner based on the GT and technical interventions targeted for piloting. Training materials were provided to JDPC Ibadan program officers to support active participation and post-training application.

### ToT Session 1: Training on gender transformative group and community dialogues on women's land and asset ownership

#### Gender Transformative Group Dialogue Sessions

The ToT on gender transformative group dialogues equipped participants with best practices and skills to facilitate dialogues addressing the norms that restrict women's ownership of land and other productive assets. During the training, participants were guided through six modules and twelve sessions presented in the facilitation guide that cover issues relating to gender dynamics and ownership of productive assets within households, gender norms as barriers to land and asset ownership, and strategies to overcome these barriers to women's land ownership.



Photo 1: Dr. Olajumoke Adeyeye introduced participants to the gender transformative dialogue sessions  
Credit: JDPC, Ibadan

The facilitator used a mixed approach to ensure participants maximized their acquisition of knowledge and skills for successful implementation with the farmer groups. The training was conducted on a session-by-session basis, followed by discussions, brainstorming, questions and answers, group practice, and role play to promote maximum assimilation of key techniques for successful implementation. Role

plays were an important part of the sessions, allowing participants to simulate field situations and explore contexts that support effective and efficient dialogue.

During the wrap-up of the ToT on the gender transformative group dialogue sessions, the program officers affirmed that the ToT not only built their capacity to facilitate gender transformative group dialogues but also strengthened their commitment to mainstreaming gender issues across various projects of the IDP department. The program manager of the IDP department stated:

“This ToT will help us to re-strategize gender mainstreaming across our different programming areas in agriculture and youth empowerment.”

Reinforcing this commitment, the program manager explained that the ToT on the gender transformative group dialogue sessions did not just expose them to gender issues in the cassava agrifood system but provided time for critical reflection, allowing them to look inward and consider how they can be more engaging to make their programs and projects more inclusive. The program manager said:

“We do not just want to be implementers; we are going to be change agents. The change will start from us, and this training has given us the capacity to be intentional about equality and inclusion, not just in theory, but in practice.”

A program officer affirmed that he has gained extensive knowledge on norms affecting women in the cassava agrifood system, which greatly broadened his understanding of several factors that hinder women’s socio-economic development in Nigerian society and beyond. The program officer explained:

“The training has changed my orientation about women completely and has endeared me to support initiatives that will promote gender equality and attendant engagement in households, community and the society at large.”

In rounding off the gender transformative group dialogue sessions, the facilitator encouraged all participants to make the best use of the different learnings to ensure successful engagement with their cassava group members and other stakeholders. She urged them to also ensure they fulfill all their commitments to help facilitate gender transformative change at the household, community, project, and institutional levels.

### Gender Transformative Community Dialogue Sessions

The ToT on the gender transformative community dialogue, which consists of eleven sessions, followed a similar pattern to the gender transformative group dialogue sessions but with slight modifications to suit the target participants of the community dialogue, who include, for example, traditional and religious leaders, youth leaders, family heads (Baale/Olori Ebi), women leaders, market leaders, farmer leaders (Baale Agbe), and leaders of the cassava groups.

The ToT also integrated mixed approaches, including discussions, brainstorming, questions and answers, group practice, and role play. Additionally, facilitators were instructed to respect the culture and existing social structures in the community and to use respectful and appropriate language when facilitating sessions with these leaders.



Photo 2: Participants strategizing on the best practices in facilitating successful dialogues with community leaders  
Credit: JDPC, Ibadan

In wrapping up the ToT on the gender transformative community dialogue sessions, the facilitator provided time for the program officers to reflect on what they had learned. Program officers expressed that besides learning the skills and best practices in facilitating gender transformative dialogues with community leaders and gatekeepers, they had also learned that women are key stakeholders in advancing activities in the cassava agrifood system. They emphasized that there is great opportunity for community leaders and members to consider women as key actors in land administration processes and equip them with the same rights to land as men. A young female program officer stated:

“I have learnt that women shouldn't be excluded when sharing land because if a woman has access to land she will be able to plant more cassava, which will bring more income for her and her family.”

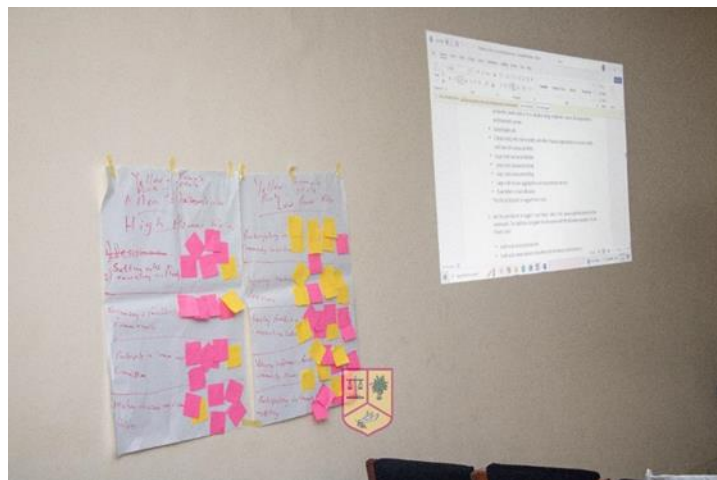


Photo 3: Gender Analysis of Power Issues in the JDPC Project Communities  
Credit: JDPC, Ibadan

## Tips for Successful Facilitation

At the end of the gender transformative group and community dialogue sessions, the facilitator guided the program officers through some important guidelines to help facilitate successful dialogue sessions. These are:

- Liaise with the JDPC community mobilizer or focal point to ensure all relevant community leaders and stakeholders who are expected to participate in the dialogues are well-informed and mobilized ahead of the meetings.
- Create a safe and respectful environment essential for adult and participatory learning.
- Be mindful of cultural sensitivities.
- Encourage open and honest discussion while ensuring all voices are heard and respected.
- Use simple, clear local language and avoid technical terms or jargon.
- Use relevant, real-life examples, stories, and scenarios familiar to the community to illustrate the impact of gender norms on women's lives.
- Ensure that actors/people in the examples provided are anonymized to prevent breaches of privacy or confidentiality.
- Use relatable examples to help participants connect the discussion to their own experiences and better understand women's challenges.
- Promote active involvement from all participants.
- Allow adequate time for reflective assessment, discussion, and critical thinking.
- Ensure that each session leads to the development of action plans that would address norms restricting women's ownership of land and productive assets for cassava production and other business activities.

## ToT Session 2: Advocacy guide for non-discrimination under the Nigerian Land Use Act

The advocacy training supports JDPC program officers in facilitating six sessions with land committee members to build their capacity in protecting and promoting women's land rights under the Nigerian Land Use Act at both state and local government levels. The main goal of the advocacy sessions is to promote non-discriminatory implementation of the Land Use Act and propose actionable plans, strategies, and recommendations to advance equitable land governance. The guide covers issues on how gender norms constrain women's land rights (which was a key finding from the past pilot study), gender considerations in the Nigeria Land Use Act, action plans, and implementation strategies for promoting equitable land governance. To facilitate successful advocacy sessions with government officials, participants were exposed to best practices that would ensure smooth discussions.

- Time management – Effective and efficient time management is crucial because government officials have busy schedules. Facilitators need to be flexible, prepare well in advance, and follow a well-structured schedule.
- Create an enabling environment for the sessions – Ensure the venue is well-prepared and conducive to good, participatory engagement. It should be easily accessible, comfortable for all participants, and equipped with all necessary documents and resources for the discussion.
- Use visual tools like PowerPoint presentations appropriately during discussions – Since most participants are well-educated, they appreciate facts, figures, and other evidence that support their decisions. Use PowerPoint as needed to enhance understanding.



Photo 4: JDPC Program Officers Demonstrating Advocacy Training Implementation with Government Officials.  
Credit: JDPC, Ibadan

During the training, the facilitator guided program officers on best practices for facilitating and generating discussions with government officials on sensitive issues such as gender disparities in land rights, and the legal, cultural, and practical obstacles women face in accessing and securing land for agricultural activities in Nigeria. Program officers were also reminded of the importance of generating action plans, recommendations, and strategies to support women’s land rights through advocacy.

In a group reflection exercise to wrap up the advocacy training session, program officers confirmed that the ToT enhanced their capacities and confidence to discuss women’s land rights with the government land committees. They affirmed that the ToT equipped them with strategies to advocate for equitable land use and collaborate with the committees to promote women’s ownership of land for improved outcomes in the cassava agrifood system.

### ToT Session 3: Audiovisual on Good Agronomic Practices and Improved Cassava Technologies

The audiovisual ToT session provided guidance to program officers on how to facilitate the different audiovisual sessions to cassava farmers on good agronomic practices they need to adopt for increasing cassava productivity. The audiovisual sessions also introduced relevant and inclusive technologies available in Nigeria that can assist farmers in different activities, including land preparation and other cassava management practices. During the ToT, participants were guided through the different audiovisual sessions, including: uses of simple tool machine for tilling – cultivator and tiller, safe use of herbicides, land identification, land preparation, selection of good seeds, land ploughing and management, herbicides application – measurement, and measuring outputs.

During the ToT session, program officers were encouraged to use participatory delivery methods, integrate practical applications, and include demonstrations of different good agronomic practices where appropriate. They were also advised to select suitable locations that facilitate easy demonstrations and experiential learning.

## Conclusion

The ToT was important to conduct because it provided the platform for transferring knowledge and enhancing the skills of the JDPC program officers in facilitating technical interventions and gender transformative dialogue sessions, especially those that help members of JDPC-led cassava groups and other stakeholders question norms that restrict women's land and asset ownership, and develop specific steps and actions to address norms that cause gender inequalities in land and asset ownership. The ToT also exposed the program officers to best practices in creating a safe space when organizing gender transformative dialogue and advocacy sessions. The program officers acknowledged the impact of the ToT in enhancing their skills to facilitate successful dialogue and advocacy sessions. They affirmed that beyond strengthening their skills to facilitate successful dialogue and advocacy sessions, the ToT empowered them to reflect on their individual and institutional processes, particularly transforming their mindsets on issues related to gender roles, relations, and implications for women's land and asset ownership.

## ANNEX

### ANNEX 1: PARTICIPANT LIST

PROGRAM FOR THE TRAINING OF TRAINERS (TOT):  
GENDER TRANSFORMATIVE AND TECHNICAL INTERVENTIONS

7<sup>th</sup> - 11<sup>th</sup> JULY 2025

#### LIST OF PARTICIPANTS

S/NO	Name	Sex	Designation
1.	Jumoke Oluwadepo	F	JDPC, Program Officer
2.	Anthony Ogunmola	M	JDPC, Program Officer
3.	Aliyy Abubakar	M	JDPC, Program Officer
4.	Livinus Okedepo	M	JDPC, Program Officer
5.	Taiwo Adesiji	M	JDPC, Program Officer
6.	Anthony Adedeji	M	JDPC, Program Manager
7.	Kayode Olubunmi	M	JDPC, Program Officer
8.	Dorcias Adeyeye	F	JDPC, Program Assistant
9.	Emmanuella Feyisetan	F	JDPC, Program Assistant

## ANNEX 2: PROGRAM AGENDA

### PROGRAM FOR THE TRAINING OF TRAINERS (TOT): GENDER TRANSFORMATIVE AND TECHNICAL INTERVENTIONS

7<sup>th</sup> - 11<sup>th</sup> JULY 2025

S/NO	ACTIVITY	TIME	VENUE	FACILITATOR
<b>DAY 1: TRAINING ON THE GENDER TRANSFORMATIVE INTERVENTIONS</b>				
1	Opening prayer	9:00am – 9:05am	JDPC, Conference Room	All
2	Introduction to the GT tools	9:05am - 9:30am	JDPC, Conference Room	Dr. Jumoke Adeyeye (IITA)
3	Training on the Gender Transformative Group Dialogues	9:30am - 11:30am	JDPC, Conference Room	Dr. Jumoke Adeyeye IITA/GTI Country Project Coordinator
4	Tea break	11:30am - 12:00pm	JDPC, Conference Room	All Participant
5	Training on the Gender Transformative Group Dialogues Cont'd	12:00pm - 2:00pm	JDPC, Conference Room	Dr. Jumoke Adeyeye IITA/GTI Country Project Coordinator
6	Lunch Break	2:00pm- 2:30pm	JDPC, Conference Room	All Participant
7	Role Play	2:30pm -3:30pm	JDPC, Conference Room	All Participant
8	Closing remarks	3:30pm - 4:00pm	JDPC, Conference Room	Adedeji Tolulope
<b>DAY 2: TRAINING ON THE GENDER TRANSFORMATIVE INTERVENTIONS</b>				
1	Opening prayer	9:00am – 9:05am	JDPC, Conference Room	Participant
2	Recap of Day 1	9:05am - 9:20am	JDPC, Conference Room	Participants
3	Training on the Gender Transformative Group Dialogues	9:20am - 12:00pm	JDPC, Conference Room	Dr. Jumoke Adeyeye IITA/GTI Country Project Coordinator
4	Tea break	12:00pm - 12:30pm	JDPC, Conference Room	All Participant
5	Training on the Gender Transformative Group Dialogues Cont'd	12:30pm - 2:30pm	JDPC, Conference Room	Dr. Jumoke Adeyeye IITA/GTI Country Project Coordinator
6	Lunch Break	2:30pm- 3:00pm	JDPC, Conference Room	All Participant
7	Role Play	3:00pm -3:45pm	JDPC, Conference Room	All Participant
8	Closing remarks	3:45pm - 4:00pm	JDPC, Conference Room	Adedeji Tolulope
<b>DAY 3: TRAINING ON THE GENDER TRANSFORMATIVE INTERVENTIONS</b>				

1	Opening prayer	9:00am – 9:05am	JDPC, Conference Room	All
2	Training on the Gender Transformative Community Dialogues	9:05am - 11:00am	JDPC, Conference Room	Dr. Jumoke Adeyeye IITA/GTI Country Project Coordinator
3	Tea break	11:00am - 11:30pm	JDPC, Conference Room	All Participant
4	Training on the Gender Transformative Community Dialogues Cont'd	11:30pm - 1:30pm	JDPC, Conference Room	Dr. Jumoke Adeyeye IITA/GTI Country Project Coordinator
5	Lunch Break	1:30pm- 2:00pm	JDPC, Conference Room	All Participant
6	Training on the Gender Transformative Community Dialogues Cont'd	2:00pm- 3:00pm	JDPC, Conference Room	Dr. Jumoke Adeyeye IITA/GTI Country Project Coordinator
7	Role Play	3:00pm -3:45pm	JDPC, Conference Room	All Participant
8	Closing remarks	3:45pm - 4:00pm	JDPC, Conference Room	Adedeji Tolulope
<b>DAY 4: TRAINING ON THE COMMUNITY DIALOGUES ON LAND AND TECHNICAL TOOLS</b>				
1	Opening prayer	9:00am – 9:05am	JDPC, Conference Room	All
2	Recap of Day 3	9:05am - 10:30am	JDPC, Conference Room	Dr. Jumoke Adeyeye IITA/GTI Country Project Coordinator
3	Training on the Gender Transformative Community Dialogues Cont'd	10:30am - 12:00pm	JDPC, Conference Room	Adedeji Tolulope
4	Tea break	12:00pm - 12:30pm	JDPC, Conference Room	All Participant
5	Training on Technical Tool: Advocacy on Land Use Act	12:30pm - 2:00pm	JDPC, Conference Room	Adedeji Tolulope
6	Lunch Break	2:00pm- 2:30pm	JDPC, Conference Room	All Participant
7	Role Play	2:30pm -3:45pm	JDPC, Conference Room	All Participant
8	Closing remarks	3:45pm - 4:00pm	JDPC, Conference Room	Adedeji Tolulope
<b>DAY 5: TRAINING ON THE TECHNICAL TOOLS</b>				
1	Opening prayer	9:00am – 9:05am	JDPC, Conference Room	All
2	Training – Audio-visual on the Good Agronomic Practices <ul style="list-style-type: none"> <li>• Uses of Simple Tool Machine for Tilling</li> </ul>	9:05am - 10:30am	JDPC, Conference Room	Adedeji Tolulope

	<ul style="list-style-type: none"> <li>- Cultivator and Tiller</li> <li>• Safe use of herbicides</li> </ul>			
3	<p>Six steps in cassava production:</p> <ul style="list-style-type: none"> <li>• Land identification</li> <li>• Land preparation</li> <li>• Selection of good seeds</li> <li>• Land ploughing and management</li> <li>• Herbicides application – measurement</li> <li>• Measuring outputs</li> </ul>	10:30am - 12:00pm	JDPC, Conference Room	Adesiji Taiwo
4	Tea break	12:00pm - 12:30pm	JDPC, Conference Room	All Participant
5	Role Play	12:30pm - 2:00pm	JDPC, Conference Room	All Participant
6	Lunch Break	2:00pm – 2.30pm	JDPC, Conference Room	All Participant
7	Role Play	2.30pm – 3.45pm	JDPC, Conference Room	All Participant
8	Closing remarks	3:45pm - 4:00pm	JDPC, Conference Room	Adedeji Tolulope