



MAKING EXTENSION AND OUTREACH TRAININGS GENDER SENSITIVE

Part 3

Hosted by:

Appropriate Scale Mechanization Consortium (ASMC) and
Integrating Gender and Nutrition within Extension Services (INGENAES) Project





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MAKING EXTENSION AND OUTREACH TRAININGS GENDER SENSITIVE

Part
1

Basics of
Effective
Training

May 16
8:00am CST

Part
2

How to Train
the Right
People

May 21
8:00am CST

Part
3

Great
Facilitation

May 25
8:00am CST

INGENAES tip sheets on <http://ingenaes.illinois.edu/ifta/>

Adapted from Farnworth, C.R. and Badstue, L. (2017). **Enhancing the gender-responsiveness of your project's technical farmer training events**. GENNOVATE resources for scientists and research teams. CDMX, Mexico: CIMMYT.

For more information, visit www.cimmyt.org/project-profile/gennovate

RECAP FROM WEBINAR I

1 BASICS OF EFFECTIVE TRAINING

- Make gender-responsive training events fun
- Create leadership and decision-making opportunities
- Treat women as well as men as teachers and innovators
- Walk your talk!

2 GREAT CONTENT

- Collect information to make your training relevant
- Promote technologies and practices as menus rather than packages
- Promote adaptive capacity

RECAP FROM WEBINAR 2

3 GREAT TRAINING APPROACHES

Ensure the training methodology is right for the participants

Mind your language

Create a respectful atmosphere

Promote flat learning and knowledge sharing structures

Foster positive interactions

Use ICTs, film and media

RECAP FROM WEBINAR 2

4

GETTING THE RIGHT PEOPLE TO COME

- Set targets for women participation
- Get technology users and decision-makers
- Use the training event as a change mechanism

5

MAKING SURE THE RIGHT PEOPLE CAN COME

- Get the timing right
- Get the budget right

MAKING EXTENSION AND OUTREACH TRAININGS GENDER SENSITIVE



Basics of effective training



Great content



Great training approaches



Getting the right people to come



Making sure the right people can come



Creating a supportive community



Getting Great Facilitators



After the Training

QUESTION TIME!

How have you gained community support to engage men in your events?

*Type your responses in the chat box!

CREATING A SUPPORTIVE COMMUNITY



Engage community and build support

Build on existing gender norms



Support men and boys

BUILD COMMUNITY APPRECIATION

Secure support for women's participation

- Sensitize the community in advance of the training event

Talk about women's participation

- Talk with community leaders and opinion-formers, male household heads, and relatives in extended families

Go farm to farm to secure the engagement of women

- Be ready to address questions or concerns raised by any household member

Reach women via various social networks

- Religious, school-related, sports, savings groups, etc.

BUILD COMMUNITY APPRECIATION

- Determine if women will be **trained together** with men, **or separately**.
 - Separate training runs the risk of creating a 'them and us' feeling
 - Many situations women need their own spaces to learn effectively
- Identify **mobility, time and other constraints** that might limit women's participation
 - Discuss with community members on how these may be overcome



BUILD ON EXISTING GENDER NORMS

- Develop **training activities** that foster reflection and action around gendered attitudes and practices
 - Activities in introductory gender training (Slide 40)
- Use **games** and then draw learning related to the gender norms expressed in those games
 - Veil of ignorance game
 - Role play
- **Build capacity** of young women on their participation and leadership skills and potential



Check out [Webinar 1: Making gender training events fun!](#)

BUILD ON EXISTING GENDER NORMS



Tackling gender and nutrition myths and taboos in Sierra Leone through a fun exercise “Who eats what?”

SUPPORT MEN AND BOYS

Gender-responsive training events should challenge the perceptions of men and boys

- Especially around 'who does what', 'who is responsible', and 'who benefits'

Strengthen men's personal commitment

- Equip them with the knowledge and skills to put commitment into practice

Consider ways to support men as they begin to question culture

- Whether at home, community, work and the media - which shape their identities

Create men-only groups to help men support each other

- Challenge concepts and practices related to traditional ways of being a man.

SUPPORT MEN AND BOYS

“Recognize how social norms of power and gender **affect men and women** as individuals – in their relationships with each other and in the structures and institutions that organize societies”

- Avoid zero-sum game mentality messaging
- Focus on gender transformation
- Start young
- Use male role models & leaders

Source: ICRW Gender equity and male engagement



CREATING A SUPPORTIVE COMMUNITY



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Build on existing gender norms



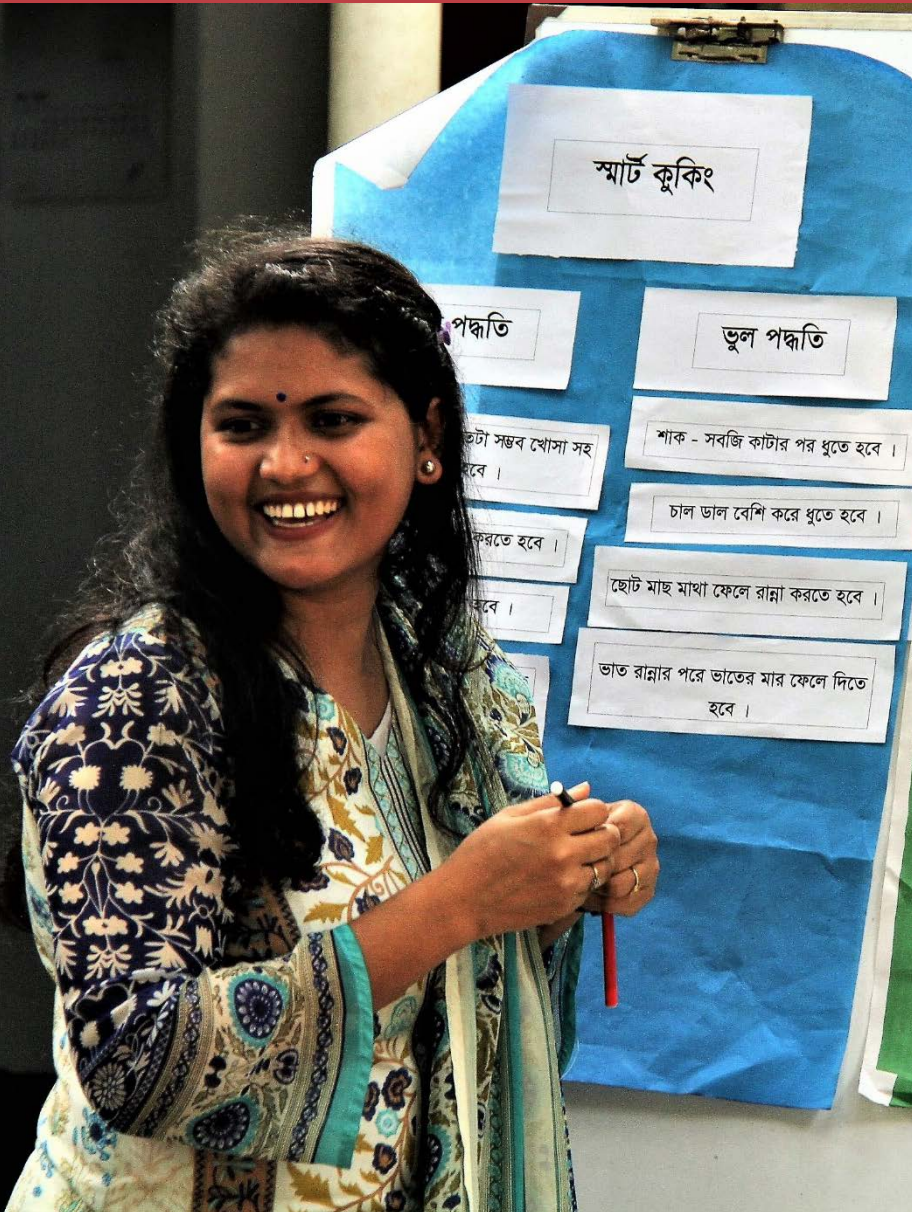
Support men and boys

QUESTION TIME!

When was the last time you attended a training facilitated by women?

* Type your responses in the chat box!

GETTING GREAT FACILITATORS



Get great facilitators

Women can do technology too

Go local

Develop women facilitators

Support women facilitators

GREAT GENDER-SENSITIVE FACILITATION



Participatory, Bottom-Up Development Processes

Enthusiasm

Conviction- Believe that the training has the ability to be an agent of change

Committed to open dialogue and learning based on respect and understanding

Walk the Talk

GREAT GENDER-SENSITIVE FACILITATION



Diagnose gender-related issues

Facilitate women's participation and ensure women are able to implement technologies and innovate

Understand the culture!

Partner with other gender transformative groups

Ensure **diverse representation** of social groups as peer trainers, mobilizers and facilitators

GET GREAT FACILITATORS

Develop a cohort of excellent women and men facilitators to help women to participate actively. Aim towards at least 50% women trainers.

Pair less experienced facilitators with more seasoned facilitators with a good understanding of gender issues to share experiences and techniques.

Train facilitators in techniques to help women speak. Encourage men to respect women's views and give them space to talk.

WOMEN CAN DO TECHNOLOGY TOO!

- Pair women-men staff to lead community introductions and training events.
- Recruit women technical staff to teach on traditionally male dominated topics such as pesticide applications, pruning, etc. Set a benchmark (e.g. 30% moving towards at least 50% for women field staff in key roles).



EXAMPLE: REAPER TRAINING IN BANGLADESH



EXAMPLE: MINI-COMBINE HARVESTER IN BANGLADESH



GO LOCAL



Check out Webinar 1: Basics of Effective Training: Treat Participants as Teachers
Story of Asma

- Develop the skills of women in the community to conduct training
 - At the beginning they can shadow experienced trainers in training events, and be given responsibility for specific tasks.

DEVELOP WOMEN FACILITATORS

- Women participants may feel more open with a **women trainer**, be more willing to ask and answer questions, and admit to knowledge gaps.
- Men may prefer their wives to have a female trainer. In such cases, it is important to ensure that **women-only groups** are trained by women facilitators.



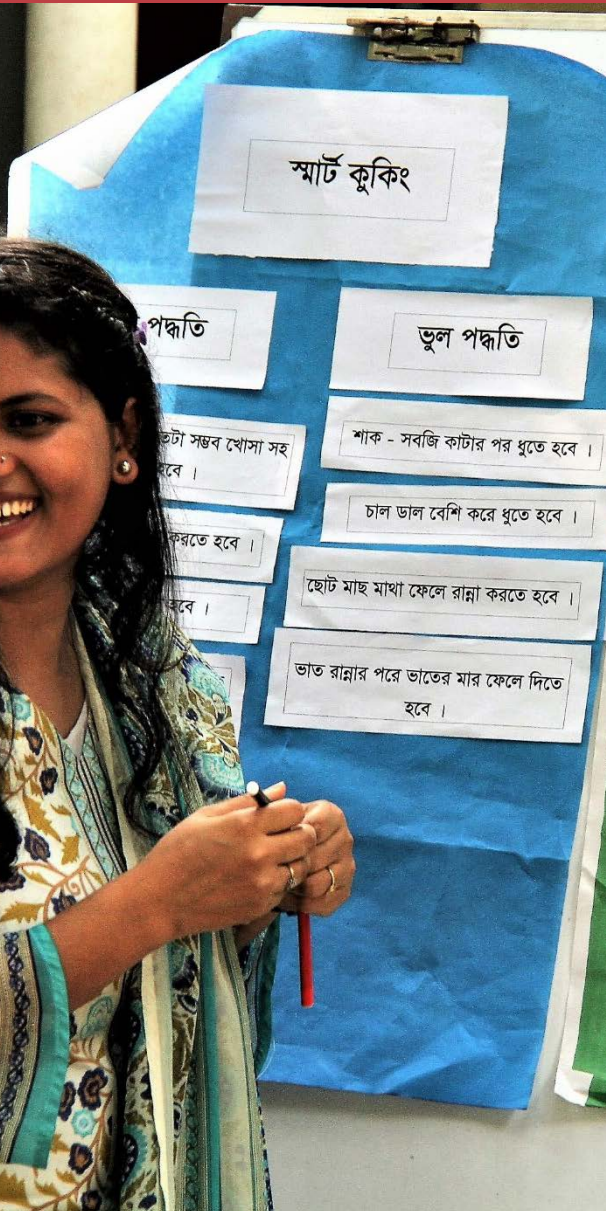
SUPPORT WOMEN FACILITATORS

Women facilitators may need specific support in the field and their work more broadly, including onsite childcare if they have young children.

Ensure accommodation is safe with adequate sanitation.

Encourage and support women to discuss their training experiences, any problems they may face which hamper their ability to work well

GETTING GREAT FACILITATORS



Get great facilitators

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Support women facilitators

QUESTION TIME!

How do you keep in touch with participants from your training events?

* Type your responses in the chat box!

AFTER THE TRAINING



Provide refresher courses
at set time periods

Develop mentoring
programs

Keep updating your
training event

Replicating and scaling
the training event

PROVIDE REFRESHER COURSES

Case Story: Mali Farmer-to-Farmer Program (USAID/MEAS/Winrock)

- The **farmer-to-farmer program** links experts with local farmers for technical assistance (Example: clay fish pond construction)
- Field personnel identify **beneficiary needs** through participatory diagnosis approach, which forms the basis for scope of work.
- The experts are **linked** to hosts and address the identified needs.
- **Repeat visits** are then organized to check progress made, and check adoption of recommendations.
- **Refresher course** are conducted
- Trained farmers become resource persons, meeting the increase demands for the technology (Example: fish pond construction and management)

PROVIDE REFRESHER COURSES

- As part of the technical refresher, **ask participants** how they have been adopting and adapting the technologies you trained them on.
 - Have there been any special issues facing women, youth, and other target groups? What can be done about them?
- Building in **interactive discussions** on these processes will help improve your own training events and make them even more technologically and socially relevant



MENTORSHIP & UPDATING TRAINING



Develop mentoring programs

- Recognized community level experts, such as older women, may be trained to mentor/coach younger women, for example, on the technologies



Keep updating your training

- Develop case studies or life stories of the adoption process to build into future training courses.

MENTORSHIP & UPDATING TRAINING

Case Story: Digital Green, India

- Digital Green in Karnataka and Orissa and in 5 other states came up with **Community Mediators** in dealing with the social distance concerns in traditional agricultural extension
- The Community mediators are **identified** from the community members and **trained** in video production, screening, data collection to maintain standards and enable continuous improvement
- Mediators carry out training sessions **working with other players** like public extension officers



REPLICATING & SCALING

Contribute to or set up **multi-stakeholder learning platforms** on gender and technology to share lessons learned on gender-responsive and gender-transformative methodologies

- **Share good practice** within your organization, with your partners, and with other stakeholders.
- Post on **online forums** (e.g. AgriLinks)
- Talk about your **most effective training events**, and explain why you think they worked well.
- Be confident to **share failures** to help understand what went wrong.

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Making sure the right people can come



Creating a supportive community



Getting Great Facilitators



After the Training



Thank you!

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ACKNOWLEDGEMENT

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This derivative and expanded information was developed by CIMMYT staff and partners for the public good. For more information, visit www.cimmyt.org/project-profile/gennovate

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