

# TAJIKISTAN

## Train the Trainer Workshop and Gender Advisors Training Summary Report

Bokhtar (formerly Qurghonteppa), Khatlon Province, Tajikistan

April 24-26, 2018

Dushanbe, Tajikistan

May 2, 2018

Report prepared by Liz Wood and Nargiza Ludgate (University of Florida)

May 2018





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# INTRODUCTION

Integrating Gender and Nutrition within Agricultural Extension Services (INGENAES) is funded by the United States Agency for International Development (USAID). The University of Illinois at Urbana-Champaign is the prime awardee, and partners with the University of California-Davis, the University of Florida, and Cultural Practice, LLC.

INGENAES is designed to assist partners in Feed the Future countries ([www.feedthefuture.gov](http://www.feedthefuture.gov)) to:

- Build more robust, gender-responsive, and nutrition-sensitive institutions, projects and programs capable of assessing and responding to the needs of both men and women farmers through extension and advisory services.
- Disseminate gender-appropriate and nutrition-enhancing technologies and access to inputs to improve women's agricultural productivity and enhance household nutrition.
- Identify, test efficacy, and scale proven mechanisms for delivering improved extension to women farmers.
- Apply effective, nutrition-sensitive, extension approaches and tools for engaging both men and women.

## WHAT

A three-day INGENAES-sponsored train-the-trainer (TOT) workshop was designed to help agricultural extension agents and home economists address gender-based violence through Community Empowerment Drawing (CED). Participants engaged in two days worth of mini-lectures, discussions, and hands-on activities surrounding gender, violence, and empowerment. By the third day, the agents worked together to condense what they had learned into a format that would be time-appropriate and culturally sensitive to the communities in which they would be presenting them in.

An abbreviated version (a day long) of this workshop was given to gender advisors and project specialists of USAID funded projects and USAID's partners.

The objectives of the write shop were two-fold including:

### 1. Gender-based Violence (GBV)

- Define the different types of violence.
- Name and give examples of violence.
- Describe basic concepts of GBV such as gender, violence, harm, power, and consent.
- Identify common factors that cause, contribute, and consequences of GBV.
- Discuss the attitudes, beliefs, norms, and structures that condone GBV.

### 2. Gender

- Identify one's own preconceived ideas about gender roles.
- Review women's empowerment and introduce community empowerment drawing.
- Introduce and practice peer-to-peer discussions.

## WHEN & WHERE

TOT workshop - April 24-26, 2018 - Bokhtar (formerly Qurghonteppa), Khatlon Province, Tajikistan  
GBV training for Gender Advisors - May 2, 2018 - Dushanbe, Tajikistan

## WHO

Total number of participants: 28 participants (see lists in [Appendix A](#))

**Sponsors:** Feed the Future INGENAES project  
Feed the Future Tajikistan Agriculture and Water Activity project  
USAID Central Asia/Tajikistan Country Office

# TOT AGENDA FOR FIELD AGENTS (APRIL 24 – 26)

## APRIL 24, 2018 – Tuesday

- 8:30 am Welcome and workshop overview  
9:15 am Session 1: What is violence?  
Mini-lecture - Introducing types of violence, define violence and introduce intimate partner violence (IPV) and gender-based violence (GBV)  
Discussion – Gender-based violence affects everyone
- 10:15 am Tea and coffee break (15 min)  
Activity – Pass the cabbage
- 12:00 pm Lunch break  
1:00 pm Session 2: Causes of Gender-based Violence  
Mini-lecture – Examine how harmful ideas about masculinity and femininity justify men’s use of violence against women, children, and other with low status  
Discussion – Explore the causes of GBV in Khatlon Province  
Activity – The cycle of violence
- 3:00 pm Tea and coffee break (15 min)  
3:15 pm Session 3: Men’s roles in GBV  
Mini-lecture – Discuss and review the different ways men can contribute to the prevention of GBV  
Discussion – Do men have a role in prevention?  
Activity – Role play the bystander
- 4:45 pm Reflection  
5:00 pm Adjourn

## APRIL 25, 2018 – Wednesday

- 8:30 am Session 4: Discussing Power  
Mini-lecture – Review how the power differentials between male and female, educated and undereducated, adults and children, etc. may influence violence  
Discussion – The power shuffle, who holds power in the household?  
Activity – More powerful vs. less powerful
- 10:00 am Tea and coffee break (15 min)  
10:15 am Session 5: Empowerment  
Mini-lecture – Identify the major concepts within men and women’s empowerment.
- 12:00 pm Lunch Break  
1:00 pm Session 6: Community Empowerment Mapping  
Mini-lecture – Describe the concept of community empowerment mapping and its purpose within different cultures and geographical regions  
Discussion – What does empowerment look like to you?  
Activity – Conduct the community mapping with extension workers
- 3:00 pm Tea and coffee break (15 min)  
3:15 pm Session 7: Peer to Peer Exercise  
Mini-lecture – Explain the purpose and method behind the peer-to-peer interviews after the workshops have ended  
Activity – Pair up and practice the peer-to-peer exercise and discuss whether the questions being asked are appropriate
- 4:45 pm Reflection  
5:00 pm Adjourn

## **APRIL 26, 2018 – Thursday**

8:30 am	Session 8: Community Workshop Materials
9:00 am	Group Discussion – What is violence to you? (have them define violence within HH and community – drawings)
9:30 am	Mini-lecture (10 minutes)– Introduce the definition of violence and core concepts of gender-based violence
9:40 am	Group Discussion – triggers, what can be done to stop/prevent
10:15 am	Tea and coffee break (15 min)
10:30 am	Mini-lecture (15 minutes) – Review the causes of violence, examine the different definitions of empowerment
10:45 am	Community Empowerment Mapping
11:30 am	Peer-to-peer Discussions
12:00 pm	Lunch Break
1:00 pm	Session 9: The Bridge of Possibilities
	Group Discussion – Finding collective solutions to address GBV
3:00 pm	Tea and coffee break (15 min)
3:15 pm	Planning for Friday and Monday Community Workshops
4:45 pm	Review & reflection
5:00 pm	Adjourn

# AGENDA FOR GENDER ADVISORS

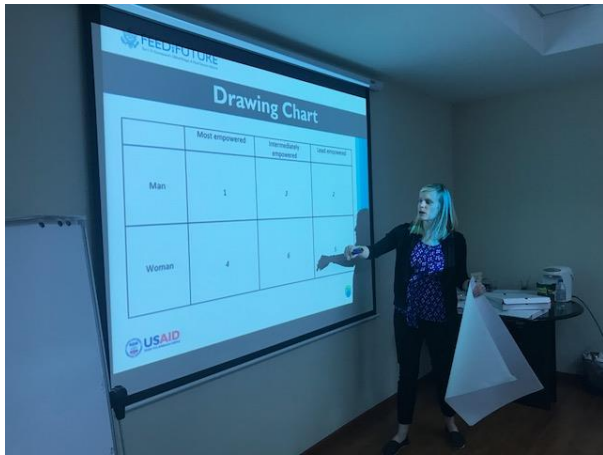
## 2 MAY 2018 – WEDNESDAY

- 9:00 am Welcome and workshop overview
- 9:30 am Session 1: What is violence?  
Mini-lecture - Introducing types of violence, define violence and introduce intimate partner violence (IPV) and gender-based violence (GBV)  
Discussion – Gender-based violence affects everyone
- 10:30 am Tea and coffee break (15 min)
- 10:45 am Session 2: Causes of Gender-based Violence  
Mini-lecture – Examine how harmful ideas about masculinity and femininity justify men’s use of violence against women, children, and other with low status  
Discussion – Explore the causes of GBV in Tajikistan  
Activity – The cycle of violence
- 12:00 pm Lunch break
- 1:00 pm Session 3: Men’s roles in GBV and Power  
Mini-lecture – Discuss and review the different ways men can contribute to the prevention of GBV. Discuss power and four forms of power (power with, power within, power to, and power over)  
Discussion – Do men have a role in prevention?
- 1:45 pm Session 4: Empowerment and Community Empowerment Drawing  
Mini-lecture – Discuss empowerment; describe the concept of community empowerment drawing and its purpose within different cultures and geographical regions  
Activity – Conduct the community drawing with extension workers
- 3:00 pm Tea and coffee break (15 min)
- 3:15 pm Session 5: Peer-to-peer Interview  
Mini-lecture – Explain the purpose and method behind the peer-to-peer interviews after the workshops have ended  
Activity – Pair up and practice the peer-to-peer exercise and discuss whether the questions being asked are appropriate
- 4:15 pm Activity – Pass the cabbage
- 5:00 pm Adjourn

## SELECTED WORKSHOP PHOTOS



*Photos from TOT workshop for field agents in Bokhtar, Khatlon Province*



*Photos for gender advisors' training in Dushanbe*



## OBSERVATIONS

**Short Power Point presentations** to share key concepts were well received by participants in both TOT workshop and gender advisors' workshop. The participants also noted the **participant-centered training format** with high level of involvement and interest in a relaxed atmosphere which created an environment to discuss gender-based violence topic and experiences. More over, group work and the interactive, practical sessions engaged all participants; everyone was involved in sharing ideas and experiences.

Having the resource materials **translated into Russian** and available on a flash drive was a huge help. Although several of the participants were fluent in English, the group (field extension agents) preferred to write/speak in Russian. The trainers also shared other INGENAES materials that were translated into Russian. The translated materials can also be shared with a wider audience once they are downloaded onto the INGENAES website.

The **meeting room** at TAWA field office (in Bokhtar) was excellent for hosting the TOT for field extension agents. TAWA Dushanbe office also provided a venue for gender advisors' training. Both rooms were well equipped to listen through the mini-lectures, and to work individually and in groups. TAWA gender advisor was critical to organize all logistics for TOT and gender advisors' workshop. We did not have to spend time and extra effort to coordinate/manage these types of logistics.

# EVALUATION

Overall, the 24 participants provided positive comments regarding the different aspects of the training. During the last session “Pass the Cabbage,” we asked participants to share their **favorite part** of the workshop, the **most useful** or **beneficial** aspect of the write shop and **suggestions for** future workshops. Participant comments are summarized below.

## 1. What was your **most favorite** part of the workshop?

The participants cited **several aspects** as their most favorite part: having the opportunity to learn about gender-based violence through hands-on activities and discussions; mini-lectures which were short (5-10 minutes) to share main concepts; opportunity to relate to their own experiences in the field through activities; learning new tools/methods to facilitate discussions; and sharing their knowledge and experiences with other participants.

## 2. What did you find **most useful** or **beneficial** about the write shop?

- The majority of the participants cited the feeling of easiness when discussing gender-based violence which is considered a taboo topic in many countries; adaptation of trainers’ materials to meet the need of participants, specifically, gender advisors (adding discussions not only related to community work but also gender-based violence at the workplace).
- The availability of Russian-language resource materials to use, adapt and disseminate among colleagues at their own institutions was welcomed, as was the wide variety of INGENAES materials trainers shared with participants on the flash drive.
- Other useful aspects of the workshop included: learning facilitation skills, and new methods for community discussions.

## 3. What suggestions do you have for **improving** future write shops?

Overall the participants were very appreciative of the time, effort, and financial support devoted to organizing and facilitating the TOT and gender advisors training; they provided positive comments regarding the materials shared, daily agenda and format.

Specific suggestions for improvement included:

- Increase the time for participants to share their experiences. This suggestion came from gender advisors’ training participants.
- Provide trainings and workshops in other CAC counties, not just Tajikistan.
- Follow-up to track progress and encourage participants to stay connected through a “refresher” workshop.

## APPENDIX A

Table I: List of participants for GBV train-the-trainer workshop for Extension field staff (Bokhtar, Khatlon Province, Tajikistan)

#	FIRST NAME	LAST NAME	IMPLEMENTING PARTNER	PROJECT	POSITION	EMAIL
1	Madina	Khakimova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:madina.khakimova.m@gmail.com">madina.khakimova.m@gmail.com</a>
2	Nargis	Ibrogimova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:nibrogimova@tawa.tj">nibrogimova@tawa.tj</a>
3	Matluba	Umarova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:mumarova@tawa.tj">mumarova@tawa.tj</a>
4	Jamila	Khasanova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:jamila_akbarova@mail.ru">jamila_akbarova@mail.ru</a>
5	Nigina	Tajieva	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:ntajieva@tawa.tj">ntajieva@tawa.tj</a>
6	Mastura	Mamasaidova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:mastura66@mail.ru">mastura66@mail.ru</a>
7	Jamila	Samadova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:jsamadova@tawa.tj">jsamadova@tawa.tj</a>
8	Mehrinisso	Nasrulloeva	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:M.nasrulloeva@tawa.tj">M.nasrulloeva@tawa.tj</a>
9	Zulkhumor	Savankulova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	
10	Parvina	Rakhimova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:parvinajonr@mail.ru">parvinajonr@mail.ru</a>
11	Malika	Jurakulova	USAID Central Asia/Tajikistan Country Office		Project Manager Assistant/Gender Coordinator	<a href="mailto:mjurakulova@usaid.gov">mjurakulova@usaid.gov</a>
12	Kamila	Mamadnazarova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Gender Advisor	<a href="mailto:kmamadnazarova@tawa.tj">kmamadnazarova@tawa.tj</a>
13	Atto	Tabarov	Mercy Corps	USAID-funded Feed the Future Tajikistan Health and Nutrition Activity	Regional Manager	<a href="mailto:atabarov@intrahealth.org">atabarov@intrahealth.org</a>
14	Umrinisso	Karimova	Chemonics Inc.	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Home Extension Economist	<a href="mailto:ukarimova@tawa.tj">ukarimova@tawa.tj</a>

Table 2: List of participants for GBV training for Gender advisors and project specialists (Dushanbe, Tajikistan)

#	FIRST NAME	LAST NAME	PROJECT	ORGANIZATION	POSITION	EMAIL
1	Zarina	Qambarova	USAID-funded Feed the Future Women Economic Empowerment Project	National Association of Business Women of Tajikistan (NABWT), NGO	M&E Manager and Gender specialist	<a href="mailto:gambarova.zarina@mail.ru">gambarova.zarina@mail.ru</a>
2	Noim	Yajobov	USAID-funded Feed the Future Tajikistan Health and Nutrition Activity	Intrahealth	HR Manager	<a href="mailto:nyakubov@thna.org">nyakubov@thna.org</a>
3	Nosirjon	Qodirov	USAID-funded Feed the Future Tajikistan Health and Nutrition Activity	Intrahealth	Marketing and Communications Specialist	<a href="mailto:nqodirov@thna.org">nqodirov@thna.org</a>
4	Nigora	Astanova	USAID-funded READ WITH ME	Chemonics Inc.	Communications Specialist	<a href="mailto:nastanova@readwithmetj.com">nastanova@readwithmetj.com</a>
5	Manzuma	Solikhova	USAID-funded TB Control Program	USAID Central Asia/Tajikistan Country Office	Project Coordinator	<a href="mailto:manzuma.salikhova@gmail.com">manzuma.salikhova@gmail.com</a>
6	Kimyo	Sabzalieva	USAID-funded READ WITH ME	Chemonics Inc.	Project Coordinator	<a href="mailto:ksabzaliev@readwithmetj.com">ksabzaliev@readwithmetj.com</a>
7	Fayzullo	Nasimov	USAID-funded Dignity Project		Project Specialist	<a href="mailto:fnasimov@iom.int">fnasimov@iom.int</a>
8	Sokhiba	Rakhimova	Partnership for Innovation	NGO Fidokor and Agha Khan Foundation	Program Manager	<a href="mailto:kptj.rsb@gmail.com">kptj.rsb@gmail.com</a>
9	Manizha	Juraeva	Partnership for Innovation	NGO Fidokor and Agha Khan Foundation	Associate	<a href="mailto:juraeva.manizha@gmail.com">juraeva.manizha@gmail.com</a>
10	Sarofruz	Zamonova	USAID-funded Land management and development	Chemonics Inc.	Gender Advisor	<a href="mailto:zamonova@kmdatj.com">zamonova@kmdatj.com</a>
11	Simogul	Tojjeva	Preventing gender-based violence in communities	EFCA	Associate	<a href="mailto:simogul@et-catj.com">simogul@et-catj.com</a>
12	Mohira	Fayzullaeva	Partnership for Innovation	NGO Fidokor and Agha Khan Foundation	Associate	<a href="mailto:mfayzullaeva@iom.int">mfayzullaeva@iom.int</a>
13	Malika	Jurakulova		USAID Central Asia/Tajikistan Country Office	Project Manager Assistant/Gender Coordinator	<a href="mailto:mjurakulova@usaid.gov">mjurakulova@usaid.gov</a>
14	Kamila	Mamadnazarova	USAID-funded Feed the Future Tajikistan Agriculture and Water Activity	Chemonics Inc.	Gender Advisor	<a href="mailto:kmamadnazarova@tawa.tj">kmamadnazarova@tawa.tj</a>