

Integrating Gender and Nutrition within Agricultural Extension Services

1 of 8

The Basics of Effective Training

Purpose

This series of Tip Sheets is geared at extension and advisory service providers (managers, field staff; public or private sector, NGOs).

It sets out simple suggestions for making sure **women** and **men** - including youth, persons with disabilities, and other marginalized groups:

- feel wanted and included in training events,
- are fully informed about technological, production, or process options,
- learn effectively, and
- have the confidence to implement what they have learned.

Over time, both women and men should be able to build on the training to innovate by themselves in response to changes in the wider environment and their specific resources and needs.

Good training events need more than great content. **How you train is vitally important.**

It is essential that both women and men are able to speak their minds and have opportunities to shape the training event for their own requirements.

As future farmers, the needs of young women and men in farming households need special attention in order to encourage those interested to stay in the sector.

Communities are diverse. Standardized 'one size fits all' training events are unlikely to work. **Adapt and contextualize your basic training content to the real women, men, persons with disabilities, and other marginalized people in your target groups.** Take a little time to learn about 'who does what' in the production to market system. This will help you tailor your training content to make it relevant to the women and men you are targeting. Make your event fun to attend, and focus on participatory learning by doing. Listen to what your participants say. They will already know a lot about their specific agro-ecological and market systems. Ensure your training has scope for building on their existing knowledge; this will make it easier for your participants to assimilate new material and will make it more relevant.

Action Steps

Think of key words or principles which you want to guide your training event. Some good ones are inclusion, fun, helping people move forward, walking your talk. Together with your training team, and the participants themselves, you may think of more. The tip sheet includes some tried and tested principles.

Make gender-responsive training events fun

- Run discussion workshops, storytelling, role-plays, case studies, collective tasting and cooking events (men should also cook), and other activities. Include energizers, songs and dance.
- Involve community people who can inspire participants. This helps strengthen buy-in from the community and the participants themselves.
- Facilitators should consider wearing bright colours. This brings energy to the room and the participants.
- Don't put participants 'on the spot', or as a negative point of reference.

Create leadership and decision-making opportunities

- Build up women's skills and confidence by asking them to facilitate small group discussions, act as note-takers, or make presentations on behalf of their groups. This applies to people with disabilities, living with chronic illnesses, and young women and men, too.
- A simple way of creating equality is to create small spaces to hear everyone's voice. For instance, people love to see their ideas valued in daily reviews so give space for each person to speak, for example one idea each, and acknowledge their input.

Treat women as well as men as teachers and innovators

- Find ways to involve, support and highlight women farmers as co-teachers and as demonstration farmers in field activities. This will help to develop their confidence and boost their standing as 'people worth listening to and emulating' in the community.

Walk your talk!

- The project, and the training event, should 'walk the talk' by enlisting women as trainers and having women staff in key decision making positions.
- Facilitators should be role models for women and marginalized people's participation, representation and inclusion.

The best gender-responsive training events:

- ✓ Are fun, motivational and insightful.
- ✓ Have a bold vision but work to change norms 'from within'.
- ✓ Work across individual, with multi-disciplinary teams, community and institutional levels. They engage stakeholders and decision-formers, such as elders, religious authorities, government representatives as well as husbands and extended families to secure support for women's participation in training events, and then in implementing what they have learned.
- ✓ Use innovative methodologies and different approaches to say the same thing.
- ✓ Support men as well as women towards positive change.

References and Resources

Farnworth, C.R., Sultana, N., Kantor, P. and Choudhury, A. (2015) Gender integration in aquaculture research and technology adoption processes: Lessons learned in Bangladesh. WorldFish.

www.worldfishcenter.org/content/gender-integration-aquaculture-research-and-technology-adoption-processes-lessons-learned

SNV (2013) Sustainable Sanitation and Hygiene for All. Gender Equality and Social Inclusion Learning Brief www.snv.org/public/cms/sites/default/files/explore/download/gender_brief_6pp_a4_single-pages_lr.pdf

The Centre for People and Forests www.recoftc.org/basic-page/social-inclusion-and-gender-equity

UNESCO (2005) Gender Equality E-Learning Programme: Module 5 Mainstreaming Gender in Daily Tasks.