

## Integrating Gender and Nutrition within Agricultural Extension Services

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# Making Sure the Right People *can Come*

### 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.

Women and men often have different daily and seasonal schedules. Time training sessions around those schedules and ensure that training sessions are not too long, and are easily accessible to women, and to persons with disabilities.

### Get the timing right

- Consider seasonality with respect to both women's and men's work both on their own farms, and potentially as hired labour.
- Hold training courses when the demands of work are less. Ask the participants the best times and best venues for holding training events, bearing in mind women's daily activities such as preparing food and hauling water.
- Don't make courses too long - one to two hours is probably just right, but check with the participants about what suits them.

### Get the budget right

Addressing gender and social inequalities can cost extra effort and money. This must be budgeted for. Extra expenses may be incurred because

- Training events should, wherever possible, be located within villages or within easy reach of women's homes.
- Childcare may need to be provided (remember that family and friends are not always able to take on this responsibility).
- Should childcare not be possible or welcomed, make it clear that breast-feeding mothers, and toddlers, are welcome to attend training. This will ensure that young mothers come.
- In some societies, chaperones may need to be transported, housed and fed if the training takes place in a central location.
- Adequate sanitation facilities are particularly crucial to the participation of women, and of participants with disabilities.
- Provide light refreshments to keep up energy levels and encourage group building. Ideally, pay local women to provide refreshments and meals.
  - Consider encouraging men / male youth to cook and serve.
  - Make sure that women and men queue together rather than separately. Lunch can become a fun way of rethinking the gender norms that everyone carries with them.

The information contained herein is adapted from the GENNOVATE resource "Enhancing the gender-responsiveness of your project's technical farmer training events." The original author is Cathy Rozel. Farnworth. This derivative and expanded information was developed by CIMMYT staff and partners for the public good. For more information, visit <http://maize.org/gender-strategy> or [www.cimmyt.org/project-profile/gennovate](http://www.cimmyt.org/project-profile/gennovate).