

## Integrating Gender and Nutrition within Agricultural Extension Services

### # 8 of 8

## Afterwards: It's Not Over Yet!

### 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.

The training is just the beginning. The key thing is that participants adopt and work with the new ideas, practices and technologies.

### Provide refresher courses at set time periods

- As part of the technical refresher, ask your 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.

### Develop mentoring programmes

- 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 event

- Develop case studies or life stories of the adoption process to build into future training courses. Make sure these are anonymized.

### Replicating and Scaling the Training Event

- Contribute to a community of learning. Share good practice within your organization, with your partners, and with other stakeholders. Post on online forums on knowledge management in development. Write and contribute to peer reviewed papers. Talk about your most effective training events, and explain why you think they worked well. Be confident enough to share your most dismal failures to help understand what went wrong.
- Set up multi-stakeholder learning platforms on gender and technology to share lessons learned on gender-responsive and gender-transformative methodologies. This will support scaling up and scaling out of successful approaches as part of standard practice. Learning platforms should include actors within and outside the sector to ensure that innovative technological approaches being piloted and deployed by other agencies are not missed, innovative methodological approaches are shared, and cross-cutting associations between gender issues are made (such as how gender-based violence may affect participation in training programmes and implementation of technologies and innovative practices).
- Ensure reports and recommendations reflect on the gender issues raised by the training event.

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).