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In-country Training Program for the Stakeholders of the NARO/DFID COARD Project

NARO

DFID
Department for International Development

Summary of a Report of a Workshop on

Gender Issues and Analysis in Agricultural Research and Development I



March 4th - 7th / 2002

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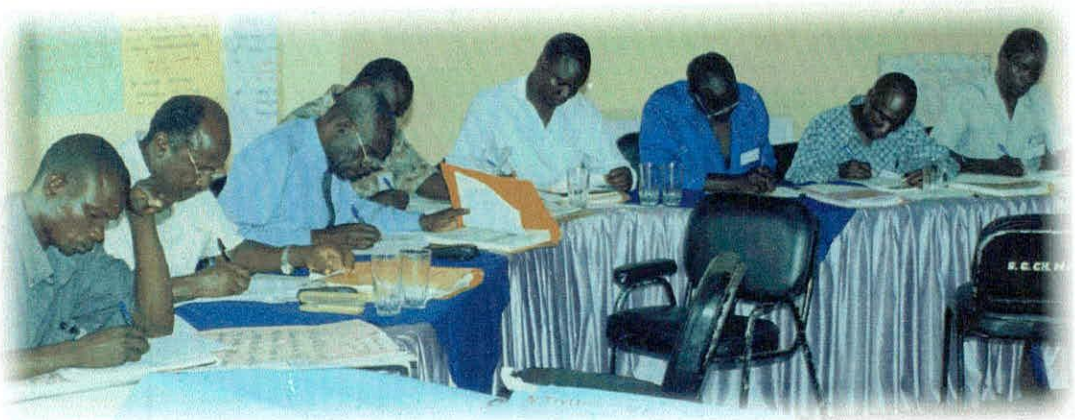

Scientists and extension staff during a workshop session

1.0: Introduction.

This is a summary of the second workshop report on **Gender Issues and Analysis in Agricultural Research and Development** conducted March 4 – 7, 2002 at the Sunset hotel in Jinja, Uganda. This is also one among a series of DFID/NARO COARD project funded In-country training workshops implemented by Agrotech Consultancy and IMPACT Associates. The workshop drew participants from various NARO institutes, Non Government Organizations and public organizations participating in the project.

The summary outlines various aspects of the workshop including the following: participation, objectives, output, challenges and results of the workshop evaluation by participants.

1.0 : Participants;

Eighteen attended from various organizations and departments as shown in the table (below)

Table 2.0a : Organizational/Departmental Representation at the workshop

Organization/Department	Number of participants
SAARI	11
MAKERERE UNIVERSITY	2
NARO/DFID PROJECT (Lira)	1
NARO/DFID PROJECT (Soroti)	1
APAC PRODUCTION DEPARTMENT	1
RIDF (Lira)	1
KULIKA TRUST	1
TOTAL	**18**

3.0 : Workshop Objectives

The workshop was organized into four modules each of which had its own objectives.

3.1 : Overall workshop objective.

- Participants to appreciate the relevance of gender in agricultural development and research and be able to analyse and integrate gender in their work.

3.2 : Objectives of Module I (Gender and Agricultural Development):

By the end of the module, participants were to be able to;

a) Define "gender" and other related terms such as gender awareness, gender relations, gender issues, gender in equalities, etc;
b) Appreciate the relevance of gender in agricultural development and identify some gender issues in the agricultural sector; and
c) Describe gender approaches to development and identify which policy approaches are in operation in the sector in which they work.

3.3 : Objectives of Module II (Gender and Agricultural Research)

Participants would be able to;

a) Appreciate the relevance of gender to agricultural research; and
b) Acquire knowledge on how to incorporate gender into the various stages of the research process.

3.4 : Objectives of Module III (Gender Analysis)

By the end of the workshop participants were supposed to be able to;

a) Define the terms "Gender analysis" and "Gender disaggregated data";
b) Appreciate gender analysis as an important planning tool;
c) Recognize and use at least two gender analysis frameworks;
d) List points of importance in data collection for gender analysis;
e) Identify the type of data they would need to collect to address gender issues in their work; and
f) Prepare for Gender workshop II.

3.5 : Objectives of Module IV (Gender responsive programme Planning):

Participants were to be able to;

a) Define gender responsive planning; and
b) Incorporate gender at the various stages of the programme planning cycle.

4.0 : Workshop Outputs.

a) The tangible outputs were the workshop report and the products of group assignments. During the assignments participants were able to practise with several gender analysis tools. Details of the group outputs appear in the Annex VII of the workshop report. The group exercises covered the following areas;

- Understanding of the concept of gender;
- Roles and responsibilities of men and women;
- Livelihood strategies of en and women;

- Gender-responsive project planning (the log frame analysis)
- Project gender analysis using, Harvard tools 1, 2, and 3; Moser Tools 1 and 2 ad the gender analysis matrix (GAM)

b) During workshop evaluation, participants pointed out what they considered to be the key areas about which they had gained knowledge. The areas include the following, in descending order;

- Gender analysis;
- Gender responsive planning;
- Gender issues in agricultural research;
- Mainstreaming gender in project cycle;
- Gender issues in agricultural development; and
- Gender concepts. (Refer to page 6 of the main workshop report)

c) Gender knowledge as an output of the workshop was also affirmed by participants' scores in pre-workshop and post-workshop tests. The average score on knowledge of gender issues prior to the training was 3.8 points out of 10, which increased to 6.8 out of 10 after the training.

5.0 : Workshop Challenges/Gaps

a) Both facilitators and participants were generally of the view that time was inadequate for the workshop. Most participants particularly stressed the need for more time for Module 2, 3 and 4 as well as preparation for fieldwork.

b) Participants listed several areas about which they still felt need for additional information. The areas are as follows, in descending order;

- Gender analysis and interpretation of data;
- The Moser framework; and
- Gender issues in agricultural development and gender responsive planning.

c) There was also expressed the need for the workshop handouts to be more "user-friendly" by being presented in bullet/point form rather than in prose.

6.0 : Overall assessment of the workshop

The overall assessment of the workshop by the participants was positive. A majority (15 out of 16) rated its relevance and usefulness to their work as very good while 1 out 17 said it was good. Regarding quality of course materials and delivery, 12 out of 17 rated it as very good and 5 out of 17 as good.



A participant makes a group presentation

Table : Overall assessment of the course (Number of respondents = 17)

Overall assessment of the course	Very Good	Good	OK	Poor	Very Poor
Relevance and usefulness to your work	15	1			
Quality of course materials and Delivery	12	5			

In addition to the quantitative ratings, participants made the following comments, all indicating their favourable opinion about the workshop.

- The workshop was well organized.
- I benefited a lot especially in understanding of key gender issues in development.
- Keep it up! The workshop was a success.
- A very good workshop.
- The facilitators were knowledgeable.
- This is going to improve my performance.
- More time is required for the workshop.
- This was a very useful opportunity.
- The time was not enough especially for the exercises.
- We need more courses like this on gender to further enhance our understanding of the concepts.
- I recommend further training in the same course
- The course has improved my gender analysis skills and this will reinforce my work in M&E
- Facilitators should do a follow up of the trainees to ensure that they apply the concepts in the field and also practice out the gender analysis tools.