

Module 1: Gendered Value Chain Analysis Training Workshop

**International Livestock Research Institute campus,
Addis Ababa, Ethiopia
Nov. 7-10, 2016**

Workshop report



Produced by Annet A. Mulema (ILRI), Wole Kinati (ICARDA) and Hiwot Desta (ILRI)

Introduction

The workshop was organized in response to a perceived need to strengthen the capacity of CRP Livestock and Fish (LAF) research and development partners to conduct a gendered value chain analysis, and apply gender analytical tools. A team of facilitators was assembled from ILRI and ICARDA, and used workshop materials prepared by Transition International. Three pre-workshop meetings were held to discuss the structure of the workshop, the activities involved, logistics and assignment of roles. The workshop took place at the International Livestock Research Institute, Addis Ababa, Ethiopia.

The objectives of the workshop were to introduce workshop participants to:

- Why gender analysis is important for value chain development;
- The important (conceptual and methodological) components of gendered value chain analysis (GVCA);
- The kinds of tools and frameworks for GVCA that exist and how to select the most relevant one;
- Application or facilitation of tools and frameworks.

This report presents an overview of the teams' experience from the gendered value chain analysis training workshop. This is the first of the four series of workshops designed to develop the gender capacity of LAF partners.

Basic data

<i>Name of the country</i>	Ethiopia
<i>Value chain</i>	Small Ruminant
<i>Name(s) of the trainer(s)</i>	Annet A. Mulema (ILRI) and Wole Kinati (ICARDA) with support from Hiwot Desta (ILRI)
<i>Start and end date of this module</i>	Oct 2016 to March 2017
<i>Workshop dates</i>	Nov 7-10, 2016
<i>Date of this report</i>	Dec 2016

The training workshop

<i>Opening session and introduction</i>
<ul style="list-style-type: none">• The workshop was opened by the small ruminant value chain coordinator, Barbara Rischkowsky, who emphasized the importance of the workshop in helping partner organizations to develop their gender capacity. She highlighted the previous effort to integrate gender in the value chain and the need for a more systematic and tailor made approach. She encouraged the participants to be keen and critique the gender capacity development guide to aid its improvement.• Participants expectations included:<ul style="list-style-type: none">○ Understanding gender value chain analysis○ Develop skills in gender analysis○ Share experiences on gendered interventions○ Learn how to mainstream gender in our day to day work○ Learn how to make all departments gender- responsive○ Share basic concepts of gender○ Participatory monitoring and evaluation○ Learn techniques for gender mainstreaming.

How did the workshop go? What went well? What are some successes?

From participants point of view, the successes include:

- Good preparation of facilitators
- The sessions were participatory
- Participants were happy with the team
- Module preparation was 'smart'

From trainers' point of view

- The gendered value chain exercise was the most thrilling. Participants understood the exercise and the feedback session was very interactive, with participants giving constructive feedback. At the end of the session, each participant was asked to evaluate the day using one word and all were positive, with words like nice, interesting, the best, happy, feels like eating raw meat – a delicacy in Ethiopia, being used to express their feelings.
- Each day's recap was detailed with participants' highlighting the issues learned in detail. Three participants volunteered to recap – one person per day.
- Participants are eager to share with staff and start the application of what they learned in their ongoing/newly planned activities for their respective organizations.
- The heads of institutions and regional gender focal points signed the coaching agreement.

What did not go well? Were there any challenges?

From participants point of view:

- Time management – on day one, participants from Yabello arrived late and we started late. To resolve this, we assigned Hiwot to manage the time.
- Translation of slides at the end of each session - participants especially from the woreda requested for translation of the slides from English to Amharic. This issue was raised quiet early on day one so the trainers decided that each presentation made in English is summarized in Amharic at the end of each session. The practical sessions were mostly facilitated in Amharic to ensure that the concepts are further explained to aid comprehension.
- The pace of presentation was fast - This was raised during day one recap. In response to this, the pace of presentation was further reduced. This called for more time spent on each session.
- Training materials and manuals are in English - Participants requested for translation of the materials in to local language- Amharic.
- Female participants were not very active during the plenary sessions and did not want to present group work though active during group discussions. Participants suggested that we give female participants co-facilitation roles.

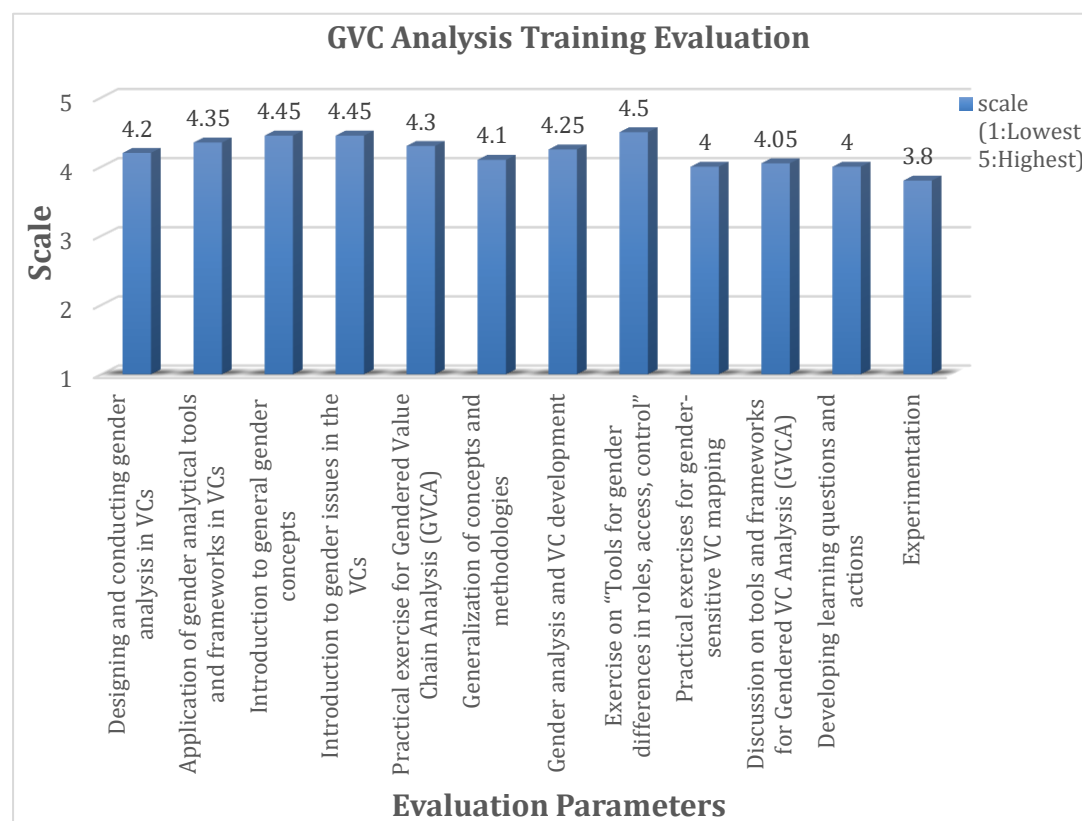
Trainers' point of view

- Day one is quite packed. We were not able to cover all the sessions within the allotted time. The last two sessions were rolled over to day two. The videos were screened on day three since we run out of time on each and every day.
- The practical sessions took long than anticipated.
- Formulation of development goals was quiet challenging and time consuming. We developed a form which required participants to fill out their learning goals, activities to be undertaken, timeframe, indicators of success and assumptions. This activity was very challenging especially for participants from the woreda. However, we managed to pull it off with good work plans. Participants were

requested to submit completed work plans the following week, after integrating comments from other key persons.

How did participants evaluate the workshop?

We used a workshop evaluation form (Annex 3) and below are the results. A scale of 1 to 5 was used to measure the participants' level of satisfaction with the key sessions of the training workshop in meeting their expectations. In general, the result has shown that participants rated most of the sessions more than high (4) indicating that almost all the sessions met their expectations.



A few participants in the workshop had familiarity and experience with gender, and all groups of participants clearly needed further support, training, and assistance to translate gender into practical changes in their work.

All participants stressed the excitement and interest in learning practical ways to integrate gender in value chain analysis from the exercises and tools that were shared in the workshop. They also appreciated the diverse backgrounds of the participants, the ease with which the facilitators shared their knowledge, expertise, and personal experiences, and the fun, interactive ways to engage communities and colleagues in discussing a sensitive topic.

A few participants had attended previous gender trainings but were unable to apply the information learned in concrete ways. They all indicated that the participatory facilitation and exercises woven throughout the workshop was invaluable in understanding and integrating gender into their work. These reflections demonstrate the importance of understanding gender analysis as part of a longer-term learning cycle that includes discussing and reflecting on specific work experience, understanding and integrating new concepts and tools for addressing gender, and applying these new ideas in an on-going

process of practical adaptation and monitoring.

Brief narrative on coaching and other activities

<i>How did the coaching go? What went well?</i>

Coaching not yet done. However, during the training workshop, it was discussed with the participants on how to conduct the coaching. For the time being, it was agreed that coaching from distance through regular email and telephone call is appropriate. Based on this, coaching plan for module one was developed and shared with the trainees which includes when to have telephone call and email communications.
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<i>What did not go well? Were there any challenges?</i>

<i>Any information on other activities, if relevant</i>

Adaptations made by the trainer

<i>Describe which adaptations, if any, were made to the trainers guidelines (methods, tools, etc.), and why?</i>
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| <ol style="list-style-type: none">1. We employed a different introduction exercise since we had no 'roll of thread' to apply the spider web exercise in the guide. Participants formed two circles (inner and outer circles). Participants in the two circles faced each other and introduced themselves, mentioning their name, organization, position and expectations. After two minutes, participants in the outer circle moved anticlockwise to meet a different person.2. The questionnaire was adapted to focus the questions on the small ruminant value chain3. In developing the learning goals, participants were grouped by organization. First, each participant individually developed their learning goals. Following this, members at each table teamed up to discuss their individual goals and used them to formulate organizational learning goals, activities, duration, indicators of success and failure. The organizational learning goals were presented in the plenary and feedback given.4. We slotted in one extra day for the participants to practically test at least one tool in the field before heading back to their institutions to implement their work plans.5. On the last day (day 4), after presentation of the field results, we briefly discussed collection of sex disaggregated data and interpreting it to inform future interventions. This will be built on in module 2.6. Since female participants seemed to be less activity, we requested them to co-facilitate some sessions e.g. the video. It was surprising that female participants were more active when a female colleague facilitated a session.7. We video recorded the practical sessions and interviewed two male and two female participants about their key learnings and how they intend to apply the acquired knowledge. One of the female participants came with a spouse to babysit their two children. We interviewed the spouse to capture his child caring experience. |
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8. Since the steps of facilitating the 'gender balance tree' are not outlined in the participants pack, the facilitators included a document on this amongst the resources saved on the flash drive.

Lessons learnt for next module

If applicable, what would you do different in the next module?

- Improve time management to ensure that we cover as much as possible within the allotted time. Facilitators need to stick to time allocated without compromising speed and quality.
- Collect work plans on the last day of the workshop. Participants delay sending them when they return home
- Four days' training seemed to be too much especially for mothers who came with babies. We'll probably plan to keep the forthcoming workshops short.
- Translate training materials and allocate more time to translation of PowerPoints
- Encourage co-facilitation of some sessions
- Encourage more (active) participation of women. Co-facilitation is a great way to promote this. Also think of having women work together in group sessions. If women also have less capacities or are unsure, it might be good to bring them together a (half) day earlier and focus on leadership. Of course, there are other/more ideas may be possible!

Suggestions to improve this module

*Based on your experience, do you have any suggestions on how to improve this module?
These suggestions can be useful for other trainers and for TI/ILRI*

- Add a section on collecting sex-disaggregated data and analysing it. We noted that when participants collect data using the tools, they did not interpret the results. This session is dealt with in module 4. We agree that it is already relevant here, the main reason to move it to the M&E module was that this module on analysis was already very dense. It is not necessarily a bad thing to notice in module 1 that more knowledge is necessary – this motivates partners to search for knowledge themselves and activate them in module 4. However if there is space for it, the session from module 4 can be integrated in this module.
- It will be good to translate the modules
- Day one is packed. Some of the sections can be moved to day two without removing part of the session.
- Add facilitation techniques to enhance female participants' participation during group exercises and experimentations.
- Add more information on the different types of interviews (formal/informal) and questionnaires (closed ended, open ended and semi-structured). 1.7 in the pack has some information on this and there are references to resources.
- Add section on developing learning goals and coaching track in both packs

Support needs

<i>Do you have any specific questions or support needs from TI or ILRI?</i>
More support on developing coaching tracks

Annex 1: Learning Questions/Goals and Action Plan for each Organization

Areka Agriculture Research Center

What do you want to achieve/goal	Action to be taken	When/timeliness	Indicators of success/expected outputs	Assumption
Gender capacity development for research staff	-Organize training sessions/information sharing mechanisms	January, 2017	- At least 80% of the staff trained	-Work load
Identify main actors and chain supporters & their functions at production level in Doyogena improved sheep breeding program - practicing Harvard Framework tools (activity profile, and access and control profile)	-Selection of study site -Reviewing of secondary documents, -Selection of cooperatives -Selection of Focus Group discussants -Focus Group Discussions (men & women) -Conducting Key informant interview	January, 2017	-Secondary information gathered -key informants interviewed -Focus group discussions made -Main & supportive VC actors & their functions at production level in Sheep community-based breeding program (CBBP) identified from gender perspectives -no. of reports produced -Documents prepared	-shortage of Time & -lack of budget /financial problem

Doyogena Office of Agricultural Development

What do you want to achieve or know how to do following this training	Actions to be taken to achieve goal (tools and methods)	When/timeliness	Indicators of success/expected results	Assumptions
Gender capacity development for research staff	<ul style="list-style-type: none"> Organize training sessions/information sharing mechanisms 	January, 2017	<ul style="list-style-type: none"> At least 80% of the staff trained 	<ul style="list-style-type: none"> Work load
Identify the gender roles in community based sheep breeding improvement cooperatives	<ul style="list-style-type: none"> Identify the household members for FGDs (men, women, youth male and Youth female) Employ Moser framework: two tools (1) gender roles identification/triple roles, (2) Disaggregating control of resource and decision making within in the HH 	January 2017	<ul style="list-style-type: none"> At least four FGDs conducted (with men, women & youth) triple roles of gender identified Four groups interviewed Research report developed 	<ul style="list-style-type: none"> Work load Shortage of finance

Bako Agriculture Research Center

What do you want to achieve or know or know how to do following this training	Actions to be taken to achieve goal(including tools and methods)	When/timeliness	Indicators of success/ expected results	Assumptions
Gender capacity development for research staff	-Organize training sessions/information sharing mechanisms	January, 2017	➤ At least 80% of the staff trained	➤ Work load
Conduct gendered value chain analysis of Haricot bean using Harvard analytical frame work : <ul style="list-style-type: none"> • Activity profile • Access and control • Value chain mapping 	<ul style="list-style-type: none"> ➤ Apply the three tools: Activity profile; Access and control; and value chain mapping ➤ Peasant Association selection ➤ Organizing of FGDs: Group identifications, group interview with men, women & youth ➤ Data analysis & report writing 	Jan-May,2017	<ul style="list-style-type: none"> ➤ At least two tools of Harvard analytical frame work will be used ➤ At least three FGDs conducted: <ul style="list-style-type: none"> • Two Women groups • Two Men groups • Youth group ➤ <i>interview of women groups</i> ➤ <i>interview of men groups</i> ➤ <i>interview of youth group</i> ➤ Gender based constraints & opportunities identified ➤ Gender disaggregated research report produced 	<ul style="list-style-type: none"> ➤ Work load ➤ Conflicts of interest

Horro Office of Agriculture and Rural Development (Livestock Agency)

What do you want to achieve/goal	Action to be taken	When/timeliness	Indicators of success/expected outputs	Assumption
Gender capacity development for research staff	-Organize training sessions/information sharing mechanisms	January, 2017	- At least 80% of the staff trained	-Work load
Gendered Analysis of poultry VC using Harvard Analytical Framework: Three tools; (1) activity profile, (2) access and control profile) and (3) Gendered Value Chain Mapping	-Selection of study site -Selection of Focus Group discussants -Conduct focus Group Discussions (FGDs) with men, women & youth -Conducting key informant interviews with DAs, community leaders & others	February 2017	-Gender based constraints & opportunities identified -intervention points for poultry production improvement listed and identified for future interventions -Gender disaggregated research report produced	-Work over load & -lack of budget

Yabello Pastoral and Dryland Agriculture Research Center

What do you want to achieve Or know or know how to do following this train?	Actions to be taken to achieve goal	When/ timeline	Indicator of success / expected results	Assumption
Gender mainstreaming in research activities	Gender capacity development for research staff	Dec., 2016	- At least 80% of the staff trained	-Work load
	Implementation of Gender Analysis using Harvard Framework in research activities	Dec., 2016- Jun, 2017	-At least 2 tools of Harvard Framework selected -At least 2 tools will be implemented -Gender disaggregated research report produced -Gender mainstreamed in the selected research activities	-Lack of developing clear Research objective
	-Gender sensitive technology demonstration -participation of female during data collection	Dec., 2016- Jun, 2017	- At least 30% of Participatory Research Group member is female -At least 40% of respondents / FGD member is female	-Community awareness - Conflicts -Cultural barriers

Yabello Pastoralist Development Office

What do you want to achieve/goal	Action to be taken	When/timeliness	Indicators of success/expected outputs	Assumption
Gender capacity development for research staff	-Organize training sessions/information sharing mechanisms	January, 2017	- At least 80% of the staff trained	-Work load
Gendered Analysis of Cattle Fattening in selected Peasant Associations using Harvard Analytical Framework: two tools; (1) activity profile, (2) access and control profile	-Selection of study site -Selection of Focus Group Discussants -Conduct Focus Group Discussions with men, women & youth -Conducting Key informant interview	March, 2017	-Three FGDs with selected men, women and youth groups -Interventions points identified -Gender disaggregated research report produced	-Work over load & -lack of budget

Annex 2: Evaluation form

Participant Evaluation

1. Please rate how well each of the workshop objectives was met. Use a scale from one to five (1 to 5) with one (1) being the lowest and five (5) being the highest.

Increase knowledge of designing and conducting gender analysis within the context of any value chain

1____ 2____ 3____ 4____ 5____

Practice with the application of gender analytical tools and frameworks in a given value chain

1____ 2____ 3____ 4____ 5____

2. Please rate the usefulness of each workshop session/activity. Use a scale from one to five with one being the lowest and five being the highest.

Introduction to general gender concepts

1____ 2____ 3____ 4____ 5____

Introduction to gender issues in the VC

1____ 2____ 3____ 4____ 5____

Practical exercise for Gendered Value Chain Analysis (GVCA)

1____ 2____ 3____ 4____ 5____

Generalization of concepts and methodologies

1____ 2____ 3____ 4____ 5____

Gender analysis and value chain development

1____ 2____ 3____ 4____ 5____

Practical exercise on “Tools for gender differences in roles, access and control”

1____ 2____ 3____ 4____ 5____

Practical exercises for gender-sensitive value chain mapping

1____ 2____ 3____ 4____ 5____

Discussion on tools and frameworks for Gendered Value Chain Analysis (GVCA)

1____ 2____ 3____ 4____ 5____

Developing learning questions and actions

1____ 2____ 3____ 4____ 5____

Experimentation

1____ 2____ 3____ 4____ 5____

Were the workshop materials clear and easy to understand?

Please tell us what you found most useful in the workshop and why.

How will you use the knowledge and skills gained from the workshop in your work?

What types of follow-up (e.g., technical assistance) would be helpful to you?

How might we improve the workshop in the future?

Additional comments or suggestions:
