

Gender Empowerment in Sheep Fattening for Youth & Women's Groups in Ethiopia

Training Report

Jane Wamatu, Muluken Zeleke
ICARDA

November 2022



Training in Gender Empowerment in Sheep Fattening in Abamote, Basona Worena; *Photo credit Abinet Tadesse*

Table of Contents

EXECUTIVE SUMMARY	3
1. General overview.....	4
2. Training objectives	4
3. Participants	4
4. Course structure.....	5
5. Course implementation approach	5
6. Proceedings.....	7
8. Participants' feedback	8
9. Lessons learnt and best practices	8
10. Conclusion and recommendations	9
Appendix I: Trainers	9

EXECUTIVE SUMMARY

This report details a three-day training workshop held from 28-30 November 2022 in North Shewa, Basona Worena. The workshop was part of activities by the One CGIAR initiative on sustainable intensification in mixed farming system (SI-MFS). The International Center for Agricultural Research in Dryland Areas (ICARDA) was the organization charged with carrying out the workshop with the goal being to empower women involved in sheep fattening economic activities.

The approach of the training was collaborative using presentations, group discussions and case studies to enhance the participants' knowledge and skills on role of gender in sheep fattening. The participants included youths and women involved in sheep fattening activities. The multistakeholder members attended all the sessions. A community of practice team facilitated and provided the training. The main outputs of the training workshop were to create awareness on the importance of empowering women to enable them to participate effectively in sheep-fattening business.

1. General overview

The gender empowerment training for youth and women groups involved in sheep fattening was carried out with the main objective being to empower women who are active in the sheep fattening business. The training was provided by resource persons from a consortium of seven implementing institutions and was held at Basona Worena district of Gudoberet, Abamote and Mehal Amba from 28th - 30th Nov 2022. A total of 150 participants from three kebeles participated in this training.

The objective of this training was to empower participants to fully participate in sheep fattening activities with the emphasis on the need to erase fixed gender roles that curtail involvement of women in economic activity. The training encompassed various topics including the role of gender in sheep fattening, gender and development concepts, goal setting, team working, systematic planning and monitoring, marketing strategy, business plan writing and management.

The training style was interactive since the trainers made certain that knowledge was not only imparted but accurately perceived, understood, and applied by the participants. To sure this, trainers engaged participants in discussions, an open forum for feedback, questions, and suggestions. These discussions and interactive sessions were supported by materials such as pre and post-test, PowerPoint presentations, and handouts on entrepreneurship skills and collective action in sheep fattening.

2. Training objectives

The objectives of this three-day training were as follows.

- To create and improve awareness of the role of gender in sheep fattening
- To enhance the inclusiveness of gender in market-oriented sheep fattening
- To link gender and development concepts to the youth and women group

3. Participants

The 150 training participants (75 male and 75 women) were from the three kebeles of Basona Worena district.



Gender Expert, Basona Worena Gender Office, Elsa Mengiste, training on Women Empowerment. *Photo credit Abinet Tadesse*

4. Course structure

The training manual incorporated the theoretical and conceptual foundations of participatory learning and effective facilitation.

The course comprises five different subchapters focused on the practical skills that youths and women need to have to set up gender inclusive groups. The course is designed to follow the participatory learning approach.

5. Course implementation approach

The training course includes content on gender empowerment with training methodologies that enable effective facilitation, participatory and experiential learning which play the main role in sustainable knowledge and skills gain.

Participatory learning fosters an atmosphere in which trainees can discover and practice their knowledge and abilities. Trainees will investigate and share their own experience and knowledge, critically conceive, and reflect on solutions from which they will derive learning content and methods for actual enterprise applications.

The participatory learning techniques including discussion, games, brainstorming, making puzzles, and group work, enabling the youth and women to share, analyze, and enhanced knowledge.



Members of Abamote Women-only sheep fattening group. *Photo credit Abinet Tadesse*

The team that delivered sessions during the training comprised two experts from job creation and training officers, a community of practice members of Basona Worena District. Below are brief descriptions of the trainers and the sessions they conducted.

No.	Name	Designation	Session title
1	Afework Abera	Basona Worena District Livestock office head	Welcome Address and setting the stage
2	Asfaw Moges	Basona Worena District Administrative Office	Opening and keynote speech
3	Tesfa Getachew	Debre Berhan Agricultural Research Center	Highlights on the progress of youth and women group sheep fattening practice in Menz
3.	Getu Asefa	Gender Office	Understanding Basic Concepts of Gender
4.	Elsa Mengiste	Gender Office	Developing a Business Plan Market analysis Realistic planning

6. Proceedings

Session I. Introduction to Workshop and Objectives

The introduction and objectives of the workshop were explained by Muluken Zeleke from ICARDA. The experts from the gender office, Getu Asefa and Elsa Mengiste asked the participants for their expectations regarding the training. Then pre-training assessment was taken from the participants.

Session II. Gender terminology

Session III. Gender roles

- Productive role
- Reproductive role
- Community role

Session V. Concepts on Gender

- Gender Equity
- Gender Equality
- Gender Blindness
- Gender Sensitivity
- Gender Responsive
- Gender Transformative
- Gender Disparity
- Gender Mainstreaming
- Practical and Strategic gender needs

Session VI. Women Empowerment

- Principles of women's empowerment
- Relevance of empowering women

7. Training evaluation

Before the training started, prior to the session, the gender experts provided a pre-test to participants to assess their understanding of topics. The team also conducted a post-test at the end of the session to evaluate training outcomes. These tests were in the form of questionnaires filled out by participants.

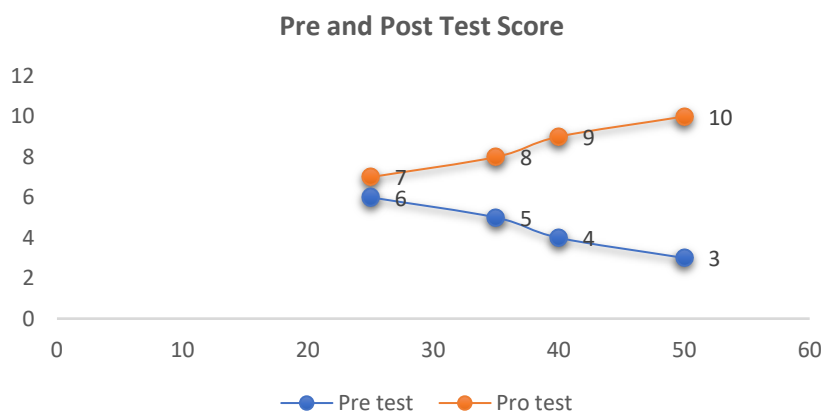
Pre-Training Assessment of the Participants

In the pre-test, three participants scored 10, twenty-five participants scored 6, thirty-five participants scored 5, forty participants scored 4, and fifty participants scored 3 out of 10 marks. The pre-test indicates that only 16.6% of participants have basic knowledge of gender empowerment. They mentioned that gender empowerment needs a set of skills with an understanding of the gender role and relevance in the community.

Post-Training Assessment of the Participants

In post-test, more than fifty participants scored 10, forty participants scored 9, and thirty-five participants scored 8 marks out of 10 marks.

The participants listed the important things learned, included understanding the different aspects of gender which are very crucial when working in a group with women. The women were taught the hallmarks of the successful entrepreneur. The participants found the exposure to different scenarios and life-sharing events under different business scenarios to be very interesting to them. The participants were satisfied with the delivery of lectures and the reading materials provided to them.



8. Participants' feedback

In the end, sample interviews were conducted where participants were randomly asked two questions: how much they liked the training and what topics they expected in the next training. Overall, they liked the training and were of the opinion that it achieved its goals. For future training, participants asked for practical training on business plan development and extending the training to other regions so that participants from different regions can share experience.

9. Lessons learnt and best practices

The changes in the format of the workshop helped keep it moving smoothly.

The participation of multi-stakeholders in providing training creates enabling environment for participants to get multi-disciplinary knowledge.

The trainers ensured more interactive sessions and practical exercises, which helped participants understand the training contents.

10. Conclusion and recommendations

Since 2018 ICARDA has been working with market-oriented youth and women sheep fattening groups in Menz, Bonga and Doyogena. Under one CGIAR initiative of sustainable intensification in the mixed farming system, ICARDA is to establish six groups of sheep fattening in Basona Worena. To make the youth and women group sheep fattening sustainable in a mixed farming system, ICARDA has established a multi-stakeholder platform called a community of practice to start, sustain and enhance the role of sheep fattening entrepreneurial opportunities in the Basona Worena district.

In collaboration with Basona Worena district, ICARDA gives training to youths and women on sheep fattening entrepreneurship and collective action skill in the selected kebeles of the district. The training was held for three days to create awareness on youths to engage in sheep fattening in a business-oriented way.

The participants of youth and women totaling 150 in number enhanced their understanding of basic entrepreneurship, the mindset of the successful entrepreneur, business planning, and marketing management on sheep fattening.

Accordingly, close follow-up and improving the market-oriented sheep-fattening business strategy based on the fluctuation of the local economy will be recommended to sustain sheep-fattening business in the changing economic climate.

Appendix I: Trainers

Trainers	Name & Surname	Institution
	Getu Asefa	Gender office, xxx
	Elsa Mengiste	Gende office, xxx

Appendix II: Agenda

Agenda

Gender Empowerment for Sheep Fattening in Ethiopia

Venue: Basona Worena

Dates: 28-30/Nov/2022

Time	What	How	Who
Day-1			
09:00	Registration		Zelalem Abate
09:20	Objective of meeting	Speech	Muluken Zeleke
09:30	Welcome speech	Speech	Afewerk Abera
09:45	Opening speech	Speech	Asfaw Moges
10:00	Overview of sheep fattening in Ethiopia	Presentation	Tesfa Getachew
10:20	BREAK		
10:50	Training on the concept and role of Gender		Getu Asefa
12:30	LUNCH		
1:30	Group exercise: planning field implementation based on group discussion	Group exercise	All
2:30	Report back from each site	Presentation	
3:00	BREAK		
Day-2			
09:00	Recap		-
09:20	Women Empowerment	Presentation	Elsa Megiste
10:20	BREAK		
10:50	Group work on	Group exercise	All
12:30	LUNCH		
1:30	Report from the group		All
Day-3			
09:00	Recap		
11:00	Group exercise: planning field implementation based on group discussion	Group exercise	All
12:00	Report		All

Appendix III: Training evaluation

Participatory Planning						
#	Training evaluation	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
1	Overall training was good					
2	Exercises/Activities are fruitful					
3	Presentation easy to understand					
4	Participant handbook understandable					
5	Time for session is appropriate					
6	All topics covered					
7	Easy language in Handbook					
8	Break time was given as per agenda					

Consent Statement: "Personal information including Name, Business Title, Email, Phones, Images and GPS points included in this report have been authorized in writing or verbally by the data subject" J. Wamatu