

“Integrating Gender into Extension Services”

“Closing the Gender Gap in agriculture could increase yields on farms by 20–30 percent which...

Could raise total agricultural output in developing countries by 2.5–4 percent which...
Could reduce the number of hungry people in the world by 12–17 percent”

State of Food and Agriculture FAO 2011

Participant’s Guide



“Integrating Gender into Extension Services”

When: _____

Where: _____

Who: _____

Why: Integration of gender principles and practices into Extension programming is critical for increasing productivity in both rural sectors and the national economy and for providing adequate and appropriate services for both women and men.

What: The various workshop sessions will focus on how to integrate gender principles and practices into Extension programming.

What For: Upon completion of this workshop, participants will be able to:

Define where and how “gender” is a part of one’s professional career.

Differentiate between gender and sex.

Explain why examining gender roles is important to Extension and agricultural systems and why Extension has not successfully addressed gender in the past.

Analyze the connections among Extension work, gender, and agricultural productivity.

List the key elements of a gender analysis.

Identify some basic tools for conducting a gender analysis.

Explain the concept of gender mainstreaming.

Demonstrate a short, interactive energizer that can introduce gender issues.

Describe how gender analysis tools can be applied to Extension work.

Apply a specific gender analysis tool to an Extension situation.

List key issues affecting work with women farmers, including gender-sensitive message design and communication strategies.

Compare and **contrast** techniques to engage mixed and single gender groups.

Identify methods for monitoring and evaluating gender responsive programming.

Assess when and how to apply gender analysis tools and participatory techniques to various Extension situations.

Define the key elements of an agricultural value chain using a gendered approach.

Our Commitment to Workshop Participants

As facilitators of this workshop, participants can expect us to:

1. Be prepared, organized, and equipped for each day of training while at the same time being flexible when the need arises.
2. Respect the different opinions, varying levels of experience, diverse learning styles, and unique contributions each participant brings to the training.
3. Be fellow learners during the workshop. . .learning from and with the participants.
4. Conduct follow-up activities with participants to discuss the transfer and impact of knowledge and skills gained at the workshop.
5. Send any related follow-up materials to participants within two weeks of the workshop completion.
6. Be receptive to suggestions for improving workshop sessions to meet the needs of participants.

Our Expectations of Workshop Participants

As facilitators of this workshop, we expect participants to:

1. Actively participate in all workshop sessions and be open to a variety of learning methods and techniques—some which may be beyond participants' comfort zones or interests.
2. Respect the diversity of opinions and experiences other participants bring to the workshop.
3. Share the knowledge and skills gained at the workshop with colleagues and project partners. . .to pass-on the gift of training.
4. Attend all workshop sessions; arriving late to the opening sessions and departing prior to the closing sessions are detrimental to the learning process and disrespectful to the facilitators, other workshop participants, and the hosting facility.
5. Please turn off all cell phones during workshop sessions to avoid disruptions.

Day #1

Welcome, Logistics, & Workshop Expectations

A: Welcome and Logistics

B: Expectations

List your expectations for the workshop on a piece of scrap paper. Share your list with two other participants sitting near you. As a small group, select the most clear and concise expectations. Write these expectations on cards...one idea per card, using LARGE letters, and 3 to 5 words. Write the larger group's expectations in the space below:

Session #1: Explorations into Gender

Find your other photo half. With your partner, answer the following questions about each other:

In what ways do you engage in gender activities in your professional work?

What interests you most about gender issues in Extension work?

What is something no one would guess about you?

Share and discuss your responses with the larger group.

Session #2: What is “Gender?”

2A: Listen to a mini-lecture on gender definitions, statistics of farmers worldwide, and on the strengths and weaknesses of programming efforts of Extension and other organizations to reach male and female farmers.

BREAK

Session #3: Making Connections

3A: Individually write brief responses to the questions below as you watch the YouTube video clips.

What are people **doing** in the video clips?

What **agricultural opportunities** do you see in the video clips?

What **challenges** do you observe?

What types of **gendered approaches** or **techniques** are being used?

How might women and men’s **agricultural productivity be improved** by incorporating a greater awareness of gender issues into the Extension agent’s work?

3B: In your small group, copy the matrix below on flip chart paper. Select a recorder and briefly record the responses of group members onto the matrix. Post the matrix on the wall when completed. During the break take a “gallery walk” to observe responses from the other small groups.

Question?	Women	Men
What are people doing?		
What opportunities?		
What challenges?		
Gendered approaches or techniques?		
How to increase agricultural productivity?		

LUNCH & “GALLERY WALK”

Session #4: Gender Analysis

Listen to a mini-lecture on gender analysis: definition of gender analysis, why gender analysis is conducted, the triple roles of women, strategic and practical

gender needs, gender mainstreaming, collection of gender disaggregated data, and common theoretical frameworks and tools used in gender analysis.

BREAK

Session #5: Gender Energizers

5A: Join the large circle. When you receive the ball, shout out the first adjective that comes to your mind that describes “Margaret” or “Martin.” Then quickly throw the ball to someone else in the circle, saying “Margaret” or “Martin” to the person who catches the ball.

5B: Review the responses with the facilitator...discussing the adjectives and how gender stereotypes are formed based on these adjectives.

Daily Wrap-Up

As you reflect on the day’s activities, verbally share your responses to the following questions in the larger group:

- ✓ What is one new thing I learned today?
- ✓ What is one fear I have about integrating gender into my work?

Day #2

Rapid Summary of Day #1

Based on the activities from Day #1, verbally respond to the following questions presented by the facilitator:

- ✓ What are the differences between sex and gender?

- ✓ Why is addressing gender important when doing Extension work?
- ✓ What is one thing I can do in my current position to increase women's access to Extension programming?

Session #6: Gender Analysis Application and Tools

6A: In your small group, read the case study provided by the facilitator. Using the gender analysis tool provided by the facilitator, identify the key gender elements in the case study. Summarize the key elements on flip chart paper using the guide provided by the facilitator.

6B: Report your small group's findings to the larger group using the following questions as a guide:

- ✓ What are the benefits of using the tool?
- ✓ What are the challenges of using the tool?
- ✓ Who needs to be involved when using the tool?
- ✓ Under what circumstances would you use or not use the tool?

BREAK

Session #7: Participatory Strategies for Gendered Responsive Extension Programming

7A: In the large group, respond to the following question: "What do you currently do to engage farmers in Extension programming?"

7B: Listen to a mini-lecture highlighting the importance of gender equitable participation and communication strategies, key issues affecting work with women farmers, Extension messaging and design of gender sensitive training materials, and monitoring and evaluation of gender responsive programming.

7C: Based on the mini-lecture, respond to the following question: “What can you do to ensure that both women and men are included in Extension programming?”

LUNCH

Session #8: Applying a Participatory Gendered Approach to Your Work

8A: In your small group, complete the following activity as directed by the facilitator:

- ✓ Assign one group member to be an Extension agent visiting the farm to help increase agricultural productivity. Assign the remaining group members to the roles of male and female farmers and children according to the scenario provided by the facilitator.
- ✓ Conduct a role play with the Extension agent designing a program to increase agricultural productivity that is gender sensitive and includes gendered objectives and indicators of success.
- ✓ Present your role play to the other participants in your group.
- ✓ Switch places and observe the role play presented by the participants in the other small group.

BREAK

8B: Join the larger group and respond to the reflection questions based on the role plays.

Daily Wrap-Up

Reflecting on the activities of the day, verbally respond to one of the following items in the larger group:

- ✓ Provide one reason why gender analysis is important for Extension programming.
- ✓ Describe one situation where you could use gender analysis in your work.
- ✓ Identify one consideration when creating gender sensitive programming.

Day #3

Rapid Summary of Day #2

Based on the activities from Day #2, discuss the following questions in your small group. Share a few responses with the larger group.

- ✓ What was your favorite activity from yesterday? Why?
- ✓ What is one thing you can apply in your work from yesterday's sessions?

Session #9: Gender and Agricultural Value Chains

9A: Look at the cards on the wall. Help the group decide in which order should cards go to form a value chain.

9B: Listen to a mini-lecture on agricultural value chains.

BREAK

9C: In your small group, draw the steps in the value chain based on the case study provided by the facilitator and identify **where** and **how** to address gender issues in the chain. Capture the following on a flipchart to share with the larger group:

- ✓ Where and how can you address gender issues in the agricultural value chain?
- ✓ In what ways can you use agricultural value chains in your work?

Workshop Evaluation

Complete the written workshop evaluation provided by the facilitator. When prompted by the facilitator, verbally share a few of your responses with the larger group:

- ✓ What was the **best part** of the workshop for you?

- ✓ What is a **key insight** you will **remember** from the workshop?

- ✓ What is one **action** you will **commit to completing** based on the workshop?

LUNCH and Workshop Closing