ORGANIC DENMARK

TOAM
Tanzania Organic Agriculture Movement

GENDER MAINSTREAMING TRAINING GUIDE



June 2020

Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone's responsibility

Ban Ki-moon

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ABOUT THE GUIDE

This training guide target the organizational staff and FFLG facilitators (internal and external) who will pass the knowledge on gender issues to the existing and new FFLG farmer families based on simplified approach. These trainers (FFLG facilitators) will be capacitated on gender mainstreaming issues through the workshop that will be conducted by TOAM and therefore pass the knowledge in simplified way to their communities through regular group meetings.

Objectives of the guide

- This guide aims at providing organizational staffs and FFLG facilitators in the program area, practical facilitation skills on gender mainstreaming with a step-by-step guide and instructions on how to present gender issues in a participatory manner.
- The guide meant to orient organizational staffs and facilitators on gender mainstreaming aspects as well as developing and organizing training manual covering gender issues as depicted in the guide.

The guide is designed to lead through organizational staffs and FFLG facilitators in the training process, supporting them to better understand, design, organize, conduct and follow up on gender equality and gender mainstreaming training at household and FFLGs level.

1.0 INTRODUCTION

Tanzania Organic Agriculture Movement (TOAM) in partnership with Organic Denmark, OD developed a training guide "*Gender and Youth mainstreaming*" through *"Empowerment of Small- Scale farmer families through Resilient Democratic Rural Organization, Organic agriculture, Market Access and Advocacy program" (ESFROMA)* support. The program overall goal is to decrease food insecurity and poverty through organic farming and empowerment of small-scale farmers including women and youth in Tanzania. Beneficiaries of the program are 10 villages organized in 58 Farmer Family Learning Groups (FFLG) belonging to 5 wards of Chamwino district, Dodoma region.

Sustainable Development Goal (SDG) 5 'Achieve gender equality and empower all women and girls' is in the ESFROMA program a cross cutting human rights agenda. Gender inequality is still prevailing in the rural communities in Uganda and Tanzania, despite the fact that UN research shows that in Africa reducing gender inequality could significantly increase agricultural yields. For instance, studies have shown that giving women farmers in Kenya the same level of agricultural inputs and education as men farmers could increase yields of farmers by more than 20 per cent. Important gender inequalities include inequalities in political power and within households; differences in legal status see Annex IX.

This training guide development involved iterative processes of collecting and sharing information on gender and youth mainstreaming: That is, literature reviews and experts' consultations that explored both conceptual and methodological aspects.

The guide design allow the organizational staffs to develop and organize training materials that will be used for gender mainstreaming training of FFLGs internal and external facilitators in organic farming who will further train farmers in their respective groups and communities during common group meetings.

1.1 Target audience

The use of this guide target organizational staffs and the FFLG's-internal and external facilitators who will be trained as ToTs on gender mainstreaming and all organic farmers/communities organized in groups (FFLGs) to their respective villages.

1.2 Training methodology

The use of this guide for training is anchored on the following adult learning principles:

- The learning is self-directed.
- It fills an immediate need and is highly participatory.
- Learning is experiential (i.e., participants and the trainer learn from one another).
- Time is allowed for reflection and corrective feedback.
- A mutually respectful environment is created between trainer and participants.
- A safe atmosphere and comfortable environment are provided.

Wherever possible, a combination of interactive exercises such as role plays, groups' discussions, and games should be adopted for effective training delivery.

2.0 THE GUIDE STRUCTURE

The guide is organized in three (3) modules, each covering an aspect of the gender mainstreaming as listed below:

Module	Contents	Objectives:
Module 1: gender, gender concepts and definitions	• Gender, gender concepts and definitions/gender terms • Gender gap and patterns of gender inequality • Legal and political frame works for gender equality at household and district level	After completing the training, participants are able to: • Understand gender, gender concepts and definitions. • Differentiate between sex and gender • Reflect on gender and gender differences and their implications for societies. • To become familiar with the legal frameworks for gender equality at household, organic farmer family groups and district level

Module	Contents	Objectives:
Module 2: Gender analysis	• To outline the principles of gender analysis. • How to use Gender Analysis Tools • Assessing gender divisions of labor, pattern of decision making and access and control over resources in farmers communities • How to assess berries and constraints faced by men and women	• Understand the principles of gender analysis. • To use gender analysis tools • To identify different needs and priorities of men and women in their communities (short and long term)
Module 3: Gender mainstreaming in FFLGs (Farmers communities)	• Concept of gender mainstreaming in FFLGs/ organic farming communities • Steps and tools for assessing the level and capacity of FFLGs in gender mainstreaming.	• Understand the concept of gender mainstreaming in FFLGs/organic farming communities • To identify strategic means/ ways of mainstreaming gender issues in their FFLGs/organic farming communities. • To set the plan/actions for gender mainstreaming in their FFLGs/organic farming communities

3.0 DESIGNING YOUR OWN TRAINING

This guide has developed as a resource that may be adopted by organizational staffs and FFLG facilitators training at household and group level. Moreover when designing the training it is important to have in mind the following:

- For whom the training is for? Who are the participants?
- Is there actually a need for this training?
- Are the conditions suitable to have the training? Is this the right time to do it?
- What is the scope of the training? What will the training cover?
- What is the desired outcome of the training? What do you want to achieve?
- Are there sufficient resources available? If not where can we find additional resources?

4.0 TIPS FOR FACILITATORS

Gender is a personal and political issue, closely linked to participants' own values; beliefs and culture, therefore providing gender training can be a challenge and some context a very sensitive task. Below are some tips that might come handy when navigating through the training and accompanying participants in their learning journey.

- Try to create an encouraging environment, in which there is enough space for reflection, analysis and open dialogue on challenges and opportunities linked to gender and/or gender and youth mainstreaming work. Avoid judgments based on your personal experiences and values.

- Encourage participants and interaction among participants, engaging them with questions, discussions, group work and participatory exercise.

- Allocate the time needed to carry out the training in the most effective way and be mindful of the timing, making sure you do not caught up in specific details.

- Respect opinions of participants and be neutral, offering clarification when needed.

- Keep on adjusting the training and modules in a way to respond to your audience and the particular context.

5.0 IMPORTANT ANNEXES

5.1 Annex I: Training Proposal Outline

Training proposal outline.
General focus of the training. Gender and youth mainstreaming in organic agriculture communities and farmers' groups (FFLGs).
Rational for the training/ *why is there a need for this training*/ Low level of understanding, sensitive and skills for gender issues among households in organic agriculture communities and farmers' groups (FFLGs).
Objective of the training /*what do you want to achieve with the training on the general level*/ **Overall:** To sensitize targeted households (youth and women) to participate in organic agriculture activities and leadership positions in communities. **Specific:** Conduct gender and youth mainstreaming around organic agriculture communities and farmers' group.
Methodologies: Participatory, group works, questions and answers.
Proposed content to be covered.

Content to be covered:

Module 1: What is gender: clarification of the basic concepts

Gender concepts, terms and definitions.

Gender gap and patterns of gender inequality

Legal and political frame works for gender equality

Module 2: Clarifying key concepts through gender analysis.

Key elements of gender analysis (clarification of the concepts)

- principles of gender analysis
- Introduction and application of Gender Analysis Tools
- Access to and control over resources, assets, benefits
- Practical and strategic needs
- Division of labor.

Module 3: Gender mainstreaming in FFLGs/ Organic farming communities

- Basic concept on gender and youth mainstreaming in FFLGs/ organic farming communities
- Steps and tools for assessing the level and capacity of FFLGs in gender mainstreaming

5.2 Annex II: Facilitator's Agenda

Tentative time and activities	Planning remarks
Opening remarks and well come Workshop objectives, agenda overview	
Module 1: Gender concepts	Approach to be used
Objective: Participants to understand key gender concepts and definitions. Outcome of the session: participants have clear understanding of gender concepts and definitions	1. In groups divided (youth, women and men) participants discuss, prepare drama, role play their understanding of word sex/gender equality vs. gender equity. Gender social construction. 2. Group presentation and plenary discussion. 3. Facilitator clarification of terms as shown
Module 2: Gender analysis Objective is participants to come up with gender issues, challenges which the program will work on. **Outcome of the session:** Issues prioritized to be addressed by CISU program.	1. Facilitator guide participants to prioritize gender issues which will be addressed by program. 2. Group presentation and plenary discussion

Tentative time and activities	Planning remarks
Module3: Gendermainstreaming in FFLGs/ Organic farming communities Objective: Participant to come up with clear changes they want to see after addressing prioritized gender issues above. Outcome of the session: Gender strategy to address issues selected.	1. Through groups participants discuss improvement they want to see by setting goal, objectives. 2. Participant discuss the goal, objective later discussed in plenary. 3. Participants discuss activities/ interventions to achieve the objectives. 4. Presentation from group and plenary discussion. 5. Facilitator clarification of the goal, objective and activities.

5.3 Annex III: Training Program

DAY ONE	
Time	**Content**
9:00 – 10:00	Registration and drawing participants' expectation of the training.
10:00 -10:30	**Module 1** Overview of the workshop and participants introduction
10:30-11:15	**TEA BREAK**
11:15– 12:30	Introduction of gender, gender concept and definition (Discussion and presentation)
12:30-13:00	Gender gap and patterns of gender inequality
13:00– 14:00	**LUNCH**
14:00-15:00	Legal and political frame works for gender equality
15:00-16:00	**Module 2** Introduction to gender analysis; sharing principles of gender analysis.
16:00-16:15	Closure of day 1

Time	Content
DAY TWO	
9:00-9:30	Participants registration
9:30-10:00	Recap of day 1(Lesson learnt and experiences)
10:00-10:30	Introduction to gender analysis; *Sharing principles of gender analysis (plenary discussion)
10:30-11:15	**TEA BREAK**
11:15-12:00	Introduction to Gender Analysis Tools and its application (Presentation and discussion)
12:00-13:15	Assessing gender divisions of labor, pattern of decision making and access to and control over resources in farmers communities (Group work -discussion and sharing experience)
13:15 -14:15	**LUNCH**
14:15 - 15:15	Presentation of group work
15:15-16:00	Assessment of berries and constraints faced by men and women (Plenary discussion and presentation)
16:00-16:15	Closure of day two
DAY THREE	
9:00-9:30	Participants registration
9:30-10:00	Recap of day 2 (Lesson learnt and experiences)
10:00- 10:45	**TEA BREAK**
10:45- 11:45	Concept of gender mainstreaming in FFLGs/organic farming communities (Presentation and discussion)
11:45-13:00	Introduction to steps and tools for assessing the level and capacity of FFLGs in gender mainstreaming (Presentation and discussion)
13:00 – 14:00	**LUNCH**
14:00-15:15	Group work and presentation *Existing means of assessing the level and capacity of gender mainstream in FFLGs/organic farming communities
15:15-16:00	Way forward *Plenary discussion and develop the basic action plan for gender mainstreaming in FFLGs/Organic farming communities
16:00-16:10	END OF WORKSHOP (Closing remarks and departure)

5.4 Annex IV: Gender analysis tool, access to and control over resources at household level and political level.

	Access (whom)			Control (who has a power)		
Resources	**Men**	**Women**	**Youth**	**Men**	**Women**	**Youth**
Land						
Equipment						
Labor / work						
Household income						
Education/ Training						
Political level						
Leadership (political representation)						
Decision making						
Other						

5.5 Annex V: Practical Gender Need Assessment

Please fill in the following questionnaire. Your views will help us plan and design the training in a way to correspond to the priorities and needs of you or your organization.

1. Name: (optional)
2. Your position: (optional)
3. Have you previously attended training on gender issues? Yes No (If yes, give details of what and where)
4. What do you understand by the term 'gender'?
5. Do you already integrate gender perspective into your work? In what way?
6. Have you experienced any challenges with integrating a gender perspective into your work? If so what challenges?
7. What are the two most important objectives you hope to achieve by attending the training course?

8. Please self-assess the level or your current knowledge on the following topics: (1 – I do not understand the topic at all ….. 5 – I understand the topic very well
   - Gender analysis and concepts in general
   - Gender mainstreaming, what it is and what it implies
   - Gender mainstreaming in FFLGs/ Organic farming communities

5.6 Annex VI: Gender Issues and Strategies framework

This framework will help the facilitators and participants to priorities and describe issues, and also develop strategies for corrective actions.

Priority Issue 1	……..
Description	……..
Strategies	• …….. • …….. • ……
Activities	• ..... • ..... • .....

Indicators	Operational monitoring: establish for each activity, how many men, youth and women participate. 1. …… 2. …… 3. ……..

5.7 Annex VII: Evaluation template and post-training questionnaire

Please take a few minutes of your time and consider each of the following questions to help us evaluate this workshop and make it better for the next participants. Indicate your satisfaction with the following elements of the training on a scale from 1 to 5. (1 – Not satisfied at all ….. 5 – Very satisfied)

Training content	1	2	3	4	5
Working in small groups	1	2	3	4	5
Presentation / plenary sessions	1	2	3	4	5
Facilitators methods and skills	1	2	3	4	5

Did the workshop meet your expectations? Yes No

If the workshop did not meet all or some of your expectations, please tell us which of your expectations were not met.

Please list the things you particularly found useful.

Please list the things you did not find useful or relevant. Please, explain why.

How well did the workshop meet its main objective?

How would you assess the level of your current knowledge and understanding in the following topics (include the same issues as in pre-training assessment)

(5 – I understand the topic very well ….. 1 – I do not understand the topic at all)

- Gender analysis and concepts in general
- Gender mainstreaming, what it is and what it implies
- Gender mainstreaming in FFLGs/ Organic farming communities

Is there anything else you would like to share with us?

Thank you for your time!

5.8 Annex VIII: Group Formation Ideas

To ensure mixed groups and facilitate the networking aspect of the training, try to use different ways to divide the participants in multiple groups. Below are some ideas for forming groups.

Step 1: Ask the participants to form a line based on their height (from the shortest to the tallest), their eye color (from the darkest to the lightest) or the alphabetic order of their names (from A to Z).

Step 2: Using the line as the base create groups by either grouping the first few participants into one group or dividing the participants further by assigning the first participant to the first group, second to the second group, etc.

Another way for forming groups is combining this task with light physical exercises.

Step 1: Ask the participants to move around the room (you can instruct them in what manner they should move around – dancing, brisk walking) and on your sign occupy the nearest chair.

Step 2: Using this sitting arrangement as the base divide them into groups based either on their proximity or by assigning the first participant to the first group, second to the second group, etc.

5.9 Annex IX: Logistics

Number of trainers/ TOAM staff/experts	Number of participants (FFLGs Internal and External facilitators		Location for the training	Stationary involved	Costs involved
2	**M**	**F**	Chamwino district council	110 copies of training guides Flip charts, marker pen and other involved stationeries	*Transport cost * Meals and accommodation costs * Venue costs * Incidental costs for trainers if any
	52	58			

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