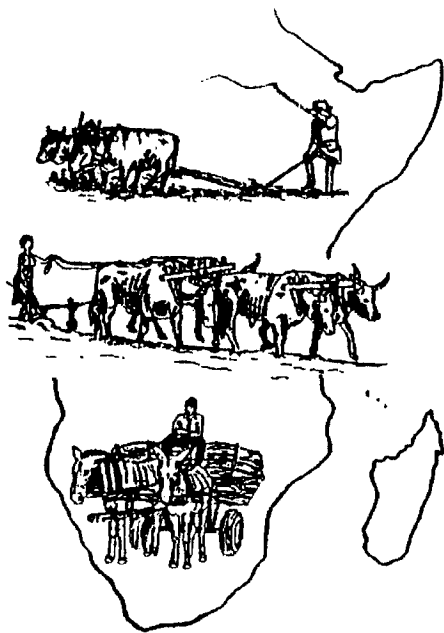


Appendix I

ATNESA

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A valuable opportunity to initiate the Animal Traction Network for Eastern and Southern Africa (ATNESA) came in November 1990. The setting was a regional course on planning integrated animal draft programmes, held at the Agricultural Engineering Training Centre (AETC), of the Institute of Agricultural Engineering in Harare, Zimbabwe. The course was arranged by AGROTEC (Programme on Agricultural Operations Technology for Smallholders in East and Southern Africa), a regional project of the United Nations Development Programme (UNDP), with funding from the Swedish International Development Authority (SIDA). The course participants selected a committee to discuss the organization of the network. The Animal Traction Network for East and Southern Africa (ATNESA) was officially launched in Lusaka in January 1992 at a workshop under the theme *Improving Animal Traction Technology*.

The objectives of ATNESA are:

- To promote environmentally sound, sustainable systems of using animal traction in the region
- To promote farming systems, farmer-oriented approach to animal traction development and research
- To strengthen and promote links between individuals and organizations using draft animals and those carrying out animal

traction research, extension, training, manufacture and other related activities

- To stimulate and promote the dissemination and exchange of information, research findings and experiences in animal traction
- To promote coordination and collaboration in development and research activities
- To encourage and stimulate the formation of national animal traction networks
- To enhance the performance and professional development of researchers and technical personnel involved in animal traction activities through appropriate training initiatives
- To facilitate assistance to Network members on technical and organizational matters relating to the planning, preparation, funding, implementation and evaluation of their animal traction programmes
- To stimulate linkages between members and organizations capable of providing financial and/or technical support
- To organize regional activities including biennial workshops, seminars, study tours and professional visits

At this workshop the Steering Committee drew up a programme of activities for the 1992/93 period. These were in essence:

1. To organise informal and formal national animal traction networks in as many countries in the region as possible
2. To collect and collate information on organisations and individuals involved in animal traction in all countries of the region
3. To increase awareness of the existence, aims and objectives of ATNESA through publicity materials and announcements in newsletters
4. To collaborate with several research institutions in the planning and implementation of a workshop on animal draft power in Zimbabwe in 1993
5. To facilitate the holding of a small regional workshops concerning gender and animal traction
6. To facilitate the holding of small workshop on the use of donkeys
7. To facilitate the holding of a small regional workshop relating to the design, manufacture and distribution of tillage implements

The *Gender Issues in Animal Traction Workshop* is a fulfilment of one of the activities set out by ATNESA in Editors notes, January 1992.

Appendix II

ATNESA Steering Committee

(Nov. 1995)

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Appendix III

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Appendix IV

EVALUATION OF WORKSHOP

Compilation of Results

by

Kathy Marshall (MOP)

During the last session the participants were asked to fill in an evaluation form. They were instructed to circle the appropriate letter to each question, using the key, and to add any other comments. The evaluation was anonymous and any suggestions and comments were welcome. Abstention from any session - would be circled N/A. The figures represent the percentage of participants who selected the indicated grade. Note! Not all participants filled in evaluation form, or answered all questions.

Key to evaluation questionnaire:

- A = Excellent, very useful
B = Very good, above average, useful
C = O.K. average
D = Not good, not very useful
E = Useless, bad
N/A = Did not attend

EVALUATION FORM

1. What did you think of the welcome and official opening?
Excellent, very useful - 43%;
Very good - 45%; Average - 12%

Comments:

- Would have been better to be opened by a female official.

2. What did you think of the session to introduce the participants?
Excellent, very useful - 56%;
Very good - 26%; Average - 12%

3. What did you think of the session on expectations and fears?
Excellent, very useful - 11%;
Very good - 33%; Average - 48%

4. What did you think of the presentation of the objectives and agenda?
Excellent, very useful - 22%;
Very good - 52%; Average - 26%

5. What is your opinion on the session on introduction to gender issues?

Excellent, very useful - 54%;
Very good - 27%; Average - 19%

Comments:

- Good for those who do not have a GI component, useful to understand terms;
- Well prepared, theories made easy to understand, good illustrations;
- Was not complete - practical implications missing;
- Well presented but needs more time;
- Very difficult topic for those with no policy on gender issues;
- Should use more brainstorming, it created awareness among men and women;
- I was so anxious to hear about GI because I didn't even know its meaning.
- Systematic presentation and introduction to terminology was useful.

6. What did you think of the session on identifying constraints and opportunities?
Excellent, very useful - 17%;
Very good - 52%; Average - 30%

Comments:

- Was a good introduction to a new methodology;
- Conclusion were not well facilitated;
- Jumbled because of lack of good definition of opportunities.

7. What is your opinion about the session on Tuesday morning, where we identified strategies to overcome constraints - on flip-chart paper?
Excellent, very useful - 15%;
Very good - 55%; Average - 30%

8. What did you think of the small group discussions on strategies?
Excellent, very useful - 30%;
Very good - 54%; Average - 16%

Comments:

- Good participatory approach;
- Good practical approach.

9. What did you think about the tour of the MOP workshop?
Excellent, very useful - 30%;
Very good - 55%; Average - 15%
- Comments:*
- I would suggest MOP obtains its own workshop premises.
10. What is your opinion on the T & V presentation? (P.S. Mwashu)
Very good - 30%; Average - 37%;
Not good, not very useful - 11%
- Comments:*
- Only talked about the merits of T & V, what about demerits?
11. What is your opinion on the presentation of Palabana Training Centre? (M. Bwalya)
Excellent, very useful - 24%;
Very good - 44%; Average - 30%
12. What is your opinion about the presentation of MOP strategies?
Excellent, very useful - 13%;
Very good - 50%; Average - 37%
13. What is your opinion about the video presentation on Tuesday night?
Not good, not very useful - 41%
Average - 55%
- Comments:*
- Where were the videos on competitions and weeding? Videos not very professional.
14. What is your general opinion on the field day?
Excellent, very useful - 48%;
Very good - 33%; Average - 15%
- Comments:*
- Gave me a chance to probe what MOP is trying to do. And its very, very impressive.
15. What is your opinion on the group discussions about the field visits?
Excellent, very useful - 44%;
Very good - 44%; Average - 22%
16. What is your opinion on the final topic group discussions?
Excellent, very useful - 12%;
Very good - 52%; Average - 36%
- Comments:*
- It was useful, although my group was very difficult to work with.
17. What is your opinion on the plenary session on strategies?
Excellent, very useful - 15%;
Very good - 60%; Average - 25%
- Comments:*
- Too many things left hanging, no concern on time.
18. What is your opinion on the sessions about action planning?
Very good - 17%; Average - 49%;
Not good, not very useful - 26%
- Comments:*
- Presentation good.
19. What is your opinion on the final plenary session on resolutions and recommendations?
Excellent, very useful - 22%;
Very good - 50%; Average - 22%
- Comments:*
- Had time constraints.
20. What is your opinion of the video/slides show on Thursday?
Excellent, very useful - 10%;
Very good - 27%; Average - 36%; N/A - 25%
- Comments:*
- Need discussion afterward to apply to ADT.
21. How would you rate the overall practical arrangements of the workshop?
Excellent, very useful - 12%;
Very good - 61%; Average - 19%
- Comments:*
- Too bad we stayed in different places
22. How would you rate the usefulness of the workshop?
Excellent, very useful - 30%;
Very good - 67%
23. How would you rate the suitability of the participants?
Excellent, very useful - 23%;
Very good - 44%; Average, OK - 30%
24. How would you rate the venue for the workshop?
Excellent, very useful - 11%;
Very good - 26%; Average - 56%
25. How would you rate the workshop overall?
Excellent, very useful - 7%;
Very good - 81%; Average - 12%

26. Do you feel that your expectations of the workshop have been met?

Comments:

- Yes - if publication of proceedings gets well written and sent out;
- Yes - but would like more information on use of cows for traction;
- Yes - through sharing experiences;
- Not completely - strategies and recommendations could be more practical;
- More or less - I now have more substance to digest in relation to elimination of those elements in our day to day lives that have marginalised women;
- Only some, I still feel there should be a common terminology for ADP technology.

27. What are your comments on the content and programme of the workshop?

Comments:

- The timetable was too tight - participants did not get time to relax;
- The organizers should have taken into consideration other farming activities outside project for the field visits;
- Guest of honour should allocate some time for questions related to speech;
- Include informal study visit to different region to give overview of hosting country;
- Experience of participants and findings of the field trips could be included completely in the systematic-logic framework of the programme;
- What is learned should be considered practically in a realistic manner;
- The contents were very relevant to the actual situation in Mbeya & ADT;
- Programme was quite full, some topics were somehow overlapping;
- Generally very good and commendable that we were flexible - its more participatory;
- Participatory approach good;
- Relevant workshop content was prepared;
- Contents of the course good, but timing was never followed;
- Time limitations as usual, otherwise very good;
- There was a bias towards using ADT in agriculture. Should have broader considerations - i.e. non-agricultural use of ADT and non-project strategies for ADT.

28. What are your comments on the practical, logistical, organisational aspects of the workshop?

Comments:

- Expect for the difficulties of informal

networking, it was excellent;

- Good practical aspects, very good organization, fair logistical;
- Provide lunch to ensure participation;
- Need improvement on typing and photocopying;
- Good - but should have been all accommodated together;
- When the meeting is being conducted, hotel workers should be passing the tea cups when it is tea time;
- To do action planning properly, more time is needed. Not everybody is familiar with the terminology used. Maybe first action plans then recommendations;
- There is room for improvement;
- Within the circumstances, the job was well done;
- Organisationally, it was O.K. But the participants should have stayed in one place; need for funds. Lunch in one place would have been good for networking;
- Everyone participated freely;
- Good choice from infrastructure available in Mbeya. Field trips well organised. Request papers in advance could be more definite;
- If funding is provided at the workshop, it should be sorted out at registration, not any other day for logistical convenience;
- Organizers tried their best.

29. How do you think the workshop could have been improved?

Comments:

- All participants staying in one place (repeated often);
- Various projects experience could have been introduced on the first day of the workshop;
- Distribution of T-shirts related to gender;
- Include more female participants in the workshop;
- More equal distribution of countries of origin of participants;
- Need to continue the networking;
- Invite the RALDO and other local projects;
- By allowing more actual discussion of the workshop theme in terms of highlighting the situation in the field and venture into analysing the major identified constraints/problems;
- More time for informal sharing, hearing from other projects;
- The arrangement on payments to Zambian delegation was inconveniencing;
- Maybe ask participants in advance to make action plans to bring to the workshop - they could see at the end of the workshop if it is still valid;
- The workshop became too loaded at the

- end;
- Provide transport for those not staying at Hotel;
- Should be 1 day longer;
- Level of participants should have been somehow considered;
- More presentation of experiences should have been made.

30. Any other comments?

- Very valuable experience, strategy to make experience available and use in other projects already implemented;
- Recommendations should be taken practically;
- God bless the organizers;
- Some participants could not fully participate because of language barriers;
- Participation of the participants was good;
- Learned a lot about organizing a workshop;
- Good idea to have a management group to take care of urgent matters.

Evaluation Comments from MOP Organizers

- The experience was very valuable in terms of learning how to organize and run a workshop;
- The participants were generally very open and ready to discuss realistically/practically;
- It was helpful for us to hear other views on our methodologies and ideas;
- Good that some participants were from the Ministry of Agriculture (Dar es Salaam). This could mean that restructuring is possible in a gender sensitive way;
- Made useful links with other organisations;
- Strategies were identified which could be implemented by all MOP staff;
- It was important to be flexible and willing to change timetable;
- Biggest constraint was not enough time to discuss informally with others - we were very busy;
- The workshop was intended to be more realistic and practical for the participants;
- Sometimes language was a problem;
- We should have finished the sessions on time; and organized optional sessions on special topics in the evenings (organised by the participants themselves);
- We appreciated the assistance which we got from many of the participants - especially the management committee (Rosemary, Christine, Njiku, Lotta, Roger);
- Since we did not get to the point where we wanted to reach (e.g. all participants designing strategies/ action plans which they could implement themselves) we suggest a similar workshop be organized in the near

future. Participants from the same projects could continue where we left off here - to design practical, implementable plans for their projects/organizations.



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