

# Gender Issues in Animal Traction Workshop

Mbeya, Tanzania

1-5 June, 1992



*Participants at Gender Issues in Animal Traction Workshop*

## Background

The Animal Traction Network for East and Southern Africa is an open informal and active network which seeks to improve the exchange of information on animal traction in the region. The Animal Traction and Gender Workshop was the second regional workshop held since the establishment of the network in November, 1990. The workshop was hosted by the Mbeya Oxenization Project (MOP).

The MOP in Tanzania is one of the projects in the region promoting agricultural development by draught, encouraging smallholder farmers to use animal power to increase production and alleviate drudgery in a way that contributes to growth with both male and female equity among smallholder farmers. This was done through creation of a gender issues section within the project, which ensures that female farmers were effective participants in and beneficiaries of project activities. It is most welcome that such a project hosted this five day workshop on "Gender Issues and Animal Traction".

The workshop was held in Mbeya District of Tanzania. Its activities are outlined in the programme. The workshop was attended by 25 participants from Tanzania, Zambia and Zimbabwe.

## Workshop Objectives

The main objective of the workshop was to link organisations and individuals involved in the

application and development of animal traction technology, with the emphasis on gender issues. This objective was, at the time, in accordance with the ATNESA mandate adopted at the Lusaka workshop January, 1992, which was to facilitate the holding of a small regional workshop on gender and animal traction.

Its specific objectives were:

- To share experiences of promoting ADT amongst farmers-highlighting successes, constraints and opportunities.
- To discuss various strategies of gender sensitivity for ADT projects.
- To discuss and evaluate various methodologies of reaching female farmers with ADT.
- To design action plans to ensure gender sensitivity in the management of ADT projects.
- To identify strategies of overcoming identified constraints.

The workshop programme was drawn up by both the host organization (MOP) and the National Animal Traction Steering Committee of Tanzania. There were slight modifications to the programme outline, to suit local circumstances and to accommodate participants wishes. A full session had been anticipated to work on specific programme/project action plans, but due to time constraints and other factors this was reduced to a briefing by one of the organizers.

## Workshop programme

### Monday 1 June

8.30 - 9.30	Registration of participants
9.30 - 10.00	Welcome & Official Opening
10.00 - 10.30	Tea
10.30 - 11.00	Introduction of participants
11.00 - 12.00	Expectations & fears from participants and review of agenda and objectives
12.00 - 13.00	Lunch
13.00 - 14.00	Introduction to Gender Issues
14.00 - 15.30	Sharing experiences
15.30 - 17.00	Identifying constraints & opportunities

### Tuesday 2 June

8.00 - 9.30	Strategies for gender sensitivity : presentations from all participants
9.30 - 10.30	Discussion of strategies
10.30 - 11.00	Tea
11.00 - 12.30	Tour of MOP Workshop
12.30 - 14.00	Lunch
14.00 - 16.00	Presentation of project papers
16.00 - 17.00	Methodologies and preparation for field visits
19.30 - 21.00	MOP videos

### Wednesday 3 June

6.30 - 17.30	Field visits
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### Thursday 4 June

8.00 - 9.00	Small group (field) discussions
9.00 - 10.30	Small group (topic) discussions Plenary to present issues
10.30 - 11.00	Tea
11.00 - 12.30	Plenary to present recommendations for strategies-overcoming constraints
12.30 - 14.00	Lunch
14.00 - 15.00	Format for action plan & designing action plans
15.00 - 16.00	Plenary to present action plans Discussion
16.00 - 17.00	Resolutions/Recommendations
19.30 - 21:00	Slides or video

### Friday 5 June

8.30 - 9.30	Evaluation of workshop
9.30 - 11.00	Summary & Official Closing Free time
19:00	Social event

## Opening Addresses

The workshop's opening address was delivered by the Honourable (MP), P. P. Kimiti, the Regional Commissioner for Mbeya Region. He emphasized the workshop's methodology, i.e. to discuss the workshop theme within the gender perspective.

"We have not come to talk about women only - rather our concern is to understand the community as a whole, and to analyse relations between men and women which exist in the village. Unequal relations of power can prevent equitable development. Only by exposing the constraints and opportunities which men and women face, can we be sure both men and women will benefit equally from development changes. Therefore the challenge, and need for workshops like this one are clearly before us. It has been my experience that the "problems" of women adopting new technologies

are usually not the problems of the women at all - they are keen to improve their lives. The problems often are found in the technologies themselves - being unsuitable for the needs of women; or in the methods which are being used to promote them", he said.

The Director of MOP in his opening remarks gave a background to the incorporation of a gender section within their work.

"In 1987 the MOP began with the naive assumption that farmers and heads of households were men, and that if ADT was adopted by men the entire farm household would benefit. Fortunately, we realised that women's work was actually increased by the adoption of ox ploughing, and that weeding became a greater task and bottleneck if men were ploughing more ground with oxen. And in addition, women's work for household reproductive activities, such as carrying water and producing food crops, could also be assisted by ADT. MOP then added its Gender Issues section to encourage gender awareness in its own staff and to incorporate a gender sensitive extension approach in its project activities", said the MOP Director.

## Workshop Methodology

Lack of clearly defined objectives can be a major contributory factor to a workshop failure. Similarly, a poorly designed workshop methodology can also have a bearing on the overall success of a workshop. The "Gender Issues and Animal Traction Workshop" adopted a methodology (discussed below) which was designed to minimise failure.

A number of methods were used to enlist the full participation of the workshop participants. Soon after the registration and the opening addresses, the participants were asked to give their expectations and fears about the workshop. This opened up discussions on the agenda and objectives of the workshop. This gave the organizers an opportunity to explain to the workshop participants in detail what the objectives of the workshop were or were not.

Information from this exercise was used to adjust the content and process of the workshop methodology. In order to ensure a common understanding of the workshop themes, a keynote address was presented on the workshop's theme. This was designed to capture common ground amongst the workshop participants. Soon after this, participants were asked to share their experiences on gender issues and animal traction gained through their work experiences.

It has long been noted that one of the major constraints to development in developing countries is lack of information systems. It is against this background that time was allocated for sharing of experiences from the workshop participants.

Many agents of agricultural development live in very separate worlds. Whatever their aspirations, they are effectively isolated from the wide experiences of others, by the day to day problems of survival, repetitive work tasks and local interaction. This is so whether they be on farm or NGO, in office, international research centre, government ministry or aid agency. Information flows in government and non-governmental organizations tend to be top down and narrow, restricted to single discipline limited agricultural areas and the prevailing organisational persuasion. As a result when an agricultural development wheel appears to be required the individual or organisation use whatever is immediately at hand and necessary design or completely reinvent it. They seldom have the time,

use of bumper stickers whereby individuals scribbled their ideas on pieces of paper which were then stuck around the conference room wall for plenary discussions. This exercise was challenging, brief and lighthearted resulting in hundred percent participation.

A steering committee made up of five workshop participants was set up. The purpose of the committee was to respond to participants' needs during the course of the workshop. Also the presence of a diversity of participants working in different institutions i.e. non-governmental organisations, government ministries, de-partments, United Nations agencies, grassroots and women's projects enriched the discussions through the cross-fertilisation of ideas.

A central element of the workshop was field visits. The interaction with farmers through the field visits improved participants understanding of farmers problems and changed their perception. The



*Participants visit MOP workshop*

vision, experience or facilities to consider whether a wheel is actually needed, what wheel options are available worldwide and how these could be obtained locally in the available time (Paul Starky, Networking for Animal Traction, GTZ, 1992).

Experiences from other workshops is that large resource agencies and institutions with well educated and self confident staff tend to dominate smaller organisations who para-doxically, in more cases work closer with grassroots communities and have a wealth of farmers' problems and perception. The workshop was facilitated in such a manner that all participants had the opportunity to express their views in smaller groups in case some participants felt intimidated by a larger audience. Another method aimed at involving all participants was the

participants were divided into small groups which visited different areas in the district in an effort to cover a much larger area in terms of representation. During the field visits, each group visited a women's groups, a farmer group and contact households. After the field visits, the small groups came together to discuss their perceptions of the strengths, weaknesses, potentials of each of the approaches used to reach farmers by MOP. After the discussions the group presented their findings which were discussed at a plenary session.

A field visit to the MOP workshop was also undertaken. The purpose of the visit was to give the workshop participants an insight into how MOP links up technology research and extension.

The workshop concluded its proceedings by making recommendations. Strategies for ensuring gender sensitivity were also drawn up. An evaluation of the workshop was undertaken by the participants and the synthesis of the evaluation was summarised by Kathy Marshall.

### Developing an Organisational Strategy and Action Plan

One of the major limitations in implementing workshop recommendations is the absence of a workable post workshop action plan. It has been realized that many institutions are not aware of the importance of developing these action plans and thus the organizers felt it necessary to draw up guideline on how to set up an actionable work plan. It should be emphasized that these examples are just guidelines and each institution has the right to formulate their own guidelines which are suitable to their organizational requirements. Below are six major guiding actions to follow when developing an action plan.

1. Identify the overall goal of the organisation in terms of gender issues approach (e.g. "increase capacity of organisation to reduce gender inequalities")
2. Identify key action areas which need to be addressed in order to meet goal (e.g. GAD training for staff, resource allocation, GAD policy, etc.)
3. Identify objectives realistic to implement within a specified time (e.g. "to establish, within 6 months, an effective process for monitoring the potential impact of activities on women")
4. Develop an action plan to achieve the objectives, answering the questions who, what, where, how and what resources are required.
5. Develop monitoring instruments to indicate whether the progress is going as

planned. Can changes be made if the project has met barriers? What are indicators that things are going along well? Not well?

6. Develop an evaluation plan in order to know if objectives are achieved. What indicators will be used? How do we measure impact? Changed attitudes? Organisational practices?

### Objectives/Evaluation Indicators

In order to be able to develop a workable action plan, one of the participants suggested the following key words to be applied in designing action plans:

<i>Straight forward</i>	<b>S</b>
<i>Measurable</i>	<b>M</b>
<i>Achievable</i>	<b>A</b>
<i>Relevant</i>	<b>R</b>
<i>Time bound</i>	<b>T</b>

An example to illustrate the development of an action plan was given by MOP.

### Developing strategy and action plans for projects:

#### GOAL:

To promote ADT to male and female farmers in ways which ensure equality of impact on both, considering both the practical and strategic needs

#### KEY:

1. GAD Policy
2. Assessment of impact of women's mixed farmers groups

#### OBJECTIVES:

1. To have in a MOP GAD Policy which identifies goals for each section within 6 months

<i>Key Action Areas</i>	<i>Short-Term</i>	<i>Medium-Term</i>	<i>Long-Term</i>
1.			
2.			
3.			
4.			

Grid or chart can be used to develop action plans

2. To have established an effective process for determining the impact of both types of groups for women considering their practical strategic needs

#### ACTION PLAN:

Who: Extension and Women's programmes staffs of MOP as well as VEO's

What: Choose groups - 2 female / 2 mixed  
Choose 3 women from each group (12 total)  
Establish criteria for determining impact.  
Contact 2nd assessment after comparing changes

Where: All groups in Mbozi or Chunya districts

How: All assessments done with VEO - verbal interview  
In 2nd assessment include comments from other group member

RESOURCES: Transport

#### MONITORING:

Plan: Need feedback possibility -

Within 2 months:  
group and women chosen initial assessment done

Within 4 months:  
Criteria developed

Within 8 months:  
2nd assessment done

Within 12 months:  
Result compiled and analysed

EVALUATION: Impact monitored each year for some women

#### Discussions of Workshop Theme

Apart from field visits to farmers and MOPs workshop, the bulk of the time was spent discussing workshop themes, which centred mainly on identifying constraints and opportunities and strategies on gender and animal traction. The participants were required to use their own experiences and assessment from the field visits to do this by using their six major areas were identified as posing constraints in the promotion of ADT among women.

These were:

- Lack of skills
- Lack of resources
- Lack of confidence
- Cultural attitudes
- Access and control assets
- Poor equipment design, testing and manufacturing

Having identified the six broad areas above participants were asked to draw up strategies to overcome them. To facilitate full participation, participants were divided into five groups with each assigned one of the major constraints identified. Each group was tasked to come out with specific strategies.

#### Strategies to overcome main constraints:

##### Lack of Skills

- Encourage more participation by women in field days and demonstrations, competition and mobile courses, e.g. making male and female farmers more conscious of the need for women's use of animal traction
- Training extension women and male workers to be gender sensitive
- Use of farmers groups in male and female ADT - promotion use of farmers themselves in training others
- Encourage more women to study.
- Emphasise village level training
- Make use of existing infrastructure, e.g. OTCS especially for extension workers
- Preparation and more use of extension leaflets
- Gender issues to be included in training curriculum
- Create awareness for ADT at primary school level, e.g. as part of agriculture subjects
- Organise meetings and seminars for female and male farmers and extension workers

##### Lack of Resources

- Give equal opportunities of facilities to group or to individuals (male and female).
- Encourage women to engage in income-generating activities so as to broaden the women's resource base
- Encourage men/women to set up saving schemes
- Build more animal breeding centres
- Introduce low-cost animals such as donkey/ mules in animal traction
- Sensitize decision-makers on gender issues

## Lack of Confidence

- Train and educate male and female farmers on specific issues relating to their environment depending on the policy/programme organisation and training in leadership skills, especially for females who are involved in group organisations, e.g. Female groups
- Where possible, separate training sessions for females in order to give chance to females who can not freely participate alongside their male counterparts
- Conduct competitions (e.g. ploughing and weeding) for both female and male and, where possible, special prizes for female should be provided such as second tillage implement in order to motivate them
- Conduct study tours among female groups This will create awareness and exchange of experience, etc. - use of films and videos was encouraged
- Include both female and male trainers in ox-training activities programme
- Networking meeting among projects formulated by groups
- To encourage females to engage themselves in self-income-generating activities in order to create confidence



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Woman showing her plow, South Africa

## Culture and Attitudes

- Involve para-professionals in village
- Hold village group discussions
- Use theatre, role plays, songs, dances, etc. Materials used should be gender sensitive. Use training and extension methods to counteract cultural features hindering women using ADT
- Conscious selection of participants in all activities (female and male)
- Give women public exposure by involving them in demonstration, field days, visits to other areas
- Extension worker should try to address female farmers in groups rather than individually

## Access and Control of Assets on ADT Activities

- Advise, train in leadership administration, management of resources to women
- Make credit and implements available for use if needed
- Encourage the involvement in other income generating activities

## Equipment, Design, Testing and Marketing

The main objective here was to develop a methodology that involves end-user farmers by:

- Strengthening linkages between design, manufacture, extension, marketing development research, farmers, especially women farmers
- Strengthening the existing ADT centres
- Establish new locally based ADT centres
- Diversification of ADT
- Make use of available local materials
- Manuals for operators and users, should be developed with a special focus on women
- Improve marketing and supply network e.g. use cooperatives, ADT centres and agents
- To develop on farm trials and methods that ensure women's involvement; 50% women on farm trials
- Establish national and regional animal traction network
- Promote marketing network at village level
- To encourage policy-makers to allocate funds to the existing/new ADT centres
- Encourage designers to use locally available materials, with women's involvement on trials
- Introduce operators/users manual, with special emphasis on women's issues related to ADT

## Policy Strategy

Strategies relating to policy on gender and ADT were identified at three levels, i.e. Institutional, Project and Farmer Level.

### Institutional Level

This will require an overall development plan as well as a multi-disciplinary forum network consisting of relevant ministries, donors, financial institutions, farmer organisations, NGOs, manufacturers and research institutions

- Exchange information, promote collaboration, lobby policy-makers and monitor and evaluate implementation
- Programmes/project reporting is done with the help of gender disaggregated data. Collate information nationally on gender issues and agriculture, and make widely accessible
- Give higher attention to women's food/cash crop
- School curricula should include gender issues and ADT. Sensitize credit institutions to deliver appropriate credit to women and establish a proper follow up system which is appropriate
- Promote local manufacture and direct external assistance towards building up local (including informal) manufacture
- Training should take greater account of women's mobility constraints e.g. by identifying more training at village level and strengthen existing centres and provide children's facilities
- Review the efficiency of allocation of scarce resources

### Project Level

Project goals must fit within overall development plan framework and forge links with regional/provincial management bodies (including women bodies). Coordination of ADT and other projects at regional/provincial level should be reinforced. It must be compulsory for project to have well defined dissemination strategy for sharing experiences and lessons to avoid duplication of effort.

Use existing infrastructure - human resources institutions/private sector - reinforce as appropriate rather than setting up a parallel delivery system. Identify farmers needs and priorities in a participatory manner prior to project formulation in close collaboration with local personnel through a baseline survey/needs assessment. Project document must include adequate emphasis to gender issues e.g. stipulate measurable outputs specified in terms

of gender and age.

### Farmer Level Strategies

- Give institutional support to local farmers' organisations (to give them a voice in decision-making through local meetings - action)
- Identify local gender relations between female and male
- Provision of information through various media, such as radio, extension, publications, etc.
- Sensitize media practitioners to gender issues
- Promote needs assessment of gender related research on ADT's
- Promote farmer to farmer training and training at village level
- Treat agriculture in a more holistic way i.e. include transport, storage, processing and marketing (which women participate more in)

After having agreed on the constraints and strategies, it was decided that assessments should be made on different extension approaches, methods used to reach women farmers. The observations made during the field visits were used as the basis for discussion.

### Field Visit

During the course of the project, MOP has experimented on three extension approaches to reach women.

There are:

- The farmer group approach
- Women's group approach
- The contact household approach

On the *farmer groups approach* the participants



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*Men plowing with oxen, South Africa*

observed that:

- There were few women in leadership
- There were more men than women in the group
- Women only benefit indirectly as group members
- If group membership is dependent on resource ownership (e.g. oxen) women are left out
- There is some level of appreciation that men and women should work together

On *women's groups approach* the participants noted that:

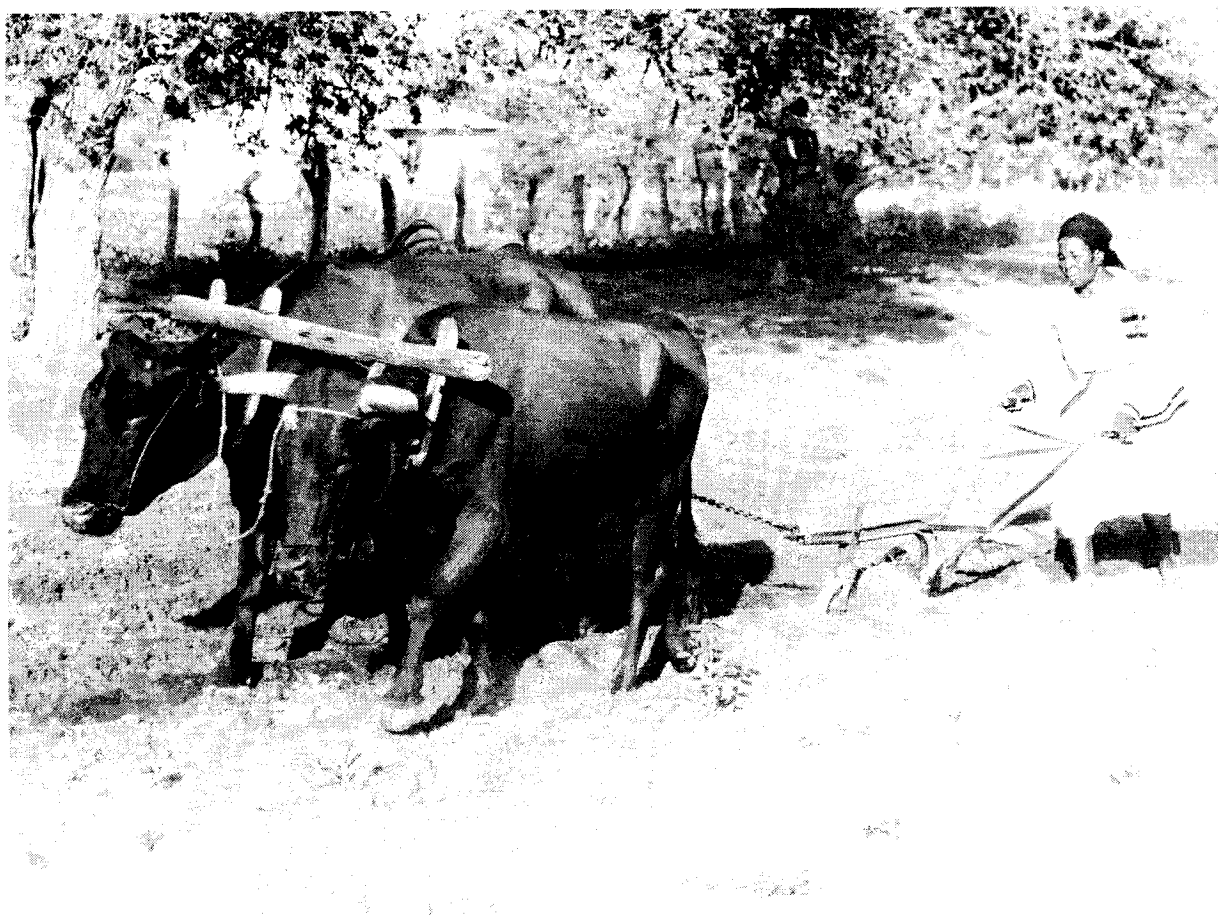
- There is more confidence among women in the women's group
- Groups still get influence from men through their households
- Women's membership only possible if the men (husband) agree for those who are married
- Through women's groups, women gain access to land, loans and other resources
- ADTs become accessible to women
- Women have potential of diversifying into other income generating activities through

a women's group

- Women's groups are more organized than farmer groups

The following observations were made on the *contact household*:

- Most contact farmers are men
- There is less impact on females because of they don't include them
- Diffusion of technology from the contact household is minimal
- Selection method of contact farmers is a problem
- Female members have no control over ADT - only access
- Only males are involved in giving advice as contact household
- The impact depends on specific household attitudes
- Cultural attitudes may prevent many women from benefiting
- Should have specific activities
- As long as women don't own oxen, it will always be contact farmer not contact household



Woman plowing with oxen, Zimbabwe



## Recommendations

Though the workshop discussed a wide range of issues related to constraints and opportunities in animal drawn technologies and how they relate to gender issues, the recommendations arrived at were formulated in such a way as to make them actionable.

1. Encourage training on:
  - women's group approach
  - farmer to farmer approach
  - indigenous knowledge and skill transfer
2. Emphasise gender issues in curricula:  
Women's participation as extension workers
3. Improve:
  - Recognition of women's rights for access, control and ownership of productive resources
  - Policy changes, programme strategies and activities to increase observation of women's rights
4. Promote women's and farmer group approaches:
  - to build confidence
  - entrepreneurship and training
  - access to credit and other resources
5. Increase:  
Sensitisation/conscientisation of extension workers, trainers, equipment manufacturers and village population on gender issues
6. Include:  
Participatory and community-based extension methods to stimulate attitudes and cultural gender-related change (e.g. use methods such as community theatre, role plays, songs, audio-visuals, etc.)
7. Strengthen:  
Participatory, farmer (male and female) based methods which include women for appropriate research design and testing of ADT equipment

8. Revise:  
National policies and institutional linkages to ensure effective gender-sensitive ADT promotion
9. Form:  
Coordinating bodies/fora/networks/task forces to ensure cooperation on international, national, regional and local levels for gender and other issues related to ADT
10. Support:  
Local, regional, national and international networks for sharing experiences and information concerning gender sensitive ADT promotion



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*On-farm demonstration, Tanga, Tanzania*