

**PERCEPTION OF EXTENSION WORKERS ON GENDER SENSITIVITY TRAINING AND  
EXTENSION TRAINING IN SOUTH-EAST NIGERIA.**

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**ABSTRACT**

*The study focused on perception of extension workers on gender sensitivity training and attendance to training in South-East Nigeria. The objective is to determine the perception of male and female extension agents on received gender sensitivity training on technologies and attendance to extension training. A random sample of 75 male extension workers and 75 female extension workers from South-East Nigeria were selected. Primary data were collected using a set of structured questionnaire and analysed using descriptive statistics. Results showed that extension workers had sensitivity training on crop based technology, livestock based technology, Agro forestry based technology and Women in Agriculture based technology. Extension agents had adequate gender sensitivity training on crop based (male = 3.18, female = 3.28) and livestock based technologies (male = 3.36, female = 3.41). Female extension workers did not have adequate sensitivity training on agro forestry based technology, fishery based technology and Women in Agriculture based technology. Test of difference between male and female extension workers on perceptions on gender sensitivity training received was significant at 1% level of probability. Extension cadres include village extension agents, block extension agents, block extension supervisors, subject matter specialists, zonal extension officers and zonal managers. It further showed that most of extension agents adequately attended all the extension trainings. The types of training attended by the extension workers include monthly technology review meeting, forth night training, induction course, workshop and seminar. Test of difference between responses of male and female extension workers on perception to attendance to extension training was statistically significant at 5% showing that both male and female extension workers received extension training. The study posited that there are variations on adequacy of received gender sensitivity training on technologies and extension training with respect to male and female extension workers.*

*Keywords: Gender Sensitivity training, Extension training, Perception, Technologies.*

**INTRODUCTION**

The perception of extension workers on gender sensitivity training is lacking in most extension organizations. This will hamper the incorporation of gender responsive actions in structuring and implementation of agricultural technologies, to ensure much reduction of poverty.

Gender responsive action on technology development is not a new phenomenon as most technologies are developed to suit the roles of men and women in the society.

However, in Africa, technological development has been modeled on western pre-selected packages and implemented everywhere irrespective of their appropriateness to the environmental, cultural and economic context (World Bank, 2005). It has been observed that despite men and women active interaction with the environment as food producers, men and women concern, regarding gender sensitive technologies has never been included in policy making and implementation. It is expected that when men and women engage in different agricultural endeavours, they will require different technologies, types of equipment, storage techniques and labour requirement (FAO, 2014). This is because they have different physical capabilities.

Over 15 years ago, the Gender Working Group (GWG) of the United Nations Commission on Science and Technology for Development (CSTD) found that gender is the missing link in technology development programs (GWG, 2000). It opined that an understanding of the contributions women can make to technological policies and programs will influence the success or failure of extension services. Gender Working Group further observed that technological change was benefitting men more than women, largely because science and technological policies and programs did not explicitly recognise the gender-specific nature of development.

The FAO (2004) emphasized that achieving gender equality and empowering women in agriculture are crucial for agricultural improvement and food security. This calls for improved collection and analysis of baseline data with monitoring and evaluation of gender impact. This could be achieved by strengthening gender responsive research in such a way that it can adequately address the interests of men and women who are responsible for maintaining a livelihood through agriculture (Yeshe and Agajie, 2002). It becomes worthwhile to identify educational and technological strategies curricula that would encourage extension workers to appreciate the use of technological information to improve their lives and that of their clientele.

South-East Nigerian Agricultural Development Programmes are highly involved in dissemination of agricultural technologies to both male and female clientele. The vacuum on the perception of extension workers on gender sensitivity training and attendance

to training was the focal point of this paper. The study specifically:

- i) determined the perception of male and female extension workers on received gender sensitivity training on technology dissemination by South East ADPs,
- ii) ascertained the perception on attendance to extension training in South-East ADPs

The following hypotheses were postulated and tested:

Ho<sub>1</sub>: There is no significant difference between the mean rating of the

responses of the male and female extension workers on perception of gender sensitivity training in South-East Nigeria.

Ho<sub>2</sub>: There is no significant difference between the mean rating of the

responses of male and female extension workers on perception of attendance to extension training in South-East Nigeria.

**MATERIALS AND METHODS**

The study was carried out in South-East geo – political zone of Nigeria. It falls within tropical rain forest and lies between the semi arid north and west southern part of Nigeria. It is found between longitudes 6<sup>0</sup>50' and 8<sup>0</sup>15' E and latitude 4<sup>0</sup>30' and 7<sup>0</sup>15'N of the equator (Federal Ministry of Lands, Housing and urban Development, 2012).It covers land areas of 29323.82sq kilometers (National Bureau of Statistics, 2017). The area records annual rainfall which ranges between 1900mm -2250mm while the mean temperature range is usually 29<sup>0</sup>C – 33<sup>0</sup>C, over the year (National Root Crops Research Institute Umudike, 2014).It is made up of Imo, Abia, Anambra, Ebonyi and Enugu States, with a population of 26,287,760 comprising of 13,150,4347 males and 13,175,556 females (NPC projected 2006 Census).

Through simple random sampling three states out of the five states were selected for the

study. Male and female extension workers of Imo, Abia and Anambra constituted the population of the study. A representative sample was chosen using a purposive sampling procedure so that the sampling unit could cut across the various cadres. Eventually, seventy five (75) male and female extension workers were selected. Primary data were collected using structured questionnaire .Their responses were recorded on a five-point Likert-types scale of Very Adequate (VA), Adequate (A), Moderate (M), Low (L) and None (N). Using mean score analysis, a discriminatory index of 3.0 was determined. Based on this, computed value for the technology types less than 3.0 was rated as inadequate and any of the values up to 3.0 or more was regarded as adequate . The Z-test was used to test the hypothesis.

**RESULT AND DISCUSION**

Table 1 contain perception of male extension workers on gender sensitivity training on technology dissemination. The male extension workers recorded gender sensitivity training mean of 3.18 (crop based technology), 3.36 (livestock based technology), 3.10 (agro forestry based technology), 2.70 (fishery based technology) and 2.16 (women in agriculture based technology). Based on this criterion, it was found that, there was inadequate sensitivity training on agro forestry based, fishery based and Women in Agriculture based technology. It conforms with Wijaga(2014) ideology that researchers must be aware of gender problems before developing technologies otherwise, there will not be a gender sensitive technology approach. It was found that there was inadequate sensitivity training for the male extension workers on fishery – based and WIA based technologies. In other words, the male extension workers experienced adequate sensitivity training on crop, livestock and agro forestry based technologies.

**Table 1 Distribution of the male extension workers by perception on gender sensitivity training on technology dissemination.**

Technologies	Scales					Total	Mean	Remark
	5	4	3	2	1			
	VA	A	M	L	N		3.0	
Crop Based	22	15	16	9	13	75	3.18	Accept
Livestock Based	21	20	14	4	16	75	3.36	Accept
Agro Forestry	13	17	17	13	15	75	3.10	Accept
Fishery Based	13	13	13	11	25	75	2.70	Accept
WIA Based	11	5	13	2	44	75	2.16	Accept
<b>Total</b>	<b>80</b>	<b>70</b>	<b>73</b>	<b>39</b>	<b>113</b>	<b>375</b>	<b>3.00</b>	

Source: Field Survey, 2018 WIA = Women in Agriculture

Result in Table 2 shows the perception of female extension workers on gender sensitivity training on technology dissemination. The mean score analysis was used to derive the discrimination index of 3.0. This shows that values of the sensitivity

training less than 3.0 were rated as inadequate and any of the values up to 3.0 or more was regarded as adequate. Based on this criterion, the female extension workers received adequate gender sensitivity training on crop (3.28) and livestock

based technologies (3.41) and inadequate gender sensitivity training on agro forestry (2.82), fishery (2.84) and WIA based technologies (2.48). This shows that both the male and female extension workers did not receive adequate gender sensitivity training on all the technologies disseminated by

ADPs of Southeast Nigeria. Their responses reveal that they are trained to extend technology to the clientele. This is in agreement with Belle and Salau (2009) that both male and female extension workers are jointly trained on dissemination of technologies through a system called single line of command.

**Table 2 Distribution of the female extension workers by perception on gender sensitivity training on technology dissemination.**

Technologies	Scales					Total	Mean	Remark
	5	4	3	2	1			
	VA	A	M	L	N			
Crop Based	21	17	13	10	14	75	3.28	Accept
Livestock Based	19	22	13	8	13	75	3.41	Accept
Agro Forestry	10	13	22	14	16	75	2.82	Accept
Fishery Based	14	15	12	13	21	75	2.84	Accept
WIA Based	23	26	10	6	10	75	2.48	Accept
<b>Total</b>	<b>87</b>	<b>93</b>	<b>70</b>	<b>51</b>	<b>64</b>	<b>375</b>	<b>3.20</b>	

Source: Field Survey, 2018 WIA = Women in Agriculture

Table 3 shows test of difference between responses of male and female extension workers on perception of gender sensitivity training on technology dissemination. Results reveal test of difference between responses of male and female extension workers on their perception of gender sensitivity training on technology dissemination. Extension workers indicated different perceptions on gender sensitivity training on technologies disseminated.

Using mean score analysis, their responses were determined and tested for statistical significance. Results revealed that the difference in mean of their responses was statistically significant at 1% level of probability. This shows that the hypothesis of no significant difference between their responses on gender sensitivity was rejected, indicating different perceptions on received gender sensitivity training on technology disseminated. In other words, the two groups have different perceptions on gender sensitivity training received.

**Table 3: Test of difference between responses of male and female extension workers on perceptions on gender sensitivity training received.**

Item	Mean	Deviation Standard	T-Value	Significant
Male Extension Workers	2.90	0.039	9.036	1.641
Female Extension Workers	3.20	0.043		

Source: Field Survey, 2018

As shown in Table 4, the extension workers were made to indicate their distribution by extension cadre. It was found that there are male and female extension workers for all the cadres except in the Block Extension Agent, where we have only female. In other words, the Block Extension Agents of ADPs

of South - East Nigeria are all women. Also, result shows that ADPs in South – East Nigeria have a male dominated hierarchical structure. This agrees with De Pater *et al* (2012) findings that most female extension workers lack the on – the – job focus needed for ascending high job ladders. .

**Table 4 Distribution of respondents by extensive cadre.**

Extension Cadre	Male	%	Female	%
Village Extension Agent	17	22.7	18	24.0
Block Extension Agent	0	0	23	30.7
Block Extension Supervisor	17	22.7	14	18.7
Subject Matter Specialists	17	22.7	11	14.7
Zonal Extension Officer	17	22.7	6	8.0
Zonal Manager	7	9.3	3	4.0
Total	75	100	75	100

Source: Field Survey, 2018

Result in Table 5 project the perception of male extension workers on attendance to extension training. The mean score was used to derive the discriminating index of 3.0.

Based on this premise, the male extension workers got adequate gender capacity building on all the training listed. This agrees with FAO (2012) findings that in extension organisations, most of the trainings are received by male extension workers.

**Table 5 Distribution of the male extension workers by attendance to extension training.**

Types of Training	Scales					Total	Mean	Remark
	VA	A	M	L	N			
Monthly Technology Review Meeting	5	4	3	2	1	75	3.52	Accept
Fortnight Training	31	15	8	4	17	75	3.84	Accept
Induction Course	20	32	14	9	0	75	5.00	Accept
Workshop	75	-	-	-	-	75	3.23	Accept
Seminar	6	30	14	25	-	75	3.76	Accept
<b>Total</b>	<b>142</b>	<b>121</b>	<b>50</b>	<b>45</b>	<b>17</b>	<b>375</b>	<b>3.87</b>	

Source: Field Survey, 2018

Table 6 contains results on perception of female extension workers on attendance to extension training. Using mean score analysis method, a discriminating index of 3.0 was determined. It can be deduced from the result that the extension workers did not adequately attend extension training through Monthly Technology Review Meeting, Fortnight training and Seminars. However, they adequately

attended trainings during induction Course and Workshop.

This is in agreement with Global Development Professional Network (2013) that because of women extension workers multiple responsibilities at home, they may have much restricted ability to be consistent on attending trainings.

**Table 6: Distribution of the female extension workers by attendance to training for gender capacity building.**

Types of Training	Scales					Total	Mean	Remark
	VA	A	M	L	N			
Monthly Technology Review Meeting	5	4	3	2	1	75	2.51	Accept
Fortnight Training	10	8	6	37	14	75	2.27	Accept
Induction Course	15	40	15	5	0	75	5.00	Accept
Workshop	75	-	-	-	-	75	3.20	Accept
Seminar	13	9	33	20	-	75	2.85	Accept
<b>Total</b>	<b>120</b>	<b>70</b>	<b>71</b>	<b>100</b>	<b>14</b>	<b>375</b>	<b>3.17</b>	

Source: Field Survey, 2018

Results in Table 7 show, test of difference between responses of male and female extension workers on perception of attendance to extension training in ADPs of South – East Nigeria. It showed gender differentials on perceptions of attendance to training.

Using mean score analysis, the responses were determined foreach training attended. Differences in their responses were determined and tested for statistical significant at 1% level of probability. This shows that the hypothesis of no significant difference between their responses on attendance to extension training was rejected indicating that they received extension training from extension organization.

Using mean score analysis, the responses were determined foreach training attended. Differences in

**Table 7: Test of difference between responses of male and female extension workers on perception to attendance to extension training .**

Item	Mean	Deviation Standard	T-Value	Significant
Male Extension Workers	3.87	0.052	19.390	1.641
Female Extension Workers	3.17	0.042		

Source: Field Survey, 2018

**CONCLUSION**

The study which was targeted at determination of perception of extension workers on gender sensitivity training and attendance to extension training in ADP of South-East Nigeria showed that the extension workers have not benefited adequately from gender sensitivity training in terms of Fishery-Based Technologies, WIA - Based Technologies and Agro Forestry based Technologies. It further showed that extension workers have not benefited adequately from attending extension trainings especially through Monthly Technology Review Meeting, Fortnight Training and Seminar. The study has revealed that there are lapses in the attendance to extension trainings of ADPs of South-East Nigeria. It further buttressed that the Block Extension Agents are only women while other cadres have both male and female extension workers.

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