

WOMEN IN MECHANIZATION

Training Women in Tractor Driving, Maintenance and Management of Agricultural Machineries

INTRODUCTION

The Women in Mechanization project is a collaborative initiative between AgroKings (in 2022 and 2023), FarmYield Africa (2024) and GIZ-implemented AgriBiz Project aimed at empowering women mechanization.

This training program focused on providing women with the knowledge and skills needed to operate and maintain agricultural machineries, thereby promoting gender equality and enhancing their role in the agricultural sector.

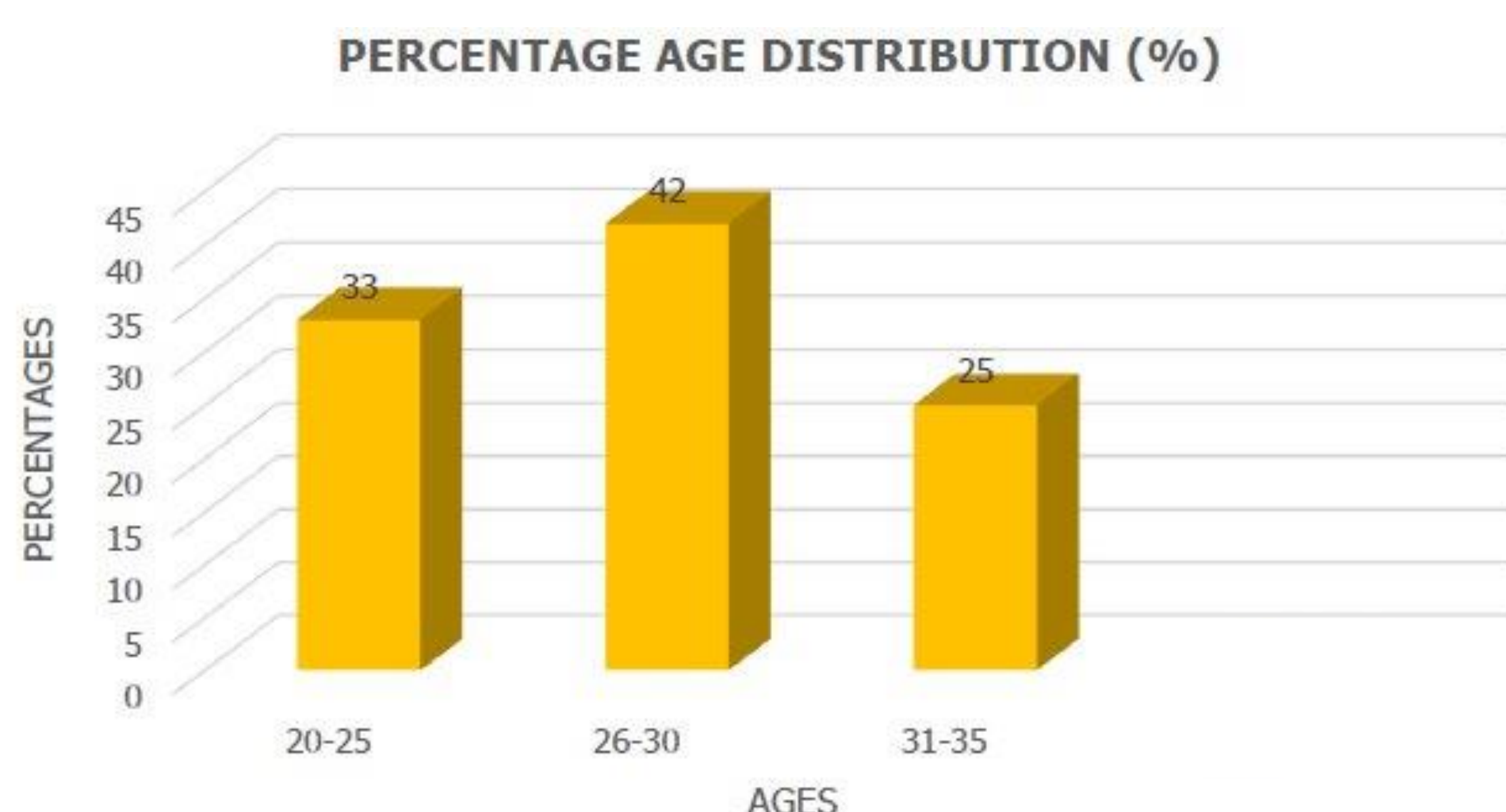
OBJECTIVE

- Equip Female Tractor Operator with the knowledge and skills to operate and maintain tractors effectively and safely.
- Increase the employability and income potential of young women in the agricultural sector.
- Contribute to closing the gender gap in agricultural mechanization in Africa.
- Enhance agricultural productivity and food security through skilled and efficient tractor operation.

SELECTION

- Advertisement was done electronically via social media platforms (LinkedIn, WhatsApp) for interested females to apply.
- Screening and shortlisting was done following deadline for application.
- Selection was done based on:
 - ✓ Age limit: 18 – 35 years
 - ✓ One minute video from participants stating their motivation for participating in the training program.
 - ✓ And Willingness to work on commercial farms after training.

AGE DISTRIBUTION



Ages of the learners shortlisted for the training program ranged between 20 to 35 years.

TRAINING METHODOLOGY

A mix of classroom lectures, practical demonstrations, and hands-on exercises

Use of visual aids and training materials

Interactive and participatory sessions

Emphasis on safety and best practices



- Residential Competency based training with on - farm practical demonstrations.
- 2- 3 days' intensive theory sessions and 28 days' field practicals for hands on experience with the different mechanization equipment.

PROGRAMME DEV'T & CONTENT

The training was delivered by a skilled trainer using the Competency-Based Training (CBT) approach to skills training in Technical Vocational Education and Training (TVET).

BENEFITS / IMPACT

- Developed confidence and enthusiasm among participants, especially during hands-on sessions.
- Out of the 45 young women trained, about 85% are in full time employment at various commercial farms.

CHALLENGES

- Short Program Duration: Limited time for an extensive curriculum delivery
- Language Barrier: Literacy levels and language differences hindered understanding of theory.
- Machine Condition: Poorly-maintained machines made learning difficult.
- Family Responsibilities: Some participants had family obligations that disrupted attendance.

RECOMMENDATION

- Ensure well-maintained equipment for effective training.
- Commitment to the program should be a requirement and if possible, training location should be away from participants' comfort zone.
- Allocate more time to balance theory and practical learning.



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