

National Workshop on Capacity Needs Assessment of Extension and Advisory Service Providers in Nepal

31 May-1 June 2016
Kathmandu, Nepal



Introduction to the Workshop



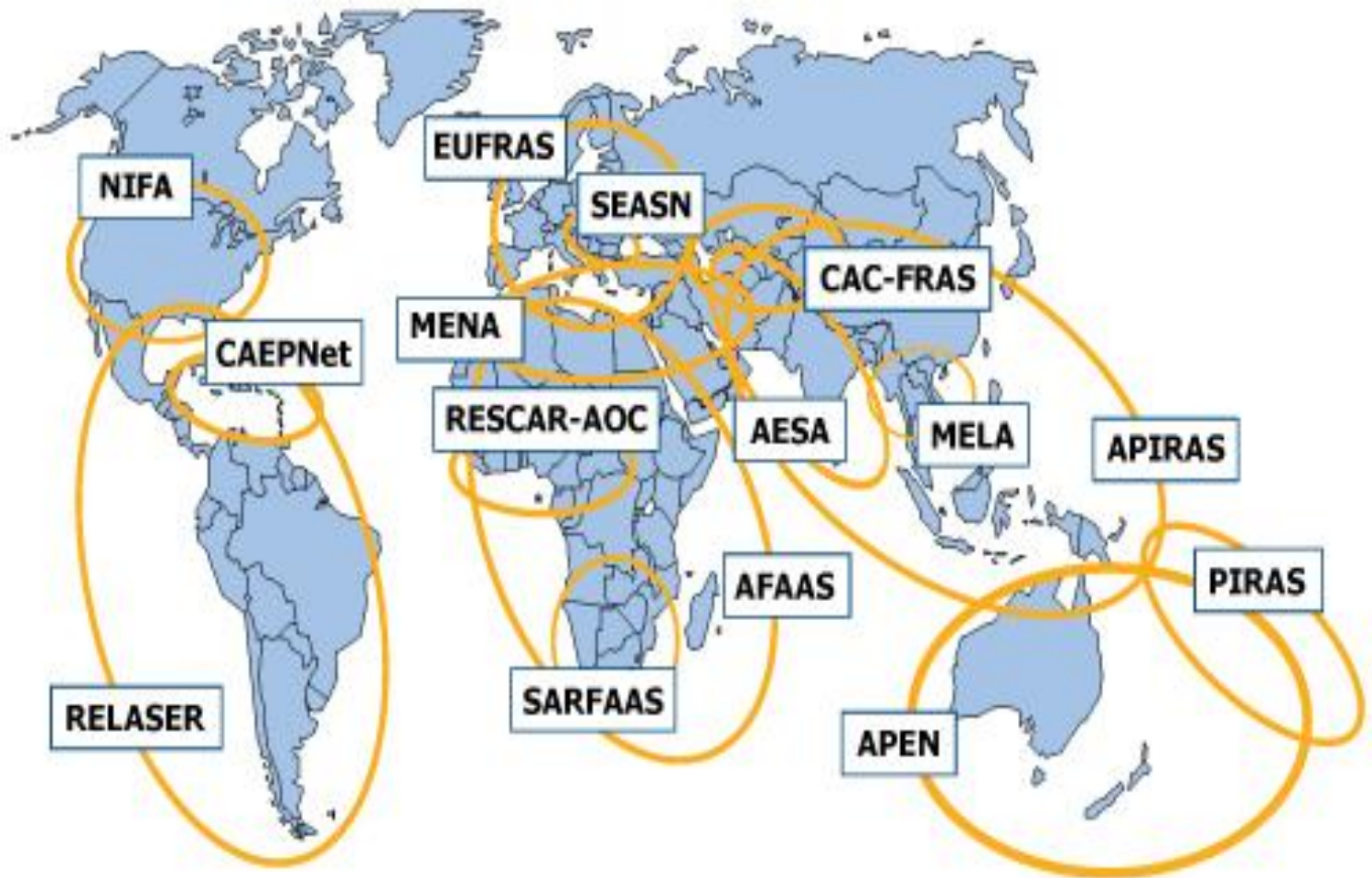
What is GFRAS?

- Global Forum for Rural Advisory Services -2010
 - (www.g-fras.org/en/)
- Emerged out of a series of global discussions among RAS stakeholders (2008-2010)
 - *New challenges*
 - *New capacities*
 - *More investments*

Mission:

- provide advocacy and leadership on pluralistic, demand-driven rural and agricultural advisory services

GFRAS Network

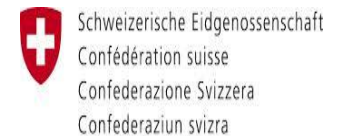


Agricultural Extension in South Asia

Initiated in late 2012 based on demand for a South Asian network articulated in different meetings

Started with a website (www.aesa-gfras.net) & facebook group (currently more than 15.800 members)

Since 2013, hosted at CRISP, Hyderabad, India (SDC support)



Swiss Agency for Development and Cooperation SDC



First Face to Face Meeting

- First face to face meeting of AESA
- (14-15 Jan 2014), Kathmandu, Nepal
- 28 participants (7 countries)
- Identified Focal points in each country:
 - a. Agreed to establish local chapters :
 - b. develop structures
 - c. Explore resources



Why this workshop?

Main arguments

- Extension and Advisory Services (EAS) need new capacities to support farmers effectively
- Globally, agricultural sector is evolving rapidly and farmers face several new challenges
- Extension and Advisory Services (EAS) have to support producers to deal with these challenges



Why this workshop?

- Capacity Development of EAS is emerging as a priority everywhere
- *But to organise appropriate capacity development programmes, we need to undertake a systematic assessment of capacity needs.*
- **How are we going assess capacity needs in EAS?**



EAS : What is new?

- New Challenges
- New Tasks
- New Actors
- New understanding
 - Communication
 - Innovation
- New Capacities



The “New Extensionist”: Roles, Strategies, and Capacities to Strengthen Extension and Advisory Services

Global Forum for Rural Advisory Services
November 2012

Extension and Advisory Services (EAS)

- Initial years...



- Disseminate new information and technologies generated by research to farmers to increase farm productivity
- Training, demonstrations, mass media

EAS today

- It recognizes
 - much **broadened support to rural communities** (beyond technology and information sharing) including advice related to **farm, organizational and business management**; and **others** (facilitation and brokerage in rural development and value chains.
 - the **diversity of actors** in EAS provision (public, private, civil society);



New Challenges : Beyond Increasing productivity

- Sustainability (water, soil)
- **Climate change-need to adapt**
- Markets-access and prices; increasing corporate control on inputs and retailing food
- **New standards and regulations-changing consumer preferences and concerns on food safety**
- Increasing women's participation in agriculture-need for gender sensitive extension approaches
- **Attracting Youth**
- Small farms-poverty and nutrition



Nepal ADS Vision (MoAD, 2014)

- A self reliant, sustainable and competitive and inclusive agriculture sector that drives *economic growth* and contributes to *improved livelihoods* and *food and nutrition security*”





Figure 1 Strategic Framework of the Agricultural Development Strategy

New Tasks : Beyond transfer of technology



- Organising producers and assist them in accessing different services
- Facilitate access to credit, inputs and output services
- Mediating conflicts
- Advocacy for policy changes
- Convening innovation platforms
- Networking and partnership building

New actors: Beyond public sector

- Private sector
 - Input firms,
 - agri-business
 - Consultants
 - Financial institutions
- NGOs
 - National
 - International
- Producer Organisations
 - Interest groups/self-help
 - Co-operatives
- ICT Based Organisations
- Media

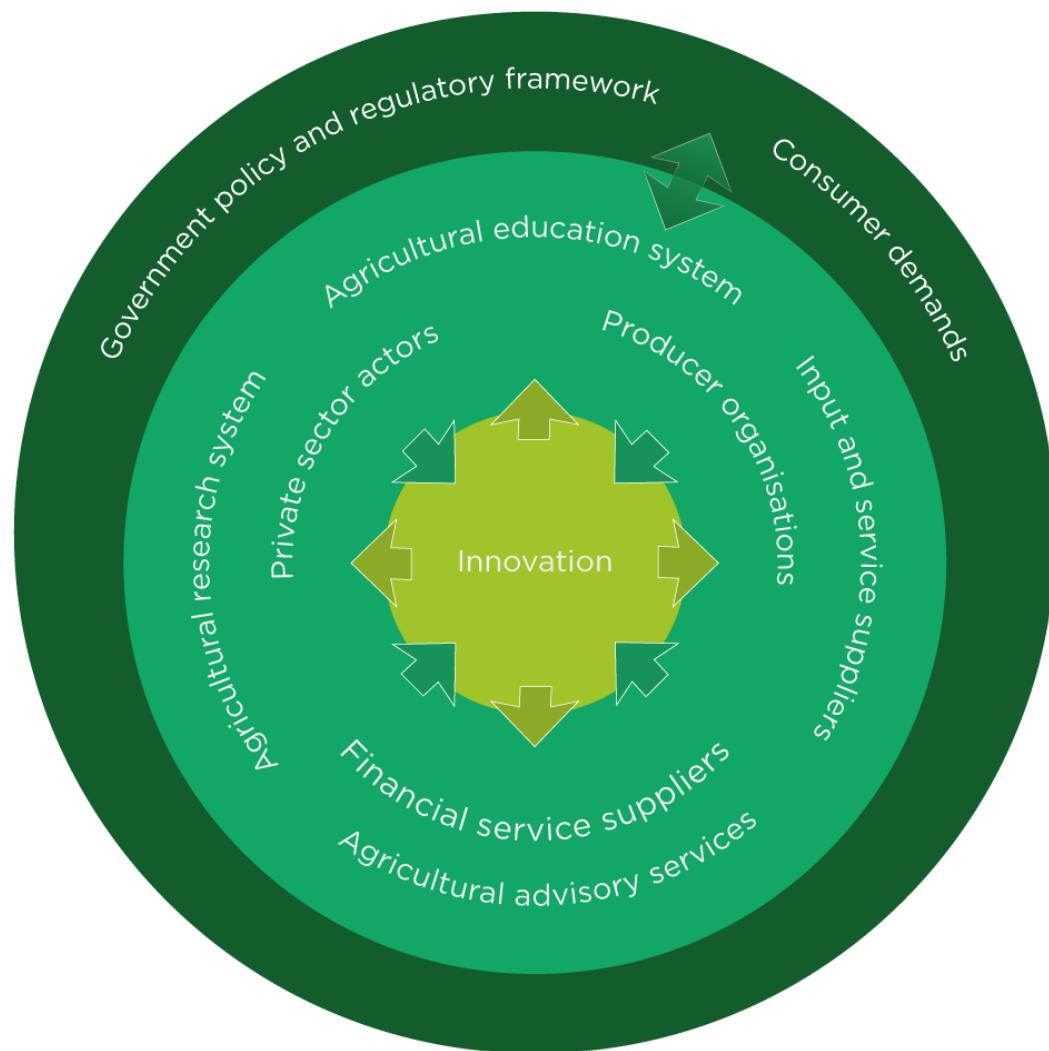


ADS intends to enhance capacities of government human resources in extension from delivery of extension services to overall facilitator of extension services



Extension today

- Strengthening technical, organisational & managerial skills
- Connecting role between
 - rural communities,
 - markets,
 - research,
 - education and
 - several other actors in the AIS



New Capacities: at different levels

- Individual
- Organizational
- Systems/Enabling environment

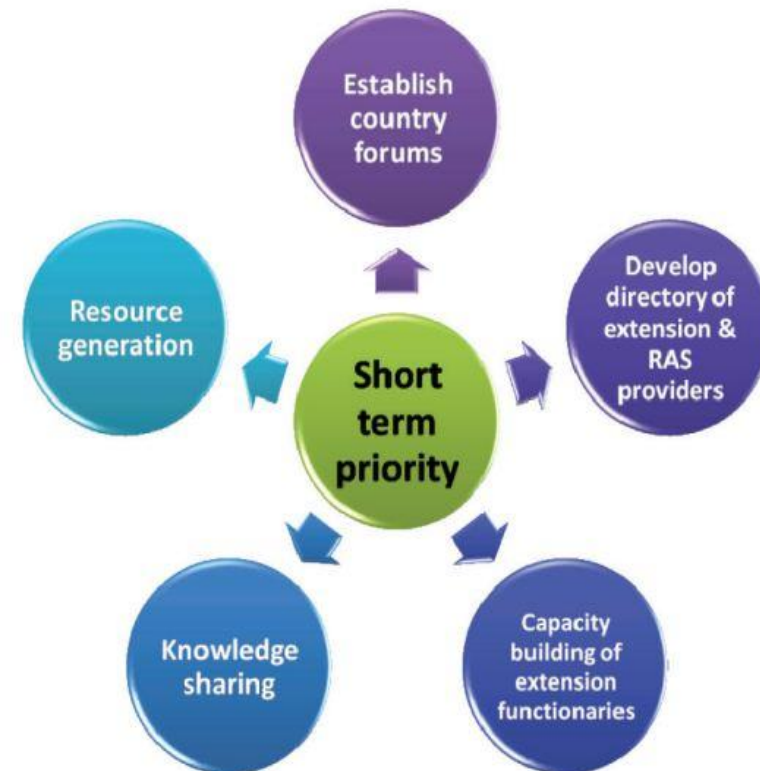


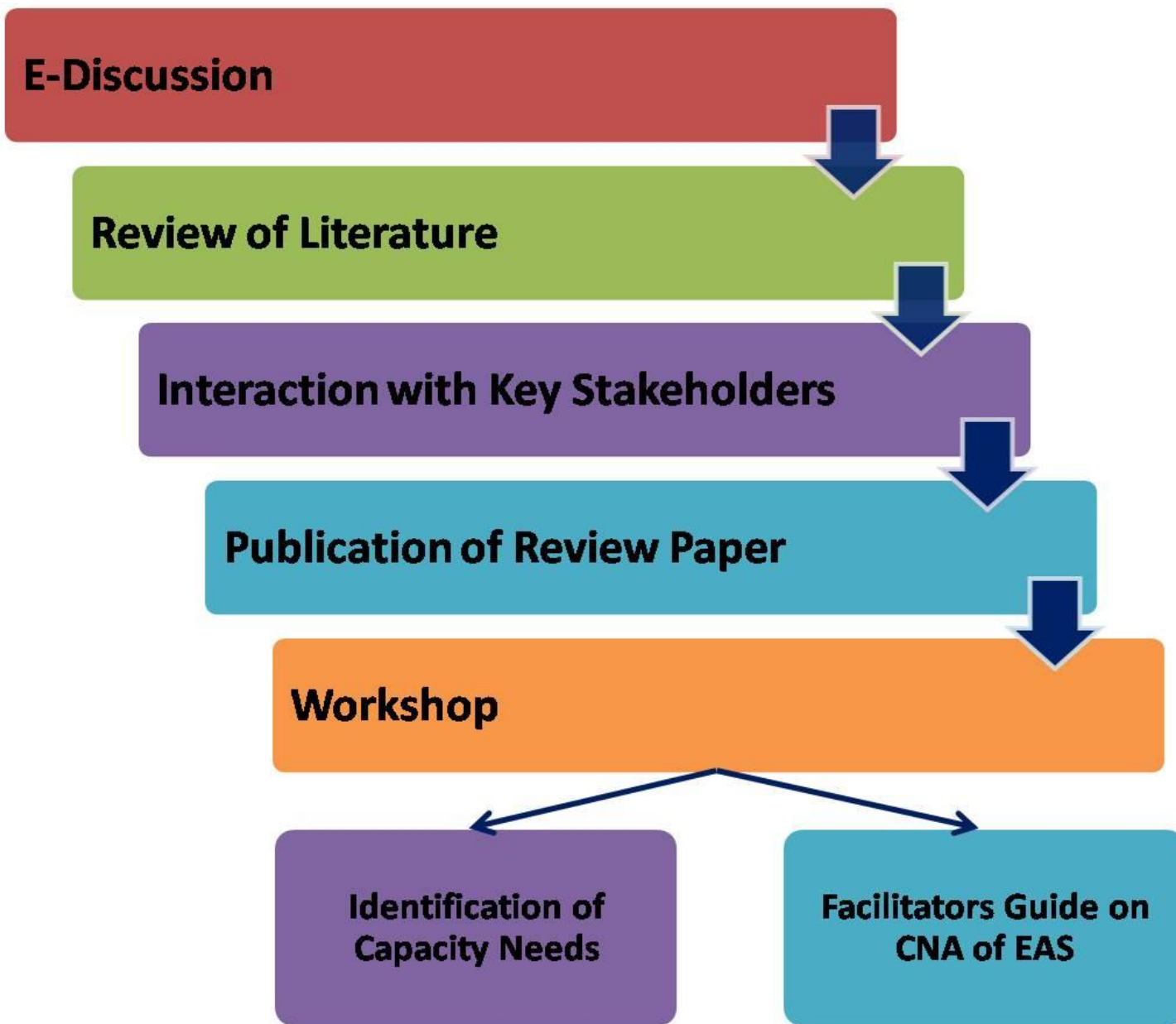
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Global, regional and national interest in capacity in capacity development

- GFRAS Consortium on *Extension Education and Training* – **Core competencies**;
Development of New modules;
Certification;
Use of Distance Education
- First meeting of AESA Network (Kathmandu, Jan 2014) -identified **CAPACITY DEVELOPMENT** as the short term priority for AESA in South Asia





Objectives

- Identify capacity gaps among EAS providers at different levels
- Finalise a methodology for undertaking capacity needs assessment



Approach to the workshop

- Few brief presentations to introduce topics and share specific experiences
- More time for interactions and knowledge exchange within small groups
- Plenary for sharing group outputs and reflections

Thanks

Group Photo and Tea



Vision Mapping

- Functional Assessment -1

Rationale:

Before we explore new functions and new capacities,

we should assess the **current functions** being performed by different organisations engaged in EAS provision

Functional Assessment-Part 1

- **Approach:** Card Exercise
- Each participant put the name of the organisation on top of the first card (**PINK** Card) and then write the 3 main functions they perform in their organisation to support EAS provision (1 card per function in the **BLUE** cards)
- Facilitator organises the cards on the board according to the different functions.

Organisation

F1

F2

F3

EAS- New Challenges & New Functions



New Challenges : Beyond Increasing productivity

- Sustainability (water, soil)
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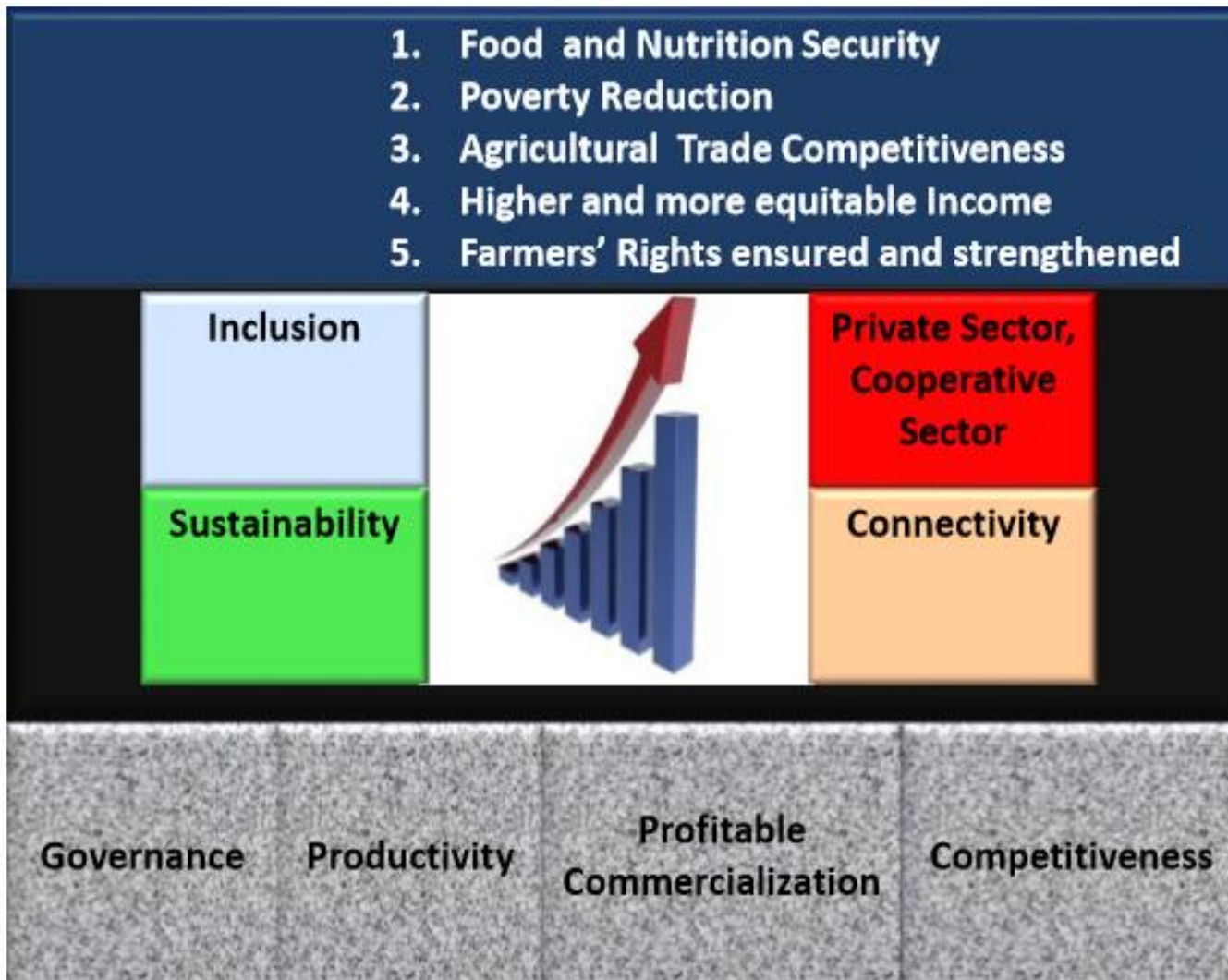


Figure 1 Strategic Framework of the Agricultural Development Strategy

✚ **Table: Agriculture organizations and their categories in Sunsari district**

Category	Organization names		
Government Actors	<p><u>Government Organization (Research and Extension)</u></p> <ul style="list-style-type: none"> • District Agriculture Development Office (DADO) • District Development Committee (DDC) • District Livestock Service Office • District Forest Office (DFO) • Cooperative Development and Training Division Office • Regional Agriculture Training Center • Regional Agriculture Research Center (RARS, Tarahara) • Sunsari Morang Irrigation Project (5) • Division Irrigation Office • Resham Farming Development Office • Jute Research Program • Regional Soil Testing laboratory • Regional Seed Testing laboratory • National Seed Company • Agri-input Company 		
Civil society actors	<p><u>INGOs (Main: 3):</u> Plan Nepal Word Vision Nepal United Mission to Nepal</p>	<p><u>NGOs (1174; prominent 7):</u> LIBIRD Forward Nepal Rural Reconstruction Nepal Save the Earth SEBAC-Nepal (supported by Plan International) Youth Creation (supported by World Vision International) RSDC Devangang JanhitGuthi</p>	<p><u>Community Organizations and Farmers Organizations</u> Cooperatives Farmers Group</p>
Private sector actors	<p><u>Private Sectors Input suppliers</u> Tractor Dealers (12) Rice-Wheat Dealers (8-10) Pipe Dealers (5-6) Agro-Vet (Wholesalers, approximately 8-10) Agro-Vet (Retailers, approximately 200)</p>		<p><u>Credit Agencies (30)</u> Agriculture Development Bank Commercial Banks</p>

Debates relating to the agricultural extension system in Nepal have revealed the following drawbacks:

- Extension approaches lack sufficient research support in the Nepal context
- Poor coverage of public sector (<10%)
- No HRD Plan for extension staff
- Career opportunities not in line with performance and qualification
- Poor physical facilities and resources for extension staff
- Frequent transfers
- Capacity of extension staff not matching with farmers demand and expectations
- Lack of need based and location specific technology generation
- Duplication of efforts in some cases

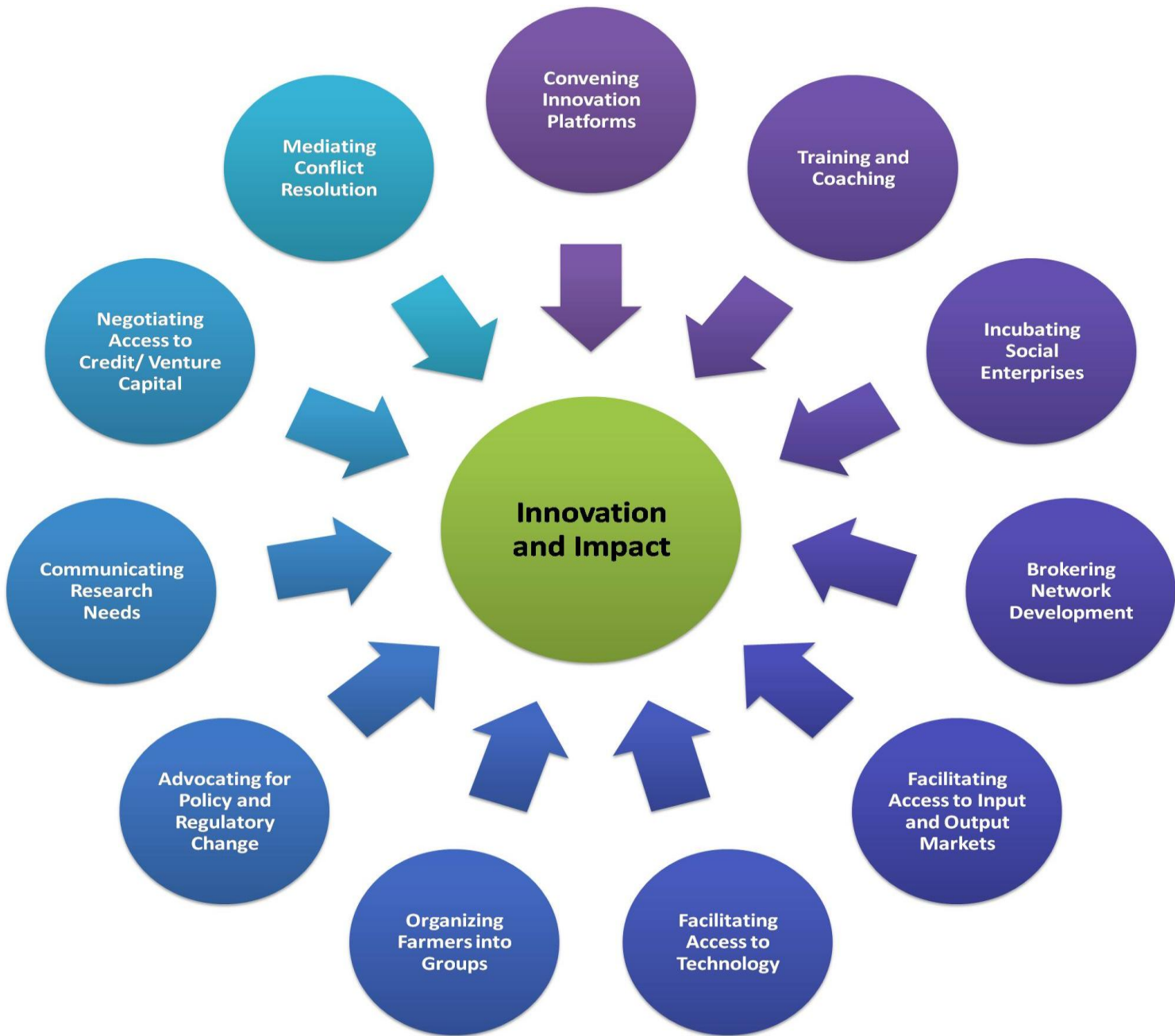
Source: Niru Dahal Pandey (2016)





The decentralized extension system will include measures:

- (i) establishment of **Community Agricultural Extension Service Centers (CAESC)** in each Village Development Committee (VDC);
- (ii) **strengthening capacity of existing and planned Agriculture and Livestock Service Centers** that will provide backstopping services to the CAESCs;.



Group Discussion:

What new functions have to be performed by EAS providers?



Functional Assessment (Part II)

- **Are the current functions performed by EAS adequate?**
- **What other functions have to be performed?**
- **Why these new functions are not being performed?**

Introduction to the New Extensionist

gfas global forum for rural advisory services
forum mondial pour le conseil rural
foro global para los servicios de asesoría rural



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November 2012

New Capacities: at different levels

Individual : technical + social
process skills needed

:Organizational Capacities to put
in place:

- systems & procedures to manage human & financial resources
- institutions to facilitate partnerships & learning
- frameworks to deal with institutional, legal, & regulatory issues

Systems/Enabling environment :
capacities for interaction,
learning, & adaptation

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New Capacities at different levels

1. Individual

1. Technical

Knowledge on new technologies/practices/ Standards/Regulations

2. Functional

- Community mobilisation
- Farmer organisation development,
- Coaching,
- Mediation
- Leadership
- Problem solving
- Partnership building
- Reflective learning
- Brokering

- **Generalists and Specialists**
- **All these won't be found in one single individual/ organisation and so partnering is important**
- **Targeting capacity development to nature of the task**

New Capacities at different levels

2. Organisational

- Institutions that enable sharing, interacting, learning
- Strategic Management Functions
- Structures & Relationships,
- Processes, Systems and procedures
- Values, Incentives/Rewards
- Human and Financial Resource
- Infrastructure

New Capacities at different levels

3. Enabling Environment

- Macro economic policies, incentives to increase production
- Political commitment to agricultural development
- Availability of policy framework
- Capacity of policy making bodies to adapt policies based on learning
- Capacity and willingness of other actors to share resources and engage in joint action
- Institutions that facilitate collaboration
- Availability and access to inputs

Presentation

Introduction to Capacity Development & Capacity Needs Assessment

Nimisha Mittal

Next Presentation

Experience Sharing:

Thanks



Next Presentation

Next Presentation

Next Presentation