

Successes, Challenges and Future Opportunities

- MEAS Country Assessments - (Malawi, Mali and India)

MEAS Symposium 2013
Washington D.C.
5-7 June 2013

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Themes

- Human Resources
 - Staff age profile
 - Gender balance
 - Education/Training

- Farmer Voice
 - Opportunities to influence the extension agenda

Human Resources -- Mali

Mali		Total Staff	% Women	Age	Education	Notes
	DNA	1,080	<10%	~50	Cert./Dip	Project-based in-service training
	DNPIA	445	20%	“aging”	Cert./Dip	“ ”; no livestock training
	CMDT	460	<10%	40+	Cert./Dip	
	OHVN	116	11%	~50	Cert./Dip	
	OPV	122	0	“aging”	Engineer	
	IPR/IFRA	73	12%	45+	B.Sc./M.Sc.	Faculty retiring
	CAA	125	40-50%	20s-30s	Cert./Dip	

Human Resources – Malawi

Malawi		Total Staff	% Women	Age	Education	Notes
	DAES	2,415	<20%	30s-50s	Cert./Dip.	No pre-service training
	WV	120	--	--	Dip.	
	NASFAM	135	18%	--	Dip.	
	Private	36 (69)	<10%(28%)	--	Dip.	
	Bunda	112	30-45%	16-25	B.S./M.S.	
	NRC	500	40%	20-30	Dip.	



Human Resources – Bihar, India

India		Total Staff	% Women	Age	Education	Notes
	SMS	2400	<5%		B.S. General Ag.	Non-specialists
	FLW	7100	10%	40s-50s	2 nd Gen. Sci.	No pre-service training
	Hort.	524	--		2 nd Gen. Sci	
	PRADAN	14	<20%		M.Sc.	
	NGOs	7-14	--		B.Sc./M.Sc.	



Human Resources

- Public sector extension programs remain the most important EAS service providers within the countries;
- The majority of field staff are older and aging – financial limitations prevent the recruitment of hiring new staff (except India);
- Weakly trained, little to no pre-service orientation (in agriculture specializations, extension methods, program operations) and few in-service training opportunities outside of ad hoc project engagement;
- Gender balance in staffing is low (with reasons), though improving.

Farmer Voice

- **Farmer Voice: Structured opportunities to influence the extension agenda**

Malawi: Area Stakeholder Panels communicate priorities to District-Level Stakeholder Panels for incorporation into annual plans. **District-level Panels had not meet.**

Mali: Annual planning meetings with “representative” farmers. **Representatives speak only of personal interests.**

India: Block-level Farmer Advisory Committees (30% women) develop plans that are aggregated at the District level for implementation. **Block and District work plans are not being developed and acted upon.**