

Training Workshop on Planning, Monitoring, Evaluation, and Impact Assessment of R&D Investments in Agriculture

May 18 – 29, 2009 – Johannesburg, South Africa



Planning, Monitoring, Evaluation, and Impact Assessment of R&D
Investments in Agriculture
18 – 29 May, 2009, Johannesburg, South Africa

From left bottom(seated): Lungile C. Mhlanga, John Kamanula, Nelson Mavuso, Stephen P. Nyirenda (*bending*),
Tonny H. Maulana, Filbert Rwehumbiza

From left top: P. Anandajayesekaram, Awala Simon Kamwele, Gaspar A. Mallya, Pourn Hanoomanjee, Roy Elvis Govinden,
Joseph Sikhosana, Girma T. Kassie, Katando Kanguuehi, Charles Mutisi, Rethabile Nchee, Mick S. Mwala,
Themb'alilahlwa Mahlaba, Christopher M. Tsopito, Irene Shilulu, Menbere M. Seyoum, Gare K. Mphothwe



Introduction

The training workshop on Planning, Monitoring, Evaluation, and Impact Assessment of R&D Investments in Agriculture was held from 18 to 29th May 2009 at Willow Park Conference Center and Resort in Johannesburg, South Africa.

19 participants selected from several NARS in the SACD region (Zambia, Botswana, Mauritius, Seychelles, Zimbabwe, Lesotho, Swaziland, Namibia, Malawi and Tanzania) have participated in the workshop; see Annex 1 for Participant list and contact details.

The workshop was officially opened by Dr. C. Tizikara, Coordinator of ICART Project of SADC Secretariat on behalf of Dr. Keoagile Molapong Senior Program Manager, Research and Development.

In his remarks, Dr. Molapong expressed his appreciation on behalf of Mrs. Margaret Nyirenda, the Director of the SADC Food, Agriculture, & Natural Resources Directorate for organizing this important and useful training workshop. SADC/ICART project, through funding from the 9th EDF sponsored this workshop in the hope of building a pool of M&E champions who will help strengthen the capacity of the SADC Secretariat to conduct Impact Assessment (IA) studies of Research and Development (R&D) investment in Agriculture in the Region. He also appreciated the role ILRI and IFPRI have played in organizing this training workshop.

Goal of the workshop

The overall purpose of this learning workshop was to build institutional capacity to conduct impact assessment in the SADC region.

Objectives of the workshop

The specific objectives are to build skills and knowledge in the following areas so that the participants are in a position to apply these skills in their day-to-day work:

- Evaluation approaches
- Adoption studies
- Application of cost-benefit analysis to estimate the rates of return for R&D investments
- Impact assessment methods and approaches
- Organizational performance assessment

A number of related topics are also covered during the workshop as shown in Figure 1. The learning program responds directly to the needs identified during the various stakeholder consultation workshops in the region.

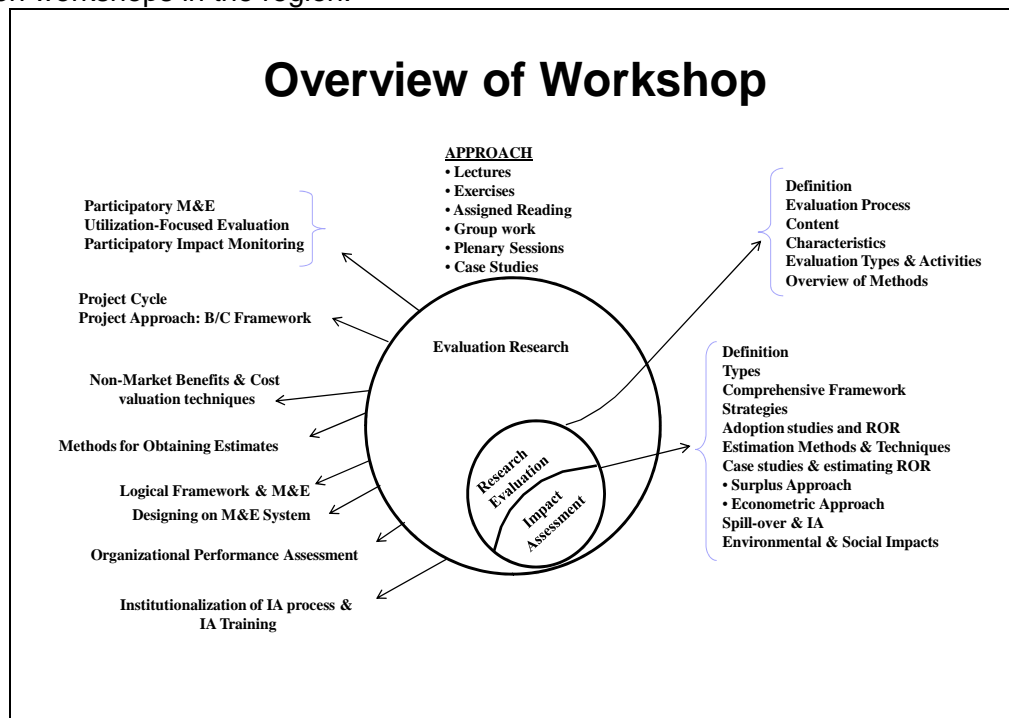


Figure 1 Overview of the content and approaches of the workshop

Duration of the workshop

The workshop is designed for 11 days and it started on 18 of May and lasted until 29th May for 11 days. For the detailed programme see Annex 2.

Expected outcome from the participants

At the beginning of the workshop, the participants were invited to write down their expectations from the training workshop. The identified expectations were:

- Participants will have working understanding of M, E & IA.
- To be empowered with the necessary skills and knowledge, to be professionally trained in IA and monitoring Evaluation
- To help me use existing donor funding appropriately and win more funding for R&D in my country/region and engage in research to benefit rural community.
- We develop and institutionalize a system for monitoring and evaluation of project, to ensure they address needs of society.
- We are expected to assist in impact assessment (IA) must be stressed so that research & Dev investments make of difference to the target groups
- To be able to put into practice the various M&E approaches for R&D in Agriculture
- Get to know the participants and lean from their experiences

Workshop Evaluation

63% of the participants rated the workshop to be an excellent one and 37% as good.

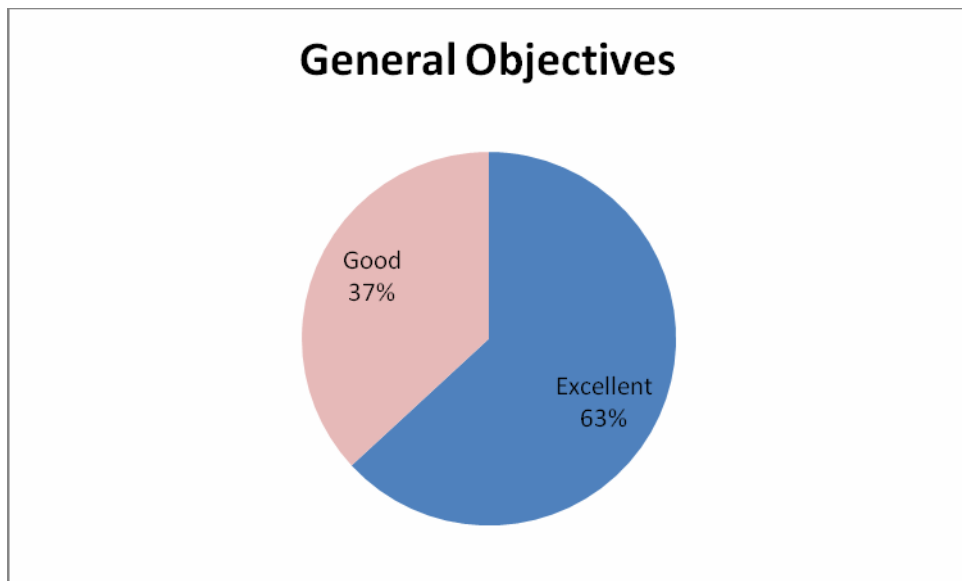


Figure 2 General rating from the workshop participants

All participants, 100% responded that the workshop met their expectations fully.

Some of the additional comments include:

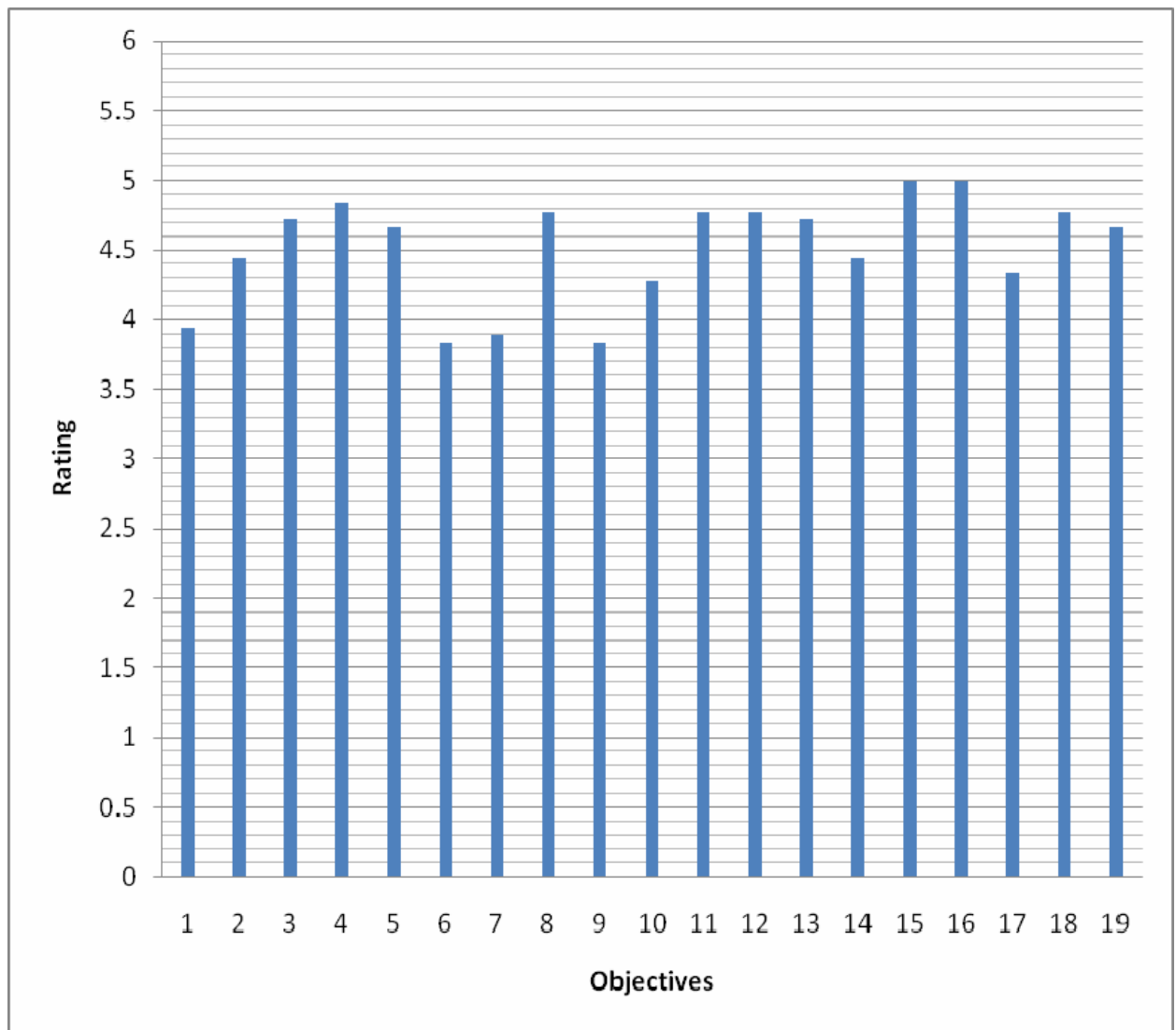
- the workshop did not only meet my expectations but it was an eye opener, I was able to know and understand responsibilities at my work place as a new person
- I already have ideas on how I would approach the introduction of institutionalization of M&E in the ministry. Provided I get full support from my supervisors/senior management
- it exceeded in that there were issues of organizational performance assessments and institutionalization of input assessments
- satisfactorily met all my expectations

In responding to the question, “were the training objectives clear?” all participants again responded that they were clear.

Achievement of Workshop Objectives

In the training program a total of 18 specific skills sets and objectives to be achieved during the workshop. These are listed below in Box 1.

Below, the chart shows that the average rating of each specific skills and objectives from each participants. From a minimum of 3.8 to maximum 5 which shows the satisfaction of participants of the content covered during the workshop.



On a scale of 1-5 the participants were asked to assess to what extent these specific objectives were accomplished (1=the objective has not been achieved and 5= the objective has been accomplished fully). The results are summarized below. For details please see Annex 3.

Box 1

1. Identify the key terminologies used in M&E and impact assessment
2. Identify the difference between evaluation research and research evaluation
3. Explain the various steps and activities involved in a project cycle.
4. Clearly differentiate the three concepts: monitoring, evaluation and impact assessment
5. Design a plan for evaluating a project/program
6. Identify and define the various approaches and methods used in evaluating R&D activities and their characteristics
7. Describe the major elements of a participatory evaluation.
8. Select the suitable partial indicators and methods for assessing the impact of an R&D intervention
9. Define data collection points and appropriate statistical design for data collection.
10. Estimate the marginal rates of return of investments at the farm level.
11. Discuss economic surplus approaches to ROR estimates
12. Assess the extent of the use of technology by targeted beneficiaries—the adoption rate
13. Identify the variables and data needed to use a production function approach to estimate the rate of returns.
14. Identify the spillover effects associated with specific R&D interventions.
15. Identify the environmental and social impacts associated with an intervention.
16. Identify non-market environmental effects of interventions and use the techniques to value them to be included in the overall impact assessment.
17. Use the logical framework approach to plan projects
18. Identify areas that need attention in order to institutionalise impact assessment training within the country

Balance between theory and practical work

In the assessment of the workshop question which is asking if there is a good balance between theory and practical work of the workshop; all participants responded as “yes it has”.

Some other additional comments related to the above question were:

- We were given many examples and plenty of discussion time.
- Sufficient time for group and class discussion as well as lecturers
- The practical works especially in the form of group exercises were very complementary to the understanding of the theoretical part of the training sessions.
- Broader explanation was very useful

Logistical Support

Majority of participants commented on the accommodation and meal provided by Willow Park. The hotel management was mainly criticized for its non-flexibility and unclear arrangement. Therefore, logistical arrangements were rated as fair/good.

Lecture/presentations, discussions, Paper/handouts, organization and Management, quality of visual and audio were rated to be very good.

Additional Topics to be included

When asked as to what additional topics should be included in this training the participants gave the following responses:

- None I can think of
- Impact of HIV/AIDS on agricultural productivity
- A brief session on economics concepts
- Impact assessment of HIV and AIDS on agricultural production and investments
- Design of business plan for agro- entrepreneurs
- Proposal writing
- None, but allocate enough time for Organizational Performance Assessment

Topics to be eliminated

When asked if there is/are any topic/topics to be eliminated, all participants responded “no topics should be eliminated”.

Usefulness of the training to daily work

On a scale of one to five (1=not useful; 5=very useful) participants were asked to rate the usefulness of the workshop for their day-to-day work. The results are presented in Figure 4.

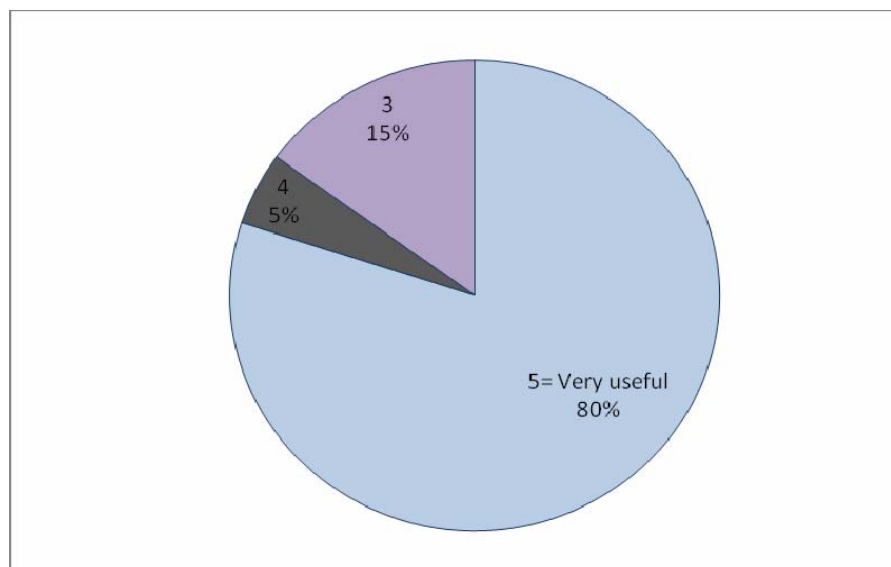


Figure 4 How useful is this training for your day to day work?

15 participants (about 80 percent) indicated that the workshop was very useful for their day to day work. None of them gave a score of less than 3, three of them gave a score of 3 and one gave a score of 4. This clearly demonstrates that the contents were relevant and useful for the day to day work. Some responded that they are able to train their colleagues based on what they have learnt.

The participants were asked to rate their knowledge and skills on a Monitoring, Evaluation and Impact Assessment before and after the training. This clearly shows that the training has added-up value on most of the participants' knowledge and skills (Figure 5).

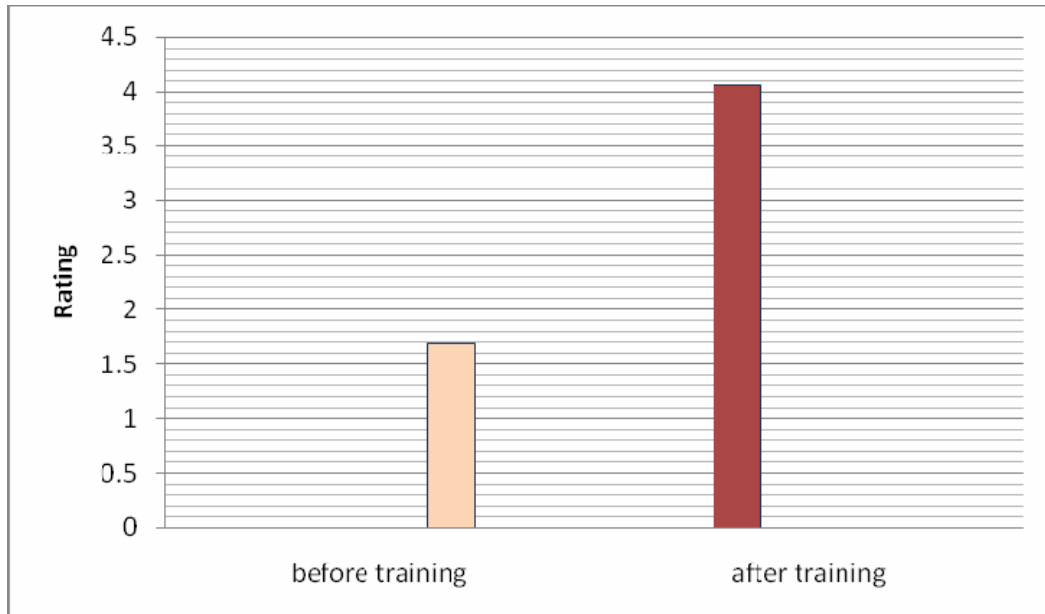


Figure 5 Scale of knowledge & skills on the subject before and after the training

The entire group responded that they will recommend this workshop to their colleagues. Some of the reasons given for this response were:

- especially for research managers in building capacity to assess performance of the organization
- A pool of individuals with such knowledge is required in order to initiate, carry out and build up the M&E and IA in an organization
- Training is very important to anybody involved in R&D as well as managers because it will assist in decision making as to whether the programs continue or not and more researchers to be added to a particular program
- Researchers need to know how to carry out M&E in their own projects
- Most researchers are dependent on others (social scientist) to help them carry out (plan) M&E in their projects. This course equips one to be self sufficient on M&E tasks
- I would encourage our supervisors to attend, so that we are talking the same language
- This workshop is useful in assessing the performance of our organizations. The monitoring and evaluation is very important to all scientists/colleagues
- The workshop on planning and M&E should be organized for heads of department of our institutions in SADC region – for them to appreciate the need for M&E
- Should be given on a country level that more people will be exposed

Strengths and Weaknesses

The participants were asked to indicate the strengths and the weaknesses of the workshop. The responses were summarized below.

One of the important comments was that the course materials and handouts were self explanatory and useful.

Strength of the workshop:

- Elaborate explanation of subject/topics
- Excellent facilitators
- Use of multiple tools, Power points, board, exercise... etc
- Time management was super

- M&E part was very interesting, practical and examples were discussed and commented
- Interaction among participants was very good
- Everything was in place – handouts, presentations, slides and all needed.
- Clear explanations and relevant examples were given
- Participants were more interested in the workshop
- Objective of each topic were well covered
- Learned various tools in M&E
- Appropriate content that was well structured
- Expectation of the workshop fully met

Some comments were made about the inconveniences and the problems associated with the venue.

Weaknesses of this workshop:

- Too long, workshop should be considered to last one week at a time
- Poor venue and accommodation, no chairs and tables, no adequate lighting in rooms to enable participants to read materials after workshop
- Poor internet facility
- Lots of concepts were introduced over a short time period, too intensive
- Participants' have limited level of understanding of economics

Additional Comments

Participants mentioned the following about the workshop in terms of their general comments (Box 2).

Box 2: General Comments

- Participants should be given more opportunities to practice skills and knowledge learnt in case studies and enhance their confidence in learning process.
- It is really my wish to evaluate livestock projects in Botswana to assess the impact of these projects on the target groups they were meant to benefit and in the process to generate case studies for future reference and use by the Universities for academic purpose and other users. However, there may be resource limitations and probably bureaucratic tape to overcome
- Regional M&E training center to be established where people can be trained and get certificates in M&E
- SADC secretariat to assist those learning institutions who wants to establish/include M&E units at their institutes.
- I recommend that SADC should assist the trainees to establish M&E team especially in Ministry of Agriculture, in our counties so to improve delivery of research products.
- I am extremely encouraged to go for M&E in my Research department.
- Apart from M&E and Impact Assessment, "Organizational Performance Assessment" was a bonus component in the course.
- Never applied it; therefore consultant on M&E, IA used to perform as we thought we didn't have adequate skills to perform them – not anymore after this course.
- Very impressive knowledge and method of presentation of the resource persons. They shared experience very well. Such that even non economist like myself felt taken on board very easily. Future workshops on social science especially M&E and Impact assessment would be much easy to follow.
- Keep up the good work, SADC and ICART should ask you to train more and nurture the training
- There is not much that is being done in our respective countries on these important issues. Our organizations are poorly managed, thus such trainings are very vital.

Conclusions:

Overall the participants indicated that the workshop met their expectations fully, 80 percent indicated that the knowledge and skills acquired were very useful to their day to day work, and all responded that they will recommended this workshop to their colleagues.

Annex 1. List of Participants

Name	Institution	Country
1. Mr. Gare K. Mphothwe	Department of Agricultural Research,	Botswana
2. Dr. Christopher M. Tsopito	Botswana College of Agriculture,	Botswana
3. Ms Rethabile Nchee	Department of Agricultural Research	Lesotho
4. Mr. John Kamanula	Mzuzu University	Malawi
5. Mr. Stephen P. Nyirenda	Lunyangwa Agricultural Research Station	Malawi
6. Mr. Tonny H. Maulana	Pesticides Control Board	Malawi
7. Dr. Pouran Hanoomanjee	Agricultural Research & Extension Unit,	Mauritius
8. Mr. Awala Simon Kamwele	Omahenene Research Station	Namibia
9. Mr. Katando Kanguuehi	Namibia National Farmers' Union,	Namibia
10. Ms Irene Shilulu	Omahenene Research Station	Namibia
11. Mr. Roy Elvis Govinden	Seychelles Agricultural Agency,	Seychelles
12. Mr. Nelson Mavuso	Ministry of Agriculture, Swaziland	Swaziland
13. Ms. Lungile C. Mhlanga	Agricultural Research Department	Swaziland
14. Dr. Themb'alilahlwah Mahlaba	University of Swaziland, Swaziland	Swaziland
15. Mr. Gaspar A. Mallya	Ministry of Agriculture Food & Cooperatives	Tanzania
16. Prof Filbert Rwehumbiza	Sokoine University of Agriculture,	Tanzania
17. Dr. Mick Sikaenyi Mwala	University of Zambia	Zambia
18. Mr. Joseph Sikosana	Matopos Research Station	Zimbabwe
19. Dr. Charles Mutisi	University of Zimbabwe	Zimbabwe

SADC Secretariat	Resource Persons
<p>Dr Clesensio Tizikara ICART Project Coordinator SADC Secretariat P/Bag 0095 Gaborone Botswana Tel: 267 3951863 Fax: 267 3951821 E-mail: ctizikara@sadc.int</p>	<p>Dr Ponniah Anandajayasekeram Manager, Capacity Strengthening Unit (CaSt Unit) International Livestock Research Institute (ILRI) PO Box 5689 Addis Ababa, Ethiopia Tel: +251 116 172481 Fax: +251 116 172001 E-mail: p.anandajayasekeram@cgiar.org</p>
<p>Dr Monica Murata ICART Project M&E Officer SADC Secretariat P/Bag 0095 Gaborone Botswana Tel: 267 3951863 Fax: 267 3951821 E-mail: mmurata@sadc.int</p>	<p>Dr Jones Govere Senior Policy Coordinator Common Market for Eastern and Southern Africa (COMESA) Secretariat Ben Bella Road PO Box 30051 Lusaka, Zambia Tel: +260 211 229725/32 Fax: +260 211 225107 E-mail: jgovere@comesa.int</p>
<p>Mrs Tshegofatso Gower ICART Project Secretary SADC Secretariat P/Bag 0095 Gaborone Botswana Tel: 267 3951863 Fax: 267 3951821 E-mail: tgower@sadc.int</p>	<p>Girma Tesfahun Kassie PhD. Post-Doctoral Fellow Socioeconomics and Impact Assessment International Maize and Wheat Improvement Center (CIMMYT) PO Box 5689, Addis Ababa, Ethiopia Tel: +251 116 462324 Fax: +251 116172001 E-mail: g.tesfahun@cgiar.org</p>
	<p>Menbere Mariam Coordinator for L&CS and Communications IFPRI - Addis Ababa PO Box 5689, Addis Ababa, Ethiopia. Telephone: +251-011-617 2525 Fax: +251-011-646 2927 E-mail: m.seyoum@cgiar.org www.ifpri.org</p>

Annex 2.



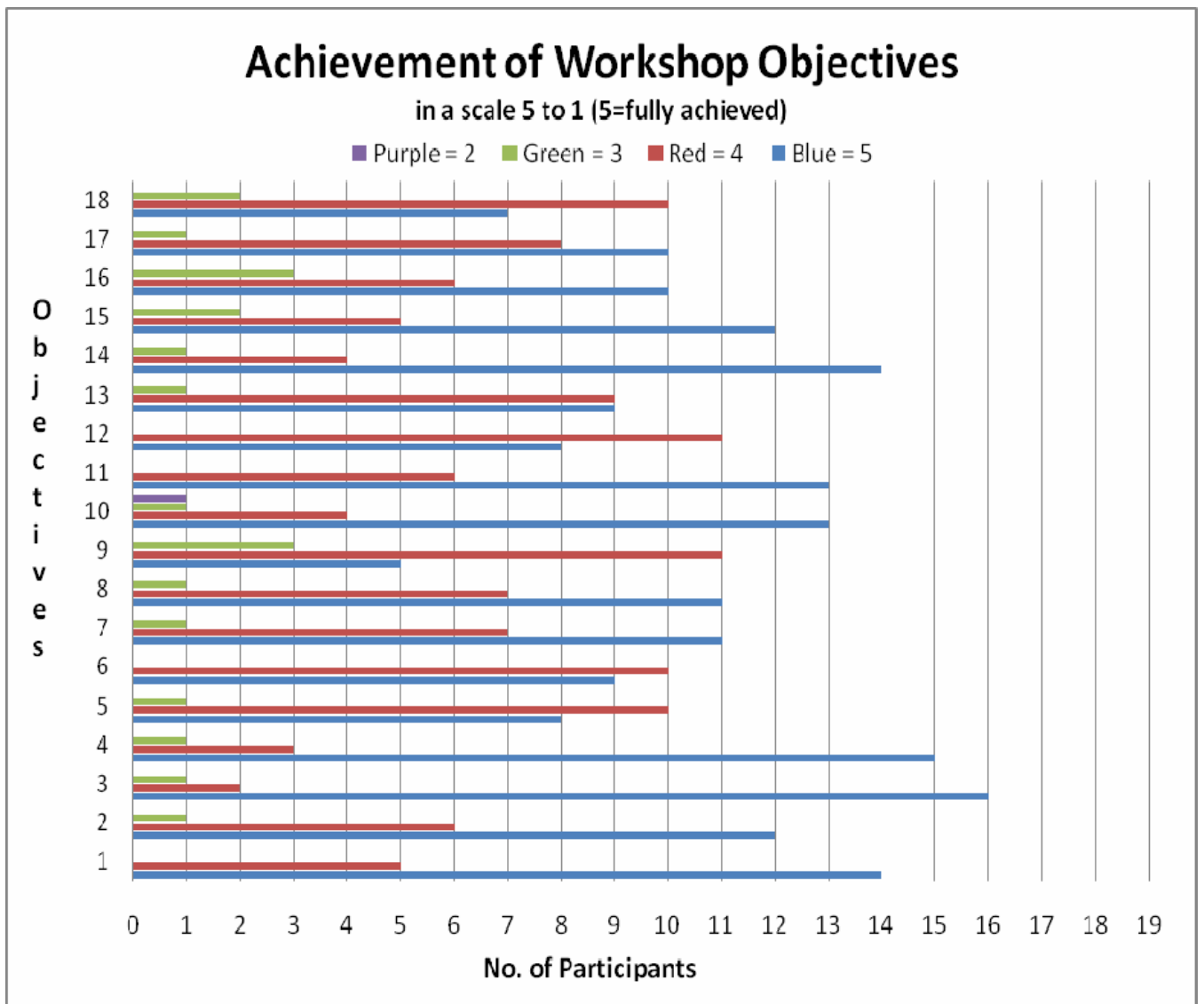
**PLANNING, MONITORING, EVALUATION AND IMPACT ASSESSMENT OF R&D INVESTMENTS IN AGRICULTURE
MAY 18 – 29, 2009, JOHANNESBURG, SOUTH AFRICA - SCHEDULE OF THE FIRST WEEK**

Day One	Day Two	Day Three	Day Four	Day Five	Day Six
<p>08:30 – 09:00 <i>Welcome</i></p> <p>09:00 – 10:30 <i>Session 1. Introduction to the Workshop and PAPA Exercise 1</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 5. Project cycle, and Evaluation as a Management Tool (Presentation and Exercise 5)</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 7. Overview of Evaluation Activities (Presentation and Exercise 7)</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 10. Overview of Impact Assessment Methods (Presentation and Exercise 10)</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 12. (continued)</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 13. Project Appraisal through Cost-Benefit Analysis (cont.)</i></p>
10:30 – 10:45 Tea/coffee Break					
<p>10:45 – 13:00 <i>Session 2 Changing R&D Paradigm (Presentation and Exercise 2)</i></p>	<p>10:45 – 12 :00 <i>Session 5. (Continued) (Presentation and Exercise 5)</i></p> <p>12:00 – 13 :00 <i>Session 6. Monitoring, Evaluation and Impact Assessment (Presentation and Exercise 6)</i></p>	<p>10:45 – 11:45 <i>Session 7 (Continued)</i></p> <p>11:45 – 13:00 <i>Session 8. Overview of R&D Evaluation Methods (Presentation and Exercise 8)</i></p>	<p>10:45 – 13:00 <i>Session10 (Continued)</i></p>	<p>10:45 – 13:00 <i>Session 12. (continued)</i></p>	<p>10:45 – 13:00 <i>Session 13. Project Appraisal through Cost-Benefit Analysis (Cont.)</i></p>
13:00 – 14:00 Lunch Break					
<p>14:00 – 15:30 <i>Session 3. Types of Planning and M&E (Presentation and Exercise 3)</i></p>	<p>14:00 – 15:30 <i>Session 6. (Continued)</i></p>	<p>14:00 – 15:30 <i>Session 9. Participatory Monitoring and Evaluation (Presentation and Exercise 9)</i></p>	<p>14:00 – 15:30 <i>Session 11. Strategies for Impact Assessment (Presentation and Exercise 11)</i></p>	<p>14:00 – 15:30 <i>Session 13. Project Appraisal through Cost-Benefit Analysis (Presentation and Exercise 13)</i></p>	
15:30 – 15:45 Tea/coffee Break					
<p>15:45 – 17:15 <i>Session 4. Evaluation Research vs. Research Evaluation (Presentation and Exercise 4)</i></p> <p>17:15 – 17:30 <i>Feedback on the Day's Activities</i></p>	<p>15:45 – 17:15 <i>Session 6 (Continued)</i></p> <p>17:15 – 17:30 <i>Feedback on the Day's Activities</i></p>	<p>15:45 – 17:15 <i>Session 9 (Continued)</i></p> <p>17: 15 – 17:30 <i>Feedback on the Day's Activities and PAPA</i></p>	<p>15:45 – 17:15 <i>Session 12. Estimating Marginal Rates of Return at Farm Level (micro) (Presentation and Exercise 12a, 12b, and 12c)</i></p> <p>17:15 – 17:30 <i>Feedback on the Day's Activities</i></p>	<p>15:45 – 17:15 <i>Session 13. (continued)</i></p> <p>17:15 – 17:30 <i>Feedback on the Day's Activities</i></p>	

**PLANNING, MONITORING, EVALUATION AND IMPACT ASSESSMENT OF R&D INVESTMENTS IN AGRICULTURE
MAY 18 – 29, 2009, JOHANNESBURG, SOUTH AFRICA - SCHEDULE OF THE SECOND WEEK**


Day Seven	Day Eight	Day Nine	Day Ten	Day Eleven
<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 14. Economic Surplus Approaches to ROR estimates (Presentation)</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 16. Econometrics Approach to ROR Estimates (Presentation & Exercise 16)</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 20. Non-Market Environmental Benefits and Economic Valuation Techniques (Presentation & Exercise 20)</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 22. (continued)</i></p>	<p>08:30 – 09:00 <i>Opening of the Day's Activities</i></p> <p>09:00 – 10:30 <i>Session 25. Institutionalization of Impact Assessment (Presentation & Exercise 25)</i></p>
10:30 – 10:45 Tea/Coffee Break				
<p>10:45 – 13:00 <i>Session 15. Adoption Studies and Impact Assessment (Presentation)</i></p>	<p>10:45 – 13:00 <i>Session 17. Spill-overs and Impact Assessment (Presentation & Exercise 17)</i></p>	<p>10:45 – 12:00 <i>Session 20. (Continued)</i></p> <p>11:45 – 13:00 <i>Session 21. Method of Obtaining Estimates (Presentation & Exercise 21)</i></p>	<p>10:45 – 11:45 <i>Session 22 (Continued)</i></p> <p>11:45– 13:00 <i>Session 23. Designing an M&E System (Presentation & Exercise 23)</i></p>	<p>10:45 – 13:00 <i>Session 25. (Continued)</i></p>
13:00 – 14:00 Lunch Break				
<p>14:00 – 15:30 <i>Session 15. Adoption Studies and Impact Assessment (Exercise 15(a) and 15(b))</i></p>	<p>14:00 – 15:30 <i>Session 18 Environmental Impact Assessment (Presentation & Exercise 18)</i></p>	<p>14:00 – 15:30 <i>Session 22. Logical Framework Approach and M&E (Presentation & Exercise 22)</i></p>	<p>14:00 – 14:30 <i>Session 23. (Continued).</i></p> <p>14:30 – 15:30 <i>Session 24. Organizational Performance Assessment (Presentation & Exercise 24)</i></p>	<p>14:00 – 15:30 <i>Session 26. PAPA and Workshop Evaluation</i></p>
15:30 – 15:45 Tea/Coffee Break				
<p>15:45 – 17:15. <i>Session 15. Adoption Studies and Impact Assessment (Cont.)</i> Jones</p> <p>17:15 – 17:30 <i>Feedback on the Day's Activities and PAPA</i></p>	<p>15:45 – 17:15 <i>Session 19. Social & Cultural Impact Assessment (Presentation & Exercise 19)</i> Jones</p> <p>17:15 – 17:30 <i>Feedback on the Day's Activities and PAPA</i></p>	<p>15:45 – 17:15 <i>Session 22. (continued) (Presentation & Exercise 22)</i></p> <p>17:15 – 17:30 <i>Feedback on the Day's Activities and PAPA</i></p>	<p>15:45 – 17:15 <i>Session 24. (Continued)</i></p> <p>17:15 – 17:30 <i>Feedback on the Day's Activities and PAPA</i></p>	<p>15:45 – 16:45 <i>Final Remarks and Closing</i></p> <p>18:00 – 19:00 <i>Graduation Ceremony</i></p>

Annex 3. Achievement of Workshop Objectives



Annex 4. Profile of SADC Participants trained in Planning, Monitoring, Evaluation, and Impact Assessment of Research and Development (R&D) Investments in Agriculture. 18- 29 May, 2009; Johannesburg, South Africa

	<p>Education: Masters of Economic Studies</p> <p>Area of Expertise: Agricultural & Resource Economics; Economics analysis</p> <p>Current job title: Assistant Agricultural Research Officer</p> <p>Major Responsibilities: Conduct Agricultural Economics Research Programmes. Proposal writing, data analysis, interpretation & reporting.</p>
<p>Name: Mr. Gare Keabetswe Mphothwe</p> <p>Country: Botswana</p> <p>Institution: Department of Agricultural Research</p>	<p>Contact Details:</p> <p><i>Postal Address:</i></p> <p>Department of Agricultural Research, P/Bag 0033, Gaborone, Botswana</p> <p><i>Tel:</i> + 267 366 8116</p> <p><i>Fax:</i> +267 392 8965</p> <p><i>e-mail:</i> gkmpthwe@yahoo.com gmpthwe@gov.bw</p>

	<p>Education: PhD Animal Science</p> <p>Area of Expertise: Animal Production</p> <p>Current job title: Senior Lecturer</p> <p>Major Responsibilities: Teaching, Research, Community Service and consultancies</p>
<p>Name: Dr. Christopher M. Tsopito</p> <p>Country: Botswana</p> <p>Institution: Botswana College of Agriculture</p>	<p>Contact Details:</p> <p><i>Postal Address:</i></p> <p>Botswana College of Agriculture P/Bag 0027, Gaborone Botswana</p> <p><i>Tel:</i> + 267 365 0320</p> <p><i>Fax:</i> +267 392 8753</p> <p><i>e-mail:</i> ctsopito@bca.bw</p>



Name: Ms. Rethabile Nchee
Country: Lesotho
Institution: Department of Agricultural Research

Education: MSc Agriculture
Area of Expertise: Extension and Research
Current job title: Senior Extension & Research Officer

Major Responsibilities:
Developing manuals & guidelines on new technologies for information dissemination & technology transfer. Drought relief & recovery work

Contact Details:

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Fax: +266 2231 0362

e-mail: rnchee@yahoo.com



Name: Mr. John Finias Kamanula
Country: Malawi
Institution: Mzuzu University

Education: MSc in Chemistry
Area of Expertise: Analytical Chemistry; Stored product entomology
Current job title: Senior Lecturer

Major Responsibilities:
Teaching; conducting research in use of botanicals to control stored product insect pests; Natural products. Project Management and Consultancies

Contact Details:

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Lluwinda, Mzuzu 2, Malawi

Tel: + 265 1320575/888 570211/1320575

Fax: +265 1320568/505

e-mail: johnkamanula@yahoo.co.uk

johnkamanula@mzuni.ac.mw



Education: BSc in Crop Science
Area of Expertise: Entomology
Current job title: Principal Research Scientist

Major Responsibilities:
Pest management research

Contact Details:
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Mzuzu, Malawi

Tel: +265 1 312 962
+265 999 384 880 (mobile)

Fax: +265 1 310 687

e-mail: spsyirenda@yahoo.co.uk
coffeborer@sdpn.org.mw

Name: Mr. Stephen P. Nyirenda
Country: Malawi
Institution: Lunyangwa Agricultural
Research Station



Education: MSc (Tropical Agricultural
Development)

Area of Expertise: Entomology

Current job title: Assistant Registrar

Major Responsibilities:
Monitoring, forecasting & control of migrant pests;
Entomological Research; Registration of Pesticides

Contact Details:
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Ministry of Agriculture & Food Security
Pesticides Control Board
P.O. Box 51300, Limbe
Malawi

Tel: + 265 9999 38791/265 1 471419

Fax: +265 1471 312

e-mail: pesticideboard@malawi.net
t.maulana@pcbmw.net

Name: Mr. Tonny Harris Maulana
Country: Malawi
Institution: Pesticides Control Board



Name: Mr. Pouran Hanoomanjee
Country: Mauritius
Institution: Agricultural Research & Extension Unit

Education: BSc Agriculture (Hons)

Area of Expertise: Agronomy

Current job title: Assistant Director

Major Responsibilities:

Planning & Execution of the crop research and development programme; Administrative & financial management of the crop research department; Identification of national priorities, strategies and policies for crop research & development.

Contact Details:

Postal Address:

Agricultural Research & Extension Unit, 88 Newry Complex, St Jean Road Quatre Bornes, Mauritius

Tel: + 230 466 3885

Fax: +230 464 8809

e-mail: adcrop@areu.mu



Name: Mr. Katando Kanguuehi
Country: Namibia
Institution: Namibia National Farmers' Union

Education: Bachelor's Degree

Area of Expertise: Agricultural Markets and Trade

Current job title: Technical Assistant

Major Responsibilities:

Agricultural policy analysis & review. Projects implementation

Contact Details:

Postal Address:

Namibia National Farmers' Union
P.O. Box 3117, Windhoek
Namibia

Tel: + 264 61 271117

Fax: +264 61 271155

e-mail: kanguuehi@nnfu.org.na



Name: Mr. Awala Simon Kamwele
Country: Namibia
Institution: Ministry of Agriculture, Water and Forestry; Omahenene Research Station

Education: MSc in Agriculture
Area of Expertise: Plant Breeding
Current job title: Senior Researcher

Major duties and responsibilities:
Pearl millet & sorghum breeding; seed production & quality control; development of post-harvest technology

Contact Details:

Postal Address:

Omahenene Research Station
Ministry of Agriculture, Water and Forestry,
P.O. Box 646
Outapi, Namibia

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Name: Ms Irene Shilulu
Country: Namibia
Institution: Ministry of Agriculture, Water and Forestry; Omahenene Research Station

Education: BSc in Agriculture
Area of Expertise: Agronomy; Horticulture
Current job title: Researcher

Major duties and responsibilities:
Agronomic research on pearl millet and root crops; seed certification

Contact Details:

Postal Address:

Omahenene Research Station
Ministry of Agriculture, Water and Forestry,
P.O. Box 646
Outapi, Namibia

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Fax: +264 65 259079/56

e-mail: lituwete@webmail.co.za



Name: Mr. Roy Elvis Govinden
Country: Seychelles
Institution: Seychelles Agricultural Agency

Education: Bachelor of Applied Science(Ag)

Area of Expertise: Vegetable Research

Current job title: Research Officer

Major duties and responsibilities:

Implement and supervise different projects and research programmes. Design & implement vegetable research. Prepare scientific reports.

Contact Details:

Postal Address:

Seychelles Agricultural Agency
St. Louis, Mahé
Seychelles

Tel: + 248 585 383

Fax: +248 355 015

e-mail: laserrg1@yahoo.com



Name: Mr. Nelson Mavuso
Country: Swaziland
Institution: Malkerns Research Station

Education: MSc Agriculture

Area of Expertise: Seed quality control

Current job title: Agricultural Officer

Major duties and responsibilities:

Variety evaluation & release; Registration and licensing of persons or organizations engaged in seed production; seed inspection; training on seed legislation; various aspects of seed quality and variety selection.

Contact Details:

Postal Address:

Swaziland Government
Ministry of Agriculture, P.O. Box 4
Malkerns, Swaziland

Tel:+ 268 527 4072

Fax: +268 527 4070

e-mail: sqcs@realnet.co.sz



Name: Ms. Lungile Claudia Mhlanga
Country: Swaziland
Institution: Agricultural Research Department

Education: BSc in Agriculture
Area of Expertise: Agricultural Economics
Current job title: Agricultural Economist
Major duties and responsibilities: Monitoring & evaluation of new research technologies; Economic analyses;
Contact Details:
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Agricultural Research Department
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Swaziland
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Fax: +268 527 4070
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Name: Dr. Themb'alilahwa Mahlaba
Country: Swaziland
Institution: University of Swaziland

Education: PhD in Zoology
Area of Expertise: Ecology/Zoology
Current job title: Lecturer
Major Responsibilities: Teaching, Research
Contact Details:
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tmahlaba@science.uniswa.sz



Name: Dr. Filbert Rwehumbiza
Country: Tanzania
Institution: Sokoine University of Agriculture

Education: PhD in Soil Science
Area of Expertise: Soil & Water Resources
Current job title: Associate Professor
Major Responsibilities: Teaching, Research, Management, Outreach and Consultancy Services

Contact Details:
Postal Address:
Sokoine University of Agriculture
P.O. Box 3008, Morogoro
Tanzania

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rwehumbizaf2002@yahoo.co.uk



Name: Mr. Gaspar A Mallya
Country: Tanzania
Institution: Ministry of Agriculture Food & Cooperatives

Education: MSc in Applied Entomology
Area of Expertise: Pest Management
Current job title: Armyworm Coordinator
Major duties and responsibilities: Forecasting pest outbreaks –Armyworm, Farmer training in community based Armyworm forecasts, giving advice on Pest management.

Contact Details:
Postal Address:
Ministry of Agriculture Food & Cooperatives
P.O. Box 7473
Arusha, Tanzania

Tel: + 255 713274608
Fax: +255 27255072
e-mail: gmallya@hotmail.com



Name: Dr. Mick Sikaenyi Mwala
Country: Zambia
Institution: University of Zambia

Education: PhD in Agronomy
Area of Expertise: Plant Breeding-Quantitative Genetics

Current job title: Senior Lecturer

Major duties and responsibilities:
Coordinate all teaching, research and outreach activities of the Department-; teach, conduct research &, supervise research consultancy.

Contact Details:

Postal Address:

University of Zambia
School of Agricultural Sciences
P.O. Box 32379, Lusaka
Zambia

Tel: + 260 211 295655

Fax: +260-1-295655

e-mail: mmwala@unza.zm, mmwala@yahoo.com



Name: Mr. Joseph Sikhosana
Country: Zimbabwe
Institution: Matopos Research Station

Education: MSc in Agriculture

Area of Expertise: Small stock Production

Current job title: Head of Research Institute

Major duties and responsibilities:

Plan, design and executive research trials; Supervise research staff; collaboration with international institutes and Non-Governmental Organizations

Contact Details:

Postal Address:

Dept of Research & Specialist Services
Matopos Research Station
PBK 5137, Bulawayo
Zimbabwe


Tel: + 263 838 320

Fax: +263 838 289

e-mail: jlms6@yahoo.com
jsikos6@yahoo.co.uk

	<p>Education: PhD in Agriculture</p> <p>Area of Expertise: Livestock Production</p> <p>Current job title: Dean, Faculty of Agriculture</p> <p>Major Responsibilities: Faculty administration , teaching; research</p> <p>Contact Details:</p> <p><i>Postal Address:</i></p> <p>Faculty of Agriculture, University of Zimbabwe, Box MP167, Mount Pleasant, Harare, Zimbabwe</p> <p><i>Tel:</i> +263 4 333 880</p> <p><i>Fax:</i> +263 4 333 880</p> <p><i>e-mail:</i> mutisi@agric.uz.ac.zw mutisi@mweb.co.zw</p>
<p>Name: Dr. Charles Mutisi</p> <p>Country: Zimbabwe</p> <p>Institution: University of Zimbabwe</p>	

PROFILE OF THE THREE PARTICIPANTS TRAINED IN 2008

	<p>Education: PhD in Entomology</p> <p>Area of Expertise: Agricultural Research & development</p> <p>Current job title: Director of Agriculture & natural Resource Management</p> <p>Major Responsibilities: Agricultural Research & development activities</p> <p>Contact Details:</p> <p><i>Postal Address:</i></p> <p>World Vision Angola, Rua 102, Bairro Kapango Urbano, Cidade Alta, Huambo, Angola</p> <p><i>Tel:</i> +244 241 222 343</p> <p><i>Fax:</i> +244 241 222 343</p> <p><i>e-mail:</i> chris_asanzi@wvi.org mbeyame@yahoo.fr</p>
<p>Name: Dr. Christophe Mbeyame Asanzi</p> <p>Country: DR Congo</p> <p>Institution: World Vision International</p>	

	<p>Education: PhD in Rodent Ecology</p> <p>Area of Expertise: Ecology & management of vertebrate pests</p> <p>Current job title: Senior Research Fellow</p> <p>Major Responsibilities: Research on various aspects of vertebrate pest ecology and management; teaching</p> <p>Contact Details:</p> <p><i>Postal Address:</i></p> <p style="padding-left: 40px;">Pest management Centre, Sokoine University of Agriculture, P.O. Box 3110, Chuo Kikuu, Morogoro, Tanzania</p> <p><i>Tel:</i> +255 232604621</p> <p><i>Fax:</i> +255 232601485</p> <p><i>e-mail:</i> apiamas@yahoo.com</p>
<p>Name: Dr. Apia W. Massawe</p> <p>Country: Tanzania</p> <p>Institution: Sokoine University of Agriculture</p>	

	<p>Education: BSc in Rural & Urban Planning</p> <p>Area of Expertise: Monitoring & Evaluation</p> <p>Current job title: Scientific Officer</p> <p>Major Responsibilities: Conducting baseline surveys; conducting PRAs, Planning R&D Projects, Implementation, monitoring & evaluation of R&D projects</p> <p>Contact Details:</p> <p><i>Postal Address:</i></p> <p style="padding-left: 40px;">ICRISAT Bulawayo Matopos Research Station Box 776, Bulawayo Zimbabwe</p> <p><i>Tel:</i> +263 838 311 7</p> <p><i>Fax:</i> +263 838 253/307</p> <p><i>e-mail:</i> a.sibanda@cgiar.org</p>
<p>Name: Mr. Andrew Sibanda</p> <p>Country: Zimbabwe</p> <p>Institution: ICRISAT - Bulawayo</p>	

Annex 5

PARTICIPANTS' FUTURE TRAINING NEEDS

Participants were asked to describe topics that they would like (if possible) to receive continuing training on. Their summarized responses, ranked according to priority, are tabulated below:

Topic	Preferred Level	Preferred Format
1. Monitoring and Evaluation of Research Projects	Intermediate - Advanced	Self-study materials
2. Designing an M&E System	Advanced	Workshop (7 days)
3. Project Cycle Management	Intermediate - Advanced	Workshop (7 days)
4. Organizational Performance Assessment	Intermediate	Self-study materials
5. Econometric approach to Rate of Return (RoR) estimates	Intermediate/Advanced	Self-study materials
6. Economic & Social Impact Assessments	Intermediate/Advanced	Workshop (5 days) or Interactive distance learning (web-based)
7. Benefit Cost Analysis (Project Appraisals)	Advanced	Workshop (5 days)
8. Impact Assessment Case Studies	Intermediate/Advanced	Interactive distance learning (web-based)
9. Economic approach to ROR Estimates	Intermediate	Self-study materials; networking with facilitators & fellow participants
10. Designing project evaluation	Intermediate	Workshop (3 days); Self-study materials;
11. Basic Economics	Introductory	Workshop (7 days)

Annex 6 PARTICIPANT ACTION PLANS

1. Name: Gare K. Mpothwe

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Conduct a study in the Economic Impacts of Weeds in Botswana on Agric. Sector and Economy (2) Check the viability of horticultural Sector (Vegetable Production) (3) Determine the profitability of weaner production under feed lot management in Botswana		From July Study is ongoing Experiment starts in July	
<i>Name & Title of Immediate Superior</i>	Dr. P.O.P. Mosupi, Acting Director, Department of Agric. Research- Botswana pmosupi@gov.bw		

2. Name: Christopher M.Tsopito

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Evaluation livestock research and Development Projects undertaken in Botswana by Government, Department of Agricultural Research, Botswana College Of Agriculture (2) Conduct Organizational Performance Assessment			As opportunity arises -since there is a need to consult with stakeholders and raise Funding for the exercise After consulting institutional management
<i>Name & Title of Immediate Superior</i>	DR.E.E.WAUGH, Head Of Department, Animal Science And Production, Botswana College Of Agriculture ewaugh@bca.bw		

3. Name: Rethabile Nchee

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Put up/Set up an M&E System for on going Project at DAR. E.g. Dairy Goods and Conservation Agriculture			+
<i>Name & Title of Immediate Superior</i>	Mrs. Maleoa Mohloboli, Chief Research Officer Department of Agriculture Research Tel: +266 22312395		

4. Name: John Kamanula

Action Items	Start to implement action (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) To conduct a field day/farmer workshop (2) To monitor the Sothern Africa Pesticidal Project (SAPP) activities.	Within 3 weeks		
<i>Name & Title of Immediate Superior</i>	Mrs. Ellen Mulaga Head of Chemistry Department, Mzuzu University mulagae@yahoo.com		

5. Name: Stephen Pearson Nyirenda

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Debriefing meeting to my immediate boss and management on importance of M&E	+		
(2) Revise Course material	+	+	
(3) Conduct organizational performance Assessment of LARS activities/Projects			+
(4) Organize internal one-day M&E Seminar/Workshop for LARS Staff.			+
<i>Name & Title of Immediate Superior</i>	Allan D.C. Chillimba, Deputy Director Of Agric. Res. Services, Lunyangwa Res. Station allan_chilimba@hotmail.com		

6. Name: Tonny Harris Maulana

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
1. back to office report/policy brief to the Principal Secretary through my supervisor	+		
2. Awareness meeting/seminar (for policy makers) in collaboration with my fellow participants in the country			+
3. Awareness meeting/seminar (for middle managers) in collaboration with my fellow participants in the country			+
<i>Name & Title of Immediate Superior</i>	Evans H. Kapeya, Registrar of Pesticides, Pesticides Control Board pesticideboard@malawi.net		

7. Name: Pouran Hanromanjee

Action Item	Start to implement action plan (check if known)		
	Within 2 months	After 2 months	As opportunity arises
I plan to :			
(1) Strengthen the M&E system by fostering the use of log- frame of the program/project level. (2) Re- organize the data collection system for more effective M&E of Research and Extension (3) To start the impact assessment of at least one project provided adequate support is obtained from the Institution.		+	+
<i>Name & Title of Immediate Superior</i>	Dr Prakash Teeluck, Deputy Director, Agricultural Research & Extension deputydir@areu.mu		

8. Name: Katando Kanguuehi

Action Item	Start to implement action (check if known)		
	Within 2 months	After 2 months	As opportunity arises
I plan to:			
(1) Introduce M&E approaches to my colleagues (2) Write a project proposal having had this training (3) Introduce some concept to a group of Farmers' Association leaders	+	+	+
<i>Name & Title of Immediate Superior</i>	M Oloff Munjanil Executive Director, Namibia National Farmers' Union munjanu@unfu.org.na		

9. Name: Simon Kamwele Awala

Action Items	Start to implement action plan (check if known)		
	Within 2 months	After 2 months	As opportunity arises
I plan to:			
(1) Provide feedback to management, stressing- Significance of M&E System to the organization. Need for training managers, Admin, and others on M&E and impact assessment. Need for M&E institutionalization (2) Establish log Frame for: own project, sub-division and conduct critical analysis of log- frame (3) Design monitoring and evaluation Frame work for own project (could be used as template) Requires authority from management	+	+	+
<i>Name & Title of Immediate Superior</i>	Dr Ben Malima Chief Agricultural Researcher, Omahenene Research Station drmalima@mweb.com.na		

10. Name: Ms Irene Shilulu

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
<ol style="list-style-type: none"> 1. Provide Feedback to the management stressing the need for: - essence of M&E for R&D - institutionalization and training (Research, Extension, Planning) – Establishing strong links between Research and planning division of the Ministry 2. Establish log frames for: own Research Projects-Subdivision (crops) and conduct a critical analysis of log frames 3. Design a monitoring and Evaluation Framework for own Research Projects **Requires authority from the management 	+	+	+
<i>Name & Title of Immediate Superior</i>	Dr Ben Malima Chief Agricultural Researcher, Omahenene Research Station drmalima@mweb.com.na		

11. Name: Roy Govinden

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
<ol style="list-style-type: none"> (1) Go over the materials thoroughly again in order to grasp the concepts and to be well versed in all the topics (2) Disseminate this into my fellow colleagues, Principle officer and CEO to raise their awareness of the importance of M&E and IA (3) Carry out/initiate a study of the current situation of my Organization in terms of M&E and IA, examine the policy a strategy 	+		+
<i>Name & Title of Immediate Superior</i>	Keven Nancy Principal Officer for R&D, Seychelles Agriculture Agency kvenanc@yahoo.com/vers@sychelles.net		

12. Name: Thembalahlwa Mahlasa

Action Items	Start to implement action (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Expose my Department to the idea of M&E (2) Try to do an Evaluation of Ecorat Swaziland (3) Expose my Bosses to M&E by Examining present processes to see how we can have proper M&E. (4) Write a proper research proposal for funding in a winner.	+	+	+
<i>Name & Title of Immediate Superior</i>	Prof. M. D. Dlamini Dean, University of Swaziland Tel: +268 5184011		

13. Name: Nelson Mavuso

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Give an overview appraise the Director of Agriculture of the Training and benefits it could have in the department if institutionalized (2) Expose the Department of my section to M&E impact assessing idea (3) Put into practice the lesson learnt into practice in my section (4) Talk to the ministry's M&E Staff, propose of pooling resources and efforts in facilitation the option of M&E for the whole ministry into daily activities	+	+	+
<i>Name & Title of Immediate Superior</i>	MR. George Ndlangamandla Director of Agric & Extension, Dept. of Agriculture & Extension ndlangamandlag@gov.sz		

14. Name: Lungile Claudia Mhlanga

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Report to the ministry on the M&E assessment workshop (2) Awareness meeting in collaboration with my fellow participants from Swaziland (3) Try to conduct an organizational performance assessment (4) Conduct one impact assessment on the innovations or interventions undertaken by research division	+	+	
<i>Name & Title of Immediate Superior</i>	Mr. Paul. D Mkhathshwa Chief Research Officer, Malkerns Research Station, Swaziland Mrs@realnet.co.sz		

15. Name: Filbert Rwehumbidza

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Give a seminar at SUA on the need for M&E and IA to be mainstreamed	+		
(2) Establish SWMRP as a hub for M&E + IA in the University		+	
(3) SWMRP- Undertake IA assignments			+
<i>Name & Title of Immediate Superior</i>	Prof. Dominick Kambarage Deputy Vice Chancellor (Academic), Sokoine University of Agriculture dvc@suanet.ac.tz		

16. Name: Gasper A. Mallya

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2months	As opportunity arises
(1) Brief Plant Health Services Zonal Centre Head about the Workshop and hand her my Back to office Report	+		
(2) Meeting with Heads of Section (Quelea control, Armyworm control & IPM) to brief the on importance of M&E	+		
(3) Planning Meeting for 2009/10 with Heads of Sections Quelea control, Armyworm control & IPM)	+		
(4) Quarterly Evaluation & Planning in next quarter		+	
<i>Name & Title of Immediate Superior</i>	DR.F.F.KATAGIRA Assistant Director, Plant Health Services, Ministry of Agriculture Tel: +255 22 2865642		

17. Name: Mick Sikaenyi Mwala

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Prepare a report on the workshop	+		
(2) Give a seminar on M&E Non- Economist Perspective	+		
(3) Talk on M&E to Department Staff		+	
(4) Apply on Evaluation of Research Projects		+	
(5) Participate in M&E task			+
<i>Name & Title of Immediate Superior</i>	DR. Judith Lungu Dean, University Of Zambia Dean-agric@unza.zm		

18. Name: Charles Mutisi

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Sensitize top administrators and faculty staff about PM &E (evaluation) Impact Assessment	+		
(2) Introduce a course on M&E and Impact Assessment to Masters programmes			+
<i>Name & Title of Immediate Superior</i>	Prof Levi Nyangura Vice Chancellor, University of Zimbabwe Inyagura@admin.uz.ac.zw		

19. Name: Joseph Sikosana

Action Items	Start to implement action plan (check if known)		
I plan to:	Within 2 months	After 2 months	As opportunity arises
(1) Workshop Report	+		
(2) Meeting with Project Partners (ICART) to discuss M&E Tools	+		
(3) Hold a seminar on the Workshop(M&E)		+	
(4) Design a plan for M&E in DR&SS		+	+
(5) Case Study with NGO &Partners Assistance?		+	+
<i>Name & Title of Immediate Superior</i>	DR. N. R.GATA Principal Director, Department of Research and Specialist Services mgata@yahoo.com		