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AGRICULTURAL EXTENSION AND ADVISORY SERVICE DELIVERY IN MALAWI: HISTORICAL BACKGROUND AND A REVIEW OF ASSESSMENTS

By

Flora Janet Nankhuni



Food Security Policy *Research Papers*

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BACKGROUND

The design, organization, and provision of agricultural extension and advisory services in Malawi is guided by the 2000 national agriculture extension policy, “Agriculture Extension in the New Millennium: Towards Pluralistic and Demand-Driven Services in Malawi”. An implementation guide for the policy, “Agricultural Extension Implementation Guide” was published in 2004.

Historically, the colonial government of Malawi (Nyasaland) established a national agricultural extension and training system in 1950 as part of government’s response to the severe drought and famine of 1948/49. The Agricultural Development Divisions (ADDs) and Extension Planning Areas (EPAs) were established in this era.

The colonial government introduced the Master Farmer Scheme or Progressive Farmer Approach in the mid-1950s. The Master Farmer Scheme used an individual-focused approach that concentrated on a few progressive farmers within farming communities with the assumption that neighboring farmers would copy what the progressive farmers were doing in view of the increased productivity and profits from farming realized by the progressive farmers through their use of improved farming techniques. However, this expected diffusion of improved agricultural practices to other farmers did not happen. Rather, envy and resentment of the progressive farmers among the rest of the farmers was the principal result.

This approach was embraced by the first President of Malawi, Dr. Hastings Kamuzu Banda, when the country gained independence from the British in 1964. However, the system was renamed “Achikumbi” and became more inclusive of the non-progressive farmers using a group approach rather than the individual approach. The farmer group approach was popular in the 1970’s and involved formation of farmer groups that became the basis for issuing credit and other services to farmers (Kabuye and Mhango 2006). The organization of agricultural extension services in Malawi has undergone several reforms over the years since independence. The most significant reform was the establishment of a modified training and visit (T&V) system called the Block Extension Approach in the 1980s (Ragasa et al. 2015). This system was situated primarily within the public sector.

In the 1990s, increased recognition was given to the opportunities and benefits offered through a more pluralistic approach to the provision of agricultural extension and advisory services, one that sought to coordinate and integrate the advisory services provided to farmers by the public sector, NGOs working with farmers, and private sector firms. This expanding vision of how agricultural extension services could be provided in response to the demands for such services articulated by farmers resulted in 2000 in the publication of a new extension policy.

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THE 2000 NATIONAL AGRICULTURAL EXTENSION POLICY “AGRICULTURE EXTENSION IN THE NEW MILLENNIUM: TOWARDS PLURALISTIC AND DEMAND-DRIVEN SERVICES IN MALAWI”

The national agricultural extension policy published in 2000 focused on pluralistic, demand driven and decentralized extension services. The mission to which the policy is oriented is:

"to provide pluralistic, demand driven extension services and to promote equalization and coordination in service provision in order to achieve food security at household level thereby reducing poverty."

In order to achieve this mission, actions taken under the policy are aimed to:

- Re-orient extension services to work towards the transformation and modernization of agricultural production from subsistence smallholder farming to commercial profit-oriented agribusinesses.
- Enhance the range of sources for such agricultural advisory services, including commercializing and privatizing agricultural extension services where possible and promoting and strengthening farmer organizations and cooperatives so that farmers could more effectively demand the services they required.
- Promote participatory planning and implementation of agricultural programs, in line with the principles of multiparty democracy.
- Coordinate the suppliers of extension services of different types.
- Promote equality and equity in agricultural extension service delivery, so that all segments of the population engaged in agricultural activities can access the advisory services that they require.
- Support market liberalization.
- Set and monitor clear standards for the quality of agricultural extension services and assess the impacts of extension services. This was considered particularly important to extension delivery, which normally lacks political will, commitment, and budgetary support compared to infrastructure programs that are more clearly visible.

The central government was tasked with monitoring and enforcing the policy. However this has not happened since the formulation of the policy in 2000. The central government was also tasked with providing a conducive environment to attract the private sector in being primarily responsible for the provision of agricultural extension services, while DAES was given the role of being primarily responsible for strengthening farmer organizations.

The challenging issues related to agricultural development in Malawi that provided the context for the content of the agricultural extension policy as it was developed in 2000 are not so different today, 16 years later. These include dwindling land sizes due to increasing population pressure and declining soil fertility. Farmers continue to have low literacy levels. They also use basic, unimproved farming technologies, limited and inadequate irrigation, and have low access to credit and, therefore,

realize productivity levels that are much lower than what they potentially might achieve. Poverty and malnutrition prevalence have only seen slight decreases since 1990, with close to half of the population continuing to have consumption levels below the poverty line and 37 percent of children below 5 years of age being stunted in their growth, while an increasing number are overweight (17% of adults and 8% of children under five) with increasing lifestyle-related non-communicable diseases such as diabetes and heart disease. In addition, the macroeconomic environment remains challenging as a foundation for agricultural development with negative trade balances, high interest rates, and restricted public budgets resulting in limited public investment in the agricultural sector.

Although the welfare of most farm households and the economic condition of Malawi have not improved significantly over the past 16 years, several new issues that may be relevant to the next extension policy or strategy have emerged over this period. These include:

- The challenge for youth unemployment and providing good jobs for the growing numbers of young people entering Malawi's work force;
- The importance of considering gender issues in agriculture extension delivery;
- Ensuring that agricultural extension systems pay close attention to mitigating the risk of production shocks occurring due to the effects of climate change;
- The large-scale Farm Input Subsidy Program (FISP) that has been in place since 2006; and
- Governance issues, particularly the 2013 Cashgate scandal that, with reference to the issue of agricultural extension, has resulted in donors channeling their financial resources for agricultural extension and other programs in the sector to non-governmental and civil society organization rather than through direct budget support to the government of Malawi.

THE AGRICULTURAL EXTENSION POLICY IMPLEMENTATION GUIDE

Following the publication of the extension policy in 2000, an implementation guide for the policy was published in 2004. Included in this guide was an institutional framework for agricultural extension coordination and implementation. The extension policy was designed to be operationalized through two district-level structures: Stakeholder Panels (SP) and the District Agriculture Extension Coordinating Committee (DAECC).

- The Stakeholder Panels are to be established at both district and more local area (Extension Planning Area) levels. Their members are to consist of representatives of smallholder subsistence-oriented farmers, who should form 50 percent of the SP membership; semi-commercial and commercial farmers; NGOs, farmer organizations, agribusiness groups, community-based organizations, and representatives of other relevant local or district committees. The Agriculture Extension Development Coordinator (AEDC) facilitates the activities of the SPs at EPA level, while the District Agricultural Development Officer (DADO) does so for SPs at district level.

The functions of the SPs are to ensure that local farmers are able to express their demands for agricultural extension services, those demands are aggregated and prioritized, and that quality responses to the demands are provided and maintained by agricultural advisory service providers.

- DAECCs are composed of representatives from the Department of Agricultural Extension Services (DAES), NGO providers of extension services, the private sector, and farmer organizations.

The functions of the DAECCs are to set standards for the delivery of agricultural advisory services; register service providers; plan and coordinate the provision of agricultural extension services to ensure that quality services are provided to district farmers; ensure equity in the provision of such services; monitor and evaluate extension activities in the district, and engage with the District Assembly to ensure that public resources are provided for agricultural extension.

The Implementation Guide also laid out specific functions with regards to the provision of agricultural extension services at district level to the District Agriculture Sub-committee of the District Assembly. This including motivating policymaking and mobilizing resources on agricultural extension at the district level.

A particular issue highlighted in the Implementation Guide was the need for agricultural extension activities with districts to increasingly be financially supported from sources other than those emanating from central government. The sustainability of these extension activities is better assured through a diverse set of financial resources.

Based on the identified roles of SPs and the DAECDs in the Implementation Guide, in assessing the value and impact of the 2000 National Agricultural Extension Policy and its implementation, one would want to find out if these responsibilities were fulfilled:

- Did the Stakeholder Panels:

- Provide effective forums for farmers at the local area (EPA) level to express their demands for specific types of extension services?
 - Provide the right representation of all stakeholders and ensure that their voices were heard and that their demands were well articulated and aggregated?
 - Ensure that quality responses to these farmer demands were provided by extension providers?
- Did the District Agriculture Extension Coordinating Committees:
 - Set up standards for extension providers?
 - Liaise with and advise the District Agriculture Sub-committee on matters relating to agriculture development.
 - Plan agricultural extension services at district level?
 - Ensure equity in service provision across all groups of the farming population of the district?
 - Coordinate provision of agricultural extension services at the district level and harmonize approaches in service provision?
 - Provide M&E of the extension system?
- Did District Agriculture Sub-committees perform their roles?
- Did funding for extension services from non-public or non-central government sources increase at the district level?

REVIEWS OF THE IMPLEMENTATION OF THE 2000 AGRICULTURAL EXTENSION POLICY

Since the publication of the 2000 agricultural extension policy, several assessments have been made, reviewing elements of the policy. A summarized version of the information from these assessments is presented in Annex 1.

The most comprehensive assessment was based on a series of two surveys commissioned by the Government of Malawi and the Government of Flanders to assess the quality and coverage of extension services in Malawi within the framework of the Agriculture Sector Wide Approach – Support Project (ASWAp-SP). The baseline survey of 2012 covered 16 districts. 199 extension workers, 852 lead farmers, and 373 other farmers were interviewed. In 2014, a second survey covered the same districts and interviewed 181 extension workers (63 percent male), 460 lead farmers (68 percent male) and 1182 farmers (47 percent male). Two reports were produced, the “Baseline Report Agriculture Technology Transfer of the Malawi Agriculture Sector Wide approach Support Project (ASWAp-SP)” in 2012 and the “Agriculture Technology Transfer of the Malawi Agricultural Sector Wide Approach” in 2015.

Some of the findings from the 2015 report that compares results of the 2014 survey to that of 2012 include:

Strengthened program management of DAES

- All EPAs have their work plans and budgets aligned to ASWAp-SP priorities. However only 63.5 percent of extension activities are executed according to work plans at all levels. This is, however, an improvement from 44 percent of extension activities that were executed according to work plans in 2012.
- The area of expertise in which extension workers had least knowledge was on how farmers might increase their access to and participation in markets. Only 40 percent of the extension workers interviewed had this knowledge in 2014, down from 50 percent recorded in the 2012 baseline survey.

Quality of extension services

- Most of MoAIWD extension workers (91 percent) meet required competencies and 69 percent of Agriculture Extension Development Officers (AEDO) had a diploma.
- According to AEDOs, only 44 percent of the lead farmers were rated to be competent. This was an improvement from 17 percent in 2012 despite the fact that only 31 percent of the lead farmers reported receiving training on the concept of a lead farmer in 2014 (down from 69 percent in 2012) and only 20 percent were visited by an AEDO in 2014 (down from 35 percent in 2012).
- A significant proportion of the farmers (46 percent) feel that extension workers do not cater for their agricultural needs, suggesting a lack of demand-drivenness in the agricultural extension system of Malawi.

- Seventy percent of the farmers reported that they are not involved in identifying extension messages, which confirms the lack of demand-drivenness in how activities in the agricultural extension system are prioritized, planned, and implemented.
- Sixty-five percent of the farmers, however, reported that they are satisfied with the extension services that they receive, a finding that stands in opposition to findings of their lack of involvement in determining the content of the services that they receive.
- Lack of transportation followed by lack of funds were cited as top challenges faced by extension workers.
- Over 20 technologies were disseminated to farmers, with adoption rates ranging between 20 and 30 percent. Another study by MoAIWD analyzing adoption rates (GOM 2015) found that adoption rates among female farmers were lower than those of male farmers due to education levels and differential access to extension services across the gender groups. Male farmers had more access to extension services (86 percent) than female farmers (13 percent). The 2015 study defined an adopter as a farmer who had used a specific technology continuously for two years or more, while a non-adopter was defined as a farmer who was aware of a specific technology but had not used it at all.

Coverage of extension services

- 91 percent of extension workers reported visiting farmers between 2 and 5 times a week in 2014, up from 82 percent of extension workers doing so in 2012.
- The share of farmers being visited by a GOM extension worker decreased from 89 percent in 2012 to 47 percent in 2014. Those reporting being visited by an extension worker from NGOs declined from 67 percent in 2012 to 46 percent in 2014. The share of farmers visited more than 5 times a year also declined from 59 percent in 2012 to 20 percent in 2014.
- All extension workers work with a Lead Farmer and each EPA has a Lead Farmer. The results showed that 75 percent of farmers have a Lead Farmer in their EPA. However, this implies that 25 percent of farmers have no contact with a Lead Farmer.
- Extension workers adequately visit Lead Farmers. 96 percent of the Lead Farmers reported being visited by an extension officer at least once a month in 2014, a level comparable to 2012 (97 percent).
- Popular methods used to provide extension messages are: training (mentioned by 88 percent of the farmers); demonstrations (84 percent); community meetings (80 percent); and field days (74 percent). Farmers reported accessing extension information from extension workers (61 percent), lead farmers (50 percent), and the radio (58 percent).

The results in this 2015 report suggest that, although most extension workers have required competencies, a significant portion of the farmers reported that extension workers do not cater for their agricultural needs, particularly related to marketing. Similarly, although most farmers reported being visited at least once a month by an extension worker, only 44 percent of the Lead Farmers were rated to be competent by AEDOs. In fact few Lead Farmers reported receiving a training on the concept and role of Lead Farmers in 2014. Coverage of extension declined between 2012 and 2014 and most of the technologies being disseminated have not been adopted. The concept of

demand-driven extension does not seem to be happening as 70 percent of farmers reported that they are not involved in identifying extension messages.

Another review of the 2000 agricultural extension policy and the accompanying implementation guide by Ragasa et al. (2015) asserted that the policy itself has good elements with strong intentions to transform the provision of extension services in Malawi. However, the review concluded that many elements of the policy and the implementation guide remain largely unimplemented.

An internal MoAIWD meeting to review agriculture extension delivery and policy in January 2016 at Mangochi also concluded that the policy had largely not been implemented. On a scale of 1 to 10, one of the presenters at the meeting rated implementation of the policy at 2. The Mangochi meeting proposed several areas of reform that the Ministry of Agriculture, Irrigation and Water Development should work on, through DAES, to ensure that extension is revamped. DAES has since developed five teams of experts to propose solutions in the following areas:

- 1) Coordination and delivery of extension services;
- 2) Human resource issues;
- 3) Financial resource issues;
- 4) Cooperatives and agribusiness; and
- 5) Categorization of farmers.

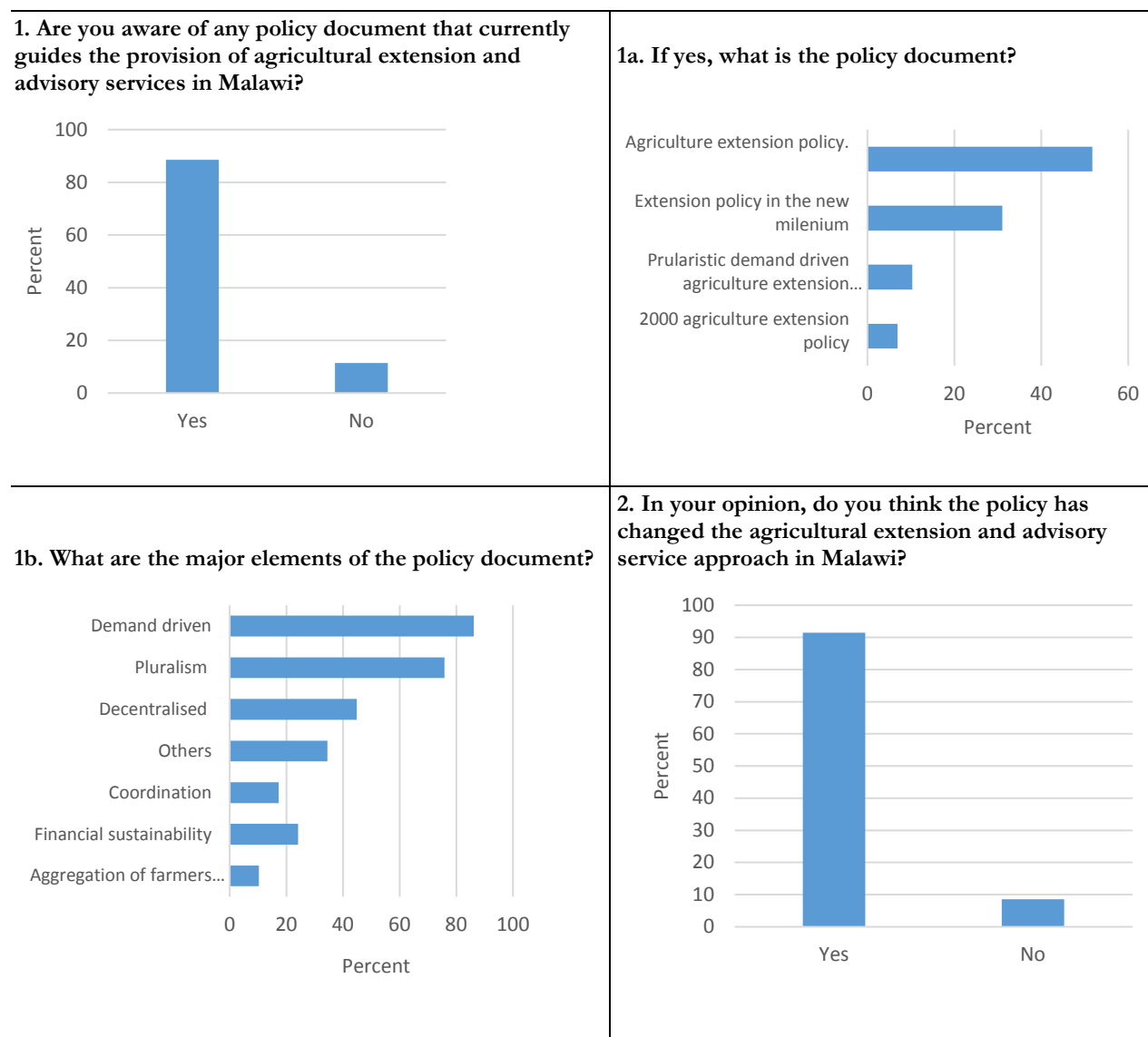
However, at the time of writing this report, no progress on these issues following the Mangochi meeting can be reported.

MoAIWD has engaged a consultant to review the extension policy comprehensively. The TOR for the consultant were drafted in December 2014, reviewed and approved by the World Bank that administers the Multi-Donor Trust Fund for the ASWAp implementation in 2015. The proposals to review the policy that were submitted were reviewed in July 2016 and a contract with the Natural Resources Institute of the University of Greenwich to embark on the comprehensive review has been signed. Meanwhile, DAES has requested the New Alliance Policy Acceleration Support (NAPAS: Malawi) project that is based in the MoAIWD's Planning Unit (DAPS), funded by USAID/Malawi and being implemented by Michigan State University, the International Food Policy Research Institute, and University of Pretoria, to work hand in hand with the consultant to ensure that the goals and objectives of the Ministry on the review are satisfactorily fulfilled. This background paper was produced in response to this request from DAES.

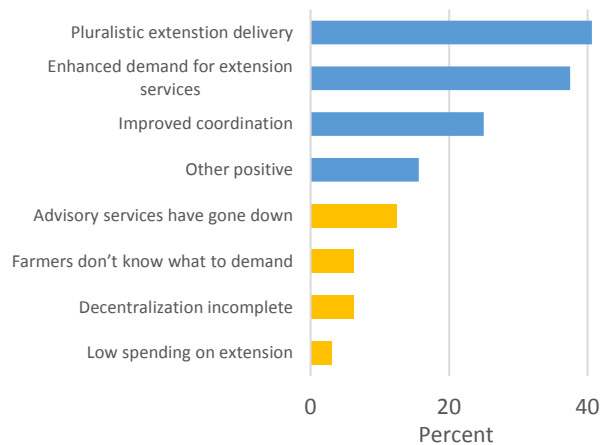
THE NEW ALLIANCE POLICY ACCELERATION SUPPORT (NAPAS) PROJECT SURVEY ON PERFORMANCE OF THE 2000 NATIONAL AGRICULTURAL EXTENSION POLICY

During the Extension Week hosted by the Malawi Forum for Agricultural Advisory Services (MaFAAS) that took place at the Malawi Institute of Management (MIM) in Lilongwe from 25 to 29 July 2016, the NAPAS: Malawi project conducted a survey of participants at the event to gauge their understanding of the structure and challenges of agricultural extension in Malawi and their vision of the future for the provision of advisory services to farmers. The charts presented in Figures 1 and 2 portray the distribution of responses to some of the questions that were asked. Thirty five attendees responded to the questionnaire (out of 120).

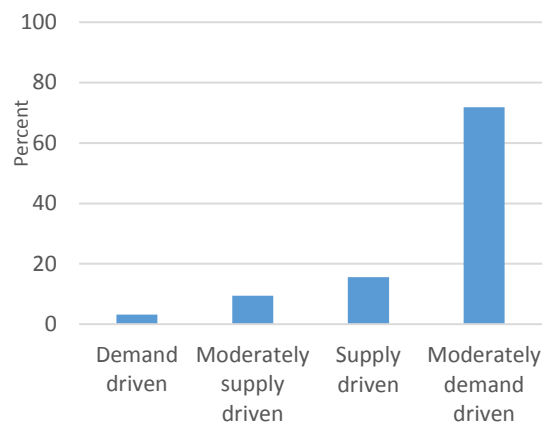
Figure 1: Graphs of responses to questions on the organization of agricultural extension in Malawi asked of participants in the MaFAAS Extension Week, July 2016, first set



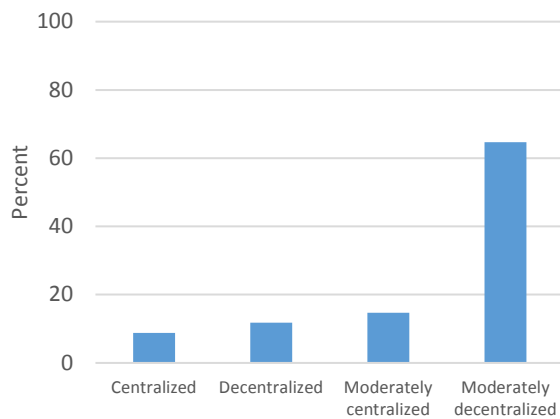
2a. If so, how has the agricultural extension and advisory service approach changed in Malawi?



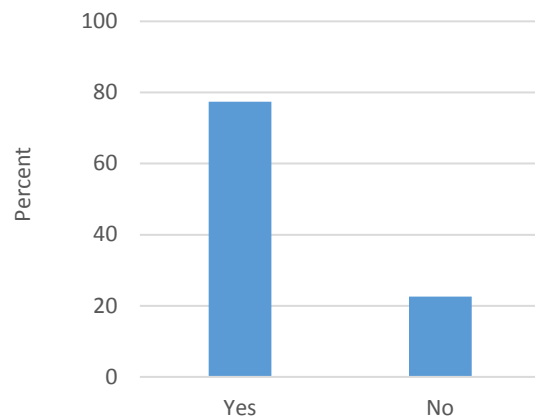
3. Has the policy made agricultural extension and advisory service provision in Malawi supply-driven or demand-driven? (Please select one below)



4. To what extent has the agricultural extension and advisory system in Malawi been decentralized since implementation of the policy?



4a. If you said extension has been decentralized or moderately decentralized, has this increased chances for farmers to participate in decision making processes?



In general, this group of MaFAAS Extension Week participants had a good understanding of the Malawi extension policy and the main elements of it (questions 1, 1a and 1b). They also felt in general that the policy changed the extension approach from what it was previously and the majority felt that the policy had changed in a positive direction (Questions 2 and 2a).

Among the different elements that the policy was promoting, a majority of the respondents felt that there has been moderate advancement towards them (that is, moderately decentralized, moderately pluralistic and moderately demand driven). When probed further about their classification, “moderate” was found not always to be a positive development. Explanations for why respondents chose the response option of “moderately demand-driven” included:

- Few farmers know what to demand;
- The element of those who benefit from services should be responsible for paying for those services was not well understood;
- The institutional structure for agricultural extension service provision was not fully decentralized;
- There is a lack of commitment to implement the policy;
- Non-availability of service providers; and
- Pluralistic implementation is being attempted with core or other guiding principles not being in place.

These responses were also not much different from those provided for why the option of “moderately supply-driven” was chosen. The reasons given for this response included:

- Technology packages recommended by researchers were beyond small scale farmers’ ability to utilize due to low economic status;
- Farmers have inadequate technical knowledge to asserting what they want from the extension services;
- Lack of sustainability of farmer groups – although farmers work in groups, providers do not seek to strengthen these to foster active interaction and to link them to input and produce markets;
- More organizations supplying almost everything to farmers due to pluralism, but this also has an aspect of being a way of monitoring or controlling farmers;
- Decentralization was not done completely; and
- Adequate government funding for collaborative activities (the only positive response related to recent experiences with agricultural extension service delivery).

Overall, these two lists of reasons implies that for some questions, the distinction between two adjacent responses is not huge.

In a similar manner, respondents to question 4 on the extent to which the agricultural extension and advisory service in Malawi has been decentralized since the implementation of the 2000 policy who responded that these services have been “moderately decentralized” when asked to explain why they believed so gave both positive and negative responses. Some of these are listed in Table 1.

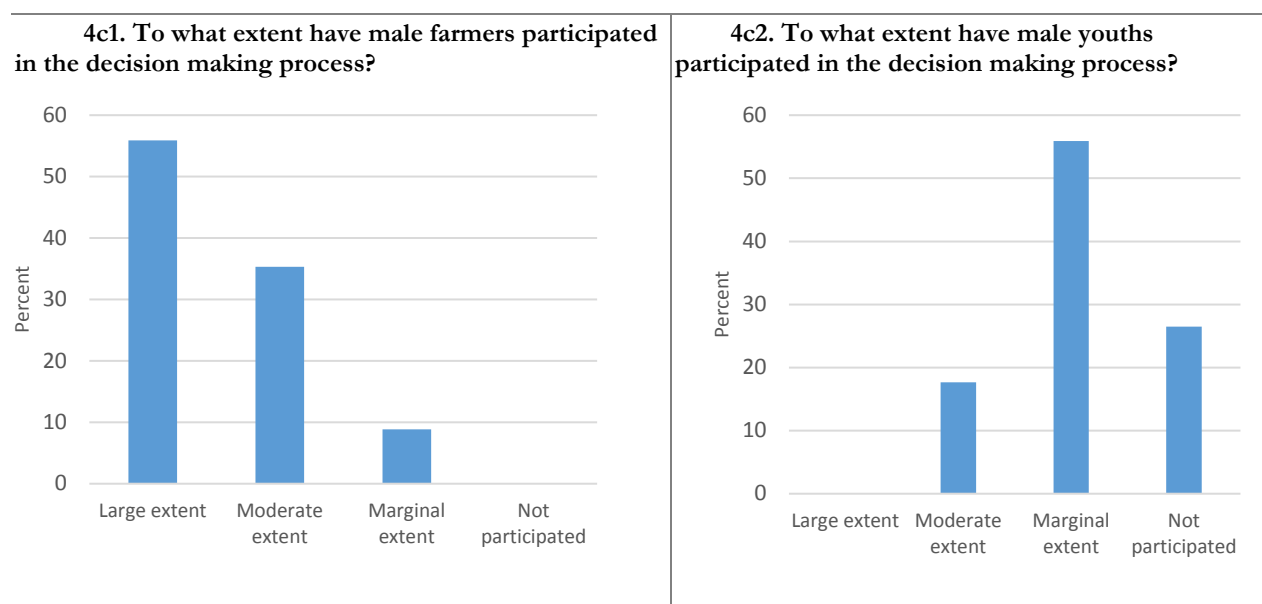
In general, however, all follow up questions to find out if decentralization or moderate decentralization has increased chances for farmers to participate in decision making processes or whether it has increased chances for farmers to access extension services, most MaFAAS attendees that answered the NAPAS questionnaire, said “yes”. Similarly, when asked if pluralism or moderate pluralism has increased chances for farmers to participate in decision making processes, most respondents said “yes”.

Table 1: For respondents to NAPAS survey on agricultural extension who felt that the agricultural extension and advisory system in Malawi has been “moderately decentralized”, the reasons that they gave for thinking so (question 4b)

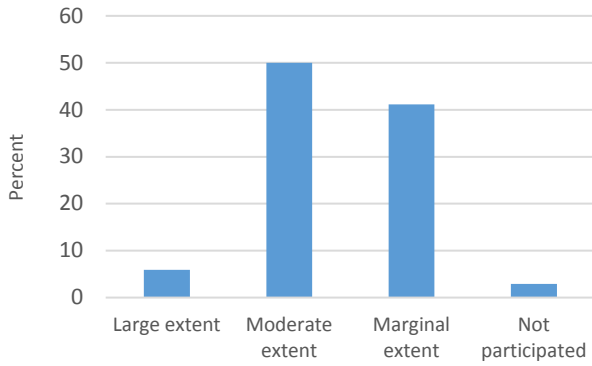
Positive Responses	Negative Responses
Formation of the district structure for coordinating agricultural extension.	Extension services systems still having some elements of centralization from central government
NGOs and government service providers establish a common memorandum of understanding before delivering services; there is collaboration among stakeholders.	Because the DAES structure which is used in implementation of the policy is not jointed fully with the structure at assembly in most areas
Joint planning of different stakeholders at DAESS level and also sharing of reports on activities	Some directives from government are still there, e.g., activities to be reported on activities implemented.
Because structures are established at EPA and district levels	Because there some services which are being controlled from central government level
The coming in of DAESS gives voice to the farmers	Some of the resources required at council level are still under central government authority, e.g., human and financial
DAESS structure are effective when they are actually working	Still a top-down approach
Plans and discussions on emerging issues followed by appropriate decisions are done at district level.	Some farmers still do not know that they have to demand for some services.
Pluralism has been there and some demands have been made by farmers	Most of the activities are still central government
The DAESS is a very powerful instrument for doing this	Most councils had not fully devolved, which results in programmes that are disjointed and aligned by sectors rather than harmonized at council level.

Note: Some of these responses were provided more than once/by more than one person

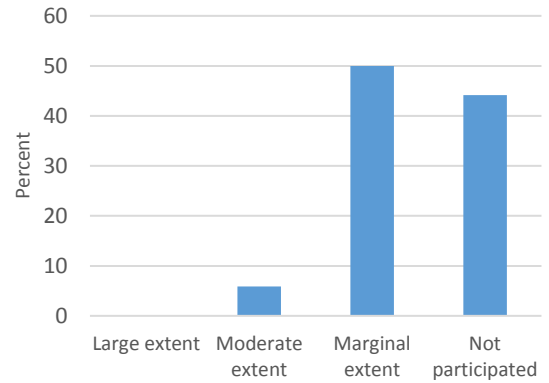
Figure 2: Graphs of responses to questions on the organization of agricultural extension in Malawi asked of participants in the MaFAAS Extension Week, July 2016, second set



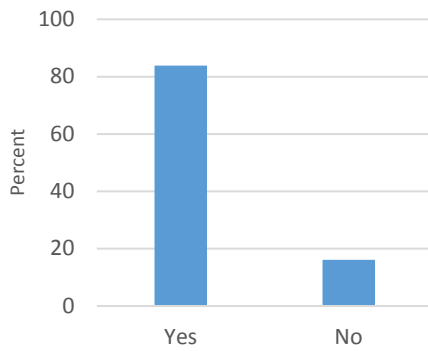
4c3. To what extent have female farmers participated in the decision making process?



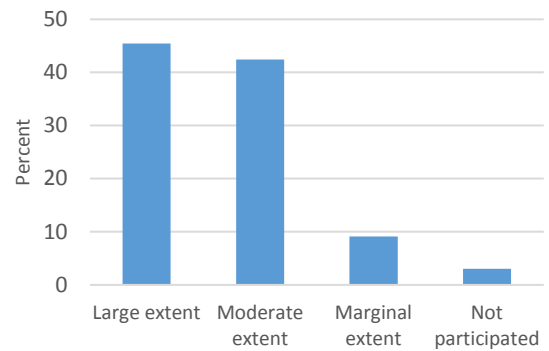
4c4. To what extent have female youths participated in the decision making process?



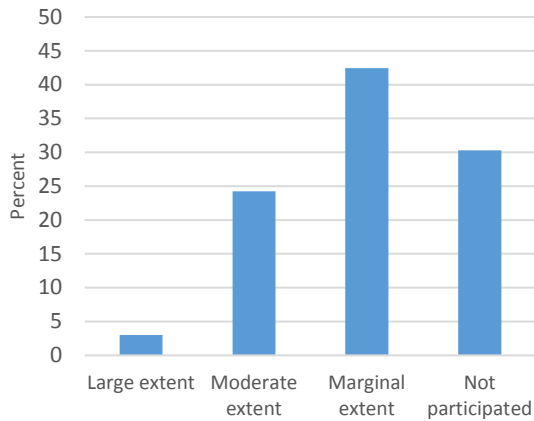
4d. If you said extension has been decentralized or moderately decentralized, has this increased chances for farmers to access extension services?



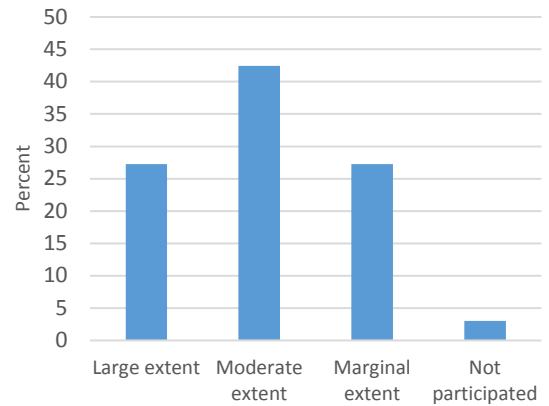
4e1. To what extent this decentralization increased access to extension services for male farmers?



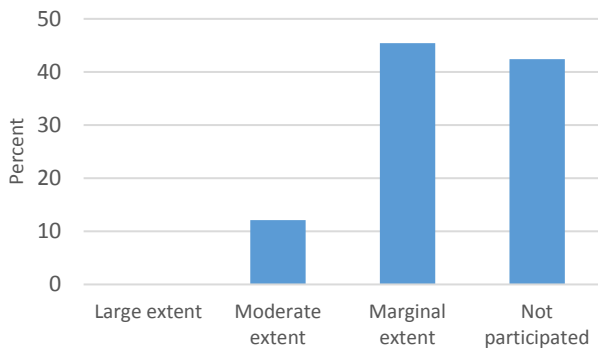
4e2. To what extent has this decentralization increased access to extension services for male youths?



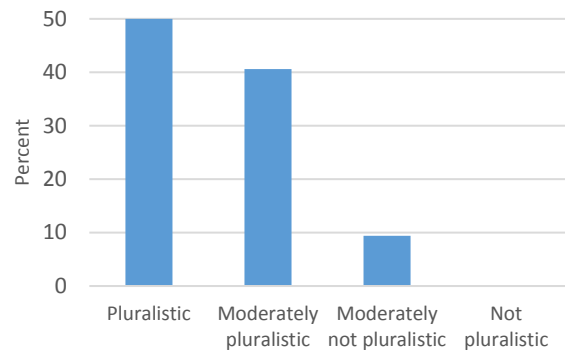
4e3. To what extent has this decentralization increased access to extension services for female farmers?



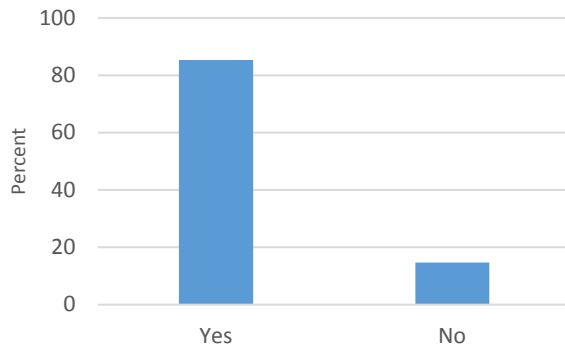
4e4. To what extent has this decentralization increased access to extension services for female youth farmers?



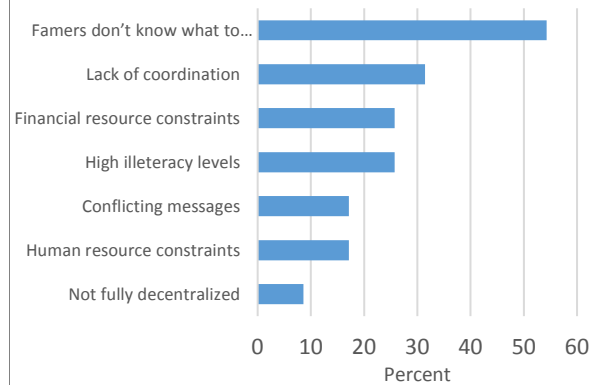
5. To what extent has the agricultural extension system in Malawi become pluralistic since implementation of the policy?



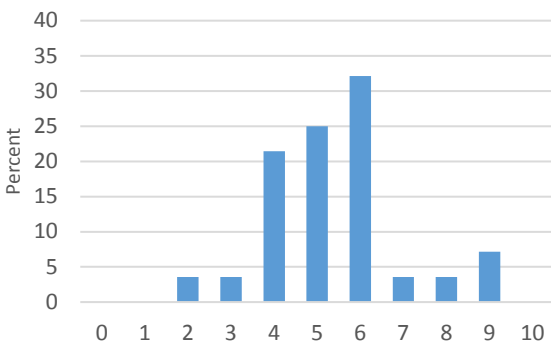
5b. If you said extension has become pluralistic or moderately pluralistic, has this increased chances for farmers to participate in decision making?



6. In your opinion, what are the challenges with the demand driven and decentralized pluralistic extension approach? (Start with most challenging)



8. In your assessment, what is the extent to which the policy guiding extension in Malawi has been implemented? (On a scale of 0 to 10 where 10 represents 100 percent implementation).



These advantages of a decentralized, demand driven and pluralistic extension system were, however, unequally shared between men, women and youths. Adult males were the most advantaged, followed by adult females, youth males, and youth females, in that order.

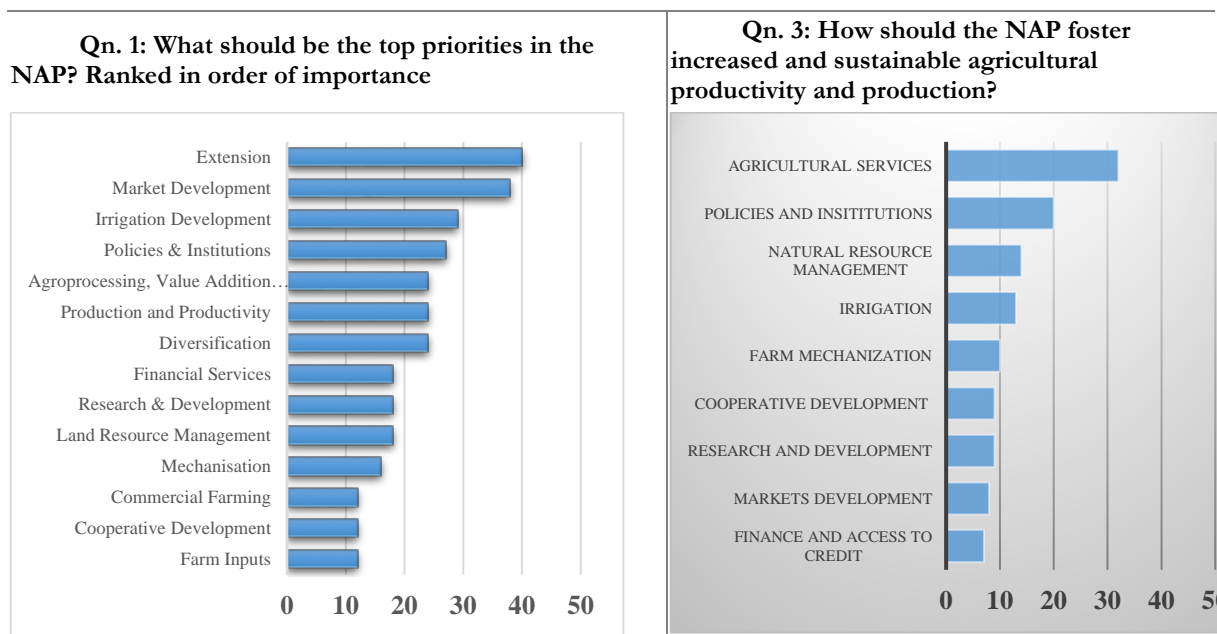
The challenges of the extension system that were frequently cited were: farmers' inability to demand extension services; lack of coordination; financial and human resource constraints; and high illiteracy rates. On a scale of 0 to 10, with 10 representing 100 percent implementation of the policy, most respondents rated that the extension policy had been implemented between 40 and 60 percent.

AGRICULTURAL EXTENSION AND ADVISORY SERVICES IN THE NATIONAL AGRICULTURE POLICY (NAP)

In 2015, a draft National Agriculture Policy for Malawi was developed through a highly consultative process. This process involved 842 stakeholders that participated in the process in part through focus group discussions or through sending their comments to MoAIWD. Input from the focus group discussions, in particular, was systematically analyzed. The graphs in Figure 3 provide responses to two of the questions that were asked during the NAP consultations: What should be the top priorities in the NAP? Ranked in order of importance; and How should the NAP foster increased and sustainable agricultural productivity and production?

Responses to these questions highlight the importance that stakeholders attached to the need for addressing agricultural extension and advisory service bottlenecks in development of the NAP. Consequently the draft NAP identified more than twenty policy statements and at least 60 strategies that relate to provision of extension and advisory services, underscoring the importance of re-organizing extension and advisory services delivery for successful implementation of the NAP.

Figure 3: Responses to questions on the top priorities for the National Agricultural Policy and how the policy should foster increased productivity and production, asked of focus groups participating in the National Agricultural Policy consultations



The horizontal axis on both charts represents the number of focus groups out of 57 focus groups in the NAP consultation process mentioning the NAP priority or strategy listed.

Extension in the National Agriculture Policy

The National Agriculture Policy has eight priority areas:

1. Sustainable Agricultural Production and Productivity;
2. Sustainable Irrigation Development;

3. Mechanization of Agriculture;
4. Agriculture Market Development, Agroprocessing and Value Addition;
5. Food and Nutrition Security;
6. Agricultural Risk Management;
7. Empowerment of Youth, Women and Vulnerable Groups in Agriculture; and
8. Institutional Development, Coordination and Capacity Strengthening.

The sub-priorities and strategies of these priority areas contain different elements promoting extension and advisory services. For example, under Policy Priority Area 1, Sustainable Agricultural Production and Productivity, the following policy statements relate to agricultural extension and advisory services:

- 1) Promote innovative and high quality agricultural extension and advisory services involving both public and non-state extension service providers
- 2) Establish effective, demand-driven agricultural innovation systems for research and technology generation, and dissemination
- 3) Provide incentives to farmers to diversify their crop, livestock, and fisheries production and utilization.

Under Policy Priority Area 2, Sustainable Irrigation Development:

- 1) Facilitate the sharing of lessons in the southern Africa region on sustainable approaches to investing and managing irrigation systems
- 2) Support innovation in irrigation systems through research, technology generation, and dissemination

Under Policy Priority Area 3, Mechanization of Agriculture:

- 1) Promote the development and growth of farmer-managed agricultural mechanization groups.

Under Policy Priority Area 4, Agriculture Market Development, Agroprocessing and Value Addition:

- 1) Promote the development of efficient and inclusive agricultural value chains.
- 2) Strengthen and harmonize agricultural market information systems.
- 3) Support improvements in quality standards and grading systems for all agricultural commodities.

Under Policy Priority Area 5, Food and Nutrition Security:

- 1) Promote production and utilization of diverse nutritious foods in line with the National Nutrition Policy and Strategic Plan.
- 2) Foster adequate market supply and access of diverse and nutritious foods.
- 3) Ensure food safety for all.

- 4) Coordinate investments and sub-sectoral policies and strategies that help improve the nation's nutritional status and promote healthy diets.
- 5) Promote bio-fortification and fortification of major food staples
- 6) Promote food and nutrition education for all.

Under Policy Priority Area 6, Agricultural Risk Management:

- 1) Establish a diversified portfolio of agricultural production risk management instruments and technologies.
- 2) Promote integrated management and control of pests and diseases.

Under Policy Priority Area 7, Empowerment of Youth, Women and Vulnerable Groups in Agriculture:

- 1) Promote access to, ownership, and control of productive resources, including land, water, and farm inputs, for women, youth and vulnerable groups.
- 2) Promote agricultural education and technical training for youth, women and vulnerable groups particularly those living with disabilities.
- 3) Support agribusiness entrepreneurship among women, youth and vulnerable groups particularly those living with disabilities.
- 4) Promote participation of women, youth and vulnerable groups in agroprocessing, value addition and agricultural exports.

Under Policy Priority Area 8, Institutional Development, Coordination and Capacity Strengthening:

- 1) Promote development of professionally-operated and efficient farmer organizations, particularly cooperatives.
- 2) Improve coordination and capacity for agricultural services delivery.
- 3) Facilitate and support infrastructural development for improved agricultural public service delivery.

Strategies in the National Agricultural Policy having a bearing on agricultural extension

Under these policy statements a long list of diverse strategies have been identified that have an element of extension and advisory services provision:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Periodically recruit, train and retain extension officers; • Set and reinforce standards for regulating provision of extension and advisory services in Malawi; • Set up knowledge management communication and information sharing mechanisms and scale up the use of a suite of gender-sensitive information and communication technologies, including print media, electronic media, video, audio, and cell phone voice and text to effectively deliver | <p>extension messages, e.g., output prices, availability of farm inputs, farming methods, nutrition messages, etc.;</p> <ul style="list-style-type: none"> • Create a database of all agriculture extension programs and providers in the country to improve information sharing and coordination of extension service delivery; • Strengthen coordination among all extension service providers at all levels, especially at district level; |
|--|---|

- Harmonize extension messages on various agricultural technologies amongst extension service providers;
- Promote use of innovative extension approaches such as model village farmer field schools, farmer business schools, plant clinics, lead farmers;
- Set up and maintain information management communication and knowledge sharing mechanisms;
- Use agricultural fairs, shows, and expos to expose farmers to new agricultural technologies;
- Acquire and maintain transportation assets, such as vehicles and motorcycles, to enable extension agents reach out to farmers;
- Provide incentives for recruiting and retaining extension officers;
- Enhance the monitoring and performance evaluation systems for government extension officers; among other strategies;
- Design appropriate extension messages on diversification of agro-based enterprise production with an emphasis on oilseeds, horticulture, livestock, and fisheries;
- Strengthen smallholder engagement in indigenous agro-based enterprises, e.g., poultry, small ruminants, vegetables, and fruits;
- Strengthen the capacity of the dairy industry to market dairy products locally and internationally;
- Train farmers in appropriate use of technologies, inputs, and storage facilities to enhance farmers' productivity and product quality;
- Promote year round diversified irrigation farming;
- Promote and invest in water harvesting technologies and storage systems for irrigation;
- Promote forums to share experiences among irrigation schemes in the region;
- Build the knowledge of farmers to enable the profitable irrigated production of the priority crops;
- Promote development of efficient and sustainable water-user and water catchment management associations in irrigation schemes/project areas;
- Build capacities of existing and new water-user and water catchment management associations;
- Increase investments in research, technology generation, and dissemination related to irrigation systems;
- Strengthen farmer organizations through improving the development, branding, quality, and marketing of their products, establishing labour standards, and building skills in price negotiation;
- Strengthen the capacity of the private sector, farmer organizations/cooperatives to store and process farm produce;
- Promote the development of joint ventures, linkages, and partnerships for value addition among farmer organizations and with processors;
- Conduct intensive finance literacy and agribusiness training, especially among women and youth;
- Support consumer literacy programs along the agricultural value chains;
- Promote increased use of contract farming, out-grower schemes, and other appropriate value chain coordinating mechanisms for smallholder commercialization;
- Establish an appropriate stakeholder and policymaker representation and coordination body to develop value chains;
- Support district level alignment of localized agro-processing strategies to enhance integration of activities;
- Promote farmers' access to up-to-date and reliable market information on commodity demand, prices (inputs/outputs), and services;
- Facilitate access to modern information and communication technology (ICT) tools among farmers, youth, and agro-businesses in rural communities and households;
- Support efforts to improve product quality and product safety for export-oriented processing clusters and for domestic markets;
- Promote the development and use of grading and quality standards in oil seed and sugarcane products, livestock and meat, dairy products, and fisheries;

- Facilitate the development of process control and product examination and certification services for agricultural commodities;
- Develop customized training programs to improve quality, control disease, and assure on-farm food safety;
- Improve the knowledge, attitudes, and skills of farm households in dietary diversification.
- Reengage the services and strengthen the capacity of Farm Home Assistants/Assistant Food and Nutrition Officers and Lead Farmers on dietary issues;
- Support the coordination of nutrition sensitive extension service delivery from state and non-state actors in order to realize synergies and optimize benefits;
- Promote the production of high value and nutritious legumes, drought-resistant crops, horticultural crops, livestock, and aquaculture;
- Promote technologies that reduce post-harvest losses in storage, preservation and food processing;
- Strengthen capacity of communities to deal with food safety issues.
- Promote the large scale adoption of biofortified food varieties for production, commercialization and consumption;
- Promote awareness campaigns on biofortified and fortified foods;
- Promote extension education and behavioral change communication for improved nutrition;
- Increase farmer adoption of drought and flood tolerant crop varieties;
- Strengthen programmes for animal disease prevention, including vaccination;
- Test and explore biotechnology options for disease and pest control;
- Develop and upscale agricultural programmes and technologies that are youth-friendly and gender-sensitive;
- Create and support youth and women groups for increased participation in commercial agriculture along all value chains;
- Revise agricultural curricula in education institutions at all levels so that agricultural subjects are more agri-business oriented;
- Strengthen the capacity of agricultural training institutions;
- Design and implement residential agricultural leadership programs using community colleges, rural technical colleges, and other training institutions targeting school leavers;
- Design and implement mentorship programs to support youth engagement in the agriculture sector;
- Coordinate the delivery of mass media and other ICT to advocate for agribusiness development, especially among women and youth;
- Support formation of women and youth groups that receive agribusiness training, finance, management and leadership skills;
- Design dedicated programs for women and youth in production of agro-exports, agroprocessing, and value addition;
- Build capacity of farmer organizations to facilitate the delivery of extension services to their members;
- Build capacity of farmer organizations to facilitate the delivery of extension services to their members;
- Support the development of new farmer organizations focusing on targeted value chains, e.g., oilseeds and dairy;
- Mobilize resources to improve extension delivery systems within districts and EPAs;
- Strengthen pluralistic demand-driven extension policy and its implementation;
- Build capacity to coordinate the pluralistic and decentralized extension system, i.e. coordinating state and non-state extension service providers in order to harmonize and standardize extension messages;
- Improve service conditions for front line agriculture staff, enhancing mobility, training, staff motivation, and equipment;
- Recruit, train, and retain more front line agricultural staff, with a specific focus on

increasing female staff recruitment and retention at all levels;

- Embark on housing and office improvements for agricultural frontline staff.

Monitoring Agricultural Extension and Advisory Services in the NAP

The monitoring and evaluation framework of the NAP proposed to monitor quality, effectiveness, and equity in the provision of agricultural extension and advisory services to farmers established the following indicators:

Table 2 : Indicators that can be used to measure performance of agricultural extension and advisory services under the National Agricultural Policy

Performance Indicator	Target	Baseline
Percent of investments in the agriculture sector directed to agriculture extension services	TBD by end 2016	TBD by end 2016
Ratio of agricultural extension service workers to farmers	1:1000 [By 2020]	1:3000 [Source: DAES, 2014]
Agricultural extension standards and regulatory framework in place	1	0
Agricultural technology adoption index [Weighted mean of share of farmed area planted using modern agricultural technologies available in Malawi, plus share of livestock population that is of improved breeds. Involves improved seed varieties, fertilizers, farm machines, animal breeding and fisheries technologies]	60% [By 2020]	TBD by end 2016
Public agricultural extension database in place and accessible	1	0
Agricultural technology adoption index	60% [By 2020]	TBD by end 2016
Average farm yields of maize, rice, tobacco, legumes, sunflower, sorghum, millet, cassava, Irish potatoes, and sweet potatoes.	Maize: 4 t/ha Rice: 4 t/ha Tobacco: 2 t/ha Groundnut: 2 t/ha Soyabean: 2 t/ha Pigeonpea: 2 t/ha Common Beans 1.0t/ha Sunflower: 2 t/ha Sorghum: 2t/ha Millet: 2t/ha Cassava: TBD Irish Potatoes: TBD Sweet Potatoes: TBD [Targets based on assessment of yield gaps in Guide to Agricultural Production]	Maize: 2.2 t/ha Rice: 2.0 t/ha Tobacco:1.0 t/ha Groundnut:1.0t/ha Soyabean: 1.1 t/ha Pigeonpea: 1.0t/ha Common Beans 0.5t/ha Sunflower: 1.0t/ha Sorghum: 1t/ha Millet: 0.85t/ha Cassava: TBD Irish Potatoes: TBD Sweet Potatoes: TBD [Source: APES data- 2014]
Livestock populations	Beef cattle: 2 million Dairy cattle: 200,000 Goat & sheep: 8 million Chickens: 90 million Pigs: 4.5 million Capture fisheries: 156,000 tons Aquaculture: 8,000 tons	Beef cattle: 1.28 million Dairy cattle: 63,000 Goat & sheep 5.95 million Chicken: 64 million Pig: 3.0 million Capture fisheries: 113,673 tons

Performance Indicator	Target	Baseline
		Aquaculture:4,742 tons [Source: Ann. Econ. Rpr., 2014]
Number of plant, livestock and fisheries species conserved	TBD by end of 2016	TBD by end of 2016
Share of agricultural GDP from oilseeds, livestock and fisheries, i.e., not from tobacco and maize	50%	TBD by end 2016
Simpson Index of Agricultural production diversification	60%	TBD by end 2016
Milk productivity (litres/cow/day)	≥20litres/cow/day	8 litres/cow/day
Area under irrigation	124,000 ha (2020)	104,000 ha (2014) [Source: MoAIWD- Department of Irrigation Annual Report 2014]
Food safety organization created	1	0
Aflatoxin levels in groundnuts and maize	Groundnuts: TBD by end 2016 Maize: TBD by end 2016	Groundnuts: TBD by end 2016 Maize: TBD by end 2016
Percentage increase in the number of households meeting 6-food group minimum dietary diversity requirement	80%	TBD by end 2016
Share of total calorie intake from starch crops	50% [WFP target is 38%]	73% [IHS2]
Stunting prevalence among 0-5 year old infants	29% [By 2020]	37% [DHS 2015/16]
Proportion of national cropped area planted to tolerant varieties	5%	TBD by end 2016
Reduced prevalence and incidences of animal diseases	Newcastle: Mortality of chickens < 5% African Swine Fever –mortalities of pigs < 20% Rabies- reduce to < 20 cases/year East Coast Fever- mortalities < 10%	80% mortality in chickens with Newcastle disease Causes 90% mortalities of pigs >200 cases /year [DAHLD 2014] Causes 70-90% mortalities of cattle

Extracted from Annex 2 of the NAP document.

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ANNEX – INVENTORY OF ASSESSMENT STUDIES ON THE QUALITY OF AGRICULTURAL EXTENSION POLICY, STRATEGIES, AND METHODS USED IN MALAWI

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No.	Title	Type	Authors /Support	Date	Purpose
1	Strengthening pluralistic agricultural extension in Malawi.	Rapid Scoping	<ul style="list-style-type: none"> • Simpson, B. • Heinrich, G. • Malindi, G. • MEAS/UTUC • CRS • MSU • USAID 	2012	The fieldwork for the assessment work was carried from 3-27 January, 2012 and included in-depth interviews with Ministry of Agriculture, Irrigation and Water Development (MAIWD) staff at all levels, international and national non-governmental organization (NGO) directors and staff, lead farmers, university faculty, agricultural researchers and private sector representatives. To the extent possible, interviews were carried out on the “shop floors” of the different respondents, allowing the MEAS team to visit farms, area and district extension and project offices, universities and training centers, and research facilities.
<p>Design / Sample size</p> <p>At the request of the USAID Malawi Mission, the MEAS project (Modernizing Extension and Advisory Services – a USAID funded project) conducted a rapid scoping mission to examine the pluralistic extension system in Malawi and to develop recommendations for strengthening extension and advisory services in the country. The mission aimed to understand the institutional landscape, identify the principal actors, ascertain respective resources levels, targets, operational modalities, inter-organizational relationships, areas of conflict and gaps. Based upon the information collected and observations the team identified a number of key issues within the pluralistic extension system in Malawi that will need to be addressed in order to develop a more sustainable, farmer-led and market driven system of extension and advisory services.</p>					
<p>Key findings/ Key lessons:</p> <p>Governmental EAS</p> <ul style="list-style-type: none"> • As currently structured, the DAES program is out of scale with its budget and needs to be reviewed in light of the resources that are and will likely continue to be available. To do this in a rational manner, the DAES needs to know what its base funding level will be for the next three to five years -- only then can it make informed decisions on the type of activities that are appropriate for it to undertake and the scale at which these can be pursued. The ASWAp investment plan appears to be the appropriate platform through which to undertake this review. Key factors to consider are objectives, tasks, human resource requirements (numbers and education levels), material support (EAS materials, communication, transportation) and infrastructure needs at all levels. The need for operational and maintenance costs is typically underappreciated, leading to constraints and decline of services when they are not adequately budgeted for, such oversights must be guarded against. Ideally, 					

No.	Title	Type	Authors /Support	Date	Purpose
	<p>organizations should employ only the number of staff members that it can fully support in performing their duties. Given the noted gaps and current vacancy rates, the DAES is attempting to do too much with too few resources and needs to scale its programs appropriately.</p> <ul style="list-style-type: none"> • The DAES should review and consider undertaking appropriate actions to transition itself from a service delivery organization to a development facilitation organization. To follow this path, key considerations will need to be given to identifying a core set of practices (e.g., the Five Skill Set modules) that would be introduced at the community and/or association level to enable target groups to organize and increasingly pursue their own development agendas in an independent manner; setting the appropriate sequencing and timeframe for introducing and allowing groups to acquire these skills, with the concept that communities/associations would effectively graduate to a level of higher order but less resource-intensive support; using a rolling staffing plan in which human resources would be concentrated in targeted areas until communities/associations graduated, then would be redeployed in new areas and replaced by a lower density of more highly qualified and equipped “super AEDOs.” Such a strategy would facilitate the organization in operating with fewer but more mobile and better equipped staff members. To enable DAES to monitor and track achievements of such a plan, it would need a more robust monitoring system. A review of monitoring options should be undertaken, including both traditional hard-copy approaches and new computer-assisted systems. The MAES-developed Farmbook system is one example of a system that may be able to provide the needed support to the DAES in this effort. • The core functions analysis that is being implemented as part of the ASWAp process should be completed and used in reviewing the DAES structure and functioning, especially for its implications at the district level within the DEC, DAECC and stakeholder panels, as well as at the national level and the relationships between DAES and other departments within government and those outside of government. Recommendations for ensuring strong complementarity and coordination between activities of both civil society and private sector organizations and the DAES should be a priority of the analysis. • The agribusiness section should be reintegrated into the DAES operational structure as a core, cross-cutting function of the Extension Methodologies and Training branch, not formed into a separate organizational unit. Moving the Agribusiness section out to function on its own creates unnecessary operational boundaries with the DAES without apparent benefit. Contingent upon decisions made to the issues raised above, staffing lines with skills in organizational development may be required, as well as more investments in staff members with advanced agricultural business development support capabilities. • A permanent, formal liaison function with the DARS, working through the DARS Technology Transfer point of contact and offering backstopping assistance through the DAES ADD to the DARS technology transfer efforts at the regional level needs to be established. • The DAES needs to begin providing all newly recruited (transferred or promoted) staff members with the necessary in-service training before they are posted, even if this means a delay in their posting. <p>EAS Training Programs</p> <ul style="list-style-type: none"> • Commission a labor force needs assessment for EAS professionals in the governmental and private labor markets (including NGOs, producer associations and for-profit companies) so that the programs can appropriately scale their activities. • Develop an investment plan to bring Bunda College and Natural Resources College facilities up to modern standards and commensurate with projected labor market needs and enrollment levels. This investment plan should reflect results of the commissioned labor study and final decisions, parallel investments in and the timetable for creating the new University of Agriculture and Natural Resources, and the decision about whether NRC will be included in this new university. <p>Enhanced Private Sector and Civil Society Involvement</p> <ul style="list-style-type: none"> • Establish a formal linkage between the DAES and the national stakeholders panel. The panel should have a clear mandate and relationship with the DAES. If the cost of convening the panel is an issue, consider assessing organizational dues. 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> Make area- and especially district-level stakeholder panels a more central feature in program planning and oversight of the DAES field programs. USAID should commission a review of entities best positioned to provide democratization training and continued support of the area- and district-level stakeholder panels. The team believes that FUM is best positioned to play this role, but this warrants further investigation and confirmation. A review should be made of how other organizations (e.g., ZNFU and SACCAU) have managed similar roles. Development of a sustainable financing model (through dues or other revenue sources) needs to be a central feature of the planning process. The team feels that it is appropriate for the DAES to continue to serve as the convening body for the stakeholder panels, but independent smallholder involvement needs to be strengthened if these farmers are to play an effective role in the planning process and in holding DAES accountable. Cost has been cited as the major constraint in holding the district stakeholder meetings, especially the costs of supporting participation of smallholder farmers, who are to make up over 50 percent of the panel membership. There appear to be two critical times for convening meetings at the district level -- at the time of annual work plan preparations, so that farmers' interests are built into the program plans for that year, and halfway through the operational year to assess progress against these plans and to make midcourse corrections as needed. Monthly meetings of the area stakeholder panels may be too frequent. Strong bi-monthly meetings, with opportunity to call ad hoc meetings to address critical issues as needed, may be sufficient to address local needs and ensure that the program remains on track without overtaxing farmer involvement or holding meetings without agenda items to discuss. <p>The foundation for a strong and effective demand-led and market-driven EAS system exists in Malawi. The team believes that, with a concerted effort and targeted funding, it should be possible to capitalize on the existing potential and develop a highly effective pluralistic national EAS that, over a relatively short period of time, could become a model for other countries in southern Africa.</p>				
2	<p>Farmer experience of pluralistic agricultural extension, Malawi http://centaur.reading.ac.uk/29378/ Journal of Agricultural Education and Extension 19 (2). pp. 147-166. ISSN 1750-8622 doi: 10.1080/1389224X.2012.735620</p>	Study Research Paper (PhD)	<ul style="list-style-type: none"> Chowa, C. Garforth, C. Cardey, S. Flanders Univ of Reading 	2013	Malawi's current extension policy supports pluralism and advocates responsiveness to farmer demand. We investigate whether smallholder farmers' experience supports the assumption that access to multiple service providers leads to extension and advisory services that respond to the needs of farmers.
	<p>Design / Sample size Case study approach, 2 villages were purposively selected for in-depth qualitative analysis of available services and farmers' experiences. Focus group discussions held separately with male and female farmers in each village, followed by semi-structured interviews with 12 key informants selected through snowball sampling. Transcripts were analysed by themes and summaries of themes were made from cross case analysis.</p>				
	<p>Key findings/ Key lessons: Farmers appreciate having access to a variety of sources of technical advice and enterprise specific technology. However, most service providers continue to dominate and dictate what they will offer. Market access remains a challenge, as providers still emphasize pushing a particular technology to increase farm productivity rather than addressing farmers' expressed needs. Although farmers work in groups, providers do not seek to strengthen these to enable active interaction and to link them to input and produce markets. This limits farmers' capacity to continue with innovations after service providers pull out. Poor coordination between providers limits exploitation of potential synergies amongst actors.</p>				
3	Basic Agricultural Public Expenditure Diagnostic Review (2000-2013)	Review	<ul style="list-style-type: none"> World Bank Bill & Melinda Gates Foundation 	2012-2013 Review	This Agricultural Public Expenditure Review (AgPER) was carried out at the request of the Ministry of Agriculture and Food Security (MoAFS) and financed by the programme

No.	Title	Type	Authors /Support	Date	Purpose
			<ul style="list-style-type: none"> CAADP 	of 2000-2013	“Strengthening National Comprehensive Agricultural Public Expenditure in Sub-Saharan Africa”, funded by the Bill and Melinda Gates Foundation and the CAADP Multi-Donor Trust Fund and implemented by the World Bank.
<p>Design / Sample size</p> <p>It was decided that the study period would cover the fiscal years from 2000/01 to 2012/13, so as to include important agricultural strategy changes, especially as regards input subsidies (Targeted Input Program (TIP) until 2003/04; Farm Input Subsidy Program (FISP) since 2005/06). However, given the major difficulties encountered in tracking accurate data, off-Budget expenditure analysis had to be limited to the period 2007/08-2011/12. The core work was undertaken between September 2012 and July 2013. The AgPER was prepared by a team of consultants in collaboration with a Technical Core Team (TCT) including two representatives of MoAFS: Budget Unit; the Ministry of Finance (MoF): the Ministry of Economic Planning and Development (MEPD): the Ministry of Local Government and Rural Development (MoLGRD): under the guidance and supervision of the Principal Secretary (PS) of MoAFS</p>					
<p>Key findings/ Key lessons: <i>(Recommendations related to Extension):</i></p> <p>4 . Re-balancing of spending towards currently under-funded subsectors (research and extension, irrigation, livestock, agriculture commercialization) and capital investment at beneficiary level (rural infrastructure)</p> <p>5. Fostering of the decentralization process - Devolution of increasing on-Budget resources to frontline services (District agricultural services); Greater involvement of local stakeholders (District administration, local communities, farmers’ organizations, NGOs and private operators) in decision making, through matching grant programmes to finance demand-driven initiatives by local communities or local promoters with the technical support of the deconcentrated administration;</p> <p>6. Effective implementation of validated recommendations and strategies - Ensure that validated recommendations of policy documents, including this one, are implemented and in particular, translate into changes in processes and organizational arrangements and DP alignment; Incorporate the validated recommendations of this AgPER in the ASWAp roadmap with clearly defined implementation responsibilities, timeframe and indicators.</p>					
4	Baseline Report Agriculture Technology Transfer of the Malawi Agricultural Sector Wide Approach Support Project (ASWAp-SP)	Study	<ul style="list-style-type: none"> Millennium Centre For Research & Development, Dr David Mkwambisi Flanders 	2013	The study was commission to develop baseline indicators for (i) monitoring programme management performance (ii) assessing the quality of extension services and (iii) assessing the coverage of extension services in Malawi. These indicators are supposed to be used as the basis for the evaluation of the Sustainable food security, agricultural growth and diversification objective in general and specifically the Agricultural Technology Delivery System sub component.
<p>Design / Sample size</p> <p>In carrying out the study some literature and documentation relevant to the assignment were reviewed as a source for secondary data as well as a basis for the design of baseline survey. This helped in developing other data collection tools that were used. The districts covered by this study are Chitipa, Karonga, Rumphi, Mzimba, Kasungu, Dowa, Lilongwe, Ntcheu, Salima, Nkhotakota, Blantyre, Mangochi, Mulanje, Chikwawa, Nsanje and Machinga. A checklist was used to facilitate consultations with</p>					

No.	Title	Type	Authors /Support	Date	Purpose
	<p>officials and experts from DAES, eight Agricultural Development Divisions and 16 District Agricultural Development Offices (DADOs). A second checklist facilitated information collection from farmers and lead farmers through focus group discussions. Three semi-structured questionnaires were administered to 199 Extension workers (11.6%), 852 Lead farmers (5.2%) and 373 farming households (0.01%). The emphasis of this study was on extension services among extension workers and lead farmers.</p> <p>Key findings/ Key lessons:</p> <p>Programme management</p> <ul style="list-style-type: none"> • A clear framework could be in place that will allow key stakeholders especially AEDOs and DADOs to understand key priorities areas of the ASWAp and ASWAp-SP and that every year, DAES could put in place elements that will allow key stakeholders to know in advance key issues to be included in the annual work plans. • While the process of developing work-plans is based on national strategic goals and objectives, there is need to have extension annual reviews that will feed into national work-plans. These extension annual reviews could start from the district then ADD before the country review. Some key stakeholders such as officials from the NGOs, academic could also be considered for such review. In this case, participatory consultative approaches to work plan development must be considered. • A very clear process of submitting work plans and budget could be in place to make sure that checks and issues of quality assurance are maintained at all levels. The reports that are submitted to both ADDS and DAES could consider including a section that will be proposing potential activities for the coming agricultural season. There is need for DAES to have clear programmes of capacity building that will allow district and EPA staff to understand the ASWAp and ASWAp-SP priority areas especially as they relate to their day to day assignments. • Work plans could not only be developed based on problems identified by extension workers and DADOs, but could also consider promoting and up-scaling actions that are working at local level. In addition, sharing of work plans among all the ADDs in Malawi could also promote the fusion of information in the larger extension strategic plan. • There is need for national level capacity building on budgeting issues. In this case, materials that could be included in the budget must also be clearly provided to EPA level staff. A simple booklet based key agro-ecological zones could be circulated to key stakeholders on potential extension activities. This could allow other stakeholders such as NGOs to identify priority areas (Note: It is very difficult to have a universal work plan). • There is need for DAES and Programme Managers to put in place mechanism that will address activities that are not on the work plans including the farm subsidy programme. In the same issue, district officers could strictly put in place measures that will detour NGOs to disturb government officials in their day to day work. Activities by NGOs must clearly be part of the work plans. <p>Quality of extension services</p> <ul style="list-style-type: none"> • The notion of establishing an extension service information validation committee is a novel one and could be promoted to make sure that only approved information is passed on to farmers. As such, the Ministry of Agriculture and Food Security through DAES could expedite the processes for full institutionalization of the ‘validation commission’ of the extension materials that are used in the sector. This will enhance quality assurance in the development and use of training materials. • Whilst assessing the quality of training materials was not feasible, the Government of Malawi could put in place a clear framework that will allow the development of high quality training materials. This sort of outputs could be based on annual reviews as suggested in this report. The validation commission could be responsible for quality assurance of training materials. Within this observation, efforts MUST be in place to provide financial and technical support for training programmes undertaken by Extension Workers as well Lead farmers. • The Ministry in collaboration with key institutions could develop an Agricultural Extension Training Manual based on the Lead Farmer concept. These sort of training manuals could be based on ADD priorities as well those of the ASWAp and ASWAp-SP 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> • The Ministry could develop user friendly training materials that lead farmers can use in their day to day assignment. There is also need to put in place participatory approaches in developing the training materials there is need to explore areas that can motivate lead farmers to have interest in the training materials. • The study has shown that lead farmers receive more support in certain districts than others leading to variations among districts on the quality of extension services in districts such that quality is compromised in districts where the concept of lead farmer is not fully provided. There is therefore need to ensure that concept of lead farmers be strengthened in districts that showed that lead farmers receive less support. • The Government of Malawi could engage other stakeholders in developing key competences of an extension worker. This will entail criteria for selection of lead farmers that could consider age of the lead farmer and that of the farmers to be supported, qualification, marital status and other factors. It might be ideal to link young lead farmers to their fellow young farmers. • It is recommended for MoAFS to determine strategies that could ensure reduced disparities among male and female lead farmers in attainment of various trainings so that more female lead farmers are participating and delivering extension services. In this case, there is need for extension worker to explore the group approach of reaching to lead farmers as much as one- on-one support is also crucial; this will ensure reaching out to many lead farmers in a single visit. • There is need to promote use of other methods of providing extension messages which were reported to be rarely used. Methods like use of a yellow van, radio and phoned messages have tremendous benefits as the messages reach many people, in their locality, in a small period of time. The ministry should explore new methodologies to reach the large amount of smallholder farmers and cope with the shortage of extension workers in the field. • The introduction of several technologies without proper governmental approval is making difficult to determine the technological adoption rate. Within this policy and technical constraint, there is need to put in place a process that will allow DEAS to monitor the technologies that are being adopted in each ADD. Advancing few technologies could help Managers evaluate the effectiveness of the technology. <p>Coverage of extension services</p> <ul style="list-style-type: none"> • We strong recommend that the Government of Malawi should support the delivery of extension services at extension worker and lead farmer level with enough resources including stationery and transport. For example, special incentives must be provided to those performing better including improving the status of farmers at section level. • While the study has generated number of lead farmers trained by gender, the process of registering lead farmers is very weak and in this case, all lead famers could be registered such that proper data base is maintained at all EPA. Critical issues have been raised in the capacity building interventions of lead farmers, DAES could put in place a proper training calendar for its staff and those supporting the extension services. • The Government of Malawi could establish a proper data base for its workers and those supporting the delivery of the extension services. These will include lead farmers by gender, other extension service providers, farm input supplier providing services. These data base where possible could be linked to government web portal. Deliberate efforts must be put in place to increase the number of female lead farmers • There is need for frequent training programmes to all key stakeholders and deliberate establishing partnerships with Bunda College and Natural Resources College could be explored. This partnership could include joint development of annual training programmes based on training need and capacity needs assessments. • Deliberate efforts must be initiated to make sure that information on livestock production is provided to farmers. Further to this, training programmes for extension workers could target experts in livestock sector as well as Nutrition, agribusiness and other areas that are not given enough emphasis. • Information provided to farmers by whatever mechanism and pathways must be validated by the right department/section (especially in the case where the validation commission is not effective). In particular, we recommend that information from NGOs must be validated before the agricultural season at ADD level. 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> Extension approaches must consider that there is high illiteracy levels among farmers and new approaches especially those encouraging social learning approaches must be advocated (see illustrations provided in the report). The extension service system must empower lead farmers to effectively support the extension worker in conducting field days and also strengthening farmer clubs. These farmer clubs must be linked to community radio clubs which are a source of information sharing. Deliberate efforts must put in place to make sure that there is lesson sharing between lead farmers within and across the sections or EPAs. The findings have shown that farmers unions, associations and cooperatives are not effectively supporting farmers. In this regard, measures must be put in place to make sure that extension annual strategic plans are incorporating their activities and goals. The country is flooded with NGOs providing extension services. The government of Malawi must control their undertakings and provide clear guidance on the delivery of the services. 				
5	Reflections on a National Agricultural Policy for Malawi	Reflections	<ul style="list-style-type: none"> Todd Benson IFPRI 	2014	Ministry of Agriculture, Irrigation and Water Development now developing a draft National Agriculture Policy (NAP). In coming months, content of policy will be subjected to broad consultations for review and comment Provides an opportunity to consider more closely: Vision of development for Malawi – both agricultural and broader human and economic development, In particular, the place of smallholder farming in that vision Scope of duties of the Ministry - A more narrowly defined set of duties potentially allows for more strategic and transformational public sector action for agricultural development
	<p>Design / Sample size</p> <p>The NAP is to be a strategic document that will provide a roadmap for agricultural development and how the public agricultural sector can allocate its limited resources to best achieve a set of longer-term development objectives for the sector and the country as a whole. As such, its content needs to reflect more than simply short-term objectives. Rather, the NAP needs to reflect to an important degree how the agriculture sector might develop to better meet the needs of Malawians today and, perhaps more importantly, the needs of your children and their children. It needs to be aspirational.</p> <p>Dr. Dorward about five years ago described a useful framework for discussing our aspirations for broad human development that also has clear application to considering economic and agricultural development. This framework is quite useful because it can be applied at multiple scales – individual, household, community, country – and over a range of development themes and sectors, including agricultural development.</p> <p>Used two components of the Dorward framework to seed some discussion on what are the aspirations on which Malawians can agree.</p>				
	<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> For stepping-up agricultural transformation: NAP should provide guidance for action to increase: agricultural specialization at the farm household level, agricultural diversification at the sectoral level, and improved domestic output market functions to increasingly allow Malawian households to rely more on markets for the consumption of a broader diversity of foods 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> For stepping-out and economic structural change: Coordinate NAP and its implementation explicitly with: broader human & economic development visions for Malawi, and actions and investments being made in other sectors for which developments in the agricultural sector are critical to success 				
6	State of Local Democracy Report	Review	<ul style="list-style-type: none"> The Hunger Project (Int'l and Malawi) UN Democracy Fund 	2014	Provides a context for agriculture extension services based on status and health of decentralization
<p>Design / Sample size State of participatory local democracy in 33 countries, including Malawi. Highlight important aspects of the evolution of decentralization. Data on focus groups and data submitted by individuals</p>					
<p>Key findings/ Key lessons: HDI rank 170/187, Challenges for participatory local governance</p> <ul style="list-style-type: none"> Local elections were delayed until 2014. This suspension of local councils led to a “re-centralization of political authority” (O’Neil and Cammack et al., 2014). There is a lack of accountability; local authorities are dysfunctional, service provision is failing and the political elite allow corruption (O’Neil and Cammack et al., 2014; O’Neil, 2014). Sector staff at the local level are appointed by Ministries and are thus accountable to the central government (O’Neil and Cammack et al., 2014). There are delays in Local Development Funds, a low capacity within councils to promote participation and development, and a lack of follow-up with projects (World Bank, 2010). 					
7	Assessment of extension and advisory methods and approaches to reach rural women – Examples from Malawi www.meas-extension.org/meas-offers/program-evaluation	Study	<ul style="list-style-type: none"> Jafry, T. Moyo, B. Mandaloma, L. MEAS/UIUC 	2014	The reviews were centered around the following key research questions: <ul style="list-style-type: none"> What extension methods and approaches are being used? (<i>What are their impacts? What is the level of uptake? What is the level of adoption?</i>) What of these approaches are targeting women? (<i>What are their impacts? What is the level of uptake? What is the level of adoption?</i>) What are the success factors of these approaches? What are the constraints of existing approaches to reaching rural women: social, cultural, economic, technical, environmental and infrastructural?

No.	Title	Type	Authors /Support	Date	Purpose
	<p>Design / Sample size This report outlines the findings of the review of both peer reviewed and grey literature on gender and extension/advisory services in Malawi. A total of 38 peer reviewed journal articles were identified through the systematic review process. However during the data extraction process only 23 articles were found to contain material relevant directly and in connection with the research questions. Through an analysis of peer reviewed literature a number of extension approaches implemented in Malawi were identified. These are farmer participatory research approach, farmer-farmer extension, farmer groups, training, rural participatory appraisal, farmer field schools (FFS) and the T&V system (although now modified and evolved as demand driven provision of extension service).</p>				
	<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> • Within these approaches, the modes of service delivery range from individual and group visits, meetings, model farmer, demonstration plots, ICTs, FFS, field days and tours. Some evidence in the literature suggests that of these approaches women are considerably marginalized in group and community meetings. There was no mention in the literature of approaches specifically targeting women. • There was some information which indicates that farmers' commitment and the ability to participate in groups activities are essential to the success of some of the approaches. • There was evidence of some of the socio-cultural constraints to effective extension delivery. Some of these are: top down approaches which overlook local knowledge, farmers needs and concerns, women farmers can't raise their concerns in front of male extension agents (although increasing the number of female extension agents may not be the solution), women's lack of assets and land excludes them from extension activities, much of the extension is focused on richer rather than subsistence farmers, illiteracy makes taking part difficult in extension programmers. In Malawi, extension is implemented irrespective of gender. • The peer review literature did provide some recommendations on ways forward. These include, building capacity of women, sensitize male extension workers on the needs of women farmers and implement gender sensitive policies addressing gender inequalities. • Analysis of the grey literature indicates several approaches being used; extension workers, lead farmer, peer farmer, FFS, model villages, clusters, co-operative clubs. The success of these approaches seem to lie in providing incentives for farmers to join activities, the quantity of extension time spent with farmers and the availability of material for training. • In terms of constraints, extension is delivered by men and so there is a gender imbalance. There is a need to develop and promote gender sensitive approaches to extension delivery. • The case studies clearly revealed that what works for women farmers is their ability to work in groups especially to support each other and to learn from each other. What was clear was women's devotion and commitment to help each other. The case studies also revealed that having the support of their husbands is essential. Women farmers do prefer to work with female extension workers as this provides a conducive environment for women to be able to discuss issues. But the problem for women rests with their family situation. Women need the support of their husbands to act on extension activities. • The role of agriculture extension in the context of the women's empowerment framework is to connect structure with agency through effective relationships and partnerships with both male and female farmers. In practice, the effectiveness of the extension system to play this role is questionable. Given that in Malawi, the agricultural extension service is dominated by male extension workers who normally work with male farmers, this systematically bars women from accessing valuable extension advice. • It can be reasonably argued that no single approach best suits extension development in all circumstances. There is a need therefore to analyze what approaches best fit in different communities since what works in one community cannot work in another. Policy issues which need to be addressed include land tenure, credit provision, input and marketing, prices and also gender roles. 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> It is of paramount importance to recognize that strongly held beliefs that influence people's attitudes and behaviors related to gender identity needs time to change and empowering women is much of a long process which will be likely achieved if men and husbands are able to understand the concept fully and able to provide support as well. 				
8	Assessment of agricultural extension, nutrition education, and integrated agriculture-nutrition extension services in the Feed the Future focus districts in Malawi.	Study	<ul style="list-style-type: none"> Sigman, V. Rhoe, V. Peters, J. Banda, T., Malindi, G. MEAS/UTUC 	2014	In April 2014, at the invitation of USAID/Malawi, a MEAS team conducted an assessment of agricultural extension, nutrition education, and integrated agriculture-nutrition programs and systems in Malawi. An overarching purpose of the assessment is to investigate these programs and systems across public, private, and civil society sector providers with the aim of informing the design of an activity that will strengthen delivery of extension and nutrition outreach services in the seven Feed the Future focus districts in a coordinated and integrated manner.
<p>Design / Sample size</p> <p>The assessment methodology includes literature review, interviews and field visits, and an assessment review workshop. The team reviewed agriculture extension, nutrition, and integrated programming literature; carried-out over 55 individual and group interviews; and made field trips to three districts. The review workshop, in which over 25 stakeholders from across sectors participated, was held to present preliminary findings of the assessment and obtain further input from stakeholders.</p> <p>The structures of key government agencies involved in agriculture extension, nutrition, and integrated agriculture-nutrition programming are assessed. This includes the Department of Nutrition, HIV and AIDS which is the national coordinating body for the global Scaling Up Nutrition movement and the four ministries dealing with agriculture and agricultural extension; health; local government; and gender, children, and social welfare.</p>					
<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> Each of the five agencies assessed has a structure that reaches from the national to the village level, most having staff or volunteers at the different levels, although there are typically numerous vacancies at the different levels. The levels are not the same across agencies, which contributes to coordination difficulties. Only three of the five assessed have staff at the field level with field level being the lowest level at which the agency operates, such as a village or a grouping of villages. The agriculture; health; and gender, children, and social work ministries have staff at the field level. Again, many of the established posts at this level are vacant. While having some overlapping elements, the assessment identifies six distinct delivery systems used in the delivery of agricultural extension, nutrition, and/or integrated programming: <ul style="list-style-type: none"> The Department of Agricultural Extension has a well-articulated system which is put in place to facilitate a pluralistic, demand-driven extension system. The system builds on local government structures and adds stakeholder panels which are the primary mechanisms through which farmer demands are to be articulated through to those who can respond to demands and services responding to demands are channeled back to those articulating demand. The system also has a committee structure designed to bring all agriculture extension stakeholders at the district level together to coordinate and harmonize their activities within the district. Among others, the Department has championed lead farmer and model villages as components of its service delivery system. The Care Group system focuses on children under five and pregnant/lactating women. Community volunteers are trained and supported to work with groups of women to promote nutrition at the household level. This may include for example, home visits, education on essential nutrition actions, and home gardening. Volunteers are organized into groups to facilitate their supervision and training. 					

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> ○ Positive Deviance/Hearth is a nutrition program targeting children who are at risk for malnutrition. The system identifies uncommon, beneficial practices by mothers of well- nourished children from poor families. The “hearth” is the venue where these practices are subsequently replicated through nutrition education with mothers of at risk-children and where supplemental feeding occurs. ○ Farmer Associations are supporting farmers to progressively organize from the individual farmer to groups and clubs to larger organizations to facilitate delivery of extension advice from association extension agents and place farmers in better position for bulk purchase of inputs and marketing. In this system, which is primarily agriculturally-focused, nutrition education and messages are included as they relate to the primary focus. ○ Linkages between agriculture and nutrition at the community-level are being built by combining aspects of the Care Group system with the Farmer Association system. Care Groups are explicitly linked with activities of farmer associations to create synergies among the two. ○ A hybrid system, which utilizes both public and private sector agricultural extension providers, is being tried in Malawi. Public providers focus on agriculture production while private providers are supported to offer farmer skill development on a fee-for-service basis in areas such as farm finance and marketing. 				<ul style="list-style-type: none"> ● A wide-array of entities in the public, private, and civil society sectors in Malawi provides agricultural extension, nutrition-related, and/or integrated services. There are also various actors who support these providers such as educational and research institutions, technical agencies, and donors. The thematic focus, programs/services, capacity, district coverage, and linkages for numerous of these entities and supporters are assessed. The public sector Department of Agricultural Extension is by far the largest provider of agricultural extension services and is also engaged in nutrition extension. At the field level, its capacity is significantly constrained by the number of vacant positions, limited opportunities for refresher training including limited training in nutrition, and poor conditions of service. The private sector—farmer unions and associations and private agriculture firms—are engaging in various nutrition-related activities. Their capacity varies but there is opportunity to further involve the private sector in integrated activities. The majority of civil society sector providers assessed are NGOs with many providing services across several sectors and sub-sectors such as in agriculture, food security, nutrition, health, women’s empowerment, and WASH. Most have significant experience working in Malawi. Their capacity is considered as the extent to which they field their own front-line workers or utilize government extension staff to implement at the field level. Results were mixed as most report both using government extension staff and hiring their own staff. The assessment was tasked with reviewing the effectiveness of programs examined. More time than was available to the team would be needed to rigorously carry-out this test. However, service providers were asked to self-assess their program effectiveness. Most responses indicate providers believe they are providing effective services but they also identified various constraints and challenges they face in doing so. Effectiveness from the perspective of beneficiaries was elicited by asking them what they learned or how they benefitted from program participation and for their comments on weaknesses of activities. Responses given suggest many were able to identify specific practices they learned such as composting, early planting, soy processing, and exclusive breastfeeding. The major benefits mentioned were early planting results in higher yields and higher incomes and the ability to access loans from their savings and loan group. Comments regarding weaknesses included: seed comes late, we receive messages once with no follow- up, trainings are too infrequent, and there are too few nutrition promoters. ● Funding for the various areas under assessment is explored. A majority of government funds for the Ministry of Agriculture and Food Security are allocated to the government Farmer Input Subsidy Program. Agricultural extension is underfunded and this is viewed as a pervasive problem, particularly over the past several years. However, some donors are investing in agricultural extension and it is receiving more attention and support than it has in the past. Although several donors fund food security initiatives, fewer support nutrition in specific. A group of seven donors have formed the Multi Donor Trust Fund as a funding channel to the public sector while the Donor Committee for Agriculture and Food Security aims to coordinate and harmonize donor support. ● ICT is being embraced by all sectors in Malawi. There are examples of various uses of ICT but growing the most rapidly is the use of SMS through cell phones. Radio programs are being synced with SMS messages reminding people of when to listen to programs. The primary platform in place for SMS can be used to send/collect information customized according to users’ needs. ICT is being used to track the distribution and stock of fertilizer in the Farmer Input Supply Program, to provide market information, distribute salary payments, and refer health system clients to services they may need from other sectors and sub-sectors such as nutrition or agricultural extension.

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> • Gender is reportedly incorporated, integrated, or a cross-cutting issue in the programs, projects, and activities assessed. However, the level of gender-responsiveness varies. There are issues related to the number of women in the various service provider organizations and the number of women provided services. For recruiting, men often have overall higher levels of education than women and are thus able to meet the higher educational requirements for job placement. The dominant, yet insufficient, approach to gender in service provision is to increase women’s participation in project activities such as trainings or meetings, or increase the number of women in farmer groups. • Malawi is not lacking in policies and policy-related documents to guide the agricultural and nutrition sectors, although some would benefit from review and revision. There is an overarching medium-term strategy guiding Malawi’s growth and development; an agricultural investment program articulated through a sector wide approach document; an agricultural extension policy; a food security policy; a national nutrition policy; a strategy for nutrition education and communication; and a gender, HIV and AIDS strategy for the agriculture sector. Given existing human and financial resources and capacity, the overwhelming challenge is the implementation of these policies and related strategies and approaches. • For the assessment, stakeholders identify challenges and opportunities. This resulted in comprehensive lists which are organized by personal and related support issues, program capacity, infrastructure and budget, and program quality and reach. For personnel, the greatest challenge is the limited number of public sector field level agricultural workers, their limited capacity, and the poor conditions under which they work including inadequate housing and transport. Program capacity is being supported by various committee structures and educational institutions but overall the quality and quantity of training for field level staff in particular is inadequate. This includes training for agriculture and health staff involved with nutrition. Shortage of funds is identified as a critical and on-going challenge. Program quality and reach is challenged by a number of factors already described. Across all sectors and providers, poor coordination and harmonization is identified as one of the greatest challenges to effective program delivery. <p>To begin addressing these challenges, the assessment overall recommends:</p> <ul style="list-style-type: none"> • Revisiting and pursuing earlier recommendations indicating the need to review government’s agricultural extension program in light of resources available as too much is being attempted with too few resources. • Recognizing that if government agricultural extension is to further integrate nutrition into its activities, its capacity as an institution and of its staff needs to be fortified. Adding further nutrition-related responsibilities to a weak system will not result in the desired impacts. Investment in an institutional and capacity development initiative is recommended. • Revising Malawi’s current agricultural extension policy, written in 2000, in light of current challenges. <p>By category of challenges, the assessment further recommends:</p> <ul style="list-style-type: none"> • Personnel and Support Related Issues <ul style="list-style-type: none"> ○ Developing policy addressing the government and NGO working relationships and conditions. ○ Investigating re-establishment of government field-level technical assistants posts to address the shortage of field level staff. ○ Focusing on increasing female staff at the area level rather than the extension planning area level. ○ Studying costs of developing a fully-staffed and equipped district to provide a baseline from which to advocate for funding. • Program Capacity <ul style="list-style-type: none"> ○ Finalizing or improving various nutrition-related training materials; reviewing educational institutions curricula with the aim of further integrating nutrition content 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> ○ Focusing on training front line workers, particularly government agricultural extensionists but also those from health and those working in community development. ○ Building Malawi's "Center of Excellence" capacity to integrate agriculture and nutrition programming. ● Infrastructure and Budget <ul style="list-style-type: none"> ○ Revitalizing selected day and residential training centers to provide a clean, safe environment for nutrition demonstrations and meetings. ○ Increasing budget advocacy skills among senior agricultural extension staff. ● Program Quality and Reach <ul style="list-style-type: none"> ○ Applying the widely-accepted ten guiding principles for integrating nutrition into agriculture programming and pathways analysis to reviews of existing programs and in the design of new ones. ○ Broadening gender-responsiveness in program design and implementation. ○ Investigating ways to improve quality of lead farmer performance. ○ Expanding reach through further support to ICT. ● Coordination and Harmonization <ul style="list-style-type: none"> ○ Building public sector agricultural extension capacity to coordinate a pluralistic, decentralized extension system including their stakeholder panel and other coordinating committee system ○ Establishing a district and lower level coordination fund to specifically support across sector coordination and harmonization effects at this level ○ Encouraging the key entities involved in integrating agriculture and nutrition to evaluate the current committee structures and consider realignment and merging of committees <p>Lastly, the assessment recommends that three promising approaches and concepts be further investigated for potential refinement and scaling up. These are:</p> <ul style="list-style-type: none"> ● farmer association and care group linkages; ● model villages; and ● agriculture-nutrition integration via the Farmer Input Subsidy Program. 				
9	<p>Farmer-to-farmer extension approach in Malawi: A survey of organizations using the approach</p> <p>ICRAF Working Paper No. 183. Nairobi, World Agroforestry Centre. DOI: http://dx.doi.org/10.5716/WP14384.PDF</p>	Study	<ul style="list-style-type: none"> ● Kundhlande G ● Franzel S ● Simpson B ● Gausi E ● USAID ● CGIAR ● IFPRI ● MEAS/UTUC ● ICRAF/WAF ● MSU 	2014	<p>To improve smallholder farmers' access to information, many extension services use farmers to help disseminate information that their fellow farmers can use to help increase agricultural productivity. This extension approach is referred to as "farmer-to-farmer," and the farmer extension agents are variously referred to as lead farmers, model farmers or extension multipliers, among others. The objective of the study is to characterize and assess the farmer-to- farmer extension approach and its application in Malawi by drawing from the experiences of organizations that employ the approach in their agricultural development programs. It is part of a series of studies being conducted of organizations conducting farmer-to-</p>

No.	Title	Type	Authors /Support	Date	Purpose
					farmer extension and farmers involved in such programs in Malawi, Kenya and Cameroon.
	<p>Design / Sample size</p> <p>Sampling was done using the snowball method, in which extension managers using farmer-to- farmer extension were interviewed and respondents directed interviewers to other potential respondents. The sample included 9 international non-profit organizations, 7 national non-profit organizations, 4 governmental services, 3 farmer organizations and 2 private companies.</p>				
	<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> • In most cases, both the organization and the community were involved in choosing the lead farmers. In only two cases did the community have no role. Selection criteria varied considerably and included literacy, residence in the community, ability to communicate well, and being a hard worker. Some organizations were aware that their lead farmers were serving as lead farmers for other organizations. • Lead farmers tended to be about the same age and somewhat better educated than other farmers, but of the same wealth level. Most held other leadership positions in the community. The main functions of lead farmers were to train other farmers (72 percent), prepare and manage demonstration plots (56 percent) mobilize farmers for meetings (48 percent) and disseminate information (48 percent). Most lead farmers worked with a single group of farmers but the number of farmers that each lead farmer worked with varied considerably, with a median of 25 and a range of 10 to 100. The number of lead farmers per extension staff varied considerably; the median number was 15. • None of the organizations paid lead farmers a salary or a periodic allowance. About 28 percent paid occasional allowances, 8 percent reimbursed some expenses, and 8 percent paid per diems when the lead farmers travelled outside their community. Thirteen (52 percent) did not give any payment whatsoever to lead farmers. Some (44 percent) gave lead farmers awards in recognition of their services. A few reported that lead farmers were able to earn income from associated activities, such as selling veterinary drugs or energy-saving stoves. • Concerning gender, we assessed whether having a lead farmer program can help increase the proportion of women extension providers (that is women lead farmers and professional extension staff) providing extension services. The mean proportion of women lead farmers was the same as the mean proportion of women extension staff, meaning that overall, lead farmer programs have no effect on the proportion of women providing extension services. But certain organizations were able to use the programs to increase the proportion of women in extension. For example, in the Malawi government’s Department of Agricultural Extension Services, women make up 21 percent of extension staff and 40 percent of lead farmers. The lead farmer program in this case helps empower rural women and helps the department reach more women, assuming that women lead farmers reach more women farmers than men do. • The main motivations to become a lead farmer are increased social status (rated first by 43.5 percent of organizations) and early access to technology (26.1 percent). Altruism, job benefits, social networking and income generating activities were each ranked highest by one (4.3 percent) or two (8.7 percent) organizations. Organizations were also asked about lead farmers’ motives to remain as lead farmers, once they had served for some time. Social status remained the highest ranked motive (52.2 percent) while early access declined to 13 percent, perhaps because many lead farmers were accessing less information and technologies than when they had started out. Income generation was also ranked highest by 13 percent, as some lead farmers were able to find ways to earn income through their roles as lead farmers. • The main benefits of the lead farmer approach were increased numbers of farmers reached (68 percent), increased adoption (68 percent), sustainability (52 percent), and low cost (28 percent). The most cited difficulties were training due mainly to low literacy levels (28 percent) and high expectations for financial or material benefits from lead farmers (24 percent). Over three- quarters of organizations rated the effectiveness of the lead farmer approach at 7 or 8 on a scale of 1 to 10, with 10 being highly effective. 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> Finally, the study shows the high degree in variation among motivations for farmers to become and remain lead farmers. Lead farmers have different motivations and will thus respond to different incentives. For example, lead farmers motivated by social status will respond to incentives that improve their visibility in the community, such as certificates, T-shirts, contests, and public recognition and appreciation by project and local leaders. Lead farmers motivated by early access to technology will respond most to learning opportunities such as training events, field days and exchange visits. For those interested in earning income from associated services, helping link farmer trainers to clients interested in buying their services is important. One of the main findings is that there is a great deal of variation in the way the approach is implemented. Such variation has negative and positive effects. On the negative side, certain practices of some organizations – e.g., providing salaries to lead farmers – were found to have negative effects on other organizations that could not afford to pay salaries. That the Ministry of Agriculture was able to resolve this problem through a stakeholder agreement not to pay salaries is very laudable. The variation in approaches has a positive side as well, in that organizations experiment with new approaches and learn how to adapt these to fit their unique needs as well as from one another. The results are the many positive changes in the farmer-to-farmer approach to make them more participatory, sustainable and effective. However, there is need for a mechanism to share lessons of best practices among organizations to improve the effectiveness and efficiency of extension systems using the approach. For example, stakeholders could meet periodically to share experiences, both benefits and challenges, in implementing lead farmer programs. This could be done, for example, at meetings of the stakeholder panels at district and area levels. 				
10	Whose Job Is It? Integrating Agriculture and Nutrition in Public Sector Agricultural Extension Services	Brief <i>(based on a Study)</i>	<ul style="list-style-type: none"> Vickie A. Sigman MEAS/UTUC USAID Feed the Future 	2015 July	This brief focuses on a component of the assessment: Malawi’s public extension system in the Ministry of Agriculture and Food Security (MoAFS1), Department of Agricultural Extension Services (DAES), and identifies and discusses these key issues within the DAES context.
	<p>Design / Sample size A recent assessment of extension and nutrition services in Malawi investigates how this idea is being operationalized in Malawi and its FTF focus districts/Zone of Influence (Sigman, Rhoe, Peters, Banda, & Malindi, 2014). The assessment—based on interviews with those in the public, private, and civil society sectors and a review of related literature—pinpoints key issues to be considered in the development and implementation of integrated agriculture and nutrition services in a coordinated and collaborative manner.</p> <p>Key findings/ Key lessons: The title of this brief is: “Whose Job Is It? Integrating Agriculture and Nutrition in Public Sector Agricultural Extension Services.” A compelling response to this question from the standpoint of public sector agricultural extension is: while it is part of the job of the public sector, it is also part of the job of the global development community to facilitate public sector agricultural extension services in their quest to create environments and conditions conducive to successfully achieving integration.</p>				
11	The Farmer-to-Farmer Extension Approach in Malawi: A Survey of Lead Farmers ICRAF Working Paper No. 189. Nairobi, World Agroforestry Centre. DOI: http://dx.doi.org/10.5716/WP14200.PDF	Survey	<ul style="list-style-type: none"> Stanley Khaila Frank Tchuwa Steven Franzel Brent Simpson USAID CGIAR IFPRI MEAS/UTUC 	2015	Research on extension approaches can help extension services improve their effectiveness and efficiency in serving farmers. The farmer-to-farmer extension approach, though widely used, has been little studied. The objective of this study was to characterize the approach from the perspective of the farmers involved, usually called lead farmers. We describe their activities and support given to them, identify factors that motivate them and

No.	Title	Type	Authors /Support	Date	Purpose
			<ul style="list-style-type: none"> • ICRAF/WAF • MSU • LUANAR 		<p>assess the challenges they face. The study is part of a broader one examining farmer-to-farmer extension in Malawi, Cameroon and Kenya.</p>
<p>Design / Sample size</p>					
<p>The results are based on a survey of 203 lead farmers working with 19 organizations. The survey covered five districts: one in the Northern Region and two districts each in the Central and Southern regions. The majority (78 percent) of the lead farmers were from the public sector, 19 percent were from non-profit, non-governmental organizations, and 3 percent were private- sector.</p>					
<p>Key findings/ Key lessons:</p>					
<ul style="list-style-type: none"> • Lead farmers are relatively youthful, averaging 42 years. About 41 percent of lead farmers are women, and 29 percent of women lead farmers are single. About 78 percent of lead farmers are members of farmer groups. About 56 percent of them have completed primary school, and most of the remaining have undergone some primary school education. • Respondents indicated that the most important characteristics for being a lead farmer were to be hard-working (76 percent), an active farmer (52 percent) and interested in helping others (34 percent). Most (75 percent) were selected to be lead farmers by their communities or groups; 17 percent were selected by extension staff members, and 8 percent by other means. About 40 percent served a farmer group or groups; the others served a village or villages. The main activities included training (96 percent), providing advice (35 percent), establishing demonstration plots (32 percent) and monitoring other farmers' use of the technologies/practices being promoted (30 percent). • Most of the training that lead farmers receive is informal or conducted during meetings; only 9 percent said they underwent residential training. About 70 percent received training in technical subjects as well as communication/extension skills. About 44 percent received some additional training after working for some time and 41 percent participated in study tours. There were minor differences in training between types of organizations. • Most lead farmers meet the farmers they work with once a week or every two weeks during the cropping season. About half conduct training sessions at demonstration plots. About 44 percent use personal cell phones for communicating with farmers or supporting field staff; the proportion was about the same for men and women. Most (85 percent) keep records, particularly of progress on action plans. About 82 percent reported that they collaborate a lot with government extension staff. • About 43 percent, particularly those in NPOs, receive training materials such as notebooks, pens and written materials to support their work. About 54 percent receive demonstration materials such as seed, fertilizer and implements. About 28 percent reported earning some income related to their activities as lead farmers, either through selling seed or other inputs, through payments received for providing extension services or through sales of products from demonstration plots that were considerably higher than what they would have normally produced. Only 12 percent reported receiving per diems or allowances for attending meetings, and only 8 percent were reimbursed for such expenses. Lead farmers stated that their main challenges were lack of transport (62 percent), limited budget (18 percent) and low adoption rates of the technologies/practices that they were promoting (17 percent). • Lead farmer programs can help some organizations increase the number of women providing extension services because it is often easier to recruit women lead farmers than to recruit women field staff. For example, whereas only 21 percent of the field staff of the Department of Extension and Advisory Services are women, almost twice that proportion, 40 percent, of lead farmers are women. There is no statistical difference between the number of farmers that men and women train – each typically trains 20 to 25 farmers per year. However, women train more women than do men; women comprise 62 percent of those farmers trained by women while only 55 percent are trained by men. Thus, lead farmer programs help increase women's participation in providing extension services as well as access to them. 					

No.	Title	Type	Authors /Support	Date	Purpose
					<ul style="list-style-type: none"> • The farmers’ main reasons for becoming lead farmers were to increase their own knowledge (58 percent) and to help others (altruism) (56 percent). Altruism was cited by slightly more men than women. Farmers’ reasons for remaining lead farmers were somewhat different. Altruism was highest (58 percent), while increasing their own knowledge declined to 38 percent, perhaps because new knowledge was not very forthcoming after initial training. Income-generating activities emerged as the third most important reason (14 percent), as some lead farmers found ways to earn cash from selling seed, training and other services. There was little difference between men and women in reasons for remaining a lead farmer. Extension managers reported that social status was an important reason for becoming and remaining a farmer trainer, but only 4-5 percent of lead farmers gave this as a reason, perhaps because they felt uncomfortable stating this as a reason. • Several important implications for policy and practice were identified. The study results reveal many positive aspects about the approach and implementation support that it receives in Malawi. Priorities for future development include: <ul style="list-style-type: none"> ○ Reaffirming the role of groups and communities in selecting and monitoring lead farmers. ○ Improving the training of lead farmers, including more emphasis on initial training, training in needs assessment, and more additional in-service training including study tours, exchange visits and exposure to additional new technologies. ○ Providing low-cost incentives to address lead farmers’ two main motivations for becoming and remaining lead farmers – knowledge and altruism. Helping farmers earn cash from associated activities is also becoming more important. ○ Providing material support in the form of low-cost items that lead farmers use, such as notebooks, pens, brochures and reading materials. ○ Reimbursing or compensating lead farmers for the real expenditures that they incur in carrying out their duties, so that they are not also financially subsidizing the extension organizations that they work with. ○ Highlighting and reinforcing the important role that lead farmer programs play in improving gender balance in extension, both for increasing the number of women providing extension services and improving women’s access to such services. • Finally, more research is needed on low-cost ways to improve effectiveness of lead farmers, and forums are needed where practitioners can share experiences in implementing such programs. Extension managers, lead farmers and trainees should all be involved in finding ways to improve the effectiveness and efficiency of programs using the lead farmer approach.
12	Agriculture Extension Monitoring Study	Study	<ul style="list-style-type: none"> • Dr David Mkwambisi • Dr Stanley Khaila • Dr Catherine Mthinda • Millennium Centre for Research and Development • Flanders 	2015	The governments of Flanders and Malawi commissioned this monitoring study in second quarter of the 2014/15 fiscal year, to measure performance of the agricultural extension services in the broader sense and with special attention to the extension activities within the framework of the Agricultural Sector Wide Approach – Support Project (ASWAp-SP). The evaluation used a set of indicators identified by the government of Malawi which were also assessed at baseline. This monitoring survey is of significance as it will help project implementers (Government of Malawi) and financiers to identify changes, lessons learnt and good practices for extension services at large. The set of indicators that have been identified will

No.	Title	Type	Authors /Support	Date	Purpose
					facilitate measuring the performance of the agricultural extension services and support efforts to determine progress made against the defined targets for the agricultural extension services in (i) programme management (ii) quality of extension services (iii) coverage of extension services
	<p>Design / Sample size</p> <p>The monitoring survey covered all the 8 Agricultural Development Divisions (ADDs), 16 districts and 50 Extension Planning Areas (EPA)s across the country. The districts covered were: Chitipa, Karonga, Rumphi, Mzimba, Kasungu, Dowa, Lilongwe, Ntcheu, Salima, Nkhonkhotakota, Blantyre, Mangochi, Mulanje, Chikwawa, Nsanje and Machinga. Three semi-structured questionnaires were administered to 181 Extension workers (63% males), 460 lead farmers (68% males) and 1182 farmers (47.1% males). The emphasis of the field surveys was on extension services provided by extension workers and lead farmers.</p> <p>The survey was complemented by key informant interviews conducted with officials from DAES, and 7 district managers using separate checklists. In addition, 42 focus groups were conducted with farmers and lead farmers. Quantitative data from questionnaires was analyzed using Statistical Package for Social Scientists (SPSS) to derive frequency tables and cross tabulations. On the other hand, qualitative data from key informant interviews and focus group discussions were subjected to content analysis. That is, we read through the transcripts to identify common and unique themes and ideas related to the provision of extension services.</p>				
	<p>Key findings/ Key lessons:</p> <p><u>Strengthening Programme management of DAES</u></p> <ul style="list-style-type: none"> • DAES continues to follow the decentralized and bottom up process for developing annual work plans and budgets (AWPB) with respect to ASWAp-SP and in particular, agricultural technology delivery systems component. However, it was noted that the process has slightly changed with the deployment of a DAES desk officer at ASWAp secretariat to facilitate planning and implementation of the agricultural extension component of ASWAp-SP. That is, ADD work plans and budgets related to ASWAp are submitted to the secretariat for consolidation unlike in the baseline where consolidation was done by DAES. • ADDs/districts AWPB include projects under their jurisdiction in the development budgets. However, activities implemented with funding from other stakeholders operating in their area are only captured in their extension reports, suggesting that these are informal collaborations. • With the provision of ceilings and priorities at the beginning of the AWPB process, the budgets at each level are screened to ensure that they conform to the set standards. As such, 100 percent of the AWPB at each level are aligned to ASWAp-SP priorities. The challenge with alignment is that some specific community priorities are left out. • Although ASWAp-SP AWPBs are done on time, their approval and disbursements of funds takes too long. In addition, the cash flow is irregular and funding inadequate. This seriously reduces the number of extension deliverables and does not match the seasonality of agricultural activities. • Monitoring of extension deliverables is through supervisory visits to ADDS/districts/EPAs. This is coupled with reports written and submitted at each level from the EPAs all the way to DAES. Both supervisory visits and report writing are guided by agreed upon checklists and frameworks/templates based on extension deliverables as outlined in AWPB. Supervisory visits provide useful feedback from farmers that could help improve delivery of extension service in terms of coverage and quality of extension messages as well as influence extension policy. • Since the baseline, DAES has produced the following policy guidelines and strategies for use by extension workers: plant health clinics, use of mobile phones for extension, gender and HIV strategy, integrated homestead guidelines, household approach for mainstreaming gender and participation of youth in agricultural development. 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> • There is a general improvement in terms of number of officers who are aware of the ASWAp and ASWAp-SP priorities at both DAES and field levels. However, there is need to improve awareness of staff on specific priorities where awareness is still low. • DAESS's stakeholder panels and coordinating committees are recognized as important tools to ensure that the quality and standards of the service are maintained at district and area levels, while the MaFAAS provides a national forum for discussing higher level policy issues on provision of agriculture extension services. In addition to this, the Ministry has established a National Agricultural Content Development Committee (NACDC) specifically to assure quality of extension messages disseminated. • In general, the results have shown that staff involvement improved considerably in all activities compared to the baseline study. Over 90 percent of extension workers are involved in work plan development, submitting work plans, report writing and submitting reports. Involvement of staff in budgeting is still limited (44%) although there is a considerable improvement from the baseline. In addition, there are slight variations within the ADDs that highlight specific areas for improvement. The contents of work plans, reports and budgets have also revealed areas that need attention by DAES. <p><u>Improved quality of the extension services</u></p> <ul style="list-style-type: none"> • At the grassroots level, male extension workers and lead farmers are in majority. This may create unequal access to the extension services by men and women farmers thereby negatively affecting women's contribution to agricultural development. • The results of the survey show that the majority of the staff members are qualified for the job and hence must be competent to carry out their extension duties. Furthermore, all the senior staff at DADO, ADD and Headquarters levels have the requisite qualifications. The only challenge is that there is no description of competencies for the positions in the Ministry. • In 2014 the lead farmers are more experienced compared to 2012. Furthermore virtually all the lead farmers had at least primary education (99%). This a significant improvement from the baseline where 3% of lead farmers had no education. • There has been a decline in the number of lead farmers who received training in the concept of lead farmer from 2012 to 2014. This most likely due to the fact that a majority of the lead farmers are experienced one who already received training on the concept. • Lead farmers continue to receive adequate supervision from extension staff. Over 96% of the lead farmers were visited at least once per month in 2014. In addition to supervisory visits, lead farmers also work together with AEDOs in other activities such as establishing clubs, planning meetings, establishing demonstrations, etc. • A majority of extension workers still lack basic extension materials such as stationery, leaflets, flip charts and field manuals. Less than 25% of the extension workers have extension materials. The situation has worsened in 2014 compared to 2012. • Generally, in many districts lead famers faced challenges of accessing the extension materials though these are useful aspects in farming. Support for the training materials, information packs, product promotion materials and guidelines should be strengthened in order to improve the effectiveness of lead farmers and quality of extension provision as this in turn contributes towards increased farmer yields. • The lack of extension materials given to extension staff has also affected extension materials given to farmers. In the case of farmers they are not getting leaflets or posters. • Despite the scarcity of extension materials, the materials are appreciated by farmers. A large majority of farmers (67% and 76% respectively in 2012 and 2014) said extension materials are helpful. • Significant numbers of farmers (46%) feel that the extension services do not carter for their agricultural needs. This is a large percent and there is a need to do something to make extension services more relevant. • Farmers' involvement in identification of agricultural extension needs has been documented to enhance relevance of extension services. In this study almost 70% of the farmers reported that they are not involved identifying extension messages. This may be one reason why 46% of the farmers feel the extension services do not meet their needs. 				

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	<ul style="list-style-type: none"> • Although the proportion of farmers who said they are satisfied with the provision of extension services has improved from 40% in 2012 to 65% in 2014, these figures mean that 35% of farmers are not satisfied. For a country with two million farm families 35% translates in 700,000 farm families; a figure too big to be ignored. • In terms of challenges in the provision of extension services, the top most items are transportation mentioned by 45% of the extension workers and lack of funding cited by 34% of the extension workers. • The extension service in this country is pushing many technologies; over 20 technologies. In terms of adoption, the rates appear to be encouraging. On average extension workers estimated adoption rates ranging from 20-30 percent. However, the promotion of technologies appears not to be area specific as would be expected. Furthermore, there is no consistency in the promotion of technologies from 2012 to 2014. <p><u>Increasing coverage of the extension services</u></p> <ul style="list-style-type: none"> • Generally, extension workers continue to work hard. In 2012 approximately 82% of the extension workers reported to visit farmers 2 to 5 times a week and in 2014 this percentage was about 91%. • Despite the hard work the extension workers are doing, coverage of extension services in Malawi remains low. In 2014 only about 20% of the farmers reported to have been visited by an extension worker more than five times in the past year. This means that 80% of the farmers were visited less than four times during the year or once every three months. • In 2012 about 67% of the farmers reported to have been visited by extension workers from an NGO but this figure declined to 46%; resulting in about 53% of farmers not being reached by extension personnel from NGOs. • Despite the fact that there is a pluralistic and demand driven extension policy in the country, the results of this survey indicate that Government is still the main agricultural extension service provider. In other words, few non-governmental or private service providers have taken up the challenge; leaving the burden of providing extension services to government. This is a worrisome finding and puts into question the effectiveness of the pluralistic and demand driven model of providing extension services. It begs the question, “What would it take for the pluralistic demand driven approach to the provision of extension services to work?” Can the private sector and the non-governmental organization be expected to provide extension services for food security? • As in the baseline, the 2014 results show that all the extension workers (100%) are working with lead farmers. There is at least one lead farmer in each EPA. The presence of lead farmers was also monitored from the farmer’s perspective. The results also show that on average over 75% of the farmers have lead farmers in their EPAs. This suggests that there may still be some communities (25%) which either have no lead farmer or there is a lead farmer who is not known by 25% of the farmers. • The number of times lead farmers were visited by an extension worker in a month has remained stable from 2012 to 2014. In 2012, 97.3% of lead farmers were visited at least once per month compared to 96.4% in 2014. This data shows that extension workers adequately supervise lead farmers. • In terms of agricultural information sources of the farmer, the results showed that most farmers access information from the extension worker, the lead farmer and the radio; each averaging 61%, 50% and 58% respectively. Other sources of information are used by very small percentages of farmers. However, of interest is the use of mobile phones where average its use increased from 0.3% in 2012 to 4.8% in 2014 (i.e. 5.4%.males and 4.2% for females in 2014). • The study has also revealed that traditional methods of providing extension messages are still significant including training (88%) and demonstrations (84%), community meetings (80%) and field days (74%). These approaches could also be supported by the extension workers in developing their work plans. • The major challenges in extension continue to be the issues of transport and poor information and late delivery of information. <p>Recommendations - The survey has come up with a number of recommendations based on the findings:</p> <p><u>Programme management</u></p> <ul style="list-style-type: none"> • The provision of ceilings and priorities at the beginning of the AWPB process as well as the bottom up process of developing AWPB are all important in the management of the extension activities within the ASWAp-SP. In order to address more of the farmers’ needs, DAES should formalize its collaboration with other 				

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	<p>stakeholders (NGOs, projects and the private sector) at EPA and district levels by developing joint work plans with the stakeholders which would be reflected in the work plans of both organizations.</p> <ul style="list-style-type: none"> • The deployment of DAES desk officer at the ASWAp secretariat is commendable. For this officer to be effective there is a need for a closer liaison with DAES particularly in the consolidation and implementation of ADD work plans. • Considering that ASWAp-SP is the major project that directly targets extension delivery, there is a need to fast track the approval process of its AWPBs and improve the cash flow. • There is a need to strengthen M&E all along the extension ladder from the DAES all the way to the EPAs so that there is an effective two way communication between each level which would improve effectiveness of AWPB and ensure a demand driven extension service. • Considering the general improvement in the awareness of staff at all levels of the ASWAp and ASWAp-SP priority areas, DAES should continue its awareness campaign but focus on priority areas less known to staff, ADD by ADD. • There is a need to financially and technically strengthen key structures such as the DAESS and MaFAAS, which have demonstrated their potential for supporting DAES in its key role of ensuring quality in the provision of extension services in Malawi. The establishment of the National Agricultural Content Development Committee is a welcome development and must be supported. • DAES should continue to increase participation of its staff at all levels in extension activities such as developing and submitting work plans, writing and submitting reports and budgeting for effective planning, implementation and evaluation of its activities. <p><u>Quality of extension services</u></p> <ul style="list-style-type: none"> • In light of the lack of basic extension materials such as stationery, leaflets, flip charts and field manuals by majority of the extension workers, it is recommended that government increases budgetary support to the department. • Considering that farmers find extension materials useful, it is recommended that there be regular production of the materials in large numbers to ensure that they reach more farmers. • Recognizing that visitation to farmers by extension workers dropped to 47% in 2014, it is recommended that government reconsiders hiring more AEDOs. • Most farmers (87% or more) rely on the Government extension service for agricultural information. It is recommended that DAES should advocate and promote the use of other channels for communicating with farmers such as radio and mobile phones. • It is recommended that participatory extension approaches be streamlined in all extension activities in order to enhance the relevance of extension messages. This will also improve satisfaction of farmers with the extension services. <p><u>Coverage of extension services</u></p> <ul style="list-style-type: none"> • Noting that despite the hard work the extension workers are doing, coverage of extension services is still low, it is strongly recommended Government should consider recruiting more grassroots level extension personnel. In this regard, it is also recommended that recruitment of both staff and lead farmers should strive to recruit both males and females to satisfy the needs of farmers. • The pluralistic and demand driven extension policy in the country is not yielding the intended results and Government still remains the provider of agricultural extension services. In other words, few non-governmental or private service providers have taken up the challenge; leaving the burden of providing extension services to government. This is a worrisome finding and puts into question the effectiveness of the pluralistic and demand driven model of providing extension services. It is strongly recommended that a study be commissioned to investigate the implementation challenges of the policy and propose alternative models of delivering extension services. 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> • Furthermore the Government of Malawi and key stakeholders should develop an engagement framework that will provide support to NGOs and the private sector that are participating in the delivery of extension services. In the short term, there is need to register all extension service providers and have a detailed profiling exercise. These will also the government to accredit the institution and increase extension coverage. • There appears to be a shortage of lead farmers in some communities in the country. In light of the dearth of extension workers there is a need to intensify the recruitment of lead farmers in all EPAs to assist the extension workers. • In view of the steady increase in the number of farmers using mobile phones in getting information, Government should encourage and support the ICT based extension platforms that have been introduce and those that are being considered. Government should also develop a policy framework for the operation of the ICT based extension platforms. • Lack of means of transport continues to pose a major challenge to the work of extension workers. Government should review the policy on transport provision to AEDOs to enable all AEDOs own bicycles that can improve their mobility and coverage of farmers. 				
13	NRC Graduate Tracer Study	Study	<ul style="list-style-type: none"> • Mlangeni, A, • Kamundi, E, • Mdolo, P, • Chaima, E & • Likupe, F • Flanders Int'l Cooperation Agency (FICA). • LUANAR 	2014	<ul style="list-style-type: none"> • To establish how NRC graduates fair in the job market; • To establish technical knowledge deficiency of NRC graduates; • Identify NRC graduates' strong & weak points regarding their expertise in work performance, • Identify weaknesses and strengths in academic performance of NRC graduates pursuing further studies; • Identify areas of training business opportunity for NRC. <p>Results will be used to:</p> <ul style="list-style-type: none"> • develop new strategic plan (SP) for NRC for 2015-2020 • develop one year road map (RM) for NRC Campus <p>Why SP/RM?</p> <ul style="list-style-type: none"> • Will guide planning and implementation of activities of NRC Campus in order to achieve its mandate, fulfill its mission and objectives. <p>Will be used as a bench mark for evaluation of NRC campus operations/ activities</p>
<p>Design / Sample size</p> <p>The study was conducted in November 2014 in five (of the 8) ADDs in Malawi. Structured questionnaires were administered to NRC graduates (employed and unemployed), employers, prospective employers and HODs in colleges and universities.</p>					

No.	Title	Type	Authors /Support	Date	Purpose
	<p>230 NRC graduates positively responded to questionnaires (Intake 1-21). A total of 157 graduates (68%) were men and 73 graduates (22%) were women.</p> <p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> • NRC Graduates are still relevant in most institutions. <ul style="list-style-type: none"> ○ NRC Graduates perform highly in extension service. ○ NRC Graduates command a lead in technical expertise (TA level) in AG, EV, LD & IRR ○ Deficiencies were observed in tobacco content and livestock extension. ○ Training business opportunity –high - Majority (98%) prefer NRC graduates. • New strategic plan should: <ul style="list-style-type: none"> ○ Take into account the highlighted opportunities, ○ Address the technical challenges graduates face, ○ Offer adequate prerequisite knowledge and skills for graduates seeking to upgrade in their specific thematic areas. • To meet the needs/demands of stakeholders <ul style="list-style-type: none"> ○ Review of current curriculum (NRC) ○ Develop additional demand driven diploma and degree curriculum (NRC) • Resumption of in-service induction of new recruits (MOA) 				
14	Services Beyond Public Extension: Emerging Initiatives and Issues. Focus on MaFAAS Extension Innovations and ICT based extension services	Case Study	<ul style="list-style-type: none"> • Rex Chapota • Farm Radio Trust • MaFAAS • IFAD 	2014	In 2014, MaFAAS undertook an innovation case study documentation by different extension players. MaFAAS: Malawi Forum for Agricultural Advisory Services an association and forum for all stakeholders involved in extension service delivery
	<p>Design / Sample size</p> <p>8 extension innovation case studies were selected in Malawi 6 came from purely ‘private and civil society sector’ & have been selected for this presentation</p> <p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> • Regulation and Standards is a big challenge • Lack of coordination • Lack of harmonization of messages • Conflicting of messages • Limited quality assurance • No M & E to assess impact and coverage of ASWAp priority areas • Is there a possibility of an efficient and effective coordination and quality assurance in the face of pluralism in extension services? 				
15	Pluralistic extension System in Malawi	Study	<ul style="list-style-type: none"> • Charles Masangano 	2015	This study was conducted to assess the status of extension services 10 years after implementing the

No.	Title	Type	Authors /Support	Date	Purpose
			<ul style="list-style-type: none"> • Catherine Mthinda 	(Review of 10 years)	<p>pluralistic and demand driven policy. specific objectives::</p> <ul style="list-style-type: none"> • 1. To identify major extension organization that provided different types of extension services to smallholder farmers. • 2. To identify basic features of the extension organizations. • 3. To assess the quantity and quality of human resources in the organizations. • 4. To determine source, allocation and sustainability of financial resources. • 5. To assess the types of clients served and extension methods used. • 6. To assess institutional linkages within the agricultural extension system
<p>Design / Sample size</p> <ul style="list-style-type: none"> • 7 Farmer based organizations e.g. NASFAM, Mzuzu Coffee, FUM etc. - 5 at national level 2 at regional level • 2 Government (DAES and FIDP) • 1 Multilateral Org (FAO) • 23 Non-Governmental Organizations - 15 national, 1 regional and 6 district level • 3 Private sector organizations (Alliance One, Land O' Lakes, Malawi Bio-Energy Resources) • 1 Semiautonomous government organization – MRFC • Sixty two percent were NGOs, 19% were FBOs 8% private sector organizations, 5 Government 3 private sector and three semiautonomous organization. <p>Most of the organizations were established in the 1990s and the 2000s while DAES of the Ministry of Agriculture established in 1904.</p>					
<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> • The major challenges that most of the organizations experienced included: <ul style="list-style-type: none"> ○ Inadequate resources (22%) ○ Inadequate numbers of trained extension workers (27%) ○ Lack of coordination and harmonization (10%) ○ Lack of proper means of transport (15%) ○ Resistance of farmers to adopt modern technologies (12%) ○ Lack of incentives (6%) ○ HIV and AIDS pandemic (6%) • Conclusions <ul style="list-style-type: none"> ○ The number of extension organizations has increased from the time the pluralistic policy was introduced. 					

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> ○ The organizations were mostly serving smallholder farmers. ○ Their main focus was food security, improvement of livelihoods and promotion of livestock ○ The extension methods mostly used included: usage of lead farmers, field days and farmer field schools ○ There was a shortage of well-trained extension staff <ul style="list-style-type: none"> ● Recommendations <ul style="list-style-type: none"> ○ Training more extension staff using an on the job training model. ○ Provide resources and commitment to improve the living conditions for field extension staff. ○ DAESS is a good concept as it provides a system through which various extension approaches, methods and activities can be implemented. 				
16	MaFAAS Extension Week, 23rd To 26th June 2015	Proceedings	<ul style="list-style-type: none"> ● Malawi Forum For Agricultural Advisory Services (MaFAAS) 	2015 June	The Malawi Forum for Agricultural Advisory Services (MaFAAS) provides an opportune platform to improve provision of agricultural extension and advisory services in Malawi. The vision of MaFAAS is to create agricultural advisory services that efficiently and effectively contribute to sustained growth and transformation of agriculture. The mission of MaFAAS is to create harmonization, standardization and add value to initiatives in agricultural advisory services through sharing of information and increase professional interaction. In pursuit of its vision and mission, the MaFAAS organizes events on agricultural extension and advisory service provision. The 2015 MaFAAS Extension Week was held from 23rd to 26th June 2015 at Malawi Institute of Management.
	<p>Design / Sample size</p> <p>In order to have ample time to discuss and strategize on issues hampering agricultural extension and advisory service delivery, stakeholders were requesting MaFAAS to increase the number of days for hosting the major annual function for MaFAAS. This led to the decision to hold an Extension Week unlike the two days allocated for the same in previous years. This report contains proceedings of the MaFAAS Extension Week held at Malawi Institute of Management from Tuesday, 23rd June 2015 to Friday, 26th June 2015.</p> <p>The MaFAAS Extension Week was held under the theme “Coordination and Collaboration: A Decade of District Agricultural Extension Services System (DAESS), Where are We?”. Sub themes were Strengthening the District Agricultural Extension Services System; Scaling up Information Communication Technology (ICT) based extension; and Current and emerging issues.</p> <p>The MaFAAS Extension Week was conducted through speeches, presentations, exhibitions, panel discussions, and plenary discussions.</p>				
	<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> ● Deliberations that took place in the four days of the MaFAAS Extension Week clearly showed that a lot needs to be done in order to improve the provision of agricultural extension and advisory services in Malawi. 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> • At the center of the recommended actions is to make sure that the District Agricultural Extension Services System structures are fully operational across the country. Experiences from Rumphi district showed that this is possible. This will help to effectively implement the thrust of the current agricultural extension policy which promotes pluralism and demand driven services. • The proceedings are evidence of the fruitful deliberations that took place, chronicling the speeches, presentations and resolutions that were made. <p><u>Action Plan:</u></p> <ul style="list-style-type: none"> • Agriculture technology adoption remains low in Malawi <ul style="list-style-type: none"> ○ Improving communication skills in technology dissemination ○ Improve engagement between research, extension and farmers ○ Develop a technology adoption framework • Contribution of agricultural extension to agricultural development in Malawi has not been fully documented <ul style="list-style-type: none"> ○ Undertake studies which will lead to documentation ○ Establish repositories for dissemination ○ Invest in digitalization of available information ○ Establish journal for extension • There is inadequate extension research and publishing <ul style="list-style-type: none"> ○ Invest in extension research ○ Establish a journal for extension ○ • Request for available information • Limited investment in extension services in large scale government programs <ul style="list-style-type: none"> ○ Lobby for greater investment in extension ○ Increase awareness on the role of extension in the programs • Awareness and capacity development in DAESS structures across Malawi is not adequate <ul style="list-style-type: none"> ○ Invest in sensitization of stakeholders on DAESS ○ Develop a budget • There is lack of harmonization among stakeholders in implementation of extension approaches such Lead Farmer Approach <ul style="list-style-type: none"> ○ Extend the mandate of the national content development committee to be broader to cover aspects of approaches also • Inadequate participation of profit oriented private sector in extension service delivery <ul style="list-style-type: none"> ○ Lobby and conduct dialogue with private sector ○ Enforce the principle of “those who benefit should pay” in extension policy • Value addition not being focused adequately by extension in Malawi <ul style="list-style-type: none"> ○ Lobby with private sector to engage in value addition initiatives ○ Build capacity of extension services to engage in value addition • Roles of players in agricultural extension not clear <ul style="list-style-type: none"> ○ Lobby with MoAIWD to finalize core function analysis ○ Role clarification should be included in the revised extension policy • Inadequate involvement of farmers in local and international extension fora which could have assisted in attitude change 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> ○ Conduct extension and farmer interface conferences ○ Lobby for funding for farmer participation in the fora ● Women participation in extension activities inadequate <ul style="list-style-type: none"> ○ Conduct action research ○ Lobby ● Lack of decision making powers by district stakeholders hampering coordination <ul style="list-style-type: none"> ○ Conduct sensitization on DAESS to headquarters of organizations ● Village Development Committees and other Local Government Structures do not prioritize agriculture <ul style="list-style-type: none"> ○ Sensitization and lobbying with Local Government Structures and communities ● Some agricultural information disseminated through ICTs is not based on research <ul style="list-style-type: none"> ○ Enable national content development committee to handle it ● Telecentres are not utilized for agricultural extension services <ul style="list-style-type: none"> ○ Provide agriculture content to telecentres ○ Link extension services to telecentres ○ Develop an MOU with MACRA ● Women access to ICT services lower than men <ul style="list-style-type: none"> ○ Conduct more studies on women participation ○ Sensitize and lobby with men to support women access to ICT ○ Empower women through training ● Inadequate complementarity of different multimedia used in extension <ul style="list-style-type: none"> ○ Institute platforms for practitioners in multimedia to interface ○ Conduct periodic evaluation on use of multimedia ○ Conduct broad studies on multimedia 				
17	The National Extension Policy of Malawi – Lessons From Implementation	Review of Evidence	<ul style="list-style-type: none"> ● Catherine Ragasa, ● John Mazunda, ● Mariam Kadzamira ● IFPRI 	2015 Sep	This note outlines the evidence on why much progress has not been achieved on coordination, stakeholder accountability, demand-focus, and pluralism within Malawi’s agricultural extension services.
<p>Design / Sample size The Government of Malawi put in place the National Extension Policy in 2000 to promote the provision of quality agricultural extension services. Fifteen years after its introduction, while action has been taken on some components, many key elements of the policy remain largely unimplemented.</p>					
<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> ● Over the past decade, public extension services have largely been underfunded while government has focused on implementing its flagship program in the agriculture sector, the Farm Input Subsidy Programme (FISP). The somewhat inconsistent impact of FISP suggests to some experts that inadequate provision of information to farmers on best agricultural production practices might account for this mixed performance. 					

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> • In early 2015, during extensive district-level consultations on the content of the draft National Agriculture Policy, extension services were highlighted by stakeholders as the most important priority area for increasing agricultural productivity in Malawi. • However, tough decisions and bold actions, rather than complacency and minor fixes, will be required to transform the extension system to one that contributes significantly to improved agricultural development outcomes. <p>This Policy Note proposes several priority areas for consideration.</p> <ul style="list-style-type: none"> • To enhance the impact of agricultural extension services on agricultural productivity, food security, and the incomes of farm households, this Policy Note recommends faster implementation of public sector reforms, including decentralization of extension services and streamlining of functions and staffing. The streamlining process should be guided by a proper mapping of service providers to identify areas of duplication and complementarity and where there are gaps, identification of demand for different types of advice from different types of farmers, and effective training and incentive schemes for fewer qualified extension staff. • The role of the public sector in agricultural extension service provision in Malawi should be thought of as value addition and filling gaps which other actors cannot fill. As the Policy states: “Public funds must be used in the public interest. Hence, government must prioritize and target its budget to extension services...” (p. 24). The public sector must use its limited funds to play the roles of facilitator and coordinator, rather than as service provider. In the short term, government should: <ul style="list-style-type: none"> ○ 1. Focus on strengthening the capacity of FBOs and other community-based associations to be able to provide extension services to their members, to organize and voice their demands, and to lead the planning, monitoring, and evaluation of extension service provision. ○ 2. While the capacity of local organizations is being strengthened, prioritize extension service provision by government to areas, commodities, and farming households that private sector and NGO extension service providers are not able to cover. ○ 3. Focus on strengthening its capacity for facilitation, coordination, regulation, and certification of service providers. ○ 4. Focus on setting-up and implementing a system of mapping, monitoring, and evaluating extension service provision. Part of this exercise is a regular assessment of extension messages and advice provided by different service providers, and the relevance and usefulness of this advice to different types of farmers. • Several donors are currently supporting the agricultural extension system in Malawi, including the government of Flanders, the World Bank, DFID, USAID, Norway, Germany, the European Union, and various UN agencies, i.e., IFAD, FAO, and WFP. These development partners provide significant resources for strengthening the extension system, providing at least US\$ 1.5 million per year. In the absence in the short term of government funding for operating costs, donors’ resources should support and strengthen the capacity of government in fulfilling its roles in coordination, facilitation, certification, monitoring, and evaluation of extension services, at the same time as the capacity of FBOs and other local organizations is strengthened to enable them to be effective service providers. Donors should also coordinate their efforts, ensuring all are aware of how the support of each complements or duplicates that of others and providing additional support where gaps are identified. • This Policy Note suggests the need in the long-term for greater resources and investments from government for agricultural extension. This way, funding for extension services can become stable and sustainable, rather than relying on external funding. • Malawi has a well-written and well-meant policy on extension services, but one which lacks implementation and enforcement. Commitment and bold actions will be needed to ensure that it is implemented through ensuring that a sufficient mass of local service providers are strengthened and that the role of the public sector in coordination and regulation is played effectively. 				
18	Agricultural Extension Policy Review National Dialogue Conference Proceedings Report	Dialogue meeting	<ul style="list-style-type: none"> • Farm Radio Trust (FRT) • MoAIWD DAES, ASWAp • CISANET 	2015 Dec	The policy dialogue conference was organized due to the calls that have been made in the recent past by government; civil society, media, farmers organizations and academia on the need to revise the current extension policy in line with emerging issues and trends since it has been 15 years after it

No.	Title	Type	Authors /Support	Date	Purpose
			<ul style="list-style-type: none"> • MaFAAS • Flanders 		<p>was launched. Currently, MoAIWD through DAES is in the process of hiring a consultant to undertake the policy review and development of a new extension policy/strategy. Therefore the policy dialogue conference was a precursor of the so many engagements that will happen among players in the agricultural industry in order to have a comprehensive and concise position on areas to be lobbied for inclusion in the new extension policy/strategy document.</p>
<p>Design / Sample size Farm Radio Trust (FRT) in partnership with the Department of Agricultural Extension Services (DAES) in the Ministry of Agriculture, Irrigation and Water Development (MoAIWD), Civil Society Agriculture Network (CISANET) and Malawi Forum for Agricultural Advisory Services (MaFAAS) jointly hosted a high level, multi-stakeholder national policy dialogue conference on the 10th December 2015 focusing on the review of the ‘2000 National Agricultural Extension Policy’ entitled ‘Agricultural Extension in the New Millennium’-Towards Pluralistic and Demand-Driven Services in Malawi’.</p>					
<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> • Recommendations from Keynote Address <ul style="list-style-type: none"> ○ There is a need for sensitization of various stakeholders on the District Agricultural Extension Service System including its structures such as District Agriculture Extension Coordinating Committee (DAECC) since DAESS is an implementing strategy for the policy. ○ There is a need to put mechanisms for regulating activities of extension service providers in the face of pluralism to ensure quality assurance of extension delivery. ○ Roles and responsibilities of various players in the extension sphere need to be more clearly specified to avoid confusion and duplication of efforts. ○ Promote establishment of farmer’s organization as a key actor in extension provision and farmer engagement. ○ There is a need to harmonize various guides and tools that are used in extension delivery such as model village and lead farmer concept. • Recommendations from Presentation of ICT in Agriculture Extension Delivery <ul style="list-style-type: none"> ○ Agriculture education institutions such as Lilongwe University of Agriculture and Natural Resources (LUANAR) should take on board ICT based extension training in their curricular. • DAES should develop guidelines and standards for quality assurance in ICT based extension services. ○ Extension providers should develop sustainable mechanisms for resource mobilization for ICT based agriculture extension services especially through public-private partnerships. ○ Malawi Communication Regulatory Authority (MACRA) should identify ways of making the airwaves affordable to farm radio broadcasting including mobile platform rates as a key development issue in an agro-based economy like Malawi. ○ Increased usage of mobile phones and other appropriate ICTs should be promoted at farmers level e.g. lead farmers should be facilitated with mobile phones to perform their work effectively. • Recommendation on Presentation on Pluralism and Demand Driven Extension <ul style="list-style-type: none"> ○ There is a need for stakeholders to identify the missing links in the extension system in order to find ways of improving extension delivery. There is a need to learn from the past. 					

No.	Title	Type	Authors /Support	Date	Purpose
					<ul style="list-style-type: none"> ○ Public-private partnerships in provision of extension services by state and non-state actors should be enhanced to extend reach, sustainability and impact of extension services. ○ Innovative, effective and sustainable financing mechanisms need to be explored in the delivery of extension services so that there is increased investment from private sector. ○ Actors in the agricultural extension systems need to be re-organized and their roles clarified in line with their mandates to avoid duplication of efforts. ○ Quality of extension professionals and the service need to be measured and enhanced in order to respond to farmer demands. ○ Develop business models for extension delivery that meets all the needs of various farmer groups. ○ Capacity building of farmer institutions needs to be enhanced in order to respond to emerging issues in extension delivery. ○ There is need to align service providers to support the entire agricultural value chain beyond focusing on production so that issues of post-harvest handling, marketing and value addition are part of the extension package. ● Key issues to be incorporated in new extension policy framework by the panelists and plenary <ul style="list-style-type: none"> ○ The new policy needs to be clearer on how it's going to addressing issues of provision of extension services through ICTs being a new phenomenon in agricultural development. ○ The DAESS need to be re-looked to be in tandem with the current thinking in extension provision bearing in mind the various actors that are on the ground. ○ There is need to finalize the core functional analysis process in the Ministry of Agriculture as lack of clarity on roles is one of the reasons the DAESS is not working. ○ MaFAAS needs to be institutionalized within the DAES system itself. It must act as the National stakeholder's panel. It was observed that the DAESS by design does not provide for national level structures. Probably there will be need to remove the word 'district' from the system and replace it with 'national'. ○ There is need for an Extension Act of Malawi to enhance regulation and give punishment to those bringing confusion in the extension industry. ● The conference delegates agreed the following next steps to be pursued: <ul style="list-style-type: none"> ○ Organizers should facilitate the development of a position paper basing on what was discussed so that it becomes a blue print during engagement with the consultant that will be hired by DAES on the review and development of the new extension policy/strategy. ○ FRT should work with DAES to call for a stakeholder validation meeting on the issues and recommendations emanating from the meeting to ensure buy in of stakeholders towards the new extension policy/strategy.
19	Report On the Technical Support Visit by the Malawi Forum For Agricultural Advisory Services (MaFAAS) to District Agriculture Extension Services System (DAESS) Structures In Nkhata Bay, Ntcheu, and Mulanje Districts	Monitoring Report	<ul style="list-style-type: none"> ● MaFAAS ● DAES 	2015 Dc	<p>To assess the progress that districts are making towards implementation of DAESS. Some of the issues included:</p> <ul style="list-style-type: none"> ● status of DAESS implementation in district ● Factors that contribute to their functionality /dysfunctionality ● Strengths of DAESS implementation in areas such as organizing farmer demands by gender, organizing stakeholder response to farmer demands, documentation of farmers' feedback by gender in relation to stakeholder response,

No.	Title	Type	Authors /Support	Date	Purpose
					stakeholder coordination, funding acquisition, development of service charters, capacity building, meetings for DAESS structures, and farmer participation by gender <ul style="list-style-type: none"> • Common demands referred to the district level • Weaknesses of DAESS implementation • Good practices on DAESS that can be shared with other districts • Lessons learnt in implementation of the DAESS Strategies for improving the status of DAESS in the district and provision of advice where necessary.
<p>Design / Sample size</p> <p>Malawi Forum for Agricultural Advisory Services (MaFAAS) organized a technical support visit to selected districts. The visit was conducted with financial support from the Department of Agricultural Extension Services. Three districts were visited, Nkhata Bay, Ntcheu and Mulanje, between 2 and 4 December 2015.</p> <p>The technical support visit was conducted through speeches, presentations and discussions in line with the Terms of Reference outlined in Annex Three.</p> <p>MaFAAS representatives and DAESS structure representatives participated in the meetings as per the Lists of Participants in Annex Two.</p>					
<p>Key findings/ Key lessons:</p> <ul style="list-style-type: none"> • Increase participation of women in district level DAESS structures – Nkhata Bay DAESS Structures • Improve awareness of MaFAAS in the districts - MaFAAS • Improve ownership of the activities of DAESS and not view it as a Ministry of Agriculture structure or project - NGOs • Develop indicators for the functionality of DAESS - Department of Agricultural Extension Services • Document farmer demands - All DAESS Structures • Discuss and strategize on funding ASP members to participate in DSP activities – Nkhata Bay DAESS Structures • Improve the prominence of agriculture in ADCs and VDCs and other Local Government Structures - MaFAAS • Develop strategies to deal with the allowance culture affecting the attendance of DAESS structure meetings. - DAES and MaFAAS • Market DAESS among stakeholders – Nkhata Bay DAESS Structures • Encourage national organizational headquarters to include funding for DAESS structure activities in their budgets - MaFAAS • Document and share success stories on DAESS implementation among districts and use them for resource mobilization - Districts, Department of Agricultural Extension Services, and MaFAAS • Improve on timeliness in responding to farmer demands - DAESS stakeholders • Encourage message harmonization at national level - MaFAAS • Report to organizational headquarters on the work of DAESS in the districts - Organizational staff in districts • Link with MaFAAS Secretariat to enhance collaboration between DAESS and MaFAAS - All DAECC secretariat 					

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> • Disseminate new recommended technologies to enhance adoption - Mulanje DAECC members • Strategize and act on cases of promotion of uncleared technologies by stakeholders - MaFAAS • Provide policy guidance on provision of bicycles to ASP members - Department of Agricultural Extension Services • Support DAECC Chairperson to be more active - Mulanje DADO • Improve funding for DAESS activities - Mulanje DAESS structure stakeholders • Engage District Councils in DAESS - Districts • Promote cross learning visits between DAESS structures in districts - Districts, Department of Agricultural 				
20	<p>REPORT ON THE INTERNAL CONSULTATION MEETING ON AGRICULTURE EXTENSION DELIVERY AND POLICY held on 20 January 2016 at Sunbird Nkopola Lodge in Mangochi</p>	Meeting	<ul style="list-style-type: none"> • MoAIWD 	2016 Jan	<p>The motivation for the meeting emanated from the recent development of National Agriculture Policy (NAP) which highlighted that agriculture extension is a major issue to be addressed if Malawi is to attain sustainable agriculture development. This notwithstanding, other forums such as the media and parliament have also corroborated that delivery of extension services in the country leaves a lot to be desired and requires immediate redress. Based on the foregoing, the meeting's objective was to solicit views on experiences and challenges faced in delivering extension services from Agricultural Extension Development Coordinators (AEDCs), District Agricultural Development Officers (DADOs), Programme Managers (PMs) and DAES.</p> <p>In addition, as part of self-reflection, the meeting sought to get recommendations on how to improve the delivery of extension services from the same.</p>
	<p>Design / Sample size</p> <p>The Ministry of Agriculture Irrigation and Water Development (MoAIWD) organized an internal consultative meeting on extension delivery and policy at Nkopola lodge in Mangochi on Wednesday, 20th January 2016.</p> <p>In terms of approach, joint power point presentations on the current extension delivery system and policy were made by purposively selected AEDCs, DADOs and PMs, respectively. The joint presentations were followed by plenary discussions on issues that emerged from each of them. There were also three more presentations on lessons learnt from Japan tour by PMs from Machinga and Blantyre ADDs, the Extension Policy by DAES and lastly the highlights on National Agriculture Policy (NAP) consultation process by New Alliance Policy Acceleration Support (NAPAS) - Malawi. The last set of presentations aimed at highlighting and sharing experiences from other countries and providing the national picture and further insights on work in progress.</p>				
	<p>Key findings/ Key lessons:</p>				

No.	Title	Type	Authors /Support	Date	Purpose
	<p>1. Non-Functional DAESS System</p> <ul style="list-style-type: none"> • Review the DAES system <ul style="list-style-type: none"> ○ To identify the weaknesses and adjust accordingly by either adopting some of the strengths from the previous extension system (i.e. block extension system). ○ Re demarcation of ASP and EPAs should be done during the review process of the DAES. ○ This process should also consider a proposal to combine and merge some sections and provide motorcycles to frontline staff in a bid to improve mobility of staff within the framework of their area of coverage. <p>2. Lack of harmonized standards on Agricultural Extension Services</p> <ul style="list-style-type: none"> • Harmonize and set standards on agricultural extension services: The Ministry needs to urgently work on this in order to guide and provide leadership to the whole sector. <ul style="list-style-type: none"> ○ Specified to convene a meeting for the NGOs and Private Sector institutions operating in the sector to brief and sensitize them on the set guidelines and standards in the delivery of extension services. ○ Frontline staff should equally be sensitized on the set guidelines and standards <p>3. High field staff vacancy rate coupled with low quality and high staff attrition rate</p> <ul style="list-style-type: none"> • Reduce staff attrition rate and maintain high quality staff by <ul style="list-style-type: none"> ○ Putting in place a mechanism where AEDOs could be recruited from their home areas. ○ Introducing a bond and an enforcement mechanism that would ensure that extension staff who have been recruited from their home villages and trained by the Ministry should be retained for a specified period of time e.g. two years. ○ Documenting their specialties to guide development of an appropriate capacity building program and also ensure that their specialties are appropriately used. <p>4. Failure of farmer groups to graduate into cooperatives</p> <ul style="list-style-type: none"> • Strengthen the organization of farmer groups and graduate them into cooperatives at EPA level through: <ul style="list-style-type: none"> ○ Training a pool of core team staff on agribusiness and sustainable cooperative development who will then capacitate field staff on transformation of farmer groups into cooperatives. ○ Taking stock of existing cooperatives and conducting an in-depth analysis of their performance to identify existing gaps for further development. ○ Currently agribusiness officers should take a leading role in the process. <p>5. In ability of farmers to demand extension services</p> <ul style="list-style-type: none"> • Sensitize farmers and frontline staff on demand driven approach which has not been well understood. <ul style="list-style-type: none"> ○ Aggressively promote available agriculture technologies among farmers to stimulate demand. ○ Build capacity for frontline staff to effectively conduct PRAs in the process of identifying and prioritizing farmer problems for appropriate demand driven interventions and technologies. ○ Document success stories and failures of the demand driven system to effectively evaluate the approach. ○ Identify strategies on how to tap farmers' indigenous knowledge and transform them into real farming business. <p>6. Lack of proper categorization of farmers</p> <ul style="list-style-type: none"> • Categorize farmers into groups based on their capacity for appropriate targeting of interventions. 				

No.	Title	Type	Authors /Support	Date	Purpose
	<ul style="list-style-type: none"> ○ Develop guidelines to facilitate this process 				
	<p>7. Lack of regular review meetings at ADD, District and EPA levels</p> <ul style="list-style-type: none"> ● Institutionalize review meetings at all levels of implementation within the Ministry as platforms where staff and other stakeholders would jointly review implementation progress of agricultural development programs as well as share information on emerging issues and technological developments and projects. <ul style="list-style-type: none"> ○ Synchronize review meetings for efficient and effective resource utilization. ○ EPA level review meetings should also include lead farmers hence the need for more financial resources. ○ ADDs to extend invitations to Directors to participate in their review meetings to provide technical guidance and policy direction. 				
	<p>8. Overstaying of staff at one station compromises the efficiency and effectiveness in delivery of extension services</p> <ul style="list-style-type: none"> ● Staff postings to need to be executed at all levels from time to time in order to improve their efficiency in delivery of services. <ul style="list-style-type: none"> ○ Update staff records at all levels including years they have served at the same duty station for submission to superiors at the next command level for appropriate action. 				
	<p>9. Farmer Field Schools concept</p> <ul style="list-style-type: none"> ● Allocate specific resources in the forthcoming budget to train more AEDOs on the Farmer Field School concept so that it can be revamped as an extension methodology under the Ministry. 				
	<p>10. Lack of patriotism and hardworking spirit in farmers</p> <ul style="list-style-type: none"> ● Agriculture staff should be role models to farmers in adopting some of the agricultural technologies being promoted by the Ministry. <ul style="list-style-type: none"> ○ Teach farmers that it is everybody's responsibility to develop the country, failing which none will develop it. ○ Continuously sensitize and remind farmers that they have the responsibility to develop their homes, later on their area and then the country as a whole 				
	<p>11. Lack of incentives and sanctions to reward best performers and punish non-performers</p> <ul style="list-style-type: none"> ● Develop a framework and guidelines to assess staff performance in order to recognize best performers and develop the capacity of non-performers within the Ministry for improved service delivery. 				
	<p>12. Lack of coordination among technical departments</p> <ul style="list-style-type: none"> ● Revamp functional coordination amongst technical departments to enhance the working relationship and promote synergy on their role within the Ministry. 				
	<p>13. Inadequate financial resources leading to low impact of extension services</p> <ul style="list-style-type: none"> ● Prioritize on a few activities and focus resource allocation to those activities <ul style="list-style-type: none"> ○ Consider extending SAPP to more districts to increase resource base 				

