



APPLICATION OF THE PEOPLE OWNED PROCESS (PoP) METHODOLOGY IN WEST NILE: EXPERIENCES AND LESSONS LEARNT FOR FUTURE ADOPTION AND ADAPTATION.

*Community Empowerment for Improved Food Security and
Incomes in West Nile, Uganda.*



2017



Environmental Alert (EA) is a non-governmental organization born out of the need to address the alarmingly low levels of agricultural productivity in the country, high levels of food insecurity, low incomes, low access to clean water and sanitation among both rural and urban poor communities, in addition to protecting against rapid degradation of natural resources on which community livelihoods depend.



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Front cover photo: Community members engaged in apiculture as well as crop production (beans, cassava, and ground nuts) under PoP approach.

Note to the reader

This publication is a “living document” and will be updated based on the experiences submitted by readers. The reader is encouraged to participate in the enrichment of this publication. Comments and other inputs are cordially invited. Authorship and contributions will be appropriately acknowledged.

Please kindly submit your inputs to: ed@envalert.org; pm@envalert.org

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The views expressed in this report cannot be taken to reflect the official opinions of Environmental Alert or Bread for the World.

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Abbreviations and acronyms

CDO	Community Development Officer
DAO	District Agricultural Officer
DFO	District Forestry Officer
EA	Environmental Alert
CBO	Community Based Organization
CORPs	Community Own Resource Persons
CREAM	Community Organisation for Rural Activity Enterprise Management
CSO	Civil Society Organization
FGD	Focused Group Discussion
KII	Key Informant Interviews
KTB	Kenya Top Bar
BfDW	Bread for the World
MDFA	Moyo District Farmers Association
NGO	Non-Governmental Organization
POP	People Owned Process
PRA	Participatory Rural Appraisal
SAO	Sub County Agricultural Officers
SCDO	Sub County Community Development Officers
ToRs	Terms of Reference

Executive summary

This publication was prepared under the project titled, '*Community Empowerment for Improved Food Security and Income*,' in the West Nile, Uganda. It documents the application of the People Owed Process (PoP) methodology throughout the stages of the project from project inception to implementation. The aim was to get a deeper understanding of how the different players have participated in the application of the PoP methodology and approach in implementation of development interventions, document the perceptions and attitudes of the District, sub-county and NGO officials, benefits, lessons learnt, challenges from the application of PoP and recommendations for improving PoP. The study was conducted in a participatory manner using key informant interviews, focused group discussions and transect walks. The study team interacted with key stakeholders including EA staff, district and sub-county officials, staff of NGOs with similar focus on PoP and beneficiary community groups and members. A short semi-structured questionnaire was also administered to collect additional information and reinforce the above methods. Photographs of key aspects and interventions were also captured to further inform the study.

To pioneer the PoP methodology in EA programs, communities were initially mobilized from churches, local structures and previously existing groups. It was evident that communities were initially mobilized and engaged by EA through the existing institutional structures of government and church as well as building on the mobilization work previously done by other development partners. A series of awareness creation and interactive meetings were held with various community groups with the sole intention of understanding the groups and explaining the EA mode of project implementation in line with the phases of the PoP methodology. Targeted training sessions were then organized. For instance, a capacity building workshop was first organized in October 2010 for 11 of its staff members and selected Community Own Resource Persons (CORPs) from West Nile and other EA intervention areas. The training covered PoP concepts, practices and its application. A follow up refresher training for additional 16 staff and CORPs was organized in February 2013. In order to roll out the approach in West Nile, two more trainings of 40 participants each were conducted in May 2015 and June 2016. The participants included CORPs, local government staff and CSOs partner staff. In total 107 PoP resource persons (PoP Masters) were trained to support PoP application and implementation in the region using simplified Information Education and Communication (IEC) materials. PoP Masters became local community facilitators who voluntarily work to promote and train farmer groups. They were attached to each farmer group to facilitate the farmers with support of the EA field officers to apply the methodology. Field staffs then provided field based coaching sessions to PoP masters to improve their skills in facilitation and application of PoP methodology.

Most of the stakeholders involved in the project revealed almost similar understanding and description of the PoP methodology and how it has been applied in West Nile by EA.

The Introduction and engagement of different farmer groups and other stakeholders using the PoP methodology was based on the existing institutional structures of government and church as well as building on the mobilization works previously done by other development partners. Over all, under the PoP methodology, 94% of the respondents reported to have been involved in decision making of project activities. District and Sub-County extension staff and NGO practitioners were generally positive about the PoP methodology. Although, most of the extensionists believe in the advantages of using the PoP methodology, they acknowledged that some of their colleagues still use the traditional extension methodology where farmers are more expectant to receive knowledge, farm implements and technologies with little or no innovation and decision making powers as far as development interventions such as crop farming are concerned.

Overall, the PoP methodology has strengthened governance of farmer groups and increased transparency and accountability both at group and individual family levels. Groups have been able to make and register constitutions at Sub-county and District levels and others are in the process of registering as cooperatives. The PoP approach makes communities appreciate local resources. It has made them more productive with enhanced and diversified sources of income. For effective mobilization and easy adoption of the PoP methodology, it is vital to involve political leaders at all levels as well as technical staff at Sub-County and Parish levels in project activities. The emphasis on capacity building by PoP ensured that capacity of the groups undertaking project supported interventions have been in built. The same applies to technical staff and political leaders at District and sub-county levels whose capacity has also been built in the application of the approach.

Some of the key lessons learnt are that,

- Communities can do more for their development and attract more support when working in groups than working individually.
- Involvement of local leaders eases mobilisation, capacity building and making people take the lead.
- PoP enhances ownership and sustainability of interventions.
- Emphasis on use of local resources encourages innovativeness of the communities and reduces over dependency.

Some of the challenges of the approach include;

- High expectations from communities and other partners including government officials beyond the scope of the PoP approach and the project including expectations to handle education and health issues.
- The PoP approach is not yet well spread. It is still confined to a few farmers' groups which EA has been working with together with their respective PoP Masters and staff of EA and Local government staff involved.
- The PoP methodology involves many stages and reportedly time consuming for both the facilitators and communities. It takes many meetings and

trainings in trying to change the attitudes of the communities and other stakeholders to understand and appreciate the methodology.

- Although, EA put considerable time and resources in educating people about the principles of PoP some group members still express a need for more inputs that EA was not able to provide under the Project.

Based on the findings of this study, it is concluded as follows.

- Overall, the PoP methodology was applied following the five phases based on the BfDW theory of PoP application. It is evident that EA field staff mobilized community members using the appropriate practical structures and brought them together to determine their needs and undertake specific development interventions. Built their capacity to undertake the interventions and facilitated them to develop and implement specific social action plan.
- The perceptions and attitudes of district and sub county extension staff and NGO practitioners in applying the approach in development intervention were positive. Most these stakeholders have desired basic capacity to apply PoP to their district and sub county development programs.
- The PoP methodology has demonstrated and proved benefits in improving the livelihoods of communities in rural areas. There are several benefits associated with PoP approach.
- Under PoP application farmers were enabled to acquire improved seeds, saving skills, adopt improved environmental management practices but also increased their household incomes. Farmers in different groups were also able to educate their children, produced enough food for family and income, constructed better houses, engaged in livestock and poultry projects and diversified their incomes.
- The PoP methodology has also strengthened governance of farmer groups and increased transparency and accountability both at group and individual family levels.

Based on the study findings, the following recommendations have been made:

- a. EA should apply the same PoP methodology that it has used to support establishment of seed multiplication demonstration gardens to support groups with Ox-ploughs at group level.
- b. The Ox-ploughs could be used by the group and individual members at first to further increased production and sales from their farm produce. Individual members could also acquire on their own or with group support the ox ploughs. This way, group members will ably improve their livelihoods significantly and encourage other organisations and groups to adopt the PoP approach.
- c. The PoP methodology could also be reviewed to make it easily understood by various stakeholders. This will further reduce on the time it takes to initiate and engage groups in interventions and increase its adoption by Government and other development partners.

1. Background

Environmental Alert (EA) has been implementing a project titled, '*Community Empowerment for Improved Food Security and Income*,' in the West Nile of Uganda with funding from Bread for the World (BfDW). The project aimed at promoting development of small scale-farmers through interventions for sustainable agriculture and natural resources management in Moyo, Yumbe and Adjumani districts. The People Owned Process (PoP) approach and methodology has been pioneered and used in pursuit of the project objectives since inception throughout implementation of various community interventions.

1.1 Context

1.1.1 What is PoP?

From the Bread for the World (BfDW) theory, PoP is a demand driven process that empowers communities to identify their agenda or interventions. It is a gradual process involving situation analysis by the communities themselves. It is a community development model defined (Box 1) as:

Box 1: BfDW definition of PoP

"A community development approach aiming at a 'deeper empowerment' of community members so that they take both, individual and collective action for social change, as "owners of their development". PoP understands participation as a political methodology of empowerment rather than as a technical method of project implementation" (BfDW, 2017).

1.1.2 The PoP process

The process is gradual and implemented through phases. The BfDW theory on the PoP process involves these five phases.

Phase I involves communities conducting situation analysis by themselves. **Phase II** involves interaction between the community and EA and coming up with an agreement of cooperation about further interactions with each other. **Phase III** involves taking community through exercises for learning and analysis for awareness. These exercises are used by the development worker to change the attitude and behavior of communities. These exercises help development workers to hand over the stick to the community. on one hand, the exercises for attitude change include: Bus code, knotty game, uppers and lowers, dominators, saboteurs and spider web. on the other hand, the exercises for learning and analyzing include: mapping, seasonality calendars, time lines, venn diagrams, transect walk, trends and changes. The exercises for analyzing and decision making include: matrix ranking and single ranking. **Phase IV** involves supporting community to take action and reflection on the group based interests through planning and decision making, PoP SWOT for opportunities based on reality, preference ranking of opportunities and overview of resources at hand (resource basket). **Phase V** deals with Self-help group

reflection where monitoring and evaluation of the tools and process is done. The whole process is demand driven based on community needs. However the whole process is demand driven based on community needs.

The community members develop shared actions for implementations at their community meetings. EA field staff facilitates and guides farmers during the community meetings but decisions are taken by the community. Through this self driven development approach, gender violence has significantly reduced in the homes while both men and women participate jointly in home management and decision making and also women and men work together both in the farms and at home hence gender sensitivity.

1.1.3 Significance of PoP to community development

Therefore, the PoP methodology as a development model seeks to empower communities make maximum use of resources within their own setting and environment for self-reliance in development initiatives and processes. The philosophy of PoP approach is that local communities have inherent capacities that need to be nurtured to bring about desired development. The PoP approach and methodology enables farmers to discover their needs and solutions. The methodology promotes ownership and control of development processes by farmers resulting into enhancement of sustainability of community development initiatives.

To achieve wide scale application of the approach building capacity of stakeholders capable of organizing awareness workshops and meetings to reach the beneficiaries is vital. Local “authorities”, key persons and NGOs become aware of community opportunities for participation, self-organization and mobilization.

Development workers become aware of the processes where people “sit in the driver’s seat”. Local communities are made aware about existing resources, own skills and opportunities, as well needed skills for improving living conditions around them. Likewise, communities are empowered to analyze and diagnose their local needs, develop solutions, identify priorities, develop actions, implement action plans, monitor and evaluate their performances. Communities form Self-help groups and work on some development projects. The communities acquire knowledge about use of tools for joint analysis, learning and monitoring of processes. They develop self-confidence and motivation for change. People feel that they can be part of and where are they part in the development processes. People participate in community development process in whatever kind of situations. They are owners, contributors or “target group” of community and their own development processes. People demand for services, participate in decision making and own the initiatives.

Although Participatory Rural Appraisal (PRA) is intended to enable local communities to conduct their own analysis and to plan and take action (Chambers, 1992) in community development, the PoP approach is a facilitative approach that partly employs (PRA) tools such as Focus group discussions (FGDs), mapping (social and resource maps) seasonality analysis , seasonal calendar or time charts, time trends or

time lines, labour schedules, daily routines, chappati diagram or venn diagram/triangulation ,matrix ranking, matrix marking, matrix scoring, semi structured interviews and vector scoring (Chandra, 2014) to mobilise, learn and analyze initiatives for community development.

This case study documents experiences, lessons learnt, outcomes and gives recommendations on application of the PoP approach and methodology, in west Nile. It describes the way PoP was applied by EA during implementation of development interventions under the project. Perceptions and attitudes of district and sub county extension staff and NGO practitioners in applying PoP, achievements, lessons learned, challenges and actions for its future adoption and adaptability are also provided.

A number of questions were formulated to guide the documentation process: the documentation focused on: How PoP was applied, what could have been the challenges, what were the results and achievements of its application, what was learned during the application, what worked well, what did not work well, why the application did not work in those situations and what could be done differently for adoption or adaptation of the PoP approach and methodology.

2. Methodology

The methodology for this case study was structured in four phases: (i) Preparation and inception; (ii) Data Collection; (iii) Report drafting and (iv) Final report writing and submission as detailed in the subsequent sections below.

2.1 Preparation and inception

In order gain a thorough and harmonized understanding of the scope and implementation of the specific tasks of documenting a case study, agreeing on the methods and tools for the study, a series of planning meetings were held between the consultant and EA technical team comprised of the project staff, program manager and executive director during the preparation and inception phase.

2.2 Data collection

Overall, participatory approaches were used to collect data for this case study. During the data collection phase, information on PoP theory including steps and principles of application, inception and implementation of the '*Community Empowerment for Improved Food Security and Income*,' project in the West Nile were obtained. Efforts were made to collect data on the application process for PoP, achievements, challenges, lessons learned and specific actions for improving the application of the PoP methodology. The detailed data collection methods used were:

2.2.1 Literature review

In order to build a knowledge base and further enhance the understanding of the consultant about the PoP approach and methodology as well as tasks for documenting a case study, various documents were reviewed. Case study reports on

PoP application, methods for documenting case studies and reports on Community Empowerment for Improved Food Security and Income,' project in the West Nile were reviewed.

2.2.2 Key Informant interviews and Focused Group Discussions

Key informant interviews (KIIs) were also used to collect data from purposely selected respondents. Focused Group Discussions (FGDs) comprising of 8-15 members were also used. Both methods were used to collect data on PoP application, achievements, challenges, lessons learned and specific actions for improving the PoP methodology. Specifically, data were collected from purposely selected key stakeholders involved in the implementation of the project.

Sampling

A total of 156 respondents that had participated in the PoP process to identify and implement development interventions for the '*Community Empowerment for Improved Food Security and Income*,' project in the West Nile were purposely selected for the study as follows. . Only those respondents that had participated in the project and been exposed to the PoP approach were sampled. Questionnaires were administered to 120 members/heads of the households selected from 12 CBOs of which 4 were selected from each District. Ten (10) members were randomly selected from members of each group. Thirteen (13) FGDs involving between 8 and 15 members were held with each of the 12 selected groups. In total, sixty (60) members who would not have participated in household questionnaire interviews were engaged in FGDs.

Twenty four (24) KIIs consisting of 2 respondents from each of the 12 groups selected for the study and others that had participated in the project activities as District Agricultural Officers (DAOs), Sub-County Community Development (SCDO) and Agricultural Officers (SAO), EA Program Officer and Field Officer Yumbe, staff of Moyo District Farmers Association (MDFA) and the PoP masters or CORPs of the different groups targeted by the study (see Annex 1) were held. The KIIs and FGDs were aimed at getting a deeper understanding of how these different players have participated in the application of the PoP methodology and approach in implementation of development interventions, the perceptions and attitudes of the District, sub-county and NGO officials, achievements, lessons learned, challenges from the application of the PoP methodology and recommendations for improving the PoP approach.

2.2.3 Transect walks and photography

Transect walks and photography were also used to collect data for the case study. In consultation with PoP Masters, EA field staff and farmer group leaders, transect walks were undertaken and photographs of key achievements and issues regarding the PoP approach were captured.

2.2.4 Data analysis

Content analysis was used to analyze the data collected using KIIs and FGDs. The data were condensed into the main themes of the assignment, compiled and analyzed qualitatively as narratives supported by information from the literature review. Quantitative data collected from the household interviews were analyzed using descriptive statistics in SPSS program.

2.3 Drafting the report

A draft report was prepared following data analysis and submitted to the EA technical team for review and approval. Comments and corrections raised by the reviewers were addressed and re-submitted to EA.

2.4 Final report writing and submission

The final comments and other inputs from the technical team of EA were addressed and incorporated into the draft report to make the final copy of the report. Soft and hard copies of the report were then submitted to EA for approval and dissemination as indicated in the ToRs.

3. Findings and discussions

3.1 Application of POP methodology

3.1.1 The process followed

Since 2011 EA has used the PoP approach and methodology to undertake and promote its project activities from inception to implementation including those under the *Community Empowerment for Improved Food Security and Income* project' in the West Nile. Communities were initially mobilized from churches, local structures and previously existing groups. It was evident that communities were initially mobilized and engaged by EA through the existing institutional structures of government and church as well as building on the mobilization work previously done by other development partners. A series of awareness creation and interactive meetings were held with various community groups with the sole intention of understanding the groups and explaining the EA mode of project implementation in line with the phases of the PoP methodology. Targeted training sessions were then organized. For instance, a capacity building workshop was first organized in October 2010 for 11 of its staff members and selected Community Own Resource Persons (CORPs) from West Nile and other EA intervention areas. The training covered PoP concepts, practices and its application. A follow up refresher training for additional 16 staff and CORPs was organized in February 2013. In order to roll out the approach in West Nile, two more trainings of 40 participants each were conducted in May 2015 and June 2016. The participants included CORPs, local government staff and CSOs partner staff. In total 107 PoP resource persons (PoP Masters) were trained to support PoP application and implementation in the region using simplified Information Education and Communication (IEC) materials. PoP Masters became local community facilitators who voluntarily work to promote and train farmer groups (Box 2). They were attached to each farmer group to facilitate the farmers with support of the EA field officers to apply the methodology. Field staffs then provided field based coaching sessions to PoP masters to improve their skills in facilitation and application of PoP methodology.

Box 2: Roles of a PoP Master

"A PoP Master is a key pillar for the PoP approach and methodology and he is responsible for:

- a. Mobilizing communities
- b. Facilitating the communities to demand for development interventions
- c. Helping communities to identify and harness the development potential within and among themselves
- d. Helping Communities to identify the local resources that can help them to develop" said **Richard Drichi** one of the pioneering PoP Masters.

The knowledge and skills acquired by the PoP Masters and EA staff and community members through community meetings trainings and coaching sessions essentially built their capacity to ably apply the PoP methodology across the different project interventions undertaken by the communities (Box 3). EA supported facilitators to

build the capacities of farmer groups to use the approach and methodology in their various community interventions. Overall, the practical application of PoP methodology in West Nile was majorly based on the BfDW theory that emphasizes social mobilization of people for self-organization where interest groups of communities interested in development interventions came together, formed and registered their groups. consulted among themselves, developed and agreed on social action plans for community action and reflection (Anonymous 2017). They also constantly engaged and consulted the development workers to facilitate them in their learning and action cycle.

Box 3: Initial steps of PoP implementation by EA

- a. Rodo Mothers Union was selected from the List of active CBOs at the Sub-county
- b. EA came to the church and made an appointment with the Catechist to meet the group members of Rodo Mothers Union.
- c. During the first meeting with our group EA staff came and interacted with the group wanting to know when the group started, why it was started and what activities they were doing and what benefits they were getting from the group.
- d. In the second meeting with the group EA explained their mode of operation and facilitated the group members to come up with an action plan after the group had prioritized what they wanted to be assisted in.
- e. This was followed by trainings in the different activities that were selected including group dynamics and provision of seed and planting materials for setting up demonstration plots
- f. Members of the group executive were selected and trained on how to start and operate savings and loan schemes in Moyo

As narrated by Ondogo Fenas PoP Master

The capacities of communities were built through training a critical mass of facilitators both in communities as PoP masters and CORPs and EA staff. Groups were also trained in various interventions using simplified Information Education and Communication (IEC) materials. They made action plans to undertake crop and livelihood farming as well as village loan saving schemes. The findings imply that for adoption of the PoP approach a critical mass of Trainers of Trainees is needed to drive the process successfully. These key initial steps taken by EA in mobilization and capacity building enhanced knowledge, skills, created awareness and built confidence of communities to make decisions to undertake their own subsequent project development interventions in crop and livestock farming and other livelihoods.

3.1.2 PoP understanding at field level

Generally, the PoP approach and methodology was well known in the areas where it has been applied especially by stakeholders who were trained. Most of the stakeholders involved in the project development interventions revealed almost similar understanding and description of the PoP and how it was applied in West Nile by EA. Some of the common definitions mentioned are presented in Boxes 4, 5, 6, and 7 included;

Box 4: PoP methodology defined by EA staff

“PoP approach and methodology is a demand driven approach where communities/farmer groups demand for services from government or other development partners running projects or programmes. The approach acknowledges that the communities know their environments better than the external person. The development worker plays a facilitation role to ensure that the communities achieve their desired outcomes” **Noel Anzo Alabi Programme Officer -EA Moyo Field Office.**

Box 5: PoP methodology defined by a pioneer PoP Master

“PoP is a participatory learning approach that makes people own the development process from the start up to the end. It helps people to know what they are developing” **Richard Drichi - A pioneer PoP Master.**

Box 6: PoP methodology defined by a PoP Master

“PoP approach and methodology is a people owned process. It emphasises people sitting together and agreeing on activities that will improve their livelihoods together as a group” **Anyanzo Patrick - PoP Master Amazo Women’s Group.**

Box 7: PoP methodology defined by a pioneer PoP Master

“PoP is about a group moving forward with activities combining the efforts of all group members together. It’s about group members coming and planning together to address common challenges and ensure that activities are done according to plan” **Makumaiyi Godfrey - PoP Master Ozugo East Youth Bee-keepers.**

Due to intensive training PoP approach was generally well known. At field level, understanding of PoP does not deviate from the BfDW definitions, principles and application process (BfDW, 2017; Anonymous, 2017). It was reported that the development workers (EA staff and PoP Masters) provide technical guidance based on the farmer group demands. Most respondents mentioned that PoP approach

embraces development holistically and appreciates that no single development partner can fulfil all community needs. It was well known that the PoP approach further encourages the establishment of inter linkages between development partners in order to address various demands expressed by communities. This implies that it is vital that during project implementation, efforts to map out development partners in a particular locality are made so that communities from such localities are facilitated to demand for services based on what such development partners can provide. Most respondents mentioned that the methodology is a long term process that utilizes PRA tools such as mapping, venn diagrams and seasonal calendars as well as participatory learning principles including participation, gender sensitivity, social inclusion, self-confidence and motivation and tools (Kumar, 2002). Overall, such recorded articulation of the PoP methodology at field level implies that training sessions on PoP were adequate, well organized, coordinated and rich in content. It also reveals that the messages about PoP were well packaged especially using simple to understand IEC materials as well as precise and articulate trainers.

3.1.3 Engaging the communities

At the start of the project EA engaged District and sub-county local governments and some instances Church leaders to select the target groups as described by the EA field staff and PoP masters in Box 8. EA was also reported to have focused on understanding the group activities, organized them to work together and empowered them through trainings. Such a community engagement approach was perceived to be unique (Box 9) compared to other traditional extension methodologies used to engage them in other projects such as those of “National Agricultural Advisory Services (NAADS).”

Box 8: Steps of community engagement under PoP application

- a. The focal Sub-Counties were selected in consultation with the Production and Natural resources sectors of the targeted districts of Moyo, Yumbe and Adjumani;
- b. At each of the selected Sub-Counties EA worked with the CDOs to identify groups to work with. The groups were already registered at the Sub-County in the Sub-County group database;
- c. Site visits were made to interact with the respective groups to further scrutinise their group agenda and objectives and explain what EA expected of the Groups and community members. Roles of the communities and EA clearly clarified. Resource mapping and identification of other development partners undertaken ;
- d. Formal engagements with the group began with training and development of action plans or review of existing ones for those that had them.

Box 9: EA unique approach to community engagement

As one PoP Master mentioned “Environmental alert did not come just to impose activities on the group but they started slowly by slowly by first knowing what members had been doing and what members wanted to do going forward. EA guides on enterprise selection for the groups though the final decisions are made by the group itself” - **Ondogo Fenas - POP Master Rodo Mothers Union.**

Generally people appreciated the way EA engaged them to participate in project interventions using PoP approach. Majority of respondents reported their involvement in decision making processes about the interventions they have been undertaking with EA as reflected from the results of the questionnaire. Over all, under the PoP methodology, 94% of the respondents reported to have been involved in decision making of project activities (Figure 1). For instance, group members said they were involved in deciding the seeds to be brought and planted, procedures for sharing the planting materials from multiplication gardens, how much to save and conditions of getting loans among others. This confirms most of the assertions by the key informants that under PoP approach, the groups and their members have been empowered to take their own decisions on how their groups are run and resources allocated.

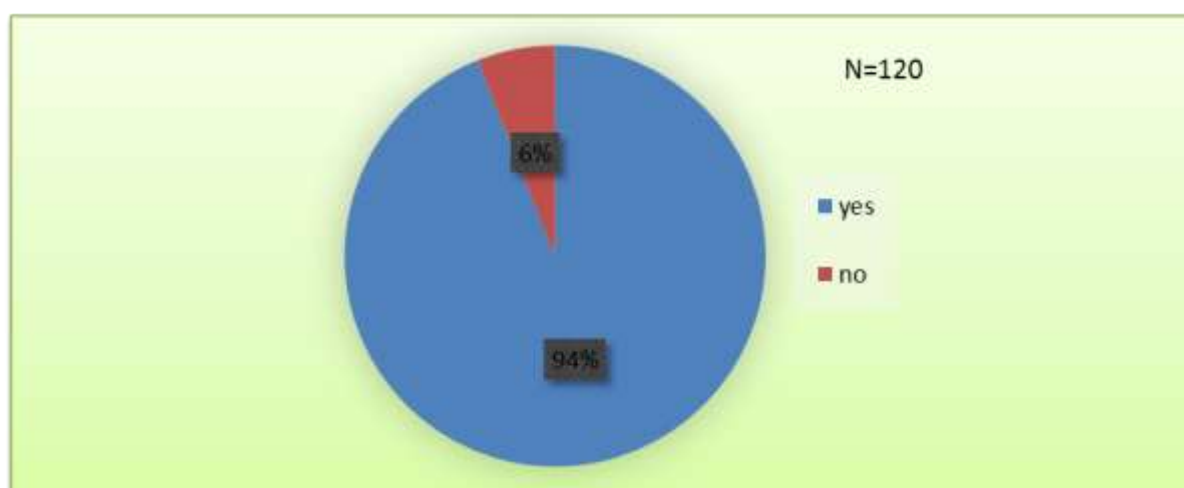


Figure1: Extent of involvement of farmers in deciding development interventions under PoP.

3.2 Perceptions and attitudes towards PoP methodology

District and Sub-County extension staff from Moyo, Adjumani and Yumbe Districts and the sub-counties of Itirikwa and Pachara in Adjumani District, Kei sub-county in Yumbe District and Metu Sub-county in Moyo District as well as the NGO practitioners visited were positive about the PoP methodology because they strongly

believed in the advantages of using the PoP methodology especially on empowering the farmer groups to undertake the development interventions they need. However, most of the extensionists acknowledged that some of their colleagues in the districts and sub counties sampled still use the traditional extension methodologies where farmers are more expectant to receive knowledge, farm implements and technologies with little or no innovation and decision making powers as far as development interventions such as apiculture, crop and livestock farming are concerned.

The extension workers were aware and appreciated that the PoP methodology empowers the farmers to determine the development interventions they need and facilitates them to work together to achieve their objectives. Their wish is to partner with EA to scale up the application of the PoP approach and methodology so that all the districts in the region and sectors adopt it for extension services delivery. To further such an idea, they suggested training of more district, Sub-County and NGO staff for those that have not been trained in PoP methodology and for the District Agricultural Officers to initiate the process of adopting the PoP approach in their extension systems for approval by the production and marketing committees and eventually district councils of the three Districts sampled. Apparently, Mr. Toma Mamabi Zozimo, the District Agricultural Officer Moyo District, was set to recommend PoP approach and methodology to Moyo district council for approval and integration into the District Extension system. Moyo is set to be the first District to officially adopt and integrate the PoP approach and methodology into their extension system. This implies that the approach will be popularised throughout the District if the proposal by the DAO to adopt the PoP methodology is approved by the Production committee and district Council.

3.3 Achievements/ of PoP approach and methodology

The questionnaire survey conducted during the documentation process revealed that the application of the PoP approach and methodology in the implementation of the *“Community Empowerment for Improved Food Security and Income project”* by EA and other stakeholders not only enabled farmers to acquire improved seeds, saving skills, adopt improved environmental management practices but also increased their household incomes. Farmers in different groups were also able to educate their children, produced enough food for family and income, constructed better houses, engaged in livestock and poultry projects and diversified their incomes. In addition farmers ably improved their crop planting practices as summarized in the Table 1.

Table 1: Benefits of using PoP approach and methodology

N=120

Achievements/benefits	Frequency	Percent
a. Acquisition of fresh and improved seeds	12	10
b. Environmental management	18	15
c. Saving skills	46	38
d. Able to educate children	33	28
e. Income generation	11	9
f. Enough food and yields for family	16	13
g. Construction of house	10	8
h. Able to buy livestock / poultry/bee hives	24	20
i. Improved planting practices	8	7

The application of the approach also enabled the farmers to improve their saving skills, acquired knowledge and skills on agronomical as well as environmental management practices. The PoP approach further enabled farmers to increase their production and incomes as well as improved and diversified their livelihoods. Such a bundle of benefits to communities at individual, group and community levels are key out puts, outcomes and impacts of the project and PoP approach in particular. Similar bundles of benefits of PoP have been reported in Kenya where PoP was applied before (Anonymous, 2017b) its implementation under the “*Community Empowerment for Improved Food Security and Income project*” by EA in Uganda. This implies and further emphasizes that PoP is valuable for sustainability of development interventions across the different communities due to the numerous benefits that communities are likely to derive during the application process of such a methodology.



Figure 2: Arawa Womens' Group - Metu Sub-county Moyo District in their Garden of ground nuts



Figure 3: Members of Group in - Sub-county - District attending to their cassava Multiplication Garden



Figure 4: Mrs Grace Mandre of Arawa Women's Group Metu Sub-county – Moyo District with her goats acquired with funds shared from sale of the groups produce



Figure 5: An Apiary belonging to Ozo Youth Bee Keepers Group in Itirikwa Sub-county - Adjumani

The detailed achievements of applying PoP approach and methodology are presented in subsequent sections below.

3.3.1 Increased production, and incomes

The capacity building aspects that are emphasised in the PoP approach and methodology have enabled farmers to acquire skills in improved agricultural practices that have enabled them to improve crop production on their farms. This coupled with provision of improved varieties of crops such as onions, ground nuts, maize, cabbages and cassava have increased the scale of farm production to a level where groups and individual families can have enough to eat and sell to generate income (Table 1) to meet their household needs for instance paying school fees, constructing new houses and other community members have been able invest in livestock (e.g. poultry) to diversify their sources of income. Members of one of the groups Tuliki Farmers Association in Yumbe district contributed from their savings and purchased a grinding mill with support from Kei Sub County to add value to their produce and also generate income for the group from grinding for other community members.



Figure 6: Relatively healthy cassava garden established by Arawa women group in Moyo with support from EA using the PoP approach and methodology

Box 10: Benefits of training under the PoP approach

“Because of the trainings I have received from environmental alert in our group I have been able to improve my farm production of cassava, ground nuts beans and maize and have been able to raise income to pay school fees for my children, one has finished University, another is studying nursing and another in TTC college” **Ondogo Fenas - POP Master /Chairman Rodo Mothers Union**



Figure 7: Mr Illa Francis and Mrs Matilde Illa's of Arawa Group-Metu Sub-county-Moyo District new house constructed with proceeds shared from sale of Group produce.



Figure 8: Grinding Mill for Tuliki Farmers Association purchased with Group savings and support from Kei Sub-county-Yumbe District

Mr. Illa Francis and Mrs. Matilde Illa of Arawa Farmer group used proceeds from sale of group and individual harvests (Onions, Ground nuts, cabbages cassava and bee-keeping) enterprises supported by EA to build their new house (Figure 4) above.

Box 11: Improved savings from PoP approach

“EA has changed people’s lives and families are able to save some money from the sale of farm produce and increased food security. Knowledge has been transferred to young ones in areas of improved agricultural practices and environmental conservation interventions and group dynamics” - **Drami Alex Chairman Ammalu Farmers**

Therefore, the PoP approach of building capacity of farmers and encouraging them to work in groups as well as providing them with improved seeds is paying off and improving peoples’ lives.

3.3.2 Planning and decision making skills

The PoP methodology has empowered farmer groups and individuals to plan and make decisions on their own. It has built and improved the planning skills of the groups as they are able to develop and periodically review their action plans, monitor and evaluate the activities they are undertaking and come up with strategic actions to address their challenges.

Box 12: Enhanced planning skills due to PoP approach

“EA has equipped us with better management skills in our group and we are able to plan for our own activities with the planning skills gained overtime. They advised us to always attend meetings called at the Sub-County to enable us know what is happening and create linkages with other development partners”- Ajiko Baifa
Member Rodo Mothers Union Group

Farmer groups have been strengthened and can ably make joint decisions, develop investment plans and undertake investments together as groups, market their products together and share market information using various channels such as churches and other social gatherings. Every end of season farmers appraise their efforts for the previous season and develop new action plans for the next season as well as address the gaps identified from the previous season. This has enabled group members to sit and plan together to undertake activities as a group including setting up and managing of demonstrations, sale and sharing of proceeds from the sales and also sharing of seed for planting in individual gardens

According to Reverend Canon Can Ataa, an Advisor to Rodo Women’s group, EA’s approach and activities have had positive impacts on the group including promoting team spirit, sharing, collective planning and working together and have also build the groups capacity to continually assess and evaluate their activities.

The trainings in group dynamics have helped the groups to run their activities smoothly without many hitches. The farmer groups have developed their constitutions and have registered at Sub-counties and district levels. Other groups such as the Rodo Women group are in the process of registering as a Produce Cooperative that will open the group to more opportunities.”

Box 13: PoP approach improves planning skills

Individuals and group members can ably make their plans to alleviate poverty.
“In our group we have a plan of buying Goats for each individual in the group after selling our current cassava in the garden, after which we plan to buy Ox-ploughs for digging our fields” Anyanzo Patrick PoP Master Amazo Women’s Group

Increased capacity of farmers and community groups to plan on their own and undertake activities enables the individuals and groups to be self-reliant, utilise the available resources efficiently and receptive to development programmes as they already know the gaps in their action plans.

3.3.3 Sustainability of interventions

The PoP approach and methodology also increased the sustainability of the activities promoted under the project. The built capacity within the groups including the knowledge and skills obtained during the various trainings, as well as the

demonstrations and seed multiplication centres set up, have helped the groups to continue with the activities after the project has wound up. One PoP master summarised the sustainability and ownership of interventions approach (Boxes 14 and 15 respectively).

Box 14: PoP approach enhances sustainability of development interventions

“When using PoP in dealing with communities it is easy to exit the community because the approach focuses on building the capacity of the groups to be self-reliant. Managing their groups well (governance and dynamics) including development of periodic action plans, mobilisation of local resources to steer their development process, setting up of demonstrations to provide improved planting materials for the communities as well as practical skills and knowledge to undertake development interventions. The beneficiaries discover their potential in the development process and own the process”. - **Richard Drichi PoP Master**

Box 15: PoP approach enhances ownership of development interventions

“PoP enhances ownership and sustainability as people feel they are part of the process which is different from the past programmes like NAADs and NUSAF where people used to refer to inputs supplied by a programme by its name such as NUSAF Goats” **Noel Anzo Alabi Programmes Officer -EA Moyo Field Office**

In addition the approach has encouraged and emphasized the use of locally available resources including land, labour and other resources that are identified during resource mapping to undertake most of the interventions. This coupled with the communities lead role in deciding what activities they are to undertake and when, during the action planning process increased ownership and sustainability of the Project interventions. The use of the local materials also reduces donor dependency over time as some of the inputs and materials can locally be made. A case in point is the Arawa group in Metu Sub-county that EA provided training in apiary management and making of transitional hives using locally available materials. The local communities provided labour, land for apiaries and their management. As part of demonstration, EA first provided a few transitional bee-hives to establish the demonstration apiaries. Group members have gone ahead to make more hives on their own after the training (Box 16). Groups are also able to make honey harvesting kits including bee-suits (Figure 9). Such increased ownership, inbuilt capacities implies that reliance on local materials by individuals and groups and to undertake most of the activities ensures that the activities will be sustained and will continue even without EA support.

Box 16: PoP approaches enhances innovative use of local materials

“The POP approach used by EA has helped build the capacity of individual members and the group to be innovative and also use local materials in undertraining our activities. After training in Apiary management we are now able to make traditional hives using local materials while also maintaining our traditional log hives. We are also able to make bee-suits from Kadaya and other local materials. We also process, package and market our honey as a group”-
Chiriga Swadiki POP Master Kobuo Women Farmers group



Figure 9: Bee harvesting suit made locally by Members of Kobuo Women's Group- Itirikwa Sub-county -Yumbe District



Figure 10: The PoP Master for Kobuo Group in Metu Sub-county -Moyo District explaining how a transitional bee hive is made using local materials.

3.3.4 Integration of development interventions into government development framework

Application of the PoP approach relies on Political leaders especially secretaries for Environment and Production for mobilisation of communities and other stakeholders, and District and Sub-county extension staff to support EA staff for trainings and implementation of the interventions. This enhances integration of the interventions into the overall government development framework and enhances sustainability and ownership of project interventions by the government. The PoP approach and methodology has also increased the capacity and confidence of groups and members to participate in government planning processes. Communities have been empowered to demand for support for their development initiatives both from government and other development partners (Boxes 17). Groups and their individual members have taken advantages of the linkages created under PoP to access services from other development partners and government programmes that most likely they may not have accessed working as individuals.

Box 17: PoP approach builds self confidence

“The training in PoP methodology gave me knowledge and skills and tools to use to educate group members in undertaking their development activities and also demand for services from different development partners including government. For example as a result of the empowerment from the PoP approach recently our group was able to demand to participate in the growing of upland rice being promoted by ATAA for food and income and we got 21kgs that we have already planted in our group garden. Because if you don’t demand, nobody will know that you want the services” - **Chiriga Swadiki POP Master Kobuo Women Farmers group**

Box 18: PoP approach empower individual group members

“EA also provided us with 17 traditional hives and 20 (Kenya Top Bar) KTB Hives. It has also enabled us to know government programmes and services provided by different programmes and development partners and to demand for them. Group members are able to give their thoughts and ideas. They actively participate in identifying problems affecting group and family and can monitor and evaluate their own activities, **Chiriga Swadiki POP Master Kobuo Women Farmers group**”.

PoP enables development partners to look at others as an opportunity other than competitors as the complement each other in providing services to the communities. This integration of the Groups’ activities into the government development framework ensures that the activities are integrated into District and Sub-county development plans and budgeted to receive support from the government. This enhances sustainability and increases the resource envelope for the activities.

3.3.5 Ability to withstand shocks

Farmer groups were trained in starting and running savings and credit schemes. The groups have been able to mobilise resources locally and start their own village Savings and Loans (VSLAs) associations where group members are able to support each other whenever need arises (Box 19). Other than monetary support farmers are also able to support others in terms of sharing ideas and other local resources including labour to help each other in times of need (Box 20). This implies that the group members have increased capacity to withstand shocks by being able to handle difficult situations as a group. In addition to increasing the resilience of the community/group members it minimises chances of failure of activities at group and individual levels.

Box 19: PoP improves resource mobilization skills of group members

“With advice and training from EA the group was able to start its own Village saving and loan scheme which it runs with savings from members and members have been able to get loans to invest in digging their fields while one member was able to start a poultry project with a loan from the group and farmers are gradually changing from subsistence to commercial agriculture” **Rev Canon Can Ataa Advisor Rodo Mothers Union**

Box 20: PoP approach enhances group cohesion

“PoP approach is good for communities and individual families because in case a person has an idea which he may not be able to implement on their own, other members can provide advice and even support in terms of resources. This helps community members to understand each other better and help each other like in cases of emergency. Being in a group has increased our togetherness, we share ideas and when one of us gets a problem, we sit as a group and solve it” **Harriet Eimani Group member Amazo Women’s Group**

3.3.6 Innovativeness, creativity and diversification of income sources

The PoP approach has also promoted innovativeness and creativity among farmer groups. The processes and systems within the groups make people active within their groups and in implementation of interventions. The various training sessions provided by EA have stimulated the thinking of community members in their groups and increased innovativeness and productivity. People have been helped to discover their resource potential and capacity to initiate and undertake interventions with little or no external support. This increases sustainability, reduces donor dependency syndrome and increases a sense of self-reliance.

Using the proceeds from the sale of crops group members have been able to plan on their own and diversify their sources of income by engaging in livestock production of pigs and goats and chicken.

Members of Anitaku Farmers Group, in Metu sub -county, Ayiro Parish, Pamonye village narrated how they grew onions as a group and after selling the harvest shared the funds amongst themselves. Some of their members used their shares to buy piglets. Others used the income generated from the sale of their cabbages to purchase goats and chicken enabling members to diversify their sources of income. The community members are proactive and have been able to undertake interventions on their own using the locally available materials other than always waiting for external support (Box 21).

Box 21: PoP approach diversification of income sources for group members

“Some members of our group are aged so they use some of the money got from the savings to hire labour in the gardens and do some small business in our local market. Previously, we were only doing only spiritual activities and praying but now in addition to praying we are able to contribute to the treatment of our members in case one falls sick” - **Ajiko Baifa Member Rodo Mothers Union Group**

3.4 Lessons learnt

The key lessons learnt are that:

- i. For effective mobilization and easy adoption of the PoP methodology, it is vital to involve political leaders at all levels as well as technical staff at Sub-County and Parish levels in project activities. The involvement of the districts, sub-counties and Sub-county Chiefs and the Sub-county Community development Officers in selecting beneficiary groups that were already in Sub County records was important as it enabled the selection of credible groups for engagement.

Box 22:

“EA Trained Technical staff, political leaders and staff of development partners with similar objectives or interrelated interventions in PoP approach and methodology in addition to the PoP masters. After training the Vice-Chairman for Moyo, who also doubles as the secretary for production, made sure that the approach and methodology was taken to his home sub-county. The politicians are able to lobby for the adoption of the approach in their respective councils and help in mobilising the communities to participate in the projects” **Noel Anzo Alabi Programmes Officer -EA Moyo Field Office**

- ii. Capacity building leads to continuity and sustainability of development interventions. The emphasis on capacity building by PoP ensured that the capacity of the groups undertaking the interventions have been involved has been in built. The same applies to technical staff and political leaders at District and sub-county levels whose capacity has also been built in the application of the approach. Already it is being proposed that the Moyo District adopts and rolls out the approach.

- iii. Making the communities take lead in the planning process including selection of interventions they want to undertake promotes ownership of interventions and increases the capacity and confidence of the farmer groups in decision making and planning for their own activities.
- iv. Emphasising use of local resources enables communities to realise their resource potential and stimulate their thinking and innovativeness on how to harness the locally available resources for their development activities.
- v. Communities can do more for their development and attract more support when working in groups than working individually

3.5 Challenges of PoP application

The PoP like many other development approaches in the third world has had its challenges during its application in the implementation of the “*Community Empowerment for Improved Food Security and Income project*” in the West Nile. The key challenges include;

- a. PoP emphasises more of advocacy and capacity building to enable farmers groups and members mobilise available local resources for their development with only seed materials provided to set up demonstration gardens for seed multiplication and nucleus apiaries as the main material support. On the other hand most programmes such as Operation Wealth creation and NUSAF have major components of supplying materials like goats, pigs, mangoes oranges and improved crop varieties directly to farmers. Consequently, some community members and other stakeholders don’t have a favourable view of the Project and its approach. People are used to project modes where material support constitutes most part of development interventions as opposed to PoP where most of the resources are locally mobilised.
- b. There are high expectations from communities and other partners including government officials beyond the scope of the PoP methodology and the project including expectations for the project to handle education and health issues.
- c. The PoP approach is not yet well spread. It is still confined to a few farmers groups which EA has been working with together with their respective PoP masters and staff of EA and Local government staff involved.
- d. The approach of assisting groups to set up multiplication gardens for provision of improved planting materials to members after harvest, though sustainable lengthens the time in which individual member families can benefit

- e. The PoP methodology involves many stages and is time consuming for both the facilitators and the communities. It takes many meetings and trainings in trying to change the attitudes of the communities and other stakeholders and for communities to understand and appreciate the approach. Hence, it needs more patience to achieve results. It also demands individuals with a certainly relatively higher level of understanding and education to work as PoP Masters who may at times not be available for such work in some communities as the work is voluntary.
- f. The methodology assumes that development moves smoothly without disruption. However, community needs keeps on changing from time to time and there is need for flexibility in the approach and methodology to match with the changing demands especially on the need for provision of additional inputs in terms of capital for saving and credit schemes and means of production like ox-ploughs and means of value addition.
- g. The reliance on political leaders especially secretaries for Environment and Production for mobilizing of communities and other stakeholders and on District and sub-county Extension staff to support EA staff for trainings and implementation of the interventions at times affects programme performance. The turnover of the secretaries during elections is high and also technical officers are routinely transferred. Yet these are people in which the project have already invested considerable resources in terms of training and have already grasped the concept and are promoting it. When such changes occur the cycle has to be repeated and orienting the new staff and politicians takes time and resources.
- h. Some of the groups are still facing challenges of some members not being fully committed to group work and objectives of their group's. Some turn up late and others don't participate in some of the activities and yet they want to have the same share of the proceeds and benefits like other committee members when time for sharing comes.

3.6 Conclusions

Based on the findings of this study, these conclusions can be drawn:

- (i) Overall, the PoP methodology was applied following the five phases based on the BfDW theory of PoP application. It is evident that EA field staff mobilized community members using the appropriate practical structures and brought them together to determine their needs and undertake specific development interventions. Built their capacity to undertake the interventions and facilitated them to develop and implement specific social action plan. The development interventions were, crop and livestock farming, apiculture and Village Saving Loan schemes. The approach blended and worked well with the implementation of project activities. The PoP approach worked well most likely because of the

capacity built with a critical mass of community facilitators including the EA staff and PoP masters and CORPs.

- (ii) The perceptions and attitudes of district and sub county extension staff and NGO practitioners in applying the approach in development intervention were positive. Most these stakeholders have desired basic capacity to apply PoP to their district and sub county development programs. Proposals to adopt PoP methodology and approach into various districts and sub county extension systems were made for submission and approval by the respective districts councils.
- (iii) Overall, PoP approach and methodology has demonstrated and proved benefits in improving the livelihoods of communities in rural areas. There are several benefits associated with PoP approach. Under PoP application farmers were enabled to acquire improved seeds, saving skills, adopt improved environmental management practices but also increased their household incomes. Farmers in different groups were also able to educate their children, produced enough food for family and income, constructed better houses, engaged in livestock and poultry projects and diversified their incomes. The PoP methodology has also strengthened governance of farmer groups and increased transparency and accountability both at group and individual family levels. Groups have been able to make and register constitutions at Sub-county and District levels and others are in the process of registering as cooperatives. The PoP approach makes communities appreciate local resources. It has made them more productive with enhanced and diversified sources of income.
- (iv) The major lessons learned from the PoP application process are:
 - Communities can do more for their development and attract more support when working in groups than working individually.
 - Involvement of local leaders eases mobilisation, capacity building and making people take the lead.
 - PoP enhances ownership and sustainability of interventions.
 - Emphasis on use of local resources encourages innovativeness of the communities and reduces over dependency.
- (v) Some of the challenges of the approach include;
 - High expectations from communities and other partners including government officials beyond the scope of the PoP approach and the project including expectations to handle education and health issues.
 - The PoP approach is not yet well spread. It is still confined to a few farmers' groups which EA has been working with together with their respective PoP Masters and staff of EA and Local government staff involved.
 - The PoP methodology involves many stages and reportedly time consuming for both the facilitators and communities. It takes many meetings and trainings in trying to change the attitudes of the communities and other stakeholders to understand and appreciate the methodology.

- Although, EA put considerable time and resources in educating people about the principles of PoP some group members still express a need for more inputs that EA was not able to provide under the Project.

3.7 Recommendations and actions to improve PoP application

The following actions are recommended in order to improve PoP application.

SN	Key recommendations	Specific Actions	Responsible Parties
1	Assist farmers groups with Village Saving and loan schemes to access more funds for capitalising their schemes such that members are able to access bigger loan amounts to undertake their development interventions.	<ul style="list-style-type: none"> • Assess the current levels of capitalisation of the groups and appropriate the amounts required for capitalisation • Map the possible VSLs partners and create linkages with the groups • Lobby for additional funds from Government and other Partners 	District Commercial Officer and Sub-county Community Development Officers
2	Train Farmer groups and their respective PoP masters in Project proposal writing to enable them to generate proposals locally and present them to different donors for funding to boost their activities	<ul style="list-style-type: none"> • Select the members from each group to be trained • Organize targeted trainings 	District and Sub-county Community development officers EA field staff
3	Build capacity of the groups in management of group affairs	<ul style="list-style-type: none"> • Conduct trainings in group dynamics and governance • Assist the groups to develop by-laws or strengthen existing ones 	District and Sub-county Community development officers EA field staff
4	Integrate and upscale the PoP approach and methodology into District and Sub-county extension systems for adoption and adaptation. This will ensure that the system will continue to be used and will benefit many people even after EA has left	<p>Procedure</p> <ul style="list-style-type: none"> • The DAO makes a write up recommending the PoP methodology to be adopted with reasons to the Head of Production in the 	District Agricultural Officer Secretary for Production

		<p>district.</p> <ul style="list-style-type: none"> • The Head of Production presents the write up to the Technical planning committee • If approved it is presented to the Production committee by the Head of Production • If approved it is presented to the Council by the Secretary for Production for approval • After approval adoption and integration of PoP into extension systems and application starts 	
5	Support farmers acquire appropriate technologies like Ox-ploughs to increase their production capacities as well as add value to their produce for increased income and benefits	<ul style="list-style-type: none"> • Lobby District and Sub-county councils for increased funding • Link the groups to Programmes and partners for funding • Support the groups to prioritize the acquisition of appropriate technologies using their locally generated revenues 	<p>District and Sub-county Production Departments EA Other development partners Moyo District Farmers Association (MDFA)</p>
6	Train the groups in business planning and marketing for them to ably market their products after value addition.	<ul style="list-style-type: none"> • Conduct trainings for groups in business planning and marketing 	District commercial Officer EA staff
6	Fill capacity gaps for some selected groups and PoP masters in understanding application and implementation of the PoP	<ul style="list-style-type: none"> • Undertake a quick gap analysis in regard to PoP application 	District and Sub-county Production and Community Development Officers

	approach and methodology	<ul style="list-style-type: none"> • Conduct trainings to fill the identified gaps 	EA staff
7	Review the PoP approach and methodology to make it easily understood by various stakeholders and reduce on the time it takes to initiate and engage groups in interventions and increase its adoption by Government and other development partners.	Organise key stakeholder consultative meetings to review the PoP approach and methodology	EA staff District and Sub-county Extension and Community development staff
8	<p>Create a platform where the District and Sub-county Extension and Community development staff, Development partners including EA and CBOs can regularly interact and share the CBOs' achievements and challenges as well as work plans and budgets. This would help partners identify gaps they can fill for individual CBOs.</p> <p>Possible Development partners could include:</p> <ul style="list-style-type: none"> • CREAM – Community Organisation for Rural Activity Enterprise Management that supports VSLs and could boost the savings and credit schemes of the groups • Aghakan Foundation which Supports schools in Environmental Conservation • ZAIDI/NARO which Conducts Research and provides disease tolerant cassava planting materials • Moyo District farmers Association which provides a 	<ul style="list-style-type: none"> • Organise Joint review meetings/platforms 	EA staff District and Sub-county Extension and Community development staff

	platform where buyers and sellers meet and supports some groups to add value to their produce and training in post-harvest handling.		
9	When selecting people to be trained as PoP masters, there is a need to increase on the numbers per group and other people in more permanent societal positions like opinion leaders in addition to the Secretaries for Production who are politicians and prone to change in election cycles and civil servants who are regularly transferred. This is intended to minimise the impacts of their departure when they are voted out or when civil servants are transferred	<ul style="list-style-type: none"> • Developing criteria of selecting people to be trained as additional PoP masters • Selection of more People to be trained as PoP Masters • Train additional PoP Masters 	EA staff District and Sub-county Extension and Community development staff

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Box 1. About Environmental Alert

Environmental Alert (EA) was founded in 1988 and has developed and transitioned into a National Non-Governmental organization contributing to an enabling policy environment for sustainable agriculture and sound environment and natural resources management at community, local, national and international levels. EA is officially registered with the NGO Board as a Ugandan non-governmental organization (NGO), incorporated as a company limited by guarantee. EA is governed by an Independent Board that is responsible for providing strategic oversight of the organization including ensuring its integrity as a voluntary service organization.

EA is a 1st prize winner of the Energy globe award for environmental sustainability-2005 under the category, earth.

EA is a member of the International Union for Conservation of Nature (IUCN) and a Member of The IUCN National Committee for Uganda.

EA envisions, *‘Resilient and dignified communities, managing their environment and natural resources sustainably.’*

EA’s mission is to, *‘Contribute to improved livelihoods of vulnerable communities by enhancing agricultural productivity and sustainable natural resources management’*

Program and institutional Components:

1. Environment and Natural resources management;
2. Food security and Nutrition;
3. Water, Sanitation and Hygiene;
4. Finance and Administration;
5. Resource mobilization and Investment.

Scale of Implementation:

EA operates in selected districts for generation of evidence to inform policy engagements on agriculture, environment and natural resources at National and International levels. Currently EA’s operations are in 20 districts across the country. EA undertakes area wide targeted awareness on selected issues in agriculture, environment and natural resources engagements

EA is a Secretariat for following networks:

- a. The Network for Civil Society Organizations in Environment & Natural Resources Sector (ENR-CSO Network);
- b. Uganda Forestry Working Group;
- c. The Standards Development Group; and
- d. Promoting Local Innovation in ecologically oriented agriculture and natural resources management (PROLINNOVA-Uganda Network).

5 Annexes

Annex 1: List of Groups met for Focused group Discussions


No	Name	District	Sub-County	Parish	Village
1	Amandeku Farmers Group	Moyo	Metu	Pamoi	Aru
2	Anitaku Farmers Group	Moyo	Metu	Ayiro	Pamonye
3	Arawa Group	Moyo	Metu	Ayiro	Erepi East
4	Amaalub Group	Moyo	Metu	Pamujo	Kweyo
5	Rodo Mothers Union	Yumbe	Kei	Rodo	Rodo
6	Koboa Women's Farmers Group	Yumbe	Kei	Akaya	Koboa
7	Amazo Women's Group	Adjumani	Itirikwa	Kolididi	Kolididi
8	Chandire Women's Group	Adjumani	Itirikwa		
9	Ozo Youth Bee-keepers	Adjumani	Itirikwa		
10	Beatrice Dramary	Moyo	Amaalub B		
11	Tuliki Farmers Group	Yumbe	Kei	Tuliki	Tuliki
12	Oyaa Valley Group	Yumbe	Kei		
13	Amaalub A farmers Group	Adjumani	Pachara	Marindi	Marindi Central

Annex II: List of Key Informants

No		Designation	Group/Sub County/Organization	District
1	Mesiku Jane	PoP Master	Amandeku Farmers Group	Moyo
2	Drichi Richard	POP Master	Anitaku Farmers Group/ Arawa Group	Moyo
3	Beatrice Dramary	PoP Master	Amaalub Farmers Group	Moyo
4	Ondonga Fenas		Rodo Mothers Union	Yumbe
5	Chiriga Swadiki	POP Master	Koboa Women's Farmers Group	Yumbe
6	Mr.Anyanzo Patrick	POP Master	Amazo Women's Group	Adjumani
7	Ajubaru Venansio	POP Master	Chandire Women's Group	Adjumani
8	Makumaiyi Godfrey	POP Master	Ozugo East Youth Bee-keepers	Adjumani
9	Lagua Jane	Gender Officer	Moyo District Farmers Association	Moyo
10	Toma Mamabi Zozimo	District Agricultural Officer	Moyo DLG	Moyo

11	Noel Anzo Alabi-	Programmes Officer	EA Moyo Field Office	Moyo
12	Isaac Irama Oggo	Field Officer	EA Moyo Field Office	Yumbe
13	Paul Maikudidi	Secretary Production, Environment, Finance and Trade	Moyo District Local Government	Moyo
14	Steven Dima	CDO	Metu Sub County	Moyo
15	Lino Murenza	A/CDO	Metu Sub County	Moyo
16	Alfred Agiri	SCAO	Metu Sub County	Moyo
17	Saviour Madile	PoP Master Golicuwi Group	Metu Sub County	Moyo
18	Gala Khalid	PoP Master	Kei Sub County	Yumbe
19	Anyanda Steven	Amudri Alu Youth Group	Pachara Sub County	Adjuman i
20	Angudubo Swale	PoP Master	Kei Sub County	Yumbe
21	Kaiga Abdul Kassim	S/County Chief	Kei Sub County	Yumbe
22	Rashid Ojoatre	Ex S/County Chief	Kei Sub County	Yumbe
23	Alex Drami	PoP Master	Pachara Sub County	Adjuman i
24	Raleo Grace	CDO	Pachara Sub County	Adjuman i




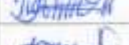




Annex III: Attendance Lists for FGDs




ACTIVITY: _____

VENUE: _____ DATE: 1st 08 - 2017

ATTENDANCE LIST FARMERS' GROUP: AMALU B











No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	YUZARA FRANCIS CHUA	AMALU B	SECRETARY	M	6752327660	
2.	BEATRICE DRAHARY	"	CHAIRPERSON	F	0789	
3.	AFEDRASI GODFREY	"	MEMBER	M	075194312/0781755041	
4.	IDRI FIA GODFREY	"	MEMBER	M	0775791323	
5.	KINYAMIA T. KITO	"	MEMBER	M	0786627600	
6.	GRACE ANDRI LINDRYA	"	"	F		LR
7.	FRANCISKA YULE	"	"	F		
8.	MARY MAKU	"	"	F		
9.	SUSAN YUNYA	"	"	F		SW
10.	STELLA INZAMU	"	"	F		



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE: _____ DATE: 3/8/2017

ATTENDANCE LIST FARMERS' GROUP: _____

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	DRAMU ALEX	AMALU F.G.	CHAIRPERSON	M	0783542814	
2.	TANI CASSER	AMALU F.G.	MEMBER	M	0782677057	
3.	MARIELA CHRISTINE	AMALU F.G.	MEMBER	F	—	
4.	ANZOO FLORENCE	AMALU F.G.	SECRETARY	F	—	
5.	MORIKU LETISIA	AMALU F.G.	MEMBER	F	—	
6.	MAZAPKWE KABERA	AMALU F.G.	MEMBER	F	—	
7.	ALIGA BROWN	AMALU F.G.	MEMBER	M	0788245619	
8.	BUDRI CHARLES	AMALU F.G.	MEMBER	M	—	
9.	SIMON TANI	AMALU F.G.	MEMBER	M	—	
10.	STELLA SHIMBA	AMALU F.G.	MEMBER	F	0788948475	



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE.....

DATE 3/2/2017

ATTENDANCE LIST

FARMERS' GROUP Amaalu Farmers Group

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	MANIA JOSEPHINE	AMA ALU F.G	MEMBER	F	—	
2.	KONCHETA IZIKU	AMA ALU F.G	MEMBER	F	—	
3.	DELIFINA ENWA	AMA ALU F.G	MEMBER	F	—	
4.	ALIMA SIRU	AMA ALU F.G	MEMBER	F	—	
5.	JAMILA KASIM	AMA ALU F.G	MEMBER	F	—	
6.	ENDREO SILVIA	AMA ALU F.G	MEMBER	F	—	
7.	ABABIKU JANE	AMA ALU F.G	MEMBER	F	—	
8.	ABABIKU KANCY	AMA ALU F.G	MEMBER	F	—	
9.	BUA JOHN	AMA ALU F.G	MEMBER	M	0783752729	
10.	LETIO REBECCA	AMA ALU F.G	MEMBER	F	0777556450	



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE.....

DATE.....

ATTENDANCE LIST

FARMERS' GROUP.....

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	BUNIA J-TINE	AMALI	member	F	—	
2.	ALIGA BROWN	AMALI	Vice chairman	M	—	
3.	BUA JOHN	"	Member	M		
4.	OWIDOA NZIGWE	"	Member	M		
5.	TADY SIMON	"	Member	M		
6.	ALIMA SWANB	"	Member	M		
7.	ENDREO SILVIA	"	member	M		
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SHARING THE PoP (Peoples' Owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE AMARZO WOMEN FARMER GROUPDATE 08/08/2017

ATTENDANCE LIST

No.	NAME	FARMERS GROUP	POSITION	GENDER	TELEPHONE CONTACT	SIGNATURE
1.	DOROTHY KACHE	Member	Member	M	-	<i>[Signature]</i>
2.	AURELIA AJO	AMARZO	Member	F	-	<i>[Signature]</i>
3.	AMANDA SCOURG	"	Member	F	-	<i>[Signature]</i>
4.	ILEA STELLA	"	Member	F	-	<i>[Signature]</i>
5.	JOYCE KERE	"	Member	F	-	<i>[Signature]</i>
6.	AYAA RUFFING	"	Member	F	-	<i>[Signature]</i>
7.	ALIMYCHANDIA BETTY	"	Member	F	-	<i>[Signature]</i>
8.	EGAYO BEATRICE	"	Member	F	-	<i>[Signature]</i>
9.	CHANDIA MARY	"	-	F	-	<i>[Signature]</i>
10.	MARUKU JOYCE	Treasurer	Treasurer	F	-	<i>[Signature]</i>
11.	UDUMUKU JOHN BESO	AMARZO	"	M	-	<i>[Signature]</i>
12.						



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE AMANDUKU FARMERS GROUPDATE 08/08/2017

ATTENDANCE LIST

FARMERS' GROUP AMANDUKU FARMERS GROUP

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	WATUDI BEATRICE	AMANDUKU	MEMBER	F	-	<i>[Signature]</i>
2.	AMADRI PALIMA	AMANDUKU	MEMBER	F	-	<i>[Signature]</i>
3.	BUZINA MURAA	AMANDUKU	CHAIR (P)	F	-	<i>[Signature]</i>
4.	VIRGINIA BAVULE	AMANDUKU	Treasurer	F	-	<i>[Signature]</i>
5.	MADILE SAVOUR	GOLICHINI	POP MASTER	M	077 3267093	<i>[Signature]</i>
6.	INLO JEFFREY	AMANDUKU	POP MEMBER	M	077 3631414	<i>[Signature]</i>
7.	ASIZO FLORA	AMANDUKU	member	F	-	<i>[Signature]</i>
8.	MANDERA GRACE	AMANDUKU	member	F	-	<i>[Signature]</i>
9.	JURUGO IWAN	AMANDUKU	member	M	-	<i>[Signature]</i>
10.	AGNES AMULI	AMANDUKU	member	F	-	<i>[Signature]</i>



SHARING THE PoP (Peoples' Owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE KOLIAIKI VILLAGEDATE 03/08/2017

ATTENDANCE LIST

No.	NAME	FARMERS GROUP	POSITION	GENDER	TELEPHONE CONTACT	SIGNATURE
1.	AYAA RUFINA	AMAZO WOMEN		F		
2.	LERIO NIGHT	AMAZO WOMEN		F		
3.	STELA KONGWI	AMAZO WOMEN		F		
4.	AURELIA ZEMWA	AMAZO WOMEN		F		
5.	ANWANTO PATRICK	AMAZO WOMEN		M		
6.	EMMANI HARIET	AMAZO WOMEN		F		
7.	ABARIKU AGNES	AMAZO WOMEN		F		
8.	BRETHNY LACHE	AMAZO WOMEN		F		
9.	CHANGWA BETTY	AMAZO WOMEN		F		
10.	MESIKU JOYCE	AMAZO WOMEN		F		



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE AMU VILLAGEDATE 01/08/2017

ATTENDANCE LIST

FARMERS' GROUP

AMANDOKU FARMER GROUP

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	AKUTI GOOPREY	AMANDOKU	member	M	0770601386	
2.	MURRA EASTER	AMANDOKU	member	F		
3.	LOKWA SCOVIA	AMANDOKU	member	F	077362569	
4.	KARULINA ODE	AMANDOKU	member	F		
5.	AMULI FABIAS	AMANDOKU	member	M	0778740335	
6.	MESIKU JANE-S	AMANDOKU	secretary	F	0771090255	
7.	BETTY DRAGO	AMANDOKU	member	F	0750616498	
8.	MESIKU JANE	AMANDOKU	member	F		
9.	KARULINA ODE	AMANDOKU	member	M		
10.						



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE KOLINDI VILLAGE

DATE 03/08/2017

ATTENDANCE LIST

FARMERS' GROUP

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	EIMANI BEATRES	Amazo women		F		
2.	CHARVIA BETT O GENA	Amazo women		F		
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ACTIVITY SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE

DATE 01/2/2017

ATTENDANCE LIST

FARMERS' GROUP ANITAKU FARMERS GROUP

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	Idritua Chawler	ANITAKU	Secretary	M	-	
2.	AMULI SETIMO	ANITAKU	Chairman	M	-	
3.	ASITULO ROBERT	ANITAKU	member	F	-	
4.	JUSPHINE ISSA	ANITAKU	member	F	-	
5.	ASOKU FLORENCIA	ANITAKU	member	F	-	AJ
6.	ROSE ICNA	ANITAKU	Treasurer	F	-	RI
7.	Margate Edema	ANITAKU	member	F	-	M-U
8.	NIGHT ITAMA	ANITAKU	member	F	-	
9.	ALICO ADRACA	ANITAKU	member	F	-	
10.	BETTI CANDIGA	ANITAKU	member	F	-	



SHARING THE PoP (Peoples' Owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE OZUGO EAST VILLAGE

DATE 03-08-2017

ATTENDANCE LIST

No.	NAME	FARMERS GROUP	POSITION	GENDER	TELEPHONE CONTACT	SIGNATURE
1.	AJUBARI VENANSO	CHANDIRE WOMEN'S GROUP	member	M	0788186830	
2.	DRATEA AGNES	OZUGO YOUTH	secretary	F	0775216160	
3.	MAKUMAI GODFREY	OZUGO YOUTH	C/PERSON	M	0779888915	
4.	KAYODI EVALINE	OZUGO YOUTH	Treasurer	F		
5.	ATIMAKU MARGREI	CHANDIRE WOMEN'S GROUP	member	F	0775103467	
6.	DRATEA JOYCE	OZUGO YOUTH	"	F		
7.	CHANDIA ROSE	CHANDIRE WOMEN'S GROUP	"	F	0775216160	
8.	AMADRIO BETTY	OZUGO YOUTH	"	F		
9.	AMONO RABERA	CHANDIRE WOMEN'S GROUP	"	F		
10.	BAATIO DOROTHY	OZUGO YOUTH		F		



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE OZUGO EAST VILLAGE

DATE 03-08-2017

ATTENDANCE LIST

FARMERS' GROUP

No.	NAME	FARMERS' GROUP	POSITION	GENDER	TELEPHONE CONTACT	SIGNATURE
21.	INDEKU WILSON	OZUGO YOUTH	member	M	0798229228	
22.	KWIGO OPIKU ELIA	CHANDIRE WOMEN	"	M	0786101761	
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SHARING THE PoP (Peoples' Owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE ELEKWE / RACHARA SUB-COUNTY

DATE 31/8/2017

ATTENDANCE LIST

No.	NAME	FARMERS GROUP	POSITION	GENDER	TELEPHONE CONTACT	SIGNATURE
1.	ANTHONY STEPHEN	EMUGRIALU	G. SEC	M	0777234821	
2.	IRAYIA JOHN BOSCO	EMUGRIALU	MEMBER	M	0798673835	
3.	SAMKE INNOCENT	"	MEMBER	M	0730655552	
4.	STANDEA MARTINA	"	MEMBER	F	"	
5.	KAREO X-TINA	"	MEMBER	F	0786668058	
6.	ALICE ANTONIA	"	" (MEMBER)	F	"	
7.	ANTONIO JUSTINE	EMUGRIALU	MEMBER	M	0785127281	
8.	KOJO FRONIA	"	"	F	"	
9.	ABIKU HELLEN	"	"	F	0776616684	
10.	ANQUA SANTA	"	"	F	"	



SHARING THE PoP (Peoples' Owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE ELEKWE / RACHARA SUB-COUNTY / RACHARA

DATE 03/08/2017

ATTENDANCE LIST

No.	NAME	FARMERS GROUP	POSITION	GENDER	TELEPHONE CONTACT	SIGNATURE
1.	DANIEL MULLA	EMUGRIALU	MEMBER	M		
2.	AROPRO GLEBA	"	"		0796052027	
3.	UNZIMA STEPHEN	EMUGRIALU	G. SEC	M	0777533730	
4.	OKOZA HELLEN	"	"	F	"	
5.	INZIMA JUSTINA	TENDRA/EMUGRIALU	MEMBER	M	0787858656	
6.	BATKO VURIGAN	"	"	F	"	
7.	MUNGERA BAKES	MEMBER"	MEMBER	F	0789133660	
8.	KAREO X-TINA	EMUGRIALU	MEMBER	F	"	
9.	KOJOKE SLOVIA	EMUGRIALU	"	F	"	
10.	KOJO DAVID	EMUGRIALU	"	M		



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE SELELE (KARURA) 10/8/2017

DATE 3/8/2017

ATTENDANCE LIST

FARMERS' GROUP EMUDRAIALL

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	<u>DNEMA PILLIP</u>		<u>MEMBER</u>	<u>MALE</u>		
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SHARING THE PoP (Peoples' Owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE _____

DATE 02/08/2017

ATTENDANCE LIST

No.	NAME	FARMERS GROUP	POSITION	GENDER	TELEPHONE CONTACT	SIGNATURE
1.	<u>Taa 2aid</u>	<u>KOBOA WOMEN</u>				
2.	<u>Amila Muhammed</u>	"				
3.	<u>Asifa band</u>	"				
4.	<u>Bako Kemiso</u>	"				
5.	<u>Drokan Ayisa</u>	"				
6.	<u>Ciriga Swadiki</u>	"				
7.	<u>Obuya Fatuma</u>	"				
8.	<u>Allu Kadya</u>	"				
9.	<u>Chadira Zaka</u>	"				
10.	<u>Aseru Mawuna</u>	"				



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE.....

DATE 02/08/2017

ATTENDANCE LIST

FARMERS' GROUP.....

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	ACHIA KHEMIS	OYAA VALLEY	C/P	M	0785231716	
2.	TEBURA BASHA	OYAA VALLEY	Committee	M	-	
3.	AGUNIA SODARA	OYAA VALLEY	member	M	-	
4.	AZAMUKE JAMES	OYAA VALLEY	Secretary	M	0786604367	
5.	BURGARE AYISA	OYAA VALLEY	member	F	-	
6.	WAKU NATIMIA	OYAA VALLEY	member	F	-	
7.	IDEKU KADISA	OYAA VALLEY	member	F	-	
8.	ALIRU FATUMA	OYAA VALLEY	member	F	-	
9.	CAIZIA NATIMIA	OYAA VALLEY	member	F	-	
10.	SUBHA FATMA	"	"	F	-	



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE.....

DATE 02/08/2017

ATTENDANCE LIST

FARMERS' GROUP.....

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	ABISO KADISA	Member		F	-	
2.	BUNIA CHRISTINE	"		F	-	
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SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE YambaDATE 02/08/2017

ATTENDANCE LIST

FARMERS' GROUP

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	DRALEU MARGRET	RODO MOTHERS	V-SECRETARY	F		<i>Cad</i>
2.	BAIFA AJIKO	RODO MOTHERS	MEMBER	F		<i>mf</i>
3.	CANDIRU LEUBA	"		F		<i>R</i>
4.	AKUDI SISIHA	"		F		<i>Am</i>
5.	ONDO MARGRET	"		F		<i>Am</i>
6.	ONDO LUDIA	"		F		<i>Onodia</i>
7.	CANDIRU ANNA	"		F		<i>Cand</i>
8.	ROSE YESUNI	"		F		<i>Rosa</i>
9.	DRARU PENINA	"		F		<i>Dip</i>
10.	AROTIRU JOSEPHINE	"		F		<i>Am</i>



SHARING THE PoP (Peoples' owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE

DATE 02/08/2017

ATTENDANCE LIST

FARMERS' GROUP

No.	NAME	FARMERS' GROUP	POSITION	GENDER M/F	TELEPHONE CONTACT	SIGNATURE
1.	EJOTA AGNES	RODO MOTHERS		F		<i>Am</i>
2.	ELINA JAGURU	"		F		
3.	OMUTE WILFRED	"	Vice/chairman	M		<i>Am</i>
4.	ONZIRU MARITHA	"		F		<i>Am</i>
5.	DRICIRU JOICE	"		F		<i>Am</i>
6.	SUSAN REMBE	"		F		<i>SUSAN-R</i>
7.	PERISIIN BAKO	"		F		<i>Am</i>
8.	ONDEGA FENASI	"		M		<i>Am</i>
9.	REN-CAN ATNA	"		M		<i>Am</i>
10.	HELINA KWAJE	"		F		<i>Am</i>



SHARING THE PoP (Peoples' Owned Process) METHODOLOGY BY THE PoP MASTERS

VENUE

DATE 02/08/2017

ATTENDANCE LIST

No.	NAME	FARMERS GROUP	POSITION	GENDER	TELEPHONE CONTACT	SIGNATURE
1.	GATA KHATO	TULIKI FARMER ASSOCIATION	SEC	M	077491197	
2.	WADA KARIM	"	TREASURY	M		
3.	KUGIRA ARIANI	"	Committee	F		
4.	ABIBU ARIANI	"	"	M		
5.	MALIKO ALIMA	"	MEMBER	F		
6.	KARTU NUSURA	"	"	F		
7.	ADIRU AUSA	"	"	F		
8.	ALIMA ABIBU	"	"			
9.	MALIBU RATIMA	"	"			
10.	ISABURU RATIMA					