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Foundation



Dairy Project

Quarterly Progress Report October- December 2013



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List of Acronyms

AI	Artificial Insemination
AITs	Artificial Insemination Technicians
AOR	Agreement Officer's Representative
BOG	Board of Governors
BRSP	Balochistan Rural Support Program
DRDF	Dairy and Rural Development Foundation
FOM	Field Operations Manager
FROS	Female reproductive organs
GM	General Manager
LBEs	Livestock Business Entrepreneurs
LHW	Livestock Health Worker
M&E	Monitoring and Evaluation
MSI	Management Systems International
MTs	Master Trainers
NGO	Non-Governmental Organization
PD	Project Director
PMU	Project Management Unit
RFP	Request for Proposal
SMs	Social Mobilizers
TOR	Terms of Reference
TOTs	Training of Trainers
UAF	University of Agriculture Faisalabad
US	United States
USAID	United States Agency for International Development
UVAS	University of Veterinary & Animal Sciences
VTIs	Vocational Training Institutes
WLEWs	Women Livestock Extension Workers

Executive Summary

The Dairy Project is a joint collaboration between United States Agency for International Development (USAID) and Dairy and Rural Development Foundation (DRDF) for enhancing rural incomes through increased livestock productivity. The project is providing training to 9,000 dairy farmers and 100 farm managers on best dairy farming practices to help improve milk productivity for increased incomes. The project is also providing training to 2,000 rural, unemployed youth as Artificial Insemination Technicians (AITs) and 5,000 rural, unemployed women as Women Livestock Extension Workers (WLEWs) to assist rural dairy farmers in provision of dairy breed improvement and extension services at their doorstep.

To date, the project has trained:

- 8,710 dairy farmers in best dairy practices to assist the burgeoning sector and boost incomes of rural farmers. The trained farmers increased their average milk yield per animal per day by 0.68 liter. The quarterly survey reported adoption rate of best practices at 80 percent resulting in 15 percent increase in per animal per day milk yield against a target of 10 percent. This meant that farmers earned an additional PKR. 6,000 (USD 57) per month in income. The project trained farmers and farm managers are also equipped with basic support kit including teat cup, drenching gun, de-wormer, teat dipping solution and record register to help implement the best practices.
- 1,774 educated, unemployed rural youth in Artificial Insemination (AI) techniques. These AITs are earning on average PKR. 6,581 (USD 62) per month; this income is double the targeted income. Besides, these AITs are providing breed improvement services to farmers in at least 5 nearby villages. The project trained AITs are equipped with a basic toolkit to assist them in providing services to dairy farmers. After evaluating performance of the newly trained AITs over three months in the field, they are awarded motorbikes to enhance their outreach to remote rural areas and increasing their village coverage from 5 to at least 10 villages. As of December 2013, the project has distributed a total number of 997 motorbikes among top performing AITs. These AITs are now providing basic health and nutrition services to farmers in more than 3,000 villages.
- 4,517 educated, unemployed rural women as Women Livestock Extension Workers (WLEWs). These WLEWs are now providing basic health and nutrition services to farmers in more than 3,000 villages. On average, project trained WLEWs are earning PKR 1,264 (USD 12) per month and are providing services in over 3,000 villages. This income is up from PKR 600 (more than double) but still below the project's anticipated target. The project provides a basic startup kit and a cell phone to these women supporting self-employment and sustainable income.

In the reporting period, 465 dairy farmers, 1,052 WLEWs and 251 AITs received Dairy Project's training. The project's beneficiaries are not only contributing to the development of the dairy sector in Pakistan, but are also earning a respectable livelihood for their families. Some other significant results from this quarterly survey are:

- As of December 2013, the project has created more than 6,000 jobs in rural Punjab for unemployed youth through AITs and WLEWs training. These newly trained professionals are providing services to nearly 40,000 dairy farmers spread over 15 Districts.
- In the current reporting period, 82 silage¹ shows were conducted in which more than 4,500 farmers participated and about 200 acre of fodder was converted to silage, speaking of the success of the campaign.
- The project has brought in a subtle social change in the lives of trained women. For instance, 90 percent of the trained WLEWs think that the project has made them socially and financially independent and 73 percent of the beneficiaries reported that our work is looked at favorably in the society.
- Artificial Insemination Technicians trained by the project are earning Rs. 6,581 per month on average; this income average is 100 percent higher than the anticipated income. These AITs are now providing breed improvement services to farmers at their door step in Punjab and other provinces. The conception rate of the project trained AITs is 64 per cent, which is higher than the national average.

During the reporting period October to December 2013, Dairy Project launched and completed Phase Two of its TV/Radio Campaign. Through this campaign, awareness messages on best dairy practices were disseminated to at least 88 districts and 238 tehsils throughout the country. Dairy Project is also continuing with strict environmental compliance and monitoring in its trainings. An environmental compliance report is given in Section-2 of this report.

¹ Silage is the fermentation of the green fodder for preservation of the high nutritional feed to make up for the seasonal fodder shortages.

Financial Summary

Table 1: Financial Summary

Description	Amount
Total Estimated USAID Amount:	\$14,018,777
Amount Obligated (as of 31st December 2013):	\$14,018,777
Leverage Amount (Non-Federal):	\$3,407,059
Total Project Funds Expended To Date (end December-2013):	\$11,072,999
Project Funds Expended During the Reporting Quarter (Oct 13 - December 13):	\$1,416,757
Obligated Project Funds Remaining Available:	\$2,945,778
Project Funds Allocated for the Next Quarter (Jan 14 – Mar 14):	\$1,397,602

Expenditure Summary

Table 2: Expenditure Summary

Sr. No.	Expense Categories Under Cooperative Agreement	Expenditure during July-Sept. 2013 (US \$)	Expenditure during Oct - Dec 2013 (US \$)	Expenditure up to Dec 31, 2013 (US \$)
1	Personnel Cost	214,643	219,408	1,447,776
2	Travel	112,513	151,163	864,637
3	Equipment and Supplies	348,734	418,181	4,391,058
4	Other Direct Costs	531,524	628,004	4,369,527
	Total	1,207,414	1,416,757	11,072,999

Project Progress and Performance

Introduction

The Dairy Project is a joint effort of the United States Agency for International Development (USAID) and Dairy and Rural Development Foundation (DRDF) to foster sustainable increase in dairy and livestock productivity through adoption of best dairy farming practices, breed improvement, availability of timely extension services, and promotion of livestock businesses. Due to the vital importance of the livestock sector in Pakistan, the Dairy Project's extensive training programs for Dairy Farmers, Women Livestock Extension Workers (WLEWs) and Artificial Insemination Technicians (AITs) are playing an important role in transforming livelihoods of rural communities. The Dairy Project's training interventions are implemented in all four provinces, with major focus on Punjab with a time frame of three years (July 2011- July 2014).

This progress report describes the operations and progress of the project in the period October 2013 to December 2013. For a detailed overview of the project, please refer to [Annex 1: Project Overview](#).

Component One: Training and Support for Dairy Farmers

The comprehensive target for the two-day farmer training program was fully achieved in the third reporting quarter. The project's focus in this reporting period was on the 4-day training program for dairy farmers and 30-day training program for farm managers. During the reporting quarter, the field operations team provided four-day



training to 424 dairy farmers in Multan zone. A total number of 41 farm managers were provided one month training under the Farm Management Program. Project trained 8,710 farmers till December, 2013. The following table provides highlights of the farmer trainings conducted between October and December 2013:

Table 3: Training of Farmers – Quarterly Summary

Month	Four- Day Training	One Month Training	Total
October, 2013	193	26	219
November, 2013	110	0	110
December, 2013	121	15	136
Quarterly Total	424	41	465

As of December 30, 2013, the Dairy Project has trained a total of 8,710 farmers. Out of these farmers, 5,118 received the two-day training, 3,240 received the four-day training and 352 received the one-month training.

Table 4: Farmers' Training – Grand Summary

Sr. No.	Indicator	Oct - Dec 2013
1	Beneficiaries targeted during the reporting period	660
2	Beneficiaries reached during the reporting period	465
3	Beneficiaries targeted to date	8,745
4	Beneficiaries reached to date	8,710

With regards to the farmer training component, the Dairy Project comprehensively achieved the targets set for Oct-Dec, 2013. Table 5 below shows progress on indicators from the Monitoring and Evaluation Activity Plan. These indicators are calculated on the basis of a quarterly follow up survey which was conducted in January 2014. For this purpose a random sample of farmers trained in July 2012 and July 2013 were selected. Refer to [Annexure 4: Performance Evaluation Sampling Strategy](#) for detailed sampling and evaluation methodology.

The adoption of best dairy farming practices and the subsequent impact on milk production is a gradual process. Due to this limitation, it is essential to measure the full impact on the milk yield of animals after a considerable amount of time has lapsed. Hence, for the impact evaluation of the farmer training component, the segregation of beneficiaries into two groups was undertaken to observe and make comparison of the short-term and long-term impact of the project's farmer trainings. For the selection of the sample, the project included farmers trained in July 2012 as **Group A** and farmers trained in July 2013 as **Group B** so that a comparison could be done between the two groups. Farmers trained in July were specifically selected, as it takes at least three months for the farmers to implement best practices. The third column of Table 5 summarizes long-term performance of farmers who were trained in July 2012, whereas, the fourth column reports the short- term performance of farmers trained in July 2013.

Table 5: Performance Indicators of Farmers

Sr. No.	Indicators	Targets	Group A(trained in July,2012)	Group B (trained in July, 2013)
1	Average increase in the project assisted household real annual income from dairy activities relative to the baseline*	At least 10 percent increase in the household's income from dairy activities.	15%	13%

Sr. No.	Indicators	Targets	Group A(trained in July,2012)	Group B (trained in July, 2013)
2	Incidence of Hemorrhagic Septicemia and Foot and Mouth Disease in: A). Dairy animals owned by project-assisted households; and B). Dairy animals of farmers assisted by WLEW relative to the baseline	At least 20 percent reduction in the incidence on average.	Reduction in incidence of HS	
			86%	81%
			Reduction in incidence of FM	
			61%	91%
Animals assisted			B)no data available	B) no data available
3	Average monthly (per animal owned by project-assisted household) quantity of milk produced relative to the baseline.	At least 10 percent increase in milk yield.	15%	13%
4	Percentage of farmers using services of Women Livestock Extension Workers (WLEWs) relative to the baseline	At least 10 percent farmers using services of WLEWs.	Before training=11% Dec 2013= 17%	Before training=27% Dec 2013= 37%
5	Percentage of project-assisted farmers using at least three best practices relative to the baseline (disaggregated by farmers/farm managers)	60 percent farmers adopted three or more best practices	Total farmers=95% 2days farmers=95% 4 days farmers=95% 1month farmer=100%	Total farmers=97% 2days farmers=100% 4 days farmers=97% 1month farmer=100%
6	Number of villages reached with TV and/or Radio sketches	At least 700 villages per year	Nationwide 88 Districts and 238 tehsils	
7	Number of project-assisted farmers trained in business practices, and book-keeping	97.7%	100%	100%

There has been a significant increase in milk yields of the two groups. The increase in milk yield for group A (farmers trained in July, 2012) is 15 percent whereas group B (farmers trained in July, 2013) showed an increase of 13 percent. Moreover, the number of farmers getting services for their animals from project trained WLEWs has also increased. Before training in

case of group B (farmers trained in July, 2013), 27 percent of farmers were using the services of WLEWs, whereas, after the training, 37 percent of the farmers have started to use their services. In case of group A (farmers trained in July, 2012), the number of farmers using the services of project-trained WLEWs has increased from 11 percent to 17 percent.

There has been a huge decline in the incidence of Hemorrhagic Septicemia (HS) and Foot and Mouth Disease (FMD) in animals owned by farmers trained by the Dairy Project. Incidence of HS has declined by 84 percent on average, whereas incidence of FMD has declined by 76 percent. In adoption rate of best practices, there has been a positive response and on average 96 percent of our trained farmers have adopted at least three or more best practices.

Most of the best practices have been successfully adopted by our project trained farmers and show a high change in adoption rate. Best practices which can be easily implemented without significant finances/investments have shown high change in adoption rate. The stats show that the farmers have given more attention to the health and safety of animals after the training. There is a change of 73, 65 and 49 percent in the adoption of teat dipping, deworming and vaccination respectively. The use of Vanda as a high quality concentrated feed for the animals has been adopted as well, however, it shows a decreasing trend in the long run group compared to the short run group. This may be due to the high cost of Vanda as farmers have access to other types of cheap fodder. It has been difficult to encourage and change the mind set of small scale farmers to develop fencing and loose housing system for dairy animals due to limitation of land availability. A more expensive category of best practices includes shed improvement and silage making and that is exactly why it shows a low change in adoption rate by the farmers, these are 12 and 8 percent respectively. On average a silage machine costs PKR 100,000 (USD. 10,000), which is not affordable for a less privileged rural farmer. However, to encourage the trend of silage making, the Dairy Project has assisted farmers by using the machines project has procured to support farmers for making on-farm silages. This effort has been appreciated by the farmers and is being used effectively and they hope to have this facility available to them in the future as well. About 82 silage making shows were conducted in this reporting period and approximately 4,521 farmers attended these demonstrations and more than 200 acreage of silage was made.

Artificial insemination has also shown an increasing trend in our survey. In the short run, majority of the farmers have started using local semen but in the long run it can be seen that farmers are giving more importance to imported semen instead of local ones and giving significance to the idea of good breed animals.

Dairy Project's follow-up team continued to hold individual as well as group meetings with project-trained farmers, WLEWs and AITs to provide technical assistance. A total of 381 community meetings were conducted in this reporting period and were attended by 16,931 farmers. Through farmer help camps, project-trained WLEWs provide free treatment to animals. About 18,729 animals were treated/vaccinated free of cost through 219 farmer help camps.

Follow-up activities help to ensure optimum use of the support kits received by the farmers and help them to adopt best dairy farming practices. Follow-up teams also provided technical

support to the project-trained farmers at their respective farms, to educate them on better shed designing and other technicalities regarding dairy farming and silage making.

Project has also trained 83 farmers under one month commercial farmers training at village level where project designed a more flexible training methodology keeping in view the farmer availability and need on their specific farms. The training includes three days of in-house sessions and four days of practical sessions at their own farms. Moreover, they were also orientated at Nestle’s Sarsabz Model Farm and other local model farms where they had a chance to interact with experts and follow-up teams for required technical support.

Keeping in view the most emerging trend of silage making and increasing demand for silage after silage shows are conducted in project areas, Dairy Project has also taken an initiative of farmers training as silage technician. The project selected 15 trainees in project clusters and provided them one month training on silage machine operations, safety, and over all silage making procedure with collaboration of Dairy Solution Company. The trained silage technicians are now handy in providing services to farmers’ community at large.

Component Two: Training and Support for Artificial Insemination Technicians (AITs)

During the reporting quarter, the project provided Artificial Insemination Technician trainings to 251 unemployed rural youth mainly from Jhang, Sahiwal, Toba-Take-Singh and Rahim-Yar-Khan districts from South of Punjab and other provinces. Project trained 1,774 AITs till December, 2013. A month-wise distribution of the AIT trainings is given below:

Table 6 Training of AITs – Quarterly Summary

Training Dates	Certified
October, 2013	111
November, 2013	57
December, 2013	83
Quarterly total	251

A total number of 251 AITs were trained at three project training sites namely Rawalpindi AI training center, Faisalabad Training center and Burj Attari Training Centre. Training comprises of 70 percent practical and 30 percent theory. Each of the trainees was provided with practical exposure through insemination on dummy cows, animal in slaughter house and project training farms. Visits to nearby cattle market were also part of training to introduce the AITs with farmers of their area and to improve their communication skills while interacting with farmers.

A total number of 254 AITs appeared in the end of the training final exams conducted by the University of Veterinary and Animal Sciences Lahore and Barani University Rawalpindi. The success rate of exam clearance remained 99 percent. All successful certified trainees were awarded with initial business support kits, which mainly comprised of 40 semen doses and nitrogen gas cylinder and one month free nitrogen gas supply to each AIT through DRDF supply network.

Project's internal survey shows that on average one AIT is inseminating 25 cows/buffalos per month. In order to smoothly continue their efforts and to further enhance their working efficiency project has provided them with motor bikes. So far, the project has awarded 997 bikes to AITs on the bases of their performance. After training, project follow up teams support initial business of newly trained AITs by introducing them to their local communities through induction meetings. In these meetings not only trained AITs skills are introduced to rural farmers, but project trainers also share best practices to improve the quality of current herd and the possible support they can get from Project trained AIT. A total number of 37 induction meetings were conducted which were attended by 1,403 farmers. On the other hand, follow up teams also provided technical support to AITs during their initial startup at village level to confidently manage the AI cases and also to overcome the community challenges through follow up meetings. During the reporting quarter, 25 follow up meeting were organized where 283 AITs participated.



Table 7 Training of AITs – Grand Summary

Sr. No.	Indicators	Oct –Dec 2013
1	Beneficiaries targeted during the reporting period ¹	190
2	Beneficiaries successfully trained during the reporting period	251
3	Beneficiaries targeted to date ²	1,750
4	Beneficiaries successfully trained till December 31, 2013	1,774

1. According to targets revised on October 2012.

The table below shows progress on indicators from the Monitoring and Evaluation Activity Plan, based on the quarterly follow up survey conducted in January 2014:

Table 8: Performance Indicators of AITs

Sr. No.	Indicators	Targets	Oct- Dec 2013
1	Average monthly income of AITs from providing AI services relative to the baseline	Income of at least PKR 3,000 (US\$ 32) per month	PKR 6,581 (USD 62)
2	Number of insemination procedures performed per AIT per month	-	25
3	Average no. of inseminations per AIT per day	At least one insemination case per day	0.8
4	No. of pregnancy tests performed per AIT per month		20
5	Percentage of AIT trainees providing professional services to communities	60% of AITs	95%
6	Ratio of insemination procedures to pregnancy	At most 1.7 insemination per pregnancy	1.6
7	Number of AITs trained	(October-December, 2013) 190	251

Sr. No.	Indicators	Targets	Oct- Dec 2013
8	Percentage of project-trained AITs introduced to input suppliers	100%	100%
9	Number of AITs successfully trained in book-keeping, business management	100%	100%

The above table shows that the project has well-achieved its target for this component. On average, project trained AITs are earning Rs. 6,581 per month as compared to the Rs. 3000 per month. On average, project trained AITs are conducting 25 insemination cases per month with a conception rate of 64 percent² which is higher than national average i.e. 60 percent. The success of this training component is also highlighted during the focus group discussion conducted by M & E team in district Multan. One of the AIT said, *“I was unemployed before this training. Now, I am earning Rs. 9,000 per month and contributing to my household income. I am providing services to three nearby villages and it is only achievable due to the support provided by the project in the form of motorbike”*.

In other provinces, mainly in Balochistan, supply of Liquid Nitrogen Gas (LNG) and semen is not smooth, which is a challenge for the project to train and sustain the AITs in these areas. Project collaborated with local organization, Baluchistan Rural Support Program (BRSP) to develop the market linkages for semen and LNG supplies. The other major challenge pertaining to this component is disposal of huge waste of reproductive organs which are used during training. Project is working with municipal administration for support to dispose-off the huge waste.

Component Three: Training and Support for Women Livestock Extension Workers (WLEWs)

Training of WLEWs is one of the most important components of the project as it not only aims to improve the potential of the livestock sector through better animal health services at the village level, but also contributes in empowering rural women. The project trained a total number of 1,052 WLEWs during the reporting period where as it has trained 4,517 till December, 2013; detailed break-up is in the table below:

Table 9: Training of WLEWs – Quarterly Summary

Month	Number of WLEWs trained
October, 2013	274
November, 2013	381
December, 2013	397
Total	1,052

For the selection of potential beneficiaries and to disseminate the Dairy Projects’ messages on best dairy farming practices, 312 community meetings were organized by the Project’s social mobilizers and were attended by 9,265 farmers, mainly in the districts of Vehari, Multan and Bahawalpur (Hasalpur).

² Conception rate is calculated from AITs Evaluation Survey. In this survey 330 Pregnancy Tests, of animal inseminated by project trained AITs, were carried out randomly in current reporting period.

A total number of 1,052 trainees were trained within the selected clusters, where project vehicles provided them pick and drop services from their homes to training centers. Training comprised of 70 percent practical and 30 percent theory where the practical is done with the support of local, community-owned animals.

After receiving the one-month training, WLEW final exams are conducted by the University of Veterinary and Animal Sciences Lahore at their respective training center. A total number of 1,061 trainees appeared in exam and 1,052 remained successful for reporting quarter training.

Graduating ceremonies were held at district level in which graduated WLEWs, project trained farmers, new selected trainees for upcoming batches, key stakeholders (NGOs, Local Govt. and Livestock Department etc.) and notables of the area were invited to commemorate the success of Women Livestock Extension Workers.

In order to spread awareness about the availability of project-trained WLEWs and also to highlight their image as reliable service providers in their areas, 121 induction meetings were organized by project follow up teams, which were attended by 1,064 community participants. Moreover, these meetings the trained WLEWs were linked with input suppliers for better market linkages and also organized inter-beneficiaries group meeting at village level to increase the number of their customers. In order to ensure better linkages between the project-trained beneficiaries, 33 meetings were arranged to link 200 WLEWs to AITs and Farmers in their respective areas. . Around 219 farmer help-camps were also organized in which 18,729 animals were treated across four zones.

Table 10: Training of WLEWs – Grand Summary

Sr. No.	Indicators	Oct –Dec 2013
1	Beneficiaries targeted during the reporting period	600
2	Beneficiaries successfully trained during the reporting period	1,052
3	Beneficiaries targeted to date ¹	4,400
4	Beneficiaries successfully trained till December 31, 2013 ²	4,517

1. Refer to AIP 2013 2. Till December, 2013.

Table 11: Performance Indicators of WLEWs

Sr. No	Categories	Targets	Oct –Dec 2013
1	Average monthly income of WLEWs from livestock services relative to the baseline	Income of at least PKR 3,000 (USD 32) per month	PKR1,264 (USD 12) ¹
2	Average number of farmers served by WLEWs per month relative to the baseline	-	14
3	Number of villages served by the WLEWs	2,000 villages	3780 ²
4	Number of project-trained WLEWs providing services as self-employed extension workers	At least 60per cent of the trained WLEWs providing	82%

Sr. No	Categories	Targets	Oct –Dec 2013
5	Number of WLEWs operating / managing project-supported milk collection points in project-assisted communities	At least 20 milk collection points	0
6	Number of WLEWs offering feed, nutrient, and other inputs for sale to farmers	60%	64%
7	Percentage of project-trained WLEWs introduced to input suppliers	100%	100%
8	Number of the WLEWs trained in business practices, book-keeping, and milk collection	Oct to Dec 2013=600	1,052 ³

1: Combined income of both Livestock Health Workers (LHWs) and Livestock Business Entrepreneurs (LBEs).
2: Estimated Number of villages. According to the survey every WLEW visited 1.6 villages on average and we have trained 4,517 WLEWs. As per the project SOP of WLEWs' selection, we assume that at most 2 WLEWs are from one village.
3: WLEWs are not yet being trained in milk collection.

The table above provides a comparison of the project's progress with regards to the targets mentioned in the Annual Implementation Plan of year 2013-2014. The project exceeded its expectations in coverage and training of the WLEWs since the target was 4,400, whereas 4,517 were actually trained. In addition to this, all of the trained WLEWs were introduced to the suppliers and were trained for book-keeping and other business practices. On average, the project-trained WLEWs provided services to 14 farmers per month.

Moreover, the combined income of women livestock extension workers has gone up to an average of Rs. 1,264 (approx.). This is almost two times higher as compared to last quarter's result. This trend is improving with passage of time because of the efforts of the field operation teams in the form of constant follow ups, WLEWs grouped under clusters, improved supply channels, introduction of reward scheme on target based achievements at cluster level and organizing refresher courses for WLEWs. Though the reported income level is less than the initially expected income level (3000Rs/month) but as the trend reflects, it will continue to increase. The reasons for earning less profit are related to cultural barriers prevalent in rural Pakistan. Women have to face various social challenges, which include lack of trust of farming communities on WLEW skills, preference to male service providers over female workers, less or sometimes no payments for her services, restriction of family male members to visit the neighboring farms. It is worth noting that the community level acceptance of the project-trained WLEWs is a gradual process; it will take time for women to be accepted as extension service provider.

Women are dependent on men for their mobility and due to cultural restrictions do not have the necessary independence to freely undertake their work commitments. With the course of project execution it has been experienced that on average WLEWs initially require about three to six months to establish themselves as an entrepreneur and to overcome social barriers where project follow up teams are continuously supporting them through a number of initiatives (above mentioned). The WLEWs, who have who failed to fight with the social hindrances have left their jobs (the attrition rate is 18 percent). On the other hand, the profit margins for the WLEWs

selling Vanda – high quality concentrated feed -- are quiet low as most of the famers prefer their traditional methods and continue to feed 'Khel' to their animals.

The impact of the training received by rural women is multidimensional and empowers women not only in financial terms but also socially and culturally. One of the WLEW said during the focus group discussion, *“I belong to a marginalized poor family. This training empowered me to contribute in my family income and do something for my offspring’s health and education. Now, my dropout children are back to school again and getting quality education in nearby private school as I am financially strong enough to afford private schooling”*

Table 12: Social Issues Faced By WLEWs

Social Norms	Percentage of WLEWs who agree
Is your work looked at favorably in the society?	73%
Restrictions on mobility	24%
Restrictions on talking to men	24%
Other women in family also work	52%
Farmers decline to pay for your services	41%
Veterinary officer available in your Villages	44%

The quarterly survey data reports that 90 percent of the trained beneficiaries think that the project has made them socially and financially independent and 26 percent of the trained WLEWs reported that their husbands, brothers or fathers help them with their professional work. One of the WLEW from Vehari shared her story of overcoming the societal barrier and empowering herself during focus group discussion conducted in her district. She said, *“Initially my relatives opposed my decision of getting trained, but I stood firmly on my decision to receive training. Now, I am not only an earning hand of my family, but also have respect in my community as a reliable extension service provider”*.

Table 13: Contribution towards social empowerment

Social Empowerment	Percentage of WLEWs who agree
Farmers consider them as reliable extension workers	92%
Consider them independent socially and financially	90%
Brother/ Father or Husband cooperate in business	26%

The average number of cases treated in a month by the project-trained WLEWs surveyed in this quarter (197 WLEWs) is 24. These stats show that WLEWs are significantly contributing in animal health improvement through their timely services provided to farmers at their door step.

Table 14: Cases Treated (Diseases/Vaccination) Per WLEW

	Oct	Nov	Dec	Monthly Average
Total Animals Treated	22	21	24	22
Total Cases Treated	23	22	26	24

In current reporting period field teams faced abrupt weather conditions which affected their operations mainly in foggy weather. Class timings were adjusted during the foggy weather. The other major challenge was of WLEWs participation in meeting due to cotton picking season. To ensure the participation, field teams organized many small meetings with flexible timings. Also, certification ceremonies were held at village level because of restriction from USAID on large gathering in view of security concerns.

Component Four: Communication/Awareness Campaign and Other Activities

During the reporting period October to December 2013, the Communications Department at the Dairy Project launched and completed Phase Two of its TV/Radio Campaign. Through this campaign, awareness messages on best dairy practices were disseminated to at least 88 districts and 238 tehsils. The campaign started on November 23 and lasted for a period of one month. The campaign promoted eight best practices including deworming, vaccinations, silage making, recordkeeping, animal health and management. The commercials were aired on 10 TV channels and nine Radio channels in five different regional languages.



Adjacent to this activity, the Communications Department setup a response and monitoring unit through which the project acquired a toll free number '0800-44556'. This activity was managed by leading international call center The Resource Group (TRG), where the Dairy Project's call agents fluent in five regional languages answered campaign-specific queries. The call center activity started on November 23 and is currently underway. As of December 31, around 700 feedback calls were received from all over Pakistan; 80 percent of these calls were from

farmers.

From October 23-24, 2013, the Communications Department setup a stall and took part in panel discussions at the two-day International Livestock Nutrition Conference at the University of Veterinary and Animal Sciences. Almost 200 people visited the stall and 155 people filled out the visitors' record forms expressing interest in the project's activities. Dairy Project's banners and advert in the conference booklet were also placed.

During the reporting period the Dairy Project also launched a bulk SMS campaign to reach out to its trained beneficiaries including farmers and Women Livestock Extension Workers (WLEWs). The campaign was designed to improve market linkages among the farming community. Through the campaign farmers were alerted of the availability of WLEWs in their districts in providing vaccination and Vanda bags. The WLEWs were also incentivized through this campaign to achieve their targets. The SMS marketing was carried out in Urdu and targeted trained farmers



and WLEWs of Multan, Vehari and Kamalia zones. Three rounds of messages were sent to approximately 11,221 trained beneficiaries for this purpose.

The Dairy Project also setup a stall at the three-day Kisan Mela organized at the Expo Centre from December 29-31. The Dairy Project's stall showcased a model dairy shed to guide farmers with regards to shed design and management, along with brochures of silage making, aflatoxins and literature on the overview of the project. The stall was visited by over 400 people including dairy farmers from rural areas across Pakistan.

The Dairy Project also exhibited a stage show to entertain and inform the audience about best dairy farming practices. The short ten minute skit performed on the first day and second day of



the Kisan Mela cohesively highlighted best dairy practices including animal nutrition and feeding, silage making, deworming and vaccination amongst others. Approximately 300 people were present in the audience and viewed the show.

Currently, the printing of the Dairy Project Diary for 2014 is underway. A theme for the diary has been finalized and the photo-shoot has also been completed. The sample diary has been shared internally and the approved sample has been submitted to the vendor for printing. The dairies are scheduled to be distributed in January 2014.

Section 2: Environmental Compliance

The issues in the Dairy Project's trainings related to environment and health safety are basically in line with adoption of best management practices, health safety measures related to liquid nitrogen gas and organs handling, proper disposal of waste such as semen straws, sheaths and animal organs, syringe handling, compliance to product specifications, proper disposal of waste such as empty medicine bottles, syringes and so on.

An Environmental Mitigation and Monitoring Plan (EMMP) was developed which lists mitigation measures for each type of training. This section presents compliance to these mitigation measures.

Compliance with EMMP

The findings in this section are based on training curriculum review, physical inspection of sites and random visits to classrooms by the Environment Specialist. In order to fulfill requirements under EMMP, guidelines were developed for safe disposal of animal organs, medical waste and sharps etc. Additional guidelines include health and safety measures to avoid any harm or injury to the trainees. A component-wise description of environmental compliance is given below.

Component One: Farmer Training

Lesson plan of the farmer training sites were checked to find out whether environment-related material have been incorporated in the lesson plan. It was revealed that they are covering best farm management practices like breeding and treatment, calf-rearing, milking, feeding, loose housing system, agronomy, biogas, heifers and buffalo management and heat spotting.



Biogas Plant

Health safety measures like treatment stall or restraining plant methods for pregnancy examination, vaccination, medication, deworming, and artificial insemination are demonstrated and communicated to the dairy farmers. Organoleptic and surf test are well described to check the milk quality so that milk from the infected animal could be

separated. While conducting farmer training, farmers are briefed on how to handle manure and its best utilization. At the

Sukheki site, a biogas plant is installed and trainees are taken there and explained the significance of biogas. Taking into consideration the significance of the biogas plant, Dairy Project has also established a biogas plant in Vehari. For the final inspection and handing over of this plant, a visit was recently made by Project Director and Procurement Manager so that they could ensure all the agreed terms and conditions in the environmental approval document regarding safety have been fulfilled during the installation of this plant. Inspection was satisfactory as the plant has all the necessary equipment like safety valve, pressure and temperature gauge, moisture and hydrogen sulfide scrubber etc.



Demonstration of the Surf Test

Teat dipping process is described to the farmers so that they could avoid the diseases occurring in animals after the milking. Bio security is also ensured and at the entrance of the farm, lime is placed to avoid the diseases at the farm through the contamination from feet of the visitors. Racking is done for animal feed storage and significance of racking is described to the trainees so that mold could be avoided due to the moisture from the ground surface and side walls. Moisture is one of the main causes of moldiness and then resulting mycotoxins in animal feed so racking would save the animal feed from these hazards.



During the silage making shows, farmers are briefed on environmental considerations and safe handling of the equipment.

Component Two: Artificial Insemination Technicians' Training

All of the Artificial Insemination Technicians (AITs) sites are imparting training on best practices and lesson plan covers best artificial insemination practices.

AITs were taught about best AI practice like proper heat spotting LNG, and semen handling. A trainer was not wearing full sleeve shirt at Rawalpindi site while handling LNG which is a requirement. Transportation of liquid nitrogen has been done in such a way that no one sits in the same container in which liquid nitrogen cylinders are transported so that asphyxia and cold burns could be avoided. Proper storage of liquid nitrogen has also been described to avoid asphyxia.



All AI trainees wear Dangri (overalls), gum boots and gloves during practical training on live animals to minimize the chances of disease transfer to human beings. During table practice, gloves, face masks and aprons are worn by the trainees' invariably. Animal organs are stored in the refrigerator after usage till ultimate disposal so that further bacterial growth could be inhibited.

Crush is used at artificial insemination sites to control the animals during artificial insemination practice on live animals to prevent injuries caused by abnormal condition of animal, especially during insemination practice. Hands are washed with antibacterial soap after insemination practice.

Sheaths and contaminated polythene gloves were kept covered at Faisalabad site but situation at Burj Attari site was not appreciable as during the whole day contaminated gloves were placed openly during the visit. Lid was not there on dustbins, which exposed contaminated gloves and sheaths to the environment, consequently spreading pathogenic bacteria in the environment.

As far as the disposal of animal organs, contaminated gloves and sheaths is concerned, mixed behavior has been observed. There have been incidences at Burj Attari site where gloves have been seen even at the Tandours (cooking place) in the nearby vicinity and organs were thrown in streams while Faisalabad site is disposing them off in appropriate manner as per guidelines.

Master trainers were briefed during the field visits by the environment specialist about the environmental compliance activities so that they follow all the necessary mitigation measures. Non-compliance has also been discussed with zonal management to bring non-compliant activities in compliance with EMMP. Zonal management has instructed field staff to bring their activities in compliance at earliest.

Component Three: Women Livestock Extension Worker (WLEW) Training

WLEW trainings take place at designated training centers in two districts namely, Multan and Vehari. Best basic livestock extension practices are taught to the WLEWs and health safety measures like handling of medicines and syringes have been incorporated in the training content.

Medicines are protected from the sunlight during outdoor sessions by use of kit bag thereby complying with the product specifications. Moreover, expiry date is checked before the consumption of medicines, at both sites.

However, non-compliance has been observed with regards to restraining the animals before treatment. Empty medicine bottles are also disposed of into the

land after usage at Multan site, but Vehari site is not disposing off medicines bottles as per guidelines.

Needle cutters were available on both sites for immediate disposal of needles after injection so that chances of needle prick injuries are minimized. Syringes are disposed-off into the land along with their encapsulation, hence complying with the guidelines. New syringes are used for each animal.



Organs disposal in limed pit



Disposal of Syringes Along With Encapsulation

Annex 1: Project Overview

The Dairy Project is a joint effort of the Dairy and Rural Development Foundation (DRDF) and the United States Agency for International Development (USAID) to foster sustainable increase in dairy and livestock productivity through adoption of best dairy farming practices, breed improvement, availability of timely extension services, and promotion of livestock businesses. The Dairy Project is being implemented in all four provinces, with a major focus on Punjab with a time frame of three years (July 2011- July 2014). The project contributes to the USAID strategic objective of creating job opportunities and increasing income. The project objectives are aligned with Pakistan's development agenda, and its goal and objectives reflect national and regional priorities.

Training and Support for Dairy Farmers

The primary objective of providing training and support to dairy farmers is to improve prevalent dairy farming practices for improving livestock productivity and enhancing incomes of rural households assisted by the project. The project targets to train 9,000 farmers and 100 farm managers. In addition to this, 800 farmers from Khyber Pakhtunkhwa, Sindh and Balochistan are supported in attending the project's training courses in Punjab. These trainings cover several topics including improved feeding and animal nutrition, importance of improved breeds, basic animal health, farm equipment and shed management. Trainings for farm managers include separate components on basic bookkeeping and business skills. Knowledge of basic business know-how adds to the skills of farm managers. Consequently, all trained farmers have a better understanding of the milk value chain and how to profitably create linkages within it.

Classroom trainings are being conducted at model dairy farms, where modern dairy farm-management techniques are implemented. After successful completion of the training course, participants are provided with basic equipment kit that helps them to put into practice the newly learnt farming practices. Trained farmers are visited frequently for support and follow up.

Training and Support for Artificial Insemination Technicians (AITs)

The objective of AI trainings is to improve the provision of AI services to foster good quality breeds that will improve livestock productivity and enhance income of rural youth. Under this component, 2,000 young individuals from rural Punjab, and 300 from Khyber Pakhtunkhwa, Sindh and Balochistan will be supported in attending the project's AI training courses in Punjab. AITs receive five weeks of training with two months follow up support. Trainings include a mix of theory, demonstration and practical exercises related to insemination, safe handling and maintenance of insemination guns, liquid nitrogen cylinders for transporting semen and other equipment. Classroom trainings take place at AIT Centers, established by the Dairy Project, and the Government of Punjab's Vocational Training Institute (PVTI).

Each AIT receives initial support to establish him as an entrepreneur. This support includes AIT kit (including Nitrogen Cylinders, Semen, Semen Straws, and basic AI related equipment). A motorbike is also provided upon meeting certain performance criteria.

Training and Support for Women Livestock Extension Workers (WLEWs)

The objective of this component is to increase the use and availability of livestock services provided by WLEWs for improving livestock productivity and enhancing income of rural females. Under this component, 5,000 WLEWs will be trained. WLEWs receive one-month training on basic animal health management, basic preventive animal health measure, and identification of the most common diseases, immunization, basic treatment, animal nutrition and animal hygiene. The curriculum is developed in collaboration with University of Veterinary and Animal Sciences (UVAS). WLEWs are also trained in feed supply and milk collection to give them the expertise to further grow their businesses. They also receive training in bookkeeping and business skills as well as linkages to service (including financial) and input suppliers along the dairy value chain.

Extension worker training are conducted in village clusters, so that women can attend training near their homes. A training camp is set up on a temporary basis at each site. The project arranges for transport to and from the site. All master trainers are women veterinary graduates. The program is certified by the University of Veterinary and Animal Sciences (UVAS).

Upon completion of the course, WLEWs selected for animal nursing are given a veterinary kit, while WLEWs doing concentrates businesses are supported by a stock of animal feed. The program also provides workers with basic mobile phones to enable easy communication with clients and input suppliers.

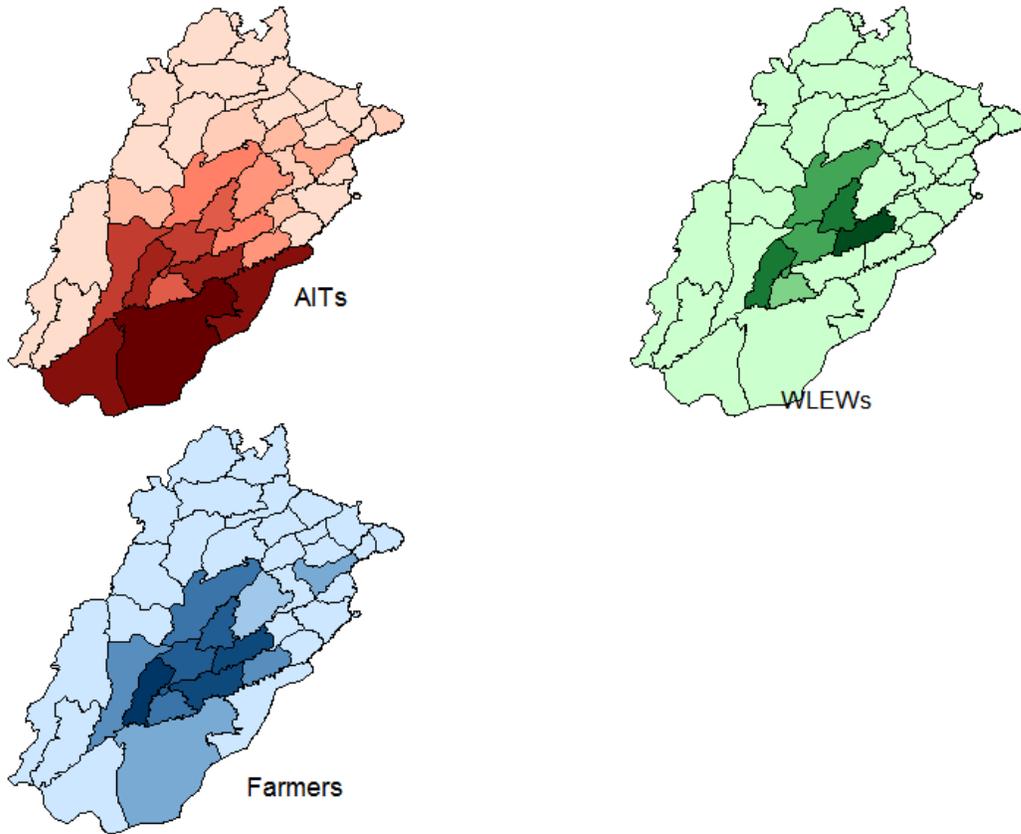
Awareness Campaign

The overall objective of the Dairy Project's mass awareness campaign is to increase awareness about the best dairy farming practices for improving livestock productivity in Pakistan. Under this component, TV, radio, and/or print infomercials on subjects such as de-worming, vaccination, mastitis control, breeding, and feeding practices are being developed. The awareness campaign through TV, radio, and/or print media is to be aired in about 2,000 villages in Punjab and other provinces. Farmer days and silage-making days are organized to motivate farmers to adopt improved animal husbandry practices.

Geographic Focus and Target Groups

Dairy project's current site of locations of project-trained beneficiaries is shown on the maps below:

District-wise Distribution of the Beneficiaries in Punjab



Annexure 3: Key Events Held During the Reporting Period

Sr. No	Date	Event	Location	Media Coverage/Press Release	Remarks
1.	Oct 23-24, 2013	International Livestock Nutrition Conference	UVAS	N/A	USAID's Dairy Project participated in a two day 'International Livestock Nutrition Conference,' held at the University of Veterinary and Animal Sciences (UVAS) in Lahore. The Dairy Project setup a stall at the conference to highlight the key components of the project. The conference was attended by international and local dairy experts and a total of 29 academic papers were selected for oral presentation in the discussion sessions of the conference.
2.	Dec29-31, 2013	Kisan Mela	Expo Center, Lahore	N/A	USAID-DRDF Dairy Project setup a stall at the three-day Kisan Mela organized at the Expo Centre from December 29-31, 2013. The objective of the Kisan Mela was to encourage growth in the agro-sector by sharing best practices, latest research findings and create market linkages between different stakeholders in the agricultural industry. The Dairy Project's stall showcased a model dairy shed to guide farmers with regards to shed design and management, along with brochures of silage making, aflatoxin and literature on the overview of the project. The stall was visited by over 400 people including dairy farmers from rural areas across Pakistan.

Annexure 4: Performance Evaluation Sampling Strategy

Primary objective of the evaluation activity conducted in January 2013 is to get reliable indicators of the project's performance in three components vis-à-vis farmer, AIT and WLEW training. Given logistical constraints, it was not possible to cover all districts from where the dairy project has trained beneficiaries. Therefore, for sampling purposes, the beneficiaries trained in Punjab were picked. In the case of farmers and AIT component after filtering beneficiaries from other provinces than Punjab we had a good representative population of more than 80 percent for sampling purposes whereas, the entire project-trained WLEWs are trained from Punjab.

For sampling purposes proper statistical methods were adopted to determine the sample size for the survey. Confidence level of 90 percent and confidence interval of five percent were kept to gain more accurate insights on the impact created by the project. For the AIT component 11 districts were covered by the random sample, whereas for the farmer's component 12 districts were covered. In case of WLEW nine districts were being covered by survey sample. The evaluation sampling was also handicapped by the unavailability of baseline data, especially for the farmer component. Hence, an evaluation design was adopted that allowed us to get both baseline and end line values. Detailed evaluation designs of each component are given below.

Farmers

Farmers' performance changes after the training is imparted to them. This change is more pronounced in the long-term than in the short-term. In order to evaluate performance of the farmers, the strategy was designed keeping in view time-frame differences and data limitations.

For performance evaluation, two groups have been selected after they have received training. Group A consisted of beneficiaries trained in July 2012 whereas, Group B constituted of beneficiaries trained in July 2013. However, information regarding indicators was obtained in January 2014, for evaluating the performance of farmers in the quarter of Oct-Dec, on recall basis for both groups. The following strategy was proposed to evaluate performance:

In the short run, performance indicators of farmers of Group B in the fourth quarter (Oct-Dec) 2013 has been compared with the outcomes which they were achieving before the training was imparted to them. For long-term evaluation, we assume that Group A and Group B are homogeneous and with Group A consisting of beneficiaries from July 2012, this would show the increases in the indicator with a considerable time lag. These performance indicators are then compared across these two groups for fourth quarter of 2013 to see the change in performance over time in the short run and long run.

Artificial Insemination Technicians

In order to evaluate the performance of the AIT, a total of 207 AITs were randomly selected to be surveyed out of 1,349 AIT from Punjab province. This gives us 15.34 percent of sample which was drawn from the population of AITs trained till September 2013. AITs trained in Oct-Dec 2013 period were not selected as they get kits eight days after their training and it takes them time to start their business.

Women Livestock Extension Workers

In case of WLEWs a total of 250 WLEWs were sampled out of 3,244 WLEWS trained by the Dairy Project, which gives a sample of 7.73 percent WLEWs trained till July, 2013 were selected for evaluation of performance after training. WLEWs trained in October-December 2013 period were not selected as these WLEWs get their kits after at least 10 -15 days and it takes them time to start their business.

Methodology:

Survey tools were designed in accordance with the projects key outcome indicators illustrated in M & E Activity Plan. Keeping in view the experiences of the last quarterly survey, survey tools were refined and all the necessary questions were added to gather more insights into the impact of trainings provided by Dairy Project. Enumerators' training is an essential part of quality data fetching. Hence, for this reason a complete training session was organized in Multan for all the enumerators taking part in the survey. Enumerators were introduced to the probing methods. All research instruments were briefed one by one to all enumerators. After complete orientation on probing techniques and survey instruments, mock sessions were held which were observed by trainers. Trainers provided their feedback on mock sessions one by one to each participant for improvement.

With the questionnaires being finalized and well-briefed to enumerators, a pilot testing was carried out in Multan and Vehari zone. This not only refined the tool even further but also helped the enumerators to get first-hand experience in applying the survey tool in the field. After successful pilot testing and planning, the survey was carried out by four main working zones of the project, namely Multan, Vehari, Kamalia and Hasil Pur.

To ensure the quality of data M & E chalked out a complete monitoring plan that was implemented with the help of M & E zonal staff. M & E officers made random checks on the interview sessions carried out by the enumerators and getting key observations out of them. Complete data flow procedures were documented with all the data quality and verification checks explicitly mentioned. After receiving the questionnaires from the enumerators and before it being entered in database, the data had to go through verification process which was done by MEO and AZM at two different stages to ensure the quality of data. Even after the data coming through such rigorous scrutinization processes, the analyst further cleaned the data and checked for errors and outliers to have a good and refined data for analysis purpose.



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FROM THE AMERICAN PEOPLE

SUCCESS STORY

Improving Livelihoods

USAID trains dairy farmer to improve animal health and productivity for increased income



Photo by USAID-DRDF Dairy Project

“The productivity of my animals has increased clearly ever since I applied the best practices I learnt through the Dairy Project’s training.”

Muhammad Shehzad, Dairy Project trained Farmer from District Multan

Naveed Iqbal lives in a remote village Chak 6/MR Makhdoom Rasheed Adda, Vehari Road Multan. Like his forefathers, he also cultivated land and kept animals as a means of earning his and his family’s livelihood. His family comprising of 15 dependents consumed 8 liters of milk and there was a small remaining amount which was sold in the market.

Given his background in dairy farming, Mr Iqbal was interested in participating in the Dairy Project’s two-day farmer training. He applied and after passing through the selection procedure, he was sent to the project’s Khanewal Training Farm in January 2013. After successfully completing the training he obtained an initial support kit for his farm animals. He learnt several important best practices such as deworming, vaccination, silage making, free access to water, shed improvement, Vanda feeding, artificial insemination for quality breed animals and proper record keeping of farm animals.

Upon returning to his farm, Iqbal began to apply what he had learnt. He made one acre silage to produce better and timely nutrient filled fodder for animals and sowed maize at 10 acres land for silage production. Silage is fermented, high moisture preserved fodder that, along with providing good nutrition to animals, also serves as an important way for farmers to feed cows and sheep during times when pasture isn’t good. By feeding silage to animals and applying other practices Iqbal had learnt at the training, his average milk production increased to 4 liter per animal per day. Enthused by his success, Iqbal purchased 20 new calves of an improved breed. Now, he has a total 60 animals which produce 50 liters of milk per day. He also reported that his average income is now Rs. 57,000.

Confident by the key insights the Dairy Project’s training had given him, Iqbal decided to build a modern dairy shed for greater care of his animals and increased milk production. Appreciating the work of the Dairy Project he said “the productivity of my animals has increased clearly ever since I applied the best practices I learnt through the Dairy Project’s training.”



SUCCESS STORY

Emerging Triumphant

Dairy Project trained Woman Livestock Extension Worker reports outstanding profits



Photo by USAID-DRDF Dairy Project

Kiran getting ready to vaccinate and animal as preventative medicine

“My earnings give me a great sense of accomplishment and I use them to support my family. My father had a heart surgery and my savings enabled him to be treated.”

Kiran Zulfiqar, project trained WLEW

Kiran Zulfiqar is a confident, 19- year-old girl who lives with her family of seven including four sisters and a brother. After completing her metric exams she wanted to study further but due to financial constraints couldn't do so. Having an old, sick father the responsibility of providing for her family members fell on her and her elder sister's shoulders.

When the USAID Dairy Projects team visited Kiran's village and informed the residents of the Women Livestock Extension Workers (WLEW) training, her family immediately got her enrolled. "I signed up for the training as I knew it will benefit my family through increased income and also help my community. I learnt about basic animal health care and developed related skills such as deworming and vaccinating dairy animals" remarked Kiran.

After the successful completion of the training, Kiran spread awareness about her newly acquired training in her village and started door to door canvassing. She inspected the quantity and breed of the animals in her village and consulted various farmers on the health of their animals. Her average monthly profits from livestock extension work are Rs 7,000. "My earnings give me a great sense of accomplishment and I use them to support my family. My father had a heart surgery and my savings enabled him to be treated. I also pay for my younger sibling's education."

In the future Kiran hopes to study animal health care and management in greater detail. Being dynamic and inquisitive she is always on the lookout for new opportunities to learn. She believes that women should not be confined to their homes and said that "I continuously visit new places and meet different people to improve my understanding about dairy animals. I am extremely grateful that the Dairy Project has opened up this new avenue of interest and income for me."



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SUCCESS STORY

Achieving Economic Stability

Dairy Project trains artificial insemination technicians in breed improvement



Photo by USAID-DRDF Dairy Project

“After becoming an AIT, I achieved better economic and social position. I am very grateful to the Dairy Project which blessed me with this opportunity.”

Ali Muhammad

Dairy Project trained AIT from Toba Tek Singh

Artificial Insemination Technician Ali Muhammad s/o Khushi Muhammad is a resident of 312/GB, Tehsil Shorkot, District Toba Tek Singh. He lives with his parents and five children and being the head of the household his financial disposition was always a concern for him. He often did small plumbing jobs and electrical work, but did not have a steady source of income which he could consistently rely on.

Ali Muhammad heard about the Dairy Project’s Artificial Insemination Technicians training through the *Numberdar* of the village and attended a community meeting hosted by them. Through this meeting he learnt about the Artificial Insemination Technicians training for unemployed, educated rural men and upon consultation with his family and the *Numberdar*, decided to apply for it.

Through the training he learnt about practical exercises such as safe handling and maintenance of insemination guns, liquid nitrogen cylinders as well as gained theoretical knowledge. After getting hands on training from the Dairy Project he started his business and got a trust worthy status in the community.

Now Ali Muhammad is able to bear all the household expenses including education for his children. His average monthly profit from providing AI services is nearly Rs18, 300. During the period August to October 2013 Ali made a profit and has now established a clinic at *Mehar Ali Chok*, Shorkot city. He is delighted to have received the training and to be able to contribute to the burgeoning dairy sector.

“Before becoming an AIT, I was depressed about my economic condition which was also affecting my social status in the community but after becoming an AIT, I achieved better economic and social position. I am very grateful to the Dairy Project which blessed me with this opportunity, and I pray that Allah may run the Dairy Project successfully which helps the poor people” remarked a heartened Ali Muhammad.