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ALBANIA
DAIRY IMPROVEMENT CAMPAIGN

USAID CA# DHR-A-00-95-00040-00

FINAL REPORT

1995 – 2000

Land O'Lakes, Inc.
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Attachment A: Financial Report

ALBANIA DAIRY IMPROVEMENT CAMPAIGN

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FINAL REPORT

PROJECT SUMMARY

Phase I - Dairy Extension Training

The Land O'Lakes Dairy Improvement Campaign began in July 1993 and was initially programmed for 18 months as part of the Agricultural Cooperative/Business Development and Training in Central and Eastern Europe Project (EUR-G-00-91-00072-00). The goal of the Campaign was to help rural women increase their knowledge so that they could improve the health of their cows and improve rural incomes by increasing the quality and quantity of their milk, and was the only program to focus on rural women in Albania. During the initial phase the program reached approximately 3800 women organized into groups of fifteen, each with an elected key leader, in villages of Tirana, Korçe, Lushnja, Kuçova and Shkodra districts. Field agents for the Campaign provided training through demonstrations directly to the groups each quarter. Additional training was provided monthly to key leaders, who were then responsible for training their group. The women received training in three waves: milk quality; herd health; and business management and marketing. The demonstrations focused on providing information on topics such as sanitation, prevention of mastitis and other diseases, record keeping, cheese making under household conditions and milk quality tests. Each training topic was accompanied by booklets developed by dairy experts and adapted to the conditions in Albania. These booklets contained information the woman had learned, and served as a handy reference for future use. In addition the booklets were read by friends and family members, thereby broadening their impact

The Land O'Lakes program was so successful that it led to a two-year project, Albania Dairy Improvement Campaign, Phase Two (DHR-A-00-95-00040-00) which was funded through December 1996. Field agents continued to teach the original 3800 women new topics such as dairy breeding and reproduction, forage production and association development. The program also extended technical training to over 1200 new women in the villages of Kavaja and Durrës districts. The goals of the Land O'Lakes Dairy Improvement Campaign during the second phase also expanded to include the fostering of small rural businesses, such as processing plants and milk collection points, and the support of democratic institution-building through the creation of non-governmental organizations (NGOs) such as cooperatives, credit unions and associations to advocate for women's issues and support dairy producers in Albania.

A subagreement with American Breeders Service (ABS) provided an artificial insemination component to the project. The initial goal was to train women as inseminators so they could establish private businesses, but the goal was eventually expanded to include training for artificial inseminators already operating a business who were interested in using US genetics. A total of 77 inseminators were trained, of which 36 purchased US genetics. ABS donated 20,000

doses of improved semen and monetized 15 artificial insemination kits to establish SHISH, a supply and distribution business for US genetics.

Phase II - Integrating Dairy Processing Plants

The project was further extended until June 1998, and its focus shifted slightly. A statistical survey undertaken in 1995 showed that women participating in the Land O'Lakes (LOL) program had indeed increased the quantity of milk produced and improved the quality, but this was not the ultimate goal of the project. Increased production must translate into improved rural incomes before the intervention can be considered successful. Therefore efforts concentrated on institutionalizing the cooperative undertakings already begun so that participants received tangible and measurable economic benefits. Credit unions were formed, and technical assistance to the newly emerging private dairy processing plants ensured a growing market for raw milk.

The geographic area covered by the project also expanded in 1997. LOL receives continuous requests from producers that would like to participate in the program, as well as requests from owners of dairy processing plants to train their suppliers. LOL began delivering a fast-track training module that can be delivered upon request, condensing the two-year training schedule into a shorter, more intensive intervention. To date over 3000 milk producers, including men, have participated in the fast-track training. In addition, a group of star leaders was selected from the best key leaders, so that extension training could be delivered quarterly to star leaders, who then trained the key leaders, who in turn trained their group. This network permits an efficient transfer of knowledge to dairy farmers.

Technical dairy extension for small ruminants, delivered upon request on a fast-track basis, was also added in 1997. Linking the producers of higher-value goat and sheep milk into the dairy system aids in poverty alleviation in the poorer mountainous regions and opens up new product possibilities for local dairy processors. Vaccination campaigns have also been delivered by the small ruminant team, resulting in a marked decrease in spontaneous abortions among sheep. Over 600 shepherds have received training from the Campaign.

Phase III - Improving Milk Collection Systems

USAID granted an additional two-year extension of the project to improve milk collection systems. The project installed milk cooling tanks and simple milk testing laboratory equipment at 21 milk collection sites, some of which are owned and operated cooperatively by women dairy producers and others that are run as private businesses. Emphasis has been on establishing contractual relationships with processors that pay differential prices based on milk quality.

Intensive work continued with private dairy processors, providing assistance on equipment upgrades, new products, hygiene and marketing. As the quality of domestic production improves, Albanian products can displace imported dairy products, thus stimulating demand for raw milk and ensuring economic development in rural areas.

NGO Formation

Land O'Lakes has aided in the formation of four NGOs to date. The Law and Women's Rights Association, formed by 11 key leaders in the Land O'Lakes program, commenced activities after being registered in May 1995. With guidance from Land O'Lakes it has received grants from diverse sources to conduct seminars dealing with issues of concern to rural women, such as health and land ownership rights, in many villages. This NGO impacted legislation on the privatization of land by ensuring that women's names were on the land title and that they must agree in writing to the sale of land.

SHISH, an association of artificial inseminators, was organized under a subcontract with ABS Global. The goals for these entrepreneurs are to set up profitable artificial insemination micro-enterprises and for Albanian dairy producers to benefit from higher producing cows as a result of better genetics. ABS Global donated 35,000 doses of genetically superior semen to finance the association.

The Dairy Entrepreneurs National Association (DENA) was formed in 1997 and currently has 58 members, primarily milk collectors and dairy processors. DENA works at the national level to encourage the enactment of legislation to establish and enforce standards for the dairy sector, to lobby government on issues such as VAT and licensing, and to promote the consumption of Albanian dairy products. Technical and business assistance are also delivered to DENA members, as well as training both in Albania and abroad.

Members of the Livestock Entrepreneurs Association of Albania (LEAA) were originally part of DENA, but formed their own independent association in 1999. LEAA has 728 members organized into 10 regional branches, with members working locally to improve their businesses. LEAA offers services such as vaccination and deworming campaigns, disease testing, training in Albania and abroad, and credit services for the purchase of cows and farm machinery.

Collaborative Efforts

Over the duration of the program, Land O'Lakes has formed a network of women that acts as a ready-made conduit for assistance from other Albanian and international development groups. Collaboration with these groups has helped to provide access to credit, potable water and farm machinery, thereby expanding the opportunities offered to women.

The methodology used by the program has proven to be quite successful, and the network of over 8000 dairy farmers already established is invaluable. The LOL Dairy Improvement Campaign currently collaborates with many other projects and donors who have found it beneficial to use the extension network realized by LOL as a conduit for distributing information and opportunities offered by their organizations, thus leveraging project interventions and providing more "bang for the buck." Collaborative efforts to date include:

- The Irish League of Credit Unions - LOL worked with this partner under an EU-funded project to establish five pilot credit unions in Albania. LOL was invited to create a village-based credit union using the strong network of rural women in the Korce region, many of whom had already been communally saving for several years within the project framework. The demonstrated ability to save money and the trust exhibited by the pooling of resources, which were a direct result of the LOL program, significantly shortened the amount of time

necessary to make this credit union functional. The Association of Beekeepers in Korce also requested Land O'Lakes' assistance in establishing a credit union for its members. These two groups registered the first credit unions in Albania in December 1997. Another four have been registered since then, and training has begun for several others.

- FAO – LOL worked with FAO on several different occasions. FAO I used the LOL extension network to disseminate information and determine interest in a poultry project. FAO III, which sought to establish a distribution system for small mechanized farming machinery, used the network to conduct market research on the types of machinery Albanian farmers were most likely to purchase. When the FAO Emergency Office wanted to distribute feed concentrate to families affected by the refugee crisis in northern Albania, they asked LOL to train the recipients in proper feeding techniques and ratios. And when an FAO project needed to do rapid rural appraisal to find out women's most pressing problems in rural areas, they asked for our help.
- CRS and the Soros Foundation/AEDP - LOL joined these partners in an innovative program to initiate a milk distribution program in schools. Dairy processors received funding from CRS and Soros to purchase dairy processing equipment, and the loan was repaid by distributing free milk to schoolchildren in the region. The success of this program led to the creation of the Community Revitalization Project, a \$1.2 M project funded by Soros and managed by AEDP.
- SNV - Collaborating with SNV on a project funded by NOVIB and IFAD, LOL adapted its dairy training to conditions in northeast Albania. LOL trained the field agents hired by the project and provided a vegetable expert to prepare training booklets on vegetable cultivation.
- Mercy International - LOL collaborated with Mercy International on a cow lease program, whereby Mercy distributed cows to needy women in villages where LOL works. LOL identified the recipients, trained the women in cow husbandry, and monitored the status of the cows. Mercy then received the first two calves born from these cows for redistribution to other needy women. Mercy International also provided credit to LOL participants, and funded livestock vaccination campaigns and exchange visits carried out by LOL staff.
- SMEDA - The USAID-funded SMEDA project collaborated with LOL through their three Regional Business Agencies in Korce, Elbasan and Shkodra. They helped to provide business and management training to staff and women in the program, aided in writing business plans, informed the women of credit opportunities and aided in credit applications. This collaboration institutionalized the support offered to rural women and helped tie them into other activities in their area.
- Eastern European Partnership - EEP, a sister organization to VSO, placed a long-term business volunteer in the LOL project to offer business training to project participants and to strengthen the business services the staff is able to provide.
- NGO Forum - By becoming a member of the NGO Forum, LOL has had access to many other organizations and receives current information on opportunities for NGOs through their monthly magazine. In addition staff members have taken advantage of training opportunities offered by the NGO Forum and UNDP.
- GTZ – GTZ has provided training to DENA and LEAA credit committees on how to properly evaluate a loan application.

- UNDP - LOL has collaborated with UNDP to improve micro-enterprise opportunities for rural women by providing staff training on business management. UNDP also provided a grant to women in the LOL program to construct a building for a milk collection center.
- Albanian Development Fund - LOL had aided project participants to access loans granted by ADF.
- CAFOD – CAFOD provided a grant to women in the LOL program to construct a building for a milk collection center.
- ACDI/VOCA – This organization has provided volunteers and training to LOL project participants.
- Netherlands Management Cooperation Programme – NMCP has provided volunteers to project participants as well as donations of used equipment and supplies for dairy processors.
- Opportunity International - OI runs a micro-credit project funded by AID, and they have allocated 25% of their loan portfolio to agriculture. They are currently loaning that portion to LOL clients to purchase cows, since they trust that we know our clients and can evaluate who is a good credit risk. They also know that farmers trained by LOL have a better probability of success with their cow, thereby ensuring that the loan will be repaid.
- Plan International - PI has funded vaccination campaigns organized by LOL, and they have purchased 2 cooling tanks and milk testing labs for LOL to install in their project area. They have also funded the distribution of artificial insemination tanks to vets in areas in which they work.
- IFDC – LOL is collaborating with IFDC in support of agricultural trade associations and credit unions in rural areas.

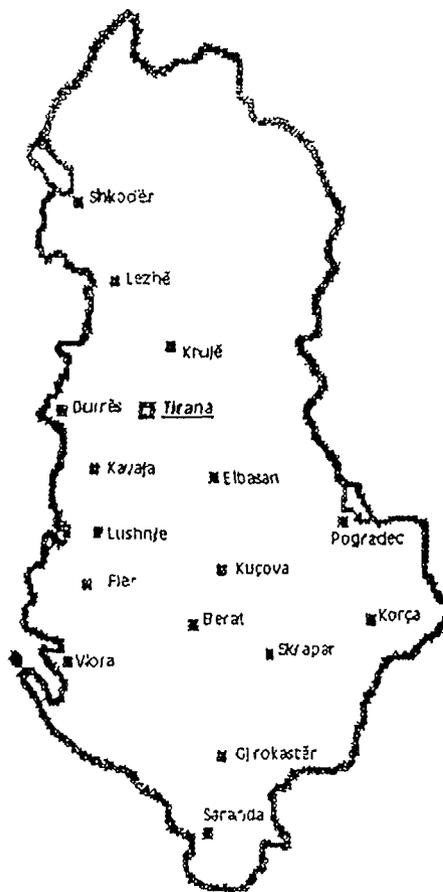
This collaboration among agencies and projects helps to ensure less duplication of effort and a more efficient use of scarce resources. It also increases the sustainability of the women's groups and multiplies the opportunities open to the women; as women express an interest in solving a particular problem, LOL can put them in contact with the appropriate groups that have the expertise and resources to help them achieve their goals.

Snapshot of Activities

The following page shows a snapshot of Land O'Lakes activities.

Land O'Lakes, Inc.

DAIRY IMPROVEMENT CAMPAIGN ALBANIA 2000



March 30, 2000

<p>SHKODER Cow Producers: 69 groups (1069 women) Processing plants: 6 DENA members: 3 LEAA members: 64 ABS AI clients: 1</p>
<p>LEZHE Cow Producers: 13 groups (110 women, 48 men) Processing plants: 2 DENA members: 3 LEAA members: 18 Loans facilitated: 2</p>
<p>DURRES Cow Producers: 53 groups (758 women, 5 men) Processing plants: 6 DENA members: 3 LEAA members: 46 Loans facilitated: 2</p>
<p>KAVAJA Cow Producers: 57 groups (851 women, 15 men) Processing plants: 7 DENA members: 8 LEAA members: 45 Loans facilitated: 2 Credit Unions: 1 (40 members) ABS AI clients: 5 Milk Collection Stations: 2 (2 cooling tanks)</p>
<p>LUSHNJE Cow Producers: 110 groups (1624 women, 45 men) Processing plants: 7 DENA members: 13 LEAA members: 111 Loans facilitated: 23 (+1 grant) ABS AI clients: 9 Milk collections Stations: 11 (14 cooling tanks)</p>
<p>FIERI Cow Producers: 90 groups (1225 women, 112 men) Processing plants: 8 DENA members: 5 LEAA members: 75 Loans facilitated: 1 grant Milk Collection Stations: 3 (3 cooling tanks)</p>
<p>VLORA Small ruminant producers: 51 (ex - 65) men Processing plants: 4 DENA members: 4</p>

<p>BERAT Small ruminant producers: 85 men Cow Producers: 8 groups (100 women) Processing plants: 3 DENA members: 2 LEAA members: 11 Milk Collection Stations: 1 (1 cooling tank) ABS AI Clients: 4</p>

<p>SARANDA Small ruminant producers: 30 men Processing plants: 2 DENA members: 2</p>

<p>KRUJA Small ruminant producers: 69 men Cow Producers: 23 groups (267 women, 20 men) Processing plants: 1 DENA members: 1 ABS AI clients: 2</p>
<p>TIRANA Small ruminant producers: 58 men Cow Producers: 63 groups (832 women; 14 men) Processing plants: 2 DENA members: 3 LEAA members: 89 Loans facilitated: 61 ABS AI clients: 8</p>
<p>ELBASAN Cow Producers: 24 groups (262 women, 14 men) Small ruminant producers: 276 men Processing plants: 4 DENA members: 4 LEAA members: 216 ABS AI clients: 6 Loans facilitated: 3 Milk Collection Stations: 1 (1 cooling tank)</p>
<p>POGRADEC Processing plants: 3 DENA members: 1</p>
<p>KORÇA Cow Producers: 50 groups (768 women) Processing plants: 4 DENA members: 3 LEAA members: 53 Credit Unions: 5 (134 members) ABS AI clients: 6 Milk Collection Stations: 1 (1 cooling tank)</p>
<p>KUÇOVA Cow Producers: 10 groups (141 women) Processing plants: 1 DENA members: 1</p>
<p>SKRAPAR DENA members: 1</p>
<p>GJIROKASTER Small ruminants producer: 35 men Processing plants: 2 DENA members: 1</p>

STRATEGIC OBJECTIVES AND INTERMEDIATE RESULTS

When the project began, USAID had not yet introduced Strategic Objectives. When they were introduced, the Land O'Lakes Dairy Improvement Campaign supported Strategic Objective 1.3 - Accelerated Development and Growth of Private Enterprises. As the project evolved, the Intermediate Results that it addressed also changed slightly. In the final phase of the project, the following Intermediate Results were applicable:

Intermediate Result 1.3.1.2: Public administration improved.

Project Indicators: At least one policy per year positively affecting dairy (i.e., quality standards, producer contracts), rural women and community development will be achieved. Local/district governments support the formation of collection points in their communities. The Ministry of Agriculture actively supports new milk testing systems which significantly improves dairy product quality nationwide.

Progress on Project Indicators: DENA (Dairy Entrepreneurs National Association) addressed the issue of how the value added tax (VAT) is collected on dairy plants and how to help the government establish and enforce quality standards for dairy products. Project staff cooperated with the Institute of Food Research in writing the regulations for milk collection and processing centers. DENA met with the Minister of Agriculture and Food and requested that the VAT on dairy products be reduced from 20% to 12% and that the VAT on imported equipment for dairy processing be eliminated. The Minister supported the recommendation and submitted it to Parliament.

Intermediate Result 1.3.2.1: Business, professional, and technical skills increased and used.

Project Indicators: Thirty (30) new models in year one for producer-processor partnership and for village-based businesses will be established. In year 2 the replication of 55 models by other villages will be generated. Cash flow of participating producers will show a 10% increase each year. Ten percent of project participants double herd size. By the end of the project, a 15% increase in milk production in project areas.

Progress on the Project Indicators: 25 cooling tanks were installed in 21 milk collection centers. Training on milk quality tests and collection center management delivered to 21 collection center managers in Albania. Ten collection center managers and two project staff spent a week in Poland learning about milk collection systems and milk quality testing. Nearly 78% of project participants increased annual income from milk sales by over 10%, including over 31% who increased annual income by over 50%. Nearly 19% of project participants doubled herd size, and over 79% of project participants increased milk production per cow by more than 10%.

Intermediate Result 1.3.2.2: Improved technologies adopted.

Project Indicators: Ten dairy processors each year introduce new value-added products. Participating processors document 5% increase in profit margins each year.

Progress on the Project Indicators: Assistance provided to 49 processors on use of milk quality tests, differentiated price based on milk quality, yogurt cultures, feta, Gouda and mozzarella cheese technology, cheese ripening and packaging, cooling system, new products, hygiene and sanitation and equipment needs. Sixteen processors have introduced new value-added products, including Gouda cheese, fresh milk and yogurt packaged in cable top TetraPak packaging, drinking yogurt in plastic bags, milk in plastic bottles and butter in plastic tubs. Three processors received training at their plants by Hungarian and Dutch volunteers on equipment, marketing, business management, and technology. Of 17 processors for whom profit information is available for both 1998 and 1999, 15

have shown increases in their profit margins, ranging from 5% to 100%. Two processors reported decreases in profit margins ranging from 4% to 39%, even though their profits remained positive. The average increase in profit from 1998 to 1999 for the 17 processors was 47%.

Intermediate Result 1.3.2.3: Improved access to sustainable non-bank credit.

Project Indicators: Informal credit sources, including non-AID donors, will provide an additional \$200,000 in credit and equipment to support model development. At least two informal and/or formal credits unions are formed to support financial needs of dairy clients each year.

Progress on the Project Indicators: Loans of nearly \$185,000 were made to 301 farmers by Mercy International, Albanian Development Fund and Opportunity International. Additionally grants of \$6200 were made to farmers by CAFOD and UNDP. Plan International, Mercy International and the International Church also funded vaccination and deworming campaigns and the purchase of artificial insemination kits. The project facilitated loans totaling over \$175,000 for nine dairy processors, with 21 processors investing \$1,170,250 in their businesses. Milk collection station owners invested an additional \$63,323 in their operations. Plan International gave Land O'Lakes \$28,000 for the purchase of two cooling tanks and milk testing laboratories that were installed in their project area. Two new credit unions in Kreshpanj and Plase, Korçe district were registered, and preliminary meetings organized with two new credit union groups in Dishnice, Korçe district and Gose, Kavaje district.

Intermediate Result 1.3.3: Trade associations active in supporting private agriculture.

Project Indicators: Effectively handing off the National Association of Dairy Businesses to a new contractor with continued support to a lesser degree by Land O'Lakes. Dues-paying membership will increase by 10% each year. One new for-fee service introduced each year to provide better service to membership.

Progress on the Project Indicators: At the beginning of the project extension, NADB had 234 members (184 producers and 50 processors). NADB has since broken into two separate associations, DENA (Dairy Entrepreneurs National Association), which has 58 members (an increase of 16%), and LEAA (Livestock Entrepreneurs Albanian Association), which has 728 members (an increase of 296%). DENA has begun charging fees for technical assistance provided to dairy plants and for training services abroad. LEAA has begun charging fees for training services abroad and for disease testing and vaccination services.

DAIRY PRODUCERS

Activities

The following pages give an overview of the activities that were carried out with dairy producers over the life of the project. In addition to the training listed, eight exchange visits for women were organized during the project for 360 women from the districts of Shkoder, Kavaje, Durres, Korçe, Tirana and Lushnja. An additional two exchange visits were organized by LEAA, in which 86 members of LEAA from Durres and Kavaja districts participated. These visits permitted participants to share their experiences on dairy farming, credit unions and operating a business.

LIST OF BOOKLETS PUBLISHED

1. Milk Treatment
2. Producing Milk Without Sediment
3. Cleaning and Sanitizing Milk Equipment
4. Preparing the Cow for Milking
5. Making Cheese Under Household Conditions
6. Mastitis
7. Milk Quality Tests
8. How to Buy a Cow
9. How to Get More Milk and More Healthy Calves from our Cow
10. How to Have a Successful Start of Our Calf's Life
11. How to Stop Calf Killers: Diarrhea and Pneumonia
12. Most Important Diseases - Signs and Prevention
13. Record Keeping
14. Poisonous Plants and Hardware Disease
15. Time and Money
16. Supply and Demand, and Marketing the Product
17. Understanding Business Terms
18. Business Organization
19. Different Breeds of Dairy Cows
20. Body Scoring
21. How to Determine a Cow's Age Based on Teeth
22. Dehorning and Castration of Cattle
23. Natural Insemination, Artificial Insemination and Genetic Improvement of Cattle
24. How to Read Information from a Bullbook
25. Alfalfa Soil
26. Seed and Seeding
27. Growth of Alfalfa Plants
28. Importance of Reducing Losses when Storing Alfalfa
29. Grazing
30. How to Better Feed Your Cow
31. Planning and Running a Business
32. Introduction to Business Planning
33. How to Determine when our Cow is Sick
34. How to Produce Healthy Milk
35. Credit Unions and their Operation
36. Spontaneous Abortion in Cows
37. Infectious Diseases
38. Reproduction in Cows
39. Processed Feeds
40. Forage Plants
41. Main Parasitic Diseases
42. Cow Reproductive Tract and Reproductive Cycle
43. Care for Sheep and Goats before and after Lambing, and Diseases during this Period
44. Parasites in Sheep and Goats
45. Feeding of Sheep and Goats
46. How to Have a Successful Start for Lambs
47. Course on Contracts
48. Guide for Milk Collectors
49. Business Knowledge
50. Marketing
51. Record Keeping
52. Reproduction in Sheep and Goats
53. Financial Record Book

TRAINING DELIVERED TO DAIRY FARMERS

FARMER DEMONSTRATIONS				TOPICS PRESENTED	
DISTRICT	No. of GROUPS	No. of FARMERS			
		FEMALE	MALE		
Tirana	63	832	14	I.	<ul style="list-style-type: none"> How to get more healthy milk
Korça	50	768		II.	<ul style="list-style-type: none"> Mastitis Most Important Diseases - Signs and Prevention How to Stop Calf Killers; Diarrhea and Pneumonia
Lushnja	110	1,624	45		
Shkoder	69	1,069		III.	<ul style="list-style-type: none"> How to Have a Successful Start of our Calf's Life How to get More Milk and More Healthy Calves from our Cow Milk Quality Tests
Durrës	53	758	5		
Kavaja	57	851	15		
Kuçova	10	141		IV.	<ul style="list-style-type: none"> Cow's Reproductive Tract and Cycle Natural and Artificial Insemination; Genetic Improvement of Cattle
Berat	8	100			
Fier	90	1,225	112		
Lezha	13	110	48	V.	<ul style="list-style-type: none"> Main Parasitical Diseases
Kruja	23	267	20		
Elbasan	24	262	14	VI.	<ul style="list-style-type: none"> Forage Plants Processed Feed and Ratios
TOTAL	570	8,007	273		

STAR LEADER DEMONSTRATIONS		TOPICS PRESENTED	
DISTRICT	No. of STAR LEADERS		
Tirana	15	I.	<ul style="list-style-type: none"> How to understand when a cow is infected from parasites
Korça	8	II.	<ul style="list-style-type: none"> Main Parasitical Diseases
Lushnja	16	III.	<ul style="list-style-type: none"> Main Infectious Diseases
Shkodra	13	IV.	<ul style="list-style-type: none"> Spontaneous Abortions in Cows
Durresi	8	V.	<ul style="list-style-type: none"> Forage Plants
Kavaja	8	VI.	<ul style="list-style-type: none"> Processed Feed and Ratios
TOTAL	68	VII.	<ul style="list-style-type: none"> Mastitis

VACCINATION AND DEWORMING CAMPAIGNS

VACCINATION CAMPAIGNS

DISTRICT	COMMUNE	DISEASE	ANIMAL TYPE	No. of ANIMALS	No. of CAMPAIGNS	DONOR ORGANIZATION FUNDING CAMPAIGN
Tirana	Deria	Agalaxi	All animals	380	4	International Church
Elbasan	Tregan	Agalaxi	Small ruminants	2,500	1	Mercy International
Fushë Krujë	Bupq	Agalaxi & Enterotoxemi	Small ruminants	1,300	1	
Durrës	Maminas	Anthrax	Cattle	500	1	
TOTAL				4,680	7	

DEWORMING CAMPAIGNS

DISTRICT	COMMUNE	DISEASE	ANIMAL TYPE	No. of ANIMALS	No. of CAMPAIGNS	DONOR ORGANIZATION FUNDING CAMPAIGN
Elbasan	Tregan	Internal Parasites	Small ruminants	17,000	1	Plan International
			Small ruminants	17,000	1	
		Int. & Ext. Parasites	Small ruminants	20,000	2	
	Gjinar	Internal Parasites	Small ruminants	9,000	1	Mercy International
TOTAL				63,000	5	

Note:

- ◆ The rate of spontaneous abortions in small ruminants in Fushë-Krujë district was 68% before the vaccination campaign, but was reduced to 15% after.
- ◆ Anthrax, a disease transmissible to humans, was very problematic in Durrës district before the campaign, but no cases were reported after vaccination.
- ◆ Results of deworming campaigns organized in Tregan commune show that all animals treated are now free of parasites, leading to a production increase of approximately 11%. (Data taken from a study realized in cooperation with Agricultural University of Tirana.)

TRAINING DELIVERED TO SHEPHERDS

DISTRICT	COMMUNE	No. of SHEPHERDS	TOPICS PRESENTED	
Elbasan	Gjinar	122	I.	<ul style="list-style-type: none"> • Main Diseases • Record Keeping
	Tregan	154		
Fushë Krujë	Bupq	69	II.	<ul style="list-style-type: none"> • External Parasites • Internal Parasites • Caring for Lambs
Sarandë		30		
Gjirokastër		35		
Berat	Lumas	85	III.	<ul style="list-style-type: none"> • Delivery • Abnormal Lambing Position • Problems of Pregnant Ewes
Vlorë	Dukat	10		
	Kotë	41		
Tiranë	Bërzhitë	20	IV.	<ul style="list-style-type: none"> • Feeding • Reproduction
	Deria	38		
TOTAL		604		

ARTIFICIAL INSEMINATION

DISTRICT	No. of AI KITS	DONOR ORGANIZATION FUNDING CAMPAIGN
Elbasan	2	Plan International
Fier	1	LEAA
Fushë-Krujë	1	Mercy International

LEAA MEMBERSHIP

District	Members
Shkodër	64
Lezha	18
Durrës	46
Tirana	89
Kavaja	45
Elbasan	216
Lushnje	111
Berat	11
Fier	75
Korça	53
Total	728

LEAA ACTIVITIES

DISEASE TESTING

LEAA has organized testing for the following diseases:

- Brucellosis - 311 cows were tested in Fier district.
- Spontaneous Abortion – 50 blood tests done in collaboration with Department of Agriculture in Shkodra District and Institute of Veterinary Research.
- Mastitis - Tests conducted in five districts for approximately 600 cows, of which 68% tested positive. Based on these results, LEAA decided to organize seminars on “Mastitis Viewed from a Different Clinical Aspect under Private Farms Conditions” in all districts covered by LEAA. The first seminar was organized in Korçe in collaboration with the District Agricultural Department, with 70 private farmers, vets, and dairy processors attending.

FEEDING

In collaboration with an Italian company, feed trials for milking cows were organized in four districts. Nutriservice donated concentrate for the tests to show farmers that concentrate use would improve milk production. Results showed that concentrate increased milk production by 60%.

NEWSLETTER

LEAA distributes a quarterly newsletter to members, which contains technical information on animal husbandry and information on services available.

FEES FOR SERVICES

LEAA facilitates loans for its members from Opportunity International, for which it receives 0.5 % of the loan amount as an application fee. LEAA charges \$50 for organizing training in Western European Countries, \$30 for Eastern European Countries and \$100 for the US. LEAA also sells a vaccination calendar and California Mastitis Test.

FARMERS RECEIVING LOANS

DISTRICT	NUMBER		AMOUNT lekë	\$ EQUIVALENT 140 lekë = \$ 1	SOURCE	PURPOSE
	Female	Male				
Shkodër	46		3,680,000	26,285.71	OI	Buying Cows
		1	400,000	2,857.14		Greenhouse
Lezhë	24		1,920,000	13,714.29	OI	Buying Cows
		1	70,000	500	MI	Buying AI Kit
Fushë Krujë		1	112,000	800	MI	Buying AI Kit
Elbasan		1	300,000	2,142.86	ADF	Buying AI Kit
			360,000	2,571.43		Business development
		1	300,000	2,142.86	MI	Milk Equipment
Tiranë	2		133,200	951.43	MI	Buying Cows
	80		6,400,000	45,714.29	OI	
	1		70,000	500	MI	Buying AI Kit
	1		300,000	2,142.86	ADF	Buying vehicle
Durrës	5		400,000	2,857.14	OI	Buying Cows
	1		70,000	500	MI	
		1	112,000	800		
Kavajë	1		112,000	800	MI	Buying a Cow
Lushnjë	6		350,000	2,500	MI	Buying Cows
	124		9,920,000	70,857.14	OI	
		1	8,300	59.29	MI	Water Pump
		1	150,000	1,071.43	OI	Orchard
		1	400,000	2,857.14		Forage mower
		1	300,000	2,142.86		Greenhouse
TOTAL	291	10	25,867,500	184,767.87		

MI = Mercy International

ADF = Albanian Development Fund

OI = Opportunity International

GRANTS TO FARMERS

DISTRICT	\$ AMOUNT	DONOR ORGANIZATION FUNDING CAMPAIGN	OBJECTIVE
Lushnje	3,100	CAFOD	Construct milk collection center
Fier	3,100	UNDP	Construct milk collection center
TOTAL	6,200		

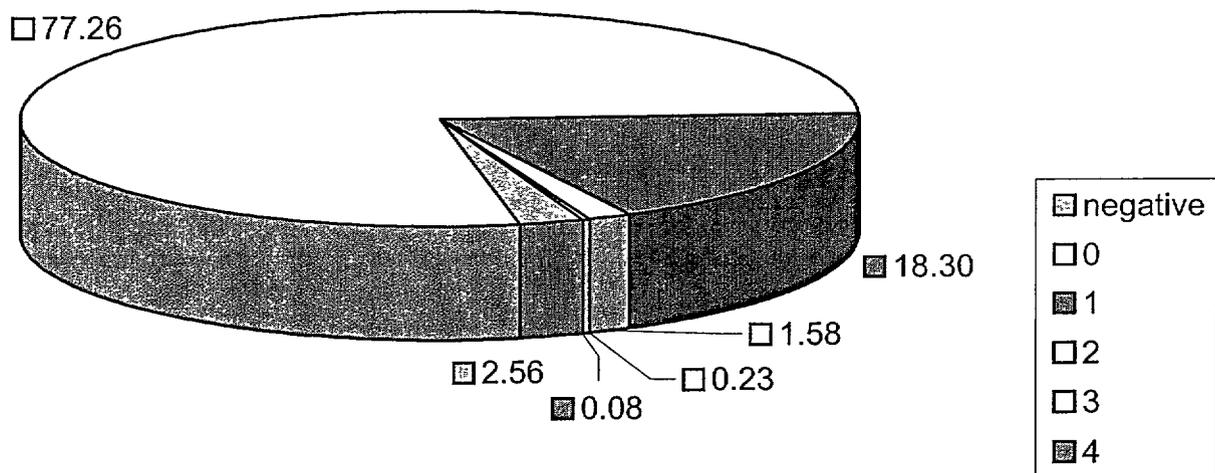
Results

The following tables and graphs show results that have been achieved as a result of project interventions. The project maintains a producer database that currently contains over 7000 farmers. The database is updated periodically by project staff as a means of monitoring project impact.

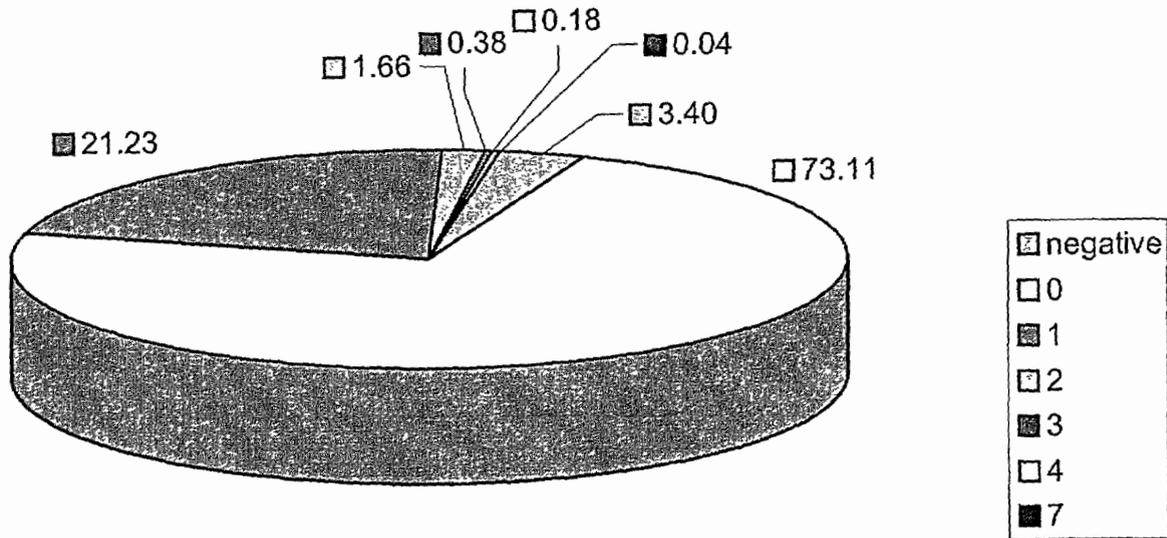
INCREASE IN NUMBER OF COWS PER FARMER

Increase in no. of cows	1995 - 1998 n=1328		1998 - 2000 n=4447		1995 - 2000 n=1328	
	No. of farmers	%	No. of farmers	%	No. of farmers	%
negative	34	2.56	151	3.40	24	1.81
0	1026	77.26	3251	73.11	783	58.96
1	243	18.30	944	21.23	430	32.38
2	21	1.58	74	1.66	71	5.35
3	3	0.23	17	0.38	14	1.05
4	1	0.08	8	0.18	5	0.38
5					1	0.08
6						
7			2	0.04		

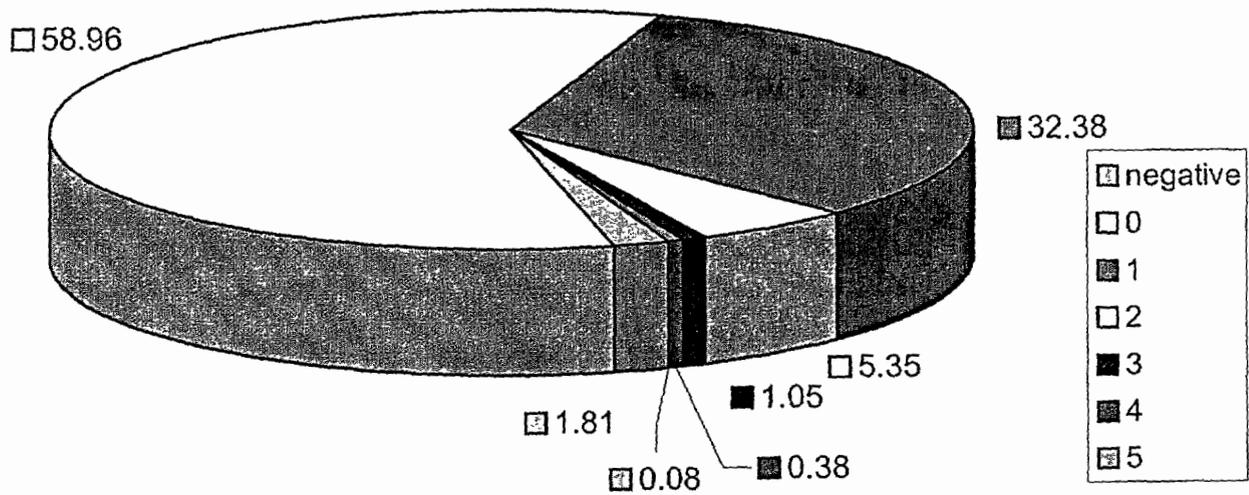
INCREASE IN NUMBER OF COWS PER FARMER from 1995 to 1998



**INCREASE IN NUMBER OF COWS PER FARMER
from 1998 to 2000**



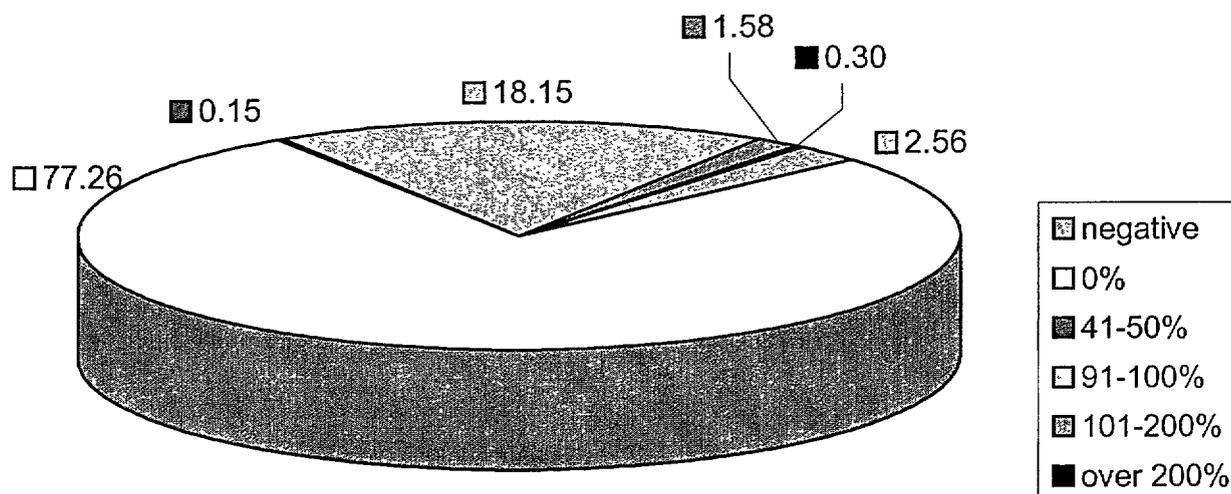
**INCREASE IN NUMBER OF COWS PER FARMER
from 1995 to 2000**



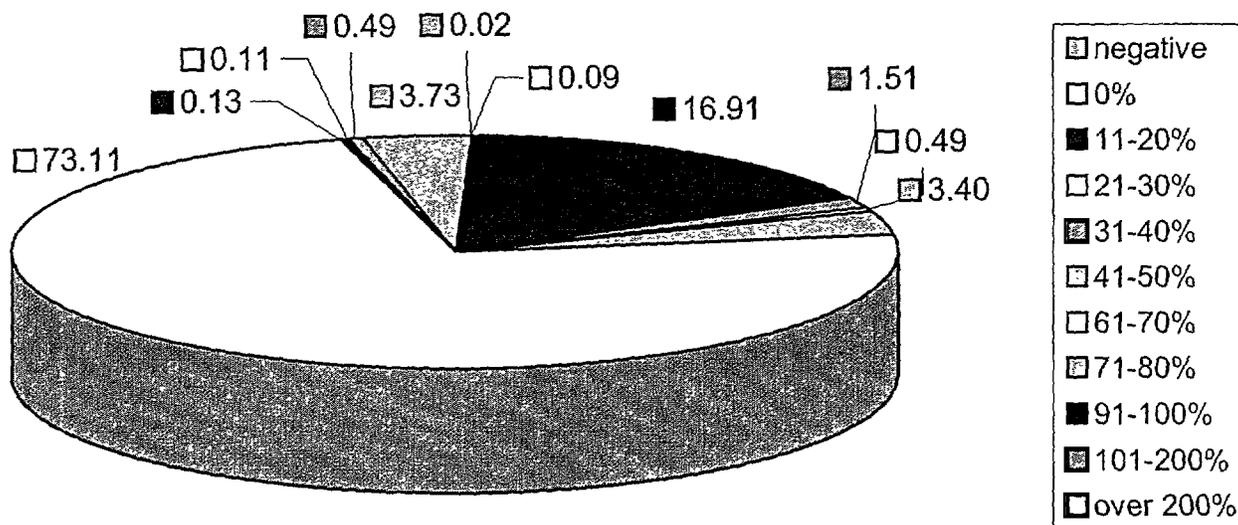
PERCENTAGE INCREASE IN NUMBER OF COWS PER FARMER

Percentage increase in no. of cows	1995 - 1998 n=1328		1998 - 2000 n=4447		1995 - 2000 n=1328	
	No. of farmers	%	No. of farmers	%	No. of farmers	%
Negative	34	2.56	151	3.40	24	1.81
0%	1026	77.26	3251	73.11	783	58.96
1-10%	0	0.00	0	0.00	0	0.00
11-20%	0	0.00	6	0.13	0	0.00
21-30%	0	0.00	5	0.11	0	0.00
31-40%	0	0.00	22	0.49	0	0.00
41-50%	2	0.15	166	3.73	13	0.98
51-60%	0	0.00	0	0.00	0	0.00
61-70%	0	0.00	4	0.09	0	0.00
71-80%	0	0.00	1	0.02	0	0.00
81-90%	0	0.00	0	0.00	0	0.00
91-100%	241	18.15	752	16.91	417	31.40
101-200%	21	1.58	67	1.51	72	5.42
over 200%	4	0.30	22	0.49	19	1.43

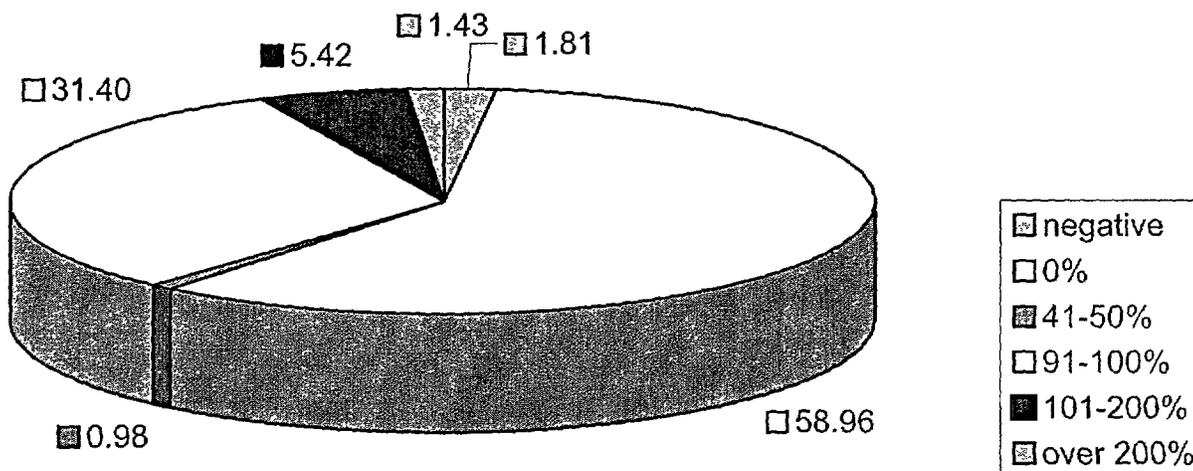
PERCENTAGE INCREASE IN NUMBER OF COWS PER FARMER from 1995 to 1998



**PERCENTAGE INCREASE IN NUMBER OF COWS PER FARMER
from 1998 to 2000**



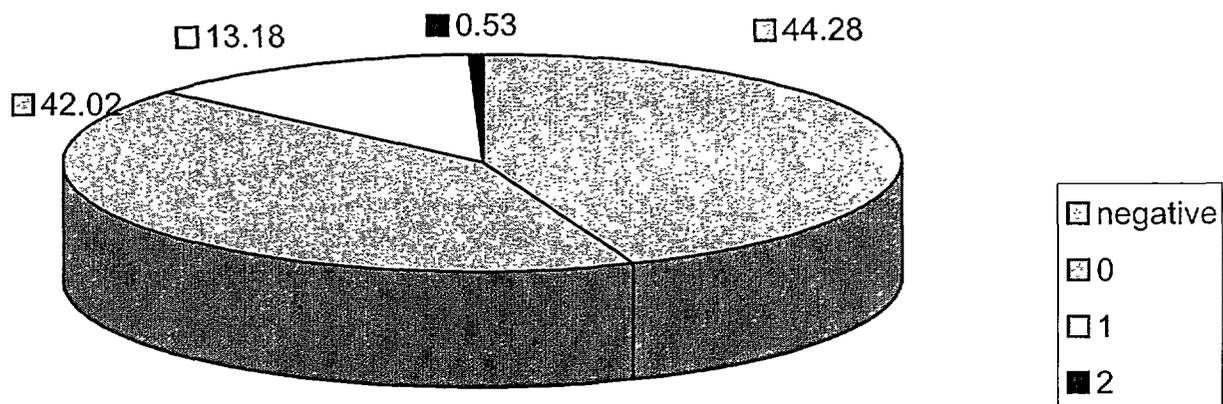
**PERCENTAGE INCREASE IN NUMBER OF COWS PER FARMER
from 1995 to 2000**



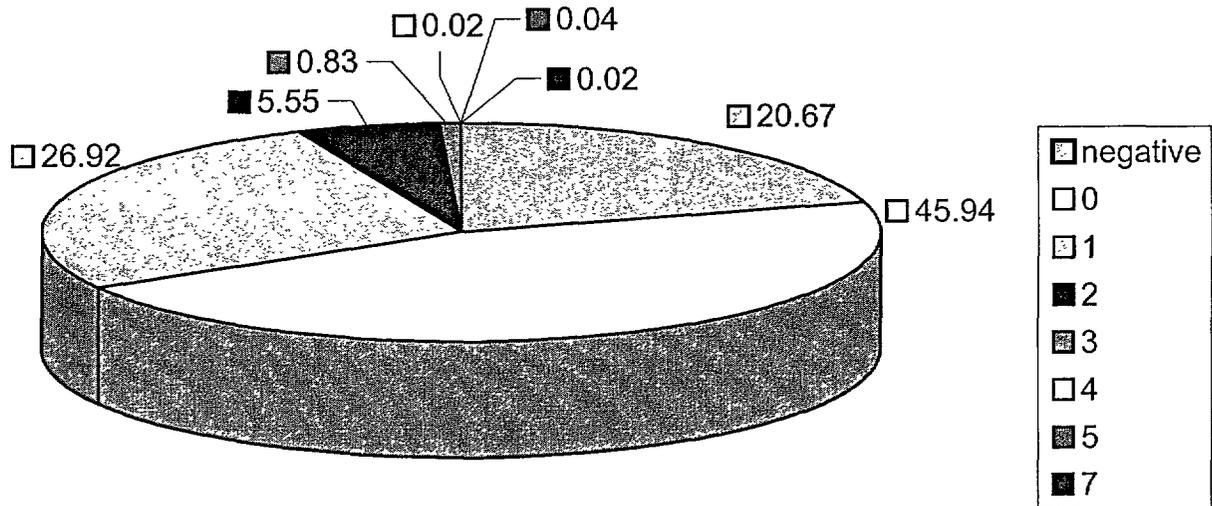
INCREASE IN NUMBER OF CALVES PER FARMER

Increase in no. of calves	1995 - 1998 n=1328		1998 - 2000 n=4447		1995 - 2000 n=1328	
	No. of farmers	%	No. of farmers	%	No. of farmers	%
negative	588	44.28	919	20.67	328	24.70
0	558	42.02	2043	45.94	553	41.64
1	175	13.18	1197	26.92	394	29.67
2	7	0.53	247	5.55	46	3.46
3			37	0.83	5	0.38
4			1	0.02	1	0.08
5			2	0.04	1	0.08
6						
7			1	0.02		

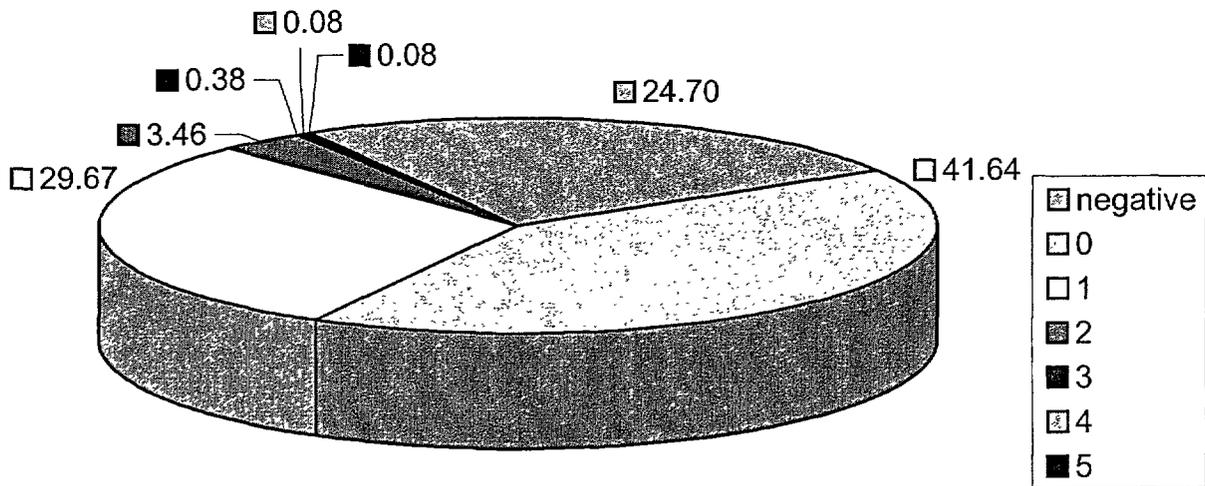
INCREASE IN NUMBER OF CALVES PER FARMER from 1995 to 1998



**INCREASE IN NUMBER OF CALVES PER FARMER
from 1998 to 2000**



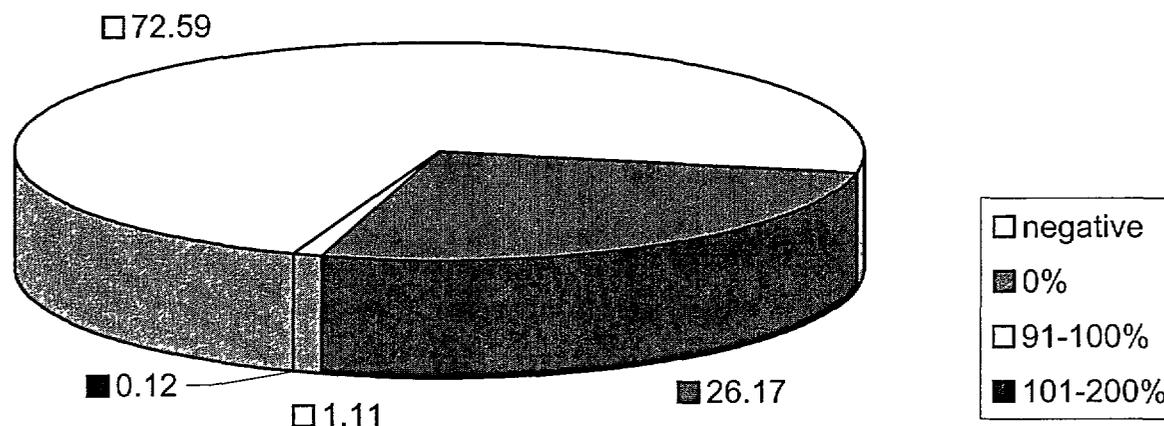
**INCREASE IN NUMBER OF CALVES PER FARMER
from 1995 to 2000**



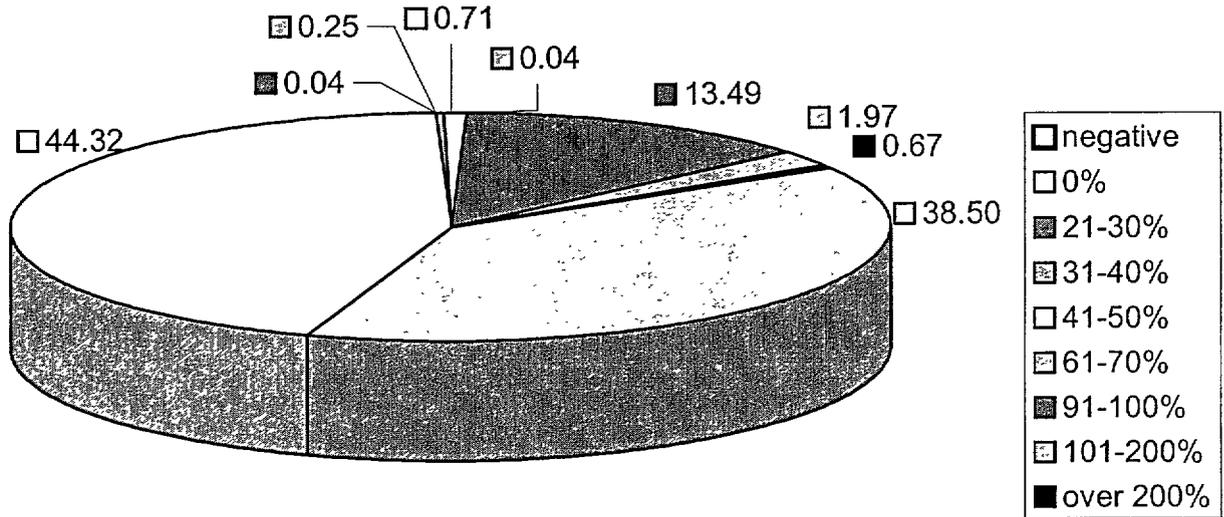
PERCENTAGE INCREASE IN NUMBER OF CALVES PER FARMER

Percentage increase in no. of calves	1995 - 1998 n=810		1998 - 2000 n=2387		1995 - 2000 n=810	
	No. of farmers	%	No. of farmers	%	No. of farmers	%
Negative	588	72.59	919	38.50	328	40.49
0%	212	26.17	1058	44.32	361	44.57
1-10%	0	0.00	0	0.00	0	0.00
11-20%	0	0.00	0	0.00	0	0.00
21-30%	0	0.00	1	0.04	0	0.00
31-40%	0	0.00	6	0.25	0	0.00
41-50%	0	0.00	17	0.71	1	0.12
51-60%	0	0.00	0	0.00	0	0.00
61-70%	0	0.00	1	0.04		0.00
71-80%	0	0.00	0	0.00	0	0.00
81-90%	0	0.00	0	0.00	0	0.00
91-100%	9	1.11	322	13.49	110	13.58
101-200%	1	0.12	47	1.97	9	1.11
over 200%	0	0.00	16	0.67	1	0.12

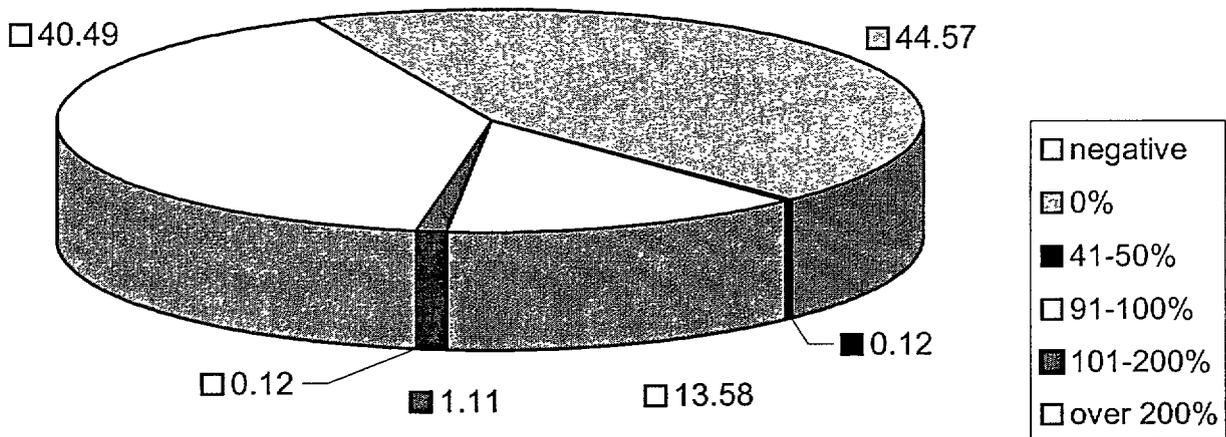
PERCENTAGE INCREASE IN NUMBER OF CALVES PER FARMER from 1995 to 1998



**PERCENTAGE INCREASE IN NUMBER OF CALVES PER FARMER
from 1998 to 2000**



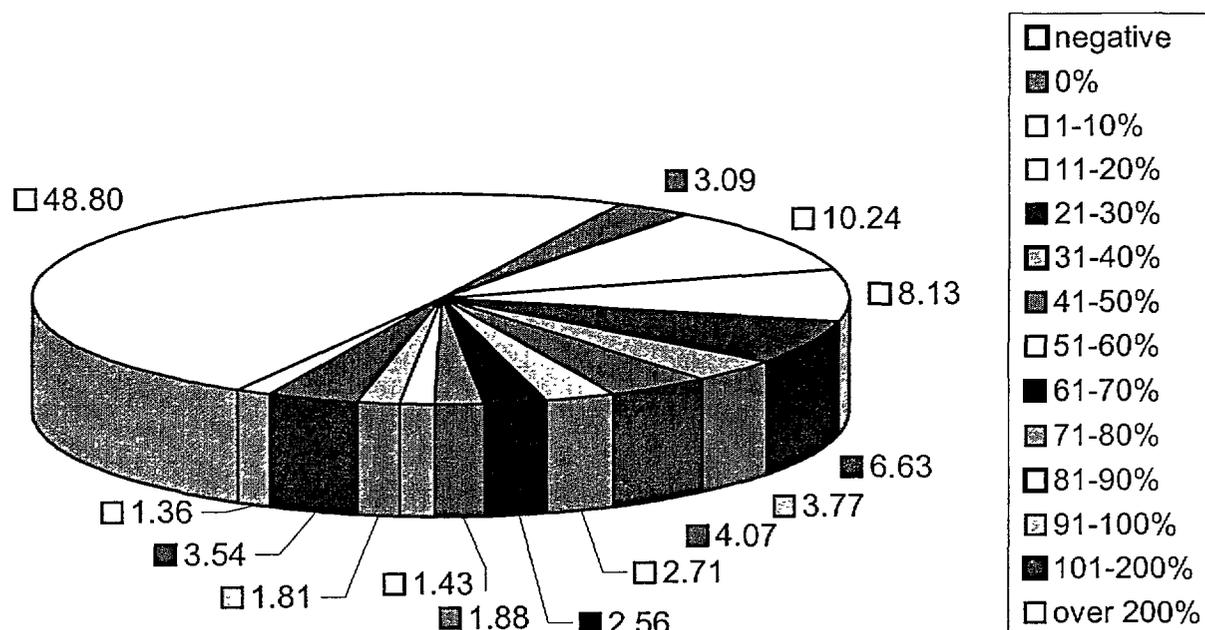
**PERCENTAGE INCREASE IN NUMBER OF CALVES PER FARMER
from 1995 to 2000**



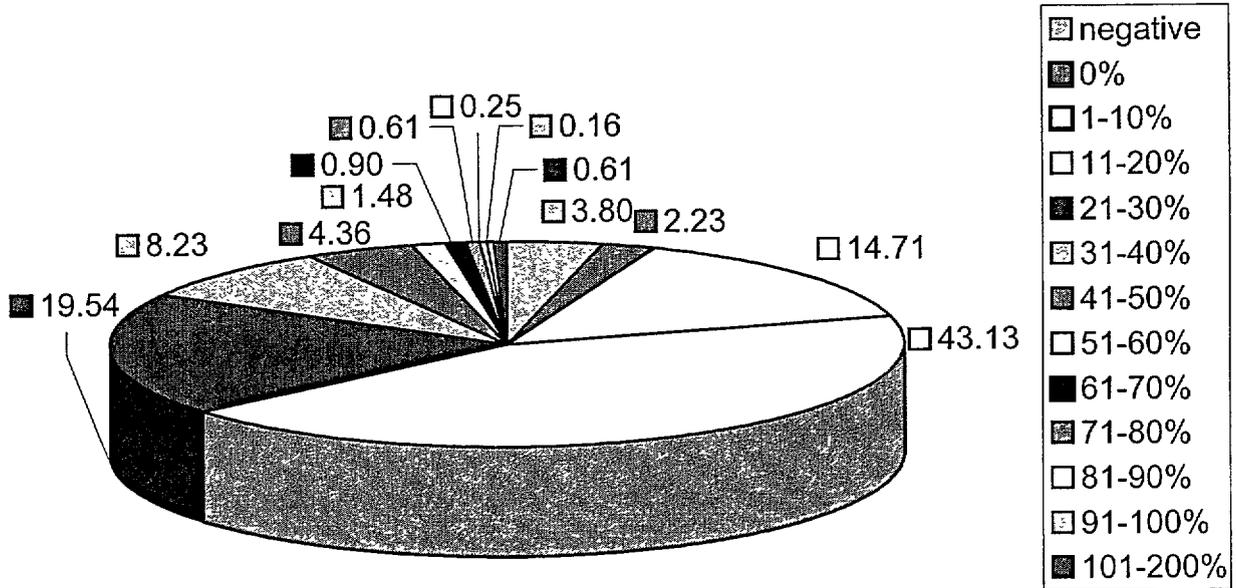
PERCENTAGE INCREASE IN ANNUAL PRODUCTION PER COW

Percentage increase in annual production	1995 - 1998 n=1328		1998 - 2000 n=4447		1995 - 2000 n=1328	
	No. of farmers	%	No. of farmers	%	No. of farmers	%
negative	648	48.80	169	3.80	431	32.45
0%	41	3.09	99	2.23	17	1.28
1-10%	136	10.24	654	14.71	110	8.28
11-20%	108	8.13	1918	43.13	142	10.69
21-30%	88	6.63	869	19.54	101	7.61
31-40%	50	3.77	366	8.23	108	8.13
41-50%	54	4.07	194	4.36	76	5.72
51-60%	36	2.71	66	1.48	57	4.29
61-70%	34	2.56	40	0.90	54	4.07
71-80%	25	1.88	27	0.61	38	2.86
81-90%	19	1.43	11	0.25	30	2.26
91-100%	24	1.81	7	0.16	26	1.96
101-200%	47	3.54	27	0.61	105	7.91
over 200%	18	1.36	0	0.00	33	2.48

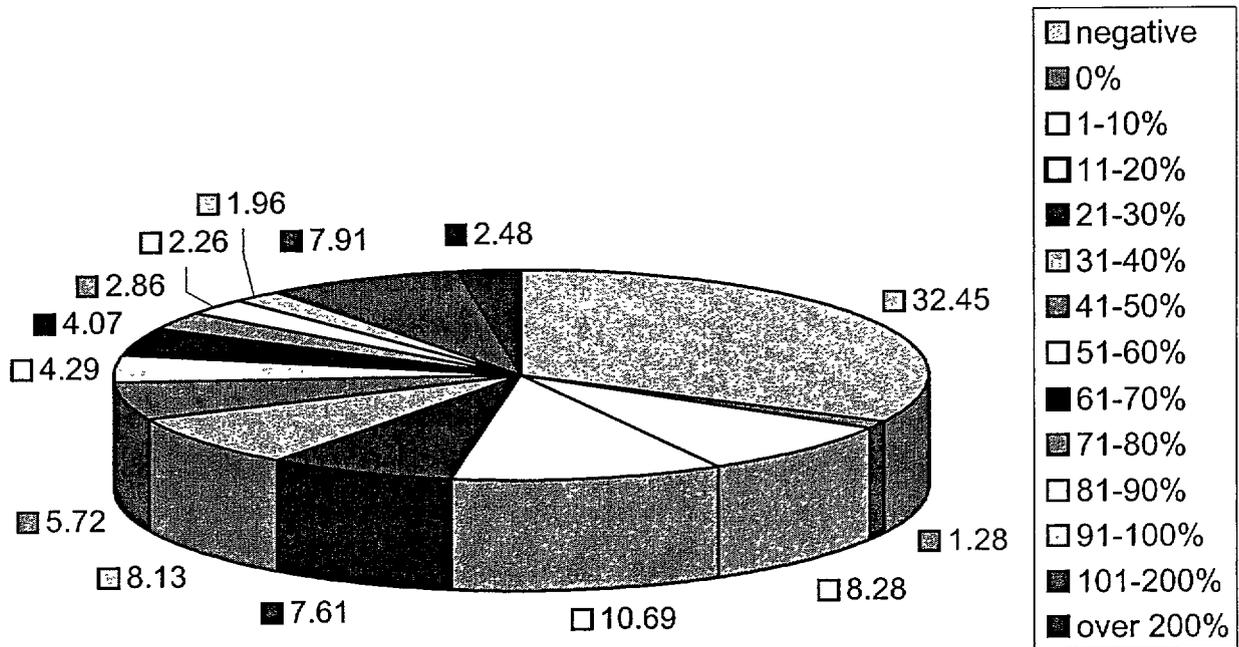
PERCENTAGE INCREASE IN ANNUAL PRODUCTION PER COW from 1995 to 1998



**PERCENTAGE INCREASE IN ANNUAL PRODUCTION PER COW
from 1998 to 2000**



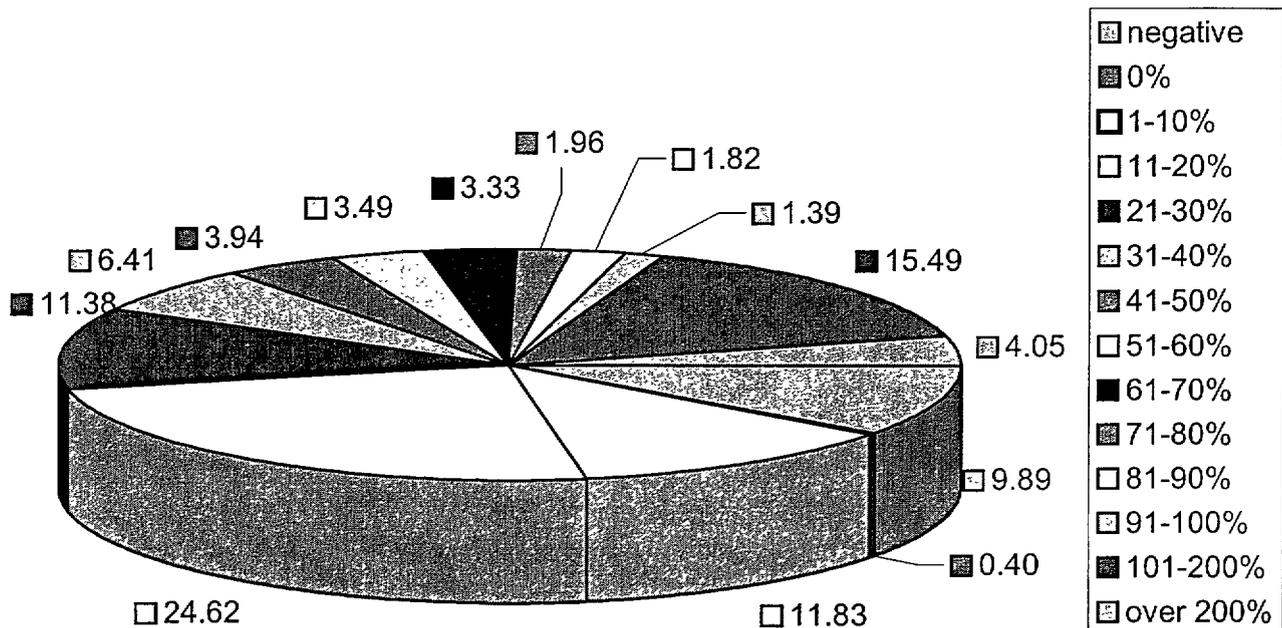
**PERCENTAGE INCREASE IN ANNUAL PRODUCTION PER COW
from 1995 to 2000**



INCREASE IN ANNUAL INCOME FROM MILK SALES PER FARMER

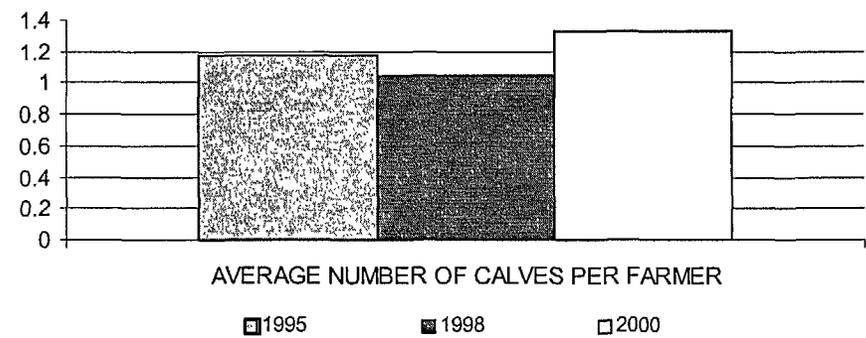
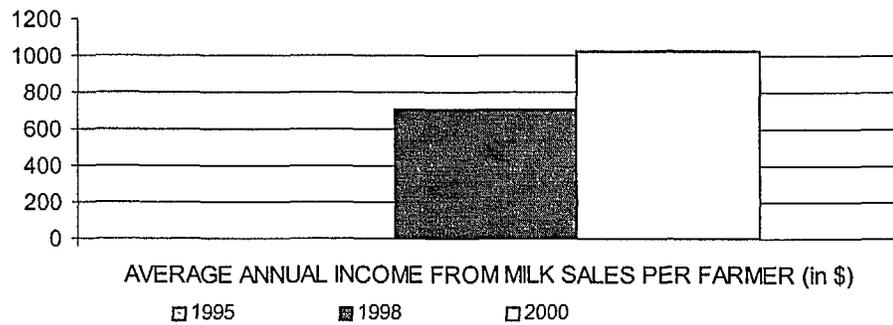
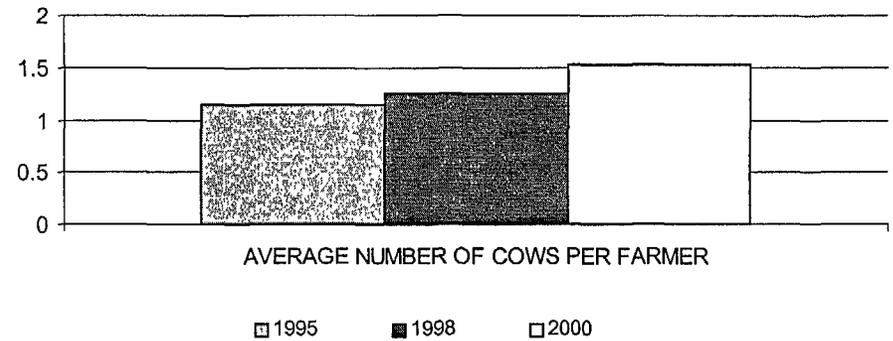
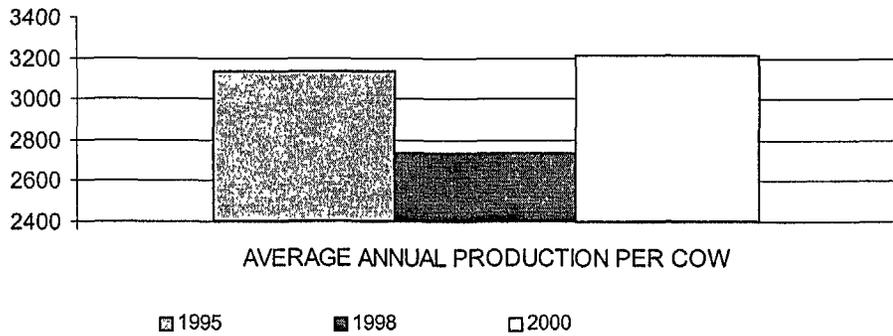
Percentage increase in income	1995 - 1998 N/A		1998 - 2000 n=4447		1995 - 2000 N/A	
	No. of farmers	%	No. of farmers	%	No. of farmers	%
negative			440	9.89		
0%			18	0.40		
1-10%			526	11.83		
11-20%			1095	24.62		
21-30%			506	11.38		
31-40%			285	6.41		
41-50%			175	3.94		
51-60%			155	3.49		
61-70%			148	3.33		
71-80%			87	1.96		
81-90%			81	1.82		
91-100%			62	1.39		
101-200%			689	15.49		
over 200%			180	4.05		

**INCREASE IN ANNUAL INCOME FROM MILK SALES PER FARMER
from 1998 to 2000**



Year	Average Annual Production per Cow (liters)	Average No. of Cows per Farmer	Average No. of Calves per Farmer	Average Annual Income from Milk Sales per Farmer (in lekë)	\$ Equivalent 140 lekë = \$ 1	Number
1995	3132.03*	1.15	1.18	no data		2915
1998	2734.45*	1.25	1.05	98,884.46	706.32	6062
2000	3215.53	1.52	1.33	143,820.12	1027.29	4590

* Average milk production per cow for Albania in 1995 was 1720 liters and in 1998 was 1710 liters



DAIRY PROCESSORS

Activities

Land O'Lakes began providing technical assistance to dairy processors in July 1996. The project has provided business assistance to 63 dairy processing plants and technical assistance to 49 plants, covering the following topics:

- ◆ Business management
- ◆ Hygiene and sanitation
- ◆ Product quality and diversity
- ◆ Technology improvement
- ◆ Investment
- ◆ Marketing
- ◆ Record keeping
- ◆ Business planning
- ◆ Associations
- ◆ Lobbying

The project installed 25 cooling tanks in 21 milk collection centers. Construction criteria for the centers included sealed floors and tiled walls, screened doors and windows, and a septic tank to reduce pollution. The centers were also equipped with milk testing laboratories. Operators were trained in milk quality testing and were encouraged to pay differential prices based on milk quality. Training was also given on record keeping and contracts.

DENA MEMBERSHIP

District	Members
Shkodër	3
Lezha	3
Kruja	1
Durrës	3
Tirana	3
Kavaja	8
Elbasan	4
Lushnje	13
Pogradec	1
Fier	5
Kuçova	1
Korça	3
Berat	2
Vlora	4
Skrapar	1
Gjirokastër	1
Saranda	2
Total	58

DENA Activities

LOBBYING

DENA has lobbied the government to reduce the VAT tax on raw milk and to eliminate import taxes on dairy processing equipment.

NEWSLETTER

DENA publishes a quarterly newsletter for members which contains technical and market information.

FEES FOR SERVICES

DENA charge fees for technical and business consulting as well as for arranging training outside of Albania. DENA has registered with the Greek Embassy to facilitate the procurement of Greek visas, enabling members to more easily access Greek technology.

RESULTS

The results of the technical assistance delivered to dairy processors and milk collectors can be seen in the following tables. For reasons of confidentiality, processors are referred to by a code number rather than by name.

PROFIT

No.	PROCESSOR CODE	ANNUAL PROFIT 1998 in \$	ANNUAL PROFIT 1999 in \$	% INCREASE
1.	5 PDB	98,450	103,000	5
2.	7 PDB	6,700	8,630	29
3.	16 PDB	28,900	37,000	28
4.	17 PDB	8,900	13,300	49
5.	18 PDB	44,500	88,900	100
6.	20 PDB	18,500	22,250	20
7.	26 PDB	3,000	4,000	33
8.	27 PDB	- 8,900	51,850	
9.	30 PDB	22,970	29,630	29
10.	32 PDB	20,000	30,000	50
11.	35 PDB	12,300	11,800	-4
12.	37 PDB	6,875	9,500	38
13.	41 PDB	29,630	36,630	24
14.	43 PDB	37,155	41,480	12
15.	46 PDB	33,415	35,000	5
16.	51 PDB	12,592	7,622	- 39
17.	54 PDB	37,000	74,000	100
TOTAL		411,987	604,592	47

INVESTMENT

No.	PROCESSOR CODE	DISTRICT	INVESTMENT SINCE LOL ASSISTANCE in \$
1.	30 PDB	Shkodër	7,000
2.	38 PDB		8,800
3.	51 PDB	Lezhë	5,600
4.	26 PDB		2,250
5.	18 PDB	Tiranë	48,000
6.	35 PDB	Durrës	40,000
7.	5 PDB	Kavajë	210,000
8.	54 PDB		30,000
9.	43 PDB		23,000
10.	16 PDB	Lushnje	150,000
11.	7 PDB		20,000
12.	41 PDB		18,000
13.	46 PDB		90,000
14.	63 PDB		40,000
15.	20 PDB	Fier	13,000
16.	32 PDB		88,000
17.	37 PDB	Berat	4,600
18.	27 PDB	Elbasan	14,000
19.	17 PDB	Korçë	6,000
20.	60 PDB		300,000
21.	58 PDB	Sarandë	52,000
TOTAL			1,170,250

LOANS FOR DAIRY PROCESSORS FACILITATED BY LOL

No.	PROCESSOR CODE	AMOUNT in \$	SOURCE
1.	5 PDB	93,000	FEFAD Bank
2.	16 PDB	17,000	FEFAD Bank
3.	18 PDB	10,000	Catholic Relief Service
4.	28 PDB	5,000	Catholic Relief Service
5.	35 PDB	12,500	Mercy International
6.	38 PDB	6,300	Catholic Relief Service
7.	43 PDB	4,000	Mercy International
8.	51 PDB	1,500	Mercy International
9.	54 PDB	25,900	FEFAD Bank
TOTAL		175,200	

Loans have been used to purchase equipment such as boilers, refrigeration rooms, dairy-processing lines, mozzarella stretching machines and generators.

**QUANTITY OF MILK PROCESSED
TONS/DAY**

No.	PROCESSOR CODE	1996	2000	% INCREASE
1.	5 PDB	4	15	275
2.	6 PDB	1	3	200
4.	7 PDB	1	5	400
5.	14 PDB	1.5	4	166
6.	15 PDB	0.5	1.5	200
7.	16 PDB	2	8	300
8.	17 PDB	0.5	1.5	200
9.	18 PDB	4	8	100
10.	20 PDB	4	4	0
11.	25 PDB	2	5	150
12.	26 PDB	1	1	0
13.	27 PDB	3	6	100
14.	30 PDB	1	3	200
15.	32 PDB	3	5	67
16.	33 PDB	1.5	4	166
17.	35 PDB	4	2	-50
18.	37 PDB	3	3	0
19.	41 PDB	2	4	100
20.	43 PDB	2	4.5	125
21.	46 PDB	2	5	150
22.	51 PDB	1.5	3.5	133
23.	54 PDB	1.5	4.5	200
24.	63 PDB	1	4	300
25.	64 PDB	1	4	300
TOTAL		52.5	108.5	107

DAIRY PRODUCTS AVAILABLE

No.	PRODUCT	1995	No. of PLANTS	MARCH 2000	No. of PLANTS
1.	White cheese	+	58	+	52
2.	Hard cheese	+	5	+	20
3.	Gouda cheese			+	2
4.	Mozzarella cheese			+	2
5.	Butter	+	20	+	38
6.	Curd	+	10	+	25
7.	Traditional set yogurt	+	5	+	40
8.	Drinking yogurt			+	2
9.	Yogurt with starter culture			+	16
10.	Fluid pasteurized milk	+	1	+	5
11.	Fresh cheese	+	1	+	8
12.	Drain yogurt	+	3	+	10
13.	Provolone			+	1
14.	Casher	+	1	+	5
15.	Ricotta			+	15
16.	Sour cream			+	1
17.	Ice cream			+	1
TOTAL		9	104	17	243

Starters to produce different kinds of yogurt and fresh cheese have been used for the first time. At the beginning no LOL client was using starters, but by project end 16 processors are using this technology and producing new value added products.

DAIRY PRODUCT PACKAGING

PACKAGING	No. of PLANTS 1995	No. of PLANTS 2000
Yogurt plastic cups	1	16
Yogurt in TETRA-PAK		1
Yogurt in plastic bags	1	3
Fluid milk in plastic bags	1	3
Fluid milk in plastic bottles		1
Fluid milk in TETRA-PAK		1
Butter in plastic cup		1
Butter in papers	2	10
Chocolate cream in plastic cups		1
Sour cream in plastic cups		1
TOTAL	5	38

All of these dairy processors now use their individual brand and label for their products.

MILK COLLECTION STATIONS

No.	LOCATION		No. of TANKS	MILK QUANTITY		PRICES (in lekë)		No. of FARMERS		FAT %		BUILDING INVESTMENT in \$
	VILLAGE	DISTRICT		PRE-MCS	CURRENT	PRE-MCS	CURRENT	PRE-MCS	CURRENT	PRE-MCS	CURRENT	
1.	Çermë	Lushnjë	2	1,800	2,500	26	30	150	250	2.6	3.6	2,960
2.	Gramsh		1	700	1,100	35	40	130	150	3.2	4.4	4,445
3.	Bishtqethëm		1	600	1,100	21	30	50	70	1.8	3.3	2,592
4.	Hallkaj		2	1,600	2,200	22	30	150	230	2.2	3.4	3,700
5.	Kamçisht		2	800	1,400	22	27	120	180	2.8	3.5	3,700
6.	Rrapëz		1	900	1,600	27	28	200	300	2.5	3.2	2,222
7.	Shakuj		1	600	900	25	28	50	85	2.2	2.8	2,960
8.	Rremas		2	2,200	2,200	23	30	200	200	2.4	3.4	3,700
9.	Gorre		1	400	700	24	28	65	80	3.0		3,900
10.	Halilaj		1	1,000	1,000	27		90	90	2.4	3.0	3,700
11.	Bubullimë		1	800	1,300	22	29	150	180	2.0	3.0	2,222
12.	Kallm	Fier	1	800	1,400	23	29	180	240	2.2	3.5	2,960
13.	Agimaj		1	800	1,000	24	27	80	110	2.2	3.0	2,222
14.	Metaj		1		600	28			50		3.4	3,900
15.	Vlosh		1									2,222
16.	Shtodhër	Kavajë	1	1,000	1,300	24	28	55	70	2.5	3.6	2,592
17.	Hajdaraj		1	1,000	1,000	28		100	100	3.0		2,960
18.	Kuç	Berat	1	900	1,200	23	30	60	80	2.8	3.5	2,222
19.	Koritë	Korçë	1	900	1,200	26	31	90	95	2.5	3.3	2,222
20.	Gostimë	Elbasan	1	600	1,000	23	29	50	70	1.8	3.3	3,700
21.	Fier	Lezhë	1	600	700	26		90	90	3.2		2,222
TOTAL			25	18,000	25,400	24.95	29.6	2,060	2,720	2.49	3.36	63,323
% INCREASE				41		19		32		35		

CREDIT UNIONS

Activities

Land O'Lakes has been working in collaboration with The Irish League of Credit Unions to create credit unions in rural areas. The role of LOL has been to identify groups interested in establishing credit unions and to participate in the initial process of familiarization, introduction and credibility enhancement. Credit unions were built on the network of women's groups already established by the project. The first two credit unions in Albania were registered in December 1997, just months after the collapse of the pyramid schemes destroyed people's confidence in the banking sector. A total of six credit unions have been registered with the court, although one has since ceased operations.

The training presented to credit unions includes the following topics:

- History and Philosophy
- Structure
- Board of Directors
- Treasurer
- Credit Committee
- Supervisory Committee
- Membership Committee
- Summary
- Law and Statutes
- Registration
- Account Number
- Savings

Results

The table on the following page shows the current status of the credit unions.

CREDIT UNIONS

CREDIT UNION	YEAR	MEMBERS	SAVINGS LEKË	\$ EQUIVALENT 140LEKË = 1\$	LOANS MADE LEKË	\$ EQUIVALENT 140LEKË = 1\$
Bulgarec Registered 11/7/1997	1997	18	24,900	177.86		
	1998	25	96,511	689.36		
	1999	24	115,828	827.34	40,000	285.71
Beekeepers Registered 11/21/1997	1997	20	92,500	660.71		
	1998	35	378,099	2,700.71		
	1999	51	588,128	4,200.91	275,000	1,964.29
Drithas Registered 5/25/1998	1997					
	1998	15	33,326	238.04		
	1999	27	54,564	389.74	60,000	428.57
Synej Registered 5/25/1998	1997					
	1998	8	31,000	221.43		
	1999	40	242,489	1,732.06		
Plasa Registered 4/9/1999	1997					
	1998					
	1999	27	80,000	571.43		

TRAINING PROVIDED TO LAND O'LAKES CLIENTS

DATE	PARTICIPANTS		LOCATION	PURPOSE
	Women	Men		
July 22 - August 20, 1995	9		United States of America	Small Scale Cheese Production and Milk Chemistry
May 1 - 16, 1996	19		Italy	Management of Artificial Insemination and Breeding Business
November 25 - 29, 1996	13	38	Different districts of Albania	Dairy Processing Training
Nov. 24 - Dec. 9, 1997	14	26	Different districts of Albania	Milk Quality Control and Sanitation
February 15 - 19, 1999	7	20	Romania	Milk Processing, New Dairy Products, Quality, Hygiene & Sanitation, Marketing
March 14 - 21, 1999		5	Romania	
April 27, 1999	45		Krujë	Contracts and Associations
May 8 - 10, 1999	1	3	Bulgaria	Regional Dairy Associations Roundtable
June 15- 18, 1999	4	6	Lushnje district	Lab Tests for Milk Collection Stations
June 16 - 23, 1999	10	12	Durrës district	Institutional Training for DENA and LEAA
June 20 - 28, 1999	4	5	Poland	Cooling, hygiene, sanitation and milk differentiation for milk collectors
July 11, 1999	2	12	Albania	Improving quality of dairy products (yogurt and different kinds of cheeses)
July 11 -16, 1999		2	Michigan State University	Food safety policy development, risk analysis and program implementation to ensure a safe food supply
August 9 - 20, 1999		2	Lezhe and Lushnja districts	Improve quality of existing dairy products, new products and provide offers for equipment/supplies
September 18 - 25, 1999	1	1	Czech Republic	Building agribusiness trade associations
September 23 - 27, 1999	3	4	Greece	International Trade Fair/Contact with Firms Producing Dairy Equipment and other Agricultural Inputs
November 1999	3		Milan, Italy	Women in Business
December 1999	6	6	Tirana	Association Credit Committees Training
Jan. 30 - Feb. 7, 2000	7	3	Budapest, Hungary	Small Credit Unions
February 7 - 12, 2000		15	Krujë, Fushë Krujë and Elbasan districts	Reproduction, artificial insemination, and natural insemination, inbreeding, feeding and marketing for small ruminants.
March 26 - 2 April, 2000	3	1	Hungary	Improve the quality of existing dairy products, learn how to produce new dairy products, offers for equipment/supplies.
TOTAL	151	161		

TRAINING PROVIDED TO LAND O'LAKES STAFF

DATE	PARTICIPANTS	LOCATION/TRAINER	PURPOSE
January, 1996	16	Albania/DEMETRA	Association and Cooperative Development and Management
June - July, 1996	16	Albania/SARA	SARA Agribusiness Training Courses
November, 1996	16	Albania/Surrel	Writing English: Writing Skills and Grammar
March 1996	16	Albania/SMEDA	Business Association in Tirana
April 1996	16	Albania/Surrel	Fundamentals of a Company: Organization, Structure and Management
April 1996	16	Albania	Alfalfa training
April 15 - 26, 1996	2	Macedonia	Goat and sheep diseases
April 22 - 26, 1996	2	Albania	Business Planning and Management
June 17 - July 12, 1996	1	Italy/ILO	Training of Trainers
July 21 - 28, 1996	8	Bulgaria	Association and Feeding Cattle
August 9 - Sept. 11, 1996	2	USA/Land O'Lakes	Packaging, Marketing, Business Plans, Goats and Sheep
September 19 - 20, 1996	2	Albania	Social Policy in Support of Women and Family
September 1996	16	Albania	Information Technology: Windows, MS Word, MS Excel, MS Access
November 17 - 23, 1996	2	Macedonia	Nutrition and Reproduction in Goat and Sheep
February 10 - 14, 1997	16	Albania	Functions and Responsibilities of Associations
February 9 - 14, 1997	2	Macedonia	Sheep Nutrition
February 27, 1997	1	Albania	Organization and Functions of Farmers Associations
April 4 - 7, 1997	3	Greece	Rural Women's Role in Development of Balkan Countries
April 9 - 11, 1997	1	Macedonia	Regional Livestock Conference
June 15, 1997	2	Albania	Sustainable Development
July 9 - 11, 1997	2	Vienna	Vital Voices: Women in Democracy
July 12 - 15, 1997	2	Albania	Personnel Management
September 17, 1997	2	Albania	Treasurer Responsibilities, Duties and Record Keeping for Credit Unions
September 27, 1997	1	Albania	General Meeting of NGOs
September 26, 1997	2	Albania/Irish League	Credit Unions
February 9 - 13, 1998	2	Albania/USIS	The Role of the Spokesperson
February 23 - 28, 1998	2	USA	Annual Meeting and training sessions
February 16, 1998	2	Macedonia	Dairy Processing
March 23 - 29, 1998	2	Ireland	Credit Union Functions and Organization
April 6 - 7, 1998	2	Greece	Visit at Christian Hansen Firm
May 6-8, 1998	2	Albania/Irish League	Internal Regulations of Credit Union
June 11, 1998	2	Albania/IFDC	Custom duties, VAT, Sources of Credit, Product Standards
July 23 - 26, 1998	1	England	Global Summit of Women: Marketing for Women Micro Entrepreneurs
August 29 - Sept. 15, 1998	16	USA/Land O'Lakes	Marketing, Association Leadership, Dairy Standards, Public Relations

DATE	PARTICIPANTS	LOCATION/TRAINER	PURPOSE
October 1 -12, 1998	2	Romania/Land O'Lakes	Coalition Development, Dairy Farming, Regional Information Network
December 14 - 24, 1998	1	Albania	How to start a business and write a business plan
23 - 25 November, 1999	4	Albania/RBDA	Credit Committee Training: How to evaluate a business plan
February 18 - 20, 1999	1	Albania/CAFOD	Principles of Staff Supervision
March 3, 1999	1	Albania	The strategy of Milk Production from Cattle
March 5, 1999	3	Albania/Irish League	Establishment and Development of Savings Credit Associations
March 12, 1999	1	Albania/IFDC	Legal organizational aspects of associations
May 4 - 6, 1999	3	Bulgaria/Land O'Lakes	Regional Dairy Roundtable
June 15 - 18, 1999	2	Albania	Milk Quality Tests
June 1999	2	Poland/World Learning	Milk Collection System
July 15, 1999	2	Albania/IFDC	Agribusiness Associations Council
December 5 - 11, 1999	1	Hungary	Public Relations and Fund Raising
November 7 - 14, 1999	1	Italy/ILO	Women in Business
November 8 - 19, 1999	2	Macedonia/ORT	Development, Leadership and Strategic Planning of NGO's
November 24 - 26, 1999	5	Albania	Business Planning
December 2 - 3, 1999	2	Albania/IFDC	Association Building
December 8, 1999	2	Albania/ACDI/VOCA	Export Possibilities for Albanian Agricultural Products
January 30-February7, 2000	2	Hungary/World Learning	Credit Union Training
February 18, 2000	1	Albania	Women and Economy
March 2, 2000	1	Albania/GTZ	Promotion of Self-help Organizations in Private Agriculture
March 21, 2000	1	Albania/NGO Forum	Women's Participation in Policy
March 21, 2000	2	Albania/FAO	Strategy for National Agriculture Development Horizon 2000
February 10 -11, 2000	2	Albania/IFDC	Association Leadership
TOTAL	240		



Attachment A

Financial Report

**Land O'Lakes, Inc.
Financial Summary**

ALBANIA DAIRY IMPROVEMENT CAMPAIGN

DHR-0024-A-00-5040-00

DHR-A-00-95-00040

May, 2000

**Grant to Date
Actual
thru 05/00**

L.T. T&A Field Costs	1,888,906.65
Forums	4,485.96
Internships	38,138.55
In-Country Training/ Technical Assistance	117,748.07
U.S. Based Training	0.00
Monitoring/Evaluation	9,298.76
Program Management	651,935.55
Refugee Relief	0.00
Subcontracts	230,558.91
SUBTOTAL Direct costs	2,941,072.45
Indirect Cost	1,008,973.79
G & A Subcontracts	23,430.74
**Overhead Adjust. 1996	1,136.00
Total Federal Funds	3,974,612.98
Non-Federal Funds	1,494,612.31
TOTAL PROJECT	5,469,225.29
Indirect cost adj. 1998	4,114.75
Indirect cost adj. 1999	32,596.97
Total Federal Funds with Indirect :	4,011,324.70

This report represents a summary of actual and accrued expenses for the referenced agreement or grant. If accrual expense amounts were not available for activities occurring in the reported quarter, those expenses will be reflected in the next quarterly financial summary.