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**ALBANIA
DAIRY IMPROVEMENT CAMPAIGN,
PHASE TWO
USAID CA# DHR-0024-A-00-5040-00**

**Annual Report
From January 1 - December 31, 1995**



**Land O'Lakes
International
Development**

January 25, 1996

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A

**ALBANIA DAIRY IMPROVEMENT CAMPAIGN, PHASE 2
USAID COOPERATIVE AGREEMENT DHR-0024-A-00-5040-00**

**ANNUAL REPORT
JANUARY 1 - DECEMBER 31, 1995**

BACKGROUND/OVERVIEW

The goals of the Albania Dairy Improvement Campaign Phase Two project are to strengthen agricultural development by fostering small rural businesses and by nourishing democratic institution-building through the creation of non-governmental organizations (NGOs). The NGOs will advocate for women's issues and support dairy producers in Albania. Through increased quality and quantity of milk and milk products for Albania's rural and urban population, the project will lay the groundwork for a strengthened private dairy sector. The project is fully obligated at \$1,500,000, and the term of the project is January 1, 1995, through December 31, 1996.

This broad-based educational program to 5,000 women is improving their dairy production, on-farm processing, management, and marketing practices. The project builds upon the eighteen-month Albania Dairy Improvement Campaign that finished in December, 1994, as part of a USAID regional dairy development grant administered by Land O'Lakes. Phase Two teaches 3,800 women from the first campaign--the areas surrounding Tirana, Shkoder, Lushnje, Korce, and Kucove--in new topics such as reproduction, animal nutrition, forage production, business management, and planning. The program also reaches out to about 1,200 new women in the regions surrounding Kavaje and Durres in western Albania to teach them the topics covered in the initial project: milk quality, herd health, and dairy marketing/small business development. The training methodology takes the form of a "campaign-type" approach. Each major subject area is called a campaign wave. The first wave is milk quality, the second wave is herd health, etc. The women participate in small group meetings led by campaign field staff, with additional meetings led by volunteer key leader trainers, who get together once a month to learn new skills on improved dairy practices. Refer to Attachment A for a map of the project's locations and of the number of women involved in each region.

To generate income for women in new ways and to improve the genetics of cows, the artificial insemination (AI) portion of the project will train women as AI technicians and teach them how to begin small AI businesses. To provide sustainability to the project, one or more non-governmental organizations will be created to address issues of importance to rural women. The formalizing of the organization(s) will ensure that the network of women dairy producers that Land O'Lakes has created will endure after program end.

EXPECTED RESULTS (IMPACT)

Below are the expected results from the project and the progress made during the first year.

LIFE-OF-PROJECT OUTPUTS	CURRENT STATUS
<p>1. One or more registered non-governmental organizations (NGO) to address issues of importance to rural women producers</p>	<p>The Law and Women's Rights Association, which was formed by 11 key leaders from the Land O'Lakes program, commenced activities after being registered late in May 1995. With the guidance of Land O'Lakes, they have received grants from several sources to conduct seminars in many rural areas.</p> <p>The Artificial Insemination Association has been formed by 20 key leaders. They are currently in the process of becoming registered as an association.</p>
<p>2. At least three functional groups of women undertaking to solve issues of importance to them.</p>	<p>Two savings groups have been organized by women in the Land O'Lakes program. Seven other savings groups are in the process of formation.</p>
<p>3. Milk quality and/or quantity increase reported by at least 25% of participants.</p>	<p>In a sample survey of women who have been in Land O'Lakes programs since 1993-1994, 64% of the participants reported that their profits are increasing because of dairy product sales. While this is not a direct measure of milk quality or quantity, it indicates that the women's cows are producing more milk for sale.</p> <p>On a November 1995 questionnaire, 79 of 79 key leaders queried responded that they have improved the quality of their dairy products due to the information provided by the program.</p>

<p>4. Decrease in dairy animal illnesses such as bloat, calf pneumonia, and calf diarrhea reported by five percent of project participants.</p>	<p>A sample survey was conducted in July 1995 of women who have participated in Land O'Lakes programs since 1993 or 1994 and women who are non-participants. While project participants and non-participants statistically averaged the same number of calves born during the last 12 months, the project participants reported 11% incidences of calf loss or illnesses, whereas non-participants reported 36% incidences of calf loss or illnesses.</p>
<p>5. At least ten new private artificial insemination businesses providing income in rural women owners.</p>	<p>20 women have been identified to become trained as artificial inseminators. They have met with representatives from the Bull Stud, the Veterinary Research Institute, and the Veterinary Service at the Ministry of Agriculture and Food to ensure institutional support for their endeavor.</p>

Survey Results

In July 1995, Richard Kellems of Brigham Young University administered a survey on dairy production which was given to a sampling of women project participants and of women non-participants. The next report will have more detail of the results. The survey data is still being tabulated and analyzed. Land O'Lakes project staff tallied some of the data and has preliminary results on some of the data collected.

The survey was administered to 70 women who have been in Land O'Lakes programs since 1993 or 1994 and to 72 non-participants in the districts of Tirana, Shkoder, Korce, Lushnje and Kucove. When asked in the survey what impact the program has had on their lives, the majority of Land O'Lakes participants reported that they now examine and vaccinate their cows (65%) and their profits are increasing because of dairy product sales (64%). While the Land O'Lakes participants and non-participants statistically averaged the same number of calves born during the last 12 months, the Land O'Lakes participants reported 11% incidences of calf loss or illnesses and non-participants reported 36% incidences of calf loss or illnesses.

The survey was also administered to 47 women who began the Land O'Lakes program in early 1995 and to 96 non-participants in the districts of Kavaja and Durres. The majority of the Land O'Lakes participants reported they had learned something new (83%), they produce more milk (60%), their cows have fewer problems with mastitis (60%), and they feel their milking equipment is cleaner (57%). All of the project participants responded that they would like to continue in the Land O'Lakes program and would be willing to work with their groups to solve

common dairy production problems. Sixty-eight percent (68%) of the women reported they would be willing to start a business.

Variances

With an aim towards obtaining more impact, the project emphasis has changed to stress marketing components more than originally planned. Future organizational efforts will center on business-oriented cooperative enterprises, such as milk collection points, small processing plants, and credit unions. Sources of credit have already been identified, and once the women have received the training waves on association formation and management and on credit, the project will aid the women with the elaboration of business plans and facilitate individual and group credit applications.

The artificial insemination (AI) segment of the project began later than originally intended because 1) USAID/Tirana wanted confirmation from an unbiased AI expert that the plan for the AI component was feasible; 2) a subagreement with an artificial insemination company had to be delayed until Land O'Lakes received funding; and 3) the Albanian government required that the artificial insemination program not begin operations until the Italian AI project commenced in January 1996, since the protocol for that project had been signed some time before. As the Italian project would be working in the same areas that Land O'Lakes currently covers, the Ministry of Agriculture and Food wanted to be certain that there would be no duplication of efforts.

Statement of Work

The above variances are not significant enough to warrant a modification in the Statement of Work.

ADMINISTRATIVE INFORMATION

Total estimated cost:	\$1,500,000
Federal funds expenditures October 1 - December 31:	\$ 217,961
Cumulative federal funds expenditures to date:	\$ 597,307
Cost-sharing (match) funds to date:	\$ 63,121
Remaining unexpended balance:	\$ 902,693

Refer to Attachment B for the financial report.

IMPLEMENTATION REPORT

Institution-Building: Forming Women's Associations

Women's Savings Groups Formed

On October 30, 1995, fifteen key leaders from Maminas village in Durrës district decided to set up a savings group. The group works like a lottery. Each woman contributes 100 lek (approximately \$1) twice a month. The money is then distributed in turn to the women according to the number each woman has drawn. This group of key leaders has elected Edlira Lala to collect the money and to deliver it to the members of the group.

Here is a picture that shows the women drawing numbers to see when they will have their chance to receive the money from the lottery. Who will be the lucky woman to win first?!



Artificial Insemination Association

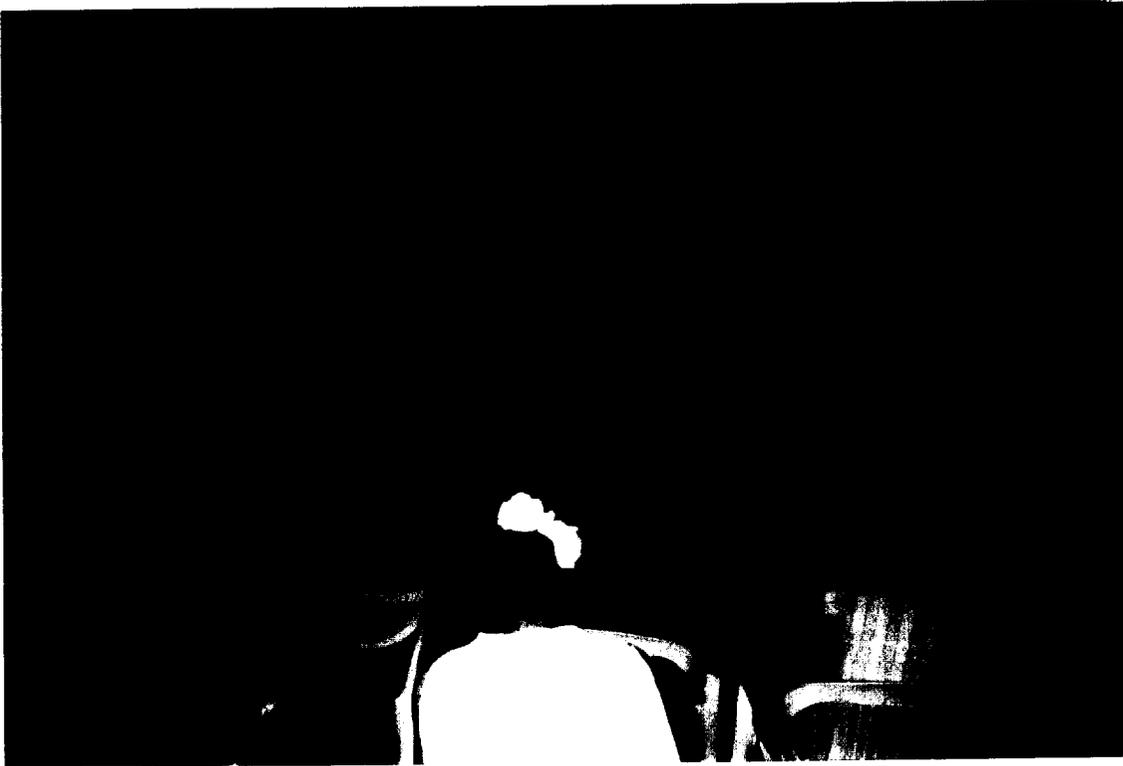
Land O'Lakes has formed an artificial insemination association from twenty women participating in the Dairy Campaign. The goals are for the women members to build profitable artificial insemination microenterprises and for the Albania dairy producers to benefit from higher-producing cows as a result of better genetics. The association can be registered after the women have been trained and have passed the exam required in order to license artificial inseminators. Under a subagreement signed in November 1995, American Breeders Service (ABS) will provide the association with semen and training for the twenty women in artificial insemination techniques.

During December, Dr. Camillo Cannizzaro, the AI Program Manager from ABS Global, was in Albania to begin operations. All of the women were individually interviewed and several group meetings were held to outline the program and establish guidelines. Dr. Cannizzaro also hired the two associate directors for the AI Association, and undertook preparations to send them to the U.S. for six weeks of training at ABS Global, beginning in late January 1996.

A meeting was held with Mr. Ylli Bicoku, the Director of the Livestock Directorate at the Ministry of Agriculture and Food, concerning the areas that LOL and ABS would like to work in. Mr. Bicoku expressed concerns over the eventual conflict that ABS might have with an Italian Artificial Insemination Project which was already approved and would begin operations in January 1996. This is a large project and would cover a major area of Albania. He requested and received a list of villages that ABS would like to work in so that there would be no overlap with the Italian AI project. Misunderstandings of the protocol requirements necessary for importing semen donated by ABS Global have been cleared up, and the time frame for interventions has been established. Dr. Cannizzaro also solicited the cooperation of Petrit Dobi from the Bull Stud, Dragush Mati from the Veterinary Research Institute, and Anesti Rako from the Veterinary Service at the Ministry of Agriculture and Food so that the AI Association will have institutional support.

Law and Women's Rights Association

The Law and Women's Rights Association, which was formed by 11 key leaders from the Land O'Lakes program, commenced activities after being registered in May 1995. Albania currently has about 20 associations dealing with women's issues, but this is the only one working with rural women. With the guidance of Land O'Lakes, they have received grants from several sources to conduct seminars in many rural areas. Albania currently has about 20 associations dealing with women's issues, but this is the only one working with rural women. On the next page are two photos from a September seminar.



Land O'Lakes is collaborating with the newly formed Law and Women's Rights women's group in Albania. Pictured above are President Ahmedie Daci (front row, second from the right) and Vice President Vitori Hetani (last row, standing). Below is another picture taken at a seminar held September 18-20 at which the women discussed land law and inheritance rights.



Collaboration with Other Organizations

Land O'Lakes collaborates closely with several other organizations in ways that complement the Dairy Campaign's efforts to benefit women dairy producers.

Brigham Young University Brigham Young University coordinates efforts with Land O'Lakes in several ways:

- In July, Richard Kellems of Brigham Young University administered a survey on dairy production which was given to the women in the areas where the Land O'Lakes program is working and to women non-participants.
- Richard Kellems and Kerry Powell organized a training seminar with the veterinarians and zootechnics from the villages who have helped the Land O'Lakes project. Topics presented were diseases, animal reproduction, calving, milk fever, and nutrition.
- Kellems collected over 200 samples of hay and feed concentrates to analyze and report back concerning mineral deficiencies in Albania.

Mercy International A letter of understanding between LOL and Mercy International was signed by both parties, outlining the participation of each organization in a program designed to give cows purchased by Mercy International to needy women identified by LOL. The program stipulates that women receiving a cow must give the first two calves to Mercy International for redistribution, while LOL will be responsible for training the women and monitoring the cow's health. A member from each organization jointly visited several potential cow suppliers, and the first five cows to be purchased were found. Land O'Lakes identified the first five women to receive cows, and it is expected that the first delivery of cows will be made in January 1996.

Partners for International Education and Training (PIET) PIET funded U.S. training for seven women from the Land O'Lakes Dairy Improvement Campaign. During August, they attended training in Minnesota and Wisconsin on milk quality and small-scale cheese production. See the article attached.

SNV (Netherlands development organization) The final proposal for collaboration with SNV on The North-East Albania Agriculture Development Women's Campaign for Dairy and Vegetable Production and Marketing was submitted to IFAD and NOVIB for funding. IFAD has already agreed to fund the first year with a \$75,000 grant. SNV is currently recruiting a vegetable specialist in the Netherlands to lead the project.

GTZ (German technical assistance agency) Valdete Rukaj, a Field Coordinator, attended the GTZ seminar at the newly reopened milk factory in Tirana. The seminar described the current status of the factory and unveiled GTZ's focus for the next phase of their project. The milk factory pays a premium price for higher quality milk, and they have agreed to track women participating in the Land O'Lakes program to see if in fact they are delivering a larger quantity and a higher quality of milk compared to women who do not participate in the Land O'Lakes program. Other avenues of collaboration, such as organizing milk collection points, are also being discussed.

Small and Micro-Enterprise Development Assistance Project (SMEDA) SMEDA has agreed to deliver business training to women's groups in Korce that are interested in forming businesses. They will assist any interested women in writing business plans and in applying for credit.

Campaign Waves

Training for those women who have been in the program since 1993-1994 (Group 1):

The project trained 3,800 women twice in the past year, in two "campaign waves." The trainers are a team of Albanian women field agents, who are trained by U.S. experts in the topics addressed by the campaign waves. The training participants are women continuing from the first phase of the Albania project, which was part of a USAID regional grant that ended in December 1994. The current project provides them with training in more advanced topics. The first wave of training for this group of women, regarding cow reproduction, finished in July 1995.

The second wave taught forage production, primarily alfalfa, to the same group. The "Forage - Alfalfa" wave of demonstrations for Group 1 ended on December 22, 1995. The key leaders in Korce took advantage of the completion of the technical training, which coincided with Christmas, to celebrate with a party. The picture below shows Luljeta Kodra, Lefteri Becko, and Leonora Kupe dancing a traditional Albanian folk dance.



Training for women new to the program in 1995 (Group 2):

There are 1,265 women new to the program in 1995 who are getting the same training as the 3,800 women of Group 1 received in the 1993-1994 dairy improvement project. The project field agents train 84 groups of about 15 women each in the areas of Kavaje and Durres, Albania. The first wave (topic), on milk quality, was completed in May. The second wave of demonstrations, concerning head health--feeding the cow, main diseases in the cow, and keeping records--finished in September. The third wave--on business and marketing--is being taught from October 1995 to January 1996.

Attachment C is a table of attendance by key leaders over the past year at key leader meetings.

Attachment D records the training booklets developed over the course of both Land O'Lakes Albania projects.

Attachment E has greater detail about project implementation during the quarter October to December 1995.

LAND O'LAKES, INC.
ALBANIA DAIRY IMPROVEMENT CAMPAIGN, PHASE II
Activities for Year 1
January 1 - December 31, 1995

ACTIVITY	1Q95	2Q95	3Q95	4Q95	CURRENT STATUS
Project Implementation					
Hire 4 additional field agents.	x				Mid-February, 4 new field agents hired.
Promote participation in dairy campaigns.	x	x	x	x	On-going.
Identify an additional 1,000 women milk producers from two new geographic areas for training on campaign messages.	x				Mid-February, District's of Kavaja and Durres identified. An additional 1,265 women.
Field agents deliver milk quality messages to new women milk producers.		x			Milk quality training wave completed in June.
Field agents deliver herd health messages to new women milk producers.			x	x	Herd health training wave completed third week in September.
Field agents deliver business and marketing messages to new women milk producers.				x	Business/marketing training wave will complete mid-January, 1996.
Field agents deliver dairy breeding/reproduction messages to original women milk producers.		x	x		Dairy breeding/reproduction training wave completed mid-July.
Field agents deliver forage production messages to original women milk producers.			x	x	Forage production training wave completed third week in December.
Promote and assist women dairy producer participants in creating a producer-owned and directed support organization(s).	x	x	x	x	On-going.
Identify 20 women dairy producer participants interested in independent individual A.I. businesses.	x	x	x	x	Twenty women identified.
Identify 1 - 2 women dairy producer participants interested in forming an A.I. association.	x	x	x	x	Twenty women identified.
Conduct technical and business training to A.I. women identified above.			x	x	Activities will begin 1Q96.
In-Country Training					
Develop Dairy Breeding/Reproduction campaign booklets.	x				March-April booklets completed.

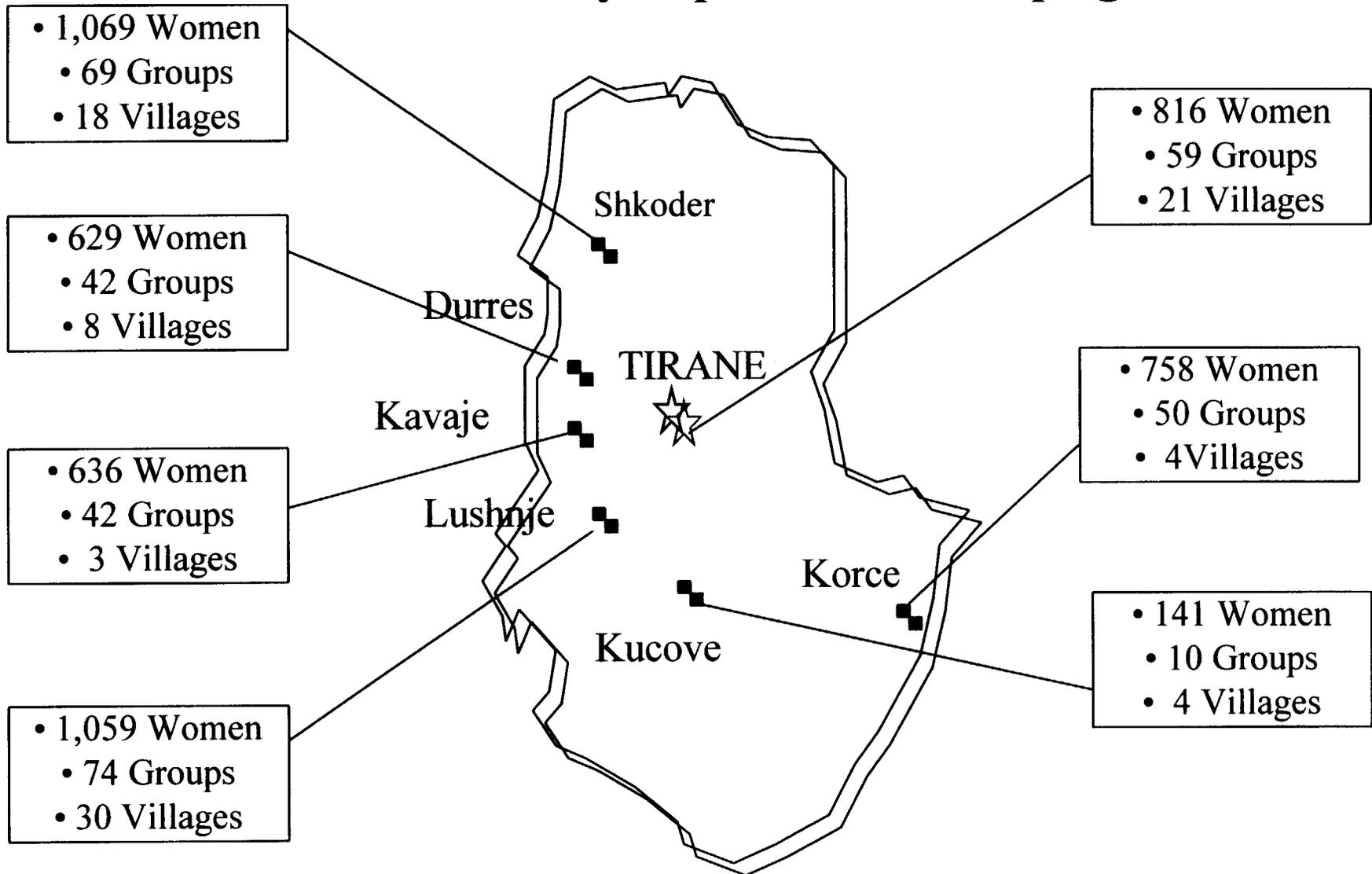
LAND O'LAKES, INC.
ALBANIA DAIRY IMPROVEMENT CAMPAIGN, PHASE II
Activities for Year 1
January 1 - December 31, 1995

ACTIVITY	1Q95	2Q95	3Q95	4Q95	CURRENT STATUS
Develop Forage Production campaign booklets.		x			July-August booklets completed.
Conduct A.I. Financial/Technical Feasibility study.	x				March-April study completed.

ATTACHMENT A

PROJECT MAP OF ALBANIA

Albania Dairy Improvement Campaign



ATTACHMENT B

QUARTERLY/ANNUAL FINANCIAL REPORT

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

**ALBANIA DAIRY IMPROVEMENT CAMPAIGN
DHR-0024-A-00-5040-00
December, 1995**

	Project To Date Actual thru 12/95	Actual Quarter 10/01/95-12/31/95	1996 1st Quarter Projection	Project to Date Projection thru 3/96
Dairy Campaign	163,707.76	58,144.32	18,000.00	181,707.76
Forums	59.96	0.00	0.00	59.96
Internships	130.56	130.56	0.00	130.56
In-Country Training/ Technical Assistance	34,988.64	2,379.64	12,000.00	46,988.64
Monitoring/Evaluation	2,638.03	1,477.22	0.00	2,638.03
Program Management	228,897.27	91,433.18	15,000.00	243,897.27
Subcontracts	3,481.79	3,481.79	10,000.00	13,481.79
Indirect Cost	159,460.90	56,972.59	11,242.50	170,703.40
G & A Subcontracts	284.46	284.46	817.00	1,101.46
**Indirect Cost Adj. 1995	3,657.44	3,657.44	0.00	3,657.44
Total Federal Funds	597,306.81	217,961.20	67,059.50	664,366.31
Non-Federal Funds	63,120.64	16,247.72	0.00	63,120.64
TOTAL PROJECT	660,427.45	234,208.92	67,059.50	727,486.95

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.

****The indirect cost adjustment for 1995 reflects the estimated increased ICR of 37.7% versus the previous negotiated ICR of 37.1%. After receipt of the final ICR from the Office of Procurement, we will request these additional funds.**

ATTACHMENT C

ATTENDANCE FOR KEY LEADER MEETINGS IN 1995

LAND O'LAKES, INC.
ALBANIA DAIRY IMPROVEMENT CAMPAIGN, PHASE II
Attendance for Key Leader Meetings
January 1 - July 31, 1995

	January (82% Present)		February (82% Present)		March (79% Present)		April (78% Present)		May (82% Present)		June (81% Present)	
	Present	Absent	Present	Absent	Present	Absent	Present	Absent	Present	Absent	Present	Absent
Tirana	51	10	52	9	46	13	49	10	51	8	46	13
Shkoder	59	10	61	8	60	9	60	9	57	12	53	16
Korce	47	3	39	11	47	3	48	2	45	5	46	4
Lushnje	60	14	74	10	62	22	55	19	58	16	59	15
Kucove	7	3	7	3	10	0	10	0	7	3	7	3
Kavaje	n/a		n/a		n/a		21	6	39	3	41	1
Durres	n/a		n/a		n/a		17	10	37	5	38	4

Attendance for Key Leader Meetings
July 1 - December 31, 1995

	July (85% Present)		August (88% Present)		September (82% Present)		October (84% Present)		November (89% Present)		December (90% Present)	
	Present	Absent	Present	Absent	Present	Absent	Present	Absent	Present	Absent	Present	Absent
Tirana	50	9	43	16	37	22	43	16	48	11	46	13
Shkoder	65	4	64	5	61	8	64	5	57	12	64	5
Korce	48	2	46	4	48	2	50	0	49	1	50	0
Lushnje	55	19	62	12	61	13	60	14	69	5	62	12
Kucove	10	0	8	2	8	2	9	1	10	0	8	2
Kavaje	34	8	80	4	72	12	35	5	39	3	42	0
Durres	38	4	80	4	77	7	36	6	39	3	42	0

ATTACHMENT D

CAMPAIGN BOOKLET DISTRIBUTION TABLE

LAND O'LAKES, INC.
ALBANIA DAIRY IMPROVEMENT CAMPAIGN, PHASE I & II
Campaign Booklets

Booklet Titles	Group Demonstration Booklet	Key Leader Demonstration Booklet	Equipment	Key Leader Fact Sheet
Phase I First Wave: Milk Quality				
Better Milk and More Milk Means Better Health and More Money	x			
How to Clean Milking Equipment	x			
How to Prepare the Cow for Milking		x	Sani-Prep Dairy Towels	
Milk Treatment		x	Dairy Thermometer	x
Producing Milk Without Sediment		x	Cheese Cloth, Scissors	
Sediment in Milk				x
Making Cheese Under Household Conditions		x	Rennet	
Use of Rennet When Making Cheese				x
Mastitis		x	Strip Cups	x
Milk Quality Tests		x	Acidity Test Kit	
Acidity Test				x
Phase I Second Wave: Herd Health				
How to Better Feed the Cow	x			
Most Important Diseases, Signs and Prevention	x			
Record Keeping	x			
How to Buy a Cow		x	Dairy Cattle Weigh Tape	
Additional Information on Weighing a Cow				x
More Healthy Calves and More Milk From Our Cow		x	Breeding Calendar	
How to Have a Successful Start of Our Calf's Life		x	Nipple Bottle	

LAND O'LAKES, INC.
ALBANIA DAIRY IMPROVEMENT CAMPAIGN, PHASE I & II
Campaign Booklets

Booklet Titles	Group Demonstration Booklet	Key Leader Demonstration Booklet	Equipment	Key Leader Fact Sheet
Feeding Colostrum				x
How to Stop Calf Killers: Diarrhea and Pneumonia		x	Thermometer	
Taking the Calf's Temperature				x
Poisonous Plants and Hardware Disease		x	Balling Gun, Magnet	
How to Use the Balling Gun				x
Phase I Third Wave: Business Management and Marketing				
Knowledge of Business	x			
Forms of Organizing a Business	x			
Time and Money		x	Watch	
Cash Flow Statements and our Business				x
Supply, Demand and Marketing the Product		x	12-Month Calendar	
Understanding the Interest Rate of a Bank Loan				x
Two Ways of Calculating Interest Rates		x	Calculator	
Understanding Marketing Windows		x		
Phase II First Wave: Dairy Breeding and Reproduction				
Understanding Our Cow's Estrous Cycle and Early Pregnancy	x			
Our Reproductive Goal is a Calf From Each Cow Each Year	x			
Different Breeds of Dairy Cows		x	Dairy Breed Poster	

LAND O'LAKES, INC.
ALBANIA DAIRY IMPROVEMENT CAMPAIGN, PHASE I & II
Campaign Booklets

Booklet Titles	Group Demonstration Booklet	Key Leader Demonstration Booklet	Equipment	Key Leader Fact Sheet
Body Scoring		x	Body Condition Laminated Score Cards	
How to Determine the Cow's Age Based on Teeth		x	Rope Halter	
Dehorning and Castration of Cattle		x	Calf Tube Dehorner	
Natural Insemination, Artificial Insemination and Genetic Improvement of Cattle		x	Castration Knife	
How to Read the Information From a Bull Book		x	ABS Dairy Sires Directory Catalog and Plastic Pails	
How to Determine When the Cow is Sick. Parasites and Fighting Parasites.		x	Abendazol for Skin Parasites	
Phase II Second Wave: Forage Production				
Alfalfa: Queen of Forages	x			
Field Selection and Soils		x	Soil Test Kit	
Seeds and Seeding		x	Alfalfa Seed	
Growth of Alfalfa Plants		x		
Harvesting for Quality and Yield		x	Alfalfa Plant Population Guide	
Process, Store, Feed		x		
Planning the Feed Year		x		

ATTACHMENT E

**QUARTERLY IMPLEMENTATION REPORT
FOR OCTOBER-DECEMBER 1995**

IMPLEMENTATION REPORT
FOR THE QUARTER ENDING DECEMBER 31, 1995

Campaign Waves

Training for Women Who Have Been in the Program Since 1993-1994 (Group 1):

During the fourth quarter, three new booklets were designed and 3,900 copies of each were distributed to Group 1, for a total of 11,700 booklets. See Attachment E for a list of all campaign booklets distributed in both Phase I (1993-1994) and Phase II (1995).

Table of attendance training during the fourth quarter:

Region	October		November		December	
	Growth of alfalfa plants		How to reduce losses when storing alfalfa		Grazing and Grazing Management	
	Present	Absent	Present	Absent	Present	Absent
Tirana	43	16	48	11	46	13
Korça	50	0	49	1	50	0
Lushnja	60	14	69	5	62	12
Kuçova	9	1	10	0	8	2
Shkodra	64	5	57	12	64	5

DISTRICT	GROUPS	KEY LEADERS	NUMBER OF WOMEN
Korça	50	50	758
Lushnja	74	74	1059
Kucova	10	10	141
Tirana	59	59	816
Shkodra	69	69	1069
TOTAL	<u>262</u>	<u>262</u>	<u>3843</u>

The "Forage - Alfalfa" wave of demonstrations for Group 1 ended on December 22, 1995.

Key Leader Exchange Forum

On November 28, 1995, the Korça key leaders visited with the Tirana key leaders. The agenda for the meeting follows:

1. Introduction of new Program Manager
2. Objectives and goals for 1996
3. Brief history of Kavaja cheese dairy
4. Status report on the Artificiation Insemination Association
5. Report from The Law and Women's Rights Association
6. Sharing of experiences from training in the USA
7. Guests
8. Questionnaire

After introducing the new Program Manager, Elda Gjakrosa, Field Coordinator, talked about the objectives and goals for 1996. She explained how the program would be restructured during the coming year. Then Mimoza Caca, the owner of the Kavaja cheese dairy and one of the participants in the Land O'Lakes training trip to the USA, talked about her cheese dairy, explaining how they began the dairy and how they have expanded their activity. She told the other women how they collect the milk, about the products they produce and the way they find their market.

Irena Taçe, the Development Facilitator, then explained briefly how the AI Association is organized. Myzejen Allmeta, the President of the Association, told the women what they have done so far and discussed the goals that they have set for themselves.

Ahmedie Daci, the President of The Law and Women's Rights Association, spoke about the activities of this Association. She said that they have organized seminars in several villages in the Tirana region. They have also cooperated with several other organizations, including Useful to Albanian Women. They expect to receive funding from a Canadian Foundation to organize a seminar in Korça with the participation of 10 women from villages where Land O'Lakes works.

Naime Dedei talked about the training of seven women in the USA. She explained in detail what these women saw in the States, where they visited and what they learned there. There were many questions asked about this visit, including how what they learned in the US could be adapted to Albanian conditions.

Two guests were invited to this Forum: Gani Doçi, a livestock specialist with the Ministry of Agriculture and Food, and Shefget Meko, a journalist for Radio Tirana in the agricultural department.

Gani Doci talked to the women about the importance of Land O'Lakes' activity in Albania. He thinks that the Land O'Lakes (LOL) activity has been extremely useful to rural women. He said that

the fact that the women from Korça came to Tirana in spite of being very busy demonstrates their interest in the program, and made him think that the women have profited a lot from it. Shefget Meko explained that he has followed the LOL project for some time and will develop a radio chronicle on this Forum.

The key leaders were requested to fill out a questionnaire. Seventy-nine (79) turned in questionnaires. The questionnaire distributed to the women and the results are as follows:

KEY LEADER QUESTIONNAIRE

Welcome to our second forum. It would be very helpful if you could answer the following questions to give us some ideas on how LOL Dairy Improvement Campaign can improve its activities in the future.

1. Which of the following topics were of most interest to you?

- How to take better care of your cow
- Main diseases, feeding and record keeping
- Business and Marketing
- Reproduction
- Forages-Alfalfa

Results:

The most interesting wave of demonstrations:

- 23 - Main diseases, feeding and record keeping
- 19 - How to take better care of your cow
- 18 - Business and Marketing
- 10 - Reproduction
- 9 - Forages-Alfalfa

2. Do you think that you are capable of assisting your cow in case of emergency? YES NO

Results:

All of the women answered that they are capable of assisting their cows in case of emergency.

3. If YES, would you explain more specifically?

Results:

They mentioned specific cases as follows:

11 women reported that when their cows were bloated they treated them with vegetable oil.

9 women reported that they can assist their cows during difficult deliveries.

9 women reported that they know how to treat mastitis.

8 women reported that they have been successful in using magnets to prevent hardware diseases.

4. Do you think you have improved the quality of your dairy products due to the information provided by our program?
YES NO

Results:

All of the women realized that they have improved the quality of their products due to the information provided by our program.

5. If YES, do you think you can share your experience with other women not participating in our program?

Results:

All of the women said that they can share their experience with other women not participating in our program.

6. Do you feel LOL DIC has helped you strengthen your relationships and share experience among yourselves? YES NO

Results:

76 women reported that our program has helped them strengthen their relationships.

7. If NO, do you have any suggestions on how LOL can help you?

Results:

7 women suggested that it would be helpful to organize such forums more frequently or to find the possibility for some training abroad

8. Do you think of yourself as becoming a member of a dairy association in the future? YES NO

Results:

68 women said that they do think of themselves as becoming a member of dairy association.

9. If YES, would you prefer to participate in a regional association or a national one?

Results:

41 women preferred a national association
17 preferred a regional association

10. Do you think such forums are useful? YES NO

Results:

All of the women said that such forums are very useful.

11. If YES, please explain WHY?

Results:

The following reasons were cited by the women as to why such forums are useful:

- to exchange experience
- to learn new things
- to learn how to improve the quality and quantity of their dairy products
- to help them become more self-directed for the future
- to learn from American experience
- so that they can transmit the information to other women

12. What are the strengths and weaknesses of LOL Dairy Improvement Campaign?

Results:

No weaknesses of the LOL Dairy Improvement Campaign were identified. As for strengths, the women listed the same themes as in question 11.

Training for Women New to the Program in 1995 (Group 2):

During the fourth quarter, six booklets were adapted from the first year for distribution to Group 2. A total of 7800 booklets were distributed to this group (1300 copies of each).

Table of attendance for training during the fourth quarter:

Region	October		November		December	
	Supply Demand and Marketing of Product		Time and Money		Cash Flow and Our Business	
	Present	Absent	Present	Absent	Present	Absent
Durresi	36	6	39	3	42	0
Kavaja	35	7	39	3	42	0

DISTRICT GROUPS KEY LEADERS NUMBER OF WOMEN

Durresi	42	42	629
Kavaja	42	42	636
TOTAL	<u>84</u>	<u>84</u>	<u>1265</u>

After three weeks of training on business and marketing topics, the new field agents began the third wave of demonstrations. This wave of demonstrations will last from October 16, 1995, to January 18, 1996.

Success Stories

Nexhmije Byku from Synej, Kavaja District, was milking the cow and realized that it smelled. She asked the vet about the smell and he told her there was nothing to worry about. But she was not convinced. Being a key-leader, Nexhmije had learned how to administer an acidity test. She decided to try it and found that in fact the cow had subclinical mastitis.

Ismete Totani is a key-leader from Rakull, also in Kavaja District. Her cow gave birth to two weak calves, which were having difficulty breathing. But Ismete solved the problem by opening the nostrils with her fingers and a coffee spoon, a technique she had learned from the booklet "How to have a successful start of our Calf's life".

Drita Bregu from Sukth Katund in the Durresi District, recounted the following story:

"My cow had problems with milk fever for two consecutive years. Reading the information about main diseases and their treatment, I learned that feeding a cow with alfalfa two months before delivery could cause milk fever. I therefore stopped feeding alfalfa to my cow and fed her with concentrates and hay. My cow no longer has problems with milk fever after calving."

Hamide Virjoni from Bilalas in the Durresi District had the following experience:

"I usually take the cow grazing. Recently I learned about poisonous plants and I realized that there were some of them in the pasture which I couldn't identify before. The pasture had a lot of ferns and I didn't know that it was a poisonous plant. That's why my cow repeatedly got sick after grazing. Now I have the situation under control and my cow is healthy."

Organizational Activities - Savings Group

On October 30, 1995, fifteen key leaders from Maminas village in Durrës district decided to set up a savings group. The group works

like a lottery. Each woman contributes 100 lek (approximately \$1) twice a month. The money is then distributed in turn to the women according to the number each woman has drawn. This group of key leaders has elected Edlira Lala to collect the money and to deliver it to the members of the group.

Collaboration with Other Organizations

On December 19, 1995, Shpresa Halimi, the Field Coordinator, and Vasilika Xhunga, the Communications Specialist, were invited to attend a seminar in Shkodra on the Message of the 4th Women's Conference in Beijing. This seminar was organized by the Women and Family Department of the Ministry of Labor and Emigration, with the participation of women from different organizations. The Albanian delegates to the Beijing Conference presented a summary of the Conference. The participants then discussed the conditions of women in Albania and how these conditions can be improved. Shpresa and Vasilika subsequently summarized the seminar for the LOL staff at the weekly staff meeting.

A letter of understanding between LOL and Mercy International was signed by both parties, outlining the participation of each organization in a program designed to give cows purchased by Mercy International to needy women identified by LOL. The program stipulates that women receiving a cow must give the first two calves to Mercy International for redistribution, while LOL will be responsible for training the women and monitoring the cow's health.

A member from each organization jointly visited several potential cow suppliers, and the first five cows to be purchased were found. Land O'Lakes identified the first five women to receive cows, and it is expected that the first delivery of cows will be made in January 1996.

The final proposal for collaboration with SNV (Netherlands development organization) on The North-East Albania Agriculture Development Women's Campaign for Dairy and Vegetable Production and Marketing was submitted to IFAD and NOVIB for funding. IFAD has already agreed to fund the first year with a \$75,000 grant. SNV is currently recruiting a vegetable specialist in the Netherlands to lead the project.

Valdete Rukaj, a Field Coordinator, attended the GTZ (German technical assistance agency) seminar at the newly reopened milk factory in Tirana. The seminar described the current status of the factory and unveiled GTZ's focus for the next phase of their project. The milk factory pays a premium price for higher quality milk, and they have agreed to track women participating in the LOL program to see if in fact they are delivering a larger quantity and a higher quality of milk compared to women who do not participate

in the LOL program. Other avenues of collaboration, such as organizing milk collection points, are also being discussed.

The Small and Micro Enterprise Development Assistance Project (SMEDA) has agreed to deliver business training to women's groups in Korce that are interested in forming businesses. They will assist any interested women in writing business plans and in applying for credit.

The Albanian Private Forestry Development Project (APFDP) began operations in the fourth quarter, and Deborah Wagner, the Project Manager, attended a seminar to identify possible areas of collaboration. The APFDP is very interested in using our network of women to help them deliver their program to rural areas. And as part of their program involves planting fodder tree species for livestock, it is anticipated that this collaboration will be beneficial to the women participating in the LOL project.

Possible collaboration with a Farmco-Holland project for dairy development at the Livestock Research Institute was also discussed. The project is training extension agents, and there are currently no female agents being trained. Land O'Lakes hopes to work with them to encourage the integration of women as extension agents since, according to a 1995 FAO report, 82% of livestock-related workers in Albania are women.

Media Coverage

From October 8-15, 1995, Land O'Lakes participated in The Agrifood Fair organized by the Ministry of Agriculture and Food with the participation of Albanian and Foreign Programs. The LOL display included pictures from our activities in Albania, copies of booklets produced and a handout of information on what Land O'Lakes is and what this program has been doing in Albania.

On December 2, 1995 Radio Tirana aired a news report by Shefqet Meko, Radio Tirana journalist, covering the Key Leader Exchange organized by LOL between the women of Korce and Tirana.

New Association Development

This quarter has been primarily devoted to the Artificial Insemination Association. At the beginning of the quarter, twelve women had been selected for this association. Interviews were held to identify the remaining eight women who would participate in the AI program. Monthly meetings were then held with the twenty women to prepare for the creation of the AI Association.

Discussions were held between Mr. Shkelqim Lamaj, Chief of the Customs office at the Ministry of Finance, Rebecca Balogh, the LOL Program Manager, Irena Tace, LOL Development Facilitator, and two experts from ABS Global. The procedure to follow in order to import commodities from ABS was explained in detail.

Another meeting was held with Mr. Gani Doci, Specialist from the Livestock Directorate at the Ministry of Agriculture and Food, in order to clarify the procedure for establishing this association. Mr. Doci explained that it is necessary to request permission to apply this activity in Albania, stating clearly the areas in which Land O'Lakes would like to work. This request was prepared and delivered to Mr. Doci.

A lawyer was identified during this time to support the association with such legal matters as registering the AI Association. However, the association can be registered only after the women have been trained and have passed the exam required in order to license artificial inseminators.

During December Dr. Camillo Cannizzaro, the AI Program Manager from ABS Global, was in Albania to begin operations. All of the women were individually interviewed and several group meetings were held to outline the program and establish guidelines. Dr. Cannizzaro also hired the two associate directors for the AI Association, and undertook preparations to send them to the US for six weeks of training at ABS Global.

A meeting was held with Mr. Ylli Bicoku, the Director of the Livestock Directorate at the Ministry of Agriculture and Food, concerning the areas that LOL and ABS would like to work in. Mr. Bicoku expressed concerns over the eventual conflict that ABS might have with an Italian Artificial Insemination Project which was already approved and would begin operations in January 1996. This is a large project and would cover a major area of Albania. He requested and received a list of villages that ABS would like to work in so that there would be no overlap with the Italian AI project. Misunderstandings of the protocol requirements necessary for importing semen donated by ABS Global were cleared up, and the time frame for interventions was established.

Dr. Cannizzaro also solicited the cooperation of Petrit Dobi from the Bull Stud, Dragush Mati from the Veterinary Research Institute, and Anesti Rako from the Veterinary Service at the Ministry of Agriculture and Food so that the AI Association will have institutional support.