

## Formative Research to inform the design/bridge of activities related to 1 to 5 system in Halaba and Shankura Woredas

### Research Report

September 2016

#### Introduction

To inform the design of activities related to “ Effectiveness of Know-How Transfer from DAs to the Follower Farmers 1 to 5 approach”, PIN undertook this formative research. The research was conducted to better understand the existing barriers to improving the 1 to 5 system’s effectiveness and of the possibilities for its strengthening. This report is, therefore, the result of the formative research conducted by the project team in five selected kebeles from Halaba and Shankura woredas in SNNPR region.

#### Background

According to PIN’s surveys conducted in several Woredas in 2013 and 2015, the majority of Follower Farmers do not receive direct assistance from DAs and many are also not supported by “their” Model Farmer (within the existing 1 to 5 system). Currently, the main beneficiaries of DAs’ support are more advanced, usually better-off “model” farmers. As a result, Follower Farmers receive from the agricultural extension only very limited (if any) benefits.

In order to assist local stakeholders (DAs, WAO) with addressing this problem, PIN, in a close cooperation with the responsible stakeholders designed activities that will contribute to the current efforts in ensuring the effectiveness of the know how transfer from Das to the Follower Farmers. As part of this, conducting a formative survey was planned in which the results will be used to bridge new activities that will focus on

- **ensuring the existence of an effective 1 to 5 system** by verifying that each Model Farmer and or 1 to 5 leader supports 5 specific, Follower Farmers, and these farmers are aware of the available support (if such system doesn’t exist or doesn’t work, address it by the following activities)
- **increasing the number of Model Farmers** achieved through an agreement with WAO and DAs on an identification of new Model Farmers, support of their training and development of their cooperation with other, unassisted farmers (5 Follower Farmers per 1 Model Farmer)
- **development of a monitoring system** tracking how often Model Farmers have trained Follower Farmers, the number of Follower Farmers trained and on which topics. The validity of these data will be verified by PIN’s Field Officers. FTCs whose Model Farmers ensure counselling on the biggest number of topics to the biggest number of farmers will be regularly, on a bi-annual basis, publicly awarded

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- **increasing the number of Follower Farmers trained by DAs** through supporting DAs in an improved planning of their work and providing a limited material support
- **documenting the experience and results of these activities** and the subsequent promotion of specific options for strengthening the 1 to 5 system among relevant authorities at the Woreda and Regional level, donors and implementers of similarly focused projects

### Research Objective

The objective of the research was to understand the effectiveness of the 1 to 5 system and realise what can be done to improve the system – identify why it does not work and what specific actions can PIN take

### Research Methodology

The research used a qualitative approach as its intention was to have a deeper understanding in the approach used for the transfer of knowledge and skill among farmers. For this purpose, semi – structured interview and focus group discussions were conducted.

From 14 kebeles, 5 kebeles were selected randomly. In the selected kebeles, the list of Model Farmers and Follower/Follower Farmers was gathered in which through the criteria of those who frequently share their know-how with others, doer Leader/Model Farmers were identified and at the same time those passive Model Farmers (non- doer leader/Model Farmers) were also identified and selected randomly.

The research team faced a challenge in the effort to identify the Model Farmers as it was perceived that the Model Farmers are the leaders of the 1 to 5 system but in reality the Model Farmers may not always be a leader of the 1- to 5 approach as there are Leader Farmers who are responsible in leading the 1 to 5 system. In addition, all Model Farmers consider themselves as a Doer-Model Farmer (even though the DAs categorized them under the non-doers) which makes it difficult to differentiate the barriers/ challenges in doer and non-doer Model/ Leader Farmers.

### Respondents, sample, methods:

- semi-structured interviews with **Silte Zonal department of Agriculture** (Agriculture Extension Department)
- semi-structured interviews with **WAO staff** in Halaba and Shankura Woredas responsible for agriculture extension/ 1 to 5 system
- in-depth, semi-structured interviews with at 10 randomly selected **Model Farmers** (MF) who frequently share their know-how with other farmers (Doer – Model Farmers)
- in-depth, semi-structured interviews with 10 randomly selected **Model Farmers** who usually do not share their know-how with other farmers (non – doer Model Farmers)
- focus group discussions (FGD) with 5 groups of **Follower Farmers**
- Focus group discussion with 2 groups of women Follower Farmers

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- FGDs with **DAs** working in the 5 selected kebeles
- methodology for **selection of MF and Follower Farmers**:

## Major Findings

### Actors in the 1 to 5 system

The agricultural extension service is one of the institutional support services that has a central role to play in the transformation of agricultural and rural development in Ethiopia. The establishment of Farmers' Training Centres at each rural Kebele, establishment of Agricultural and Technical Vocational Education and Training (ATVET) institutions and training of massive numbers of DAs, the Growth and Transformation Plans (GTP), organizing continuous training opportunities for DAs and Model Farmers, and formalizing leader/Model Farmers-Follower Farmers 1 to 5 system indicate that there is good overall policy support for rural development in general, and for knowledge and skills transfer among farmers in particular. Thus the actors in this process (Zonal/Woreda bureau of Agriculture, Development Agents, leader, model and Follower Farmers) share the positive efforts in this regard and there is no problem in policy support for knowledge and skills transfer. But implementation gaps were identified and will be dealt in detail in the next parts.

From the interviews with Model Farmers and FGD with Follower Farmers it was found out that Kebele administration, FTC DAs and WAO are the influential bodies in the selection of 1 to 5 Leader Farmers/ Model Farmers. Thus in most cases other Follower Farmers or Model Farmers themselves are not involved in the selection process. Model Farmers also mentioned that in some cases they were not informed why they are selected (the criteria is not clear) but instead are simply told to lead other farmers.

***“ Once person is selected by WAO/Kebele to become Model Farmer there is no discussion and the person has to accept ”*** Model Farmer from Halaba woreda, Hantazo Kebele

Findings also confirmed that It is not the main responsibility of the Model Farmers to lead 5 Follower / Follower Farmers but the new notion of the Leader Farmers was identified which makes the Model Farmers not to be the most important actors in 1 to 5 systems. The actor who is supposed to transfer is called Leader Farmer. One leader will serve other 5 farmers. A model farmer is a leader if there are no other model farmers in the group. If there are more than one model farmers in the group, the better MF will be selected to lead and take the responsibility to transfer the know how to Model Farmers and Follower Farmers. In the absence of a model farmer in the group non model farmer will be selected to lead the group.

### Criteria for the selection of Model Farmers

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In the research the following criteria for the selection of leader/ Model Farmer were mentioned (both doers and non – doers MF mentioned the selection criteria's)

- A farmer with a diversified production in his/ her land - plant coffee, vegetables, corn, pepper, teff and chat etc
- A farmer practising Good Agricultural Practices (GAP) – planting in rows, weeding, using improved seed variety and fertilizer, applying water conservation techniques (rain water harvesting), early planting of crops
- usage of improved technology, like practicing modern bee hives,
- A farmer who actively participate in 1 to 5 systems,
- A farmer regularly paying the yearly land tax,
- having a house with a roof of corrugated iron sheet
- sending children to school
- started saving from the income and harvest
- In addition, willingness to work on a stressful condition, ability to teach Follower Farmers, negotiation capacity and public acceptance are mentioned as a selection criterion.

In the research it was also find out that there is implicit selection criteria (even if not mentioned officially) i.e. the land size. Thus for Poorer farmers with small land size it is difficult to demonstrate and also have higher income to buy improved seeds and fertilisers which is one among the criteria that needs to be fulfilled to become leader/Model Farmer. This is even more difficult for women as they are usually not HH head. But there are also cases where a farmer with a land less than a hectare is selected as a leader of a group.

Therefore, standardization is needed in terms of selection of Leader Farmers so that all involved in the process understand how they are selected and also Leader Farmers are aware of their duties. But it should also be recognized that the 1:5 system has several purposes including political assignments and there are implicit criteria's that cannot be negotiated.

In addition, more trainings are needed in terms of awareness about 1 to 5 (distinguish agriculture 1 to 5 from others), introducing roles of different actors in 1 to 5 with their duties.

### **Current practice of knowledge transfers through 1 to 5 approach**

The current application of the 1 to 5 system to enhance knowledge transfer of Model Farmer to follower/Follower Farmers was assessed from the view points of the bureaus of agriculture, the DAs, the leader/Model Farmers and Follower Farmers. The heads of the bureaus of agriculture and some DAs expressed that the 1 to 5 system is working well although it still needs support and needs to be strengthened. The research team also identified that the gap in the Model Farmers' engagement with the Follower Farmers through the 1 to 5 system was somehow recognized by all the research participants but Leader Farmer's/ Model Farmers (both doers and non – doers) and DAs assumed the applicability to be on average 70% .

In the research, the approach used to knowledge and skill transfer from Leader Farmers to model and Follower Farmers were assessed. Thus, the process starts from DAs as DAs get

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training and they train 1 to 5 Leader/ Model Farmers with the expectation that they transfer it to other Follower Farmers besides changing their farms. But so far it was agreed that the channel sometimes stopped with the 1 to 5 Leader/ Model Farmers without realizing the bigger objective of reaching the majority of farmers.

Regarding the chain of knowledge transfer from leader/ Model Farmers to Follower Farmers it was found out that Leader Farmers usually invite their Follower Farmers to their farm land where they demonstrate what they learned and at the same time through working together specially during row planting, sowing and weeding they share their knowledge. In addition, it was expected for the Leader Farmer to go to the fields of the Follower Farmers to control the progress starting from the land preparation and harvesting.

Model Farmers also mentioned the issues they often discussed with the Follower Farmers which includes: application of recent technologies, usage of improved seeds, sowing habits and also other social topics including living standards of the family and how to improve it. But they regularly face challenge as farmers are interested to follow and learn but they lack access to inputs as they can't afford to buy.

### **Motivating Factors to be a Model Farmer**

The motivation to be a Model Farmer plays a vital role for the farmers themselves and in their efforts to gain and transfer knowledge and skills to the Follower Farmers. In this aspect, the Model Farmers (both doers and non -doers) stated what motivates them which include:

- **To have better access to agricultural inputs**

Most of the model/ Leader Farmers mentioned that being a Model Farmer improved their access to inputs as they are a priority groups for the government. Having all the inputs in time to undertake their farm activities in the appropriate season of operation enhance their capacity to diversify their production which contributes for better livelihoods.

- **Interest to support other fellow farmers/ Follower Farmers**

Development Agents mentioned that, Model Farmers who successfully supported their Follower Farmers will be rewarded therefore to get the recognition from the Agriculture office, farmers get interested to be a Model Farmer to share the know how to Follower Farmers.

- **Performance of other Model Farmers**

Performance of other Model Farmers is also mentioned as a motivating factors to be a Model Farmer as observing how other farmers are performing encourages Follower Farmers to get all the type of the support the Model Farmers get from the FTCs which fuels them to access the available services (consultancy, access to inputs etc) and improve their agricultural practices.

*“ I visited farms of Model Farmers and I liked how they are performing. So later on following their footsteps, I visited FTC and applied for improved seeds and fertilisers and i started to apply this in my farm. Therefore, based on the progress I made I was positively evaluated and selected to become MF. ”*

### **Perceived Barriers of Model Farmers**

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Leader / Model Farmers were asked challenges they face in discharging their responsibility as Model Farmers and also why some Model Farmers do not share their know-how within the 1 to 5 system.

In this regard they mentioned the following barriers

- Some leader/Model Farmers mentioned that their roles as a leader is not clearly communicated which hinders them not to effectively execute their responsibilities.
- Model Farmers complained that, though they are motivated to share their knowledge and skills, Follower Farmers are reluctant to attend meetings and visit their farms.
- Capacity limitation - Model Farmers still need to be capacitated as they have gaps in easily understanding new technologies. In some cases, the Follower Farmers prefer to get support from DAs as they are technically equipped with better knowledge and experiences.
- In addition, as who is the Model Farmer and who are the followers are sometimes on paper, more work is expected from DAs to restart the process.
- Even though there is a reward system to award best performing Leader/Model Farmers, a regular monitoring on the performance of Model Farmers is not conducted which affects the energetic Model Farmers as other leader/Model Farmers only focus on their farm activities rather than supporting their Follower Farmers (this demotivates other Model Farmers)

### **Preferred approach – suggestions to make 1 to 5 approach effective**

As it was learnt from the Leader/Model Farmers and Follower Farmers, the 1 to 5 system needs to be strengthened as it is potentially useful in advancing transfer of knowledge and skills through its multiplying effect. Therefore, to improve the effectiveness of the 1 to 5 system, the following were suggestions made by the research participants.

- DAs should not give all the tasks of knowledge transfer to Leader farmers. They should also plan and regularly support Follower Farmers.
- For a better knowledge transfer, DAs should motivate and support Leader Farmers in their efforts to transfer the knowledge they gained. In addition, DAs should regularly monitor 1 to 5 leaders in his/her cluster area to check progress of know how transfer.
- DAs need to focus more on practical training than focusing on theoretical part through making demonstration of Leader/Model Farmers farm land. And all Leader/ Model farmers should be trained by DAs.
- Awareness raising is needed to change the working behaviour of the farmers as most of the farmers waste their precious time on activities which doesn't contribute to improving their livelihoods ( eg. *chewing chat*)
- One factor that is discouraging Follower Farmers not to apply their learnings is lack of Agricultural inputs. Therefore, a mechanism of providing agricultural inputs for those poor farmers should be planned (eg. taking farm tools as a loan from FTCs, loan access to buy improved seed and fertilizer)
- Filling the vacant positions of DAs and/or increase the number of DAs -The problem is turnover of DAs where there are vacant posts in some Kebele. Filling these vacant

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posts is essential as cluster kebeles that do not have DAs may not benefit from technology transfer. Specially in Shankura, the number of DAs per FTC should be increased into three as there are only two DAs.

## Conclusion

From the findings of the formative research, it can be concluded that knowledge and skills transfer process between the leader/Model Farmers and the follower/Follower Farmers is partially efficient and more work is needed to ensure the benefits of the linkage. Thus to be in an equal Level of understanding regarding the knowledge transfer through 1 to 5 approach, continues discussions and joint planning involving all actors should be planned which will ensure similar understanding by all actors and unified information sharing to monitor progress.

Based on the findings the following implications have been summarized.

- MF are not the most important actors in 1 to 5 system, they are not the leaders of Follower Farmers as they are not assigned to the transfer of knowledge. The actor who is supposed to transfer is called Leader Farmer – he/she can also be MF at the same time. Therefore, during planning, this should be taken into consideration and this approach should be explained and common understanding be in place among different stakeholders who plan to use the 1 to 5 system as an entry point for development interventions.
- Even though land size is taken (not mentioned officially) as one of the criteria's for the selection of leader farmers, performance of farmers should be taken into consideration. Thus, irrespective of their land size opportunity should be given to the farmers especially female headed households so that they improve their productivity and get higher income to buy improved seeds and fertilisers.
- In measuring the application/ effectiveness of the knowledge transfer through 1 to 5 approach, the indicator in the project (farmers knowing the name of their Model Farmers) should be corrected for Leader Farmers.
- 1 to 5 system needs to be understood by all development actors in the same way. In addition, Standardization is needed in terms of selection of Leader Farmers that everyone understands how they are selected and also Leader Farmers are aware of their duties.
- Further standardization is also needed for monitoring purposes from the side of DAs to regularly monitor results. Thus a standardized checklist needs to be developed and institutionalized in FTCs so that all DAs would be regularly evaluating performance of Leader Farmers. Based on results a plan will be developed and implemented to better support worse performing Leader Farmers.
- More trainings are needed in terms of awareness about 1 to 5 (distinguish agriculture 1 to 5 from others), introducing roles of different actors in 1 to 5 with their duties.

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- Consistent follow up by DAs of the work of Model Farmers after they take trainings at FTCs is highly required to check whether they are implementing as they were trained, and to create opportunities for other Follower Farmers benefit from them and guarantee the intended multiplying effect of trainings through the 1 to 5 system.
- More trainings need to be planned based on technical capacity gaps of Leader Farmers.
- Addressing the problems of farm inputs (eg. seed and fertilizer) such as lack and unaffordable prices for Follower Farmers is a crucial element in relation to the intended knowledge and skills transfer and adoption of technologies. For Follower/Follower Farmers to enable them use the inputs which are now expensive for them, income generating activities should be planned and implemented.

## Annex- INTERVIEW AND FGD GUIDE

### **Interview with Model Farmers Doers (45 minutes)**

Woreda name

Kebele name

Cluster/village name

Educational background.

HH name

sex

age

1. Who selected/offered you to become model farmer?
2. What was your motivation to become a model farmer?
3. Is there something discouraging on the position/challenges you are facing?
4. When have you been selected as model farmer? – how many years are you working as model farmer?
5. What were the criteria to become a model farmer? – all criteria
6. What proportion of MF are sharing her/his know-how to OF according to opinion? %
  - A. if they are sharing do you know what is their motivation?
  - B. if they are not sharing do you know what is the reason?
7. What could be done better in 1:5 system to motivate them and to ensure that they share their know-how to ordinary farmers? Non-doers
8. What are the best ways to approach ordinary farmers and easiest ways for them to understand and adopt the transferred knowledge?
9. In which ways do you share the knowledge and skills you obtained to other farmers (advice or training organized or both?) – what are the techniques you are using
10. What are the issues (in terms of knowledge transfer) you often discuss with the other farmers?
11. How often do you communicate with your ordinary farmers?
12. What should be done to improve trainings given to model farmers at FTCs?
13. Which techniques/practices did prove as unsuitable on your fields

### **FGD with FTC DAs**

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Woreda name

Kebele name

Educational background

1. Please fill the table accordingly

No	Kebele name	No of model farmers	No of total HHs	Remark
1.				

2. How many model farmers and ordinary farmers you gave training in the past year 2015?
  3. Do DAs rely on 1:5 system or do they think that training ordinary farmers directly is better?
  4. Why some model farmers share and others do not share their know-how with ordinary farmers?
  5. What motivates/demotivate MF to share their know-how with ordinary farmers?
  6. To what extent traditional beliefs hinder this process?
  7. What DAs have any system DAs have for monitoring whether MF share their know-how with ordinary farmers? Any written records available?
  8. what do you suggest to improve the effectiveness of 1:5 system?
  9. Are model farmers informed well during training that they are responsible to transfer it to other farmers? Did they advise prepare action plans after the training to train followers?
  10. What is your opinion regarding 1:5 system successful in transferring technologies?
  11. What are the barriers hinders not effectively implementing this approach
  12. Why some model farmers share and others do not share their know-how with ordinary farmers?
  13. What motivates MF to share their know-how with ordinary farmers? To what extent traditional beliefs hinder this process? (e.g. "If poor farmers visit my farm, I'll get a poor harvest")
  14. Do you think that it would help to have more female model farmers? What would be advantages and disadvantages?
- Is there any preference treatment among farmers in your kebele?

### **FGD with Women HHs**

Woreda name

Kebele name

1. What is your opinion on 1:5 system? Are you familiar with it?
2. Why do you think that more model farmers are males?
3. Do you think that it would help to have more female model farmers?
4. Can you think of advantages and disadvantages of female model farmers?

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5. For followers - How is your cooperation with your model farmer?
6. What do you appreciate about the cooperation with your model farmer?
7. For those who don't have – why don't you have your model farmer?
8. What is the most effective way for you to learn and adopt new agronomic practices?
9. Who is giving you training most often or advice about new technologies/practices of agronomy/conservation/livestock management? Please say 2 options according to the frequency.
10. Do you prefer to learn new know-how from the model farmers, from DAs or any neighbouring farmers?
11. Why? – advantages and disadvantages
12. Any suggestions on their approach towards ordinary farmers?
13. Why some model farmers share and others do not share their know-how with ordinary farmers?
14. What do you think that it would help to serve more farmers? To reach more farmers?
15. What is your opinion about 1:5 approach?
16. Do you know in your kebele the names of model women farmers?

**Interview with WAO expert (60 minutes)**

Woreda name

WAO expert name

1. Please fill the table accordingly

No	Kebele name	No of model farmers	No of total HHs	Remark
1.	Wetete		374	
2.	Fetene		325	
3.	W/Semita		319	
4.	Barecho		622	
5.	Barecho Kulufo		382	
6.	Menzo		528	
7.	MenzoFetene		405	

1. Is the number of MF sufficient? (allowing for 1:5 system) If not, why is it not higher?
2. Why some model farmers share and others do not share their know-how with ordinary farmers? (use results of NRM project's baseline: 1) only 22% of farmers received advice from model farmer in the past year; 2) only 33% of farmers know the name of their model farmer
3. What motivates MF to share their know-how with ordinary farmers? To what extent traditional beliefs hinder this process? (e.g. "If poor farmers visit my farm, I'll get a poor harvest")

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4. Does anyone (WAO, DAs) supervise if MF share their know-how? If so, how? Is there any recording system?
5. WAO's opinion about the effectiveness of 1:5 system
6. Does WAO have any plans for improving the 1:5 system's to make more effective?
7. Considering that only a small % of ordinary farmers benefit from the 1:5 system, does WAO think that DAs should directly train more ordinary farmers? If WAO thinks that DAs should train more ordinary farmers, what can PIN do to support it?
8. What are WAO's suggestions on improving the 1:5 system's effectiveness and what and how PIN support the process?
9. Can PIN support increasing the number of MF? If so, what support is required? When can it happen? How should PIN proceed?
10. Can we support improved recording/ monitoring system focusing on:
11. What is the frequency of model farmers have trained ordinary farmers?
12. how many ordinary farmers were trained
13. on which topics?
14. Who does prepare the topics and contents of the training which Model Farmers should carry out with assigned secondary farmers?
15. Who decides on the contents? Is it more Woreda, FTC/DAs, Model Farmers, Secondary beneficiaries/final farmer?
16. Is it based on the experience of the previous seasons? Is this experience somehow recorded?

### **FGD with Ordinary farmers**

Woreda name

Kebele name

Distinguish between yourself – how many followers – how many not followers?

2. For followers - How is your cooperation with your model farmer?
3. What do you appreciate about the cooperation with your model farmer?
4. For those who don't have – why don't you have your model farmer?
5. What is the most effective way for you to learn and adopt new agronomic practices?
6. Who is giving you training most often or advice about new technologies/practices of agronomy/conservation/livestock management? Please say 2 options according to the frequency.
7. Do you prefer to learn new know-how from the model farmers, from DAs or any neighbouring farmers?
8. Why? – advantages and disadvantages
9. Any suggestions on their approach towards ordinary farmers?
10. Why some model farmers share and others do not share their know-how with ordinary farmers?
11. What do you think that it would help to serve more farmers? To reach more farmers?
12. What is your opinion about 1:5 approach?

### **Interview with WAO expert (60 minutes)**

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Woreda name

WAO Process owner/expert name

Educational background:

1. Please fill the table accordingly

No	Kebele name	No of model farmers	No of total HHs	Remark
2.	Besheno		919	
3.	Kulufo		500	
4.	Hantazo		450	
5.	Semita		566	
6.	Bando		941	
7.	Weteta		543	
8.	Kulube		718	

2. Is the number of MF sufficient? (allowing for 1:5 system) If not, why is it not higher?
3. How are the MFs selected? Who is selecting/recommending them for the position?
4. What is generally expected from the position?
5. Why some model farmers share and others do not share their know-how with ordinary farmers?
6. What motivates MF to share their know-how with ordinary farmers? To what extent traditional beliefs hinder this process? (e.g. "If poor farmers visit my farm, I'll get a poor harvest")
7. Do you think there is some preferential treatment for MF? From whom? Do you think it is selective?
8. Does anyone (WAO, DAs) supervise if MF share their know-how? If so, how? Is there any recording system?
9. WAO's opinion about the effectiveness of 1:5 system
10. Does the Government (or WAO) have any plans for changing or improving the 1:5 system, so that it is more effective?
11. Considering that only a small % of ordinary farmers benefit from the 1:5 system, does WAO think that DAs should directly train more ordinary farmers? If WAO thinks that DAs should train more ordinary farmers, what can PIN do to support it?
12. WAO's suggestions on improving the 1:5 system's effectiveness – what can be done and how can PIN support the process?
13. Can PIN support increasing the number of MF? If so, what support is required? When can it happen? How should PIN proceed?
14. Can we support improved recording/ monitoring system focusing on how often model farmers have trained ordinary farmers, how many ordinary farmers were trained and on which topics?

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Woreda name

WAO expert name

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8. Considering that only a small % of ordinary farmers benefit from the 1:5 system, does WAO think that DAs should directly train more ordinary farmers? If WAO thinks that DAs should train more ordinary farmers, what can PIN do to support it?
9. What are WAO's suggestions on improving the 1:5 system's effectiveness and what and how PIN support the process?
10. Can PIN support increasing the number of MF? If so, what support is required? When can it happen? How should PIN proceed?
11. Can we support improved recording/ monitoring system focusing on:
12. What is the frequency of model farmers have trained ordinary farmers?
13. how many ordinary farmers were trained
14. on which topics?

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15. Who does prepare the topics and contents of the training which Model Farmers should carry out with assigned secondary farmers?
16. Who decides on the contents? Is it more Woreda, FTC/DAs, Model Farmers, Secondary beneficiaries/final farmer?
17. Is it based on the experience of the previous seasons? Is this experience somehow recorded?

### **Interview with ZOANR Extension process owner and staff**

Name of the respondent

1. Overview of current status of the results about 1:5 approach
2. What are the Major challenges faced during the implementation of 1:5 approach?
3. What is the current capacity of FTCs in providing training and challenges they faced
4. Model farmer – follower farmers approach and existing experiences in the region
5. The 1 to 5 networking approach, existing experience and challenges encountered
6. Is the number of MF sufficient? (allowing for 1:5 system) If not, why is it not higher?
7. What are the selection criteria to become MF?
8. Do you think that might be some preferential treatment or protection of some MF?
9. What would be your opinion on female MF?
10. Why some model farmers share and others do not share their know-how with ordinary farmers? (use results of NRM project's baseline: 1) only 22% of farmers received advice from model farmer in the past year; 2) only 33% of farmers know the name of their model farmer
11. What motivates MF to share their know-how with ordinary farmers? To what extent traditional beliefs hinder this process? (e.g. "If poor farmers visit my farm, I'll get a poor harvest")
12. Does WAO have any plans for improving the 1:5 system's to make more effective?

### **Interview with MF non-doers**

Woreda name

Kebele name

Cluster/village name

Educational background.

HH name                      sex                      age

1. Who selected/offered you to become model farmer?
2. What was your motivation to become a model farmer?
3. Is there something discouraging on the position/challenges you are facing?

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4. When have you been selected as model farmer? – how many years are you working as model farmer?
5. What were the criteria to become a model farmer? – all criteria
6. Do you think that the way you are supporting your OF is intensive enough?
7. Do you feel that there are some preventing barriers hindering to give sufficient support to more farmers?
8. What proportion of MF are sharing her/his know-how to OF according to opinion? %
  - A. if they are sharing do you know what is their motivation?
  - B. if they are not sharing do you know what is the reason?
9. What could be done better in 1:5 system to motivate them and to ensure that they share their know-how to ordinary farmers? Non-doers
10. What are the best ways to approach ordinary farmers and easiest ways for them to understand and adopt the transferred knowledge?
  -
11. In which ways do you share the knowledge and skills you obtained to other farmers (advice or training organized or both?) – what are the techniques you are using
12. What are the issues (in terms of knowledge transfer) you often discuss with the other farmers?
13. How often do you communicate with your ordinary farmers?
14. What should be done to improve trainings given to model farmers at FTCs?
15. Which techniques/practices did prove as unsuitable on your fields

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