

Organizational Development And Capability Building Towards Sustainable Agriculture: A Proposal

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Project Background

The project is aimed at providing a new direction for the Farmers organization and the community people undertake a comprehensive, efficient, and effective Organizational Management system geared towards agricultural sustainability.

The project will initiate an awareness building endeavour, discipline and responsiveness for the adoption of a comprehensive sustainable agriculture program that is within the context of maximum resource utilization.

The project aims to upgrade the standard and quality of local governance for the implementation of a successful and effective organizational development and management of the project. It also encourages participation and cooperation among stakeholders.

This will assist the selected Farmers organization of the selected municipalities of the Province of Northern Samar as regard to community profiling, organizing of new five (5) FAs, organizational development and strengthening the organized Farmers organization and addressing issues and concerns.

This will try to provide social, economic, political services empowerment and capacity building of the people while building leadership, fostering engagement of the communities with the local government units and the civil society organizations.

This will encourage community participation and cooperation. The same will open avenues for the identification of potential local leaders who could responsibly take on the lead role /s during the project implementation and continue on until the phase out.

The proposal for year 1 of this component is generally aimed at establishing community profile of the new Farmers organization, improving local governance planning, community mobilization and service delivery capability; strengthen organizational advocacy for improved rice/ crop production and other related agricultural and environmental governance; mobilization of human, technical, material and financial assistance; community mobilization and strengthening and initiating of livelihood projects, so that sustainability agenda can be attained.

Project Objectives:

1. To establish a community profile for five new Farmers Organization
2. To heighten awareness on organizational development and capacity building through improved local governance planning, community mobilization and service delivery capability;
3. To gain knowledge and adopt sound techniques in organizational advocacy for improved rice/ crop production and other environmental governance;
4. To upgrade and strengthen the existing Farmers organization in adopting sound techniques in sustainable agriculture.
5. To encourage community participation in the implementation process;
6. To install a community-based information and education campaign (IEC)

System that will be maintained at the Barangay and municipal levels.

7. To provide and mobilizes human, technical, material and financial assistance for income generation and sustainable livelihood activities.

The Beneficiaries:

The direct beneficiaries of the project are the constituents of the municipalities of the province of Northern Samar. The local government unit concerned, schools and other sectors of the community will also benefit in terms of services provided by the project implementers and the project. It is also expected that the constituents of the municipality will also gain knowledge and skills during the implementation of the project. It

is not remote that they will be able to appreciate the importance of a cohesive community geared towards agricultural sustainability.

The proponent organization will be able to benefit for itself the competence and credibility of introducing organizational development interventions and catalyzing the same at the Farmers Association and community level.

Project Components and Activities:

1. COMMUNITY PREPARATION

This will serve as the baseline data or information of the Farmers Association being planned to be organized. Problems and issues particularly in Agriculture will be given much importance in data generation/ solicitation; Plan Presentation; Approval and Adoption will be facilitated since this workshop will be participated by the different sectors in the community. Tools that will be used will facilitate discussions more systematic and provide an opportunity for others to share and participate in the discussions. Some of the tools are in the form of maps, matrix, charts, or diagrams.

1.1 Community Organizing

This phase recognizes that for change to be sustainable, it must be based on the activities and organizations of the people who are supposed to benefit from it. Farmers association will be organized especially for members who will work for their own interest, reflect on their own situation, enact the steps to change their own situation and strengthen their own organization and people empowerment will be created in the process of attaining agricultural sustainability.

1.2 Training Needs Analysis (TNA)

This is aimed at soliciting information on the possible interventions in terms of trainings and seminars to be provided to the existing and or newly organized Farmers organization related to agricultural sustainability agenda; and identify possible trainings/ seminar interventions for the FAs organizational and management capability.

2. ORGANIZATIONAL DEVELOPMENT AND CAPACITY BUILDING

2.1 Organization Management and Leadership Capacity Building

Under year 2 there shall be an intensive information campaign and educational related activities to ensure FAs cooperation and enhance their capability in managing and implementing the project sustainably. Trainings/ Seminars interventions will be made to selected beneficiaries.

Leadership and Organizational Development Training. This is designed to capacitate the leaders, officers, committees to manage their organization. This will include modules/ topics on participatory approach on good governance, Handling/ Facilitating meetings, knowledge on responsibilities of leadership, Ability to replace non-performers; setting of short-term, medium term objectives, existence of periodic work plans, accomplishment reports, Resolutions making, Participatory monitoring and evaluation techniques.

Sustainable Livelihood in Agriculture as outlined below will be conducted for skills development / technical knowhow in the production and utilization of their human, material, social and economic resources in the community. The following Technology Transfer Training with demonstration and lecture sessions will be conducted:

- High –Value Crop Production Training
- Organic Rice Production Technology
- Farm Waste Utilization using Abandoned Biomass Training
- Vermi-Culture and Composting
- Abaca Production
- Crop Rotation
- Crop/ Livestock Mix Production

Cooperative Development and financial Management Seminars/ Trainings

This module will answer the need of the organization in case they decide to engage in cooperatives wherein decision reside in the General membership. This will include topics/ sessions on :

3. INSTITUTIONALIZED IEC CAMPAIGN

- -IEC Committees operational
- -Pamphlet, Billboards -Video Slide Showing and Radio Program initiated at regular basis to showcase tangible and successful accomplishments of beneficiaries.
- -Certificates and Awards and other Incentives designed to outstanding of high performing organizations

4. PARTICIPATORY MONITORING AND EVALUATION

The purpose of monitoring and evaluation is to increase transparency, accountability, improve the quality of their work and outputs, to learn, get more reliable data, know their strengths and weaknesses develop new initiatives and avoid wastage of time and resources.

The tool that will be adopted is participatory wherein all groups and sectors involved in the project implementation are included. The leaders and members will bring in the concerns, perspectives and issues. This will try to collect and analyze data, share findings and link them to action for community development.

5. EXPECTED OUTPUT :

The project expects the following:

1. A compiled/ package document of the Profile of the community (book bind for 5 FAs)
2. Five (5) new FAs organized, Officers and Committee members formed; regular monthly meetings set.
3. Heightened Awareness and Improved Local Governance
The following Trainings and seminars conducted :
 - Five Year Development Planning thru PRA (VMGO formulation)
 - Leadership and Organizational Development
 - Value Re-orientation and Team Building
 - Participation Governance/Gender Sensitivity Trainings
 - Cooperative Development and Financial Management Training
 - Sustainable livelihood trainings in agriculture conducted with hands-on sessions on demo-farms
 - Improved quality of work as leaders/ members in the organization and outputs in terms of adopting organic farming techniques
 - FAs gained knowledge on cooperative principles, practices, financial management and internal control
 - Increased organizational transparency and accountability of leaders/ members and able to share the power and responsibility over success and failure in the course of project implementation
4. Institutionalized IEC Campaign
 - IEC Committees operational
 - Pamphlet, Billboards and Signage were made and posted at strategic places
 - Video Slide Showing and Radio Program initiated at regular basis
 - Certificates and Awards and other Incentives designed for successful FAs
5. Initialization of newfound technology gained on livelihood development trainings and hands-on
 - FAs have developed new initiatives/ techniques and interventions to reach their goals, objectives in sustainable agriculture thus increased income in the family
 - Increased rice/ crop production
 - Initiated demo farms project
 - Income generation from livelihood
6. Conducted regular monthly monitoring / feed backing and inputting on issues and problems encountered
 - Strengthened the existing FAs previously organized and developed by PLAN Philippines
 - Developed Leaders and other committees that will anchor/spearhead on the continued IEC/ Monitoring and Evaluation of project Implementation.
 - Update the organization on membership laws, policies and other related policies in project implementation
 - FAs Commit participation and compliance on PLAN Philippines project objectives/ goals

6. SUSTAINABILITY MECHANISM

Institutionalization of organized groups including LGU groups will be made to sustain the project. This will be made possible in the monitoring and evaluation phase of the project. FAs will carry out the routine activities/undertakings initiated by the implementing agencies. There should be a sustainability plan and an organizational structure to be initiated for projects continuity.