

ORGANIZATION OF AFRICAN UNITY  
SCIENTIFIC, TECHNICAL AND RESEARCH COMMISSION  
OAU/STRC

THE SEMI-ARID FOOD GRAIN RESEARCH  
AND DEVELOPMENT PROJECT  
JP-31 SAFGRAD

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SAF

ANNUAL REPORT  
IFAD-SUPPORTED FARMING SYSTEMS  
RESEARCH COMPONENT OF SAFGRAD

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## INTRODUCTION

The Semi-Arid Food Grain Research and Development Project (JP-31 SAFGRAD) is a regional research programme that is implemented by the Coordination Office of the Scientific, Technical and Research Commission of the Organization of African Unity.

The IFAD support to SAFGRAD FSR started through funding the Director of Research. The major activities of this office are the coordination of SAFGRAD research activities and the initiation of FSR programme funded through IFAD.

### 1.0 COORDINATION OF RESEARCH

Initial review of the SAFGRAD programmes suggested of the need to re-vitalize the structured mechanisms for SAFGRAD research coordination and management. These are :

The Consultative and Technical Advisory Committees.

To provide policy and management guidance, the Consultative Committee (CC) did meet only once since the SAFGRAD project was started. Similarly, the Technical Advisory Committee (TAC) that reviews research programmes and assesses technical matters did not convene as scheduled. As a result, the project was faced with certain difficulties in coordinating research, administration, and management. After assessing the status of the project, the International Coordinator and the Director of Research became fully engaged in the preparation of relevant documents to organize the Second Consultative Committee Meeting that took place on 7-8 November 1983. Within two months period, the Consultative Committee Meeting was followed by the Technical Advisory Committee that was held from 9-11 January 1984. Reports on deliberations of these meetings including technical research progress papers were published. This meeting provided broad recommendations that were deliberated during the Third CC meeting held on 9-10 April 1984. A series of these meetings had created a chain of activities of preparation of

of documents. The SAFGRAD research programme was reviewed, evaluated and provided with policy and operational management guidelines through re-vitalization and normalization of TAC and CC meetings (details are available in the respective reports of CC and TAC deliberations).

Furthermore, evaluation Phase I of the project was carried out from 28 January to the first week of March 1984. Since this final evaluation of the project was given high priority by the OAU/STRC management, the International Coordinator and the Director of Research became continuously involved in order to facilitate the work of the evaluation team.

Based on the outcome of the SAFGRAD programme evaluation, the CC and TAC deliberations on October and November 1984 respectively provided new impetus that lead to the initiation of the SAFGRAD Master Plan. In addition to regular monitoring of SAFGRAD collaborative research activities with international agricultural research centres particularly with IITA and ICRISAT and national research programmes, the following programme of activities were undertaken :

- . . The development of short and long-term research that would be undertaken by SAFGRAD with major emphasis to strengthening cooperative research networks among SAFGRAD member states;
- . Organizing an African wide symposium on food grain production under drought stress;
- . Strengthening and expansion of the Accelerated Crop Production Programme;
- . Workshops - Crop commodity oriented workshops were also organized. Details of the overall SAFGRAD programme and achievements are reported elsewhere.



## 2.0 PROGRESS REPORT ON IFAD-SUPPORTED FSR PROGRAMME

### 2.1 Fielding of Consultants

The search for consultants was started since mid August 1983 by OAU/STRC, Lagos Office. As noted in the minutes of the first Project Management Committee Meeting (PMC) the consultants were able to start their work the first week of January. From 14th to 28 January 1984, the Director of Research accompanied the consultant to study tour in Mali and Senegal. This has caused some delay to initiate the project. In the meantime, the project document was critically examined and found to be deficient in its implementation strategies and was also restrictive as to where the FSR programme could be started. In order to facilitate the initiation of the IFAD-supported FSR, the following actions were taken :

### 2.2 The First Project Management Committee (PMC) Meeting of IFAD-Funded Farming Systems Research

After carefully reviewing the FSR original document, it was proposed to the Executive Secretary of the OAU/STRC to organize the Project Management Committee. The PMC was formed as proposed and held its first meeting on 10th January 1984. In that meeting, it was decided that :

- a. The consultants and the Director of Research visit Mali, Senegal en IIITA, Ibadan, Nigeria.
- b. Only countries which have already Accelerated Crop Production (Officer) Programme be considered for IFAD-FSR. The rationale was that the ACPO programme can become complementary to FSR;
- c. The ACPO criteria for country selection was found restrictive and it should be changed since many countries have shown an interest for FSR support;
- d. The Project Management Committee nominates its own chairman during the next meeting whereas the Director of Research would serve as its Secretary;
- e. The meeting of PMC should be held concurrently with that of the Technical Advisory Committee.

In consultation with Prof. A.O Williams, Executive Secretary, OAU/STRC; Dr M.A Kesseba, Senior Technical Advisor - IFAD; and J.M.Menyonga, International Coordinator, SAFGRAD; the following terms of reference was provided to the consulting team. The three-man team was required to carry out the following activities on behalf of OAU/STRC and IFAD during the period of January 5th to January 31st 1984.

General :

- . To advice OAU/STRC on the FSR approach in accordance with the IFAD Project.
- . To prepare a plan of action for FSR in the three member countries in accordance with the Project.
- . To work in close collaboration with the Director of Research and the International Coordinator to effect the above.
- . To collaborate with the international centres which have ongoing activities in SAFGRAD and other institutions which are considered to be carrying out work relevant to the Project
- . To visit selected countries in West Africa and assesses their suitability as bases for the IFAD Project.

Specifically the team was asked to :

- . Review ongoing FSR in Burkina Faso carried out by Purdue University, the international institutes, IRAT and other relevant activities, and propose, if appropriate, support for FSR in relation to national agricultural research needs.
- . Propose appropriate linkages of the SAFGRAD/FSR in Burkina Faso with the regional SAFGRAD/FSR Project.



- . Visit Mali and Senegal to examine the feasibility of developing IFAD funded FSR programmes in each country. If the IFAD proposal is welcomed, proposed suitable roles for the FSR teams.
- . For all FSR teams, suggest disciplines, terms of reference, schedule of activities, and expected outputs.
- . Review existing SAFGRAD links, contact arrangements etc... and propose an appropriate administrative structure for the implementation of FSR within the SAFGRAD Project.

The consultants arrived in Ouagadougou on 6th January and completed their study on the ongoing FSR in Burkina Faso on 13 January 1984. To facilitate their work, they were provided with relevant documents. Arrangements were also made for them to discuss with various resident scientists and officials of IITA, ICRISAT, FSU/Purdue University, IRAT, IVRAZ, Ministry of Rural Development and Extension and many other organizations.

The FSR consultants' report was received on 21st February 1984.

After studying and assessing the report, a proposal on how to implement the project was submitted to OAU/STRC. The modified version of the same proposal was also discussed during the Second Project Management Committee Meeting that took place on 9-10 April 1984 concurrently with the Third Consultative Committee Meeting of the SAFGRAD Project. In this meeting, the PMC was given a report on how the IFAD-FSR could be implemented.

As discussed in this meeting, the main focus for strengthening SAFGRAD/FSR in Burkina Faso was to :

- . Fill identified disciplinary gaps and strengthen the national FSR;
- . Consolidate knowledge already gained from several FSR activities.

### 2.3 Agreement with Governments to start the FSR Programme

Various circumstances delayed the signing of protocol of agreement with those countries that showed interest to receive IFAD FSR support. For example, the Protocol of Agreement between Burkina Faso and OAU/STRC - was effected in October instead by mid-July as scheduled earlier. The agreement for Benin IFAD FSR support was signed during the month of February.

### 2.4 Recruitment of Scientists

Soon after the Project Management Committee decided that the first FSR programme be started in Burkina Faso, announcements of vacancies looking for professional research scientists were sent to over 35 institutions in more than 20 countries. Job description, qualification requirements and general information were forwarded to various research institutions and universities largely within Africa and to the international agricultural research centres.

A search committee composed of SAFGRAD officers, team leaders of IITA, ICRISAT and FSU programmes screened over one hundred applicants that were received. Short listing of candidates were made and submitted to OAU/STRC and IFAD.

Out of 16 short-listed candidates, 13 appeared for the interview. As reported in annex 1, the committee selected the following staff: two economists, one agronomist, one animal production specialist and a soil scientist.

During the afternoon of December 4, 1984 the Third Meeting of the Project Management Committee took place to discuss conditions of employment for newly recruited staff and proposed operational outline including financial disbursement procedures (annex 2). It was anticipated that employment of candidates will be completed sometimes in January. This was delayed by another month due to



unforseen circumstances.

2.5.0 The IFAD-supported FSR programme is currently operational in two countries.

2.5.1 The 1985 Burkina Faso IFAD-supported FSR

Two scientists namely animal production specialist and a soil scientist supported through IFAD-funding are now based at Kamboinse Agricultural Research Station. Based on the consultants recommendations and after series of consultation with national agricultural research scientists, it was agreed :

First, to workout the details for 1985 FSR activities.

IBRAZ, the national agricultural institute did develop outline for national FSR programme covering major ecological zones that requires large amount of funding for its implementation. The national FSR will become operational for the first time with funds provided through IFAD support. The IFAD support programme focusses on specific FSR programme activities in selected villages at different ecological zones. The national FSR team (that includes IFAD supported technical staff) agreed that 1985 growing season to continue in three selected villages, where livestock and crop production systems could be complementary activities. Whereas, the details of the FSR programme will be reported soon, the followings are the major components :

2.5.1.1 Livestock

With particular emphasis to the investigation of feed sources in the crop-livestock production systems. At the central plateau in Burkina Faso, the cultivation of food crops receives a greater emphasis than livestock in the farming system. Pastoralists own substantial number of livestock resources that need to be exploited as a complementary resource to crop production. Due to low demand for feed

and minimum management requirements, farmers usually keep small ruminants goats and sheep near their dwellings. Unlike, previous FSR programmes, the IFAD supported FSR is focussing to integrate crop and livestock production systems since it would open new possibilities for intensification of food production, using animals for draft power, food and as partial restorers of soil fertility. Among various environmental factors that limit food production in the semi-arid regions, feed availability and water are the most important constraints to livestock production. In order to improve pasture and its carrying capacity of the land, the IFAD-support will enable the national FSR programme assess the available quantity and quality of feed in some village farms.

#### 2.5.1.2 Crop component

Constraints of food grain production were already identified through the intervention of various programmes including FSU. The programme focusses on conducting applied FSR with major alleviation of food production constraints through an integrated FSR. The research and on farm-managed trials will include the following studies based on FSU field experiment results :

##### a. Agronomic practices

On farmers field the trials will include improved varieties evaluation, cereal-legume relay and associated cropping;

##### b. Soil fertility and soil amelioration investigation, soil moisture conservation and soil amelioration with chemical fertilizers, varieties, tied-ridges effect on cereal yields.

#### 2.6.0 The Benin FSR Programme for 1985 growing season

One senior agronomist supported through IFAD is now based at INA Agricultural Experiment Station near Parakou at the North Central region of Benin. With the consultation of the Director of the station and research staff, certain village



sites are being selected to initiate the FSR programme. SAFGRAD is expected to base two senior scientists including an agricultural economist preferably a francophone or bilingual. The 1985 programme will be limited to on-farm agronomic trials and identification of major food production constraints and selection of villages that will serve as main sites for IFAD-supported FSR activities.

In order to strengthen the Benin FSR programme, the agricultural economist recruited for the Cameroun is temporary transferred to Benin to assist with the FSR until the protocol of agreement with the Government of the Republic of Cameroon is concluded. Detail report of both Benin and Burkina Faso specific FSR programme will be soon submitted.

3.0 THE GLOBAL SCHEDULE OF ACTIVITIES OF FSR DURING 1985/86  
WOULD BE AS FOLLOWS (BOTH FOR BURKINA AND BENIN) :

- 3.1 Execution of 1985 FSR programme both at Burkina Faso and Benin.
- 3.2 Follow socio-economic base line surveys in selected villages.
- 3.3 Complete the development of the broader FSR programme based on the consultants proposal. Depending on local situations, the FSR programme that is being developed will be holistic in its approach and programme content. Since the major focus of the programme is to establish an FSR that is viable and efficient in resource management the following component are included :
  - 3.3.1 Crop production system (improved varieties, agronomic practices, relay cropping, rotation and crop associations)
  - 3.3.2 Animal production systems - that is complementary to food grain production. Improvement of pasture land, using crop residue and other feed resources for livestock and small ruminants with special emphasis to use animals as source of farm energy, food and gradually restore the fertility of the soil.

### 3.3.3 Soil fertility and soil-water management practices.

3.3.4 Agro-forestry component will be gradually introduced as soon as long-term water conservation capacity of farmers associated with the project improves.

The major focus of the programme will therefore be to rebuild the resource base for productive agriculture through efficient recycling of resources within the FSR components included. Relatively, more holistic FSR approach is expected to sustain food production through conservation and efficient utilization of resources.

## 4.0 ANNUAL WORKSHOP

The annual workshop will be held in order to evaluate results of 1985 growing season and discuss and approve the 1986 season. Some scientists from related FSR programmes, will be invited to jointly discuss programmes and exchange of experience and technical information. Dates to be decided in consultation.

## 5.0 PROJECT MANAGEMENT COMMITTEE MEETING

To provide technical guidance on the IFAD-supported FSR, a project management programme will be called to discuss and approve the technical component of IFAD-supported FSR. Dates to be decided.

## 6.0 FINANCIAL REPORT FOR THE PERIOD OCTOBER 1983 TO 31ST DECEMBER 1984

Although the IFAD Technical Assistance Grant n° 110 for the funding of Research and development of Food Grains in the semi-arid regions of Africa was signed on 3rd September 1983, between the Scientific, Technical and Research Commission of the Organization of African Unity and the International Fund for Agricultural Development, operations did not commence until October 1983 when the first grant instalment of US \$ 200.000 was released and when the Director of Research assumed duties at the Coordination Office in Ouagadougou, Burkina Faso. The Financial Controller to administer the IFAD grants was also appointed in November 1983 and he assumed duty in Ouagadougou in January 1984.



During the period October 1983 to December 1984 grants totalling US \$,400,000.00 were received in two instalments from IFAD. About half these grants was used during the period mainly in consultancies for Farming Systems Research in semi-arid African countries, research programmes development and in the search and appointment of suitable research scientists. A substantial part of the Balance of Grants during the period was also committed for the acquisition of vehicles for Farming Systems Research in Burkina Faso in 1985.

#### 6.1 Budgets

The budgets and Programmes for Farming Systems Research in three selected African countries namely Burkina Faso, Benin and Cameroon during 1985 have been developed as follows :

#### BUDGETS FOR FARMING SYSTEMS RESEARCH IN 1985

	<u>Burkina Faso</u>	<u>Benin</u>	<u>Cameroon</u>	<u>TOTAL</u>
	\$	\$	\$	\$
a. Int'l staff and Consultancies	165,000	110,000	110,000	385,000
b. Local staff	25,000	25,000	25,000	75,000
c. Training	10,000	10,000	10,000	30,000
d. Operational expenses	30,000	25,000	25,000	80,000
e. Equipment & vehicles	15,000	50,000	50,000	115,000
f. Workshop support	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>	<u>30,000</u>
TOTAL	<u>255,000</u>	<u>230,000</u>	<u>230,000</u>	<u>715,000</u>
g. Technical Meetings & Conferences: all regions				25,000
h. Consultants & counterparts : all regions				25,000
<u>TOTAL FARMING SYSTEMS RESEARCH</u>			US \$	<u>765,000</u>
i. COORDINATION OFFICE				<u>235,000</u>
<u>TOTAL GRANT FOR 1985</u>			US \$	<u>1,000,000</u>

## 6.2 Financial Administration Procedures

Whereas the Budget Allocations for Technical Meetings, Consultancies, Workshops, Training and the emoluments of internationally recruited staff will be administered from the SAFGRAD Coordination Office in Ouagadougou by the IFAD Financial Controller, the operational budgets including equipment will be administered jointly with the national research organizations in the selected countries.

## 6.3 SAFGRAD Grant Bank Accounts

To ensure that IFAD Grants are applied for the farming systems research by the recipient countries, Special Bank Accounts as operated at the Coordination Office are to be operated in the regional offices in the selected countries. The accounts will be operated jointly by the SAFGRAD Team Leaders and the National Coordinati of the recipient countries' research organizations.

## 6.4 Engagement of Local Staff

Recommendations have been made by SAFGRAD to the National Research Organizations for the categories of local staff to be engaged for the Farming Systems Research Programmes. Although the local staff will be engaged under contracts of the local governments the SAFGRAD team leaders will assist in the selection of suitable staff for the programmes.

## 6.5 Accounting and Reporting

SAFGRAD team leaders posted to the regional research stations will approve grant expenditures on the programmes and will have the responsibility for reporting to the National Research Organizations and the SAFGRAD Coordination Office. Periodic releases of grants to the regional stations by the Coordination Office will be subject to the receipt and approval by the SAFGRAD Coordination Office of monthly financial reports from the regional stations.



## 6.6 Accounting Policies

The following notes indicate the accounting policies that have been applied.

### 6.6.1 Budgetary Control and Accounting System

The system of accounting employed during the period was based on OAU and USAID practice. Budgetary Control was maintained by means of an Encumbrance Journal and a Monthly Recapitulation of Statement of the Status of all allotments.

### 6.6.2 Tax Status

SAFGRAD is exempted from local taxation in accordance with, the Accord between the OAU/STRC/SAFGRAD Coordination Office and the local Governments. The tax exemptions mainly affect the acquisition of Vehicles, Equipment and Furniture for the SAFGRAD Projects as well as fuel consumed by Project Vehicules.

### 6.6.3 Depreciation of fixed Assets

Vehicles, Equipment and Furniture are depreciated on *the* straight line method over an estimated 5 year period. The short depreciation period is due to conditions in the regions of operation.

### 6.6.4 Exchange Rate

Grants from IFAD are received into an external account at the Banque International du Burkina in Ouagadougou at the US dollar rate of exchange with the CFA Franc on the date of receipt. Operations are carried out mainly in CFA Francs but the emoluments of international staff, consultants and conference and workshop participants are by contract, payable in US dollars. To facilitate accounting therefore, a standard rate of exchange is adopted in conversions for book entries but actual payments to staff and others are converted at the ruling rate of exchange. The standard rate

adopted during the period October 1983 to December 1984 when the actual rates fluctuated between 390 F and 470, was 400 F CFA to the US dollar; differences due to fluctuations in the rates being adjusted in a Gain/Loss in Exchange Account. The standard rate for conversions was changed to 500 Francs from March 1985.

IFAD T.A GRANT N° 110  
DAU/STRC/SAFGRAD-OUAGADOUGOU  
BALANCE SHEET AS AT 31ST DECEMBER 1984

	<u>COST</u>	<u>DEPRECIATION</u>	
	<u>\$</u>	<u>\$</u>	
<u>FIXED ASSETS</u>	35,755.48	7,151.10	28,604.38
<u>CURRENT ASSETS</u>			
Bank Balance	172,738.63		
Cash in Hand	<u>125.00</u>	172,863.63	
Sundry Debtors		<u>6,800.36</u>	
TOTAL CURRENT ASSETS		179,663.99	
<u>DEDUCT</u>			
<u>CURRENT LIABILITIES</u>			
Sundry Creditors		<u>11,618.30</u>	
NET CURRENT ASSETS			<u>168,045.69</u>
TOTAL ASSETS		\$	<u>196,650.07</u>
<u>REPRESENTING : BALANCE OF FUNDS</u>		\$	<u>196,650.07</u>
<u>NOTE</u>			
<u>UNLIQUIDATED OBLIGATIONS</u>			
	US \$	<u>26,749.18</u>	



IFAD T.A GRANT N° 110  
DAU/STRC/SAFGRAD - OUAGADOUGOU

SOURCES AND APPLICATION OF UNDS FOR  
 THE PERIOD OCTOBER 1983 TO 31ST DECEMBER 1984

1. SOURCE

a. Operations	
Excess of Revenue over Expenditure	196,650.07
b. Charges Not involving use of Cash(Depreciation)	<u>7,151.10</u>
Total Cash from Operations	203,801.17
c. Accounts Payables	<u>11,618.30</u>
TOTAL FUNDS	\$ <u><u>215,419.47</u></u>

2. APPLICATION

a. Accounts Receivables	6,800.36
b. Purchase of Fixed Assets	<u>35,755.48</u>
TOTAL APPLIED	\$ <u><u>42,555.84</u></u>

3. BALANCE OF CASH AT END OF YEAR

a. At Bank	172,738.63
b. In Hand	<u>125.00</u>
TOTAL CASH	\$ <u><u>172,863.63</u></u>

IFAD T.A GRANT N° 110  
OAU/STRC/SAFGRAD - OUAGADOUGOU

STATEMENT OF REVENUES AND EXPENDITURE  
FOR THE PERIOD OCTOBER 1983 TO 31ST DECEMBER 1984

<u>REVENUES</u>	US \$
IFAD GRANT received	400,000.00
Bank Interest	5,728.74
TOTAL REVENUES	\$ 405,728.74 =====

DEDUCT

OPERATIONAL EXPENDITURES

Established Posts	83,634.50
Temporary assistance	791.94
Overtime and night differential	500.15
Travel on Initial Recruitment	5,105.33
Installation Allowance	8,882.00
Housing Allowance	16,762.96
Pensions	1,887.48
Medical Assistance	131.56
Gratuity on Completion of Service	8,322.58
Education Allowance	10,757.68
Travel of Staff on Official Duty	22,134.47
Maintenance of Vehicles	464.36
Maintenance of Equipment & Furniture	276.75
Maintenance of Premises	241.53
Utilities (water, Electricity, etc)	885.64
Insurance of Vehicle, Equipment, etc	2,967.36
Fuel	2,771.95
Cable & Telex	959.67
Postages	199.44
Pouches	260.00
Stationery & Office Supplies	2,110.73
Bank charges	803.19
Other Supplies & Services	67.75
Reproduction & Photocopying	1,297.55
Research Coordination	1,919.50
Consultants & Counterparts	27,791.50
Depreciation on Fixed Assets	7,151.10
TOTAL OPERATIONAL EXPENDITURE	\$ 209,078.67 =====
EXCESS OF REVENUES OVER EXPENDITURES	196,650.07 =====



MINUTES OF THE INTERVIEW COMMITTEE MEETING  
TO RECRUIT SCIENTISTS FOR IFAD-FUNDED FSR  
PROGRAMME OF SAFGRAD - 3-4 DECEMBER, 1984

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MEMBERS OF INTERVIEW PANEL

- Prof. C.A. JOHNSON	Assistant Executive Secretary, OAU/STRC, chairman
Dr E.H. HARTMANS	Director General of IITA
Dr A.M. KESSEBA	Senior Advisor, IFAD
Mr J. BECKER	Chairman Project Management Committee
Mr R. GRAY	USAID Representative
Prof. ADJAHOSSOU	Representative of Benin
Dr BOSSO	" " Burkina Faso
Dr P. MATLON	ICRISAT Representative
Dr H.W. OHM	FSU/SAFGRAD - Observer
Dr J.M. MENYONGA	International Coordinator, SAFGRAD and Cameroon Representative
Dr T. BEZUNEH	Director of Research, SAFGRAD

The meeting was held on 3 December 1984, beginning at 09.00 hours, at the Training Centre of the African Development Bank in Abidjan, Ivory Coast. It continued on 4 December 1984.

AGENDA : Interview of candidates for FSR posts.

The committee discussed the general criteria for recruitment of candidates for the FSR posts and also reviewed documents available on each candidate. Selection criteria included :

- Language requirements - French and English, but with greater preference for the former.
- Technical qualifications.
- African experience with farming systems research orientation.

It was also suggested that future research posts to be filled within SAFGRAD should be advertised widely-including countries outside African continent for SAFGRAD to maintain its international character as well as to attract more African scientists studying and working abroad.

The following thirteen candidates were interviewed during the meeting :

### 1.0 Agricultural Economists

Name	Nationality	General remarks based on Interview
Dr M.B.Barry	Guinean	Little orientation to FSR approach
Dr D.S.Ngambeki	Ugandan	Very good qualifications, rudimentary knowledge of French; excellent orientation to FSR.
Dr A. Mukhebi	Kenyan	Little orientation to FSR approach, qualification adequate, but no knowledge of French
Dr Pascal I. Fotzo	Cameroon	Well qualified and equally bilingual (French and English). Excellent orientation to FSR.
Dr C. Prudencio	Benin	Well qualified, bilingual, few years of experience

After the above candidates were thoroughly interviewed and documents pertaining to each candidates examined, the panel unanimously selected the following two agricultural economists to be offered appointments:

- a) Dr Pascal I. Fotzo
- b) Dr D.S.Ngambeki



## 2.0 Animal Production Specialists

Names	Nationality	General remarks based on Interview
Dr Victor R.Tsiresy	Madagascan	Bilingual (French and English) Lack concepts of integrating animal production into cropping systems.
Dr Kassu Yilala	Ethiopian	Rudimentary French knowledge. Technically well qualified with good knowledge of FSR and interdisciplinary research.
Dr I.A.O Adeleye	Nigerian	Good technical qualification. Experience narrow in scope and lack of FSR approach. No knowledge of French language.

Although one member of the committee suggested to readvertise the post for more qualified candidates, most members of the recruiting panel (including the host country representative) felt that Dr Kassu Yilala was well qualified for the job. The committee, therefore, recommended that the above candidate be offered the appointment.

### 3.0 Soil Scientists

The following scientists were interviewed for two research posts.

Name	Nationality	General remarks based on Interview
Mr J. Arrivets	French	Well experienced with working knowledge of English. Qualification general, no professional publications.
Dr L. Singh	Indian	Very good qualification in soil fertility and has impressive number of publications. Has adequate orientation to FSR, no knowledge of French.
Dr Tadesse Kibreab	Ethiopian	Very good qualification in soil-water management, soil fertility, adequate exposure to FSR approach; the candidate has good working knowledge of French.

As regards the posts for soil scientists, the committee agreed that only one position should be filled at this time in order to start the Burkina Faso programme. After lengthy deliberations and exchange of views, the committee recommended that Dr Tadesse Kibreab be offered the appointment.



#### 4.0 Agronomist research post

The agronomist research post is slated for strengthening the national FSR in Benin. Among the three candidates included in the short-list, the following two candidates appeared for the interview :

Name	Nationality	General remarks based on Interview
Mr L.K.Djokoto	Ghanian	Good qualification with rural development experience and reasonable experience in FSR. No knowledge of French.
Dr J.Ndunguru	Tanzanian	Highly qualified with good experience in FSR and research administration. No knowledge of French

After brief discussion on the above two candidates, the committee unanimously recommended that the agronomist post be offered to Dr Ndunguru.

Prof. C.A JOHNSON

Chairman

T. BEZUNEH

*Joe B. M.*  
Secretary

THIRD MEETING OF THE PROJECT MANAGEMENT COMMITTEE  
OF THE IFAD-FUNDED FARMING SYSTEMS RESEARCH PROGRAMME  
OF SAFGRAD HELD ON 4TH DECEMBER 1984

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AGENDA

- 1.0 Operational outline: IFAD-supported Burkina Faso FSR programme
- 2.0 Initiation of FSR programmes in Benin and Cameroon.
- 3.0 Proposal of working condition

In attendance

Mr J.A BECKER	Chairman, USAID Representative
Prof. C.A JOHNSON	Assistant Executive Secretary OAU/STRC Representative
Dr M.A KESSEBA	IFAD Representative
Dr P. MATLON	ICRISAT Representative
Dr H.W OHM	FSU/SAFGRAD
Prof. D.F ADJAHOSSOU	Representative of Benin
Dr N. BOSSO	Representative of Burkina Faso
Dr R.E GRAY	USAID - Observer
Dr J.M MENYONGA	International Coordinator, SAFGRAD
Dr I. BEZUNEH	Director of Research, SAFGRAD - Secretary

EXCUSED ABSENCE

Dr R. NICOU	FAC Representative
Dr E.H HARTMANS	IITA Representative

The meeting which began at 15.00 hours, was held at the Training Centre of the African Development Bank in Abidjan, Ivory Coast.

Members of the Committee stressed the necessity to define the terms of reference and functions of the Project Management Committee (PMC), particularly since FSR matters are often discussed during TAC meetings. It was pointed out that some preliminary discussion had been held on the same issue during the first PMC meeting.

As stated in the Project document "the committee would be responsible to OAU/STRC for technical and administrative review of the programme and



would meet not less frequently than every six months". After lengthy deliberations on this matter, the committee suggested that :

- a) The original document of the project be made available to Burkina Faso, Benin and to any member countries which will participate in the programme.
- b) Terms of reference be proposed by the SAFGRAD Coordination Office and sent to all PMC members to solicit further comments and suggestions.

The IFAD Representative pointed out that the purpose of PMC is also to closely monitor the technical implementation of the programme. He further reported that fielding of the FSR programme was delayed. It was pointed out that various factors including the long process of recruiting research scientists had delayed the implementation of the FSR programme.

The committee was informed about the scientists that had been recruited:

- To support the Burkina Faso national FSR

A soil scientist, an animal production specialist, and an agricultural economist were recruited.

- To support both the Benin and Cameroon FSR programmes

An agricultural economist and an agronomist were also recruited.

As to the recruitment of the remaining two research posts (soil scientist and agricultural economist), the committee suggested that the posts be re-advertised. Due consideration should be given to late applicants and those candidates that were not able to appear for interview in Abidjan due to problems of flight connections. In order to reduce costs the PMC was charged with the responsibility to interview and recruit candidates for the remaining two FSR posts in Ouagadougou since most of its members reside there.

After a lengthy discussion on the general proposals of terms of employment, the committee recommended that :

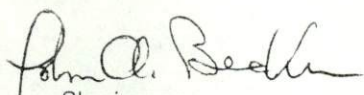
- a) The contract of employment should be for two years, with the first year as probational period.

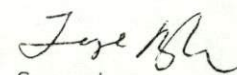
- b) Only the basic salary should be negotiated.
- c) OAU remuneration of allowances should be applied.  
Such allowances are not to be negotiated.
- d) The Coordination Office should initiate the level of basic salaries and advise OAU/STRC Lagos Office to prepare and implement signature of contract of employment.
- e) Contract should be signed by the end of December. Alternatively, the job offer and reply could be made by telex.
- f) OAU/STRC should provide OAU laissez-passer and arrange for diplomatic immunity and other appropriate privileges for the newly recruited scientists.

The initiation of IFAD-supported FSR in Benin and Cameroon was briefly discussed. It was reported that the Benin Programme will be started soon since the protocol of agreement was ready to be signed. The agreement with Cameroon was still being considered.

The operational outline of IFAD supported Burkina Faso programme was discussed, particularly the creation of the multidisciplinary team. It was reported that the core National FSR team will be composed of three IFAD-funded as well as national scientists. FSU/SAFGRAD - in its advisory capacity to SAFGRAD FSR - is expected to play a critical role in establishing national FSR in Burkina Faso and with possibility of providing technical guidance to Benin and Cameroon FSR programmes. It was pointed out that specific programmes will be developed through the collaborative process also involving other on-going FSR programmes. As to financial disbursements the committee suggested that detailed procedures be worked out and agreed upon between the host government (represented by IBRAZ) and SAFGRAD Coordination Office.

The meeting closed at 18.45 hours

  
Chairman

  
Secretary



## SAFGRAD INTERNATIONAL ADMINISTRATIVE AND SCIENTIFIC STAFF\*

20.

P O S I T I O N	N A M E	NATIONALITY	COOPERATOR	DONOR	LOCATION	R E M A R K S
International Coordinator	J.M. MENYONGA	Cameroonian	OAU/STRC	USAID	OUAGADOUGOU	Coordination Office
Director of Research	TAYE BEZUNEH	Ethiopian	OAU/STRC	IFAD	OUAGADOUGOU	Coordination Office
Financial Controller	E.A. ODonkor	Ghanaian	OAU/STRC	IFAD	OUAGADOUGOU	Coordination Office
Accountant	E.A. ADANLETE	Togolese	OAU/STRC	USAID	OUAGADOUGOU	Coordination Office
Maize Agronomist (Team Leader)	M. RODRIGUEZ	Colombian	IITA	USAID	KAMBOINSE	
Cowpea Agronomist	N. MULEBA	Zairean	IITA	USAID	KAMBOINSE	
Entomologist	J.B. SUH	Cameroonian	IITA	USAID	KAMBOINSE	
Maize Breeder	Alpha O. DIALLO	Guinean	CIMMYT/IITA	USAID	KAMBOINSE	
Sorghum/Millet Coordinator	B. GEBREKIDAN	Ethiopian	ICRISAT	USAID	NAIROBI	For Eastern Africa
Millet/Sorghum Agronomist	S.V.R. SHETTEY	Indian	ICRISAT	USAID	SAMARU, NIGERIA	Till May 1984
Soil/Water Agronomist	E.R. PERRIER	American	ICRISAT	USAID	KAMBOINSE	Till September 1984
Agronomist (Team Leader)	R.P. CANTRELL	American	Purdue Univ.	USAID	OUAGADOUGOU	FSU till: January 1984
Agronomist (Team Leader)	H.W. OHM	American	Purdue Univ.	USAID	OUAGADOUGOU	FSU
Agric.-Economist	J. NAGY	American	Purdue Univ.	USAID	OUAGADOUGOU	FSU
Agric.-Economist	M.G. LANG	American	Purdue Univ.	USAID	OUAGADOUGOU	FSU till April 1984
Agric.-Economist	C. PARDY	American	Purdue Univ.	USAID	OUAGADOUGOU	FSU till March 1985
Animal Prod. Specialist	Kassu YILALA	Ethiopian	Burkina Faso	IFAD	KAMBOINSE	Farming Systems Research
Soil Scientist	T. KIBREAB	Ethiopian	Burkina Faso	IFAD	KAMBOINSE	Farming Systems Research
Agronomist	B.J. NDUNGURU	Tanzanian	Benin	IFAD	INA, BENIN	Farming Systems Research
Agric. Economist	NGAMBEKI	Ugandan	Benin	IFAD	INA, BENIN	FSR (temporary posting)
ACPO	J.J. JOHNSON	American	Cameroon	USAID	MAROUA, CAMEROON	SAFGRAD funded
ACPO	Lamine TRAORE	Malian	Mali	USAID	SOTUBA, MALI	SAFGRAD funded but staff salaries
ACPO	M. FALL	Senegalese	Senegal	USAID	BAMBEY, SENEGAL	
ACPO	Moussa KABORE	Burkinabe	Burkina Faso	USAID	KAMBOINSE	
	TOKY PAYARO	Togolese	Togo	FAC	KARA, TOGO	paid by host governments.

\*As at 31 March, 1985.

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Department of Rural Economy and Agriculture (DREA)

African Union Specialized Technical Office on Research and Development

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