

### (3) Important assumptions

The security conditions prevailing in the target areas remain the same.

As to another important assumption on the conflict among farmers in the pilot areas, there have been internal problems within the FOs in LCC (W) such as the cases filed against the FO presidents, which, however, did not affect the implementation of the Project. The Team also confirmed that those disputes have already been disposed with supports from and facilitation by the relevant stakeholders by the time of the Review.

### 5-3 Efficiency

The efficiency of the Project is assessed to be low, mainly because of the problems related to the timing of provision of the planned inputs and thus of the delays in the activities as examined in the following:

#### (1) Inputs from Japanese side

The timing, quality and quantity of the dispatch of Japanese experts were considered appropriate. The roles of these experts were clear and adequately integrated in the plans of the Project activities.

The machinery and equipment required for the Project activities and technical transfer have duly been provided and most of the equipment provided are properly utilized and kept in good conditions.

As for the training of counterpart personnel in Japan, the duration and subjects of counterpart training in Japan were adequate. Those who have participated in these training unanimously expressed that their learning on the experiences of the Land Improvement District in Japan was very inspiring and that their participation to these training provided useful insights for their services to the FOs/AWBs. The Pakistani stakeholders highly appreciate and express desire to obtain continuous provision of the opportunities of the counterpart training in Japan.

#### (2) Inputs from the Pakistani side

The office space with adequate office equipment and facilities has duly been provided for the Project personnel to work in the decent environment. The counterpart personnel have properly been assigned to the Project although the frequent transfer of the counterpart personnel, especially of those in the key positions, have somewhat created difficulties for the Project management. It should be noted that there have been problems in the provision of inputs that were planned to be availed under PISIP as mentioned in the previous section, which have seriously hampered the implementation of the planned activities.

### 5-4 Impact

It is difficult to forecast the overall impact of the Project at the time of Review, because, there are some uncertainties in terms of the Project's impacts to the overall goal level, despite of the signs of positive impacts at the level of the beneficiaries.

#### (1) Impact on the overall goal level

The overall goal of the Project is the dissemination of the model to be established in the pilot

areas by the Project to the other parts of the target area. There are two aspects to be looked into in order to assess the possible impact of the Project to the overall goal, namely, the probability of establishment of the model, and the existence of channels or means to disseminate the model after the completion of the Project. During the Review, the Team noted the considerable delay in the achievements of the output 1 and 2, with which the prospects of achieving the Project purpose have become quite uncertain. Hence the prospect of achieving the overall goal has automatically become questionable. The Team also found that there should be more important assumptions to be monitored in relation to the means of future dissemination of the model.

(2) Positive impacts

During the Review, the Team found that there have been signs of positive changes in the agricultural practices of the farmers through the activities related to the water saving irrigation technologies. It was reported during the field interviews with the farmers that they have realized the benefit of laser leveling and have become interested. There are also gains in the skills and knowledge for the part of the government officers through the TOT, and it is expected that the application of learning by the TOT participants may create other impacts in the due course of their routine activities. There have not yet been much of other ripple effects of the Project by the time of the Review.

(3) Negative impacts

There has not yet been any negative impact reported or observed at the time of the Review.

### 5-5 Sustainability

The sustainability of the Project is projected as lower moderate because there are also concerns and conditions to be met in some aspects as described in the following:

(1) Policy and institutional sustainability: Fair

The necessity of irrigation development for the agricultural development and capacity building of FOs/AWBs and relevant government officers to promote IMT are given high priority in the current policies and programs of implementing agencies, therefore the policy support from the relevant institutions of GOP would continuously be secured.

As for the institutional sustainability, the comprehensive review on the directions of institutional reform in irrigation sector has recently been conducted, out of which a new legal framework have formulated. Therefore it is generally expected that the institutional setup and services to be rendered by relevant government agencies would also be continued for the coming years.

Hence the projection of the sustainability in policy and institutional aspects is fair, yet any possible change in policy and institutional aspects should continuously be monitored.

(2) Organizational and financial sustainability: lower moderate

The activities of the Project have been carried out in line with the scope of the mandates of the implementing and collaborating agencies but in a coordinated manner at the field level. Although limited, the respective agencies have their own human and financial resources allotted to the existing

programs in the scope of which the Project activities may be integrated. Thus it is generally assumed the organizational and financial sustainability for the part of the implementing agencies would be a secured at least to a certain degree.

On the other hand, there would be reservations in terms of the organizational and financial sustainability for the part of AWBs/FOs. Due to the delays in initiating supports to the FOs in the pilot areas, there are still a lot to be done to enable them to acquire expected capacities enough to manage and continue sound operations. Thus the Team assessed that the organizational and financial sustainability at the beneficiaries' level may not be secured unless adequate measures would be taken to ensure the continuous provision of intensive guidance by IPD and PIDA after the completion of the Project.

### (3) Technical sustainability: lower moderate

As for the AWBs/FOs strengthening, the skills and knowledge on the operations and maintenance of irrigation facilities and organizational management are to be obtained through the training and other support activities by the Project that are yet to be implemented from now on. The degree of their capacity enhancement may be less than what was originally expected thus it would require further reinforcement in a continuous manner after the completion of the Project.

The water saving irrigation technologies to be recommended through the Project activities are to be verified and demonstrated prior to the compilation of the guidelines. Although the effectiveness and benefits of the technologies would be well tested through the process of verification and demonstration, there would still be other factors that affect the actual adoption among the farmers. Thus the technical sustainability in this particular aspect remains questionable.

As for the TOT conducted by the Project, favorable responses have already been obtained at the levels of participating government officers, therefore the technical sustainability may be secured to a certain degree with the proper monitoring of the application of the learning to their mandatory services.

## 6. Conclusions

The overall Review results are concluded to be lower moderate, taking current uncertainties into consideration. Since there are several positive indicators, however, it is expected that the Project may recover the delay to a reasonable extent in the remaining period.

## 7. Recommendations

### 7-1 Issues on General Project Matters

#### 7-1-1 Revision of the PDM

During the Review, it was noted that there has been notable delay in the implementation of the planned activities and thus it has become quite unlikely that the output 1 and 2 as well as of the Project purpose would be achieved as originally expected. The Team agreed to make some modifications of the expected outputs and the Project purpose so as to adjust the target of achievement to the feasible levels, taking the remaining period of cooperation into considerations. Along with these suggested alterations, it has also become necessary to change some of the

Objectively Verifiable Indicators (OVIs) as well as their means of verification. In the discussion on the causes of delay in the process of the Project implementation, it was also raised that more factors should be monitored as important assumption through the process of Project implementation from now on. Accordingly, it is recommended for the Project to further discuss and revise the PDM at this point of time. Major points of the proposed revision center on the following.

- (1) re-definition of the model to be established as the Project purpose and its target level.
- (2) re-examination of outputs and their target levels.
- (3) modifications on some of the OVIs and their means of verification according to the (1) and (2) above.
- (4) modification of the activities in accordance with the change in the outputs, and.
- (5) inclusion of additional important assumptions.

The proposed revision of PDM and the explanations on the major points of the proposed revision are attached as ANNEX 9. Accordingly, the PO is also to be revised as shown in ANNEX 10.

#### 7-1-2 Monitoring on the progress of the Project purpose and overall goal

Since it is hard at present to estimate the Project progress until the termination after revision of the activities, it is recommended that the Project management persons should carefully monitor the progress based on the revised PDM with indicators, and discuss the possible achievements of the Project purpose and overall goal in about one year time.

#### 7-1-3 Implementation mechanism

At the initial stage, there were some confusion among the stakeholders as for the specific roles to be played and it was found necessary to clarify the implementation mechanism of the Project. Therefore, it is recommended to further activate implementation mechanism shown in the ANNEX II. In addition, it is also recommended to enhance the roles of the GM (TM), PIDA in the On-farm Demonstration Task Team because GM (TM) is responsible for mobilization of agricultural engineers and procurement of equipments for on-farm water management funded by PISIP.

#### 7-1-4 Acceleration of financial procedures in PIDA

It is strongly recommended that financial procedures within PIDA should be accelerated further for smooth implementation of the Project.

#### 7-1-5 Consistent policies and long-term deployment of relevant staffs

The continuity of the policies related to the scope of the Project is the essential condition for smooth implementation of the Project. With this notion, it is recommended that the Project should closely monitor the provincial government policies for the remaining period of the Project. It is also desirable that the counterpart personnel in the key positions stay with the Project, therefore it is recommended that these key counterpart personnel would not be transferred frequently so as to accelerate the efforts to catch up with the target achievements.



### **7-2 Issues on Specific Project Matters**

On water saving irrigation technologies, in order to realize the quick impacts in the pilot areas, it is recommended that the main focus of the Project activities should be put on the promotion of technologies in the model areas, through demonstration and dissemination.

### **7-3 Issues on Long-term Perspectives**

Provincial Government of Punjab has initiated participatory operation and maintenance of irrigation facilities and water management through active involvement of the FOs based on the IMT Agreement in the pilot areas of the Project. In order to disseminate IMT policy steadily, ensuring the function of irrigation facilities and obtaining allocated amount of water are the elements of extreme importance.

It has been anticipated that rehabilitation and improvement of irrigation facilities with fund from PISIP and/or Provincial Government would contribute to reinforce the functioning of the facilities. On the other hand, security of water for production has still been one of the key concerns among the FOs, since the failure in obtaining allocated amount of water for production would negatively affect the agricultural production, which would result in hampering the collection of water fee (abiana) and thus the operation and maintenance (O&M) activities handled by the FOs. Although IPD has currently been measuring the discharge at head regulators, some FOs do not seem to understand clearly the mechanism of the sanctioned discharge or to have rational skills to assess whether the precise amount is provided to respective regulator. Once the capacities of FOs and their understanding on the roles of relevant stakeholders are enhanced, the FOs are then motivated to take their own responsibilities such as conducting O&M of facilities and water management on the sustainable basis.

It is thus recommended to the Provincial Government to make further efforts to improve water management by capacity building of the FOs and information sharing on water discharges of the channels, to foster a firm and trustful relationship between the government/PIDA and the AWBs/FOs through ensuring the functioning of the irrigation facilities.

END



## ANNEX 1: Project Design Matrix (PDM)

Project Title: The Strengthening Irrigated Agriculture through Participatory Irrigation Management in the Punjab Province

Implementing Agencies: of Irrigation and Power Department, Punjab (IPD) and Punjab Irrigation and Drainage Authority (PIDA) in collaboration with Punjab Agriculture Department (PAD)

Project Period: 4 years and 1 month (Mar. 2009 - Mar. 2013)

Target Area: Bahawalnagar Canal Circle in Bahawalpur Irrigation Zone, Lower Chenab Canal West (LCC (W)) Circle in Faisalabad Irrigation Zone, and Dera Jat Canal Circle in DG Khan Irrigation Zone

Main pilot areas are in Bahawalnagar Canal Circle and LCC (W) Circle, while sub pilot area is in Dera Jat Canal Circle

Target Group: Area Water Boards (AWBs), Farmer's Organizations (FOs) and relevant staff of government organizations in the target area

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumptions	
<b>Overall Goal</b> The established model of appropriate irrigation management system is disseminated in Bahawalnagar Canal Circle in Bahawalpur Irrigation Zone, LCC (W) Circle in Faisalabad Irrigation Zone and Dera Jat Canal Circle in DG Khan Irrigation Zone.	1 The number of FOs which apply the established model of appropriate irrigation management exceeds 15% of all FOs in the target area by year 2018.	Activity records of AWBs/FOs in the target area	<ul style="list-style-type: none"> <li>There is no drastic change in climatic conditions.</li> <li>Security situations in pilot areas do not become extremely unstable.</li> </ul>	
<b>Project Purpose</b> The model of appropriate irrigation management system is established through verification activities in the pilot areas.	<ol style="list-style-type: none"> <li>The manuals/guidelines for AWBs/FOs are compiled and applied in the main pilot areas.</li> <li>Water productivity in the main pilot areas is increased by 5%.</li> <li>More than 50% of the government staff of IPD, PIDA and extension related staff of PAD trained through TOT by the Project apply the obtained knowledge /methods / techniques to support farmers and members of AWBs/FOs in the main pilot areas.</li> </ol>	<p>Project records and activity records of AWBs/FOs</p> <p>Sample surveys in the field</p> <p>Project records and interviews</p>	<ul style="list-style-type: none"> <li>There is no drastic change in climatic conditions.</li> </ul>	
<b>Outputs</b> <ol style="list-style-type: none"> <li>Guidelines/manuals are improved and utilized to strengthen and sustain the efforts of AWBs/FOs.</li> <li>Appropriate water saving irrigation technologies established in the model areas are promoted in the pilot areas.</li> <li>Capacity building methodologies are improved for relevant government staffs such as IPD, PIDA, and PAD personnel as well as for the officials of the organizations at farmers' level such as AWBs/FOs.</li> </ol>	<ol style="list-style-type: none"> <li>1-1 The improved manuals/guidelines are compiled and made available to AWBs/FOs.</li> <li>2-1 Guidelines on the water saving technologies are compiled and made available to the farmers in the main pilot areas.</li> <li>2-2 More than 10% of the farmers in the main pilot areas apply at least one of the water saving technologies recommended by the Project.</li> <li>3-1 Training manuals, textbooks and information materials are compiled.</li> <li>3-2 At least 25 staff of IPD and PIDA receive the TOT.</li> <li>3-3 At least 20 extension related staff of PAD receive the TOT on extension methodology.</li> <li>3-4 At least 15 officials of the organizations at farmers' level such as AWBs/FOs receive the TOT.</li> </ol>	<p>Project records and activity records of AWBs/FOs</p> <p>Project records</p> <p>Field surveys and interviews</p> <p>Project records</p> <p>Project records</p> <p>Project records</p> <p>Project records</p>	<ul style="list-style-type: none"> <li>Security situations in pilot areas do not become extremely unstable.</li> <li>No major dispute or conflict occur within the FOs and among the farmers in the pilot areas.</li> </ul>	
<b>Activities</b> <b>1 Strengthening of AWBs/FOs</b> <ol style="list-style-type: none"> <li>1-1 Set up and prepare the pilot areas and the model areas.</li> <li>1-2 Review and re-examine the guidelines/manuals developed in the AWB / Lower Chenab Canal (East) Circle by the foregoing project, i.e. Capacity Building for Irrigation Management (CBIM).</li> <li>1-3 Monitor the utilization of the guidelines/manuals for the AWBs/FOs and conduct the on-site verification.</li> <li>1-4 Improve the guidelines/manuals based on the results of the verification.</li> </ol> <b>2 Water Saving Irrigation Technologies</b> <ol style="list-style-type: none"> <li>2-1 Provide guidelines of water saving irrigation technologies through verification in the model areas.</li> <li>2-2 Disseminate the technologies recommended in the guidelines.</li> </ol> <b>3 Capacity Building Methodologies</b> <ol style="list-style-type: none"> <li>3-1 Improve the methods of agricultural extension methods.</li> <li>3-2 Improve the Training of Trainers (TOT) methods for government staffs who provide guidance to the AWBs/FOs and farmers.</li> <li>3-3 Disseminate and share the outcomes and experiences of the Project.</li> </ol>	<b>Inputs</b>	<p><b>Japanese Side</b></p> <ol style="list-style-type: none"> <li>Japanese experts</li> <li>Long-term experts: <ul style="list-style-type: none"> <li>Chief Advisor / Strengthening of AWBs/FOs</li> <li>On-farm Water Management / Water Saving Irrigation</li> <li>Project Coordination / Training</li> </ul> </li> <li>Short-term experts in the relevant fields (if necessary)</li> </ol> <ol style="list-style-type: none"> <li>Machinery and equipments</li> <li>Training of counterpart personnel overseas</li> <li>Local costs (if and when necessity arises)</li> </ol>	<p><b>Pakistani Side</b></p> <ol style="list-style-type: none"> <li>Counterpart and administrative personnel</li> <li>Office space and equipments</li> <li>Model area and facilities in the pilot areas</li> <li>Local costs</li> </ol>	<p><b>Preconditions</b></p> <ul style="list-style-type: none"> <li>Collaborative coordination is made among the implementing agencies.</li> <li>The AWBs/FOs and farmers in the target area are willing to participate in the Project activities.</li> <li>Security situations in pilot areas do not become extremely unstable.</li> <li>The Government of Punjab secures necessary budget for the Mega Project (2007-20012) to introduce water saving technologies.</li> </ul>

Note: The model to be established as the Project Purpose consists of holistic approaches that integrate the strengthening of AWBs/FOs, water saving technologies, and improvement of extension and training methodologies.

5

12



ANNEX 2: Plan of Operations (PO)

Initial Plan (Approved by SC on May 24th 2010)  
Actual Progress

Activities	Department in Charge	The current Point												Progress of Activities	Way forward					
		2008	2009			2010			2011			2012								
		Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
0. Preparatory activities																				
(1) Share the Project concept among the stakeholders.	IPD, PIDA, PAD	-----																	Project outline was introduced to relevant officials including Secretary of IP&D, IPD and PAD. Inaugural Workshop was held on May 26th, 2009, and three working group meetings were held to discuss the implementation body with relevant officials of IPD, PIDA and PAD.	N.A.
(2) Set up the management body of the Project and prepare the work plan.	IPD, PIDA, PAD		-----																Based on the discussion at the working group meetings, project implementation plan was proposed to the PMCC held on October 29th, 2009, and approved. Project management body including "Task Teams" of respective component was also discussed and approved by PMCC.	N.A.
1-1 Review and re-examine the guidelines/manuals developed in the Area Water Board (AWB)/Lower Chenab Canal East (LCC (E)) Circle by the foregoing JICA Project, i.e. Capacity Building for Irrigation Management (CBIM).																				
(1) Review the operations of the FOs in the AWB/LCC (W) in line with the guidelines/manuals.	PIDA		-----																Operation of the pilot FO of AWB/LCC(W) was reviewed in three steps. Preliminary survey was conducted in May 2009. On the occasion of baseline survey, detail activities was interviewed. Finally identified interview was made in Sep.-Oct. 2010. Findings are on the process of reporting.	N.A.
(2) Re-examine the applicability of the guidelines/manuals upon feedback from verification activities in the pilot areas.	PIDA			-----															View exchange with the pilot FO of AWB/LCC(W) on the applicability of the manual/guidelines was made during Sep.-Oct. 2010. Farmers commented that the guidelines/manuals were useful in principle, excluding some minor issues.	View exchange with the pilot FO of AWB/Bahawalnagar and Derajat.
1-2 Set up and prepare the pilot areas and model areas.																				
(1) Review the present situation and implement baseline survey on the pilot areas, taking into account the guidelines/manuals which the foregoing JICA Project has proposed.	PIDA		-----																Baseline survey was conducted during Oct.-Nov. 2009. Summary of the result was reported to the 4th and 5th working group meetings. Selection criteria of model area was also discussed at the 4th working group meeting and the proposed model areas were finally approved by the 5th working group meeting.	N.A.
1-3 Conduct on-site verification of the guidelines/manuals for the AWBs/FOs.																				
(1) Strengthen the management, finance and accounting (water charge collection etc) of the FOs through on-the-job training in the pilot areas in line with the guidelines/manuals.	PIDA					-----													Practical training on some topics of management technical issues and accounting issues in line with the guidelines/manuals were conducted for the pilot FO of AWB/LCC(W) during Sep.-Oct. 2010. Similar training was proposed for the pilot FO of AWB/Bahawalnagar, but PIDA has not taken any action so far.	Practical training for the pilot FOs of AWB/Bahawalnagar and Derajat.
(2) Implement operation and maintenance of distributaries as well as appropriate water management and monitoring in the pilot areas, taking the guidelines/manuals into account.	PIDA						-----												Practical training on technical issues in line with the guidelines/manuals were conducted for the pilot FO of AWB/LCC(W) during Sep.-Oct. 2010. Similar training was proposed for the pilot FO of AWB/Bahawalnagar, but PIDA has not taken any action so far.	Practical training for the pilot FOs of AWB/Bahawalnagar and Derajat. Composition of an "Operational Manual" for the use of FOs.
(3) Instruct the AWBs to conduct monitoring activities of the FOs based on the guidelines/manuals.	PIDA							-----											Monitoring currently conducted by PIDA and AWB/LCC(W) was identified and found it was not working properly. A method of intensified interview and clarification of substantial issues was demonstrated to the PIDA staff attached to AWB/LCC(W) and Bahawalnagar. PIDA staff attached to AWB/Derajat could not attend the demonstration due to flood hazard.	Demonstration to PIDA staff attached to AWB/Derajat. Development of effective monitoring method.
(4) Compile the results of monitoring and the verification processes.	PIDA								-----										N.A.	Some proposals and recommendation would be made shortly based on the result of intensified interview to the pilot FO of AWB/LCC(W).
1-4 Improve the guidelines/manuals based on the results of verification.																				
(1) Draw out the points to be improved and accordingly revise the guidelines/manuals.	PIDA																		N.A.	PIDA is on the process of restructuring the training materials taking the guidelines/manuals composed by the foregoing JICA project into account. When PIDA restarts PO training using the newly composed materials, some revision of the materials would be made based on the result of on-site verification.
2-1 Provide guidelines of water saving technologies through verification in the model areas.																				
(1) Conduct the baseline survey to grasp the current irrigation management practices by farmers.	PIDA, PAD		-----																Baseline survey was conducted during Sep. 2009 to Jan 2010. Current irrigation facilities, nature of water saving irrigation disseminated and farmers' willingness to apply new technologies and other related irrigation.	N.A.
(2) Introduce and practice the water saving methods selected from laser level leveling, furrow irrigation, drip irrigation, sprinkler irrigation, etc. in the model areas.	PIDA, PAD					-----													Laser Land Leveling was practiced in part of land leveling experiment. Laser Land Leveling and Bed & Furrow were demonstrated some part of model areas with PHEP Fund. Furthermore recommendation of balanced fertilizers with soil analysis are introduced. Criteria of water saving e.g. irrigation time and volume were investigated at model farmers.	Demonstrations of Laser Land Leveling and Bed & Furrow are continued. Demonstrations of HES(drip and sprinkler irrigation) are launched in Khairif 2011. Other method e.g. tunnel technology listed on PISP PC-1 are implemented in the project area. Criteria of water saving are investigated continually to verify effectiveness of each water saving technologies.
(3) Propose improvement of the conventional land leveling methods and conduct verification study.	PIDA, PAD						-----												Land leveling with simple equipment was experimented and verified.	Since previous experiment have not satisfy efficiency of leveling, further experiment are implemented.
(4) Propose improved on-farm water management and conduct verification study.	PIDA, PAD																		N.A.	Trend of soil moisture are measured in model farms. Appropriate irrigation volume and interval are estimated with trend of soil moisture measured. (Meanwhile, demonstration of soil moisture measurement was implemented on a pilot area in Jan. 2011)
(5) Draw out the guidelines of the water saving technologies.	PIDA, PAD																		N.A.	Guidelines of water saving technologies for farmers are developed with outcome of demonstration, verification and experiment mentioned above.
2-2 Disseminate the water saving technologies recommended in the guidelines.																				
(1) Apply the guidelines to the FOs in the areas other than the model areas through PAD.	PIDA, PAD																		N.A.	TOF are conducted in respective pilot area using guidelines. Means of TOF are established through discussion of Task Team.
3-1 Improve the agricultural extension methods.																				
(1) Review and select appropriate extension methods utilizing FOs in the pilot areas in collaboration with IPD, PIDA, PAD, and related institutions, with application of methods of farmers field school and/or others.	IPD, PIDA, PAD		-----																The documents on Farmers Field School were contributed by PAD and reviewed. However, the counterparts who actually worked Activity 3-1 were not appointed. Thus, establish a Capacity Building Task Team and its members were appointed to discuss the matter of Activity 3 instead. With this situation, reviewing extension methods has been studied through a part of the TOT modules by the TOT participants, because they are in position to exercise and involve the participating extension works.	Lack of counterparts in this regards, the idea of FO&P as an extension platform has been repeatedly mentioned during the TOT courses. As a part of Capacity Building, tentative extension methods shall be considered with the TOT participants for them to provide training and guidance as well as to have better implementation. With this approach, they can develop knowledge and skills to improve and/or adjust the methods upon local situations and farming community needs. Thus, in parallel to the TOT course, this subject will be continued.
(2) Draw out extension plan and training textbooks/materials for trainers, and conduct training for the FOs in the pilot areas.	PIDA, PAD																		Planning an extension works were discussed among the Task Team. However, such plan has not yet been derived in taking into account of FO&P as a servicing channel. As for training materials an agricultural extension, it was considered that they were indifferent, a part of TOT materials to be developed/revised. Some of extension materials were collected and translated into English.	Since assignment of counterparts is not expected, members of existing TOT materials shall be requested to the agencies, selected from the TOT participants. As an off of the TOT course, training to the FO members/farmers is planned to implement after September 2011. The Extension has audio-visual aids but not utilized in local areas. Collect them and study the contents, then consider their revision and/or methods of utilization for local needs.

金

h





### ANNEX 3: Evaluation Grid

Evaluation Criteria	Evaluation question		Basis of judgment	Data needed	Data source	Data collection method
	Main question	Sub question				
Achievement	Were the input made as planned?	Have the Japanese experts dispatched as planned?	Comparison with the planned figures	Records on Japanese experts	Project records	Document review, interviews
		Has the counterpart training conducted as planned?	Comparison with the planned figures	Records on counterpart training	Project records	Document review, interviews
		Have the equipment and machinery provided as planned?	Comparison with the planned figures	Records on equipment provision	Project records	Document review, interviews
		Have the counterpart personnel assigned as planned?	Comparison with the planned figures	List of counterpart personnel	Project records	Document review, interviews
		Have the physical facilities provided as planned?	Comparison with the planned facilities	Information on the facilities	Project records, opinions of experts	Interviews, ocular visit
		Have the budgets to cover operational costs allotted as planned?	Comparison with the planned figures	Records on budgetary allocation	Project records	Document review, interviews
	Have the outputs been produced properly?	Have the improved guidelines/manuals been compiled and distributed to AWBs and FOs ?	Degree of achievement	Information on the progress of the compilation	Project records and personnel, officials of AWBs/FOs	Interview, discussion with Project staff, officials of AWBs/FOs
		Have the guidelines on the water saving technologies been compiled and distributed to farmers?	Degree of achievement	Information on the progress of the compilation	Project records and personnel, sample farmers	Interview, discussion with Project staff and sample farmers, ocular visit
		Have the farmers in main pilot areas applied any of the recommended water saving technologies?	Degree of achievement	Information on the technology dissemination to the farmers	Project records and personnel	Interview, discussion with Project staff
		Have the training manuals, textbooks and information materials been compiled?	Degree of achievement	Information on the progress of the compilation	Project records and personnel	Interview, discussion with Project staff
		Have any of the IPD and PIDA staff received the TOT?	Degree of achievement	Information on the progress of TOT and record of training conduct	Project records and personnel, IPD and PIDA staff	Interview, discussion with Project staff
		Have any of the PAD staff received TOT on extension methodology?	Degree of achievement	Information on the progress of TOT and record of training conduct	Project records and personnel, PAD staff	Interview, discussion with Project staff
		Have any of the AWBs/FOs received TOT?	Degree of achievement	Information on the progress of TOT and record of training conduct	Project records and personnel, officials of AWBs/FOs	Interview, discussion with Project staff
	Is the Project purpose likely to be achieved?	Have the guidelines / manuals for AWBs / FOs been improved?	Levels of Improvement	Information related to the progress of compilation	Project personnel, Project records, officials of AWBs/FOs	Interview, discussion
		Have the water productivity in the main pilot areas been increased?	Degree of technology dissemination and increase	Data or record on the water productivity	Project personnel, Project records, sample farmers	Interview, discussion
		Are the TOT participants able to apply their learning to support farmers in the main pilot areas?	Levels of application	Information related to the TOT conducts, participants and their application of learning	Project personnel, Project records, officials of AWBs/FOs	Interview, discussion
		Is the model of appropriate irrigation management system likely to be established by the end of the cooperation period?	Prospects of achievement	Data on the application of guidelines / manuals among AWBs / FOs, water productivity in the main pilot areas, and degree of application of TOT learning by the trained personnel	Opinion of the Project personnel, Project records, production data	Interview, discussion with Project staff, data review

Evaluation Criteria	Evaluation question		Basis of judgment	Data needed	Data source	Data collection method
	Main question	Sub question				
Implementation processes	Have the activities been implemented as scheduled?	Have the activities been timely implemented?	Comparison with the PO	Actual implementation schedule	Project personnel, Project records	Document review, interviews
		Has there been any change in the activities and schedule of implementation from the original PO?	Comparison with the PO	Information on the changes that took place	Project personnel, Project records	Document review, interviews
	Have there been any problem related to the management of the Project?	Have the Project activities been properly monitored?	Frequency and contents of monitoring	Monitoring mechanism, monitoring results	Project personnel, Project records	Document review, interviews
		Has the decision making mechanism of the Project been functional?	Existence of problems and countermeasures	Information on the JCC and other decision making mechanisms	Project personnel, Project records	Interview, discussion with Project staff
		Has the communication among JICA HQ, JICA country Office, the implementing agencies and the Project been smooth?	Existence of problems and countermeasures	Ways and contents of the regular transactions	Officers in charge at JICA HQ and JICA Pakistan Office, Staff of implementing agencies, Project personnel, Project records	Interview, discussion with Project staff
		Has the communication among the Project personnel been smooth?	Existence of problems and countermeasures	Ways and contents of the daily and regular transactions among the Project personnel	Project personnel, Project records	Interview, discussion with Project staff
		Have there been any other problems encountered in the course of Project implementation so far?	Existence of problems and countermeasures	Information on the managerial problems so far and countermeasures taken by the Project	Project personnel, Project records	Interview, discussion with Project staff
		What are special measures taken in terms of the managerial aspects of the Project?		Information on the managerial measures taken by the Project	Project personnel, Project records	Interview, discussion with Project staff
		Are the implementing agencies committed and well aware of the Project?	Do the implementing agencies understand the objectives and approaches of the Project?	Levels of understanding	Information on the understanding of the Project purpose, discussion & meeting records	Project personnel, Project records
	Have appropriate counterpart personnel been assigned?		Suitability of their expertise	Information on the qualification / background / experiences of the assigned personnel	Project personnel, Project records	Interview, discussion with Project staff
	Have the counterpart personnel been committed and involved actively in the Project activities?		Degree of participation	Examples of the activities that were mainly conducted by the counterpart personnel	Project personnel, Project records	Interview, discussion with Project staff
	Are the target groups well aware of the Project?	Have the beneficiaries well recognize the Project activities?	Levels of understanding	Information on their understanding of the Project, records of explanatory efforts made by the Project	Project personnel, Project records, officials of AWBs/FOs	Interview, discussion
		Have the beneficiaries participated actively in the Project activities?	Degree of participation	Information on their participation in the Project activities	Project personnel, Project records, officials of AWBs/FOs	Interview, discussion
	Were there any special measures taken to ensure the smooth implementation of the Project?	Have there been any special measures taken in terms of implementation mechanism?		Information on the measures taken by the Project	Project personnel, Project records	Interview, discussion with Project staff
		Have there been any special consideration given in terms of dealing with the target groups?		Information on the measures taken by the Project	Project personnel, Project records	Interview, discussion with Project staff
	Does the Project address the needs of the target area and the target groups?	Is the Project still in line with the needs of the target area and society?	Confirmation on the current needs			
		Is the Project still in the line with the needs of the target group?	Positive response from the target group	Baseline information, opinion of Project personnel and target beneficiaries	Project reports and personnel, officials of AWBs/FOs	Document review, interviews

金

h



Evaluation Criteria	Evaluation question		Basis of judgment	Data needed	Data source	Data collection method
	Main question	Sub question				
Relevance	Has the Project still been in line with the priorities in the development plans and program of the country and the sector ?	Is the Project still consistent with the development plans of Pakistani Government?	Existence of the consistent stipulation in the document	Development plans and programs of Pakistani government	Policy documents	Document review
		Is the Project still consistent with the plans and programs in irrigation and agricultural sectors?	Existence of the consistent stipulation in the document	Policies & programs related to the irrigation and agriculture	Policy documents	Document review
	Is the Project priority in the Japan's foreign assistance policy and JICA's country programs?	Is the Project relevant to the Japan's Aid Policies ?	Existence of the consistent stipulation in the document	Priority directions in Japan's Aid Program	Japan's Foreign Assistance Policy	Document review
		Is the Project relevant to the JICA's Program / Rolling Plan?	Existence of the consistent stipulation in the document	JICA's Program / Rolling plan	JICA's Country Assistance Program / Rolling Plan	Document review, discussion with JICA staff
	Has the Project been adequate means to address the development issues in the country and the sector?	Does the Project appropriately address the issues of irrigation and agricultural sectors?	Existence of the consistent stipulation in the document	National policies & programs related to the local government and water sector	Policy documents	Document review
		Does the Project properly address the needs and context of implementing agencies?	Existence of the consistent stipulation in the document	Plans and program of implementing agencies	Policy documents, staff of implementing agencies	Document review, interviews
		Has there been any synergy effects through cooperation with other donors?	Positive response from the target group	Baseline information, opinion of stakeholders	Project reports and personnel, officials of AWBs/FOs	Document review, interviews
	Is the selection of target groups appropriate?	Have the size of the target group been appropriate?		No. and area of coverage, No. of beneficiaries	Project personnel, statistics, other secondary documents	Document review, interviews
		Has the Project equitably brought about the benefit?	Distribution of the Project benefits	Project benefits enjoyed by different strata of target groups	Project records and personnel, officials of AWBs/FOs	Document review, interviews
		Has the cost been equally shared by the stakeholders?	Cost sharing ratio	Expenditure and source of funds	Project records and personnel	Document review, interviews
	Has the Project applied appropriate approach?	Is there any advantage of Japanese technologies / experiences?		Technologies transferred through the Project	Project personnel, Project records	Document review, interviews
	Has there been any changes in the environment of the Project?	Has there been any changes in the social, political and other conditions assumed prior to the commencement of the Project?		Information on the environment of the Project	Project personnel, Project records	Document review, interviews
Effectiveness	Is the prospect of achieving the Project purpose considered to be high?	Has the Project purpose been specific enough?	Existence of commonly shared definitions of Project purpose	Definition, understanding on the Project purpose among the Project personnel	Project personnel, Project records	Interview, discussion with Project staff
		Will there be any potential obstacles that may hinder the achievement of the Project purpose?		information on the potential risks and obstacles and possible countermeasures	Project personnel, Project records	Interview, discussion with Project staff
	Have the outputs been appropriate to achieve the Project purpose?	Has there been any factors contributing to the achievement of the Project purpose other than the outputs?		Information on the related events, programs/projects by other organizations in the target area	Project personnel, Project records, relevant documents	Interview, field visit, discussion with Project staff
		Is the logical sequences between outputs and Project purpose still secured?	Confirmation on the logical sequence	Information on the results of activities that indicate the cause-effect relationship	Project personnel, Project records	Interview, discussion with Project staff
	Has there been any influence of important assumptions?			information on the security situations and internal relationship of FOs	Project personnel, Project records	Document review, interviews
	Has there been any other hindering or contributing factors?			Information on any relevant events in the course of Project implementation	Project personnel, Project records	Interview, discussion with Project staff

h

k



Evaluation Criteria	Evaluation question		Basis of judgment	Data needed	Data source	Data collection method
	Main question	Sub question				
Efficiency	Have the Project activities been appropriate to produce the outputs?	Are the activities contributing to achieve the outputs?	Co-relation between the outcomes of the activities and outputs	Logical sequence between activities and outputs, progress of activities and levels of achievements	Project personnel, Project records	Document review, interviews
		Has there been any obstacle for the achievement of the outputs?		Information on any relevant events in the course of Project implementation		Project personnel, Project records
	Have the inputs been appropriate to produce the outputs?	Have the timing, number, duration, and fields of Japanese experts dispatched been appropriate?	Comparison with the planned figures	Records on Japanese experts	Project records	Document review, interviews
		Have the timing, duration, contents of counterpart training been appropriate?	Comparison with the planned figures	Records on counterpart training	Project records	Document review, interviews
		Have the timing, volume, and specification of provision of equipment been appropriate?	Comparison with the planned figures	Records on equipment provision	Project records	Document review, interviews
		Have the timing, number, fields and competency of the counterpart personnel been appropriate?	Comparison with the planned figures	List of counterpart personnel	Project records	Document review, interviews
		Were the physical facilities sufficient to implement the Project activities?	Comparison with the planned figures	information on the facilities	Project records, opinions of experts	Interviews, ocular visit
		Has the scale of Project cost been appropriate for the planned inputs?	Comparison with the input costs	Budget and expenditure, local cost by Pakistani side	Project record and personnel, JICA staff	Interview, discussion with Project personnel and JICA staff
		Will the degree of the Project achievements be enough to compensate the costs of inputs?	Comparison with the input costs	Budget and expenditure, local cost by Pakistani side	Project record and personnel, JICA staff	Interview, discussion with Project personnel and JICA staff
	Have there been any factors hindering or contributing to the efficiency of the Project?	Are there any outputs that were realized by cooperation with other JICA schemes or other donors?		Information from the Project	Project record and personnel, JICA staff	Interview, discussion with Project personnel and JICA staff
Has there been any influence from important assumptions?			Information on the climate and natural disasters	Project personnel, Project records	Interview, discussion with Project staff	
Impacts	Is the prospect of achieving the overall goal assumed to be high?	Have there been any other factors affecting the efficiency?		Information on any relevant events in the course of Project implementation	Project personnel, Project records	Interview, discussion with Project staff
		Is the model of appropriate irrigation management established by the Project likely to be disseminated to the target areas other than the pilot areas?	Comparison with the baseline	Information on the progress of formulation of the model, dissemination plans	Opinions of Project personnel, Project documents	Document review, interview, discussion with stakeholders
		Are the FOs in the target areas likely to apply the model of appropriate irrigation management that is to be established by the Project?	Comparison with the baseline	Information and data on the operations of the FOs	Opinions of Project personnel and officials of AWBs /FOs, Project documents	Interviews, discussion with project staff and officials of AWBs /FOs
		Are Methods or mechanism suggested to achieve the overall goal?		Future plan of the government, opinion of the Project staff	Staff of the implementing agencies, Project personnel	Document review, interviews, discussion
		Will the achievement of the overall goal contribute to the bring positive impacts to the policies of Pakistani government?	organizational commitment, existence of relevant programs	Current program, future plan of the government, opinion of the Project staff	Staff of the implementing agencies, Project personnel	Document review, interviews, discussion
	Is there any possible factors that hinder or contribute to the achievement of the overall goal?		Information on any relevant events in the course of Project implementation	Project personnel, Project records	Document review, interviews	
	Is the project purpose still appropriated to achieve the overall goal?	Is the logical sequences between the Project purpose and the overall goal still secured?	Confirmation on the logical sequence	Information on the results of activities that indicate the cause-effect relationship	Project personnel, Project records	Interview, discussion with Project staff
Are there any additional important assumptions to be taken into account?		Influence of surrounding factors on the Project	Information on the relevant factors surrounding the Project	Project personnel, Project records	Interview, discussion	

h

h



Evaluation Criteria	Evaluation question		Basis of judgment	Data needed	Data source	Data collection method
	Main question	Sub question				
Impacts	Have there been any other ripple effects?	Has there been any effect beyond the intended target groups?		Information on the sample cases in target area and other areas	Project personnel, Project records	Document review, interviews
		Has there been any unexpected effect on the policies and programs of implementing agencies?		Information on the relevant policies	Relevant documents, Project personnel, Project records	Document review, interviews
		Has there been any change or formulation in terms of relevant organization, laws, rules and regulations?		Information on the changes and new setup	Project personnel, Relevant documents	Document review, interviews
		Has there been any unexpected change in technical and/or methodological aspects of the training?		Information on the changes that took place	Project personnel, Project records	Document review, interviews
		Has there been any unexpected effect in terms of gender, human rights, poverty gap, peace and conflicts?		Information on the cases of relevant events	Project personnel, Project records	Document review, interviews
		Has there been any unexpected effect on environmental concerns in the target areas?		Information on the cases of relevant events	Project personnel, Project records	Document review, interviews
	Are the impacts brought by the Project?	What are the factors that brought about the above mentioned positive and negative effects?	Project's attributes to the effects	Information on the other interventions and events in the target areas	Project personnel, sample beneficiaries	Interview, discussion with relevant staff, document review
Sustainability	Will the policy of improving and expanding irrigated agriculture continue ?	Is the possibility of continuation of the policies of irrigation and agricultural sectors high?	Policy commitment	Current program, future plan of the government, opinion of the Project staff	Policy documents, Project personnel	Interview, discussion with relevant staff, document review
		Is there any alternative programs that can integrate the outcomes of the Project?	Existence of relevant programs	Current program, future plan of the government, opinion of the Project staff	Policy documents, Project personnel	Interview, discussion with relevant staff, document review
		Are the implementing agencies committed to continue the activities?	organizational commitment of the implementing agencies	Opinions and relevant documents of implementing agencies	Project personnel, staff of implementing agencies	Interview, discussion with Project staff
	Are the implementing agencies capable to continue or further expand relevant activities of the Project?	Are the counterpart personnel capable of carrying out the activities?	Comparison with the baseline	Levels of competence, confidence, experiences and performance	Project personnel, sample beneficiaries	Interview, discussion with Project staff
		Are the necessary budget allotted for the continuous provision to training, monitoring and evaluation activities?	Budget allocation, planned volume	Budget plan of implementing agencies	Relevant staff of implementing agencies, budget documents	Interview, confirmation of documents
		Are the participating farmers capable of continuing and expanding their activities initiated during the Project?	Comparison with the baseline	activity records and future plan of the irrigation groups	Sample beneficiaries , Project personnel	Interview, discussion
	Will the technologies and methodologies introduced by the Project continuously be utilized?	Are the model of appropriate irrigation management system properly comprehended and well accepted among the stakeholders?	Levels of understanding and acceptance	Understanding on the model among stakeholders	Project personnel, officials of AWBs/FOs	Interview, discussion
		Is there any mechanism within the implementing agency to continue / further disseminate / modify the guidelines/manuals in the future?	Existence of relevant programs	Information on the organizational setup and programs for further continuation and dissemination	Project personnel, staff of implementing agencies, organograms	Interview, discussion with Project staff, document review
		Are the contents and materials of TOT developed by the Project suitable for the situation of the beneficiaries?	Degree of acceptance and application among the target beneficiaries	Data and records on the acceptance and application of technical learning among the TOT participants	Project personnel, TOT participants	Interview, discussion with sample beneficiaries
		Is there any mechanism to further disseminate the training and approach to other areas?	Existence of relevant programs	Information on the organizational setup and programs for further dissemination	Project personnel, staff of relevant institutions, oranograms	Interview, discussion with Project staff, document review

1/2

h

Evaluation Criteria	Evaluation question		Basis of judgment	Data needed	Data source	Data collection method	
	Main question	Sub question					
		is the necessary equipment properly maintained?	Degree of maintenance and designation of the responsible entities	Budget allocation, history of maintenance of equipment	Project records, Project personnel	Document review, interviews	
	Are there any factors that may affect the sustainability of the Project?	Is there any negative influence on the social and cultural aspects that may become obstacles in carrying out the activities?		Information on the cases of relevant events	Project personnel, Project records, sample beneficiaries	Interview, discussion	
		Is there any negative influence on the environment that may inhibit the continuation of the activities?		Information on the cases of relevant events	Project personnel, Project records, sample beneficiaries	Interview, discussion	
Identification of the Necessary measures to be taken	How the presumed conditions at the time of the commencement of the Project been changed and addressed?	What have been the factors affected the provisions of the planned inputs?		Information related to the inputs	Project personnel, Project records & documents	Interview, discussion	
		What have been the factors affected the progress of the activities?		Information related to the process of implementation of the activities	Project personnel, Project records & documents	Interview, discussion	
		What have been the factors affected the degree of achievement of outputs?		Information related to the progress of attainment of the outputs	Project personnel, Project records & documents	Interview, discussion	
		What have been the factors affected the implementation mechanism of the Project?		Information related to the implementation mechanism	Project personnel, Project records	Interview, discussion	
		What have been the factors affected the pre-conditions and important?		Information related to the assumptions	Project personnel, Project records	Interview, discussion	
	What are the possible measures to further facilitate the Project implementation?	Is there any necessary change in terms of activities and inputs of the Project?				Project personnel, staff of the implementing agencies	Discussion with stakeholders and among the evaluation team
		Is there any necessary change in terms of outputs and their target indicators of the Project?				Project personnel, staff of the implementing agencies	Discussion with stakeholders and among the evaluation team
		Is there any necessary change in terms of the Project purpose and its target indicators?				Project personnel, staff of the implementing agencies	Discussion with stakeholders and among the evaluation team
		Is there any necessary change in terms of the implementation mechanism of the Project?				Project personnel, staff of the implementing agencies	Discussion with stakeholders and among the evaluation team
		What are the other possible measures to further facilitate the Project implementation?				Project personnel, Project records	Interview, discussion

1/2

k



## ANNEX 4: Machinery and Equipment provided by JICA

Project : Strengthening Irrigated Agriculture  
through Participatory Irrigation  
Management in the Puniab Province  
Period : 23 March.2009 - 31 March 2013

**Note:**

**R/P:Route of Procurement**

(J: From Japan,L: Local,)

**Frequency of Use**

(A: Always - B: Often - C: Sometimes)

**Condition**

(A: Good - B: Fair - C: Bad)

No.	Date of Purchase	Description				Amount	Price (¥)	Price (Rs.)	Frequency of Use	Condition
		Item	Manufacture	Model No	R/P					
1	30.Mar.2009	Laptop PC: Dell Studio 1537, XP-SP2, Office 2003	Dell	Studio 1537	L	1			C	A
2		LCD Projector: Panasonic, PT-L520E, 2000lm	Panasonic	PT-L520E	L	1			C	A
3	15.Dec.2009	Photocopy Machine: Canon iR2022N Duplex unit, DADF-P2, w/LAN-Printer-Scanner functions	Canon	iR2022N	L	1	313,567	302,000.00	A	A
4	10.Feb.2010	Portable Soil pH/EC Meter	Fujiwara Scientific co., Ltd	PFC-42	J	1	226,960	226,960.00	C	A
5	19.Feb.2010	Video Camera Set: Sony Handcam HD-XR200, Memory Card ext., Battery & Charger, Tripod, Carrying Bag	Sony	HD-XR200	L	1	75,618	70,075.00	C	A
6	13.Mar.2010	UPS & Liquid Battery Set:	APC-1500VA, and Liquid Battery	APC-1500VA	L	2	31,152	29,500.00	A	A
7	22.Mar.2010	Laptop PC: HP ProNote 4510S, XP SP3, MS Office 2007	HP	ProNote 4510S	L	1	68,534	64,900.00	B	A
8	12.Jun.2009	Desktop PC: Dell Optiplex 170L, 40GB, 15Diapaly	Dell	Optiplex 170L	L	1			A	A
Total							715,831	693,435		

12

12

## ANNEX 5: Training of Counterpart Personnel in Japan

### Course List

NO.	Name of Training Course	Number of Participants	Duration	2009				2010			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1	Water Management Organization	5	2010/2/15-2010/2/27				↔				
2	Irrigation Management Organization	2	2010/7/19-2010/7/31					↔			

### Participant List

No.	Name of Participant	Department	Present Post (Post at assignment time)	Remarks	Period of Assignment		Training in Japan	
					From	To	Year	Name of Training Course
1	Mr. Muhammad Bhatti	PIDA (Head Office)	(Deputy General Manager(Transfer Management))		Jul., 2009	Aug, 2010	2010	Water Management Organization
2	Mr. Shansher Khan	PIDA (AWB/LCC(W))	Chairman(AWB/LCC(W))	*	Jul., 2009	to date	2010	Water Management Organization
3	Mr. Zulfiqar Ali	PIDA (AWB/LCC(W))	Manager, Social Mobilization Cell (AWB/LCC(W))		Aug, 2003	to date	2010	Water Management Organization
4	Mr. Nasir Sultan	PIDA (AWB/Bahawalnagar)	Manager, Social Mobilization Cell (AWB/Bahawalnagar)		Aug, 2003	to date	2010	Water Management Organization
5	Mr. Muhammad Iqbal Lucy	PIDA (AWB/Derajat)	Field Officer (AWB/Derajat)		Aug, 2007	to date	2010	Water Management Organization
6	Mr. Syed Shaiq-Hussain Abidi	PIDA(Head Office)	Deputy General Manager (Social Mobilization)		Oct, 2002	to date	2010	Irrigation Management Organization
7	Mr. Imran Aslam	PIDA (Head Office)	Manager (Reforms)		Dec, 2003	to date	2010	Irrigation Management Organization

Note: In case a counterpart's employment is temporary, enter "\*" in Remarks

*Handwritten signature*

*Handwritten signature*

## ANNEX 6: List of Counterpart Personnel

No.	Name	Position	From	To	Remarks
1	<b>COUNTERPART PERSONNEL</b>				
<b>CHIEF OF THE STEERING COMMITTEE</b>					
i	Mr. Sohail Ahmed	Chairman P&D	27.02.2009	31.03.2009	
ii	Mr. Sami Saeed	-do-	31.03.2009	01.02.2009	
iii	Mr. Javed Aslam	-do-	01.02.2010	To-date	
<b>CHIEF OF THE PMCC</b>					
i	Mr. Muhammad Younis Ansari	Head PMO PISIP	21.06.2008	17.09.2009	
ii	Mr. Muhammad Shafiq	-do-	17.09.2009	To-date	
2	<b>PROVINCIAL LEVEL COUNTERPART</b>				
<b>PUNJAB IRRIGATION AND POWER DEPARTMENT (IPD)</b>					
i	Mr. Babar Hassan Bharwana	Secretary I&P	01.01.2009	04.05.2009	
ii	Maj (Rtd) Azam Suleman	-do-	05.05.2009	16.02.2010	
iii	Mr. Rab Nawaz	-do-	17.02.2010	To-date	
iv	Mr. Asrar-ul-Haq	Chief, Strategic Planning Reform/Unit	29.12.2006	To-date	
<b>PUNJAB IRRIGATION AND DRAINAGE AUTHORITY (PIDA)</b>					
i	Mr. Waqar Ahmad Khan	General Manager (TM), PIDA	25.05.2008	15.06.2009	
ii	Mr. Asrar-ul-Haq	-do-	16.06.2009	28.10.2009	Additional Charge
iii	Mr. Muhammad Ashraf	-do-	29.10.2009	03.08.2010	
iv	Mr. Syed Zahid Ali	-do-	04.08.2010	To-date	
i	Mr. Abdul Rahim Garewal	DGM (TM)	05.03.2009	10.07.2009	
ii	Mr. Muhammad Yunus Bhati	-do-	11.07.2009	31.08.2010	
iii	Mr. Syed Safdar Shah	-do-	25.11.2010	To-date	
i	Mr. Shaiq Hussain Abidi	DGM (SM)/Training	10.09.2007	To-date	
i	Mr. Waqar Ahmad Khan	General Manager (Op), PIDA	24.05.2008	14.06.2009	Additional Charge
ii	Mr. Asrar-ul-Haq	-do-	16.06.2009	01.09.2009	Additional Charge
iii	Mr. Ilyas Yousaf	-do-	29.04.2010	18.07.2010	
iv	Mr. Karamat Ali	-do-	22.09.2010	To-date	
i	Mr. Irshad Ul Haq	Deputy General Manager (Op), PIDA	03.06.2008	18.04.2009	
ii	Mr. Abdul Rahim Garewal	-do-	04.05.2009	31.08.2010	Additional Charge
iii	Mr. Javed	-do-	12.10.2010	To-date	
<b>PROGRAM MONITORING AND IMPLEMENTATION UNIT (PMIU)</b>					
i	Mr. Muhammad Younis Ansari	Chief Monitoring PMIU	25.03.2009	13.10.2009	
	Mr. Habib Ullah Bodla	-do-	14.10.2009	To-date	
<b>PUNJAB AGRICULTURE DEPARTMENT</b>					
<b>Directorate General Agriculture On-Farm Water Management (OFWM)</b>					
i	Mr. Abdul Majeed	Director General	06.12.2008	31.10.2010	

ANNEX 6

1/3



No.	Name	Position	From	To	Remarks
ii	Chaudhary M. Ashraff	-do-	01.11.2010	To- date	
iii	Mr. Basharat Javed	Director (WMTI)	29.11.2010	To-date	
<b>Directorate General Agriculture (Extension and Agricultural Research)</b>					
i	Dr. Anjum Ali	Director General	01.12.2007	To- date	
ii	Mr. Ali Sher Nasir	Agriculture Economist (Ext.)	Jun-08	To-date	
<b>PLANNING AND DEVELOPMENT DEPARTMENT (P&amp;D)</b>					
i	Mr. Capt. Bashir Ahmed	Chief Water P&D	Nov.2007	Feb. 2010	
ii	Mr. M. Abdul Majeed Bhati	-do-	22.02.2010	To-date	
<b>PMO PISIP</b>					
i	Mr. Muhammad Shafiq	Head PMO PISIP	17.09.2009	To-date	Chief of the PMCC
ii	Mr. Ahmed Ul Haq Usmani	Director (Engr.) PISIP	27.04.2009	To-date	
iii	Mr. Arif Toor	Dy. Director (Proc./Engr.)	15.04.2009	To-date	
iv	Dr. Irfan Baig	Dy. Director (ID)	25.05.2010	To-date	
<b>3 FIELD LEVEL COUNTERPART</b>					
<b>AWB LCC (W) FAISALABAD</b>					
i	Mr. Malik Shamsheer Khan	Chairman AWB	23.11.2009	To-date	
ii	Mr. Bashir Ahmed	Chief Executive, LCC (W) AWB Faisalabad	21.11.2008	31.10.2009	
iii	Mr. Inayat Ullah Cheema	-do-	14.11.2009	To-date	
iv	Abdul Ghaffar Bhati	District Officer OFWM, Chiniot	28.08.2009	18.07.2010	
v	Mr. Zulfiqar Ali	-do-	01.08.2010	09.11.2010	
vi	Mr. Rana Munir	-do-	10.11.2010	To-date	
vii	Mr. Shahid Hussain	District Officer Extension, Chiniot	01.09.2009	To-date	
viii	Mr. Zulfiqar Ali	Manager (SM), PIDA	25.07.2007	To- date	
ix	Mr. Khaliq Dad	Manager (IS), PIDA	25.07.2007	To- date	
x	Mr. Safdar Ali	FO President, Pabbarwala Disty	12.09.2007	To- date	
<b>AWB BAHAWALNAGAR</b>					
i	Mr. Khadim Hussain	Chief Executive, AWB Bahawalnagar	20.03.2008	25/09/2009	
ii	Mr. Abdul Majeed	-do-	26.10.2009	11/06/2010	
iii	Mr. Muthammad Saleem	-do-	12.10.2010	To-date	
iv	Mr. M. Ashraf	District Officer OFWM, Bahawalnagar	01.12.2008	15.04.2010	
v	Mr. Rao Muhammad Amir	District Officer OFWM, Bahawalnagar	15.07.2010	30.11.2010	
vi	Mr. Allah Ditta Mansoor	District Officer OFWM, Bahawalnagar	01.12.2010	To-date	
vii	Mr. Manzoor Ahmed Jatala	Executive District Officer (Agri.), Bahawalnagar	29.01.2010	To-date	
viii	Mr. Ch. Munir	District Officer Extension, Bahawalnagar	14.02.2006	To-date	
ix	Mr. Nasir Sultan	Manager (SM), PIDA, AWB Bahawalnagar	15.08.2003	To-date	
x	Mr. Sajjad Mahmood	FO President, Jalwala Disty	02.11.2009	To-date	
<b>AWB DERAJAT CANAL CIRCLE D.G.KHAN</b>					
i	Mr. Aziz Waheed Khan	Chief Executive, AWB DG Khan	01.01.2009	31.07.2010	

No.	Name	Position	From	To	Remarks
ii	Mr. Muhammad Yaqoob	-do-	01/08/2010	To-date	
iii	Mr. Khadim Hussain	District Officer OFWM, D.G. Khan	29.01.2010	04.04.2010	
iv	Mr. Manzoor Ahmed	-do-	01.03.2010	28.10.2010	
v	Mr. Munir Ahmed	-do-	05.04.2010	03.10.2010	
vi	Mr. Zafar Ullah Sandho	-do-	05.11.2010	To-date	
vii	Mr. Malik Amjad Iqbal	District Officer Extension, D.G. Khan	01.05.2008	30.09.2010	
viii	Mr. Habib Akhtar	-do-	01.10.2010	To-date	
ix	Mr. Safdar Yar Jhang	Manager (SM), PIDA, AWB Derajat, D.G. Khan	27.12.2006	To-date	
x	Mr. Ghulam Mustafa	FO President, Yaru Disty	02.12.2009	To-date	
<b>AGRICULTURE STAFF, PISIP</b>					
i	Mr. Imran Khalid	Soil Scientist (Lhr. Office)	06.07.2010	To-date	
ii	Mr. Arbab Khan	Manager Admin/Accounts (Lhr. Office)	09.08.2010	To-date	
iii	Mr. Muhammad Rizwan	Agri. Engr. LCC (W)	30.06.2010	To-date	to be resigned
iv	Mr. Kashif Rasool	Agri. Engr. Bahawalnagar	01.09.2010	To-date	
v	Mr. Imran Ali	Agri. Engr. Derajat	30.08.2010	To-date	

金

h

## ANNEX 7: Details of the Conduct of TOT

### 1. Outline of the Training of Trainer Course in Basic Module

Course	Title	Period of Training					Venue of training
		Feb.23-26, 2010	Mar.9-12, 2010	Mar.24-27, 2010	Apr.5-8, 2010		
1	Communication and Trainer Attitude						Pakistan Institute of Management (PIM), Lahore Branch, Ministry of Industries and Production
2	TNA, Material, Guidance and Planning	Apr.20-23, 2010	May.4-7, 2010	May.18-21, 2010	Jun.1-4, 2010		
3	Case Study, Role Play and Evaluation	Jun.22-25, 2010	Jul.6-9, 2010	Jul.19-22, 2010	Jul.26-29, 2010		
4	Review Course 1	Sep.21-24, 2010	Jul.6-9, 2010	Jul.19-22, 2010	Jul.26-29, 2010	(Planned on Mar. 21-26, 2011)	
5	Field Visit	Oct.25-27, 2010 <sup>(*)</sup>	Nov.22-24, 2010 <sup>(*)</sup>	(Planned in June 2011)			(*) Sahiwal (*) Bahawalnagar

### 2. Number of Participants in Each Course and Group

Course	Title	Group 1	Group 2	Group 3	Group 4	Group 5	Total
Course 1	Communication and Trainer Attitude	15	13	17	15		60
Course 2	TNA, Material, Guidance and Planning	16	19	16	19		70
Course 3	Case Study, Role Play and Evaluation	18	21	18	18		75
Course 4	Review Course 1	16	16	15	12	(16)	59
Course 5	Field Visit	12	10	(12)	(12)	(12)	22

\* The participants of each group in each course are different.

For the Courses 4 and 5, the figures in the bracket are the planned number of participants.

### 3. Number of Participants per Affiliation and Frequency of Attendance to Different Courses

Organization	Location of assignment	No. of participants who participated in;					Total
		1 course	2 courses	3 courses	4 courses	5 courses	
IDP	Lahore	-	-	-	2	-	2
	<b>IPD Sub-total</b>	-	-	-	<b>2</b>	-	<b>2</b>
PIDA	Lahore	1	1	4	9	0	15
	LCC(W)	-	3	5	7	6	21
	Bahawalnagar	1	1	1	5	3	11
	Dera Jat	-	-	2	3	1	6
	Others	-	2	-	-	-	2
	<b>PIDA Sub-total</b>	<b>1</b>	<b>7</b>	<b>12</b>	<b>24</b>	<b>10</b>	<b>55</b>
PAD	Lahore	2	5	1	0	1	9
	LCC(W)	3	1	1	1	1	7
	Bahawalnagar	1	-	-	2	3	6
	Dera Jat	1	1	-	2	-	4
	Others	-	-	-	2	-	2
	<b>PAD Sub-total</b>	<b>8</b>	<b>7</b>	<b>2</b>	<b>7</b>	<b>5</b>	<b>28</b>
<b>Total</b>		<b>9</b>	<b>14</b>	<b>14</b>	<b>33</b>	<b>15</b>	<b>85</b>

12

12