



**INTEGRATED CROP MANAGEMENT FOR
SMALLHOLDER FARMERS IN MUKONO AND
KAYUNGA DISTRICTS UGANDA**

**PLANNING WORKSHOP
MUKONO AGRICULTURAL RESEARCH AND DEVELOPMENT
CENTRE
Mukono, Uganda 27 - 31 August 2001**



OPENING SPEECH BY THE PRESIDENT OF THE UGANDA NATIONAL FARMERS' ASSOCIATION

Mr. Chebet Maikut

Introduction

I feel happy and honoured to officiate at the opening of the Small holder Integrated Crop Management Planning workshop. This type of workshop is the first of its kind to directly involve small-holder farmers in influencing the work for researchers.

We in UNFA regard this as a step in the right direction and trust that it will go a long way in ensuring that farmers' problems are addressed by the researchers through participatory planning.

Research-Farmer Linkage

For many years research work has been de-linked from the farmers. It has mainly been concentrated on research stations. Researchers have drawn their own programmes and implemented them without involving the farmers. This is in spite of the fact that farmers are the major consumers of the findings/technologies generated by the researchers. Thus, research has not been client-oriented and has as a result not answered most of the farmers' problems.

What we are witnessing today is, therefore, a great break through. Smallholder farmers who form the majority of the farming community in the country have been invited to participate in identifying the management practices that are crucial for improved farm production. They are to discuss and identify the problems they perceive as important in their entire farming systems. With such information, they can then link with the different stakeholders.

The workshop

I am glad this workshop has brought together key players in the agricultural sector at the smallholders' level. We have among the participants researchers, farmers, service providers, NGOs and political and civic leaders. The workshop should therefore open the way for us all to learn and appreciate issues related to the problems that the smallholder farmer faces.

It should be one way of strengthening research-extension farmers-linkage, which has been weak for a long time. It is indeed through such interaction that some of the farmers' production problems can be addressed. It is therefore my sincere hope that the process that is starting today will continue. It is through such interaction that farmers will be empowered and adoption of technologies will be accelerated.

The participating farmers

I am informed that the participating farmers are drawn from Kayonza and Wakisi sub-counties and are members of UNFA. My fellow farmers, I view this as a rare opportunity and a challenge to you. A rare opportunity in that you have been selected out of the millions of farmers in Uganda to identify the problems that confront you in your farm production activities so that they can guide researchers in their work. It is a challenge in that you have to articulate the issues clearly so that the researchers are properly guided in their work. Thus, the success of this workshop will depend on how well the critical aspects in integrated crop management on your farms come out. I therefore urge you to take this workshop seriously so that the results can be emulated elsewhere.

To all participants

To all the workshop participants, i.e. farmers, local government officials, NGOs, extension workers and researchers, it is my sincere hope that the workshop will give you chance to learn together what Integrated Crop Management involves at the smallholder farm. That is, the farming systems covering all enterprises, the resources allocation and overall day-to-day management of the farm. It is when we understand the complexities of the smallholder integrated crop management that each of you can contribute satisfactorily to the planning process.

I therefore call on all of you to take the workshop seriously and participate actively so that it will achieve its objectives.

Conclusion

As I conclude, I would like to re-iterate the need for research to work in close partnership with the farmers and other stakeholders who enhance technology adoption by the farmers. It is through a process of this kind that the gap between research and the farmer will be narrowed so that the entire farming community can benefit from research work.

In this way the contribution of research to the initiatives of the Plan for Modernisation of Agriculture will be realised and appreciated by the agricultural sector.

The partnership being created between research and its stakeholders should grow stronger for the good for the farmers.

I wish you all a pleasant working time and declare the workshop open.

Integrated crop management (ICM)

- ❖ **Management of the interactions among soils, plants, water, forests and animals**
- ❖ **A holistic approach to sustainable farming that focuses on the knowledge and expertise of the farmer**
- ❖ **Complementary farming practices that improve productivity and do not deplete the natural resources**

Special thanks to:

Uganda Farmers' Association

Farmer Organization Secretariat

Smallholder Integrated Crop Management Planning Workshop

Background

Background

Over 90% of agricultural production in Uganda is done by small holder farmers with limited resources. Farming relies on natural resources that are being eroded with constant farming practices. Erosion of the natural resource base has led to ever declining agricultural productivity. There is need to create awareness among small holder farmers and other stakeholders to use natural resources in a sustainable manner. Sustainable management of natural resources depends on people's capacity to make appropriate decisions. Farming practices of small holder farmers are influenced by a number of stakeholders who include researchers, local government agents, NGOs, churches, agricultural extension and the private sector. It is, therefore, important that planning, implementation and monitoring of projects geared towards improving the welfare of the smallholder farmers be carried out in a participatory manner with all the relevant stakeholders.

It is for the above purpose that NARO's Mukono ARDC partnered with the World Bank to find new ways of supporting smallholders to innovate their land and crop management strategies. It was decided that all relevant stakeholders should join in planning of the effort. An Integrated Crop Management Planning Workshop was planned to take place at Mukono and to provide a platform for the various relevant stakeholders to come together to contribute knowledge and experience to the planning process.

Farmer participants consisted of two groups from Mukono and Kayunga district. Kayunga district has less contact with Kampala compared to Mukono and has a dryer climate that is appropriate for mixed livestock/maize based production systems. The livestock/maize based system has greater potential for building upon ICM strategies that smallholder farmers have developed. In Mukono district the common production system is banana/coffee based. This system has benefited from more market opportunities and the heavy rainfall in the area. However, over the past few years there has been a decline in the quality and quantity of production due to migrations of, especially the youth to urban centres. Despite the apparent decline, the system is increasingly important to those who have remained in the area, especially women and children. The stakeholders included seven NGOs, six local leaders, nine researchers, ten farmers from Kayunga and seven farmers from Mukono. More women farmers were invited because they do most the farming.

Thus the results obtained from the workshop will be able to help to improve and sustain the land and crop management strategies that farmers in Kayunga and Mukono Districts are using.

Introduction

Workshop objectives:

- ❖ **Learn from farmers about the land and farm management practices they are using so as to better understand what integrated crop management means to them**
- ❖ **Hear from farmers how they would like they would like to be managing their farms 10 years from now and how ICM can help**
- ❖ **Find out how service providers (including researchers, extension, NGOs and local government) can support smallholders to reach their farming visions**
- ❖ **Develop an action plan that is agreed on by the stakeholders**

Rules agreed upon for the workshop

During the four days of the workshop, participants form a society and all societies need rules. So before beginning, the plenary decided upon a number of rules that would be followed throughout. The rules agreed upon had to do with:

- ❖ **Time management**: keeping on schedule was considered critical to the success of the workshop so one participant was chosen to keep everyone on time for and during sessions.
- ❖ **Cell phones**: these create disturbance to the whole group and would be off.
- ❖ **Attendance**: Full participation during the workshop was considered critical. A participant was named to take attendance at appropriate times. Only those attending the whole workshop would receive a certificate.
- ❖ **Titles**: No titles were used and participants were to be addressed by the name they had chosen to have on their name card
- ❖ **Respect for one another**: was considered of utmost importance and a participant was chosen as group leader so that participants would have a spokesperson
- ❖ **Language**: Participants were encouraged to use their most comfortable language during group work and to try to use English in plenaries.
- ❖ **Circle managers**: Two participants each from among farmers, researchers and service providers were chosen to insure that before all sessions chairs were placed in a circle so as to enhance communication and participation.

Smallholder Integrated Crop Management Planning Workshop

Participant Expectations and Fears

All participants received two cards of different colours and were asked to write, in a few words, what expectations and what fears they had for the workshop. The cards were read out loud by the facilitator and attached to a large sheets of newsprint that were left on the wall of the plenary room during the entire workshop.

Expectations

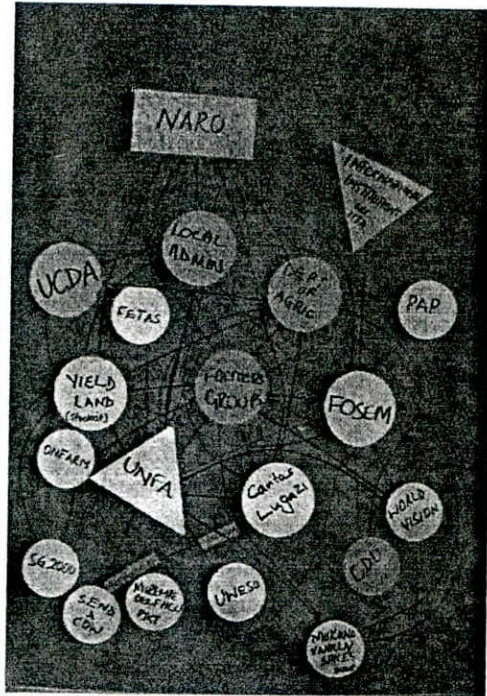
- ❖ Understand how farmers maximize their profits & minimize their risks & vulnerability
- ❖ New practices/technologies in integrated crop management
- ❖ Identify key pests and diseases on major crops and control
- ❖ Acquire knowledge and skills of growing many crops profitably
- ❖ More information on sustainable crop management
- ❖ Understand how different stakeholders will be integrated in project
- ❖ Know more about crops management and new ways of storing
- ❖ Acquire skills for developing and implementing ICM work plans
- ❖ Learn new ways of integrating new and old farming methods
- ❖ Farm production constraint and remedies identified for the target areas
- ❖ Knowledge on implementation of integrated farm management for small holders
- ❖ Roles of stakeholders clearly identified in improving farming systems
- ❖ Ways to enhance the productivity of farming system identified
- ❖ Soil management for sustainable agriculture
- ❖ Acquire knowledge on seed technology
- ❖ Get new skills in agriculture
- ❖ Learn more ideas in farming
- ❖ Develop a work plan for a new project
- ❖ Implementation
- ❖ Be sensitised about the project
- ❖ Farmers freely express themselves
- ❖ Learn more about growing matooke
- ❖ Learn new farming to grow crops
- ❖ Learn new ideas on farming
- ❖ Marketing
- ❖ Clear ICM vision
- ❖ Farmers special interest groups
- ❖ Learn how to make a sustainable plan
- ❖ Consistence for follow-up of the programme
- ❖ Increase productivity
- ❖ Monitoring farmers
- ❖ Training farmers
- ❖ Better understand Mukono and Kayunga farming systems
- ❖ Best integrated crop management practice identified

Fears

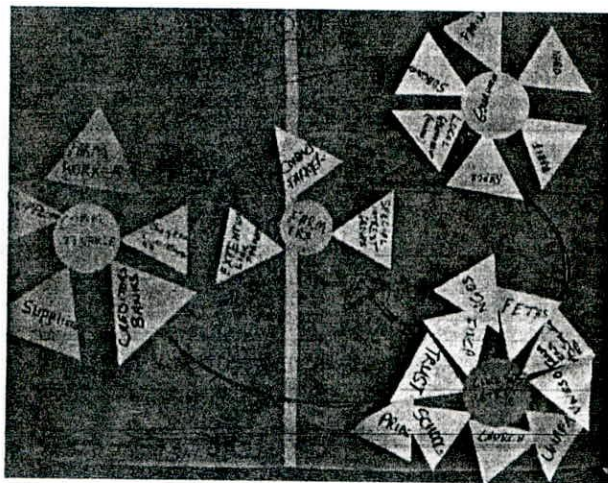
- ❖ The press/media may quote people wrong
- ❖ Little out of pocket allowance
- ❖ Technical staff out number farmers
- ❖ Farmers expecting inputs
- ❖ Lack of time to discuss fully the issues
- ❖ No communication from home for four days
- ❖ Getting outputs printed and distributed
- ❖ Helping the outputs of this workshop
- ❖ Communication in English
- ❖ Fearing to express myself in English
- ❖ Getting no certificate after the workshop
- ❖ We may not all be gender sensitive
- ❖ To ensure successful implementation of the project
- ❖ Use of technical expressions without simplification might make perception of messages difficult
- ❖ Some participants have langue buriers hence need to interpret
- ❖ Do not achieve the most important expectation
- ❖ The weather may spoil the field trip
- ❖ Added responsibility without matching resources
- ❖ Unrealistic expectations raised from stakeholders
- ❖ Poor representation of farmers

Smallholder Integrated Crop Management Planning Workshop

B) Private Sector



C) Farmers



General comments, observations and concerns:

- There is a need to clarify our thinking/idea of who a small farmers is
- There is a need to realise that agriculture is multi-stakeholder
- There has to be some trade offs because everybody's interest may be met
- "Smallholder" is new terminology for the farmers
- Who should the integrated crop management work plan target?
- Do women form an interest group or are they a vulnerable group?
- How will ICM uplift the status of the farmer to commercial farming
- What mechanism is in place to co-ordinate and monitor the linkages?

Smallholder Integrated Crop Management Planning Workshop

Observations by the plenary on the linkage maps representing interaction among agricultural sector service providers

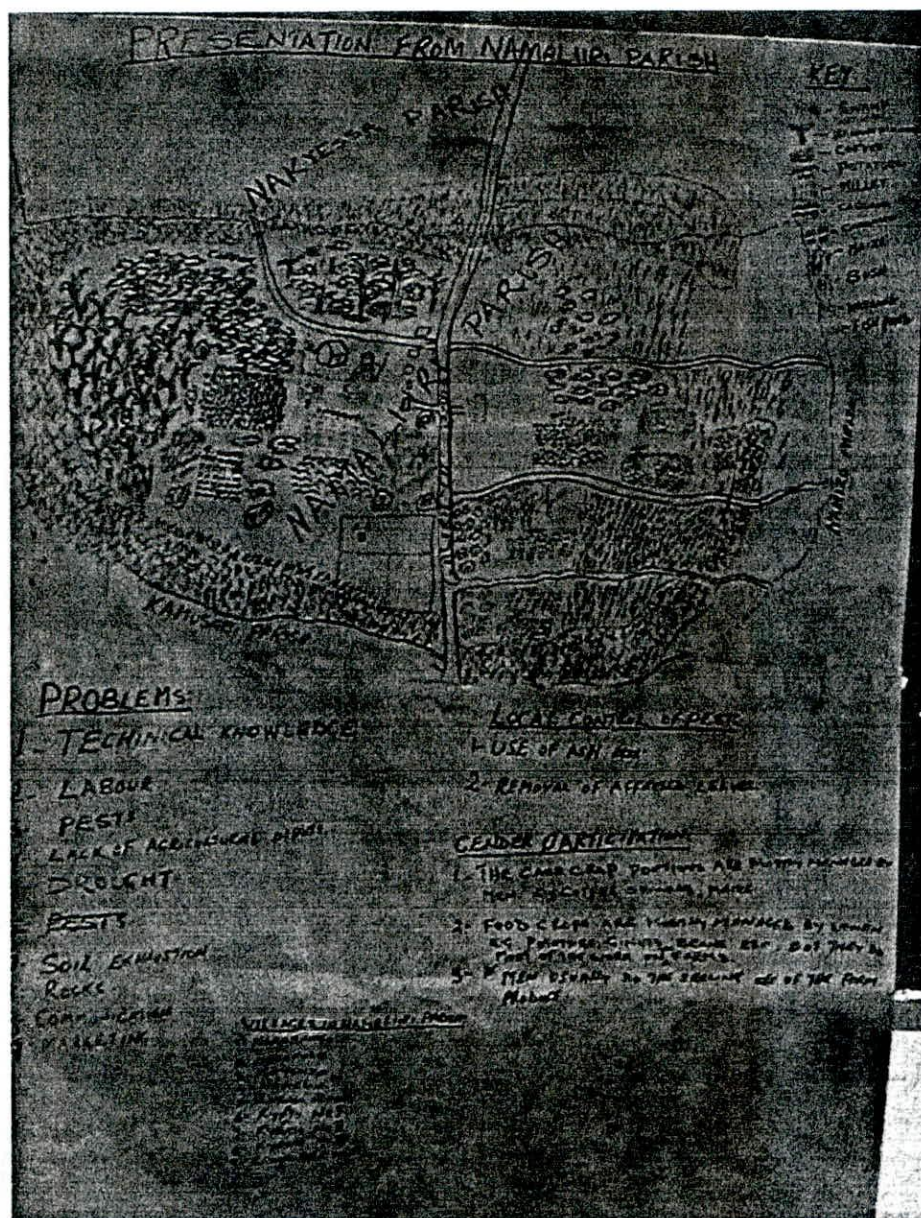
<i>Omissions</i>	<i>Patterns</i>	<i>Striking points</i>	<i>Weaknesses</i>	<i>About farmers</i>
Private sector left out some linkages like schools and churches	Farmers are at the centre with many linkages to govt., private sector and research	Small scale farmer at centre stage	Research group No inter-linkages between institutions	All institutions helping the farmer should improve linkages
	Patterns: farmers' group strong and weak linkages should be indicated	Striking that all these linkages have not improved farm production		
Indigenous knowledge	UNCST only coordinates technical development plans. It doesn't do technical development	Striking point: research group NARO mainly operates through other institutions	Linkages presented are real but not strong enough to be obvious	We need to find a way of decongesting the linkage lines
	Institutions reaching out to the farmer but the farmer not seeking the institution	All institutions aim at a farmer – but they are very thin at the ground		
Farmer to farmer linkages not reflected by the farmers' group	Arrows of farmers did not show feedback to service providers	Message from same sources reaches farmer through many pathways	Farmers see fewer institutions than the rest	What is important is to give a farmer services he likes
	Farmer overwhelmed by too many service providers who may give conflicting messages	The farmers' pattern is striking		
How to uplift farmers from subsistence to semi-commercial or commercial	No indication of effects of linkages	Individual NGOs came out very strongly	The small arrows never reached to the big organizations	All institutions depend on farmers groups
	Is the farmer overwhelmed by attention	It is important that the farmer is the back bone of all the institutions		
	If all the arrows reaching the smallholder farmer were bullets the farmer would be dead. But alas the farmer has never improved!!	The farmer is the focal point	NARO small holder linkages are weak	NARO is seen as having strong linkages yet others say they are weak
	There are too many lines of interactions	All the institutions are aiming at the farmer. But the farmer is not aware		
	Farmer work with all institutions			
How the farmer is marketing his products no institution has show	Linkages among institutions are not strong and hence no coordination of activities and efforts to serve the farmer	These are all learning to the farmer	Farmers seem to place all service providers at one level	There are many institutions but the farmer is not changing
		All effort is geared towards the small holder but no real improvement		
	Various organizations are not consistently co-ordinated in their contacts with farmers	Why few inter linkages between institutions aiming at farmers	Some of these organizations never reach the farmer	UNFA should have a very strong linkage with Ministry of Agriculture
	Each map has a different set of institutions			

Current land and farm management strategies

The farmers were divided into two groups. Farmers from Kayonza made the first group while the second group was composed of the farmers from Wakisi. Both groups were asked to draw out the land and farm management strategies they are currently using.

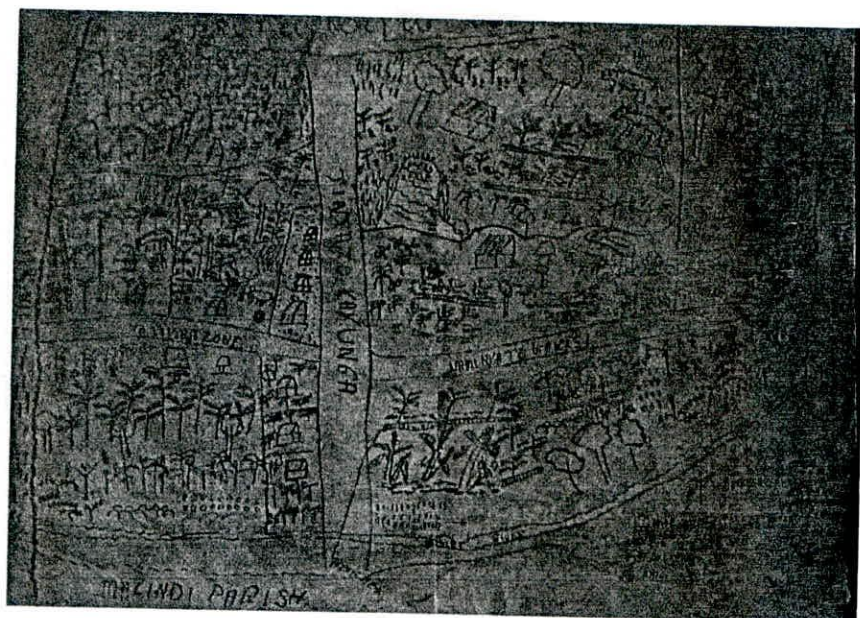
After the farmers' groups had made their presentations the participants were asked to identify two critical aspects of land and crop management on cards. A list was again made of the critical aspects identified.

A) Kayonza



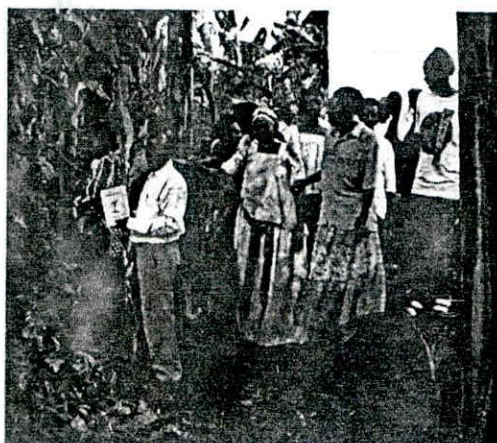
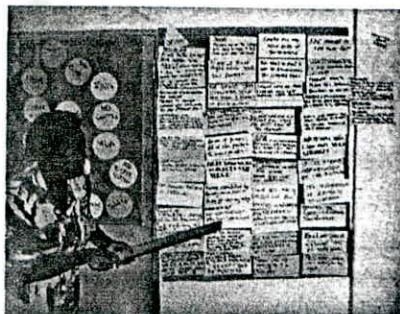
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B) Wakisi



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Working together



Future visions for farm management and institutional support strategies

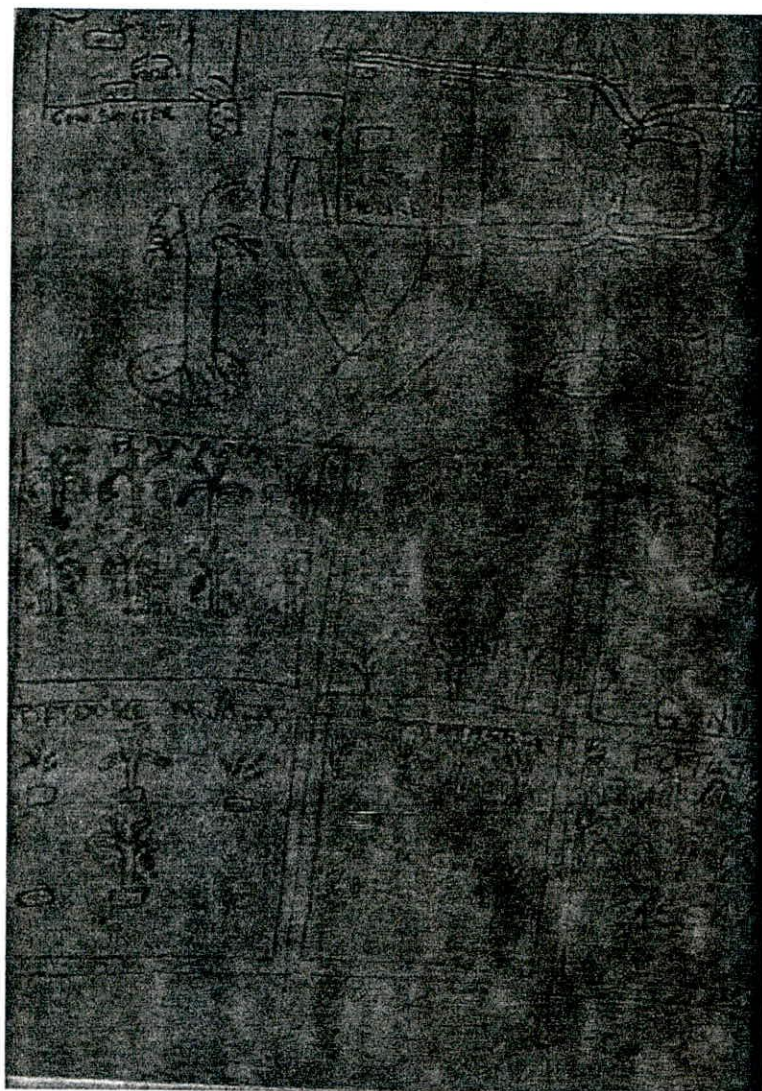
The participants returned to their working groups:

- ❖ One group of farmers from Kayonza and another of farmers from Wakisi
- ❖ The service providers worked in three groups where research, private sector and local government were represented.

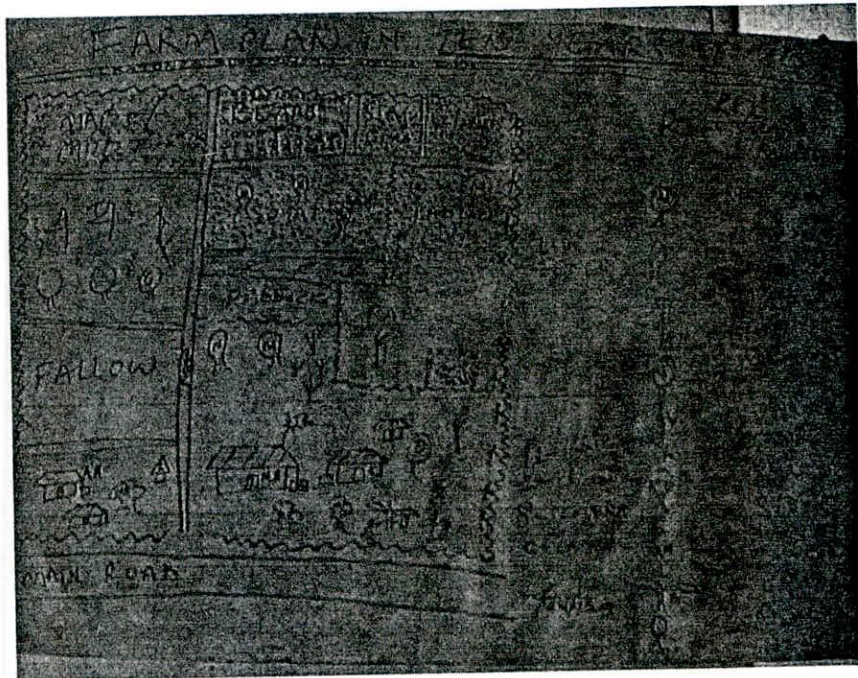
The farmers' groups were asked to draw out the land and farm management strategies as they would like to see them 10 years into the future. The service providers were asked to show graphically how institutional interactions in support of smallholder agriculture should be working 10 years from now. Again the groups were provided with large sheets of newsprint, felt pens and cards of different sizes and shapes to enable them to draw their respective future visions. When the five groups had finished their maps, a reporter from each group presented the future vision that his or her group had arrived at.

Future visions for land and farm management strategies

A) Wakisi



B) Koyonza group 1



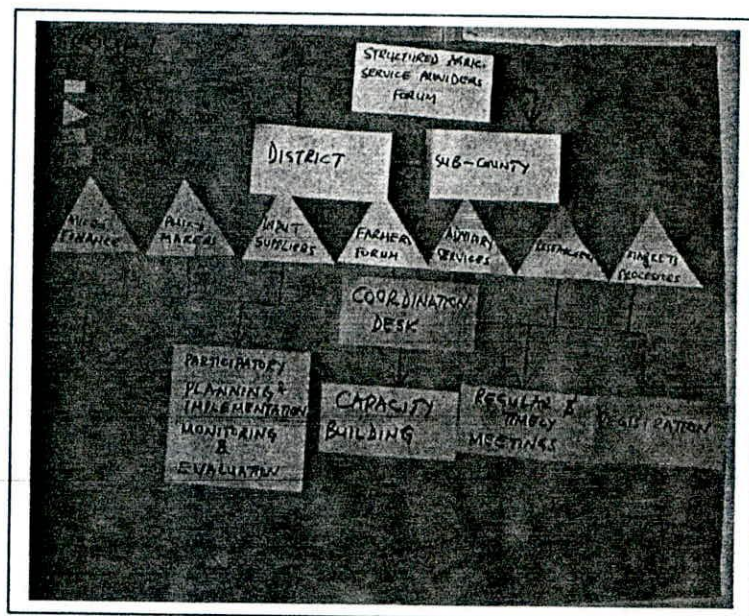
C) Koyonza group 2



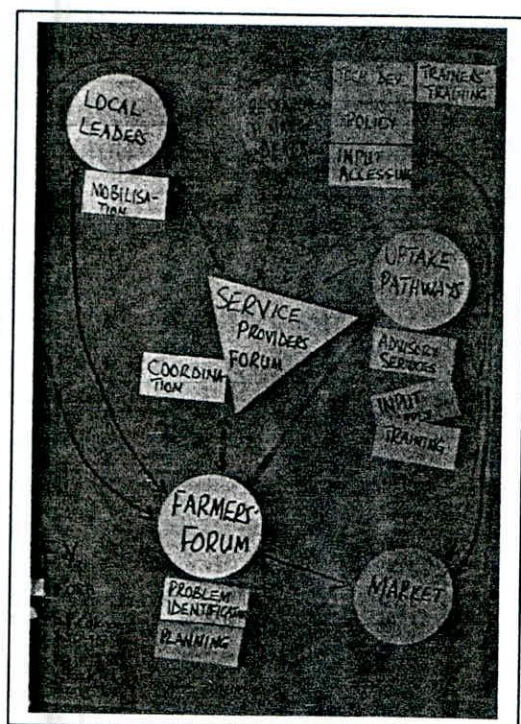
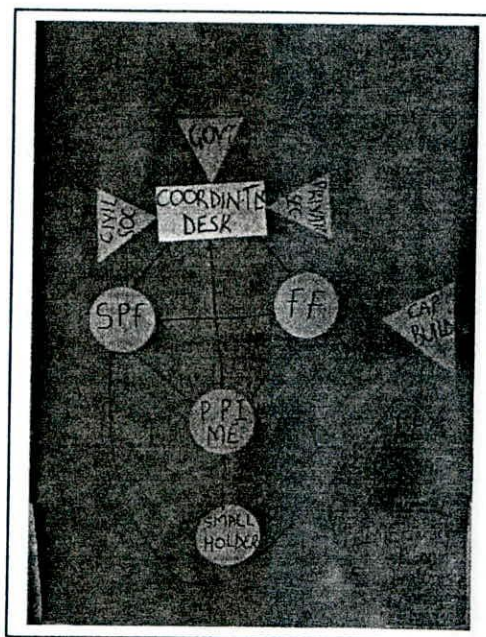
Smallholder Integrated Crop Management Planning Workshop

Future visions of relationships among agricultural sector service providers

A) Service Providers 1



B) Service Providers 2



C) Service Providers 3

Consolidated visions of desired futures

The participants worked in sub-plenary sessions to consolidate the future visions. The farmers from Kayonza and Wakisi worked together to come up with a common vision for their future land and farm management strategies. The service providers, researchers, private sector and local government worked together to consolidate their visions for the future of institutional support strategies in support of smallholder agriculture.

A) Common vision of priorities of farmers of Kayonza and Wakisi

✓ 1. Rain water harvesting

- Water reservoir to provide water to irrigation
- We loose water and soil because we don't put trenches in our gardens and harvest less
- Use of reservoirs to trap rain water for irrigation during dry season
- After 10 years a farmers will be able to preserve water and stop soil erosion
- Kayonza rain water is not well

✓ 2. Animals for fertilisers

- Use of manure to provide fertility to our soil thus ensuring best yields
- Animals and manure
- Livestock - land - crop - cycle
- Put livestock on our farms

3. Good breed and seeds

- Good seeds
- High yielding livestock and seeds
- Access to fruit tree seedlings

✗ 4. Irrigation systems

- Training farmers on basic irrigation
- Irrigation
- Lack of knowledge
- Irrigation system

✓ 5. Transport for farmers produce

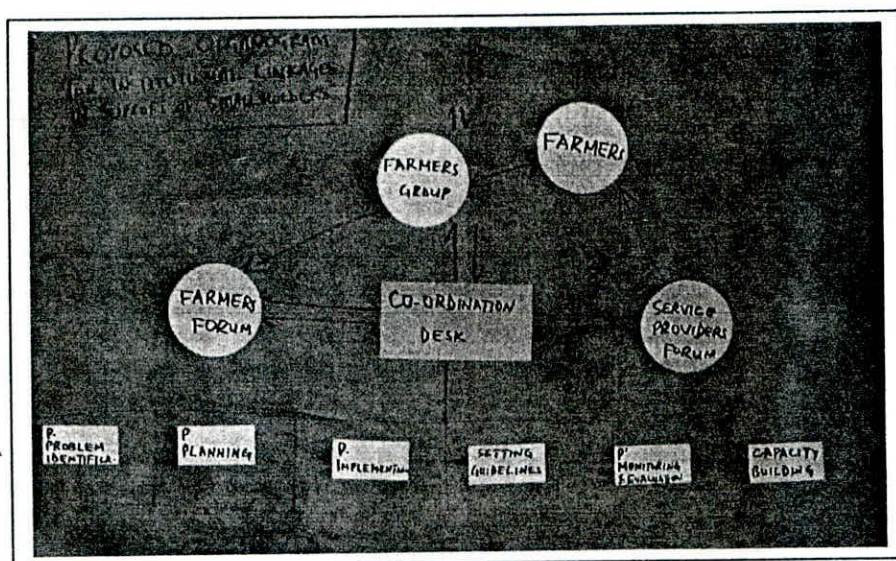
6. Technical knowledge

- Ebulamu emisomo eyo mukalo
- Seminars
- Educate farmers
- Sensitisation to create awareness
- Kayonza educate farmer

Additional Issues Farmers are Concerned with:

Wakisi	Kayonza
✗ Most of the fertile land has been washed away Extension services based on groups Farmers forum members should also be paid Use of affordable tractor service We don't know the importance manure to renew our soil so we harvest very little Solar power use to reduce rate of cutting down trees for fuel	Providing agricultural equipment More labours are need to improve on agriculture Lack of soil fertility Poor farming The place is so savannah Farmers must be taught to improve on farming methods Seeking better markets for farmers' products Labour e.g. oxen, pest control Farmer will have market and communication will be present

B) Common Vision of Service Providers



Priorities for Service Providers

1. Fora ➤ Farmers ➤ Service providers	2. Co-ordination ➤ Co-ordination desk ➤ Local Government levels
3. Participation ➤ Problem identification ➤ planning ➤ Implementation ➤ Monitoring ➤ Evaluation	4. Capacity building ➤ Farmers/Farmer groups ➤ Intermediary organisations ➤ Local leaders ➤ Policy makers ➤ Researchers ➤ Marketing/processing

Key elements from future visions

Of the priorities identified by each of the two groups, farmers and service providers, the top three priorities of each of them were selected as the basis for the development of the integrated crop management work plan.

<i>From farmers' vision</i>	<i>From service providers' vision</i>
Water Harvesting & erosion control	Farmer & Service Provider for a
Animals, manure and crops	Coordination Desk at LG level
Good Breeds and seeds	Participation in planning, implementation, monitoring & evaluation

Consolidated matrix for the action plan

The key elements identified previously were inserted into a matrix so that they might form the basis for an action plan. The participants organized themselves into five groups with the representation of all of the stakeholder groups: farmers, private sector, research and local government. Each of the five groups worked out a plan for tackling each of the elements. Then the five matrices were combined.

Smallholder Integrated Crop Management Planning Workshop

BASIS FOR INTEGRATED CROP MANAGEMENT WORK PLAN

Key Elements	Why		With Whom	How		When	Where
Water harvesting and erosion control	Irrigation Soil and water conservation	Domestic use	Fellow farmers Local leaders Extension staff NGO's Researchers	Mulching Contours Bush fire control Favourable loans By-laws Favourable credit facilities Improving system of intercropping	Trenches Water tanks Ditches; Dams Tree planting Cover crops Training Collective farmer action in fields By-law Local	Immediately Continuously	On farm Parish
Animals, manure and crop management	Diversification Raising household income Improve nutrition Disease and pest control/management For energy	Maintain soil fertility Improve soil fertility Food productivity Security	Extension staff Researcher Local leaders NGO's Other farmers	Proper manure use Composting Improving system in intercropping Animal traction and transport	Crop rotation Training Post harvest handling Crop rotation cycle	Regularly Timely	On-farm demonstration sites
Good seeds and breeds	Better markets Tolerance to drought, diseases and pests	Higher yields Food security Better quality	Commodity organizations Extension staff Researchers & NGO's Farmers b;	Cross breeding Improving system of intercropping Training	Multiplication of seeds Post harvest handling	Continuously	On-farm Research centers
Fora: - Farmers - Service Providers	One common voice Identification of gaps	Avoid duplication of activities Harmonization of messages	Farmers & Researchers Local government Extension staff Market institutions NGO's	Regular and timely meetings Workshops	Group formation Seminars	Regularly Timely	Parish Sub-county District level
Coordination Desk	Streamlining activities Transparency	Improved communication	Extension agents Researchers Market institutions	Farmers Local leaders NGO's	Local governments Forum to select desk	Immediately Continuously	Parish Sub-county District level
Participatory - Planning - Implementing - Monitoring & Evaluation	Sustainability Track progress To achieve objective Improve performance	Farmers ownership Farmers confidence Ensures faster adoption	Researchers Extension agents Market institutions	NGO's Local leaders Farmers	Field visits Workshops Joint activities	Immediately Continuously	Parish Sub-county District level

3 elements

**FIELD VISIT TO KAYONZA AND WAKISI
SUB-COUNTIES IN KAYUNGA AND MUKONO DISTRICTS**

FIELD VISIT OBJECTIVES

- Farmers from Wakisi see management practices used on small holdings in Kayonza and farmers from Kayonza see management practices used in Wakisi
- Service providers (researchers, extensionists, local government and NGOs get a view of what is done in smallholder farmers' fields
- Workshop participants have an opportunity to exchange views with farmers who are not participating in the workshop.

FIELD VISIT ARRANGEMENTS

Time of Departure: 8:30

Place of Departure: Mukono ARDC

Preparation: Each participant should bring to the field two questions that he/she would like as the farmers the will be meeting. The questions should be related to the discussions and topics of the workshop

1. The participants will be divided into two groups:

Group A

Five participant farmers from Kayonza sub-county plus one half of the Service Providers will visit the farms of two workshop participants who are smallholders in Wakisi sub-county. The remaining two farmers from Kayonza will accompany group B.

Group B

Five participant farmers from Wakisi sub-county plus one half of the Service Providers will visit the farms of two workshop participants who are smallholders in Kayonza sub-county. The remaining two farmers from Wakisi will accompany group A.

2. The participants will visit two smallholder farmers in each sub-county.

3. At the farm, the small holder farmer will show to participants, the crop, land, water and pest management practices he/she is using.

4. On the same farm, or in a convenient place nearby, participants will be able to talk to a group of invited smallholder farmers and exchange views. Each participant will have an opportunity to ask farmers the questions they have prepared.

LUNCH ARRANGEMENT

Packed lunch will be provided to participants on the trip.

What we need to do to insure that the work plan is carried out?

After having incorporated the findings from the field visit into the work plan matrix (pg. 17), the plenary was asked to decide which of the "hows" would help to insure the implementation of the work plan that had been agreed upon. Scoring was used to identify priorities:

- ❖ Technical training 30
- ❖ Planning and monitoring and evaluation workshops 23
- ❖ Improving systems of intercropping 21
- ❖ Coordination Desk to be initiated 20
- ❖ Group formation for farmer fora 14
- ❖ Favourable credit facilities 13

Final agreements

It was felt that in order for the above activities to take place it would be necessary to form an interim committee that would be responsible for following up on the work plan and would eventually turn their responsibilities over to the fora and coordination desk. The interim committee will be made up of nine members representing the following:

- | | |
|-----------------------|--|
| ❖ Mukono ARDC: | Ruth Kabanyoro (Secretary) |
| ❖ Local NGOs: | Ben Lubega (chairperson) |
| ❖ Private Sector: | Jonson Sebuwufu |
| ❖ Kayonza Local Govt: | David Mugabi (Livestock) ⇒ 077 453 164 |
| ❖ Wakisi Local Govt: | Maurice Kyambadde (Crops) |
| ❖ Wakisi Farmer: | Lawrence Lubanga |
| ❖ Wakisi Farmer: | Betty Bageya |
| ❖ Kayonza Farmer: | Jackson Egesa |
| ❖ Kayonza Farmer: | Harriet Namisango |

Smallholder integrated Crop Management Planning Workshop

Participants of the Workshop

	Name (surname first)	Institution-post/village	Contact Address or person	Telephone	Email
1.	Masika Sherina	Naminya, (Farmer) 2	Box 434, Jinja	075-659609	
2.	Lubanga Midina	Naminya (Farmer) 3	Box 434, Jinja	075-659609	
3.	Kulazikulabe Fatuma	Naminya (Farmer) 5	Box 434, Jinja	075-659609	
4.	Bageya Betty	Naminya (Farmer)	Box 434, Jinja	075-659609 1	
5.	Kakadde Lawrence	Naminya (Farmer)	Wakisi Sub-county	075-659609	
6.	Opolot Moses	NAARI (Root Crops) 12	Box 7084, Kampala	077-436324	
7.	Kucel Patrick	CORI for (Director) 12	Box 185, Mukono	077-700725	cori@africa on line.co.ug
8.	Namaganda Josephine	KARI (Banana Prog) 12	Box 7065, Kampala	041-567158	banana@imul.com
9.	Kyambadde Kyeyune A	Kawolo (Extensionist) 12	Box 72, Mukono	448139	
10.	Eugene Terry	World Bank	World Bank USA		eterry@worldbank.org.
11.	Alacho Francis	NAROSEC 12	Box 295, Entebbe	041-320341/2	onape@infocom.co.ug
12.	Lubanga Lawrence	Mukono (Sec. Prod.)	Box 434, Jinja	075-657609 508 609	
13.	Mukasa Jackson	MDFA/Bugoye, Mukono 2190	Box 12, Seta	071-857430	
14.	Lubega Ben	KDFA/Kayunga 12190	Box 18084, Kayunga	077-401665 1	
15.	Lubega Julius	NARO/ARIS R F	Box 11098, Kampala	077-489183—	jlubega@hotmail.com
16.	Ssali Henry	NARO/KARI/Soils 12	Box 7065, Kampala	041-567696	landuce@infocom.co.ug
17.	Fernandez Maria	World Bank	Box R18-067 Lima 18, Peru	077-558381	mefernandez@lamolina.edu.pe
18.	Kashajja Imelda	Kachwekano ARDC 12	Box 421, Kabale	077-465070	kasc@kabaletelcenters.or.ug
19.	Kataama Doreen	Mukono (DAO/NAADS) 12	Box 72, Mukono	077-501351	
20.	Lusembo Peter	Mukono ARDC R	Box 164, Mukono	041-290232	mknardc@africaonline.co.ug
21.	Kabanyoro Ruth	Mukono ARDC 12	Box 164, Mukono	077-646916	kabanyoro@hotmail.com
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