

**Project Evaluation Series**

# **Evaluation of the project “Improved Land Tenancy in Sindh Province”**

**Project code: GCP/PAK/137/EC**

**Annex 5. ILTS staffing, original and current**

1. The technical and administrative support positions and international consultants shown in the original ILTS budget and the no-cost extension of November 2020 are shown in the table below.

**Table 1. ILTS staffing shown in the original budget and proposed no-cost extension of November 2020**

<b>Technical positions</b>	<b>Administrative support positions</b>
Project Coordinator/Land Management Specialist	Administrative/Finance
Land Tenure Specialist	Procurement/Logistics Assistance (33%)
Land Tenure Assistant	Assistant (25%)
Knowledge Management, Monitoring & Evaluation Specialist	Drivers (9)
GIS Mapping Assistant (25%)	
Agricultural Extension/FFS Specialist	<b>International consultants</b>
District (Men and Women) Senior FFS Coordinators (8)	VGGT Adviser (19 months)
Community-based DRR Specialist (33%)	Agricultural DRR Specialist (25 days)
Operations Specialist (50%)	

2. According to information shared by ILTS with the project team (reproduced in the table on the following page), the project has a total of 25 technical and administrative staff (including eight women), excluding drivers, 17 in the project management unit in Hyderabad and eight in the field (one in each project district, including five women). There are 13 technical positions filled by 21 staff members. In the original project budget, there were nine technical positions to be filled by 17 staff members. The additional technical positions in the current configuration include:
  - i. a Crop Specialist/Agronomist, an Agriculture Market Value Chain Specialist, a Livestock Specialist and a Horticulture Specialist. Originally, there was just the one Agricultural Extension/Farmer Field School Specialist in the areas of agriculture and livestock development; and
  - ii. two M&E Associates, in addition to the one M&E Specialist at the beginning.
3. Project staff informed the evaluation team that the pattern of staffing was changed in 2021 in line with FAO's programmatic approach, which implies that several staff members work on a number of projects in the FAO Sindh programme, in addition to ILTS. Of the 21 staff members in technical positions:<sup>1</sup>
  - i. seven of the 13 based in the Hyderabad office are supporting four FAO projects in Sindh, in addition to ILTS, and one is supporting one other project; and
  - ii. three of the eight field staff members are supporting one other project in addition to ILTS.

<sup>1</sup> All four administrative support positions are shared with four other projects.

**Table 2. Current ILTS staffing**

Name	Gender	Position title	Duty station	With ILTS since	Note
<b>Project Management Unit</b>					
Ali Dino	Male	Project Coordinator	Hyderabad	July 2020	
Afsana Kharal	Female	Land Tenure Specialist	Hyderabad	September 2020	
Ghulam Murtaza Arain	Male	Crop Specialist/Agronomist	Hyderabad	October 2017	a
Mumtaz Ali Mangi	Male	Agriculture Extension Specialist	Hyderabad	October 2017	a
Shahnawaz Shaikh	Male	Land Tenure Assistant	Hyderabad	January 2018	
Ghulam Qadir Arbab	Male	Agriculture Market Value Chain Specialist	Karachi	March 2021	a
Tufail Ahmed	Male	M&E Specialist	Hyderabad	February 2021	a
Muhammad Najam Khan	Male	M&E Associate	Hyderabad	February 2021	a
Salman Maqsood	Male	M&E Associate	Hyderabad	September 2021	a
Dr Syed Noman	Male	Livestock Specialist	Karachi	July 2021	a
Sadia Siddique	Female	Horticulture Specialist	Karachi	March 2021	b
Kashif Siddiqui <sup>2</sup>	Male	National Consultant Capacity building for PMGs	Hyderabad	December 2021	
Amir Bux Abbasi <sup>3</sup>	Male	National Consultant Market linkages for PMGs		December 2021	
<b>Administrative positions</b>					
Mehwish Shaikh	Female	Admin assistant	Hyderabad	October 2018	a
Ghulamullah Burdi	Male	Admin Associate	Karachi	February 2020	a
Rizwanuddin Baloch	Male	Logistics Associate	Hyderabad	December 2021	a
Riaz Chandio	Male	Warehouse Assistant	Hyderabad	March 2021	a
Drivers	Male				
<b>Field staff</b>					
Bilqees Abbasi	Female	Farmer Field School Facilitator	Dadu	November 2017	
Abdul Hakeem Chhajro	Male	Farmer Field School Facilitator	Larkana	December 2018	
Ghulam Abbas Narejo	Male	Farmer Field School Facilitator	Jamshoro	April 2021	
Samina Shah	Female	Farmer Field School Facilitator	Tando Muhammad Khan	February 2019	
Shams ul Nisa	Female	Farmer Field School Facilitator	Sujawal	December 2021	
Israr Ahmed Shahani	Male	Farmer Field School Facilitator	Tando Allahyar	November 2018	b
Parveen Panhwar	Female	Farmer Field School Facilitator	Mirpur Khas	November 2017	b
Aneela Bux	Female	Farmer Field School Facilitator	Matari	November 2017	b

Notes:

<sup>a</sup> Supporting the following projects in addition to ILTS: Growth for Rural Advancement and Sustainable Progress (GRASP) funded by the European Union; Strengthening Resilience of Agro-pastoralists in Sindh (SRAS) funded by the European Union; Transforming the Indus Basin with Climate Resilient Agriculture and Water Management, funded by the Green Climate Fund; and Technical Cooperation Programme Fund (TCPf) funded by FAO.

<sup>b</sup> Supporting GRASP in addition to ILTS.

Source: Information provided by ILTS to the evaluation team.

<sup>2</sup> Hired under the Technical Cooperation Programme Fund (TCPf), project which is connected with ILTS for producer marketing groups (PMGs). Providing support to the PMGs component of both TCPf and ILTS.

<sup>3</sup> Hired under TCPf project which is connected with ILTS for the PMGs. Providing support to the PMGs component of both TCPf and ILTS.

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