

## **Improving the management of agricultural extension work on the ground in Iraq**

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### **Abstract**

The current research aimed to identify the reality of management of agricultural extension work on the ground in Iraq, and diagnose weaknesses, and why, and to identify proposals for improvement. It was formed to manage the process of identifying extension work of the stages are:

Phase I: Select the researcher Enaasradarp work four are (organization, planning, implementation, Aaltqoim) in the light of literature and opinions of authors and researchers in the fields of management and agricultural extension. Phase II: identification and management of the reality of agricultural extension work on the ground in Iraq through the documents and statistics, agricultural and personal interviews with a number of staff in the departments of agricultural and extension units.

The research concluded to the weakness of the elements of the Department of Labour indicative agricultural field in Iraq are all (organization, planning, implementation, Aaltqoim), which impact negatively on the performance of WHO guidelines in meeting the needs of rural people from the Extension Service, as well as the low level of impact and effectiveness of that service. The research has included a number of recommendations to address the causes of weakness and improve the performance of the organization of local agricultural extension and survival, and growth, sustain and achieve their goals effectively.

### **Introduction and research problem**

The extension work Agricultural one key elements and critical, often to achieve self-sufficiency in agricultural production and achieving national food security, as the educational system to farmers and Guailhm, which means the responsibility of delivery technologies and practical recommendations and solutions to agricultural problems of farmers and convince them of the importance of adoption, and giving them the knowledge, attitudes and skills necessary to apply in their fields, and incorporate it into their systems in order to increase farm productivity and

agricultural production, and follow-up application processes and diagnose problems that may occur and transfer to scientific research equipment for the purpose of finding solutions. Influenced by the level of performance and effectiveness of the WHO guidelines of local factors are many and varied internal (from within the organization itself) and external (from the environment in which the OSCE), and comes on top of those factors management extension work field, Valmokhtson, writers and researchers in the fields of management and agricultural extension are unanimous in Msahmpaladarp and the importance of local (field) in the success and improve the level of performance and

Effectiveness of field work and to achieve efficient use of resources (doorways) are available to Nizpo development, and make sure that in Alaadidinm scientific studies, for Alzkrllhsr (Chandler, 1991) (8) and (Nagy, 1994) (15) and (Arab Organization for Agricultural Development, 1999) (12) and (Abu Sheikha, 2001) (1) and (Nassif, 2004) (16).

Thus, the weak versus no management is effective and Mwtherpplami indicative field will reflect negatively on the performance of the organization and effectiveness. With regard to the work guiding the field in Iraq, although there are no scientific studies to the level of his administration, at least during the past two decades bolsters There are many scientific studies and Alar\_ak\_ipwalahsaiyat agricultural inferred Menhaaly weak performance management extension work field, for the male to Aba, the (Almaadidi, 1981) that 65% of the notes field, which was implemented by the Field Administration used the seeds are not supported, and that 95% of them to Mtzmd according to scientific recommendations. (11) and male (payment and others, 1988 ) The weakness of the field activity of farmers compared with something to offer multiple organizations at the field level. (13) and Zkirkl of (Saadi, 1995) (7) and (Saad, 2000) (6) double application and adoption of technologies, practices and scientific recommendations in the field level. The (dry, 2001) the low level of performance of agricultural personnel assigned Baamham guidelines. (2) and male (Kchac, 2002), the weakness and the reality of agricultural extension field. (14) and male (Aboudi, 2002), twice the mechanism of transfer of modern technologies to the field level. (9) and male (Dani, 2004) the low level of knowledge of farmers using irrigation technology spray .

(5) and Zkirkl of (al-Hamdani, 2005) (3) and (Hamdani, 2005) (4) Weak Extension Service field provided to the breeders of livestock. The (al-Obeidi, 2006) the weakness and lack of extension work development support to farmers in the fight against citrus. (10) and reflect those studies and Alahoudaiyat a weakness in the management of extension work field, the Organization guidelines can not perform its duties and Nchattha effectively unless you can address the vulnerability behind the level of management Giralvaalp and investigate their causes and develop treatments, contribute to improving the management of extension work the agricultural field.

Hence the current research to present the Altasawt the following:

- \* What are the reasons for poor management of extension work the field in terms of components ?
- \* What are the proposals to improve the management of the field extension work in terms of components?

#### **Research Objectives**

1. Diagnosing the causes of poor management of extension work the field in terms of components.
2. Select the proposals to improve the management of the field extension work in terms of components.

#### **Importance of research**

Comes to current research in the reform of management of the field extension work and rehabilitation, through:

1. Research is a contribution to improving the management of field work according to scientific bases and upgrading its performance, and Msahmthave process of sustainable development and achieve self-sufficiency in national agricultural production.
2. The effectiveness of any heuristic relies heavily on the departments in the field.
3. Provides reliable information and data to give a realistic picture of the field work, Vdilan make objective decisions contribute to improving the level of service provided guidance to the people of the countryside.

#### **Definitions of procedural**

1. Manage the field of agricultural extension work: The process of using administrative means available to the doorways on the Organization of the

indicative level of the Directorate of Agriculture conservation and agricultural people of her through a series of events management (organizing, planning, implementation and evaluation) to carry out its functions guiding instruction.

2. The organization of agricultural extension work field: administrative activity means the composition of departments and units of agricultural extension at the level of the field and determine the job description of the guiding angel and a mechanism of communication and coordination Paljhat contribute to the development of outreach activities.

3. Planning the field of agricultural extension work: An activity that administrative leave means an indicative plan proposed to achieve the **objectives of extension work.**

1. The implementation of the field of agricultural extension work: An activity means the provision of administrative requirements of work guiding the field quality and quantity, timing and location of appropriate guidelines for the implementation of its activities.

2. Calendar field of agricultural extension work: An activity that an administrative means to rule in the light of the reality of work compared with the indicative criteria and to identify weaknesses, its causes and propose solutions to address them to improve the performance management extension work in the field.

### **Materials and methods**

#### **1. Research Methodology**

Comes within the framework of current research-based library research literature and scientific studies to identify the reality of management extension work and diagnosis of vulnerability and its causes and propose appropriate solutions to address them.

#### **2. Elements of the management field of agricultural extension work**

Formed the process of identifying the reality of management extension work of the field in two phases, as follows:

Phase I: Select the researchers elements of the management extension work is the four elements (organization, planning, implementation, evaluation) in the light of the views of researchers, writers and literature in the fields of management and agricultural extension.

The second phase: the identification of the reality of management

extension work in the field through the documents and statistics and personal interviews with a number of staff working in the agricultural extension units in the field.

### **Results and discussion**

#### **First. Diagnose weaknesses in the management of the field extension work:**

##### **A. The organization of work guiding the field**

- 1. The lack of organizational structure to most units, guidance specialist, for the male to Aba (unit monitoring and evaluation, and guide the veterinary unit, the unit Archadbeii ,.... etc).**
- 2. Weakness and lack of integration to the category of agricultural extension agents and specifically to the category of female extension workers.**
- 3. Weakness and lack of a clear definition of the role of the media and educational Mrushdiin, and focus on the tasks and the administrative aspects and other agricultural services.**
- 4. Mozvien Alzerain most assignments are Alarashadalzerai campaign Alchhadtien middle and Almaahdalzeraip.**
- 5. Most Mozvien Alzerain assignments Alarashadalzerai are specialties of agricultural extension.**
- 6. The absence of a clear definition of the number of farming families or agricultural areas or crop structure prevailing in the area of ??agricultural extension work.**
- 7. Alipalatsal weakness and coordination with the development and Amlpaly contribute to the field level in the process of sustainable development.**
- 8. The absence of a continuous supplement of Almlakt extension of qualified and specialized work indicative annually.**

##### **B. Planning extension work field**

- 1. Weakness and lack of clarity of the annual indicative plan of action set extension.**
- 2. Limited to the indicative plan on the directives of the Ministry of Agriculture in most cases not by the need for the extension work or keep up with developments and changes to regional and international**

agricultural.

3. The weakness and unilateral extension of the objectives of the plan by focusing on the economic aspects without focusing on the behavioral aspects (cognitive, psychomotor, affective) to be achieved in extension work.
4. There is no order to the priorities of the plan (Focus events of sustainable development), but limited to the improvement of agricultural production.
5. Lack of clear identification of the target groups of the Indicative Plan of the growers of crops and vegetables and livestock breeders and users of irrigation technologies ..... etc..
6. Weakness in the participation of development actors to contribute to the extension work of the peasant leaders, researchers, scientists and Astzp Klelt Agriculture and veterinarians .... Etc..
7. Weakness in the indicative plan to strengthen the results of field research, but rely often on research results from research stations.
8. Do not specify requirements for guides Altderbep according to objective criteria and indicators.
9. Altderbep limited sessions of the guides on in-country training.
10. Courses focus on topics Altderbep general agricultural.
11. Lack of courses Altderbep aspects of applied field, and restricted to the style of the lecture theory.
12. Inadequate financial and Kvaipalt\_khasisat indicative of the work field, and rely heavily on government funding.

### **C. Implementation of the extension work field**

1. The weakness and lack of supplies, including the implementation of the extension work for male field tools to Aba, Bdhurmatmdp, chemical fertilizers, control materials ..... Etc..
2. Inadequate supplies of Implementation of the several reasons which made or not suitable for work or the many repair systems.
3. Weakness in the possibility of providing a suitable transportation means for the implementation of extension activities in the field.
4. Lack and the lack of agricultural areas to test the technologies and recommendations of appropriate agricultural area from the nature of extension work.

#### **D. Calendar extension work field**

- 1. Weakness and the apparent absence of steps or the mechanism of evaluating extension work in the field.**
- 2. Non-universality of the calendar and is confined to the final stages of the work of guiding the field.**
- 3. Lack of integration of calendar and is confined to economic aspects.**
- 4. Focus on an internal calendar of activities, guiding the field.**
- 5. Lack of familiarity or knowledge of the evaluation results, whether for agricultural or Mrushdiin development agencies to contribute to sustainable development.**

#### **II. Improve the management of the field extension work**

##### **A. The organization of work guiding the field**

- 1. Work on the integration of the organizational structure of work extension through the establishment and the formation of specialized units such as guidance and monitoring and evaluation unit, the unit Archadbeii, Unit, etc. .... veterinary guidance.**
- 2. Providing staffing and functional heuristic specialist able to perform the tasks indicative learning.**
- 3. Rewrite the job description to guide the agricultural and applied to suit the nature of extension work in the field and according to each geographical region.**
- 4. For development agencies to contribute to the field extension work on the job description for the agricultural advisor.**
- 5. Attract Mrushdiin Zraain hold a university degree initial jurisdiction of the agricultural extension, and in particular there are many Mnclaiat agriculture in all the provinces at the present time.**
- 6. Attract females to work as mentors agriculturalists, or the use of Ba to the physicians Albitriaat Ssadolfjop occurring in the absence of clear Dorhaalar\_ak\_i field.**
- 7. The adoption of objective criteria in determining the needs of agricultural Almrushdiin dependent number of farming families and agricultural land and crop structure prevailing in the work area from the indicative.**

##### **B. Planning extension work field**

- 1. Work on the development plan meets your guidance and contribute to meet the needs of the target in the work area heuristic.**

2. Emphasis on the comprehensiveness of Ahdavaktp extension so that focus mainly on the events of behavioral changes (cognitive, psychomotor, affective) Vdilan aspects of economic and productivity.
3. Strengthen the priority of the indicative plan through an emphasis on achieving sustainable development.
4. Work on the integration of the indicative plan to include the involvement of development actors to contribute to the extension work of the peasant leaders, researchers, scientists, professors in the Faculty of Agriculture, .... etc..
5. Identifying the needs of the Altderbep Mrushdiin agricultural according to objective criteria include Alyamaalj vulnerability in performance, Moakppalttorat and changes in the methods of modern extension, modernization and revitalization of previous guidance information.
6. Emphasis in the sessions Altderbep to topics such as, for guiding the male modern management theories, methods, etc. ,..... flashy white.
7. Find formulas for financing activities Rashadiyeh including self-financing or mixed financing (the contribution of development agencies or the target).

### **C. Implementation of the extension work field**

1. Work on providing the requirements of the implementation of activities in light of the criteria indicative number and type, place and appropriate time to implement those activities.
2. The provision of transport for the implementation of guidance activities.
3. Call upon all actors in development Almsahmpoualemstahedvp extension work.
4. Working on tools to provide field sprinklers (Holder), a tool to take soil samples (UKR )..... etc..
5. Work on the allocation of agricultural land to test new technologies and recommendations, as well as benefit from the strengthening of the financing of extension activities.

### **D. Calendar extension work field**

1. Clear definition of the steps and mechanism of the calendar, to include the area to identify Omodua calendar, setting standards, determining the data to be collected, specify the requirements the implementation of the calendar, select the financial AI\_khasiat ..... etc..



2. Work on the comprehensiveness of the calendar so that includes all stages of thinking about it since, during and after Alanthaemenh.
3. Work on the integration of the calendar so that includes a focus on the behavioral aspects (cognitive, psychomotor, affective) caused by the heuristic as well as work on the economic aspects and productivity.
4. The adoption of the shared calendar internal (from within the organization) and external (from the Organization operates Albiipalte) in the verification of the results of the field extension work to ensure the objectivity of decisions taken.
5. For those contributing to the development and extension work in the target on the results of the calendar.
6. Documenting evaluation results that were reached as a database for use in the evaluation of outreach activities later.

In the light of the search results, can Altobeiranha chart for the following:

### **Conclusions**

1. Despite the importance and feasibility of extension work in the field to increase and improve agricultural productivity and production and achieve self-Alaktefa of national production, agricultural extension work, but that is the current reactions to cope with emergency situations do not contribute to the growing needs of its surging and continuing to the people of the countryside.
2. Weakness and inadequacy of the current field extension work for the tasks indicative (media and learning).
3. The management should include extension work on the field all of its components, which are the pillars of it and contribute actively to achieving the goals of sustainable development.

### **Recommendations**

In order to improve the level of performance and Vaalipadarp agricultural extension work on the ground in Iraq through:

1. Dissemination and development of awareness of the importance of extension work field, whether WHO guidelines for the management of local authorities or the target in the development and sustainable development.
2. Provide all the elements (components) management of agricultural extension work field because the absence of one of them or all of which

lead to the low level of organizational performance and Halitha and that of their interdependence and complementarity with some others.

Three proposals are implemented to improve extension work in this research field.

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