GALVmed
Protecting Livestock – Improving Human Lives

# Monitoring and Evaluation
# Study Cover Sheet
# August 2018

## Vaccinator Performance: India and Nepal

**At a glance**

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|---|---|
| **Aim of study** | To gain insight into the characteristics and profiles of poultry vaccinators working in GALVmed Market Development field project areas. |
| **Field study dates** | May 2016 – November 2016 |
| **Location** | India (States of Jharkhand, Orissa and Chhattisgarh)<br>Nepal |
| **Total sample size** | Total vaccinators surveyed in GALVmed Market Development Newcastle Disease (ND) intervention areas 208:<br>119 Top performing vaccinators<br>89 Low performing vaccinators |

**Study Outputs Available on GALVdox**

- Study write up
- Raw data files
- PowerPoint slides for use in presentations

**Strategic Context - why did GALVmed undertake this study?**

These studies arose through anecdotal evidence which indicated that the performance of poultry vaccinators in GALVmed Market Development projects varied substantially. This suggested that a study focusing on vaccinator performance could potentially reveal characteristics and traits that differentiate strong performers from weak performers. This would yield valuable insight for GALVmed's commercial partners who rely on poultry vaccinators as critical links in the supply of animal health products to their smallholder customers.

Poultry vaccinators are individuals who have been selected, through GALVmed projects, to receive training (typically lasting around three days) in the administration of ND vaccine. Poultry dewormers are sometimes included in this training. Additionally, the poultry vaccinators are trained to operate independently on a business basis. They must buy the vaccine, typically from a local retailer / agro-veterinary shop (who owns a fridge) and then store it in a cool-box for the day while travelling door to door and administering the vaccine for a fee that covers the cost of the vaccine and their time input plus travel expenses etc. The preponderance of poultry and the prevalence of ND mean that these vaccinators offer a service that is relevant to most smallholders in sub-Saharan Africa and South Asia. However, the cost of the vaccine and logistical and physical challenges in servicing small flocks of unhoused birds in remote rural areas makes for a difficult business proposition. Learning the traits and practices of the top performing vaccinators would therefore bring valuable insight to this area of GALVmed's market development work.

**Headline Observations**

- Two separate studies involving a total of 208 vaccinators were undertaken. 119 top performing vaccinators and 89 low performing vaccinators.
- The studies covered two different project types:
    I. An NGO-led project
    II. A commercial initiative through Hester Biosciences Ltd (a large Indian-based vaccine manufacturer).
- Top performing vaccinators were selected based on the fact that they were delivering high doses of vaccines, were consistently vaccinating on a monthly basis, and sold a large percentage of the partner's total number of doses.
- Low performing vaccinators were selected based on the fact that they delivered far fewer total doses but were vaccinating reasonably consistently. Low performing vaccinators therefore do not represent the poorest performers or drop-outs.
- The results of the studies were surprising in that few traits and practices readily and consistently stood out in differentiating high and low performing vaccinators.
- Various factors including vaccinator gender, age, education, mode of transport, time commitment, occupation and profit were examined (Table 1).

| Outcome | Top Performing (Hester) | Low Performing (Hester) | Top Performing (NGO) | Low Performing (NGO) |
|---|---|---|---|---|
| Gender | 1 female: 3 male | 1 female: 9 male | 1 female: 3 male | 1 female: 2 male |
| Age | 0-34 years 50% | 0-34 years 68.5% | 0-34 years 59.9% | 0-34years 53.1% |
| Education (high school or higher) | 79% | 65% | 94% | 85% |
| Motorbike as a mode of transport | 37.5% | 13.9% | 45.7% | 25.8% |
| Number of days per month spent on vaccination activities | 13.2 days | 10.8 days | 13.7 days | 10.7 days |
| Number of hours per day spent on vaccination | 2.7 hours/day | 3.2 hours/day | 3.1 hours/day | 2.7 hours/day |
| Additional occupation held other than poultry vaccination activities | 84.8% | 62% | 53.2% | 39.2% |
| Average ND vaccine doses sold in previous month | 1,238 doses | 713 doses | 1,780 doses | 802 doses |
| Average monthly gross profit | USD 20.34 | USD 10.40 | USD 42.92 | USD 14.36 |

Table 1: *Summary table of parameters described in the write up.*

- Data collected suggests that, contrary to initial expectations, the underlying cause of variation in vaccinator performance is unlikely to be a single easily observable variable. More likely, there will be a range of causal factors and these could well vary from one situation to the next.

**Further Studies**

It is possible that further and more detailed poultry vaccinator performance studies will be undertaken in the future in order to better understand causal factors. However, as GALVmed's Market Development initiatives expand and wider portfolios of smallholder animal health products are used, it is possible that the role of poultry vaccinators will diminish in favour of better skilled veterinary para-professionals. Under this scenario, the need for further poultry vaccinator performance studies would diminish.

**Cross Reference: Other Related GALVmed M&E Studies**

| Study | Relevance |
|---|---|
| Poultry Productivity Studies | The Poultry Productivity Studies are impact / productivity related studies looking to make a direct comparison between ND vaccine adopters and non-adopters. Vaccinator data was collected. |
| ND Pilot Project Durability Assessment | This study assessed the long-term commercial viability of the ND vaccine supply chain. Vaccinator data was collected. |