Process and Constraint Analysis of Paraprofessionals Regulation and Legalization: The Case of Uganda

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Abstract
This study was set to examine the constraints of integrating paraprofessionals to the formal veterinary system in Uganda. The research design adopted in this study was qualitative. Process Influence-Net Map, pair-wise ranking and matrix scoring tools were used. Results show lack of political will, inadequate finance, weak veterinary institutions. The study reveals the best integration approach as the moderate integration system. It recommends that for paraprofessionals to be integrated as part of the veterinary system; the Veterinary Surgeon Act and paraprofessional bill needs to be passed, the Uganda veterinary board should be strengthened, veterinary service providers should be organized and trained.

Introduction
Paraprofessionals (Community-based Animal Health Workers and Para-veterinarians) play a significant role in provision of veterinary services in the developing countries (Ly et al., 2003; Catley et al., 2004; Vallat, 2004). However, to ensure quality of services, paraprofessionals need to be supervised and integrated to formal veterinary system (Mugunieri et al., 2004). In Uganda, the amended Veterinary and Paraprofessionals bill that is supposed guide the integration of paraprofessionals to formal veterinary system is still pending in Parliament since 2003. This study analyses the process, identifies the actors and the challenges to the integration process.

Methods
The Process Net Map tool was used to identify actors and challenges to the integration process. The Pair-wise ranking was used to indentify main challenges to integration while the matrix scoring was used to examine the Alternative modes of integration. The study was conducted in pastoral and intensive livestock production system in Uganda.

Results
Results from the process influence Net-Map exercise generated 15 key actors in the integration process as seen below. The main constraints to integration were lack of political will, inadequate finance, absence of service providers associations, inadequate finance, absence trained paraprofessionals and cultural practices. The Moderate integration system was preferred.

Conclusions
The study reveals there is need to convince political leaders to see the relevance of integrating paraprofessionals to veterinary system. This requires formation of strong coalitions of actors including veterinarians, paraprofessionals, local governments, farmers and NGOs. The Moderate Integration System, where government veterinarians supervise paraprofessionals and paraprofessionals operate privately but paid an allowance when contracted by government should be advocated because it is financial and administratively feasible.

References