



**Farmer to Farmer Benin  
Volunteer Assignment Scope of Work**

<b>Summary Information</b>	
<b>Assignment Code</b>	<b>BJ240</b>
Country	Benin
Country Project	Soybean subsector
Host Organization	The Farmers Group of Benin (GEA-BENIN)
<i>Type of Volunteer Assistance</i>	<b>Organizational Development (O)</b>
<i>Type of Value Chain Activity</i>	<b>Information and Input support services (S)</b>
Assignment Title	Training the GEA-Benin women membership leadership
Assignment preferred dates	February-March 2020
Objectives of the assignment	<ul style="list-style-type: none"> <li>• Train on concepts related to leadership and different style of leader</li> <li>• Help participants to identify obstacles that prevent women from being leaders,</li> <li>• Train participants on self-esteem development, and public speaking skills</li> <li>• Provide characteristics of a good leader</li> <li>• Train on process to become a leader</li> <li>• Provide strategies and tools to become a great leader</li> <li>• Train on negotiation and management skill</li> </ul>
Desired volunteer skill/expertise	<ul style="list-style-type: none"> <li>• Expert in leadership, women leadership in particular</li> <li>• Have a background on farmers' cooperative management</li> <li>• Practical experiences in adults training (women) is required</li> <li>• Knowledge on gender and women empowerment is an asset</li> </ul>

## **A. BACKGROUND**

The Farmers Group of Benin (GEA-BENIN) is a Professional Agricultural Organization, which is a Network of 22 National Non-profit Agricultural Organizations created on September 18th, 1993 and governed by the law of July 1, 1901. It has been officially registered by the Ministry of the Interior and territorial Affairs at N°97-318/MISAT / MISAT dated of September 12th, 1997 and has been published in the Official Journal of Benin under No. 2400 of November 15, 1997. In addition, it subsequently has received the agreement of the Ministry of Planning and Economic Restructuring of Benin under No. 1335 / MPREPE / DC / SG / DPRPIB / SCAONG dated of June 29th, 1998 and by the Ministry in charge of Relations with Institutions, Civil Society and foreign Beninese under N ° 103 / MCRI-SCBE / DBEVA / SSOCBE dated of December 6th, 2001. The GEA-Benin has the Unique Fiscal Identification (IFU) which is N°6201200676707 of April 10, 2012. The GEA-BENIN is a support structure for more than 37000 agricultural producers. So, it accompanies many agricultural producers at national level and works for a fair agriculture with regards to sustainable natural resources management. The GEA Benin vision that is shared in the network is "A truly strong and autonomous farmers organizations, with the members living on agricultural revenues, able to develop services to members and to influence public policies in the agricultural sector at the national level". Its mission is to contribute to the promotion of agricultural development and defend the interests of producers for better socioeconomic integration. Since its creation, GEA-BENIN has been working to develop strategies to find solutions to the problems experienced by the agricultural and rural farmers through a participatory approach. So, several successive strategic development plans have been developed and implemented to meet the needs of the members.

## **B. ISSUE DESCRIPTION**

In Benin, women play a vital role in agricultural sector. About 36,4%<sup>1</sup> of those who involved in this sector are women. They operate in all activities, from production to commercialization. Despite this important role women carry out, they are not really involved in decision-making. In many farmer organizations, few of them occupy the decision-making positions. Even the latter who accede to these positions, are most of times overshadowed by men. This scene is not different at Farmers Group of Benin (GEA-BENIN) organization. This sad situation of Benin women has its causes rooted in the country culture which is patriarchal culture. Many barriers prevent women from playing leadership role and one of these barriers are their lack of assertiveness.

---

<sup>1</sup> National Institute of Statistic and Economic Analysis (INSAE, EMICoV 2010)

The Farmers Group of Benin (GEA-BENIN) organization aim to build woman leadership capacity in order to address their lack of assertiveness and to promote gender and to better empower the women members. This assignment will allow GEA-Benin to reinforce a woman leadership in the organization.

### **C. OBJECTIVES OF THE ASSIGNMENT**

The main objective of this assignment is to train the GEA-Benin's women staff and members' on leadership.

The specifics objectives aim to:

- Train on concepts related to leadership and different style of leader
- Help participants to identify obstacles that prevent women from being leaders,
- Train participants on self-esteem development, and public speaking skills
- Provide characteristics of a good leader
- Train on process to become a leader
- Provide strategies and tools to become a great leader
- Train on negotiation and management skill

### **D. HOST CONTRIBUTION**

The contribution of the GEA-Benin to this assignment will consist of mobilizing, supporting the commuting, the lodging and the feeding fees of the participants to the training sessions. In addition, it will provide conference room for the training sessions. Finally, their leaders promise to take in charge the roundtrip commuting of the volunteer from his or her hotel to its headquarter every day

### **E. ANTICIPATED RESULTS FROM THE ASSIGNMENT**

This assignment will allow, the GEA-Benin's members and staff to be able to identify the barriers that hamper women from playing leadership role. It will help the participants to develop self-esteem and public speaking skills. Moreover, the strategies and tools to become a great leader that this training will permit to get, will enable the participants (women) to embrace the leadership attitude. All this will impact positively the women position in GEA organization and will lead to their empowerment and help to improve their well-being

### **F. DELIVERABLES**

The deliverables expected from this assignment are the follows:

- The participants can identify barriers that prevent women from being leaders
- The participants have been trained on self-esteem development, and public speaking skills and are able to develop this skill
- The participants are skilled for negotiating and managing their organization
- The participants master the characteristics of a good leader

- They participants are tooled for the different steps they can embrace to become a great leader
- The assignment is debriefed with USAID and country staff
- The assignment report is provided

#### G. SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY (DRAFT)

The training will be held in two sessions

Day	Activity
Day 1	Travel from home to US international airport
Day 2	Arrival at Benin International Airport, picked up and check in at Livingstone Hotel.
Day 3	At 8.30 am, the volunteer is greeted at the hotel by CRS staff, afterward he will be driven to CRS office for introductions and orientations (briefings including host brief), logistics and expectations and anticipated outcomes. Any necessary hand-outs will be prepared at CRS office. Travel to Djeregbe at host organisation office. The Benin F2F team will introduce the volunteer to the GEA-Benin management team. The volunteer, together with CRS staff and GEA-Benin management team, will review and finalize the work-plan. This plan must figure out the required sessions and the timeline work. Then travel to Porto-Novo and check in at Ayelawadje Hotel.
	<b>First session</b>
Day 4	-Check up the background of the participants related to the assignment and their expectations -Train on concepts related to leadership and different style of leader
Days 5	- Help participants to identify obstacles that prevent women from being leaders, -Train participants on self-esteem development, and public speaking skills
Day 6	-Provide characteristics of a good leader -Train on process to become a leader -Provide strategies and tools to become a great leader
Day 7	-Train on negotiation and management skill
	<b>Second Sessions</b>
Day 8	-Check up the background of the participants related to the assignment and their expectations -Train on concepts related to leadership and different style of leader
Day 10	-Help participants to identify obstacles that prevent women from being leaders, -Train participants on self-esteem development, and public speaking skills

Day 11	-Provide characteristics of a good leader -Train on process to become a leader -Provide strategies and tools to become a great leader
Day 12	-Train on negotiation and management skill
Day 13	Wrap up the meetings with the GEA-Benin representatives, debriefing with CRS Benin F2F staff and the GEA-Benin, actions plan and recommendations review and Trip back to Cotonou
Day 14	Debriefing at CRS office with USAID Mission and CRS staff. Volunteer will finalize his/her reporting at CRS office and fill out all necessary M&E forms.
Day 15	Depart for USA

#### **H. DESIRABLE VOLUNTEERS SKILLS**

As described above, the volunteer we are looking for this assignment must have relevant professional skills and practical experiences in climate change. Especially, he or she must have:

- Expert in leadership, women leadership in particular
- Have a background on farmers' cooperative management
- Practical experiences in adults training (women) is required
- Knowledge on gender and women empowerment is an asset

#### **I. ACCOMMODATION AND OTHER COUNTRY LOGISTICS**

In Cotonou, the volunteer will stay at Livingstone Hotel, whereas in Porto-Novo, the volunteer will stay at Novela Planet Hotel. In Benin, CRS will pay for hotel accommodation and a local network SIM card will be provided to him. In Porto-Novo, CRS will hire a local translator for the volunteer's work and GEA-Benin will contribute to the volunteer 'commuting as well as mobilizing and supporting its members for training sessions. The GEA-Benin Coordinator and the responsible of the women group will work closely with the volunteer, the preparations and the training sessions to make sure that the participants are trained and the assignments goal is achieved.

#### **J. RECOMMENDED ASSIGNMENT PREPARATIONS**

##### **1. Training Materials**

The volunteer should prepare materials for hand out which can be printed at CRS office in Benin before his arrival. Flip charts, markers, masking tapes can be obtained at CRS offices in case the volunteer wishes to make some illustrations. If possible for the assignment, the volunteer could bring a laptop with him,

but a spare computer can be obtained locally. But for presentations, the GEA-Benin can provide a projector device.

**2. Working Environment**

Porto-Novo is in the Southeast of Benin, about 35 km from Cotonou. It’s Benin’ capital. Most of the sessions will take place at GEA Benin’s headquarter in Djeregbe, 5 km far from Porto-Novo. However, some commuting could be required around or between Porto-Novo and Djeregbe. The volunteer will work mainly with GEA-Benin women technical staff and the women members of its administrative board. In Porto Novo, the volunteer will meet both Muslims and Christians and the main languages is goun. People are open to collaborate with foreigners.

**3. Recommended Reading**

CRS strongly recommends that the volunteer becomes familiar with this SOW as well as the country information that will be provided prior to his or her arrival in the country. Anyway, some orientations will be given to him or her before his departure to the field.

**4. Weather Appropriate Clothing**

The weather appropriate clothing is light and not dark ones. In south of Benin, the weather is a bit hot and humid with the temperature varying between 23 to 36 Celsius degree. From December to February there is the dry, mid-hot and mi-cold wind called harmattan. The volunteer may read some documents on tropical farms and climate change effects on African agriculture.

**K. KEY CONTACTS**

<p><b>CRS Baltimore</b> Mireille Ngokion Volunteer Coordinator Farmer to Farmer Program 228 W. Lexington Street Baltimore, MD 21201 410-951-7315 Email: mireille.ngokion@gmail.com</p>	<p><b>Country Director</b> Nestor ALOKPAI CRS Benin F2F Country Program Director Cotonou, Benin Email: <a href="mailto:nestor.alokpai@crs.org">nestor.alokpai@crs.org</a> Tel: 69 84 29 12 or 97 52 54 56 (call and WhatsApp)</p>
<b>F2F Project coordinator</b>	
<p>Christelle ATCHADE CRS Benin F2F Project coordinator Email: <a href="mailto:christelle.atchade@crs.org">christelle.atchade@crs.org</a> Tel : (00229) 69075966</p>	
<b>Host Organization: GEA -BENIN</b>	
<p>ADANDE A. Nicolas Coordonnateur du GEA-BENIN Office: 01BP 1891 Porto-Novo (BÉNIN)</p>	

E-mail: [geabenin@yahoo.fr](mailto:geabenin@yahoo.fr), Tel: 66 11 99 34

Private: E-mail: [nicadande@yahoo.fr](mailto:nicadande@yahoo.fr)

Tel: (+229) 96 80 62 89 / 94 75 52 54

Skype: Nicolas ADANDE