



Local Assignment: Ugandan or East African volunteer to be paired with virtual supporting American volunteer.

Potential volunteers from Uganda or East Africa should email George.ntibarikure@crs.org and maria.nakayiza@crs.org to express interest.

American volunteers wishing to support virtually should email maria.figueroa@crs.org

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

| Summary Information | |
|------------------------------------|---|
| Assignment Code | UG246 |
| Country | Uganda |
| Country Project | Agribusiness Country Project |
| Host Organization | Caritas Arua Diocese |
| Type of Volunteer Assistance: | Organizational Development (O) |
| Type of Value Chain Activity: | Information and Input Support Services (S) |
| Assignment Title | Staff training on COVID-19 safety and health preventative measures in accordance with the WHO and MOH guidelines. |
| Assignment preferred dates | Flexible |
| Assignment objective | Conduct virtual training of Caritas staff on: <ul style="list-style-type: none"> • Self-protection against COVID-19 infection • Emergency handling of COVID-19 cases encountered if in the field • Prevention of the spread of Corona virus under field operations • Stress management tips for Caritas staff as they implement program activities. |
| Desired volunteer skills/expertise | <ul style="list-style-type: none"> • Public Health specialist with extensive experience working with communities in managing disease outbreaks/pandemics. • Experience training employees in occupational health and safety in the context of safeguarding and protection from health hazards, reduce vulnerability to disease outbreaks with specific emphasis to COVID-19 • Good adult facilitation skills |
| PERSUAP classification | Type III |

A. BACKGROUND

CRS Farmer-to-Farmer program (F2F) is a five-year ((2019- 2023) USAID funded program currently in its second year of implementation. The program's primary goal is to reduce hunger, malnutrition, and poverty across six countries: Benin, East Timor, Ethiopia, Nepal, Rwanda and Uganda. The program aims at achieving this goal through advancing inclusive and sustainable agriculture led growth aimed at generating sustainable, broad-based economic growth in the agricultural sector. The program's secondary goal is to increase US public understanding of international development issues and programs and share the knowledge back in the US. To achieve its goals, F2F program provides volunteer technical assistance to farmers and farmer groups (associations and cooperatives), private agribusinesses, agriculture education institutions in developing countries like Uganda to address host identified technical needs in selected agricultural value chains. F2F volunteers are pooled from abroad range of US agricultural expertise, from private farmers with varied experience, University professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists, agronomists who support local host organizations. F2F program introduces innovation and develops local organizations capacity for more productive, profitable, sustainable and equitable agricultural systems while providing an opportunity for people- to-people interactions within the agricultural sector. In Uganda, F2F program focuses its technical interventions on the livestock and agribusiness value chains

Caritas Arua Diocese is the social services and development arm of Arua Catholic diocese started in 1986 as a relief office after the return of Ugandan refugees from Congo and Sudan. By that time Caritas' main services were to give out food and tents but due to increased demand for food, Social Services Development (SSD) turned its services into provision of farm tools and agricultural inputs as a more sustainable measure and to gradually reduce community dependence on hand outs. The secretariat is headed by a director who is appointed by the Bishop, who works with and oversees both the technical and support staff. Caritas structure goes down to parish, chapel, Small Christian Communities up to household level. Caritas' core areas of engagement include but are not limited to; Community development, Good governance, Research and Advocacy, Capacity development, Emergency and Relief response, Gender Equality, Environmental protection and Climate change. Caritas activities promote livelihoods of host and South Sudanese refugee communities through agriculture and vocational skills training. Overall development programs implemented by Caritas across the different districts in West Nile Region are aimed at promoting self-reliance and addressing food insecurity issues among refugee and hosting households. Due to its continued service to communities, Caritas office has remained fully operational during the COVID-19 crisis, serving the needs of the most vulnerable communities. Due to this business continuity, Caritas Staff are at risk of contracting the Corona virus as they interact with program participants in the field. It's against this background that Caritas management has requested for CRS' F2F volunteer technical assistance to train its frontline workers in health and safety precautions they can undertake as preventative measures against COVID-19.

B. ISSUE DESCRIPTION

On 30 January 2020, WHO declared the outbreak of coronavirus disease (COVID-19) a Public Health Emergency of International Concern. The new virus is highly infectious and transmits by respiratory droplets when an infected person coughs or sneezes. As of today, nearly all the countries in the world have been affected, including Uganda, where the first case was reported on March 21. As of May 7, Uganda has 100 cases of COVID-19, no case fatalities and 55 recoveries. The health of the population is central to the socioeconomic development of the country. Unfortunately, the COVID-19 pandemic significantly threatens to undermine and derail the gains the country has achieved in improving the health and social-economic development of Uganda. To ensure that the country responds adequately and mitigates the impact of the COVID-19 pandemic, the Ministry of Health (MOH) has put in place guidelines to be followed by the general population and health professionals. Some of the practical measures include: SOPs for DOs and DON'Ts concerning COVID-19 prevention measures, restricting unnecessary movements, limiting work to only essential service providers, all Ugandan borders and points of entry have been closed till further notice according to a presidential directive allowing only cargo transportation. The government of Uganda has done a tremendous job sharing COVID-19 related information, however training of frontline workers involved with other sectors outside health has not been proactively done. It is important that the frontline workers and the general population remains on high alert and diligently exercises preventive measures to avoid contracting Coronavirus (COVID-19).

Despite the closure of many organisations due to lockdown guidelines set by the government of Uganda (GoU), except for organisations/businesses providing essential services, Caritas Arua has remained operational with slight scale down or revisions in its activity implementation due to the travel restrictions and social distancing requirements. Caritas' decision for business continuity however places its front line staff at risk of contracting COVID-19 in a bid to serve the most vulnerable Ugandan and South Sudanese refugee communities and households. Caritas management is cognizant of the risk the staff are exposed to as they implement activities in the field, Staff have access to various information sources such as; MOH/WHO guidelines, and UNHCR as the prime body overseeing refugee response work, and other development agencies, however no hands on training has been done. Caritas management recognizes information only access is inadequate, the staff need to receive a more hands on training from a public health expert on the different health and safety precautions staff need to undertake to reduce risks of contracting the Corona virus, with additional stress management tips staff should be aware of as they work under the current circumstances in order to keep them safe and productive. The F2F volunteer technical assistance will therefore address the existing gap to ensure the safety of Caritas staff.

C. OBJECTIVES OF THE ASSIGNMENT

The overall objective of this assignment is to offer training to Caritas staff on COVID-19
Conduct virtual training of Caritas staff on:

- Self-protection against COVID-19 infection,
- Emergency handling of during COVID-19 cases encountered in the field,
- Prevention of the spread of Corona virus under field operations,

in accordance to WHO and MOH guidelines, and tackle some of the stress management tips staff can embrace as they continue to operate under current circumstances.

- Stress management tips for Caritas staff as they implement program activities.

Specific activities will include:

- Interacting with Caritas staff to understand the current situations under which they work, challenges and how they have over-come those challenges
- Conduct staff training at two fronts: 1) Emphasizing the need to adhere to safety precautions as frontline workers to avoid the risk of exposure to COVID-19. Training on the various safety and precautionary measures staff can adopt in preventing infections and spread of COVID-19. 2) Stress management measures for staff during this critical time.
- The training should be designed in a way to complement already existing knowledge (MOH Information) among the staff, but this should be more participatory and relevant to the current context (staff should be able to relate the training to their current situation).
- The volunteer can share relevant webinars/videos/additional materials with host staff.

Target Audience: This will include management team at Caritas head office, technical and operations staff at head and sub-offices.

Host contribution: Caritas Arua management has committed to mobilize its team of staff, managers to participate in virtual trainings to be conducted by the volunteer. Caritas will also ensure that appropriate ICT platform is in place.

ANTICIPATED RESULTS FROM THE ASSIGNMENT

With this practical hand on training, staff will be able to better comprehend the significance of adherence to COVID-19 preventative measures, their adoption will prompt Social and Behaviour change among the staff and the communities served by Caritas. The risk of exposure to the Corona virus will be greatly reduced due to the adoption of the measures and the message will be equally shared with program participants in communities further reducing the possible contracting of COVID-19.

The anticipated deliverables include:

- Recorded proceedings of the training sessions
- A folder with all materials used for training (Presentations, video clips, training guide, and any other materials)
- Virtual debriefing with USAID and F2F staff (In country and HQ)
- Simplified volunteer report and expense report as applicable

D. SCHEDULE OF VOLUNTEER TRAINING ACTIVITIES

The period of volunteer and host engagement will be determined based on the training content, time aspects in terms of the most appropriate time for staff availability to engage, internet connectivity. Based on this, the volunteer, host and F2F field staff will discuss and develop a schedule for the most productive virtual engagement.

F. RECOMMENDED ASSIGNMENT PREPARATIONS

- CRS-F2F designs assignments with the assumption of some pre-assignment preparation by the volunteer. Actual preparation time will vary based on the experience of the volunteer, as well as informational or training resources the volunteer has readily available. CRS relies on the volunteer to assess the tasks outlined in this SOW and to make his or her own judgment about how much and what kind of preparation is needed prior to engaging with the host organization.
- CRS strongly recommends that the volunteer become familiar with the COVID-19 situation in Uganda, preventative measures that have been developed by the MoH and align training materials with the set guidelines to avoid sharing of contradictory messages.

G. KEY CONTACTS

To find out additional information about the host, issue description or field conditions, please email the country contact provided below, copying the CRS Baltimore contact.

CRS Baltimore

Maria Figueroa | US Operations Manager/Uganda Recruiter |Farmer to Farmer Program|410-951-7366| Email: maria.figueroa@crs.org|228 W. Lexington Street| Baltimore, MD 21201

CRS Country Program: The recruiter will connect the volunteer with the in country F2F team

Host Organization: Alini. B. Victor | Executive Director-Caritas Arua |Phone: 0773799740|
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