



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

Summary Information	
Assignment Code	UG264
Country	Uganda
Country Project	Agribusiness Country project
Host Organization	Kyendangara Area Cooperative Enterprise (KACE)
Assignment Title	Safe use and handling of Agrochemicals
Assignment preferred dates	April – May, 2021
Objectives of the assignment	Facilitate KACE to come up with best practices in the Safe use and handling of Agrochemicals.
Desired volunteer skill/expertise	This assignment will be accomplished through pairing a US volunteer with a local volunteer both having: <ul style="list-style-type: none"> • Agronomist/Toxicologist with expertise in safe use and handling of agrochemicals or safe use of crop protection products • Good adult facilitation and interpersonal skills
Type of Volunteer Assistance	Technology Transfer (T)
Type of Value Chain Activity	Information and Input support services (S)
PERSUAP Classification	Type I

A. BACKGROUND

CRS Farmer -to-Farmer program (F2F) is a USAID funded program that will be implemented for five years (2019- 2023) with a primary goal of reducing 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 a broad 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 will focus its technical interventions in the livestock and agribusiness value chains.

The Global Food Security Strategy (GFSS) for Uganda, 2018 highlights the need to invest in vulnerable and poor populations who do not have access to adequate assets, skills and capabilities to fully invest and participate in market systems¹. Such populations will need to be supported in terms of developing their capacity over time to participate in value chains so that they can become livelihood options for them. As part of realizing the needed support, GoU through its ASSP 2016-2020 has planned to strengthen the capacity of higher-level farmer organizations for collective marketing, bulking, quality and standards improvement using the farmer groups methodology as a driver for agro-enterprise development². Planned interventions include support to farmer groups in formulating and implementing technical, managerial and marketing strategies as well as developing feasible business plans for new investments and financing opportunities.

Kyendangara ACE is a member owned farmer cooperative registered as a secondary cooperative with a membership of 1,296 farmers located within Mahyoro Town council, Kitagwenda district. ACE members are organized under three Rural Producer Organizations (RPOs) and 40 farmer groups. Kyendangara ACE promotes maize and rice as the core enterprises for collective bulking and marketing majorly and value addition to a small extent. The organization started four years ago with the registration process completed at national level.

B. ISSUE DESCRIPTION

Agriculture remains the backbone of Uganda's economy. In 2012/13, the sector accounted for 25.3 percent of the country's GDP from 24.7 percent in 2010/11. It employs about 72 percent of the total labor force (formal and informal), 77 percent of whom are women, and 63 percent are youth, mostly residing in the rural areas. Over the NDPI (National Development Plan 1) period, the sector registered sluggish growth from 1.0 percent in 2010/11, to 1.33 percent during 2013/14. Farming is still dominated by smallholder farmers engaged in food and cash crops, horticulture, fishing and livestock farming. The sector's strength is leveraged through, among others, the National Agricultural Policy 2013 which sets a solid framework to guide investment and delivery of agricultural services. To achieve the middle-income status by 2040 as envisioned by NDP II, the country still needs to improve the agricultural extension system- support the

¹ Global Food Security Strategy (GFSS), 2018.

² Agriculture Sector Strategic Plan (ASSP), 2016 -2020.

farmers in the transition process from subsistence to commercial farming, realize increase in production and productivity. This ultimately means that farmers will start to view and perceive farming as a business rather than any other vocation or part of rural lifestyle. Agriculture is periodically constrained by both availability and the quality of farm inputs including seed, equipment, agrochemicals, fertilizers and expertise in utilization and application of these farm inputs.

Pesticides are popular with farmers because of their quick and effective action against target diseases and pests. However, it is now accepted that the risk to human lives and the environment are so great that there is need for caution in use of the pesticides. In Uganda, cases of farmers reusing pesticide containers are rampant. These containers are used to carry milk and water. Cartons used to wrap pesticides are also used extensively to carry various items including foodstuff, leading to risk to the people. Some farmers do not use any personal protective equipment during spraying and carry out the spraying in presence of children, hence exposing themselves and the children to serious chemical hazards. This increases the chances of contamination because of drift or rainfall run off from the field with the environmental consequences to aquatic flora and fauna, together with human health.

Pesticides are widely used in agriculture and livestock production to prevent or control pests, diseases, weeds, and other plant pathogens to improve health, reduce or eliminate yield losses and maintain high product quality. Although pesticides are developed through very strict regulation processes to function with reasonable certainty and minimal impact on human health and the environment, pesticides use raises concerns regarding health risks from the exposure of farmers when mixing and applying pesticides or working in treated fields and from residues on food and in drinking water for the general population. Due to lack of robust control mechanisms, Uganda's exports rank poorly against other competing countries on their record of compliance with international standards, damaging the reputation of all Ugandan exporters in the process.

In general pesticides and herbicides safe-use and instructions are usually included in the manufacturers' labels. In most cases, they are written in scientific and foreign languages difficult for low literate farmers in Uganda to understand. This combined with lack of proper measuring equipment's puts doubt as to whether recommended doses are applied in small scale farming agro-ecosystems. Overdoses may be applied, and this leads to contamination of the natural ecosystems. When a pesticide is used, there is always a probability that some of the product will contaminate an area outside the targeted area, due to either negligence or insufficient knowledge by the user. Spray far from target without considering the possibility of drift in windy weather, and careless preparation of mixture can lead to environmental contamination. Pesticide and herbicide mixtures transferred without use of funnels, make spillage and splashes almost unavoidable. Workers spraying with and against the wind increase the possibility of inhaling pesticides. Poor conditions for storing and transporting pesticides and herbicides may lead to accidental spills. Inappropriate techniques for disposing of empty packaging, excess mixtures or expired products all pose serious hazards to humans and the environment both in the short and long run.

Kyendangara ACE was selected by the government in Kitagwenda district to supply agricultural inputs including maize seeds, tarpaulins, fertilizers, agro chemicals and other related supplies to their farmers

under Agriculture cluster development project (ACDP). It is from this background that Kyendangara ACE is requesting for F2F technical assistance in the safe use and handling of these agro-chemicals to farmers in their farming activities as they increase their production in both maize and coffee enterprises.

C. OBJECTIVES OF THE ASSIGNMENT

KACE has requested for a F2F volunteer to assist the ACE and RPOs in streamlining the safe use and handling of agro-chemical among the members of KACE and train the RPOs farmers in such.

The specific topics for the volunteer to provide technical support in are:

1. Use of PPEs, equipment
2. How farmers/applicators can clean and store application equipment
3. How farmers/applicators store unused pesticides
4. Train farmer on selecting, applying, storing, mixing, monitoring, and disposing of pesticides.
5. Train farmers on IPM
6. Build the capacity of KACE and Kitagwenda district extension staff in safe use and handling of agro-chemicals.
7. Train government extension officers, applicators, or farmers in safe pesticide use and IPM in neighboring districts like Kamwenge.

The trainings will be conducted at two levels:

1. At the farmers level, training farmers (1- 5),
2. At ACE, RPO and district levels 1- 7 above. This is intended to act as trainers for supporting and conducting follow up trainings with other farmers and reaching new groups.

D. HOST CONTRIBUTION

Kyendangara ACE has committed to carry out all translations as necessary where the volunteer needs to interact with farmers, otherwise all trainings will be conducted in English. One staff will be designated to and to mobilize target audience for the training sessions and work closely with the volunteer, during preparations and actual trainings, to ensure that the extension staff and key leaders are available as desired.

Working relationship between US volunteer and local volunteer

Both the US and local volunteers review the scope of work and understand the assignment objectives. During the first connection call, the two volunteers are virtually introduced by a member from the Uganda F2F team, jointly they agree on modalities/approaches of executing the assignment, including the frequency of check in calls.

Next, the US volunteer pre-designs a step-by-step approach with appropriate tools/templates that are discussed and finalized with input from the Local volunteer. The Local volunteer executes each step, shares results, and together they determine how to execute the next step, adjusting the tools/templates as

required. The Local volunteer should be willing to listen to and accept input/guidance from the US counterpart who is off site and share decision making.

On site, the local volunteer will capture a snapshot of the host situation on ground in line with the assignment and building on the scope of work information and share this with the US counterpart. The US volunteer reviews relevant data/observation/information collected by local volunteer, clarifies findings through email/skype/zoom or WhatsApp, together they determine appropriate/needed/doable intervention(s). US volunteer revises interventions steps accordingly and submits to local volunteer and the intervention plan is discussed and finalized. The assignment commences with local volunteer taking lead on ground following the agreed intervention plan and with an agreed periodic check-in for the entire duration of the assignment. Based on emerging ground situation, the local volunteer together with the US volunteer will develop materials/tools/templates to address the host needs being careful not to divulge from the scope of work objectives and deliverables.

Whenever possible, the local volunteer should use the most suitable communication platform (Zoom/WhatsApp/Skype) with the US counterpart to directly engage with key members of the host organizations (Board and management/company owners) on assignment related discussion and evaluation of progress. This collaboration is expected to continue throughout the assignment period and update the host country and HQ recruiter of the progress.

Reporting is jointly done using the provided templates and submitted to CRS. Both US volunteer and local volunteer will be invited for a debrief meeting with USAID local mission. This will mark the end of the joint assignment. However, as always, both volunteers are encouraged to keep in touch with the host and where necessary post assignment. The field office or HQ office can offer any support for the follow up that may be needed.

ANTICIPATED RESULTS FROM THE ASSIGNMENT

With the volunteer's technical assistance, KACE and RPOs management should lead to:

- Improved understanding of the status of safe use and handling of pesticide in project area with regards to trade, on farm handling, use and disposal
- Recommended safe use and handling practices of pesticides
- Options for IPM to reduce pesticide use in the farming activities

It is further anticipated that once farmers begin keeping records and approaching farming from a business perspective, their incomes will increase and overall, their livelihoods will be improved. In addition to the training, the volunteer will be required to develop a training guide on 'Records Keeping' and basic financial management, which will be used for future reference and training.

E. DELIVERABLES

- Training attendance list for members from the ACE, RPOs and districts trained.
- Training manuals/guidelines developed.
- Debriefing with USAID and in country group presentations after assignment
- Group presentation with local stakeholders at the end of the assignment
- A compilation of training materials used during the trainings.
- Field trip report and expense report

A. Schedule of Volunteer Activities in Uganda

Day	Activity
Day 1	Travel from home to CRS office for introductions and briefings including host brief, logistics and expectations and anticipated outcomes. Any necessary hand-outs will be prepared at CRS offices.
Day 2	Travel to Kitagwenda district to commence the assignment. In the afternoon, CRS introduces the volunteer to KACE team. Together with CRS and the management, the volunteer will review and finalise the work-plan. The action plan should include group presentations to be done after the assignment.
Day 3- 6	Training ACE, RPO and district extension staff (1-7)
Day 7-9	Training 1 st RPO members on (1-7)
Days 10-12	Training 2 nd RPO members 1-7
Days 13-15	Training 3 rd RPO members 1-7
Day 16-17	Development of safe use and handling of agro-chemical manual.
Days 18	Wrap up meetings, whilst emphasizing key concepts of the assignment. Participants evaluate the training and together with the volunteer discuss final report recommendations. Travel back to Kampala
Day 19	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 as well finalize advances and expenditures with finance. In the evening depart for the US
TBD	Outreach event when back in the US could include presentation with a local group/organization, press release, media event and/or speaking tour.

F. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

In Kampala, the volunteer will stay at Fairway Hotel & Spa (www.fairwayhotel.co.ug). In Kitagwenda, the volunteer will stay in Ibanda at hotel identified by CRS.

CRS will pay for hotel accommodation and provide the volunteer with per diems to cater for meals and other incidentals. The volunteer may get an advance which has to be cleared before departing Uganda. For more information, please refer to Uganda country information that will be provided.

G. RECOMMENDED ASSIGNMENT PREPARATIONS

The volunteer should prepare materials for hand out which can be printed at CRS office in Kampala before commencement of the assignment. Flip charts, markers, masking tapes can be obtained at CRS offices in case the volunteer wishes to make some illustrations.

CRS strongly recommends that the volunteer becomes familiar with Uganda’s agriculture sector plans and priorities, the agribusiness country project. Details on weather, security and appropriate clothing are included in the country visitor’s information pack.

For this specific assignment, the following documents shall be provided to the volunteer prior to arrival in the country:

- Initial environment evaluation and programmatic pesticide evaluation report and safer use action plan (PERSUAP) – July 2015 (or a modern version)
- Agribusiness country project
- Any other materials as may be deemed necessary for the assignment preparation. The F2F project director in Uganda will work closely with the volunteer during the assignment preparation stage.

H. KEY CONTACTS

To express interest in this assignment, please email the CRS Baltimore contact listed below. 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.

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