

**Farmer to Farmer East Africa**

**Volunteer Assignment Scope of Work**

**NOTE: SCOPE OF WORK AWAITING FINAL EDITS**

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| **Summary Information** | |
| Assignment Code | UG73 |
| Country | Uganda |
| Country Project | Grains (maize) country project |
| Host Organization | Kapchorwa District Farmers’ Association (KADFA) |
| Type of Volunteer Assistance: | **Technology Transfer (T)** |
| Type of Value Chain Activity: | **On Farm Production (F)** |
| Assignment Title | Maize Agronomy |
| Assignment preferred dates | March – April 2016 |
| Assignment objective | **Equipping farmers of KADFA in agronomic practices for improved maize production** |
| Desired volunteer skills/ expertise | * Good knowledge in maize planting using low cost technologies in developing countries * Wide experience working with small holder grain farmers and knowledge on farming practices in developing countries. * Good writing and analytical skills, interpersonal communication and presentation skills (adult education skills) |

1. **BACKGROUND**

Kapchorwa district Farmers Association (KADFA) is a farmers’ organization based in Kapchorwa with a regional operational outlook covering the districts of Kapchorwa, Kween and Bukwo. It is a member owned organization founded in 1993 and since then, KADFA has brought women, men, youth, individual farmers and associations under one umbrella organization to champion the interests of the rural poor within Kapchorwa District. Empowering farmers with advisory services, training’s in high values crops, income generating activities such as bee keeping, fish farming, tree planting and sunflower growing among others.

Since her inception in 1993, KADFA currently has a membership of over 2000 farmers with women comprising 58%. The association is governed by a farmers’ council consisting of delegates (farmer representatives) from sub-county farmers organizations. The farmers’ council elects a district executive committee comprised of thirteen members with a 3 year term, these act as the policy and final decision makers for the association. KADFA has a secretariat of 8 employees who run the day to day activities of the organization with the coordinator as the overall technical lead and administrator.

The organization has a vision of **“**alleviating poverty among its registered members through the use of sustainable improved agriculture farming technologies” and a mission **“**To have a well-mobilized farming community practicing improved farming methods through mobilization, training, strategic market information good networking, and effective monitoring and evaluation.”

The host offers a number of services to its beneficiaries including but not limited to;

* Mobilization and recruitment of members.
* Training farmers on modern farming technologies
* Creation of market linkages and Agro-input linkages for members
* Facilitating agricultural Study tours for farmers
* Linkage to credit services
* Mainstreaming HIV/AIDS in Agriculture sector
* Formation of Village savings and loan associations

The crop enterprises engaged in by the farmers include; Maize(Being the dominant crop**),** Wheat, Barley and Coffee. Maize is looked at both as a cash crop and for household food security while the rest are the predominant sources of income for the farmers. There are other enterprises engaged in but at a much smaller scale.

1. **ISSUE DESCRIPTION**

Uganda’s agriculture sector’s share in total GDP has declined from 50 percent in early 1990s to 23.7 percent in 2008/09 (Uganda Bureau of Statistics, 2008), however it still remains an important sector because the majority of Ugandans derive their livelihoods from it—approximately 75 percent of all households are engaged in agriculture, and nearly 70 percent of all households derive their livelihoods from subsistence agriculture. There are some large-scale commercial farmers but smallholder producers dominate Uganda’s agriculture sector, comprising an estimated 70 percent of marketed produce, using low input/low output systems. The sector’s growth is primarily driven by increases in area planted rather than productivity; this is attributed to poor agronomic practices among other factors.

Maize is one of the main crops grown in Uganda and serves as staple food for over 70% of the population. It has also become an important non-traditional export crop as well as being used for animal feed, hence an important crop for improved household incomes. Yet it’s not an exception to the challenges facing Uganda’s agricultural sector. The regional maize production is dominated by smallholder farmers whose production is generally characterized by small farm acreage (0.2- 2 ha), low yields (1.0 -1.8 MT/ha) and high production costs and consequently low returns.

While Uganda benefits from having nearly half the arable land in East Africa, abundant rainfall, and two growing seasons, the country is plagued with issues of disease and pests, declining soil fertility, poor infrastructure, lack of access to finance, poor quality inputs, inadequate post-harvest storage and processing. Limited market information and clear evidence of collusion by traders at local and national levels leaves small farmers with few options but to sell their produce for the lowest price possible. Agricultural yields per hectare are significantly below potential, with the majority of Ugandan farmers not using improved agricultural practices. Post-harvest losses are high, with estimates of maize losses varying from 10 to 25 percent. Farmers lack capital to purchase fertilizers, improved seed, investing in mechanized farming all this limits the capacity for improved maize productivity. These challenges are worsened by the poor agricultural extension system in Uganda with a ratio of 1:1200 in terms of agricultural extension staff to farmer ratio.

This volunteer assignment is aimed at equipping farmers with improved maize agronomic practices such as pests and diseases management, demonstration of the use of low cost farming technologies right from land preparation, pre-planting and post-harvest handling.

1. **OBJECTIVES OF THE ASSIGNMENT**

The objective of this volunteer assignment is to equip the staff and farmers of KADFA with knowledge and skills of how to address agronomic constraints in maize production. The volunteer will provide technical support with emphasis on low cost technologies or practices that farmers can invest in such as composting mulching (for soil water retention) for soil fertility management rather than depending on purchase of fertilizers and farmers lack funds to purchase these inputs, management of pests and diseases, early preparation for planting to maximize the rainfall patterns, proper plant spacing weeding times, timely harvesting to control pests during storage and other practices that can boost maize productivity.

The volunteer will work towards attaining the aforementioned objectives at two levels: at the grassroots level, directly working with extension lead farmers selected from different farmer groups. The training will cover different aspects as mentioned above. At the level of the organization, the volunteer will train the field extension staff, the training will be aimed at polishing their skills with emphasis on knowledge dissemination to the farmers- good facilitation skills. The staff will afterwards generate a training schedule that they can follow through with to continue with the farmer trainings after volunteer departure.

**Host contribution** – KADFA has committed to mobilize its extension staff and extension lead farmers to attend and actively participate in the trainings to be conducted by the volunteer. The association will also avail one key personnel to work closely with the volunteer during preparations and actual trainings, to ensure that key staff are trained and will continue training other farmers even after the assignment is completed. Translation during the farmer trainings will be provided by KADFA.

1. **ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is anticipated that the volunteer’s technical assistance both to KADFA staff and farmers will go a long way in improving the productivity – in terms of quantity and quality of maize, hence leading to food secure households with improved incomes. Farmers will be able to understand the impact of late planting, late weeding, poor plant spacing (Seed broadcasting) and other poor practices on the quality and quantity of a maize harvest. The staff will be equipped with better facilitation techniques in disseminating agronomic related information to farmers.

The anticipated deliverables include:

* Trainings conducted and people trained
* Training manual developed
* Debriefing with USAID and in country group presentations after assignment
* Field trip report and expense report
* Outreach activity, press release or a media event back in US

1. **SCHEDULE OF VOLUNTEER ACTIVITIES**

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| Day | Activity |
| Day 1 | Travel from home to US international airport |
| Day 2 | Arrival at Uganda Entebbe Airport, the volunteer will be picked by Fairway Hotel shuttle and procced to Kampala and check in at the Hotel. |
| Day 3 | At 9.00 am, the volunteer will be greeted at the hotel by CRS staff and thereafter go to CRS office for introductions and briefing including host brief, logistics and expectations and anticipated outcomes. Any Handouts/Materials will be printed at CRS offices before heading out to the field. Travel to Kapchorwa to commence the assignment. |
| Day 4 | In the morning CRS introduces the volunteer to the KADFA board and management. Together with CRS and the management, the volunteer will review and finalize the training work-plan. The action plan should include group presentation to be done after the assignment. In the afternoon, the volunteer will visit some of the nearby farmer fields to acquit him/herself with farming practices in the area |
| .Days 5-6 | Group 1 Farmer Training and make appropriate recommendations |
| Days 7-8 | Group 2 Farmer Training and make appropriate recommendations |
| Days 9-10 | Group 3 Farmer training and make appropriate recommendations |
| Days 11-13 | Training of KADFA Extension staff in different Agronomic practices and facilitation skills and make appropriate recommendations |
| Day 14 | Volunteer finalises with the training manual and discusses it with the extension staff |
| Day 15 | Wrap up trainings and emphasize key concepts of assignment. Participants evaluate the training and together with the volunteer discuss final report recommendations. |
| Day 16 | Volunteer travels back to Kampala |
| Day 17 | 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. |
| Day 18 | Volunteer Departs for USA |
| TBD | Outreach event when back in the US |

1. **DESIRABLE VOLUNTEER SKILLS**

The volunteer should have the following skills and competencies:

* Good knowledge maize agronomic practices using low technologies in developing countries
* Wide experience in working with small holder grain farmers and knowledge on farming practices in developing countries.
* Good writing and analytical skills, interpersonal communication and presentation skills (adult education skills)

1. **ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**

In Kampala, the volunteer will stay at Fairway Hotel & Spa ([www.fairwayhotel.co.ug](http://www.fairwayhotel.co.ug)).In Kapchorwa; the volunteer will stay at Noah’s Ark Resort.

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

**H. RECOMMENDED ASSIGNMENT PREPARATIONS**

* CRS-F2F designs assignments with the assumption of some pre-departure 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 arriving in Uganda
* 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.
* CRS strongly recommends that the volunteer become familiar with CRS programs in Uganda, especially the maize country project description and other information in the briefing pack before arrival to Uganda

1. **Key Contacts**
2. **KEY CONTACTS**

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