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FARMER^TOFARMER
The USAID John Ogonowski and Doug Bereuter Farmer-to-Farmer Program



CRS Farmer-to-Farmer Program Assignment Scope of Work

To express interest in this assignment please email : chi.olisemeka@crs.org

Summary Information				
Assignment SOW Code	UG-302			
Country:	Uganda			
Country Project:	Nutrition			
Host Organization:	Gertrude Memorial Community Health Centre			
Partner:	Baylor College of Medicine, Mayanja Memorial Hospital Foundation, Ministry of Health, Kitagwenda DLG			
Assignment Title:	Promoting Nutrition-Sensitive Agriculture			
Objectives of the assignment:	To promote diversified production systems			
Assignment preferred dates:	June 1, 2024			
Desired volunteer expertise:	Experience in Nutrition-Sensitive Agriculture or related qualifications			
Type of Volunteer Assistance:	T On Farm/Technology Transfer			
Type of CSA Activity	A Adaptation/Resilience			
PERSUAP Classification ¹ :	III			
Approx. number of people to be trained:	Men	Women	Male Youth	Female Youth
	26	82	23	46

Host Information	
Date of completion of baseline & capacity development plan data collection:	April 29, 2024
Date of host agreement signing:	April 29, 2024
No. of previous assignments: ²	N/A
Recommendations given (Total):	N/A
Recommendations applied (Total):	N/A
Name of ToT trainee (if already identified)	Not yet selected

¹ USAID precisely classifies PERSUAP in four categories; PERSUAP Type I assignments directly related to pesticides recommendations, Type II as assignments with indirectly related with pesticides, Type III assignments related to curriculum review and designing, business plan development and strategies development and Type IV as assignments associated with other USAID projects and collaborators.

² Discuss new hosts with Program Director.

Gender, youth and climate considerations			
Gender Sensitivity:	Yes	No	If yes, how? If no, why not?
1. Does the assignment take into account gender dynamics (i.e. decision-making power, roles and responsibilities, cultural norms) in the implementation area?	Yes		The assignment takes into consideration the cultural norms that women are providers of household needs. A key consideration will be to discuss with men the importance of nutrition to child upbringing in terms of brain growth and attainment of full growth potential. This will attract males to support the assignment since no male will want stunted or dwarf children.
2.1 Does the assignment contribute to increasing the capacities of men?	Yes		Men and women will receive training on nutrition-sensitive agriculture.
2.2 Does the assignment contribute to increasing the capacities of women?	Yes		Men and women will receive training on nutrition-sensitive agriculture.
3.1 Does the assignment address the constraints of women?	Yes		The introduction of techniques like kitchen gardening will save women energy and time by establishing homestead gardens.
3.2 Does the assignment address the constraints of men?	Yes		Despite the fact that men generally do not put much emphasis on low economic value crops like those promoted under nutrition-sensitive agriculture, introduction of techniques like kitchen gardening will encourage men to join women because of the importance attached to fruits and vegetables and the associated quick return on investment in terms of income.
4.1 Does the assignment consider how to mobilize women to participate?	Yes		The assignment will be intentional to select women as

			primary beneficiaries through discussions with household heads.
4.2 Does the assignment consider how to mobilize men to participate?	Yes		Because of the discussions held during mobilization (see 3.2 above), men may be motivated to join their wives in the training.
5.1 Have the assignment logistics been organized in a way that facilitates men's participation?	Yes		The time and location of the assignment have been chosen to be held at a time when women will be free to participate.
5.2 Have the assignment logistics been organized in a way that facilitates women's participation?	Yes		The time and location of the assignment have been chosen to be held at a time when women will be free to participate.
Youth Empowerment:	Yes	No	If yes, how? If no, why not?
1.1 Does the assignment contribute to increasing the capacities of male youth?	Yes		The assignment will attract male youth to early maturing crops through kitchen gardening which is less labor intensive and easy to manage.
1.2 Does the assignment contribute to increasing the capacities of female youth?	Yes		The assignment will teach female youth to select short lifespan crops and utilize easy to manage techniques such as kitchen gardening (which is also less labor-intensive).
2. Are there particular barriers to male youth and female youth's participation in the value chain? Has the assignment taken those into account?	Yes		Growing crops for nutrition is associated with females but this assignment will demonstrate that even male youth can benefit from nutrition-sensitive agriculture
3.1 Does the assignment address the particular constraints of the male youth?	Yes		Same as 2
3.2 Does the assignment address the particular constraints of the female youth?	Yes		Same as 2
Climate Change	Yes	No	If yes, how? If no, why not?
Will the assignment address climate change? (Yes/No) If yes, please include this in the issues description.	Yes, the introduction of techniques like kitchen gardening, use of improved seeds etc. are part of climate change adaptation.		

A. BACKGROUND

The CRS Farmer-to-Farmer program (F2F) is a five-year (2023-2028) USAID funded program which provides technical assistance to farmers, farm groups, agribusinesses, and other agriculture sector institutions in developing and transitional countries to promote sustainable improvements in food security and agricultural processing, production, and marketing. The main goal of the program is to generate sustainable, broad-based economic growth in the agricultural sector through voluntary technical assistance. A secondary goal is to increase the U.S. public's understanding of international development issues and programs and international understanding of the U.S. and U.S. development programs.

F2F volunteers are pooled from a broad range of US agricultural expertise including private farmers, university professors, bankers/certified accountants, animal health and nutrition specialists, soil scientists and agronomists who can provide technical assistance to the local host organizations. The program introduces new innovations and skills to develop local organizations' capacity to participate in more productive, profitable, sustainable, and equitable agricultural systems while providing an opportunity for people-to-people exchange within the agricultural sector.

When the COVID-19 global pandemic broke out, CRS F2F introduced a paired remote volunteer (PRV) model whereby a US volunteer who does not travel provides remote support to a local/national volunteer who carries out the assignment in-person. This model is still used for up to 10% of assignments.

For the 2023-2028 round of F2F, CRS is taking a gender-sensitive approach to programming, which includes conducting a gender assessment of each host prior to initiating assignments. CRS is also asking each host to identify at least one person to be a key trainee (under a Training of Trainer [ToT] model) for each assignment in the hope that this person will be able to replicate the training in the future. This isn't a deal-breaker, but we are strongly encouraging it. Therefore, the volunteer report format will ask you to name the trainee (if there was one) and comment on their level of engagement.

The CRS F2F program in Uganda has identified agribusiness and nutrition as the topics of its assignments. These are known within F2F as 'Country F2F Projects.' The agribusiness country project includes developing sustainable and resilient production systems (improved seed and other essential inputs, postharvest losses and value addition, climate change adaptation), and building the capacity of agribusinesses and cooperatives (business planning and management, market information, linkages, private sector engagement, entrepreneurship, organizational constraints). CRS has identified enterprises such as crops, livestock, poultry, apiary, and aquaculture as commodities to be supported under the agribusiness development project. The nutrition country project includes nutrition awareness, nutrition sensitive agriculture, product diversification, recipe preparation, safer uses and application of pesticides, food processing and preservation techniques and organizational constraints. CRS F2F's working geographic zones are Buganda region, Acholi region, Ankole region, Busoga region and Bugisu region. Requests from other locations and outside country projects are sometimes considered but are seen as exceptions.

2. About the host organization

Gertrude Memorial Community Health Centre (GMCHC) is a rural community-based private not-for-profit healthcare center established in 2021 and located in Nyarurambi village, Rwenjaza sub county in Kitagwenda district that serves about 6,000 locals, plus people in 5 nearby sub-counties of Kitagwenda, Kamwenge and Ibanda districts. It especially champions rural healthcare, whereby 90% of beneficiaries are women and children. With a set mission of "imitating Christ's healing mission of compassion", GMCHC is empowered to live and serve others through quality and excellent care, and they envision being the preferred provider of fast, efficient, affordable, accessible, and ever-available healthcare to the entire population. They plan, in the future, to grow

into a rural women's and children's regional hospital. GMCHC's key objectives include reduction of maternal, perinatal, infant and childhood mortality and morbidity rates in their communities, fostering nutrition health, and addressing HIV/AIDS and malaria affecting children under 5 years. They promote reproductive health, and the physical and psychosocial development of children and adolescents.

CRS F2F sees GMCHC's direct role in healthcare provision and delivering nutrition education in rural settings as one of the ways of supporting the effort and goal of reducing infant and childhood mortality and morbidity rates in communities.

B. ISSUE DESCRIPTION

GMCHC's local community faces challenges of availability and access to foods that promote a healthy diet – vegetables, fruits, legumes, and some animal sourced foods. This is caused by several factors ranging from poor seed systems, lack of knowledge and skills and lack of nutrition-sensitive agriculture education, among others. The effects of this lack of nutritional diversity are extremely detrimental for people's health at every stage in their development. Within GMCHC's operational areas, cases of stunting among children caused by food deficiency or diet-related non-communicable diseases such as kwashiorkor and marasmus are on the rise. Improving nutrition is often associated with women's empowerment (time, labor, assets, income control) as a key to achieve desirable impact. Women are significant contributors to household food security and nutrition but are also particularly adversely affected by food insecurity and malnutrition. This is because they typically lack decision-making power regarding how much food is kept for consumption and how much is sold. Men, as the primary decision-makers, often opt to sell the food rather than use it for household consumption. Thus, the impact of the different roles that men and women play in the interaction between agriculture, nutrition, and health cannot be over emphasized by GMCHC. An important strategy used by GMCHC to improve nutrition and health outcomes in the community is to prioritize increasing dietary diversity, but access to relevant and up-to date agricultural (food-related) information is often time-consuming and costly.

Diversified production systems are part of climate change adaptation. The use of improved seeds that are early maturing and drought resistant, as well as techniques like kitchen gardening, are easy to manage through irrigation (using water bottles or watering cans) during droughts, and they provide a continuous source of nutrient dense crops.

Therefore, GMCHC is seeking Farmer-to-Farmer technical assistance from a volunteer with expertise in nutrition sensitive agriculture to provide guidance on establishing a diversified production system that can meet the nutritional needs of the community, such as overcoming malnutrition and micronutrient deficiencies.

C. OBJECTIVES OF THE ASSIGNMENT

The general objective of this nutrition-sensitive agriculture assignment is to increase the availability of, and access to, micronutrient-rich, diverse foods.

The specific objectives are as follows:

- To explain the concept of diversified production systems and why they are important
- To demonstrate and train various farmer groups, especially women and youth, on diversified productions methods such as kitchen/backyard gardening and intercropping systems
- To develop a kitchen/backyard gardening manual to guide further trainings or replicate trainings in other areas

D. HOST CONTRIBUTION

GMCHC will mobilize target members that include young and adult mothers as identified by the community outreach focal person and surrounding communities to attend the trainings to be conducted by the volunteer. The organization will also assign at least one key personnel as Trainer-of-Trainers to work closely with the volunteer during preparations for the trainings and in the implementation of the trainings themselves to ensure that the key staff can train other members of the organization after the assignment has been completed.

ANTICIPATED RESULTS FROM THE ASSIGNMENT

- The knowledge gained and products that can be produced will enhance nutrition in farmers' homes and could potentially be expanded to a business if desired by the farmer.
 - Consumption of a more balanced diet, reduction in deficiencies, and decreased incidence of nutrition-related disease.
- Women will be empowered with knowledge and skills to improve their household's nutrition within their means and with a potential to tap into business opportunities associated with technologies such as kitchen gardening.

E. DELIVERABLES

The anticipated deliverables accomplished by the volunteer include:

1. Volunteer's final report with recommendations (due before departure from Uganda)
2. Group presentation with local stakeholders at the end of the assignment in-country
3. A minimum of 3 volunteer outreach activities in the US and in-country using appropriate media (print, radio, TV, group presentations, social media etc.)
4. A kitchen/backyard gardening manual to guide further trainings

F. DRAFT SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days (not dates)	Activity
Day 1	<ul style="list-style-type: none">• Arrival at Uganda airport; pick-up by Hotel Africana driver• Check-in at Hotel Africana. <p>NB: In case the volunteer encounters/experiences any difficulty, please request assistance from airport staff to call George Ntibarikure on (WhatsApp or phone) at 0772472103 or Robbinah Hakiza 0772490897</p>
Day 2	Rest day in Kampala city, Uganda
Day 3	<ul style="list-style-type: none">• At 8:00am, the volunteer will be picked up at the hotel by George Ntibarikure and taken to the CRS Office for introductions and briefings.• Volunteer will be briefed by the F2F team about the host and discuss with the team the related logistics and anticipated outcomes.• Volunteer may also prepare study materials while at the CRS Office.• After the briefing, the volunteer will travel to Gertrude Memorial in Kitagwenda to commence the assignment in the company of F2F team members.

Day 4	<ul style="list-style-type: none"> • Introduction to the host and working environment.
Day 5-14	<ul style="list-style-type: none"> • Carry out the assignment and provide orientation to the host staff.
Day 15	<ul style="list-style-type: none"> • Debrief/exit meeting with the host in the presence of CRS staff.
Day 16	<ul style="list-style-type: none"> • Facilitate an in-country/virtual debrief with CRS staff and/or USAID Mission. • Finalize reimbursement of expenditures and liquidations (if any) with the finance department, as required. • Submit volunteer reports, training attendance sheet, assignment report, PPT presentation and any reference materials to CRS F2F team. • Depart for the USA.

G. DESIRABLE VOLUNTEERS SKILLS

This assignment will be accomplished by a US volunteer having:

1. Formal qualifications in horticulture.
2. Experience in kitchen/backyard gardening with limited resources
3. Good adult facilitation skills

H. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

- Before travelling to the assignment's location, the volunteer will stay in Kampala at one of CRS's client hotels, Hotel Africana (<https://www.hotelaficana.com>) or another hotel that will be booked and confirmed before the volunteer's arrival. The hotel includes services such as airport pickup and drop-off, breakfast, wireless internet, etc.
- All required materials will be prepared ahead of time and provided to the volunteer. CRS Uganda will provide the volunteer with a laptop computer (if s/he needs one), local internet dongle (modem/EVDO) and mobile phone with charged local SIM-card. Any other required logistics and facilities can also be requested by the volunteer during her/his stay. CRS will provide a vehicle and accompany the volunteer to the location of the assignment.
- For the duration of the assignment, the volunteer will be booked into Club Afreka located in Kamwenge town to be confirmed prior to the volunteer's arrival. CRS Uganda will cover the costs of lodging. CRS HQ will provide the volunteer with a per diem advance to cover meals and incidentals.
- Security information will be provided by the CRS Uganda security focal person at the CRS Kampala office.

I. ASSIGNMENT PREPARATION RECOMMENDATIONS

Training Materials

- While CRS F2F has crafted the SOW, the volunteer can enhance it further leveraging their professional expertise to effectively execute this assignment.
- Prior to the assignment, the volunteer is advised to prepare the necessary training and demonstration aids and written handouts. Soft copies of the handouts and any other paper materials can be printed for immediate use at the CRS office on request by the volunteer.
- If the volunteer requires simple training aids like flip charts, markers, or tape s/he should make the request in advance and obtain the materials from the CRS office.
- Translation of handouts to the local language can be done in the locality of the assignment, if required.

- Depending on the training locations and availability of electric power and LCD projector, the volunteer may use a laptop and projector for PowerPoint presentations.

Assignment participant demographics

- *Describe the targeted trainees in detail including level of education, literacy level, gender and age*
 - The target audience will be a mix of illiterate and semiliterate people, with more women than men. There will be youths and adults.
- *What are the gender and age-specific considerations that need to be taken into account for this specific host?*
 - Over 70 % total beneficiaries are women and 60% are youth (young women [≤ 29], adult women [≥ 30], men [≥ 30], young men).
- *What are the gender and age-specific considerations for the volunteer assignment?*
 - The assignments will involve more women both youth and adult as per the categories, but men will also be encouraged to participate in the training. (young women [≤ 29], adult women [≥ 30], men [≥ 30], young men).
- *How can the host help the volunteer understand the local gender and age dynamics that may affect the volunteer assignment? The purpose of this is to remove, as far as possible, any barriers to people's participation in and benefit from the trainings (whether they be women, men, youth).*
 - The host will mobilize training participants to ensure that there are equal opportunities for both men and women to participate. The host will explain to the volunteer the social norms surrounding food preparation in Uganda, which is mainly handled by women, meaning there could be less male involvement in the assignment.

Communication and Security

- The host location has electricity, internet, cell phone signal are available in the area.
- There are no major security issues in the area; however, we ask volunteers to maintain vigilant and scan their surroundings. Traveling before 8:00am and after 5:00pm is not advisable. Aim to conclude daily activities within the time interval of 8:00 am and 5:00 pm.

Working environment and Culture

- Ugandan business and culture in general value trust and meaningful relationships. It is recommended, if invited, that you participate in some informal events such as having lunch with the team, attending wedding parties, etc. Aim to build personal relationships with your host staff.
- Ugandans take a flexible approach to adhering to schedules and deadlines. When working with people, it's advisable to reinforce the importance of the agreed-upon deadlines and how that may affect the rest of the assignment.

Weather and climate

The average annual temperature of Kampala ranges from 20°C to 26°C. The wet summer season of April and May is when you can expect heavy rainfall, and we recommend you pack a lightweight waterproof jacket and an umbrella. For the assignment location, the warmest month is February (32.97°C / 91.35°F) while the coldest month is June (12.82°C / 55.08°F). Casual and comfortable clothes are the key when travelling in Uganda.

Recommended reading

CRS advises that the volunteers become familiar with [CRS programs in Uganda](#), and the agribusiness country project description (the latter to be provide via an email)

J. 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.

CRS Baltimore	
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