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**FARMER TO FARMER**  
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](mailto:chi.olisemeka@crs.org)

Summary Information				
<b>Assignment SOW Code</b>	<b>UG314</b>			
Country:	Uganda			
Country Project:	Agribusiness Development			
Host Organization:	Omia Agribusiness Development Group Limited			
Partner:	USAID FTF-DAI, Mercy Corps, Palladium, WFP, IGRAVITY, AYUDA and ACCION			
<b>Assignment Title:</b>	Mobile application usage and maintenance.			
Objectives of the assignment:	<ul style="list-style-type: none"> <li>• To train users on how to access, control and operate the application.</li> <li>• To train users on how to navigate the application to market their goods and services.</li> <li>• To install security measures to protect the application from hackers and viruses.</li> <li>• To train clients on how to use the app as an online shop where farmers can access inputs, markets and extension services.</li> </ul>			
Assignment preferred dates:	January-February, 2025			
Desired volunteer expertise:	<ul style="list-style-type: none"> <li>• Expertise in building and maintaining online applications for the purposes of digital marketing.</li> </ul>			
Type of Volunteer Assistance:	P Processing/Technology Transfer			
Type of CSA Activity	A Adaptation/Resilience			
PERSUAP Classification <sup>1</sup> :	III			
Approx. number of people to be trained <sup>2</sup> :	Men (30+)	Women (30+)	Male Youth (15-29)	Female Youth (15-29)
	23	26	42	32

<sup>1</sup> USAID precisely classifies PERSUAP in four categories: PERSUAP Type I assignments make recommendations on the use of specific pesticides; Type II assignments provide advice on the safe and effective use of pesticides; Type III assignments do not involve the use of pesticides in any way; and Type IV assignments are associated with other USAID projects and collaborators and are likely to be covered by those projects' PERSUAPs.

<sup>2</sup> CRS may invite non-host member participants to attend the training or invite volunteers to give a lecture or training session to a university or relevant professional association. Numbers to be confirmed.

Host Information	
Date of completion of baseline & capacity development plan data collection:	July 31, 2024
Date of host agreement signing:	July 31, 2024
No. of previous assignments:	N/A
Recommendations given (Total):	N/A
Recommendations applied (Total):	N/A
Name of ToT trainee (if already identified)	Iganachi Razaki Omia, CEO and Jeremiah Mungurom, Head of Extension Services

Gender, youth and climate considerations <sup>3</sup>	
Gender Sensitivity:	If yes, how? If no, why not?
1.1 Are there particular barriers to women’s participation in the activity associated with this assignment topic? If so, how can the assignment address the particular barriers women face?	Women often have limited access to training opportunities and lack skills in mobile application usage and ICT. This assignment aims to provide training that will equip them with the necessary knowledge and skills.
1.2 Are there particular barriers to men’s participation in the activity associated with this assignment topic? If so, how can the assignment address the particular barriers men face?	Men face barriers due to a lack of knowledge and skills in mobile application usage and maintenance, which this assignment aims to address.
2.1 How does the assignment contribute to increasing the capacities of women?	The assignment will provide knowledge and skills that will enable women staff to use the application to market inputs to client farmers, and women farmers to access the inputs they need online.

<sup>3</sup> Refer to the annex section for the guidelines on answering the questions, along with examples.

<p>2.2 How does the assignment contribute to increasing the capacities of men?</p>	<p>The assignment will provide knowledge and skills that will increase the capacities of men.</p>
<p>3.2 How does the assignment motivate women to participate?</p>	<p>Omia Agribusiness will encourage women to participate in the training. The company will offer pre-assignment gatherings with women farmers to discuss the benefits of participating, and once the volunteer is identified, Omia will announce the opportunity to women staff and members to encourage them to attend the training. The F2F team will ask Omia Agribusiness management during the action plan development to mobilize and ensure that women attend the training sessions.</p>
<p>3.3 How does the assignment motivate men to participate?</p>	<p>Omia Agribusiness will motivate men to participate by addressing their knowledge gap regarding mobile application usage and maintenance. In addition, once the volunteer is identified and selected, Omia Agribusiness will announce the opportunity to all staff and members to ensure maximum participation in the training.</p>
<p>4.1 How have the assignment's logistics been organized in a way that facilitates women's participation? If no logistical arrangements have been made yet, how can they be organized to facilitate women's participation?</p>	<p>Training sessions for Omia staff and members will take place on the company's premises, while those targeting clients will be held at various member group locations. Omia Agribusiness has amenities that accommodate female participants, including separate toilets for women. Training will begin at 10:00 am and end at 4:00 pm with a 1-hour break, allowing female staff to attend to their home responsibilities.</p> <p>The volunteer will travel to the clients' group sites to minimize the time women spend traveling to Omia's premises for training. Flexible training times for women</p>

	farmer group members will be agreed upon during the first on-site meeting with the volunteer.
4.2 How have the assignment's logistics been organized in a way that facilitates men's participation? If no logistical arrangements have been made yet, how can they be organized to facilitate men's participation.	Training sessions for Omia agribusiness staff will take place at Omia office's premises, while those targeting clients will be held at various clients group locations. On the Omia office's premises, there are amenities that accommodate male participants, including separate toilets for men. The volunteer will travel to the clients group sites to reduce the time men would spend travelling to the Omia office premises for training. Flexible training times that favor men's participation will be agreed upon during the first on-site meeting with the volunteer.
<b>Youth Empowerment:</b>	
1.1 Are there particular barriers to female youth's participation in the value chain associated with this assignment? If there are, how can the assignment address the identified constraints of the female youth?	Both female and male youth have limited knowledge and skills in mobile application usage and maintenance which could potentially increase their access to and utilization of inputs from Omia agribusiness. The assignment will address this by training these youth to use the app to access inputs from Omia.
1.2 Are there particular barriers to male youth's participation in the value chain associated with this assignment? If there are, how can the assignment address the identified constraints of the male youth?	
2.1 How does the assignment contribute to increasing the capacities of female youth?	The assignment will provide female youth with knowledge and skills in app usage and maintenance. Female youth at the Omia organizational level will also learn digital marketing through the mobile application thus increasing cash sales.
2.2 How does the assignment contribute to increasing the capacities of male youth?	The assignment will provide male youth with skills in mobile application usage and maintenance. This will enable them to make orders/buy inputs online for their farming activities while others may offer services to farmers unable to get online

	<p>themselves. Male youth who are Omia staff will be able to utilize the skills they have learned to process orders from farmers.</p>
<p>3.1 Are there particular barriers that might prevent female youth from participating in and benefiting from this assignment? How has the assignment been planned to remove those barriers?</p>	<p>The barriers that could hinder female youth from participating in, and benefiting from, the assignment include timing and distance to the training venue. Training sessions for Omia Agribusiness staff will take place at the office, while those targeting clients' members will be held at various farmer group locations. On the company's premises, there are amenities that accommodate male participants, including separate toilets for men. The volunteer will travel to the clients' group sites to reduce the time men would spend travelling to the company premises for training. Flexible training times that favor female youth's participation will be discussed with them prior to the volunteer's arrival and during the first on-site meeting with the volunteer.</p>
<p>3.2 Are there particular barriers that might prevent male youth from participating in and benefiting from this assignment? How has the assignment been planned to remove those barriers?</p>	<p>The barriers that could hinder male youth from participating in, and benefiting from, the assignment include timing and distance to the training venue. Training sessions for Omia staff will take place on the company's premises, while those targeting clients' members will be held at various farmer group locations. On the company's premises, there are amenities that accommodate male participants, including separate toilets for men. The volunteer will travel to the clients group sites to reduce the time men would spend travelling to the company premises for training. Flexible training times that favor male youth's participation will be</p>

	discussed as Omia prepares for the arrival of the volunteer.
<b>Climate Change</b>	
Will the assignment address climate change? (Yes/No) If yes, please include this in the issues description. How does this assignment plan to address the issue of climate change?	No, the assignment will not address climate change.

## **A. BACKGROUND**

### **1. Farmer-to-Farmer Program (F2F)**

The CRS Farmer-to-Farmer program (F2F) is a five-year (2023-2028) USAID-funded program that 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.

CRS has identified enterprises engaged in crop production, livestock, poultry, apiary, and aquaculture as areas 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, and organizational constraints. CRS F2F’s working geographic zones in Uganda are Buganda region, Acholi region, Ankole region, Busoga region and Bugisu region. Requests to work in other locations or on sub-sectors that fall outside of the two identified Country F2F Projects are sometimes considered but are seen as exceptions.

### **2. About the host organization**

Omia Agribusiness Development Group Ltd is a private limited company with a mission to ensure that every farmer in Africa has access to high-quality crop production inputs, animal production inputs, technical support, and profitable markets. Its vision is to be the leading provider of these services across the continent. The company was registered on November 16<sup>th</sup>, 2016, and began operations in July 2018. It operates in Uganda and across the East Africa Region. Its current Ugandan branches are in Adjumani,

Yumbe, Paidha-Zombo, Bweyale-Kiryandongo, Sambia-Arua and Container Village Kampala. Core values include farmer-centeredness, innovation, sustainability, and accountability. The company employs 65 staff members across all operational areas. Omia sells inputs for crop and animal production, food items, irrigation equipment and greenhouse equipment, and offers services such as extension services for crop and animal production, and irrigation. In addition, Omia offers marketing services for clientele farmers' crops and animal products.

## **B. ISSUE DESCRIPTION**

To enhance access to inputs for its clients and boost its sales, Omia invested in a mobile application aimed at minimizing its clients' (farmers) transportation costs. Instead of travelling to Omia input outlet shops, Omia farmers will be able to order the inputs online using the application and Omia will deliver them. However, Omia faces challenges in managing and maintaining its agribusiness application. The application was developed by a third-party service provider, but the provider did not train Omia staff or clients how to:

1. Access the app, control its features, and operate it effectively.
2. Navigate the application to market their goods and services.
3. Install security measures to prevent the application from hackers and viruses.
4. Teach farmers also known as clients how to use the app as an online platform where farmers can access inputs, markets, and extension services.

Omia management and staff lack the IT skills needed to effectively use the Omia Agribusiness App which was developed by a third-party service provider. As a result, Omia seeks F2F technical expertise. By receiving technical assistance in this area, Omia will be able to fill the crucial link between access and utilization of inputs by clients' farmers, thereby establishing a more robust foundation for running the business.

Omia's app can be found on google play store: Omia Agribusiness.

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

The general objective of this assignment is to improve Omia's usage of the application as a marketing tool that improves clients' access to inputs.

The specific objectives are as follows:

- To train users on how to access, control and operate the application.
- To train Omia staff on how to navigate the application to market the company's goods and services.
- To install security measures to prevent the application from hackers and viruses.
- To train clients on how to use the app as an online shop where farmers can access inputs, markets and extension services.
- To develop a user guide.

## **D. HOST CONTRIBUTION**

Omia Agribusiness Development Group Limited will select training participants and ensure that the training venue, translation services, training supplies and transport for participants are available to facilitate a successful assignment. Omia will also cover the cost of the volunteer’s transport from his/her hotel to the training venue. Two staff members will be assigned the role of ToT (Training of Trainer) trainees to work closely with the volunteer during assignment preparations and implementation of the assignment and ensure that the selected trainers can train other members of the organization after the assignment has been completed.

**E. ANTICIPATED RESULTS FROM THE ASSIGNMENT**

The anticipated outcomes of the assignment are:

- Omia staff and clients have gained knowledge and skills in mobile application usage and maintenance, which will enhance access to inputs and other extension services for beneficiaries.
- The improvements made to the mobile application tool by the volunteer will help Omia optimize profitability and cash sales while minimizing travel distance and transport costs for farmers.

**F. 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 the host, local stakeholders, and the CRS F2F team at the end of the assignment.
3. A minimum of 3 volunteer outreach activities in the US and/or in-country using appropriate media (print, radio, TV, group presentations, social media, etc.)
4. Training manual and guide.

**G. DRAFT SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY**

Days	Activity
Day 1	<ul style="list-style-type: none"> <li>• Arrival at Entebbe International Airport (EBB); pick-up by Silver Fleet company.</li> <li>• Check-in at <a href="#">Fairway Hotel</a>, Kampala.</li> </ul> <p><b>NB:</b> If you encounter any difficulties, please request assistance from airport staff to call George Ntibarikure on (<b>WhatsApp or phone</b>) at <b>0772472103</b> or Robbinah Hakiza <b>0772490897</b></p>
Day 2	<ul style="list-style-type: none"> <li>• Rest day in Kampala.</li> </ul>
Day 3	<ul style="list-style-type: none"> <li>• At <b>8:00am</b>, the volunteer will be picked up at the hotel by George Ntibarikure and taken to the CRS office for introductions and briefings.</li> </ul>



	<ul style="list-style-type: none"> <li>• The volunteer will be briefed by the F2F team about the host and discuss with the team the related logistics and anticipated outcomes of the assignment.</li> <li>• The volunteer may also prepare assignment-related materials while at the CRS office.</li> <li>• Following the briefing, the volunteer will travel to Arua City accompanied by the F2F team members to start the assignment.</li> <li>• Welcome and introduction to the Omia Agribusiness Development Group Ltd team.</li> </ul>
Day 4-16	<ul style="list-style-type: none"> <li>• The volunteer carries out the training, working directly with the host organization.</li> </ul>
Day 17	<ul style="list-style-type: none"> <li>• Debrief/exit meeting with the host in the presence of CRS staff.</li> </ul>
Day 18	<ul style="list-style-type: none"> <li>• In-country/virtual debrief with CRS staff and/or USAID Mission.</li> <li>• Reimbursement of expenditure and liquidations (if any) with the finance department, as required.</li> <li>• Submission of volunteer reports, training attendance sheets, assignment reports, PPT presentations and any reference materials to the CRS F2F team.</li> <li>• The volunteer departs for the US.</li> </ul>

#### H. DESIRABLE VOLUNTEERS SKILLS

- Formal qualifications in Digital marketing.
- Experience in mobile application usage and maintenance for online marketing.
- Expertise in agricultural marketing .
- Ability to adapt to working conditions in developing countries.
- Strong communication and interpersonal skills.
- Good adult facilitation skills.

#### I. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

- The volunteer will stay in Kampala at the Fairway Hotel, which 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.
- For the remainder of the assignment, the volunteer will be booked into the [White Castle Hotel](#) in Arua (to be confirmed prior to the volunteer's arrival). CRS Uganda will cover the costs of lodging against receipts. CRS HQ will provide the volunteer with a per diem advance to cover meals and incidentals.
- All required materials will be prepared ahead of time and will be 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.

- Security information will be provided by the CRS Uganda security focal person at the CRS Kampala office on Day 3.

## **J. ASSIGNMENT PREPARATION RECOMMENDATIONS**

### **Training Materials and preparation**

- 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 in Kampala on request by the volunteer.
- CRS will arrange a connection call between the volunteer and the host prior to the volunteer's departure from the US. At this point, all parties will review and confirm the objectives of the SOW.
- If the volunteer requires simple training aids like flip charts, markers, or tape s/he should make the request and obtain the materials from the CRS office in Kampala prior to traveling to the assignment site.
- Handouts can be translated into the local language in the locality of the assignment, if required.
- Depending on the training location and availability of electric power and an LCD projector, the volunteer may be able to use a laptop and projector for PowerPoint presentations.

### **Training Participant demographics**

- 26% of the staff are women, and 70% are youth, and all hold diplomas and bachelor's degrees. At the client level, 66% of the trainees are women, and 32% are youth.
- At the staff level, the target audience consists of literate, permanent staff. At the client level, the target audience will include a mix of illiterate and semiliterate people.

### **Roads and transportation**

From Kampala to Arua City, the road is tarmac with some sections in the National Park with potholes. From the White Castle Hotel to Omia agribusiness office, entire road is tarmac. The road to the clients' locations is marram so it can be dusty in the dry season and slippery in the rainy season.

### **Security and Health:**

- Nearby hospitals and clinics are easily accessible if needed. Should assistance be required, we kindly ask volunteers to adhere to the CRS travel insurance process and consult the CRS F2F volunteer handbook for guidance on accessing medical care during the assignment.
- In case of emergencies, volunteers should contact the host focal point or the F2F country team for assistance.

- There are no major security issues in Arua City; however, we ask volunteers to remain vigilant and scan their surroundings. Traveling early in the morning and late afternoon is not advisable. Aim to conclude daily activities between 8:00 am and 5:00 pm.

### **Communication:**

#### ***Assignments Outside Kampala:***

Due to potential power outages in Arua, it's advisable to ensure that electronic devices are fully charged when power is available, as the host may lack a generator.

- Internet access will be provided, with varying speeds dependent on the cellphone internet package.
- The host location has electricity, internet, and cell phone signal available in the area.

### **Working Environment and Culture**

- The Ugandan business environment and culture values trust and forging meaningful relationships. We encourage you to accept any invitations from host staff or training participants to informal gatherings such as lunches, wedding parties, and cultural ceremonies to nurture personal relationships with them.
- Uganda takes 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 any delays may affect the overall assignment.

### **Weather and climate**

- Daily high temperatures in Arua are around 84°F, rarely falling below 78°F or exceeding 91°F. Daily low temperatures are around 65°F, rarely falling below 62°F or exceeding 68°.
- The average annual temperature in Kampala ranges between 68 and 79°F. During the wet summer season of March-May and August-October you can expect heavy rainfall, and we recommend you pack a lightweight waterproof jacket and an umbrella. For the assignment location in Arua, the hottest month is January to March (89 °F) while the coldest month is July (67 °F). Casual and comfortable clothes are the key when travelling in Uganda.

Please visit <https://www.accuweather.com> to check the weather forecast closer to your travel dates for any unexpected changes and to pack accordingly

### **Recommended reading**

CRS recommends that volunteers become familiar with [CRS programming in Uganda](#), and the [Agribusiness Development](#) Country F2F Project description.

**K. 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.

<b>CRS Baltimore</b>	
<p><b>Chi Olisemeka</b> Operations Manager Farmer-to-Farmer Program 228 W. Lexington Street Baltimore, MD 21201 +1 410-951-7271 Email: <a href="mailto:chi.olisemeka@crs.org">chi.olisemeka@crs.org</a></p>	
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<b>Host Organization</b>	
<p><b>Iganachi Razaki Omia</b> CEO 0773628770 <a href="mailto:oadgltd@gmail.com">oadgltd@gmail.com</a></p>	<p><b>Jeremiah Munguromo</b> Head of Extension Services 0772307895 <a href="mailto:teamleader.omia@gmail.com">teamleader.omia@gmail.com</a></p>

## Annex

### **Gender Consideration Questions**

#### **1.1 Are there particular barriers to women's participation in the value chain associated with this assignment topic? If so, how can the assignment address the particular barriers women face?**

This question examines the unique constraints women may face in participating in the value chain as it relates to the assignment topic. It requires the F2F team to identify and state what those constraints are and explain how the assignment plans to address them. Consider the constraints on both the value chain and organizational levels.

**Example:** *A poultry farm in Ethiopia has requested a volunteer to assist with maintaining its poultry machines. As part of the training, key team members will learn how to maintain the machines. Are women usually involved in this activity, both within the Ethiopian poultry value chain as a whole and within the host organization specifically? What barriers typically deter women from pursuing this line of work if they want to? How can the assignment help break down these barriers to encourage more women to engage in poultry maintenance work if they wish to - initially within the host organization and potentially beyond?*

#### **1.2 Are there particular barriers to men's participation in the value chain associated with this assignment topic? If yes, how can the assignment address the particular constraints of men?**

This question examines the unique constraints men may face in the value chain as it relates to the assignment topic. It requires the F2F team to identify and state what those constraints are and explain how the assignment plans to address them. Consider the constraints on both the value chain and organizational levels.

**Example:** *A Farmer-to-Farmer nutrition-related assignment will demonstrate how to prepare spinach so it retains its Vitamin A. Women in the community cook the food. Men prefer their spinach cooked in oil which dissolves the vitamin A. The volunteer will show the participants how to sauté spinach without oil.*

What barriers limit men from participating in the cooking demonstrations? How can the assignment help break down these barriers to encourage more men to participate in the assignment?

#### **2.1 How does the assignment contribute to increasing the capacities of women?**

This question focuses on how the assignment will contribute to the increased capacity (knowledge, skills) of women. State in what ways this assignment aims to increase the capacities of women.

#### **2.1 How does the assignment contribute to increasing the capacities of men?**

This question focuses on how the assignment will contribute to the increased capacity (knowledge, skills) of men. State in what ways this assignment aims to increase the capacities of men.

### **3.1 How does the assignment motivate women to participate?**

This question focuses on the steps the F2F team and/or host organization plan to take or have taken to encourage and motivate women to attend the training sessions.

Is the topic relevant to women's lives? If not, how can it be tailored to be relevant? Are there special advertisements targeting women? Are advertisements posted at locations where women typically visit to ensure they are aware of the event? Are there any pre-assignment gatherings to discuss the benefits with women participants? If the host is an enterprise, what is the enterprise doing to include its women staff in the training?

### **3.2 How does the assignment motivate men to participate?**

This question focuses on the steps the F2F team and/or host organization plan to take or have taken to encourage and motivate men to attend the training sessions

Is the topic relevant to men's lives? How can the team ensure that men recognize the benefit of the topic even if it's not typically of interest to them or their responsibility such as nutrition/food preparation assignments? Are there special advertisements targeted towards men? Are advertisements posted at locations where men visit? If the host is an enterprise, what is the enterprise doing to include its male staff in the training?

### **4.1 How have the assignment's logistics been organized in a way that facilitates women's participation? If no logistical arrangements have been made yet, how can they be organized to facilitate women's participation?**

This question examines whether the F2F team and host organization have considered the specific logistical challenges faced by women. This differs from motivation, as it focuses on whether women can realistically attend once motivated. Considerations include:

- Are training hours scheduled when women typically have fewer household responsibilities?
- Are training hours such that women can safely return home afterwards?
- If training occurs during afterschool hours, are there areas for children to play safely while parents attend?
- Is the meeting venue situated in a safe area?
- Is the meeting location convenient in terms of proximity to participants' homes?
- Are there any travel restrictions that may pose challenges for women or young females attending?

### **4.2 How have the assignment's logistics been organized in a way that facilitates men's participation? If no logistical arrangements have been made yet, how can they be organized to facilitate men's participation.**

This question examines whether the F2F team and host organization have considered the specific logistical challenges faced by men. This differs from motivation, as it focuses on whether women can realistically attend once motivated. Considerations include:

- Are training hours scheduled when men typically have fewer work-related responsibilities?

- The duration of the training; men tend to respond better to shorter trainings.
- Is the meeting location convenient in terms of proximity to participants' home or place of work?
- 

### **Youth Consideration Questions**

**The following questions are similar to the ones above; however, we ask that F2F team - *in consultation with the host* - analyze constraints and barrier specific to male youth and female youth.**

**1.1 Are there particular barriers to female youth’s participation in the value chain associated with this assignment? If there are, how can the assignment address the identified constraints of the female youth?**

This question examines the unique barriers that keep female youth (not women or male youth) from participating in the value chain associated with the assignment. Once some of the barriers have been identified, how can this assignment help remove those barriers?

**1.2 Are there particular barriers to male youth’s participation in the value chain associated with this assignment? How can the assignment address the particular constraints of the male youth?**

This question examines the unique barriers that keep male youth (not men or female youth) from participating in the value chain associated with the assignment. Once some of the barriers have been identified, how can this assignment help remove those barriers?

**2.1 How does the assignment contribute to increasing the capacities of female youth?**

This question focuses on how the assignment will contribute to the increased capacity (knowledge, skills) of female youth. State in what ways this assignment aims to increase the capacities of female youth.

**2.2 How does the assignment contribute to increasing the capacities of male youth?**

This question focuses on how the assignment will contribute to the increased capacity (knowledge, skills) of male youth. State in what ways this assignment aims to increase the capacities of male youth.

**3.1 Are there particular barriers that might prevent female youth from participating in and benefiting from this assignment? How has the assignment been planned to remove those barriers?**

This question focuses on identifying barriers that may hinder female youth from fully engaging and benefiting from volunteer-led training sessions. Once barriers are identified, the team must address these constraints to ensure participation. Examples of barriers include:

- *Logistics*: Some young women may face restrictions on traveling alone to attend the trainings.
- *Active participation*: Some may feel uncomfortable expressing their thoughts and opinions in a setting where adult men and women, as well as young males, dominate the room.

**3.2 Are there particular barriers that might prevent male youth from participating in and benefiting from this assignment? How has the assignment been planned to remove those barriers?**

This question focuses on identifying barriers that may hinder male youth from fully engaging and benefiting from volunteer-led training sessions. Once barriers are identified, the team must address these constraints to ensure participation. Examples of barriers include:

- *Active participation*: Some male youth may feel uncomfortable expressing their thoughts and opinions in a setting where adult men and women dominate the room.

### **Climate Consideration**

1.1 Will the assignment address climate change? (Yes/No) If yes, please include this in the issues description.

How does this assignment plan to address the issue of climate change?