



USAID
FROM THE AMERICAN PEOPLE

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

Summary Information				
Assignment SOW Code	ET318			
Country:	Ethiopia			
Country Project:	Nutrition			
Host Organization:	Ethiopian Catholic Church Eparchy of Emdibir (Ecc-EmCS)			
Partner:	Chefa / Italia, World Doctors, MISERIOR/Germany, Caritas Australia, DKA Austria			
Assignment Title:	Improving Milk Production through Modernized Dairy Cattle Husbandry			
Objectives of the assignment:	<ul style="list-style-type: none"> To provide technical assistance to increase milk yield of dairy cattle focusing on feed and nutrition, housing and management, hygiene and sanitation. 			
Assignment preferred dates:	Flexible			
Desired volunteer expertise:	<ul style="list-style-type: none"> Formal qualifications in dairy or livestock production/management, animal feeds and nutrition or other relevant fields Experience with smallholder dairy production systems Hands-on experience in adult training and dairy technology extension 			
Type of Volunteer Assistance:	T On Farm/Technology Transfer			
Type of CSA Activity	N Not applicable			
PERSUAP Classification ¹ :	II			
Approx. number of people to be trained ² :	Men (30+)	Women (30+)	Male Youth (15-29)	Youth Female (15-29)
	15	7	10	5

Host Information

¹ 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.

² 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.

Date of completion of baseline & capacity development plan:	11/13/2024
Date of host agreement signing:	11/13/2024
No. of previous assignments:	None
Recommendations given:	None
Recommendations applied:	None
Name of ToT trainee	Kidanemariam W/Tinsae: Social Development Advisor

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.

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. 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 Ethiopia has identified Agribusiness Development and Nutrition as the topics of its assignments. These are known within F2F as ‘Country F2F Projects.’ The Agribusiness Development country project includes developing sustainable and resilient production systems, strengthening market systems (market information, linkages, infrastructure), building the capacity of agribusinesses and cooperatives, and strengthening research extension advisory service. CRS has identified maize, wheat, teff, coffee, beans, milk, beef, and poultry as commodities to be supported under the agribusiness development country project. The Nutrition country project provides technical support on nutrition-sensitive agriculture, crop and livestock production diversification, nutrition awareness, food processing techniques, recipe preparation, and organizational development. CRS F2F’s working geographic zones in Ethiopia are Oromia, Amhara, Addis Ababa, SNNP, Sidama and Tigray. 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

Ethiopian Catholic Church Eparchy of Emdibir (Ecc-EmCS) was established in 2004 with the objective of coordinating and facilitating all pastoral, social and development activities of the Catholic Church in the Eparchy of Emdibir. The overall goal is promoting “Human Integral Development” which implies the development of people both spiritually and in terms of their livelihoods. Ecc-EmCS has the responsibility of promoting humanitarian, development and justice and peace related welfare the surrounding community. It has well-structured program units in which different social development and peace-building activities are given priority. The key programs implemented by the Eparchy of Emdibir include education, health, WASH, agriculture, livelihoods (including dairy production), and women’s empowerment. The Ecc-EmCS is made up of 70 staff members (36% women) and is located in the Gurage zone of the Central Ethiopia region, 184km from Addis Ababa.

With the financial support of the Catholic Mission Australia, the Ecc-EmCS established a dairy farm in 2018 with approximately 70 Holstein Friesian dairy animals of which 18 are currently milking cows. The farm produces raw milk, and a limited portion of the produced milk is also processed into cheese. The milk produced is sold to the surrounding community at a subsidized cost, particularly targeting consumers in vulnerable communities, including children and pregnant women. The farm is established on 26 hectares and part of the land is currently being used to produce forage and silage to feed the dairy cows. In addition to the dairy farm, the church has an apiary, swine farm and seedling nursery sites.

B. ISSUE DESCRIPTION

Despite the efforts of the Ecc-EmCS staff to supply milk to the surrounding community, average daily milk production is just 10-11 liters per cow, which is less than the cows' genetic potential. This primarily stems from the staff's lack of understanding of better dairy management techniques and procedures, such as housing, feed and nutrition management, and dairy cow sanitation. Feeding is currently done in a traditional way, rather than in accordance with nutritional requirements and the physiological status of the dairy animals. The husbandry and management practices that target different categories of dairy animals

such as calves, heifers, pregnant cows, and milking cows are missing. Consequently, the cows' milk production is low compared to the genetic potential of the breed. Because of this, the church is unable to grow its processing operations and meet the needs of its local customers. In addition, the church is seeing low profits and high operating costs because of inefficient and low milk productivity. The host has requested technical assistance, including training and farm-level assistance, from a volunteer with practical experience in improved dairy farm management to address these problems.

C. OBJECTIVES OF THE ASSIGNMENT

The main objective of this assignment is to provide technical assistance on improved dairy husbandry practices including feeding and nutrition, housing and management, milk hygiene and sanitation.

Specific objectives of the assignment are:

- To evaluate the host’s dairy farm management practices and identify any problems.
- To provide training and advice to the host staff to improve their knowledge and skills.
- To provide recommendations that the host needs to apply to improve its farm productivity in the future.

D. GENDER, YOUTH AND CLIMATE

Gender, youth and climate considerations ³	
Gender Sensitivity:	If yes, how? If no, why not?
1.1 Are there particular barriers to women’s participation in the value chain and/or value chain activity associated with this assignment topic? (Please provide evidence of research.) If so, how can the assignment potentially address the particular barriers women face?	<p>Women in Ethiopia face several barriers to participating in the dairy value chain. Here are some key challenges:</p> <p><i>Socio-cultural norms:</i> Traditional gender roles often limit women's involvement in economic activities outside the household. Women are typically responsible for household chores and childcare, which restricts their time and mobility.</p> <p><i>Access to resources:</i> Women often have less access to land, capital, and technology compared to men. This limits</p>

³ Refer to the annex section for the guidelines on answering the questions, along with examples

	<p>their ability to invest in and benefit from dairy farming.</p> <p><i>Education and training:</i> Limited access to education and training opportunities means women may lack the necessary skills and knowledge to effectively participate in the dairy value chain.</p> <p><i>Market access:</i> Women may face difficulties accessing markets due to lack of transportation, information, and networks. This can hinder their ability to sell dairy products at competitive prices.</p> <p>The assignment will contribute to improving the knowledge and skills of women in improved dairy farm management.</p>
<p>1.2 Are there particular barriers to men’s participation in the value chain and/or value chain activity associated with this assignment topic? (Please provide evidence of research.) If so, how can the assignment potentially address the particular barriers men face?</p>	<p>Men in Ethiopia also encounter several barriers when participating in the dairy value chain. Here are some key challenges:</p> <p><i>Access to Resources:</i> Similar to women, men may face difficulties in accessing essential resources such as land, capital, and technology. This can limit their ability to invest in and expand dairy farming operations.</p> <p><i>Market Access:</i> Men might struggle with accessing markets due to inadequate infrastructure, lack of transportation, and limited market information. This can affect their ability to sell dairy products at competitive prices.</p> <p><i>Training and Education:</i> Limited access to training and education opportunities can hinder men's ability to adopt modern dairy</p>

	<p>farming techniques and improve productivity.</p> <p><i>Climate Change:</i> Environmental challenges such as droughts and unpredictable weather patterns can significantly impact dairy farming, making it difficult for men to maintain consistent production levels.</p> <p><i>Economic Constraints:</i> Economic instability and fluctuating prices for dairy products can pose significant risks for men involved in the dairy value chain, affecting their income and sustainability.</p>
<p>2.1 How does the assignment contribute to increasing the capacities of women?</p>	<p>The assignment will contribute to improving the knowledge and skills of women in improved dairy farm management.</p>
<p>2.2 How does the assignment contribute to increasing the capacities of men?</p>	<p>The assignment will contribute to improve the knowledge and skill of men in improved dairy farm management and husbandry practices.</p>
<p>3.1 How does the assignment motivate women to participate? What steps will the host take to encourage women to participate in the training?</p>	<p>Women and men who work at the dairy farm have been invited and encouraged to participate in this training. Other interested staff from different departments and members of the surrounding community will be invited to the training. The host will advertise the training in locations where women and men can easily see it.</p>
<p>3.2 How does the assignment motivate men to participate? What steps will the host take to encourage men to participate 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>The training will be held at the farm which will allow the women and men staff to participate. The timing of the training will be agreed between the host and all participants - men and women – so that they are free to participate fully.</p>
<p>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?</p>	

Youth Empowerment:	
<p>5.1 Are there particular barriers to female youth’s participation in the value chain and/or value chain activity associated with this assignment topic? (Please provide evidence of research.) If so, how can the assignment potentially address the particular barriers female youth face?</p>	<p>Yes, female youth in Ethiopia face specific barriers when participating in the dairy value chain. Here are some of the key challenges:</p> <p><i>Limited Access to Resources:</i> Female youth often have less access to land, capital, and technology compared to their male counterparts. This limits their ability to start and sustain dairy farming activities.</p> <p><i>Education and Training:</i> Many young women lack access to education and vocational training opportunities that are crucial for acquiring the skills needed in dairy farming and business management.</p> <p><i>Socio-cultural Norms:</i> Traditional gender roles and societal expectations can restrict young women's participation in economic activities outside the household. This includes limitations on mobility and decision-making power.</p> <p><i>Market Access:</i> Female youth may face difficulties in accessing markets due to lack of transportation, market information, and networks. This can hinder their ability to sell dairy products effectively.</p> <p><i>Financial Barriers:</i> Obtaining loans and financial support can be particularly challenging for young women, as they often lack collateral and face higher barriers in accessing formal financial institutions.</p>
<p>5.2 Are there particular barriers to male youth’s participation in the value chain and/or value chain activity associated with this assignment topic? (Please provide evidence of research.) If so, how can the assignment potentially address the particular barriers male youth face?</p>	<p>Male youth in Ethiopia face several specific barriers when participating in the dairy value chain. Here are some of the key challenges:</p>

	<p><i>Access to Resources:</i> Young men often struggle to access essential resources such as land, capital, and modern technology. This can limit their ability to start and sustain dairy farming operations.</p> <p><i>Market Access:</i> Inadequate infrastructure, lack of transportation, and limited market information can make it difficult for male youth to access markets and sell their dairy products at competitive prices.</p> <p><i>Training and Education:</i> Limited opportunities for vocational training and education can hinder young men's ability to adopt modern dairy farming techniques and improve productivity.</p> <p><i>Economic Constraints:</i> Economic instability and fluctuating prices for dairy products pose significant risks, affecting the income and sustainability of young men involved in the dairy value chain.</p> <p><i>Climate Change:</i> Environmental challenges such as droughts and unpredictable weather patterns can significantly impact dairy farming, making it difficult for male youth to maintain consistent production levels.</p>
<p>6.1 How does the assignment contribute to increasing the capacities of female youth?</p>	<p>The assignment will contribute to improving the knowledge and skills of female youth in improved dairy farm management.</p>
<p>6.2 How does the assignment contribute to increasing the capacities of male youth?</p>	<p>The assignment will contribute to improve the knowledge and skill of male youth in improved dairy farm management and husbandry practices.</p>

7.1 Are there particular barriers that might prevent female youth from participating in and benefiting from this assignment? How has the assignments been planned by the host to remove those barriers?	There are no observable barriers for female youth participating fully in the assignment area.
7.2 Are there particular barriers that might prevent male youth from participating in and benefiting from this assignment? How has the assignment been planned by the host to remove those barriers?	There are no observable barriers for male youth participating fully in the assignment area.
Climate Change	If yes, how? If no, why not?
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

E. HOST CONTRIBUTION

Ethiopian Catholic Church Eparchy of Emdibir will mobilize its staff to attend the trainings conducted by the volunteer. Additionally, the host will assign at least one key personnel to work closely with the volunteer during preparations for the trainings and throughout their implementation. This collaboration will ensure that the key staff can subsequently train other members of the organization after the assignment has been completed.

F. ANTICIPATED OUTCOMES OF THE ASSIGNMENT

- The host’s overall dairy management techniques have improved.
- Milk production has increased due to knowledge transfer from the volunteer and improved skills.

G. DELIVERABLES

The anticipated deliverables accomplished by the volunteer include:

1. Volunteer’s final report with recommendations (due before departure from Ethiopia).
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 manuals

H. DRAFT SCHEDULE OF VOLUNTEER ACTIVITIES IN COUNTRY

Days	Activity
Day 1	<ul style="list-style-type: none"> Arrival at Addis Ababa Bole International Airport (ABB); pick-up by Inter Luxury hotel shuttle. Check-in at Inter Luxury Hotel, Addis Ababa. <p>NB: If you encounter any difficulties, please request assistance from airport staff to call Tatek Woldu on WhatsApp or phone at +251 911873970 or Lidia Retta at +251 912091962.</p>
Day 2	<ul style="list-style-type: none"> Rest day in Addis Ababa
Day 3	<ul style="list-style-type: none"> At 7:30am, the volunteer will be picked up at the hotel by a CRS driver and taken to the CRS office for introductions and briefings. 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. The volunteer may also prepare assignment-related materials while at the CRS office. Following the briefing, the volunteer will travel to Emdibir accompanied by the F2F team members to start the assignment.
Day 4	<ul style="list-style-type: none"> Welcome and introduction to the ECC-EmCS team. Discussion of the SOW objectives and training plans.
Day 5 - 12	<ul style="list-style-type: none"> The volunteer carries out the training, working directly with the host organization.
Day 13	<ul style="list-style-type: none"> Debrief/exit meeting with the host in the presence of CRS staff.
Day 14	<ul style="list-style-type: none"> In-country/virtual debrief with CRS staff and/or USAID Mission. Reimbursement of expenditure and liquidations (if any) with the finance department, as required. Submission of volunteer reports, training attendance sheets, assignment reports, PPT presentations and any reference materials to the CRS F2F team. The volunteer departs for the US.

I. DESIRABLE VOLUNTEERS SKILLS

- Formal qualifications in dairy or livestock production/management, animal feeds and nutrition or other relevant fields
- Experience with smallholder dairy production systems
- Hands-on experience in adult training and dairy technology extension
- Ability to adapt to working conditions in developing countries.
- Strong communication and interpersonal skills.
- Respect for the cultural and religious norms of rural people.

J. ACCOMMODATION AND ANOTHER IN-COUNTRY LOGISTICS

- On arrival, the volunteer will stay in **Addis Ababa** at one of CRS's client hotels, [Inter Luxury Hotel](#) 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.
- For the remainder the assignment, the volunteer will be booked into Sirano Hotel located in **Wolkite** (to be confirmed prior to the volunteer's arrival). CRS Ethiopia 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 Ethiopia 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 assignment location.
- Security information will be provided by the CRS Ethiopia security focal person at the CRS Addis Ababa office on Day 3.

K. 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 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 in advance and obtain the materials from the CRS office.
- Handouts can be translated into the local language 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. This information will be provided during the volunteer and team connection call.

Training Participant demographics

- A third of the trainees are women and 40% are youth. A few of the staff have bachelor's degrees, and the remainder have high school diplomas.

Roads and transportation

- From Addis Ababa to Emdibir, the road is asphalt. From Sirano Hotel to Ecc-EmCS office, the road is also asphalt and the other section from Ecc-EmCS office to the dairy farm is rough road. The road from hotel to the dairy farm is about 40km taking about 1 hour journey

by car.

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 (pg. 8) 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 **Emdirbir**, 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:

- Internet access will be provided, with varying speeds dependent on the cellphone internet package. Occasionally, weak internet and cellphone signals may be encountered.

Working Environment and Culture

- The Ethiopian 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.
- Due to the value placed on social hierarchy, the highest-ranking person usually makes the decisions.
- Ethiopia takes a flexible approach to adhering to schedules and deadlines. When working with people, it's advisable to reinforce the importance of meeting agreed-upon deadlines and how that may affect the outcome of the assignment.

Weather and climate

- November, December and January are mostly warm months in Emdirbir with average temperatures ranging between a maximum of +79°F during the day and a minimum of +41°F at night. Visit 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 Ethiopia](#), and [Nutrition Country F2F Project description](#).

L. 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	
<p>Chi Olisemeka Operations Manager Farmer-to-Farmer Program 228 W. Lexington Street Baltimore, MD 21201 +1 410-951-7271 Email: chi.olisemeka@crs.org</p>	
CRS Country Program	
<p>Tatek Woldu, Program Manager CRS Ethiopia Office, P.O. Box 6592 Addis Ababa, Ethiopia Phone +251-11-278-8800, Mobile: +251-911873970 Email: tatek.woldu@crs.org</p>	<p>Lidia Retta, Sr. Project Officer CRS Ethiopia Office, P.O. Box 6592 Addis Ababa, Ethiopia Phone +251-11-278-8800, Mobile: +251-912091962 Email: lidia.retta@crs.org</p>
Host Organization	
<p>Name Aba Habte Selasie Antuan Position: Secretary General Phone number : +251 974001351 Email address: Habtesilassie.a@eccsdcoe.org and Habt748@gmail.com</p>	<p>Name: Aba Tesfa Amlak Fikre Position: Deputy Secretary General Phone number: +251 913708039 Email address: tesfaamlak6@gmail.com</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.

2.2 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?