

## Farmer to Farmer East Africa Volunteer Assignment Scope of Work

Summary Information	
Assignment code	ET 23
Country	Ethiopia
Country Project	Horticulture and Sector Support
Host Organization	Gidibo and Shecha Multipurpose Farmers' Cooperative (GSMFC)
Host partner	Aleta Wondo District/Woreda <sup>1</sup> Marketing and Cooperative Office (AWDMCO)
Assignment Title	Improving quality of coffee beans through application of modern technologies in harvesting, post-harvest handling and processing of the coffee beans
Assignment preferred dates	November 2014
Objective assignment	Coffee quality improvement technologies to 100 coffee farmers (smallholders and their cooperative leaders) and 10 staffs/agents as a Training the Trainers (ToT)
Desired volunteer skill/expertise	Coffee specialist with experience in coffee harvesting, post-harvest handling and processing

### A. BACKGROUND

The Farmer-to-Farmer (F2F) East Africa program is a program that leverages US volunteer's expertise to assist smallholder farmers and small scale processors in East Africa to improve their business practices through volunteer assignments conducted with host organizations. Through F2F intervention, CRS will improve the livelihoods and nutritional status of significant numbers of low income households by: i) broadening their participation in established commodity value chains as producers and service providers; ii) strengthening community resilience to shocks such as droughts that adversely affect livelihoods; and iii) preserving/enhancing natural resources upon which most rural communities depend. CRS will also increase the American public's understanding of international development programs and foster increased cross-cultural understanding between host countries and US volunteers.

Ethiopia is the largest coffee producer in Africa and the oldest coffee exporter in the continent and the world<sup>2</sup>. Coffee production in Ethiopia has a longstanding tradition since its

<sup>1</sup> Woreda is the 2nd lowest administrative structure in Ethiopia. The names 'woreda' and "district" are synonymously and interchangeably used.

<sup>2</sup> Ethiopian Radio and Television broadcasting media, July 2014.

discovery in the forest ecosystem of the Kaffa province of the country (its birthplace). *Coffea arabica*, the famous species of coffee crop, has a broad genetic diversity in Ethiopia. Coffee farming in Ethiopia has four different farming systems: forest coffee, semi-forest coffee, garden coffee and plantation coffee<sup>3</sup>. About 98% of the coffee in Ethiopia is produced by peasant smallholder farmers<sup>4</sup>. As one of Ethiopia's most important commodities, coffee is a major source of cash for the smallholder farmers and accounts for a significant amount of export earnings in the country, generating about 60% of foreign income. In addition to its generation of foreign exchange and creation of social value, the coffee sector is a major source of employment in most rural areas, especially for women. It is estimated that the livelihoods of more than 15 million people in Ethiopia are directly or indirectly engaged in the production, processing and trading of coffee.

Generally, the supply of processed green coffee beans (both wet-processed and sun-dried) to local and international market faces some quality constraints. Starting from the field production system in the coffee farms, quality improvement efforts need to be exerted in all coffee value chain activities. Innovating improved technologies from the time of harvest to the final point of sale also has major importance. Use of traditional technologies in harvesting, post-harvest handling and processing of Ethiopian specialty coffee and other coffee types has made Ethiopian smallholder farmers' coffee cooperatives weaker competitors on the international coffee market. International promotional activities for all types of Ethiopian specialty coffee also need to be largely encouraged. Efforts should also be made to promote internationally unknown coffee belt areas of the country. Ethiopian farmers also need to benefit from the known additional values of roasted coffee in the international market. In general, the gains from Ethiopian coffee need to be improved in all aspects; through promotion of quality production, processing, marketing and better business planning and development activities. The benefits to the coffee farmers' should be largely increased through better introduction and innovation of improved technologies, knowledge, skills and practices to the large bases of the smallholder farmers. The F2F intervention in the Ethiopian coffee value chain is to contribute in improving the knowledge and skills of the coffee producing smallholder farmers through training and practical technical assistance.

## **B. ISSUE DESCRIPTION**

The host organization, Gidibo and Shecha Multi-purpose Farmers' Cooperative (GSMFC), is one of nine farmers' cooperatives in Aleta Wondo. The host partner organization, the Aleta Wondo District Marketing and Cooperative Office (AWDMCO), is a government institution that was established to support farmers' cooperatives in the Aleta Wondo area. GSMFC is actively engaged in coffee production and business promotion. GSMFC and all other multipurpose farmers' cooperatives of the Aleta Wondo district/woreda are members of the Sidama Coffee Producer Farmers' Cooperative Union (SCPFCU). The SCPFCU is an

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<sup>3</sup> Sustainable Tree Crops Program. n.d. *Ethiopia: Coffee History, Production, Economy facts*. International Institute of Tropical Agriculture's (IITA) Humid Forest Eco regional Center: Yaoundé, Cameroon.

<sup>4</sup> Cousin, Tracey L. (1997). *Ethiopia Coffee and Trade*.

internationally known coffee exporting cooperative union in Ethiopia. Under the umbrella of SCFPCU, the GSMFC operates in approximately three kebeles<sup>5</sup> among the 29 kebeles of the Aleta Wondo district. The GSMFC also owns a coffee washing and pulping station which is shared by all the members.

Aleta Wondo woreda/district is one of the geographical locations where the known organic Sidama coffee is produced. It is one of the districts of the Sidama zone of the South Nations Nationalities Peoples' Region (SNNPR). The SNNPR is one of the four Feed the Future (FtF) and Agricultural Growth Program (AGP) regions of the Ethiopian government.

During the discussion made between the host partner institution, Aleta Wondo Marketing and Cooperative Office and the hosting organization, GSMFC, it was articulated that the coffee value chain in the district and in this particular farmers' cooperative (GSMFC) has multiple challenges. Among others, both the host partner and the hosting cooperative enumerated the following coffee quality constraints which are also common in other coffee belt areas of the country:

- Improper methods of coffee harvesting, right from harvest to sale (picking, handling, cleaning and handling);
- The practice of mixing unripe, ripe and over-ripe cherries together, causing quality deterioration;
- Unnecessary practice of awaiting and/or temporarily storing the coffee red cherries;
- Inefficient processing activities in the pulping stations (wet processing: separation, cleaning, soaking, pulping, drying, storage, etc);
- Lack of creativity for income generating coffee value additive activities;
- Poor market promotion schemes (insufficient promotional supports) aggravated by inadequate training of the local human power on this matter;
- Unnecessary price competition among cooperative and private buyers;
- Low understanding of correct pruning and stamping methods;
- Low technical and financial capacity of primary coffee farmers' cooperatives;
- Poor access of the smallholder farmers to a reliable market and financial services (credits, etc);
- Mismanagement of coffee byproducts (pulp, husks, etc) and lack of research information on side effects of their contamination with water, soil and vegetation resources of the areas.

This assignment aims at addressing the first five constraints as highlighted above. Follow-up assignments will be guided by the outcome and recommendations from this assignment.

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

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<sup>5</sup> Kebele is the lowest administrative structure in Ethiopia; lower than "district or woreda" level (woreda is synonym to district).

The objective of this particular volunteer assignment is to practically demonstrate modern technical knowledge/skills and train on practices of coffee harvesting, handling, processing, value addition and other interrelated activities as appropriate. The beneficiaries are 100 farmers (smallholders and their cooperative leaders) and 10 staffs/agents [Development Agents (DAs) and Cooperative Promotion Agents (CPAs), as Training of Trainers (ToTs). This particular assignment is to specifically improve the coffee quality, thereby increase farmers' income from the sale of their produces.

The specific assignment tasks for this volunteer assignment, therefore, will be training and technical assistances on:

- Modern and practical coffee harvesting techniques;
- Traceability of coffee and identification of good and bad quality coffee;
- Proper coffee drying (including moisture content of the green beans), handling and storing techniques;
- Coffee processing technologies/practices: wet-processing (soaking, pulping, use of clean water, etc);
- Coffee value additive activities.

**Contributions by host and host partner** – The AWDMCO and GSMFC will select coffee producing farmers in the operational areas of GSMFC, mobilize the community by giving priority for female farmers (up to 52%) and facilitate the volunteer to reach them. They will also avail key personnel to facilitate the volunteer in his/her overall work including informal trainings at Farmer Training Centers (FTCs), on-farm/household visits, etc. The AWDMCO may make prior arrangement to enable the volunteer to train at scheduled training forums for the DAs, CPAs, farmers' cooperative leaders and other key coffee stakeholders of the HWMFC. Either the AWDMCO or GSMFC will provide the volunteer with office space and furniture. The AWDMCO or GSMFC or the hotel (probably Mintesinot Hotel) will arrange a rental vehicle for a daily roundtrip pickup and drop off as well as for fieldworks in the operational areas of HWMFC. The option to cover the vehicle rent was discussed to be only from CRS F2F either shuttle service by the hotel or rented vehicle facilitated by the hotel, AWDMCO and/or GSMFC.

#### **D. ANTICIPATED OUTPUTS FROM THE ASSIGNMENT**

As a result of the volunteer's technical assistance, it is anticipated that this assignment will result in the production of better quality coffee beans by smallholder farmers. It is also anticipated that 100 farmers (90 smallholders and 10 cooperative leaders) and 10 ToTs (DAs and CPAs) will benefit from the training and practical technical assistance.

Specific outputs from this assignment include but not limited to the following;

- Coffee harvesting (picking) is done carefully in a way that farmers are convinced and skilled to selectively pick only the fully ripened coffee cherries;

- Farmers are able to differentiate between the fully ripened red cherries versus the unripe and over ripe ones (visually and manually);
- DAs, CPAs and woreda staff (as a ToT for future) will improve their training skills and will train others following the successful training from the volunteer;
- Smallholder farmers, cooperative leaders, CPAs and DAs understand modern coffee quality production system with emphasis on harvesting, post-harvest management, processing and proper coffee marketing transactions;
- Coffee beans sorted and stored at appropriate moisture content;
- Farmers' income is improved.

The anticipated deliverables of the volunteer should include:

- Initial presentation (outlines/list of activities, plan, approach, etc);
- Conduct training and practical demonstrations as outlined in this hinting SOW;
- Submit field report with recommendations for the host organization
- Make an end of assignment presentation to stakeholders, CRS and USAID staff;
- Conduct outreach events in the US.

#### E. SCHEDULE OF VOLUNTEER ACTIVITIES IN ETHIOPIA

Day	Activity
Day 1	Arrival into Ethiopia. The volunteer will be met by a hotel pick person from Sor-Amba ( <a href="http://www.sorambahoteladdis.com">www.sorambahoteladdis</a> ) hotel with a placard bearing “ <b>CRS logo and volunteer name</b> ”.
<b>Day 2</b>	<b>Rest Day</b>
Day 3	Briefing meeting at CRS office on security, general orientation, logistics and itinerary of the trip. Discuss anticipated outcomes and work plan.
Day 4	<ul style="list-style-type: none"> <li>• Drive to Aleta Wondo town, 330 km south of Addis Ababa, where the volunteer will stay until the completion of the assignment.</li> <li>• In the presence of F2F, Aleta Wondo Marketing and Cooperative, and GSMFC, first hand briefing on the main objectives and modality of the assignment and adjust the agenda for the coming days (work planning session). Briefing and debriefing with the field staffs.</li> </ul>
Day 5	Conduct discussion with Aleta Wondo Marketing and Cooperative and Office, GSMFC (at the office of GSMFC- 5 km from Aleta Wondo town) and key personnel in the cooperative, agriculture sector along with other key stakeholders, as appropriate.
Days 6-8	<ul style="list-style-type: none"> <li>• Quick field observation and assessment;</li> <li>• Further identify skill and training gaps;</li> <li>• Based on information gathered and gaps identified, prepare training materials incorporating hands-on practices and plan to demonstrate it with model staff and selected adoptive farmers, fields, equipment, etc.</li> </ul>
<b>Days 9</b>	<b>Rest day</b>
Days 10-15	Conduct trainings and practical demonstrations to coffee farmers'

	beneficiaries, cooperative leaders, CPAs and DAs through formal and informal trainings, groups and individual contacts and discussions, demonstrations, etc. Assess and refine the quality of trainings and practical demonstrations through feedback and actual observations.
<b>Day 16</b>	<b>Rest day</b>
Day 17-22	Continuing training activities of Days 10-15 in other kebeles.
<b>Day 23</b>	<b>Rest day</b>
Day 24	Continuing training activities of Days 17-22
Day 25	Wrap-up session: participants evaluate the overall technical innovations/assistances/training, and discuss the final report recommendations with the volunteer. Group presentation (in the afternoon).
Day 26	Volunteer drives back to Addis Ababa
Day 27	Finalize liquidating advances and expenditures with finance. Volunteer also finalizes his/her reporting and submit training M&E forms to CRS F2F staff. Debriefing at CRS office with USAID Mission and CRS staff.
Day 28	Complete any unaccomplished activities and depart for USA.
TBD	Outreach event when back in the US.

## F. DESIRABLE VOLUNTEERS SKILLS

The following are the desired qualifications and competencies:

- Graduate level knowledge and demonstrated experience in quality coffee production, processing and value additive activities;
- Knowledge and demonstrated experience in coffee value chain and/or entire coffee business activities;
- Experience in training of extension workers, development agents, farmers, cooperative leaders, members of community based organizations (CBOs), etc;
- Proven skills in modern farming, post-harvest management and processing technologies for smallholder farmers in coffee farming/business.

## G. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

- Before travelling to the Aleta Wondo district, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Sor-Amba hotel ([www.sorambahoteladdis](http://www.sorambahoteladdis)) or other hotels that will be booked and confirmed before arrival dates.
- In Addis Ababa, the hotel usually has rooms paid together with services such as airport pick and drop, breakfast, wireless internet, etc. The hotel or CRS will arrange a vehicle for short travel from the hotel to CRS and vice versa while in Addis Ababa.
- All required materials will be prepared ahead of time and will be provided to the volunteer. CRS Ethiopia will provide the volunteer with laptop computer, local internet dongle (EVDO) and cellphone mobile apparatus with local sim-card. Any other required logistics and facilities can also be requested by the volunteer during her/his stay in Addis

Ababa.

- CRS will provide vehicle and accompany the volunteer to the place of assignment including checkups of the logging/hotel arrangement at Aleta Wondo town and coordinating/accompanying of firsthand discussion with the host partner (Aleta Wondo Marketing and Cooperative Office) and host (GSMFC).
- During her/his assignment period, the volunteer will be booked in a hotel in Aleta Wondo town, which may be a lower quality hotel compared to hotels in Addis Ababa or other parts of the world.
- CRS Ethiopia will pay for hotel accommodations and covers hotel shuttle or vehicle rent that the volunteer will use for roundtrip pickup and dropoff from/to her/his hotel to/from GSMFC Office (3 kms from Aleta Wondo town) as well as short distance travels within the assignment sites as applicable. The hotel, the Aleta Wondo Marketing and Cooperative Office or GSMFC will be expected to coordinate and/or facilitate arrangement of shuttle or renting of a vehicle.
- CRS HQ will provide the volunteer with a per diem advance to provide meals. The volunteer will be expected to carry lunch box from the hotel as there might not be meal services in place of her/his assignment site at the GSMFC office compound (3 kms from Aleta Wondo town) and its vicinity;
- CRS Ethiopia will also reimburse the volunteer with laundry cost against receipts.
- The volunteer will liquidate all advances received in Ethiopia before departing from Ethiopia. For more information, please refer to country information that will be provided.
- As much as possible, the volunteer will be paired with another volunteer who will be assigned during the same period in the same district with a similar volunteer assignment (ET23) but different host of a primary cooperative called Homacho Waeno Multi-Purpose Farmers' Cooperative (HWFC) who will also stay in the same hotel and who might use the same shuttle/rented vehicle service.

#### **H. RECOMMENDED ASSIGNMENT PREPARATIONS**

- Prior to travel, the volunteer will be advised to prepare necessary training and demonstration aids and written handouts. Softcopies of the handouts and any other paper materials can be printed for immediate use at the CRS office in Addis Ababa on request by the volunteer;
- If the volunteer requires use of simple training aids like flip charts, markers, masking tapes, etc, s/he should make the request and collect from the CRS office at Addis Ababa prior to travel to the assignment place;
- Translation of handouts to local languages can be done in the locality of the assignment, if required. Depending on the meeting places and availability of electric power and LCD projector, the volunteer may use a laptop and projector for power point presentations.

#### **I. KEY CONTACTS**

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