



Farmer to Farmer East Africa Volunteer Assignment Scope of Work

Summary Information	
Assignment code	ET22
Country	Ethiopia
Country Project	Horticulture and Sector Support
Host Organization	Kege Multipurpose Farmers' Cooperative (KMFC)
Host partner	Dale District Cooperative Promotion Office (DDCPO)
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 (TtT)
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 fifth in the world¹. Coffee production in Ethiopia has a longstanding tradition since its discovery in the forest ecosystem of the previous 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

¹ Ethiopian Radio and Television broadcasting media, July 2014.

different farming systems, *via*, forest coffee, semi-forest coffee, garden coffee and plantation coffee². About 98% of the coffee in Ethiopia is produced by peasants' smallholder farmers³. As one of Ethiopia's 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. It generates about 60% of the foreign income. In addition to its generation of foreign exchange and creation of social value, the coffee sector is the 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 in 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 the entire coffee value chain activities. Innovating improved technologies from the time of harvest to the final point of sale has also major importance. Use of traditional technologies in harvesting, post-harvest handling and processing of Ethiopian specialty coffee and other coffee types by smallholder farmers has rendered this coffee cooperative relatively non-competitive in 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 the Ethiopian coffee need to be more improved in all aspects; through promotion of quality production, processing, marketing and better business planning/development activities. The benefits to the coffee farmers' should be largely improved through better introduction and innovation of improved technologies, knowledge, skills and practices to the large number 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, Kege Multipurpose Farmers' Cooperative (KMFC), is one of the several farmers' cooperatives in the country and is located in Dale district. The host partner organization, Dale District Cooperative Promotion Office (DDCPO), is a government institution that was established to support this and other farmers' cooperatives in the Dale district. KMFC is one of the eight farmers' multipurpose cooperatives in the district and is actively engaged in coffee production and businesses. KMFC and all other multipurpose farmers' cooperatives of the Dale district are members of the Sidama Coffee Farmers' Cooperative Union (SCFCU). The SCFCU is one of the regionally/nationally important and internationally known coffee exporting cooperative unions in the country. Under the

² 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.

³ Cousin, Tracey L. (1997). *Ethiopia Coffee and Trade*.

umbrella of SCFCU, KMFC operates in eight kebeles⁴ out of the 36 in the Dale district. Most coffee pulping machines are old and not renovated. Out of the total 51 pulping stations established in Dale district, 18 belongs to the eight farmers' cooperatives while 33 to private owners⁵.

Dale district is one of the geographical locations where the renowned organic Sidama coffee is produced. It is one of the districts of the Sidama zone of the South Nations Nationalities Peoples' Region (SNNPR) of the country. The region, SNNPR, is one of the four Feed the Future (FtF) and AGP regions of the Ethiopian government.

During the discussion made between the host partner institution (DDCPO) and F2F Ethiopian team, it has been noted that coffee value chain in the district and in this particular farmers' cooperative (KMFC) has multiple challenges. Among others, the host partner enumerated the following coffee quality constraints which are also common in other coffee belt areas of the country:

- Improper ways of coffee harvesting (picking), handling and storage;
- Inefficient processing activities in the pulping stations aggravated by old and non-renovated pulping machines;
- Poor warehouse services in the auction centers and long stay of the coffee beans being loaded on the trucks;
- Low understanding on moisture content issue in coffee beans, which can adversely affects quality;
- Low technical and financial capacity of primary coffee farmers' cooperatives;
- Poor market promotion schemes (insufficient promotional supports) aggravated by inadequate training of the local human power on this matter;
- Poor access of the smallholder farmers to most reliable market and to financial services (credits, etc);
- Lack of creativity for income generating coffee value additive activities;
- Mismanagement of coffee byproducts (pulps, husks, etc) and lack of research information on side effects of their contamination with water, soil and vegetation resources of the areas;
- Inadequate coffee research and technology innovations on production, marketing and biodiversity conservation activities.

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

C. OBJECTIVES OF THE ASSIGNMENT

⁴ Kebele is the lowest administrative structure in Ethiopia; lower than "district or woreda" level (woreda is synonym to district).

⁵ Personal communication with the officers of the Dale District Cooperative Promotion Office (DDCPO) on August 6th, 2014

The objective of this particular volunteer assignment is to train and practically demonstrate modern technical knowledge/skills and practices on 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 produce.

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

- Modern and practical coffee harvesting techniques
- Proper coffee handling and storing techniques including temporary means of local transport;
- Coffee processing technologies/practices: wet-processing (pulping, renovation of pulping machines, use of clean water, etc) and dry-processing (sun drying) methods;
- Coffee value additive activities;

Host partner contribution – DDCPO and KMFC will select coffee producing farmers in the operational areas of KMFC, mobilize the community by giving priority for female farmers (up to 52%), and facilitate the volunteer to reach them. The host partner will also avail key personnel to facilitate the volunteer in his/her overall works including informal training in FTCs, on-farm/HHs visiting, etc. The host partner will make prior arrangements to ensure that the volunteer can attend scheduled training forums to train the CDWs and the DAs. The host partner will also provide the volunteer with office space and office furniture. The host partner will make vehicle available for field work and facilitate volunteer field travel.

D. ANTICIPATED OUTPUTS FROM THE ASSIGNMENT

As a result of the volunteer 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 (4 CDW and 6 DA) benefit from the training and practical technical assistance.

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

- Coffee harvesting (picking) done carefully in a way that farmers are convinced and practiced to selectively pick only the fully ripened coffee cherries
- Farmers are able to differentiate between the fully ripened red cherries versus the unripe ones (visually and manually)
- DAs and CDWs (as a TtT for future) improve their training skills and will train others following the successful training from the volunteer
- Smallholder farmers, cooperative leaders, CDWs 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 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 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 (www.sorambahoteladdis) hotel with a placard bearing “ CRS logo and volunteer name ”.
Day 2	Rest Day
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"> • Drive to Yirgalem town, 320 Kms south of Addis Ababa, where the volunteer will stay until the completion of the assignment. • In the presence of F2F, DDCPO and KMFC, 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.
Day 5	<ul style="list-style-type: none"> • Conduct discussion with DDCPO and KMFC (at the office of KMFC- 5 kms from Yirgalem town) and key personnel in cooperative, agriculture and other key stakeholders, as appropriate.
Days 6-8	<ul style="list-style-type: none"> • Quick field observation and assessment, • Further identify skill and training gaps, • 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.
Days 9	Rest day
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.
Day 16	Rest day

Day 17-22	Continuing training activities of Days 10-15 in other kebeles.
Day 23	Rest day
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 technologies for smallholder farmers in coffee.

G. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

- Before travelling to the host organization in Yirgalem town of the Dale district, the volunteer will stay in Addis Ababa at one of the CRS's client hotels, Sor-Amba hotel (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. 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.
- During her/his entire stay of the assignment period, the volunteer will be booked in a hotel in Yirgaem town, which may be lower standard hotel relative to hotels in Addis

Ababa or other parts of the world. CRS Ethiopia will pay for hotel accommodations and CRS HQ will provide the volunteer with per diem advance to provide meals and other incidentals. 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.

H. RECOMMENDED ASSIGNMENT PREPARATIONS

- Prior to travel, the volunteer will be advised to prepare necessary training and demonstrating aids and written handouts. Softcopies of the handouts and any other paper materials can be printed for immediate use at either offices of CRS or Care Ethiopia 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 either 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 shortly required. Depending on the meeting places, the volunteer may use a laptop and projector for power point presentations.

I. KEY CONTACTS

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Host Organization:			

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