



Farmer to Farmer East Africa Volunteer Assignment Scope of Work

Summary Information	
Assignment code	ET21
Country	Ethiopia
Country Project	Horticulture and Sector Support
Host Organization	Waycho Multipurpose Farmers' Cooperative (WMFC)
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 African continent and the oldest coffee exporter of the continent and 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

¹ Ethiopian Radio and Television broadcasting media, July 2014.

in Ethiopia. Coffee farming in Ethiopia has four 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 didn't yet made the Ethiopian smallholder farmers' coffee cooperatives to be the best competitors 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 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, Waycho Multipurpose Farmers' Cooperative (WMFC), is one of the several farmers' cooperatives in Dale district. WMFC is actively engaged in coffee production and marketing. WMFC 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 important and internationally known coffee exporting cooperative unions of the country. Under the umbrella of SCFCU, WMFC operates in three kebeles⁴ among the 36 kebeles of the Dale district. Although most coffee pulping machines are old and lacks

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*.

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

renovation, a total of 51 pulping stations were established in Dale district where 18 belongs to the eight farmers' cooperatives while 33 to private owners⁵.

During the discussion made between the host partner institution (DDCPO) and F2F Ethiopian team, it was recognized that WMFC has multiple challenges. Among others, the host partner enumerated the following coffee quality constraints;

- Improper methods 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 (pulp, 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

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:

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

- 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.

Contributions by host and host partner –WMFC will select coffee farmers in the operational areas of WMFC, 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 works including informal training in FTCs, on-farm/HHs visiting, etc. DDCPO may make prior arrangement to the volunteer to enable s/he train on scheduled training forums to train the DAs, CPAs, farmers’ cooperative leaders and other key coffee stakeholders of the WMFC. The WMFC in consultation with DDCPO and F2F will also provide the volunteer with office space and office furniture at the office compound of WMFC

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 (DAs and CPAs) benefit from the training and practical technical assistances.

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

- Improved coffee harvesting skills for imparted on the farmers
- Farmers are able to differentiate between the fully ripened red cherries versus the unripe ones (visually and manually);
- Training of Trainers conducted to the DAs and CPAs
- 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;

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 (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	The volunteer, accompanied by CRS F2F, will be driven to Yirgalem town, 320 Kms south of Addis Ababa, where the volunteer will stay until the completion of the assignment.
Day 5	<ul style="list-style-type: none"> • In the presence of F2F, DDCPO and WMFC, 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. • Conduct discussion with DDCPO and WMFC (at the office of WMFC-3kms 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 post-harvest management and processing technologies for smallholder farmers in coffee farming/business.

G. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS

- Before travelling to the host partner at the assignment site at Yirgalem, 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 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 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.
- During her/his stay in the assignment site, the volunteer will be booked at Fura hotel in Furgalem town. CRS Ethiopia will pay for hotel accommodations and CRS HQ will provide the volunteer with per diem advance to provide meals. 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 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 shortly 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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