

John Ogonowski and Doug Bereuter Farmer-to-Farmer (F2F) Program

Request for Technical Assistance Scope of Work Outline

**Title: Training of Extension Agents on Safe Use of Pesticides
Assignment Number: GUI202**

I. Executive Summary:

The Regional Federation of Palm Oil and Rubber Producers (*Federation Regional des Producteurs de Palmier a Huile et d'Heveah* - FEREPHAH) requests the support of a Farmer-to-Farmer volunteer for a 17 days volunteer assignment (including travel) located in Forest region (N'zerkoré, Guinea). The volunteer will train FEREPHAH extension services agents and union members on safe use of pesticides for treatment of pest on the palm trees, rubber trees, coffee nursery and other horticulture plants. This will allow the extension workers to provide more appropriate and safer pesticide application services to the community. This assignment will enable extension agents to improve the extension services skills and knowledge, deliver more quality services such as production standardization, and help them to acquire valued inputs (seeds, seedlings, fertilizer, and other equipment) to sustain agricultural production, especially in palm oil and rubber production. Helping farmers to understand the importance of using balanced fertilization methods will raise awareness of the impact of pesticides on human health and the environment. Unsafe or inappropriate pesticide application has led to injuries, poisoning, and in some cases has led to death of the applicator.

The volunteer should have the following qualifications and background:

- Expert with 10 years of professional background in pest and pesticide management in horticulture sector
- Training-of-trainers experience, with many years of practice in the field
- Good written and verbal communication skills
- Experience training adults in a developing country preferred
- Ability to develop or provide access to visual aids for an audience with a low literacy rate
- French language skills preferred, but a translator will be provided if needed

II. Background:

a. *Brief summary of the sector/value chain: constraints, opportunities, stakeholders, etc. –as related to the statement of need for the SOW:*

Agriculture is critical for Guinea's economic growth and development. As the government pushes to increase agricultural production, the use of different pest management techniques, including the use of synthetic chemical pesticides, has been increasing. More land is being reclaimed to increase the agricultural area; traders are importing different products, machinery, seeds, fertilizers, pesticides, etc. mainly from China. Due to the lack of sustainable development practices, porous borders are causing an influx of counterfeit pesticides in the country. Increasing the knowledge of field workers, farmers, and pesticides applicators regarding pesticide safe use

is a step to control to importation of dangerous products. Low literacy levels and lack of understanding of the dangers of inappropriate pesticide application contribute to the misuse of pesticides, causing crop destruction, poisoning, and environmental hazards throughout the country. Knowledgeable farmers will not purchase a product that is not efficient and will demand better products and protective gear if they understand the risk of misusing pesticides. FEREPHAH has not received any formal training about this topic.

b. *Brief summary of any other USAID or other donor-funded work in similar areas/topics in country:*
N/A

c. *If this is a follow-on assignment or if there is a previous F2F assignment that is related to this host and/or sector, please provide a brief summary of the assignment(s) including the assignment number* FEREPHAH received training (SOW GUI141) on partnership and business training, focusing on organizational strengthening, including partnership development, negotiation skills, and strategies to increase efficiencies and generate more income/revenue. The assignment also introduced teaching techniques to improve smallholder business development and introduce “farming as business” concepts. The assignment also highlighted the importance of developing integrated networks to sustain long lasting agricultural development systems

III. Host Information:

Host Organization Name:		Regional Federation of Palm Oil and Rubber Producers ¹		Address:		Address: Quartier Gbangana, derrière le dépôt SGP Commune Urbaine de Nzérékoré	
Telephone Number:		(224) 655-63-26-17 (224) 662-21-73-46		Email Address:		fereppahguinee2014@yahoo.fr	
Primary Contact Name:		Pe Mamy		Secondary Contact Name:		Balla Gnan Traore	
Phone:		(224) 662-88-88-71 (224) 621-78-80-36		Phone:		(224) 655-78-17-22	
Email:		billmamy78@gmail.com		Email:			
Title:		Program Coordinator		Title:		Human Resource and Training Officer	
Gender:		Male		Gender:		Male	
Host Type: Cooperatives and Associations				Cooperatives and Associations			
Have we worked with this host before?				Yes			
If yes, please include a recent assignment number:				GUI141			

Are there local partner organizations collaborating on this assignment? No

IV. Host Organization Profile:

a. *Description of the host, history of enterprise and their long-term objectives. Describe relevant milestones that have led up to the present situation:*

FEREPHAH is a cooperative founded in 2006, uniting the palm oil and rubber producer unions with the objective to standardize their production, access better market and develop a better value chain to sustain the production and develop a network of producers. When the federation was formed, it had 5804 members (including 948 women). The federation is now composed of over

¹ *Federation Regionale des Producteurs de Palmier a Huile et d'Heveah, FEREPHAH*

8000 members, over 2500 women represented amongst 350 or smallholders and family farms, 11 cooperatives and 21 unions in Forest Guinea region.

FEREPPAG makes about \$666.67 (6.000.000 GNF) in adhesion fees, \$6,666 (60.000.000 GNF) in union membership dues (annual), \$22,222 (200.000.000 GNF) in the sale of palm tree seedlings, and \$444.44 (4.000.000 GNF) in other services.

FEREPPAH has been providing extension services to smallholder family farms and small organization since its formation. It obtains fund from member fees and donations from international agricultural development organizations from around the world to improve its services and help increase agricultural productivity and production for its members. The federation has access to input markets from around the world. FEREPPAH orders inputs in bulk, which allows farmers to obtain palm tree and rubber trees seeds and seedlings from Ivory Coast, Ghana, Malaysia, and agricultural machinery from Europe and China. Farmers benefit from this extension program in term of capacity building, improved agricultural techniques, and ability to reach bigger markets with higher return on their investments. The federation can connect producers to international buyers and institutions that can purchase large quantities to accelerate the return of capital in the hand of the farmers.

Their current products that FEREPPAH members producer are palm oil, coffee nursery, rubber production and other service that the extension service agent are providing to its members to acquire quality inputs (seeds, seedlings, fertilizer).

b. Number of workers: male, female, education levels, host plans to increase or decrease size of workforce, etc.

The Federation's administrative unit is composed of 11 members (including two women); the control committee has three members. This administrative unit meets every semester to discuss the direction of the organization, address institutional issues, reconcile different balance sheets and elaborate and adjust the action plan to meet the organization's goals. FEREPPAH has about 100 employees. The cooperative is managed by the program coordinator and he is associated by the president of each union that form the cooperatives.

c. Market situation: Has a market analysis been done, size of market, existing marketing plans?

FEREPPAH has benefitted from national and international assistance through funding, capacity building, market research studies, etc. The federation is associated with United Nation's food and rural development programs and Guinea National Confederation of Rural Organization (CNOP-G)².

Currently, the federation supports its members with extension services, production standardization, and help to acquire quality inputs (seeds, seedlings, fertilizer, and other equipment) to sustain agricultural production, especially in palm oil and rubber production

d. Description of management capabilities: strengths & weaknesses.

² *Confédération National des Organisations Paysannes de Guinée*

The strength of FEREPAPH is the motivation of all members to increase production and sales, 80% of the members can speak and write French, the extension service agent of the organization is very dedicated to improve agriculture in Forest Guinea. The federation is looking to enhance their organization to provide more technical services to its members and family farms on how to use pesticide in their farms. The training participants will train other federation members and smallholders.

However, the organization has low women representation on the board of directors, the unions don't meet very often, the palm oil seed and rubber are very expensive that is why farmers had difficulty buying it, and processing equipment is very expensive.

e. Pertinent information on local physical setting: infrastructure; availability of electricity water, fuels, etc. and their limitations.

FEREPAPH has an office, with one store of 125m², tow (2) stores of 300m² and one store of 250m² they rehabilitated 20 km of road, including 13 bridges to allow them to access other producers of palm oil and rubber.

V. **Expected Beneficiaries:**

Expected training participants/direct recipients of volunteer assistance	# or level	Comments
Estimated number of assignment participants:	20	Extension agent, administrators and union members
Estimated % of women:	8%	Extension agent, administrators and union members
Average education level:	Mostly university graduates	
Average skill level related to the assignment:	Fair	Most farmers use pesticide but are not fully aware safer use
English-language capability/literacy level (speaking and writing):	No English	
List experience or prior training on similar topic (what and when):	GUI141	Partnership and business training

Assignment Information

VI. **Duration and Dates of Assignment (including travel):**

Anticipated In-country schedule is included below:

Activity	Location	Estimated days
Travel to destination		2
Meet with F2F staff for introductory briefing and security overview	Conakry	1

Activity	Location	Estimated days
Travel to N'Zerekore	N'Zerekore	2
Training/workshop	N'Zerekore	6
Travel back to Conakry	Conakry	2
Write final report (EOA), finalize deliverables, and participate in debriefing with F2F and/or USAID	Conakry	2
Depart Guinea		2
Total number of days		17

VII. Tasks to be Performed:

Prior to leaving the US, the volunteer is expected to:

- Prepare training manual with appropriate information that can easily be assimilated and disseminated among FEREPHAH members (farmers) with low and higher literacy levels
- Submit training documents to the F2F Guinea field office 2 to 3 weeks prior to assignment date to allow time for translation and printing.
- Familiarize him or herself with Guinea to better understand the culture and to help identify common ground for the training.
- Review relevant materials from previous Farmer-to-Farmer assignment GUI141 on Training of Trainers on Business and Partnership.
- Review End of Assignment Report template
- Review the F2F Environmental Brochure. See additional requirements under F2F Pesticide Evaluation Report and Safer Use Action Plan

The main tasks of the assignment are to:

- Conduct a workshop to train the host extension agents on how to use pesticide safely.
 - This includes helping the host understand and answer the following questions: To treat or not to treat? Has the grower/applicator ruled out all other option of IPM before using a pesticide? Is the grower aware of the human and environmental effects of pesticides? Has the grower studied the economic threshold nursery production versus pest management?
 - Train producers and extension service agents on where, when and how to use pesticide.
- Reinforce the use of IPM and introduce new low-cost organic methods of protecting plants and stored goods Prepare a training manual (if possible with pictures on advantages and disadvantages of using pesticide) and supporting documents that can easily be assimilated and disseminated to mostly illiterate farmer (**please, summarize materials (as much as you can) for translation on MS Word or PowerPoints documents**).

VIII. Potential Outcomes and Impacts:

As a result of this assignment, it is expected that the host will be able to:

- Be able to properly identify a pest problem and whether the damage is caused by soil nutrient deficiency, an insect, a disease, which type, and the best method to resolve the problem.

- Properly rule out all methods of IPM, not to discourage the use of pesticides but effectively and efficiently and safely/properly the use of a chemical product that may cause danger to the user, his family, friends and distant relative.
- Be aware of the proper use of PPE and all measures of precaution in case of an accident with pesticides; and properly, effectively and efficiently apply the product using recommended dosage, applicator calibration and correct nozzle for the product
- Be able to match up pest and pesticide for a harmonious and effective use
- Use proper calibration methods to use up each product container to avoid leftovers and identify proper way to store and dispose of excess product
- Be able to properly dispose of the pesticide packaging to avoid misuse and inappropriate recycling of a still toxic package.
- Be able to train others and disseminate this new knowledge using the information and materials provided by the volunteer.

F2F staff will follow up with the host 6-12 months after the assignment to assess host progress and impacts resulting from the volunteer assistance.

IX. End of Assignment Report and Other Deliverables Required:

- End of Assignment (EOA) Report (format to be provided by Winrock).
- Training manual and other supporting documents that the host can use to replicate the training in the future
- Photos, video, and media files taken in relation to the assignment

X. F2F Pesticide Evaluation Report and Safer Use Action Plan (PERSUAP):

Type 1 (the assignment is expected to directly cover pesticide issues)

- The volunteer shall review the F2F Environmental Brochure and the F2F Programmatic Pesticide Evaluation Report-Safe Use Action Plan (PERSUAP) and shall comply with requirements described in Section 4 of the SUAP when providing “assistance for the procurement or use” of pesticides.
- If a sector or mission-wide PERSUAP exists that is more up to date than the F2F PERSUAP (and thus supersedes the F2F PERSUAP) the F2F volunteer should obtain that document and the approved pesticide list, which supersedes the approved pesticide list in the F2F Programmatic PERSUAP. However, the F2F volunteer must comply with the conditions laid out in the F2F Safe Use Action Plan (SUAP). Information on IPM and the overall country information in the sector or mission-wide PERSUAP can provide useful background information for the consultant.
- The volunteer shall review the guidance in attachments A through H of the F2F PERSUAP and the questionnaire provided by Winrock as part of this PERSUAP prior to providing recommendations for the use or procurement of pesticides; and shall be prepared to provide recommendations, based on this guidance, to recipients of F2F technical assistance.
- Winrock shall submit all monitoring forms, scouting forms, and other documents the F2F volunteer may develop in regard to pesticide use, pesticide safe use training, and IPM to the F2F country office for use by future F2F volunteers.

- The volunteer shall, at their discretion, provide recommendations to the F2F country office for additional F2F support for pesticide safe use training, IPM, or other pesticide-related topics.

If the volunteer will be providing training in pesticides, IPM, pest management or other pesticide-related topics, Winrock shall provide the syllabus for each training event for review and comment by the Mission Environmental Officer and the USAID COTR and shall incorporate any guidance or comment provided.

The volunteer shall submit a brief report (PERSUAP End of Assignment Report Annex; format to be provided by Winrock) describing activities involving pesticides and the following: (1) Pesticides that the F2F country program should be able to recommend/use that are not included in Attachment A, Table 2; (2) Limitations and successes of the PERSUAP; (3) Recommendations for additional technical assistance and training needed to improve pest and pesticide management practices; (4) Tools, forms, and plans provided to F2F recipients to assist with implementing the volunteer's recommendations; and (5) recommendations on IPM practices and feedback on the effectiveness of IPM practices used locally.

Administrative Information

Date SOW sent to HQ: 12/19/2018

Assignment Site(s): Nzérékoré

Number of Volunteer Experts Requested: 1

PERSUAP Classification: Type 1

Country F2F Project: Rural Livelihood

Focus Area(s): Pesticide Safer Use

Commodity Chain Activities: Information and Input Support Services (areas as extension services, input supplies, veterinary services)

Type of Volunteer Assistance: Technology Transfer

Host Plans for Dissemination or Replication of F2F Training: The host understands that this is a TOT assignment and the knowledge acquired during this training must be passed and disseminated to other farmer with measurable results. The host agrees to participate in the impact survey within 6 to 12 months after the implementation of this assignment.

Resources to be contributed by the Host:

Estimated value of all those contributions will be as follows:

Item	Unit Price	Number of unit	Total Price
Training center (video projector, flip chart, etc.)	\$ 10.00	6	\$ 60.00
Transportation fee and per diem for participants	\$ 15.00	25 x 6	\$ 2,250.00
Other	\$ 20.00		\$ 20.00
Total			\$ 2,330.00