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## Commercial Farm Service Program (CFSP)



### **Eighth Quarterly Report**

**(July 1, 2014 – September 30, 2014)**

**Submitted to USAID/Ethiopia**

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## Commercial Farm Service Program (CFSP)

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**July 1, 2014 – September 30, 2014**

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## Executive Summary

Over a two-year implementation period, the Commercial Farm Service Program (CFSP) will support the creation of **six viable input supply Farm Service Centers (FSCs)** in Oromia regional state, Ethiopia. This model will serve to support the input supply sector in Ethiopia by providing brand label, high quality inputs through safe and environmentally sound stores. Each FSC will provide smallholder farmers with **quality inputs and services**, customized to their production needs, all of which will be accompanied by **expert agronomic and veterinary consultations and training**. These locally-owned businesses will receive uniform branding, technical and business management training, and assistance with inventory management, marketing, and agriculture extension and outreach. CFSP will facilitate the creation of linkages, technology transfer and training with business owners and multinational input suppliers. Moreover, **a wholesale buying cooperative**, owned by and dedicated to serving the inventory needs of each FSCs and linking them directly with top-tier national and international suppliers will be established during the life of the project. The FSCs will also support the output marketing efforts of smallholder farmers by providing direct links to buyers and market information for more informed business decisions.

During the current reporting period of July 1<sup>st</sup> 2014 to September 30<sup>th</sup> 2014, CFSP has had a wide range of accomplishments and made expenditure and activity plans to accommodate for the 4-month NCE granted by USAID in Q7. During **supplemental BMT and Marketing/Communications Trainings**, CFSP staff worked with the FSCs to develop a close-out spending plan for the remaining grant funds. In addition to these workshops, FSC owners and staff convened in Addis at the end of September for a **Quarterly Experience Sharing event**, and at this event, finalized **revised grant budgets and grant amendments/extensions**. Building off a business plans developed in Q7 by an international and local consultant, the program developed a grant agreement and held an official **grant signing for EGAA Agricultural Input Suppliers PLC**, the program's seventh grantee and the FSC-owned apex wholesale enterprise. Beyond the signing of the EGAA grant, CFSP staff worked with FSCs to support additional **FSC-led farmer trainings and demonstrations**. To ensure the continued collaboration of FSCs with local female entrepreneurs and farmers, program staff circulated **gender-specific questionnaire to each FSC** to assess gender considerations in their respective outreach campaigns so that improvements can be made in future outreach, inventory orders and trainings.

In addition and as described in the Q7 report, CFSP also prepared the modules and selected highly qualified trainers for a three-week **Pesticide Applicators' Training**. The major objectives of the training were to raise awareness about the dangers of improper pesticide handling and improper pesticide use and to facilitate the certification process for semi-professional pesticide applicators – *the first of its kind in Ethiopia*. A total of thirty five people - from the woredas (districts) nearby each FSCs, from Federal Ministry of Agriculture and from the Oromia Bureau of Agriculture - participated in the training which was held in Bishoftu.

During the next and final quarter (October, November, December) CFSP expects to prepare for the AI Training for FSC Veterinarians and relevant GoE DA staff at the National AI Center in Kaliti; continue EGAA licensing, procurement and business set-up; support additional FSC-led farmer trainings and demonstrations; conduct an end-line survey; conduct supplemental BMT and Technical training for FSC & EGAA staff; conduct site visits to each FSC to develop program Success Stories for USAID/Ethiopia; conduct a final EMMR for each FSC; and hold a final experience sharing event with FSC Owners and staff and EGAA to review for the

managerial and technical staff of each FSC to share input supplier information and lessons learned. These activities will be in addition to efforts to update the program website, continuing networking and collaboration, and ensuring FSCs are adhering to program M&E deliverables and environmental compliance.

## Project Goals & Objectives

The primary goal of CFSP is to improve smallholder productivity, food security and incomes through the development of sustainable, private sector driven agricultural input supply and service centers. CFSP also seeks to demonstrate the viability of the FSC model as a platform for larger-scale public-private partnerships to expand Ethiopian smallholders' access to inputs, training, and services.

To achieve these goals, CFSP expects to meet the following objectives:

- Establish six locally (Ethiopian) owned, retail farm supply and service centers (FSCs) with inventories, training, services and output market linkages tailored to market demands in their areas.
- Create a wholesale buying cooperative owned by and dedicated to serving the inventory needs of the FSCs and linking them to national and international suppliers.
- Deliver uniform branding, business skills, technical/advisory capacity, quality standards, environmental and worker safety procedures among the network.
- Promote FSC-led farmer outreach activities, including training seminars, demonstration, and field days, to showcase the impacts of improved inputs and improve farmer production skills.

CFSP Life of Program Activities	Update Provided in this Report
Start-up and Management	
Outreach Campaign	
Evaluation Selection Design and Approval of FSC Grants	
Facility Construction Launch	
<b>Retail Input and Farm Service Sales</b>	✓
<b>Business and Technical Training for FSC Employees</b>	✓
<b>Environmental Mitigation and Worker Safety</b>	✓
<b>Development of Wholesale Buying Cooperative</b>	✓
<b>Farmer Training</b>	✓
Output Marketing	
<b>Reporting, Monitoring and Evaluation</b>	✓

## Q8 Activities and Achievements

All program activities and subsequent impacts for this reporting period can be seen in **Attachment 1: Indicator Table**. As noted in the Seventh Quarterly Report, CFSP has received a no-cost extension to **continue activities through December 31, 2014**. To accommodate this

extension, CFSP will build in two additional columns to this table and will **continue to use the same LOP targets**.

## Retail Input and Farm Service Sales

With the six FSCs having now been open for business for more than six months, CFSP collected this quarter's reporting and as outlined in the table below – **in just the last nine months of business – the collective sales for the six FSCs total more than \$2.7 million.**

Quarter 8 FSC Reporting (July 1, 2014 – September 30, 2014)										
Indicator	Ambo	Bishoftu	Fiche	Dodola	Nekemte	Shasha- mane	Q5 Total	Q6 Total	Q7 Total	Q8 Total
Sales; inputs and services (\$)	\$14,094	\$378,479	\$153,872	\$150,514	\$4,436	\$77,864	\$15,924	\$540,833	\$1,434,762	\$779,271
Profit (\$)	\$4,467	\$21,408	\$10,420	Not/Aval.	\$1,075	\$12,969	\$1,515	\$36,396	\$111,186	\$50,339
Inventory stocked (\$)	\$15,115	\$407,913	\$16,034	\$10,703	\$5,021	\$64,844	\$71,856	\$602,970	\$1,354,275	\$519,631
Customers (M:F)	580	882	2,749	2,500	550	550	1,457	8,185	7,429	7,811
	482M	845M	2,589M	2,050M	500M	450M	1196 M	6,316 M	6,919M	6,916M
	98F	37F	160F	450F	50F	100F	261 F	1,869 F	510F	895F

## Business and Technical Training for FSC Employees

During this reporting period, CFSP delivered follow-up capacity building trainings for FSC staff. Building on similar trainings given during Q5 and Q6, and having developed training modules during Q7, CFSP staff traveled to all six FSCs to deliver trainings and check-in on the technical and financial implementation of FSC grants.

At each FSC, the General Manager, Accountant, Veterinarian, Agronomist and Sales Clerks participated on the training. The trainings were held in Bishoftu (August 13-14); Nekemte (August 18-19); Ambo (August 21-22); Fiche (August 26-27); Shashamane (September 2-3); and Dodola (September 4-5).

The training topics for this 2-day training included:

- 4-month NCE work planning;
- Purchase plan for promotional materials;
- Importance of customer service;
- Supplemental BMT check-in and follow-up;
- M&E reporting check-in and follow-up; and
- Adaption and application of the draft human resource manual;

From the pre-training assessment made, none of the FSCs had well organized human resource management guidelines. As a result, the training introduced to FSC Owners a Human Resource Personnel Manual developed by the CFSP Finance Specialist. As usual the training was highly interactive and participatory.

## Environmental Mitigation and Worker Safety

CFSP places a strong emphasis on ensuring that all environmental mitigation milestones are achieved in a timely manner and adhere to GOE and USAID standards. During this reporting period CFSP met environmental monitoring & mitigation and worker safety milestones including the completion of six site visits with USAID/Ethiopia staff; completion of six quarterly FSC-specific Environmental Mitigation and Monitoring Reports (EMMRSs); the planning and delivery of Ethiopia's first Pesticide Applicators' Training to certify semi-professionals for restricted use products (RUP) application.

As described in the Q7 report, CFSP staff met extensively with the Federal Ministry of Agriculture (MoA), Oromia Bureau of Agriculture (BoA) and CropLife Ethiopia to develop and deliver a three-week **Pesticide Applicators' Training** in Bishoftu from June 17<sup>th</sup> to July 4<sup>th</sup> 2014 to increase awareness on the dangers of pesticides, safe handling & use practices and to train semi-professionals in the safe use, handling and storage of pesticide application. Attendees of the training totaled 35 individuals (32M : 3F - 26 from the FSCs; 6 from the BoA and 3 from the MoA) and upon successful completion of the training and passing post-training exams, trainees would be eligible for a certificate of completion for the training as well as a certificate (upon fulfilling other requirements from the MoA) for rendering safe pesticide application services (including RUPs) to farmers for a small fee.

For the training, well experienced professionals with a minimum of MSc in Agriculture and/or Crop Protection were pooled from Addis Ababa University, the MoA, the Ethiopian Agricultural Research Institute, Sasakawa Global 2000, CropLife Ethiopia, Adami Tulu Pesticide Processing S Company as well as from various other private companies. Each trainer provided teaching materials which were compiled by CFSP staff and distributed in both soft and hard copy to trainees. The training topics were categorized into 15 modules, composed of both theoretical lessons and practical demonstrations. Modules included:

- Major pests of Ethiopia;
- Major crop diseases of Ethiopia;
- Principles of pest management;
- Pesticide formulation and classification;
- Pesticide labeling and registration;
- Pesticide hazards and first aid;
- Pesticides in the environment;
- Pesticides and human health;
- Personal protective equipment;
- Safer pesticide handling;
- Pesticide equipment;
- Pesticide application procedures;
- Pesticide calibrations and dilutions;
- Proper disposal of containers and obsolete pesticides; and
- Country pesticide laws and regulations.

As seen in **Attachment 4: Pesticide Applicators Training Photos**, the training was interactive, inspirational and educational. The trainers, trainees and government representatives all noted how the training was both timely and was the first of its kind in Ethiopia. All stakeholders opted

for the continuation of the training both at the federal and regional levels to continue to improve pesticide management throughout the nation. Of the 35 attendees, 30 passed the final exam and will be able to approach the MoA to secure their professional licence for pesticide application. In addition to on-farm pesticide application to farmers who are customers of the FSCs, these applicators are also expected to train farmers and pesticide merchants.

In addition to the delivery of the Pesticide Applicators' Training, CFSP also conducted a series of site visits to each FSC with a team of professionals from USAID/Ethiopia that included the Mission Environmental Officer, CFSP AOR and an intern from the USA. From August 6 -9, these site visits conducted an environmental compliance assessment of the program and grantees. The team, accompanied by CFSP Environmental Specialist, visited all six FSCs conducted complete environmental assessments and checkups based on accepted Environmental Mitigation and Monitoring Plan (EMMP) and Pesticide Evaluation Report and Safer Use Action Plan (PERSUAP). Results of this travel can be seen in **Attachment 3: Q7 EMMR**.

The objectives of the assessment were to:

- 1) Assess grantee's adherence to general USAID Environmental regulations, the conditions set forth in the approved PERSUAP and the mitigations measures developed for each FSCs; and
- 2) Assess FSCs' capacity in areas of environmental compliance management.

The assessment methodologies were office level discussions with FSC owners, union members, technical personnel (agronomist, veterinarian, and accountant), store keepers, sales personnel, etc. and inspection of stores, shops, toilet facilities, laboratories, etc. using check lists. The list of stocked inventory was checked against USEPA and GoE list of approved pesticides as stipulated in the program PERSUAP.

Major findings of the assessment were:

- All six FSCs have very good environmental compliance. No significant compliance issues were observed.
- Almost all FSCs are located in brand new buildings. Both chemical stores and display rooms are well ventilated and concrete floored, with toilet and rest room facilities. In general the construction or renovation of existing buildings is accordance with standards set for chemical storage and distribution. No significant compliance issues were observed.
- Most chemicals are protected from moisture by using pallets, shelves or metal cabinets.
- All FSCs are well fenced and guarded 24 hours a day to avoid entry of children, animals or un-authorized personnel. Both chemical stores and showrooms are physically secured, padlocked and guarded when not used.
- All FSCs have installed emergency facilities: fire extinguisher, eye-wash stations, toilets and rest areas, and first aid equipment.
- Key personnel, including the agronomist and veterinarian, are trained and have good experience of handling agrochemicals.
- Except for a few recently purchased computers, all FSCs have demonstrated very good branding and marketing procedures as per the contractual agreement they signed.

The team concluded that CFSP has done **an exemplary work** in putting these centers in place and making them fully operational within a short period of time. The team has also observed the service these centers are providing to local communities and **communities satisfaction**. The team has witnessed USAID's support to the six pilot FSCs is **a breakthrough** and the lessons learned from these pilots will be a great support and provide input for future expansion to different regions through Agriculture Transformation Agency.

The team identified few areas at some centers that could be improved to maintain a high level of safety and security. All of the concerns raised by the evaluation team were thoroughly discussed with the owners and management of the concerned FSC. The CFSP Environmental Specialist has then listed out the corrective actions and communicated to the concerned FSC for accomplishment to fully comply with the agreed upon EMMP. The following table shows improvements and recommendations provided by the team and the corrective measures taken/communicated to the respective FSC.

No	Recommendations for improvement	Corrective actions
1	It was recommended that CFSP provide hardcopies of Program PERSUAP for quick reference.	CFSP has published the PERSUAP document and distribute to FSCs.
2	The PERSUAP document is too technical and sometimes difficult to understand for junior agronomists or veterinarians. The team recommends that the safe use application (SUAP) part to be translated to Afan Oromo and distribute for better understanding the safety procedures.	In principle, the recommendation was accepted to be considered for phase II of the program. It was suggested that in Phase II, it shall be translated in to at least two local languages.
3	One area of weakness observed was the absence of proper store/stock inventory. It is therefore recommended that CFSP distribute standard stock cards on its use with expiry date to know the quantity and age of remaining stock.	Stock card had been introduced and being utilized by the FSC. However, the card didn't have a column for expiry date. A template standard stock card showing the expiry date was sent to each FSC.
4	The list of registered pesticides, herbicides, fungicides and veterinary drugs must be printed, laminated and readily made available in stores and display rooms for quick reference.	The list of approved agrochemicals had been with each center. The centers were recommended to printout the list, laminate and place at the show room and store for reference.
5	Some pesticides not registered in the approved PERSUAP list but recommended for use by ministry of agriculture were found in some centers. In such cases, all new chemicals not registered in the approved PERSUAP need to be reported to CFSP for amendment and approval.	The pesticides recently approved by the GoE were advised not to be stocked before amendment to the PERSUAP. The current PERSUAP was revised in March 2014. Therefore, the list of such products will be amended to the PERSUAP in early 2015.
6	Pesticides, herbicides, fungicides need to be shelved sparsely and properly labeled and it is recommended to separately shelve Restricted Use Pesticides (RUP).	The Centers that didn't properly assort the different classes of pesticides were communicated to segregate them and label accordingly.
7	Despite the fact that FSCs claim that they	Respective FSC managers were communicated

	know how to operate or use fire extinguisher, it was made clear that there were no formal training provided. It is therefore recommended to train selected individuals including store keepers and guards on use of fire extinguisher	that the staff and guards that didn't get training on fire extinguishers be trained as soon as possible. In some cases the location of the fire extinguishers were also advised to be changed to an easily accessible location.
8	All FSCs which are providing veterinary service should have proper medical waste disposal system such as incinerators	Having own incinerator is very expensive. Some FSCs have dry waste disposal pits and others take medical wastes to local municipality. In areas where the municipality doesn't provide such services, the centers were recommended to establish own disposal pit.
9	All chemical stores should have DANGER and NO ENTRY warning signpost at entry of each store.	Two FSCs that did not have warning signposts were recommended to post as soon as possible.

During the USAID evaluation, one of the observed constraints was that printed copies of the approved PERSUAP were not present at all centers. All centers didn't print out the document although they received soft copies. As a result, 80 copies of the CFSP PERSUAP had been published and distributed to all FSCs and Federal MoA, Oromia BoA, Research and higher teaching institutions, CNFA home office, USAID, partner NGOs, pesticide processing companies, professional organizations and private agribusinesses. Because the copies were few and didn't meet the required distribution, additional 50 copies have been ordered. Soft copy of the PERSUAP was uploaded to program website for public sharing.

A follow up site visit to each FSC is planned to take place in October for final check up on the accomplishment of the corrective measures.

## Development of Wholesale Buying Cooperative

During this reporting period, CFSP staff worked with the four FSC owners/operators to continue the development of the apex wholesale buying cooperative whose legal name is EGAA Agricultural Input Supplies PLC (EGAA). Building on the business plan developed during Q7, CFSP staff worked to get home office and USAID/Ethiopia approval for the program's seventh and final grant of \$140,000 to support the establishment of EGAA.

Following document preparation and approval, CFSP hosted the program's AOR Ato Fasika Jiffar on September 9, 2014 for a **grant signing ceremony** with the four founding members of EGAA. At the grant signing, Major Alemayehu, Chairman of EGAA and Owner/Operator of the Bishoftu FSC remarked on the satisfaction he has for their achievement so far both as Farm Service Centers and as EGAA PLC. He commented on the immense potential that EGAA holds as well as on the hard work needed to ensure EGAA succeeds. Ato Fasika made a closing remark and emphasized on how USAID/Ethiopia is very proud of the program and stressed on Major Alemayehu's point that the FSCs have to really work hard and in coordination to ensure the initial success is maintained and sustainable.

Following grant signature and award the program worked diligently to begin rapid grant disbursement. In this quarter, CFSP supported EGAA to scout and **identify office and warehouse** facilities, to **procure office equipment and furniture**, and to **interview and hire key staff** including the General Manager, Finance Manager, Manager of Agrochemicals and Manager of Veterinary Products.

In the coming and close quarter, CFSP looks forward to working with EGAA to purchase the remaining office equipment, purchase marketing and communication materials, develop internal policies and procedures, explore ways to access credit, and finalize all official GOE paperwork for licensing.

## Farmer Training

During this reporting period the Nekemt FSC has, with CFSP assistance, **conducted two separate 2-day farmers' training** on improved crop production techniques and animal rearing methods at Ebantu and Diga Districts of East Wollega Zone and **two field demonstrations**: one at Guto Gida District (Loko PA) and the other at Gida Ayana District (Tulu Lencha PA) on safe pesticide handling, usage and personal protective equipment (PPE).

Similar to previous trainings/demonstrations done by other FSCs, the farmers that participated in trainings/demonstrations hosted by the Nekamte FSC demonstrated a lack of awareness on safe chemical handling and usage practices. This was especially clear when considering their experience of using empty chemical containers to hold edible household/kitchen items such as oil, sugar, salt, and water. A total of **205 (191M/14F) farmers** participated on demonstrations and **115 (106M/9F) farmers** attended training sessions.

As seen in the table on the next page, in this quarter 168 farmers attended classroom style trainings and 317 farmers attended practical demonstrations.

In the coming quarters, CFSP anticipates working closely with the FSCs to continue to identify appropriate training curriculum, calendars and collaboration efforts (GOE, input suppliers etc.)

The following table summarizes details of Q8 FSC-led trainings and demonstrations:

FSC	Date		Type of event	Location/PA	Gov. staff participated			Farmers participated			CFSP/FSC staff participated			Total		
	From	To			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nekemte	05-Aug-14	5-Aug-14	Demonstration	Gida Ayana (Tulu Lencha)	6	0	6	99	8	107	3	0	3	108	8	116
	6-Aug-14	6-Aug-14	Demonstration	Guto Gida (Loko)	3	0	3	92	6	98	3	0	3	98	6	104
	7-Aug-14	8-Aug-14	Farmers' training	Ebantu	6	0	6	44	0	44	3	0	3	53	0	53
	11-Aug-14	12-Aug-14	Farmers' training	Diga	6	0	6	62	9	71	2	0	2	70	9	79

## Reporting, Monitoring and Evaluation

During this reporting period and as seen in **Attachment 1: Indicator Table**, CFSP's Finance Specialist and CFSP COP aggregated program results for Q8.

In the coming and closing quarter, CFSP looks forward to attending the Oct 23, 2014 CIAFS FTF FY2014 briefing, to contributing to the **USAID's annual Feed the Future DQA** and to developing a scope of work and hiring a consultant or consulting company to conduct an **end-line survey**.

## Cross Cutting Activities

### Marketing and Communications

During this reporting period, CFSP had a variety of marketing and communication activities. First, CFSP held a media event within the 3-week Pesticide Applicator's Training, delivered additional capacity building training modules to FSC staff, held a Q8 Experience Sharing event, and continued to update the program website and circulate the program video.

### Communication and Marketing Training for FSC staff

Building off Q5 and Q6 capacity building sessions in communication and marketing concepts and activities, CFSP delivered follow-up capacity building trainings for FSC staff.

Having developed training modules during Q7 on FSC-specific marketing, outreach and annual work plans, CFSP staff traveled to all six FSCs to deliver trainings and check-in on the technical and financial implementation of FSC grants. As described above, the training topics for this 3-day training included:

- 4-month NCE work planning;
- Purchase plan for promotional materials;
- Importance of customer service;
- Supplemental BMT check-in and follow-up;
- M&E reporting check-in and follow-up; and
- Adaption and application of the draft human resource manual;

To enhance the follow-up training on marketing and advertising, CFSP continued detailed discussions with Ratson, a local NGO who specializes in marketing and enterprise development and collaboration. As noted during the Q7 report, CFSP intended to promote the centers in partnership with Ratson based on their strong base of mini media outlets, SMS advertisement and access to Oromia TV/Radio. However, due to lack of responsiveness from Ratson, work orders between the FSCs and Ratson were never finalized or signed.

While the opportunity to partner with Ratson fell through, CFSP has also followed up with ~~with~~ iiCD (ICT network platform provider with whom CFSP has a MoU that outlines how the FSCs can be linked to the iiCD MIS/ICT platform for marketing and promotion. iiCD has only recently refined its IT platform and made it available for use. During this quarter, CFSP invited iiCD and local partner, Apposit, to make a presentation at the Quarterly Experience Sharing Event. .

## Branding and Marking

As per the branding and marking plan developed by CNFA, uniform branding and marking for all the FSCs is useful to promote program visibility, enhance business traffic, create recognition from customers, and generate awareness of the FSCs network on a local, national and international level. FSC staff members have received the finalized branding and marking document during the supplemental communications and marketing training delivered in Q5/Q6.

**Out of the uniform branding and marking the following has been applied and finalized:**

- Uniform FSC logo is being used in all printed materials and in the center itself;
- Uniform road signs and light boxes branded with the FSC logo have been placed in all six of the centers. The road signs are double sided, bear the FSC logo, are strategically placed on the main road going in and out of each city/town, and provide directions to the FSCs. CFSP staff and FSC owners identified what was needed in terms of municipal and Woreda approval and payment for permission prior to putting the signs on the road;
- Uniform business cards for FSC employees have been developed and provided to staff in all of the centers and as requested from each of the sites, business cards are being produced on a rolling basis;
- Uniform paint, which is part of the branding and marking plan, has been finalized at all of the six FSCs (Kadisco 56 Bright Green and Broken White);
- Uniform tan (15) and white (2) smocks marked with the FSC logo for FSC staff have been provided to all six centers;
- Uniform dedication plaques and banners with USAID and CNFA logos have been delivered to and posted by all six FSCs;
- Branded letterheads and formats for financial documents have been prepared for and provided to FSC staff during capacity building sessions and during the capacity building session described above, CFSP provided new letterhead formats to the FSCs that requested such documents; and
- All furniture and equipment procured under the USAID grant have been marked with a USAID sticker.

## CFSP Website

During this reporting period, the CFSP program website (<http://www.cfspethiopia.org>) has been further updated with more detail in the “Training” section; with more recent stories under the “Success Stories” section; with recent pictures added to the “Gallery” section; with additional information added to the “Cross Cutting” section; and with additional relevant update to the event calendar. CFSP staff will continue to update the program website with relevant information and resources and upon program close, CFSP will hand over the website maintenance activities to EGAA.

## CFSP Program Video

During Q6, CFSP selected **Epic Media PLC** to develop a **short film (7 minutes) that summarizes the program and captures its unique approach and impact**. The video, which includes footage of on-farm production, interviews and media events, shows that CFSP is an innovative project and model that utilizes a private sector solution and builds the capacity of Ethiopian-owned enterprises to help improve the smallholder’s farmers access to high-quality inputs, extension services and trainings so they can subsequently improve their agricultural

production and increase their household incomes. The video also highlights that this is the first network of FSCs in Ethiopia and that the program has been modeled off of success CNFA has had in other countries.

During Q8, CFSP continued to be shared with all the farm service centers, USAID and to concerned government and non-governmental stakeholders.

### Media Events

As seen in **Attachment 4: Pesticide Applicators Training**

**Photos**, CFSP held a very successful media event this reporting period - **the Pesticide Applicators' Training Certificate Ceremony** on Friday July 4, 2014.<sup>1</sup>

The **Pesticide Applicators' Training Certificate Ceremony** was held on July 4, 2014 to commemorate the three-week training held in Bishoftu from June 17 – July 4, 2014. As previously mentioned in this report, the training was the first of its kind and as a result, CFSP wanted to invite media to the closing certificate ceremony so they could cover the importance of the event. **Three media agencies were present** at this event and had the opportunity to interview Federal MoA representatives and the CFSP COP. The media agencies who attended include: Report and Fortune newspapers and the Fana radio station. The event was covered by **Fana radio station** in a program later that day and was covered by **The Reporter** newspaper (Amharic) in their July 13, 2014 issue. In addition to the media coverage of this event, CFSP's Environmental Specialist has drafted a blog to be posted on the 'Farming First' website. CFSP's Marketing and Communication Specialist has also produced a double-sided A5 leaflet that summarized the training and was distributed to the FSCs and other government and non-governmental stakeholders.

### Press Releases

During this reporting period CFSP issued one press release for the Pesticide Applicators' Training. The press release was circulated in media kits that were compiled specifically for guests from the print, radio and TV media agencies. As seen in **Attachment 5: Q8 Press Clips**, the Pesticide Applicators' Training press release was published in local newspaper, 'Reporter' on July 13, 2014 and was also covered by Fana Broadcasting FM 98.1 on July 7, 2014. The press release date and title was as follows:

- **July 4, 2014 – USAID COMMERCIAL FARM SERVICE PROGRAM PROVIDED PESTICIDE APPLICATORS' TRAINING**



Screenshot of [CFSP Program Video](#)

<sup>1</sup> This event began during Q7 and ended during Q8 and is therefore being reported in both Q reports.

## Gender Issues

During this reporting period the CFSP Gender and PR Officer put together a **Gender Integration Questionnaire** to conduct at the FSC level to gauge their efforts to integrate gender awareness and sensitivities into their outreach and trainings. As seen in **Attachment 7: Gender Integration Questionnaire and Responses**, the questionnaires targeted FSC Agronomists and Veterinarians and were designed to assess how well the FSCs were doing at considering women when they conducted outreach events, stocked inventory and/or held FSC-led training and demonstrations. Together, the FSCs have over 2,500 female customers and have met with over 1,000 women during outreach efforts. The FSCs are using the questionnaire and subsequent discussion on gender integration to:

- Give trainings and special consultations that would help them succeed in the current agricultural activities these women farmers practice;
- Host open group discussions with women farmers in the community;
- Supply all products those are needed by the women and narrow the gap between them and stakeholders in their locations;
- Provide consultations on how to make themselves eligible for credit and loan; and
- Provide trainings on advanced and easier agricultural practices that are geared towards women.

## Project Administration & Finance

During this reporting period, CFSP's Office Manager & Accountant has been working on a variety of administration issues and financial compliance and reporting measures. These include:

- Collection and approval of pro-forma invoices for various assets for FSCs (projectors, cameras, etc) Procurement requests were prepared for each vendor and were approved by CFSP COP and/or CNFA HQ as appropriate. Delivery of logistics of such assets to each FSC were arranged by the CFSP team and upon delivery FSC staff signed an inventory issue voucher receipt
- Submission of CFSP staff time sheets to CNFA HQ at the close of each month;
- Submission of monthly advance request to CNFA HQ based on most recent financial report;
- Payment of salary, pension and income tax for all Ethiopian staff;
- Management of petty cash;
- Payment to local consultants;
- Reimbursement of staff salary, environmental and branding costs incurred by each FSCs in accordance to grantee budgets and as approved by CFSP COP;
- Provision of all Addis-based CFSP office supplies including toner, stationary items, training materials and etc.
- Provision, approval and clearance for all vehicle usage (tracked on log sheet), travel advance, and travel reimbursement for both travel in Addis as well as site visits;
- Coordination for vehicle usage for Pesticide Applicators' trainers;
- Issue of per-diem for Pesticide Applicators' trainees; and
- Processing and payment for all CFSP program expenditures recorded in accordance to the appropriate account categories as seen in **Attachment 6: SF 425**. All financial reports

were approved by CFSP COP at the beginning of each calendar month and submitted to CNFA HQ at the end of each calendar month.

Beyond project administration and finance, CFSP's Chief of Party and Program Officer attended the week-long Inside NGO training for PO in Nairobi, Kenya on "**PMD Pro 1 - The Essentials of Project Management** and **PMD Pro 2 – The Effective Program Manager.**"

It should also be noted that during Q7, CFSP requested and received **USAID-approval for a 4-month No-Cost Extension (NCE)**. Modification documents for the NCE were signed by all parties and CFSP re-submitted a Year 2 Work Plan that aligned with the proposed NCE budget..

## Networking and Collaboration

In order to enhance the operational abilities of the FSCs and maximize impact through improved coordination, the CFSP has networked and collaborated with other firms and programs. In this reporting period CFSP has had collaborative meetings with the following:

Name of Partner/Project	Nature of Collaboration	Status
Private sector input suppliers	<ul style="list-style-type: none"> <li>• Ensure FSC access to and awareness of high quality international input supplier inventory</li> <li>• Link FSCs to suppliers who will facilitate FSC-led farmer outreach activities (demo plots, farmer field days etc)</li> </ul>	Met with <b>Pioneer/DuPont</b> to discuss their maize seed adoption program; Continued discussions with <b>AGCO</b> to support upcoming AGRA 2014 Conference; Had EGAA consultants meet with various input suppliers to explore inventory orders outlined in their business plan.
AGP-LMD program	<ul style="list-style-type: none"> <li>• Close coordination with LMD's livestock trainings and value chain activities in the Oromia region.</li> </ul>	Continued coordination with LMD staff in their review of grant applications who are already CFSP grantees;
Federal Ministry of Agriculture	<ul style="list-style-type: none"> <li>• Ensure cooperation to facilitate establishment of each FSC and adherence to national policies</li> <li>• Participate in pesticide applicator certification</li> </ul>	MoA participation in Q7 Pesticide Applicators' Training; Continued discussions on return policy/system for used pesticide containers
Oromia Bureau of Agriculture	<ul style="list-style-type: none"> <li>• Ensure full cooperation from Woreda and Zonal bureaus and to facilitate establishment of each FSC</li> <li>• Participate in pesticide applicator certification</li> </ul>	OBA participation in Q7 Pesticide Applicators' Training; Continued discussions on return policy/system for used pesticide containers
AGP-GRAD program	<ul style="list-style-type: none"> <li>• Link FSCs to GRAD beneficiaries through targeted input supply and diet diversification and extension training.</li> </ul>	Trying to formally link the Shashamane FSC with GRAD Agrodealers in surrounding area. MoU explored but not yet signed.

Agriculture Transformation Agency (ATA)	<ul style="list-style-type: none"> <li>• CFSP has had information meetings with various ATA departments including: Input and Output Marketing; Household Irrigation; Technology Access/Adoption; and Direct Seed Marketing.</li> <li>• Meetings outlined how ATA activities can be linked to both farmers and private sector distribution points for new technologies/inputs.</li> </ul>	Held continued in-depth meetings with the <b>Direct Seed Marketing team about potential to scale together on Phase II;</b>
Digital Green	<ul style="list-style-type: none"> <li>• To learn about their scale-up in Ethiopia and how we can work together rather than duplicate efforts</li> </ul>	Agreed to have a meeting in Q9 to discuss their scale up and potential for coordination.
iiCD (ICT)/Apposit	<ul style="list-style-type: none"> <li>• To follow up on signed MoU</li> </ul>	Met to discuss the status of their MIS platform (in various stages of maturity) and how it could potentially benefit the FSCs and/or EGAA; Apposit presented at Q8 Experience Sharing Event

In addition to follow-up on these meetings, CFSP looks forward to meeting with the following organizations and programs in the coming quarter:

- Various lending institutions (Oromia Cooperative Bank; Commercial Bank of Ethiopia; Development Bank of Ethiopia etc) – to discuss loan products for FSCs and EGAA; and

In addition to meetings with various stakeholders, CFSP also hosted its second “**Experience Sharing**” event on September 18, 2014 at the CNFA/CFSP office in Addis Ababa. The major objective of the event was to discuss on remaining activities and budget of the FSC grants and to discuss how the 4 months no cost extension period could best be utilized. During this session, all FSCs finalized grant amendment documentations, and revised grant budgets and work plans to include September – December 2014. Then, in the afternoon, Apposit – a local data management software company - made a presentation on the importance of their platform to the efficiency and effectiveness of the centers’ activities. Following this presentation the FSC Owners, General Manager, Agronomists and Veterinarians met for sessions to discuss recent challenges as well as solutions for these challenges.

In addition to these one-on-one meetings and experience sharing events, CFSP attended various panels of the **2014 AGRA Conference** in early September in Addis Ababa. This event held immense value to both network and to be an active part of the conversations that revolve around development in Ethiopian agriculture and private sector investment.

## Challenges

Similarly to the last reporting periods, during this reporting period the largest challenges CFSP encountered were in relation to inventory stocking. As the program aims to create a new standard

of input supply, it is necessary that the FSCs have both ample quality and quantity of products. For many of the FSCs this was a large up-front sunk cost that differed from their previous business ventures. This risk-averse mentality was a challenge that program staff had to overcome through encouragement of proper stocking.

Beyond inventory, the FSCs each continue to have their own motivational and human resource related issues. Similarly stemming from not wanting to stray from “the old way of doing business” and fears of significant up-front inventory investments; however, CFSP has worked to encourage FSC owner/operators to empower their trained staff and has reminded them that in order to generate sales there must be products to sell. These sentiments will continue to be shared in the coming quarters as necessary.

## Lessons Learned

During this reporting period, CFSP has learned that awareness and training for the safe use and handling of hazardous pesticides in Ethiopia is in high demand. After the Pesticide Applicators’ Training, the need for such training and awareness has become increasingly high – especially in the rural areas where sub-standard storage and inappropriate application techniques are already in practice. CFSP will continue to work with relevant stakeholders to mitigate the high risk this poses to both the environment and human and animal populations that come in contact with these chemicals.

## Next Steps

During the next quarter (October, November, December) CFSP expects to:

- Conduct regular follow-up site visits to each FSC to review business activities, farmer outreach, and upcoming FSC-led farmer trainings;
- Conduct site visits to each FSC to interview FSC customers and develop program Success Stories for USAID/Ethiopia;
- Conduct an end-line survey;
- Conduct AI training for FSC Veterinarians and relevant GoE DA staff;
- Work on a detailed technical and cost proposal for Phase II of CFSP;
- Continue to support grant spending for EGAA PLC (office furniture, staffing, marketing, warehouse mitigation, security and equipment, etc);
- Support additional FSC-led farmer trainings;
- Work closely with the FSCs to identify appropriate training curricula, calendars and collaboration efforts with GOE, input suppliers and others;
- Hold a final experience sharing event review for the managerial and technical staff of each FSC to share input supplier information and lessons learned; and
- Conduct a final EMMR for each FSC;

Additional cross cutting activities that are anticipated to be completed in the next quarter include: continuing to update the program website, continuing networking and collaboration efforts, and ensuring FSCs are adhering to program M&E deliverables.

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## Conclusions

Building off a successful seventh quarter that consisted of the sixth and final FSC ribbon cutting; the development of a program video; the development of a business plan for EGAA and the delivery of both women-specific BMT and Pesticide Applicators' Training, the eighth quarter of CFSP was marked by extremely impressive achievements.

During this quarter, the CFSP team worked to conduct supplemental BMT and Marketing/Communications Trainings, hold a quarterly experience sharing event, revised grant budgets and grant amendments/extensions; hold a grant signing and begin grant spending for EGAA Agricultural Input Suppliers PLC, continue to support FSC-led farmer trainings and demonstrations; and circulate gender-specific questionnaire to each FSC to assess their outreach campaigns.

In the coming quarter, CFSP looks forward to the continued development of the EGAA PLC, delivery of AI training at the National AI Center in Kaliti; a final round of EMMRs and experience sharing; an end-line survey, the development of success stories and the continued support of FSC-led farmer trainings and demonstrations.

## Attachment 1: Indicator Table

Indicator	Base line	Target/Actual									
		Q1	Q2	Q3	Q4	Y1	Q5	Q6	Q7	Q8	LOP
<b>FTF Indicators (targets/actual)</b>											
<b>4.5.2</b> Number of jobs attributed to FTF implementation	0	0/0	0/0	10/0	10/42	20/42	0/2	0/2	10/0	10/10 (Includes EGAA)	40
<b>4.5.2.5</b> Number of farmers and others who have applied new technologies or management practices as a result of USG assistance (disaggregated by sex; cumulative at LOP)	0	0/0	0/0	0/0	5,000/0	5000/0	1,000/1457	2,000/ 8,185	15,000/ 7,429	30,000/ 7,811	30,000
<b>4.5.2.7</b> Number of individuals who have received USG supported short-term agricultural sector productivity or food security training (disaggregated by sex; cumulative at LOP)	0	0/0	0/0	0/106 92 F: 14 M	100/72 9 F: 63 M	100/178 101F: 77M	300/462 148F : 254M	500/ 404	1,000/ 211 45F: 66M	1,000/ 151 12F: 139M	1,000 (50% women)
<b>4.5.2-11</b> Number of food security private enterprises (for profit), producers' organizations, water user associations, woman' s groups, trade and business associations, and community-based organizations (CBOs) receiving USG assistance (disaggregated by sex; cumulative at LOP)	0	0/0	3/0	6/9 4 F : 5M	7/6 1 F: 5 M	7/9 4 F: 5 M	6/6	9/ 6	9/19	12/ 7	12 (25% women)
<b>4.5.2-29</b> Value of agricultural and rural loans (disaggregated by sex; cumulative)	\$0	\$0/\$0	\$0/\$0	\$5,000/\$0	\$10,000/\$ 0	\$15,000/\$0	\$0/\$0	\$5,000/ \$180,439	\$40,000/0	\$80,000/0	\$80,000 (25% women)
<b>4.5.2-30</b> Number of MSMEs, including farmers, receiving USG assistance to access loans (disaggregated by sex; cumulative)	0	0/0	0/0	3/0	6/6	6/6	6/6	7/7	7/7	7/7	7
<b>4.5.2-37</b> Number of MSMEs receiving business development services from USG assisted services	0	0/0	0/0	3/6	6/6	6/6	6/6	7/7	7/7	7/7	7
<b>4.5.2.38</b> Private sector matching investment leveraged (USD)	0	\$66,000/ \$0	\$155,500/ \$0	\$30,500/ \$44,307	\$30,500/ \$207,404	\$282,500/ \$251,711	\$30,500/ \$87,334.01	\$20,500/ \$26,298	\$27,000/ \$866,648 (mostly matched by inventory)	\$24,000/ \$541,915 (mostly matched by inventory)	\$354,600

Indicator	Baseline	Target/Actual										
		Q1	Q2	Q3	Q4	Y1	Q5	Q6	Q7	Q8	LOP	
<b>Overall Program Impacts (targets/actual)</b>												
FSCs established (ownership of FSCs disaggregated by sex)	0	0/0	2/0	4/6 1 F : 5 M	-	6/6 1 F : 5 M	-	-	-	-	-	6
Value of FSC sales (USD)	\$0/ \$0	\$0/ \$0	\$100,000/ \$0	\$250,000/ \$0	\$300,000/ \$0	\$650,000/ \$0	\$50,000/ \$14,516	\$60,000/ \$538,983	\$200,000/ 1,446,732	\$500,000/ \$779,271 <sup>1</sup>	\$500,000	
Increased farmer incomes (measured by per capita expenditures - disaggregated by sex)	0	0	0	0	-	0/0	-	-	-	-	20%	
Value of farmer output marketed through FSCs	\$0	\$0/\$0	\$0/\$0	0	-	0/0	-	-	-	-	TBD	
Inputs supplied by wholesale buying cooperative (cumulative in USD)	0	\$0/ \$0	\$0/ \$0	\$50,000/ \$0	\$100,000/ \$0	\$100,000/ \$0	\$0/ \$0	\$0 /\$0	\$50,000/ \$0	\$200,000/ \$0	\$200,000	
Number of households directly benefiting from USG interventions (cumulative at LOP)	0	0/0	0/0	0//112	5,000/120	5,000/232	1,000/ 1,457	2,000/ 8,185	15,000/ 7,429 510 F: 6,919 M	30,000/ 7,811 895 F : 6,916 M	30,000	
Number of field days and exhibitions	0	0/0	0/0	12/0	12/0	24/0	0/0	2/25	4/5	12/2	42	
Number of GoE Extension Agents taking part in trainings	0	0/0	0/0	0/0	0/11	0/11	33 8F : 25M	-	12/9	0/12	12	
Number of grant applications received (disaggregated by sex)	0	25/0	25/27 6 F : 21 M	-	-	25/27 6 F: 21 M	-	-	-	-	50	
Number of activities conducted for the outreach campaign	0	4/4	5/5	0/0	-	9/9	-	-	-	-	9	
Number of FSCs and other private input suppliers benefiting from the creation of the wholesale buying cooperative	0	0	6/0	0/0	6/0	6/0	0/0	6+/6	6+/6	9+/6	9+	
Value of the volume discounts offered by the wholesale buying cooperative	0	-	-	-	-	-	-	-	-	-	TBD	

<sup>1</sup> Includes Nekemte FSC sesame sales; Bishoftu FSC feed sales; and Fiche FSC fertilizer sales

Indicator	Baseline	Target/Actual									
		Q1	Q2	Q3	Q4	Y1	Q5	Q6	Q7	Q8	LOP
<b>Cross Cutting (targets/actual)</b>											
Number of gender assessments conducted	0	-	0/0	0/1	1/0	1/1	-	-	-	1	2
Proportion of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities	0	-	-	-	-	-	-	-	-	-	80%
Percentage beneficiaries benefitting from other ongoing nutrition programs due to CFSP linkages (disaggregated by sex and age group)	0	-	13%/0%	25%/0%	38%/0%	38%/0%	0%/0%	0%/0%	0%/0%	0%/0%	38%

## Attachment 2: CFSP Q8 Success Story

### One Step Closer to Improving Pesticide Management in Ethiopia



The Commercial Farm Service Program (CFSP), implemented by CNFA and funded by USAID, held the country's first **Pesticide Applicators' Training with the aim to increase the awareness of the dangers of pesticides and to enable professional or semi-professional agronomists to become GOE certified pesticide applicators.** Such applicators are in a high demand in the country as they are able to render environmentally sound pesticide application services to farmers in collaboration with the CFSP-established Farm Service Centers (FSCs.)

The use of improved agricultural inputs has been promoted in Ethiopia to combat the common problem of crop loss – one category of these inputs is pesticides. However, while the use of pesticides has been promoted, the dangers that can result from the misuse of these products have not been advertised alongside the products. As safe practices are not promoted with the product, mismanaged use and handling of these chemicals put people, animal and the environment at high risks. Despite efforts to increase awareness and label all products with safety information, the use of pesticides without proper knowledge of handling, application and disposal is common practice in Ethiopia. Farmers who are not literate and cannot read product information on the containers and merchants who sell the products are not always promoting safety procedures to the farmers. **In order to ensure the safety of the end-users of the products – the illiterate farmer –it is necessary to train farmers on best use and protection practices and to train semi-professional pesticide applicators on how to safely apply pesticides for a small fee to the farmer.**

In collaboration with the Federal Ministry of Agriculture, Oromia Bureau of Agriculture and CropLife Ethiopia, CFSP organized the top professionals in pesticide use and handling in Ethiopia to compile a 15-module 3-week training course in Bishoftu, Ethiopia. The training program allowed the trainees to understand the standards for safe handling and safe application of pesticides. Those who successfully completed the training are now expected to train farmers and pesticide dealers in addition to providing services as a newly certified pesticide applicator.

The need for pesticide applicators in Ethiopia is very high and this training has definitely been part of the work plan of the Government of Ethiopia. **“When the program came with the proposal to conduct applicator training, our office approved and ensured its collaboration in every way possible,”** said W/o Hiwot Lemma, the director of the Plant Protection Directorate at the Federal Ministry of Agriculture during the opening of the training.

## Attachment 3: Q8 EMMR

### Environmental Verification Form

USAID/Ethiopia Award Name: Commercial Farm Service Program (CFSP)

Name of Prime Implementing Organization: CNFA

Name of Sub-awardee's Organization (if this EMMR is for a sub): None

Geographic location of USAID-funded activities (Province, District): Oromia Region

Date of Screening October 13 - October 17

Funding Period for this award: FY October 2012 to FY December 2014

This report prepared by Jiregna Gindaba

Date: 17 October 2014

Date of Previous EMMR for this organization (if any): 11 July 2014

Indicate which activities your organization is implementing under Feed the Future funding.

### Key Elements of Program/Activities Implemented

Activity Group	Group Description	Yes	No
1	Technical assistance, training, training modules development, capacity building, workshops, media events, radio programs, creating awareness, organizational strengthening, civic education, policy reforms, legal and social services, and development of business plans and strategies		X
2	Micro credit, loans, MFIs and micro enterprises; loan guarantees, DCAs		X
3	Biotechnology		X
4	Fertilizers, pesticides, new agricultural productivity technologies, planting materials, seeds and construction	X	
5	Water, Sanitation and Hygiene Activities		X
6	Sub-grants		X
7	Other activities that are not covered by the above categories		X

## ENVIRONMENTAL MONITORING AND MITIGATION REPORT (EMMR)

List of Proposed Mitigation Measures	Status of Mitigative Measures	Any outstanding issues relating to required conditions	Remarks
<b>1. Building Farm Service Centers (FSC) and Wholesale Cooperative</b>			
1.1. Construct buildings according to standards set (ventilation, floor & roof sealing, drains for leakages, shelving, etc) by the regulatory authority of the Ministry of Agriculture, Ethiopia. Upgrading existing facilities to the required standard.	Two new buildings were constructed and three existing buildings were renovated for FSC as per the required standards. The renovation of Shashamane FSC is underway with continuous follow up.	None	
1.2. Construct chemical store down slope from all water sources, 100 meters away from water wells and 150 meters away from water bodies	All six locations selected for chemical stores are far away from water sources and wells.	None	
1.3. Fence agrochemical building premise to avoid entry of children, animals or un-authorized personnel, put warning signpost at entry of each store. Facility physically secure padlocked and guarded when not used. No fire, flame, smoking or eating allowed in storage areas	Chemical stores at five FSC have been fenced, padlocked and guarded during off time. One centre is under construction.	None	
1.4. Install emergency facilities: fire extinguisher, eye-wash stations, toilets and rest areas, emergency exits, first aid equipment	All emergency facilities have been purchase and installed at five Centres and same will be done for the remaining centre.	None	
1.5. Other, specify	None		
<b>2. FSCs and Wholesale Cooperative Staff</b>			
2.1. Employ professional staff with good experience of handling agrochemicals	All six FSC have employed professional agronomist and veterinarian to handle technical matters and sales and management staff to run the business	None	
2.2. Provide skills training/ refreshers on pesticide handling and application	A comprehensive technical training has been offered to all staff of the centres on pesticide handling and application. The training was	None	

	supported by practical demonstration on use of PPE and overall pesticide application.		
2.3. Placement and maintenance of male and female toilets and rest areas, first-aid and eye-wash stations, and health and safety plans with training/ refreshers	Male and female toilets and rest areas, first-aid and eye-wash stations were made available at each center and refreshments were made on use of these facilities during training.	None	
<b>3. Transport, Handle and Store Agrochemicals</b>			
3.1. Avoid transporting pesticide with human or animal food, household furnishings, toiletries, clothes, bedding or similar items; carry safety equipment; use vehicles dedicated for chemical transport or with safety equipment	A comprehensive training has been offered on safety procedures for handling, transportation and application of pesticides. All centres transport pesticides by own vehicle and carry along PPE, fire extinguisher and first aid kit on pesticide transporting vehicle.	None	
3.3. Consult labels for specific storage instructions; use recommended detergents for cleaning; use fire extinguisher; make available Materials Safety Data Sheets (MSDS) for reference at each FSC	FSC staffs are thoroughly trained on how to follow up pesticide labels and use product material safety data. MSDS are readily available from the internet.	None	
3.4. Monitor store inventories to ensure all products are appropriately packaged and stored; avoid returning opened and used chemicals	Revised stock card template was developed for each centre. The inventory stock card will be available at the centre upon stocking. Some centres have posted list of chemicals they have in stock.	Check if the Centres are using the revised stock card	
3.5. Comply with emergency plan for leaks or spills at the storage site or during handling; have a written plan to include emergency telephone numbers and hospitals, and use of cleanup emergency equipment, methods and steps that must be followed	Chemical stores and showrooms were constructed/renovated in such a way that leaks and spills be washed easily into underground septic tank. Emergency posters and phone numbers have been posted at each centre	None	
3.6. For all FSCs, introduce pesticide record-keeping concepts and tools or following up	Apart from inventory record, each centre has customer service record keeping book. Some centres have developed own record keeping strategy apart from what was obtained from the training.	None	
3.7. Monitor store inventories to ensure products conform to the USAID's approved PERSUAP and regulatory	Stock inventories of all FSC were checked for conformity to approved list of chemicals. New	It was recommended that	Follow up the list of new

authority in Ethiopia	products approved by the GoE were found stocked by some FSCs. The FSCs were advised to remove the products from the stock.	new products be amended to the PERSUAP and be approved for stocking.	products and make amendments to the PERSUAP
3.8. Monitor store inventories to ensure products are not counterfeit or adulterated	List of chemicals approved for stocking has been provided to each centre and centres were strictly advised not to stock illegal or adulterated products. So far the FSC are sourcing pesticides from major importers.	Some FSC did not sufficiently stock inventories and strict follow up is required to ensure pesticides are only sourced from the major pesticide companies.	Follow up
3.9. Make copies of the list of registered pesticides names that should be used by farmers; distribute copies to project field extension staff for training and monitoring	List of registered and USEPA approved pesticides is attached to grant agreement and provided to each FSC. Additional copies were furnished to local Woreda extension staff and FSC professional staff	Some FSC have posted the list of their inventories while others didn't. All centres are encouraged to provide the list of their inventories.	
3.10. Conduct environmental responsibility and worker safety training for FSC personnel	Extensive training on environmental and workers safety had been provided at program level.	All centres, in collaboration with local woreda agricultural experts and program staff have to provide trainings to farmers' representatives and local Kebele extension agents.	
3.11. Use an environmental mitigation plan into each FSC grant project; follow storage and safety regulations	Environmental mitigation budget has been incorporated into business plan	None	

prescribed by regulatory authority and manufacturers			
3.12. Make arrangements that pesticide supplying companies present the use and handling of their products	The CFSP has made arrangements to establish strong connections between the FSC and pesticide supplying companies. Brochures have been collected from some companies and others are willing to introduce their products. Some companies have already started providing training to local farmers in collaboration with FSC.	All FSC have strong linkage with major pesticide companies. In some cases the collaborations resulted in joint demonstration and trainings.	
3.13. Ensure technical assistance and training/ refresher comply to USAID-approved PERSUAP	Technical training provided to the FSC staff was in full compliance with the draft PERSUAP submitted to USAID.	None	
3.14. Dispose obsolete/ expired pesticides and used containers per USAID-approved PERSUAP	Extensive training and discussions were made on safer disposal of pesticide containers. So far no obsolete pesticides were available at any FSC.	Some centres started to collect empty pesticide containers. However, mechanisms for disposal should be devised with the government.	Follow up needed
3.15. Avoid reuse of agrochemical containers by returning to chemical store	Discussed in details and centres agree to collect containers for disposal.	In some cases, customers are not willing to return empty containers. Mechanism for collecting empty containers should be devised and enforced through the government.	Follow up needed
3.16. Training/ refresh staff of the FSC on standard seed storage and handling	Training was offered on seed selection and postharvest handling	None	

3.17. Monitor store inventories to ensure products are appropriately packaged and stored	Packaging and storage of inventories stocked so far are in good order.	None	
3.18. Make copies of MSDS available for reference at each FSC	Agreed on relevance of the MSDS during training	Copies are not yet made available and all centres will download MSDS from the internet.	Follow up needed
3.19. Other, specify	None		
<b>4. Outreach, Trainings and Refreshers</b>			
4.1. Ensure use of safety procedures and personal protection during demonstration and training/ refresher	All safety procedures and PPE were used during technical trainings provided by the program staff.	FSC staff are expected to continue the practice during farmers and applicators training	Follow up needed
4.2. Carry out environmental monitoring and reporting over the life of the project	Environmental monitoring and reporting has been going on during since construction /renovation started and will continue during the life of the project.	None	Follow up needed
4.3. Make pesticide guideline translated into local languages	Two of the six centres have prepared pesticide guidelines to hand out to customers.	All FSC are advised to provide pesticide guideline in local language/s	
4.4. Other, specify	None		
<b>5. Environmental Responsibility</b>			
5.1. Apply environmentally sound site selection process	Site selection has been made for proposed FSC in six locations within the Oromia regional state in accordance with Programs environmental guideline.	None	
5.2. Incorporate environmental mitigation plans into project design	Environmental mitigation budget has been incorporated into the project design. Detailed mitigation plan has be incorporated into the contractual agreement and been implemented	None	

	at least in five of the six locations.		
5.3. Provide training/ refreshers on safer use, storage, transport and disposal of agrochemicals	A comprehensive training has been offered to FSC staff and local Woreda extension officers on environmental and human safety procedures for pesticide handling, transportation, storage, application and disposal.	None	
5.4. Train/ refresh FSC staff to promote strategies for adapting to climate change including use of improved, drought-resistant seed varieties, low or no till-cultivation, Integrated Pest Management (IPM) strategies, fodder crop production to supplement rangeland grazing, and efficient drip irrigation systems	Training on a comprehensive IPM has been offered to FSC staff and local Woredas extension agents. Further training on good agricultural practices, agro-forestry, soil conservation, climate change and crop specific training were offered during the sixth quarter.	None	
5.5. Develop and implement a training plan for pesticide safer practices and IPM	Training on safer use of pesticides and IPM has been offered to FSC staff and local Woredas extension agents.	None	
5.6. Promote IPM as preferred means to sustainable crop protection	Promotion is made via training of FSC and local woreda extension staff	None	
5.7. Encourage farming systems that will accompany and be part of the technology (e.g., ridge tillage, contour planting, minimum tillage, crop rotation, water harvesting and crop residue use)	Training on improved agricultural technologies (including ridge tillage, contour planting, conservation tillage, crop rotation, water harvesting and crop residue use have been given to key FSC staff and representatives of local agricultural departments and extension agents. Most of the FSCs have done farmers training and set demonstration plots.	None	
5.8. Possible negative climate change effects will be mitigated via the FSCs as venues for training and sources of information on effective soil and water use practices, conservation farming, land management	Appropriate training has been offered on climate smart agriculture and conservation agriculture	None	
<b>6. Social and Labour Practice Concerns</b>			
6.1 Maximize women's involvement in all aspect of the	Outreach campaign has been made to increase	None	

agriculture value chains	the involvement of women.		
6.2. Engage women as project staff members and leaders in farmer outreach efforts; encourage women to participate in the FSC business plan competition	Outreach campaign has been made to increase the involvement of women and one of the FSCs is woman owned.		
6.3. Improve women's access to credit for purchase of necessary farm inputs and agro-retail inventories	Not started		Follow up
6.4. Encourage prohibition of child labor in agriculture	FSC staff and Woreda Extension staff were trained on workers safety and prohibited practices		
6.5. Other, specify	None		

## Attachment 4: Pesticide Applicators' Training Photos

### Pesticide Applicators' Training & Certificate Ceremony

Photos from June 30, 2014 and July 4, 2014



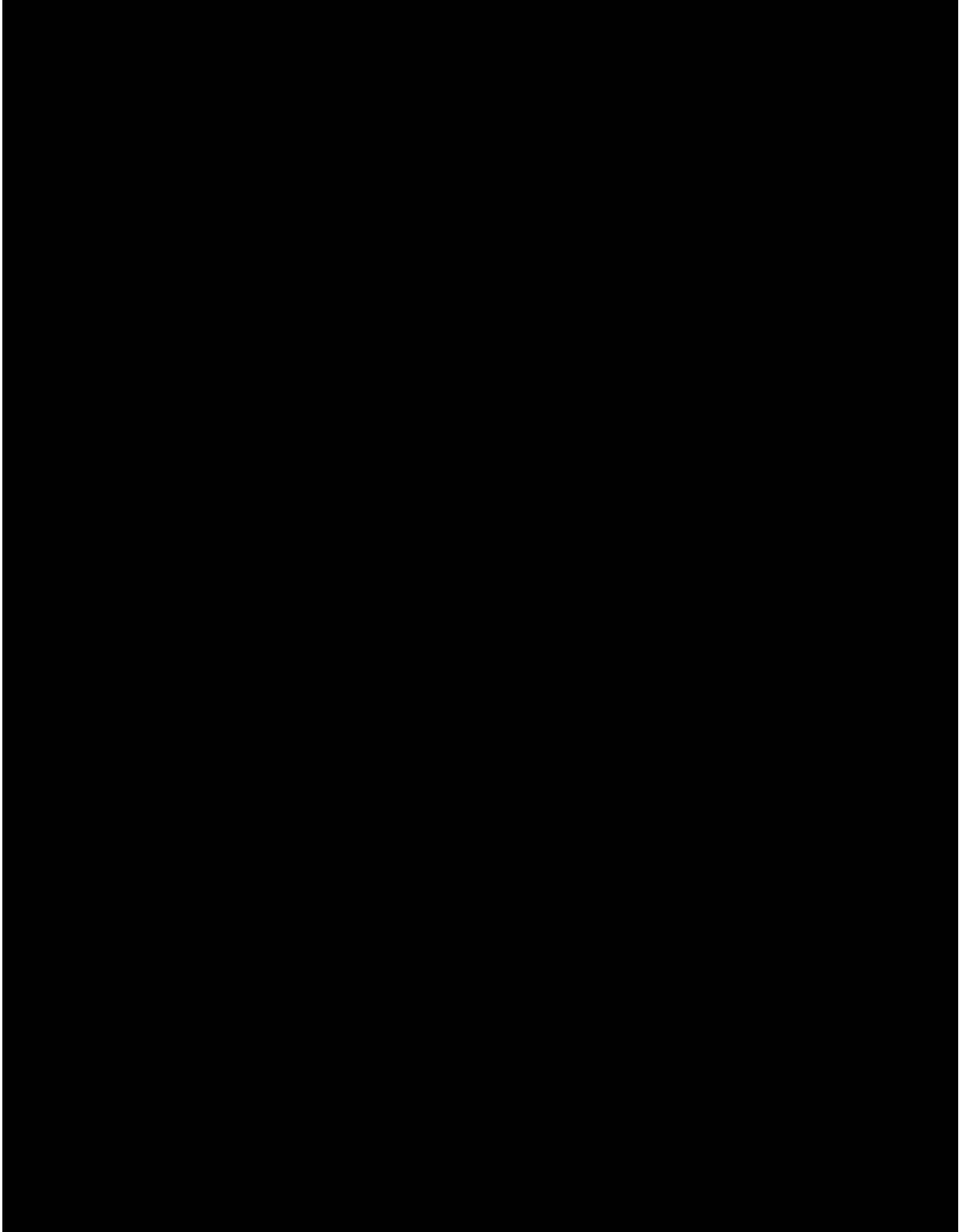
## Attachment 5: Press Clips

### The Reporter

On July 13, 2014, the Reporter newspaper published a brief story on the Pesticide Applicators' Training and Certificate Ceremony held on Friday July 4<sup>th</sup>, 2014.



**Attachment 6:  
SF-425**



## Attachment 7: Gender Integration Questionnaire and Responses

### Gender Integration Questionnaire

1. Number of women customers to date: \_\_\_\_\_
2. How many women farmers were reached by the Agronomist and Veterinarian on their field visits? \_\_\_\_\_
3. How do these numbers compare with the number of male customers? What do you think accounts for the difference? \_\_\_\_\_  
\_\_\_\_\_
4. What methods is your FSC using to reach out to the women farmers in your community?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
5. Do the Veterinarian and Agronomist take the busy schedules and social implications of visiting a woman into consideration while conducting outreach and field visits? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
6. While out in the field and interviewing farmers, does FSC staff try to identify the different needs of women farmers? If yes, what have you found or learned? If no, please explain.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
7. Has the FSC set targets (number of customers, types of products sold, etc.) to give gender-balanced service? If yes, please describe. If no, please explain. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
8. If the FSC has not reached its goal so far, what do you think are the internal factors that are keeping you from reaching your goals in terms of reaching women farmers? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. If the FSC has not reached its goal so far, what do you think are the external factors that are prohibiting you from reaching your goals in terms of reaching women farmers? \_\_\_\_\_

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10. What are the measures the FSC is planning to take in order to improve the women customers in your FSC? \_\_\_\_\_

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11. What guidance do you require from CFSP in meet these goals? \_\_\_\_\_

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12. Did you conduct any women-specific activities (training, demonstration, meeting, etc.) to date? If yes, please describe. If no, please explain. \_\_\_\_\_

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## Gender Integration Questionnaire Responses

### Ambo

The Ambo Farm Service Center (FSC) has 376 women customers and has reached 500 women in their field visits. The FSC confirmed that the numbers of women customers who come to FSC were less than quarter of men. They said this is because of lack of awareness which comes from the other household responsibilities they have that leaves little room for them to go out and learn what the community has to offer.

The method the staff was using to reach out to these women is by house to house movement. They believe that this method is better than other outreaching systems because it is easier to find these women in their homes or working at their backyard vegetable farms.

While scheduling for field visits, the FSC Veterinarian and Agronomist said that they don't exactly plan around the busy schedules of the women in the community but they try to reach them as much as possible.

They found that the women in the community have different needs when it comes to inputs. Because their agricultural activities are focused on breeding cows for milk and milk products, veterinary drugs has become more essential for them.

The Ambo FSC staff puts a target every quarter on how many customers they should serve and products they should sell. But this target number is usually not specified as to how many women or men customers. It is simply a total number.

The main internal factors that are prohibiting the Ambo FSC staff to reach their goal in terms of gender integration are transport cost and per diem problem. The external factor is that it is difficult to find men in the community who are aware of gender differences and who see women participation as significant.

The measures the FSC is planning to take in order to ensure women participation is to give them trainings and special consultations that would help them succeed in the current agricultural activities they practice. The centers requirement for CFSP is to facilitate materials which would make the field outreach more comfortable for the staff.

The Ambo FSC concluded with the reason why they haven't been able conduct a woman specific training and they said it is because there was no budget released from the owner for this activity.

### Bishoftu

Bishoftu FSC has reached 200 women farmers in their field visits and has 260 women customers so far. The number of women customers is lower in number compared to that of men. It's because the women are too busy with household responsibilities like cooking, taking care of their children, fetching water etc.

The method the Vet and Agronomist are using to reach out to the woman farmers in the community is by travelling to a kebele where there is a community meeting and promote their center to the women and men who are participants of that meeting.

The center hasn't taken the busy schedules of the women in to consideration because it wasn't their target in the first place to reach out the women only but to the local community as a whole.

The FSC also has identifies that the women farmers need business management training, credit facility and loan in order to create their own business and support themselves.

The FSC hasn't put a target on how many women the serve to give gender balanced. The internal weakness the FSC staff has admitted to having is they were not taking gender differences seriously and looking at the men's needs being different from the women's was a challenge for most of the FSC staff. But now the Bishoftu FSC is planning to give trainings and host open group discussions with women farmers in the community to encourage entrepreneurship and participation.

The FSC staff said the assistance they are seeking from CFSP is support when they are conducting trainings, technical assistance and experience sharing with model business women.

## **Dodola**

Dodola FSC has 512 women customers so far and has not specified on how many women they interviewed on their outreach. But they have had 26 women participants on the trainings and demonstration they conducted so far.

Because they work under a cooperative union, This FSC veterinarian and agronomist said, it is easier for them to target women cooperatives in their outreach. But the number of women cooperatives is much less than men cooperatives in their community which makes men customers to be significantly higher in number than women customers.

There hasn't been a special method that has been used to reach out to women farmers in specific. The FSC staff tries to get both men and women at the same time and location. The FSC does take the busy schedules of women in to consideration while they are on a field visit. And while conducting their trainings and demonstration they try to invite women farmers and encourage them to actively participate.

They have identified that the women are more focused on planting fruits and vegetables on their own backyards and small ruminants rearing all for market purposes. Therefore they demand more improved seeds and vet drugs from the FSC.

The center's plan so far was to give service to the whole customers but not specifically to the women. But they said that it is their plan to give more gender balanced service in the future.

The internal factor the Dodola FSC said that was prohibiting them from reaching their goal is the fact that there are internal leaders in the FSC who don't think that gender issues aren't that important. The external factor being that the social implication of a women being in a cooperative resembles that she is being a rebel.

The measures the FSC is taking in order to ensure better women participation is that they are planning to supply all products those are needed by the women and to train them on how to narrow the gap between them and stakeholders in their locations.

The Dodola FSC agronomist and Veterinarian requested that CFSP allocates a separate budget that would enable them to work on gender integration without any difficulties.

This center also didn't do any women specific activities.

## **Fiche**

Fiche Farm Service Center has 360 women customers to date. They have only reached out to 10 women household heads because most households are led by men, which is also the reason for the smaller number of women customers compared to the men. The FSC is not reaching to the women alone but with their husbands.

The FSC has identified the special need of these women needs dairy cow, vegetables, poultry and fattening.

What the FSC is planning to do to ensure women's participation are women farmers' trainings, field visits & consultation services. They also expect CFSP to share its experiences about gender integration.

The Fiche FSC has not conducted women specific activities but has always invited women farmers to the training and demonstrations they prepared.

## **Nekemte**

The Nekemte FSC has 200 women customers so far and has reached 150 women farmers on their field visits.

They confirmed that the number of women customers is significantly lower than their men customers and they said the reason is that most of the time the woman are likely to stay home and take care of their children and husbands.

The method that the FSC is using to reach out to women farmers in the community is that they are trying to create awareness by inviting the women to the training and demonstrations they have been conducting to make sure to motivate and technically support. The veterinarian and the Agronomist take the busy schedules of the women and the social implications of visiting a woman in to consideration while they are conducting their field visits, so they plan their events accordingly.

While on their field visits the veterinarian and the agronomist also tried to identify the specific needs of the women in their community and they found it to be Women farmers need credit facility and loan to begin the business and they need technical support on how to start and be successful at their businesses.

The measures the Nekemte FSC is planning to take to increase the number of women participants are giving trainings, encouraging them and try to provide consultation to make them eligible for credit and loan.

## Shashemane

The shashemane FSC has 800 women customers and has reached 122 women led households in the field visits they conducted. The number of male customers is greater when compared with the female customers. One of the reasons for this is the women in the community are mostly involved with household responsibilities. But most importantly women who are located in the Shashemane FSC area are involved in selling the crop and dairy products in the trade market and processing the crop in to alcoholic drinks rather than producing agricultural products.

The FSC has been reaching out the women through training, encouraging them during their visit of the FSC and consulting them in the direction they needed. And while planning to go out on the field, the veterinarian and the agronomist take the busy schedules and responsibilities of the women farmers in to consideration.

Aside their needs of inputs the FSC staff identified that the women farmers in their community first need to change their attitudes about themselves. So they suggested a training on gender that would also be attended by men.

They haven't set goals in terms of numbers but they always give especial attention to women during trainings and business transactions. For example, when they are distributing improved seed for maize, they allow the women to first get the product when there is an over crowded of customers.

The internal factors that is keeping the FSC to reach its goal in terms of gender integration is there hasn't been budget (for professional trainer, equipment and transportation) allocated for training women farmers. The external factor is a cultural norm in which you have to go through the husband in order to convey any messages to the women.

The measures that the FSC is planning to take in order to improve the women customers is that they are preparing a demonstration and field easements program that will reach out more than 250 women. They also have a plan to train their women customers on advanced and easier agricultural practices.

The Shshemane FSC's requirements from CFSP in terms of gender integration are technical support, economical (additional budget that only focus on empowering women farmers) and to organize Initiative programs through the FSC to encourage women.

The center didn't hold any women specific activities but it has invited women participants on the different trainings.