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Commercial Farm Service Program Quarter II of Project Implementation Report (January – March 2013)

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April 2013

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Commercial Farm Service Program (CFSP)



Table of Contents

Executive Summary	2
Project Objectives	3
Activities	4
Marketing and Communications	6
Training	10
Environmental Issues	11
Gender Issues	13
Project Administration and Finance	14
Networking and Collaborations	14
Challenges	15
Opportunities	15
Lessons Learned	16
Conclusion	16



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Commercial Farm Service Program (CFSP)



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Executive Summary

Over a two-year implementation period, the Commercial Farm Service Program (CFSP) will support the creation of six market viable input supply Farm Service Centers (FSCs) in Ethiopia. This proven model will serve to support the input supply sector in Ethiopia by providing brand label, high quality inputs through safe and environmentally sound stores. The program will provide training to the business owners and support linkages with large input supply companies. In addition, a wholesale buying cooperative will be established to support inventory needs of CFSP FSCs. The FSC will also support the output marketing efforts of smallholder farmers by not only providing a more direct link to the market but market information for more informed business decisions.

During this reporting period (January to March 2013) the program focused on its outreach campaign to target potential FSC applicants. A total of 5 workshops were conducted out of a target of 5. This brings the total workshops to 9 including the 4 completed in the previous quarter. From the outreach campaign a total of 27 applications were received out of a target of 25, of the 27 applications received 6 were from female applicants.

Based on the outreach campaign and the number and quality of the applications received the program was able to determine the 6 FSC locations. These were selected depending on quality of applications received and a set criteria, which included; AGP member sites (woredas), presence of other implementing partners, input use culture of the local community, potential of the area to enable FSC a year-round business undertaking, and demand-supply ratio of input and services. The final sites selected are; Ambo, DebreZiet, Dodola, Fiche, Nekemte, and Shashamane

CFSP conducted its gender assessment in February with CNFA's gender specialist, Dana Smith, spending three weeks in Ethiopia to lead the assessment. The area in and around Shashamane was the focus of the assessment this area was chosen because of its proximity to two potential FSC sites and three woman farmer associations were already identified in the area. The assessment led to the development of a SOW for a volunteer to do follow-up training with the associations.

Jessie Lowry, CNFA Communications and Marketing Specialist, visited Ethiopia to provide communication support during the CFSP program launch and to develop a long-term communications strategy in coordination with the CFSP Marketing and Communication Specialist. She conducted training on communications deliverables such as project summaries, blogs, maps, reports to USAID, and recommended steps to strengthen CFSP's messaging to the public, private sector partners like input suppliers, and donor stakeholders, in order to build greater consensus around program activities.



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The project also held its launch on February 4, 2013. The launch served as an opportunity to explain the program and its progress to beneficiaries, the media and the general public. In addition, it allowed the CFSP team to hear the perspectives of key project partners and stakeholders on how they see CFSP contributing to the agricultural input supply market development in Ethiopia.

During the next quarter CFSP expects to have awarded all 6 FSC this process is well underway and have short-listed applicants from each area. The applications have been very strong with applicants putting forward a higher percentage of matching contributions than expected. All the shortlisted candidates have strong agricultural business backgrounds and have experience on both supplying inputs and output marketing.

Project Objectives

The primary goal of the CFSP is to improve smallholder productivity, food security and incomes through the development of sustainable, private sector driven agricultural input supply and service centers.

A second and related goal of CFSP is 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, CNFA expects to achieve 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's support will be in the form of providing matching grants, technical assistance, trainings, and institutional strengthening for the farm service centers and the wholesale buying cooperative. Given the scope of the project and the overall project period, it is imperative to focus the outreach campaign on the most promising areas.

Activities

FSC Site Selection Process

The establishment of six Farm Service Centers (FSCs) in Oromia region for retail farm supply and services to small-scale farmers is the core objective of the Commercial Farm Service Program. After an initial field survey was conducted in November 2012 for site selection, orientation was carried out using different approaches: media, flyers, posters, leaflets, formal power point presentations and via local offices of the bureaus of agriculture. As much as possible, all potential applicants and relevant government offices were encouraged to attend presentations given at their respective site to ensure transparency of the process and select the best qualified candidate that can fulfill the objectives of the program.

A total of 14 sites were visited during the exploratory field survey (see 1st Quarter Report). The outreach campaign was conducted from mid December 2012 – mid February 2013 in two phases. The first phase covered Bakko, Nekemte, Woliso, Shashemene and Dodola; while the second phase covered Modjo, Bishoftu, Ambo and Fiche. In each of the nine locations, an outreach campaign was conducted and details about the CFSP, (its objectives, justifications, implementation strategies, etc), application process, eligibility criteria, evaluation, and selection process were explained to participants and potential applicants. Both hard and soft copies of the application forms in both English and Afaan Oromo languages were issued to those who wanted to apply, and copies were also left with representatives from bureaus of agriculture so that anyone who has not been able to attend the orientation but has interest in applying could do so. An application time of 3-4 weeks was given for applicants at each site to send in their completed forms via e-mail or hard copy. Out of the nine sites, six were selected depending on quality of applications received and a set criteria, which included; AGP member sites (woredas), presence of other implementing partners, input use culture of the local community, potential of the area to enable FSC a year-round business undertaking, and demand-supply ratio of input and services. The final sites selected are:

- Ambo
- DebreZiet
- Dodola
- Fiche
- Nekemte
- Shashamane



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After conducting an intensive promotion campaign from mid-December – mid-February, a total of 27 grant applications were collected from all the sites. After collecting and screening the applications, all those passed the preliminary eligibility criteria were distributed to the internal Evaluation Committee comprising of four CFSP staff members. The evaluation team scored each application individually, using the predesigned evaluation criteria. The criteria/checklist covers three core components: corporate capability, project goals and business strategy, and project impacts. After applications were scored by all reviewers, the Evaluation Committee met, discussed the application and their scores, and arrived at a consensus score. Finally, individual scores were combined and divided by four, making the consensus score the average of individual scores. Accordingly, best applications per cohort per site were shortlisted. Out of the 27 applications six were selected - of which one is woman owned enterprise, two are cooperative unions, and three are privately owned enterprises.

Verification of the application forms was made through visits to the shortlisted applicants by at least two members of the CFSP staff including the Environmental Specialist. Field visits were made only to the first ranked applicant from each site. It was decided to do field visits to the second ranked applicants only if the candidate who stood first failed the evaluation, which did not happen. The visit was intended not only to double check what was presented in the application form, including verification of the financial statements, but also to discuss the way forward with the applicants and measure their interest level as well as readiness to start the envisaged FSC. In all locations, the CFSP staff observed that what was presented in the application forms by each applicant was an accurate representation of the current business.

Based on the field visits, full project proposals were prepared jointly by the shortlisted applicants or his/her representative and CFSP staff. The proposal preparation process served to explain the relevant qualifications of the applicant's current businesses, define the target market, and set agreements for grant and matching investment budgets. Most importantly, targets were established for both financial performance and the expected development impacts. Moreover, the proposals covered the project budget and two years financial projections and were written in English. All five proposals of the respective enterprises were reviewed by the program staff and forwarded for further review and approval by CNFA HQ.

After approval by the HQ and USAID, grant agreements will be prepared for signature. Then construction or renovation of the FSC facilities will begin according to their respective implementation schedules annexed in their business plans.

Based on field visit results, we are happy to report that each location now has a finalist and business proposals prepared in consultation with each of the winners and were submitted to the HQ for approval. We expect that the applicants and their business proposals will be approved by



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USAID and Grant agreement finalized in the first month of the next quarter (see Annex A. FSC Locations).

Marketing and Communications

CFSP Launch Held on February 4, 2013

The Commercial Farm Service Program (CFSP) held its project launch on February 4, 2013. The launch served as an opportunity to explain the program and its progress to beneficiaries, the media and the general public. In addition, it allowed the CFSP team to hear the perspectives of key project partners and stakeholders on how they see CFSP contributing to the agricultural input supply market development in Ethiopia.



Figure 1. Jason Fraser, USAID Deputy Mission Director USAID, giving opening remarks at the Project Launch

Federal and regional government officials from the Ministry of Agriculture and the Oromia Bureau of Agriculture attended the event, as well as private sector representatives, national and



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international NGOs, and other USAID Feed the Future implementers. In total, more than 65 attendants participated in CFSP's project launch.

Several media outlets from both the government and private companies attended the launch. Most notable was a news crew from eTV which played some of the presentations on its evening news program for more than a week. Print and web media reporters were well represented which led to articles been printed in: Addis Zemen and Herald Newspapers and the following online news sources:

The Reporter, U.S. Launches Farm Service Program in Ethiopia:

http://www.2merkato.com/index.php?option=com_content&view=article&id=2035:us-launches-farm-service-program-in-ethiopia&catid=909:latest-business-alerts&Itemid=228

ERTA, USAID launches Commercial Farm Service Program:

<http://www.ertagov.com/erta/erta-news-archive/2392-usaid-launches-commercial-farm-service-program-.html>

Capital Newspaper, Commercial Farm Service Program launched:

http://capitalethiopia.com/index.php?option=com_content&view=article&id=2466:commercial-farm-service-program-launched&catid=35:capital&Itemid=27

All Africa, Ethiopia: U.S. Launches Commercial Farm Service Programme:

<http://allafrica.com/stories/201302111988.html>

Head of the Input Directorate of the Ministry of Agriculture, Teshome Lakew, and the USAID Deputy Mission Director, Jason Fraser, opened the event. CFSP Chief of Party, Tim Bergstrom provided a progress report on CFSP's recent activities, followed by a panel of partners and stakeholders. The panel moderated included representatives from the Oromia Cooperative Promotion Agency, Oromia Cooperative Bank and Crop Life International. Gary Robbins, Office Chief, EG&DT of USAID lead the panel discussion. The panel discussed challenges and opportunities of farm input supply. After each panelist provided a short presentation, the audience participated in a Q&A session.



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Figure 2. Panel discussion at CFSP Launch

CNFA Communications and Marketing Specialist Visit to CFSP

Jessie Lowry, CNFA Communications and Marketing Specialist, visited Ethiopia to provide communication support during the CFSP program launch and to develop a long-term communications strategy in coordination with the CFSP Marketing and Communication Specialist. She conducted training on communications deliverables such as project summaries, blogs, maps, reports to USAID, and recommended steps to strengthen CFSP's messaging to the public, private sector partners like input suppliers, and donor stakeholders, in order to build greater consensus around program activities.

During her visit, Jessie also met with Nena Terrell, USAID Senior Communications Officer for Ethiopia, with CFSP's COP and Marketing Specialist, to learn more about the mission's communications objectives and systems. The meeting focused on what impacts the mission would like to see from the Project's communications deliverables. Ms. Terrell's suggestions were incorporated in the CFSP's long-term strategic communications plan. In addition, Jessie met with the project website developer and discussed future communication materials which will need to be produced.

The purpose of the long term strategic communications plan are to create brand awareness for CFSP, with emphasis on the six Farm Service Centers; to produce general communications materials for CFSP to clearly explain the program's objectives, goals and expected results; to develop relationships with local media through briefings and publicity events press opportunities; and to engage USAID Ethiopia and ensure the Mission is properly informed of CFSP's communications strategies, events and/or progress.

Farm Service Center Marking and Branding

A consistent and customized Marking and Branding plan for all FSCs will create awareness of the FSCs network on a local, national and international level, in addition to building customer loyalty.

Consistent branding among all FSCs will include: uniform FSC logo, branded logo stickers for commodities, procedure for organizing ribbon cutting ceremonies, uniform sign boards branded with the FSC logo, business cards for FSC employees, uniform green color decor for the shops, uniform green employee jackets, uniform training poster design with FSC logo and green border, uniform dedication plaques for all FSCs, and branded letterheads and formats for financial documents.

The plan will be customized for each FSCs to reflect the FSC's clientele, region, and products to be sold. CFSP will provide each FSC with kits for the FSC owners so they will be equipped with FSC-branded administrative items including proper packaging and labeling.

Customized printed materials will include: individual FSC brochure, signage, training posters factsheets, and individual marketing plan and strategies.

FSCs Billboards and Signage

Each FSC will have at least two billboards which will be placed on the main road going in and out of the city. Signage on the roads will provide directions to find the FSC. Additionally, there will be a light box sign on the building of FSC.

Project Website

The purpose of creating and maintaining a website is to disseminate program news, market information and event/training schedules and to publicize the FSC successes. After USAID had approved the development of the website, content pages have been developed and all features and links of the website have been finalized, and tested with all browsing software.



The website being developed www.cfsp.org

Website Functions:

- CFSP program overview from FSC perspective
- Training schedules and materials
- News such as successes, challenges, and lessons learned
- Event schedule
- Resources: project materials, image and video gallery, brochures
- Market Information System (MIS)

The website will transition entirely into the hands of the of the FSC buying cooperative which will be formed will all the six FSCs as members at the end of the program.

Office Art Work

Office art work such as signage, art work, posters, and banners have been designed and quotes obtained to produce them. In addition, a plan was finalized to decorate the CFSP hallways and entrance with framed photographs which will illustrate the project work.

Training

Pesticide Applicator Training and Integrated Pest Management (IPM) training manuals are ready to be used for FSC staff training as all FSCs will be in charge of handling Plant Protection Products (PPP) soon after launch. Materials on nationally and/or regionally recommend agronomic management, improved crop varieties and major pests and their control mechanisms are being compiled.

In Feb. 2013, members of the CFSP team went to Ethiopian Institute of Agricultural Research (EIAR) and Oromia Agricultural Research Institute (OARI) and discussed with Crop Research

Directors of both institutes on recently released agricultural technologies and user guides/manuals that can be used for FSC training manual development and reference material. Though both directors recommended visiting research centers mandated to specific areas where FSCs located for recently released technologies, EIAR provided soft copy of Crop Technologies (Amharic Version) which addresses land preparation, sowing time and method, improved varieties, fertilizer usage, crop protection aspects of major cereals, pulses, oil crops, vegetables and root and tubers. In addition, hard copies of livestock technologies usage and crop protection guideline developed by EIAR (both in Amharic) are provided to CFSP staff.

As noted in the first quarterly report, CFSP training focuses on providing trainers training to FSC staff and Government Extension Agents so that they can train and provide continuous technical support to their client smallholder farmers.

Pre-land Preparation, Post Emergency and Pre-Harvesting are the three important training phases to address timely technical support and awareness need of small holder farmers i.e.:

1. Pre-land preparation: to address timely land preparation, variety selection, sowing time, seeding rate, fertilizer application rate, time and method, and other important agronomic practices,
2. Post emergence: to address crop protection practices such as general pest management i.e. IPM, pesticide usage and applicator training,
3. Pre-harvesting: to address postharvest handling practices i.e. harvesting, transportation, threshing, storage and storage pest management.

Environmental Issues

The CFSP has been engaged in various activities towards the Program's compliance with all USAID and Ethiopian Government's rules and regulations while implementing the project. The following are the activities that the program achieved during the second quarter of the project life.

Compilation of Draft PERSUAP

The team visited various government and private institutions as well as libraries to evaluate the country's pesticide system and compile the report. The Safer Use Action Plan (SUAP) section of the report has proposed practical workers and environmental safety, pesticide handling, transport, application and disposal measures to be followed by the FSC.



Evaluation of the grant application and site visits

First round evaluation of the grant application was made putting the environmental compliance in perspective. Potential candidates were shortlisted and site visits were made to all shortlisted applicants to evaluate the suitability of sites for the establishment of the Farm Service Centers.

A draft environmental and workers safety guideline prepared in accordance with US environmental regulations outlined in 22 CFR 216, Ethiopian laws and regulations and internationally recognized best practices was used to evaluate the grant application. The guideline provided a list of environmental checklist was used to determine if the proposed sites were suitable. In most locations proposed sites were critically evaluated against the selection checklist and thorough discussions were made with the owners/managers of the business to decide the exact location of the FSC. The standard floor design of the FSC was presented to the applicants and the need for new or partial construction of a building or renovation of existing building was discussed depending on the nature of the available facility. Accordingly common understandings were created with all potential awardees. The budget required for the establishment of the FSCs were incorporated into each business plan. The materials and establishments needed for environmental mitigation were also incorporated into the business plan.

EMMP

An umbrella EMMP was prepared by the CFSP to mitigate environmental concerns that may arise from the implementation of the project. Once the grant is awarded and the FSC is operational, an environmental review and EMMP will be conducted for each FSC with the assistance of the program environmental specialist. The program level EMMP for the second quarter of the project is provided in Annex B.

Training

Training is an integral part of the CFSP. Both the EMMP and PERSUAP recommended various trainings on pesticide handling, environmental and workers safety, IPM and GAP. These trainings are being compiled to be offered in collaboration with the training and extension specialist of the program. The trainings will start as soon as the FSCs employ necessary staff.

Gender Issues

Gender Assessment

In line with CFSP's strategy to integrate women into all aspects of the program, CFSP conducted a gender assessment in late January 2013 to identify key gender based constraints faced by female smallholder farmers in rural Ethiopia. CNFA program officer, Dana Smith spent five days in Shashamane talking with key informants, women business owners, and women's savings and loans associations- Jhalala women's association, Burka Gudina Missoma women's association, and Gudina women's association. Shashemane, which is located at 250km south east of Addis, was chosen based on proximity to Addis and number of potential female entrepreneurs in the community.

Though a full questionnaire was prepared in advance, it was determined that women were more willing to share information on this sensitive topic while in a group setting. Therefore, the information evaluated was entirely qualitative in nature. The stories and insights provided by the community members along with results of secondary research were evaluated within USAID's Gender Dimensions Framework¹ to determine key gender based constraints within: practices and participation; access to assets; beliefs and perceptions; and laws, policies and participation.

Based on the assessment results, it was determined that there are a variety of factors limiting women from meeting their potential in agricultural production that can be addressed within the scope of CFSP. This can be approached in two ways: targeting women to be owners/operators of FSCs and seeking opportunities for women to fully benefit from the goods and services being offered by the stores. Concrete steps will be taken at this early stage in program implementation to include women, such as: tailoring outreach campaigns to meet women's limited time availability, direct targeting of female business owners for program participation, and linking with existing networks of women's associations in order to reach women smallholder farmers as key clients for the FSCs (see Annex C).

Farmer-to-Farmer volunteer

An immediate and overriding need expressed by the women involved in the gender assessment was access to training. Therefore, CFSP requested support from the Farmer-to-Farmer program,

¹USAID "Promoting Gender Equitable Opportunities in Agricultural Value Chains" Developed by the Greated Access to Trade Expansion (GATE) Project under the Women in Development IQC, Contract No. GEW-I-00-02-00018-00



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implemented by Winrock in Ethiopia, to bring volunteer support for capacity building trainings in business management and organizational skill development.

Nutrition

One of the goals of CFSP is to provide a complete range of knowledge with extension information and training. These trainings will also provide the women's associations in the FSC areas to acquire the appropriate knowledge when it comes to nutrition. Some of the women's groups that participated in the gender assessment had already taken training on nutrition and started to grow vegetables on their own backyards. In turn, this can be a good example to the other associations.

SOW for Summer Intern

CFSP has an intern coming in the summer of 2013. The scope of work has been developed. This intern will conduct a baseline survey on the residents around FSCs.

Project Administration and Finance

All office furniture and equipment purchases for the project were completed during the quarter. The project vehicle was also ordered and paid for and is being shipped to Addis (see Annex D. CFSP Inventory).

The project has spent \$472,788 since start up through the end of March (see Annex E. SF-425).

Networking and Collaborations

CFSP understand that the success of the project relies on networking and collaborations with the critical actors in the agriculture sector. To achieve this CFSP staff have attended a number of conferences and networking events in the quarter. The team will continue attending events and conferences and will seek speaking roles when possible. CFSP will also exhibit at applicable events throughout the coming year.

Partnering with other implementers is another critical success factor for the program. CFSP is working closely with AGPs Livestock Market Development (LMD) program in site selection and implementation whenever possible. Two of the sites selected for FSCs are in LMD investment

zones. CFSP has had a number of meetings with the AGP-AMDe program. We have since collaborated on FSC site selection which resulted in two Farm Unions being short-listed.

CFSP has worked very closely with the Oromia Bureau of Agriculture throughout the site selection process and promotional campaign. This partnership has been critical in getting buy-in from district and municipal administrators. CGSP will continue to work closely with the Bureau in the implementation of the project as they provide the ideal platform for advocating on our behalf “up to” the Ministry of Agriculture and organizing “down to” smallholder farmers.

CFSP will partner with iiCD to host their Agriculture Market Information System (AMIS) at FSCs. Their AMIS utilizes voice messaging to share input and market price information and because they are already funded and mandated to reach smallholder farmers it will be a low cost solution for CFSP and increase the service addition of the FSCs. A MoU is planned for the first month of the next quarter.

Challenges

- It was not possible to find the ideal type of ‘already constructed building’ for immediate implementation of the FSC and, many have to do either some serious renovation while others have to construct a new building.
- Renovation of existing building and/or construction of new one to start operation of the FSC on time for the current crop season could thus be challenging.
- Finding the right qualified technical staffs (Agronomist & Veterinarian) in a short time could be challenging for some of the centers, especially for those further away from Addis.
- Although CFSP wanted at least two of the six FSCs to be owned by a female or group of female entrepreneurs, we only managed to get one qualified first ranked/winner woman and two second ranked women applicants. However, it must be noted that the two shortlisted Farmers’ Cooperative Unions 20 to 25% of their members are women.
- Timely access to inputs (PPP & Vet medicines) for the current crop season may be difficult since most suppliers probably have already registered and shortlisted their customers/sub-distributors especially for some of the most required inputs.

Opportunities

Most of the second and third ranked applicants have the passion, the will, and the capacity to start FSC and this is a good opportunity for a possible scaling up of the project in future. There



are many supporting institutions or agents (e.g. bureaus of agriculture, development agents, universities, research centers and microfinance institutions) closer to most of the FSCs making the chances of success of the centers high.

Lessons Learned

The locations with the highest attendance in the orientation program did not necessarily represent locations where many applications were generated. This has led us to conclude that out advertising did not hit the target audience as well as expected. Alternatively, some of these areas with high attendance but low a low percentage of applications were bolstered by strong extension agents who worked hard to fill the room on our behalf. In the future we will conduct more door-to-door or rather store-to-store canvassing in order to target stronger attendees.

It was also noted by some of the stronger applicants that though they had heard about the orientations they did not of the time to spend a day away from their businesses to attend. In the future half day or shorter orientation programs should be considered.

Conclusion

The program has set the stage for the successful development of the first Commercial Farm Service Centers in Africa. In the first quarter the program focused on hiring a strong team, office and equipment procurement, and the outreach campaign. This last quarter we built on our initial work and focused on marketing and the application process. As well as drafting our training and environmental material. We conducted our gender assessment earlier than planned so we could include our findings in the training materials and better link woman groups to the FSC.

In doing so we expect the next quarter will allow the team to focus on the awarding and development of the 6 FSC. In the next quarter CFSP will also;

- Submit its draft PERSUAP to USAID for review,
- Sign MOUs with iiCD, CDI, and ATA,
- Host a Grant Agreement signing event with all FSC awardees,
- Have two ribbon cutting ceremonies-officially opening the first FSC in Africa,
- And, set up our first demonstration plots.



Attachments

Annex A. FSC Site Locations

Annex B. EMMP

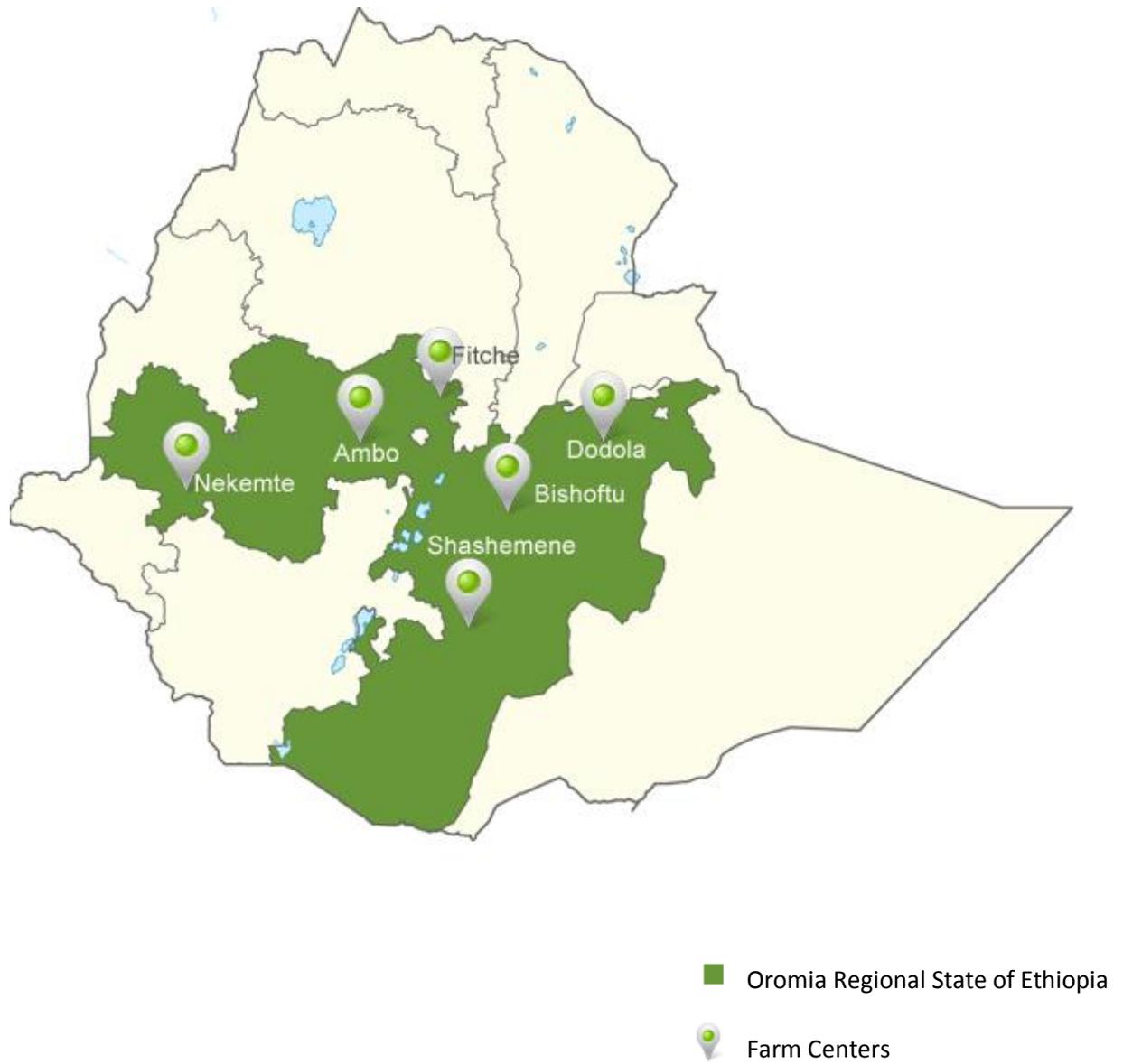
Annex C. Gender Assessment

Annex D. Project Inventory

Annex E. SF-425

Annex F. Key Indicator Table

Annex A. Farm Service Center Locations



Environmental Review Report and EMMP For The Commercial Farm Service Program (CFSP)

A. Applicant information

Organization: CNFA		Project Name: Commercial Farm Service Program (CFSP) Cooperative Agreement: APS-663-11-00002
Individual contact and title	Tim Bergstrom, Chief of Party	Address: ████████████████████ Phone: ████████████████
Proposed activity (brief description)	The goals of the Ethiopia Commercial Farm Service Program (CFSP) are to improve smallholder productivity, food security and incomes through the development of sustainable, private-sector driven agricultural input supply and services, and 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. The Program will establish six retail farm supply and service locations (FSCs) with inventories, training, services and output market linkages tailored to market demands in their areas and one wholesale buying cooperative, owned by and dedicated to serving the inventory needs of the FSCs and linking them to national and international suppliers. CFSP relies on leveraging private sector matching investment for program implementation. In so doing, the program will mitigate risk for Ethiopian entrepreneurs to invest in their own economy, buy down the cost of entry to this new type of business and demonstrate the viability of the business model for large-scale replication. The CFSP also aims to deliver uniform branding, business skills, technical/advisory capacity, quality standards, environmental and worker safety procedures among the network.	Amount of funding requested: \$2 Million
Location of proposed activity	CFSP will conduct a broad outreach campaign to publicize the program and explain the application, evaluation and selection process to potential applicants. Outreach efforts will target existing private input suppliers seeking to expand, as well as other rural entrepreneurs, through town-hall style presentations, newspapers notices, radio, television and other public service announcements throughout the Oromia Region	Start: October 2012 End: September 2014

B. Activities, screening results, and recommended determination

Proposed activities categories (continue on additional page if necessary)	Screening result			Recommended Determinations		
	Very Low Risk	Moderate or unknown risk*	High-Risk*	No significant adverse impact	With specified mitigation, no significant adverse impact,	Significant Adverse impact
▪ Small grant		X			X	
▪ Facility Construction		X			X	
▪ Retail Input and Farm Service Sales		X			X	
▪ Business and Technical Training for FSC Employees	X			X		
▪ Development of Wholesale Buying Cooperative	X			X		

*These screening results require completion of an Environmental Review Report

C. Summary of recommended determinations (check ALL that apply)

The proposal contains. . .	(equivalent Regulation 216 terminology)
<input checked="" type="checkbox"/> Very low risk activities	<i>categorical exclusion(s)</i>
<input checked="" type="checkbox"/> After environmental review, activities determined to have no significant adverse impacts*	<i>negative determination(s)*</i>
<input checked="" type="checkbox"/> After environmental review, activities determined to have no significant adverse impacts, given specified mitigation and monitoring*	<i>negative determination(s) with conditions*</i>
<input type="checkbox"/> After environmental review, activities determined to have significant adverse impacts*	<i>positive determination(s)*</i>

*for these determinations, the form is not complete unless accompanied by Environmental Review Report

D. Certification:

I, the undersigned, certify that:

1. the information on this form is correct and complete
2. the following actions have been and will be taken to assure that the activity complies with environmental requirements established for this Project:
 - Those responsible for implementing this activity have received training in environmental review AND training and/or documentation describing essential design elements and best practices for activities of this nature.
 - These design elements and best practices will be followed in implementing this activity.

- Any specific mitigation or monitoring measures described in the Environmental Review Report will be implemented in their entirety.
- Compliance with these conditions will be regularly confirmed and documented by on-site inspections during the activity and at its completion.

(Signature) _____ (Date) _____

(Print name) Tim Bergtrom, Chief of Party

BELOW THIS LINE FOR USAID USE ONLY

Clearance record

COR/AOR <input type="checkbox"/> Clearance given <input type="checkbox"/> Clearance denied	_____	(signature)	(date)
MEO <input type="checkbox"/> Clearance given <input type="checkbox"/> Clearance denied	Yitayew Abebe	(signature)	(date)
EG&T Office Chief <input type="checkbox"/> Clearance given <input type="checkbox"/> Clearance denied	_____	(signature)	(date)
RLA <input type="checkbox"/> Clearance given <input type="checkbox"/> Clearance denied	_____	(signature)	(date)
DMD <input type="checkbox"/> Clearance given <input type="checkbox"/> Clearance denied	_____	(signature)	(date)

*REO & BEO approval required for all “high risk” screening results and for determinations of “significant adverse impacts”

Environmental Review Report

A. **PROJECT TITLE:** Commercial Farm Service Program (CFSP)

B. Environmental Situation

The rural environment in Ethiopia is endowed with farmlands, lakes, rivers, livestock, forests, woodlands, grasslands, wildlife and plenty of open spaces. Ethiopia is one of the world's treasures in biodiversity, and this must be protected and exploited both in-and outside its protected areas, national parks and forest reserves. It has so far not exploited sufficiently its tourism potential, in particular its eco-tourism potential which offers a dual benefit of promoting and conserving the environment, while at the same time creating extra income opportunities to the local communities, via direct employment or creation of new markets.

In Ethiopia the poor, especially the urban poor, are forced to live in degraded and polluted areas, in illegal squatter villages, close to factories and dump sites, in poor quality houses with inadequate or polluted water provision, with no or little sanitation and solid waste disposal systems, close to traffic fumes and other air-pollution sources. Living in such conditions exposes the poor more directly to a wide range of biological agents (bacteria, viruses and parasites), chemical agents (heavy metals, particulate matter, pesticides and fertilizer), disease vectors (mosquito's and snails) and other physical and safety hazards. Already weakened by inadequate food intake and/or prior untreated health problems, they are particularly vulnerable to diarrheal diseases and infections by parasitic worms.

Approximately 60 percent of Ethiopia's land surface is classified as arid and semi-arid, the remaining 40 percent being sub-humid and humid and thus of high agricultural potential. Of all the environmental problems, the country's most critical concern focuses on the management and utilization of its land resources. The intensive use of the limited arable land by subsistence farmers under past governments of uninformed interference has led to serious instances of land degradation.

Though air pollution has become a fairly serious environmental problem, currently, it is more localized problem in big cities including Addis Ababa. Water pollution and domestic and industrial wastes are becoming a growing environmental problems that have resulted from the process of industrial expansion and social transformation taking place in the country.

In relation to agricultural development and livestock development in particular, both the intensive and extensive production systems that have both beneficial and adverse effect on the environment are growing business area in the country.

Considering values of the environment in its development endeavor, the government of Ethiopia has adopted the Conservation Strategy of Ethiopia, the Environmental Policy, and various International Environmental Agreements. They have established the Environmental Protection Authority, and have incorporated environmental concerns into the National Development Plan. However, the implementation of Ethiopia's environmental policies, strategies and action plans has been very slow. Lack of human resources and institutional capacity is probably the main constraint for the effective implementation of the policies, strategies and action plans to protect the environment. This shows that there is no urgent need for more or new policies, but a need to develop the institutional and human capacities to deliver these policies requires to be addressed.

This project using its various capacity enhancement strategies and working in close collaboration with the government and other stakeholders in the selected value chains (cooperatives, associations, private firms) will contribute to efforts to bring about the desired change in the sector.

C. PROJECT GOAL

The main goal of the Commercial Farm Service Program (CFSP) is to improve smallholder productivity, food security and incomes through the development of sustainable, private-sector driven agricultural input supply and services.

A second and related goal of CFSP is 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 achieve the following objectives:

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

D. ACTIVITY DESCRIPTION

i) Outreach Campaign

- CFSP will conduct a broad outreach campaign to publicize the program and explain the application, evaluation and selection process to potential applicants. Outreach efforts will target existing private input suppliers seeking to expand, as well as other rural entrepreneurs, through town-hall style presentations, local newspapers, radio, television and other public service announcements throughout the Oromia Region.

ii) Facility Construction and Launch

Upon approval, CFSP will sign grant agreements with selected partners, who will initiate facility construction or repair, according to the design laid out in the project proposal. FSC facilities will be physically similar in size and appearance, averaging 100-150 square meters in size and including a showroom for sale of crop and veterinary inputs, tools and equipment, storage facilities for seeds, fertilizer and plant protection products (separate), offices for FSC management and accounting personnel and a training room where the FSC agronomist and veterinarian will maintain work stations, where printed reference material will be on display and where seminars will be conducted for FSC clients. In some cases a room will be given

over to the use of a local CBO, microfinance institution or NGO, or, wherever possible, the GoE extension service.

iii) Retail Input and Farm Service Sales

Starting with FSC grand openings, sales will be initiated. As stores will be located in strategically important administrative or market centers, they are expected to generate significant traffic from a wide region around the town, drawing in clients who have other business in the town on a regular basis. Store inventories will be tailored to the main crops produced in each market area and will consist of appropriately packaged inputs for smallholder production. Each store is expected to have \$3,000-\$5,000 in inventory in stock at any one time, including a mixture of seeds, fertilizer, plant protection products, tools and small equipment, veterinary supplies and medicines and even some hardware and household goods. Depending on the store and local farmer demand, project budgets may be set up to allow for machinery service provision, output marketing, bulk storage/aggregation, veterinary services or possible motorized delivery of inputs to outlying communities in order to extend FSC reach.

iv) Business and Technical Training for FSC Employees

CFSP will adapt its proven Business Management Training materials and will ensure a high standard of financial management, business planning, inventory management and marketing capability among the professional staff of the Ethiopian FSC enterprises. Training will be delivered by project staff, with the function transferred to the planned buying cooperative by the end of year two.

v) Development of Wholesale Buying Cooperative

As each FSC will individually be a relatively small business, with limited working capital, they will be under significant pricing and cash flow pressure. By pooling their resources, buying power and inventory needs, they can access top-tier national and international distributors, obtain volume discounts, trade credit and greater flexibility and negotiating power in inventory selection and delivery terms.

E. THRESHOLD ENVIRONMENTAL DETERMINATIONS

The following environmental determinations are made:

1. Categorical Exclusion is recommended for the activities listed below, because no direct or indirect environmental impacts are expected as a result of these activities: outreach campaign, farmers training, establishing development wholesale buying cooperatives, etc. These fall under the following citations from Title 22 of the Code of Federal Regulations, Regulation 216 (22 CFR 216), subparagraph 2(c)(2) as classes of activities that do not require an initial environmental examination.

2. Negative Determinations with Conditions are recommended for the following, per 22 CFR 216.3(a)(2)(iii):

1. Input supply/sale including seed, fertilizer, pesticide, veterinary drug, medicine
2. Facility construction and renovation

3. Small grant programs

2.1. Input supply/sale including seed, fertilizer, pesticide, veterinary drug, medicine

Potential adverse environmental impacts are likely to result from inappropriate seeds that can displace native and indigenous germplasm. New materials could also result in introduction of exotic and/or invasive species if not properly researched and monitored.

The use of fertilizers poses a number of potential impacts, principally related to long-term health of soils, and to water quality. Excessive application of nutrients over time can cause pollution. Such losses may occur when nutrients run off the land caused by heavy rainfall, are leached through the soil, beyond the root zone, eventually reaching the groundwater, or escape into the atmosphere as volatile gases.

Conditions for implementation

The seed supply system will: 1) ensure appropriateness for the agro-climatic zone to which they are being introduced; 2) avoid introducing exotic invasive species; and 3) avoid providing or promoting genetically modified organisms (GMOs). This requires identifying and mitigating any potential direct adverse impacts on the physical environment and human health and safety (such as aflatoxin contamination) arising from distribution of free seeds. Lastly, non-native plants will not be introduced into protected areas.

For introduction and dissemination of other agricultural chemicals such as fertilizers (not including pesticides) training should be provided to enhance farmers' knowledge about the products regarding best management practices for soil fertility and health. Here is a summary of best management practices for soil fertility and health.

- Integrated Soil Fertility Management (ISFM) – the use of both organic and inorganic sources of nutrients rather than either alone;
- The use of legume cover crops (plus phosphorous) and green manures by fallow rotation or intercropping;
- Agroforestry practices – in addition to soil conservation and production benefits, agroforestry transfers/cycles nutrients from within the soil profile (deeper levels to surface);
- The use of conservation tillage rather than deep plowing (although conservation tillage can be harmful for production systems in certain regions);
- Use farm site manures and household wastes, with or without composting;
- For more info. refer to fertilizer information sheet:
http://www.encapafrika.org/egssaa/AFR_Fertilizer_Factsheet_Jun04.pdf

2.2. Impacts from facility construction and renovation

The extent of construction activities to strengthen market infrastructure is not yet determined. Small-scale construction itself has the potential for a set of impacts such as: erosion, contamination of water supplies, depletion of standing timber/deforestation, damage to

protected areas, and creation of habitat for disease vectors. Experience shows that these impacts are controllable through selection of (1) appropriate siting, (2) appropriate sourcing of materials; (3) appropriate designs; and (4) appropriate construction/worksite practices.

In addition to the impacts of construction itself, this analysis must consider the impacts of constructed facilities in the use phase, even if USAID has no active involvement once construction is complete. *Markets* and *transport yards* (two key parts of “market infrastructure”) have significant potential environmental and health impacts associated with their operation: These facilities generate significant quantities of wastewater and both human and organic wastes which, if improperly managed, can contaminate water supplies and/or provide ready habitat for disease vectors such as flies, mosquitoes, and rats. The result is an increase in disease, particularly oral-fecal route diseases. These potential impacts are controllable, and must be addressed in part with proper design (e.g., adequate provision of latrines, wash water and drainage), and in part with proper operation and maintenance.

Conditions for implementation

- Make environmental compliance an integral part of grant application and implementation process.
- Use the Environmental Review Report (ERR) screening process to determine the nature and scope of environmental impacts arising from each type/group of planned activity;
- Apply best practices for all of the above activities;
- Refer to best practices contained in the USAID/Africa Environmental Guidelines for Small-Scale Activities in Africa (EGSSAA):
<http://www.encapfrica.org/EGSSAA/construction.pdf>
- Ensure compliance with all GoE environmental regulations governing the above activities;
- Build capacity of grantees to comply with environmental guidance.

Potential Impacts of Small Grant Activities

Key concern of small grant activities is that it may support activities with potential impacts on the biophysical environment. For instance, boosting production of selected commodities may lead to negative impacts associated with agricultural expansion or intensification, including land conversion, soil nutrition depletion, mono-cropping (leads to pest build up through time) and erosion, etc. Support to Food Security activities such as irrigation schemes and introduction of alternate crops and agricultural techniques can degrade lands and soils over the long term.

Conditions for implementation

- Grant must not be used to finance any of the following:
 - Goods or services which are to be used primarily to meet military requirements or to support police or other law enforcement activities,
 - Surveillance equipment,
 - Equipment, research and/or services related to involuntary sterilization or the performance of abortion as a method of family planning, or

- Activities which significantly degrade national parks or similar protected areas or introduce exotic plants or animals into such areas,
- Establishing or expanding any enterprise that will export raw materials that are likely to be in surplus in world markets at the time such production becomes effective and that are likely to cause substantial injury to U.S. producers,
- Activities which would result in the loss of forest lands due to livestock rearing, road construction or maintenance, colonization of forest lands or construction of dams or other water control structures,
- Grant must not be used to finance any of the following without the prior written approval of USAID:
 - pharmaceuticals, logging equipment, luxury goods (including alcoholic beverages and jewelry).

This ERR does not cover pesticides, including their procurement, use, transport, storage, application or disposal. Any pesticide activity considered under this program should be guided by the USAID/Ethiopia Crop Production and Pesticide Evaluation Report and Safer Use Action Plan (PERSUAP), approved by USAID/Ethiopia and the Africa Bureau Environmental Officer, be reviewed and approved by the AOTR. The document (PERSUAP) specifically recommends: training in proper use, transport and storage of pesticides and other agricultural chemicals, use only the pesticides approved by the USEPA and GFDRE and covered by the PERSUAP, and use of Integrated Pest Management practices where feasible.

F. ENVIRONMENTAL MITIGATION AND MONITORING PLAN

Based on the ERR presented above, an Environmental Mitigation and Monitoring Plan (EMMP) is prepared for the CFSP. The EMMP provides guidelines and checklists to be used to mitigate potentially significant adverse environmental impacts of PPPs and to monitor and document them, consistent with the US Foreign Assistance Act's Environmental Procedures (22CFR216). A separate PERSUAP document should be prepared to guide all pesticide related activities of the project. The potential adverse impacts and mitigation measures are summarized in the table given below.

Guidelines

Environmental Risks

Based on application of screening criteria, the potential environmental risks are considered to be low to medium. This conclusion reflects that CFSP activities are small to medium size; on already developed and none-raw or none-virgin land; outside of protected and sensitive land uses such as habitats, endangered or threatened species areas; wildlife reserves and forests; away from cultural, historical, archeological, religious areas and receiving surface water bodies; and will not result in human displacement or re-settlement, diminution of economics activities, or changes in demography.

Monitoring

The environmental mitigation measures will be monitored by the CFSP facility manager and staff dedicated to environmental compliance of the project to assure the intended results is

achieved. Where applicable, USAID ENCAP visual field guides (www.encapafrika.org) will be applied, as approved by the USAID/ Ethiopia Mission Environmental Officer (MEO).

Changes

If there are significant changes in the CFSP facility size, process or operations, the potential impacts will be visually monitored by on-site observations and corrective actions taken by the facility manager and facility staff to minimize their impacts.

Responsible Parties

The mitigation measures and corrective actions will be implemented by the activity implementer and/or the grantee.

The implementer and/or grantee will perform the monitoring of the mitigation measures and corrective actions on a regular basis during facility operations.

The Chief of Party or authorized representative will review these measures and take corrective actions as needed.

ENVIRONMENTAL MITIGATION AND MONITORING PLAN

The following table summarizes the potential adverse impacts, mitigation measures, indicators for mitigation, organizations responsible for the mitigation and reporting frequencies for the activities identified to have impacts

Activity	Potential Adverse Impact	Mitigation Measures	Responsible Parties	Monitoring Schedule			Budget (ETB)
				Indicators	Data Source/ Method	How Often	
1. Construction of FSCs and Wholesale Warehouse buildings	1. Sub-standard storage facility may result in leakage, fumes and suffocation	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.	CFSP, FSCs and wholesale store	Construction report; number and type of ventilation; dimension of storage space	FSC records, structural audit	Continuous follow up until construction and quarterly thereafter	5K
	2. Environmental contamination due to faulty construction of storage facilities	Construct chemical store down slope from all water sources, 100 meters away from water wells and 150 meters away from water bodies	CFSP, FSCs and wholesale store	Presence/ absence of leakage, evidence of environmental contamination (fish, bird, or bee kills), discoloration or turbidity of water bodies	Interview report Physical observation Inventory records	Continuous follow up until construction and quarterly thereafter	5K
	3. Children, animals and other people may enter the agrochemical store be exposed to poisonous chemicals	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	FSCs and wholesale store	Strength of fence Number and efficiency of guards Number of warning signs posted Interview surrounding residents	Record of accidents, Interview report	Continuous follow up and quarterly reporting	3K
	4. Accidents like fire may cause damage	Install emergency facilities: fire extinguisher, eye-wash stations, toilets and rest areas, emergency exits, first aid equipment	FSCs and wholesale store	Reduction in the number of accidents, increased use of emergency facilities	FSC records, inventory, procurement record	Continuous follow up and quarterly reporting	3K

	5. Many agricultural shop facilities do not have adequate toilets and rest areas for men and women, first aid and eye-wash stations, and plans to prevent and respond to accidents	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	FSCs and wholesale store	Number and condition of assorted toilets, number of first-aid facilities, number of safety equipment, no of people using shower, bath, and soaps for washing, Increase in number of people using safety equipments precautions	Physical observation of toilets, people actively using toilets, inventory of distributed and installed safety equipments and record of trainings	Continuous follow up and quarterly reporting	8K
2. Staff capacity building (at the FSCs and Wholesale levels)	Error in handling agrochemicals may result in the discharge of toxic waste, fumes and effluent that are health threats	Employ professional staff with good experience of handling agrochemicals	CFSP Environmental specialist, FSCs and wholesale store	Number of dedicated and trained storekeepers, agronomists and veterinarians who demonstrate knowledge and uses correct procedures;	Credentials, certifications, training records and resumes,	Continuous follow up and quarterly reporting	10K
		Provide skills training/ refreshers on pesticide handling and application	CFSP Environmental and extension specialist, FSCs and wholesale store	Number of skilled staffs who can guide customers on pesticide handling	Curricular reviews, audit, certifications, training records and resumes	Continuous follow up and quarterly reporting	10K
3. Transport and handling agrochemicals	1. Poor transport and management of available store may result in spillage, breakage, loss of labels, etc.	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; comply to terms and mitigation procedures shown in the USAID-approved PERSUAP	CFSP Environmental specialist, FSCs and wholesale store	Visual observation of leakage, breakage or loss of labels Number of vehicles dedicated for chemical transport Reduction of handling related accidents	Procurement records, accident reports, direct observation	Continuous follow up and quarterly reporting	3K
	2. Flammable, explosive, highly toxic and reactive chemicals may be just left on the floor randomly	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	CFSP Environmental specialist, FSCs and wholesale store	Intact labels and MSDSs; Storage according to labels and MSDSs; Number of fire extinguishers and warning signs	Inventory checkups and visual inspections	Continuous follow up and quarterly reporting	3K

	3. Opened and partly used chemicals may be returned to the store and cause contamination	Monitor store inventories to ensure all products are appropriately packaged and stored; avoid returning opened and used chemicals; comply to terms and mitigation procedures shown in the USAID-approved PERSUAP	CFSP Environmental specialist, FSCs and wholesale store	Stocks orderly, rotation system in place Number of safety equipment installed	Inventory records, Procurement and sales records Visual inspection	Continuous follow up and quarterly reporting	5K
	4. Falling off, breakage or spillage may result in contamination or harm to people	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; comply to terms and mitigation procedures shown in the USAID-approved PERSUAP	CFSP Environmental specialist, FSCs and wholesale store	Number emergency signs posted; Emergency procedures listed and posted Reduction of storage related accidents	Accident records, Procurement record of emergency facilities	Continuous follow up and quarterly reporting	5K
	5. Excess inventory or stocking of less demanded chemicals that may expire on shelf	For all FSCs, introduce pesticide record-keeping concepts and tools or following up; dispose-off obsolete pesticides following recommended procedures; comply to terms and mitigation procedures shown in the USAID-approved PERSUAP	FSCs and wholesale store	Up-to-date stock inventory	Disposal record of obsolete pesticide Inventory inspection	Continuous follow up and quarterly reporting	5K
4.Stocking pesticides and veterinary drugs	1.Adulteration of pesticides could impact productivity and pest resistance	1.Monitor store inventories to ensure products conform to the USAID's approved list of chemicals provided in the PERSUAP and regulatory authority in Ethiopia	CFSP Environmental specialist, FSCs and wholesale stores	Stock records up-to-date	Procurement record Inventory Audit	Continuous follow up and quarterly reporting	5K
		2. Monitor store inventories to ensure products are not counterfeit or adulterated; stick to terms of USAID-approved PERSUAP	CFSP Environmental specialist, FSC and wholesale store	Purchase records, Intact labels inspection reports	Procurement documentation	Continuous follow up and quarterly reporting	5K
		3.Make copies of the list of registered pesticides distribute copies to project field extension staff for training and monitoring; see list of approved pesticides given in the USAID-approved PERSUAP	CFSP Environmental specialist, FSCs and wholesale store	Placement of the list of approved pesticides in accessible location; check farmers awareness by interviews	Monitoring of the list of approved pesticides; interview with customers	Continuous follow up and quarterly reporting	5K

	2.Lack or improper use of pesticide safety procedures may harm people and the environment	Conduct environmental responsibility and worker safety training for FSC personnel; hang safety procedure posters and first-aids charts on office and store entry ports; refer to the USAID-approved PERSUAP	CFSP Environmental specialist, FSCs and wholesale store	Spray operators, team leaders, supervisors and health workers display knowledge by following procedures at all times,	Monitoring, discussion; Curricula reviews, audits; interviews	Continuous follow up and quarterly reporting	5K
	3. Improper pesticide storage can result in spillage, which can contaminate soil and water, and can harm humans, animals and plants	Use an environmental mitigation plan into each FSC grant project; follow storage and safety regulations prescribed by regulatory authority and manufacturers; follow the SUAP section of the USAID-approved PERSUAP	CFSP Environmental specialist, FSCs and wholesale store	Review of FSC grant application document evaluation for environmental mitigation plan	Visual inspection; Reports; Documents,	Continuous follow up and quarterly reporting	5k
	4. Poor handling and improper dilution of chemicals may pose various risks	Make arrangements that pesticide supplying companies present the use and handling of their products; have first-aid kits in office nearby; follow the SUAP section of the USAID-approved PERSUAP	FSCs and wholesale store and CFSP Extension specialist	Number of trained applicators and FSC staff Number of first aid kits	Training record, curricula review, procurement records, interview	Continuous follow up and quarterly reporting	10K
	5. Storekeepers and chemical applicators may handle chemicals without proper training and result in health risk	Ensure technical assistance and training/ refresher; comply to USAID-approved PERSUAP; have first-aid kits in office nearby	CFSP Environmental specialist	Inspect staff on duty, number of staff trained on pesticide handling and application	Curriculum review, training review, interview	Continuous follow up and quarterly reporting	10K
	6. Reuse of agrochemical containers may cause damage to human, animal and plant life	1.Dispose obsolete/ expired pesticides and used containers per USAID-approved PERSUAP; have first-aid kits in office nearby	CFSP Environmental specialist, FSCs and wholesale store	Pesticide and their containers not stored in same room with food, or medicine, or in inhabited spaces; return empty pesticide containers to FSC	track record of obsolete pesticides and used pesticide container disposal	Continuous follow up and quarterly reporting	5K
		2.Avoid reuse of agrochemical containers by returning to chemical store	FSCs and wholesale store	Controlled, non-public access of used containers	record of used pesticide containers, track record of disposal	Continuous follow up and quarterly reporting	3K

<p>5. Facilitate access to improved seeds</p>	<p>Poor handling and storage of seeds may result in loss of seed viability</p>	<p>Training/ refresh staff of the FSC on standard seed storage and handling; conduct simple seed germination tests</p>	<p>CFSP Environmental and extension specialists, FSC and wholesale stores</p>	<p>Number of staff trained on seed storage and handling; seed viability and quality test</p>	<p>Training records; curriculum review; customer interview</p>	<p>Continuous follow up and quarterly reporting</p>	<p>10K</p>
	<p>Indigenous germplasm may be replaced by a smaller range of new varieties of seeds resulting in loss of biodiversity. Improved seeds may increase productivity and reduce need for pesticides; however, improved seeds may require more water and fertilizer.</p> <p>Introduced exotic species may spread diseases, out-compete native species for resources, become feral, act as predators or pests, or interbreed with native species.</p>	<p>1. It is widely accepted that introducing a non-native species to a new ecosystem must be done with great care. Quarantine laws are set up to avoid the potential adverse consequences of such an introduction. Observe law of the country and of the EPA regarding introduction of new germplasm to the country.</p> <p>2. The seed supply system will: 1) ensure appropriateness for the agro-climatic zone to which they are being introduced; 2) avoid introducing exotic invasive species; and 3) avoid providing or promoting genetically modified organisms (GMOs). This requires identifying and mitigating any potential direct adverse impacts on the physical environment and human health and safety (such as due to aflatoxin contamination) arising from distribution of free seeds. Lastly, non-native plants will not be introduced into protected areas.</p>	<p>CFSP Environmental specialist, and extension specialist, FSC agronomist and veterinarian</p>	<p>Seed certification</p> <p>Suitability of the seeds to the agro-climatic region</p> <p>Visual inspection of seed store and farms</p>	<p>Seed documentation; Stock records</p>	<p>Continuous follow up and quarterly reporting</p>	<p>5K</p>
<p>6. Facilitate access to fertilizers</p>	<p>The use of fertilizers poses a number of potential impacts, principally related to long-term health of soils, and to water quality. Excessive application of nutrients over time can cause</p>	<p>Monitor store inventories to ensure products are appropriately packaged and stored</p> <p>Make copies of MSDS available for reference at each FSC</p> <p>For introduction and dissemination of</p>	<p>CFSP Environmental specialist, Extension specialist and FSC agronomist and veterinarian</p>	<p>Stock records up-to-date; adequate storage space; no leaks observed; dry floors</p> <p>MSDSs onsite; no leaks observed; dry floors</p> <p>Number of people trained</p>	<p>Procurement records;</p> <p>Visual inspection,</p> <p>Inventory audit;</p> <p>Field visits to farms</p>	<p>Continuous follow up and quarterly reporting</p>	<p>15K</p>

	<p>pollution. Such losses may occur when nutrients run off the land caused by heavy rainfall, are leached through the soil, beyond the root zone, eventually reaching the groundwater, or escape into the atmosphere</p>	<p>fertilizers training should be provided in product knowledge regarding best management practices for soil fertility and health. Here is a summary of best management practices for soil fertility and health.</p> <ol style="list-style-type: none"> 1. Integrated Soil Fertility Management (ISFM) – the use of both organic and inorganic sources of nutrients rather than either alone; 2. The use of legume cover crops (plus phosphorous) and green manures by fallow rotation or intercropping; 3. Agroforestry practices – in addition to soil conservation and production benefits, agroforestry cycles nutrients from within the soil profile; 4. The use of conservation tillage rather than deep plowing (although conservation tillage can be harmful for production systems in certain regions); 5. Use farm site manures and household wastes, with or without composting; Refer to fertilizer information sheet http://www.encapafrica.org/egssa/a/AFR_Fertilizer_Factsheet_Jun04.pdf 		<p>on sustainable farming</p> <p>Proportion of farmers using integrated soil fertility management and conservation tillage</p>	<p>Interview customer farmers</p>		
<p>7. Promote FSC-led farmer outreach activities and trainings</p>	<p>Unprotected people may handle agrochemicals, accidental spillage or fumes during display; unforeseen impacts may</p>	<p>1.Ensure use of safety procedures and personal protection during demonstration and training/ refresher</p>	<p>CFSP Environmental and extension specialists</p>	<p>Check procedures being followed;</p> <p>Number and type of safety equipment made available and used</p>	<p>Procurement record;</p> <p>Visual inspection;</p>	<p>Continuous follow up and quarterly reporting</p>	<p>5K</p>

	encounter during field day or demonstration	2. Carry out environmental monitoring and reporting over the life of the project	CFSP Environmental specialist	Visual observation and reporting	Records, Audits and interviews	Continuous follow up and quarterly reporting	5K
	Difficulty of reading and understanding may result in unsafe handling and storage of chemicals	Make pesticide guideline translated into local languages	CFSP Environmental specialist, FSC and wholesale stores	Local-language leaflets and posters on pesticide guideline	Records, Documents, Interview	Continuous follow up and quarterly reporting	15K
8. Promote environmental responsibility at the wholesaler and FSC levels	1. Faulty site selection and business engagement may cause harmful effects	Apply environmentally sound site selection process	CFSP Grant application review	Review project documents	Review documents, observations	Continuous follow up and quarterly reporting	2K
	2. Ignorance of the environmental consequences of the business	1. Incorporate environmental mitigation plans into project design	CFSP Grant application review	Selection criteria Environmental mitigation plan submitted	Records, documents	Continuous follow up and quarterly reporting	5K
		2. Provide training/ refreshers on safer use, storage, transport and disposal of agrochemicals	CFSP Environmental and extension specialists, FSC and wholesale stores	Number of staff trained on pesticide safety and applying safer handling, transport and disposal	Training curricula, Inspection reports, waste disposal records	Continuous follow up and quarterly reporting	10K
	3. Use of herbicides and pesticides and may expose the environment to impacts due to climate change (soil erosion, reduced animal and plant diversity)	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	FSC and CFSP Environmental specialist	Productivity increases; diversity of insects and plants, inspect soil erosion; training/ refresher curriculum and	Production record, attendance records, Interviews and on site visits on use of improved production	Continuous follow up and quarterly reporting	10K
	4. Limited awareness about the environmental effects of agrochemicals	Develop and implement a training plan for pesticide safer practices and IPM	CFSP Environmental and extension specialists	Number of people trained on safer use practices and IPM as recommended in the PERSUAP Number of customers applying IPM	Training curriculum, Field visits and interview	Continuous follow up and quarterly reporting	10K

	5. Heavy utilization/dependence on pesticides may result in pesticide-resistant pests	Promote IPM as preferred means to sustainable crop protection; train users of PPP on techniques to use or follow to manage occurrence of resistance	CFSP Environmental specialist	Number of farmers using cultural practices and other methods to ward off pests, Number of trainees applying IPM and using PPP	Curriculum review, field inspection, company records, photographs	Continuous follow up and quarterly reporting	10K
	6. Increased susceptibility to climate change mediated impacts	1. 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)	CFSP Extension specialist, FSC agronomist and veterinarian	Number of farmers practicing improved farming systems	Records; Field inspection and interview with farmers	Continuous follow up and quarterly reporting	5K
		2. 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	CFSP Extension specialist, FSC agronomist and veterinarian	Number of customers who practicing conservation and climate change mitigation practices	Training records; field visits and interviews	Continuous follow up and quarterly reporting	10K
9. Social and labor practice concerns	Few women in management position and not direct beneficiaries	Maximize women's involvement in all aspect of the agriculture value chains	CFSP Chief of Party	Award at least one FSC grant to a female entrepreneur	Records and interviews	Continuous follow up and quarterly reporting	5K
		Engage women as project staff members and leaders in farmer outreach efforts; encourage women to participate in the FSC business plan competition	CFSP Outreach and marketing specialist	Percentage of female trainees and FSC clients	Records, Reports and customer interviews	Continuous follow up and quarterly reporting	10K
		Improve women's access to credit for purchase of necessary farm inputs and agro-retail inventories	CFSP Financial specialist	Percentage of female trainees, FSC owners, customers and beneficiaries	Reports; baseline data, monitoring and evaluation data; field inspection and interview	Continuous follow up and quarterly reporting	5K
	Child or minor labor practices are common in agricultural field work	Encourage prohibition of child labor in agriculture	CFSP Extension specialist, FSC agronomist and veterinarian	Field inspection: Absence of children onsite in labor	Records, interview and field inspection	Continuous follow up and quarterly reporting	2K

G. MONITORING AND REPORTING

The AOTR of this project, in consultation with the Mission Environmental Officer and the implementing partner will actively monitor and evaluate whether environmental consequences unforeseen under activities are covered by this EMMP. Quarterly updates shall be included into the regular updates.

All parties receiving direct funds from this project will complete an annual *environmental mitigation and monitoring report* (EMMR) for all activities classified as a Negative Determination with Conditions as described herein, unless specified otherwise.

The annual EMMR is to ensure programmatic compliance with 22 CFR 216 by documenting that the conditions specified in this ERR have been met for all activities carried out. This reporting should be incorporated into pertinent quarterly or annual reports.

Annex 1. ENVIRONMENTAL MONITORING AND MITIGATION REPORT (EMMR)

Environmental Verification Form

USAID/Ethiopia Award Name: _____

Name of Prime Implementing Organization: _____

Name of Sub-awardee Organization (if this EMMR is for a sub): _____

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

Date of Screening: _____

Funding Period for this award: FY _____ FY _____

Current FY Resource Levels: FY _____

This report prepared by:

Name: _____ Date: _____

Date of Previous EMMR for this organization (if any) _____

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		
2	Micro credit, loans, MFIs and micro enterprises; loan guarantees, DCAs		
3	Biotechnology		
4	Fertilizers, pesticides, new agricultural productivity technologies, planting materials, seeds and construction	X	
5	Water, Sanitation and Hygiene Activities		
6	Sub-grants		
7	Other activities that are not covered by the above categories		

ENVIRONMENTAL MONITORING AND MITIGATION REPORT (EMMR) Form

List of Proposed Mitigation Measures	Status of Mitigative Measures	Any outstanding issues relating to required conditions	Remarks
1. Building Farm Service Centers (FSC) and Wholesale Cooperative			
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.			
1.2. Construct chemical store down slope from all water sources, 100 meters away from water wells and 150 meters away from water bodies			
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			
1.4. Install emergency facilities: fire extinguisher, eye-wash stations, toilets and rest areas, emergency exits, first aid equipment			
1.5. Other, specify			
2. FSCs and Wholesale Cooperative Staff			
2.1. Employ professional staff with good experience of handling agrochemicals			
2.2. Provide skills training/ refreshers on pesticide handling and 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			

3. Transport, Handle and Store Agrochemicals			
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			
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			
3.4. Monitor store inventories to ensure all products are appropriately packaged and stored; avoid returning opened and used chemicals			
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			
3.6. For all FSCs, introduce pesticide record-keeping concepts and tools or following up			
3.7. Monitor store inventories to ensure products conform to the USAID's approved PERSUAP and regulatory authority in Ethiopia			
3.8. Monitor store inventories to ensure products are not counterfeit or adulterated			
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			
3.10. Conduct environmental responsibility and worker safety training for FSC personnel			
3.11. Use an environmental mitigation plan into each FSC grant project; follow storage and safety regulations prescribed by regulatory authority and manufacturers			

3.12. Make arrangements that pesticide supplying companies present the use and handling of their products			
3.13. Ensure technical assistance and training/ refresher comply to USAID-approved PERSUAP			
3.14. Dispose obsolete/ expired pesticides and used containers per USAID-approved PERSUAP			
3.15. Avoid reuse of agrochemical containers by returning to chemical store			
3.16. Training/ refresh staff of the FSC on standard seed storage and handling			
3.17. Monitor store inventories to ensure products are appropriately packaged and stored			
3.18. Make copies of MSDS available for reference at each FSC			
3.19. Other, specify			
4. Outreach, Trainings, and Refreshers			
4.1. Ensure use of safety procedures and personal protection during demonstration and training/ refresher			
4.2. Carry out environmental monitoring and reporting over the life of the project			
4.3. Make pesticide guideline translated into local languages			
4.4. Other, specify			
5. Environmental Responsibility			
5.1. Apply environmentally sound site selection process			
5.2. Incorporate environmental mitigation plans into project design			

5.3. Provide training/ refreshers on safer use, storage, transport and disposal of agrochemicals			
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			
5.5. Develop and implement a training plan for pesticide safer practices and IPM			
5.6. Promote IPM as preferred means to sustainable crop protection			
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)			
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			
6. Social and Labour Practice Concerns			
6.1 Maximize women's involvement in all aspect of the agriculture value chains			
6.2. Engage women as project staff members and leaders in farmer outreach efforts; encourage women to participate in the FSC business plan competition			
6.3. Improve women's access to credit for purchase of necessary farm inputs and agro-retail inventories			
6.4. Encourage prohibition of child labor in agriculture			
6.5. Other, specify			



USAID
FROM THE AMERICAN PEOPLE



**GENDER ASSESSMENT FOR COMMERCIAL FARM
SERVICE PROGRAM**
Award No.: AID-663-A-12-00010
JANUARY 2013

Submitted to:
CNFA Ethiopia

Prepared by:
Dana Smith, CFSP Program Officer, CNFA

The authors' views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development (USAID) or the United States Government

Table of Contents

Introduction	3
Background	3
Methodology	5
Practices and Participation	7
<i>Constraints</i>	<i>7</i>
<i>Opportunities for CFSP</i>	<i>10</i>
Access to Assets	10
<i>Constraints</i>	<i>10</i>
<i>Opportunities for CFSP</i>	<i>11</i>
Beliefs and Perceptions	12
<i>Constraints</i>	<i>12</i>
<i>Opportunities for CFSP</i>	<i>13</i>
Laws, Policies, Institutions	13
<i>Constraints</i>	<i>13</i>
<i>Opportunities for CFSP</i>	<i>14</i>
Conclusions	14
Recommendation	14
Annex 1- Assessment Participants	17
Annex 2- Gender Questionnaire	21
Annex 3- Rapid Assessment Tool	28

Introduction

The goal of the CNFA's Commercial Farm Service Program (CFSP), funded by USAID, is to improve the productivity, food security, and incomes of Ethiopian smallholder farmers through the development of agricultural input supply Farm Service Centers (FSCs) following a standardized brand and model. During the two-year pilot phase of the program, CFSP will develop six FSCs in the Oromia Region of Ethiopia in order to demonstrate the efficacy of these large-scale input supply stores that will provide communities with access to brand-name, high-quality inputs and training services. In addition, these stores will support output marketing efforts and access to market price information to support farmers in sound business decision-making. Finally, the six FSCs will form a wholesale buying apex organization in order to support the inventory needs of the stores.

Integrated into all aspects of the initial stages of FSC development is the understanding that supporting women farmers is a critical aspect of any agricultural development program. In light of this, CNFA fielded Program Officer Dana Smith to the town of Shashemane from January 28 to February 1, 2013 to gather firsthand information on key constraints to women's participation in agricultural production via a mini gender assessment. This understanding will assist CFSP in targeting women as entrepreneurs to participate in the program and in devising strategies to ensure that the FSCs are able to reach women farmers with products and training.

Note on the definition of Gender:

Sex refers to the physical characteristics that categorize an individual as a man or a woman.

Gender refers to the social aspects, roles and relationships, that are associated with being a man or a woman. These are norms that are in constant flux and specific to a geographic area or heritage.

Background

Over 45% of individuals who are economically active in Ethiopian agriculture are women¹. Additionally, many women cultivate family farms for home consumption. Despite this heavy involvement in agricultural production, women are disadvantaged in accessing the training and inputs necessary to increase their yields.

¹ FAO *The State of Food and Agriculture* (2010-11)

In Ethiopian society, highly divided gender roles persist. As in much of Africa, Ethiopian men typically do the ploughing while the women transport farm inputs to field, do the weeding and harvesting, prepare storage containers and tend to home gardens, small livestock, and poultry, in addition to childcare, water collection for household use, and cooking. Although women participate in the production of all types of crops, crop marketing is divided along gendered lines, with women engaging in production and sales of fruits and vegetables, while men handle the marketing of—and therefore control incomes from— staple crops and cash crops such as coffee. Ethiopian law stipulates equal land rights to both genders, though this rarely translates to reality and often men retain holdings of land². In turn, lack of land and therefore collateral can hinder women’s ability to access credit. This limit in access to farmland can also be an instigator for women to enter into non-farm businesses. However, barriers to entry in business remain high with women often having less access to market information, training, and support services than men³.

The primary investigation for this assessment was conducted in Shashemane, the capital town of the West Arsi Zone within Oromia Region. West Arsi Zone is 12,556 km² in size and consists of 14 woredas (districts). This area has been identified by CFSP staff as having high potential for the establishment of a FSC due to its proximity to the Agricultural Growth Project (AGP) woredas and the surrounding communities’ high agricultural production potential⁴.



Members of the Jhlala Women's Association providing food for the CFSP gender assessment team

Within Oromia Region, agriculture remains a primary livelihood for the vast majority of the population. Primary crops within the region are maize, teff, barley, wheat, and a variety of vegetables. This region accounts for 51% of Ethiopia’s total agricultural production and 44% of its livestock herd. In many areas livestock production is coupled with agricultural production to supplement both family nutrition and income. Cattle and goats are frequently used in the community and traded as an important economic asset and a primary source of food⁵.

² Mogues et al *Agricultural Extension in Ethiopia through a Gender and Governance Lens* (2009)

³ World Bank *Sustainable Support Systems for rural women entrepreneurs* (2011)

⁴ Agricultural Growth Project is the Government of Ethiopia’s work increase agricultural growth- financing for the project is provided by the World Bank and other development partners.

⁵ Oromia Regional Profile (<http://www.pcdp.gov.et/Oromiya%20Regional%20Profile.pdf>)

Methodology

Prior to the implementation of the assessment, CFSP developed a questionnaire to review the four categories outlined in the USAID Gender Dimensions Framework:

- Practices and Participation
- Access to Assets
- Beliefs and Perceptions
- Laws, Policies, and Participation⁶

Specific questions examined gender-based differences in crop production, market sales, and control over assets (Annex 2). While the questionnaire was originally intended to be administered individually and provide quantitative data, women were found to be more willing to speak and discuss these issues in a group setting, making it difficult to provoke individual responses to the questions posed. Therefore, the questionnaire was used primarily to guide and inform focus group discussions and provide qualitative rather than quantitative data. At any rate, this assessment was not designed to produce statistically significant results but rather to inform and guide the implementation of CFSP. Focus group discussions, key informant interviews, and a review of Feed the Future program baseline reports looking at similar key gender issues enabled the writer to obtain substantial information, draw a number of conclusions, and provide recommendations.

In coordination with contacts at the West Arsi Zone Bureau of Agriculture, several women's associations in the Shashemane area were identified to participate in the survey and discussion. These groups were selected based solely on the recommendations of contacts within the Bureau of Agriculture. As CFSP is in the start-up phase of the program, this was deemed as an appropriate way to most effectively talk to as many women in the community as possible within a short period of time. Additional inputs that proved valuable in the following analysis were: the contacts at the Bureau of Agriculture and potential partners for the FSC development, which included both local Unions and agrodealers in the community.

Gender Based Constraints (GbCs) are limits imposed on men or women based on their access to resources or opportunities due to their gender roles and responsibilities in the home and community

In the evaluation of the focus group discussions and key witness interviews, the writer employed the Gender Dimensions Framework and utilized the tools provided in the document "Promoting Gender Equitable Opportunities in Agriculture Value Chains" to tease out gender based constraints (GbCs) experienced by women in the communities studied. The study

⁶ USAID "Promoting Gender Equitable Opportunities in Agricultural Value Chains" Developed by the Greater Access to Trade Expansion (GATE) Project under the Women in Development IQC, Contract No. GEW-1-00-02-00018-00, Task Order No. 02

followed the step-by-step process of integrating gender issues into value chain development projects, beginning with a mapping process to identify gender roles and relations, a translation of these inequalities into statements of GbCs, an assessment of the consequences of GbCs and the provision of recommendations supporting the removal of the GbCs for action within CFSP⁷.

Based on the observed constraints within the community and knowledge of the project goals and implementation approaches, the writer made a series of recommendations to support the inclusion of women in all aspects of FSC development. It is hoped that these recommendations can be utilized in both the observed community and all six FSCs in this pilot program. In addition, a rapid assessment tool is provided in Annex 3 to support program staff in engaging in further discussion with other communities about how best to reduce GbCs through CFSP and support women as their role in the formal agricultural sector increases.

Based on the background research and CNFA's approach to women's empowerment and gender equality in agricultural development, this assessment was instigated with several key assumptions already in place: that it was a priority to integrate women into this development program, that empowering women would support the overall production capability of the community, and that increased production capability for the women would lead to increased food security for their families and communities.



CNFA staff member Gemechu Berhanu discussing gender issues with the Kofalee Women's Association

The Gender Dimensions Framework examines four intersecting aspects of society. Observations were taken for all aspects and statements of the GbCs were made. Below are the key observations obtained during the gender assessment.

⁷ *ibid.*

Practices and Participation

Cultural norms and biases based on gendered roles of production, family management, and everyday interactions can define men and women's abilities to engage in a variety of tasks. These norms are often subtle and so deeply integrated into a community's way of life that they are not even viewed as restrictive. However, by identifying constraints placed on women we are able to envision ways in which to begin to overhaul those biases to promote a more equitable society.

Constraints

Time

In the areas surrounding Shashemane, women are involved in a variety of activities such as tending the fields, taking care of the home, and being the primary caretakers of the family. These activities can be time-consuming and leave little left of a day for the women to engage in activities for their personal benefit. Based on interviews with key informants, men tend to have more idle time during the day to engage in social activities, which often includes drinking coffee and chewing *khat*, a local stimulant drug. The short time period of the assessment and the brevity of visits with interviewees did not allow for a detailed time allocation study; however, it is clear that time poverty is a constraint to women farmers.

Mobility

Issues of mobility varied between the communities that participated in the discussions. The women who were organized into savings and loans associations seemed to have more direct access to a variety of locations that are generally reserved for men, such as local agrodealer shops. These women understood that there were cultural biases against this behavior, but were able to overcome some of the stigma in order to purchase needed goods. Nevertheless, women expressed enthusiasm when presented with the idea of having easier access to inputs through mobile trading units or sales at field days and demonstrations.

All women participants expressed a lack of desire to travel to certain places, such as the livestock markets. Many women explained that this was because they knew their husbands would receive feedback from the community presenting them in a negative light and chiding the husbands for letting their wives engage in an activity that was their "manly" duty. In addition, women felt that they would inevitably be cheated for prices based on their sex.

Safety issues—particularly during the evening and night—is another critical constraint to women's mobility, but were not discussed in detail as a result of time constraints.

Labor Participation

Rural Ethiopian communities maintain highly divided gender roles in agricultural production. Men are involved in the land preparation practices, negotiations and sales, agricultural decision-making, and direct control of household assets. Women are involved in upkeep of the home, which includes purchase of all goods for the home and family, and general care of the family. On the purely agricultural side, men are involved in land preparation practices such as ploughing, making crop decisions, purchase and application of inputs, and sales of goods. The women are involved in the upkeep practices of crops: seeding, weeding, and harvest.

Participation in Cooperatives and Associations

The primary individuals involved in this assessment were groups of women in savings and loans associations. Therefore, all respondents were inevitably involved in an association by nature of participation in the discussion. However, an important distinction should be drawn between the savings and loans associations that these women took part in and the cooperatives that are so heavily integrated into Ethiopian agricultural practice. According to *Cooperative Societies Proclamation No. 147/1998*, voluntary groups of individuals work in organization “to solve their economic and social problems and to democratically manage same.” The law further states that there should be no discriminatory practices within cooperative organizations that that all laws and policies apply equally to men and women⁸. However, in practice cooperatives and unions are predominantly male dominated. According to the Agricultural Cooperatives Sector Development Strategy 2012-2016, the development of the cooperative sector is a primary governmental goal in achieving middle-income status by 2025. This strategy acknowledges that women are currently underrepresented in Ethiopian cooperatives and mentions that the Cooperative Proclamation 147/98 could be strengthened by “defining non-legal aspects of cooperative policy, such as the role of women and youth.” The document further indicates that cooperatives should make efforts to have “good gender practices,” which include percentage of women in leadership roles and provision of services and technologies that benefit both men and women⁹. Based on the severe gender disparities observed at the community level in Ethiopia, something more than a footnote on what “good gender practices” are seems warranted.

It is clear from conversations with both respondents at the community level and key witness interviews that women are still largely disempowered within the existing cooperative structure. In a recent study conducted by IFPRI (yet unpublished), out of

⁸ Ethiopia Proclamation No 147/1998 “A Proclamation to Provide for the Establishment of Cooperative Societies”

⁹ Issued by the Federal Democratic Republic of Ethiopia Ministry of Agriculture, The Federal Democratic Republic of Ethiopia Cooperative Agency and the Ethiopian Agricultural Transformation Agency

1117 households in eight woredas throughout the country, only 6% of the women are cooperative members, comprising 20% of the total cooperative membership¹⁰.

The Uta Wayu Multipurpose Coop. Union in Shashemane claimed to have a membership of over 30 percent women, but that was a rough estimate not validated by documentation. In addition, out of 11 board members, only one is a woman. According to Union management, the key issues are that women “do not see the benefits” of participation in the cooperatives and are “unwilling” to leave their homes to participate in cooperative meetings and activities. During this same meeting, men expressed their desire to increase women’s participation in cooperative activities and said that were openly encouraging men to ask their wives to join. However, women’s barriers to entry are significantly more profound than these statements would suggest. First, women seeking to join cooperatives are required purchase shares in addition to those of their husbands, which can be cost prohibitive in a community where savings appear largely non-existent. Many households view one household member’s participation as sufficient (as the household’s marketable surplus can be marketed through the cooperative, no matter who produced it, as long as one household member is a member of the cooperative) and therefore hesitate to incur the cost of additional shares. Additionally, issues of time and mobility can disproportionately affect women’s ability to participate based on the constraints listed above. What the men deemed women’s “unwillingness” to leave their homes to participate in cooperative activities more likely reflects women’s heavy workloads and responsibilities for child care, cooking, firewood and water collection, agricultural production, and other household activities. Finally, the high GbCs between men and women mean that even if more women were members of cooperatives, they likely would not have as active of a voice in decision-making and participation.



Member of the Jhlala Women's Association showing of the list of children supported in schooling through their programs

As a result of these constraints, women typically create their own groups or associations rather than seeking to join male-dominated cooperatives. Like cooperatives, these groups are organized around democratic principles and solicit participation from all members in the form of daily dues to central savings and credit funds. However, they are not registered as “cooperatives” but rather “associations”.

¹⁰ Thomas Woldu Assefa and Fanaye Tadesse, “Women’s Participation in Agricultural Cooperatives in Ethiopia,” International Food Policy Research Institute, Ethiopian Strategy Support Program, January 2012

Opportunities for CFSP

A key finding of this study was that the women that were members of associations were empowered by nature of their organizational capacity. By working in groups to save capital and in turn purchase implements for production and other resources, these women have lifted some of the traditional constraints to their participation within the more formal agricultural sector. For example, traditionally women have not participated in land preparation practices that use heavy implements, such as ploughing. One woman respondent to the questionnaire had allowed her land to be sharecropped as she no longer had a husband and could therefore not adequately prepare her land for planting. On the other hand, the Women's Group #2 (Annex 1) had held field days to teach women how to use a plough pulled by an ox. These women were efficiently organized and had worked to generate savings and implement programs to support their community. By working together, they were able to do things for which cultural bias stood against them and thereby create a space for themselves and their families to flourish.

Within the category of practices and participation, there lies a critical opportunity for CFSP to take concrete steps to address the GbCs faced by women, and particularly to account for women's needs with respect to their time and mobility. In order to target women as grant scheme participants, CFSP should conduct community outreach in ways that can reach women, e.g. targeting particular times of day when women are available (rather than meal preparation times), and targeting locations where women are present (rather than livestock markets). In addition, as FSCs seek to target women as clients for their products and services, it will be critical to have trainings, and perhaps even mobile sales of products, within the kebeles to enable women's access to them.

Access to Assets

Access to the instruments of productivity is essential, particularly in agriculture, to the ability to scale, improve, and grow. In rural areas of Ethiopia surveyed, the overall perception was that women are not entitled to the same levels of access to assets as men. This was due to the overall perception that men were the key players in any aspect of farming or economic life.

Constraints

Land

Although Ethiopian law allows for both men and women to hold title to land, based on cultural norms, land is an asset generally held in the husband's name. According to Article 40 of the 1995 Constitution of Ethiopia, the name on a title for land does not constitute ownership, it is merely "holding" right. All explicit ownership is by the state

and the people of Ethiopia¹¹. The cultural norm is that land holding will be in the man or husband's name. Rural smallholder farmers interviewed for this study indicated that women who have their names associated with the lease for the land on which they live are either widows or one of multiple wives. In the latter case, the men allow the land to be in the wives' names in order to distinguish what proportion of his property is for her and her children. The only women interviewed in this survey that owned land or a business were widows. It was only in this case that women were deemed allowable by society to participate in the market as a man would.

Information and extension services

The baseline assessment conducted by The Agricultural Growth Program-Agribusiness and Market Development (AGP- AMDe) Program funded by USAID under the Feed the Future initiative found that in the targeted regions of Oromia, Amhara, Tigray and Southern Nations, Nationalities and Peoples (SNNP), men have greater access to information and fertilizer than women. Breaking this information down by sources, men report obtaining most of their agricultural information from extension officers, while women report getting the majority of their information from friends or relatives. Although women were found to have some access extension agents, it was at a lower rate than men¹². Interviews within the community surveyed revealed that men are still perceived as the primary farmers and thus in outreach, they will be the ones that are inevitably reached.

Access to education

In order for a smallholder farmer to expand his or her business and determine what combination of crops is the most profitable, basic literacy skills are highly useful. In Ethiopia, there is a disparity between men and women in education as evidenced by literacy rates. Over the age of 15, 28.9% of women are literate whereas nearly half (49.1%) of men are¹³. Furthermore, a variety of factors disproportionately affect girls in continuing their education. These factors include child marriages, the resultant pregnancies, and duties assigned to women and girls that are highly time consuming, such as care of young children and fetching water.

Opportunities for CFSP

In term of limits to assets, CFSP is most readily positioned to address the problem of access to agricultural information. Agricultural training is built into the scope of planned activities for the FSCs. Knowing that women are not accessing information from primary

¹¹ Nega et al., Current Land Policy Issues in Ethiopia. Ethiopian Economic Policy Research Institute, FAO Corporate Document Repository, 2001.

¹² Baseline report AGP-AMDe implemented by ACIDI/VOCA, Draft by Kimetrica, July 2013

¹³ UNESCO Institute for Statistics, 2007 data,

(http://stats.uis.unesco.org/unesco/TableViewer/document.aspx?ReportId=124&IF_Language=eng&BR_Country=2300&BR_Region=40540).

sources should lead program staff to gear trainings directly to women, for instance by providing women-only trainings and organizing sessions in locations and at times of day that enable women to attend in light of their time and mobility constraints.

Beliefs and Perceptions

Beliefs about acceptable roles and responsibilities are often deeply ingrained into a society's group consciousness. These beliefs are often reinforced by what is seen and heard by community members and are impressed upon the children. Hence understanding the core beliefs of a community is a key to instigating change.

Constraints

Beliefs about men and women as economic actors

During focus group discussions, women in the community of Shashemane repeatedly reported that men were the primary decision makers. Women reiterated how men were in control of the fields and household income. Yet they made these statements while sitting in the building owned by the women's association. These women were purchasing livestock and land and buildings on their own. In the midst of undermining it, their continued rhetoric was that of male dominance.

Furthermore, there is a prevailing belief that women are better savers of income than men and better able to handle finances. However, this is not being translated into women being able to better access credit, largely due to the widespread belief that women are not economic actors but tenders of the home and family. This belief hinders their ability to make their own sales and earn income.

Beliefs about men and women as cooperative members

In a recent study conducted by the International Food Policy Research Institute, when cooperative leaders were asked if they thought it would be beneficial to have women participate in cooperatives, nearly all agreed¹⁴. These respondents explained that having more women involved would help increase their available capital. This finding was supported in the current survey when male leadership of a union stated that they were working to have more women involved in the program which would also help to increase the group's capital. Yet, despite this there seems to be little increase in the actual numbers of women participating in the formal cooperative system¹⁵.

¹⁴ Thomas Woldu Assefa and Fanaye Tadesse, "Women's Participation in Agricultural Cooperatives in Ethiopia," International Food Policy Research Institute, Ethiopian Strategy Support Program, January 2012

¹⁵ *ibid.*

Beliefs about appropriate work

Cultural barriers to women's engagement in a variety of tasks within the community persist. There is an overriding belief in the community that men are and should be the primary decision-makers, which in turn translates to the men being the ones to take the crops to market. When men make the sales transactions, they are the ones who receive the cash, which makes them the primary decision-makers about household expenditures. Yet women are the primary decision makers regarding the house and home. When asked if men were responsible for buying small goods for the home and family, women laughed and stated that men didn't even know what was being bought for the home. How then were they getting the funds for this? The women interviewed said that they ask for small sums of money in order to buy goods. Women also sell small volumes of their own produce—vegetable crops, honey or butter—in order to buy needed goods such as sugar or school supplies for the children.

Beliefs about legal rights

Within the community surveyed, there exists a strong cultural bias against women's ability to make land use decisions, purchase inputs, and manage crop sales. These women are equally entitled under the law to take part in these activities, but the overriding cultural barriers seem to be the primary hindrance and what they believed the law stated or didn't state was of little importance.

Opportunities for CFSP

The women who took part in this assessment understood that they were being faced with restrictive gender barriers within their community. These women spoke openly about their understanding of how things could be different. In an oft-repeated sentiment, one woman stated, “if we were able to make decisions about the crops that went in the ground, our families would be better off because we know what is needed.” These women were challenging the common perceptions with their ability to organize, save, and acquire assets outside of their homes. Through cooperation, they were beginning to break down the barriers that had previously limiting their ability to engage as economic actors.

Laws, Policies, Institutions

Beyond social thought patterns lies the legal framework of a society. This sets a baseline for women's ability to maintain and control assets and operate as economic actors. Often, laws, policies, and institutions can change well before the social patterns that they help to establish and reinforce.

Constraints

According to Article 35 of the Ethiopian Constitution, women are entitled to full and equal rights with men, including women's right to acquire, administer, and control land

and property; equal rights in marriage; rights to eliminate the influence of harmful traditions and customs; and rights to access to education¹⁶.

Opportunities for CFSP

There exists significant opportunity in knowing that the full force of the law stands behind women's ability to emerge as independent social and economic actors. This knowledge can be relayed in training and outreach and utilized to bolster the argument that women should have increased access to the goods and services provided by the FSCs.

Conclusions

Oromia is the largest regional state within Ethiopia, and therefore the findings of a single week in a single town will inevitably not perfectly translate across the entire country. It is the author's belief that even with the inevitable variations that occur within the exact scope and degree of GbCs experienced by various communities throughout the region, the outcomes and potential points of intervention will be similar.

While this study perhaps left more unanswered questions than not, it does create a road map for a way forward to integrate women as both owners and customers for the FSC model. The CFSP team will continue to ask questions and to integrate women into all aspects of CFSP implementation. Through these measures, the writer and the rest of the implementation team hope that women will benefit from CFSP's work.

Recommendation

Based on a thorough review of both primary and secondary data regarding women's status within rural communities in the Oromia Region of Ethiopia, the writer proposes the following recommendations for CFSP implementation. Recommendations are divided into two categories below: 1) the project's actual FSC development and scouting of initial locations and partnerships, and 2) FSCs' own contribution to women's empowerment through appropriate products and services. The recommendations provided below and should be utilized to the extent possible and modified to meet individual communities' needs.

In Farm Service Center development by CFSP:

- **Target women entrepreneurs:** Findings of this assessment suggest that women will feel more inclined and comfortable engaging in sales and purchases from a woman-owned store. Hence it seems important to explicitly solicit grant applications from female entrepreneurs or groups of women. Due to the time and

¹⁶ Ethiopian Constitution

mobility constraints outlined above, potentially qualified women entrepreneurs may be unable to attend planned CFSP promotional events in towns, and therefore it is critical for CFSP to design smaller promotional events in a variety of rural areas and utilize complementary promotional tools that are accessible to women. CFSP staff must make a concerted effort to locate successful female business owners within the targeted communities when seeking partners/grantees for FSC ownership.

In Farm Service Center implementation:

- Provide access to training: Women respondents in this assessment overwhelmingly stated that they would like to receive training. This fits within the scope of the activities that are planned for FSC development under CFSP, but staff members need to carefully tailor training modalities in order to enable women to fully participate. In particular, the writer recommends that CFSP provide some women-only group trainings and provide trainings at the village level, for short periods, and at times of day (e.g. late afternoon) when women can most easily participate.

Empowering women with increased knowledge of agronomic practices and proper input use will enable them to make more informed decisions on their lands and perhaps be given a greater voice in household decision-making on land use and crop production.

- Link with women's groups already in existence: Working with and through pre-established groups such as women's savings and loans groups will enable FSCs to more easily identify women interested in receiving FSC trainings. This can be achieved by working with other NGOs in the communities that might have already been doing this work and obtaining more information from the relevant government institutions.
- Ensure appropriate location and access: The writer recommends that FSCs take measures to take into account women's relative lack of time and mobility in their activities. In particular, FSCs could:
 - Be more accessible to women by having female ownership or management
 - Enhance women's ability to purchase inputs by conducting sales to women within their villages and communities. This could be accomplished by holding trainings in convenient locations for the women and selling products there by utilizing a mobile sales unit.
 - Provide childcare to enable mothers of young children to attend trainings.
 - Provide trainings in business skills. Overall, women seemed more cautious and risk-adverse than their male counterparts. General business skills

trainings might help them feel more secure in business ventures to grow their capital.

- Engage the men: In order to ensure that all advances made are sustainable, men should be engaged in and aware of the process. FSCs could:
 - Identify male leaders in the community (such as the kebele administration or village elders) to solicit buy-in and support
 - Tailor trainings to have male-female groups before or after dividing into gender separate groups
 - Demonstrate successes to the men, e.g. through field days where women demonstrate new skills of knowledge or through the allocation of some of the FSC-supported demonstration plots for women to care take



Members of the Jhlala Women's Association waving goodbye to the gender assessment team

Annex 1- Assessment Participants

Women Agrodealers in Shashemane

AD #1- This woman received funding from her family to open a veterinary supply store. She has now owned the store for the past 5 years and is doing well with the business. In order for her to be able to sell vet supplies, she has to have a veterinarian on hand in the store therefore she employed a male to serve that roll. She maintains full ownership of the store, and information on her marital status was not obtained.

She attended the CFSP outreach event soliciting applications for the FSCs. To that point she had not applied to the program, citing her lack of operating capital as a constraint. When asked why she did not consider partnering with other women to open a store, she replied that “we women lack the spirit of cooperation that men have.” She went on to say that women are more cautious in their dealings. Even though she had the capital to invest in business expansion, she would have not been willing to participate without more guarantee that the program would actually live up to the promise of the matching grant.

AD #2 - A woman owned two shops side-by-side selling both veterinary and agricultural goods. She too had a male veterinarian in her employment in order to sell the veterinary goods. She has maintained the store for 12 years following the death of her husband who originally owned the store. Her clientele were predominantly men, as she was mostly involved in sales of vet products. She estimated that only about 20% of her clients were women, assuming that only in women headed households would women actually be the ones to purchase inputs.

AD #3- She owns three successful businesses in the heart of Shashemane town: a pharmacy, agrodealer shop, and veterinary supply store. She started the veterinary supply store with her husband, who is now deceased, over 18 years ago. She is the sole owner of all of the businesses and buildings in which they operate. In addition, she also owns a warehouse behind the existing buildings to store goods for sale.

She has received training from Pioneer in sales of chemicals, for which she spent some time in Nairobi. She maintains good connections to the input supplier and is an agent for Pioneer. She is already conducting trainings with farmers in the community in order to demonstrate the efficacy of her products. Though she has not conducted trainings specifically for women farmers, she has found that her client base is more or less equal between the two sexes.

When offered additional trainings by Pioneer in Kenya, she is reluctant to leave her growing business. However, she is excited about the opportunity to apply for the CFS program and expand her business with support here in country.

Cooperative Union

Uta Wayu Multipurpose Coop. Union

During the week-long field assessment, only one cooperative union was met with. They maintained their primary offices in Shashemane, which consisted of several buildings, some land, and a tractor in the yard. They seemed very well financed and are the primary organizing group of the various cooperatives in the area.

The meeting consisted of the chairman of the board and two other gentlemen. When asked about their work with women, we were told that this was the “year of women,” as mandated by the ministry. According to the chairman, the Union was engaged in a campaign to include women in the cooperatives- both as members and management. When asked to elaborate on what the campaign was actually doing to involve women, the chairman replied that men in this community will often have multiple wives and they are encouraging all of them to be included in the cooperatives. Wives are allowed to also be a part of the cooperatives, but they will have to buy shares in addition to their husbands. He estimated that out of their current membership of around 37,000 individuals that 12,000 are women. Though this was an estimate and not pulled from any records.

The chairman stated that they are encouraging women to take part in management roles in the cooperatives, but that it is difficult to make this happen. They currently have 11 board members, one of whom is female. On the cooperative side, the chairman said that women tend to be more involved in smaller organizations below the cooperative level. He believed that this was due to the women wanting to be near the home and family, and not having the time available to participate in the cooperatives, much less the management.

Women’s Savings and Credit Associations

Group #1 Gudina Woleni Women Association

These women have formed a savings and loans group in their community, which was just outside of Shashemane. They have used their savings to secure land and a building to have a small café and bakery. They were provided a grant from an international NGO to purchase the ovens for the bakery, but are unable to use them because of the large amount of energy, and thus costs, they use. In addition, they are bulking goods from the community to sell. Goods were packaged for individual sale, in small 1-5lb bags. Despite their success in getting the land and buildings, they have been unsuccessful in

getting the business up and running. They felt this was due to the fact that they were very far from the main roads and unable to get customers to their café to eat.

Many women sat with us at the start of the questionnaire but when we started talking, the leaders in the discussion emerged and the other women slowly walked away. Three women participated throughout the discussion. One woman in her late 20's married, one woman in her late 30's married, and one woman much older widowed (ages are all estimates).

Group #2- Jhlala Women Association

When we arrived at this group's facilities, we were greeted by around 40 women, though only ten joined us inside one of the many buildings on the grounds to go through the survey. This group was established in 2001 with four women and now has 165 members. The group was originally established with support from the Center for Development Initiatives (CDI)- an Ethiopian NGO based in Addis with an office in Shashemane. The group currently owns land (0.17 hectares), machines, a small shop for goods and supplies, and they have a water spigot to supply drinking water to the community. The women involved in the group grow goods like teff, maize, soybean, and potato. Each member contributes 2 birr/week to the organization, which has them currently in control of over 1.5 million birr in working capital which is stored in a bank account owned by the group.

From this, loans are distributed to members in need of money. They are a predominantly Muslim community and thus do not charge interest on loans. This makes it difficult for them to access loans from the banks as well, because they do not want to be involved in anything that has interest. They also have a chicken farm, milling machine, animal fattening house, and a harvesting machine. CDI has been very involved in their operations and with Save the Children, has helped to supply goods and support the community's children in attending school.

Group #3- Kofalee Women's Association

This group consisted of around ten women, with more coming and leaving throughout the discussion. These women have been provided with some agricultural trainings provided by the government, skills which are used on the hectare of land that they communally farm. The group collects 5 birr from each member per month and they have around 850 birr saved.

This community was deeply entrenched in the established gender norms. The women stated that the men ploughed the land, made the sales of goods, and controlled the resources. When asked if they were legally entitled to own land the women stated "absolutely not." They were unaware that legally they were just as entitled as the men.

These women felt that things would be better for their families and community if they had more decision making power, but acknowledged that this was not the case. They were eager to receive training, particularly on appropriate use of inputs.

Additional Key Informants

Sr. Gender Specialist for AMD program (ACDI/VOCA): Yewubdar Hailu

AMD has encountered issues integrating women into cooperative development programs in country based on the gender barriers for women's participation in these activities. There are great gender divides within agricultural communities and AMD has had difficulty working to integrate women into the management of the cooperative structure. Ms. Hailu stressed that women did not see the benefits in participation in cooperatives and were not aware of leadership opportunities. The program has had success in hosting women-only field days, boasting success in both turn out and participation.

Shemsia Woliye – Family Resource Development Expert – Oromia Bureau of Agriculture- West Arsi Zone, Shashemane

Ms. Woliye proved invaluable to conducting this gender assessment. She worked with the assessment team to organize meetings with women's associations and included additional gender specialists in the work. She provided key information to support findings throughout the assessment.

Annex 2- Gender Questionnaire

Commercial Farm Service Program Questionnaire

Thank you for taking the time to complete this survey. Answers obtained from this will be confidential and your name will not be associated with the information contained herein. We will use the answers from these questions to inform and strengthen the design and implementation of the US Agency for International Development (USAID) funded Commercial Farm Service Program. This program will partner with local business people to create a farm input supply store with the intention of bringing you, the community members, better access to farm supplies and information to help you improve your crop production.

1. What agricultural activities are *you* involved in for your household? Please check all that apply
 - Production of crops for household consumption
 - Preparation of land (plowing, tilling, etc)
 - Planting
 - Weeding
 - Fertilizer application
 - Pest management
 - Harvesting
 - Post-harvest handling
 - Storing
 - Production of Crops on household land for marketing
 - Preparation of land (plowing, tilling, etc)
 - Planting
 - Weeding
 - Fertilizer application
 - Pest management
 - Harvesting
 - Post-harvest handling
 - Storing
 - Selling outputs
 - Production of crops on other land as hired labor
 - Preparation of land (plowing, tilling, etc)
 - Planting
 - Weeding
 - Fertilizer application

- Pest management
- Harvesting
- Post-harvest handling
- Storing

2. Please list the crops cultivated in the past two years on you or your families property:

- For household consumption:

- For household marketing

- For hired labor

3. Please help us fill in the following table:

Please tell us who in your household is responsible for the following tasks:	Male head in household	Female head in household	Both male and female heads together	Not applicable to my household	Other (please explain)
Growing crops for household consumption					
Growing crops produced for market sale					
Purchasing inputs (seeds, fertilizer, pesticides) for your home garden					
Purchasing inputs (seeds, fertilizer, pesticides) for market crops					
Selling crops in local market					
Purchasing goods for household					

use					
Depositing money at the bank					
Receiving funds from sales of crops					
Purchasing food for the household					
Buying or selling major household assets (land, livestock, crops)					

4. Please provide the following information regarding your agricultural purchases

- Who obtains the seed for your household?
 - Male head of household
 - Female head of household
 - Both male and female heads of the household together
 - Other: _____

- Where is this purchased?
 - Ag-store
 - Cooperative
 - Community member
 - Use saved seed

- Who obtains the fertilizer in your household?
 - Male head of household
 - Female head of household
 - Both male and female heads of the household together
 - Fertilizer is not used
 - Other: _____

- Who obtains the pesticides in your household?
 - Male head of household
 - Female head of household
 - Both male and female heads of the household together
 - Pesticides are not used
 - Other: _____

- CNFA will be assisting in the development of an agricultural input supply store in your community. Given the crops that you work with, what types of products would be most beneficial for you to see in these new stores?
 - Seeds
 - Fertilizers
 - Pesticides
 - Small implements/tools
 - Other:_____

- For what specific crops would these inputs be most beneficial to you?

5. Please state whether you agree or disagree with each statement:

- A women should be able to work outside of the home if she wants to
 - Agree
 - Disagree
 - Depends/ Do not know

- A woman should be able to make decisions about which crops to grow
 - Agree
 - Disagree
 - Depends/ Do not know

- A woman should be able to make decisions about selecting agricultural inputs for the home garden
 - Agree
 - Disagree
 - Depends/ Do not know

- A woman should be able to make decisions about selecting agricultural inputs for the market crops
 - Agree
 - Disagree
 - Depends/ Do not know

- In my community men and women have equal decision making power
 - Agree
 - Disagree

- Depends/ Do not know
- I am legally entitled to hold land if I so choose
 - Agree
 - Disagree
 - Depends/ Do not know
- I feel comfortable making purchases in any store in the community
 - Agree
 - Disagree
 - Depends/Do not know
 - If disagree, please explain: -

- There are areas in my community where I feel uncomfortable traveling
 - Agree
 - Disagree
 - Depends/Do not know
 - If agree, please explain: -

6. Please answer the following questions related to association membership

- Are you a member of an association? Yes No
- If “yes,” what kind?
 - Agricultural
 - Women’s Group
 - Financial
 - Business/Trade
 - Other: _____
- If “no,” why?
 - Lack of free time
 - Distance
 - Difficulty traveling alone to meetings
 - No interest

○ Other: _____

7. Have you ever participated in agricultural extension training?

- Yes
- No
 - If “yes,” what were the topics:
 - Land preparation
 - Agricultural Input Use: General Instruction
 - Agricultural Input Use: Health and Safety
 - Agricultural Input Use: Environmental Issues
 - Integrated Pest Management
 - Harvesting
 - Post-harvest handling

8. If trainings were to be offered in your community, what would you be most interested in learning?

- Land preparation
- Agricultural Input Use: General Instruction
- Agricultural Input Use: Health and Safety
- Agricultural Input Use: Environmental Issues
- Integrated Pest Management
- Harvesting
- Post-harvest handling

9. Have you ever obtained a loan?

- Yes
- No

Interview Information

Date of Interview	
Woreda	
Kebele	

Respondent Information/Household Information

Respondent’s Name	
Respondent’s Sex	
How long have you lived in this Kebele?	
How many years of school have you completed?	
When did you complete your last year of	

schooling?	
Family Structure*	
How many individuals live in your family unit?	

- * (1) Dual headed household- both a male and female head of household
- (2) Male head of household *only*
- (3) Female head of household *only*

Annex 3- Rapid Assessment Tool

Farm Service Centers will be established in a variety of communities throughout Ethiopia. The worksheet below has been developed to assist CFSP staff in thinking through appropriate measures for each community to target women through products and trainings provided by the FSCs.

What are the ongoing programs in the community that reach women farmers?

Organization	Program	Length of Program	Contact Information

* By understanding what other programs are currently operating in an area, CFSP will be able to capitalize upon efforts already being made by other organizations. These are the programs that the FSCs will be able to open up training rooms and advertisement space (flyers and brochures) to.

What are the primary crops that women are currently farming?

What are the value added products that women are currently making?

What are the crops that women are prohibited from farming?

What are the services, trainings, or products that would be particularly beneficial to women farmers?

Project Inventory

CNFA / CFSP

As of April 26, 2013

Serial #	Date		Source of Funding	Item Description	Category	Cost	Cost	Model/S.No./Made	Code	Location	Remarks
	Purchased	Received from			Name	Birr	US		No#		
1	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Imported High Quality Side Table	Office Furniture	■■■■	■■■■	TS-BS1060G	CNFA-CFSP-001	CFSP Office	
2	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Standard Table	Office Furniture	■■■■	■■■■	TS-BST157G	CNFA-CFSP-002	CFSP Office	
3	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Mobile pedestal	Office Furniture	■■■■	■■■■	TS-BSM3G	CNFA-CFSP-003	CFSP Office	
4	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Swivel Chair	Office Furniture	■■■■	■■■■	TS-UT223/V19	CNFA-CFSP-004	CFSP Office	
5	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Coffee Table	Office Furniture	■■■■	■■■■	TS-MCOT1050/Cheery	CNFA-CFSP-005	CFSP Office	
6	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Guest Chair	Office Furniture	■■■■	■■■■	TS-UT211/V19	CNFA-CFSP-006	CFSP Office	
7	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Guest Chair	Office Furniture	■■■■	■■■■	TS-UT211/V19	CNFA-CFSP-007	CFSP Office	
8	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Shelf	Office Furniture	■■■■	■■■■	TS-BS0880G	CNFA-CFSP-008	CFSP Office	
9	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Shelf Cabinet	Office Furniture	■■■■	■■■■	TS-SPIII209/Cheery	CNFA-CFSP-009	CFSP Office	
10	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Standard Table 150 x 80 cm	Office Furniture	■■■■	■■■■	TS-ST1500/Cheery	CNFA-CFSP-010	CFSP Office	
11	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Woden lockable Mobile pedestal with 3 drawers	Office Furniture	■■■■	■■■■	TS-MP603/Cheery	CNFA-CFSP-011	CFSP Office	
12	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Wooden connector top with base color black	Office Furniture	■■■■	■■■■	TS-RCNT91/Black	CNFA-CFSP-012	CFSP Office	
13	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Leather Swivel chair	Office Furniture	■■■■	■■■■	TS-DK01HLW/BIK	CNFA-CFSP-013	CFSP Office	
14	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Visitor Leather Chair	Office Furniture	■■■■	■■■■	TS-DK04HLW/BIK	CNFA-CFSP-014	CFSP Office	
15	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Visitor Leather Chair	Office Furniture	■■■■	■■■■	TS-DK04HLW/BIK	CNFA-CFSP-015	CFSP Office	
16	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Shelf Cabinet	Office Furniture	■■■■	■■■■	TS-SPIII209/Cheery	CNFA-CFSP-016	CFSP Office	
17	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Shelf Cabinet	Office Furniture	■■■■	■■■■	TS-SPIII209/Cheery	CNFA-CFSP-017	CFSP Office	
18	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Sofa Leather (3+1+1)	Office Furniture	■■■■	■■■■	TS-MS2-002A/Blk/W2	CNFA-CFSP-018	CFSP Office	
19	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Coffee Table (600x600x450)	Office Furniture	■■■■	■■■■	TS-T0206/W-2	CNFA-CFSP-019	CFSP Office	
20	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Coffee Table (1200x600x480)	Office Furniture	■■■■	■■■■	TS-T0112/W-2	CNFA-CFSP-020	CFSP Office	
21	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Coffee Table (100x50x38)	Office Furniture	■■■■	■■■■	TS-MCOT1050/Cheery	CNFA-CFSP-021	CFSP Office	
22	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Pin Board 90x120x with Stand	Office Furniture	■■■■	■■■■		CNFA-CFSP-022	CFSP Office	
23	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	Cash Safe - TS -SS031	Office Equipment	■■■■	■■■■	TS-SS031	CNFA-CFSP-023	CFSP Office	
24	13/12/2007	USAID/ICMA -Sep. 26, 2012	USAID	HP LaserJet 3055 All-in-one	Office Equipment	■■■■	■■■■	CNSK771374	CNFA-CFSP-024	CFSP Office	
25	14/01/2008	USAID/ICMA -Sep. 26, 2012	USAID	Optiplex 330 Dell	Office Equipment	■■■■	■■■■	Bax 37396418-79E009E	CNFA-CFSP-025	CFSP Office	
26	07/03/2008	USAID/ICMA -Sep. 26, 2012	USAID	White board 90 x 120	Office Equipment	■■■■	■■■■		CNFA-CFSP-026	CFSP Office	
27	27/03/2008	USAID/ICMA -Sep. 26, 2012	USAID	Wooden Round meeting table	Office Equipment	■■■■	■■■■	TS-XS828#CY	CNFA-CFSP-027	CFSP Office	
28	27/03/2008	USAID/ICMA -Sep. 26, 2012	USAID	Guest Chair	Office Furniture	■■■■	■■■■	TS-UT211/V-BLK	CNFA-CFSP-028	CFSP Office	
29	27/03/2008	USAID/ICMA -Sep. 26, 2012	USAID	Guest Chair	Office Furniture	■■■■	■■■■	TS-UT211/V-BLK	CNFA-CFSP-029	CFSP Office	
30	27/03/2008	USAID/ICMA -Sep. 26, 2012	USAID	Guest Chair	Office Furniture	■■■■	■■■■	TS-UT211/V-BLK	CNFA-CFSP-030	CFSP Office	

Serial #	Date		Source of Funding	Item Description	Category	Cost	Cost	Model/S.No./Made	Code	Location	Remarks
	Purchased	Received from			Name	Birr	US		No#		
31	27/03/2008	USAID/ICMA -Sep. 26, 2012	USAID	Guest Chair	Office Furniture	████	████	TS-UT211/V-BLK	CNFA-CFSP-031	CFSP Office	
32	31/03/2009	USAID/ICMA -Sep. 26, 2012	USAID	Water Dispenser	Office equipment	████	████	Akira/LS20FCS	CNFA-CFSP-032	CFSP Office	
33	03/04/2008	USAID/ICMA -Sep. 26, 2012	USAID	LaptopToshiba Satellite	Office equipment	████	████	18354172K	CNFA-CFSP-033	CFSP Office	
34	20/02/2008	USAID/ICMA -Sep. 26, 2012	USAID	HP Color Printer 2600n	Office equipment	████	████		CNFA-CFSP-034	CFSP Office	
35	16/06/2008	USAID/ICMA -Sep. 26, 2012	USAID	Laptop Toshiba Satellite	Office equipment	████	████	18036428R	CNFA-CFSP-035	CFSP Office	
36	01/05/2009	USAID/ICMA -Sep. 26, 2012	USAID	Shelf	Office Furniture	████	████		CNFA-CFSP-036	CFSP Office	
37	01/05/2009	USAID/ICMA -Sep. 26, 2012	USAID	Pin Board	Office Furniture	████	████		CNFA-CFSP-037	CFSP Office	
38	08/09/2010	USAID/ICMA -Sep. 26, 2012	USAID	Standard table with 3 drawers	Office Furniture	████	████		CNFA-CFSP-038	CFSP Office	
39	13/09/2010	USAID/ICMA -Sep. 26, 2012	USAID	Small LG Refrigerator for office	Houshold equipment	████	████		CNFA-CFSP-039	CFSP Office	
40	23/11/2012	Purchased by CNFA/CFSP	USAID	EV-DO wireless device	Communication	████	████		CNFA-CFSP-040	Asfaw Mesfin	
41	23/11/2012	Purchased by CNFA/CFSP	USAID	EV-DO wireless device	Communication	████	████		CNFA-CFSP-041	Hailu Gudeta	
42	23/11/2012	Purchased by CNFA/CFSP	USAID	EV-DO wireless device	Communication	████	████		CNFA-CFSP-042	Gemechu Berhanu	
43	23/11/2012	Purchased by CNFA/CFSP	USAID	EV-DO wireless device	Communication	████	████		CNFA-CFSP-043	Waktola Wakgari	
44	23/11/2012	Purchased by CNFA/CFSP	USAID	EV-DO wireless device	Communication	████	████		CNFA-CFSP-044	Tim Bergstrom	
45	23/11/2012	Purchased by CNFA/CFSP	USAID	EV-DO wireless device	Communication	████	████		CNFA-CFSP-045	Hiwote Yerga	
46	23/11/2012	Purchased by CNFA/CFSP	USAID	EV-DO wireless device	Communication	████	████		CNFA-CFSP-046	Jiregna	
47	02/01/2013	Purchased by CNFA/CFSP	USAID	CDMA / ZTE wirless	Communication	████	████		CNFA-CFSP-047	Lydia Assefa	
48	04/01/2013	Purchased by CNFA/CFSP	USAID	Canon Camera SX 260 and accessories	Camera	████	████		CNFA-CFSP-048	Hiwote Yerga	
49	09/01/2013	Purchased by CNFA/CFSP	USAID	Standard table 150W x 80D x 75H cm with	Office furniture	████	████		CNFA-CFSP-049	Asfaw Mesfin	
50	09/01/2013	Purchased by CNFA/CFSP	USAID	Standard table 150W x 80D x 75H cm	Office furniture	████	████		CNFA-CFSP-050	Jiregna	
51	09/01/2013	Purchased by CNFA/CFSP	USAID	Standard table 150W x 80D x 75H cm	Office furniture	████	████		CNFA-CFSP-051	Hiwote Yerga	
52	09/01/2013	Purchased by CNFA/CFSP	USAID	Standard table 150W x 80D x 75H cm	Office furniture	████	████		CNFA-CFSP-052	Hailu Gudeta	
53	09/01/2013	Purchased by CNFA/CFSP	USAID	Standard table 150W x 80D x 75H cm	Office furniture	████	████		CNFA-CFSP-053	Lydia Assefa	
54	09/01/2013	Purchased by CNFA/CFSP	USAID	Swivel Chair - TS-BS007/M.Grey	Office furniture	████	████		CNFA-CFSP-054	Asfaw Mesfin	
55	09/01/2013	Purchased by CNFA/CFSP	USAID	Swivel Chair - TS-BS007/M.Grey	Office furniture	████	████		CNFA-CFSP-055	Lydia Assefa	
56	09/01/2013	Purchased by CNFA/CFSP	USAID	Swivel Chair - TS-BS007/M.Grey	Office furniture	████	████		CNFA-CFSP-056	Hiwote Yerga	
57	09/01/2013	Purchased by CNFA/CFSP	USAID	Swivel Chair - TS-BS007/M.Grey	Office furniture	████	████		CNFA-CFSP-057	Hailu Gudeta	
58	09/01/2013	Purchased by CNFA/CFSP	USAID	Swivel Chair - TS-BS007/M.Grey	Office furniture	████	████		CNFA-CFSP-058	Gemechu Berhanu	
59	09/01/2013	Purchased by CNFA/CFSP	USAID	Swivel Chair - TS-BS007/M.Grey	Office furniture	████	████		CNFA-CFSP-059	Jiregna	
60	01/15/2013	Purchased by CNFA/CFSP	USAID	Mobile drower	Office furniture	████	████		CNFA-CFSP-060	Lydia Assefa	
61	01/15/2013	Purchased by CNFA/CFSP	USAID	Mobile drower	Office furniture	████	████		CNFA-CFSP-061	Hiwote Yerga	
62	01/15/2013	Purchased by CNFA/CFSP	USAID	Mobile drower	Office furniture	████	████		CNFA-CFSP-062	Hailu Gudeta	

Serial #	Date		Source of Funding	Item Description	Category	Cost	Cost	Model/S.No./Made	Code	Location	Remarks
	Purchased	Received from			Name	Birr	US		No#		
63	01/15/2013	Purchased by CNFA/CFSP	USAID	Mobile drawer	Office furniture	1,814.70	98.63		CNFA-CFSP-063	Gemechu Berhanu	
64	01/15/2013	Purchased by CNFA/CFSP	USAID	Mobile drawer	Office furniture	1,814.70	98.63		CNFA-CFSP-064	Jiregna	
65	02/25/2013	Purchased by CNFA/CFSP	USAID	Computer Table	Office furniture	2,134.40	116.00		CNFA-CFSP-065	Waktola Wakgari	
66	02/25/2013	Purchased by CNFA/CFSP	USAID	Computer Table	Office furniture	2,134.40	116.00		CNFA-CFSP-066	Gemechu Berhanu	
67	02/25/2013	Purchased by CNFA/CFSP	USAID	Side Board / adjustable shelf & sliding lockable door	Office furniture	3,562.70	193.63		CNFA-CFSP-067	Abebech/Kichen	
68	03/13/2013	Purchased by CNFA/CFSP	USAID	Reception desk	Office furniture	16,403.34	891.49		CNFA-CFSP-068	Makeda Seyoum	
69	03/28/2013	Purchased by CNFA/CFSP	USAID	Laptop HP PRO 4540s	Office eqipment	16,700.00	907.00		CNFA-CFSP-069	Tim Bergstrom	
70	03/28/2013	Purchased by CNFA/CFSP	USAID	Laptop HP PRO 4540s	Office eqipment	16,700.00	907.00		CNFA-CFSP-070	Waktola Wakgari	
71	03/28/2013	Purchased by CNFA/CFSP	USAID	Laptop HP PRO 4540s	Office eqipment	16,700.00	907.00		CNFA-CFSP-071	Jiregna Gindaba	
72	03/28/2013	Purchased by CNFA/CFSP	USAID	Laptop HP PRO 4540s	Office eqipment	16,700.00	907.00		CNFA-CFSP-072	Gemechu Berhanu	
73	03/28/2013	Purchased by CNFA/CFSP	USAID	Laptop HP PRO 4540s	Office eqipment	16,700.00	907.00		CNFA-CFSP-073	Hailu Gudeta	
74	03/28/2013	Purchased by CNFA/CFSP	USAID	Laptop HP PRO 4540s	Office eqipment	16,700.00	907.00		CNFA-CFSP-074	Hiwote Yerga	
75	03/28/2013	Purchased by CNFA/CFSP	USAID	PC Computer HP 3400	Office eqipment	11,900.00	646.74		CNFA-CFSP-075	SNNAP - Vendor	
76	03/04/2013	Purchased by CNFA/CFSP	USAID	Dell 19" LCD Monitor	Office eqipment	3,500.00	190.22		CNFA-CFSP-076	Makeda Seyoum	
77	04/11/2013	Purchased by CNFA/CFSP	USAID	Side Board for Financial Specialist	Office Furniture	3,562.70	193.63		CNFA-CFSP-077	Gemechu Berhanu	
78	04/22/2013	Purchased by CNFA/CFSP	USAID	HP desk jet 3050 printer	Office Equipment	3,000.00	163.04		CNFA-CFSP-078	Tim Bergstrom	
TOTAL VALUE						318,802.05	\$23,580.25				

FEDERAL FINANCIAL REPORT

(Follow form instructions)

1. Federal Agency and Organizational Element to Which Report is Submitted USAID	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) AID-663-A-12-00010	Page 1	of 1
		pages	

3. Recipient Organization (Name and complete address including Zip code)
 CNFA, [REDACTED]

4a. DUNS Number [REDACTED]	4b. EIN [REDACTED]	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment) [REDACTED]	6. Report Type <input checked="" type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Annual <input type="checkbox"/> Final	7. Basis of Accounting <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual
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8. Project/Grant Period From: (Month, Day, Year) 9/1/2012	To: (Month, Day, Year) 8/31/2014	9. Reporting Period End Date (Month, Day, Year) 03/31/2013
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10. Transactions Cumulative

(Use lines a-c for single or multiple grant reporting)

Federal Cash (To report multiple grants, also use FFR Attachment):

a. Cash Receipts	[REDACTED]
b. Cash Disbursements	[REDACTED]
c. Cash on Hand (line a minus b)	[REDACTED]

(Use lines d-o for single grant reporting)

Federal Expenditures and Unobligated Balance:

d. Total Federal funds authorized	[REDACTED]
e. Federal share of expenditures	[REDACTED]
f. Federal share of unliquidated obligations	[REDACTED]
g. Total Federal share (sum of lines e and f)	[REDACTED]
h. Unobligated balance of Federal funds (line d minus g)	[REDACTED]

Recipient Share: (IN-KIND MATCHING)

i. Total recipient share required	[REDACTED]
j. Recipient share of expenditures	[REDACTED]
k. Remaining recipient share to be provided (line i minus j)	[REDACTED]

Program Income:

l. Total Federal program income earned	[REDACTED]
m. Program income expended in accordance with the deduction alternative	[REDACTED]
n. Program income expended in accordance with the addition alternative	[REDACTED]
o. Unexpended program income (line l minus line m or line n)	[REDACTED]

	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
11. Indirect Expense							
g. Totals:							

12. Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation:

13. Certification: By signing this report, I certify that it is true, complete, and accurate to the best of my knowledge. I am aware that any false, fictitious, or fraudulent information may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

a. Typed or Printed Name and Title of Authorized Certifying Official ALAN PIEPER, EXECUTIVE VICE PRESIDENT FOR OPERATIONS AND COMPLIANCE	c. Telephone (Area code, number and extension) [REDACTED]
b. Signature of Authorized Certifying Official 	d. Email address [REDACTED]
e. Date Report Submitted (Month, Day, Year) 04/22/2013	

14. Agency use only:

Standard Form 425
 OMB Approval Number: 0348-0061
 Expiration Date: 10/31/2011

Paperwork Burden Statement
 According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is 0348-0061. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0061), Washington, DC 20503.

Annex F. Indicator Table

Indicator	Baseline	Target/Actual								
		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	LOP
FTF Indicators										
4.5.2 Number of jobs attributed to FTF implementation	0	0/0	0/0	10	10	10	10	10	10	60
4.5.2.5 Number of farmers and others who have applied new technologies or management practices as a result of USG assistance (disaggregated by sex; cumulative)	0	0/0	0/0	-	5,000	10,000	15,000	25,000	30,000	30,000
4.5.2.7 Number of individuals who have received USG supported short-term agricultural sector productivity or food security training (disaggregated by sex; cumulative)	0	0/0	0/0	-	100	300	700	1,100	1,500	1,500 (50% women)
4.5.2-11 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)	0	0/0	3/0	6	7	9	22	29	45	45 (25% women)
4.5.2-29 Value of agricultural and rural loans (disaggregated by sex; cumulative)	\$0	\$0/\$0	\$0/\$0	\$5,000	\$10,000	\$15,000	\$20,000	\$40,000	\$80,000	\$80,000(25% women)
4.5.2-30 Number of MSMEs, including farmers, receiving USG assistance to access loans (disaggregated by sex; cumulative)	0	0/0	0/0	3	6	6	7	7	7	7
4.5.2-37 Number of MSMEs receiving business development services from USG assisted services	0	0/0	0/0	3	6	6	7	7	7	7
4.5.2.38 Private sector matching investment leveraged (USD)	0	\$66,000/\$0	\$155,500/\$0	\$30,500	\$30,500	\$30,500	\$20,500	\$27,000	\$24,000	\$354,600
Overall Program Impacts										
FSCs established (ownership of FSCs disaggregated by sex)	0	0/0	2/0	4	-	-	-	-	-	6
Value of FSC sales (USD)	\$0/\$0	\$0/\$0	\$100,000/\$0	\$250,000	\$300,000	\$350,000	\$400,000	\$500,000	\$600,000	\$600,000

Increased farmer incomes (measured by per capita expenditures - disaggregated by sex)	0	0	0	-	-	-	-	-	-	20%
Value of farmer output marketed through FSCs	\$0	\$0/\$0	\$0/\$0	-	-	-	-	-	-	TBD
Inputs supplied by wholesale buying cooperative (cumulative in USD)	0	\$0/\$0	\$0/\$0	\$50,000	\$100,000	\$200,000	\$300,000	\$400,000	\$500,000	\$500,000
Number of households directly benefiting from USG interventions (cumulative)	0	0/0	0/0	-	5,000	10,000	15,000	25,000	30,000	30,000
Number of field days and exhibitions	0	0/0	0/0	12	12	12	12	12	12	72
Number of GoE Extension Agents taking part in trainings	0	0/0	0/0	-	-	-	-	-	-	TBD
Number of grant applications received (disaggregated by sex)	0	25/0	25/27 (6 female)	-	-	-	-	-	-	50
Number of activities conducted for the outreach campaign	0	4/4	5/5	5	-	-	-	-	-	14
Number of FSCs and other private input suppliers benefitting from the creation of the wholesale buying cooperative	0	0	6/0	6	6	6	6+	6+	6+	6+
Value of the volume discounts offered by the wholesale buying cooperative	0	-	-	-	-	-	-	-	-	TBD
Cross Cutting										
Number of gender assessments conducted	0	-	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%	25%	38%	50%	57%	63%	70%	75%