

# Scottish Government Zambia Development Programme

## End of Year 1 Report

<b>1. General Project Information</b>			
1.1	<b>Project Reference Number:</b>	ZAM5	
1.2	<b>Name of Organisation:</b>	Gaia Education	
1.3	<b>Lead Partner(s):</b>	WWF Zambia, YEFI	
1.4	<b>Project Title:</b>	Zambia Youth for Conservation, Agriculture and Livelihood Action	
1.5	<b>Reporting Period:</b>	<b>From:</b> 01/10/2017 <b>To:</b> 31/03/2018	
1.6	<b>Reporting Year:</b>	Year 1	
1.7	<b>Project Start date</b>	01/10/2017	
1.8	<b>Project End date</b>	30/09/2020	
1.9	<b>Total Project Budget*</b>	£363,734	
1.10	<b>Total Funding from IDF*</b>	£363,734	
1.11	Have you made any changes to your logframe? If so please outline proposed changes in the table below. Please note all changes require Scottish Government approval. If changes have already been approved please indicate this in the table.		
	<b>Outcome/Output</b>	<b>Proposed /Agreed Change</b>	<b>Reason for Change</b>
	Output 3.1	Year 1 milestone moved to year two.	Error in the log frame. There are no activities scheduled for Output 3 in the first 6 months/Y1, despite what the log-frame indicated.
	Output 3.3	Year 1 milestone moved to year two.	Error in the log frame. There are no activities scheduled for Output 3 in the first 6 months/Y1,
			<b>Date Approved and by whom</b>
			Approved 22/02/18 by <b>[REDACTED]</b>
			Approved 22/02/18 by <b>[REDACTED]</b>

		despite what the log-frame indicated.	
1.12	Supporting Documentation Check box to confirm key documents have been submitted with this report	Up to date Logical Framework, which reflects any changes detailed above.	X
		Up to Date Budget Spreadsheet	X
		Case Study	
Report Author: [REDACTED]		Signature: [REDACTED]	

<b>2. Progress and Results</b>	
2.1	<p>Please give an update on the progress your project has made during the reporting period. Please use this space to update us on what has gone well and any challenges you have experienced, detailing how you have overcome these. (Max 500 words)</p> <p>The project has conducted 15 separate learning events in the first 6 months and has engaged 548 separate beneficiaries across the 3 districts of Serenje, Chitambo and Mkushi. The 15 learning events fall into the categories of:</p> <ul style="list-style-type: none"> <li>• Community Building training (3 events; 1 per district) – <b>Oct '17</b></li> <li>• Conservation Agriculture Training (3 events; 1 per district) – <b>Nov '17</b></li> <li>• Beekeeping Training (1 event) – <b>Jan '18</b></li> <li>• Beneficiary led Compost Training (3 events; 1 per district) – <b>Mar '18</b></li> <li>• Agroforestry Training (5 events) – <b>Mar '18</b></li> </ul> <p>Of the 548 beneficiaries engaged 294 were women (54%) and the average age was 24 y/o.</p> <p>A successful project launch was conducted at the start of the community building training in October '17. During this community building training 11 demonstration site locations were identified; 4 per district. The demonstration sites offer a good geographic spread which allows youths to engage in the sites without the need to travel too far. They are intended for learning purposes where youth can adopt and adapt the techniques and activities delivered by the project. The 11 separate sites have helped address the challenge of the geographical spread and has facilitated good engagement in the project which might have suffered more if the youths were expected to travel longer distances to a central site. Where possible learning events have been held in these sites to avoid the need for large expenses relating to transport. Youth have been developing the sites since November 2017 and</p>

	<p>applying the techniques they have been learning and producing food for themselves and their communities. There are 208 youth directly engaged in the demo sites (ZYCALA ambition was 210). Some challenges arose in some sites with pests but these have been dealt with positively using organic techniques containing pot-ash.</p> <p>The conservation agriculture training was held by international permaculture expert [REDACTED] over 3 weeks. This training was mostly practical and provided the context and techniques for youth to develop the demonstration sites into productive land.</p> <p>An opportunity arose in the first 6 months with LUSH cosmetics who are interested in purchasing Zambian honey. In response to this opportunity we brought forward the beekeeping livelihood activity to year 1 to commence the production of honey. Twenty-one people were trained in beekeeping and hives and equipment were provided to allow them to commence production.</p> <p>In order to build capacity of youth change agents a set of youth-led trainings were supported by the project in March '18 to train communities in the production of compost. An additional series of campaigns were conducted by the youth in each district to inform their communities about the importance of conservation agriculture, the drawbacks of synthetic chemicals and the benefits of having trees in the communities. The campaigns were held in churches, schools, health centres, market squares and door to door. Altogether, 12 campaigns were conducted which reached approximately 1,300 people in Central province.</p> <p>An agroforestry training was held in March 2018 where youth were trained in the practice of integrating trees with crops and/or animals. The agroforestry activity complemented the conservation agriculture training which was held in November 2017. During this training the project team initiated local nurseries in each demo site to allow beneficiaries to raise plants and trees from seed to deal with the challenge of seedling supply (which generally needs to come from +500km away from Lusaka).</p>
2.2	<p>Have you completed all baselines for the project? If not please explain why and describe what plans are in place to ensure these are completed. If you have please ensure these have been added into your logframe. (Max 200 words)</p>
	<p>We have conducted approximately 80% of the baseline survey during the initial community building training where we interviewed a representative set of beneficiaries to gain a good baseline. By gathering data during the community building training we saved on baseline costs on this initial data. The data gathered thus far informs all baselines articulated in the log-frame. We still plan to interview chiefs and village leaders, agriculture extension officers and district agriculture and forestry officials to broaden the scope of the baseline survey. These interviews have been delayed due to a demanding training and activity timeline for the first 6 months. The remaining interviews and completion of the baseline survey is scheduled for May 2018.</p>
2.3	<p>Have you experienced any delays to planned activities? Please provide full details including what action is being taken to bring activities back on track.</p>

	<p>(Max 250 words)</p> <p>We decided to delay the Introductory Advocacy and Communications Training because it was apparent that the first 6 months was better focused on primary production. The radio broadcasts activity was also carried forward because it is a follow on from the Introductory Advocacy and Communications Training. Both these activities will be undertaken in the first half of year 2.</p> <p>In the project design the Ecosystem Conservation training was planned as a separate event. However, the conservation mapping exercise and all the key learning outcomes were able to be covered in the Sustainable Land Management (November '17) and Agroforestry training (March '18). We diverted these funds to the beekeeping training that we brought forward from year 2 due to the opportunity with LUSH Cosmetics.</p> <p>Fencing, irrigation and land levelling were delayed in order to achieve good planning and accurate costings. Due to the high capital investment required for these components a delay seemed wise. Digging of wells has commenced so as not to restrict access to water for the demo sites in the interim. Fencing and irrigation is planned to be delivered in May 2018.</p> <p>We had planned to conduct 48 youth led campaigns or activities and only managed 15 due to time constraints and a late commencement of this activity.</p> <p>Completion of the baseline survey is still required as aforementioned.</p> <p>The set-up of the local monitoring committee has been delayed due to the expectations of the key stakeholders not being fully anticipated (i.e. they want salaries to be part of such a committee and the project is not in a position to offer this). We are in the process of re-strategising about the monitoring committee.</p> <p>Solar dryers were delayed in order to prioritise the immediate opportunity with beekeeping that arose with LUSH.</p> <p>The motorbike was not purchased because of an unrealistic expectation for the project officer/manager to travel long distances on a motorbike. WWF is loaning the project a vehicle half time to provide transport. This solution is working well.</p>
2.4	<p><b>Project Outcomes</b></p> <p>In the table below, please list each of your project Outcomes, and provide further detail on your progress and results over this reporting period. Describe any delays or other challenges that you have experienced and how these have been addressed, and provide information about any unexpected results (for example where targets have been vastly exceeded). Progress should also be updated within the relevant fields of your logframe.</p> <p>Outcome: 420 Central Province youth (f: 250, m: 170) have increased their opportunities and effectiveness as agents of change in improving the management of social and natural systems, through youth-led sustainability programmes, ecosystems conservation actions and advocacy campaigns engaging minimum 150,000 provincial youth.</p>

Outcome Indicator	Milestone / Achievement	Progress
<p><b>1.</b> Number of Central Province youth with increased opportunities and effectiveness as agents of change in the areas of Sustainable Agricultural &amp; Agroforestry, Community Building, Ecosystem Conservation and Advocacy &amp; Communication.</p>	<p>210 youth trained (f:125, m: 85)</p>	<p>320 youth trained (f: 173, m: 147). We have successfully engaged 320 youth from the 3 districts in 14 different training events.</p> <p>There are currently 208 separate beneficiaries engaged in the 11 demonstration sites.</p>
<p><b>2.</b> Number of Central Province youth reached by activities run by young agents of change in areas of Sustainable Agricultural &amp; Agroforestry, Community Building, Ecosystem Conservation and Advocacy &amp; Communication.</p>	<p>0</p>	<p>Although there is no milestone for year one the project successfully reached approximately 450 youth by activities run by youth change agents; 60 people for beneficiary led compost training and 390 for youth led campaigns (approx.1300 community members were reached during the campaigns and based on Zambian Central Statistics Office 30% of the Zambian population are in the youth category of 18-35).</p>
<p><b>3.</b> Number of households from 48 Central Province villages who have increased food security, greater dietary diversity and improved livelihoods as a result of the project activities.</p>	<p>100 households</p>	<p>132 hh with improved food security 118 hh with improved dietary diversity.</p> <p>Currently there are 208 beneficiaries engaged in the demo sites representing over 200 households. When surveyed 63% indicated they produce and consume more</p>

		diverse crops as a result of the project and 57% said they had experienced an increase in food production as a result of the project.
2.5	<p><b>Project Outputs</b></p> <p>In the table below, please list each of your project Outputs, and provide further detail on your progress and results over this reporting period. Describe any delays or other challenges that you have experienced and how these have been addressed, and provide information about any unexpected results. Progress should also be updated within the logframe</p> <p><b>Output 1:</b> 420 Central Province youth (f: 250, m: 170) have increased their opportunities and effectiveness as agents of change in improving the management of social and natural systems, through youth-led sustainability programmes, ecosystems conservation actions and advocacy campaigns engaging minimum 150,000 provincial youth.</p>	
	<b>Output Indicator</b>	<b>Milestone / Target</b>
	<b>1.1</b> Number of Central Province youth that have been trained in Ecosystem Conservation (ECT), Advocacy & Communications (ACT) and Community Building (CBT).	ECT: 210 (f:125, m: 85) ACT introductory: 210 (f:125, m: 85) CBT: 210 (f:125, m: 85)
		ECT: 175 (f:95, m: 80). 35 people short of target. 55% were women. Aim was 60% (This training was not undertaken as a separate learning event however the learning outcomes were achieved in the sustainable land management and agroforestry trainings and therefore we are reporting it here). ACT: Postponed to year 2 in order to maintain necessary focus on primary production activities. CBT: 207 (f: 112, m: 95). 3 people short of target. 55% were women. Aim was 60%
	<b>1.2</b> Number of campaigns or activities run by youth leaders in order to increase the awareness of Central Province populations about Ecosystem Conservation and sustainable land management issues and provide	48
		15 campaigns/activities run by youth leaders. This is 33 less than the target. The smaller number is due to time constraints which

<p>opportunities for better management of social and natural systems.</p>		<p>meant campaigns/activities only started in March '18. 15 were achieved in one month which is a good result. There was an underspend on the budget due to a smaller amount of campaigns/activities than planned but also due to most of the campaigns being achieved at no cost.</p>
<p>1.3 Number of youth that are reached by sustainability programmes, ecosystems conservation actions and advocacy campaigns led by youth trained by the project.</p>	<p>0</p>	<p>Although there is no milestone for year one the project successfully reached approximately 450 youth by activities run by youth change agents; 60 people for beneficiary led compost training and 390 for youth led campaigns (approx. 1300 community members were reached during the campaigns and based on Zambian Central Statistics Office 30% of the Zambian population are in the youth category of 18-35).</p>
<p><b>Output 2:</b> Led by project-trained youth, 1,440 households from 48 villages across 3 Central Province districts have increased food and nutrition security by adopting more sustainable agricultural and agroforestry practices, and are transforming nutrient deficient plots into productive gardens for subsistence and local markets.</p>		
<p><b>Output Indicator</b></p>	<p><b>Milestone / Target</b></p>	<p><b>Progress</b></p>
<p>2.1 Number of young farmers from 48 Central Province villages that have been trained with the necessary skills and knowledge and provided with the necessary ongoing support to adopt sustainable agricultural and agroforestry techniques in</p>	<p>210 trained (f:125, m: 85)</p>	<p>320 trained (f: 173, m: 147) Including: Sustainable Land Management Training: 175 (f:95, m: 80) Agroforestry: 164 (f: 90, m: 74).</p>

<p>their farming and to lead a programme for their communities to adopt sustainable agricultural and agroforestry techniques.</p>		<p>Fencing and irrigation was not achieved within year one but has now commenced. Due to the lack of fencing in some sites we did not provide the quantity of seeds we had planned to due to the risk.</p>
<p><b>2.2</b> Number of households from 48 Central Province villages who report an increase in food production as a result of the project which is contributing to greater food security for their household.</p>	<p>100 households</p>	<p>132 hh with improved food security</p> <p>Currently there are 208 beneficiaries engaged in the demo sites representing over 200 households. When surveyed 57% said they had experienced an increase in food production as a result of the project.</p>
<p><b>2.3</b> Number of households from 48 Central Province villages who report they consume a more diverse diet as a result of the project which is contributing to greater nutrition for their household.</p>	<p>100 households</p>	<p>118 hh with improved dietary diversity.</p> <p>Diversity crop production is being introduced by the project in the local context of monoculture farming. Currently there are 208 beneficiaries engaged in the demo sites representing over 200 households. When surveyed 63% indicated they produce and consume more diverse crops as a result of the project.</p>
<p><b>Output 3:</b> Led by empowered youth, 1440 households from 48 villages across 3 Central Province districts have increased agriculture-related income by 40% in 3 years, through the sale of added value surplus produce, the setting up of 27 small projects and enterprises and farming/agroforestry projects.</p>		
<p><b>Output Indicator</b></p>	<p><b>Milestone / Target</b></p>	<p><b>Progress</b></p>
<p><b>3.1</b> Number of youth from 48 Central Province villages that</p>	<p>0</p>	<p>Beekeeping training: 21 trained (f: 11, m:</p>



have been trained with the necessary skills and knowledge and provided with the necessary equipment and ongoing support to lead Sustainable Livelihoods Programme in their communities.		10). Beekeeping activity brought forward into year 1 to capitalise on opportunity with LUSH Cosmetics.
<b>3.2</b> Number of small projects and enterprises that have been set up in 48 villages as part of the youth-led Sustainable Livelihoods Programme.	0	3 beekeeping projects have been set up, one per district.
<b>3.3</b> Number of households from 48 Central Province villages that report a 40% increase in agriculture-related income by the end of the project as a result of the projects sustainable livelihoods and farming/agroforestry activities.	0	Not applicable in year 1.

### 3. Operational plans and partnerships

3.1	<p>Are all staff required to deliver the project now in place? If not, please explain what action you are taking to ensure all essential roles as outlined in your application, are in place as you move into year two of the project. If plans for staffing has changed, please tell us about this. (Max 200 words)</p> <p>All staff required are now in place with the exception of the Agroforestry trainer/agriculture/agroforestry field worker. Fortunately the project field officer/manager, [REDACTED], is an agro-forester and therefore was able to conduct the agroforestry training and support that activity. We therefore had no need to fill this role.</p> <p>In the early part of the project we worked to set up the project team which involved recruiting a female project officer/manager [REDACTED] and 3 district coordinators (one per district). Of the district coordinators two are men and one is a woman. The project partners feel satisfied that we have gender balance in the project team. The district coordinators are dynamic youth from the project areas and we have needed to deal with their individual capacities. In order to address this challenge we have created a capacity building program for them. We have also conducted team building events. We have also set up a field office in Serenje district where [REDACTED] and the Serenje district coordinator are based. Weekly team meetings/conference-calls are conducted with all key stakeholders from WWF Zambia, YEFI and Gaia Education.</p>
3.2	<p>Are all partnerships on the project now in place? Please update on how these partnerships are progressing, letting us know about any highlights, challenges or changes to roles and responsibilities. (Max 300 words)</p> <p>The partnerships with WWF Zambia and YEFI are now in place and progressing well. The project manager was recruited at the start of November '17, one month into the project and is a passionate young woman with</p>

agroforestry expertise. All other posts within WWF are filled including, finance, procurement, communications and supervisor/manager.

A challenge arose with YEFI in October which involved the inflation of invoices on a project mission. This was caught by WWF processes and immediately made aware to Gaia Education. Gaia Education subsequently informed Scottish Government. YEFI suspended the main offender in the situation and stopped the second person being able to handle any finances for the project. YEFI have now refunded the inflated amounts and all YEFI staff have undertaken an online anti-bribery course. WWF Zambia performed a capacity assessment in response to the incident and provided recommendations to Gaia Education. These recommendations were followed.

The person suspended from the project will have no future engagement with ZYCALA. The second is not allowed to handle any finances and is now supported by a colleague who holds all financial awareness for ZYCALA from YEFI's point of view. WWF is also working with YEFI to establish better financial systems which they are keen to implement themselves. Another change is that where possible all transactions are going through WWF rather than YEFI.

Apart for this incident YEFI has been key to the success of the project thus far and in particular [REDACTED] and the 3 district coordinators.

Weekly project meetings are conducted between all key project staff in Gaia Education, WWF Zambia and YEFI and these are invaluable to carry the project forward effectively and efficiently.

3.3 Have any visits to the project taken place in this period? Please give details including key activities and outputs of these visits.

Date of Visit	Key achievements / outputs of visit	Follow up actions
21-30 <sup>th</sup> October 2017 by May East, Gaia Education CEO and trainer	<ul style="list-style-type: none"> <li>- Project launch in all 3 districts</li> <li>- Community building training conducted in all 3 districts</li> <li>- Meeting with key stakeholders</li> <li>- Coordination meetings with partners WWF Zambia and YEFI</li> <li>- Baseline surveys for beneficiaries</li> <li>- Scoping opportunity for honey export with LUSH cosmetics.</li> </ul>	<ul style="list-style-type: none"> <li>- Arrange honey samples to be sent to UK for testing by LUSH</li> <li>- Recruit in-country project manager</li> <li>- Establish 11 demo sites, 4 per district</li> <li>- Review baseline data collected and undertake other interviews</li> <li>- Shared leadership to continue to be practiced amongst beneficiaries</li> </ul>
19 <sup>th</sup> November-8 <sup>th</sup> December by [REDACTED],	<ul style="list-style-type: none"> <li>- Training beneficiaries in 3</li> </ul>	<ul style="list-style-type: none"> <li>- Arrange the provision of organic</li> </ul>

permaculture expert and trainer	districts in conservation agriculture and permaculture. - Make recommendations for the development of the agricultural activities in the field sites.	seeds - Place emphasis on conservation agriculture within those trained - Provision of tools - Boreholes/wells required in all sites for irrigation
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#### 4. Financial Information

This section will be reviewed alongside your end of year financial report, which must be included with this report. Please ensure an explanation for any variance to planned expenditure is provided against each budget line in the space provided in the budget spreadsheet.

4.1 If your spending is not on track as expected, please outline the reasons why, and detail what plans are in place to bring spending back on track. If you are requesting changes to your budget at this stage, please outline them below. (Max 350 words)

Project total (delayed spend) being carried forward to year 2 is £ 28,281. As of the year end, we had £19,199 in actual underspend in activities.

1. Budget savings: Staff hire: Due to the late hiring of staff, we currently have savings under Zambia staff costs of £3907.88. Other savings coming from UK international travel budget lines total £1,144 and a further £1500 of savings comes from unused budget lines under Project Launch budget.

2. Readjusting activities: As we stated in our application, Gaia Education's approach always responds primarily to the needs of the beneficiaries on the ground. This meant that in the first 6 months we were prepared to make timing and activity adjustments as we tailored our programme to these needs. In order to maximise the impact of our programme, we therefore slowed down some activities and propose to carry forward the budget for these into Y2, on the following lines:

a. Output 1 – £4,247 carried forward, relating to social media and other events. Delay due to slowed down the establishment of activities.

b. Output 2- £13,048 carried forward, relating to Fencing installation, Seed bank and Agroforestry nursery, Land levelling costs, Sustainable land management training & farming tools.

c. M&E - £3,200 carried forward. Baseline survey (£1.2k), Annual Report, Mentoring and support & Local Monitoring Committee lines to be used in Y2.

d. £13,022 to be carried forward under Capital Costs, in line with activities relating to Social media events under Output 1. The purchase of the Solar Driers (£3.8k) has also been delayed. We will be requesting a budget reallocation under Travel budget. Due to the allocated land locations for the project (unknown at the time of the project development stage) being much

further away from each other than anticipated, and further also from public transport networks, WWF are allocating one of their cars for project use. This will be much more efficient than the motorbikes we budgeted for in our application. Secondly, as distances are much further than anticipated in the budget, travel costs are likely to triple. Therefore, we request a budget reallocation under Capital Costs Motor Bike + Equipment (£3,835) to in-country travel budget headings in order to accommodate the shortfalls.

The underspend for the project strongly relates to the project team being committed to economies and value for money considerations. Beneficiaries know that the project offers no per diem for the trainings and we are also committed to taking training to the demonstration sites which significantly reduces travel costs. Youth led events and campaigns have been achieved at low/no cost so far which is helping to shape expectations from beneficiaries.

Following conversations with Scottish Government the underspend from year 1 utilised £6,569 for the following activities;

- To send our 3 district coordinators, project manager and YEFI national coordinator on the week intensive training at Kassisi Agriculture Training Center to provide capacity building to strengthen their support for the project. £1500 spend.
- To bring international permaculture trainer, [REDACTED], back to Zambia in July of year 2 to conduct more trainings in the demonstration sites to reach over 200 youth. This will allow a massive boost in skills and knowledge of the participants and the training will be sustained for 4 weeks. An expected consequence of another intensive training by [REDACTED] will be more youth becoming engaged which will further increase the number engaged in the project. This will also increase the number of households reached. £3800 spend.
- Zambia Staff - £500 In-country Agroforestry trainer to be transferred to bolster the In-country livelihoods trainer/field worker line.
- Overheads in-country £468 & £300 Motorbike Insurance from Y1 underspend to be utilised under rent for additional costs for security guard in Y2.

## 5. Any other Information

Please use this section to tell us any other relevant information regarding your project. (Max 350 words)

The project is moving forward strongly and has a passionate and energetic team in place. The office is now operational, tools delivered, irrigation underway, demo sites being developed and honey activity commenced. 208 beneficiaries are engaging in the 11 demo sites and growing vegetables and tree seedlings. Planning for year 2 is complete and it looks to be a positive year ahead. Gaia Education is very satisfied with the partnership with WWF Zambia and the local expertise provided by YEFI. Gaia Education is also seeking possible collaborations with Christian Aid, SCIAF and Kew Gardens to strengthen the result for the Central Province, Zambia.

Gaia Education has been revising its policies and procedures to ensure that we have robust safeguarding policies in place. We have developed a Safeguarding Policy as well as a Code of Conduct which we have rolled out across the organisation.

We are also working with our partners WWF and YEFI to see what Safeguarding policies and controls they have in place and develop any areas where this may be lacking. We will also be asking the on-the-ground in-country team to read and agree to our own Code of Conduct.