Consultancy: Gender Analysis; Address gendered aspects of awareness of lower-risk plant protection products/technologies (including biocontrol and biopesticides) in Uganda

Timeline: The consultant is expected to commence the assignment by the third week of June 2024 and complete the task by 2nd of September 2024

This assignment is perfect for someone looking to apply their experience and Knowledge within an organisation that is focused on helping to deliver 8 of the Sustainable Development Goals: (1) No Poverty; (2) Zero Hunger; (3) Quality Education; (5) Gender Equality; (12) Responsible Consumption and Production; (13) Climate Action; (15) Life on Land; and (17) Partnerships for the Goals.

We live in a world where the demand for multiple land uses constantly rises and climate change places additional stress on the sustainable use of natural resources. While solutions to issues such as hunger and poverty are now within our reach, how we act today will make a big difference to how we live tomorrow.
1- Introduction and Background

CABI envisions a world in which women, youth and marginalised communities are included in agriculture, and become key to ensuring equity, increasing participation in agribusiness, and reducing youth unemployment; promoting livelihood improvement; increasing production and reducing poverty. CABI’s MediumTerm Strategy (2023-25) pursuing five major goals: 1. Improve the food security and livelihoods of smallholder communities 2. Help communities adapt to the impacts of climate change 3. Reduce inequality through better opportunities for rural women and youth 4. Safeguard biodiversity and support the sustainable use of natural resources 5. Increase the reach, application, and impact of science in agriculture and the environment. The strategy covers each of these goals in turn, setting out the problem we seek to address; our relevant expertise; what we will do; and how we will know if we have been successful, with top-level indicators for each goal to provide a framework for measuring our impact. CABI’s priorities are determined by its 49 Member Countries, and the Medium-Term Strategy was shaped by extensive consultation with those Members and other CABI stakeholders (Mid-term Strategy 2022-25).

PlantwisePlus is a global programme, led by CABI, that contributes to improving the incomes and livelihoods of smallholder farmers by helping them apply sustainable approaches to crop production, leading to safer and higher-quality food in domestic markets. The programme builds on and enhances work done under the programmes Plantwise and Action on Invasives, but also introduces new elements to address gaps and opportunities identified through the lessons learned from implementing those programmes. Interventions under PlantwisePlus contribute to three “impact pathways”: (i) pest preparedness, (ii) pesticide risk reduction and (iii) farmer advisory. To respond to the needs of farmers and the systems that support them, PlantwisePlus will help countries predict, prevent, and prepare for plant health threats, thereby reducing crop losses. This will be achieved by addressing the key remaining challenges identified through the Plantwise and Action on Invasives programmes, thus supporting countries and farmers to produce the required quantity and quality of food in a changing climate.

The PlantwisePlus ambition is to reach 75 million smallholder farmers in 26 low- and lower-middle-income countries to become more resilient to climate change and to be able to access higher value domestic markets for their products, over the next 7 years. In 2024, the programme is initiating activities aimed at supporting the identification and implementation of opportunities for pesticide risk reduction through the promotion of alternative climate- and gender-sensitive plant protection approaches with stakeholders at all levels.

By sharing knowledge and science, CABI tackles global issues like poverty, hunger, education, equality, sustainability, climate change and biodiversity. We do this by helping farmers grow more and lose less of what they produce, combating threats to agriculture and the environment from pests and diseases, protecting natural habitats from invasive species, and improving access to scientific knowledge.

CABI is an international, intergovernmental, not-for-profit organization that improves people’s lives worldwide by providing information and applying scientific expertise to solve problems in agriculture and the environment. Our approach involves putting information, skills and tools into people’s hands. CABI’s 49 Member Countries guide and influence our work which is delivered by scientific staff based in our global network of centres.

CABI is committed to making a difference, playing its part in creating a brighter, more equitable and sustainable future.

You can learn more at: www.cabi.org
CABI envisions a world in which women, youth and marginalised communities are included in agriculture, and become key to ensuring equity, increasing participation in agribusiness, and reducing youth unemployment; promoting livelihood improvement; increasing production and reducing poverty. CABI’s *Medium-Term Strategy (2023-25)* pursuing five major goals: 1. Improve the food security and livelihoods of smallholder communities 2. Help communities adapt to the impacts of climate change 3. Reduce inequality through better opportunities for rural women and youth 4. Safeguard biodiversity and support the sustainable use of natural resources 5. Increase the reach, application, and impact of science in agriculture and the environment. The strategy covers each of these goals in turn, setting out the problem we seek to address; our relevant expertise; what we will do; and how we will know if we have been successful, with top-level indicators for each goal to provide a framework for judging our impact. CABI’s priorities are determined by its 49 Member Countries, and the Medium-Term Strategy was shaped by extensive consultation with those Members and other CABI stakeholders *(Mid-term Strategy 2022-25)*.

2- Rationale

In Uganda, Rwanda, and Burundi, there is frequent use of pesticides in potato farming systems to control major insect pests such as cutworms, psyllids, lygus bugs, leaf miners, aphids, and armyworms (Okonya and Kroschel, 2016; Okonya et al., 2019a). Gender roles can be influenced by social, political, and economic factors and can significantly impact how individuals, communities, and societies approach pest control activities. For instance, a recent study\(^1\) shows that men apply the chemicals in the field usually without any personal protective equipment, while women fetch the water for mixing the pesticides, and wash the clothes worn during the pesticide application. However, women are often not invited to participate in training about the safe use and handling of pesticides organised by extension workers, who are often men. As a result, women are exposed to the negative effects of pesticides as they frequently do not know about the toxicity levels of the different chemicals being used and the related impacts on health as well as the environment. If women are more aware of the hazards, they are better able to protect themselves and influence their husbands/partner to adopt safe practices around pesticide application.

Women, men, and youth farmers often play different roles in agricultural production, and they possess different levels of knowledge about, and involvement in, pest and disease management practices\(^2\). Despite gender and age differences, pest and disease management research and training often target “farmers,” neglecting the specific gendered needs of women, men, and youth as well as the gender and age power relationships within households and communities. Such oversight is particularly important since providing gender and age-appropriate support to women and men farmers helps to increase the adoption of appropriate crop protection technologies and practices, reduce farmers' exposure to pesticides, and improve environmental quality\(^3\). While a gender perspective is increasingly recognised in the field of agricultural extension and training, it is often insufficiently considered by agronomists and crop protection experts, who are focused on bio-technical solutions and pay little attention to social-economic factors and power relations among farmers in the field and off the field.

The control of pests and diseases has increasingly become important for these crops, not only to improve productivity in the face of climate change but also to improve the quality of crops readied for

---

the commercial market with increased attention and demands for safe produce. Several control measures are available to address these concerns, such as: pesticide application; cultural, biological, and mechanical control methods; the use of disease-resistant varieties of crops; botanicals; clean seed; crop rotation; mulching; intercropping; and timely planting. To facilitate the adoption of those control methods, it is critical to explore farmers’ perceptions, experiences, and practices from a gender perspective.

Women, men, and youth from the same community often perceive pests in diverse ways. Men and women adopt different control methods which are in line with their gender roles and their age. For example, in general men practice early planting to prevent infestation as they oversee ploughing, while women spend their time in the field hunting the pests and killing them as they are responsible for routine management. Additionally, men may be perceived as having more technical knowledge, while women's knowledge of local practices and ecological indicators is regularly undervalued. This limits women's participation in agriculture and pest management. This therefore means that understanding women's and men's knowledge of pests and pest control methods is important in addressing their concerns and providing appropriate practices in response to gender-related understandings and practices.

Considering gender and age in research on pests and diseases is increasingly important as a more efficient approach to increasing the adoption of crop protection technologies and practices by women, men, and youth farmers according to their roles, knowledge, and capacities is required. However, this task is often assigned to social scientists in isolation from agronomists and crop protectionists. Meanwhile, agronomists and crop protectionists often struggle to understand how taking a gender perspective could enrich their research.

In general, female farmers own fewer tools than men. Labour saving equipment, however, has a different effect on smallholders looking for labour saving devices than on hired labourers. For women who farm their own plots, innovative technologies may reduce drudgery and increase productivity; but for female hired labourers, labour saving devices may mean the loss of employment and income. Also, where decisions about investment in equipment are made by husbands, investment in labour saving technologies for women is often a low priority. Eliminating restrictive gender roles can play a significant role in addressing gender barriers in pest and disease management by offering sustainable and inclusive solutions that align with the specific needs and circumstances of women in agriculture.

3- Objectives of the Gender analysis.

This study aims to explore the gendered aspects of awareness of and uptake of lower-risk plant protection products/technologies (including biocontrol and biopesticides) in Uganda and more specifically, in the agriculture sector. The study will also explore the roles men and women play in pest management and the products used for pest management. Additionally, the gender analysis will examine the traditional pest prevention technologies and the gendered obstacles faced by men women and youth.

Objective of the study

The overall objective of this study is to explore the age and gendered aspects of awareness of and uptake of lower-risk plant protection products/technologies (including biocontrol and biopesticides) in Uganda.

The following are key research questions the study will address:

- What are the roles played by men, women and youth in pest and disease management?
• What are the gender and or age aspects of pesticide selection, use and risk mitigation?
• What are the gendered and youth aspects on knowledge, awareness, and perceptions of reduces risk practices?
• What are the gender and youth aspects of pest control and use of lower risk plant protection products?
• What are the gendered and youth aspects of access to farmer advisory services?
• How are the products used for pesticide control affecting men, women, and youth in agriculture?
• What are the awareness levels of men, women, and youth in biocontrol and biopesticides?
• Which group of men, women and youth farmers directly access information on pest and disease management?
• How do gender and youth dynamics within a household or community affect resource allocation for pest management?
• What traditional practices are applied and how do traditional pest prevention technologies affect men, women and youth?
• Are there obstacles men, women and youth face during pest and disease management practices?
• What are the available lower risk plant protection pesticides and who has access to them?
• Do men, women and youth have equal access to land ownership?

The Gender Analysis will help to effectively identify and understand the age and gender differences and the importance of gender equality and social inclusion in the specific context of the project, and to integrate these considerations into the project design and formulation. For instance, the consultant conducting the Gender Analysis will be expected to:

I. Collect and analyse relevant quantitative data (disaggregated by sex and age)\(^4\) and qualitative information on, but not limited to, the differences between women, and youth roles, values, power dynamics and behaviours (gender) which shape their access to and use of digital tools.

II. Identify specific challenges and needs facing women, men, and youth in the context of the project (for instance related to the value chain, sector, regulatory context) and recommend activities/approaches to respond to these needs.

III. Describe any possible differential impact of the project on women, men and youth and recommend alternatives to ensure that targeted beneficiaries of all genders and ages can equally access, participate in and benefit from the project's planned activities.

IV. Identify and analyse the ways in which gender inequalities and power imbalances are embedded in various social, economic, and political structures. And guide in developing gender transformative interventions for the project.

The findings and recommendations of the Gender analysis should be integrated in the PlantwisePlus programme in a relevant and meaningful way to inform and strengthen project implementation, monitoring, and evaluation.

3- Methodology

The consultant contracted to conduct the Gender analysis shall develop a methodology to carry out the assignment. The methodology should use a mix of quantitative and qualitative methods, and a

---

\(^4\) Indicators should ideally be disaggregated by gender. In cases where this may not be possible, indicators may be disaggregated by sex.
triangulation of data. It may include desk review, field visits consultations, and key informant interviews with relevant stakeholders (including representatives of women and youth groups, as well as women farmers, youth farmers civil society, etc.), surveys, etc. The analysis shall be carried out in a multidisciplinary and thematic manner and cover relevant cross-cutting issues. The methodology shall include a detailed work plan, sample size and an indicative list of individuals/entities to be interviewed. The consultant will have to work in a timely, consultative, and collaborative manner and will engage partners and other stakeholders as deemed necessary. After the finalisation of the gender analysis research process, the consultant will lead a validation workshop with key stakeholders to finalise and validate the gender analysis report.

The methodology should include, but not be limited to, the following key phases: i) stakeholder analysis; ii) field phase (including key informant interviews and Focus Group Discussions (FGDs)); and iii) synthesis phase as described below:

i) Stakeholder analysis

This phase will consist of a systematic identification of the different individuals and organisations who have an interest in, influence on and/or can be impacted (positively or negatively) by the project. This gender-sensitive stakeholder analysis will map all relevant stakeholders and their respective roles in mainstreaming gender and advancing gender equality in the country and the sector. Key stakeholders include women’s groups, women’s cooperatives and women’s business associations, youth groups, youth cooperatives, private sector representatives, gender focal points of development cooperation partners working in the country/sector, gender focal points of relevant ministries (e.g. agriculture, and women’s affairs), Non-governmental Organisations (NGOs) Civil society Organisations (CSOs) and Farmer based Organisations (FBOs) working on women and youth empowerment, laboratories, and research institutes.

ii) Field phase

During this phase, the consultant will rely on a mix of methods to gather sex, age and gender disaggregated data and information from various stakeholders in Uganda. For instance, the consultant can choose from the following methods:

- **In-depth surveys and interviews** with stakeholders on the national, sub-national and/or local level, including with women’s groups, women’s cooperatives and women’s business associations, youth groups and cooperatives, private sector representatives (pesticide / biopesticide manufacturers, importers, formulators, distributors and registrants of crop protection products, crop protection services such as pesticide application; tomato value chain actors, e.g. middle men, wholesalers, processors, retailer), gender focal points of development cooperation partners working in the country/sector, government representatives (e.g. gender focal points of ministries of agriculture, and women’s affairs).

- **Women-only, Men-only and youth-only focus group discussions** to identify or discuss specific challenges for women, men and youth and the possible means to address them in settings where public representation and decision-making is male-dominated and women and youth are not used to speaking in public, especially in the presence of older men (e.g. in rural or conservative/patriarchal contexts), for questions that address power relations between genders (e.g. decision making on income allocation in the household), questions that address personal or sensitive issues (e.g. cultural and social norms etc.). These FGDs aim specifically to identify gender
and age-based obstacles and challenges as well as opportunities in the context lower risk plant protection products in Uganda.

- **Stakeholders’ consultation meetings** to bring together different stakeholders to engage the different perspectives of different groups on how women, men and youth can be affected by the project and differentiated challenges facing women, men, and youth to select between different types of solutions and reach consensus. These meetings are also important as they give women, youth and women and youth associations the opportunity to voice their ideas and concerns.

iii) **Synthesis phase**

The consultant contracted to conduct the Gender analysis will harmonise, triangulate, and analyse the data and information collected. The consultant will develop a report to present key findings and recommendations on how to mainstream gender in the project.

4- **Gender analysis report**

The Gender analysis report will identify entry points for gender and youth mainstreaming in the different phases of the project cycle to ensure that the project can:

- Address gender and youth inequalities within the scope of gender digital divide.
- Project activities and deliveries have considered different needs and vulnerabilities of men, women, and youth on pesticides management and the uptake of lower risk options for pest management such as biopesticides and bio-control technologies by farmers in Uganda.
- Ensure that women, men, and youth have equal access to project resources and activities on uptake of lower risk products and practices by farmers in Uganda.
- Collect and analyse sex, age, and gender-disaggregated data to monitor and evaluate the gender impact on uptake of lower risk products and practices by farmers in Uganda.
- Provide practical, realistic, and feasible recommendations (effort estimations on implementation of each of the recommendation based on a scale system) within the scope and budget and suggest gender specific outputs/outcomes and related indicators.

5- **Deliverables**

The consultant will be responsible for delivering the following outputs:

- Inception report detailing the study design, methodology, data collection tools and a report outline.
- Raw data collected from the fieldwork with details on the women representatives, women farmers, youth interviewed, women owned businesses interviewed, where possible, with information on their businesses and their roles.
- A detailed analysis of the different factors that contribute to gender and age power imbalances, including social norms, cultural beliefs, and institutional policies and practices regarding the uptake of bio control technologies by farmers in Uganda.
- Draft Gender Analysis report for review and feedback. The report will summarise the findings of the study, including an overview of the current situation and context in relation to gender and age power dynamics on pesticide risks and uptake of lower risk products and practices by farmers in Uganda.
- Final Gender Analysis report incorporating feedback received. The report should analyse how these factors interplay and shape the distribution of power and influence between different
genders and ages and provide insights and recommendations for addressing gender and age inequalities on uptake of technologies by farmers in Uganda. The report should be no more than 30 pages.

- Recommendations for addressing the identified gender and age power imbalances and promoting gender equality and inclusivity on the uptake of lower risk products and practices technologies by farmers in Uganda.
- Presenting the findings of the study. This will include a high-level Power point Presentation at a workshop to share the findings with the relevant stakeholders.

6- Reporting and Coordination

The consulting firm will provide regular progress updates and reports to the PlantwisePlus management team Africa and the Gender Coordinator-Africa, CABI.

7- Proposal

Consultants are requested to submit:

1) A full proposal detailing their interpretation of the TOR, proposed methodology including, sampling, sample size, work schedule and detailed plan of activities. The proposal should ideally not exceed 10 pages.

2) Proposed budget, including a breakdown of the budget and a justification of expenses. The budget should include only those costs that can be directly attributed to the activities proposed, with an explanation of budget line items. A technical and financial proposal must be submitted separately.

3) Copies of all relevant certificates, curriculum vitae, and company profile (if applying as a company).

4) A sample of a similar gender baseline report, completed within the last 18 months (this will be treated as confidential, and only used for assessing suitability for assignment)

5) Three referees (including, one from a most recent assignment). Upon a review of the submission, CABI may require additional documentation to fulfil due diligence requirements. Requests for this will be made on a case-by-case basis, and a timeframe for turnaround agreed.

In addition to the above, the selection process will also consider the submission of the following:

a) A copy of the Company Registration
b) A copy of the VAT certificate
c) A copy of the tax clearance for the last fiscal year from the Inland Revenue Office
d) All proposed professionals must sign the copy, clearly indicating their proposed position in this assignment.
8- Timeline
The consultant is expected to commence the assignment by the third week of June 2024 and complete the task by 2nd of September 2024. A draft schedule is provided below, which can be refined through consultation with the consultant.

<table>
<thead>
<tr>
<th>SNo</th>
<th>Activities</th>
<th>Time period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Contract sign</td>
<td>28th June 2024</td>
</tr>
<tr>
<td>2.</td>
<td>Preparatory work (consisting of framework of study, sample design, checklist, methodology, timeline, schedule etc.)</td>
<td>28th June 2024</td>
</tr>
<tr>
<td>3.</td>
<td>Inception Report and orientation to enumerators and questionnaire testing</td>
<td>5th July 2024</td>
</tr>
<tr>
<td>4.</td>
<td>Field work, data collection from field – Maximum 30 days</td>
<td>19th July 2024</td>
</tr>
<tr>
<td>5.</td>
<td>First draft report submission</td>
<td>30th July 2024</td>
</tr>
<tr>
<td>6.</td>
<td>The consultant will incorporate input/comments and submit the revised version</td>
<td>6th August 2024</td>
</tr>
<tr>
<td>7.</td>
<td>Final report submission after incorporating all comments from reviewers</td>
<td>13th August 2024</td>
</tr>
</tbody>
</table>

9- Profile of the consultant tasked to carry out the gender analysis.

The consultant should have the following expertise and experience:

- A post-graduate degree in gender studies, research, social sciences, agriculture, trade, food safety, animal, and/or plant health.
- Proven track record and experience conducting gender analyses and other research on gender and power issues. Utilising innovative methodology and tools to undertake the research.
- At least five years of experience in the field of gender mainstreaming in development projects in developing countries. Experience in agriculture and trade projects including sanitary and/or phytosanitary capacity development will be an advantage.
- Experience in conducting gender analysis and familiarity with gender analysis tools and methodologies.
- Thorough understanding of the socio-cultural context in East Africa and experience working with development organisations, NGOs and (Civil Society Organisations) CSOs, government entities working on gender equality and women and youth empowerment.
- Strong analytical skills and the ability to interpret and present complex data in a clear and concise manner.
- Excellent communication and interpersonal skills, as the consultant may need to work with a diverse range of stakeholders, including community members, government officials, and representatives from organisations and NGOs.
- Cultural sensitivity and the ability to work effectively in cross-cultural environments.
- Extensive oral and written communication skills in English.

10- Evaluation criteria

All received proposals will be evaluated based on various indicators, including but not limited to:

- Sound understanding of the assignment
- Competent methodology
- Consistency, coherence, and compliance with the TOR
- Experience of the team leader
- Composition of the team
- Efficient budget planning

11- How to apply

All documents must be submitted by email to procurement-africa@cabi.org by close of close of business 25th June 2024.

Annex 1: Examples of databases on sex/gender-disaggregated data (non-exhaustive list)

- **UN Women Country Fact Sheets** for data on education, employment, economic and social benefits, and rural women
- **CEDAW Committee State Party reports**: for a general overview of a country’s state on gender equality and women’s economic empowerment
- **World Bank Gender data portal**: for indicators on economic opportunities including data on gender inequality in the law and legal barriers to women’s economic participation (World Bank Women, Business and the Law), data on women’s representation as firm owners, in management, and in the workforce (World Bank enterprise survey)
- ILO’s sex-disaggregated data and statistics: [https://ilostat.ilo.org/data/](https://ilostat.ilo.org/data/)
- United Nations’ Minimum Set of Gender Indicators: a collection of 51 quantitative indicators and 11 qualitative indicators measuring and collecting information on issues relevant for gender equality and women’s empowerment.
- National databases and national bureaus of statistics

All other details to be annexed.

1- Executive summary (2 pages)
2- Introduction (1 page)
3- Methodology (1 page)
4- Key findings (12 pages)
   a) Situation analysis (sex, age-disaggregated data)
   b) Access, uptake, and Use of lower risk products and practices by male, female and youth farmers in Uganda
4- Limitations and Challenges (1 page)
5- Conclusions and recommendations including recommendations on gender and age -responsive indicators (2 pages)
6- Detailed annexes with a synthesis of data collected during the field phase, questionnaires and list of individuals interviewed
<table>
<thead>
<tr>
<th>Africa</th>
<th>Americas</th>
<th>Asia</th>
<th>Europe</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ghana</strong></td>
<td><strong>Brazil</strong></td>
<td><strong>China</strong></td>
<td><strong>Netherlands</strong></td>
</tr>
</tbody>
</table>
| CABI, CSIR Campus | CABI, UNESP-Fazenda Experimental Lageado, FEPAF (Escritorio da CABI) | CABI, Beijing Representative Office | CABI, Landgoed Leusderend 32
| No.6 Agostino Neto Road | Rua Dr. Jose Barbosa De Barros 1780 | Internal Post Box 85 | 3832 RC Leusden
| Airport Residential Area | Fazenda Experimental Lageado | Chinese Academy of Agricultural Sciences | The Netherlands |
| P.O. Box CT 8630, Cantonments | CEP: 18.610-307 | 12 Zhongguancun Nandajie Beijing 100081, China | T: +31 (0)33 4321031
| Accra, Ghana | Batutut, San Paulo, Brazil | T: +86 (0)10 82105692 | E: netherlands@cabi.org |
| T: +233 (0)302 797 202 | T: +55 (14) 3880 7670 | E: china@cabi.org | Switzerland |
| E : westafrica@cabi.org | E: y.colmenarez@cabi.org | Trinidad & Tobago | CABI, Rue des Grillons 1
| **Kenya**      | **India**     | **Malaysia**      | CH-2800 Delemont Switzerland |
| CABI, Canary Bird 673 Limuru Road, Muthaiga | CABI, 2nd Floor, CG Block, NASC Complex, DP Shastri Marg | 2nd Floor, CG Block, UPM Serdang, Selangor, Malaysia | T: +41 (0)32 4214870
| P.O. Box 633-00621 | Opp. Todapur Village, PUSA New Delhi – 110012, India | T: +60 (0)3 894329321 | E: europe-CH@cabi.org |
| Nairobi, Kenya | T: +91 (0)11 25841906 | E: cabisea@cabi.org | UK |
| T: +254 (0)20 2271000/20 | E: india@cabi.org | Malaysia | CABI, Nosworthy Way Wallingford, Oxfordshire OX10 8DE, UK |
| E: africa@cabi.org | **Zambia**    | **Pakistan**      | T: +44 (0)1491 832111 |
| CABI, Southern Africa Centre | CABI, 59 Gordon Street, Curepe, St. Augustine TUNAPUNA 331323 | **CABI** | E: corporate@cabi.org |
| 5834 Mwange Close Kalundu, P.O. Box 37589 Lusaka, Zambia | Trinidad & Tobago | CABI, PO Box 210 | CABI, Bakeham Lane Egham, Surrey TW20 9TY, UK |
| T: +260 967619665 | T: +1 868 6457628 | 43400 UPM Serdang | T: +44 (0)1491 829080 |
| E: southernafrica@cabi.org | E: caribbeanLA@cabi.org | Selangor, Malaysia | E: microbialservices@cabi.org |
| **Trinidad & Tobago** | **USA**       | **Pakistan**      | E: cabieuurope-uk@cabi.org |
| CABI, 59 Gordon Street, Curepe, St. Augustine TUNAPUNA 331323 | CABI, 6 Liberty Square #2775 Boston, MA 02109 | CABI, Opposite 1-A, Data Gunj Baksh Road Satellite Town, PO Box 8 Rawalpindi-Pakistan | |
| T: +1 868 6457628 | T: +1 (617) 682 9015 | T: +92 51 9292062/ +92 51 8434979 | E: cABI.cwa@cabi.org |
| E: caribbeanLA@cabi.org | E: h.jansen@cabi.org | E: cabisea@cabi.org |