

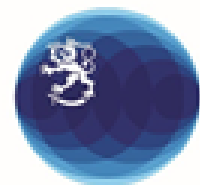


PARTICIPATORY PLANTATION FORESTRY PROGRAMME

HUMAN RIGHTS AND GENDER SITUATION ASSESSMENT OF FOREST RICH VILLAGES IN THE SOUTHERN HIGHLANDS, TANZANIA.



United Republic of Tanzania
**MINISTRY OF NATURAL RESOURCES
AND TOURISM**
Forestry and Beekeeping Division



Embassy of Finland
Dar es Salaam



HUMAN RIGHTS AND GENDER SITUATION ASSESSMENT OF FOREST RICH VILLAGES IN THE SOUTHERN HIGHLANDS, TANZANIA. REPORT

November 2021, Iringa, Tanzania



HUMAN RIGHTS AND GENDER SITUATION ASSESSMENT OF FOREST RICH VILLAGES IN THE SOUTHERN HIGHLANDS, TANZANIA.

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PROGRAMME FACTSHEET

Programme title:	Participatory Plantation Forestry Programme (PFP 2)
Sub-sectors:	Forestry, private sector development, wood industries, SME development
Expected impact:	Sustainable and inclusive plantation forestry that contributes to Tanzania's economic growth and poverty alleviation
Programme Outcome:	A socially sensitive, environmentally sustainable, financially profitable private forestry sector, including tree growers, MSMEs as well as their organisations and service providers, exists in the Southern Highlands of Tanzania
Geographical coverage:	7 districts in the Southern Highlands of Tanzania in three regions: Iringa (Mufindi and Kilolo), Njombe (Makete, Njombe DC, Ludewa, Wang'ing'ombe) and Ruvuma (Madaba)
Duration:	Four years: From 1 st November 2019 to 31 st October 2023
Programme financing:	GoF: EUR 9,340,000 of which TA fees EUR 2,338,500 and TA reimbursables EUR 1,358,800. There is an option for 700 000 EUR for additional services which will be subject to satisfactory performance by the Consultant. GoT: EUR 470,000 (in kind)
Competent authorities:	- Ministry of Natural Resources and Tourism, Tanzania (MNRT) - Ministry for Foreign Affairs of Finland (MFA)
Key stakeholders:	
1. Right holders	- Private tree growers - Vulnerable people - Urban based tree growers - MSMEs - Private forest companies - Nursery owners
2. Duty bearers	- Forest and Beekeeping Division (FBD)/MNRT - Tanzania Forest Service (TFS)/MNRT - Local government (Regional and district authorities) - Training institutions (FTI, FITI, VETA, FWITC)
3. Other responsible actors	- Tree Grower Associations (TGAs) - Tanzania Tree Growers' Association (TTGAU) - SHIVIMITA (SAFIA, NOFIA and UWASA) - Africa Forestry
4. Other stakeholders	- Forestry Development Trust (FDT) - Sokoine University of Agriculture (SUA) - Forestry Training Institute (FTI) - Forest Industries Training Institute (FITI) - Tanzania Forest Research Institute (TAFORI) - Worldwide Fund for nature (WWF) - We Effect - Tanzania Private Sector Foundation (TPSF) - SAGCOT and its partners - Private secondary processing companies (e.g., sawmills, plywood industry, building and construction, carpentry) - Service providers - Tanzania Forest Fund

PROGRAMME IMPLEMENTATION AREA

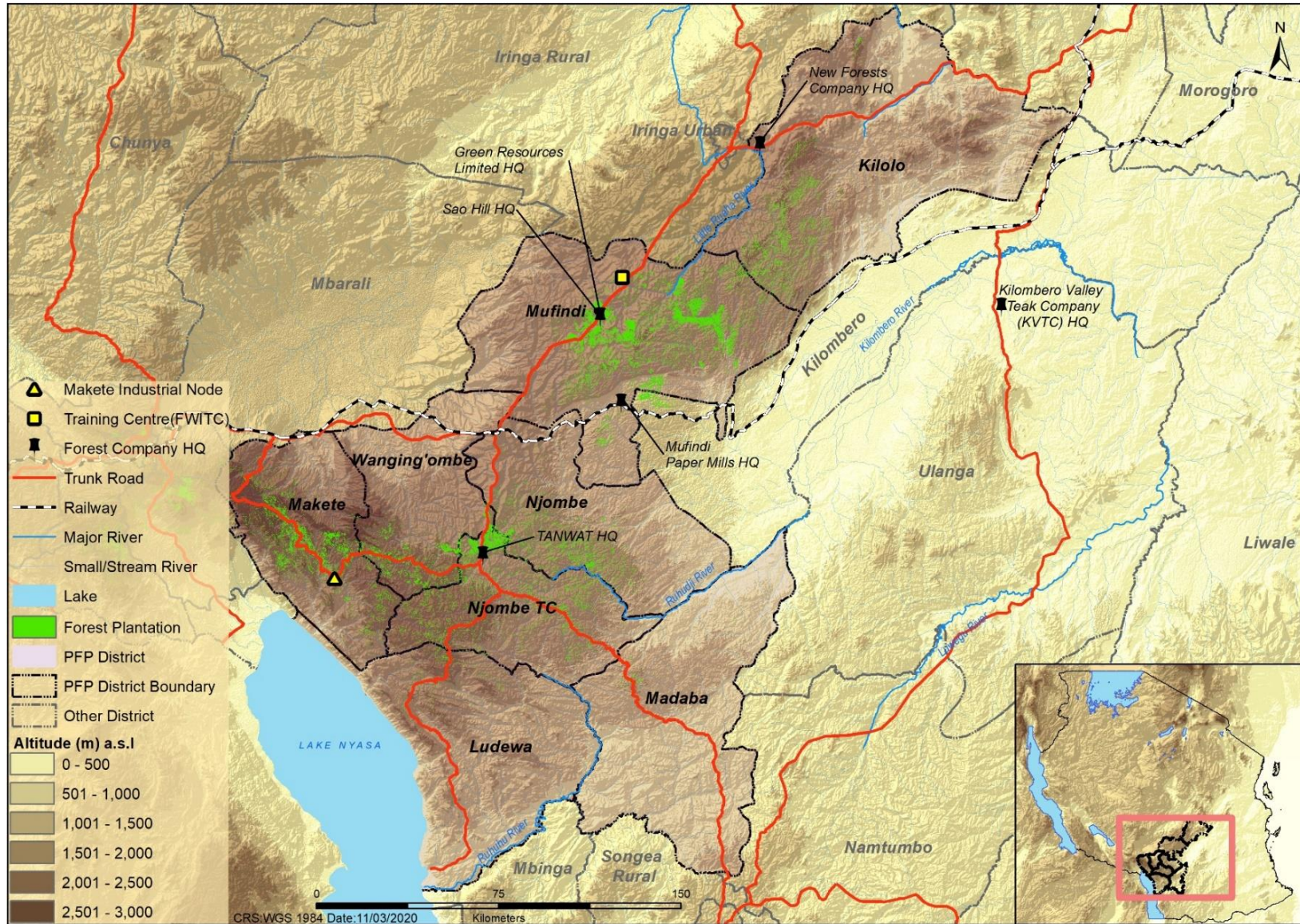


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ABBREVIATIONS

DC	District council
EFD	Electronic fiscal devices
HRGSA	Human rights and gender situation assessment
iCHF	Improved Community Health Fund
LGA	Local government authority
MFA	Ministry for Foreign Affairs of Finland
MNRT	Ministry of Natural Resources and Tourism
NBS	National Bureau of Statistics
NHIF	National Health Insurance Fund
NSSF	National Social Security Fund
PFP	Private Forestry Programme
PFP 2	Participatory Plantation Forestry Programme
SACCOS	Savings and Credit Co-operative Society
SME	Small and medium enterprises
TC	Town council
TGA	Tree growers' association
TRA	Tanzania Revenue Authority
TZS	Tanzanian shillings
VC	Village chairman/person
VEO	Village executive officer
VICOBA	Village community bank
VSLA	Village savings and loan association
WCF	Workers' compensation fund

1. EXECUTIVE SUMMARY

PFP 2 is a participation-oriented programme guided by the humans' rights-based approach (HRBA). As a human rights-progressive programme, PFP 2 expects that by the end of the programme the needs of women, youths and the vulnerable will be part and parcel of private forest development in the Southern Highlands of Tanzania.

To ensure that human rights and gender issues would be taken on board, PFP 2 undertook a human rights and gender situation assessment (HRGSA) in the forest rich villages in Mafinga, Makete and Njombe clusters to complement earlier work done in October 2020 in Makete districts. The main purpose of the assessment was to conduct a comprehensive appraisal of human rights and the vulnerability of rights holders and gender equality in the Mafinga and Njombe forestry clusters to enable PFP 2 to be human rights-progressive in its endeavour to increase rural incomes in the Southern Highlands of Tanzania through developing sustainable plantation forestry and value addition.

Poverty

Findings from the HRGSA generally show that forestry is an important economic activity in the PFP 2 forest industry clusters and that both households and LGAs get substantial incomes from forestry. Over three-quarters of households are currently involved in tree-growing activities. The proportion of income that comes from tree growing, however, varies from one cluster to the other, depending on the location, quality of infrastructure, level of development of forestry activities, and the extent of the involvement of the private sector in private forestry activities. However, the assessment found that there is a need of continued sensitisation to and training on the importance of extension service if households and LGAs need to earn substantial income from commercial forestry related activities. .

Gender

The assessment also revealed the existence of gender disparities in the forestry value chain when it comes to the involvement of women, female youths and the vulnerable in relation to forestry and the control of forest resources. Land which is main forest resource is owned and controlled by a clan. With the prevailing patriarchal system means that women and female youths stand little chance of owning land despite Tanzania's land policy and the village and land acts of 1999 providing them with this opportunity.

The assessment found that many villages do not have surplus land which can be distributed to women and the vulnerable, thereby reducing the possibility of these groups growing trees on their own accord.

When it comes to involvement and participation in forestry, the assessment found that men tend to dominate and that women feature only in some low-paying nodes of the forest value chain such as timber collection, nursery, and charcoal production. The study suggests that it is because women, female youths and the vulnerable have limited access to land that their active participation in tree growing is hindered.

Social Protection

It was also observed that occupational health and safety among forestry workers in the Mafinga, Makete and Njombe clusters is poor. Forest workers in the surveyed villages know little about safety at work, and most are not members of social security schemes although they should be under Tanzanian laws and regulations. Even workers in the informal sector can be members of NSSF by contributing 20,000 TZS per month.

Power Imbalance

The study also concluded that participants along the forest value chain participate in decisions that affect their welfare at different levels. That said, tree growers have less bargaining power than tree buyers, timber traders and those adding value to timber, such as carpenters. Moreover, tree growers' lack of tangible power is because most are not members of the Tree growers' associations through which a common voice could be aired.

Child Labour

The findings also suggest that child labour is not prevalent in the forest rich villages. It seems that only a few children from poor households, households' victims of gender-based violence and orphans are involved in forestry work and that even they work mostly during school vacations as most village governments have banned child labour in their areas.

HIV/AIDS

Forestry activities, especially harvesting and timber trading, seem somehow linked to the prevalence of HIV/AIDS. It was claimed that earnings from timber business caused, some individuals to spend on alcohol,

and prostitutes who are attracted to the southern highland. In addition, it is believed that many of those who engage in casual sex do so without using condoms.

Land Rights

The assessment suggests that land tenure in the forest rich villages remains a major challenge as most households do not have CCROs or title deeds for the land they own. In addition, in many villages it may be difficult for poor households to access CCROs as many villages do not have the land-use plans which are a prerequisite for land officers to be able to issue CCROs.

Land-related conflicts in the forest rich villages were few. Those that do arise do so around farm borders or borders between villages.

Food and Nutrition

The assessment found that malnutrition and stunting rates are not high although the regions of Iringa and Njombe report high rates of both. The low rates are a result of leaders' efforts at both the village and the LGA levels. Nonetheless, the few incidences reported during the key informant interviews need to be dealt with to ensure that all children get their basic rights, and none is stunted or wasted in the PFP 2 implementation area.

The findings of the HRGSA suggest that the following steps be taken:

- PFP 2 should continue to provide communities in the Southern Highlands education on commercial tree growing to ensure that they continue to engage in tree growing using improved seed and species that will enable households to earn a lot in a relatively short period and to earn more than they currently do.
- PFP 2 should continue to support the establishment of TGAs. These associations will improve not only the unity of small-scale tree growers but also improve their bargaining power in relation to other actors (buyers, middlepersons/brokers) in the value chain.
- PFP 2 should consider promoting complementary income generating activities to support tree growers until their plantation reach eighteen years and become ready for commercial harvesting.
- PFP 2 should work with other stakeholders such as LGA, NGOs to promote gender equality along the forest value chain.
- PFP 2 should encourage and support women to engage more in timber business. PFP 2 can use the Njombe timber market as a place to demonstrate the mechanisms and results of women's engagement.
- PFP 2 should investigate ways of working with NSSF/WCF to promote the social protection of forest workers as they work in tree growing and harvesting-related activities. Doing so will ensure the forestry workers become members of NSSF and thereby contribute to their future pension funds while in the meantime enjoying some of the other benefits offered by NSSF to its members.
- PFP 2 should work closely with town and district hospitals to create and promote health and safety issues amongst forestry value chain workers. Issues worth promoting include safety during work, HIV/AIDS prevention, and membership in health insurance schemes.

2. INTRODUCTION

2.1 About This Report

This report has four major sections. Section one is an introduction to background information, the human rights-based approach (HRBA), the purpose of the assessment, the rationale for a human rights and gender situation assessment, the objectives of the PFP 2's human rights and gender situational assessment (HRGSA) and lastly the conceptualisation of key terms covered by the study. Section two presents the assessment methodology and provides a description of the PFP 2's operational area (the Makete, Mafinga and Njombe forest industry clusters), sampling procedures and sample size, data collection methods, and how the collected data was analysed. Section three presents and discusses the findings from the assessment. Lastly, section four presents' conclusions and recommendations.

2.2 Background Information

The Participatory Plantation Forestry Programme (PFP2) – Panda Miti Kibiashara (PFP 2) is a bilateral programme conducted by the governments of Tanzania and Finland. The collaboration is mainly spearheaded by Tanzania's Ministry of Natural Resources and Tourism (MNRT) and Finland's Ministry of Finance (MoF). PFP 2 is the second phase of the planned 16-year project. The first phase (PFP) was implemented between 2014 and 2019. As was the case with PFP phase 1, PFP 2 is being implemented by Indufor Oy in partnership with Niras Finland Oy. The two organisations provide technical assistance services. PFP 2 works under the guidance of the MNRT and the Embassy of Finland in Dar es Salaam (*Ibid.*).

PFP 2 is a participation-oriented programme guided by the HRBA. As a human rights-progressive programme and recognising that the application of human rights is a process, PFP 2 aims to partially integrate issues of the HRBA in its operations. By the end of the programme the needs of women, the youth and vulnerable will be part and parcel of private forest development in the Southern Highlands of Tanzania.

The PFP 2 programme aims to increase rural incomes in the Southern Highlands by developing sustainable plantation forestry and value addition. Specifically, the programme aims to support the establishment of private forest plantation. It prioritises smallholder owners and assists them in their efforts to establish tree growers' associations (TGAs) to gain group benefits when entering timber markets and ensure future forest plantation management quality through an extensive capacity-building plan which targets players at all levels of the forest product value chain, from growers to sawmilling enterprises. In addition, capacity-building will also target employment issues in the forestry sector of the Southern Highlands (PFP 2, 2021).

Furthermore, to enhance social development in the Southern Highlands, PFP 2 aims to promote inclusive and equal participation as well as strengthen the rights of vulnerable groups by ensuring that they are given the opportunity to genuinely involve themselves in land-use planning processes. Moreover, in ensuring environmental sustainability, the programme intends to integrate biodiversity conservation into the land-use planning process, thereby improving biodiversity management in forest plantation development (*Ibid.*). PFP 2 recognises marginalised groups who have no potential of benefiting directly from the forestry market systems, thereby ensuring the principle of do-no-harm in its operations. PFP 2 expects its evaluated innovative approaches and best practices to be disseminated widely within the private forest sector to ensure the sustainability and maximisation of benefits from resources used. In addition, the programme aims to actively engage with key stakeholders of the private forests for the wide development of the sector. It is hoped that PFP 2 and other stakeholders will be able to come up with policy, legislative and business development proposals for the smooth running of private forests (*Ibid.*).

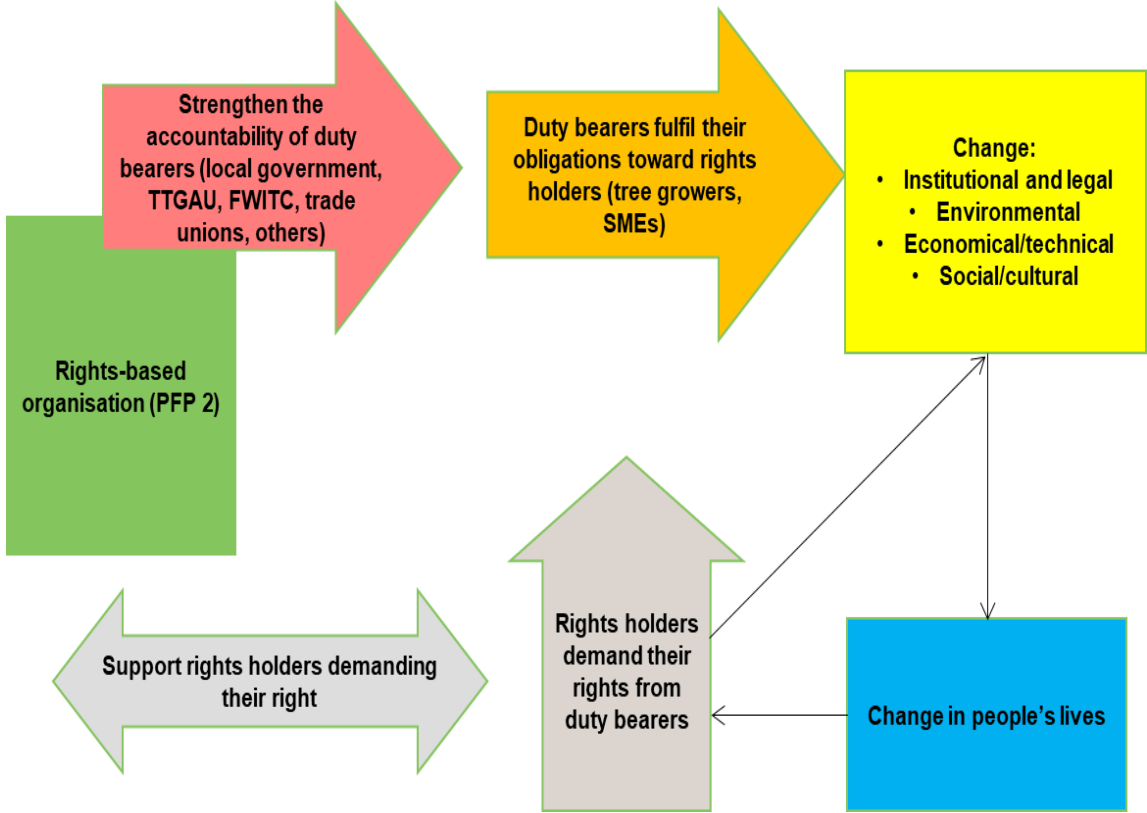
2.2.1 An Overview of the Human Rights-Based Approach

The HRBA requires that all forms of discrimination in the realisation of rights be prohibited, prevented, and eliminated. It also means that priority should be given to people in the most marginalised or vulnerable of situations, those who face the biggest barriers to realising their rights (Australian Human Rights Commission, n.d.). Therefore, a human rights-based approach consciously focuses on systematically enhancing human rights in all aspects of project and programme development and implementation. In addition, it is a conceptual framework for the process of human development that is based on international human rights standards and operationally directed to promoting and protecting human rights. The HRBA is guided by the Universal Declaration of Human Rights (UDHR, 1948) and other international human rights instruments. The HRBA has two major objectives: first, to empower people (rights holders) to claim and exercise their rights and, second, to strengthen the capacity of those actors (duty bearers) who have a particular obligation or responsibility to respect, protect and fulfil the rights of the poorest, weakest, most marginalised and vulnerable of people and to comply with these obligations and duties (UNICEF Finland, 2015:8).

The Ministry for Foreign Affairs of Finland (MFA) argues that the HRBA is an internationally agreed standard to protect human dignity as countries pursue their development dreams. Moreover, the approach recognises the importance of civil and political as well as socio-economic and cultural rights in the process of bringing change or development. Therefore, the adoption of the HRBA in MFA Finland-funded projects and programmes means human rights are considered and applied in programming, planning, implementation, monitoring and evaluation (MFA Finland, 2015). In addition, Finland’s main goal in its development cooperation activities is the eradication of poverty and reduction of inequalities. All actions must also embrace the following cross-cutting issues: gender equality, non-discrimination, the position of people with disabilities, climate resilience and low-emission development (MFA Finland, 2019).

Considering the above considerations, PFP 2 has streamlined HRBA into its programme as shown in Fig. 1 below.

Figure 1 Process and impact of applying HRBA in PFP 2 (Adapted from Kirkemann Boesen and Martin, 2007)



As shown in Figure 1, PFP 2 intends to ensure its objective of increasing rural incomes in the Southern Highlands of Tanzania through developing sustainable plantation forestry and value addition happens in accordance with the principles of the HRBA. Therefore, PFP 2 activities aim to do the following:

- Place vulnerable, disadvantaged and excluded groups at the centre of their operations.
- Pay attention to structural forms of vulnerability and discrimination, power structures and cultural practices; and
- Come up with strategies that highlight not only what is being done, but also what is not being done and those who are excluded in the process of increasing incomes along the tree value chain of the Southern Highlands (*i.e.*, in the Mafinga, Makete and Njombe forest industry clusters).

Furthermore, it is expected that through the PFP 2’s operations, right holders will be able to demand their rights from duty bearers because the structural and long-lasting changes introduced in society by PFP 2 will improve the living conditions of local people in the programme area. Moreover, once they have more financial resources and greater social stability, local communities will more likely have the confidence to claim their rights. In addition, it is expected that PFP 2’s application of the HRBA will lead to poverty reduction in the long term and that there will be an improvement in the rights of and greater empowerment among local people in

the programme area, including vulnerable groups. These developments, it is expected, will be linked to improvements in livelihoods and sustainable forest management.

2.3 Purpose of the Assessment

The main purpose of the assessment was to conduct a comprehensive appraisal of the human rights and vulnerability of rights holders and gender equality in the programme areas to enable PFP 2 become a human rights-progressive programme in its endeavour to increase rural incomes in the Southern Highlands through developing sustainable plantation forestry and value addition.

2.3.1 Rationale for the Human Rights and Gender Situational Assessment

Poverty in rural communities can be caused by various factors, including the denial of their rights by duty bearers. According to OHCHR (2004) there is a strong consensus about the complementarities between human rights and poverty. According to OHCHR, a human rights approach to poverty reduction includes empowerment and participation; recognition of national and international human rights frameworks; accountability; non-discrimination and equality; and progressive realisation. PFP 2 must uphold human rights if it is to achieve its objective of increasing incomes in the Southern Highland.

Furthermore, gender inequalities along the forest value chain are widely reported in the literature (Janson et al., 2019). In addition, many communities and people living inside forests across Africa, Asia, and Latin America are marginalised and poor. Citing the literature (Aguilar et al. 2011; Daw et al., 2015; Mai et al. 2011), Janson et al. argue that disparities across social groups and between men and women need to be addressed if communities are to benefit more from forest-related resources than they currently do. Moreover, while both men and women face huge challenges in the forestry sector, there remain significant gender gaps in access to land and tree tenure (Colfer et al., 2016 cited by Janson et al., 2019). Therefore, acting on gender gaps in forest landscapes and agro-forestry is critical. Jasson et al. further argue that there are two main arguments as to why it is critical to address the above-mentioned gender gap. First and foremost is a rights-based argument. Investments and efforts in forest landscapes should not perpetuate gender inequalities but rather work toward advancing gender equality, as all people have the right to fair and equal treatment. Second, a strong case can be made that many opportunities are missed, and investments simply are not as effective and efficient as they could be if they were gender-responsive rather than ignoring gender considerations or being gender-blind.

The above facts demonstrated that there was a need for PFP 2 to conduct a HRGSA in the programme areas to get a better understanding of poverty in the Southern Highlands as well as to get recent information on impoverishment in the programme implementation areas and to see if any human rights were being denied. Moreover, the assessment also deals with inequality and, more specifically, potential systemic barriers to advancement which might leave groups of people without a voice or representation within the tree value chain and in their communities in general. For a population to escape poverty, duty bearers must fulfil their duties and gender equality must be promoted and observed. Otherwise, some segments of the community may continue to suffer in poverty despite the prosperity and availability of income-earning opportunities along the tree value chain of the Southern Highlands.

2.3.2 Objectives of the PFP 2's Human Rights and Gender Situational Assessment

Main objective

The overall objective of the PFP 2's HRGSA was to comprehensively assess the gender equality and human rights status and vulnerability of rights holders and duty bearers and gender equality in the private forestry sector in the Southern Highlands. The assessment was expected to provide a good understanding about the root causes of poverty, power imbalances, and gender inequality and provide recommendations about what the programme should do in terms of defining its priorities, actions, and objectives to improve the lives of the poor and vulnerable people most effectively. Furthermore, the assessment was expected to increase awareness about the importance of HRBA-related issues among both stakeholders and PFP 2 staff.

Specifically, the assessment aimed at to do the following:

1. Identify key household characteristics to define a benchmark for use in monitoring the implementation of PFP 2 and assessing its impacts and as a point of reference for future poverty monitoring in the programme areas.
2. Contribute to a better understanding of the living conditions of the people in the Makete, Mafinga and Njombe forest industry clusters with a view to understanding the main factors associated with and perpetuating poverty and vulnerability.

3. Assess asset ownership and opportunities available for the poor in the private forestry community.
4. Assess the equal participation of tree grower communities in decision-making in matters affecting them (both as individuals and collectively).
5. Determine gender roles in the forestry value chain and their impacts on decision-making as well as on access to resources and power.
6. Assess health and social security among tree growers and workers in the forestry value chain.
7. Determine access to information about policies and regulations related to land access and ownership among tree growers, women, and vulnerable people.
8. Determine the prevalence of child labour in the forestry value chain.
9. Determine the prevalence and forms of corruption in the forestry value chain.
10. Identify and assess the capacity of different duty bearers to protect, respect and fulfil the rights of rights holders.

2.3.3 Definitions of Key Terms

CESS: A tax that is imposed by the central government for a particular reason (Financial Express, 2021)

Child: A person below the age of eighteen years (URT, 2009).

Child labour: Child labour is classified as children's work whose nature or intensity is detrimental to their schooling or harmful to their health and development (ILO, 2002). The concern is with children who are denied their childhood and a future, who work at too young an age, who work long hours for low wages, who work under conditions harmful to their health and their physical and mental development, who are separated from their families, and/or who are deprived of education. Child labour can create irreversible damage to a child and violates both international law and, usually, national legislation (ILO, 2002).

The definition of child labour is met if a child under 12 years is economically active for 1 or more hours per week; a child 14 years and under is economically active for at least 14 hours per week; a child 17 years and under is economically active for at least 43 hours per week; a child 17 years and under participates in activities that are "hazardous by nature or circumstance" for 1 or more hours per week; or a child 17 years and under participates in an "unconditional worst form of child labour". The last category includes trafficked children as well as children in bondage and children engaged in forced labour, armed conflict, prostitution, pornography, and/or illicit activities (ILO, 2008).

Decent work: The summation of people's aspirations in their working lives, opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men (ILO, 2021, 2020).

Employment: Part of a range of factors, including income, education and housing that can have an impact on health (Walter & Mooney, 2007).

Employment in the informal sector: All jobs in informal sector enterprises or all persons who, during a given reference period, were employed in at least one informal sector enterprise, irrespective of their status in employment and whether it was their main or a secondary job (ILO, 2004).

Forest industry cluster: According to Mrosek & Schulte (2004) and Mrosek et al. (2005), as cited by Mrosek and Schulte (n.d.), forest and wood-processing industry clusters, include the identification of all industry branches and associated individual companies, as well as related institutions. Within the cluster, these companies and institutions should be linked to each other by a close relationship to forest resources, spatial clustering, and high connectivity to each other.

Gender: Gender refers to the characteristics of women, men, girls, and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time (WHO, 2021).

Hazard: A source of or exposure to danger (URT, 2009b).

HIV incidence: A measure of the frequency with which new cases of HIV occur in a population over a period to time (Tanzania Commission for AIDS, 2018).

HIV prevalence: The proportion of living persons in a population who are living with HIV at a specific point in time (Tanzania Commission for AIDS, 2018).

Human rights-based approach: A conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. Generally, HRBA seeks to analyze inequalities which lie at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress and often result in groups of people being left behind (United Nations Sustainable Development Group, 2021)

Informal sector enterprises: Private, unincorporated enterprises, i.e., enterprises owned by individuals or households that are not constituted as separate legal entities independent of their owners and for which no complete accounts are available that would permit a financial separation of the production activities of the enterprise from the other activities of its owner(s). Private unincorporated enterprises include unincorporated enterprises owned and operated by individual household members or by several members of the same household as well as unincorporated partnerships and cooperatives formed by members of different households, if they lack complete sets of accounts (ILO, 2000).

All or at least some of the goods or services produced are meant for sale or barter, with the possible inclusion in the informal sector of households which produce domestic or personal services with the help of paid domestic employees (ILO, 2000).

Their size in terms of employment is below a certain threshold to be determined according to national circumstances, and/or they are not registered under specific forms of national legislation (such as factory or commercial acts; tax or social security laws; the regulatory acts of professional groups; or similar acts, laws or regulations established by national legislative bodies as distinct from local regulations for issuing trade licenses or business permits), and/or their employees (if any) are not registered. They are engaged in non-agricultural activities, including secondary non-agricultural activities or enterprises in the agricultural sector (ILO, 2000).

In short, the informal sector is broadly characterized as consisting of units engaged in the production of goods or services with the primary objective of generating employment and incomes to the persons concerned. These units typically operate at a low level of organization, with little or no division between labour and capital as factors of production and on a small scale. Labour relations, where they exist, are based mostly on casual employment, kinship, or personal and social relations rather than contractual arrangements with formal guarantees (OECD, 2021).

Occupational disease: Any disease arising out of or in the course of employment (URT, 2009b).

Occupational health: The promotion and maintenance of the highest degree of physical, mental and social wellbeing of workers in all occupations; the prevention amongst workers of departures from health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities; and, to summarise, the adaptation of work to man and of each man to his job (ILO/WHO Committee on Occupational Health, 1950 as cited by Ali, 2008).

Occupational safety and health: The science of the anticipation, recognition, evaluation, and control of hazards arising in or from the workplace that could impair the health and wellbeing of workers, considering the possible impact on the surrounding communities and the general environment (Ali, 2008).

Orphan: A child under 18 years of age who has lost both parents and/or a parent through death (URT, 2009: UNICEF, 2021).

Parent: A biological father or mother, an adoptive father or mother, or any other person under whose care a child has been committed (URT, 2009)

Poverty: An assessment of the basic costs of a minimum standard of living in a particular society and the number of households and/or the proportion of the population that are deemed not to be able to meet these basic needs (URT, 2020). In Tanzania, poverty is measured by comparing a household's consumption per adult equivalent to the national poverty line using Household Budget Survey (HBS) data. The consumption aggregate comprises food, including food produced by a household itself, and expenditures on a range of other goods and services (e.g., clothing, utilities, transportation, communication, health, and education). In Tanzania, the national poverty line is TZS 49,320 per adult equivalent per month and the food poverty line is 33,748 TZS per adult equivalent per month. Since October 2015, the World Bank has been using an updated international poverty line of US \$1.90 a day. According to the World Bank, the new line incorporates new information on differences in the cost of living across countries (PPP exchange rates). In addition, the new line preserves the real purchasing power of the previous line (of \$1.25 a day in 2005 prices) in the world's poorest countries (WB, 2021).

Risk: The probability that an injury or danger to person, property or environment will occur (URT, 2009b).

Small and medium enterprises (SMEs): Small and medium enterprises. Sometimes micro enterprises are also included. SMEs cover non-farm economic activities, mainly manufacturing, mining, commerce, and services, but there is no universally accepted definition of SME. Different countries use various measures of size depending on their level of development. The commonly used yardsticks are total number of employees, total investment, and sales turnover. In the context of Tanzania, micro enterprises are those engaging up to four people, in most cases family members, or employing capital amounting up to TZS 5.0 million. Most micro enterprises fall in the informal sector. Small enterprises are mostly formalised undertakings engaging between 5 and 49 employees or with capital investment from TZS.5 million to TZS 200 million. Medium enterprises employ between 50 and 99 people or have a capital investment between TZS 200 million and TZS 800 million (URT, 2002).

Social protection: A set of public measures that a society provides to its members to protect them against economic and social distress caused by the absence of or a substantial reduction in income from work as a result of various contingencies (the sickness, maternity, employment injury, unemployment, invalidity, old age, or death of the breadwinner); the provision of health care; and, the provision of benefits to families with children (García and Gruat, 2003).

Vulnerability: The diminished capacity of an individual or group to anticipate, cope with, resist and recover from the impact of a natural or man-made hazard. The concept is relative and dynamic. Vulnerability is most often associated with poverty, but it can also arise when people are isolated, insecure, and defenceless in the face of risk, shock, or stress (IFRC, 2021).

PFP 2 defines vulnerable people as those who can potentially benefit from forestry market systems but are simultaneously likely to face severe obstacles in enjoying equal benefits due to limited access to land, power, and a reliable source of income; poor health and disability; as well as the lack of appropriate skills, social protection, and sufficient access to resources. This umbrella definition is applied in relation to different programme interventions to define those groups of people who are in a vulnerable position in the context of that specific intervention. The programme recognises marginalised groups with no potential of benefitting directly from forestry market systems to uphold the principle of do-no-harm.

Wealth: The possession of an asset which brings income to a person. Wealth represents command over a stock of economic resources and opportunities, and it provides people with substantial financial comfort and security in times of crisis such as illness, disability, or the loss of a job (Oxford Bibliographies, 2016).

Worker: An employee or a self-employed person or a person who works under the supervision of an employer as an apprentice. An employee or self-employed person is deemed to be at work during the time that he is in the course of work (URT, 2009b).

Youth: There is no universally agreed upon age definition of youth. Instead, various definitions are applied to different policies and legislations. The United Nations defines youth as young men and women between the age of 15 and 24 while the Commonwealth Youth Program has adopted the age category of 16 to 29 (URT, 2007). Tanzania's 2007 National Policy of Youth Development, in contrast, defines youths as those aged 15-35 years (URT, 2007).

3. THE ASSESSMENT METHODOLOGY

This section details the approaches and method implemented in the second phase of the HRGSA conducted in Njombe FIC, Mafinga FIC and Wanging'ombe District (as part of Makete FIC). Details regarding the approaches and method implemented in the first phase of the HRGSA can be found in the Participatory Plantation Forestry Programme (2020) report.¹

3.1 Consultation Meetings

To ensure a smooth assessment, the consulting team held various virtual and face-to-face consultation meetings with the PFP 2 national socio-economic expert. Meetings were very fruitful as they provided a platform for the exchange of ideas that enabled the consultants to properly understand the task at hand. In addition, the consultants and the PFP 2 expert discussed the data collection tools to ensure the right data were collected.

3.2 Preparation for Data Collection

The consultation team trained eight enumerators and two key informant interviewers in how to employ the data collection tools before testing those tools in the village of Itimbo, Mufindi District Council on 24 June 2021. The above-mentioned training was conducted at FWITC-Mafinga for two days (22–23 June 2021). Following this test, the consultants and PFP 2 expert worked on the issues that had surfaced and ensured that the questionnaire to be used in the actual household surveys was appropriate.

3.3 The Assessment Approach and Design

The HRGSA adopted a cross-sectional research design in which data were collected once. Its approach was mixed method, meaning both quantitative and qualitative data collection methods were used. Quantitative data was collected through the household survey, while qualitative data were collected through KIIs and focus group discussions (FGDs). Before data was collected or recorded, all involved were briefed on PFP 2 and the purpose of the exercise and their consent was sought. In addition, survey respondents, key informants, and FGD participants were given adequate time and space to air their views on the questions posed to them.

Furthermore, the respondents, key informants and FGD participants were interviewed to generate information based on the HRBA principles of human rights and equality along the forestry value chain. Specifically, the questioning aimed at understanding how men, women, youths and the vulnerable are engaged in tree growing in the Mafinga, Makete and Mufindi clusters. Other questions covered poverty, vulnerability, gender relations, ownership and control of land and forest resources, governance issues along the forestry value chain, and what could be done to increase incomes from tree growing in forest rich villages. The tools for collecting such information are attached as annexes 4-13.

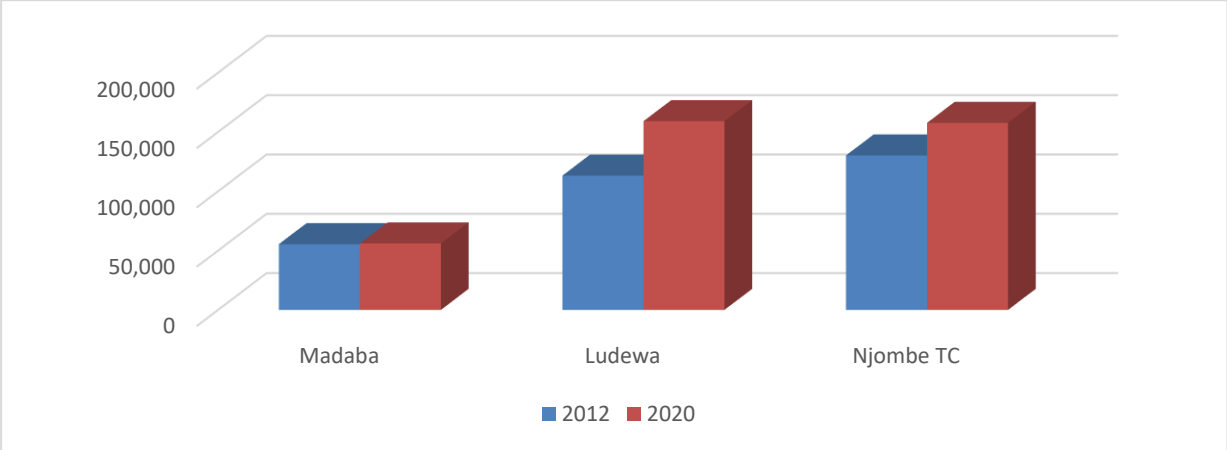
3.4 Description of the PFP 2's Forest Industry Clusters

3.4.1 Demographic Characteristics of the Mafinga, and Njombe Forestry Industry Clusters

Tanzania's 2012 Population and Housing Census shows that the total populations for Mafinga and Njombe clusters were 532,861 and 498,447 respectively. In Mafinga cluster was 48 and 52 percent were males and female respectively, whereas in the Njombe cluster, the same figures were 47.4 and 52.6 percent respectively. The projected populations for 2020 were 550,995 and 372,727 for the Mafinga and Njombe clusters (excluding Makambako and Njombe DC) respectively. The population for the Mafinga cluster was projected to increase slightly (by 18,134 persons) by 2020 from 2012. The 2020 projection for districts in the Njombe cluster also projected a population increase. Figure 1 below shows the population data for 2012 and the projection for 2020.

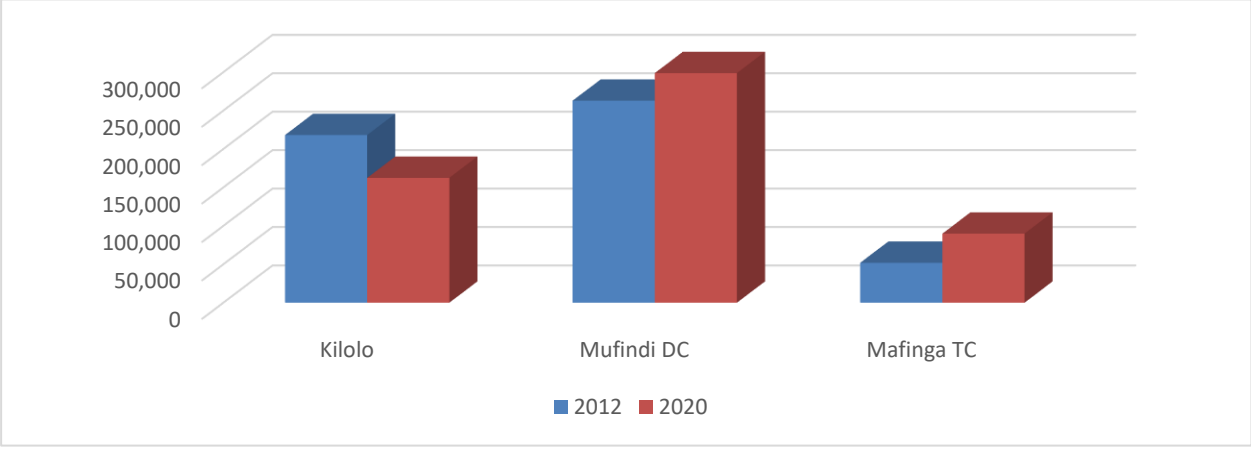
¹ Participatory Plantation Forestry Programme (2020). Human Rights Based Approach and Gender Situational Assessment: A Case Study of Makete District. Iringa, Tanzania

Figure 2 Population changes between 2012 and 2020 for selected districts in the Njombe cluster (Source: National Population and Housing Census 2012, Surveyed LGAs Socio-Economic Profiles)



As presented in Figure 3, it was estimated that the population of the Mafinga cluster would grow between 2012 and 2020. More specifically, it was expected that populations would increase in Mafinga TC and Mufindi DC but decrease in Kilolo District.

Figure 3 Population changes between 2012 and 2020 for selected districts in the Mafinga cluster (Source: Population and Housing Census 2012, Surveyed LGAs Socio-economic profiles)



3.4.2 Agro-Ecological Characteristics of PFP 2’s Operational Area.

The three forest industry clusters covered in the assessment, Makete, Mafinga and Njombe, have different agro-ecological zones, as shown in Table 1. Districts with three ecological zones (highland, midland, and lowland) are Kilolo (Mafinga Cluster) and Ludewa (Njombe Cluster). Mufindi (Mafinga Cluster), Njombe and Madaba (Njombe Cluster), and Makete and Wanging’ombe (Makete Cluster), in contrast, have two ecological zones (highland and lowland). Makambako TC and Mafinga TC in the Njombe and Mafinga clusters respectively are relatively homogeneous; they have gently undulating plains and flat land. The agro-ecological zones in all the clusters are differentiated by their altitudes and climate and soil characteristics, and these factors determine the type of activities that can be carried out there, especially agriculture-related activities. Generally, highland zones have been favoured most for tree growing because they provide a good environment for *Pinus patula* and *Eucalyptus grandis* which are the most planted species in the southern highland, Tanzania.

Table 1 Agro-Ecological Characteristics of PFP 2's Operational Area

Characteristic	Mafinga	Njombe	Makete
Types of agro-ecological zones	Three zones, Eastern Highland, midland lowland (Mufindi Plateau and the rift valley of Mahenge).	Three zones, highland, midland, and lowland.	Two zones, highland, and lowland.
Altitude	900–2,700 meters above sea level.	900–1,600 meters above sea level.	300–2,800 meters above sea level.
Rainfall	452–1,600 mm per annum	600–1,600mm	300–2,800 mm
Temperature	11°C–28°C	15°C –27°C	2°C –30°C
Soil	Red clay in the highlands zone and yellow leached clay in lowlands (Mafinga and Mufindi), volcanic potash soil.	Varies between red lateritic, grey sand, clay, and lam. It is generally fertile soil.	Loam clay mixed with sand, volcanic potash, and black clay soils.
Food crops	Maize, sorghum, beans, groundnuts, paprika, wheat, round potatoes, sweet potatoes, onions, tomatoes, paddy, cassava, millet, tropical fruits (mango, pawpaw, guava), temperate fruits (beaches, pears) and avocados.	Maize, sweet, and round potatoes, paddy, beans, groundnuts, cassava, bananas, finger millet, temperate fruits, and avocados.	Maize, sweet, and Irish potatoes, wheat, bananas, groundnuts, temperate and tropical fruits, apples, avocados.
Cash crops	Tea, coffee, pyrethrum, tobacco, and sunflower.	Sunflower, coffee, tea, pyrethrum, and ginger.	Pyrethrum and coffee.

3.4.3 Economic Activities in the PFP 2's Operational Area

Agriculture including tree plantation is the main economic activity in all the villages where the PFP 2's programme is implemented. Over 80 per cent of people depend on agriculture as their major source of livelihood. Households mainly depend on selling food cash crops (maize, beans, potatoes, and wheat) and other cash crops (tea, sunflower, ginger, and avocados), and livestock. A very few people are beekeepers. Apart from agriculture, other sources of income include self-employment (petty trading, carpentry, masonry, motor vehicle/motorcycle/tricycles mechanics, craft, and related professionals) and paid employment depends on the level of urbanisation of the respective district or town council. For instance, urban districts and councils such as Mafinga TC, Mufindi DC, Makambako TC, Njombe TC, Njombe DC and Wanging'ombe provide more opportunities such as casual labour and formal employment than rural districts like Makete, Ludewa and Madaba.

3.5 Sampling and Sample Sizes

3.5.1 Village Sampling and Sample Size

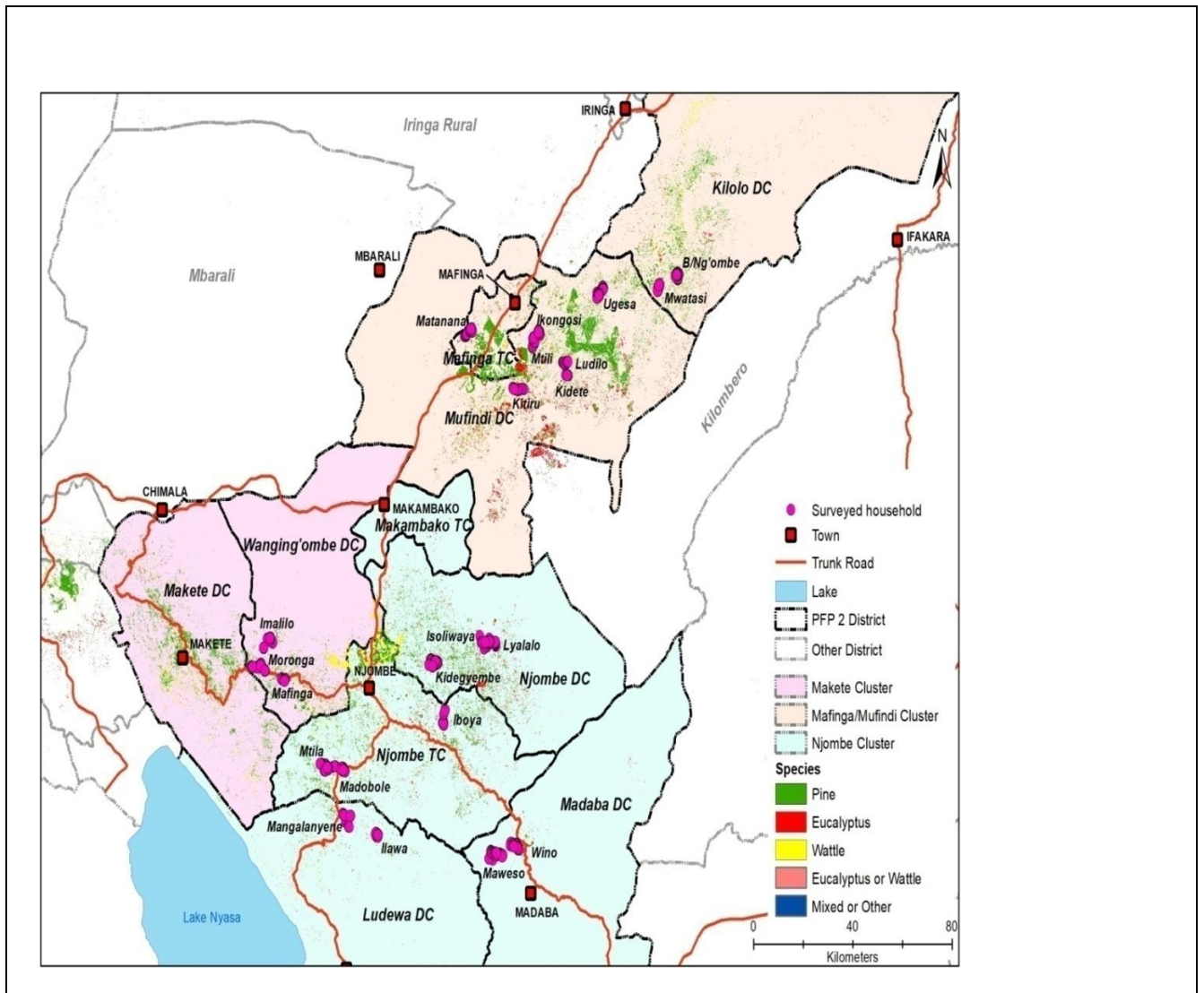
In Makete District, the PFP 2 operates in 23 villages. All 23 villages were included in the first round of baseline field surveys in 2020, providing for a 100% sample.

During the second phase of the assessment in 2021, sampling was applied in the selection of target villages among the 57 new PFP 2 villages in Mafinga FIC, Njombe FIC and Wanging'ombe District. The targeted overall sample size was 40% of the total, or 23 villages. Stratification based on the 13 management units was applied in the selection. The number of villages selected randomly from each management unit depended on the total number of villages in the management unit, as follows: 1 village selected from 3 village units (33%); 2 villages selected from 4 village units (50%); and 2 villages selected from 5 village units (40%). Originally, 4 villages were selected from the 10-village Wanging'ombe unit, out of which 3 were eventually covered in the final sample. The full sampling framework for the Mafinga, Makete and Njombe clusters is presented in Annex I.

The final sample size in the baseline field surveys in 2021 was 22 of the total 57 villages (39%).

Altogether, during the two surveys in 2020 and 2021, assessment data was collected from a total of 45 villages, or 56% of the total. The surveyed villages are listed in annex 2 and presented among other forest rich villages in Figure 4. The same sample of villages was used for both the woodlot and SME surveys implemented in parallel with this assessment.

Figure 4 Map showing the PFP2's forest industry clusters and target forest rich villages



3.5.2 Household Sampling and Sample Size

The sample for the households included in the HRGSA was based on a sample size computation according to Cochran 1963 (Cochran, WG (1963): Sampling Techniques, 2nd Ed., New York: John Wiley and Sons, Inc). For a finite population sample size is computed using the following formula:

$$n = \frac{n_o \times N}{n_o + (N - 1)}$$

Where

$$n_o = \frac{Z^2 \times (\pi)(1 - \pi)}{e^2}$$

π is the proportion of the attribute of interest. In our case we assumed an equal chance of occurrence, or 0.5

Z is the Z score (1.96 was used as we assumed 95% confidence)

e is the sampling error/level of precision (the range in which the true value of the population is estimated to fall). We used 0.05. Thus,

$$n_o = \frac{1.96^2 \times (0.05)(1 - 0.05)}{0.05^2} = 384$$

$$n = \frac{n_o \times N}{n_o + (N - 1)} = \frac{384 \times 4243}{384 + (4243 - 1)} = 352$$

This sample size was allocated to the villages using a proportional allocation formula given by

$$n_h = \frac{N_h}{N} \times n$$

Where

n_h is the sample size of the households to be drawn from the h^{th} village

N_h is the population of the households in the h^{th} village

N is the total population of all the households

n is the total sample size of the households

For more details on the sample see Annex 2.

Both probability and non-probability sampling procedures were used to obtain samples from the villages in which household surveys were conducted. Stratified sampling was applied to ensure an appropriate representation of beneficiaries. Relevant strata and their actual representation in the population were identified. The villages and number of respondents targeted and interviewed are as shown in annex 14.

The key informants and participants in FGDs were selected purposefully from among local government authorities (LGAs) and individuals knowledgeable about and experienced in the tree value chain. These included Planning Officers, Trade Officers, Natural Resources Officers, Community Development Officers, Social Welfare Officers, TASAF Coordinators, and Town Planners/Land Officers. In addition, at the village level, those involved in the in-depth interviews included 4 village executive officers (VEOs), 18 village leaders, 2 members of TGAs, 5 forest workers and 5 SMEs. The FGDs involved members of the Makambako Timber Sellers Association, SAFIA (Sao Hill Forest Users Association), and Nundwe and Lyamko TGAs (tree growers' associations). Each FGD involved six participants, so there was a total of 24 participants.

3.5.3 Data Collection

3.5.4 Secondary Data and Desk Review

A desk review of PFP 2 documents was conducted to broaden and deepen the consultants' understanding of the main issues of the assessment. The documents reviewed include the final draft of the Programme Document PFP2, Participatory Plantation Forestry Programme Phase 2 (MNRT and MFAF, 2019), Guideline for Facilitation of Tree Growers' Association Establishment and Strengthening (MNRT and MFAF, 2020), Revised PFP 2 Annual Work Plan and Budget for 1 July 2020 to June 2021 (MNRT and MFAF, 2021), Private Forestry Programme Phase I (1 January, 2014 to 30 April, 2019 (2019) and Private Forestry Programme: Phase I Achievements (MNRT and MFAF, 2019).

3.5.5 Primary Data Collection

Quantitative data collection

Quantitative data was collected through a pre-structured questionnaire with closed and open-ended questions (Annex 3). It was administered to 1,154 households. The current assessment involved 702 households and that conducted in the Makete cluster in November 2020 involved 452 households. The current household survey involved sampling respondents conveniently but included a modification so that respondents were selected across all the hamlets of the target villages. Doing the above ensured that households were adequately scattered across any given village. A map showing the villages covered in the current assessment is presented in Figure 4.

Qualitative data collection

Qualitative data was collected through in-depth/KIIs in the target villages. While enumerators were collecting data from villages, the consultants were conducting KIIs with key informants at LGA (district/town) administrative offices as well as with Mufindi Town Council's chief medical officer, the manager of NSSF – Mafinga and a firefighter with Mufindi Town Council. A total of 50 individuals were involved at the village and LGA levels respectively. There was a total of 94. In addition, four FGDs were also conducted with six members each of Makambako Timber Sellers Association, SAFIA (Sao Hill Forest Users Association), NUNDWE TGA (Tree Growers Association (UWAMINU – Umoja wa Wakulima wa Miti Nundwe) and Lymako TGA (CHAWAMILYA - Chama cha Wapanda Miti na Hifadhi ya Mazingira Lyamko). A total of 24 participants were involved, meaning that a total of 118 individuals were involved in the qualitative data collection exercise.

3.6 Data Analysis

Both qualitative and quantitative data analytical techniques were applied. Quantitative data was analysed using Excel and IBM-SPSS whereby descriptive statistics, mainly means and percentages were computed to show the existing situation of the key indicators as per the ToR. The results are organised so that they respond to the objectives of the human rights and gender situational assessment. The results are presented in tables and figures. Qualitative data from the KIIs and four focus group discussions (FGD) were transcribed and analysed using content analysis.

Furthermore, the consultants used triangulation to combine both the quantitative and qualitative data collected and thereby develop a better understanding of the HRGSA of the PFP 2 forest industry clusters of Mafinga, Makete and Njombe.

The consultants also made some observations in the field and examined PFP 2 reports and other relevant literature.

3.7 Assessment Limitations

The current HRGSA faced a few challenges. One problem was the lack of readily available sampling frames in the selected villages, a lack that made randomly selecting households to participate in the baseline survey impossible, especially given the tight timeframe for the completion of the task. To circumvent this challenge, the consultants and the PFP 2 socio-economic expert decided to adopt a modified convenient sampling that ensured all hamlets in a village would be proportionally presented in the pre-determined sample for each village. A second limitation was the lack of the required statistics or data to support some of the key issues that the KIIs covered, including data on child labour, HIV/AIDS, the number of vulnerable people in LGAs, access to loans by those in the tree growing value chain and women's participation in decision-making. For most of these data, the assessment relied on what the key informants said and some of the statistics generated from the analysis of the quantitative data. A third difficulty was merging findings from the November and current assessment for some of the issues under consideration as modifications were made to the earlier data collection tool as directed in the ToR. Despite this challenge, the consultant tried to provide a comprehensive report on both assessments without affecting the validity or reliability of the findings.

4. FINDINGS AND DISCUSSION

4.1 Demographic and Socio-Economic Characteristics of the Surveyed Households

4.1.1 Socio-Demographic Characteristics of the Surveyed Households

The socio-demographic characteristics of the surveyed households are presented in Table 2 and Figure 5. Over two-thirds (69.2%) of the respondents were males and the heads of their households. According to Table 2, the majority (71.8%) of the household heads had had a primary school education. In addition, most (67 %) were married or living with a partner. Table 2 further shows that most households had one adult male and one adult female. Only a very few (5.2%) had three or more.

Table 2 Socio-demographic characteristics of surveyed households in the forest rich villages.

Characteristic		Mafinga	Makete	Njombe	Overall
Respondents' gender	Female	96 (28.9)	201 (38.2)	59 (19.9)	356 (30.8)
	Male	236 (71.1)	325 (61.8)	237 (80.1)	798 (69.2)
Household head's highest level of education	No formal education	49 (14.8)	169(32.1)	18 (6.1)	236 (20.5)
	Primary education	247 (74.4)	338(64.3)	243 (82.1)	828 (71.8)
	Secondary school (O-level) education	28 (8.4)	16(3.0)	27(9.1)	71 (6.2)
	High school (A-level) education	1 (0.3)	2(0.4)	2(0.7)	5(0.4)
	Technical/Vocational/Certificate	3(0.9)	0(0)	1(0.3)	4(0.3)
	College/University education	4 (1.2)	1(0.2)	5(1.7)	9(0.9)
Household head's marital status	Divorced	96 (0)	8 (2)	1 (0)	10 (1)
	Married/Living together	235 (71)	306 (58)	232(78)	773 (67)
	Separated	4 (3)	14 (3)	17(6)	42(4)
	Single	4(1)	15 (3)	6 (2)	25(2)
	Widow/Widower	81 (24)	183(35)	40(14)	304(26)
Adult females	0	12 (3.6)	28(5.32)	16 (5.4)	56 (4.85)
	1	220 (66.3)	371(70.53)	217 (73.3)	808(70.02)
	2	77 (23.2)	105 (21.6)	55 (18.6)	237(20.54)
	3	19 (5.7)	13 (2.47)	6(2)	38 (2.39)
	4 and above	4 (1.2)	9 (1.7)	2 (0.7)	15(1.3)
Adult males	0	56 (16.9)	153(28.54)	42 (14.2)	251(21.75)
	1	206 (62)	286(53.36)	203 (68.6)	695(60.23)
	2	52 (15.7)	57(10.63)	39(13.2)	148(12.82)
	3	16 (4.8)	19(3.54)	8(2.7)	43(3.73)
	4 and above	2 (0.6)	11 (2.05)	4 (1.4)	17 (1.47)
Children	0	227(34.19)	172(28.67)	246(41.55)	645(34.75)
	1	230(34.64)	140(23.33)	189(31.93)	559(30.12)
	2	141(21.23)	130(21.67)	116(19.59)	387(20.85)
	3	54(8.13)	79(13.17)	27(4.56)	160(8.62)
	>3	12(1.81)	79(13.17)	14(2.36)	105(5.66)

4.1.2 Main Livelihood Strategies for the Surveyed Households and Communities in the Forest Rich Villages.

The main livelihood strategies for the surveyed households and their surrounding communities are as presented in Table 3.

Table 3 Main livelihood strategies for communities in the forest rich villages

Men	Women	Male Youths	Female Youths	Vulnerable
-Crop farming	-Crop farming	-Crop farming (not so much)	-Crop farming	-Crop farming
-	-	-Motorcycle Taxis (Bodaboda) /Tricycle Taxis (Bajaji)	-	-
-Trade/Petty trade	Trade/Petty trade	-Trade/Petty trade	-Petty trade	-
-	-Local pubs (<i>pombe</i> shop)		-Local pubs (<i>pombe</i> shop)	-
-	Food vending		-Food vending	-
Casual labour	Casual labour	Casual labour	Casual labour	Casual labour
-	-	-Employment in timber value addition industries	-Employment in timber value addition industries	-
Tree planting, Timber sawing, Timber transportation, Timber sales and trade, charcoal	Timber sales in yards\, timber carrying to the main road. charcoal	Timber sawing, Timber transportation, Timber sales and trade and furniture making	- Timber sales in yards - Timber carrying to the main road. charcoal	-Timber Carrying to the main road. -Casual work

Agriculture including tree planting was the main occupation of the majority. Agriculture was followed by wood processing and livestock-keeping and small businesses in Makete and Mafinga and Njombe clusters respectively. Generally, very few of the surveyed household heads in the Mafinga and Njombe clusters reported that they kept livestock.

4.2 Household Poverty Indicators in the Forest Rich Villages.

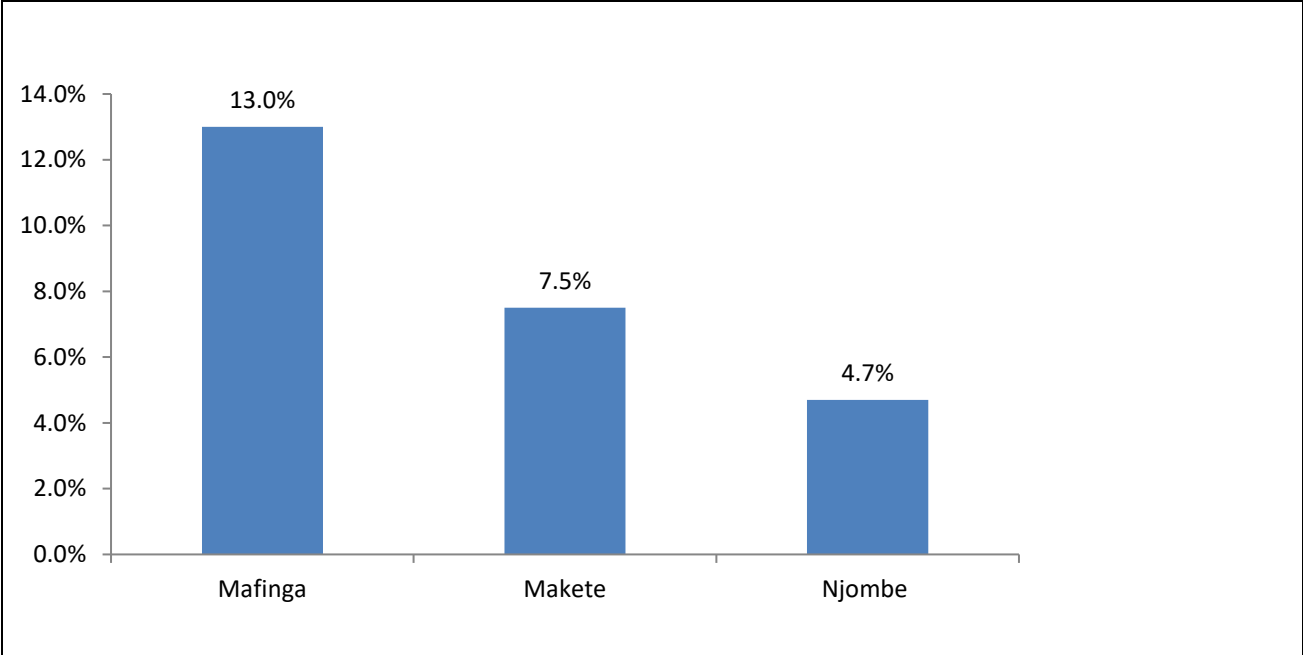
4.2.1 Poverty Line

According to the World Bank (2019), 26.4% of Tanzanian households fall under the basic need’s poverty line of 49,320.00 TZS (2018). In addition, the World Bank (Ibid.) suggests that the poverty line was 8 percent in 2018 and expected to drop to 7.3 percent in 2020.

Findings from the current assessment show that the probabilities that a household in a forest rich village will fall under the food poverty line are 3.1%, 4.2%, and 4.3% for the Njombe, Mafinga and Makete clusters respectively. In addition, the findings show that the probabilities that a household will fall below the national poverty line are 13.3%, 16.4% and 16.6% for the Njombe, Mafinga and Makete clusters respectively.

Generally, most people who participated in the assessment used food security, modern housing, and income as the key indicators of poverty in their communities. Observations made during the KIIs at both the LGA, and village level were based on the same understanding. Moreover, the availability of income was associated with household conditions (the ability to build a modern house roofed with iron sheets), ability to pay school fees for children and, access to health services. Food was used to assess a household’s ability to feed itself on the one hand and to sell the surplus on the other. The household survey showed that only 57 (8.1%) of the households reported that they had lacked food in the last 12 months before the assessment was conducted. According to Figure 5, more households in the Mafinga cluster faced food shortage than households in the Njombe cluster.

Figure 5 Percent of households reporting food shortages in the past 12 months by cluster



4.2.2 Measures Taken to Address Poverty

Several measures have been initiated and implemented to address poverty in the PFP 2’s forest industry clusters. For example, most of the LGAs have offered training themselves or in collaboration with development partners. Generally, the training focuses on helping communities grow trees, produce crops, and keep livestock commercially because subsistence-level production is the main contributing factor to low earnings and poverty in both clusters.

Other poverty reduction measures include the following:

- Provision of no-interest loans to youths, women, and people with disabilities as per the manifesto of the Chama cha Mapinduzi, the ruling party. LGAs implement this manifesto effectively and in a timely manner.
- Use of farmer field schools and group demonstration plots to train farmers in the best agricultural practices.
- Introduction of village by-laws such as prohibiting the sale and drinking of alcohol during working hours. This measure aims to reduce the rate of alcoholism, a disease that contributes to poverty.

- District and town councils from all the clusters have been working closely with other stakeholders such as TASAF to develop and provide social services.
- Different departments at the district level have been initiating and implementing various activities based on their mandate to improve people's livelihoods. For instance, in 2019 Ludewa District sensitised its members to cultivate cash crops such as tea and trees.

The role of duty bearers in poverty reduction

The major duty bearers in poverty reduction are the central government, local governments, and the Tanzania Social Action Fund (TASAF).

- Through its ministries, the central government is responsible for the formulation and implementation of public policies that, among other goals, aim at improving the socio-economic conditions of citizens in rural and urban areas. Since poverty is a multidimensional phenomenon, all national policies directly or indirectly aim at alleviating poverty and improving people's welfare.
- According to the Local Government Act of 1982, the basic functions of the local government in relation to poverty reduction include the following:
 - To promote the social and economic wellbeing of all persons within their area of jurisdiction:
 - To further the social and economic development of their area or jurisdiction subject to national policies and plans for rural and urban development.

The TASAF is a government program that aims to enable poor households to increase their incomes, to improve food and nutritional security, and to ensure access to education and health by vulnerable children. The TASAF uses a bottom-up, or self-help, approach to designing, initiating, and implementing its development projects. For instance, in the Mafinga cluster, it has initiated a village tree project whereby vulnerable groups participate in tree growing activities in a village forest and are paid by the TASAF directly to increase the income of the vulnerable groups by promoting their productivity. Such projects help villages to increase their assets and reduce the burden on residents to contribute money to village development activities.

Moreover, in Ludewa District, the TASAF sensitised people to grow avocado. The TASAF has been supporting the vulnerable groups through various projects, including, but not limited to, beekeeping. It provides conditional cash transfers (CCT) and in Mufindi (Mafinga cluster) is implementing a project known as "Cash Plus" (see Box 1). Only two districts in the Southern Highlands, Mufindi and Busokela, are currently beneficiaries of the project and only 10 districts in the whole of Tanzania.

Box 1: TASAF Cash Plus Programme

The TASAF Cash Plus pilot programme, also known as Ujana Salama ("safe youth" in Swahili) is operated within the TASAF's Productive Social Safety Net (PSSN) with technical assistance from UNICEF Tanzania and the Tanzania Commission for AIDS (TACAIDS). The pilot jointly addresses livelihoods skills and education on HIV, sexual and reproductive health (SRH), and gender equity, and facilitates linkages to youth friendly SRH services. Generally, the programme aims to ensure a safe, healthy, and productive passage to adulthood. To achieve the above, the TASAF, the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC), the Tanzania Commission for AIDS (TACAIDS), UNICEF, ILO and other key stakeholders have come together to develop and evaluate an intervention where economic empowerment is combined with reproductive health and violence prevention messages and services with the goal of enabling youths to leverage the impact of their households' participation in the government's CCT programme. It is envisioned that this model could promote sustainable and healthy livelihoods that increase resilience, wellbeing, and empowerment today, tomorrow, and for future generations (The Transfer Project, 2018). Specifically, the intervention builds on the Tanzanian government's large-scale CCT programme, linking youths in beneficiary households to strengthened government services (UNICEF-Tanzania, 2019).

Roles of other responsible actors

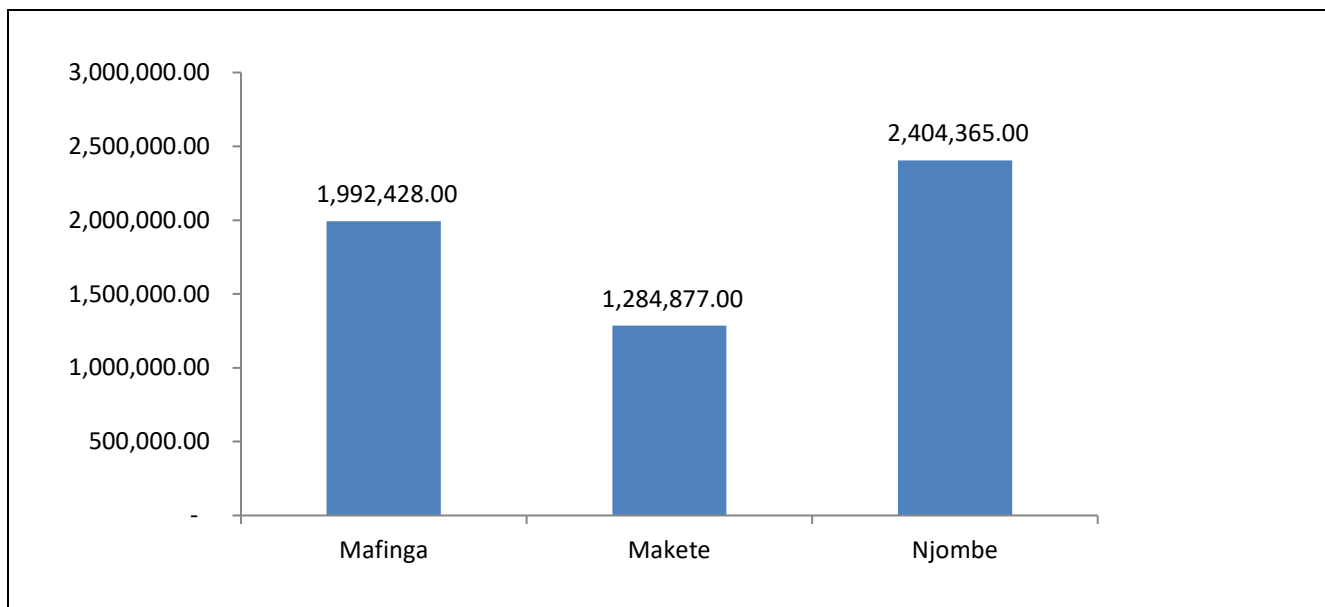
The private sector has been active in poverty reduction in the Southern Highlands. Findings suggest the presence of big private investors like Uniliver tea plantation in Mufindi; TANWAT, TTGAU (Tanzania Tree Growers Associations Union) and avocado-processing industries in Wanging'ombe; and tea plantations in Lupembe, Silverland in Madaba have significantly improved the livelihoods of people living adjacent to and surrounding these investments. For instance, Silverland in Madaba, Njombe cluster, has employed more than 300 people.

4.2.3 Average Annual Incomes of Surveyed Households

Average annual incomes of surveyed households by cluster

The average annual incomes of surveyed households are presented in Figure 6. Generally, households in the Njombe cluster reported higher average incomes than their counterparts in the Mafinga and Makete clusters.

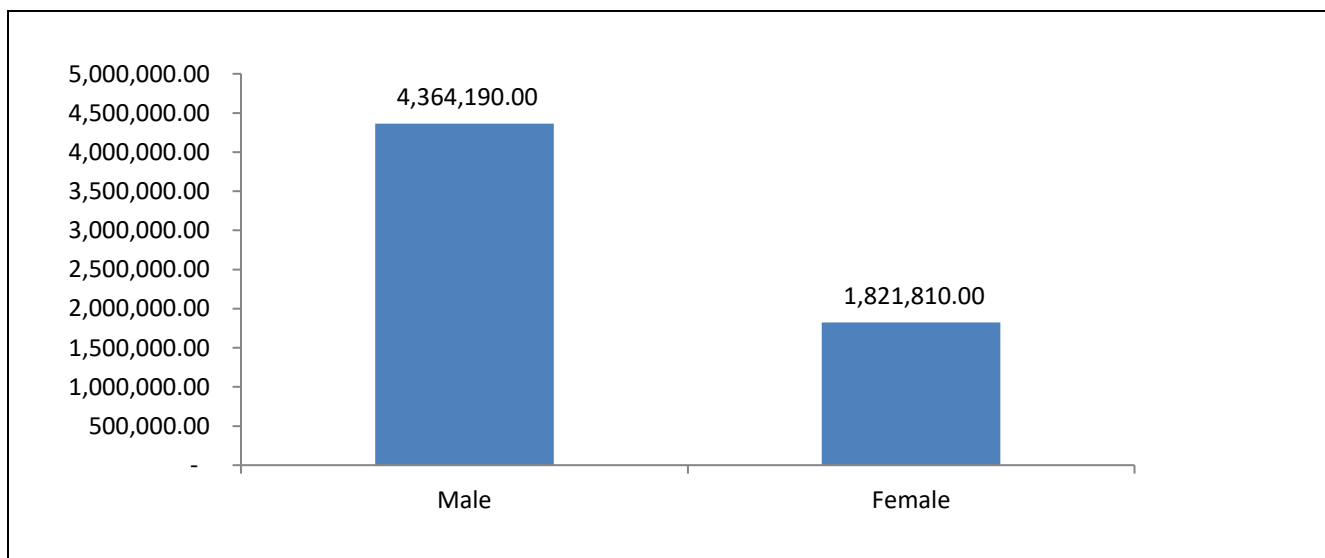
Figure 6 Average annual incomes (TZS) of surveyed households



Average annual incomes of surveyed households by the sex of their heads

The findings on average annual income by gender (TZS) (Figure 7) show that male-headed households had higher averages than their female counterparts and these differences seemed to be quite significant.

Figure 7 Average annual incomes (TZS) of households by the gender of their heads

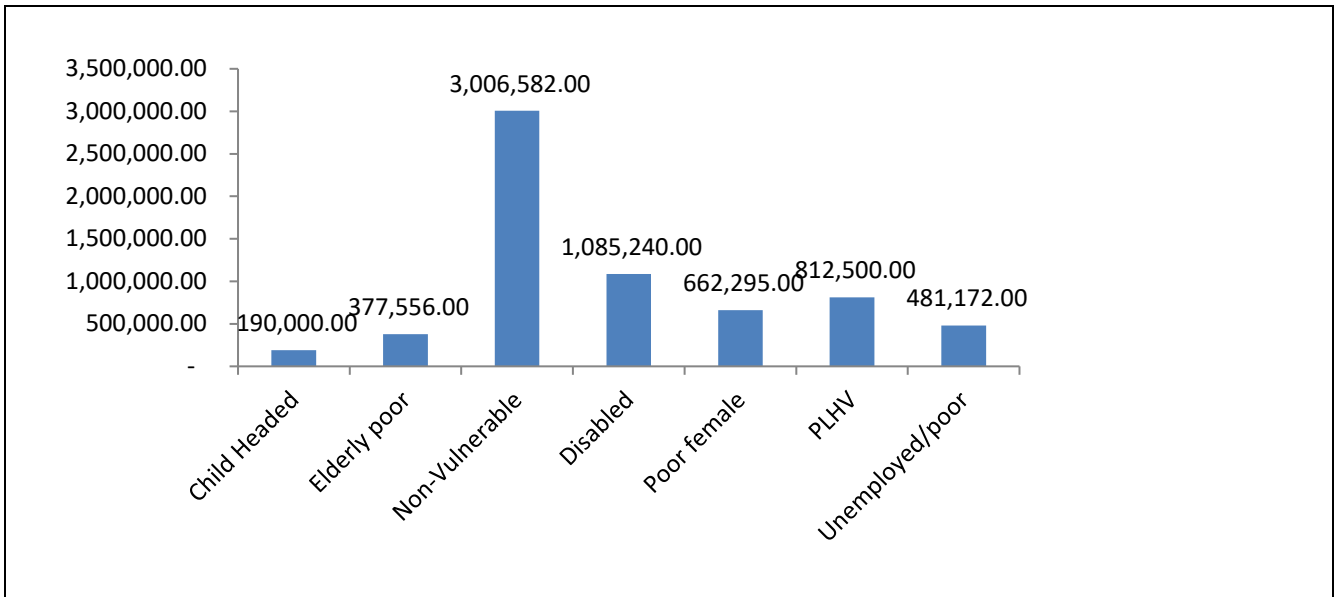


Average annual income vulnerability of surveyed households

Since the current study was on human rights and gender situational assessment, it was critical that the surveyed households' incomes be determined based on their vulnerability. Therefore, the analysis focused on inclusiveness, vulnerability, poverty, and disability. Findings (Figure 8) show that child-headed households reported the lowest average annual incomes, followed by those headed by the poor, the unemployed, the disabled, and poor people living with HIV/AIDS (PLWA) respectively. This finding corresponds with the observations of KIIs, which reported that the most vulnerable people in the Mafinga, Makete and Njombe PFP

2 clusters were the elderly (especially those unable to work), people with disabilities, poor people without food, children, and women.

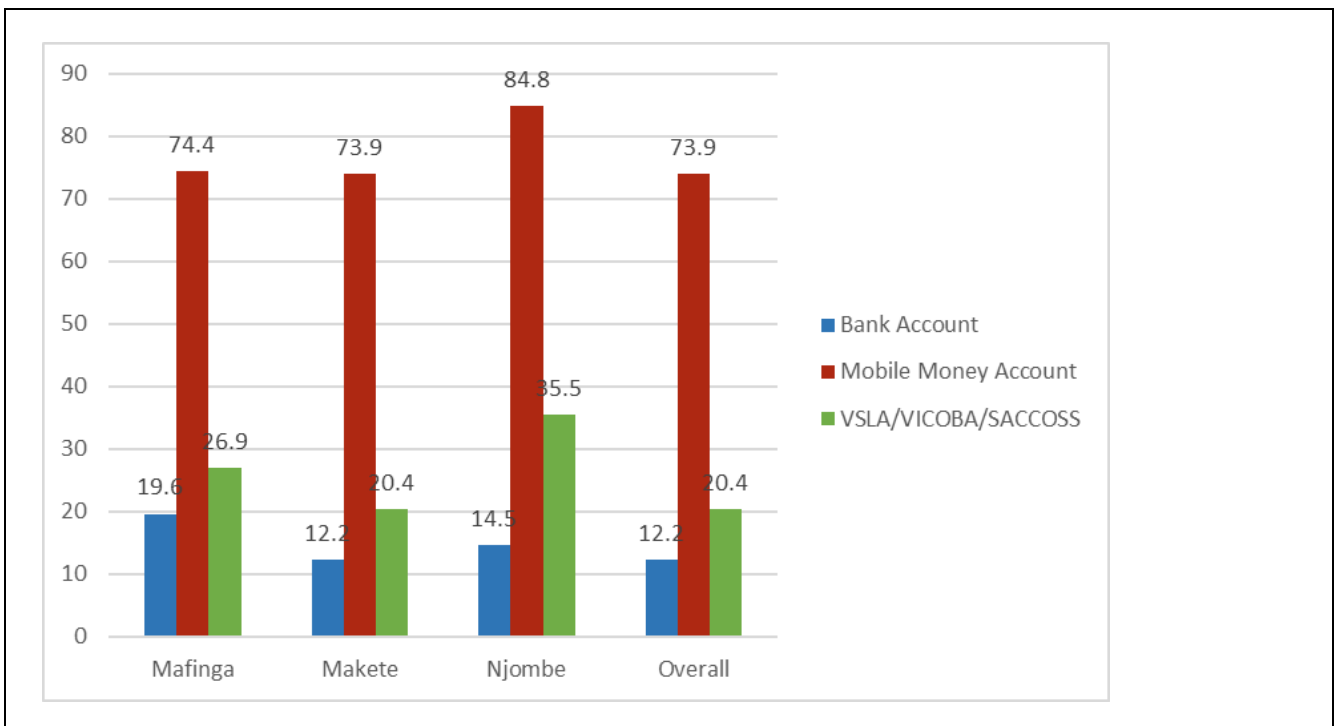
Figure 8 Average annual household income by vulnerability



4.2.4 Households' Access to Financial Services

Access to financial services is an important aspect when it comes to understanding the levels and sources of poverty. In addition, access to financial services is also an indicator of participation in economic activities as well as a measure of poverty alleviation among poor households. Figure 9 below shows the percentage of household heads owning bank accounts, mobile money accounts and membership to microfinance association such as SACCOs or VSLAs or VICOBA. Figure 9 further shows that, overall, 12.2%, 73.9%, and 20.4% owned a bank account, mobile money account and VSLAs/SACCOs/VICOBA respectively. Overall and in the Mafinga, Makete and Njombe clusters ownership of a mobile money account was more common than membership in VSLAs/SACCOs/VICOBA.

Figure 9 Household heads' access to financial services



Households' access to loans

The HRGSA also focused on households' access to loans. The respondents were asked whether they had received a loan in the past 12 months. Only 29.5% of the respondents reported that they had (Figure 10), and more households in the Makete cluster than in other clusters had received a loan.

Figure 10 Households' access to loans in the past 12 months

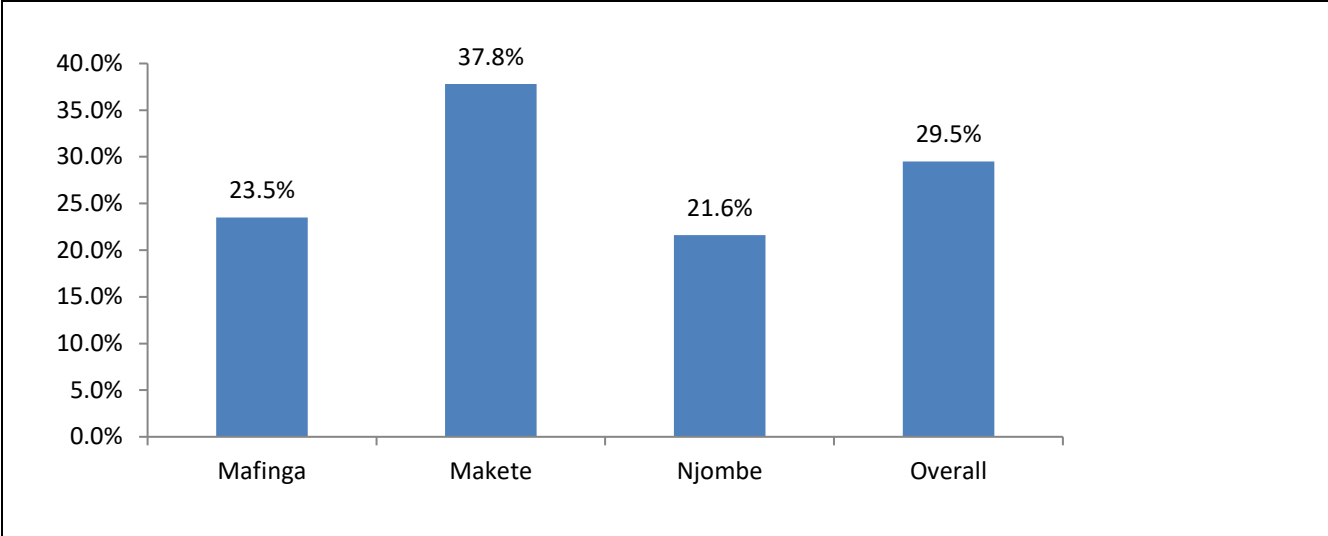
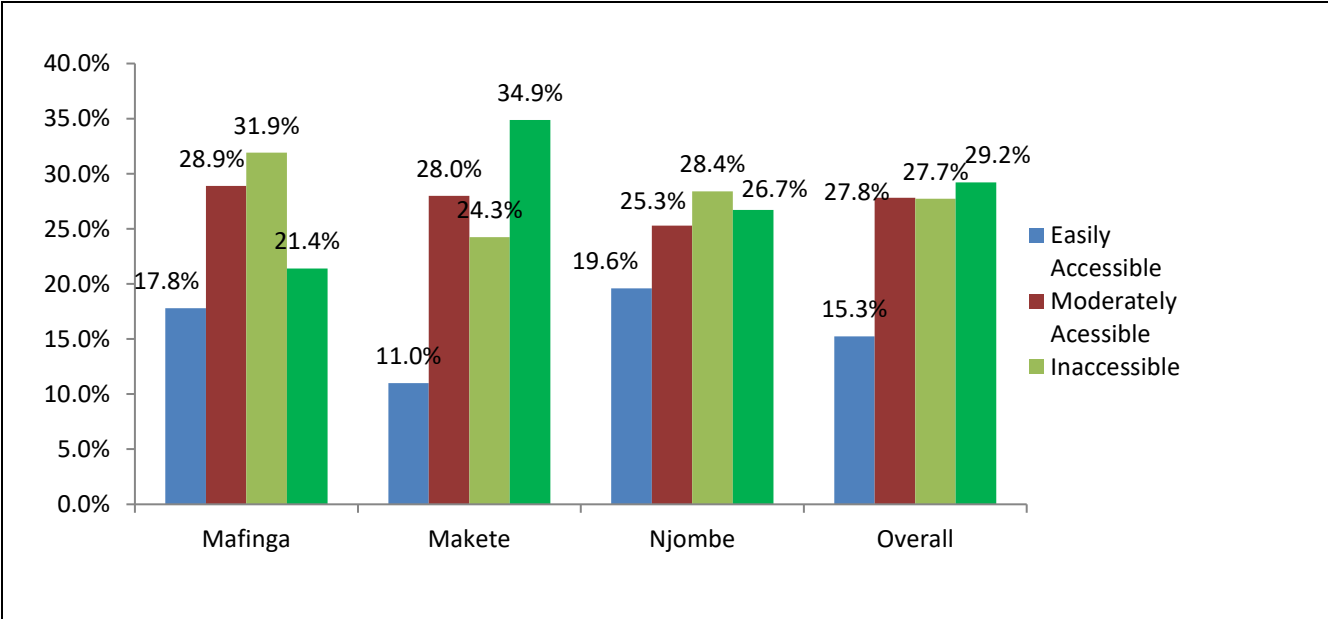


Figure 11 shows the distribution of respondents by their rating of how easy it was to access loans in their areas. Generally, the findings show that credit/loans were perceived to be relatively more inaccessible in the Mafinga cluster than in other clusters.

Figure 11 Distribution of respondents based on how easy it was to access loans in their areas



4.2.5 Households' Food Security Status

Findings (Figure 12) from the household survey conducted in the Mafinga and Njombe PFP 2 clusters show that the majority (98.8%) of the surveyed households produce their own food either from land they themselves own (92.6%) or from rented farms (6.2%). In both PFP 2 clusters, about one-third of household (34.1%) were food insecure (Figure 13). This means that they had not had enough food to feed the household for all 12

months prior to the survey. Most of the households, however, were sure of food. These findings are supported by observations by the key informants both at the village and district level that, in their areas, access to food was not a problem. Common foods produced in the Mafinga, Makete and Njombe clusters were maize, potatoes (Irish/round and sweet), peas, beans, groundnuts, paddy/rice, and cassava (in Ludewa District), sunflowers, and sesame. In addition, households cultivate different types of temperate fruits, such as peaches, mangoes, apples, banana, and avocados. Of late, avocado farming has attracted more attention as a cash crop due to the availability of local and international markets (Kenya and South Africa). Other cash and food cash crops produced in the Mafinga, Makete and Njombe PFP 2 clusters are pyrethrum, tea, coffee, maize, potatoes, ginger, and sunflowers (mainly in Madaba and Ludewa districts in Njombe cluster).

Based on the above, hunger is not a problem although Iringa and Njombe are high on the list of Tanzanian regions with high rates of child stunting (for details see Sub-Section 3.2.2). As shown in Figure 12 only a few (1.7%) got food as a gift or aid. Findings further show that for those producing their own food on land owned by the household, the majority (47.2%) were from the Mafinga cluster and 42.9 % were from the Njombe cluster. In addition, the majority (85.7 %) of those receiving food aid/gift were from the Mafinga cluster and only one (14.3 %) came from Njombe.

Figure 12 Food sources of surveyed households in the forest rich villages

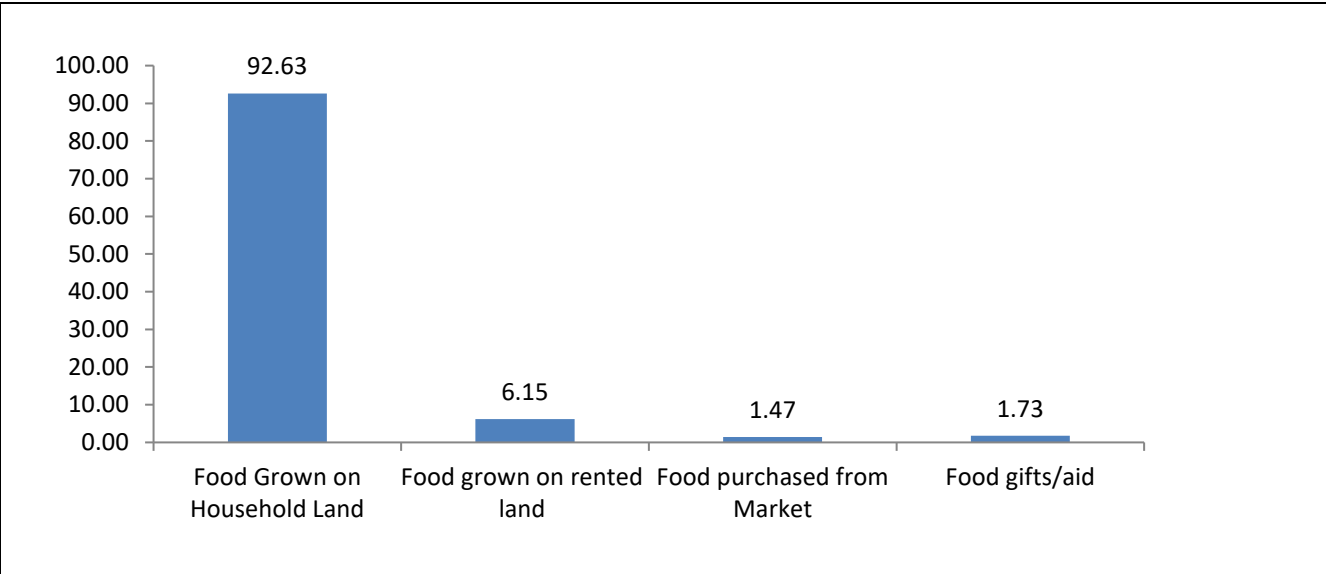
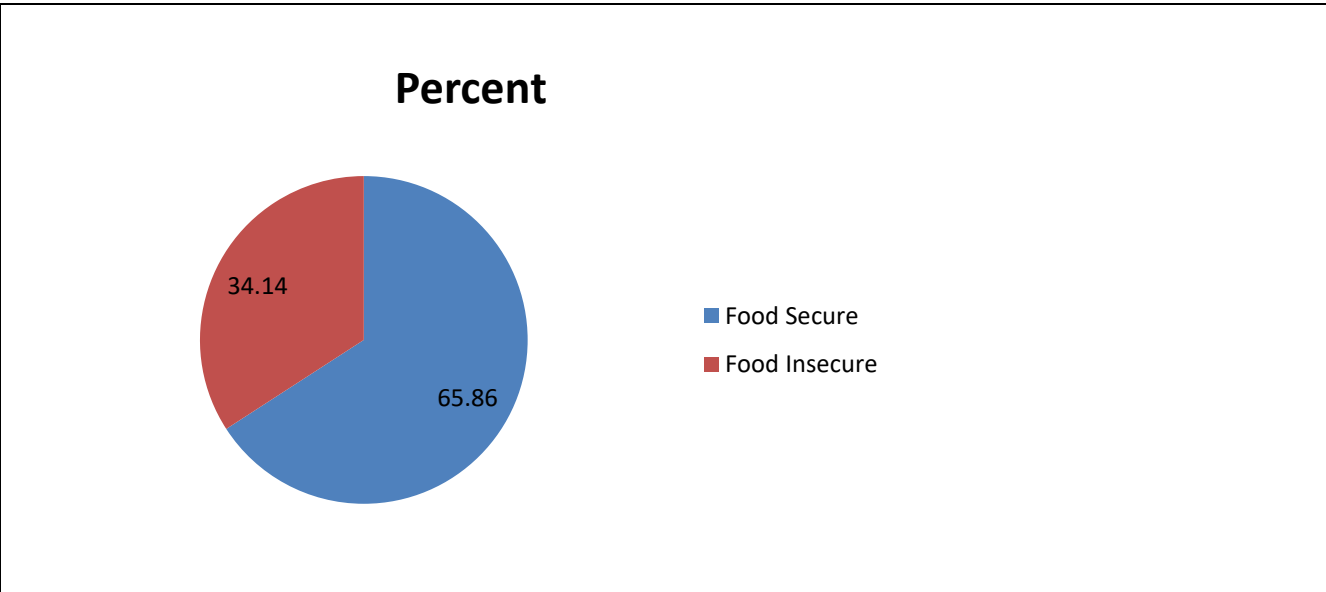


Figure 13 Food security status of surveyed households in the forest rich villages.



4.2.6 Childhood Malnutrition

Observations from the study and the 2018 Tanzania National Nutrition Survey report (MoHCDGEC, 2018) show that Iringa and Njombe regions, where the Mafinga and Makete and Njombe forest industry clusters lie, have high rates of stunting: among children 0 to 59 months of age 53.6% and 47.1% respectively in 2018 (URT, 2019). Despite these statistics, most (about 60%) of the key informants at the village level denied there was malnutrition in their villages. As shown in the quotes below, those who did admit it existed said that it was minimal and that most villagers had enough food:

“Although at times some villagers experience food shortages, we’re generally food secure. In addition, through clinics we sensitise people to eating proper diet for children. There are some malnourished children, but they are very few. For example, last year we identified three children, one of whom died. Thus, I would say that there is stunting and malnutrition, but at a minimal level” (Key Informant, Kidero village, July 2021).

“Aaaah! Malnutrition is not a big issue; I say that because I don’t have a single child falling in the red zone. There is no stunting here” (Key informant, Mangalanyene village, July 2021).

Regional, district and village governments have taken strict measures to curb stunting and acute malnutrition in the Mafinga, Makete and Njombe clusters. For example, one key informant in Maweso village said:

“The government decided that mothers who did not have time to take care of their children they should come here, to the XX office, every morning. That frightened parents and they started to cooperate (Key Informant. Maweso village, July 2021).”

Others said:

“We have been teaching them that they should make sure that a child eats five or more times a day and that they should not give them leftover food (Key Informant, Iboya village, July 2021).”

“We normally punish them, and we give the child food and a warning to the mother. We have bylaws here (Key Informant. Kidero village, July 2021).”

“There are plans. We have set plans, and doctors are helping us to sensitise parents with stunted children. After observing the rates of stunting, we ordered parents with malnourished children to come here to the office to cook food for their children for a month (Key Information, Imalilo village, July 2021).”

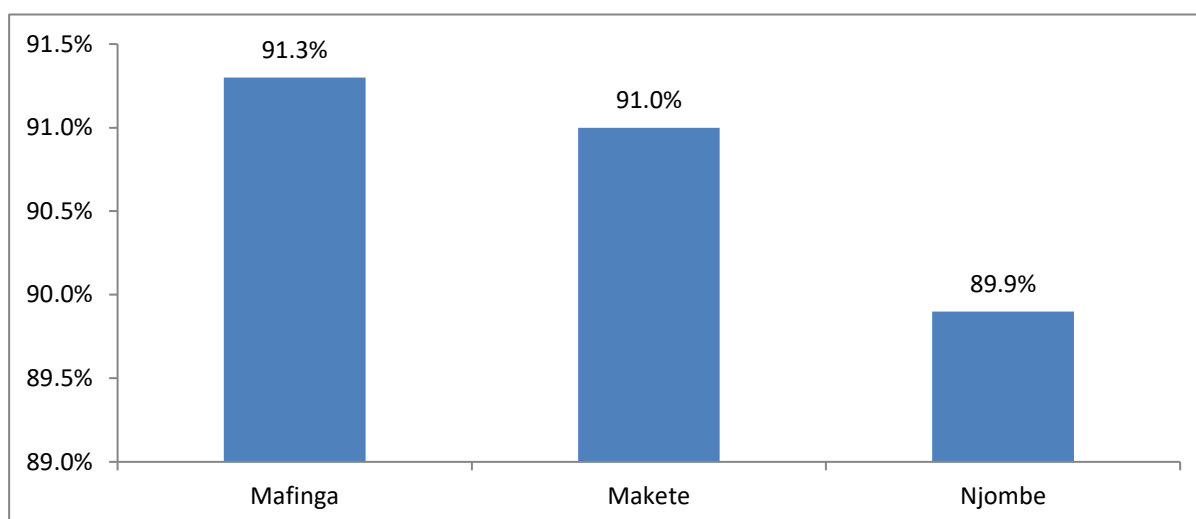
4.2.7 Household Asset Ownership

Other indicators used to determine poverty in the HRGSA in the Mafinga, Makete and Njombe clusters included ownership of houses, a means of transportation, productive assets, and communication facilities.

4.2.5.1 House Ownership among Surveyed Households

The household survey found that the majority (about 90%) of households owned a house (Figure 14).

Figure 14 Household ownership of a house by cluster



Ownership of Productive Assets by cluster

Assessment findings (Table 4) show that the most popular productive assets owned by almost all the surveyed households were the hand hoe (98.7%), panga (machete) (98.4%) and the axe (98.4%). Other common assets were the hand sickle (65.1%) and slasher (65.2%).

Table 4 Surveyed households' ownership productive assets

Productive asset	Mafinga	Makete	Njombe	Overall
Generator	4(1.2)	3(0.6)	5(4.1)	12(1.7)
Hand hoe	326(98.2)	73(98.6)	294(99.3)	693(98.7)
Panga (machete)	324(97.6)	73(98.6)	294(99.3)	691(98.4)
Hand sickle	203(61.1)	52(70.3)	202(68)	457(65.1)
Axe	324(97.6)	73(98.6)	294(99.3)	691(98.4)
Slasher	203(61.3)	52(9.9)	203(68.6)	458(65.2)
Pruning saw	49(14.8)	17(20.3)	39(13.3)	105(15)
Wood processing machine	9(2.7)	1(1.35)	11(3.7)	21(3)
Motorised chainsaw	20(6)	7(9.5)	24(8.1)	51(7.3)
Mobile small-scale sawmill/ding dong	1(0.3)	2(2.7)	4(1.35)	7(1)
Draft power/Plough animal (e.g., donkey, oxen)	14(4.2)	0 (0)	12(4.1)	26(3.7)
Power tiller	0(0)	0(0)	1(0.3)	1(0.1)
Tractor	1(0.3)	0(0)	0(0)	1(0.1)

Ownership of Transport Assets by Cluster

As Table 5 shows, the HRGSA found that most households (70.6%) in the Mafinga, Makete, and Njombe forest industry clusters did not own any transport assets. Households in the Makete cluster, 80.6% of which had no transportation, were the most deprived. The most popular forms of transport were motorcycles (19%) and bicycles (12.8%).

Table 5 Surveyed households' ownership of transport assets

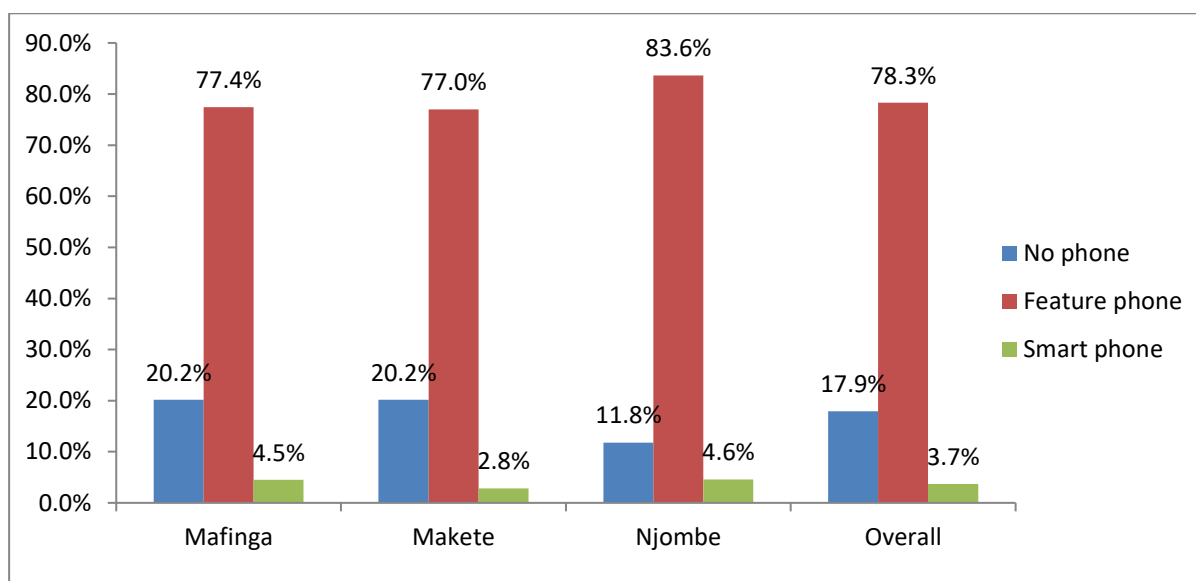
Transport Asset	Mafinga	Makete	Njombe	Overall
Handcart	3(0.9)	1(0.2)	3(1)	7(0.6)
Bicycle	56(16.9)	53(10.1)	39(13.2)	148(12.8)
Motorcycle	80(24.1)	58(11)	81(27.4)	219(19)
Motorised tricycle	3(0.9)	4(0.8)	1(0.3)	8(0.7)

Power tiller	1(0.3)	0(0)	0(0)	1(0.1)
Motor vehicle	7(2.1)	4(0.8)	5(1.7)	16(1.4)
Tractor	1(0.3)	0(0)	0(0)	1(0.1)
None	204(61.4)	424(80.6)	184(62.2)	812(70.6)
Donkey	0(0)	10(1.9)	0(0)	10(0.9)

4.2.8 Mobile Phone Ownership among Surveyed Households

The HRGSA findings (Figure 15) show that the majority (78.3%) of households owned feature phones, while 3.7% and 17.9% owned a smart phone and no phone respectively. More households in the Njombe cluster (84.2%) than in (Mafinga (81.9%) and Makete (79.8%) owned some sort of phone.

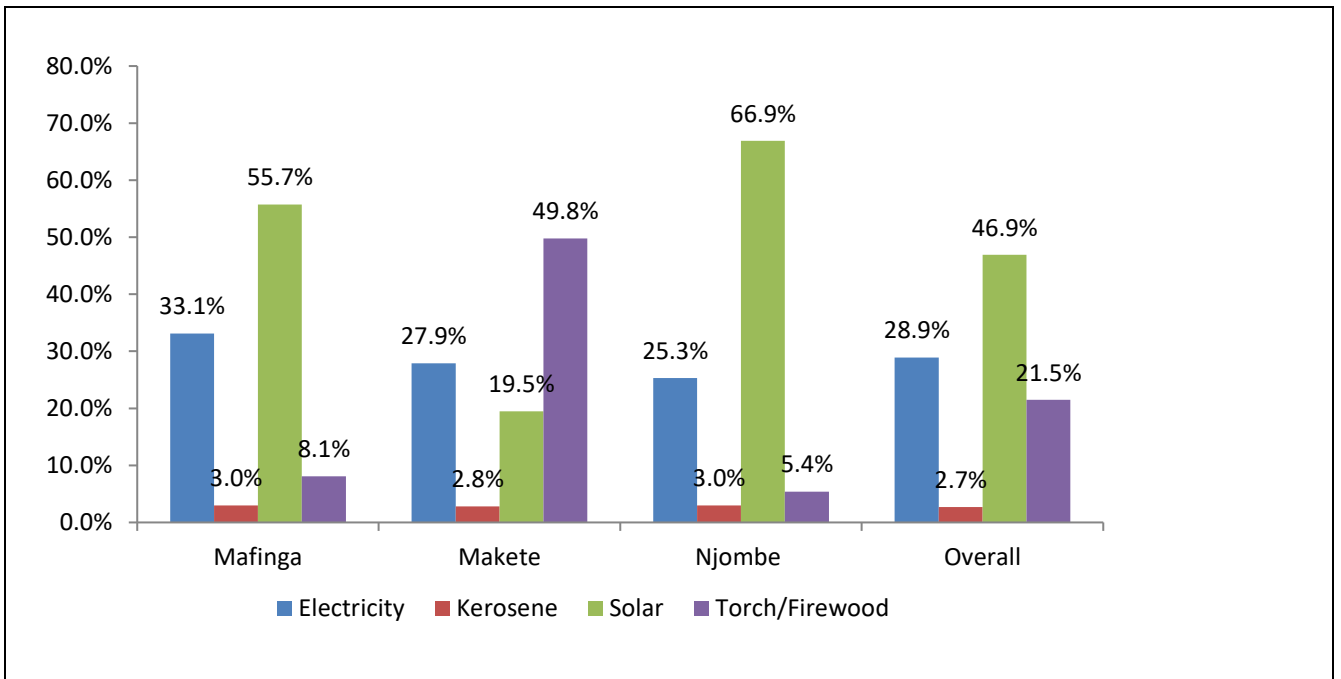
Figure 15 Households' ownership of a mobile phone



4.2.9 Main Source of Lighting Energy

Most households in the forest rich villages' area relied on solar power as a source of lighting energy (Figure 16). Over one-quarter of all households, with the greatest proportion in Mafinga (33.1%) had access to electricity from the national grid.

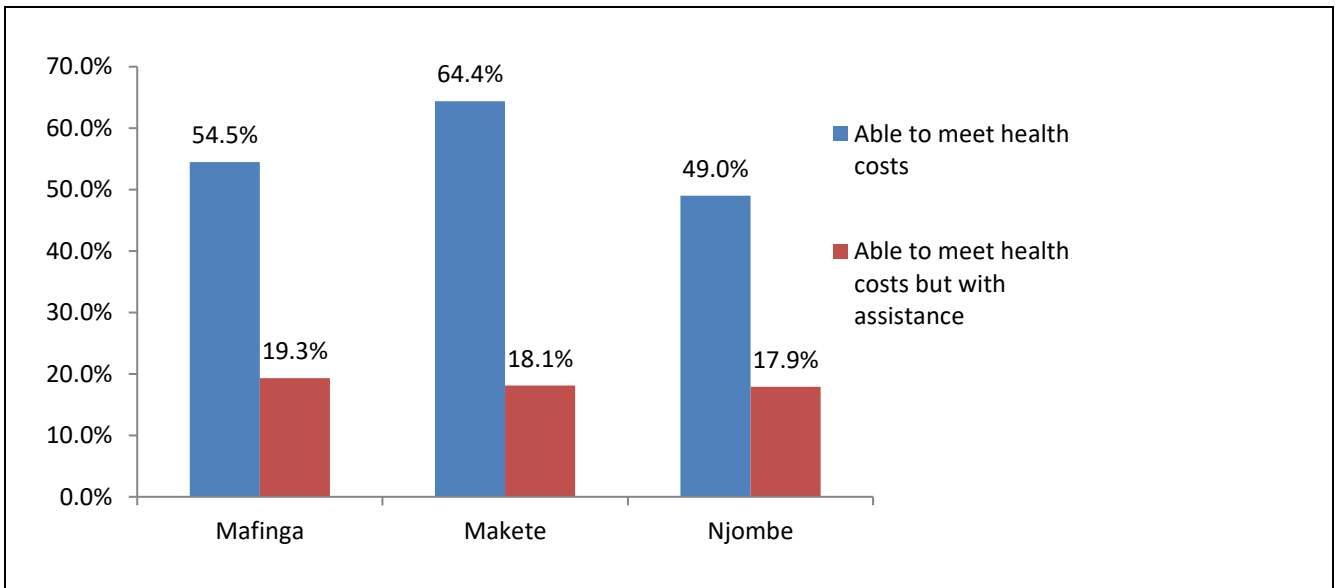
Figure 16 Households' source of energy by cluster



4.2.10 Households' Access to Health Services

The HRGSA found that more than half (52.6 %) of households were able to afford the costs of accessing health services without getting financial assistance (Figure 17). As Figure 18 shows, about one-fifth of households reported that they could meet their health costs only with assistance.

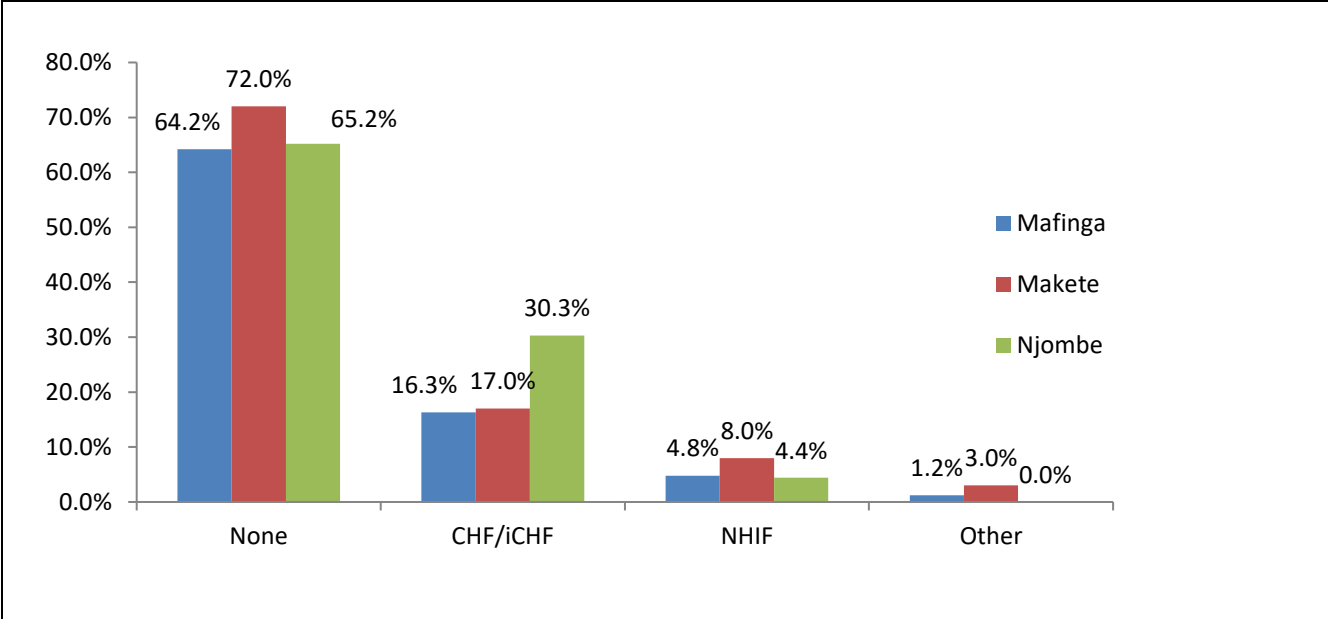
Figure 17 Households' ability to meet their health care costs by cluster



Households' purchase of health insurance in the forest rich villages

Findings from the HRGSA show that most households did not have health insurance. Figure 18 shows that only 22.3%, 28% and 34.7% of the households in the forest rich villages had some form of health insurance respectively, statistics suggesting that many households may be vulnerable when it comes to health. Other sources of health insurance include those provided by private firms such as AAR and Jubilee Insurance.

Figure 18 Households' purchase of health insurance by cluster

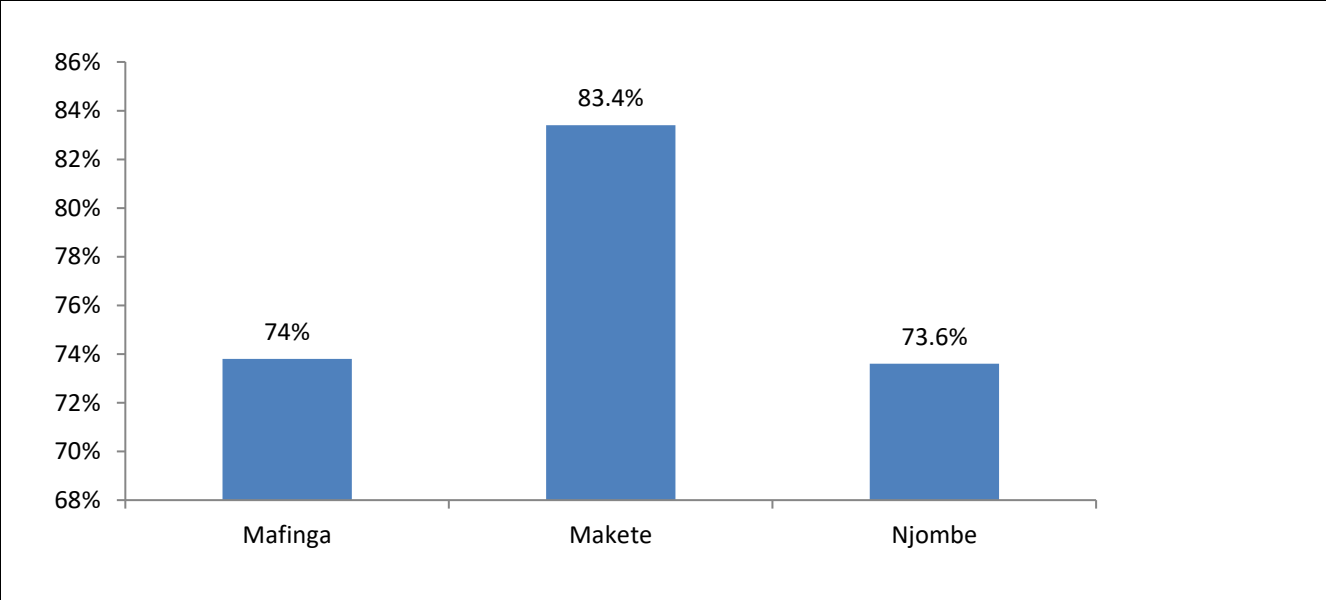


4.3 Socio-Economic Situation of Tree Growers in the Forest Rich Villages.

4.3.1 Tree Growing and Community Wellbeing

In the forest rich villages in Mafinga, Makete and Njombe clusters, tree growing employs many people of different socio-economic backgrounds due to the different activities performed along the forestry value chain. Apart from selling trees or timber, many people are temporarily employed as casual labourers during nursery preparation, seed germination, transplanting, planting, management (pruning), harvesting (cutting down trees, removing branches, collecting logs, lumbering), and transporting timber (from sawing points to loading sites, loading onto trucks). Apart from growing trees, some make charcoal, which is also a lucrative business, especially if it is made from wattle trees, which grow well in the Southern Highlands. All the key informants both at the village and the LGA level said that most households in their communities engage in tree growing activities. Participation in tree growing in the Southern Highlands is generally gender skewed: men and male youths are more involved than women and female youths. Information obtained from the KIIs show that over three-quarters of households are currently involved in tree-growing activities; that tree growing was a major source of income to more than 50% of households in the tree-growing villages; and that farming, livestock keeping, petty trading and formal employment contribute to the incomes of the remaining 50% of households. The above is supported by (Figure 19) the household survey, which found that over 70% of household's heads are involved in tree growing.

Figure 19 Percentages of surveyed households growing trees by cluster



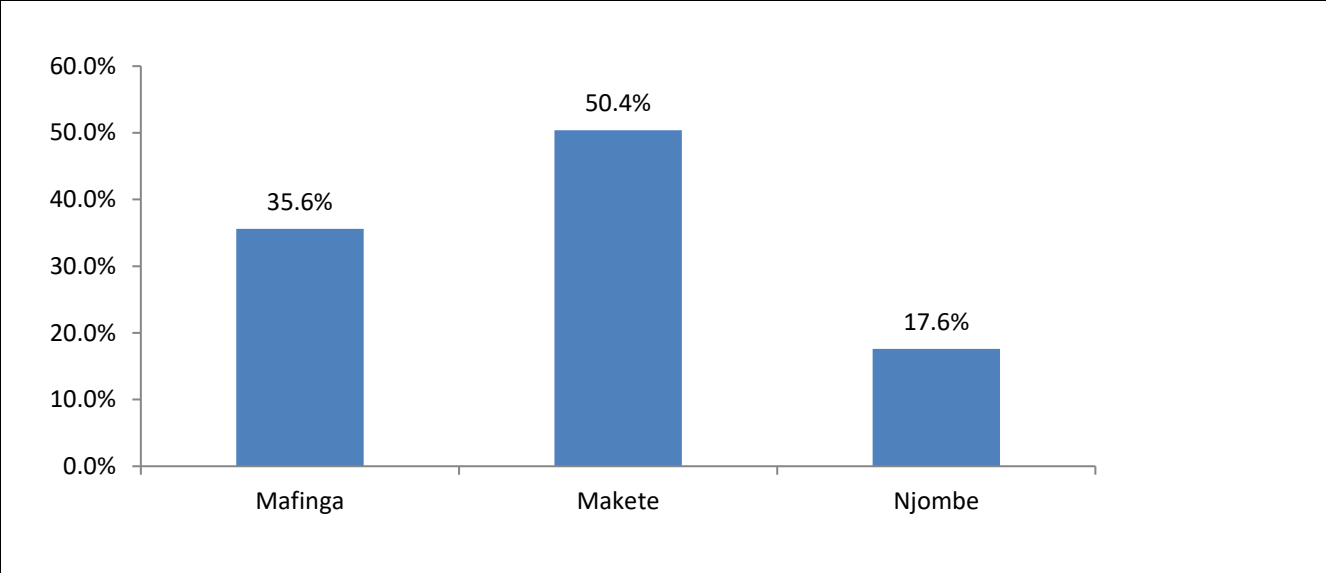
The proportion of income that comes from tree growing, however, varies from one cluster to the other, depending on the location, quality of infrastructure, level of development of forestry activities, and the extent of the involvement of the private sector in private forestry activities. Despite being an important means of livelihood for many households, income generated from tree-growing activities has been decreasing over the last few years mainly due a fall in timber prices. This situation was confirmed by all actors (small-scale tree growers, community leaders, SMEs, and government officials).

Furthermore, the introduction of potato and avocado farming has increasingly become a promising source of income for many households in the Southern Highlands, the Mafinga, Makete and Njombe clusters included. Thus, despite the decrease in the price of timber (which has been the leading source of income for some time), poverty reduction and wealth creation have slightly improved due to a rise in new income sources. The contribution of avocado farming to household income was pointed out during KIIs in Wanging'ombe DC (Makete cluster); Madaba, Njombe TC, and Njombe DC (Njombe cluster); and Mafinga TC, Mufindi DC and Kilolo DC (Mafinga cluster). Mafinga TC, however, is peculiar in that increased investment in timber processing small industries by local and foreigner investors such as the Chinese has created more formal employment opportunities for youths, both male and female, while increasing the market for eucalyptus logs. Therefore, despite the new developments, tree growing continues to be an important source of livelihood and income in all clusters.

4.3.2 Tree Harvesting by the Surveyed Households

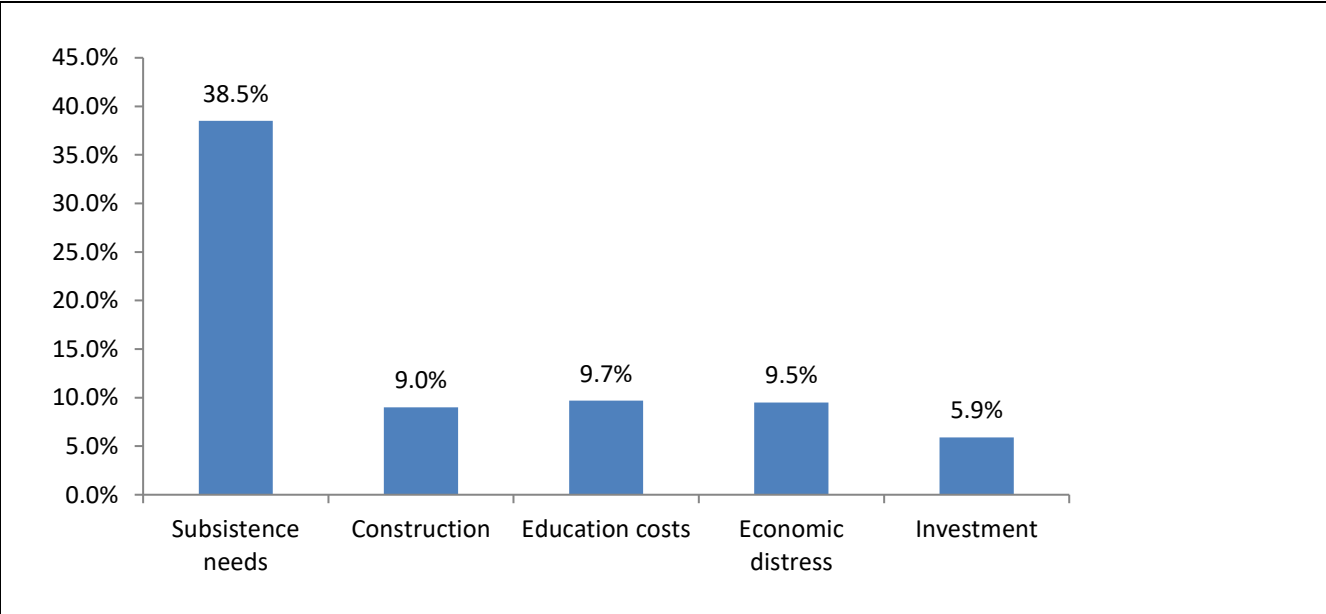
Harvesting of mature trees was practiced more (50.4%) in the Makete cluster, particularly in Wanging’ombe District, than in the Mafinga and Njombe clusters, where 17.6% and 35.6% of respondents harvested mature trees respectively (Figure 20).

Figure 20 Percent of surveyed household who harvested/sold trees at least 15 years



Households in the Mafinga, Makete and Njombe clusters harvest trees prematurely for several reasons, with the majority (38.5%) doing so to meet their subsistence needs (Figure 21). Other reasons include construction, meeting the costs of education, and investment.

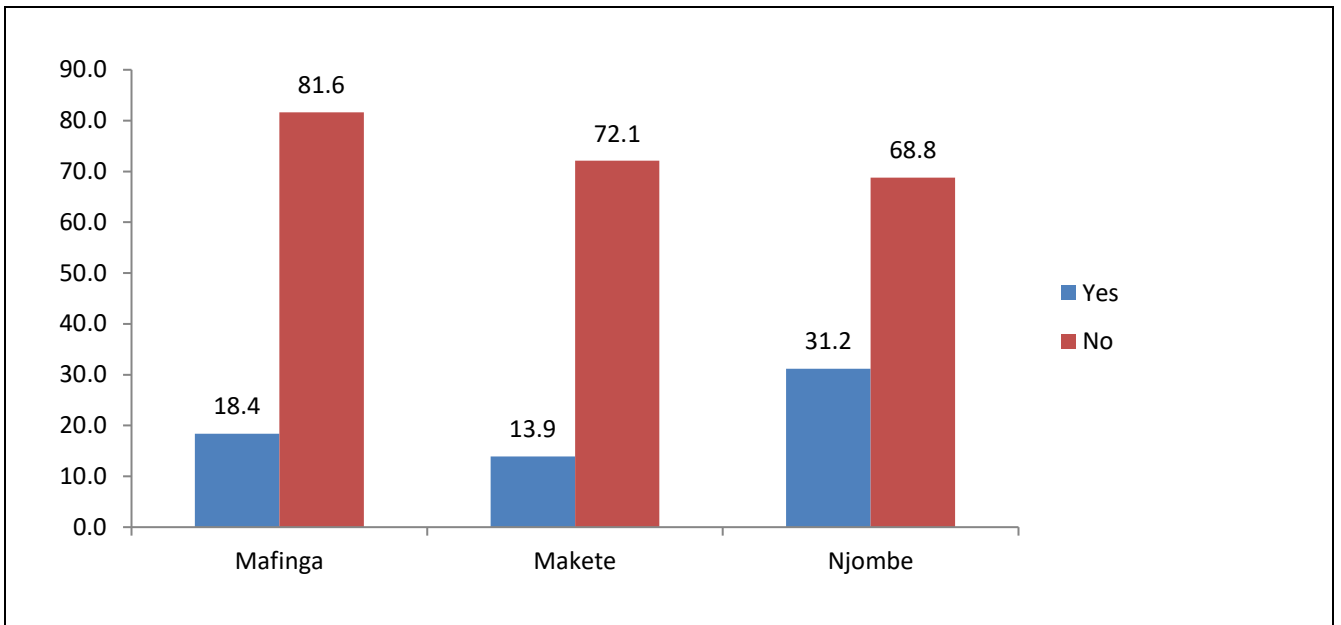
Figure 21 Reasons for immature harvesting and the selling immature trees



4.3.3 Membership of Tree Growers in Tree Growers’ Associations

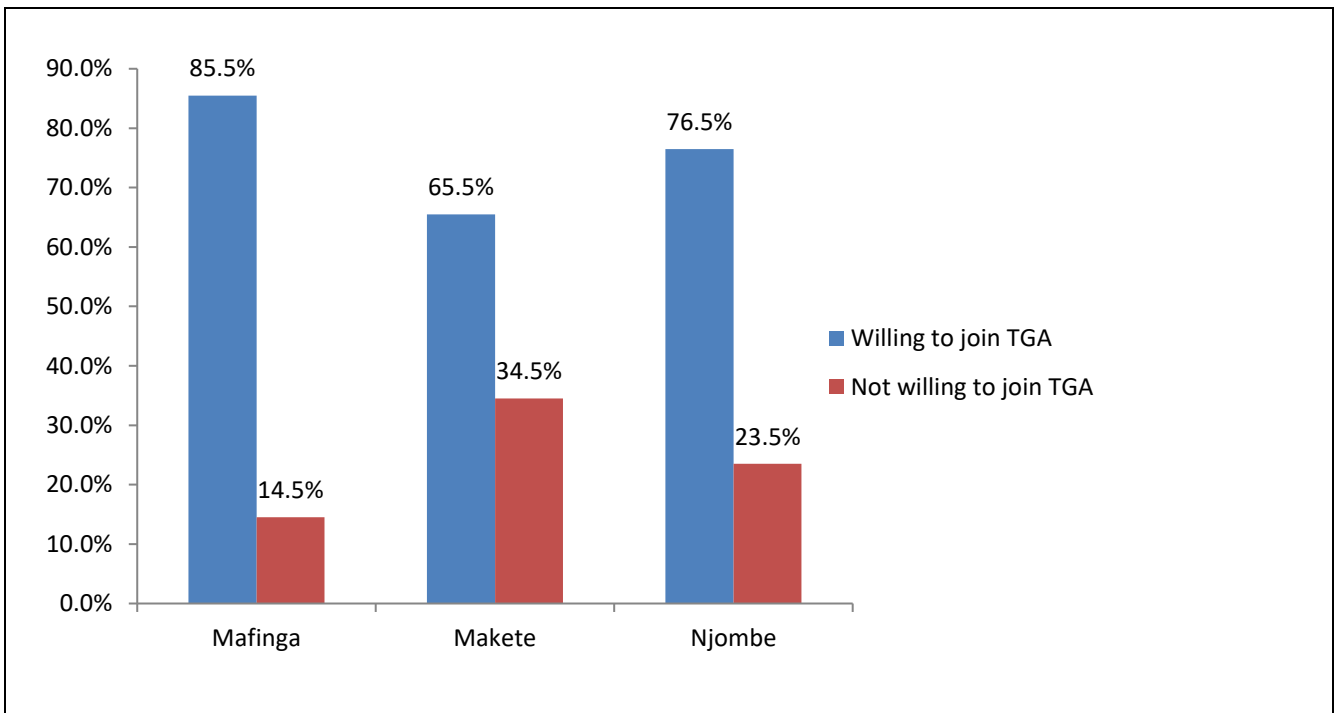
The household survey found that most household heads or tree growers were not members of TGAs (Figure 22). The TGAs are supposed to be an important tool for tree growers to air their concerns and participate in decisions that affect them and to ensure that their welfare is protected.

Figure 22 TGA membership among surveyed household heads by cluster



Non-TGA members were asked about their readiness to join a TGA. As Figure 23 indicates, most were willing to join a TGA, with households in the Mafinga cluster (85.5%) more willing than those in the other two clusters.

Figure 23 Willingness of non-TGA members to join TGAs in the future



As shown in the quotation below, the above observation resonates well with the recommendations of one key informant at Njombe Town Council on how to increase tree growers' participation in decision-making in matters concerning their tree growing:

Generally, tree growers can participate in decision-making in relation to tree-growing activities in the following ways:

- *Street/village and LGA level public meetings, i.e., whole-village councils which all villagers are expected to attend and speak up at.*
- *TGAs/TTGAU about CESS, timber markets and prices of trees.*
- *Technical Order No. 1 of 2021 (Forest and Beekeeping Division)*

- *LGAs/Parliamentary Standing Committee on Environment about issues related to forest policy.*
- *TUICO (Tanzania Union of Industrial and Commercial Workers), a forum for workers in the tree growing value chain to raise their voices. (Key Informant, Mafinga Town Council, June 2021)*

4.4 Socio-Economic Situation of Tree Traders/Entrepreneurs

The demand for timber for construction is high in Tanzania and in neighbouring countries. The leading local markets for timber from the Southern Highlands are Dar es Salaam, Dodoma, and Mwanza. In addition, timber is also exported to other countries such as Kenya and South Sudan. Moreover, observations from KIIs and the FGD with members on Makambako Timber Sellers Association suggest that the demand for timber from the Southern Highlands started to decrease in 2016 partly due to a decline in investment in construction activities as many private and public real estate developers downsized or stopped their activities. Similarly, investment in house construction also slowed down. One of the manifestations of this trend has been a drastic decrease in the price of land all over the country.

Other observations suggest that tree traders/SME entrepreneurs are currently facing one major challenge: the introduction of a value added tax (VAT) on all timber transactions. According to tree traders/entrepreneurs, this VAT has so negatively affected their incomes that some former big players from areas such as Mafinga decided to divert their capital to other businesses such as petrol stations and construction. Nonetheless, entrepreneurs (traders and brokers) still belong to a group of actors who get the lion's share of the whole timber business value chain, leaving small-scale tree growers with little. Moreover, the government's declaration that all timber be sold using electronic fiscal devices (EFDs) puts tree growers at the mercy of tree traders. According to one key informant, this demand seems unfeasible for small scale-tree growers, who sell trees perhaps once every 8, 10, 12 or 15 years:

Requiring that all tree sellers, even small-scale woodlot owners, sell their trees using EFD machines is challenging. Generally, most small-scale tree producers own small pieces of land and may sell trees every 8–10 years, a frequency which does not justify their purchasing an EFD machine that costs 600,000/ TZS. To address this problem, there is a need for a modality that will ensure that small-scale tree growers are not discouraged or disadvantaged by the government's insistence on use of EFD machines at the farm gate. The government needs to review the Tax Act and Regulations related to the use of EFD machines to reflect the needs and challenges of the different tree/timber value chain nodes (Key Informant, Mafinga Town Council, June 2021).

4.5 Land Ownership in the Forest Rich Villages.

4.5.1 Regulatory Framework for Land Ownership

The overall objective of Tanzania's 1997 land policy is to promote and ensure a secure land tenure system, to encourage the optimal use of land resources, and to facilitate broad-based social and economic development without upsetting or endangering the ecological balance of the environment. In addition, Specific Objective 2.1 promotes the equitable distribution of and access to land by all citizens (URT, 1997). The policy also clearly states that to enhance and guarantee women's access to land and security of tenure, women will be entitled to acquire land in their own name not only through purchase but also through allocations. However, inheritance of clan land will continue to be governed by customs and traditions provided such customs and traditions are not contrary to the Constitution and are not repugnant to principles of natural justice (URT, 1997).

Furthermore, the Land Act (1999) guarantees women the same land rights as men, while the Village Land Act (1999) states that any customary practices discriminating against women, children or persons with disabilities are void and inoperative. Moreover, the Village Land Act emphasises the right of every woman to acquire, hold, use, and deal with land to the same extent and subject to the same restrictions as men.

4.5.2 Land Ownership Characteristics of PFP 2's Forest Industry Clusters

Findings about land ownership in the Mafinga and Njombe forest industry clusters and Wangi'ombe, as part of Makete cluster (Table 6) shows that most of the land owned by residents lacks tenure security due to the low number of title deeds and CCROs issued.

Table 6 Land ownership characteristics of the Mafinga, Makete and Njombe forest industry clusters

District/Town Council	Total Land Area (Km ²)	Land Owned under Title Deed	Land Owned under CCROs	Villages with LUPs
Ludewa DC	8,097	781	6,500	28 (77)
Killolo DC	6,804	905	8,519 (in 20 Villages)	45 (94)
Mafinga TC	953		NA*	NA*
Mufindi DC	6,170			
Madaba DC	6,673.97			
Njombe DC	3,134			
Njombe TC	3,212	NA	NA*	NA*
Wangi'ngombe DC	3,144	203	4,330	22

NA* = Town councils are guided by THE URBAN PLANNING ACT, 2007 so there are no CCROs there

Land ownership by villages

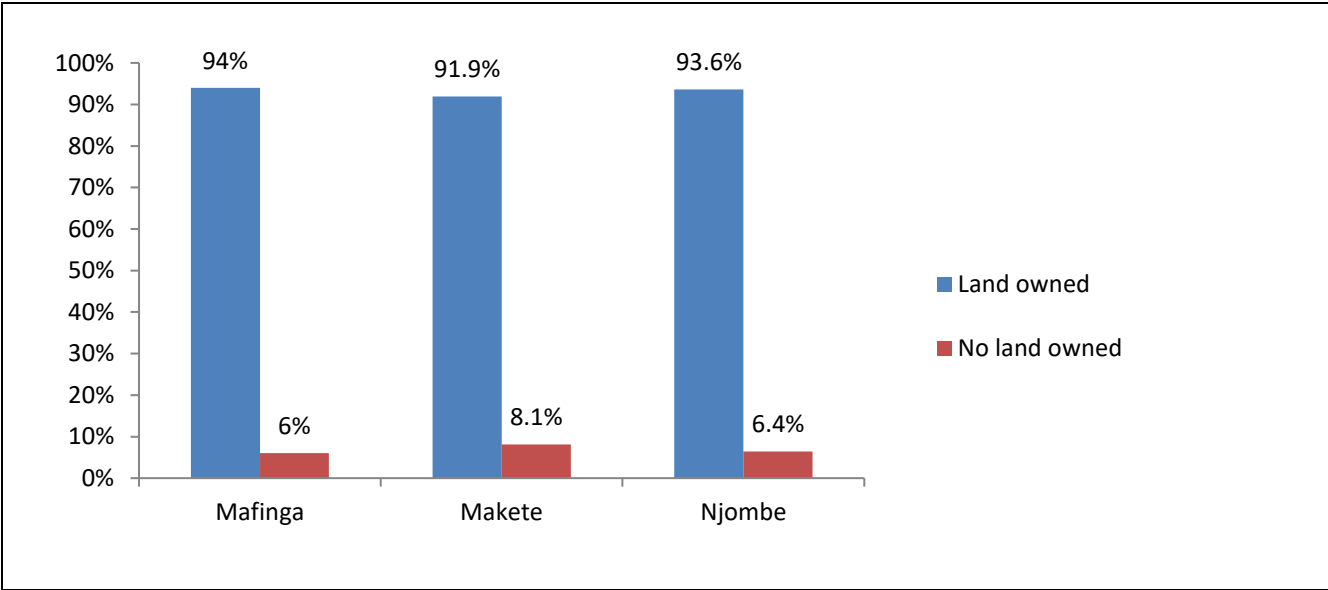
According to key informants, land owned by village governments ranged from 0 ha (i.e., in Mangalanyene, which is currently in the process of recovering land that people had invaded) to 200 ha (in Maweso). Most villages reported owning less than 50 ha, however, and were therefore in no position to distribute land to the vulnerable as the land owned was reserved for public uses such as schools, dispensaries, and other social services. In villages with adequate land, such as Wino, Mtili and Iboya, however, all those without land, including the vulnerable, could be allocated land by the village government provided they meet the certain conditions, such as being residents of the respective villages and filing an application.

NB: Only a few of the villages surveyed had land-use plans.

Surveyed households' land ownership and tenure

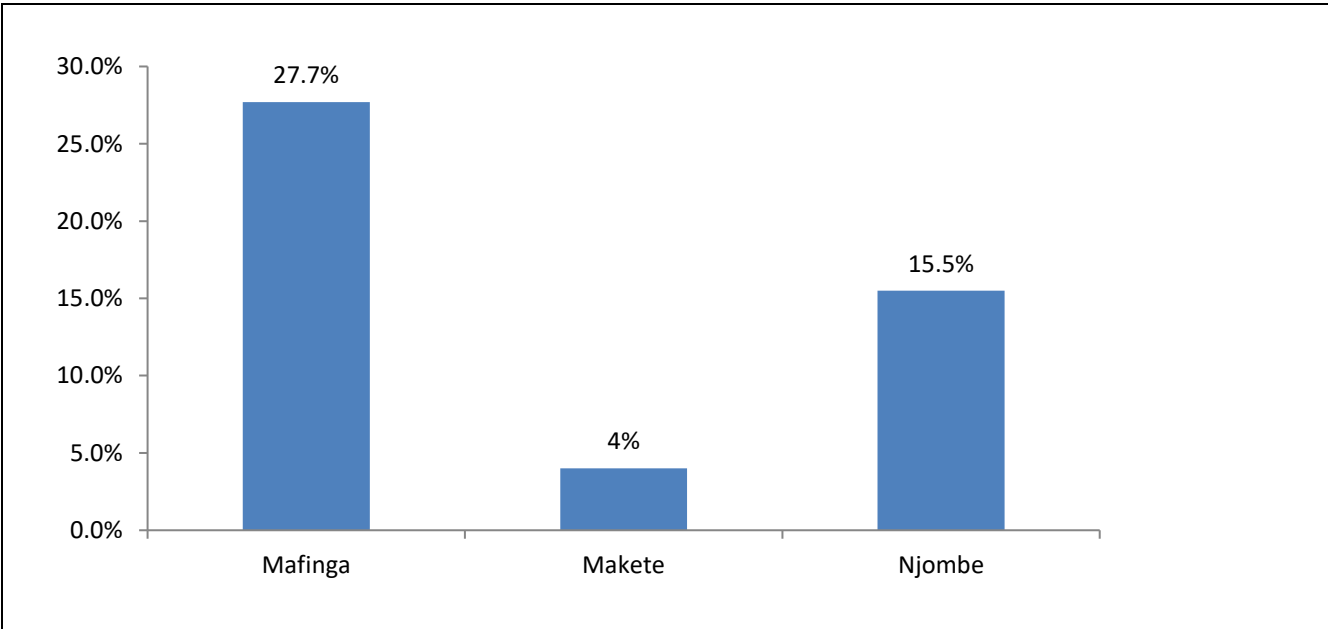
Land ownership among the surveyed households is shown in Figure 24. The majority owned land and only a few, 6%, 8.1% and 6.4%, did not own any land in the Mafinga, Makete and Njombe clusters respectively.

Figure 24 Households' land ownership in the Forest Rich Villages.



General land ownership. Observations from both the household survey and the KIIs show that land in Mafinga, Makete and Njombe clusters is mostly owned traditionally, with minimum tenure security (see Figure 25). Most residents in the villages surveyed acquired their land through inheritance or through being given it by village governments. A few bought their land; they are mostly outsiders who migrated to Mafinga and Njombe clusters in search of land for tree growing and avocado farming. Nonetheless, some locals, too, reported having bought land to expand their farms. Despite the general belief that land is abundant in Tanzania and in the Southern Highlands, in some of the surveyed villages people find it challenging to access land for crop farming; such people end up borrowing land to farm but may be required to return it to the owner whenever it is needed. Even though women and female youth do not claim direct ownership of land, they do have access to it to farm food crops such as maize, beans and potatoes.

Figure 25 Percent of households with proof of land ownership



4.5.3 Women's, Youth's, and Vulnerable Groups' Access to Land

Equality in land ownership. Most land is owned by men and male youths as land is passed from fathers to sons (Figure 26). In addition, older people own more land than younger people because land is passed from one generation to the other. Youths have less than their parents as whatever land is available to a father must be divided among all the sons. Moreover, culture favours men when it comes to land ownership, and that practice is socially acceptable to both men and women. The non-vulnerable have more land than the

vulnerable as the former can purchase land. Though the vulnerable in some villages do own land, it is generally managed for them by their caretakers. The inequality in land ownership in the Mafinga, Makete and Njombe forest industry clusters can be supported by the quotes below:

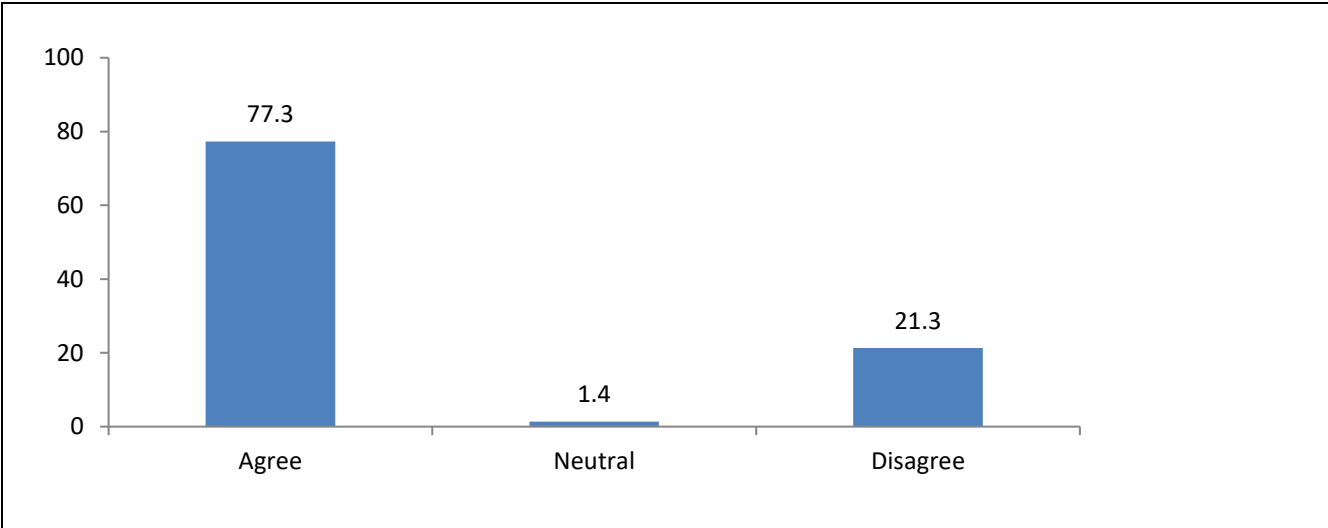
Land ownership is like this: if one is not given land by his/her parents, it's difficult to acquire land. The most affected group is women because when a husband passes away, then the family members take the land, and his wife is left landless (Key Informant, Kidete Village, July 2021).

A female child cannot inherit land, especially when she is married. However, for a few families, females, including those who do not get married, can inherit. Generally, if a girl is not married but bears children at home, her children have no right to inherit land (Key Informant, Wino, July 2021)

To promote equality in land ownership in Mafinga and Njombe forest industry cluster, key informants suggested educating people so that men/husbands would understand the importance of allocating land to their wives. The quotation below illustrates this viewpoint:

As for me, I propose providing education on land ownership; doing so will help our parents and husbands to know the importance of bestowing land on their wives (Key Informant, Kidete village, July 2021).

Figure 26 Percent of respondents who agree that women can easily own land in their villages



The observations of key informants at the village and the LGA levels differed from the findings (Figure 26) of the household survey, which suggested that women can easily own land in the surveyed villages. Generally, while what the respondents believe is encouraging, reality shows that customs and traditions are so entrenched that women believe men and sons are the only ones entitled to own land (see Box 2).

Box 2: Customs and land ownership in Njombe Town Council

During a KII, one of the LGA officers at Njombe Town Council noted that traditions and culture were so entrenched in PFP 2's forest industry clusters even when women buy land, they often register it under the name of their husband/spouse/partner. Consequently, some end up losing out when he dies or uses it in ways she disagrees with. For example, in Njombe Town Council a certain woman bought surveyed land and requested her husband to register it under his name. After some time, the wife requested her husband to change the name on the title deed to their son's name. The husband promised to do so but never kept his word. Contrary to the wife's expectations, the husband used the piece of land as collateral to secure a loan. When he was unable to repay the loan, they lost the land.

4.5.4 Land Conflicts

The HRGSA found that there aren't any very serious land-use conflicts in PFP 2's operational area. The major type of conflict reported was those related to boundary conflicts between villagers or between villages. The second category was conflict based on land inheritance, conflict in which some family members contend that what they receive as their share of the family land, especially if a father dies before allocating land to his sons/children. Some minor conflicts have also been reported between crop producers and livestock keepers in Madaba and Wanging'ombe DCs. Most land conflicts are dealt with at the village level through village land-use committees; on a few occasions, however, conflicts have been settled in a ward land tribunal or even a district court (as happened with Mtila village)

Key informants advised that there is a need to provide education on land tenure rights to avoid unnecessary conflicts. In addition, they believe that through proper village land-use plans (VLUPs) and insurance of CCROs then land-related conflicts can be prevented.

4.5.5 Village land-use plans

The HRGSA shows that most villages in the Mafinga, Makete and Njombe forest industry clusters do not have VLUPs.

4.6 Gender Mainstreaming in Forestry by Cluster

4.6.1 Regulatory Framework

Tanzania's constitution promotes equality of citizens by recognising the 'equality of human beings' (Act No.15 of 1984 Art.6 (URT, 2005). It endorses gender equality and equity and guarantees full participation in social, economic, and political life to all women and men. In addition, Tanzania's National Strategy for Gender Development promotes gender equality and equity in the country as a way of implementing its international commitments as enshrined in the United Nations Charter and on the Human Rights Declaration (1948), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979), the Convention on the Rights of the Child (1989), Beijing Declaration and Platform for Action (1995), African Union Solemn Declaration on Gender Equality and the Protocol to the African Charter on Human and People's Rights on the Rights of Women (2003) World Summit 2005 Resolution on Gender Equality and Empowerment of Women, Policy on Women and Gender Development (2000), and Southern African Development Community Declaration on Gender and Development (1999). In addition, Tanzania acts within the requirements of the East African Community (EAC) Gender Policy of 2018 (EAC, 2018). However, gender inequalities continue in many places due to the patriarchal system and customs and traditions of the over 120 ethnic groups of Tanzania. The degree of inequality differs from one place to another and one ethnic group to another.

4.6.2 Women's Participation in Leadership in the Forest Rich Villages.

Findings from the KIIs both at the village and the district levels show that women are actively involved in leadership positions. However, how involved and engaged women are in leadership varies from village to village. In some, women hold up to 50% of the positions, but in one of the villages (Wino) there was only one female hamlet chairperson out of nine. The reason given for this dearth was that some women lack confidence when it comes to vying for elected leadership positions. In addition, in some villages the strong patriarchal attitudes lead to women's being perceived as weak and incompetent and, in consequence, to some men's reluctance to elect them to leadership positions. Moreover, when women stand for elections, some men scorn them, telling them they have nothing to offer to the community. Such treatment can discourage potential female leaders.

In most villages, and even at the district level, however, communities have a positive perception of female leaders. In many instances, in fact, they are seen as competent and trustworthy. The observations from the KIIs are supported by findings from the household survey as presented in Table 7 below. Table 7 shows that the respondents were quite positive about women and female youths participating in public meetings where decisions of public concern are made or in leadership contests. Overall, 97%, 98.5% and 95.5 % of respondents from the Mafinga, Makete and Njombe clusters respectively agreed that women should be encouraged to attend public meetings. About women contesting leadership roles, 95.8%, 97.9% and 98% of the respondents from Makete, Mafinga and Njombe clusters respectively agreed that they should contest. Support for female youth was along the same lines as shown in Table 7. Table 4 shows that respondents' support for male youth does not differ that much from their support for women and female youths. While in the past there was a lot of stigmas about women leading at the community level, things seem to have improved gradually and women are assuming leadership positions even in TGAs.

Table 7 Surveyed households' opinions on women's and youth's participation in decision-making and leadership positions in their communities

Statement	Cluster								
	Mafinga (n = 332)			Makete (n = 74)			Njombe (n = 296)		
	Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree
Women should be encouraged to express their opinions in public meetings	322(97)	5(1.5)	5 (1.5)	518(98.5)	6(1.1)	2(0.4)	282 (95.2)	6(2)	8 (2.7)
Women should occupy leadership positions	318 (95.8)	4 (1.2)	10 (3)	515(97.9)	4(0.8)	7 (1.3)	290 (98)	2(0.7)	4(1.4)
Women should contest for various leadership positions	315 (94.9)	4(1.2)	13 (3.9)	515(97.1)	5(1.0)	6(1.1)	290 (98)	2(0.7)	4(1.4)
Women are supposed to earn a fair wage as men	309 (93.1)	7(2.1)	16 (4.8)	516 (98.1)	5 (1.0)	5 (1.0)	284 (95.9)	2(0.7)	10 (3.4)
Women can easily own land in this village	262 (78.9)	4(1.2)	66 (19.9)	64 (86.5)	0(0)	10 (13.5)	217 (73.4)	6(2)	73 (24.6)
Female youth should participate in public meetings	323 (97.3)	4(1.2)	5 (1.5)	498(94.6)	14(2.7)	14(2.7)	290 (98)	2(0.7)	4 (1.3)
Female youth can contest for various leadership position in societies	311 (93.7)	4(1.2)	17 (5.1)	481(91.4)	12(2.3)	33 (6.3)	285 (96.3)	2(0.7)	9 (3)
Male youth should participate in public meetings	321 (96.7)	6(1.8)	5 (1.5)	514 (97.7)	7(1.3)	5(1.0)	292 (98.7)	1(0.3)	3(1)
Male youth can contest for various leadership position in societies	314 (94.6)	4(1.2)	14 (4.2)	513(97.5)	6(1.1)	7(1.3)	288 (97.3)	2(0.7)	6 (3)

NB: Numbers in brackets indicate percent (%)

4.6.3 Women's and Men's Roles in Forest Value Chain by Cluster

Observations from the HRGSA carried out in the Mafinga and Njombe clusters show that although women and men are all involved in tree growing, their intensity of engagement differs along the value chain. Generally, men and male youth are adequately represented in all nodes of the tree value chain, while women are involved more in some nodes and less in others. As shown in Table 8 below, women are less involved in harvesting, searching for market information, transportation, and value addition activities like carpentry.

Generally, participation in tree growing in PFP 2's operational area is skewed, with men and male youths more involved than women and female youths. In addition, the involvement of other vulnerable groups is minimal. Details about the forestry value chain are detailed in Table 8 below:

Table 8 Gender roles along the forestry value chain

Activity	Men	Women	Male Youth	Female youth	Vulnerable
Land preparation	Yes	No	Yes		
Tree nurseries	Yes	-Yes	Yes	Yes	Yes
Tree planting	Yes	Yes	Yes		
Weeding of woodlots	Yes	Yes	Yes	Yes	Yes
Tree cutting/harvesting	Yes	No	Yes		
Preparation of fire breaks	Yes		Yes		Yes
Search for market information	Yes	No	Yes		
Sawmilling	Yes	No	Yes		
Loading of timber trucks			Yes		
Transporting timber	Yes	No	Yes		
Timber sales	Yes	Yes (20-30% of all traders)	Yes	-Yes	
Carpentry/value addition	Yes	Yes (20% of all)	Yes	Yes (20% of all)	

4.6.4 Women's and Men's Decision-Making and Power Relations in the Forest Value Chain by Cluster

The major reasons for the exclusion of women in the forest value chain are customs and traditions. Tree-growing activities are seen to be masculine and not fit for women. In addition, the lack of land tenure rights for women and the vulnerable is a major cause of their exclusion from the tree value chain. Women are also excluded from the tree value chain activities due to their inability to stand up for their rights and the burden of household chores and other family responsibilities accorded them by communities. Furthermore, women are, at times, not involved in deciding when family trees should be sold. Thus, they have no or minimal control over tree resources. Nonetheless, observations from FGDs conducted with TGA members in Nundwe and Lyamko villages show that in some parts of the Mafinga cluster, women have a say in tree growing and the management of forest resources.

4.7 Labour Issues in the Forestry

4.7.1 Regulatory Framework

Labour issues in Tanzania's forestry sector are governed by various policies (Employment Policy, Child Policy), acts (Child Act of 2019, Employment and Labour Relations Act of 2004), and agreements (Workers' Participation Agreement 73). The latter states that (1) a recognised trade union and an employer or an employers' association may conclude a collective agreement establishing a forum for workers' participation in a workplace; (2) if a registered trade union, employer or employers' association wishes to establish a forum for workers' participation in any workplace, the union, employer or association may request the assistance of the Commission to facilitate discussions; and (3) the Commission shall facilitate any discussions concerning the establishment of a forum for workers' participation in any workplace, taking into account any code of good practice published by the Council on Workers' Participation. (URT, 2007)

Tanzania's 2008 Employment Policy (URT, 2008:11) among other issues stresses the following:

- Enhancing skills and competencies for those in the formal and informal sectors, especially in rural areas.
- Promoting the goal of decent and productive employment as a national priority and enabling all participants in the labour force to gain productive and full employment.
- Promoting equal access to employment opportunities, resources, and endowments for marginalised and vulnerable groups, including women, youth, and people with disabilities (PWDs).
- Putting in place a conducive and enabling environment to promote the growth of the private sector and the transformation of the informal sector into the formal.

4.7.2 Occupational Health and Safety Issues in Forestry

Generally, the situation of occupation health and safety (OSH) for forestry workers in the Mafinga, Makete and Njombe clusters is poor, and the concept of OSH is not well understood by small-scale tree growers, who often confuse it with social protection. For instance, some associate it with the safety of forestry by linking it with wildfires, while others link it with accidents related to forestry activities. Still others associate it with TASAF activities that focus on supporting vulnerable social groups. There is a general lack of awareness about OSH for forest workers and a need to generate more knowledge about this topic.

The above facts raise concern about the reliability of respondents' assessment of OSH within their communities. The findings clearly show that most forestry workers and those dealing with timber are not formally trained in OSH issues. For example, observations done at one timber processing industry in Mafinga Town Council showed that despite the availability of and requirement to wear protective gear, many operators did not. Observations of the loading of trucks (Njombe Town Council) with timber also showed that the workers were not particularly concerned with their safety. As shown in Box 3 below there are some serious OSH issues associated with tree-growing activities.

In response to these findings, PFP 2 has started to initiate some training related to OSH in the Njombe cluster. Common OSH issues include but are not limited to finger and leg amputations, jaw injuries and sometimes death. Generally, machine operators and log carriers are more vulnerable to such accidents than other workers.

Box 3: Accidents along the Forestry Value Chain in the Mafinga Cluster

An in-depth interview with Mafinga Town Council Chief Medical Officer showed that forest workers involved in harvesting activities have been involved in several accidents, as follows:

- Trees falling on tree cutters
- Loss of hands (due to the operations of ding-dongs, chain saws and other machines in timber value addition industries)
- Fractures
- Leg injuries
- Back injuries
- Loss of fingers (due to the operation of ding-dongs and saws)

Some of the accidents occurring along the forest value chain led to the permanent disability of those affected, consequently affecting their future livelihood strategies. In addition, most of victims of accidents are male youths aged 30 years or fewer. Moreover, although forest workers got hurt during forest-related operations many had cover their health care costs themselves without assistance from their employers. While a few did get assistance from their employer, most found it challenging to cover their health costs. On average, treatment costs range between 20,000 TZS for minor injuries to 800,000 TZS to critical cases requiring operations (like a shoulder operation). On average, medical costs for forest-related activities are 150,000.00 TZS.

4.7.3 Forest Workers' Social Security

The HRGSA found that most people working in the informal sector of the forest value chain are not actively covered by formal social protection schemes even though they can join them voluntarily. The social security schemes available to them include the National Social Security Fund (NSSF), the Workers Compensation Fund (WCF), the National Health Insurance Fund (NHIF) and the iCHF (Improved Community Health Fund (iCHF)). Employees in the forestry need to join one of these schemes on their own if they want to enjoy its benefits.

In Tanzania, the Employment Act requires all employees/workers to be members of a pension fund. NSSF covers the private sector and all those employed in the informal sector, while PSSF (Public Services Social Security Fund) covers all public employees, i.e., those working for the central or local government or in a public parastatal. When it comes to social protection, no one is uncovered. Moreover, according to Tanzania's Employment Act there are no casual labourers and all need to be covered by either NSSF or PSSF. All employers registered under NSSF are required to pay monthly contributions according to Sec. 12 of the NSSF Act [Cap. 50 R.E. 2018]. Every registered employer is required to remit to the fund 20% of the employees' wages as a joint contribution between the employer and his or her employees. The rate of an employee's share should not exceed 10% of his monthly wage but can be 10% employer/10% employee, 15% employer/5% employee, or 20% employer/0% employee (NSSF, 2021 [https://www.nssf.or.tz/pages/payment-of-contributions-\[18/07/2021\]](https://www.nssf.or.tz/pages/payment-of-contributions-[18/07/2021])). NSSF in Mafinga Town Council covers about 5,000 forestry-related workers.

Benefits Offered to NSSF Beneficiaries

- Maternity Benefits
- Old Age Pension
- Invalid Pension
- Survivors Pension
- Unemployment Benefits
- Funeral Grant
- Social Health Insurance

Benefits for Those in the Informal Sector

- Old Age Pension
- Medical Benefits under Specialized Procedures (NSSF, 2021).

NB: To qualify for the above benefits, a worker must have contributed for a period of 36 months.

Most forest workers in Mafinga, Makete and Njombe forest industry clusters have informal ways of helping each other. For example, though members of Makambako Timber Traders Association are not registered with any formal social protection institution, they do help each other in difficult times. Generally, members contribute 10,000 TZS whenever a member loses a close relative, i.e., a wife, husband, child, father, or mother. The members also cooperate during cases of illness by visiting the affected member in the hospital and doing the needful as circumstances may dictate. In short, issues related to health insurance are dealt with at the individual level.

4.8 Child Labour in the Forest Rich Villages.

4.8.1 Regulatory Framework

Tanzania's Employment and Labour Relations Act of 2006 and the Child Act of 2009 prohibit the employment of children, i.e., persons under the age of 18 years. The act states "A child under eighteen years of age shall not be employed in a mine, factory or as crew on a ship or in any other worksite including non-formal settings and agriculture, where work conditions may be considered hazardous by the Minister" (URT, 2006:9). It adds that "(i) No person shall employ a child under the age of fourteen years and (ii) A child of fourteen years of age may only be employed to do light work, which is not likely to be harmful to the child's health and development; and does not prejudice the child's attendance at school, participation in vocational orientation or training programmes approved by the competent authority or the child's capacity to benefit from the instruction received."

4.8.2 Situation of Child Labour in the Forest Rich Villages.

There is little child labour along the tree value chain in the forest rich villages in Mafinga, Makete and Njombe forest industry clusters. Those who did work ranged in age from 8 to 17 years and were mostly involved in the watering of tree nurseries, planting, and the preparation of fire breaks. Other activities included charcoal-making and the collection and shunting of timber from where it is cut to where it can be loaded onto trucks. However, in some situations key informants claimed children's involvement was part and parcel of their training to be productive adults in the future. For example, one forest worker in the Njombe cluster said, "*I must say it is a good thing because it is training for them so that they can be familiar with those activities so when they are grown-up, they can do the same*".

Some children worked to meet household basic needs due to poverty or to save the cost of hiring labour. Orphans were also reported to be among the children working along the tree value chain mainly to meet their basic needs to obtain an income to buy school materials such as exercise books, pens, pencils, school uniforms, and shoes. In addition, some school dropouts, especially from ward secondary schools (i.e., in Wino village) were reported to be involved in tree-related activities. Evidence of child labour is shown in the quotes below:

In our area we have banned child labour. However, some children, especially, orphans, still work. Normally, this is not done openly, particularly during school time. Nonetheless, when the schools are closed you will find a big surge in the number of children engaged in tree-growing activities (Key Informant, Kidero village, July 2021)

Children are mostly engaged in timber collection activities. You may find that timber processing is done in places that trucks cannot reach. Thus, children come to help starting from the age 8 or 10. They carry small pieces of timber. Generally, they are paid on the distance they carry the wood. If the route is long and difficult, it could be 300 TZS for every piece of timber. Some children, mostly those 12 and older are engaged in tree nursery activities and pruning, especially the pruning of short trees. They get paid 50,000 TZS per hectare. (Key Informant, Ugesa village, July 2021)

Furthermore, in some villages and even at the LGA level, many key informants denied that children worked along the tree value chain. Their denial may be due to a difference in interpretation of what

constitutes child labour in the Southern Highlands and in Tanzania in general. In addition, as the key informants were government or village leaders, it may have been difficult for them to openly admit to child labour as this could suggest failure on their part to curb child labour as per government directives. Moreover, in some instances the availability of free education was said to be responsible for the absence of children workers, for there was no reason for parents not to send their children to school.

4.9 Decision-Making in the Forestry Value Chain

4.9.1 Tree Growers' Participation in Decision-Making about Issues Affecting Them

The HRGSA conducted in Mafinga, Makete and Njombe forest industry clusters provides a mixed picture as to the level of tree growers' participation in decisions affecting their capability to earn income from their tree growing. They grow trees voluntarily, but few have any say in the selling price of their trees. Poor and less well-to-do farmers often sell their trees or farm in desperation, meaning they end up taking whatever price is offered by buyers. In addition, most farmers rely on local tree buyers (brokers). Buyers from outside villages are available, but since most tree growers lack adequate market information, they find themselves incapable of negotiating a fair price. Furthermore, at times buyers collude or form cartels which ensure that tree growers fall for the low prices they offer. Lack of education was also reported to be a factor in tree growers' failure to influence the price of the trees. However, it was reported that through TGAs tree growers stand a better chance of improving the profitability of their tree growing and having more influence on decisions related to tree growing.

4.9.2 Traders/SME Entrepreneurs' Level of Participation in Decision-Making

Entrepreneurs working in the tree value chain in the Mafinga, Makete and Njombe clusters can mainly be found in saw-milling operations, charcoal production, and carpentry. Generally, the entrepreneurs have some autonomy in their decision-making regarding the pricing of their timber or products. However, most decisions are made individually, and the lack of unity may at times lead to weak bargaining power, especially for those involved in saw-milling. Big timber traders often set the price they are willing to pay for a piece of timber so low that small traders do not get the profit they wish. Moreover, some tree growers rely on middlepersons (brokers) to sell their timber and these middle persons who determine the price. As for carpenters, they are many and this surfeit in supply results in a scarcity of orders. To keep working, some offer very low prices to attract customers; hence, their profits are low.

Most key informants suggested that entrepreneurs need to form groups through which they can develop unified bargaining power to set prices for their products that ensure that they profit.

4.9.3 Forest Workers' Participation in Decisions Affecting Them

The HRGSA of Mafinga and Njombe clusters found that most forestry value chain workers have limited rights and decision-making power in relation to payment for their work. Generally, wages are based on the amount of work a worker does and by agreement. This generalisation is supported by the quotes below:

The level of participation is very low; many decisions are made by employers. It is only on rare occasions that forestry workers participate in decision-making on issues affecting them; I must say forest workers don't have the power to decide on issues affecting them (Key Informant, Mtili village, July 2021)

There is no possibility for us to negotiate payment. If we are not happy with our wages, we should just stop working and let other workers continue (Female SME Worker, Ivalalila village, July 2021).

Logging work normally starts early in the morning and goes till noon. Timber processing normally starts early in the morning, at 7:00 am, and goes till evening at 6:00 pm. You cannot stop at noon, or the boss will complain. Decisions are mostly made by the boss (Forest Worker, Ugesa Village, July 2021).

The lack of worker participation can be attributed to the fact that there are many workers in search of the few opportunities available. Therefore, employers can do as they wish: they are sure they will get labourers whenever needed. Nonetheless, there are some workers who have control over when and for whom they work. These include very experienced saw-millers. Workers' lack of say is shown in the quotation below:

We decided to quit, but he didn't stop timber processing. He looked for other people and has continued with the work to date. The bad thing was that we didn't have any contract. (Forest Worker, Wanging'ombe DC, July 2021).

NB: Men participate more in meeting dealing with tree growing and the timber value chain than women do as trees are seen as a man's duty/property.

4.10 Migration in Relation to Forest Activities by Cluster

4.10.1 In-Migration to the Forest Rich Villages

Reports from key informants both at the LGA and village level show some notable in-migration to the forest rich villages both in Mafinga, Makete and Njombe forest industry clusters due to an increase in interest in tree farming ('Timber Rush') and rise in avocado farming. People from urban areas and other parts of Tanzania have migrated to the Mafinga, Makete and Njombe forest industry clusters to engage in tree and avocado farming and their migration has spurred an increase in land value. Some of the surveyed districts report the immigration of a few pastoralists/agro-pastoralists in search of pastures for their animals.

In our village there are many immigrants, including forest workers from other places such as Mafinga, Dar es Salaam and other regions. Now we have about 20 people who have moved here and built houses (Key Informant, Matanana village, 16 July 2021)

4.10.2 Out-Migration from the Forest Rich Villages

The HRGSA shows a lack of significant out-migration from the Mafinga and Njombe forest industry clusters. The reasons for the low rate of out-migration could be the LGAs' provision of no-interest loans to youths and other groups for IGAs. In addition, living conditions in rural areas have improved and there is a lack of employment opportunities in the urban areas that used to attract youths. The quotes below reflect this change:

In the past there was youth out-migration, but now many have come back. They are motivated by the developments implemented in our village (Key Informant, Matanana village, 16 July 2021)

In our LGA we provide no-interest loans to women, youths, and people with disabilities. Generally, these loans have enabled the beneficiaries to come up with IGAs that assure them a decent living. Hence, there is no need for out-migration (Key Informant, Ludewa District Council, June 2021).

Though fewer than in the past, some male and female youths still migrate to urban areas and other places to work as *bodaboda* (motorcycle taxi riders) and as housemaids respectively. In addition, even if they do not emigrate, some male youths have moved away from farming activities to become *bodaboda* operators as shown in the quotation below:

Through tree planting many male youths have become bodaboda operators as when their parents sell trees, they buy them motorcycles (Key Informant Ugesa village, 01 July 2021)

4.11 HIV/AIDS in Forestry

4.11.1 Prevalence of HIV/AIDS in the Forest Rich Villages,

Among adults 15 years and older, HIV prevalence varies geographically across Tanzania and is highest in the Southern Highlands with Njombe topping the list (11.4%) followed by Iringa (11.3%) (UNICEF,2020). According to the key informants involved in the HRGSA, the major causes of the high prevalence rate include early engagement in sex, unprotected sex, alcoholism, and gender-based violence (i.e., rape of female youths and women). Many key informants also pointed a finger at the timber and avocado trades, which bring together many people at once. Many girls/women from all over Tanzania come to Iringa and Njombe regions due to the easy availability of money from the sales of timber and avocados. In addition, the two regions are along the Dar es Salaam–Zambia highway, and many truck drivers rest in the towns along the way to and from the Southern Highlands and Zambia and DRC. Some of these drivers engage in unprotected sex, thereby increasing the chances of transmitting HIV. Some of the above conclusions are supported by the quotation below:

People's cavalier attitudes are a major cause of the high HIV/AIDS prevalence in our area. People have unprotected sex either because they are drunk or because they think using a condom will reduce their sexual pleasure. Thus, the possibility of contracting HIV is increased. Prostitution is another cause: women from all over Tanzania have come to this area to engage in the sex trade as many people have money from timber sales and crop (potato) sales. Moreover, even some local women/young girls are engaged in the sex trade due to the economic hardships they face and lack of decent employment. Some of the women thus employed are exploited by their employers, who grossly underpay them (Key Informant, Mafinga Town Council, June 2021).

Because of the efforts of LGAs and other development partners, the level of HIV/AIDS awareness among communities in the Mafinga and Njombe forest industry clusters was quite high, about 85%. However, as explained earlier, people's personal risky behaviour makes them vulnerable to HIV/AIDS, thereby accounting for the high rate of new infections. Most of the key informants suggested that there was a need to continue offering education and testing for HIV/AIDS as shown in the quotation below:

Sensitisation to and education on HIV/AIDS should be done continuously to remind people that the pandemic is still with us and that each community member needs to take precautionary measures. In addition, HIV protective gear (i.e., condoms) should be readily available in areas where risky behaviours are prevalent, such as bars/pubs, guest houses and other public places. In addition, people should be taught how to use them properly. Furthermore, HIV testing services should be provided during tree harvesting and protection and treatment/ARVs offered in accordance to need (Key Informant, Mafinga Town Council, June 2021).

Given the high HIV/AIDS prevalence rates in the Mafinga and Njombe forest industry clusters, the fact those living with HIV/AIDS (PLWA) were actively involved in the tree growing value chain comes as little surprise.

4.11.2 The Link between Forest Activities and HIV/AIDS

Findings from the HRGSA show that there could be a link between forest/tree growing activities and HIV/AIDS in the Mafinga and Njombe clusters. Generally, the link is because through tree or timber sales many men and male youths earn lots of money, which, at times, is not well spent. And due to the availability of money, many women, some of whom are said to be prostitutes/sex workers, flock to the areas. Since some of the resultant sexual encounters are unprotected, the possibility of transmitting HIV/AIDS is great. This conclusion is supported by the quotation below:

The timber and avocado trades bring together many people all at once. Many girls and women from all over Tanzania come to Njombe due to the easy availability of money from the sales of these goods (Key Informant, Njombe District Council, July 2021).

Furthermore, another key informant in Mafinga Town Council pointed out that when the SAO Hill government forest plantation allocates portions of its forest to be harvested, many people flock to the area, men, and women, and even some makeshift bars and guest houses are erected where many drink and end up engaging in sex with prostitutes. In addition, it was reported that in Mafinga town, which is popular with timber traders, you can find a bar with a high waitress-customer ratio and that most of the waitresses are hunting for men to have paid sex with.

4.12 Corruption in the Forest Value Chain

4.12.1 Regulatory Framework

The government of Tanzania has for a long time spearheaded the fight against corruption. In 1974, through Act No. 2, it established the Anti-Corruption Squad. In 1991, the squad was restructured, and its name changed to the Prevention of Corruption Bureau (PCB), and the organisation was placed de jure under the President of the United Republic of Tanzania (URT). In addition, in July 2007, the Prevention of Corruption Act (PCA) was abolished and replaced by the current Prevention and Combating of Corruption Act (PCCA), which renamed the PCB the Prevention and Combating of Corruption Bureau (PCCB). The PCCB is an independent body under Section 5 of the PCCA, but its mandate applies only to mainland Tanzania.

The PCCA empowers the PCCB to address all aspects of corruption prevention and control in mainland Tanzania. The act empowers the president to appoint and dismiss the PCCB's director general (DG)

and his or her deputy (DDG), and gives the Director of Public Prosecutions' (DPP, another presidential appointee) powers to decide which cases to prosecute. Since 2008, the PCCB has grown rapidly in both staffing and national outreach: currently the Bureau has over 2,000 staff and a presence in every region and most districts of Tanzania mainland, giving it a wide terrain in which to identify, investigate and prosecute corruption cases. However, the number of cases brought to court is a small fraction of the number of cases for which files are opened, and the number of successful convictions is extremely low (Policy Forum, 2018)

4.12.2 Corruption in the Forest Rich Villages.

The HRGSA findings from the Mafinga, Makete and Njombe forest industry clusters show a lack of clear evidence of corrupt practices along the forest value chain. However, FGD participants and some key informants agreed that corruption of different intensities can be experienced at different value chain (see Box 4).

Box 4: Corruption in the Tree Value Chain

The KIIs and the four FGDs conducted show that, at times, it is a lack of knowledge, confidence and patience that leads some timber traders to offer bribes to dishonest government employees along the many check points found on the way to timber sale destinations. Generally, it was argued that, as regards trade in timber, timber traders' incompetence when it comes to laws governing timber and forest products makes them vulnerable to corruption. For example, issues arise related to mixing different types of timber (cyprus and pine or poles in a single consignment) and to consignments having a lower or higher number of pieces of timber relative than what is recorded on a timber transit permit (TP). In addition, it was clear from the FGDs that timber TPs are generally issued based on the distance of the final offloading point of the timber. For example, timber TPs for Iringa from most districts within Iringa or Njombe will last for a 24-hour(one day) period, those for Dar es Salaam up to 76 hours (3 days) and those for the Lake Zone, e.g., Mwanza, 120 hours (5 days). The duration of these timber TPs is a safeguard against dishonest traders who may want to use a single permit for multiple transactions and thereby deny the government and LGAs revenue (CESS) worth. 5% of the total value of the timber.

Timber traders are restricted in terms of where they can offload their timber. They cannot, for example, even offload it in a different locality within the same town for which the license was offered. In addition, when a trader is found offloading more or less than the declared number of timber pieces, he or she is fined. At times, as in the case of a dishonest checkpoint staff member or TFS staff member patrolling the roads or trade areas, this provision creates a conducive environment for corruption. For example, a trader may be fined 1,000,000 TZS while the expected profit margin is 800,000 TZS, a penalty which makes the trader opt to bribe the concerned staff to minimise the damages.

Furthermore, it was pointed out by some of the key informants that corruption in planted forests is not as rampant as it is with natural forest products. In addition, the surveyed LGAs are working hard to ensure that they curb corrupt practices in the tree and forest products value chains by ensuring road patrols are conducted day and night and culprits are dealt with in accordance with the law. For example, Njombe District Council has in the near past laid off four of its staff for failure to correctly determine the amount of CESS. In addition, one staff was reported to the PCCB and then taken to court for involvement in corrupt practices.

5. CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusions

It can be concluded that the communities in the forest rich villages surveyed are faring quite well and do not have major livelihood challenges. Most earn a decent income that allows them to meet their households' basic needs.

When it comes to involvement and participation in tree growing, men dominate. Women are active only in low-paying nodes of the tree value chain.

Participants along the tree value chain participate in decisions that affect their welfare at different levels and tree growers have less bargaining power than tree buyers, timber traders and those adding value to timber, such as carpenters. Moreover, tree growers' lack of tangible power is since most are not members of the TGAs through which a common voice could be aired.

OSH among forestry workers in both Mafinga, Makete and Njombe clusters is poor.

Women, female youths and the vulnerable have poor access to land, a fact hindering their active participation in tree growing.

The findings suggest that child labour prevalent is low and that only a few children from poor households and orphans are involved mostly during school vacations as most village governments have banned child labour in their areas.

Tree-growing activities, especially timber sales are linked to the prevalence of HIV/AIDS in forest rich villages. Income from timber sales is wrongly used by some individuals lacking proper financial plans who end up spending too much on alcohol and women. The women generally come to the area from different parts of Tanzania to work as sex workers even though this practice is prohibited by law. In addition, it is believed that many of those who engage in casual sex do so without using condoms.

Land tenure in PFP 2's forest industry clusters remain a major challenge as most households do not have CCROs or title deeds for the land they own. In addition, in many villages, it may be difficult for poor households to get CCROs as many villages do not have the land-use plans which are a prerequisite for land officers to be able to issue CCROs.

Land-related conflicts in the PFP 2 forest industry clusters are few. Most that do exist centre around farm borders or borders between villages. No fatal conflicts have been experienced.

The assessment reveals that malnutrition and stunting rates are not high even though the regions of Iringa and Njombe report high rates of phenomena. The low rates are attributable to efforts by leaders at both the village and the LGA levels. Nonetheless, there are some incidences which need to be dealt with.

Regarding corruption in forestry value chain, timber traders' incompetence when it comes to laws governing timber and forest products makes them vulnerable to corruption.

Lastly, it can be concluded that forest workers have little knowledge about safety at work and most are not members of social security schemes despite that being possibility guided by Tanzanian laws and regulations. In fact, even those in the informal sector they can be members of NSSF by contributing 20,000 TZS per month.

5.2 Recommendations

Based on the HRGSA, the following measures are recommended:

PFP 2 should continue to provide communities in the Southern Highlands education on commercial tree growing to ensure that they continue to engage in tree growing using improved seed and species that will enable households to earn a lot in a relatively short period and to earn more than they currently do.

PFP 2 should continue to support the establishment of TGAs. These associations will improve not only the unity of small-scale tree growers but also improve their bargaining power in relation to other actors (buyers, middlepersons/brokers) in the value chain.

While promoting commercial tree growing in the Southern Highlands PFP 2 should also work with other stakeholders to promote other income-generating activities which tree growers could engage in as they wait for the right time to harvest their trees (15 -18 years). Doing so will minimise the need for tree growers to prematurely harvest their trees, a practice which leads to low incomes and perpetuation of poverty. Avocado farming and beekeeping are among the untapped potential income-generating activities.

PFP 2 should work with other stakeholders to promote gender equality along the forest value chain.

PFP 2 should encourage and support women to engage more in timber business. PFP 2 can use the Njombe timber market as a place to demonstrate the mechanisms and results of women's engagement.

PFP 2 should investigate ways of working with NSSF/WCF to promote the social protection of forest workers as they work in tree growing and harvesting-related activities. Doing so will ensure the forest/tree workers become members of NSSF and thereby contribute to their future pension funds while in the meantime enjoying some of the other benefits offered by NSSF to its members.

PFP 2 should work closely with town and district hospitals to create and promote health and safety issues to tree/forest value chain workers. Issues worth promoting include safety during work, HIV/AIDS prevention, and membership in health insurance schemes.

In activities targeting SMEs, specifically timber traders PFP 2 should increase awareness of laws governing timber and forest products to enable the SMEs to understand their right and preventing them into falling into corruption trap.

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Annexes

Annex 1 Terms of Reference (ToRs) for the Consultancy

The consultancy is to assist the PFP 2 to conduct a human rights and gender situation assessment of Njombe, Mafinga and Makete clusters.

INTRODUCTION

Participatory Plantation Forestry Programme (PFP 2) is a continuation of Private Forestry Programme (PFP 1) and is the second of four planned interventions in the sixteen-year programme. PFP 1 started in January 2014 and was continued until 30th April 2019. PFP 2 started on 1st November 2019 as a four-year intervention. The programme area covers nine districts in Southern Highlands of Tanzania and the main operations are centred around three forest industry development clusters of Makete, Njombe, and Mafinga.

Participatory Plantation Forestry Programme (PFP 2) objective is to promote sustainable and inclusive plantation forestry value chains that contribute to socio-economic development and poverty reduction, focusing on tree-growing smallholders and micro, small, and medium enterprises (SMEs) in the Southern Highlands. It focuses on villages which are already rich in smallholder forestry but where the forest value chains are not yet contributing to poverty reduction in a commensurate manner. It will improve wood markets by supporting diversification and quality improvement of wood products, whilst providing knowledge and facilitation for an enabling environment for tree growers to bring their plantations into scientific, commercial production. The Programme promotes increased incomes through business and employment, with a strong human rights-based approach (HRBA) and respect for the environment.

Any process of change promoted through PFP 2 should be non-discriminative, participatory, inclusive, accountable, and transparent with equity in decision making and sharing of the benefits of the process. In other words, PFP 2 respects the dignity and individual autonomy of right holders, including the poorest and the most excluded, including minorities and other vulnerable, often discriminated against groups. The programme looks to create opportunities for their participation - opportunities that are not dependent on the whim of a benevolent outsider but rooted in institutions and procedures. The Programme seeks to make the most of the transformative potential of participation as a process through which those who are otherwise excluded from the decisions and institutions that affect their lives can exercise rights to voice and choice: as agents rather than as instruments or objects.

As per the programme's original work plan, field operations started in Makete cluster as a piloting area during the first year of the programme implementation life span. A comprehensive human rights-based approach and gender situational assessment was conducted in Makete in September and October 2020.

The assessment comprehensively assesses the gender equality and human rights status and the vulnerability of rights holders and duty bearers in the forestry sector in Makete. It focused on physical, social, economic, cultural, and legislative barriers to exercising rights and accessing resources and engaging in decision-making among tree growers, community members, SMEs, and workers in the forestry sector.

The assessment increased programme understanding about the root causes of poverty, power imbalances, and gender inequality and provide 32 recommendations about what the programme should do in terms of defining its priorities, actions, and objectives to improve the lives of poor and vulnerable people most effectively, specifically in Makete. Furthermore, the assessment increased awareness of the importance of HRBA related issues among both the stakeholders and the PFP 2 staff.

Ahead of the originally planned schedule, the programme has been recently instructed by its Steering Committee (SC) to extend its operation into the rest of the programme operating area, which calls for HRGSA in the remaining areas.

MAIN TASKS

The main task of this national short-term socio-economist consultancy is to support the PFP 2 National Socio Economist Expert and the PMT in design, implementation, data analysis, and documentation of the HRGSA in Mafinga and Njombe forest industry clusters, as well as Wanging'ombe district (which is part of Makete forest industry cluster). Special emphasis is to be given in designing a representative sample and sampling method that will be inclusive, valid, and reliable.

The objective of this national short-term socio-economist consultancy is to support the PFP 2 National Socio Economist Expert and the PMT in design, implementation, data analysis, and documentation of the HRGSA in Mafinga and Njombe forest industry clusters, as well as Wanging'ombe district (which is part of Makete forest industry cluster). Special emphasis is to be given in designing a representative sample and sampling method that will be inclusive, valid and reliable. The PFP 2 National Socio Economist Expert will have the overall responsibility for the assessment.

The expected outputs of the consultancy are as follows:

- Revised methodology for human rights and gender situation assessment.
- Revised tools for data collection (updated KII guide and household survey questionnaire).
- Field survey team recruited and trained.
- Publication ready report (covering together all potential forest industry clusters)

The specific tasks of the consultancy and the expected mode of work are as follows:

Desk review. The national consultant with support from the National socio economist will collect secondary socio-economic data of the districts/councils beforehand and the rest during the interviews.

Revise methodology for HRBA assessment This task requires a review of methodology employed in Makete study and advise accordingly. The national consultant will be required to work with National socio economist to develop a solid quantitative and qualitative methodology include sampling for household survey that ensure the selection of village and household is statistically representative and or convenience and defining appropriate KII target groups and their numbers. In practice, the PFP LT staff will revise the methodology for the assessment.

Development of data collection tools. The PFP long-term staff led by National Socio-economist together with National consultant will review all data collection tools employed in Makete and customise accordingly.

Recruitment and training of an external field surveyor team. This will be the key responsibility of a National consultant with support from the National Socio Economist. The consultant is to support in recruitment of an external field surveyor team. The National socio economist in support with consultant will deliver the necessary training for the team to conduct the field data collection.

Overseeing the field work. The National socio economist with support from national consultant to oversee the Key Informant interview and household survey. The National socio economist will carry the main responsibility in managing the field exercise and acting as the focal point.

Data quality control. The collected data is to be continuously checked for quality and possible adjustments in field procedures are to be implemented by the national consultant during the period of field data collection.

Preparation of cleaned datasets. The national consultant and national Socio-economist will prepare a cleaned dataset compiling the collected data and submit the dataset to the PMT.

Analysis/Reporting: National consultant supported by the national socio-economist will conduct data analysis for each cluster, prepare analysis report for each cluster and **prepare a joint report on results for all three clusters. The table of content will be discussed between consultant and PFP 2 National Socio Economist.**

Validation workshop: Provide keynote presentation at validation workshop which will be convened by PFP 2 for this purpose.

Response to report feedback. The draft report produced will be shared by PFP 2 with this programme's competent authorities as well as its programme steering committee. The national short-term socio-economist consultant will support the PFP 2 National Socio-economist in responding to the

feedback and incorporating any improvements into the final report. The CTA of PFP 2 will be responsible for deciding whether the final report has reached an acceptable standard.

MAIN DELIVERABLES

The Consultant's main deliverables will be as follows:

1. Revised methodology for human rights and gender situation assessment.
2. Revised tools for data collection (updated KII guide and household survey questionnaire).
3. Field survey training manual.
4. Field survey team recruited and trained.
5. Cleaned data set.
6. Analysis report for each cluster (Njombe and Mafinga).
7. Draft of joint report on results for all three clusters.
8. PowerPoint presentation for validation workshop.
9. Publication ready report (covering together all potential forest industry clusters).

TIMETABLE

The Consultant engagement will commence on 07th June 2021 and is to be completed no later than 31st August 2021. The deadline for the first draft report is 31st July 2021. The deadline for the publication ready report is 31st August 2021 and it is to be submitted to the PFP 2 National Socio-Economist not later than 28th August 2021.

DUTY STATION

The assignment will be conducted in Southern Highlands regions of Tanzania

Annex 2 Household sampling characteristics for the Human Rights and Gender Situation Assessment

Cluster	Village	Calculated Sample size for each village	Actual number of households surveyed	Percentage of intended sample
Mafinga	Ugesa	99	81	81.8
	Mtili	22	22	100.0
	Ikongosi	35	35	100.0
	Matanana	43	43	100.0
	Kidete	16	16	100.0
	Ludilo	32	32	100.0
	Kitiru	16	16	100.0
	Mwatasi	25	26	104.0
	Bomalangombe	63	61	96.8
Makete	Mafinga	19	20	105.3
	Bulongwa	20	19	95
	Ibaga	20	20	100
	Ihela	20	21	105
	Iindiwe	20	17	85
	Iniho	20	24	120
	Ipelele	20	22	110
	Ipepo	20	20	100
	Isapulano	20	21	105
	Ivalalila	20	21	105
	Ivilikinge	20	23	115
	Kidope	20	20	100
	Kisinga	20	20	100
	Ludihani	20	20	100
	Lumage	10	12	120
	Lupalilo	20	20	100
	Luvulunge	20	20	100
	Mago	20	20	100
	Malembuli	20	20	100
	Mangoto	20	16	80
	Mwakauta	20	16	80
	Ndulamo	20	20	100
	Nkenja	20	20	100
	Usungilo	20	20	100
	Imalilo	19	19	100.0
	Moronga	35	35	100.0
	Njombe	Kidegembye	60	60
Ilawa		17	17	100.0
Mtila		44	44	100.0
Madobole		24	25	104.2

	Mangalanyene	21	21	100.0
	Iboya	24	24	100.0
	Isoliwaya	31	32	103.2
	Lyalalo	8	8	100.0
	Wino	31	32	103.2
	Maweso	32	33	103.1
Total	45	1166	1154	99

Annex 3 Household survey questionnaire

PFP 2 HUMAN RIGHTS AND GENDER SITUATION ASSESSMENT INTO NJOMBE AND MAFINGA CLUSTERS

Questionnaire No: _____

Date: _____

My name isI am here on behalf of Participatory Plantation Forestry Programme (PFP) 2 which generally aims at promoting sustainable and inclusive private forestry that contributes to Tanzania's economic growth and poverty alleviation/reduction. In addition, the PFP 2 aims at ensuring a socially sensitive, environmentally sustainable, financially profitable private forestry sector, that includes tree growers, SMEs as well as their organisations and service providers exists in the Southern Highlands of Tanzania. Further to the above, the PFP 2 aims at ensuring the rights of vulnerable groups are safeguarded and their participation in the forestry value chain is supported. PFP 2 is set to operate in 3 town council and 7 districts council of three regions: Iringa (Mufindi district council, Mafinga town council and Kilolo district council), Njombe (Makete district council, Njombe town council, Njombe district council, Ludewa district council, Wang'ing'ombe district council and Makambako town council) and Ruvuma (Madaba district council). Therefore, you have been selected due to your active involvement in tree growing. To achieve the above, PFP 2 is conducting a household survey to establish how communities are actively involved in the forest value chain and how various individuals along the tree value chain benefit from their involvement. The interview is expected to take thirty minutes to one hour. However, your participation in the study is voluntary and all information provided will be held confidential and will not be shared to third parties without your consent. In addition, the information you provide will be summarized along that provided by other respondents in your area and the above-mentioned programme areas. If you agree to participate in the survey, please sign the provided form.

Respondent's name:.....Signature.....Date:.....

Name of enumerator: _____

Village: _____ Ward: _____ District: _____

GPS Coordinates _____

Status of household:

1. Non-vulnerable
2. People with disability,
3. Poor female headed household,
4. Orphan
5. Child headed Household (Below 18 Years)
6. Poor people with HIV/AIDS,
7. Unemployed, poor household
8. Other (Specify)

A. RESPONDENT'S DETAILS

1. Respondent's Name: _____ (optional)
2. Relationship to head of household
1 = head of household (Skip to section B)
2 = spouse
3 = son/daughter

- 4 = son-in-law/daughter-in-law
 - 5 = grandson/granddaughter
 - 6 = father/mother
 - 7 = father-in-law/mother-in-law
 - 8 = brother/sister
 - 9 = brother-in-law/sister-in-law
 - 10 = uncle/aunt
 - 11 = niece/nephew
 - 12 = stepchild/adopted child
 - 13 = other family members
 - 14 = members not related to household head
3. What is your highest level of education?
- 1 = No formal education
 - 2 = Primary education
 - 3 = Ordinary level secondary education
 - 4 = A-level secondary education
 - 5 = College/University education
 - 6 = Technical/Vocational/Certificate

B. (HOUSEHOLD HEAD'S DETAILS)

Name: _____ (optional)

5. Gender:
- 1 = Male
 - 2 = Female
6. Age: _____ years
7. Marital status:
- 1 = Single
 - 2 = Married/
 - 3 = Living together
 - 4 = Divorced
 - 4 = Separated
 - 5 = Widowed
8. How many members are there in this household (people who share meals daily)?
- 1 = Adult males _____
 - 2 = Adult females _____
 - 3 = Female Children (below 18 years old) _____
 - 4 = Male Children (below 18 years old)
9. Household head's highest level of education?

- 1 = No formal education
- 2 = Primary education
- 3 = Ordinary level secondary education
- 4 = A-level secondary education
- 5 = College/University education
- 6= Technical/Vocational/Certificate

10. Do you have any of the following vocational skills?

- 01. Plumbing
- 02. Automotive repair/Auto mechanics/Motorcycle or small engine repair
- 03. Culinary arts/cooking
- 04. Masonry
- 05. Electrician
- 06. Graphic design
- 07. Fashion design/Dressmaking
- 08. Welding
- 09. Cosmetology
- 10. Carpentry
- 11. Bookkeeping
- 12. Home remodelling and repair
- 13. Computer programming
- 14. Website design
- 15. Photography
- 16. Day-care management
- 17. Forestry/Agriculture/livestock
- 18. Others (Specify)

11. What is your main Occupation?

1=Not employed/economically inactive

2= Formal employment

2 = agriculture

3= Fishery

4= Forestry/wood processing

5= Livestock Keeping

5= Beekeeping

6= Small business

7= Casual labour

8= Mechanics

9= Others (Specify)

12. In the past 12 months have you earned any income?

1. Yes

2. No (Skip to QN 15)

13. What is your household's average (estimated) annual income?

S/N	Source of income	Annual income (TZS)
1	Trading round wood	
2	Trading sawn wood	
3	Trading charcoal	
4	Crop farming Potato Maize Wheat Vegetables/fruits Sorghum Roots (Cassava, Yams, Round/Irish potatoes, Sweet potatoes) Pareto Avocado Other crops	
5	Business	
6	Livestock keeping	
7	Fishing	
8	Employment (wage-based)	
9	Employment (salary-based)	
10	Beekeeping	
	Remittance	
	AID (TASAF, NGOs, District)	
11	Others (specify)	
	None	
	TOTAL	

15. Are you a tree grower?

1 = Yes

2 = No (Skip to Section C)

16. If you are a tree grower, are you a member of a Tree Growers Association (TGA)?

1 = Yes (Skip to Section C)

2 = No

17. If you are not a member of the tree grower association, would you like to be a member?

1 = Yes (Skip to Section C)

2 = No

18. If No, Why?

1 = I need more information about the association

2 = I am not interested in being any association member

3= I am not interested in Tanzania Grower Association

4= The fees are high

5= I don't see any benefit

6= It has a bad reputation

7= Others (Specify)

C. HOUSEHOLD WEALTH RANKING (PPI)

19. How many household members are 18 years old or younger? _____
20. Are all household members aged 6 to 18 years currently in school?
- 1= Yes
- 2= No
- 3= No members from ages 6 to 18
21. What is the main building material used for the walls of the household's main building? (Observe)
- 1= Baked bricks
- 2= Poles and mud, grass, sun-dried bricks, or other
- 3= Stones, cement bricks, or timber
22. What is the main building material used for the roof of the household's main building? (Observe)
- 1) Grass/leaves, mud and leaves, or other
- 2) Iron sheets, tiles, concrete, or asbestos
23. What is the main fuel used by the household for cooking?
- 1) Firewood, coal, solar, gas (biogas), wood or farm residuals, or animal residuals
- 2) Charcoal, paraffin, gas (industrial), electricity, generator/private source, or other
24. Does your household have any television?
- 1) No 2) Yes
25. Does your household have any radio(s), cassette/tape recorder(s), or hi-fi systems?
- 1) No 2) Yes
26. Does your household own any lanterns/solar lanterns?
- 1) No 2) Yes
27. Does your household have any tables?
- 1) No 2) Yes
28. Do you own a mobile phone?
- 1) Feature Mobile phone
- 2) Smart Mobile Phone
- 3) No Mobile phone
29. If the household cultivated any crops in the last 12 months, does it currently own any bulls, cows, steers, heifers, male calves, female calves, or oxen?
- 1) No crops and no cattle
- 2) No crops, but cattle
- 3) Crops, but no cattle
- 4) Crops and cattle

D. FOOD AND NUTRITION

30. What is the main source of your food?
- i) Food grown on land owned and cultivated by household
 - ii) Food grown on land cultivated but not owned by household (e.g. land rented)
 - iii) Food purchased from the market
 - iv) Food from forest (e.g. mushroom, fruit, bush meat)
 - v) Food given as gift or food aid
 - vi) Other specify.....
31. Please describe the foods (meals and snacks) that you usually eat at your household?
- i. Breakfast _____
 - ii. Lunch _____
 - iii. Dinner _____
- (Note write none if meal is not taken)

32. In the last 12 months, have you been faced with a situation when you did not have enough food to feed the household?

1 = yes

2 = no >> [SKIP to Next Section]

33. How many months in the past 12 months did you not have enough food to feed the household?

E. ASSETS

34. Do you own the house you live in?

1 = Yes

2 = No

35. What is the main source of energy in your household?

1 = Electricity

2 = Solar

3= Wind

4= Kerosene

5 = Biomass/Bio-energy

6= Others (Specify)

36. Do you own land?

1 = Yes

2 = No (Skip to QN 36)

37. What are the main categories of the land you own? (Multiple choices)

1 = Crop farming

2 = Tree planting

3 = Residential

4 = Other uses

38. What is the total size of the land you own, in acres? _____ Acres
39. If you own tree planting land, what is the total land you own for tree planting, in acres? _____ Acres.
40. Do you have documentation as proof of ownership (Certificate of Customary Right of Occupancy/CCRO) for your own land?

1 = Yes

2 = No

- 41 Do you own the following productive assets?

S/N	Productive asset	Yes	No
1	Tractor		
2	Plough animal (e.g. donkey, oxen, bulls)		
3	Motor pump sprayer		
4	Generator		
5	Hand hoe/Panga(Matchet)/Axe		
6	Pruning saw		
7	Power tiller		
8	Motorised chainsaw		
9	Mobile small scale saw mill/Ding Dong		
10	Wood processing machine		
11	Other (specify)		

42. Do you have the following means of transportation?

S/N	Transport asset	Yes	No
1	Bicycle		
2	Motorised Tricycle		
3	Motorcycle		
4	Motor vehicle		
5	Handcart		
6	Donkey		
7	Power tiller / Tractor		
8	Other (specify)		

F. ACCESS TO HEALTH SERVICES

43. In the past 12 months, did your household have access to good health services?

1 = Yes, with no assistance

2 = Yes, but only with assistance

3 = Unable to support health services for all

4 = Don't know

44. Does your household have any medical insurance? (Tick all that apply)

1. iCHF/CHF

2. NHIF

3. NSSF

4. Others (AAR, JUBILEE, etc.)

5. None? (Skip to QN 46 section G)

45. How many household members are covered by the insurance?

1= Adult _____

2 = Children under 18 years _____

G. EMPLOYMENT IN FORESTRY VALUE CHAIN

46. During the past 12 months have you or any member of your household done any kind of wage work related to forestry or non-timber forest products (charcoal Production)

1. Yes

2. No (Skip to Next Section)

47. How many family members did any kind of wage work related to forestry or non-timber forest products (charcoal Production) during the past 12 months?

1= Female members (number)

2= Male members (number)

48. What kind of wage work does a household member usually do? (Tick all that apply)

Occupation	Female 1	Female 2	Female 3	Male 1	Male 2	Male 3
Tree plantations/woodlots						
Processing (Sawn wood, charcoal)						
Logging/harvesting operations						
Tree nurseries						
Timber yards						
Carpentry						
Transport						
Marketing/management						
Forest guard/ranger						
Forest guide/tourism						
Handicraft manufacture						
Other (specify)						

49. Have you harvested any trees on your farm/woodlot in the past 24 months?

1 = Yes

2 = No (Skip to section H)

50. a. In the past 24 months have you harvested any trees on your farm/woodlot in the past 24 months?

1= yes

2 = No (Skip to 51)

50b: Did you harvest your trees when they are at least 15 and above years old? (This means from 15 and above)

1. Yes

2. No

50c. If yes, why did you harvest at that age? _____

50d. If no, at what age did you harvest _____?

50e. If you have harvested any trees on your farm/woodlot in the past 24 months before age 15, are this been harvested for?

1= Subsistence needs

2= For commercial purpose (investment benefits)

3= To cover economic distress/redress shock

4= Construction

6= Education

H. ACCESS TO FINANCE

51. Does any member of a household have a bank account?

1. = Yes

2. = No

52. Does any member of a household have a mobile money account?

1= Yes

2= No

53 Does any household member is a member of SACCOS or VSLA/VICOBA?

1= Yes

2= No

54. In the past 12 months did any member of your family receive credit or loan?

1= Yes

2= No (Skip to QN 56)

55. What was the source and total amount of loan received?

S/N	Source of loan	Amount (TZS)
1	VSLA/VICOBA	
2	Bank/Microfinance	
3	Mobile Money (MNO)	
3	Private money Lenders	
4	Social network (Family member/friend/neighbour	
5	EFTA/SIDO/NGOS/Government schemes/church	
	District Disable, Youth and Women fund	
	Other sources (e.g. SACCCOS)	
	TOTAL	

56. How would you rate the accessibility of credit/loans from financial entities?

1 = Easily accessible

2 = Moderately accessible

3 = Inaccessible

4 = Don't know

I. GENDER AND YOUTH

57 During the last three years, have any children below 18 years old from your household dropped out of school due to forestry-related labour demands?

1 = Yes

2 = No

58. Now I will read to you a few statements related to gender. Please tell me to what extent you agree with each of them. The option will be:

(1= I agree, 2 = partly agree, 3= disagree, 4 = partly disagree, 5 = no opinion):

- a. All women should be encouraged to express their opinions in public meetings?
- b. Women should occupy leadership positions in your society (formal + informal)?
- c. Women should contest for various leadership positions in the societies?
- d. Women are supposed to earn a fair and equal wage as men?

59. Now I will read to you a few statements related to youth. Please tell me to what extent you agree with each of them. The option will be:

(1= I agree, 2 = partly agree, 3= disagree, 4 = partly disagree 5= no opinion):

- a. Male youth should participate in public meetings?
- b. Female youth should participate in public meetings?
- c. All youth being encouraged to express their opinions in public meetings?
- d. Youth can occupy leadership positions in my society?
- e. Male youth can contest for various leadership positions in the societies?
- f. Female youth can contest for various leadership positions in the societies?

60 In your opinion what can be done to enable households in your area benefit more from their involvement in tree planting?.....

Thank you for taking part in the survey

Annex 4 Key Informant guide for Community Development Officer

Background Information (Same as that of Annex 3)

SITUATION OF COMMUNITY AND COMMUNITY PEOPLE

What are the most common livelihoods among men, women, youth and vulnerable people in your community/region/Makete district/Southern Highlands? Do you have some data/statistics on this?
How do you view the situation of men, women, youth and vulnerable people in your community/district in general? What are the main challenges of men, women, youth and vulnerable people in your community in relation to job opportunities and income generation in general and in tree growing, saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in particular? Do you have any employment and income data/statistics available of your community/district?
How do you view the situation of other people who do not have access to market
What are untapped income generating or increasing activities for men, women, youth and vulnerable people in your community/district?
What are opportunities for income generation in general And in the tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in particular? If there is inequality in the above what are the causes

INCLUSIVENESS, VULNERABILITY², POVERTY AND DISABILITY

a) Who participates in tree growing activities in your community/district? B) How do they participate in the tree growing activities? Do you have any data/statistics on this?
In your opinions who are the vulnerable people in your village/community/ward/district?
What kinds of vulnerabilities are most common in your community/district? Do you have any statistics on this?
What kinds of disabilities are most common in your community/district? Do you have any statistics on this?
Do vulnerable people and people with disability have a role in TGAs, enterprises and institutions within tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)?
How could vulnerable people and people with disability be supported to become more economically active in TGAs, enterprises and institutions within tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)?
a) What is your opinion about the poverty in your community? b) Has the wealth ³ increased in your community in the past 1 year? If yes, what is the evidence? If yes, can your community benefit from the increased wealth If not, why not?
What are the main reasons for poverty in your community? NB. Do you have any statistics on poverty in your community/district?
What factors are responsible for keeping people poor?
What kind of poverty reduction measures have there been executed in your community?
a) What has been the impact of the above mentioned poverty reduction measures to the community? b) How does the community cope with this impact?
How could people participate more in tree growing, saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collections?

EMPLOYMENT AND INCOME OPPORTUNITIES

What is the number of people employed in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in programme villages, disaggregated by gender and age? Do you have any statistics on this?
What is the role of tree growing saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection as an income source in your community/TGA? Do you have any statistics on this?
a) What is the volume and value of loans for forestry activities in your community/district/TGA? b) How have tree growers benefited from these loans? Do you have any statistics on this?
a) What is the volume and value of loans to vulnerable people and female headed households engaged with forestry in your community/district/TGA? b) How have vulnerable people and female headed households engaged with forestry benefited from these loans?
What are the sources for loan for tree growing activities in our area communities/TGAs?
What are the major sources of income for women and vulnerable people in relation to tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection)?
What are the major obstacles in relation to earning decent income and jobs for households in your community/district?
What are the major obstacles in relation to earning decent income and jobs for women and vulnerable people in your community/district?
What are the major obstacles for reaching decent income and jobs for women and vulnerable people in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in your community/district?)
In your opinion how can income from forest activities are increased in our community/district?

DECISION-MAKING

How do tree growers participate in decision-making on issues affecting them (i.e. land use, market access, pricing, access to information, product quality and differentiation, forest/harvesting policy, trading of forest products)?
What is the level of entrepreneurs participation in decision-making on issues affecting them (i.e. land use, market access, pricing, access to information, product quality and differentiation, forest/harvesting policy, trading of forest products) in our community/district?
What is the level of forestry workers participation in decision-making on issues affecting them (e.g. working hours, occupational safety and health)?
What is the level of women participation in leadership positions in our community district/ward/village councils, TGAs and SMEs?
How are women leaders perceived in your community?
If women are not holding leadership positions, what is the main reason?

GENDER POWER RELATIONS

What are men's and women's roles in your community?
What are men's and women's roles in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)? In your community/district
How do men's and women's decision-making and power relations differ from each other in your community/district?
How do men's and women's decision-making and power relations differ from each other in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)? In your community/district
Do men and women have equal control over forestry resources?

If not, what is the main reason?
Do men and women have equal access to market information in relation to forest/tree product in your community/district? If not, what is the main reason?
Have there been noticeable increases or decreases in gender disparities in the past three years in your community/district? Explain your answer
How can the number of women/female working in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?) be increased in your district.

LAND OWNERSHIP ISSUES

What is the nature of land ownership and access to land in your community/district? NB. Do you have any statistics/data on this?
How much land does the Village Council own?
What is the situation of land ownership by gender (sex, age) and disability(vulnerable groups)
Do men and women have equal right to inherit the land? If not, what is the reason?
What can be done to ensure women and female youth/girls have equal tenure rights and access to land as men and male youth/boys?
What is the nature of household forest access: rights, distance, transport time?
What kind of issues are associated with land ownership/tenure in our community/district (i.e. disputes, conflict and corruption)
How can potential land tenure disputes, conflicts and corruption be prevented?
Are the poor and vulnerable provided with full opportunities to acquire legal recognition of their tenure rights? If not, how the situation should be changed?
Would you/the Village Council be ready to allocate land to vulnerable people?
What measures need to be taken in order to promote and facilitate tenure rights in your community/district?
Have participatory village land use plans (VLUPs) been prepared in your community? If yes, what have been the challenges with VLUPs? If yes, what has been the impact of the VLUPs?
Has granting of certificates of customary right of occupancy (CCRO) taken place in your community? If yes, what have been the challenges with CCROs? If yes, what has been the impact of the CCROs? If no, why?

OUT/IN RURAL-URBAN MIGRATION

a) Is there any out migration from your area/community to urban centers? If yes, has the out-migration increased or decreased recently? Explain your answer? If yes to the above who mostly migrate to urban centers in your community/ district What are the reasons for the out-migration?
b) if yes to in migration who mostly migrate to your area? In addition, where do they come from What attracts those who migrate to your area Do you have any statistics/data on the above
What has been the impact of the migration on your community?
a) How do you deal with youth migration? b) What employment opportunities are available/have been promoted for the youth in your community/district? If there exist youth employment opportunities what has been the impact?

CHILD LABOUR⁴

a) Are children in your community working in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?)
b) If yes, what is the extent of child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in your community?)
NB. Do you have any data on this?
Are there orphans among the children who are working?
What are the causes for prevalence of child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in your community?)
What is your opinion of children working in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?)
What can be done to stop child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection according to your mind?)

In your opinions, what can be done to enable household in this village/district to benefit more from their involvement in tree planting.

Thank you for participating in the assessment

Annex 5 Key Informant guide for Social Welfare Officer

Background Information (Same as that of Annex 1)

SITUATION OF COMMUNITY AND COMMUNITY PEOPLE

What are the most common livelihoods among men, women, youth and vulnerable people in your community/region/Makete district/Southern Highlands? Do you have some data/statistics on this?
How do you view the situation of men, women, youth and vulnerable people in your community/district in general? What are the main challenges of men, women, youth and vulnerable people in your community in relation to job opportunities and income generation in general and in tree growing, saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in particular? Do you have any employment and income data/statistics available of your community/district?
How do you view the situation of other people who do not have access to market
What are untapped income generating or increasing activities for men, women, youth and vulnerable people in your community/district?
What are opportunities for income generation in general and in the tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in particular? If there is inequality in the above what are the causes

INCLUSIVENESS, VULNERABILITY⁵, POVERTY AND DISABILITY

a) Who participates in tree growing activities in your community/district? B) How do they participate in the tree growing activities? Do you have any data/statistics on this?
In your opinions who are the vulnerable people in your village/community/ward/district?
What kinds of vulnerabilities are most common in your community/district? Do you have any statistics on this?
What kinds of disabilities are most common in your community/district? Do you have any statistics on this?
Do vulnerable people and people with disability have a role in TGAs, enterprises and institutions within tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)?
How could vulnerable people and people with disability be supported to become more economically active in TGAs, enterprises and institutions within tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)?
a) What is your opinion about the poverty in your community? b) Has the wealth ⁶ increased in your community in the past 1 year? If yes, what is the evidence? If yes, can your community benefit from the increased wealth If not, why not?
What are the main reasons for poverty in your community? NB. Do you have any statistics on poverty in your community/district?
What factors are responsible for keeping people poor?
What kind of poverty reduction measures have there been executed in your community?
a) What has been the impact of the above mentioned poverty reduction measures to the community? b) How does the community cope with this impact?

EMPLOYMENT AND INCOME OPPORTUNITIES

What is the number of people employed in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in programme villages, disaggregated by gender and age? Do you have any statistics on this?
What are the major obstacles in relation to earning decent income and jobs for households in your community/district?
What are the major obstacles in relation to earning decent income and jobs for women and vulnerable people in your community/district?
In your opinion how can income from forest activities be increased in your community/district?

DECISION-MAKING

How do tree growers participate in decision-making on issues affecting them (i.e. land use, market access, pricing, access to information, product quality and differentiation, forest/harvesting policy, trading of forest products)?
What is the level of entrepreneurs participation in decision-making on issues affecting them (i.e. land use, market access, pricing, access to information, product quality and differentiation, forest/harvesting policy, trading of forest products) in our community/district?
What is the level of forestry workers participation in decision-making on issues affecting them (e.g. working hours, occupational safety and health)?
What is the level of women participation in leadership positions in our community district/ward/village councils, TGAs and SMEs?
How are women leaders perceived in your community?
If women are not holding leadership positions, what is the main reason?

GENDER POWER RELATIONS

What are men's and women's roles in your community?
Have there been noticeable increases or decreases in gender disparities in the past three years in your community/district? Explain your answer

CHILD LABOUR⁷

a) Are children in your community working in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection? b) If yes, what is the extent of child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in your community?) NB. Do you have any data on this?
Are there orphans among the children who are working?
What are the causes for prevalence of child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in your community?)
What is your opinion of children working in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?)
What can be done to stop child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection according to your mind?)

In your opinions, what can be done to enable household in this village/district to benefit more from their involvement in tree planting.

Thank you for participating in the assessment

Annex 6 Key Informant guide for Planning Officer

Background Information (Same as that of Appendix I)

SITUATION OF COMMUNITY AND COMMUNITY PEOPLE

What are the most common livelihoods among men, women, youth and vulnerable people in your community/region/Makete district/Southern Highlands? Do you have some data/statistics on this?
How do you view the situation of men, women, youth and vulnerable people in your community/district in general? What are the main challenges of men, women, youth and vulnerable people in your community in relation to job opportunities and income generation in general and in tree growing, saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in particular? Do you have any employment and income data/statistics available of your community/district?
How do you view the situation of other people who do not have access to market
What are untapped income generating or increasing activities for men, women, youth and vulnerable people in your community/district?
What are opportunities for income generation in general and in the tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in particular? If there is inequality in the above what are the causes

EMPLOYMENT AND INCOME OPPORTUNITIES

What is the number of people employed in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in programme villages, disaggregated by gender and age? Do you have any statistics on this?
What is the role of tree growing saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection as an income source in your community/TGA? Do you have any statistics on this?
a) What is the volume and value of loans for forestry activities in your community/district/TGA? b) How have tree growers benefited from these loans? Do you have any statistics on this?
a) What is the volume and value of loans to vulnerable people and female headed households engaged with forestry in your community/district/TGA? b) How have vulnerable people and female headed households engaged with forestry benefited from these loans?
What are the sources for loan for tree growing activities in our area communities/TGAs?
What are the major sources of income for women and vulnerable people in relation to tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection)?
What are the major obstacles in relation to earning decent income and jobs for households in your community/district?
What are the major obstacles in relation to earning decent income and jobs for women and vulnerable people in your community/district?
What are the major obstacles for reaching decent income and jobs for women and vulnerable people in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in your community/district?)
In your opinion how can income from forest activities are increased in our community/district?

Thank you for participating in the assessment

Annex 7 Key Informant guide for Trade Officer

Background Information (Same as that of Annex I)

What is the Situation of the timber trade in your LGA?
What are the costs of obtaining a licence for timber trade?
What is the contribution of tree farming/timber trade to the LGAs revenue?
What is the situation of corruption in the timber business?
What are the challenges facing timber traders in your LGA?
What needs to be done to address the challenges faced by timber traders in your LGA?
What can be done to increase people's income and that of the LGA from tree growing?

Annex 8 Key Informant guide for Trade Officer

Background Information (Same as that of Annex I)

EMPLOYMENT AND INCOME OPPORTUNITIES

What is the number of people employed in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in programme villages, disaggregated by gender and age? Do you have any statistics on this?
What is the role of tree growing saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection as an income source in your community/TGA? Do you have any statistics on this?
a) What is the volume and value of loans for forestry activities in your community/district/TGA? b) How have tree growers benefited from these loans? Do you have any statistics on this?
a) What is the volume and value of loans to vulnerable people and female headed households engaged with forestry in your community/district/TGA? b) How have vulnerable people and female headed households engaged with forestry benefited from these loans?
What are the sources for loan for tree growing activities in our area communities/TGAs?
What are the major sources of income for women and vulnerable people in relation to tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection)?
What are the major obstacles in relation to earning decent income and jobs for households in your community/district?
What are the major obstacles for reaching decent income and jobs for women and vulnerable people in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in your community/district?)
In your opinion how can income from forest activities are increased in our community/district?

SOCIAL PROTECTION and OCCUPATIONAL SAFETY AND HEALTH

What kind of social security scheme exists for tree growers in your district/community/TGA? NB: Do you have any reports on this?
How can the social security scheme for tree growers in your area/district be improved?
What kind of social security exists for forestry workers? NB: Do you have any reports on this?
How can the social security for forestry workers be improved in your area?
How is the situation of occupation safety and health for tree growers in your community/district?
a) What is the situation of occupational health and safety for forestry workers in your community? b) Have forestry workers been trained in occupational health? c) Do forestry workers use safety equipment?
What is the level of awareness of occupational health and safety issues among forestry workers and employees?
a) What is your view of accidents at work with reference to tree growing activities in your community/district? NB: Do you have any statistics on this? b) Has the number of accidents at work in relation to tree growing decreased or increased during the past three years? Explain your answer?
What could be improved in the occupational safety and health issues in relation to tree growing in your community?

DECISION-MAKING

How do tree growers participate in decision-making on issues affecting them (i.e. land use, market access, pricing, access to information, product quality and differentiation, forest/harvesting policy, trading of forest products)?
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What is the level of forestry workers participation in decision-making on issues affecting them (e.g. working hours, occupational safety and health)?
What is the level of women participation in leadership positions in our community district/ward/village councils, TGAs and SMEs?
How are women leaders perceived in your community?
If women are not holding leadership positions, what is the main reason?

GENDER POWER RELATIONS

What are men's and women's roles in your community?
What are men's and women's roles in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)? In your community/district
How do men's and women's decision-making and power relations differ from each other in your community/district?
How do men's and women's decision-making and power relations differ from each other in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)? In your community/district
Do men and women have equal control over forestry resources? If not, what is the main reason?
Do men and women have equal access to market information in relation to forest/tree product in your community/district? If not, what is the main reason?
Have there been noticeable increases or decreases in gender disparities in the past three years in your community/district? Explain your answer
How can the number of women/female working in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?) be increased in your district.

CORRUPTION IN TREE GROWING, SAW MILLS, NURSERY, HARVESTING OPERATIONS, TRANSPORTING, CHARCOAL MAKING, RESIN COLLECTION AND PASSION FRUIT COLLECTION

What are the major problems with tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection) with regard to corruption and illicit activities?
In which context and extent the corruption exists in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?) in this area
How corruption does influences people's socio-economic situation in your community/district?
Do people need to pay for getting public services which would otherwise be free of charge?
How can corruption in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?) be stopped?

In your opinions, what can be done to enable household in this village/district to benefit more from their involvement in tree planting.

Thank you for participating in the assessment

Annex 9 Key Informant guide for Land Officer

Background Information (Same as that of Annex I)

LAND OWNERSHIP ISSUES

What is the nature of land ownership and access to land in your community/district? NB. Do you have any statistics/data on this?
How much land does the Village Council own?
What is the situation of land ownership by gender (sex, age) and disability(vulnerable groups)
Do men and women have equal right to inherit the land? If not, what is the reason?
What can be done to ensure women and female youth/girls have equal tenure rights and access to land as men and male youth/boys?
What kind of issues are associated with land ownership/tenure in our community/district (i.e. disputes, conflict and corruption)
How can potential land tenure disputes, conflicts and corruption be prevented?
Are the poor and vulnerable provided with full opportunities to acquire legal recognition of their tenure rights? If not, how the situation should be changed?
Would you/the Village Council be ready to allocate land to vulnerable people?
What measures need to be taken in order to promote and facilitate tenure rights in your community/district?
Have participatory village land use plans (VLUPs) been prepared in your community? If yes, what have been the challenges with VLUPs? If yes, what has been the impact of the VLUPs?
Has granting of certificates of customary right of occupancy (CCRO) taken place in your community? If yes, what have been the challenges with CCROs? If yes, what has been the impact of the CCROs? If no, why?

Thank you for participating in the assessment

Annex 10 Key Informant guide for Nutrition Officer

Background Information (Same as that of Annex I)

CHILDHOOD MALNUTRITION AND STUNTING

What is the situation of childhood malnutrition and stunting in your community/district? NB. Do you have any statistics/data on this?
What are the reasons and causes for childhood malnutrition and stunting in your community?
How have government action plans had an impact on childhood malnutrition?
How could nutritional rights be ensured in your community?
Are households involved in the forestry value chain having child malnutrition? If yes, how could their situation be improved?

Thank you for participating in the assessment

Annex 11 Key Informant guide for HIV/AIDs/Health Officer

Background Information (Same as that of Annex I)

HIV/AIDS

What is the current HIV/AIDS prevalence in your community/district? NB. Do you have statistics/data on this?
What are the reasons for such HIV/AIDS prevalence?
What are the impact of HIV/AIDS in relation to household productivity , income, labour force, family composition, households headship, (i.e. female headed/elderly/child headed) poverty and inheritance related to land in the families/community/district/TGA?
a) How are people living with HIV/AIDS involved in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)? In your area/community/district b) If they are not involved, what are the main reason for their exclusion
How can people living with HIV/AIDS be more involved /included in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?)in your community/district
What is the level of awareness of HIV/AIDS in your community/district?
How do you deal with orphans in your community/district? NB. Do you have statistics/data on orphans?
a) How can the situation of orphans be improved, b) How can orphans be included in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection, in your community/district

Thank you for participating in the assessment

Annex 12 Key Informant guide for TASAF Officer/CDO

Background Information (Same as that of Annex I)

Have there been any programmes of projects supported by TASAF in this LGA?
How many TASAF beneficiaries does the LGA have?
What are the criteria for selecting TASAF Beneficiaries?
What benefits are the TASAF beneficiaries entitled to?
What are the criteria for the current TASAF beneficiaries to cease being beneficiaries?
a) What activities are funded or supported by Tanzania Social Action Fund (TASAF) in this LGA?
b) What has been the impact of the above-mentioned activities?
How can TASAF work with PFP 2 in promoting participation of the vulnerable in tree growing?

Thank you for participating in the assessment

Annex 13 Key Informant guide for Village leaders (VEO/VC/SMEs/Forest Workers

PFP 2 HRBA and Gender Situational Assessment: Key Informant Interview (KII) Guide for Village Executive Officers (VEO), Village Chairpersons (VC), Village councils / Men SME workers / Women SME workers / TGAs/Forest Workers

Background	
Ward	
Management Unit	
Village	
Group for Key Informant Interview	

Background Information(Same as that of Appendix I)

SITUATION OF COMMUNITY AND COMMUNITY PEOPLE

What are the most common livelihoods among men, women, youth, and vulnerable people in your community/region/Makete district/Southern Highlands? Do you have some data/statistics on this?
How do you view the situation of men, women, youth, and vulnerable people in your community/district in general? What are the main challenges of men, women, youth, and vulnerable people in your community in relation to job opportunities and income generation in general and in tree growing, sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in particular? Do you have any employment and income data/statistics available of your community/district?
How do you view the situation of other people who do not have access to market
What is untapped income generating or increasing activities for men, women, youth, and vulnerable people in your community/district?
What are opportunities for income generation in general and in the tree growing, (i.e., sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in particular? If there is inequality in the above what are the causes

INCLUSIVENESS, VULNERABILITY⁸, POVERTY AND DISABILITY

QUESTION
a) Who participates in tree growing activities in your community/district? B) How do they participate in the tree growing activities? Do you have any data/statistics on this?
In your opinions who are the vulnerable people in your village/community/ward/district?
What kinds of vulnerabilities are most common in your community/district? Do you have any statistics on this?
What kinds of disabilities are most common in your community/district? Do you have any statistics on this?
Do vulnerable people and people with disability have a role in TGAs, enterprises and institutions within tree growing, (sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)?

How could vulnerable people and people with disability be supported to become more economically active in TGAs, enterprises and institutions within tree growing, (sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)?
a) What is your opinion about the poverty in your community? b) Has the wealth ⁹ increased in your community in the past 1 year? If yes, what is the evidence? If yes, can your community benefit from the increased wealth If not, why not?
What are the main reasons for poverty in your community? NB. Do you have any statistics on poverty in your community/district?
What factors are responsible for keeping people poor?
What kind of poverty reduction measures have there been executed in your community?
a) What has been the impact of the above-mentioned poverty reduction measures to the community? b) How does the community cope with this impact?
How could people participate more in tree growing, sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collections?

EMPLOYMENT AND INCOME OPPORTUNITIES

QUESTION
What is the number of people employed in tree growing, (i.e., sawmills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in programme villages, disaggregated by gender and age? Do you have any statistics on this?
What is the role of tree growing sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection as an income source in your community/TGA? Do you have any statistics on this?
a) What is the volume and value of loans for forestry activities in your community/district/TGA? b) How have tree growers benefited from these loans? Do you have any statistics on this?
a) What is the volume and value of loans to vulnerable people and female headed households engaged with forestry in your community/district/TGA? b) How have vulnerable people and female headed households engaged with forestry benefited from these loans?
What are the sources for loan for tree growing activities in our area communities/TGAs?
What are the major sources of income for women and vulnerable people in relation to tree growing, (i.e., sawmills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection)?
What are the major obstacles in relation to earning decent income and jobs for households in your community/district?
What are the major obstacles in relation to earning decent income and jobs for women and vulnerable people in your community/district?
What are the major obstacles for reaching decent income and jobs for women and vulnerable people in tree growing, (i.e., sawmills, nursery, harvesting operations, transporting, and charcoal making, resin collection and passion fruit collection in your community/district?)
In your opinion how can income from forest activities be increased in our community/district?

SOCIAL PROTECTION and OCCUPATIONAL SAFETY AND HEALTH

What kind of social security scheme exists for tree growers in your district/community/TGA? NB Do you have any reports on this?
How can the social security scheme for tree growers in your area/district be improved?
a) Have there been any activities funded or supported by Tanzania Social Action Fund (TASAF)? b) If yes, what kind of activities and what has been the impact?
What kind of social security exists for forestry workers? NB. Do you have any reports on this?
How can the social security for forestry workers be improved in your area?
How is the situation of occupation safety and health for tree growers in your community/district?
a) What is the situation of occupational health and safety for forestry workers in your community? b) Have forestry workers been trained in occupational health? c) Do forestry workers use safety equipment?
What is the level of awareness of occupational health and safety issues among forestry workers and employees?
a) What is your view of accidents at work with reference to tree growing activities in your community/district? NB: Do you have any statistics on this? b) Has the number of accidents at work in relation to tree growing decreased or increased during the past three years? Explain your answer?
What could be improved in the occupational safety and health issues in relation to tree growing in your community?

DECISION-MAKING

How are tree growers participate in decision-making on issues affecting them (i.e. land use, market access, pricing, access to information, product quality and differentiation, forest/harvesting policy, trading of forest products)?
What is the level of entrepreneur's participation in decision-making on issues affecting them (i.e. land use, market access, pricing, access to information, product quality and differentiation, forest/harvesting policy, trading of forest products) in our community/district?
What is the level of forestry workers participation in decision-making on issues affecting them (e.g. working hours, occupational safety and health)?
What is the level of women participation in leadership positions in our community district/ward/village councils, TGAs and SMEs?
How are women leaders perceived in your community?
If women are not holding leadership positions, what is the main reason?

GENDER POWER RELATIONS

What are men's and women's roles in your community?
What are men's and women's roles in tree growing, (i.e., sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)? In your community/district
How do men's and women's decision-making and power relations differ from each other in your community/district?
How do men's and women's decision-making and power relations differ from each other in tree growing, (sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)? In your community/district
Do men and women have equal control over forestry resources? If not, what is the main reason?
Do men and women have equal access to market information in relation to forest/tree product in your community/district? If not, what is the main reason?

Have there been noticeable increases or decreases in gender disparities in the past three years in your community/district? Explain your answer
How can the number of women/females working in tree growing, (i.e., sawmills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?) be increased in your district.

LAND OWNERSHIP ISSUES

What is the nature of land ownership and access to land in your community/district? NB. Do you have any statistics/data on this?
How much land does the Village Council own?
What is the situation of land ownership by gender (sex, age) and disability (vulnerable groups)
Do men and women have equal right to inherit the land? If not, what is the reason?
What can be done to ensure women and female youth/girls have equal tenure rights and access to land as men and male youth/boys?
What is the nature of household forest access: rights, distance, transport time?
What kind of issues are associated with land ownership/tenure in our community/district (i.e., disputes? conflict and corruption)
How can potential land tenure disputes, conflicts and corruption be prevented?
Are the poor and vulnerable provided with full opportunities to acquire legal recognition of their tenure rights?
If not, how the situation should be changed?
Would you/the Village Council be ready to allocate land to vulnerable people?
What measures need to be taken to promote and facilitate tenure rights in your community/district?
Have participatory village land use plans (VLUPs) been prepared in your community? If yes, what have been the challenges with VLUPs? If yes, what has been the impact of the VLUPs?
Has granting of certificates of customary right of occupancy (CCRO) taken place in your community? If yes, what have been the challenges with CCROs? If yes, what has been the impact of the CCROs? If no, why?

OUT/IN RURAL-URBAN MIGRATION

QUESTION SWALI
a) Is there any out migration from your area/community to urban centres? If yes, has the out-migration increased or decreased recently? Explain your answer? If yes to the above who mostly migrate to urban centres in your community/ district What are the reasons for the out-migration?
b) If yes to in migration who mostly migrate to your area? In addition, where do they come from What attracts those who migrate to your area Do you have any statistics/data on the above
What has been the impact of the migration on your community?
a) How do you deal with youth migration? b) What employment opportunities are available/have been promoted for the youth in your community/district? If there exist youth employment opportunities what has been the impact?

HIV/AIDS

What is the current HIV/AIDS prevalence in your community/district? NB. Do you have statistics/data on this?

What are the reasons for such HIV/AIDS prevalence?
What is the impact of HIV/AIDS in relation to household productivity , income, labour force, family composition, households headship, (i.e. female headed/elderly/child headed) poverty and inheritance related to land in the families/community/district/TGA?
a) How are people living with HIV/AIDS involved in tree growing, (i.e. saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection)? In your area/community/district b) If they are not involved, what are the main reason for their exclusion
How can people living with HIV/AIDS be more involved /included in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?)in your community/district
What is the level of awareness of HIV/AIDS in your community/district?
How do you deal with orphans in your community/district? NB. Do you have statistics/data on orphans?
a) How can the situation of orphans be improved, b) How can orphans be included in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in your community/district

CHILDHOOD MALNUTRITION AND STUNTING

What is the situation of childhood malnutrition and stunting in your community/district? NB. Do you have any statistics/data on this?
What are the reasons and causes for childhood malnutrition and stunting in your community?
How have government action plans had an impact on childhood malnutrition?
How could nutritional rights be ensured in your community?
Are households involved in the forestry value chain having child malnutrition? If yes, how could their situation be improved?

CHILD LABOUR¹⁰

a) Are children in your community working in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection? b) If yes, what is the extent of child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in your community?) NB. Do you have any data on this?
Are there orphans among the children who are working?
What are the causes for prevalence of child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection in your community?)
What is your opinion of children working in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?)
What can be done to stop child labour in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection according to your mind?)

CORRUPTION IN TREE GROWING, SAW MILLS, NURSERY, HARVESTING OPERATIONS, TRANSPORTING, CHARCOAL MAKING, RESIN COLLECTION AND PASSION FRUIT COLLECTION

What are the major problems with tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection) with regard to corruption and illicit activities?
In which context and extent the corruption exists in tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?) in this area
How corruption does influences people's socio-economic situation in your community/district?
Do people need to pay for getting public services which would otherwise be free of charge?
How can corruption in the tree growing, (saw mills, nursery, harvesting operations, transporting, charcoal making, resin collection and passion fruit collection?) be stopped?

In your opinions, what can be done to enable household in this village/district to benefit more from their involvement in tree planting.

Thank you for participating in our assessment.

Annex 14 List of people involved in Key Informant interviews and FGDs

S/No.	Individuals Name	Gender	Institution	Position
	Msafiri B. Mtandi	Male	Kilolo District Council	Trade Officer
	Mtalemwa Samwel	Male	Kilolo District Council	Planning Officer
	Farida Ndumbaro	Female	Kilolo District Council	Planning Officer-Data Entry TASAF
	WarbugaKapinga	Female	Kilolo District Council	Community Development Officer
	ElinazaKigwanga	Male	Kilolo District Council	Land Officer
	ThomasiKiowi	Male	Ludewa District Council	District Community Development Officer
	James Y. Silomba	Male	Ludewa District Council	TASAF Coordinator
	Isack S. Makinda	Male	Ludewa District Council	Town Planning Officer
	Mcheo	Male	Ludewa District Council	Trade offer
	Michael Kolimba	Male	Ludewa District Council	Social Welfare Officer
	Shani A. Kambuga	Female	Madaba District Council	District Social Welfare Officer
	Mariam S. Kaggo	Female	Madaba District Council	Community Development Officer-Gender Desk
	Bosco O. Mwingira	Male	Madaba District Council	TASAF Coordinator
	NguassaSumulo	Male	Madaba District Council	Branch Manager NSSF-Mafinga
	Ernest Nombo	Male	Madaba District Council	Wildlife Officer/Natural Resources Officer
	MwandishiNchimbi	Female	Madaba District Council	Planning Officer
	Elia Amani Mtera	Male	Madaba District Council	Trade Officer
	Johansen J. Mwombeki	Male	Madaba District Council	Agriculture Officer
	John Rikanga	Male	Madaba District Council	Land Officer
	John Mapunda	Male	Madabe District Council	Nutrition Officer
	Josephine Kazungu	Female	Mafinga Town Council	Nutrition Officer
	Apolinary A. Seiya	Male	Mafinga Town Council	Planning Officer
	RajabuBokwa	Male	Mafinga Town Council	Land Planner
	Eveta J. Kayingi	Female	Mafinga Town Council	Mafinga Town Council Social Welfare Officer
	NikanilekaChaula	Male	Mafinga Town Council	Community Development officer
	Stephen Mwendu	Male	Mafinga Town Council	TASAF Coordinator

	Demetrius Kamtoni	Male	Mafinga Town Council	Town Forest Officer
	Dr. Edda Mpiluka	Female	Mafinga Town Council	Njombe Town Council HIV/AIDS Coordinator (CHAC)
	Dr. Victor P. Msafiri	Male	Mafinga Town Council	MOI – Mafinga Hospital
	Eva J. Mwinuka	Female	Mafinga Town Council	Constable-Mafinga Fire Fighting Service Department
	Dennis S. Mselema	Male	Mafinga Town Council	Human Resources Officer
	Josephine Kazungu	Female	Mafinga Town Council	Nutrition Officer
	Robert Sungura	Male	Mufindi District Council	Community Development Officer
	Mwasubirwe	Female	Mufindi District Council	HIV/AIDS Coordinator
	Imani	Male	Mufindi District Council	Planning officer
	Nicko M. Mandele	Male	Njombe District Council	Community Development Officer
	Anganire D. Mwamasongwe	Male	Njombe District Council	Trade Officer
	Steward Vidonga	Male	Njombe District Council	TASAF Coordinator
	Peter Magahema	Male	Njombe Town Council	TASAF Coordinator
	Prisca Makaey	Female	Njombe Town Council	TASAF Accountant
	Anold M. Mteweale	Male	Njombe Town Council	Community Development Officer (Youth)
	Mariam Mangesa	Female	Njombe Town Council	Njombe Town Council Social Welfare Officer
	Daniel B. Mwasongwe	Male	Njombe Town Council	Njombe Town Council HIV/AIDS Coordinator (CHAC)
	Asha Juma Vikwato	Female	Njombe Town Council	Land Officer
	Leonard Napilimwa	M	VC	Ikongosi
	VEO	F	VEO	Ikongosi
	Charles Kiduku	M	VC	Ludilo
	Wachawaseme Mwanuke	M	VEO	Ludilo
	Mediko Kalinga	M	FW	Ludilo
	Adrian Kitunusa	M	VC	Mtili
	VEO	M	VEO	Mtili
	Elekia Mgulunde	F	VEO	Kitiru
	VC	M	VC	Kitiru
	Elia B Kadilo	M	VC	B/ng'ombe
	VEO		VEO	B/ng'ombe
	Constantine Kyakwe	M	VC	Isoliwaya
	Daniel Nyalusi	M	Asst VC	Lyalalo
	VC	M	VC	Lyalalo
	VEO		VEO	Lyalalo
	Lea Kigola	F	Accountant	Morongu
	VC	F	VC	Morongu
	VEO		VEO	Morongu
	Ebron Mbwilo	M	FW	Morongu
	Eliud Nyato	M	VC	Kidegembye
	Furaha Elly	F	VEO	Kidegembye
	David Mgina	M	FW	Ilawa
	Jastus Mgaya	M	Asst VC	Ilawa
	VC	F	VEO	Ilawa

	VEO	M	VC	Ilawa
	Manfred Bonifasi	M	SME	Wino
	Vitus B Gama	M	TGA	Wino
	Maria Mielwa	F	TGA	Wino
	Heziron Mwagen	M	VC	Wino
	Sholastica Mkanula	F	VEO	Wino
	Teophili Myamba	M	VC	Madobole
	Tumwite Mpolo	F	VEO	Madobole
	Lino Mwalongo	M	VC	Mtila
	Thobias	Male	Village Chair	Ugesa
	Stanford Kafuka	Male	Forest Worker	Ugesa
	Emmanuel Mlandege	Male	Village Executive	Kidete
	Lameck Mngalingwa	Male	TGA	Kidete
	Wailesi Sigalano	Male	Village Chair	Mwatasi
	Gutra Mloweye	Male	Village Chair	Iboya
	Christands	Male	Trader	Iboya
	Peter Mng'ong'o	Male	Forest Worker	Iboya
	Siyusti Nianzile	Male	TGA	Iboya
	Ombeni Erasto Mbwilo	Male	Trader	Imallilo
	Otmai Kayombo	Male	Village Executive	Mangalanyene
	Kizito Mwinuka	Male	Forest Worker	Mangalanyene
	Bernard Avelin Mwenda	Male	Village Chair	Maweso
		Male	Village Chair	Matanana
	Julio Mbaruku Ndwenya	Male	Village Executive	Imalilo
	Zungulumusi Chaula	Male	Trader	Mafinga
	Frank Alan Mwaitwalile	Male	Village Executive	Mafinga
FGDs	Imani E. Kifanga	Male	Makambako Timber Sellers Association	Chairperson
	Frank A. Gadalu	Male	SAFIA	Treasurer
	Jacksoni S. Kilangwa	Male	SAFIA	Secretary
	Evance J. Nyakasonga	Male	SAFIA	V/Chairperson
	Happy A. Sahwi	Female	SAFIA	Member
	Oliver Mbilinyi	Female	SAFIA	Member
FGDs	Robert Malavanu	Male	SAFIA	Member
	William	Male	SAFIA	Member
	Mohamed Idd Ngovi	Male	SAFIA	Member
	Faustine	Male	SAFIA	Member
	Zahir Iddi Kilango	Male	SAFIA	Member
	Joceline	Female	SAFIA	Member
FGDs	Nason L. Msigwa	Male	TGA- Nundwe (UWAMINU – Umoja wa Wakulima wa Miti Nundwe)	Chairperson

	Peter M. Kasiga	Male	TGA- Nundwe (UWAMINU – Umoja wa Wakulima wa Miti Nundwe)	Secretary
	Ziada C. Mdemu	Female	TGA- Nundwe (UWAMINU – Umoja wa Wakulima wa Miti Nundwe)	Treasurer
	Anjila C. Longo	Female	TGA- Nundwe (UWAMINU – Umoja wa Wakulima wa Miti Nundwe)	Member
	Hulda A. Mahanga	Female	TGA- Nundwe (UWAMINU – Umoja wa Wakulima wa Miti Nundwe)	Member
	Suzaan G. Mhiche	Female	TGA- Nundwe (UWAMINU – Umoja wa Wakulima wa Miti Nundwe)	Member
FGDs	Michael M. Mlimakifi	Male	TGA (CHAWAMILYA - Chama cha Wapanda Miti na Hifadhi ya Mazingira Lyamko)- Nundwe	Chairperson
	Roza E. Kasige	Female	TGA (CHAWAMILYA - Chama cha Wapanda Miti na Hifadhi ya Mazingira Lyamko)- Nundwe	Member/Vilalge Chairperson
	Ayubu Kisoma	Male	TGA (CHAWAMILYA - Chama cha Wapanda Miti na Hifadhi ya Mazingira Lyamko)- Nundwe	Member
	Mikidadi Kagene	Male	TGA (CHAWAMILYA - Chama cha Wapanda Miti na Hifadhi ya Mazingira Lyamko)- Nundwe	Member
	Epson E. Kiwope	Male	TGA (CHAWAMILYA - Chama cha Wapanda Miti na Hifadhi ya Mazingira Lyamko)- Nundwe	Member
	Anjelista E. Malolage	Female	TGA (CHAWAMILYA - Chama cha Wapanda Miti na Hifadhi ya Mazingira Lyamko)- Nundwe	Member



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