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Gender analysis in Community Based Forest Management in Kilosa, Mvomero and Morogoro Districts, Tanzania

Prof. John Jeckoniah & Prof. Suzana Augustino
Sokoine University of Agriculture, Morogoro

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This report was prepared by:
Prof. John Jeckoniah & Prof. Suzana Augustino, Sokoine University of Agriculture,
Morogoro, Tanzania

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On behalf of the the project:
Conserving Forests through sustainable, forest-based Enterprise Support in Tanzania’ –
CoForEST.

The goal of the project is to achieve a sustainable, pro-community natural forest management that transforms the economics and governance of the forest products value chains and contributes to climate change mitigation and adaptation.

The project is designed to achieve its overall goal through three inter-related Outcomes:

Outcome 1: The capacity of national, regional and local authorities and community members is strengthened to implement and scale-up CBFM in ways that diversify livelihoods and reduce deforestation.

Outcome 2: A supportive policy framework and financing mechanism for community based forest management and sustainable natural forest based enterprises is in place

Outcome 3: Research and learning institutions in Tanzania are generating new knowledge about enterprise oriented CBFM and are integrating this in student learning.

The project is financed by the Swiss Agency for Development and Cooperation and is implemented by the Tanzania Forest Conservation Group in partnership with the Tanzania Community Forest Conservation Network (MJUMITA)

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EXECUTIVE SUMMARY

The Tanzania Forest Conservation Group in partnership with the Tanzania Community Forest Conservation Network (MJUMITA) are implementing the project, 'Conserving Forests through sustainable, forest-based Enterprise Support in Tanzania' – CoForEST. The goal is to achieve a sustainable, pro-community natural forest management that transforms the economics and governance of the forest products value chains and contributes to climate change mitigation and adaptation.

This study was undertaken to establish a coherent package of knowledge on analysis of gender in Community-Based Forest Management (CBFM) in order to inform a broad range of stakeholders interested to support CBFM.

The study was conducted in ten (10) CBFM and non-CBFM villages in Kilosa, Morogoro and Mvomero Districts. Proportionate and representative sampling for CBFM and non-CBFM villages was done. The methodology for the study involved different approaches and methods including: desk review of relevant reports and other documents, interviews and focus group discussions were conducted to key stakeholders involved in CBFM. Gender analysis was conducted to generate an understanding of the key institutional, cultural and attitudinal contexts that result into inequity in participation and access to profits presented in the due course of implementing CBFM. Policies, technologies and practices that enhance gender equity in access, use and control of forests and trees, and the distribution of associated benefits were identified.

The qualitative data collected through FGDs and KII were transcribed verbatim. The analysis adopted the ethnographic content analysis with a constant comparison technique. The quantitative data obtained through household/individual interviews (using a questionnaire) were analyzed using the content analysis indicated above. This technique was adopted due to lack of quantifiable information from individual responses especially those that were not directly involved in CBFM. Nevertheless, these individual respondents reported valuable information on gender issues and trends. Such responses were analyzed, summarized and synthesized at village level

and were letter combined with the qualitative data (obtained through FGDs and KIIs) to provide a coherent bulk information at the village level.

The findings from this study indicate gendered differentials in terms of access to and control of resources, benefit sharing for the resources accessed in the CBFM, it also shows the trend in changes in gender roles in many aspects as presented hereunder:

Gender Roles and Responsibilities

There is a clear separation on roles played by men and women in CBFM. Generally, there is a very slow change in gender roles among men and women. As women are more engaged in CBFM related enterprises, even if their income increases their workload also increases. A few women were found to own enterprises like charcoal harvesting plots and engaged in all the activities in the particular enterprises. The traditional gender roles have not changed and majority of men are not willing to help out in the traditional gender roles meant for women e.g. cooking, washing dishes, collecting firewood's, taking care of kids, elderly and sick people and they believe strongly that household chores are for women.

Gender access to and control over resources

Unequal distribution of household income accrued from CBFM activities among gender groups, was observed. Men in almost all villages have been reported to have greater control over income even if women might have spent more time and energy in the production activities. Women who are in a marital union of any forms e.g. married or cohabiting, have access but limited or no control over the income accrued from most of the CBFM related enterprises, including charcoal production.

Gender perceptions and participation in CBFM

The overall attitude towards women's participation in the CBFM activities seem to have changed. Women are increasingly being involved in the forest-based enterprises such as charcoal making and marketing as well as in the other IGAs and services that have been introduced under the CBFM initiatives including the saving and credits services. The typology of women actively engaged in CBFM and related enterprises are those who are relatively well-off, can afford to hire men's labour and those who live as single or divorced and can therefore enjoy the freedom of engaging even in

distant markets for charcoal or can go into forestry without restriction on their movements from their husband and/or partners. Women's participation in CBFM is contributed by the initiatives by TFCG and partners to engender some committees including the village decision making structures. Most of these committees have a good representation of all gender categories, except in the Village Council where the representation of women in most villages falls below 1/3 of the total members

Gender use of forest resources and CBFM Benefits

CBFM has brought numerous benefits which are enjoyed by both gender groups. Results from the surveyed villages revealed that CBFM has benefitted women, men and other disadvantaged groups at various levels. Variations in benefits were pointed out; men and male youth were reported to be benefiting more, mainly due to the masculine nature of most of the activities. Women are disadvantaged due to lack of labour-saving equipment in which they incur additional costs for hiring men to help out in some of the activities. Women also reported that due to poverty they fail to get capital that they could use to hire and pay for some services, hence less benefits. At household level, women, men and youth harvest products like timber, charcoal, firewood, building poles, thatching grass, ropes, honey, mushrooms, animals, medicinal plants and ecosystem services such as mineral extraction and water sources, from the community forests. The benefits at community level include those related to infrastructure development, health-related and other community benefits.

Gender knowledge of forest resources

Results have shown that men are more knowledgeable of the forest resources, and are best placed to harvest and sell most of the resources found in the village forests such as charcoal, timber and building poles. Women, given the masculine nature of the CBF work, which required special harvesting, only benefit through organized group activities in which men and women help each other.

Gender analysis

Overall, men are benefiting more from the resources obtained from CBFM. Gender roles have changed when comparing the current situation, where more women are increasingly engaging in forest-based enterprises and are less income-dependent on

men, with the situation before CBFM. However, the majority of women are still dependent on men since most of their enterprises cannot meet the needs of the household.

Influencing Factors

The main factors influencing gender differences in CBFM are economic and traditional gender roles. Due to lack of transformation in gender roles at the household level women's participation in CBFM has resulted in competition for labour between domestic activities and activities targeting household income and food security.

Gender Inequalities in CBFM

Several gender inequalities were identified including the following:

- Inadequate knowledge in some CBFM activities and enterprises
- Time used in the household and the CBFM activities
- Gender inequalities in Land Rights
- Community mind-sets and gender stereotype
- Representation in decision making organs
- Cultural practices and norms
- Low women's empowerment
- Control on women's movement placed by male partners

Gender networking

There exist gender networks related to CBFM, but only limited to village level. There is generally a lack of networking of similar groups across villages and wards as well as district or regional apex of VNRC in CBFM.

Gender Mainstreaming in CBFM

There are several initiatives undertaken by the TFCG project to mainstream gender. Gaps in its implementation call for more interventions.

Proposed action research on developing guidelines to integrate gender in CBFM

To address the observed gender disparities in the communities participating in CBFM in the surveyed villages, there is a need to develop guidelines to integrate gender in

the CBFM. In view of the findings for this study the following action researches ¹ are proposed to have an informed intervention in the area:

- i. Gendered benefits and economic strategies – exploration of the economic, social, cultural, political and legal environments that affect rights of women, men and other disadvantaged groups to control and access CBFM benefits and own land
- ii. Development of gender-based CBFM enterprises for livelihood improvement – emphasis on sustainable harvesting, processing, value addition and marketing strategies.
- iii. Strengthen networks of labour and production process whose end results is a finished product from a gendered perspective;
- iv. Overcoming barriers for gender division of labour along the forest-based enterprises value chains e.g. norms, ideologies and power relations,
- v. Assess gender and tenure reform within CBFM through exploration of the dynamics of forest tenure and forest governance
- vi. Enhance the use of enabling technology for gender empowerment in the CBF
- vii. Reinforce legal and policy frameworks for gender equality and empowerment
- viii. Gender and climate change in CBFM – mitigation, coping and adaptation strategies, access to emerging issues like REDD+ and co-benefits

Conclusions

The following conclusions are made on the basis of the analysis of data for this study:

- i. Traditional gender division of labour within CBFM is well defined (for men and women), although there is generally little change in gender roles, there is potential for changes in favour of men and women

¹ Action research is a form of self-reflective enquiry undertaken by participants in social situations in order to improve the rationality and justice of their own practices, their understanding of these practices, and the situations in which the practices are carried out. The central aim in action research is change, ‘and the emphasis is on problem-solving in whatever way is appropriate’. It is about people ‘thinking for themselves and making their own choices, asking themselves what they should do and accepting the consequences of their own actions’ (Smith, 2017)

- ii. In the CBFM context, men are more strategically placed to reap more benefit than women. Men do all the work in the chain themselves. This builds on their experience in doing similar activities.
- iii. Women's low participation in CBFM is due to lack of some basic skills and knowledge required in the CBFM-related enterprises
- iv. Women's engagement in CBFM and related enterprises has increased their income and their workload as well, due to men's lack of flexibility in gender roles, especially at the household level. This is due to lack of changes in reproductive roles at the household
- v. Participation in CBFM has focused more on women's inclusion, with relatively less effort on men, hence lack of gender support in empowerment efforts
- vi. An increased gender awareness on women's rights (including control/sharing of benefits) has brought more tension in power relations. As women struggle to take on some roles that were previously dominated by men, the latter are also making efforts to maintain the status quo.
- vii. Women's empowerment in economics and leadership roles is generally weak, hence men still dominate decision-making in planning for community development (CBFM has too much focus on practical gender needs and less focus on strategic gender needs).
- viii. The change in power relations has resulted in new tensions on gender roles at the household level and this has brought marital conflicts and gender-based violence.
- ix. The village government do not have adequate capacity to manage gender-based violence which are on the increase.
- x. Women's participation in the CBFM-related enterprises is low due to the masculine nature, inadequate technology and labour saving equipment that would increase women's participation and interest in charcoal production.
- xi. There are cultural and social norms barriers which hinder transformation in gender roles and result in the gender-based violence.
- xii. Women consider men to be among the barriers to their empowerment efforts

Recommendations

From this study, the following recommendations are made:

- i. There is need for more capacity building by the project and other stakeholders on gender issues. Training should focus on contextual gender issues and how they affect CBFM. Training should address myths surrounding the value of women's participation in leadership roles, governance and participation in CBFM whereby such issues are perceived as a matter for men.
- ii. There is a need for effective gender mainstreaming by local government authorities to ensure gender inclusion in CBFM policies and related strategies. Mainstreaming should include training of trainers from local institutions such as village councils, traditional leaders, religious and interfaith or faith-based groups, to create champions who can play an important role in shifting perceptions and attitudes on gender equity across the community.
- iii. There is a need for the project to enhance village leaders capacity to manage gender dynamics arising from women's participation in CBFM and IGAs
- iv. The Project should introduce and support the village gender dialogue with a view to strengthen gender sensitive by-laws that may be useful to improve women's participation in local-level decision-making. Some important issues include:
 - ✓ Gender quotas in leadership of village-level governance bodies (village council, village committees, village land council, etc.)
 - ✓ Men-to-women rotation of leadership (village chair person, chairs in different committees).
 - ✓ 50% of men and 50% of women in councils and committees (equal representation – promote women's representation, especially in village councils).
 - ✓ Specific quorums for village assembly meetings that include equal representation of men and women.
 - ✓ Meeting quorums to be equally comprised of men and women (village assembly, village committee, village council).

- v. There is a need for the project and other stakeholders to involve men in the women empowerment initiatives. Women's engagement in CBFM activities should be done with a gender lens by recognizing the situation, position and practical condition of women and men considering local context so that the change in gender relations does not result in gender-based violence.
- vi. There is a need for the Project and other stakeholders to equip women and youth with entrepreneurial skills to contribute to improving their livelihood and reducing pressure on the forest resources. The entrepreneurship and life skill courses should be tailor-made to suit local opportunities such as beekeeping, poultry farming, weaving/knitting, soap making etc.
- vii. The project in collaboration with other stakeholders should strengthen gender network in forest-based enterprises, and form an apex for more lobbying and advocacy for the wellbeing of the involved members.
- viii. There is a need for the Project to operationalize the gender strategy to guide the implementation of all of its activities.

LIST OF ABBREVIATIONS AND ACRONYMS

| | |
|----------|--|
| CBFM | Community Based Forest Management |
| CIFOR | Centre for International Forestry Research |
| CoForEST | Conserving Forests through sustainable, forest-based Enterprise Support in Tanzania |
| DAO | District Agricultural Officer |
| DCDO | District Community Development Officer |
| DFO | District Forest Officer |
| DNRO | District Natural Resource Officer |
| FORVAC | Forestry and Value Chains Development |
| JFM | Joint Forest Management |
| KII | Key Informant Interview |
| LGA | Local Government Authorities |
| MJUMITA | <i>Mtandao wa Jamii wa Usimamizi wa Misitu</i> Tanzania |
| MNRT | Ministry of Natural Resources and Tourism |
| NGOs | Non-Governmental Organizations |
| PFM | Participatory Forest Management |
| PORALG | President's Office for Regional Administration and Local Government |
| REDD+ | Reducing Emissions from Deforestation and forest Degradation, plus the sustainable management of forests, and the conservation and enhancement of forest carbon stocks |
| SDC | Swiss Agency for Development and Cooperation |
| SUA | Sokoine University of Agriculture |
| TAFORI | Tanzania Forestry Research Institute |
| TFCG | Tanzania Forest Conservation Group |
| TFS | Tanzania Forest Services Agency |
| TTCS | Transforming Tanzania's Charcoal Sector Project |
| VEO | Village Executive Officer |
| VSL | Village Saving and Lending groups |
| VLUMC | Village Land Use Management Committees |
| WEO | Ward Executive Officer |

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1.0 INTRODUCTION

1.1 Background information

With Financial Support from the Swiss Agency for Development and Cooperation, the Tanzania Forest Conservation Group in partnership with the Tanzania Community Forest Conservation Network (MJUMITA) are implementing the project 'Conserving Forests through sustainable, forest-based Enterprise Support in Tanzania' – CoForEST. The goal of the project is to achieve sustainable, pro-community natural forest management that transforms the economics and governance of the forest products value chains and contributes to climate change mitigation and adaptation.

The project is designed to achieve its overall goal through three inter-related Outcomes: Outcome 1: The capacity of national, regional and local authorities and community members is strengthened to implement and scale-up CBFM in ways that diversify livelihoods and reduce deforestation. Outcome 2: A supportive policy framework and financing mechanism for community based forest management and sustainable natural forest based enterprises is in place. Outcome 3: Research and learning institutions in Tanzania are generating new knowledge about enterprise oriented CBFM and integrating this in student learning.

Under the previous phase of the project, known as the Transforming Tanzania's Charcoal Sector project, a review of the project's work on gender was carried out. The review focused on gender issues in the sustainable charcoal and timber production model, including the community-based management of the village land forest reserves; charcoal production and trade; timber production and trade; use of the revenues accruing to the communities from CBFM and governance. The review provided recommendations on gender mainstreaming in Phase 3 planning. One conclusion of the review was research on gender in the charcoal and timber value chains. Therefore, this research is a recommendation of the gender analysis carried out in the project villages and builds on gender work done under TTCS project.

Against this background TFCG commissioned the consultants from Sokoine University of Agriculture (SUA) to provide a gender analysis study in CBFM to assess capacity building at institutional levels, access to and control over resources, participation in decision making process as well as roles and responsibilities in diverse livelihood activities including forest-based enterprises. It is envisaged that the results of this study will feed into the awareness-raising and policy dialogue activities under Outcome 2, and into the capacity building work under Outcome 1 linking gender with the National CBFM Action Plan for up scaling CBFM.

1.2 Objectives of the assignment

The overall aim of this consultancy was to provide a coherent package of knowledge on analysis of gender in Community Based Forest Management in order to inform a broad range of stakeholders interested to support CBFM.

1.3 Specific objectives

The specific objectives for the consultancy were to:

- i. Evaluate available channels / spaces for different social groups (women, men, youth, and other disadvantaged groups) to participate in CBFM and forest-based enterprises.
- ii. Examine gender disparities in the distribution of benefits from CBFM.
- iii. Examine key drivers for gender disparities
- iv. Explore strategies to address gender disparities in the distribution of benefits from CBFM.
- v. Examine networks of gender involved in forestry.
- vi. Examine approaches for integrating gender in village level governance.
- vii. Generate evidence-based recommendations for gender mainstreaming in community-based forest management and natural forest-based enterprises.
- viii. Propose action research on developing guideline/checklists around integrating gender issues in establishing CBFM.

2.0. APPROACH AND METHODOLOGY

2.1 Study sites

The study was conducted in ten (10) project and non-project villages in Kilosa, Morogoro and Mvomero districts. Proportionate and representative sampling for project and non-project villages was done in close collaboration and guidance of TFCG. To accomplish the objectives for the study, different approaches were employed in collecting data. This included desk review of relevant reports and other documents, interviews and focus group discussions were conducted to key stakeholders involved in the TFCG and related projects. The list of the villages that were surveyed is presented in Table 1.

Table 1: List of the villages that were surveyed

| SN | Name of the village | District |
|----|---------------------|----------|
| 1 | Ulaya Mbuyuni | Kilosa |
| 2 | Ihombwe | Kilosa |
| 3 | Ng'ole | Kilosa |
| 4 | Muhenda | Kilosa |
| 5 | Chabima | Kilosa |
| 6 | Mlilingwa | Morogoro |
| 7 | Kiwenge | Morogoro |
| 8 | Ndole | Mvomero |
| 9 | Masimba | Mvomero |
| 10 | Maharaka | Mvomero |

Gender analysis was conducted to generate an understanding of the key institutional, cultural and attitudinal contexts that result into inequity in participation and access to profits presented in the course of implementing the CBFM across the project areas. The gender analysis was undertaken using the Harvard Gender Analytical Framework (HGAF) which is also known as a gender role framework. The framework is useful in doing gender roles mapping and analysis to describe who does each

activity, who has access and control of resources and the influences on gender roles. The HGAF was adopted to suit the nature of this study as guided by USAID, (2010) and UNDP (2001).

2.2 Desk Review

Desk review involved appraisal of project documents, reports and other relevant literatures deemed useful for the assignment. Information regarding equitable distribution of rights, benefits and power as well as cultural rules and norms that constrain communities' ability to participate in forest management were reviewed. This entailed review of TFCG publications and other related such as: Strategic Plan 2018 – 2022, TFCG Technical papers and publication, consultancy report, Tanzania national CBFM guideline and other related documents to gain a deeper understanding of the project undertakings in the existing national frameworks and contexts.

2.3 Interviews

Interviews with key informants with the guide of a Checklist (Appendix 3) were conducted. Key Informant's Interviews (KII) were conducted with representatives of the Project stakeholders namely village leaders (WEO, VEO and Village Chairperson), community representatives. Village Natural Resources Committee (VNRC) members, Village Land Use Management Committees (VLUMC) TFCG, MJUMITA, Mvomero, Kilosa and Morogoro District Councils (Appendix 4 and 5).

Gender-disaggregated data on various aspects of community-based forest management and forest products value chains were collected during the interviews. This included an assessment of the implications of new policies, laws and technologies, effects of emerging global issues such as climate change on the welfare of men, women and other disadvantaged groups, household and community use and management of forests and trees; forest-based enterprises from raw materials collection, products processing, value addition and marketing.

Individual interviews, using a questionnaire, were also conducted with randomly selected but representative members of the villages. In each village 30 respondents were selected. However, during the interview it was learned that respondents who were not engaged in CBFM committee could not answer most of the questions. Instead

they gave the general perception of how the CBFM activities are undertaken and the key gender issues in the village as well as observed changes in gender roles and relations.

2.4 Focus Group Discussion

The Focus Group Discussion (FGD) was the main method for data collection. It was conducted in all the surveyed villages. Participants in FGDs were purposively selected to include: leaders, community representatives and VNRC members. The FGDs involved small groups of people (6 -18) from relevant stakeholder groups to discuss various aspects pertinent to the assignment. The discussions were guided by the consultant who probed on various issues. The participants provided in-depth information on all key issues for this assignment as guided by a checklist (See appendix 2). Data from the FGDs were recorded using notebooks and digital audio recorders to ensure no data is missed out.

2.5 Data analysis

The qualitative data collected through FGDs and KII were transcribed verbatim. The analysis adopted the ethnographic content analysis with a constant comparisons technique. Data analysis using this technique involves breaking down and organizing the bulk of qualitative data into emerging themes consistent with the survey objectives, thereafter comparison of the emerging themes from the discussion to enable the researcher/consultant to draw conclusions from the individual and group responses as guided by the key informants and FGDs interview checklists. Therefore, in order to meet the objectives for this survey, the consultants prepared the interview guidelines with sufficient questions to capture the key variables that respond to the objectives of the consultancy. The information was then organized into relevant themes to provide answers to the objectives of the consultancy.

The quantitative data obtained through household/individual interviews (using a questionnaire) were analyzed using the content analysis indicated above and descriptive statistical analysis. This technique was adopted due to lack of quantifiable information from individual responses especially those that were not directly involved in CBFM. Nevertheless, these individual respondents reported valuable

information on the gender issues and trends. Such responses were analyzed, summarized and synthesized at village level and were letter combined with the qualitative data (obtained through FGDs and KIIs) to provide a coherent bulk information at the village level. Thereafter, descriptive statistical analysis was performed on some variables to generate simple frequency tables that complement the rich findings presented in the qualitative data (See appendix 4).

3.0 FINDINGS AND DISCUSSIONS

3.1 Characteristics of respondents

Results from the household survey revealed that the majority of respondents from the ten surveyed villages were women (64%) and the rest (36%) were men. In terms of age groups, 34% were between 36 – 45 years old, followed by 25% above 55 years. The majority of respondents were married (73%), mostly with primary education level (80%) and had household size with 1 – 5 members (71%).

3.2 Gender Disaggregated Data

3.2.1 Gender available channels/Spaces in CBFM

Participants to the FGDs reported that most of the activities undertaken in relation to CBFM and the related enterprises are done by men and male youths, due to the fact that they require a lot of energy and there is minimal use of the labour-saving equipment or technologies. However, it was found that although these activities used to be dominated by men, women have also started doing such activities. This change in gender roles was observed across all surveyed villages although the pace of change differs between villages. Women usually provide their labour in most of the forest-based enterprises e.g. charcoal production activities especially those that do not require a lot of efforts e.g. cutting down small piece of trees, collecting logs, sealing the kiln with earth and packing the charcoal in sacks. A few women also do all the activities that were also done by men in the charcoal value chains, and this trend was observed across all surveyed villages. The findings from the individual survey revealed that the majority of the respondents were not directly involved in CBFM activities or forest-based enterprises Table 1.

Table1: Gender available channels/Spaces in CBFM

| SN | CBF related activity | Male (%) | Female (%) | All (%) |
|----|--|----------|------------|---------|
| 1 | Not directly involved in the CBFM activities | 51.5 | 61.8 | 56.65 |
| 2 | Producers | 31.8 | 17.6 | 24.70 |
| 3 | Trader-local & external markets | 12.1 | 17.6 | 14.85 |
| 4 | Trader of CBF products in local markets | 1.5 | 2.9 | 2.20 |
| 5 | Laborers | 1.5 | nr | 0.75 |
| 6 | Transporters | 1.5 | nr | 0.75 |

Note: nr = no responses

However, in most of the activities relating to the forest-based enterprises women hire men to do some of the activities e.g. cutting down trees and cutting the bigger sizes of the logs. Therefore, most women who are actively engaged in forest-based enterprises, especially in charcoal production, are those who either do it with their spouses as a joint venture/enterprise; or have the economic ability to hire men to do some of the very strenuous tasks; or live singly and do not have the ability to hire men and so are compelled to do all the activities themselves. Gender participation into the forest-based enterprises is affected by: physical strength, given the nature of the activities; lack of labour-saving equipment; and gender stereotypes of what is expected to be the roles of men and women in activities undertaken in these forestry related activities.

Generally, in the CBFM context there are changes in gender spaces/channel among men and women. As women are more channeled in CBFM related enterprises, awareness of their rights and income increases. However, due to rigidity of men toward a change in sharing reproductive gender roles at the household level, even if women's income increases their workload also increases. In the FGDs, women's position with regard to the sharing of the household chores confirmed that the transformation of roles is still very rigid especially among men. The majority of men stated that they are not willing, or expected, to help out in roles traditionally allocated to women e.g. cooking, washing dishes, collecting firewood, taking care of children, elderly and sick people. Men believe strongly that household chores are for women.

The following quotes highlight the tension in the gender division of labour in the charcoal production activities:

“...men will remain men, regardless how rich our women become they should continue doing their household duties or start their own home...(Men views, Mixed FGD Chabima village).

This survey revealed that the traditional gender division of labour are somewhat fixed. Nevertheless, it was also learned that there are some room for of flexibility in which in some villages e.g. Mlilingwa in Morogoro and Chabima in Kilosa districts respectively, it was reported there has been some interchange and sharing of the roles meant for men and women. More often than not women are the ones to have shown more flexibility in supporting men or completely assuming their roles, men are on occasion willing to demonstrate some flexibility in this regard. A few men in the FGD revealed that they can help out some women roles in the household including cooking and taking care of children especially when the women are sick or in situations where women become so violent. The findings from individual interviews as presented in Table 2 show that the perceptions of interchange of the gender roles is higher.

Table 2: Change in gender roles

| SN | Sentence | Percent |
|----|---|---------|
| 1 | Can women do activities traditionally reserved for men? | |
| | Yes | 93 |
| | No | 7 |
| 2 | Can men do activities traditionally reserved for women? | |
| | Yes | 84 |
| | No | 16 |
| 3 | To what extent can the roles be changed/shared | |
| | Limited/low participation | 60 |
| | High/equal participation | 35 |
| | Uncertain | 5 |

There are many avenues through which men, women and youth can participate in CBFM and related enterprises. These channels and spaces provide room for people with diverse socioeconomic characteristics such as women, men, youth, poor and rich. Following TFCG project interventions, various groups formed including charcoal and

timber producer groups and village savings and loans associations (VSLAs). There were also committees including the village natural resources committee (VNRC) and the village land use management (VLUM) committee, as well as the village council (VC). These groups involve both men and women Table 3 below.

Table 3: Gender participation in the governance and CBF

| SN | village | VC | | VNRC | | VLUM | | Charcoal | | VSL Members | |
|----|---------------|----|----|------|----|------|----|----------|----|-------------|-----|
| | | M | F | M | F | M | F | M | F | M | F |
| 1 | Chabima | 15 | 10 | 5 | 4 | 3 | 4 | | | 91 | 184 |
| 2 | Ulaya Mbuyuni | 8 | 17 | 12 | 5 | 5 | 2 | 35 | 43 | 266 | 317 |
| 3 | Muhenda | 7 | 18 | 4 | 8 | 5 | 3 | 24 | 6 | 224 | 328 |
| 4 | Ihombwe | 1 | 7 | 2 | 14 | 8 | 8 | 23 | 12 | 675 | 902 |
| 5 | Mlilingwa | 9 | 16 | 5 | 8 | 5 | 8 | 20 | 40 | 183 | 204 |
| 6 | Maharaka | 7 | 18 | 6 | 6 | 6 | 6 | nr | nr | 169 | 195 |
| 7 | Masimba | 25 | 8 | 12 | 6 | 3 | 3 | nr | nr | nr | nr |
| 8 | Ndole | 18 | 7 | 8 | 4 | 8 | 2 | 30 | 8 | nr | nr |
| 9 | Ng'ole | nr | nr | nr | nr | nr | nr | nr | 5 | nr | nr |
| 10 | Kiwege | nr | nr | nr | nr | nr | nr | nr | nr | nr | nr |

Note: nr = no responses

3.2.2 Gender access to and control over forest resources

Results from the majority of surveyed villages in the project areas found that access to CBFM information was limited among gender groups. For example, at Masimba villages during the FGDs it was revealed that there is generally a lack of information on existing opportunities like the local government fund for youth and women empowerment in which youth have been left out, with over emphasis on women compared to other disadvantaged groups such as youth, elders and people with disabilities. Some benefits derived from the forest were claimed not to have changed significantly before and after the introduction of the CBFM due to a lack of information. What has changed so drastically was pointed out to be the organized procedures and processes for sustainable use of the forest products, which has brought many benefits to the village. Albeit with some disadvantages, some gender groups in the village, for example women, complained of the procedures established

for harvesting minor products for household uses, such as firewood. A few men complained on the lost freedom of going into the forests for harvesting some products like medicinal plants which require a relatively longer procedure. Due to lack of formal organization of the business and forest-related enterprises there was also inadequate information on markets and other procedures required in the charcoal and timber harvesting. Findings as presented in Table 4 reveal that while access was not a problem there was a significant difference in the control of most of the forest resources, where men had more control of most of the resources that fall under them.

Table 4: Perception on Access and control of Resources in the studied villages

| SN | Asset/Item | Access | Control |
|----|-----------------|--------|---------|
| 1 | Land | | |
| | Men | 22 | 22.0 |
| | Women | 93.0 | 62.0 |
| | Men and women | 6.0 | 12.0 |
| | Men and youth | 4.0 | 4.0 |
| 2 | Labour | | |
| | Men | 7.0 | 7.0 |
| | Women | 3.0 | 3.0 |
| | Men and women | 89.0 | 89.0 |
| | Men and youth | 1.0 | 1.0 |
| 3 | Credit | | |
| | Men | 37.0 | 37.0 |
| | Women | 4.0 | 7.0 |
| | Men and women | 58.0 | 51.0 |
| | Women and youth | 1.0 | 1.0 |
| 4 | Income | | |
| | Men | 19.0 | 19.0 |
| | Women | 7.0 | 8.0 |
| | Men and women | 90.0 | 71.0 |
| | Men and youth | 2.0 | 2.0 |

Access to information is important for success in delivery of the CBFM activities and benefit-sharing. For example, in Ulaya Mbuyuni village in Kilosa District it was reported that the training offered by the TFCG and LGAs especially on gender equity and equality has been an eye opener. This indicated that at least in this village access to CBFM information was availed. Most women claimed to be motivated to participate in the CBFM activities and registered in many groups initiated for the forestry-based

enterprises especially the charcoal and timber making. Respondents also reported that the majority in the credits and saving groups popularly known as VSL were women. They are now more aware of their potential and rights, their participation in the decision making in the CBFM and village level. All in all, a few women especially those not in groups still fear to talk in the village meetings entailing more sensitization have to be done.

The FGD participants revealed that there are gendered access and control over resources within CBFM. Generally, men and women have access to most of the resources in CBFM. However, women's access and control over these resources are rather layered. In terms of participation in CBFM-related enterprises such as charcoal making, the plots for charcoal production are allocated equally for men and women so long as they meet the basic requirements. In the case of shared ownership men were frequently reported to interfere in the use of the income accrued from charcoal production.

It was further reported that, for women who are in marital union of any form e.g. married or cohabiting, they have access but limited or no control over the income accrued from most of the CBFM-related enterprises such as charcoal production. They are sometimes allowed to do all the production activities but when it comes to receiving money from the village natural resources committees it is the man who goes to collect the money and in most of the instances control the decision on how to use the income. Again, married women are given access to charcoal production plots but they are required to surrender the sales of charcoal to their male partners. Single women who have their own charcoal production plots have user rights over the income accrued from charcoal production.

Generally, there is unequal distribution of household income accrued from CBFM activities among household members. Men in many villages have been reported to have greater control over income even if women might have spent more time and energy in the production activities (Table 4). For example, in Chabima village, men justified having control over household income on the grounds that men traditionally have responsibility to handle the families/households finance. Hence, women are

expected to be submissive and inferior to their husbands, thus contributing to a lack of cooperation and transparency between men and women especially in planning and implementation of financial matters. At Ng'ole Village men were concerned that women have generally low level of planning for their economic as well as household activities hence some suggested a need to control women's decision-making in investing and spending of the income accrued from their IGAs. Results from Muhenda village indicated that access and control of income varied between men and women due to gender inequality and men's administrative power at the household (patriarchy system) where they decide more and control the use of income. This indicates unequal participation and involvement of women in planning, use and control of income especially at household level. Generally, distribution of household income shares from CBFM activities among gender categories varied. It was observed that there is unequal distribution of household income share from CBFM activities among household members. The results showed that, all gender groups can access income from CBFM activities however, even in the instances where both men and women had equal access like in the joint venture enterprises, it was frequently reported that men interfere and or control the income accrued from such productive activities.

Women living in marital unions including the married and cohabitee women were expected to report the income from the sales of charcoal or other income generating earnings to their husband or partners. In terms of how the funds are spent, both men and women agreed that the ultimate decisions regarding expenditure lies within men's power especially for those in marital union. However, women are consulted and they can also make their own demands for a share of the money to purchase certain items. Few men, on the other hand reported that they are not obliged to report all their income to their spouses as long as they can provide for the necessary household requirements for family members. This trend of decision making over the income accrued from women productive activities may have negative impact on women livelihood improvement plans as they continue to depend on men decision

even if their income increases. During most of the FGDs men had similar opinion with regard to control over income at household level. See some of their opinion hereunder:

“... if you don't control women expenditures...they may purchase piles of khangs instead of investing in productive activities ... (Male participant in Mixed FGD-Ngole village)

“... never trust women with money... they may even start a new household in their home...their mindset is always not at your household... (Male participant in Mixed FGD-Chabima village)

Such views were very fiercely contested by women who indicated that they have already received enough knowledge on their rights on the control of the resources at the household level and those that accrues from their participation in the productive activities. The following quote were repeated by women in many surveyed villages:

“... it is now 50:50...so whether I participate in household activities or not I have my share...it is your duty you men to provide for the household as you claim to be the head...if I get money it is for my own use.... (Mixed FGD-Masimba village)

Women in most of the FGDs in the surveyed village reported that men's income does not contribute to the prosperity of the household in terms of food security and education of their kids. It was constantly repeated that when men's income increases they are more engaged in extra marital affairs and luxurious things including excessive drinking of alcohol. For example in FGD in Chabima and Masimba these sentences were frequently repeated and supported by majority of women:

“... when men get money they become a friend of everybody.... loose women take advantage of them and they end up spending much of the income on women than their families... (Mixed FGD-Masimba and Chabima village)

The analysis of FGD further reveals that men are worried over the impact of women empowerment on gender relations at the household level. For example, men have observed that as women income and personal autonomy increases they become difficult to manage. Men indicated that women have wrongly interpreted the 50:50 equality initiative advocated by the government in which there is equal participation and benefit for men and women. They emphasized by saying:

“... men are the cause of lack of change...they are too rigid to change their cultural belief, practices and attitudes towards women.... trying to convince men to change is sometimes

synonymous to requesting for being bitten ...kumuomba mwanaume abadilike ni kuomba viboko/kipigo.... (Mixed FGD Masimba village)

In the same vein women insisted that, only men who adequately provide for his household will be respected. They insisted:

"...now days the voice of man in the household is his ability to provide...hela ndio sauti ya mwanaume....."

Although majority of men, due to cultural and traditional norms that give them an upper hand in most of the decision making do not appreciate the change in gender roles and power relations as women are empowered they have to face the changes and challenges as women are no longer willing to accept the subordinate positions. Men indicated that women wrongly use their rights and freedom and they are wrongly interpreting empowerment to revolution where they have sharply moved into the position where they also want to be recognized and the head of household and control men. In many FGDs men repeatedly commented on the on-going changes by emphasizing that:

"...to our understanding the women empowerment does not mean that women will take over roles previously played by men.....by the way they still want us to provide on everything so how come you are the head of the house hold and I continue to provide for everything..."

(Mixed FGD Ng'ole village)

3.2.3 Gender Perceptions on engagement in CBFM

In terms of engagement with CBFM, results have shown that both men and women (38%) are involved in CBFM as producers and sellers of different produce mostly sustainable charcoal, followed by 35% of respondents who viewed that engagement is for all activities involving forest resources from patrols, involvement in committees, production of charcoal, collection of mushrooms and wild fruits, wild meat hunting to collection and processing of medicinal plants. The rest of the results on gender engagement in CBFM are as shown in Table 5 below.

Table 5: Respondents perceptions on gender engagement in CBFM in the studies villages

| Respondent's category | % responses on engagement | | | | | Total |
|-----------------------|----------------------------|---------------------------|---------------------------------|---------------------|----------------|------------------|
| | Forest products collection | Collection and Processing | Forest products processing only | Production and Sale | All activities | |
| Female | 2 (1) | 18 (12) | 5 (3) | 37 (25) | 39 (26) | 100 (67) |
| Male | 5 (2) | 19 (7) | 8 (3) | 38 (14) | 30 (11) | 100 (37) |
| Total | 3 (3) | 18 (19) | 6 (6) | 37 (39) | 36 (37) | 100 (104) |

As alluded to earlier as women become more aware of their rights they also become more proactive roles of demanding for equality and equity in participation and benefit sharing in the CBFM. Women, men and youth were perceived to be actively engaged in various CBF related activities although gender stereotype that forestry related activities is male sphere and still popular in many villages. During the FGDs women acknowledged that their low engagement is contributed among other things by inadequate knowledge on harvesting some forest products including the activities requiring masculine e.g. timber making.

Although the general perceptions towards women engagement in the CBF activities has changed, men on the other hand were perceived to be not willing to assist their women in enterprises. Therefore, the typology of women actively engaged in the CBFM and related enterprises are those who are relatively well-off, can afford to hire men's labour and those who live as single or divorced to enjoy their freedom of engaging even in distant markets for charcoal or can go into the forest without restriction on movement from their husband and/or partners. It was further perceived that such women also enjoy full control of their income accrued from the CBF enterprises.

3.2.4 Gender and Benefits from CBFM

There are range of products harvested from the CBF including: charcoal, timber, building poles, firewood, medicinal plants, wild fruits, mushrooms, thatch grass. Other benefits derived from the CBFM include: training on life skills and income generating activities, skills and knowledge on how to introduce and operate the VLSAs groups. Apart from the individual benefit, the survey found that villages have benefited by improving the village infrastructure, construction of schools, dispensary,

village offices, payment of the community health fund (CHF) for all villagers or selected needy ones. However, such benefits varied from village to villages, even in villages where CBFM has not formally started e.g. in Kiwege village they reported some similar benefits that are enjoyed by villages formerly engaged in the CBFM. This is due to spill over benefit for villages in close proximate form the TFCG project villages. The village land use committee in the non-project areas that was surveyed in this study revealed that they admired the development outcome from the TFCG project villages and started to organize into the income generating activities similar to those in the project villages including VSL and the VNRC committees with mechanisms to control harvesting of charcoal and timber from their village forest.

In many villages surveyed CBFM was mentioned to have brought many advantages to the village infrastructures including construction of classrooms, teacher's house and nursery school, improvement of village office toilets, purchase of a tractor trailer, all meant for development in the village. At household level, women, men and youth do harvest from the CBF products like timber, charcoal, firewood, building poles, thatching grass, ropes, honey, mushrooms, animals, medicinal plants and ecosystem services such as mineral extraction and water sources. The harvested products are utilized at household level for consumption as well as income generation to supplement earning from agriculture. Women reported to work in organized groups for income generation and have benefited through increased income which in turn helped them to improve the household food security through dietary diversity, purchase of assets and initiate more income generating activities such as gardening and poultry projects.

Other benefits include training for managing CBF as well as initiation and managing the CBF related enterprises e.g. charcoal making. Men and women also reported to have been trained on sustainable agriculture, credit and saving activities through VSL and other IGAs such as poultry production and marketing, gardening and beekeeping. All in all, men were noted to benefit more than women (Table 4), mainly due to inadequate transformation in the gender roles and relations at the household and community levels. As a result of such, training women to be aware of their rights

have increased and their demands for the increased participation in the CBFM activities and benefits sharing have sparked some household conflicts due to lack of support from men.

The training and CBF participation in such activities has improved women social and economic empowerment in which their control of the income accrued from their own activities and household activities has generally increased. Furthermore, women social and economic empowerment through increased income and participation in the decision making over income and other development issues in the household have brought new dynamics.

Women claimed that previously they had little benefits due to their less participation in the CBFM resulting from cultural values and practices which in most instances favour men to have power in the decision making. Men were claimed to place limitations on women movement and require them to ask for permission to go out which limit their active participation in some development activities. However, after the CBFM and call for gender equity by government and other development organizations on equality in the participation to decision making, women have been aware, now actively participating in many CBF related activities and decision making.

This survey found that while all villagers in the TFCG project villages had benefited from CBF, and such benefits were more felt on community and at household or individual levels. On individual level benefit, there was remarked difference across the surveyed villages which in most cases depended on level of participation, type of CBF enterprises or activities undertaken and the benefit sharing between men and women in the household. For example, at Muhenda village in terms of benefit sharing for activities done for individual purposes, those who participate in the activities benefits more than those not participating. In this case, women benefit less (at an individual level) from sustainable charcoal production than men due to a higher proportion of men participating in production. Community benefits included school building and toilet, office building, water services, purchase of village tractor and teacher's house building and community health fund, all of which reported to be shared equally between women, men and other disadvantaged groups. Realization of

these benefits was claimed to be a result of project planning, designing and implementation of development activities involving both men and women as a single community (communally) with common goals.

3.2.5 Gender participation in CBF and the use of forestry resources

Men and women engagement in the CBFM production activities have an implication on labour demand and changes at the household level which also brings some changes in gender roles at household level. Responses from the focus group discussion and key informant's interviews revealed that married women and those living under cohabitation face many challenges that hinder their participation in the CBFM related activities mainly due to less control on decision making at the household level. Most women who live as singles or are divorced they assume the complete role of the men in most of the CBF related enterprises such charcoal and timber production and marketing.

The discussion in the FGD revealed that women participation in the CBFM related activities is increasing. Some few women have also been allocated the charcoal harvesting plots on their name as it is done for men and are engaged in all the activities in the particular enterprises e.g. charcoal production in their plots. However, this is done on top of their reproductive roles in the household. The recognition and allocation of the plots to women is a useful step towards more women control of income accrued from the charcoal making unlike a common approach where the head of household (mostly men) are allocated plots. Again, although the traditional gender roles put the burden of the maintenance (financial support) of the home on the men, sometimes the women assume this role completely or contribute to the maintenance of the home. Many women in the FGDs complained that when their income increases due to their involvement in the CBF enterprises and other income generating activities men withdraw their support and contribution towards family maintenance. Majority of men in the FGDs revealed that they are not willing or expected to help out in the traditional gender roles meant for women e.g. cooking, washing dishes, collecting firewood's, taking care of kids, elderly and the sick people and they believe strongly that household chores are for women.

Women participation in the CBFM is contributed by the initiatives by TFCG and partners to engender some committees including the village natural resource committee (VNRC), Village Land Use Plans committee (VLUPC), Village Security guard patrol Team, social services Committee, Finance and Planning Committee and Village council. Most of these structures committee have a good represent all gender categories except in the Village Council where the representation of women in most villages follow below 1/3 of the total members. Nevertheless, despite good women representation in these committee's; this study found that women participation in decision making in these various forums is still low as compared to men (Table 3).

3.2.6 Gender use and benefits of forest resources

Overall, results indicated variations on use of forest resources by different gender groups across the surveyed villages, although most of the resources utilized ranged from the Non Timber/wood products as well as associated forest ecosystem services. In terms of resource use and ownership within CBFM, it was generally observed that a number of women involved in charcoal making are increasing but limited in timber and beekeeping activities as the later are termed as men work due to their nature demanding high energy. In timber and beekeeping activities women are just members in groups formed. Women who were much involved in charcoal, timber and beekeeping were from female headed household. Generally, forestry seems to be a male dominated sector. There was variation in terms of women participation and use of the forestry products. For example, in Masimba village both women, men and youth reported to harvest from the CBF products like timber, charcoal, firewood, building poles, thatching grass, ropes, honey, mushrooms, animals, medicinal plants and enjoy some ecosystem services such as mineral extraction and water sources. It was revealed that collection of fuelwood and charcoal making to meet subsistence requirement and also to augment family income was generally the responsibility of women.

Results from the surveyed villages revealed that CBFM have benefitted both women, men and other disadvantaged groups at various levels. Variations in benefits were

pointed out however, in most of the surveyed villages benefits were found to be at household level and the community at large. However, men and male youth were reported to be benefiting more, mainly due to the masculinity nature of most of the activities. Women are disadvantaged due to lack of labour saving equipment in which they incur additional costs for hiring men to help out in some of the activities. Women also reported that due to poverty they fail to get capital that they could use to hire and pay for some services hence less benefits.

In most of the surveyed villages participants to FGD, revealed that before CBFM women were not expected to participate in the forestry activities and actually they only harvested forest products meant for household consumption only e.g. firewood, wild fruits and some edible plants. However, after the training and sensitization by AVA, TFCG and LGAs many women have now joined the CBFM activities and are participating in many activities. Women also reported that they have benefited very much through the education imparted during the implementation of the CBFM activities including group formation for income generating activities and the credits and saving groups popularly known as VSL.

Through such groups, women have benefited through increased income which also helped them to improve the household food security in terms of dietary diversity, some have bought assets and started more income generating activities such as gardening and poultry projects. The training and CBF participation in such activities has improved women social and economic empowerment in which their control of the income accrued from their own activities and household activities has generally increased.

Women social and economic empowerment through increased income and participation in the decision making over income and other development issues in the household have brought new dynamics in many households. Men were of the opinion that the women empowerment is increasing to their disadvantage. Most men complain to have lost their autonomy that they enjoyed in decision making; are experiencing some violence's including being beaten and divorced; they were also of

the opinion that women are favoured when it comes to being reported to the village offices for marital conflict settling.

The Mixed FGDs in Masimba village revealed some of the trajectories of women empowerment and stability of the household. Women and men presented their grievances over the change in power relations revealing both the position of men and women:

"...they have enjoyed their time now it is our time and let them taste what we were going through..." (Women comment_ Mixed FGD Masimba village)

".... you are a man and head of household if you can provide otherwise don't expect me to obey you..." (Women comment_ Mixed FGD Masimba village)

".... there are many marital breakdowns due to these unbalanced training that women are given through these groups...." (Mixed FGD Masimba village)

"...even if you have money you still have to be controlled by a man....." (Men Comment_ Mixed FGD Masimba village)

".... men are the cause for the breakdown of their own marriages as they no longer provider enough for their families and they want women to help out.... i can do this after divorce..." (Women comment_ Mixed FGD Masimba village)

"...now it is 50% by 50%, lets them be cooperative if I cook you should be doing something else to help out....." (Women comment_ Mixed FGD Masimba village)

"...when women income increased than that of men...men should prepare to receive his divorce..." (Men Comment_ Mixed FGD Masimba village)

This survey also found that women have adopted several approaches to increase their control of income including hiding some portion of their income for their own personal needs as they claimed that men's also do the same. For example, during an FGD in Mlilingwa village women reported that they are fighting hard towards the elimination of some outdated cultural values against their freedom of movement and participation to some IGAs including seeking permission from their husbands and/or male partners. On the other hand, men revealed that the ongoing changes in social and culture relations does not contribute to marital and family stability as many

initiatives blindly recognizes women as victims of gender based conflicts but in fact some of them are also perpetrators. For example, it was reported that in Maharaka village women secretly channel the seed money for VSL through their friends and bypassing their husbands so that during the dividends from VSL the money is never taken back to household where men can misuse it against their will. They emphasized: “... when you handle the income to the husband it is no longer yours...you can't plan your own thing... so we hide part of our income and secretly invest in our own productive activities such as VSL...” (women opinion in a mixed FGD- Maharaka village)

Men on the other hand were of the opinion that they have to control women income and they complained that most of the economically empowered women misbehave a lot to their husbands and they thought it is their duty to discipline and take them to the required expected standard.... *msipowafundisha na kuwapunguzia kiburi tutawapunguza....* (...if you don't teach them how to behave well we will do that for you...emphasized young aged one man) (Mixed FGD- Maharaka village)

It was further revealed that men are concerned over the change in power relations in which women are taking the control of most of the decision in the household and community levels. Some of the issues that men cited to be the causes for the tensions in gender relations include:

- i. The failure to understand and or interpret the government guidance and call for equality in their social cultural environment...*hawaelewei maana ya 50% kwa 50%* (...they don't understand the meaning and applicability of the 50:50) they only consider it when it comes for their benefit from any activity but they never consider it when they are required or expected their contribution to the household expenditures. Achieving parity (50:50 ratio of female to male) is important to balance and increase the numbers of women while promoting equity. It refers to fairness of treatment for women and men and also takes into consideration the different gender needs, obligations and opportunities.
- ii. The empowerment initiatives have made our women difficult to control and or discipline...*wameota mapembe...*(they have grown horns out of their heads....)

Women on the other hand reported that male dominance (patriarchy) is slowly decreasing, and this was related to TFCG and other partner's intervention in the area which has among other things: increased women participation in the CBFM activities. Furthermore, the government initiative and affirmative actions to advocate for equality popularly known as 50:50 participations of men and women in both activities has also become an eye opener in the women empowerment initiatives.

The survey revealed further that low women participation in decision making in the village meeting were related to rigidity of men towards accepting women gender transformative ideas, cultural and traditional norms which allow men to have an upper hand in decision making. Surprising's it was further reported that women do not support their fellow empowered women. The FGD in Chabima village where it was argued that:

"...we face resistance and less support from fellow women due to fear.....it is disappointing that when a woman gives an idea especially that which challenge men's position even fellow women do not support it.... they feel men cannot be challenged in public...." (women view in Mixed FGDs Chabima village)

Women increased awareness of their rights and need to participate in the CBF and IGAs has brought new tension as men are resisting change in their position. Women on the other hand are also pushing for more control of the income accrued from their IGSs as well as demand for fair distribution of the income accrued from household IGAs and production. For instance, men complained that:

"...this issue of equality 50% by 50% does not take aboard many local context cultural issues...thus as men we are really suffering.....Furtherthis abrupt change in gender roles and relations have made us men victims since everyone is for women...women are using village government offices and court of law to demand for many things even divorces....." (Men view in Mixed FGDs Chabima village)

Women on the other hand were of the opinion that it is now time for them to enjoy what they missed out in the complete male dominance in the name of culture. Some of them emphasized by insisting that:

“...men should accept this changes as there is no way it is going to be reversed.....” (women view in Mixed FGDs Chabima village)

“...this is the opportunity that we missed for so long...let men suffer or proved for us and the household...women income is for herself not for the family....” (women view in Mixed FGDs Chabima village)

“...if you don't provide enough for the household you can also be divorced by a woman.....” (women view in Mixed FGDs Chabima village)

“...we are now very clever nowadays... we even bear few children that we can afford to care in terms of the breakdown so that men do not continue to hold us in the name of taking care of the children...” (women view in Mixed FGDs Chabima village)

“...in our village it is no longer seen as a shame for women to divorce his husband.....” (women view in Mixed FGDs Chabima village)

“...endless tolerance to mistreatment is now a thing of the past....and the marriage is not a prison....” (women view in Mixed FGDs Chabima village)

3.2.7 Gender knowledge of forest resources

Variations in gender knowledge with regards to forest resources was recorded across the surveyed villages where collection of some products like wild fruits, mushroom, and vegetables was claimed to be seasonal especially during rain period and some products like charcoal, timber, poles and medicinal plants claimed to be available throughout the year. Results further noted that men were more knowledgeable of the forest resources, and are best placed to harvest and sale most of the resources found in the village forests such as charcoal, timber and building poles. Women, given the masculinity nature of the CBF work required to harvest the resources, only benefit through organized group activities in which men and women help each other especially in some of the activities in which they cannot do. Some of the, improvement reported to have happened as a result of CBFM include; improving the welfare, purchase of assets, livestock and improving the nutritional status at the household in all the surveyed villages. For example, In Ihombwe village, results showed that men

and youth have high knowledge and experience in charcoal, timber and beekeeping activities while women have literacy in fuel wood collection and Village Community Bank indicating gender division of labour among the community members of the TFCG project villages. There were diverse of forest products claimed to be harvested by men and women from the CBF including: charcoal, timber, firewood, thatch grass, building poles, honey, wild fruits, mushroom and handcrafts materials. The organized and controlled harvests of these forest products have brought many advantages to the whole village. Men, women, youth and the elderly all agreed to be benefiting from the CBFM that it used to be before project entry into the village.

3.3 Gender Disparities

3.3.1 Gender analysis

Women in the FGD reported that men are benefiting more from the resources obtained from the CBF. This is mainly due to the weak governance system in the village government and lack of empowerment on the natural resources committee members to protect the interest of gender and other disadvantaged groups. Gender roles before the CBFM to current situation has changed where more women are increasingly engaging in all forest based enterprises like making and selling charcoal in order to meet their different household activities and reduce income dependence over men. However, men reported that majority of women are still dependent on them since most of the women enterprises cannot meet the needs of the household. Furthermore, it was revealed that women participation in decision making over income accrued at household level is still dominated by men. However, there are also many changes in gender roles and relation. For instance, some of the male dominated activities such as charcoal making are now being done by women, women are the majority in the saving and lending schemes and they have greater control over the income accrued from their IGAs.

3.3.2 Influencing Factors

The survey revealed that the main factors influencing gender differences in the CBFM are economic status in terms of higher earnings from CBFM and well-established traditional gender roles. It is relatively easier for men to engage in most of the CBF

related enterprises even without startup capital as labour is the most important asset while for women, ability to hire labour to assist in some activities may be the constraint. The traditional gender roles allocate more work to women (reproductive roles) hence less time to engage in some CBF related enterprises e.g. charcoal making which are also carried out away from household. Given the nature of the most activities in the CBF, it was revealed that men are more strategically positioned within the CBF related productive activities and processes and they generate more income than women. For example, in this study majority of women reported that despite the fact that men earn more income than women, but they usually withdraw their contribution for household expenditures when women income increases.

In most of the FGDs women reported that when their income increases, men expect them to contribute towards the household expenditures. On the other hand, men emphasized that there has to be a return from household members (women) who spend time on productive activities outside household. In most FGDs men reported that women spend considerable time in VSLA and other women group activities which withdraw their labor to the household production for the family income and food security. Yet, they claim that whatever they get out of such activities is for their own use and should not be counted in the household expenditure. While CBF related enterprises and activities were anticipated to compliment household income and food security; due to lack of fair sharing and use of income accrued from such enterprises for maintaining the household it may result into competition for labour force needed both for household activities that are meant for wellbeing improvement in terms of household income and food security. It was further revealed that, due to masculinity nature of most of the activities in the CBF, women have to hire men's labor to help put in some activities, this increase the cost of production and reduces the benefit. The rigidity in terms of gender roles and low levels of economic empowerment is thus a limiting factor for women to benefit fully in the CBFM.

Gender differences in access to forest tree resources may depend on the nature of the resource utilized (Coulibaly-Lingani *et al.*, 2009) and influences the physical strength

required to extract a given product like cutting trees for fuel wood sale. Other scholars ((Dayamba et al., 2016; Rousseau et al., 2015) point out that due to women's limited access to land to grow cash crops, the majority heavily depend on non-timber forest products (NTFPs) as an income source and as a form of social security. Furthermore, according to Pehou et al. (2020), labour constraints may contribute to women's reliance on harvesting NTFPs that are 'spontaneously' occurring rather than cultivated, and which require less capital to acquire. These results are similar to what has been recorded in selected villages of this study sites.

3.3.3 Gender Inequalities in CBFM

The analysis of the information collected in the survey villages through FGDs and Key Informants revealed that, there are still many inequalities in the gender participation in the CBFM and the related enterprises. The causes for gender inequality are many and diverse. Some of the commonly mentioned causes for gender inequality are summarized hereunder:

- **Lack of adequate knowledge in some CBF activities and enterprises**
Men and youth have relatively higher knowledge and experience in harvesting some CBF products e.g. charcoal, timber and beekeeping activities, than women. Women have therefore decided to join into other activities that do not require specialized knowledge or masculinity e.g. VSL in which they are the majority.
- This survey found that **there is no or minimal use of labour saving equipment's and technology** in the CBF activities. Most of the activities have remained to be labour intensive and masculine in nature hence, costly and less attractive for women
- **Time used in the household and the CBFM activities**
Generally, women spend more time on reproductive activities which constrain their engaging less in CBFM related activities. This means that even if women income increase due to their engagement in the CBF related enterprises their workload at their household also increases
- **Gender inequalities in Land Right**

Gender inequalities in land rights are persistent in the surveyed villages where, women and youth are most vulnerable to own and manage land. This continues to happen notwithstanding the availability of the village land laws 1993 which assure equality to access to land. The situation is also intensified by the application of the customary land laws which in most cases favour men. In the customary allocation of land women are denied land rights in their household as they are considered as migrants who can relocate to other places due to marriage divorces.

Similar results on gender inequalities on land rights and natural resources have been reported across Africa. A recent study by Pehou (2020) pointed the rural African landscapes to be a spatial distribution of land uses and plant species that reflects gender relations in terms of management. Typical gender differences can be noted also when it comes to access to, use and control of natural resources (Bandiaky and Tiani, 2010; Mwangi et al., 2011).

- **Community mind-sets and gender stereotype**

This survey revealed there are still many gender stereotypes on women participation in forestry related activities which is based on traditional and cultural values which has overtime has built negative image on women participation in CBF related activities and enterprises. The popular stereotypes about women in CBF activities is that: charcoal making, timber production and beekeeping activities are men activities while fuelwood, water, mushroom collection activities are for women. However, as these products or activities acquire higher market value men participation and controls increases.

- **Representation in decision making organs**

Generally, women are underrepresented in many formal decision making organs, e.g. village government, land use committees and CBFM related committees including VNRC activities and the political process as far as the village governments structure is concerned (Village Council) as result of this, women have relatively poor leadership skills and experiences

- The procedures for harvesting the CBF products involve **many bureaucratic procedures**, they have many approval levels and procedures done in different levels and some of them away from their villages hence low women. Women and poor men also find it difficult to transport the CBFM products such as charcoal to distant but lucrative markets due to existence of many middle men in the process and lack of organized marketing channels.
- **Cultural practices and norms**
Some cultural practices and norms underpinning access and control over resources within CBFM and related enterprises are mostly economic, traditional gender roles and stereotype related. These norms are rooted in social cultural norms that dictate gender roles and divisions of labour. Women are expected to perform more reproductive roles such as family care than men, which takes up much of their time, thereby limiting their participation in community forums such as village assemblies. Since it is usually the men that have the financial means, they acquire the most assets and control most of the resources. Some men used/referred to religious norms where men are believed to be superior over women hence they should have more access and control over resources than women.
- **Low women empowerment**
Low women participation in the CBFM and related activities is partly due to low women empowerment (social and economic) which is translated into: less confidence to speak in public, engagement in the CBFM and decision-making processes at community levels.
- **Control on movement placed by male partners**
Some men prohibit their wives to participate in some of the activities related to CBFM due to lack of trust.

3.4 Gender Networks and Integration in CBFM

3.4.1 Gender networking

Gender networks, integration and governance demonstrate the potential for organizing gender groups for inclusion in CBFM activities. The networks provide

entry points and opportunities to integrate gender concerns and enhancing women's increased participation and benefit in the CBFM activities and related enterprises. This survey found that most of these gender networks are limited within CBFM at village level. It was observed that there is inadequate or no active network beyond village level that link and organize women and men of similar business enterprises or interests. There have been several initiatives to engender the committees for gender equity in the CBFM in the groups that have been initiated for IGAs as well as credits and saving groups VSL. This is a good starting point for gender equity and equality point which should be scaled up and out for acceptance in the household and community levels.

There is generally lack of networking of similar groups across villages and wards as well as district or regional apex of VNRC in CBFM. Establishment and functions of the networks and apex would enable the villages to have strong voice in lobbying and advocacy for the equitable sharing of benefits from CBFM between village and district council instead of using general approach across villages regardless of the local challenges faced by each particular village. Although many villages have land use plan committee, the enforcement of the land use plan has remained to be the key challenge. For example, there is frequent encroachment by agro pastoralists in the farming land and in the charcoal harvesting plots which has sparked conflicts.

At the local structure of the decision making such as in the VNRC and village government meeting women are actively taking part in the decision making. It was also learnt that some members that save different position in these committees do not know properly their roles especially on the governance issues. Therefore, they may fail to protect the interest of the poor and women e.g. in allocating the charcoal harvesting plots and in issuing of the harvesting and transport permits. Youth also complained that they are always not considered as special group that is worth special consideration especially in resource allocation. For example, youth are not allocated charcoal harvesting plots as they are considered to belong to parents where they work as labourers and have no voice in sharing of the benefits before they get married to lead their own household as heads.

The study found that in almost all of the surveyed villages, various networks exist as introduced by CBFM to accommodate gender aspects. Micro, small and medium enterprises as well as microfinances involve gender groups especially women. Women are often the front liners in such enterprises as VSL and Sustainable charcoal producers' networks. They invest good share that enable them to qualify for soft loan from the VSL groups, and in many instance men borrow money from the VSL through their wives. Such microfinance and management provide key entry points to involve women in CBFM activities. Despite gender sensitivity in involving communities to CBFM activities, a lack of incentive systems that support women and youth was noted. Incentive systems that encourage women and youth in CBFM activities seem to be minimal. Due to livelihood requirements, women and youth tend to choose projects that provide immediate benefits through income-generating activities or technical skill-building programs like VSL and Running Motor bikes business locally known as *Bodaboda*. At Maharaka village Gender networking was found to be limited within CBFM at village level with inadequate network beyond village level that link and organize women of similar interests. There was gender equity in the CBFM committees and in the groups that have been initiated for IGAs as well as credits and saving VSL. This was noted as a good starting for gender equity and equality point which should be scaled up and out for acceptance in the household and community levels.

Results from Ng'ole village indicated a general lack of gender networks for sharing of the information. The CBFM related information and benefits are usually channelled to the neighbour village which they share the CBF. The governance of the village on the CBF was noted to be well although there are still many issues shared by the neighbour village which the village government would like to have a clear separation. In Ndole village the gender networks are limited to the village committees in which there is gender consideration in every committee formed. There has been some gender training organized by the TFCG jointly and or facilitated by the LGAs. There is generally, no gender network beyond groups formed for different income generating activities in the village.

Therefore, the existing local networks have been facilitated by TFCG by mobilizing and support formation of the groups with common interests to work together and / or exchange knowledge and experiences. The project has supported formal and informal networking. Formal networking has included supporting charcoal producers to establish associations as forums for cooperation in charcoal marketing and as a step towards formalizing their businesses. The interview, district official and TFCG contact person including the district natural resource official and review of secondary data revealed that other project partner MJUMITA has promoted nationwide networking between communities involved in CBFM. The national MJUMITA network has advocated for local government to place higher priority on CBFM.

The discussion with district official further revealed that the involvement of the district level staff in most of the TFCG intervention have a higher chance of sustainability of the introduced initiatives. For example, they district officials technical staff have been involved in the training on gender, leadership and conservation agriculture, mostly under the direct project seaport. They further reported that the follow up on the use of knowledge received during the training and sustainability of such activities have been hampered due to lack of district government support.

3.4.2 Gender integration in CBFM

Gender integration indicate how the organization mainstream and make gender issues an important component in their activities. This survey found there are different extent and variations on gender integration in CBFM activities were undertaken across the studied villages. In Masimba village, findings revealed absence of women voices in decision-making process where despite their attendance to meetings they were not able to speak due to fear of men and lack of confidence. This could be a result of entrenched discriminatory socio-cultural norms and values that relegate women to the private space. The other factors for women and youth low participation in meetings include: women and youth were not informed about meeting's agenda, unsuitable time for meetings when women could not be free from

household work, social customs restraining women from attending such meetings and women and youth perceived no gain from attending such activities.

From Ulaya Mbuyuni village, results showed that women have been involved in many village committees however, their participation in the decision making process has generally been low. Women reported the causes of their low participation in decision making in the village meeting to include: rigidity of men towards accepting women gender transformative ideas, cultural and traditional norms which allow men to have an upper hand in decision making, less support from fellow women due to fear and lack of confidence as one pointed out “.....it is disappointing that when a woman gives an idea especially that which challenges a man position even fellow women do not support it....they feel men cannot be challenged in public....”.

The study noted limited knowledge and capacity of women in terms of full engagement with CBFM. Rural women often have less confidence to speak in public and take part in the management and decision-making processes. During focus group discussions in Masimba and Kiwege villages, women stated that they were more comfortable to speak during women to women only meetings or when many women are participating in the meetings e.g. in Village Community Banks VSL where they feel very powerful. Another constraint is that women shy to attend meetings and if present, they huddle together in one corner and very occasionally participate in the discussions. This requires attention by the Project team if gender equality in decision making and governance has to be realized.

3.5 Gender Mainstreaming in CBFM

This survey apart from establishing the level of gender participation in the CBFM it also sought to establish how men women and youth concerns are being mainstreamed in the project activities. Several evidence based opinions were provided by respondents from the surveyed villages regarding mechanisms which have been set aside by the Project to ensure gender balanced within CBFM. The main mechanisms were mentioned to include:

- i) Since political representation is a barrier and women are still grossly underrepresented in CBFM activities and the political process as far as the village governments structure is concerned (Village Council). This situation continues to exist despite some affirmative action to made to ensure more women participation in the CBFM and other village government management, many women were reluctant to take up such roles. The capacity building training by TFCG has resulted on more women empowerment in many aspects including social and political empowerment, hence taking up more proactive roles. regular trainings should be made readily available to sensitize both gender groups especially women to develop political skills

According to Arora-Jonsson (2013), adding a few women to committees will not ensure that all women's interests are addressed or that governance necessarily becomes more effective. Real positive change requires a willingness to accommodate the interests and issues taken up by marginalised groups and openness to changing decision-making forums and structures. In forestry forums, women often raise issues not considered central to forests like violence, lack of decision-making power and inattention to other community issues they consider related to. Such issues that touch upon spaces other than forests, like the home or village, while not directly related to timber and forest products, impinge on people's relations to the forests and to each other.

- ii) Societal mind-sets were noted to be a hindrance factor for gender representation in decision making process within CBFM. How the society determines the differences and value of men against women and other disadvantaged groups plays a starring role in every arena. Community members reported that women are considered as migrants who can move any time due to marriage process. Sensitization to change the community mind sets need to be done for them to acknowledge the potential of each gender group in decision making process. For example, at Mlilingwa village the local structure of the decision making such as in the VNRC and village government meeting women are actively taking part in the decision making. It was also learnt that some members that save different position in these committees do not know properly their roles especially on the governance

issues. Therefore, they may fail to protect the interest of the poor and women e.g. in allocating the charcoal harvesting plots and in issuing of the harvesting and transport permits.

- iii) Youth also complained that they are always not considered as special group that is worth special consideration especially in resource allocation. For example, youth are not allocated charcoal harvesting plots as they are considered to belong to parents where they work as labourers and have no voice in sharing of the benefits before they get married to lead their own household as heads.
- iv) At Masimba village due to inadequate information from other actors engaged in forest based enterprises such as charcoal and timber; it was suggested that effort to empower women and men through trainings in the groups should be done especially for those who face barriers at household level. Men are the custodian of the social and cultural relationship and if they are not engaged in such efforts it is more likely to face resistance.
- v) Need for flow of information on marketing and price setting among gender actor groups higher up in the value chain nodes for business enterprises such as charcoal and timber. Women and youth inclusion was suggested to be a good step towards improving gender equality.
- vi) Awareness raising and capacity building should be a continuous Project activity to ensure that gender perspectives in CBFM related activities are well understood. Capacity building to women to make them confident and thus participate in labour intensive activities is highly needed including promotion of equal participation in CBFM related activities.
- vii) Gender capacity building and awareness creation on financial matters such as VSL are needed to ensure the sustainability of finance related activities within CBFM. According to a study by Tiendrébéogo (2020), organizing women into collectives improve their access to technical, financial and material support and training, builds their capacities, helps to acquire new knowledge and resources and in turn actively participate in targeted activity.

3.6 Laws and regulations that guide the CBFM

The interview with district natural resource officers DNROs revealed that, the operationalization of the CBFM is guided by the national CBFM guideline. They also revealed that CBFM initiatives has been properly established under the guidance provided for in the governance under the national forestry policy of 1998 and the forestry act of 2002. However, the recent Government Notice (GN) 417 of 2020 seem to counter act all the initiatives that has been done so far and is more likely to bring new tension that threaten the achievement of the CBFM. For example, under the GN 417, the power vested to the villages to prepare the CBF management plans, by-laws and harvesting plans are taken back to the director of forestry and bee keeping division. Some of the immediate effect of surge into the regulation and practices is reflected in price setting for CBF products such as charcoal in which the government has set the higher prices from Tshs 6750/= to 12,500/= across all villages. This has killed the incentive for the traders to go into the rural areas to buy charcoal hence in absence of strong lobbying and advocacy the villages implementing the CBFM are going to face unfair competence from non CBFM villages. The district natural resources officers expressed their concern over the compliance to the GN417 and supporting the CBFM initiatives.

3.6 Proposed action research on developing guidelines to integrate gender in CBFM

The results from this survey have shown that there are gender disparities by communities participating in CBFM in the surveyed villages of the project sites. The need to develop guidelines to integrate gender in the CBFM is crucial. This is due to the fact that gender mainstreaming will ensure attention to gender equality to all stakeholders in rural development interventions, including analysis, policy advice, advocacy, legislation, and research and planning, implementation, monitoring and evaluation of programmes and projects. The essence of mainstreaming gender in CBFM also will ensure that the different knowledge, skills and activities of both men and women other disadvantaged groups whose livelihoods depend on forest resources are taken into account in forest decision-making processes. Gender mainstreaming has been key to assist in ensuring that forest stakeholders are able to access, control and receive equitable benefits from forestry related policies and

interventions. In this study women have been found to be key actors in CBFM, however their involvement in decision making process is low. From literature, increasing evidence suggests that women, who are amongst the poorest of the poor, and who depend on forest resources for subsistence, as safety nets and for income, they continue to be marginalized in decision making processes and in the distribution of forest resource benefits. This calls for immediate strategies to remedy the situation. Based on the study findings the following are proposed for action research to ensure that gender is mainstreamed in the CBFM projects of the study sites:

- i. Gendered benefits and economic strategies - exploration of the economic, social, cultural, political and legal environments that affect right of women, men and other disadvantaged groups to control and access CBFM benefits and own land
- ii. Development of gender based CBFM enterprises for livelihood improvement - emphasis on sustainable harvesting, processing, value addition and marketing strategies.
- iii. Strengthen networks of labour and production process whose end results is a finished product from a gendered perspective;
- iv. Overcoming barriers for gender division of labour along the CBF based value chains e.g. norms, ideologies and power relations,
- v. Assess the gender and tenure reform within CBFM through exploration of the dynamics of forest tenure and forest governance
- vi. Enhance the use of enabling technology for gender empowerment in the CBF
- vii. Legal and policy frameworks for gender equality and empowerment
- viii. Gender and climate change in CBFM - mitigation, coping and adaptation strategies, access to emerging issues like REDD+ and co-benefits

4.0 CONCLUSIONS AND RECOMMENDATIONS

4.1 Conclusions

The following conclusions are made on the basis of the analysis of data for this study:

- i. Traditional gender division of labour within the CBFM is well defined (for men and women), although there is generally little change in gender roles, there is potential for changes in favour of men and women
- ii. In the CBFM context men are more strategically placed to reap more benefit than women. Men do all the work in the chain themselves; this builds on their experience in doing similar activities.
- iii. Women low participation in the CBFM is low due to lack of some basic skills and knowledge required in the CBF related enterprises
- iv. Women engagement in the CBFM and related enterprises has increased their income and their workload as well; this is due to the lack of men flexibility in gender roles especially at the household level, this is due to lack of changes in reproductive roles at the household
- v. Women participation in the CBFM has focused more on women inclusion, relatively less effort has also focused on men, hence women lack men's support in their empowerment effort
- vi. An increased gender awareness on women rights (including control/sharing of benefits) has brought more tension in power relation. As women struggle to take on some roles that were previously dominated by men, men are also making effort to maintain their status quo.
- vii. Women empowerment in economics and leadership roles is generally low/weak, hence men still dominate in decision making in planning for community development (the CBFM has too much focus on practical gender needs and less focus on strategic gender needs).
- viii. The change in power relations has resulted into new tensions on gender roles at the household level and this has brought marital conflicts and gender based violence's
- ix. The village government do not have adequate capacity to manage gender based violence's which are on the increase

- x. Women participation in the CBFM related enterprises is low due to the masculine nature of the CBF related enterprises, lack of technology and labour saving equipment that would increase women participation and interest in the charcoal production processes
- xi. There are cultural and social norms barriers which are the barriers for transformation in gender roles and result in the gender based violence's
- xii. Women consider men to be among the barriers for their empowerment efforts
- xiii. The CBFM introduction in many project village has on women, and less focus on men and the local social cultural context, this may further compromise women efforts on their empowerment.

4.2 Recommendations

From this study, the following recommendations are made to different actors involved in the CBF and CBF related enterprises:

To the CBFM and CoForEST:

- i. There is need for more capacity building on gender issues, the training should focus on contextual gender emerging issues in the CBFM to address myths surrounding the value of women's participation in leadership roles, governance and participation in CBFM and the natural resources conservation in which most of such issues are perceived men's role. The capacity training on basic gender issues while successful is not enough to bring sustained changes in gender stereotype.
- ii. There is a need for more gender mainstreaming for more gender inclusion in the CBFM. The mainstreaming should focus also on trainer of trainer for local institutions such as village council, traditional leaders, religious and interfaith or faith based groups, to build the gender mainstreaming champions in the community who can play an important role in changing perceptions and attitudes on gender equity.
- iii. There is a need to involve men in the women empowerment initiatives. Advocacy for women engagement in the CBFM activities should be done with a gender lens by recognizing the situation, position and practical condition of

women and men considering local context so that the change in gender relations does not result in the gender based violence's.

- iv. There is a need to equip women and youth on other entrepreneurial activities in their area that may contribute on improving their livelihood and reduce pressure on the forest resources. The entrepreneurship and life skill courses should be tailor made to tap on local environment potentials including but not limited to: bee keeping, local chicken farming, weaving/knitting, soap making etc.
- v. There is a need for building and strengthening the network and form an apex for CBFM and CBF related groups of local organization such as VSL groups for more lobbying and advocacy for the wellbeing of the involved members. The leadership of the groups initiated in the charcoal production processes lack entrepreneurial skills to help their members on re-investing in other livelihood activities in the CBFM related enterprises and beyond
- vi. There is a need to operationalize the gender strategy for TFCG and MJUMITA to guide the implementation of all the activities with a gender lens.

To local government authority in the area where CoForEST will be implemented:

- vii. There is a need to equip village government with more skills on gender mainstreaming in the day to day activities as well as enhancing their capacity to manage gender dynamics arising from women participation in CBFM and IGAs
- viii. Increase/advocate for gender equality by first increase women representation in formal decisions making forums in the village, including participation in the meetings of village councils and village assemblies and empower women and youth for effective participation. This can be achieved through: Advocacy and support for the filling of the already set quotas for women inclusion and participation in the village decision making organs e.g. in the village council where there are between 15 and 25 members and at least a quarter of them should be women, VNRC where there up to 12 members and at least one third

should be women, land use committee which has 9 members and with a minimum of 4 women

- ix. The introduction and support of the village gender dialogue with a view to introduce the by-laws that may be useful to improve women's participation in local-level decision-making. Some important issues that may be taken aboard may include, but not limited to:
- ✓ Gender quotas in leadership of village-level governance bodies (village council, village committees, village land council, etc.)
 - ✓ Men-to-women rotation of leadership (village chair person, chairs in different committees).
 - ✓ 50% of men and 50% of women in councils and committees (equal representation – promote women's representation, especially in village councils).
 - ✓ Specific quorums for village assembly meetings that includes equal representation of men and women.
 - ✓ Meeting quorums to be equally comprised of men and women (village assembly, village committee, village council).

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6.0 APPENDICES

Appendix 1: Village level analysis - FGDs and KI transcription

1.0 Mlilingwa village Morogoro District

In this village the TFCG project has been generally well received, the participants to FGD confirmed that majority of the people in the village have benefited through their participation in different aspects of the project activities. The overall awareness of the CBFM is higher and they feel the ownership of the community forest and benefits accrued from the forestry activities. Many businesses in village have been started as a spill over effect of the benefits derived from the CBFM.

Gender perceptions and participation

Women, through training have become much more aware of their rights to participate in the project CBFM related activities and in the sharing of the benefits. Women are taking the proactive roles of demanding for equality and equity in participation and benefit sharing. Women, men and youth are actively participating in various CBF related activities. Some of the product that they derive from the CBF include, charcoal, timber, building poles, firewood, medicinal plants, wild fruits, mushrooms to mention a few. There is an overall gender difference as men dominates most of the activities and it was explained that this is due to the masculine nature of most of the activities in the CBF of which men take advantage of their experience. However, many women are increasingly being involved in the forest based enterprises such as charcoal making and marketing and the saving and credits services emanating mainly from income generated through CBF.

Gender analysis

Generally, both women, men, and youth reported to be benefiting from their involvement in the CBFM. However, men and male youth were reported to be benefiting more, mainly due to the masculinity nature of most of the activities. Due to lack of labour and saving equipment women incur additional costs for hiring men to help out in some of the activities. Women also reported that due to poverty they fail to get capital that they could use to hire and pay for some services hence less benefits.

In the household where men and women are engaged in the CBFM, men have overall control of income accrued from such activities. It was further reported that, generally there are changes in gender roles in which some of the activities that were traditionally believed to be men activities such as charcoal making, timber making processes including cutting down big trees are now also done by women. Men have also shifted to some of the activities previously known as women activities such as fetching for firewood, transporting and retailing of charcoal as the demand for these services and price have generally increased. Such change of gender roles has happened in instances which women have been empowered socially and economically.

Gender and CBFM benefits

The benefits derived from the CBFM have been enjoyed by everybody in the village as a result in equality in benefit sharing. For example, the village government decided to pay for health insurance for everyone in the village using the money accrued from the CBF products. Other businesses have been initiated and strengthened including charcoal making for local and distant markets. However, women were concerned of the longer and bureaucratic procedures in allocating harvesting and transport permits. The processes have many approval procedures in different levels which women representation is low especially on issues done away from their villages. Women and poor men also find it difficult to transport the CBFM products such as charcoal to distant but lucrative markets due to existence of many middle men in the process and lack of organized marketing channels.

Gender networking, integration and governance

At the local structure of the decision making such as in the VNRC and village government meeting women are actively taking part in the decision making. It was also learnt that some members that save different position in these committees do not know properly their roles especially on the governance issues. Therefore, they may fail to protect the interest of the poor and women e.g. in allocating the charcoal harvesting plots and in issuing of the harvesting and transport permits. Youth also complained that they are always not considered as special group that is worth special consideration especially in resource allocation. For example, youth are not allocated

charcoal harvesting plots as they are considered to belong to parents where they work as labourers and have no voice in sharing of the benefits before they get married to lead their own household as heads.

2.0 Kiwege village Morogoro District

This is located next to the village that has been implementing the TFCG phase two project. The village has the land use plan and a village forest reserve to manage. However, the villages that did not participate in the Transforming Tanzania's Charcoal Sector Project (TICTS) project of the phase two of TFCG intervention. The participants to FGD were general concerned over the benefits that neighbour villages derive out of their participation into the TICTS project. They complained that the resources (e.g. charcoal, and timber) harvested from their village area benefit other villages due to lack of formalization of the business in their village.

Gender perception and participation

Generally, the village has high level of awareness on gender participation in CBFM and in the benefit sharing of the income accrued from the project and forest resources. It was reports reported that men, due to the nature of the activities undertaken in the CBFM are best positioned to reap most of the benefits. The CBFM have set some guidelines on managing the forest including protection of the resources and harvesting plan. Men defended their position on managing forest resources and youth complained on being less involved as a disadvantaged group. Women preferred fair and equity in the participation to activities and benefit sharing from the CBFM although they acknowledged their disadvantaged position mainly due to inadequate knowledge on implementing some of the activities in the CBF especially those requiring masculine in the forest. Although the village has not participated in the TFCG TICTS project they do participate in harvesting of the resources from the project including charcoal, firewood, timber, building poles, withies and ropes.

Gender analysis

Women in the FGD reported that men are benefiting more from the resources obtained from the CBF. This is mainly due to the weak governance system in the village government and lack of empowerment on the natural resources committee members

to protect the interest of gender and other disadvantaged groups. For example, most of the products harvested in their area were being enjoyed by neighbouring villages such as Mlilingwa and Maturi who have better management system and harvesting plan offering harvest and transport permits. Gender roles before the CBFM to current situation has changed where more women are increasingly engaging in all forest based enterprises like making and selling charcoal in order to meet their different household activities and reduce income dependence over men. However, men reported that majority of women are still dependent on them since most of the women enterprises cannot meet the needs of the household. Further, that women participation in decision making over income accrued at household level is still dominated by men. It was also reported that there are many changes in gender roles and relation. For instance, some of the male dominated activities such as charcoal making are now done by women, women are having greater control over their income (mainly from VSL).

Gender and CBFM benefits

Generally, men are more knowledgeable of the forest resources, and are best placed to harvest and sale most of the resources found in the village forests such as charcoal, timber and building poles. Women, given the masculinity nature of the CBF work required to harvest the resources, only benefit through organized group activities in which men and women help each other especially in some of the activities in which they cannot do. The village has not established proper procedures for harvesting the natural resources from their village forests; majority of respondents reported that they have used to resources from their village forest reserve to improve their wellbeing. Some of the, improvement reported to have happened as a result of CBFM include; improving the household welfare, purchase of assets, livestock and improving the nutritional status at the household. Due to lack of formal organization of the business and forest related enterprises there is general lack of information on markets and other procedures required in the charcoal and timber harvesting.

Gender networking, integration and governance

In this village, gender integration in the CBFM is relatively well considered in terms of numbers. There is equity in decision making in relation to access to and control over

resources in the CBFM mainly through VNRC committees and village government. There is lack of networking of similar groups across villages and wards as well as district or regional apex of VNRC in CBFM. It was reported that existence of such networks and apex could enable the villages to have strong voice in lobbying and advocacy for the equitable sharing of benefits from CBFM between village and district instead of using general approach across villages regardless of the local challenges faced by each particular village.

Although the villages have land use plan committee, the enforcement of the land use plan has remained to be the key challenge. For example, there is frequent encroachment by agro pastoralists in the farming land and in the charcoal harvesting plots which has sparked conflicts. Participants to FGDs were of the opinion that the village government was less effective in managing the CBFM. The village is surrounded by four villages which are benefiting from but it lacks formal organization e.g. failure of the village to request and offer the harvesting permit for charcoal and timber hence traders buy the charcoal and timber from the village but the benefit goes to other villages.

3.0 Maharaka village Mvomero District

This is one of the village where genders sensitivity is well appreciated by the majority of the villagers. There is good gender representation in most of the committees of the village government and the village chairperson is also a woman. Women, participants to the FGDs indicated the need for equality in every decision making powers in the village including leadership. They frequently emulated the government ambition fifty fifty representation of men and women. Nevertheless, men were of the opinion that women have misinterpreted the good government intentions and they have either forgotten or decided to abandon the social cultural context of their area which has resulted in many marital conflicts and breakdown which threaten the stability of the community.

Gender perception and participation

Men and women are involved in the different activities and related to the use of the forestry and related resources. There is gender equity in the participation of the protection of the CBF, men and women equally share the roles in the CBFM including making patrol in the forest, enforcement of the harvesting procedures for the forestry products for different members of the village. Men and women have generally benefited from the products from the CBF, equally participated in setting priorities for the expenditure of the income accrued from CBF. The participants to FGD reported that there are many benefits realized from CBFM as compared to the previous years where there were no established procedures of protecting, harvesting and sharing of benefits from the CBF. There is no difference in terms of the forest related products harvested before CBFM and after its adoption. The most popular forest enterprises/value chain that have a bigger impact on the livelihood of the people in the village include charcoal, timber and building poles. Other forestry based resources harvested in the CBF include; firewood, mushroom, medicinal plants, wild fruits and ecosystem services such as water for domestic use and irrigation.

Gender analysis.

Most of the activities in the CBFM used to be men dominated activities. Due to masculinity nature of most of the activities women were also made to believe that such activities were for men. However, after TFCG project entry in the area and from the training received, women awareness also increased and dramatically changed the gender participation in the access and control of the CBF enterprises. Women are now engaged in the harvesting of the CBF products that they were not doing especially in the charcoal and timber enterprises. However, men are getting better than women as they can do all the activities in the CBF products value chain without seeking assistance from women. Women on the other hand are disadvantaged to reap the benefits presented in these two value chains mainly because of the labour demand for some activities. Women also are overburdened by the household chores and some restriction in movements imposed by their husbands and/or male partners. Hence, socio-economic status of women determines their entry in these enterprises. Changes in roles in the CBFM is also related to the income that men and women derive out of their participation in CBF related enterprises for example men have started engaging

in collection of firewood for sale which used to be women dominated activities and for domestic use only.

Gender and CBFM benefits

There are some benefits that have been enjoyed by everyone in the village. Some of the income received through CBFNM have been used to improve the village infrastructures such as school classrooms and toilets. Other benefits include training for managing CBF as well as starting and managing the CBF related enterprises e.g. charcoal making, men and women have been trained on sustainable agriculture, saving lending activities through VILLAGE SAVING AND LENDING (VSL) and other IGAs such as poultry production and marketing, gardening and bee keeping. Generally, men are still benefiting more than women, mainly due to inadequate transformation in the gender roles and relations at the household and community levels. As a result of such, training women to be aware of their rights have increased and their demand for the increased participation in the CBFM activities and benefits sharing have sparked some household conflicts due to lack of support from men. Women have adopted several approaches to increase their control of income including hiding some portion of their income for their own personal needs as they claimed that men's also do the same. Women in the FGD reported some outdated cultural values against their freedom of movement and participation to some IGAs including the CBFM without seeking permission from their husbands and/or male partners. On the other hand, men revealed that the ongoing changes in social and culture relations does not contribute to marital and family stability as many initiatives blindly recognizes women as victims of gender based conflicts but in fact some of them are also perpetrators. For example, they reported that many women withdraw their household labour and their majority give their fellow women the seed money for VSL but the dividends from VSL is never taken back to contribute to household expenditures. Men also complained that most of the economically empowered women misbehave a lot to their husbands and they thought it is their duty to discipline and take them to the required expected standard.... *msipowafundisha na kuwapunguzia kiburi tutawapunguza....* (...if you don't teach them how to behave well we will do that for you...)(emphasized one man)

Some of the issues that men cited to be the causes for the tensions in gender relations included:

The failure to understand and or interpret the government guidance and call for equality in their social cultural environment...*hawaelewei maana ya 50% kwa 50%*(...they don't understand the meaning and applicability of the 50% by50%...) they only consider it when it comes for their benefit from any activity but they never consider it when they are required or expected to contribute to the household expenditure.

The empowerment initiatives have made our women difficult to control and or discipline...*wameota mapembe...* (they have grown horns out of their heads....)

Women on the other hand reported that male dominance (patriarchy) is slowly decreasing, and this was related to TFCG and other partner's intervention in the area which has among other things: increased women participation in the CBFM activities. Furthermore, the government policy especially the 50% by 50% participation of men and women in both activities has also assisted.

Gender and CBFM

Generally, there is equity in gender participation in the CBFM activities in the village. Women and men actively participate in the activities although men are the majority. It was explained that men dominance in most of the activities is due to lack of labour saving equipment's and the masculinity nature of the work.

Gender networking, integration and governance

Gender networking is limited within CBFM at village level. It was observed that there is inadequate network beyond village level that link and organize women of similar interests. There is gender equity in the CBFM committees and in the groups that have been initiated for IGAs as well as credits and saving VSL. This is a good starting point for gender equity and equality point which should be scaled up and out for acceptance in the household and community levels.

4.0 Ndole village Mvomero District

Gender perception and participation in the CBFM

There many forest products harvested by men and women from the village forest including: charcoal, timber, firewood, thatching grass, mushroom, edible wild plants, medicinal plants and minerals soil for making pots. Before CBFM every one used to go and harvest any of these items at her/his own way and time. Men used to dominate the harvesting of most of the products meant for sale whereas women used to harvest product meant for household consumption. After the introduction of the CBFM, a procedure for harvesting and use of the products from the forest sustainably has been established and the income accrued from harvesting and sale of the products are shared among all village dwellers. The income accruing from the village forest is recorded and money deposited in the village bank account, to be used to improve services in the village e.g. building and repairing the school classrooms, improving the football ground for the youth and purchase of a solar plate to electrify the village dispensary. Women participation in the forest management activities and in the sharing of the benefit increased after the introduction of the CBFM in which some groups and committee were introduced to manage the CBF and in livelihood improvement through the credits and saving groups commonly known as VILLAGE SAVING AND LENDING (VSL).

The village committee and groups formed under CBFM has been engendered through training received in the implementation of the CBFM. Although men are still the majority in such groups but high awareness for women participation in these groups and committee have been received. Some cultural norms and traditions affect women participation in the decision making. For example, it was reported that a woman who talks too much before men was a symptom of lack of discipline to the society. Women are expected to be submissive to their husbands and/or male partners. However, after introduction of the CBFM many changes have happened and women are now participating in the forest related enterprises such as charcoal making and marketing, and joined in the timber making groups. Although they can't do some of the activities in the timber and charcoal making they actively participate in the decision making especially on the use of the income accrued from the forest based enterprises at the household and village levels.

Gender analysis

Women participation in the CBFM and forest related enterprises have increased their income at the expenses of the increased work load. There is little or no transformation of gender roles and relations in the households. Women are still expected to do all the household chores on top of these new roles for income generating activities. Therefore, men derive more benefit accruing from the CBFM and forestry based enterprises, and can do all these activities without necessarily asking for services from women. In the FGD women complained that their control to the income accrued from CBFM and forestry related enterprises. Women participation in the decision making, planning, monitoring and implementation of the CBF is generally low. Village leaders acknowledged that although women are represented in most of the committee for decision making, their participation in meeting is higher. In the past before CBFM, they rarely talked before men in such meetings but now are actively engaged in the meeting and question the decisions about the use of CBF and income accrued from it, also actively participate in setting priorities of what has to be done in improving the livelihood of people in the village.

Gender and CBFM benefits

There are some benefits that have been enjoyed by everyone in the village as some of the money from the CBFM has been used to improve social services in the village. Women less benefit due to their participation in the CBFM is due to cultural values and practices which in most instances men are expected to have an upper hand in the decision making. Men were also reported to place limitation on women movement and require them to ask for permission to go out which limit their active participation in some development activities. However, after the CBFM and call for gender equity by government and other development organizations on equality in the participation to decision making, women have been aware, now actively participating in many CBF related activities and decision making.

Gender networking, integration and governance

The gender networks are limited to the village committees in which there is gender consideration in every committee formed. There has been some gender training organized by the TFCG jointly and or facilitated by the LGAs. There is generally, no

gender network beyond groups formed for different income generating activities in the village. Women are the majority in the village meetings but they rarely talk before men in the village meetings. There are only few women who are also lead different groups due to empowerment to speak before men in public. Women appreciated the efforts made by the village government to involve them in most of the activities in response to the government call for gender equality popularly known as fifty by fifty (50% b 50%) participation of women in all activities.

5.0 Masimba village Mvomero District

Gender perception and participation in the CBFM

The participants to FGD generally agreed that both men, women and other disadvantaged groups are befitting from their engagement in the CBFM activities. The CBFM have brought many advantages to the village including construction of the classrooms, improvement of the toilets for the village office, bought a tractor trailer, construction of the teacher's house, construction of the nursery, payments for the contributions meant for development activities in the village. There are many products that they harvest from the CBF including: timber, charcoal, firewood, building poles, thatching grass, ropes, honey, mushrooms, animals, medicinal plants and ecosystem services such as mineral extraction and water sources.

Such benefits derived from the forest have not changed significantly before and after the introduction of the CBFM. What has changed so drastically is the organized procedures and processes for sustainable use of the forest products. This has brought many benefits to the village. Albeit with some disadvantages to some groups in the village for example women complained of the procedures established for harvesting minor products for household uses such as firewood and some men complained on the lost freedom of going into the forests for harvesting some products e.g. medicinal plants which require a relatively longer procedure which they thought was not necessary.

Gender analysis

Women participation in the CBFM and in the village governance has generally increased due to the training on gender equality and equity by TFCG and LGAs. However most of the forestry related activities remain to be male dominated. Through the training and sensitization by TFCG women have joined in many males dominated activities including charcoal and timber making groups, some have learned the procedures for charcoal making and they are doing it in partnership with their men and few especially those with capital do hire some men to help out in some difficult tasks such as cutting and felling big trees. Due to the masculine nature of most of the activities in CBFM many women have dropped out of such groups but they are still actively engaged in some other CBFM related activities including the patrol for enforcing the proper procedures for the harvesting of the CBFM products.

Gender, participation in the managing of the CBF is relatively well, the committee have equal representation of men, women and youth do contribute ideas for managing the CBF. However, youth complained that despite being actively engaged in managing the CBF and in the harvesting of the forest products e.g. timber and charcoal they are never given some consideration as special groups, and can enjoy these benefits only when they get married and are recognized as household.

Gender and CBFM benefits

Due to the increase women participation in the CBFM activities there has been some changes in the gender roles. The participants to FGD, revealed that before CBFM women were not expected to participate in the forestry activities and actually they only harvested forest products meant for household consumption only e.g. firewood, wild fruits and some edible plants. However, after the training and sensitization by AVA, TFCG and LGAs many women have now joined the CBFM activities and are participating in many activities. Women also reported that they have benefited very much through the education imparted during the implementation of the CBFM activities including group formation for income generating activities and the credits and saving groups popularly known as VILLAGE SAVING AND LENDING (VSL).

Through such groups, women have benefited through increased income which also helped them to improve the household food security through dietary diversity, some have bought assets and started more income generating activities such as gardening and poultry projects. The training and CBF participation in such activities has improved women social and economic empowerment in which their control of the income accrued from their own activities and household activities has generally increased.

Women social and economic empowerment through increased income and participation in the decision making over income and other development issues in the household have brought new dynamics in many households. Men were of the opinion that the women empowerment is increasing to their disadvantage. Most men complain to have lost their autonomy that they enjoyed in decision making; are experiencing some violence's including being divorced; they were also of the opinion that women are favoured when it comes to being reported to the village offices for marital conflict settling.

Women confirmed such allegation by saying:

...they have enjoyed their time now it is our time and let them taste what we were going through...

.... you are a man and head of household if you can provide otherwise don't expect me to obey you...

...there are many marital breakdown due to these unbalanced training that women are given through these groups....

...even if you have money you still have to be controlled by a man.....

.... men are the cause for the breakdown of their own marriages as they no longer provider enough for their families and they want women to help out....i can do this after divorce...

...now it is 50% by 50%, lets them be cooperative if I cook you should be doing something else to help out.....

...when women income increased than that of men...men should prepare to receive his divorce...

During the FGDs it was also revealed that there is generally lack of information on some existing opportunities e.g. the local government fund for youth and women empowerment in which youth have been left out and there is over emphasis on women compared to other disadvantaged groups.

Gender networking, integration and governance

The overall level of governance in the village was appreciated as most of the important decisions are made by all villagers through their village assembly. Women are the majority in the village meetings although they don't actively participate in making decisions. There is generally lack of information from other actors engaged in forest based enterprises such as charcoal and timber. Effort to empower women through training in the groups faces barriers at household level as men are left behind in terms of knowledge. Men are the custodian of the social and cultural relationship and if they are not engaged in such efforts it is more likely to face resistance.

6.0 Ng'ole village Mvomero District

Gender perception and participation in the CBFM

For many years before the introduction of the CBFM activities in the village, most of these used to be male dominated. However, women have now joined in most of the activities traditionally believed to be men's activities. The general perception about women participation in the CBF activities has general changed and women are now seen as important actors in the CBF activities. During the FGD, both men and women acknowledged that their engagement in the CBF activities have benefited everyone in the village. The income accrued from the CBFM has been used to improve some important services e.g. improvement of the village office, building of the village dispensary, and paying for the CHF for all villagers.

Gender analysis

In the process of implementing the CBFM there has been some changes in the gender roles in which most of the activities done by men are now done by women. Women

have been empowered to participate in the decision making at the group activities and through the government focus on empowering women by ensuring equal participation (50% by 50%). Women participation in the income generating activities introduced by TFCG have made them become aware thus, doing many works and enjoying less benefits, and respond to this situation by demanding for more rights and equity. Women seek for equity in the use of the productive time at the household and sharing of roles. Men complained on the dramatic shift on the decision making at the household level where they are witnessing increased pressure from women. Nevertheless, some of them decided to respond to such increasing demand from women to maintain marital harmony and family stability.

...we don't want these increased demands from our women but we just obey to make life go on....

.....we are switching some of the roles like collecting firewood for household use just because the pressure and noise is too much.....

....we just obey some of our women need just as a new requirement by law...we do suffer a lot as men nowadays...

Gender and CBFM benefits

There are many changes in gender roles and relation to the CBFM, some of the proposed initiatives have some impacts on the household level. Men were concerned that due to increased women participation in the CBFM activities there is reduced women participation in the family productive activities. Yet, women control of income accrued from their IGAs activities is not used to compensate the time lost at the household level. Men also were concerned that women have generally low level of planning for their economic activities as well as household activities hence some men indicated that there is a need to control women decision making in investing and expenditure of the income accrued from their IGAs, They acknowledge good capacity building acquired by women through CBFM and especially through VILLAGE SAVING AND LENDING (VSL). While women indicated that the freedom and equality promoted by the government 50% by 50% has been a break through to their empowerment initiatives, men complained that their status and value is being

undermined without looking at the social and cultural settings, and thus plan to resist most of the changes brought by women.

The gender disparities between men and women in participation to the CBFM activities is partly due to lack of gender sensitive technologies and labour saving equipment that would help women to equally participate in the CBF related activities such as timber and charcoal making. There is also paucity on women and youth participation in the price negotiation and setting from actors of the forest related enterprises especially those from distant markets.

Youth are generally not considered as a special group in the CBFM due to the common notion of perceiving them as hooligans and not interested in engaging in the IGAs in the CBFM. Generally, youth do not participate in most of the village meetings as well as in the group meetings in the CBF groups. The youth in the village have been so much empowered politically and are demanding for the government to deliver on their promise to empower youth economically as promised. Most youth are not considered as a special group and don't participate in most of the development plans. Many of them are caught up in the situation where they are treated as child in their own families and in the difficult situations where they would like to start their own independent life amidst lack of support from family or government for seed capital to effectively engage in the productive activities. Youth were of the opinion that they do benefit directly because they are not involved in most of the decision making forms, hence lack of information.

Gender networking, integration and governance

In the village there is generally lack of gender networks for sharing of the information. The CBFM related information and benefits are usually channelled to the neighbour village which they share the CBF. The governance of the village on the CBF is generally well although there are still many issues shared by the neighbour village which the village government would like to have a clear separation.

7.0 Muhenda village Kilosa District

Gender perception and participation in the CBFM

Several benefits mentioned in the nearby villages from the engagement in the CBFM activities were also mentioned in Muhenda village. The participants to FGD reported that most of the CBF related activities and enterprises before TFCG project were men only or men denominated activities. Women were harvesting some CBF related products of low income and were mainly used for household consumption or for maintaining the household including firewood, thatching grass and mushroom. Men on the other hand dominated on harvesting CBF products that have market values including timber, charcoal, building poles and honey. In the context of CBFM changes in the gender roles were reported including more women shifting into charcoal and honey making whereas men have started engaging in the collection of the firewood and thatching grass for household uses. Generally, given the masculinity nature of most of the activities undertaken in the CBF men are the majority and they also derive more benefit than women.

Gender analysis/ Gender and CBFM benefits

Women participation in the CBFM activities have increased, they are also the majority in the IGAs especially in the VILLAGE SAVING AND LENDING (VSL). They have received some training on gender equality and equity which has improved their participation in most of the activities that used to be male dominated ones. The drivers for change and more women participation in the CBFM were mentioned to be: training on gender equality by TFCG and through globalized information flow in which they hear from radio and television e.g. the 50% by 50% campaign by government. Some religious teachings were also mentioned to be the source of change in the culture and traditions that subordinate women. The education received by several sources have helped women to be aware of their rights as well as helping men to abandon some of the outdate cultural values. The combined effects of these changes have resulted in women having more control of their income and increased participation in the IGAs including the CBF related enterprises. It was further reported in the FGDs that increased women autonomy were not always beneficial to the family as marital stability has decreased with more divorce's and women income and control of their income has increased and threatened the stability of the family. Men reported that while efforts to empower women economically was a good idea the training should

also focus on how women exercise their empowerment in the context of social and cultural settings acceptable by both men and women.

There is generally lack of free flow of information across different actors engaged in the CBF related value chain. The marketing arrangement is organized and controlled through village VNRC and the village government. While some benefits related to the CBFM output is appreciated by everyone in the village. On the individual level analysis, it was reported that men are benefiting more. Women require the support of men or hired labour to do some activities and as it is income generating activities even in married couples there is competition for labour which benefit men. On the other hand, women while withdrawing labour by participating in the CBF related enterprises their income does not necessarily contribute to the household expenditure which again distort the equilibrium for household labour that is required for success and economic stability at the household level.

Gender networking, integration and governance

As reported in other villages in Kilosa district most of the existing gender networks are limited to the village level and fail to link with upstream actors in the CBF enterprises. Integration of women in the village government has been made through ensuring that men and women are involved in different committees in the village.

8.0 Ulaya Mbuyuni village Kilosa District

Gender perception and participation in the CBFM

Before the introduction of the CFM there was limited women participation into the related activities. It was generally perceived that forest related activities and the enterprises given its masculine nature of most of the activities was only suited for men. Women used to collect some products from the village forest especially those meant for household consumption only. The products included firewood, and mushrooms. The introduction of the CBFM has brought a range of benefits for the whole village including the following: construction of class rooms, construction of the well, construction of the village office, provision of the CHF for all villagers, construction of the laboratory section. The common forest products harvested include

charcoal, timber, firewood, and mushroom, building poles, medicinal plants, wild fruits and birds.

During the FGDs and KIs it was reported that men are benefiting more due to their participation in the CBFM as they are best positioned when it comes to the harvesting of the forest based products and the enterprises especially the charcoal and timber. This is because of the masculinity nature of the work in which women sometimes need men support or hire their labour in doing some of the activities which reduces their benefit. It was further revealed that this perception on women participation is changing as more women are engaged in the traditionally men dominance activities.

Gender analysis/ Gender and CBFM benefits

The discussion through FGDs and KIs revealed further that the training offered by the TFCG and LGAs especially on gender equity and equality has been an eye opener. Most women claimed to be motivated to participate in the CBFM activities and registered in many groups initiated for the forestry based enterprises especially the charcoal and timber making groups. They are also the majority in the credits and saving groups popularly known as VILLAGE SAVING AND LENDING (VSL). They are now more aware of their potential and rights, their participation in the decision making in the CBFM and village level has increased although some women especially those not in groups still fear to talk in the village meetings.

It was revealed that women are included in many village committees although their participation in the decision making debates is generally low. Women reported the causes of their low participation in decision making in the village meeting to include: rigidity of men towards accepting women gender transformative ideas, cultural and traditional norms which allow men to have an upper hand in decision making, less support from fellow women due to fear.....it is disappointing that when a woman gives an idea especially that which challenge men's position even fellow women do not support it.... they feel men cannot be challenged in public....

Women increased awareness of their rights and need to participate in the CBF and IGAs has brought new tension as men are resisting their position. Women on the other hand are also pushing for more control of the income accrued from their IGSs as well as demand for fair distribution of the income accrued from household IGAs and production.

Women have also used their local network to demand for their rights e.g. they challenged and won on change of the village bylaw prohibiting preparation and sale of local brew which was among the big source of income for the poor women.

All in all, men are still dominating the forest based enterprises such as charcoal making. Women due to poverty which is relatively higher amongst, they cannot engage in some activities which either requires physical energy or high capital to operate.

Gender networking, integration and governance

The business enterprises that have been in the charcoal and timber value chains have also created some groups for those doing related business; however, such networks are still limited to the village level and ward levels. There is generally lack of free flow of information on marketing and price setting among actors higher up in the value chain nodes. Women inclusion in the different committees in the village government is good step towards improving gender equality. There is need for more capacity building to improve more active participation by women in managing the village government.

9.0 Ihombwe village Kilosa District

Gender perceptions and participation in the CBFM

This is among the few villages in which gender mainstreaming in the CBFM has been realized to a large extent due to training and sensitization on gender participation in the CBFM and forest based enterprises. Many women have joined in the groups formed in managing the CBF as well as groups formed for income generating activities such as VILLAGE SAVING AND LENDING (VSL). There are diverse forest products that are harvested by men and women from the CBF including: charcoal, timber,

firewood, thatch grass, building poles, honey, wild fruits, mushroom and handcrafts materials. The organized and controlled harvests of these forest products have brought many advantages to the whole village. Men, women, youth and the elderly all agreed to be benefiting from the CBFM that it used to be before project entry into the village. Some of the benefits mentioned during the FGD included: construction of school classrooms, harvesting and sale of timber and charcoal which bring money into the village account, construction of the water wells, electrifying buildings (village office, medical officer house), and paying allowances for those involve in CBF management activities such as patrol.

Generally, men's perception has changed and there is positive attitude from men on women participation in the CBFM activities and forestry related enterprises. Women have realized that most of the forestry related enterprises bring more income to the household and they demand for equal participation both in productive activities as well as in the sharing of the income accrued from such activities.

Gender analysis/ Gender and CBFM benefits

Men, women and youth are actively participating in the CBFM activities. There is relatively gender parity in the village and VNRC committees which basically manage the CBFM and related activities. However, it was also reported that overrepresentation of men in most of the CBF related enterprises do happen especially in the charcoal and timber making. Although the general attitude towards women participation in the CBF activities has changed. Men on the other hand are not willing to assist their women in their enterprises. Therefore, the typology of women actively engaged in the CBFM and related enterprises are those who are relatively well-off , can afford to hire men's labour and those who live as single or divorced to enjoy their freedom of engaging even in distant markets for charcoal or can go into the forestry without restriction on movement from their husband and/or partners. It was further reported that such women also enjoy full control of their income accrued from the CBF enterprises. It was also reported that some sexual harassments do occur and women who live as single were blamed for being the source of such sextortion where sometimes are forced to offer sex in exchange for labour.

In the FGD men complained of the women increased autonomy claiming that they have become difficult to manage as their level of income increased as a result of some benefits they derive from the CBFM. The men's voice in the household was claimed to being lost. Women were also claimed to wrongly interpret the equality advocated by the government in which there is equal participation and benefit for men and women. They reported that while women participation in the IGAs and CBF related enterprises is withdrawing labour from their household, women income does not contribute to the household expenditures since still they require men to provide everything in the household. Men also informed that women usually purchase things that does not contribute to the stability of the household rather themselves e.g. good clothes and foods while men claimed to be actively participate in things like construction of the houses and purchase of valuable assets.

Gender roles transformation was revealed to be hampered by several things:

- i. Rigidity of men to change their cultural practices and attitudes towards women. It was commented that trying to convince men to change is sometimes synonymous to requesting for being bitten ...*kumuomba mwanaume abadilike ni kuomba viboko/kipigo....*
- ii. women over control of the household decision making when the income increases. Women emphasized that...now days the voice of man in the household is his ability to provide....*hela ndio sauti ya mwanaume.....*

Men are generally not in favour of women empowerment as per cultural and traditional norms. However, they have to take positively the changes as women are no longer willing to accept the subordinate positions. Women were mentioned not using their freedom well and have sharply moved into the position where they also want to be the head of household and control men.

Gender networking, integration and governance

The groups that have been formed for CBFM are only limited in the village and ward levels. They are generally weak and too much dependent on direct project support, hence their sustainability in the absence of the project support becomes questionable.

There is no linkages with actors for CBF related enterprises and value chain actors hence flow of information is very much limited. The governance of the village has adopted several measures to mainstream gender in the day to day village activities including setting quota for women participation in many decision making committees.

10.0 Chabima village Kilosa District

Gender perceptions and participation in the CBFM

Cbabima is among the early villages to adopt CBFM. Before the project entry into the village most of the activities related to CBF enterprises were done only by men. Women were involved in some activities which were only meant to provide for household needs such as firewood and thatch grass. The training and sensitization for women involvement in the CBFM activities has attracted women to join the CBF related enterprises such as charcoal and timber making. After project implementation in the area it has been reported that men have also changed their attitude towards women participation in the CBFM. All in all there are still some cultural and social barriers for women participation.

Gender analysis/ Gender and CBFM benefits

Currently, there have been some changes in gender roles in the participation into the CBFM. Some of the activities that used to be women's only activities in which men now have started doing them include fetching water and collection of firewood and mushroom for household uses. Activities that used to be men's only and are now also done by women include charcoal making and timber harvesting.

The trend for change in gender roles in the village which is centrally to many villages surveyed indicated that women have joined many CBF enterprises that have higher chance of contributing to their income while men joined the CBF related activities that does not contribute income to the household but rather maintain household stability. It was further reported women joined such enterprises as the impact of training and speculation to see how and to what extent men were benefiting. While men reported

that, they have joined such enterprises out of the increasing pressure from their wives and/or partners.

Among the CBF initiated activities in the village that women have taken advantage include the credits and saving groups commonly known as VILLAGE SAVING AND LENDING (VSL), and participation in the CBFM activities to be paid for their time. The participation in these CBF related activities and the need for gender equality has general increased women awareness on participation of control of income accrued from their IGAs.

Women in the village have relatively higher control of their income and if men resist it usually result into marital breakdown. It was reported that the rate of marital breakdown in the village was alarming. Men were concerned on this trend although women did not show much concern. As a result of social and economic empowerments achieved by women, the majority of women in the village blamed men to be poor planners for household enterprises, and wanted them to continue providing for the basic needs of the household regardless an increase on women income. Such drastic changes in gender roles and relation have resulted in many gender based violence's in which both men and women were reported to be perpetrators. For instance, men complained that:...this issue of equality 50% by 50% does not take aboard many local context cultural issues...thus as men we are really suffering.....Further,this abrupt change in gender roles and relations have made us men victims since everyone is for women...women are using village government offices and court of law to demand for many things even divorces.....

Women on the other hand were of the opinion that it is now time for them to enjoy what they missed out in the complete male dominance in the name of culture. Some of them emphasized by insisting that:

...men should accept this changes as there is no way it is going to be reversed.....

...this is the opportunity that we missed for so long...let men suffer or proved for us and the household...women income is for herself not for the family....

...if you don't provide enough for the household you can also be divorced by a woman.....

...we are now very clever nowadays... we even bear few children and afford to care in terms of the breakdown so that men do not continue to hold us in the name of taking care of the children

...in our village it is no longer seen as a shame for women to divorce his husband.....and,

...endless tolerance to mistreatment is now a thing of the past....and the marriage is not a prison....

Whether changes in gender roles were desirable and practical?

It was revealed that men would prefer women to enjoy their freedom in the acceptable social and cultural contexts. When women have more money unless something is done to correct their behaviour they are more likely to destroy the marital union. While women complained of the rigidity of men towards abandoning the cultural norms that subordinate women. Women are adopting radical coping mechanisms to the changes in the gender roles that threatens marital union and family stability.

Gender networking, integration and governance

Women have been well integrated in the village governing committees and in the VNRC which mainly operationalize all the activities for CBFM. Although women participation in the CBFM activities have increased the overall governance of many CBF related as more men are engaged in these activities due to its masculinity nature of most of the activities. The groups for harvesting and marketing of the CBF related enterprises including VILLAGE SAVING AND LENDING (VSL) have their networks established only at village and or ward level the effort to have an umbrella organization for the same have not materialized so far.

Appendix 2: Focus Group/Key Informant Interview Guide/Checklist (For gender analysis)

1. What are the specific activities/roles of Men, women and youths in the CBFM (who does what, with what resources?), how were they selected to participate in such activities?
2. How do women, men, youth and other marginalized groups involved in the CBFM activities?
3. What are the opportunities and challenges have been brought due to peoples (the focus on gender roles and relations) participation in the CBFM activities?
4. What specific needs of women, men and youths (potential/anticipated) have been realized, what have not been realized as they engaged in the CBFM? Why?
5. What is the level of access and control over the resources (in the CBFM) (Include: income, time, technologies for all gender groups)
6. How are men and women involved in the decision-making and leadership roles in CBFM activities? What are the constraints to women's involvement/benefit in the CBFM activities?
7. How does stakeholder related/involved (e.g. Village government, VNRCs, MJUMITA, district councils) in the CBFMs determine the gender division of labour and benefit of different?
8. What are the strategies that have been used by women and men to access/control resources and benefits provided in CBFM? (inclusion and exclusion criteria) What has been the impact of such strategies to men, women and youths?
9. What is the status of gender relations in the decision making and sharing of benefits accrued by CBFM activities in your area? (Are there gender differences over decision-making powers? Who has more rights and why?)
10. How the gender division of labour and patterns of decision-making have/may affect the CBFM?
11. How have different stakeholders been involved to ensure gender participation and benefits as well as addressing the gender related challenges in the CBFM? What has been successful and or failure and why?

12. What are the regulatory barriers to women youth and other marginalized groups participation in development and participation in the CBFM (How women and men are regarded and treated by customary and formal legal codes, and the legal systems in relation to CBFM?)
13. Are there unforeseen negative impacts of the CFM activities on livelihood of men, women and other marginalized groups in the project and surrounding villages?
14. What gender aspects should be included in the policies and structure of the CBFM to improve the benefit involved men and women?

Appendix 3: Household/individual Questionnaire

Name of Village.....Date of Interview.....

Respondent's name **(optional)**.....

Name of Enumerator.....

HOUSEHOLD SOCIO-ECONOMIC SITUATION

1. Age of Head of Household (Tick one correct response)
(a) 16 - 25 years () (b) 26 - 35 years () (c) 36 -45 years ()
(d) 46 -55 years () (e) 56 and above ()
2. Sex of Head of Household. (Tick one correct response)
(a) Male () (b) Female ()
3. Marital status..... (Tick one correct response)
(a) Single () (b) Married () (c) Widowed ()
4. What is your education level..... (Tick one correct response)
(a) Primary education () (b) Secondary education () (c) Adult education ()
(d) Tertiary education () (e) others (specify) (.....)
5. What is the size of your Household (Tick one correct response)
(a) 1 - 5 () (b) 6 -10 () (c) 11 - 15 () (d) Above 15 ()
6. What is main source of HH income..... (Tick one correct response)
(a) Agriculture () (b) Livestock keeping () (c) Salary/wages ()
(d) Small businesses () (e) Sustainable Charcoal () (f) Timber ()
7. What role do you play in the management of the CBF?
(a) Producer () (b) Laborer () (c) Trader-local markets ()
(d) Trade-local and external markets () (e) Transporter ()

GENDER ANALYSIS

Generating gender aggregated data on roles and responsibilities, access to and control over resources, capacity building as well as participation in decision making process within CBFM

8. (a) What are the main activities and processes within CBFM? (Use tables below)

(b) Which activities/processes are reserved for women and which are reserved for men?

(Use tables below)

Activities and processes

| SN | Activities in the CBFM | Men | Women | Youth |
|----|------------------------|-----|-------|-------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |

(c) Can women do the activities / processes reserved/traditionary believed to be for men?

Yes () No ()

(d) Are men also allowed to be involved in activities / processes reserved for women?

Yes () No ()

(e) If they can, then to what extent? (Specify activities and reasons)

.....

.....

.....

.....

.....

(f) What are the norms that underpin the gendered division of labour in the CBFM.....

.....

.....

.....

.....

.....

(g) Has there been changes in men and women roles in CBFM?

Yes () No ()

(Explain).....

.....

9. (a) What are the main resources within the CBFM? [Use table below]
 (b) Which resources are available to men/ women (access)? [Use table below]
 (c) Who makes decisions over the use of resources (control)? [Use table below]

Timber: Access and control

| Resources | Access | | | Control | | |
|----------------------------------|--------|-------|-------|---------|-------|-------|
| | Men | Women | Youth | Men | Women | Youth |
| Land | | | | | | |
| Labor | | | | | | |
| Extension | | | | | | |
| Timber trees | | | | | | |
| Credit | | | | | | |
| Equipment | | | | | | |
| Assets | | | | | | |
| Income | | | | | | |
| Education | | | | | | |
| Political power/ prestige Etc | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

10. (a) What is the decision making structures within the CBFM (i.e. who makes most of the decisions)? [Fill the blanks]

- (b) How many women and men are within these structures? [Fill the blanks]

.....

.....
.....
(c) Are there (has there been) disputes about which of the sexes should use the particular resources? Yes () No ()

(d) How frequent? Frequent () Less common () Rare/never ()

(e) What are the norms that underpin the gendered access and control?
.....
.....
.....
.....

11. Is there gender equity in the practices and management of land, natural resources and finances in the CBFM? Yes () No ()

12. What aspect of gender equity is not given adequate attention in the CBFM?
.....
.....
.....

13. What are gender related challenges that have been brought by the introduction of CBFM related activities in your village?
.....
.....
.....

14. What's the overall villager's perception on women participation in the CBFM related activities?
.....
.....

15. (a) Which special benefits do women/men get from their engagement in the CBFM related activities? (Specify the response for men/women)

Most important benefits from CBFM

| SN | Women benefits | Women benefits | Youth benefits |
|----|----------------|----------------|----------------|
|----|----------------|----------------|----------------|

| | | | |
|--|--|--|--|
| | | | |
| | | | |
| | | | |
| | | | |

(b) How do benefits received by men compare to those received by women/ what are the reasons for the discrepancy?

.....

.....

.....

(c) Are women/men supportive of the CBFM or do they wish to have it changed (partly/totally)? Who? Why? How?

.....

.....

.....

(d) For what purpose do you use the money that is generated from CBFM related activities?

.....

.....

Appendix 4: Gender Question to Community Leaders, Forest and or natural resources officer at District/Regional

Qn1. An analysis of the Effects of the Legal Framework within the CBFM on Men and Women Smallholders.

- i. Are you aware of any laws / Regulations (either local or national/International) that regulate the CBFM? If so, can you name some of them?
- ii. What are some of the important provisions within these laws/Regulations?
- iii. Do you think these provisions take into account the needs of both men and women equally?
- iv. Do these laws / regulations apply to both men and women equally?
- v. Are these laws / regulations easy to comply with? Kindly explain. Or Are you able to comply with these laws?
- vi. What are the enabling factors to compliance with these laws / regulations? In other words, what encourages/promotes compliance with these laws?
- vii. What are the limiting factors to compliance with these laws / regulations? Or what discourages compliance with these laws/regulations
- viii. What are the procedures for compliance with these laws / regulations?
- ix. How does the compliance with or otherwise affect smallholders within the timber and charcoal production?

Qn2: Gender and Power Relations within the CBFM

- i. Who are the powerful people in your community? [Allow respondents to provide answers by listing / mentioning names of people, positions of people etc]. Ask the follow- up questions below after respondents have provided answers to the above question:
- ii. Are these powerful people men or women?
- iii. What is the source of their power?
- iv. How do they exercise these powers? / How do these powers manifest?
- v. How do you feel when these powers are exercised?

Qn3: Gendered Vulnerabilities and Challenges of Women and Men within the CBFM

- i. What are some of the challenges / constraints/ hurdles and barriers to your effective participation in the CBFM?
- ii. What are the risks associated with your work within the CBFM?
- iii. Do these challenges, constraints/hurdles, barriers and risks result from how men and women relate?

Appendix 5: Checklist for Interview to Assess Gender in Community Based Forest Management (For FGD)

A. Personal data

1. Sex: f [] m [] 2. Age: ----- 3. Ethnic group: ----- 4. Education: -----
--- 5. Occupation: ----- 6. Marital status: ----- Village name:
_____ 14. District: _____

B. Gender perceptions and participation in CBFM

1. Are men and women involved in different activities related to use of forests?
2. What are the forest products gathered by men and women before and after CBFM?
3. What is the participation of men and women in committees and subcommittees?
4. How do men and women perceive the forest management practices, forest conditions and their living conditions after implementation of CBFM?
5. What is the proportion of men and women participating in CBFM?
6. What are gender preferences in relation to CBFM?
7. What roles do men and women play in CBFM?
8. How do men and women participate in forest based enterprises and products value chain?

C. Gender analyses

9. Which sex is getting better/worse (from CBF output and incomes). Why?
10. What do women and men respectively do in the management of CBF and household finance? Do you think that gender roles in traditional communities in your village should be changed? Do you think it is possible to change these roles? How?
11. What does women and men respectively access to and control of CBF resources and incomes? Do you think the needs of women are and men are met in participating to the CBF resource and accrued incomes?

12. What are social economic contexts affect women in managing CBF resources and incomes? How does poverty affect women and men to implement a CBF/PFM and income generating activities in your village?
13. How does both sex are involved in planning, designing, implementing, monitoring and evaluating CBF resource management and income generating activities in this society? How do decision making and women voice heard (Have women been directly consulted) during development activities?
14. What can the committees or groups (*VNRC/VS&L*) do to increase women's access to and control of CBF resources and incomes? What should be done with CoForEST. project and District in general to close the gaps between women and men?

D. Gender and CBFM benefits

15. How do men, women and youth benefit from CBFM and how?
16. Do men and women have access to CBFM information?
17. What resources do men and women use from the forest resources?
18. Who (men or women) have particular knowledge of forest resources, e.g. where they are located, their seasons?
19. Who has control over forest resources within the gender context?
20. Are there gender disparities in the distribution of benefits from CBFM?
21. What are the key drivers for gender disparities in CBFM?
22. What strategies should be put in place to address gender disparities in the distribution of benefits from CBFM?

E. Gender networking, integration and governance

23. How are men and women involved in decision making bodies within the CBFM e.g. committees or bodies?
24. How gender sensitive are the people and groups represented in CBFM?
25. What mechanisms exist to ensure balanced representation of different groups (men, women, youth, elders, people with disabilities) within CBFM decision making

26. How do the social structures (e.g. traditions, governance, religion, rights and status of groups) promote or impede men's and women's ability to access and manage forest resources?
27. What kind of technology is needed to improve livelihoods and if the technology needed by women and men is different?
28. How does the technology affect women and men's distribution of labor; women's income generation, opportunities to participate in higher ends of the value chain,
29. What kinds of networks are men and women involved within the forestry sector under CBFM?
30. What approaches have been used to integrate gender in village level governance?
31. What evidences exist to support gender mainstreaming in community based forest management and forest based enterprises
32. What are your views with regards to action research needed to develop guideline/checklists around integrating gender issues in establishing CBFM