

East Usambara Catchment Forest Project

WORKING PAPER 4

PLANNING PHASE II OF EAST USAMBARA CATCHMENT FOREST PROJECT STAFF WORKSHOP, 8 APRIL 1994, TANGA

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TABLE OF CONTENTS	Page
Table of Contents	i
• Forestry staff workshop summary Mmasi & L. Msahana	1
1. Background and participatory planning process M.I.L. Katigula	4
2. Need and importance of involving local communities in forest management M. Kijazi	5
3. Importance of project staff participating in planning C. Sawe	7
4. Improvement of work performance W. Matiko	9
5. How to involve other institutions and organizations in improving forest management S. Mmasi	11

FORESTRY STAFF WORKSHOP SUMMARY

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The East Usambara Catchment Forest Project (EUCFP) Design Team organised a workshop for the forestry staff from both the project HQ's and for field staff on 8 April 1994 at the Tanga Municipal Hall. A total of 48 staff members participated. The Design Team elaborated the aim and objectives of the workshop followed by presentation of papers by the Design Team members and finally open discussion by participants.

It was a very useful means of collecting required information since the participants were generally active during discussion. Many participants touched those issues that influence their employment conditions and welfare. Issues brought up were: motivation/incentives, training programmes, job descriptions and accommodation, proper coordination of activities and implementation. Also one of the sensitive issues touched is the need to review the Forest Ordinance. However, the forestry staff particularly field staff considered that the workshop was an appropriate chance to reveal their concerns. Therefore, some of the suggested comments or recommendations are not useful for the designing of Phase II Project Document but for the implementation and administration as well.

The staff consider involvement of villagers and other institutions in management of protected forests from the very initial stage as the best way of achieving the project goals. Some staff members suggested that the project seeks alternatives to support village people in their daily earnings; as well as motivating both villagers and staff from other institutions.

ANALYSIS OF WORKSHOP RECOMMENDATIONS

The suggestions given can generally be placed in two main groups; those directly touching the Institutional Support component, and those to be dealt under the management of forest activities particularly Catchment Forestry component, and the Farm Forestry component.

1. Comments under Institutional Support component

The project staff consider support to issues which will facilitate Phase II Project implementation quite important. They focused on training programmes, motivation, village activities, institutional cooperation, and project organization.

Training

The project staff members suggested that the project has to arrange proper training programmes to be offered at all levels as well as special education schemes for the local communities. The aim of offering training in all levels, is in order to improve their working performance, both in the office and field. The members also proposed that the project has to make use of video and cinema shows as one way of educating people in the villages.

Motivation

The type of motivation suggested is provision of field transport vehicle to each station, accommodation particularly for the field staff, motivation in terms of allowances and field gears. Motivation should also be considered to other staff working in different institutions within the project area, such as distribution of uniforms. Also villagers need to get special attention in motivation as far as the participatory planning approach is concerned: for instance supplying tree seedlings (of their choice) at a low cost, special study tours to village leadership, educative video and cinema shows, and alternative support to villagers to assist their daily earnings, e.g. employment.

Co-operation

The project staff members emphasized on the importance of co-operation as a key issue for achieving project objectives. The members proposed better means of co-operating with HQ project staff, villagers and staff from other institutions, such as frequent staff meetings in the field stations, HQ staff to prepare visiting schedule to stations and sub-stations in order to monitor different activities as well as giving alternative solutions to current problems hindering implementation of planned activities. To conduct meetings, workshops, seminars which will involve villagers and other institutions in order to raise their awareness on matters related to conservation aspects.

Project organization

Some of the project staff members have proposed that the project has to work towards a consistent administration and chain of command that shall link other institutions like the DFO's to avoid clashes of activities experienced in Phase I.

2. Comments related to management of forestry activities

The second aspect looked upon and discussed by project staff members is how best we should achieve implementation of the Phase II. Recommendations given ranged from those touching villagers (as our primary target group) to project staff as implementers; with consideration to field stations requirements.

In order to facilitate participation of villagers in tree planting programmes, it was suggested that the project should arrange a special day for tree planting where forest staff have to participate in order to support villagers physically and morally. Also Farm Forestry programme to give priority to those villages/sub-villages with shortage of forest land; where village nurseries should be established to cater the shortage of fuel wood, building poles, shade, timber, medicine and fodder.

On the other hand the forestry staff require means for communication in sub-stations to be facilitated through provision of walky-talkies, field stations/forest roads to be constructed for easy accessibility, working facilities to be distributed accordingly, i.e. with consideration to environmental condition, provision of fire protection tools, supplying field staff with knives and whistles for patrol work; the project to consider the possibility of employing permanent

casual labourers for patrolling, reconstruction of invisible/up rooted beacons and supplying pesticides for seedlings in time.

Apart from the above requirements, field staff suggested the necessity (for themselves) to prepare proper working schedules and properly plan activities, preparation of working tools in time, introduction of flying nurseries to those sub-stations far from the central nursery and proper selection of tree species according to prevailing conditions.

Tree requirements in each station as suggested by field staff

The Forest Station's requirements have been divided into five, i.e. (1) trees for shading; (2) trees for building poles, boundaries and timber; (3) tree for soil and water conservation and commercial purposes; (4) trees for supporting crops, and (5) trees/shrubs for medicines.

1. Trees for shading in farms and homesteads to be supplied to Kilangangua, Maramba and Kwamkoro station.
2. Trees for building poles, boundaries and timber to be supplied to Longuza, Kilangangua and Maramba station.
3. Soil and water conservation and commercial purposes to be considered for Kwamkoro station.
4. Trees for supporting crops like black pepper and other vegetables to be supplied to Longuza stations; and
5. Trees/shrubs for medicine to be supplied to Maramba (Kigongoi) and Kwamkoro station.

It has been proposed that out of 4 field stations two (2) stations; Maramba and Kwamkoro have a considerable number of villages/sub villages facing fuelwood shortage, therefore the project should look into the possibility of putting more emphasis on farm forestry programme to these two stations.

NB: Comments, suggestions, recommendations from forest staff workshop is attached behind.

PARTICIPATORY PLANNING WORKSHOP FOR PHASE II HELD AT MUNICIPAL HALL - TANGA ON 8TH APRIL 1994

1. BACKGROUND AND PARTICIPATORY PLANNING PROCESS

- Discussions, ideas, proposals, comments and opinions from different staff members.
- Participating in planning for Phase II will spearhead and facilitate implementation for project activities.
- Participating in planning, it will help the staff members to be able also to convince villagers (target group) to participate in planning.
- Forest Ordinance to be reviewed and strictly followed in order to be able to implement project document in the second phase.
- Questionnaires to be prepared for collecting data which will enable us to prepare project document for Phase II.
- Training Programme to be arranged for Phase II in order to improve the working performance for the project staff at all level.
- Cooperation between staff members in the project to be more initiated and improved.
- Communication skill courses to the field staff to be arranged and initiated to acquire more knowledge of participating village people in forest conservation.
- Fuelwood for women in the villages to be considered for domestic use (Gender).
- Meeting / discussion with women in the village to be conducted by team of not less than three people (foresters) (Gender)

During consultation in villages; staff from HQ offices or different areas to be used rather than staff living around that village.

- Frequent staff meetings in the Field Stations are important to learn the basic ways of incorporating village people to conserve forests.
- Field Station In-charge to make frequent visits to their substation to identify their problems.
- In order to implement the project objectives smoothly regional authorities should be involved in planning the project document for Phase II.
- Alternatives to support village people to be taken into account and not only dealt with conservation in the forest reserves.

- To participate villagers in forest conservation should be done carefully, otherwise it can bring up some problems.
- Public forest and conservation forests people should cooperate in conserving these forest otherwise frequent clashes or misunderstanding might occur during implementation of field activities.
- Special Tree Planting Day in the villages to be arranged as a support to village people.
- Good cooperation to be insisted in decision making to different staff levels and implementers.
- Project objectives to be clearly spelled out to staff members and villagers in order to get correct information during implementation
- Forest works in most cases are in a very difficult area, therefore motivation to project staff (implementers) is important to be given the first priorities.
- Motivation to outsiders who used to work hand in hand by project staff for implementing project activities e.g. patrolling work to be considered.

2. NEED AND IMPORTANCE OF INVOLVING LOCAL COMMUNITIES IN FOREST MANAGEMENT

- Local communities to be educated more about forest conservation
- To establish village nurseries to local communities to enable them to get fuel wood, building poles, shades, timber, medicines and fodder.
- Foresters / staff members of the project to be in the position to know people's need in the local communities.

In the project area people's requirements in forest will be as follows:

1. Forests needed for shading in farms and at homes: Maramba, Kwamkoro and Kilangangua
 2. Forests needed for fuelwood, building poles boundaries and timber: Longuza, Kialangua and Maramba
 3. Forests needed for catchment and commercial purposes (Kwamkoro)
 4. Forest needed for supporting black pepper production (Longuza)
 5. Forests needed for medicine: Maramba, Kigongoi and Kwamkoro
- Villages with the indication of good cooperation in forest conservation to be prioritized in participatory management plan as an example to the other villages.
 - To support local communities by supplying them tree seedlings requirements by low costs.
 - To make use of improved cooking stove in local communities by using community development people. Some of the project staff to undergo training on how to prepare these stoves.
 - To consider villages with out enough forest land to be given first priorities for farm forestry.

Villages and sub villages facing fuel wood shortages.

Field Station	Villages
Kilangangua Kwamkoro	Kilangangua; Kwenkeyu; Tewe; Mzia; and Kizara Mlesa (Ugamba, Bomboni & Sangarawe); Kamb za Chai; Ubiri; Mikwanini; Zirai (Kizerui Majengo); Potwe Mpirani; and Kwagunda
Longuza Maramba	Amani; Kisiwani; and Misozwe Maramba A (Zigua); Churwa (Churwa); Muzi; Mhinduro Majengo; Bamba Mavengero; Segoma; Mgambo; Kwekuyu (Mtili); Kidundui (Msaza); Vuga (Kwetango, Hemsambia, Miembeni, Mnzai,

Gombero Changaikwa); and Hemsambia (Kizara, Migombani)

- Village leadership to be informed and will be alerted about forest conservation aspects clearly before contacting local people.
- Project to establish small groups of people who will be visiting people extension- wise by using cinema/video to educate people about forest conservation.
- To prepare brochures and leaflets which educate people the effects of destroying forests.
- Arrangements to be done for village leadership to visit different areas which have been affected through destroying/clearing forests
- Women groups in villages and agriculturalists to be educated through meetings in order to participate in establishment of village tree nurseries and planting trees in their farms.
- To participate and cooperate rural people in establishment of environmental aspects the project is to make sure that peoples compensation for their crops have been done.

3. IMPORTANCE OF PROJECT STAFF PARTICIPATING IN PLANNING

Participation of project staff in planning will facilitate implementation of the project works in a more efficient way.

- This will enable project staff to know clearly what is the project objectives and its targets.
- Performance of work will be acquired in high levels because the planners will be the implementers.
- There will be chances of exchanging ideas and to be in the position to know what is required to be done.

What is to be included in the second phase project document: (IDEAS)

- Motivation to casual labourers to be considered
- The station forest attendants to be given full mandate of supervising field work and payment to casual labourers to be done by themselves.
- Assistants for Enforcement Unit to be mentioned academically their qualification in the project documents.
- Every ¼ of the year, the project staff - meeting to be held, i.e. four times in a year
- When doing survey work for enlarging our forest areas it is very important to be carefully enough to escape those areas with high compensation.
- Working facilities (like transport to be loaned to project workers (implementer) this will help also a person to take care for his/her moving equipment
- Working facilities to be distributed according to working areas e.g. distribution of bicycles to Kilanga is of no importance.
- Uniforms to be distributed twice a year as they are needed due to some difficult project working areas.
- The boundaries to be cleared twice a year
- Consideration for the motorbikes to those forests which are far from the field stations (to be distributed to F/Assistants taking care of these forests.)
- Sub-station forest staff to be assisted with accommodation by providing them with simple houses.
- During patrolling in the forest reserve, field staff to be escorted by two casual labourers (local people in the villages)

- Field station road and forest road to be constructed by the project for easier implementation and communication for various field activities.
- Training for project staff - at all levels to be considered and scheduled
- Motivation to patrol people in the forest to be given the priority
- Cooperation administratively not to differ much in implementation between the project staff in order after the project ends the differences should not be there.
- Project management to cooperate with field staff to solve the problems of the project workers.
- Sub stations in the project to be equipped by walky - talky equipment to facilitate means of communication.
- Medicines (First Aid Kits) to field staff to be considered by adding more.
- Measuring equipment to be distributed in the field stations as well.
- Cooperation in humanity and faithfulness to be built among the project staff.
- Project to consider paying project staff allowances (Travel and leave allowance) during their annual leave to enable them to go and visit their parents and families without problems
- House construction at Longuza field station to be given priority for the project staff the same as it has been done to other project field stations.

4. IMPROVEMENT OF WORK PERFORMANCE (Sustainability of the Project)

1. Tree seedlings:

- Timing for nursery activities (e.g. seed collection) should start much earlier. For example Teak seeds for Longuza should be collected in July.
- Preparation of working tools in time
- Introduction of flying nurseries in order to reduce distance for transporting seedlings
- Maramba station should have a permanent plot for nursery activities
- Tree species to be raised should be selected according to environmental condition of the area concerned.
- The project should consider the possibility of supplying bullets in order to chase wild animals destroying trees.
- Pesticides for tree seedlings in nurseries should be supplied

2. Boundary maintenance

- After planting seedlings the area should be covered by grass (mulching)
- During clearing the area, it is better to make use of hoes instead of pangas (clean weeding)
- Indigenous trees within the boundary plot should be painted instead of cleared
- Reconstruction of beacons that are no longer visible
- A single tree species to be planted in boundaries instead of mixing tree species.
- Forest boundary maps (border maps) to be distributed to those villages surrounding reserved forests.
- Posters to be placed in different boundary areas
- Forest ordinance should clearly indicate how much distance has to be left between forest boundary and cultivable land.

3. Forest Protection and Patrol

- To employ permanent labourers for patrolling activity
- Patrol to be done in task force groups of field forest staff

- Field forest staff to be supplied with knives and whistles for the patrol work.
- Forest staff to involve villagers in forest protection and patrol
- Fire protection sessions should be assigned to a permanent person (staff)
- Fire protection tools to be supplied by the Project

4. Extension Unit

- To conduct seminars and workshops for the villagers
- Women (forest staff) to be given special consideration in training in order to improve their work performance in forestry related activities
- To build strong institutional relationship in order to achieve Project objectives
- To conduct cinema and video shows sessions to both villagers and field forest staff
- To give feedback information of video pictures taken from forest areas.

5. HOW TO INVOLVE OTHER INSTITUTIONS AND ORGANIZATIONS IN IMPROVING FOREST MANAGEMENT

- Suggested labourers to be paid their salaries the same date just like other institutions pay their labourers.
- To involve other institutions in matters related to Project activities through meetings
- To build a strong relationship between forest staff and other staffs through personal related matters
- To introduce various ways of communicating with other institutions in order to know who s doing what
- The project should consider the possibility of allocating cars to station incharges, who in turn are expected to render help to other staff in different institutions in case of emergencies or when needed.
- The project has to think of motivating staff from other sectors, for example to distributing T-shirts, calendars, etc.
- To make use of posters, calendars and project publications in order to raise awareness of what is going on in the project
- Field forest staff to make use of informal meetings for the purpose of building close relationship with others.

East Usambara Catchment Forest Project Working Paper Series

The East Usambara Catchment Forest Project Working Paper Series consists of miscellaneous reports of the East Usambara Catchment Forest Project such as seminar and workshop proceedings, papers presenting various policy, administrative and technical issues primarily for internal use and consideration. The prime aim of the series as a supplement to the East Usambara Catchment Forest Project Technical Paper Series (ISSN 1236-620X) is to capture and document comprehensively the activities and writings of the project.

The reports are prepared primarily by staff members of the East Usambara Catchment Forest Project or by other researchers, consultants and interested individuals. The views expressed in the reports are those of the author(s).

Current titles in the series are:

- 1. Johansson, S. 1994. Forest conservation in the East Usambara mountains - A Map supplement.**
- 2. Sawe, C.T., Mmasi, S., Mshana, I. & Johansson, S.G. 1994. Proceedings of a workshop on the planning of Phase II of the East Usambara Catchment Forest Project, 20 April 1994, Panori Motel, Tanga.**
- 3. Johansson, S.G. (Ed.). 1995. Proceedings of the EUCFP Phase II project document review workshop, Mkonge Hotel, 25 August 1994.**
- 4. Mmasi, S. & L. Mshana (eds.). 1995. Planning phase II of East Usambara Catchment Forest Project. Staff workshop, 8 April 1994, Tanga**