



**Reforestation in grassland areas of Uchindile,
Kilombero, Tanzania & Mapanda, Mufindi, Tanzania**

Community Monitoring Results

1st January 1997 to 1st September 2012

Introduction

This community monitoring report covers the monitoring period from the 1st January 2002 to the 31st August 2011, which is the first monitoring period that is undergoing verification to the CCBA. Even though, the monitoring period is longer, development of project design document and monitoring plan have been undertaken a long time after the actual start of the project. For this reason, not all parameters may have been captured in this first monitoring. Therefore, some data for certain sections may be missing and alternative means of assessing these parameters may have been used. The monitoring plan will, however, be fully implemented for future verifications under CCBA. The project participants will ensure that all changes in community parameters in the plan are documented moving forward. The monitoring is also linked to FSC monitoring against which the project is certified and whose surveillance is carried out annually.

Communities Surrounding the Project

Five villages surround the two project sites. These are Uchindile, Kitete and Lugala for Uchindile project site, and Mapanda and Chogo for Mapanda project site (Figure 1 and 2). The Bena and Hehe comprise major related native ethnic group in the project zone. These are small holder farmers who produce crops mainly for subsistence. They are primary stakeholders to the projects.

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A. Community locations

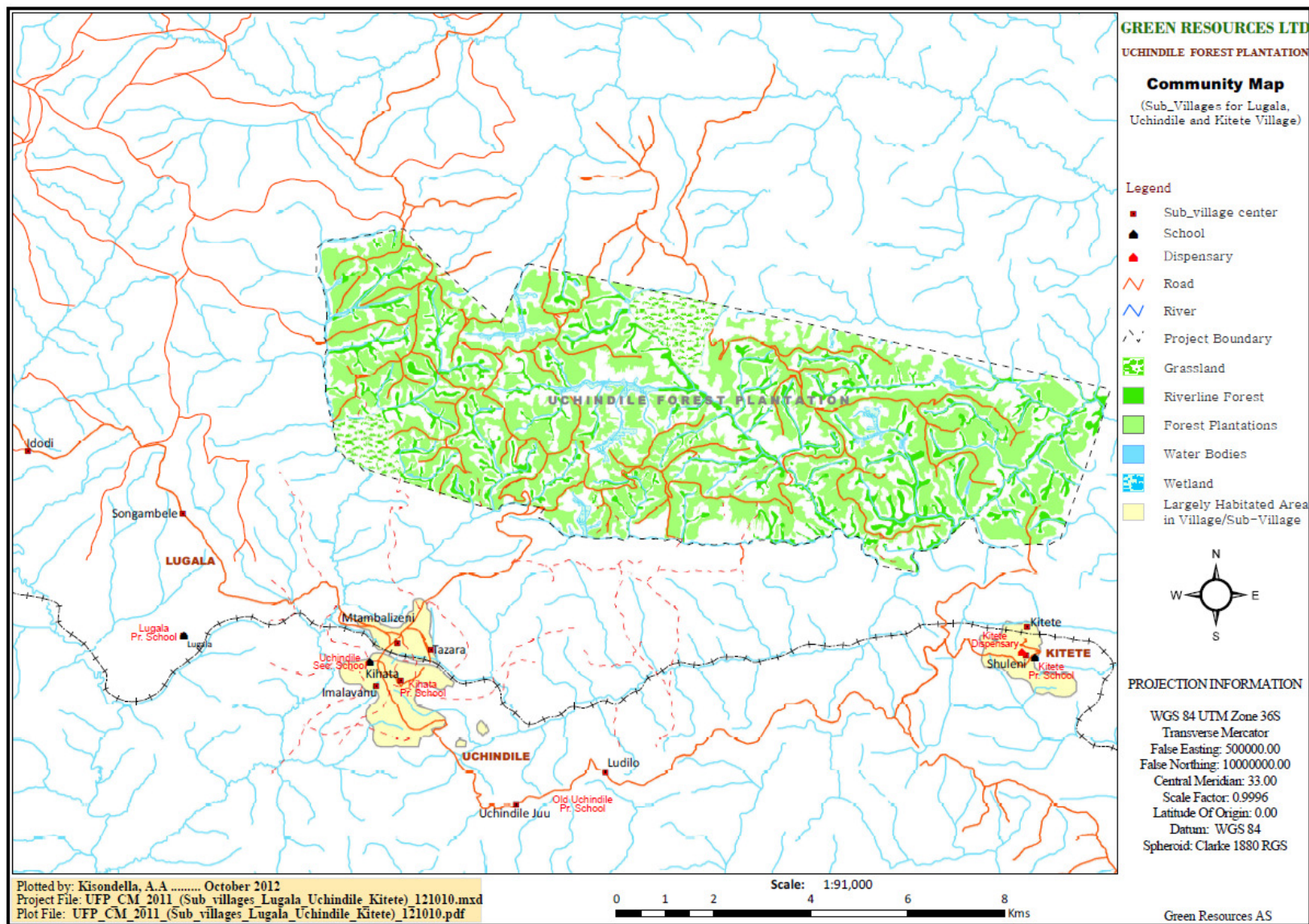


Figure 1: Map of Uchindile villages and sub-villages which are being monitored

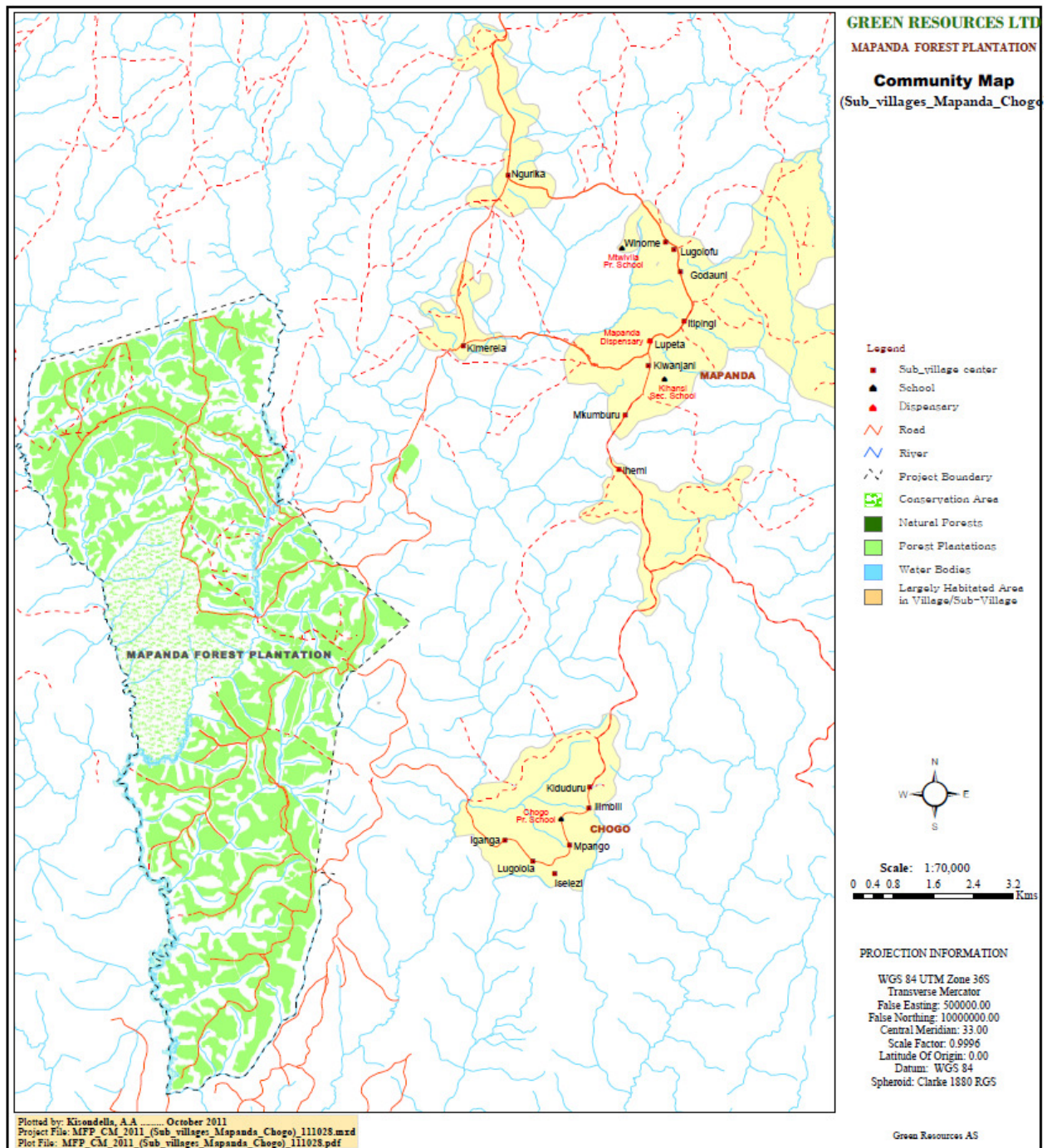


Figure 2: Map of Mapanda villages and sub-villages which are being monitored

B. Demographics

Demographic trends for the present verification are shown in Table 1. Table 2 shows the number of households within the five surrounding villages in 2002 and 2011 and the current gender and age distribution.

Table 1. Population Dynamics 1994-2010, Mapanda and Uchindile Projects

Village	1994	1998	2002	2003	2006	2007	2008	2009	2010 ¹
Uchindile	1,020	1,103	na ²	902	1,060	935	933	1,259	1,308
Lugala	500	486	na	874	744	700	631	421	428
Kitete	314	419	na	357	214	450	162	288	279
Mapanda	na	2954	3969	na	4211	4274	na	na	5513
Chogo	na	1000	909	na	964	979	na	na	1282

Source: Activity Monitoring Report, 2011

Table 2. Demographic trends in 2002 and 2011.

Village	Number of Households		Gender Distribution at Present				No. of sub villages
	2002	2011	2011	Male	Female	Children (-18)	
Uchindile	240	264	933	452	481	437	6
Lugala	na	161	632	335	284	124	3
Kitete	na	76	279	105	91	83	2
Mapanda	670	982	5513	837	1082	3594	10
Chogo	na	284	1282	195	252	835	6

Source: Village census records 2011

Demography was generally dynamic between years. Key informant interviews revealed that, population dynamics were due to changes in activities at the project. Household heads, often the primary breadwinners reported that when there was no income generating activities, such as plantation activities, they were forced to move into nearby villages or small towns in order to find alternative income. However, it was evident through interviews and village records, that this high dynamism was particularly higher during early years of the project start when the project had not taken off. Stakeholders revealed that from Uchindile and Kitete people went mostly to Mlimba village, which is on the highway to Kilombero District Headquarters.

¹ Next monitoring to be done in 2012

² na = data not available

C. Employment

Project employment was assessed by through master roll books. Master roll books contain monthly employment records for seasonal employment at each plantation office, as well as the HR permanent employment records. Local permanent employment at each project was monitored through plantation managers' records.

Table 3: Overall employees at GRL and permanent and seasonal employees of UMFP, 2011

Type of Employment	Number of People Employed
Permanent Employees (GRL)	187
Permanent Employees at project (UMFP)	95
Seasonal Employees at project (UMFP)	267

Source: HR records and master payroll book at plantation offices

Table 4: Permanent employment by plantation (2008-2011)

Year	2008	2009	2010	2011
Uchindile	58	60	57	56
Mapanda	42	39	41	39

Source: HR records for permanent employments

Table 5: Employment at project by village, 2011

Project	Village	Permanent employment	Seasonal workers	Contribution of UMFP to employment in village (%) ³
Uchindile	Uchindile	18	94	34
	Lugala	12	29	55
	Kitete	2	0	33
	Other	24	0	-
Sub Total		56	123	-
Mapanda	Mapanda	16	104	36
	Chogo	12	40	60
	Other	11	0	-
Sub Total		39	144	

Source: Based on plantation records and focus group discussions

³ The contribution to employment is calculated by dividing the number of employees at UMFP by the total number of people employed in each village. Since the data is based on focus group discussions the results are estimates.

Monitoring permanent employment for each project started in 2008. Table 4 shows employment records for each project between 2008 and the monitoring event. Each plantation has employed people from the surrounding villages as well as from villages outside the project zone. However, some professional jobs which require specific fields of specialisation that could not found within the local communities were given to people from outside the project zone.

As shown from the monitoring data, all seasonal work has been provided by the local communities within the project zone. 63% of permanent work based at the plantations is met by the surrounding villages and local communities, it is a company priority to employ and support the local workforce. This has been a realisation with only 37% of the workforce coming from outside the surrounding villages.

The contribution that the UMFP has made to employment in the local area has been approximated by focus group discussions, analysing employment levels by company, and speaking to village members and village government. The GRL contribution to employment was less significant in Uchindile and Mapada; however, this is due to these villages being the largest, significantly larger than any of the other villages, hence having more alternative employment opportunities.

Employees that were previously working at UMFP from Kitete village have started to work for another GRL forest plantation, the Mynera Forest Project, which is closer to the Kitete village and thus makes more sense for villagers to find work here. This explains why UMFP is currently only employing 2 people from this village. Employment benefits in relation to Kitete are now mainly being considered under the new project at the Kitete plantation.

Overall the project provided approximately 42% of all permanent employment, taking all villages in the project zone in account, and was the only source of seasonal employment. The government was another source of formal employment providing around 56%⁴ of all employment (mainly primary school teachers and village executive officers) in these villages, whilst other private companies were estimated to be providing approximately 2% of employment.

The daily payment rate of seasonal workers has been increasing year after year since project start, and consistent with government circulars. Thus, seasonal worker payments have risen from Tanzania Shillings (TZS) 800 in 1999 to TZS 3600 in 2012. Table 6 shows the Tanzanian minimum wage and monthly and daily salaries for permanent and seasonal employees respectively.

⁴ Based on community monitoring study 2011

Table 6: Employment Payment Records for Employees at UMFP (Seasonal and Permanent)

Year	2006	2007	2008	2009	2010	2011	2012
Tanzanian minimum wage (Tshs/month)	35,000	35,000	65,000 ⁵	65,000	70,000 ⁶	70,000	70,000
Permanent employee salary (Tshs/month)	55,000	59,400	65,000	72,800	81,536	91,320	12,0000
Seasonal employee Salary (Tshs/day)	1,846	2,200	2,500	2,500	3,080	3,080	3,600

The rates were first adopted from government payment scales for forestry workers, stipulated and regulated by the Tanzanian labour law and government circulars. However, since payments at GRL rise annually, the payment rate for both seasonal and permanent employees are higher at GRL than those of government employees.

Moreover, the project employment opportunities and activities have had knock-on effects in the surrounding villages. Agricultural farms and community woodlots have increased in the area as community members and employees have been able to plant their own woodlots, and increase agricultural practices. This has opened up downstream jobs, farm owners employ other community members to work on their woodlots and farms, carryout tending activities⁷. This has meant that indirect additional employment has occurred with people in the villages employed by those working with the project, leading to increased cash flow circulation in these villages throughout the monitoring period.

⁵ http://www.ilo.org/wcmsp5/groups/public/dgreports/integration/documents/publication/wcms_124584.pdf

⁶ Association of Tanzania Employers ATE/CIR/3/2010

⁷ See Focus Group Minutes

D. Local Economy/ Household Income

The local economy and household incomes were assessed through Participatory Impact Assessment (PIA), which is an extension to the Participatory Rural Appraisal (PRA) methodology that is based on recognition that local people are capable of identifying and measuring their own indicators of economic change⁸. The method involved participatory identification and evaluation, over time, of proxy income based indicators between facilitators and the communities. These indicators related to household consumption, local spending as well as cash circulation in the villages. Changes in such indicators were then linked to project community support and employment opportunities offered during the monitoring period, helping to see whether changes in family welfare were attributable by the project or not. For example, change in purchasing power was assessed by monitoring the number of shops, kiosks or groceries, which also included the nature and type of items that were sold over time. These were compared to the amount of money that each village received from the project through employment each month. Other proxy indicators were presence of household assets such as electrical devices including solar panels, television, generators, and motorbikes in households which communities reported were indicators of economic change over the monitoring period.

To justify whether these changes related with presence of the project, community members who has been living in the villages for a long time (more than 10 years) were asked to tell what the situation was at the villages at the start of the project, and compared this situation with the present situation. Focus group discussions and Key informant interviews were carried out at each village with representatives from each sub village. These included various community groups including: youths, elders, men and women, spiritual and cultural groups. This combination ensured that views and opinions of all village members were being included. Selection of respondents into groups was done by village leaders, and this was based on the roles that individuals were undertaking at the villages. There were tree growers, farmers, business persons and people in formal employment by the government or companies. This intended to ensure that the various groups performing different activities were represented in addition to the geographical location coverage of the villagers⁹.

⁸ Richards, M. (2011). Social and Biodiversity Impact Assessment for REDD+ Projects; Part 2: Social Impact Assessment Toolbox

⁹ See PIA Summary, Mtupile 2011

Table 7. Local Economy indicators in each village, 2002 and 2011

Monitoring Year	2002					2011				
	Uchin dile	Kitete	Lugala	Chogo	Mapanda	Uchindile	Kitete	Lugala	Chogo	Mapanda
Solar panel	0	0	0	0	0	9	1	1	0	11
Television	0	0	0	0	0	7	1	1	1	11
Shops	0	0	0	0	4	5	0	1	0	8
Kiosks	1	1	1	4	5	10+	3	2	10	22
Milling machines	0	0	0	3	9	5	0	2	6	15
Groceries	0	0	0	0	-	1	0	0	0	5
Sewing machines	1	0	0	1	-	5	1	2	4	
Motor bikes	0	0	0	0	4	2	0	3	9	32
Bicycles	4	0	0	-	-	50+	4	20+	30+	60+
Carpentry w/shops	0	0	0	4	11	5	0	1	9	20
Generators	0	0	0	0	0	2	0	1	1	16
Butchery	0	0	0	0	1	2	1	1	0	4

Source: Field survey PIA, September 2011

Results from this monitoring are shown in table 7. The number and type of houses were also assessed as proxy indicators of socio economic change. These are given in section J under housing. The monitoring shows a positive change in these parameters, which would mainly correspond to increased incomes, with salaries from the project playing a significant role in this. Construction of roads and building social services by the project, were additional to improved livelihoods and means by which economic situations were improving in households.

Key informant interviews with shop keepers revealed that not only had shop size and number increased but also the nature of materials and items that were being sold in the shops. More expensive items such as mobile phones, bicycles, and cloth were now being sold in the shops. Parents indicated increased affordability to payment of school fees for their children, which has in turn lead to more children being able to attend schools – see Section F of the monitoring results for more information on this.



Figure 3 and 4: Shop keeper explains how his business has changed (left), a female tailor explains how they are able to diversify income earning activities (right)

Additionally, since 2008 GRL has set up a micro-lending mechanism, the Mbao Saving and Credit Cooperative Society (SACCOS) accessible to all Green Resources employees in Tanzania¹⁰. It started with 50 members and reached 300 in 2011. Members can borrow three-times the amount of a deposit and they have used it to purchase plots of land, agriculture inputs and school fees.

E. Woodlots

Since 2010, GRL has been organising Tree Grower Associations (TGAs) in its Southern Highlands projects in Tanzania. This programme involved training and facilitating organisational meetings that entailed building capacities of the association members. Initially villagers have been assisted with seedlings produced at project nurseries. It can be clearly seen in these villages that woodlots have been established. Figures 5 and 6 below show maps of some of these woodlots surrounding the villages (see also figures 7 to 10 for training activities) – these are based on the analysis of satellite images and confirmed through site visits and interviews. Both focus groups and key informant interviews revealed that the seedlings came from GRL and that they were distributed for free¹¹. The majority of woodlots are well below the age of 10 years in these villages, which matches well with GRL's operational period and the tree seedling provision that commenced at the villages adjacent to Uchindile and Mapanda. Similar investigation indicated that GRL has inspired villagers to plant trees

¹⁰ See Micro Lending Report Mbao Saccos

¹¹ See Focus Group Reports, Mtupile 2011

on their own lands. It was reported during interviews that initially woodlot management was not preferred by the villagers, but over the last years interest has significantly increased regarding establishing community woodlots. This was observed during seedling distribution day at Mapanda where around 200 villagers showed up to receive seedlings (figure 11). During surveys, communities reported that they had not seen opportunities in planting trees, because they were not of any use to them.

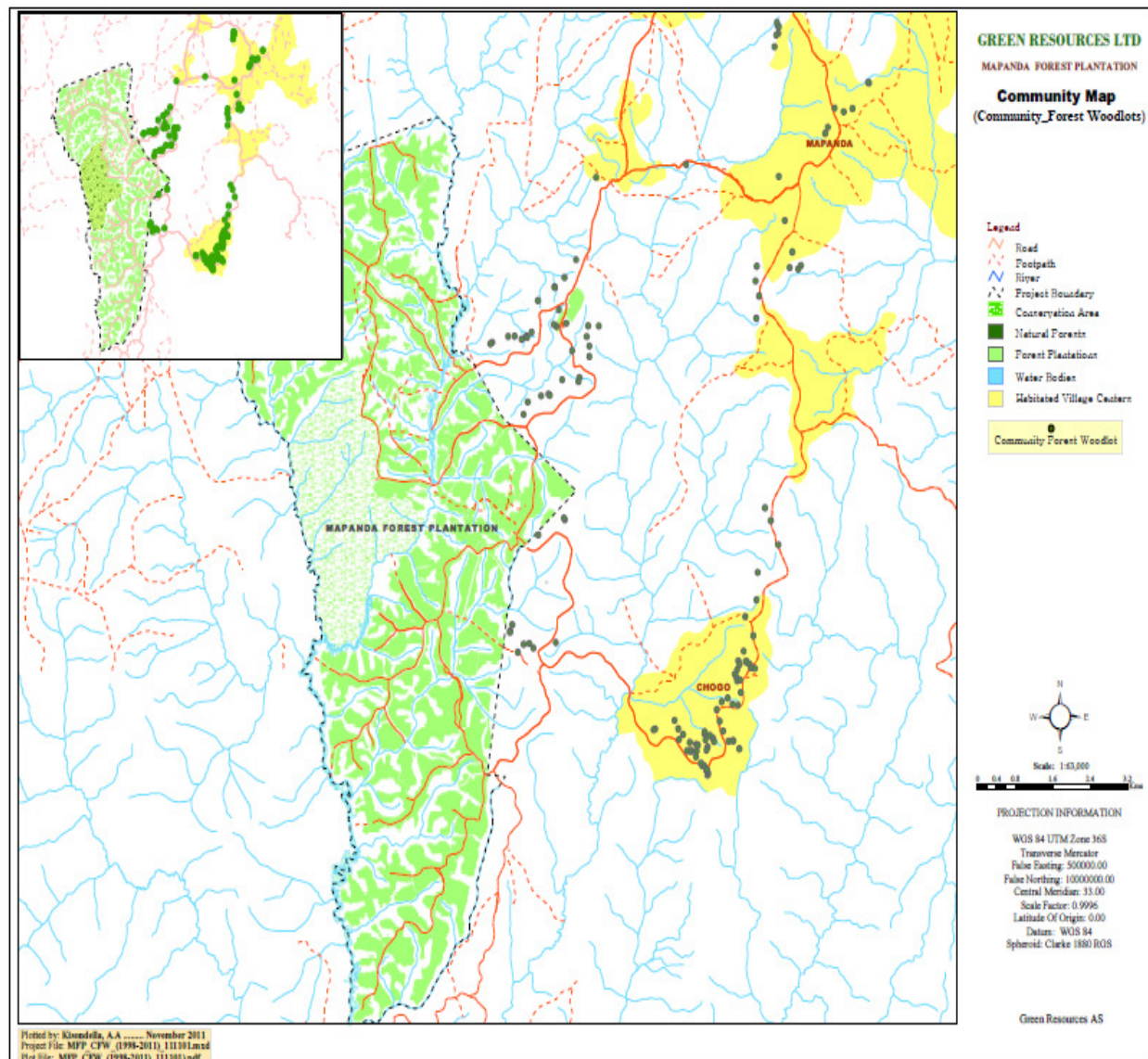


Figure 5: Community Woodlots surrounding Mapanda Project

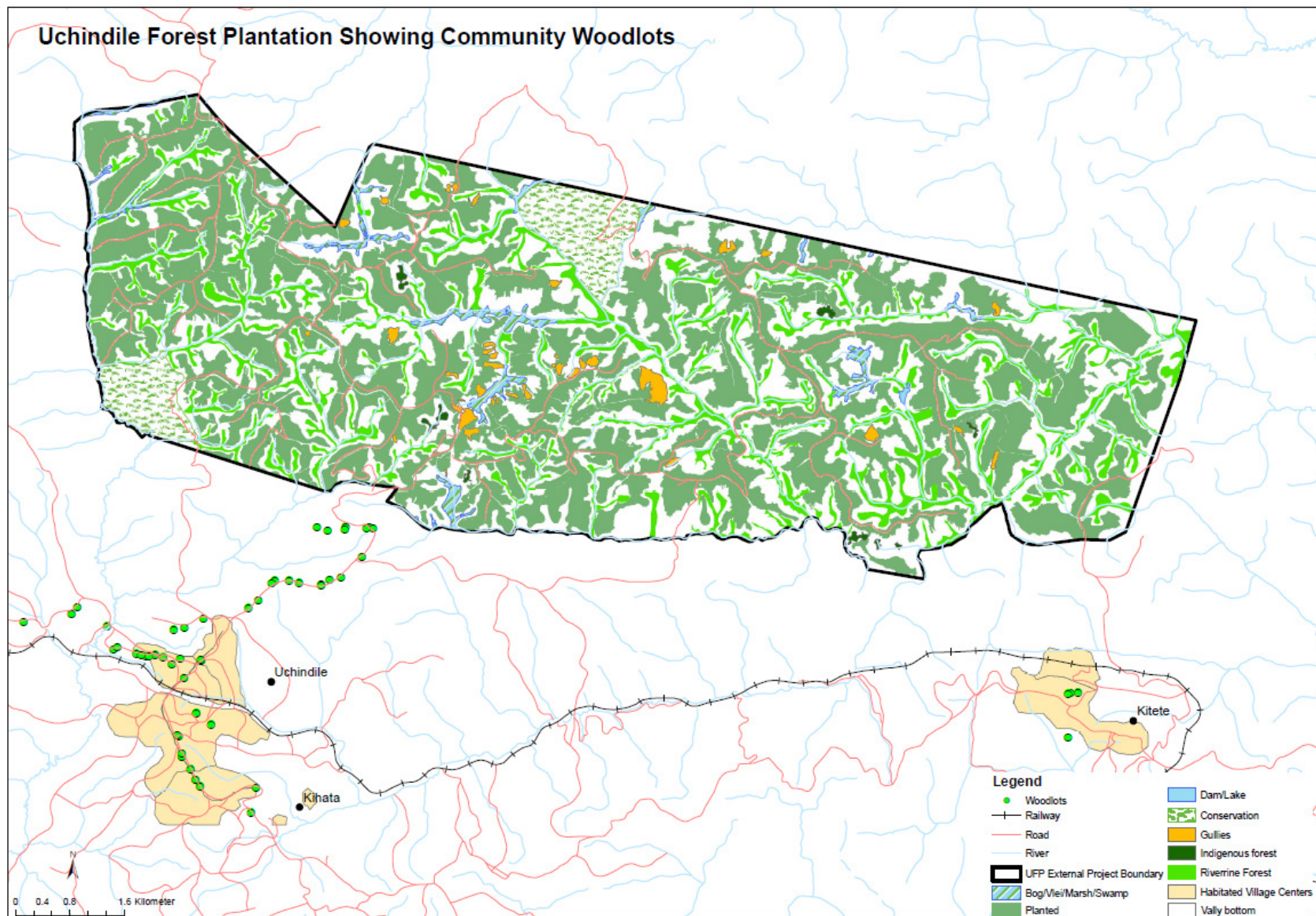


Figure 6: Community woodlots surrounding Uchindile Project



Figure 7 and 8: Field training demonstrations of ‘pricking’ (left) and weeding at the TGA nursery



Figure 9 and 10: Watering seedlings and demonstration on root pruning



Figure 11: Distribution of seedlings to Communities at Mapanda Project Nursery

The TGA programme ensures that communities receive training on tree management, starting from nursery establishment through to woodlot protection and monitoring. The programme covers all aspects of forest management and has also been promoting gender sensitisation¹². The TGA programme is therefore a long term plan to promote community capacity to produce their own seedlings on their land. The project will provide seeds and share technology to with local communities.

Ten villages are partaking in the first TGA programme. Each village has been assisted in obtaining a land use plan. Land use plans and customary land titles which villagers will get under this programme, these increase access to credit of villagers at local banks. Furthermore it will reduce land ownership conflicts and increase the value of land in the villages. During the monitoring period it became obvious that Uchindile, Kitete, Mapanda and Chogo have benefited from the TGA programme. Table 8 shows the current TGA members from the four villages, all village members are welcome. The TGA programme is still in its pilot stage so numbers are still increasing.

Through the TGA programme, woodlot monitoring practice involves woodlot location, size, quality as well as species planted. For this monitoring event and given that this programme is still at an early stage not all the information is recorded. Woodlot location between project start and the monitoring event (figures 5 and 6) was recorded through analysis of satellite images.

Table 8: Number of TGA members in each TGA around the project 2011

No	Association name	District	Number of members
1	Mapanda	Mufindi	148
2	Chogo	Mufindi	130
5	Kitete	Kilombero	79
6	Uchindile	Kilombero	89

Source: Tree Growers Association documentation

Woodlot ownership has a host of advantages to the communities surrounding the Mapanda and Uchindile forest plantations. Due to wood scarcity, resulting from the degraded land in the baseline

¹² See GRL TGA Gender Report

and combined with effects of population growth, planted trees can be expected to be the major source of fuel in the future. Also, woodlots provide communalities with a reliable source of income once the trees reach maturity.

F. Education

When Uchindile and Mapanda forest projects started there were six primary schools and no secondary school in the villages surrounding the project. Five of the primary schools were built in the 1970s and 1980s. Mtwivila primary school was built more recently in 1996. All primary schools were initially built by the government in collaboration with respective villages (Table 9). During this first monitoring period, it was made clear that the government had not maintained the buildings, hence they were very dilapidated and did not provide suitable working environments for pupils and teachers.

There was no existing secondary school in the surrounding villages when the project started. At the time of the monitoring event there were two secondary schools, one at each project. These were built by the government in collaboration with communities and GRL. GRL has constructed two of four classrooms and one of two dormitories at Uchindile Secondary school (Fig 12 and 13) and a teacher's house and providing roofing material to Kihansi secondary school.



Figure 12 and 13: Classrooms built by GRL (left) and dormitory built by GRL, Uchindile secondary school

Green Resources has worked with the villages to maintain and upgrade education facilities in all of the surrounding villages. Table 9 show the status of the schools and the support that GRL has provided since 2007.

Table 9: Uchindile and Mapanda project schools, status and support

Uchindile Project	Year built	GRL support	Support timeline	No. Teachers in 2011
Kihata primary	1976	5 classrooms, teacher's office, 4 teacher's houses, levelling football pitch and supplying playing jerseys	2008-2011	7
Kitete primary	1976			1
Lugala primary	1976			5
Uchindile secondary	2007	Girl's dormitory, two classrooms	2009-2010	7
Mapanda Project				
Mapanda primary	1967	One classroom		5
Chogo primary	1976	3 classrooms, one teacher's house	2008-2012	5
Mtwivilia primary	1996			5
Kihansi secondary	2006	Roofing material for two classrooms, one teacher's house	2008-2009	8

Source: GRL Community Monitoring, 2011

Some school improvements were done by the government during the monitoring period, however, only a little was done. As an example, in the villages surrounding Uchindile project, only Lugala primary school had improvement works, the building of two new classrooms, which were never completed. In the villages surrounding the Mapanda project no government-funded renovation took place during the monitoring period.

During stakeholder interviews it was made obvious that deficiencies in teachers' houses were a major challenge to these schools. There were only 2 houses in Uchindile and Lugala, none in Kitete, one house in Chogo, four houses in Mapanda and three in Mtwivilia. These houses did not meet the demand for teachers in these primary schools. The poor conditions in school facilities including infrastructure and teaching materials were amongst other factors that discouraged teachers coming to teach at the schools. According to head teachers, the lack of uptake amongst teachers and poor infrastructure has resulted in poor school performance. GRL has provided educational development support by building classrooms, dormitories, teachers' houses, and supplying construction materials and teaching materials. This support is considered as direct project impact on education. Table 10 shows the condition of schools before and after support from GRL and the resulting positive outcomes.

Table 10: Schools, support and standard by village

Project	Village	Facility	Year supported	Condition before support	Condition after support	Outcomes after support/ Existing conditions without support
UFP	Uchindile	4 Classrooms at Kihata pr school	2009-2010	Old and dilapidated	Excellent	-Attracts teachers to come and teach at the school -Higher student performances -Relieved communities into focusing other developmental projects -Literacy likely to improve
		1 Teachers' office	2010	In very bad condition	Excellent	Teachers comfortable in new office, may increase teaching morale
		2 Classrooms at Uchindile secondary school	2008	-No classes. -Few people went for secondary school	Excellent	-More pupils in the ward are able to go to secondary school -Relieved communities into focusing other development projects
		1 Dormitory at Uchindile sec school	2010	-No dormitory -Students rent unsafe houses	Excellent	-More students will have safer accommodation -Students performance likely to rise due to better studying environment -Pregnancies and abuse cases in girl students likely to reduce- -Safety of students belongings
	Kitete	Currently not supported	-	Pr school present but in very poor condition	n/a	-No teachers -Higher dropouts -Very poor performance
	Lugala	Currently not supported	-	Pr school present but in poor condition	n/a	-Poor performance

MFP	Mapanda	1 Teachers' house at Kihansi sec school	2009	-Only 2 teachers had proper accommodation -Few teachers	Good	-5 teachers got accommodation in the new house. -The house is safer than those rented in the village -Teachers are attracted to stay and teach at the school -Communities can concentrate in building newer houses and dormitories which will attract more teachers and students -Prospect for good performance
		1Class rooms at Mtwivila pr school	2008	Fewer classes	Good	-Reduced deficit of classes at the school
		1Class room at Mapanda pr school	1998	Fewer classes	Good	-Reduced deficit of classes at the school
		Supplied with tree seedlings: 3 acres of pine planted in 2003, one acre of eucalyptus in 2004- and 3307 trees of pine in 2006	2003-2006	Only source of seedlings was Mapanda FP	The woodlot is well managed	-Money received from sales of trees can benefit the school for building new classrooms, teachers' houses or teaching materials and improve school performance
	Chogo	3 Class rooms at Mapanda pr school	2008-2009	Fewer classes	Good	The classes have reduced the problem of classes in the school

Source: Field survey September, 2011

The outcome of the forest project's support includes increased capacity to accommodate students and teachers with the ultimate goal of improving school performance. Interviews with stakeholders concluded that when facilities are up to standard, teachers are more likely to stay at the school, in comparison to when they had dilapidated buildings further away and teaching was not consistent.

Monitoring has found a close link between the standard and availability of facilities and school performance. Indirect project benefits that improve school performance are improved household incomes whereby parents are able to afford paying for their children's school requirements. Improved infrastructure, such as roads and availability of other social services, has attracted teachers to stay in the villages and have increased access to the schools. Both direct and indirect impacts have equal weight when it comes to rating project outcomes to school performance.



Figures 14 and 15: Left: Kitete primary schools; not supported. Right: Kihata School; supported.



Figures 16 and 17: Left: Class at Kitete Pr School, not supported. Right: A class at Kihata Pr School, supported

During focus groups with stakeholders, it was made clear that school performance was linked to the quality of the school as well as presence of other social facilities and services, most of which were provided by the project. The quality of school facilities is constantly monitored using the criterion set out in the monitoring plan¹³, this is used to rank the quality of the schools. During the monitoring period Kihata was ranked as very good, along with Chogo, Lugala, Mtwivila and Mapanda were ranked as poor and Kitete ranked very poor.



Figures 18 and 19: Left: Mapanda Primary School, Right: Lugala primary school

Outcomes from Secondary School Development

Results from community monitoring in secondary schools revealed that GRL's support in schools has had positive impacts to communities adjacent to the projects. Some of these were direct and others indirect. Two new secondary schools were built during the monitoring period in Kihansi (2006) and Kihata (2007), in Mapanda and Uchindile respectively. Since both secondary schools were in initial stages during the monitoring period, their performance will not be determined at this early stage. However, their presence had already started bringing changes to the villages.

With secondary schools at these villages, more pupils completing primary school may join secondary school (see also table 11 below). Interviews with primary school head teachers indicated a larger proportion of students were now being enrolled into secondary schools. Although the construction of

¹³ Section F, Education of the UMFP Community Monitoring Plan,

secondary schools are in line with government programme to increase the number of secondary schools countrywide, both teachers and parents admitted that it was with income earned from the project that most parents were able to send their children to school. Most of them considered the situation that persisted prior to the project, where incomes in households were lower, as being below the poverty line and as such, many families weren't able to pay school fees even with high subsidy from the government. Infrastructure that GRL is supporting in the villages including roads and the construction of teachers' houses and student dormitories encouraged both teachers and students to stay at the school, the outcome of which would be increased performance in such schools.

Table 11: Number of pupils who passed primary and selected to join secondary education

Year	2002	2003	2004	2005	2006	2007	2008	2009	2010
Kihata	0	0	3	0	7	14	7	12	35
Lugala	0	1	0	0	0	4	0	0	2
Kitete	0	0	0	0	0	0	0	0	0
Chogo	-	-	1	3	10	11	32	23	33
Mapanda	-	-	-	2	6	54	55	47	37
Mtwivila	-	-	-	-	-	14	3	28	28

Source: School Head teachers' records, September, 2011

The direct support that GRL has had in secondary schools as part of its community development projects, which include construction of teacher's house at Kihansi, two class rooms as well as a dormitory at Uchindile secondary schools have started showing positive outcomes. The teachers' house built at Kihansi secondary school (Figure 18) accommodated five newly recruited teachers, who otherwise would have likely been forced to stay in poorer accommodation much further away from the school, which was the situation before the new house was constructed and caused higher teacher turn over at the school. Teachers have been happy to stay in the new house as it provides an interactive and collaborative environment for them. Furthermore, it was also reported that teachers could cook and eat together which helped them with cost saving. At Uchindile, the dormitory has meant pupils can stay at the close to the school and thus don't have to walk long distances to attend, which was causing attendance problems.



Figures 20 and 21: Left: Teacher's house, Kihansi secondary school. Right: Dormitory, Uchindile secondary school

G. Infrastructure

GRL's infrastructure development programme includes road construction and maintenance in and around the project boundary. Roads improve access in remote villages where the project is located and as such increase mobility of goods, services and people in these villages. Roads within project areas are made primarily for the purposes of plantation management, however, communities also benefit from these when they need to use them. During this monitoring period, GRL has constructed and renovated a number of roads that have helped to improve access of villages surrounding the project (Figure 20 and 21). Bridges have also been built, which connect villages (see Table 9). Infrastructure improvement has had multiple social and economic benefits to communities, which would most likely not have happened if the project had not been implemented.

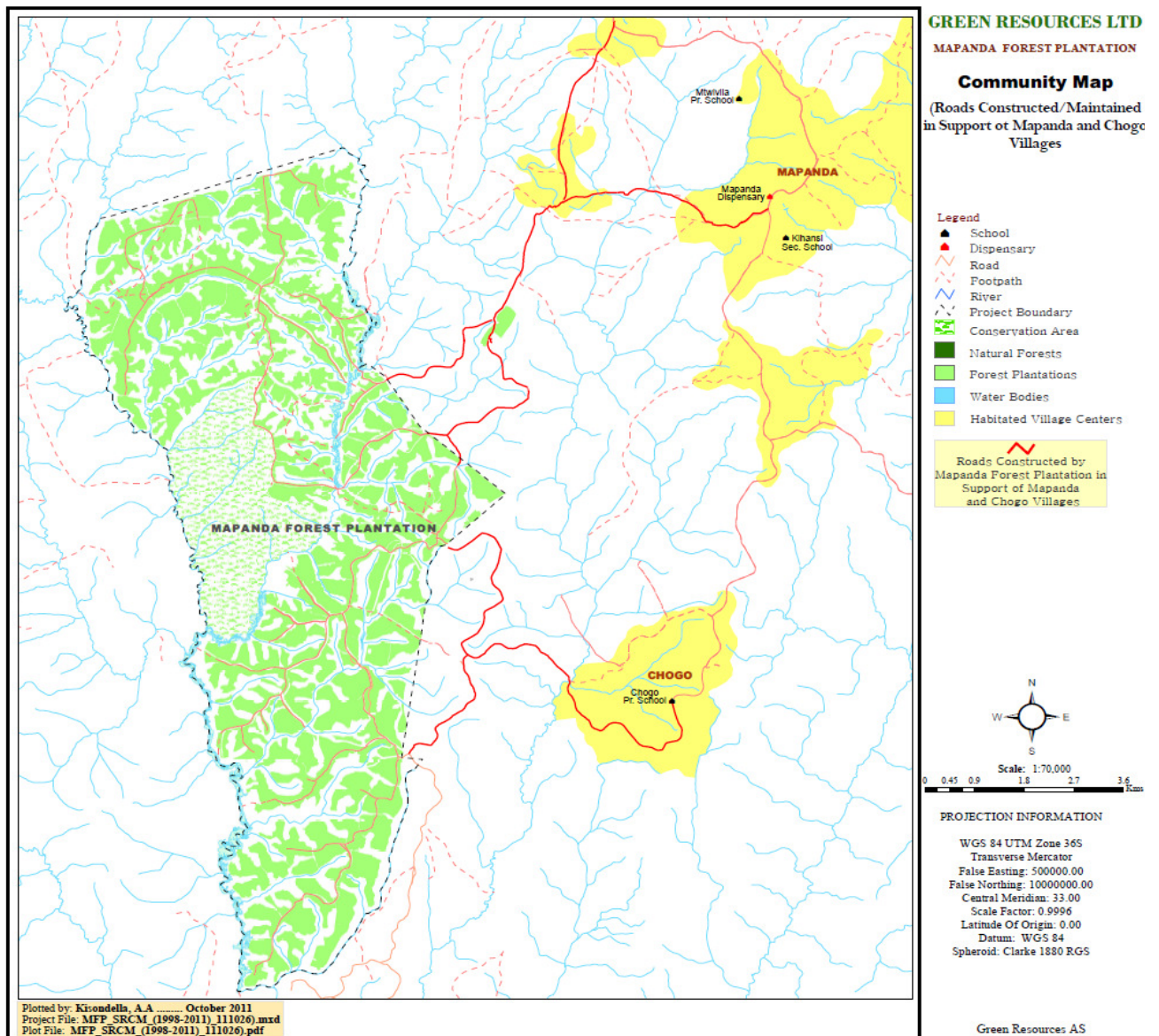


Figure 22: Roads Constructed by GRL in villages surrounding Mapanda project

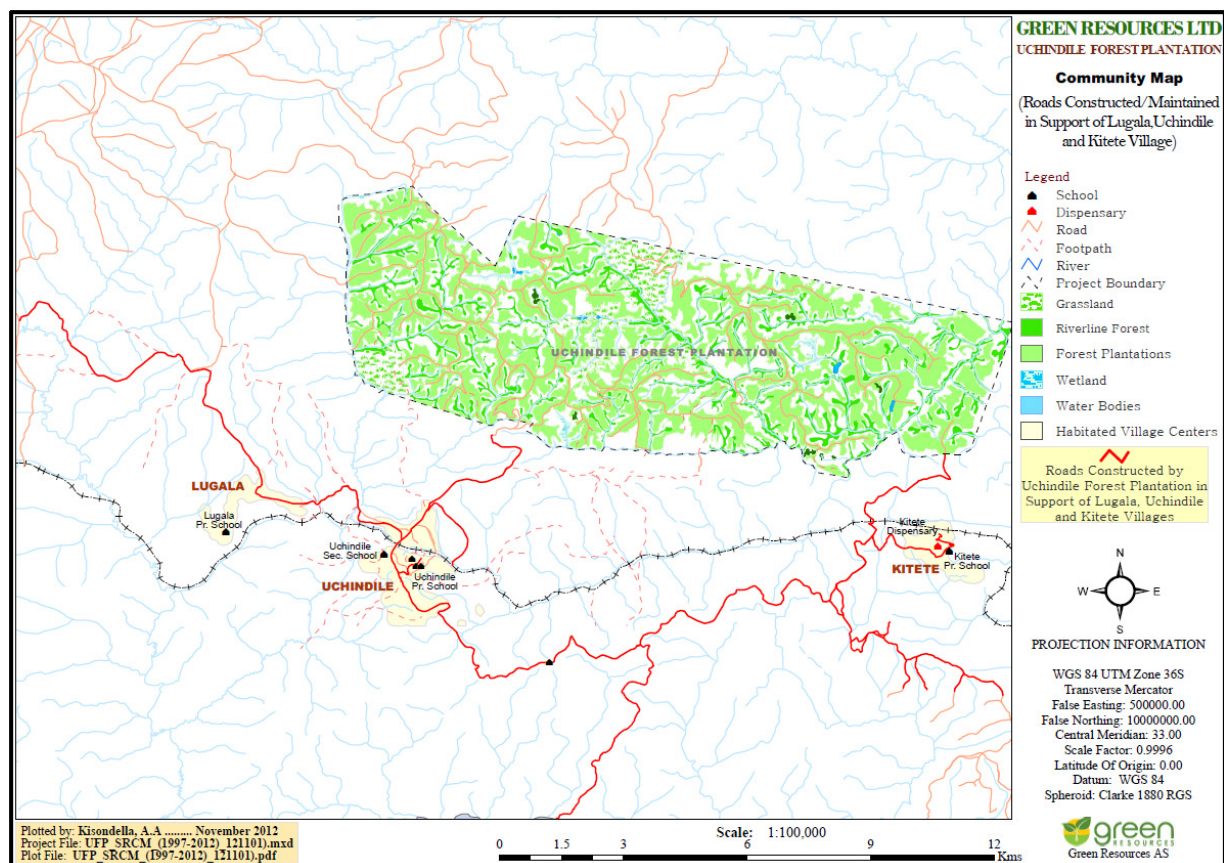


Figure 23: Roads Constructed by GRL in villages surrounding the Uchindile project



Figure 24 and 25: Photo showing Roads built by GRL in surrounding villages the project.

Table 12: Road and Bridges constructed and maintained by GRL and their benefits.

	Road Name	Constructed (C), Maintained (M) or Constructed and Maintained (CM)	Year (s) road constructed, maintained or constructed and maintained	Length in project area, (km)	Length outside project area but within project zone (km)	Benefit to the community
Roads	Mgololo to Uchindile Project site	M and bridges built	1998	20	20	-Transport and transportation of goods and services -Attraction of Workers in villages near Uchindile Plantation -Easy movement to Mgololo where health services can be obtained as a referral hospital
	Uchindile to Kitete	M and bridges built	2009	28.67	28.67	-Access to social services such as medication at Uchindile village increased Other
	Mapanda Village- Project site	C	2003	7.73	7.73	-Links people leaving near the project to the village
	Chogo to Project site with a bridge	C	2005/2006	9.78	9.78	-Access to farms all year round -
Bridges	On river Mgugwe connecting Chogo to Ukami village	C	2011	-	-	Chogo was not connected to Ukami village all year round. The two villages are close to each other and share a lot. Currently communities from Chogo will be able to move to Mlimba via Ukami and obtain basic needs, such as do shopping.

Source: Field survey September, 2011 and mapping department's database

Firstly roads have increased movements and interactions of remote villagers whereby public transport has improved. For instance, Kitete village located 100 kilometres from tarmac road was first reached by road after the project had constructed a road from Uchindile to Kitete, in part, for the purpose of community development. The most significant negative impact due to limited roads has been that the village had limited access to social services. Only one primary school teacher taught at the primary school. He was the only government employee and therefore served as a village government officer. After the roads construction, Kitete village expects to have three more teachers in the near future.

After Kitete dispensary was opened, the village started sharing a nurse with the Uchindile Dispensary and this became feasible with the presence of the road. Therefore it is also expected that the dispensary will attract more workers and thus provide a better health service to Kitete community. This has also meant that community members at Kitete are able to move to Uchindile village, where most social services are available.

Before GRL started the project, the Kitete village was extremely isolated and the population had remained very low since there was more out-migration than in-migration. A review of the village register revealed that an official from the District headquarters had last visited Kitete 15 years before this monitoring period; however, with the improved infrastructure, a visit is now planned. This means that villagers can express their concerns to government officials and receive help from them. In the past the only means of transport was through train that visits the village once a week. This and the fact that there was no dispensary at the village meant that an emergency such as sickness would often not be attended to in time.

At Mapanda village during focus group discussions it was reported that transport had improved over the past ten years and this facilitated movement to and from Mafinga, the District headquarters where most shop items are being obtained for sale at the village. This similar finding was revealed in other villages studied such as Uchindile¹⁴.

Although overall the impact is very positive, GRL acknowledges that an increased interaction brought about by infrastructure and communication may have some negative impacts including spread of sickness and disease. There is limited baseline data from which to evaluate how this and other diseases have evolved in the project area; however, GRL has been engaging with several organizations (Government and NGOs) to better understand the extent of HIV/AIDS and raise awareness amongst workers and communities. This is further discussed in the following section (Health and Medication).

Overall the impact from infrastructure development has been positive with the benefits of villages having access to their farms all year round, access to markets and improved access to social services outweighing any negative impacts.

¹⁴ GRL Community Monitoring Report, Malinga, H., Mtupile E., Aron, V., 2011.

H. Health and Medication

Although it is the responsibility of the government to ensure that communities are served with health facilities and proper medication, it is imperative that some additional support is provided in the most rural communities of Tanzania where access to health and medication services is extremely limited. GRL's community support programme has been supporting health services in the surrounding villages of the Uchindile and Mapanda Forest Project, whereby it supports construction of dispensaries and supplies medical equipment and medicine. An assessment done during this monitoring event revealed that health services varied across villages. There are villages with better health facilities and those with poor or no facility at all. Similarly availability of medicine and medical services varied as shown in Table 13 below.

Table 13: Health Services in the villages

Village	Health Facility present (yes/no)	What health facility	Originally built by	Year originally built	Upgrade work (what was constructed and by whom)	Year of upgrade work	Condition of facility at monitoring event
Uchindile	Yes	Dispensary	Government	1985	Government	2011	Good
Kitete	Yes	Dispensary	GRL	2011	n/a	n/a-	n/a
Lugala	No	-	-	-	-	-	-
Chogo	Yes	Dispensary	Government	2001	2001 received construction materials from GRL	-	Very good
Mapanda	Yes	Health Centre	Government	1980s	2003 received construction materials from GRL	-	Good
		Nurse's House ¹⁵	GRL	2011	Construction –fully supported	-	Excellent

Uchindile and Mapanda villages had health centres built in the 1980s while Chogo had a dispensary built in 2001 and Kitete village had a newer dispensary under construction, while Lugala did not have any health facility (see figures 24 and 25). Kitete Dispensary was constructed by GRL while the rest

¹⁵ Please see also community carbon money section

were built by the government – formal Government support for the dispensary is still to be set up.. The condition of these facilities also varied. Starting with the number of staff, Uchindile dispensary is being served by four workers (i.e. one Medical officer, one Medical Assistant, a Principle nurse attendant and a nurse midwife). Chogo Dispensary has two workers: one medical attendant and a nurse midwife; while Mapanda is served by four workers: one clinical officer, one medical attendant and two nurse midwives.

The number of workers relates to the status of the health facility; which are Health centres in Uchindile and Mapanda and dispensaries at Chogo. However, the qualities of services offered by the facility were not necessarily dependent on the status of the facility. For instance, Chogo dispensary had better services in terms of availability of medical equipments and medicines than Uchindile and Mapanda. At Uchindile and Mapanda centres, medicines were reported to get finished before end of the receiving term, which has meant that there were no services at certain period of the month. This resulted from the fact that, these villages were serving a larger population. The government's budget is limited, and thus could not meet their demand. Uchindile village for instance serves Lugala and Kitete.

To support the work done by the government, GRL has provided health support to surrounding areas. At the Mapanda village Health centre, a new nurse's house is being constructed to bring the nurse close to the dispensary such that patients can be attended to timely (also see community carbon money section). Also a maternity ward is being constructed at this dispensary to assist with child delivery (See figure 26). Both Chogo and Mapanda Dispensaries received construction materials when they were renovated in 2001 and 2003, respectively. Mapanda and Uchindile dispensaries received medical equipment in 2005 from the company (see also table 13). This support is in addition to transport to the dispensary during emergencies that the company regularly offers for free upon request. Community support has multiplier benefits. For instance, construction of the teacher's houses at Uchindile meant that the village budget was directed to renovating their dispensary and update its status into a health centre, which will increase its capacity in serving the community (also see community carbon money section).



Figure 26: Maternity Ward at Mapanda Health Centre



Figure 27 and 28: Mapanda dispensary (left) and Chogo dispensary (right) constructed by the government but supported by GRL



Figure 29 and 30: Newly GRL Constructed dispensary at Kitete (Left); Nurse's duplex at Kitete (right), constructed by GRL.

Common diseases in the area were identified and ranked from most severe to the least. These are in order, respiratory infections, diarrhoea, sexual transmitted infections (mainly gonorrhoea and syphilis), HIV and AIDS, worm diseases, skin infections, eye diseases, malaria, tuberculosis and leprosy. Poor health facilities had in the past led to poor diagnosis of diseases in some patients. For instance, at Chogo dispensary typhoid was interpreted as malaria because the two had similar signs and symptoms, and thus there were more Malaria cases than at present. There has also been an increase in communicable diseases which is considered as related with increased interactions due to improved infrastructure and incomes. Although this area originally did not favour malaria due to the high altitude, recently malaria cases have been discovered. Malaria eruption in this area is being considered as a consequence of climate change.

A database on health and medication facilities is being compiled but would not be completed at the present monitoring event. Instead focus group discussions and key informant interviews were used to gauge how the project contributed negatively or positively on these services over the monitoring period. Moving forward, each health centre's condition will be determined through a semi-structured interview with the head of each facility and by field observation.

HIV/AIDS Policy

Green Resources acknowledges that project development along with improved roads and infrastructure favours movements of people and in turn that might have a negative impact in health of the populations around project areas, especially considering sexually transmitted diseases.

Therefore GRL has been collaborating with several organizations both Government and NGOs including the Tanzania Commission for AIDS (TACAIDS) and the AIDS Business Coalition of Tanzania (ABCT) in combating HIV/AIDS in the surrounding villages. The company commissioned ABCT to conduct a baseline health survey¹⁶ amongst its workers to understand health risks prevailing associated with transmittable diseases in order to educate its workers and consequently the surrounding communities. HIV is prevalent in the southern highlands of Tanzania and particularly in Mufindi District where Mapanda project is located. GRL regularly provides health education to its workers, which includes causes and effects of HIV and AIDS (see Capacity Building section in this report). Health experts from the Mufindi District Hospital have regularly been invited to disseminate

¹⁶ABCT and GRL, 2010. Knowledge Attitude and Practice on HIV, Malaria and Tuberculosis amongst Green Resources workers, Tanzania

health education to workers and the community. GRL employees from head office in Sao Hill organize health seminars with surrounding villages and workers to spread health knowledge. For instance, during TGA formulation and implementation, HIV and AIDs was one of major topics. Most of these have been organized in the form of sensitization workshops, normal class training or presentations (see capacity building section). Since 2010 a partnership with Femina as also allowed distributing magazines on HIV/AIDS prevention to GRL offices, schools and health facilities in the project area.

Furthermore in 2012 GRL initiated a new HIV/AIDS programme that will engage health centres around the project as well as partner NGOs in order to focus on three main approaches: capacitating within GRL, for example implementation of this policy started in October 2012 with Senior Management training on how to implement this policy and respond to question on HIV/AIDS; prevention – comprising on awareness raising within GRL and in schools and health facilities, through leaflets, magazines, videos; and Testing and Treatments, including counselling (through health centres and NGOs) and treatments of other diseases like malaria and tuberculosis.

I. Water quantity and quality

See Biodiversity Monitoring Results for the summary of the water quantity and quality results as well as the implementation and maintenance of buffer zones around rivers, reiverine vegetation and water bodies.

J. Housing

Different types of houses were found in the surrounding villages. Two types of these houses were common and were the main focus during this monitoring period. These were houses roofed with corrugated iron sheets and those with grass. The distinction between the two in relation to comparing the social economic statuses of communities is based on cost difference involved in the construction. Unlike corrugated iron sheet roofed houses that are more costly to build, grass roofed houses are cheaper. In many rural Tanzanian areas as at Uchindile and Mapanda, corrugated iron sheet roofed houses are an indicator of wealth because fewer households can afford to make them. Corrugated iron sheet roofed houses were rare in past years for the majority of rural areas. This made it easy for the study to identify the number of houses at the village. The method that was used to identify how many houses were roofed with corrugated iron sheets to differentiate them from the rest was collective

memorising during focus groups. Group members of a specific sub-village could identify how many houses were roofed with corrugated iron sheet as the timeframe was close enough for them to memorise. These were then summed up to get the total number of households at the villages that were corrugated iron sheet roofed. Fewer indicators were allowed at this stage to establish baseline data, which will be expanded in subsequent monitoring.

The findings revealed that at the start of the project due to low household incomes there were more households that were grass roofed which were being rapidly replaced by corrugated iron sheet houses (see also figure 36). Respondents with good knowledge and experience of the villages were asked to recall what conditions were there another ten years before the project had started. The majority reported that the situation had not changed between ten year before project commencement and ten years back. Most of them specified that majority of the change had been seen 2004, which corresponded to the time when GRL's activities were more active in the villages. It was established that the major cause of change in housing styles were improved livelihoods. It was established that grass roofed houses were cheaper to make but required frequent repairs which increased labour over time. Thus, corrugated iron sheet houses were more efficient.



Figure 31 and 32: An image of houses in Mapanda village (left). A villager changed his mud walled and grass roofed house to brick walled and corrugated iron sheet house in Chogo village (right).

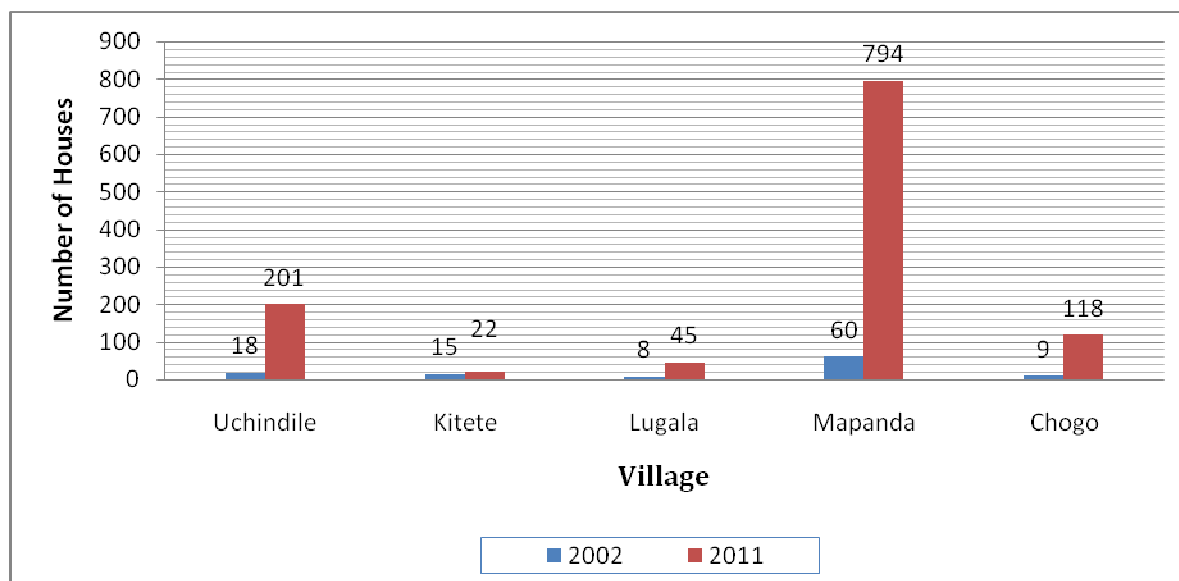


Figure 33: Comparison of the number of corrugated iron sheet houses at start and end of the monitoring period. **Source:** Field survey, September, 2011

K. Grievances and Actions

Individuals or firms, both from within or outside the company can raise a contention or a grievance to the attention of the Managing Director of GRL. The method of grievance resolution is directed in the company's SOPs 3. The Managing Director (MD) leads the resolution process but the resolution is directed to respective head of departments, who determines how such a grievance can be responded to before advice is given to the MD. Since GRL works mostly in rural areas, the majority of potential stakeholders are in these areas of operation. Thus, the easiest way of local communities to deliver their queries has been through suggestion boxes installed at each village and in the plantation offices, where surrounding communities visits regularly. The suggestion boxes are emptied monthly by only one responsible person, who is unlikely to be affected by actions or reactions of stakeholder to avoid conflicts of interests. Then, all grievances are recorded in a registry log at GRL and sent to MD if action is needed. Workers can also forward their complaints through their organization namely the Tanzania Plantation Workers Union (TPAWU), through regular meetings or write a letter to the MD.

In this monitoring period, GRL conducted regular meetings and workshops with communities where they aired their concerns, doubts and views. It was found during interviews that communities were satisfied with the system employed by GRL in handling their issues. A strong rapport between the company and communities were observed. As such only two formal grievances were recorded, and

most of the documentation in the GRL grievance registry was in the form of comments or opinions and were therefore not major issues as these seemed like regular communications that GRL had with communities. Such comments were mainly on delays in payments of salaries on a few occasions, requests for salary/wage increments, request for increased number and early delivery of seedlings, as well as requests for further training on woodlot management. The two formal grievances that were recorded are explained below as well as the procedure taken to resolve them:

1. In 2009 the government brought in new legal measures making it mandatory that all workers in the forestry sector, even if just seasonal labour, had to contribute to the National Social Security Fund (NSSF) with their employer, deducting the contribution from their wages. This raised contention amongst workers as employees did not want to contribute to the NSSF and saw this deduction as being unfair by the company. In addition, a lack of membership cards exacerbated the situation as employees thought that their contributions were not secure or they could retrieve their savings back. This was further aggravated by the fact that they reside in very remote areas where it would be a challenge for them to follow up with the fund. In accordance with the law, GRL had to implement this policy, and in light of the issues raised carried out further sensitisation on the NSSF programme and engaged with the government to arrange further support on the matter for the villagers. The fund's responsible officers attended meetings at the project and villages to explain the need of the government to initiate such a system and to ensure that the employees are fully aware of why they have to contribute to the NSSF and its benefits. It was therefore agreed that deductions would only occur after members had been registered and membership cards issued.
2. GRL had a land dispute in the northern part of the Uchindile plantation, which has led to the project boundary being adjusted to remove this area. The dispute was between the Tanzanian Government's Ministry of Natural Resources and Tourism and GRL. The dispute was raised by the government owned Sao Hill Forest Plantation in Mgololo, which claims that the northern part of GRL's Uchindile Forest Plantation is within the Mgololo Forest Reserve, Mufindi District. The disputed area was approximately 5,474 hectares¹⁷. GRL has the title deed for the whole area of land and it has held, since 1999, a Certificate of Acceptance of Boundary Beacons from the then Tanganyika Ministry of Lands, Forests and Wildlife, Survey Division approving the corner beacons of the Uchindile land. In addition, GRL has received a letter from

¹⁷ All correspondence in relation to the disputed land is documented and will be presented to the DOE

the Director of Forestry and Beekeeping in 1996 declaring that the Ministry of Natural Resources and Tourism categorically declared that it had no objections to GRL being granted the area. The company has had several meetings with the Ministry of Natural Resources and Tourism to try and resolve the problem and has agreed to surrender the disputed land back to the government, as the alternative would be to follow the legal advice and pursue it in the courts. Green Resources had not been planting in the disputed area and no GHG benefits have been claimed from the disputed area. GRL has therefore decided to reduce the area of the project by changing the project boundary so as to exclude the disputed area.

GRL has therefore decided to exclude this area for the purpose of carbon crediting and the new boundary at Uchindile is as shown in figure 1.

L. Cultural Aspects

Within project boundaries the sites of cultural interest have been identified with participation of communities in the PDD stage of the project and confirmed during project implementation stage¹⁸. These include grave and ritual sites (Figures 39 and 40). Details of these sites are well documented in a database¹⁹ and in Microforest. The project gives permission to community members who own these sites after applying to project management. There is a log book at the project office which communities must sign when they come to visit their grave yards. This ensures that management of these sites are as agreed with owners and avoid practices that would cause threats to the forest.

¹⁸ GRL Grave Yard and Ritual Site Survey Report. Kisondeella, Kimey and Mtupile, 2012

¹⁹ GRL Grave Yard and Ritual Site Database. Kisondeella, Kimey and Mtupile, 2012



Figures 34 and 35: Left: a grave protected in its natural condition on site. Right: shows participatory identification and marking of grave site in the field

Monitoring of the grave and ritual sites was carried out in March 2012. Each site was visited and inspected to ensure that it is maintained, that the required buffer zone is in place and that there is a sign indicating the location of the grave from the road side. A few of the graves required extensions to the buffer zones to keep in line with the company's policy. Any deviation to the management prescriptions were rectified following the monitoring event so that all graves and ritual sites are conserved sufficiently^{20,21}.

²⁰ Graves and Ritual Sites Monitoring Report, 2012

²¹ Graves and Ritual Sites Database

Mapanda Forest Plantation High Conservation Forest (HCF) Ritual site and Grave Yard

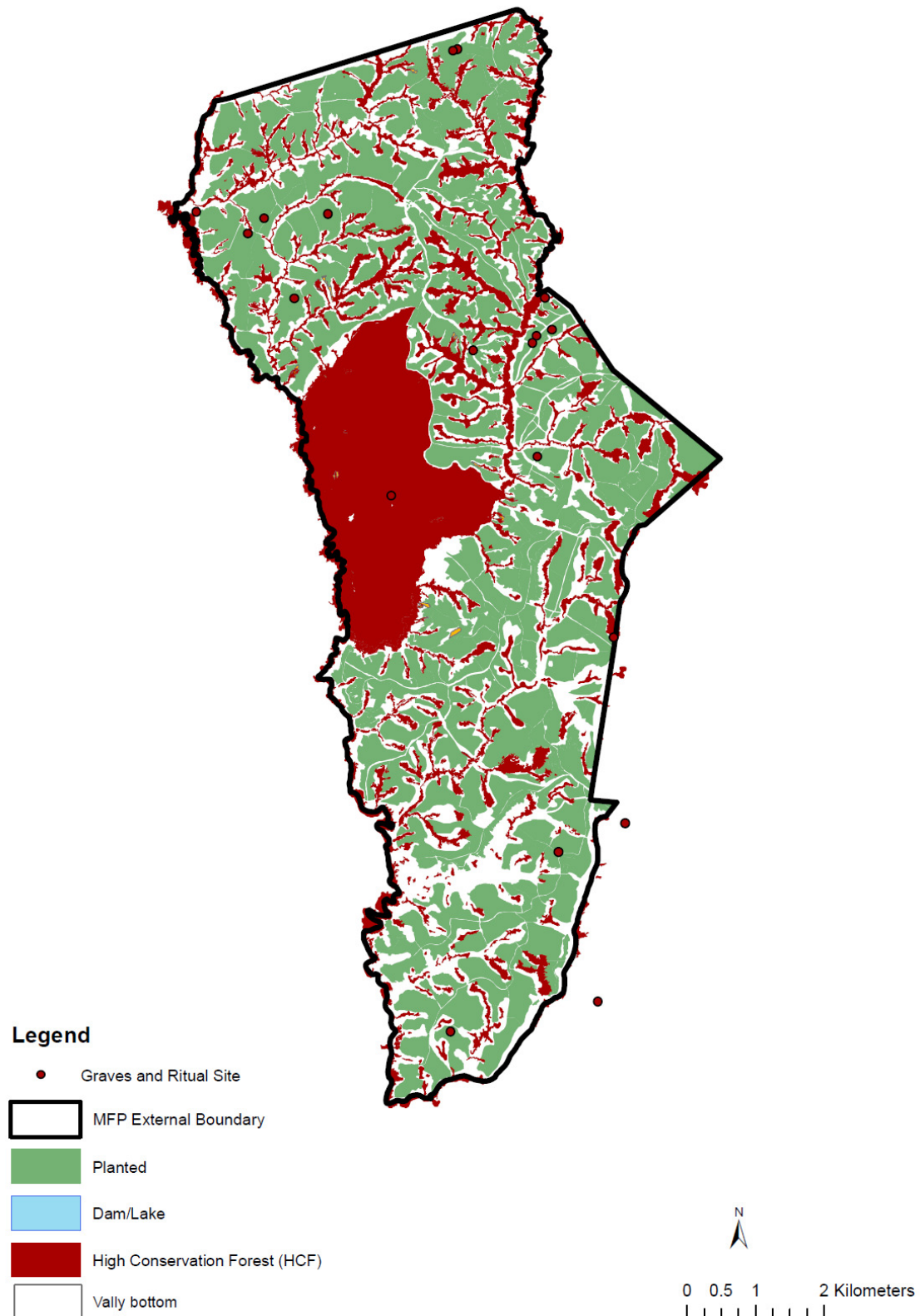


Figure 36: Map showing graveyards and Ritual Sites at the Mapanda Forest Plantation

Uchindile Forest Plantation High Conservation Forest (HCF) Ritual site and Grave Yards



Figure 37: Map showing graveyards at the Uchindile Forest Plantation

M. Community Carbon Money

Green Resources Ltd sold its first carbon credits for the Mapanda and Uchindile project in 2011, these carbon credits are VCU's issued to the projects under the VCS covering the monitoring period of 2002-2008. 10% of the revenue from the sale of the credits is channelled directly back into the communities which have given land to the project. The communities involved decide what they would like to put the money towards and Green Resources then implements this. There are some criteria which must be followed in this decision process; one of the criteria is that the asset must be a fixed asset which serves the whole village community. The list of projects that the communities chose, which have been implemented with current carbon money are summarised below, highlighting the benefits.

Uchindile Village

Final projects:

Two duplex teachers' houses at Uchindile primary school to accommodate four teachers

Uchindile village has a primary school in excellent condition (Fig 43), attended by 258 pupils. Despite the impressive school facilities the school has had trouble attracting and sustaining teachers in the past. This is due to current sub-standard accommodation that is often rented further in town. This has led to a high teacher turnaround and often irregular attendance. Additionally they have not been able to attract any female teachers due to unsafe accommodation.

The village requested new teacher's accommodation in close proximity to the school. These were completed and handed over to the community in September 2012

The improvement in teacher's accommodation will encourage teachers to remain for longer periods of time and secure teacher attendance, resulting in more consistent teaching; this aims to benefit the children attending the school by improving their education. Due to the close proximity to the school and the safety of the new accommodation, hopefully the school will now be able to attract some female teachers.

In addition to the direct educational benefits, the implementation of this project has meant that the village government can focus their own budgetary priorities on other projects within the village. In Uchindile, the government is using its public funds to renovate its local health dispensary and build a maternity ward. The building of the teachers' houses, which was the top priority of the Uchindile village, will therefore catalyse the development of the dispensary to a health centre, which in addition will mean that more government support will be provided and in time a doctor deployed to the health centre.

Status:

Handed over to the community. September 2012



Fig 38: Teachers house (foreground) with primary school in the background



Fig 39 and 40: Front view of two duplex teachers' houses



Fig 41: Uchindile primary school classrooms (also built by Green Resources Limited)



Figure 42: View of the new accommodation taken from the school, showing old teacher accommodation left foreground

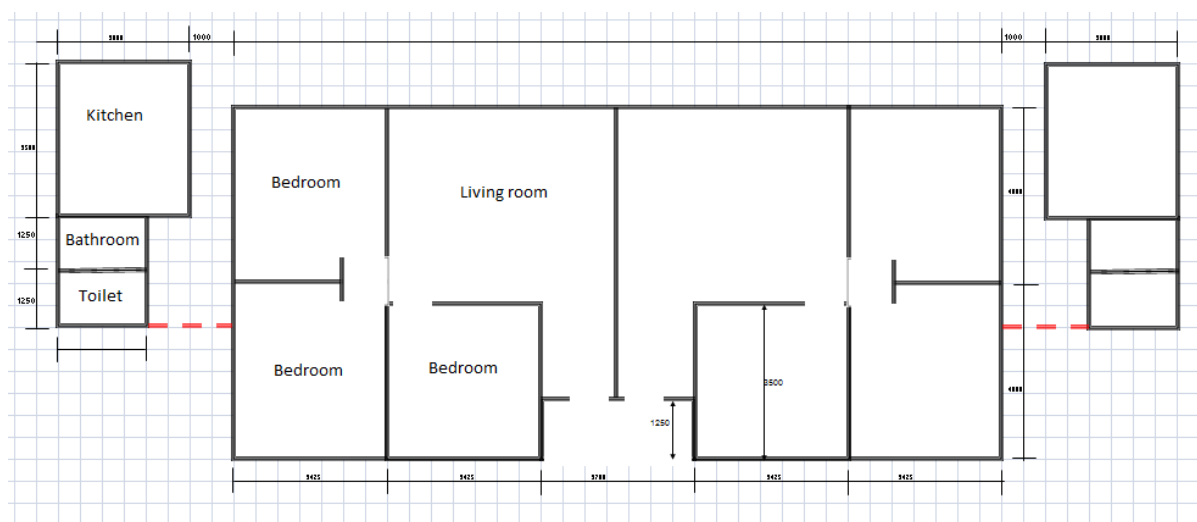


Figure 45: Floor plan of the teacher's house

Kitete

Project: Village office, including offices for village government members, land registry and village meeting space

Benefits: There has never been a village government building in Kitete village, this has meant that village government meetings and general administration occurred infrequently. The development of a village government office has provided more impetus to the local village government to carry out their duties, thus improving village governance overall. Additionally, there is now a land registry office, which means that the local government will be able to start processing land rights for the local villagers. This means that villager's land rights will be formally recognised through title (this requires having a land registry). Through having a land title other opportunities

will then be available to the title holders, e.g. being able to use the land title as collateral to borrow money from local banks in order to buy more land or set up small businesses.

Status:

Handed over September 2012



Figure 43: The completed village offices and meeting room



Figure 44 and 45: Village chairman, Moses Kilanzi, installed in his new office (left) Hut previously used for village meetings (right)



Figure 46: One of the Kitete village homesteads that will benefit from improved village governance

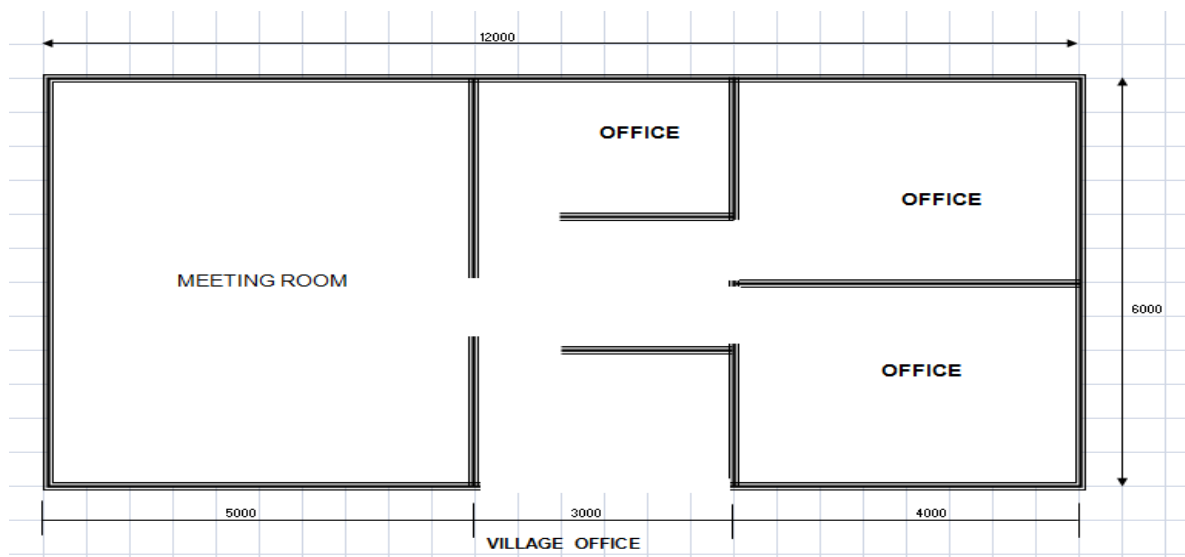


Figure 47: Floor plan of the village government office

Mapanda:

Project: Nurse's house in the Mapanda Health Centre complex.

Benefits: The village of Mapanda has a health centre which serves both Mapanda and Chogo villages. Mapanda is the largest village surrounding the Uchindile and Mapanda Reforestation Project and the village health centre struggles to meet the demand for its services. This is exacerbated by the fact that the health centre currently does not have a nurse's house nearby, which has meant nurses have had to live further away and in sub-standard accommodation, the combination of factors has resulted in a high turnover of nursing staff. Additionally Green Resources has just constructed a maternity ward at the health centre and by having a nurse living nearby it enables the maternity ward to run a 24 hour service. The construction of the nurse's house was prioritised by the village in order to secure to a more reliable health service in the village. The nurse's house consists of 3 bedrooms, a living area, washing facilities and a food preparation area; it is big enough for a nurse and her family.

Status: Handed over September 2012



Figure 48: The completed nurse's house



Figure 49 and 50: the rear of the nurse's house, showing washroom facilities (left), the completed maternity ward (right)



Figure 51 and 52: Mapanda health centre (left) Dr. Andrew Kitamakanga explains the benefit of the nurse's house

Chogo

Final projects: Teacher's house for the Chogo primary school.

Benefits: The village of Chogo had prioritised the renovation of a teacher's house with their community carbon money; however, after discussion with GRL it was decided that it would be more effective if the funds were used to build a new house, so that two teachers would benefit from the new building.

GRL has provided support to Chogo's primary school in the past through the building of three classrooms. However, there have been problems with attracting teachers to the school and retaining them, a large part of the problem is the lack of accommodation, and teachers usually have to resort to staying in the centre of the village. This has proven not to be a sustainable arrangement and has commonly resulted in teachers leaving their posts at the school. Currently the Chogo primary school has five teachers and it's in need for more – the additional teacher's house that will be constructed, will enable one more teacher to have more reliable accommodation, which in turn will hopefully ensure more reliable teaching standard at the school.

Status: Final finishing to be completed



Fig 53: Teacher's house under finishing stages of construction



Figure 54: Current teacher's house



Figures 55 and 56: Chogo primary school classrooms built by Green Resources (left) Chogo primary school children (right)

Final projects:

Village office containing land registry and meeting room

Benefits:

Chogo village had no government building. This has meant that village government meetings and general administration have not occurred as regularly as they should have. The development of a village government office will provide more impetus to the local village government for carrying out their duties and thus aims to improve village governance. In addition, the land registry, which will be designated in the same office, will mean that the local government will be able to start processing land rights for the local villagers so their rights are formally recognised through title (this requires having a land registry). Through having land titles other opportunities will then be available to them.

Status:

Handed over September 2012



Figure 57: Completed Chogo village hall and offices



Figure 58: Building previously used for village meetings and administration

N. Capacity Building

GRL's capacity building programme intends to empower its employees and the local communities in areas of forest management practices and its associated activities and risks through training and sensitization workshops. A summary of capacity building that has been undertaken during this monitoring period is documented in annex 1. Not all capacity building has been documented, however, since little monitoring and recording was carried out in the first few years of the project. Moving forward, all capacity building sessions will be documented and updated into database on annual basis. Aspects that communities have been trained on include HIV/ AIDS awareness, FSC and Carbon certification, tree growing and woodlots management, fire control, gender awareness, biodiversity

conservation, grievance process, Health and Safety as well as NSSF issues. Figures 53 to 58 show the various capacity building programmes undertaken by GRL.



Figure 59 and 60: Community training on woodlot management at Uchindile (left) and community woodlot area measurement at Lugala (right)



Figure 61 and 62: Fire Crews attending fire fighting training



Figure 63 and 64: HIV training (left) FSC, Carbon and Biodiversity Conservation (right)

Annex 1. Capacity Building

Training/sensitization	Name of Training, Facilitator and training date	Location	Who attended	No. of people attended	Evidence
HIV/ AIDS awareness	TGA Reporting (training undertaken together with TGA formulation and follow ups). Malinga & Vailet, September 2010, January, March and May 2011	Village offices and Halls	TGA members only.		Photos, reports
	Distribution of Fema magazines in schools and dispensaries (Vailet, December 2010, February, May, September, 2011)	Uchindile Sec, Mapanda Disp, Kihansi Sec, Chogo disp, Idete disp, Makungu disp, Makungu Sec, Mgololo Sec, Kiyowela Sec, Kitasengwa disp	Secondary schools and dispensaries	-	Receiving Forms, Photos
FSC	Community consultation on FSC (Kimey, Majaliwa, Samson 2008)	Villages	Open to all community members and employees	Not recorded	Report
	Training On Certification Awareness (Dr. P. M. Mussami, Castor Makeula, Wilfred Pima, Simon Kizza, Zawjia Omari, Mapanda-January 2010 and Uchindilew-February, 2010)	Plantation site	Patrolmen, fire crew	-	Report
Carbon certification	Community consultation on carbon (Kimey, Majaliwa, Samson 2008).	Classrooms, on open grounds, community halls	To all	Not recorded	Reports
	Community consultation and training on carbon for Uchindile and Mapanda villages (Ngegba, Malinga, Elly and Vailet, June 2011),	Open areas	Open to all community members	-	Repots, photos, attendance
Tree Growers Associations	TGA Formulation (Malinga and Vailet, Sept 2010).	Classrooms, on open grounds, community halls, on woodlot sites	TGA members only	-	Photos and reports, attendance

	Training on Constitution development (Malinga and vailet; march, 2011)	Classrooms, on open grounds, community halls, on woodlot sites	TGA members only	-	Photos and reports, attendance, constitutions
Training on Community Woodlots	Nursery establishment (Malinga and Vailet, Sept 2010),	Classrooms, on open grounds, community halls, on woodlot sites	TGA members only	-	Photos and reports, attendance
	Woodlot establishment (Malinga and Vailet, Jan 2011),	Classrooms, on open grounds, community halls, on woodlot sites	TGA members only	-	Photos and reports, attendance
	Training on woodlot measurement and mapping (Malinga, Vailet and Elly, September 2011).	Classrooms, on open grounds, community halls, on woodlot sites	Representatives from all sub-villages, in each village	-	Reports, photos, attendance
	Biodiversity Conservation (Malinga & Vailet, June 2011)	Classrooms, on open grounds, community halls, on woodlot sites	TGA members only	-	Report, training manuals and attendances
	Woodlot management (Malinga and Vailet, March, April, May 2011)	Classrooms, on open grounds, community halls, on woodlot sites	TGA members only	-	Manual, reports, photos
Fire control	Training on fire protection (fire brigade June, 2006-2011)	Open grounds	Employees. Fire crews	-	Report
	Fire fighting refresher training at GRL forest plantation (Bariki Temu, Kimey, M. Njowu, August, 2011)	Open grounds	Community/Employees. Fire crews	-	Reports
	Fire training during plantation ceremonies at Mapanda and Uchindile project areas	Open grounds	Open to all Community	Approx. Over 300 in each	Reports

	(Malinga, 2008, 2009, 2010).		members	seminar.	
	Video shows on fire campaigns in villages surrounding the Uchindile and Mapanda plantations. Mbeya forest publicity, (2008-11),	Open grounds	Open to all Community members	Not counted	The videos and films belongs to the forestry division publicity department, Mbeya zone
	Red Cross fire Training (September, 2011)	Saohil office	Green Resources management, plantation 54representative for community training	24 from Saohil and Green Resources	Minutes, invitation letter
	Fire training during plantation ceremony (Malinga, 2008, 2009, 2010).	Mapanda and Uchindile Project sites	Open to all Community members	Not counted	Report, photos
	Video shows on fire campaigns (Mbeya forest publicity, 2008-11)	Villages surrounding Uchindile an Mapanda Project	Open to all village members	Not counted	ToRs, Invitation letters?
	Fire training campaign by Malinga (Ministry of Natural Resources and Tourism August 2009)	Mapanda and Idete	villagers and workers	-	Reports
	Workshop on integrated fire management, Forestry and bee keeping (MNRT),1-3September 2011	Morogoro	H. Malinga (CD & PR Manager)		Reports
Biodiversity Conservation and Environmental management	Training on tree diseases and poisonous mushroom (11 th -12 th January,5 th February 2010 respectively) Dr Musami,Kizza,Zawjia,Pima	Mapanda and Uchindile project sites	patrolmen, fire crews and supervisors	-	Reports
	Training on RTE species, invasive species, HCV Forest and FSC/CDM, Dr. Musami,Nambombe and Zawjia, (4 th -5 th November, 12 December 2008). Mussami,	Uchindile and Mapanda Respectively	Patrolmen, fire crewmen, supervisors and some staffs	-	Reports
	Training on FSC awareness, RTE species, invasive species, tree diseases and HCV	Plantation offices	Firecrew, patroleman, plantation,	-	Reports

	forests (Dr Mussami and V Kimey, February 2011)		supervisors and managers		
	Biodiversity conservation (Malinga and Vailet, June 2011).	Open	all		Reports
Plantation Management	Project Planning and Management course, MS-TCDC, 4 th -15 th May 2009	Arusha	Samson Msilu (CDO)	-	Certificate
	Certificate of Attendance on training on the Application of community Monitoring Guidelines for Green Resources, Raymond Mariki, October 2010	GRL, Mafinga	CDOs,	-	Certificate
Gender awareness	Stakeholders consultation on gender issues (Malinga & Vailet, Sept 2010, Jan 2011, March, May 2011),	Open grounds, community halls, classrooms	Open to all villager members in village under the TGA	-	Reports
Occupational Health and Safety	First Aid awareness (Bariki Temu and Victor Kimey, March 2011)	Uchindile and Mapanda forest plantation	Plantation management	-	Report
	Oil spillage response, cleanup and disposal training (Bariki Temu, January 2011)	Plantation workers plantation	All plantation workers plantation	-	
	General Induction on OHS (Bariki Temu, Dec 2010 to June 2011)	Uchindile and Mapanda Plantations	Plantation Workers	-	List of attendants, training guidelines
	Induction on OHS policy (Bariki Temu, January 2011)	Uchindile and Mapanda Plantations	Permanent workers	-	Minutes
	Use of chainsaws (Temu, B. February 2011)	Plantations	Project Chainsaw operators	-	List of attendants
	Fire fighting training (Working on fire International, June, 2011)	Saohil office	Green Resources professional employees, plantation workers	-	List of Participants, reports

	Health Insurance (Christel, August 2011)	Uchindile, Mapnada project sites	permanent workers	-	list of attendants, reports
	National Social Security Funds training (Christel, July 2011)	Mapanda and Uchindile Project sites and surrounding villages	Both permanent and casual	-	Reports, photos
	Training programme on Chaisaw operator and Environmental considerations and safety aspects in forest operations (by Forest Industries Training Institute, Ministry of Natural Resources and Tourism 9 th -13 th February 2009)	GRL, Mafinga, Iringa	Workers	-	Reports
	Occupational Health and Safety training (Peter Maganga, Nov. 2009)	Mapanda FP	Fire crew	-	Report
NSSF	Sensitization and awareness raising on NSSF issue. (Shaidi, S, Mwaniki, n, Sumari, S and C. Kiweha, May 2011)	Uchindile and Mapanda surrounding villages	All employees, casual and permanent	-	Minutes, reports, attendances