GENDER ANALYTICAL REPORT

GENDER ANALYSIS/ PROFILING DETAILING GENDER ISSUES IN PRODUCTION AND PROCESSING OF SHEA PRODUCTS AND MANAGEMENT OF WILDLIFE

KIDEPO CRITICAL LANDSCAPE PROJECT

SUBMITTED TO

NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)

BY

JBM Performance Management Consult Ltd
P.O. Box 35381 Kampala
Nansana Municipality, Wakiso District
Tel: +256 782505134 / +256 781489729
website: www.jbmconsult.org
email: info@jbmconsult.org
LinkedIn: JBM Consult

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With funding from Global Environment Facility (GEF) through the United Nations Development Programme (UNDP), the Government of Uganda implemented a project on the Conservation and Sustainable Use of the Threatened Savanna Woodland in the Kidepo Critical Landscape in North Eastern Uganda through National Environment Management Authority (NEMA), Uganda Wildlife Authority (UWA), National Forestry Authority (NFA), Uganda Export Promotion Board (UEPB) and district local governments of Abim, Otuke, Agago, Kitgum, Kaabong and Kotido.

The gender analysis/profiling of distribution of labour and asset ownership in the management and utilization of Shea Tree resources and wildlife during implementation of the Kidepo Critical Landscape project was conducted following a participatory methodology and applying mixed methods, where both qualitative and quantitative methods were taken into consideration.

Key stakeholders including NEMA, NFA, and UWA, UEPB staffs, local governments' representatives, ministries, private sector, academia, development partners and Household members were consulted to come up with this report.

On behalf of the government of Uganda and NEMA in particular, I would like to express my sincere gratitude to all those who contributed to the making of this gender analysis/profiling report.

The government of Uganda, NEMA in particular is grateful to UNDP/GEF for providing technical and financial support to this project and making it possible to realize this report.

I am also indebted to the staff especially Francis Ogwal, James Okiria Ateker and partners for their continued and enormous time and efforts to realize the organizational mission and vision.

Lastly, I wish to take this opportunity to thank the consultants from JBM Performance Management Consult Ltd specifically Julius Mugisa, PhD, Mugenyi K. Bazil and Mary Nabacwa Ssonko, PhD who put in a lot of knowledge, skills and time to produce such a wonderful report.

Dr. Tom O. Okurut
Executive Director-NEMA

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LIST OF ACRONYMS

CA	Capability Approach
CBO's	Community Based Organization
CFM	Collaborative Forest Management
DNRO	District Natural Resources Officer
FGDGs	Focus Group Discussions
GALS	Gender Action Learning Systems
GEF	Global Environment Facility
GoU	Government of Uganda
HHMs	Household Methodologies
HRBA	Human Rights Based Approach
IFAD	International Fund for Agricultural Development
KCL	Kidepo Critical Landscape
KIIs	Key Informant Interviews
LG	Local Government
MoGLSD	Ministry of Gender Labour and Social Development
NDP	National Development Plan
NEMA	National Environment Management Authority
NFA	National Forestry Authority
NGOs	Non-Governmental Organizations
NPA	National Planning Authority
S/C	Sub County
SDGs	Sustainable Development Goals
SDIP2	Social Development Investment Plan 2
SPSS	Statistical Package for Social Scientists
SWOT	Strengths, Weaknesses, Opportunities and Threats
ToR	Terms of Reference
UEPB	Uganda Export Promotions Board
UNDP	United Nations Development Program
UWA	Uganda Wildlife Authority
VCs	Vulnerable Communities
VSLAs	Village Savings and Loan Associations

EXECUTIVE SUMMARY

About Kidepo Critical Landscape (KCL) project

With funding from Global Environment Facility (GEF) through the United Nations Development Programme (UNDP), the Government of Uganda implemented a project on the Conservation and Sustainable Use of the Threatened Savanna Woodland in the Kidepo Critical Landscape in North Eastern Uganda through National Environment Management Authority (NEMA), Uganda Wildlife Authority (UWA), National Forestry Authority (NFA), Uganda Export Promotion Board (UEPB) and district local governments of Abim, Otuke, Agago, Kitgum, Kaabong and Kotido.

The Goal of the project was to " Conserve the biodiversity and ecosystem values of the Kidepo Critical Landscape to provide sustainable benefit flows at local, national and global levels through enhanced operational capacity and functional landscape planning approaches" while its objective was to "Protect the biodiversity of the Kidepo Critical Landscape in North Eastern Uganda from existing and emerging threats".

The project aimed at strengthening management effectiveness of the Kidepo Critical Landscape (KCL) protected area cluster (comprising of Kidepo Valley National Park, Karenga Community Wildlife Area, Central and local forest reserves) and integrating protected area management in a wider landscape.

Study methodology

The gender analysis/profiling study involved a mixture of quantitative and qualitative methodologies in data collection all through to report writing. Secondary data was collected through desk review of project documents using content analysis while primary data was collected using Questionnaires, Key Informant Guides (KIIs), Focus Group Discussion Guides (FGDGs) and Observation Checklist

The principal Stakeholders involved Individuals (including Women, Men and Youth), household members, local community groups while Ministries Departments and Agencies of GoU including NEMA, NFA and UWA staff. Donor agencies (UNDP), NGOs, Private Sector, Cultural Institutions, Research institutions and Academia constituted the Key Informants.

A total of 296 respondents participated in the household survey; females representing 197(66.6%) and males 99(33.4%). A total of 22 FGDs each comprising an average of 8 members were conducted with project females and males beneficiaries from district local governments of Abim, Otuke, Agago, Kitgum, Kaabong and Kotido and 51 KIIs drawn from project districts, implementing partners and UNDP/GEF.

Summary of study findings

The project was implemented within the provisions of the legal frameworks in relation to gender dimensions and considerations in the conservation and sustainable use of Shea Trees and wildlife. However, there was no deliberate effort to mainstream gender

during project design though Shea tree production processes involved more women than men across all target districts.

The gender analysis/profiling study revealed that trainings were done in local languages using do it yourself approach which made them appreciate project interventions. "If you train local people, give them the 'hands on' so that they can do it for themselves"!

The project assisted women groups to become legal functional entities and provided them with financial services that improved their performance and their bargaining power.

The study findings revealed that some project implementers do not understand well the construct gender and they look at it as a women issue. Therefore deliberate efforts need to be made during project design and implementation to create more awareness on gender issues especially among project implementers at district and sub

The findings reveal that women, children and men are involved in the production of Shea butter products though women were more dominant and own assets of Shea production, processing tools and equipments than men although key informants stressed that men own the land and have more control over the Shea trees.

The use of local/traditional methods of processing Shea tree products was dominated by women though where the use of modern technologies such as use of manual press machines, men came in as the machines were more labour intensive thus requiring men to operate them

Marketing of Shea tree products was majorly done in groups though some sell as individuals.

Shea Tree resources are utilized individually and/or as groups in some few cases. The Shea butter products include; fruit, butter oil for food, smearing Jelly, body lotion, lip balm and Soaps, bee honey, medicinal, fertilizers and fuel/firewood/charcoal.

Both women and men participate in decision making process of Shea tree products as individuals, households, groups and both which promotes involvement of various stakeholders at all levels hence promotion of harmony, high bargaining power, equitable utilization of proceeds and collaborative conservation efforts. Important to note the project has reduced women's discrimination.

The project strengthened coordination and cooperation by actively involving local communities' hence promoting co-existence and sustainability. The approach has brought both women and men to play role in conservation, however many women were at the fore front of most project activities than men.

Key recommendations

The study recommends that a gender-balance consideration right from the project identification should be done if both men and women are to play active role and benefit well in such projects. Gender mainstreaming should be part and parcel right from project

design, implementation, monitoring, evaluation and reporting. Gender issues should be well spelt out in the entire project management cycle.

Indigenous knowledge should be deliberately taken into consideration as it is necessary for project development, implementation and sustainability. There is need for more awareness raising and sensitization on Shea tree conservation, wildlife management and Shea butter products value addition.

There is need to introduce processing methods and machines that are not labour intensive to encourage active participation of both women and men in Shea Trees conservation.

Gender training manual on Shea tree production need to be consensually developed using experts in gender and adopted by Shea Tree projects designers and implementers.

Conclusion

Although the project design was not gender mainstreamed, women were at the forefront in the entire Shea tree production value chain.

CHAPTER 1: GENERAL INTRODUCTION

1.1 Introduction

The Gender Analytical Report Entails Back Ground Information about NEMA and Conservation and Sustainable Use of the Threatened Savanna Woodland in the Kidepo Critical Landscape in North Eastern Uganda, purpose and scope of the assignment; a Comprehensive Methodology (conceptual and technical approached to use), Socio-Demographic Information, Presentation of Findings on Gender Analysis/Profiling, Documentation of Lessons Learned and Good Practices Recommendations and Conclusions and Annextures (study tools and TOR).

1.2 Back Ground about NEMA

The National Environment Management Authority (NEMA) is a semi-autonomous institution, established in May, 1995, under the National Environment Act, Cap. 153, and became operational in December, 1995, as the principal agency in Uganda, charged with the responsibility of coordinating, monitoring, regulating and supervising environmental management in the country.

NEMA spearheads the development of environmental policies, laws, regulations, standards and guidelines; and guides Government on sound environment management in Uganda. In doing this, NEMA contributes to social-economic development and wise use of natural resources, focusing on providing support to Government's main goal of ensuring sustainable development contributing to the National Vision, the National Development Plan (NDP), regional and global commitments including the Sustainable Development Goals (SDGs).

NEMA's Core Values Include; Client focus, Integrity and transparency, Professional motivation and commitment, Innovation and creativity, Open, cross-functional and all participatory decision making and problem solving, Partnerships and collaboration and Passion for sustainable environment.

NEMA's Vision is "An Efficient Agency, with People in Uganda living in a Clean, Healthy, Productive and Sustainable Environment."

With a Mission "To promote and ensure sound environment management practices for sustainable development."

The Goal of NEMA is "To promote sound environment management and prudent use of environment and natural resources in Uganda".

Development Objective

"To create, establish and maintain an efficient mechanism for sustainable environmental and natural resources management at the national, district and community levels."

With funding from Global Environment Facility (GEF) through the United Nations Development Programme (UNDP), the Government of Uganda implemented a project on the Conservation and Sustainable Use of the Threatened Savanna Woodland in the Kidepo Critical Landscape in North Eastern Uganda through National Environment Management Authority (NEMA), Uganda Wildlife Authority (UWA), National Forestry Authority (NFA), Uganda Export Promotion Board (UEPB) and district local governments of Abim, Otuke, Agago, Kitgum, Kaabong and Kotido

1.3 Back Ground about Kidepo Critical Landscape Project

The Goal of the project was to " Conserve the biodiversity and ecosystem values of the Kidepo Critical Landscape to provide sustainable benefit flows at local, national and global levels through enhanced operational capacity and functional landscape planning approaches" while its objective was to "Protect the biodiversity of the Kidepo Critical Landscape in North Eastern Uganda from existing and emerging threats".

The project aimed at strengthening management effectiveness of the Kidepo Critical Landscape (KCL) protected area cluster (comprising of Kidepo Valley National Park, Karenga Community Wildlife Area, Central and local forest reserves) and integrating protected area management in a wider landscape.

The project thus focused on conservation of biodiversity inside and outside protected areas in KCL with the primary target beneficiaries being community groups comprising both men and women whose participation and production of Shea Tree products and management of wildlife vary due to traditional gender related division of labour.

1.4 Purpose and Scope of the assignment according to the TOR

1.4.1 Purpose

To map gender distribution of labour and asset ownership in the management and utilization of Shea Tree resources and wildlife during implementation of the Kidepo Critical Landscape project.

1.4.2 Scope

To produce a detailed report on gender profiling issues in production and processing of Shea products, uptake of technologies (beekeeping/honey processing, Shea oil processing, Shea tree management and regeneration), marketing of Shea products and, management of

wildlife during project implementation in the project districts in consultations with NEMA, UWA, NFA and the district technical staff.

CHAPTER 2: METHODOLOGY

2.1 Technical Approach

The study was undertaken through a highly consultative and participatory process with wider involvement of all key stakeholders at national, sub-national and local levels to ensure ownership and accountability.

Noting that Gender mainstreaming: "…the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. Gender Analysis focuses on knowing women's as well as men's concerns and experiences in order to spearhead an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."

The development of tools for the study was informed by gender analytical frameworks including House Hold Methodologies, Caroline Moser Practical and Strategic Needs framework, Gender Action Learning System, Capability Approach. Others included; Collaborative Forest Management (CFM) framework and Human Rights Based Approach (HRBA), Harvard Analytical framework, the Gender Analysis Matrix, Eco- feminism framework and the Sarah Longwe Empowerment framework as shown hereafter;

i) **House Hold Methodologies (HHMs, IFAD- October 2014).** HHMs are participatory methodologies that enable family members to work together to improve relations and decision-making, and to achieve more equitable workloads. Their purpose is to strengthen the overall well-being of the household and all its members which is critical to this study of the Shea product value chains.

ii) **Caroline Moser Practical and Strategic Needs framework (May 2005).** According to the Twin-track Strategy model, gender mainstreaming involves the integration of both women and men's concerns in the institutional functioning and programmes, together with targeted activities focusing on either women or men to bridge any identified gender gaps.

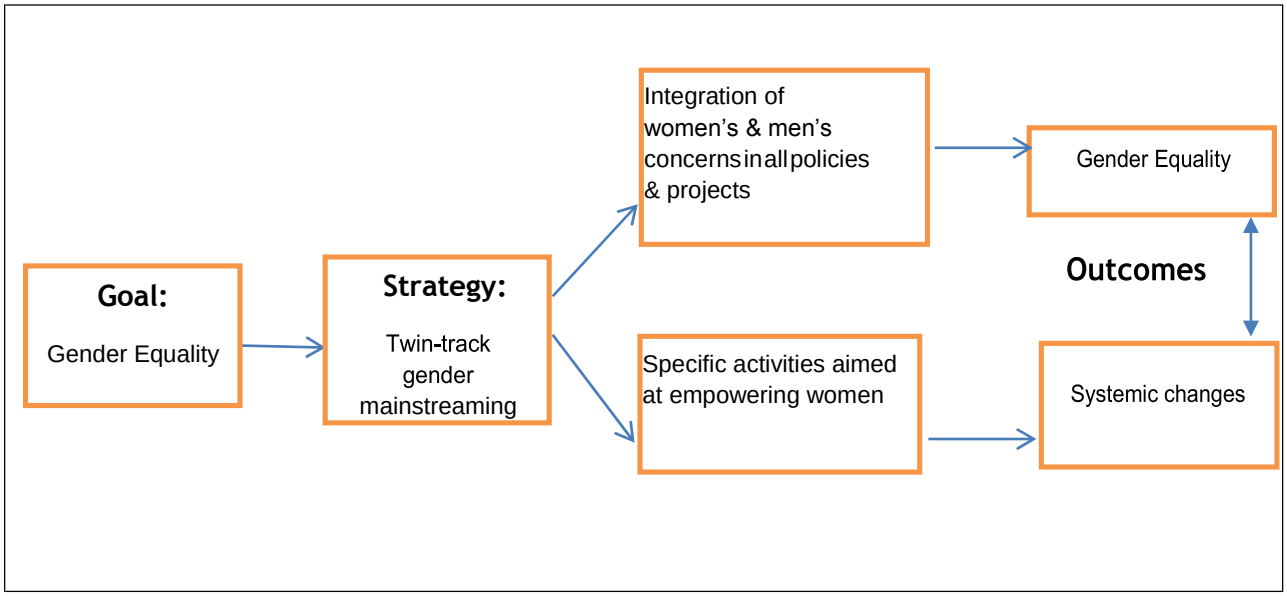


Figure 1: Twin-track Strategy for Gender Mainstreaming

iii) **Gender Action Learning System (GAL's methodology, OXFAM Novib, 2014**). GALS is a community-led empowerment methodology that uses principles of inclusion to improve income, food and nutrition security of vulnerable people in a gender-equitable way. It positions poor women and men as drivers of their own development rather than victims, identifying and dismantling obstacles in their environment, challenging service providers and private actors.

iv) **Capability Approach (CA), Key at al. (2000).** This focuses on gender analysis through mapping, SWOT analysis and assessment of traditional gender related division of labour especially women in relation to; low input – low output, and high input – high output system in order to increase their benefit in value chains (VCs) and wildlife management.

2.2 Study Methods and Tools

The study involved a mixture of quantitative and qualitative methodologies in data collection all through to report writing. Secondary data was collected through desk review of project documents using content analysis while primary data was collected using Questionnaires, Key Informant Guides (KIIs), Focus Group Discussion Guides (FGDGs) and Observation Checklist.

2.3 Categorization of respondents

The principal Stakeholders involved Individuals (including Women, Men and Youth), household members, local community groups while Ministries Departments and Agencies of GoU including NEMA, NFA, UEPB and UWA staff. Donor agencies (UNDP), NGOs, Private Sector, Cultural Institutions, Research

institutions and Academia constituted the Key Informants.

2.4 Geographical scope

The Gender analysis/profiling was conducted in Kidepo Critical Landscape in North Eastern Uganda, covering district local governments of Abim, Otuke, Agago, Kitgum, Kaabong and Kotido.

2.5 Time frame

The study was executed within four (4) months from the date of engagement.

2.6 Data Collection

Secondary data was gathered through document review while primary data was collected using a structured questionnaire, Key Informant Guide, Focus Group Discussion Guide and Observation check list.

Table 2 shows the different methodologies used and the target respondents.

Table 1: Data collection methods

Data Collection Method	Data Collection Tool	Targeted Respondents	Sampling Method
Desk Review	Desk Review checklist	Project documents	Purposive
National level KIIs	KII Guide	Ministries, NEMA, GEF, UNDP, NGOs, Academia, Research Institutions, UEPB, UWA, NFA among others	Purposive
District level KIIs	KII Guide	Local governments (Abim, Otuke, Agago, Kitgum, Kaabong and Kotido), community leaders and cultural leaders	Purposive
Survey	Questionnaire	Individuals, Household members, Community groupings (including women, men and the youth)	Simple Random
Validation workshop	Workshop agenda and presentation	Ministries, NEMA, GEF/UNDP, NGOs, Academia, Research Institutions, UEPB, UWA, NFA, Local governments representatives, community leaders and cultural leaders representatives.	Purposive

2.7 Secondary Data Review

A detailed review of project related documents of the following institutions was conducted: National Environment Management Authority (NEMA), Global Environment Facility (GEF)/United Nations Development Programme (UNDP), Conservation and Sustainable Use of the Threatened Savannah Woodland in the Kidepo Critical Landscape in North Eastern Uganda. Uganda Wildlife Authority (UWA), National Forestry Authority (NFA), Uganda Export Promotion Board (UEPB), Abim, Otuke, Agago, Kitgum, Kaabong and Kotido district reports.

Other documents reviewed included; Uganda National Housing and Population Census 2014, NDP II, Uganda Vision 2040, Ministry of Gender Labour and Social Development (MoGLSD) reports, National Gender Policy; Uganda Social Development Investment Plan (SDIP2), District Development Plans. A detailed document checklist was developed to capture literature on the program design, management and progress especially gender concerns.

2.8 Key Informant Interviews

Using purposive random sampling, KII respondents were selected from key stakeholders including NEMA, NFA, UWA, UEPB, NGOs, UNDP, Academia, Research institutions, Private sector, Local governments, community leaders and cultural leaders, while others were identified using the snow ball approach. The engagement was at national and district levels. KII guide was used to gather in-depth information and the team was flexible to adapt key new questions emerging from the preceding interviews. The table below shows KII's interviewed.

Table 2: Categories of KII's Interviewed

S/N	Category	Number of KII's interviewed	Sampling Method
1.	Development partners (UNDP)	1	Purposive
2.	Ministries, NEMA, UEPB, UWA and NFA	4	Purposive
3.	Local governments staff (Abim,	27	Purposive
4.	Local community and cultural leaders	4	Purposive
5.	NGOs, Academia and Research Institutions	4	Purposive

2.9 Focus Group Discussions

Using stratified random sampling technique, Focus Group Discussants were selected according to; Sex, Age and level of education. FGDs were conducted among Kidepo Valley National Park, Karenga Community Wildlife Area, Central and local forest reserves staffs and beneficiary community groups covering women and men. The purpose of FGDs was to establish in-depth information about distribution of labour and asset ownership in the management and utilization of Shea Tree resources and wildlife management key principles such as gender efficiency, equality, empowerment, and participation and strengthening the management effectiveness of the Kidepo Critical Landscape (KCL) protected area cluster. An FGD guide was developed and a moderator guided FGDs as recorders were being used to record the proceedings of the group's discussions. Separate FGDs comprising of an average of 8 members each were conducted among the different groups (females and males) as shown in the table hereafter.

Table 3: List of FGD's conducted

District	Sub county	Women		Men	
		Women Groups	Group Membership	Men groups	Group Membership
Abim	Lotuke	1	10	1	8
	Abim	1	8	1	8
Agago	Omot	1	8	1	8
	Lukole	1	8	1	8
Kabong	Sagar	1	6	1	8
	Karenga	2	7	1	8
Kitgum	Orom	1	8	1	8
	Omiya Anyima	1	8	1	8
Kotido	Kachari	1	10	2	8
Otuke	Olilim	1	8	1	
	Ogor	1	8	1	8

2.10 Survey

A Survey of Kidepo Valley National Park, Karenga Community Wildlife Area and stakeholders at the different project levels was conducted, this involved key stakeholders like women, men and the youth, Household members and community groupings were reached as well.

2.10.1 Sampling for the Survey

Using Simple random technique, a representation from all the six
(6) Study district was considered for determining gender issues and different capacities and gaps at different levels in strengthening management effectiveness of Kidepo Critical Landscape (KCL) protected area cluster. Since they were many stakeholders that could not be covered by the exercise at once which would necessitate a census, a Simple random technique was adopted.

Since gender inequalities and inequities are determined at different levels mainly households, community, religion and other larger cultural settings, the choice of the respondents accommodated variables like Age, Sex, Education, Religion and Location to ensure that their influence on Shea tree production and management of wildlife is established.

Statistically significant samples were drawn from various sources. Cross-sectional study design was applied because specific information was required at a single point.

Sample size determination was arrived at by using the following formula; the minimum sample size was estimated using Cochran (1963:75) method as shown below:

n=z

$$\left\lceil n = \frac{z^2(p)(q)}{d^2} \right\rceil$$

.....Eq. 1

Where

n = the desired sample size;

z = Statistical certainty, related to the error risk

p = the proportion of households engaging in Shea butter production

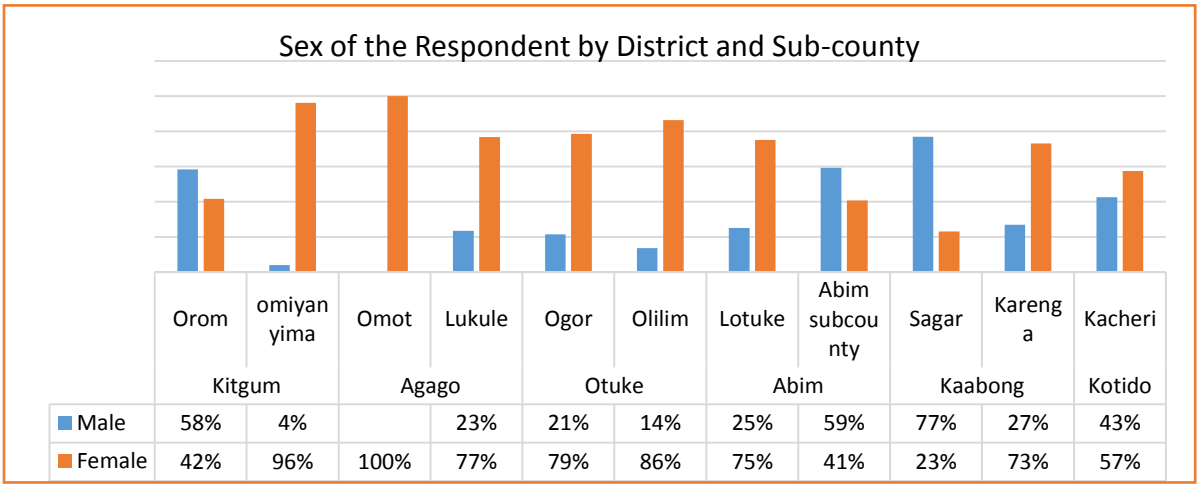
q = The weight variable

d = margin of error, expressed as a fraction of the error risk of 5% (0.05).

2.10.2 Socio-Demographic Characteristics of respondents

A total of 296 respondents participated in the household survey; females representing 197(66.6%) and males 99(33.4%) and it is upon which quantitative findings are premised.

The highest percentage of female respondents were from Agago district Omot Sub-county (100), while Kaabong district Sagar sub-county had the highest percentage of males (77%) Further details are depicted in Figure 3 below.



	Orom	omiyan yima	Omot	Lukule	Ogor	Olilim	Lotuke	Abim subcou nty	Sagar	Kareng a	Kacheri
	Kitgum		Agago		Otuke		Abim		Kaabong		Kotido
Male	58%	4%		23%	21%	14%	25%	59%	77%	27%	43%
Female	42%	96%	100%	77%	79%	86%	75%	41%	23%	73%	57%

Figure 2: Respondents by Sex and District

2.10.2.1 Sex, Age and Marital status of Respondents

The findings indicate that all respondents in the age group 50-60 years were divorced/ separated or widowed 3(100%) were females contrary to females 157(43%) and males 85(57%) that were married. Further, of all the divorced/separated in 18-30 year age group were females (3) (100%) while in 30-40 years age group all singles were females 5(100%). Critical to underscore is that overly there were slightly higher percentages of married male and female respondents. This is elaborately displayed in figure 4 below.

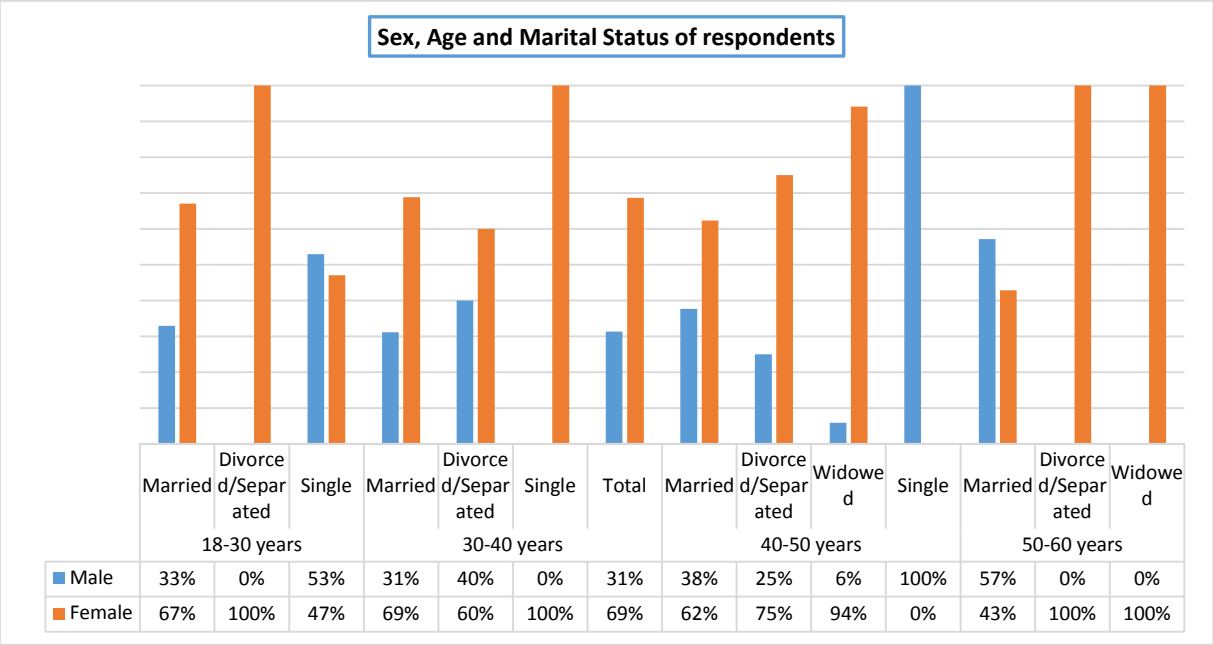


Figure 3: Respondents by Sex, Age and Marital Status

2.10.2.2 Sex of Respondent by Main Occupation

Overall; the study findings revealed that females 66(72%) dominated Shea Tree production than their male counterparts 26(28%), Crop farming (peasantry) females 89(76%) and males 28(24%), Business; females 18(58%) and males 13(42%) while only males 3(100%) were in other occupations not withstanding; males (64%) and females 9(36%) in Informal employment (wages and Causal labour (64%). While females 13(54%) and males 11 (46%) main occupation was livestock farming equal percentage of males and females 2(50%) were engaged in formal employment (Salaried or Permanent occupations).This is elaborately displayed in table 4below.

Table 4: Sex of Respondent by main occupation

		Respondent Main Occupation							Total
		Shea Tree Production	Livestock Farming	Formal Employment (Salaried or Permanent)	Informal Employment (Wage & Casual labour)	Business	Crop Farmers (Peasant)	Others	
Sex of Respondent	Male	26	11	2	16	13	28	3	99
		28%	46%	50%	64%	42%	24%	100%	33%
	Female	66	13	2	9	18	89	0	197
		72%	54%	50%	36%	58%	76%	0%	67%
Total		92	24	4	25	31	117	3	296

2.10.2.3 Sex, District of Respondent by Main Occupation

The study findings revealed that only females (100%) in Kitgum and Agago districts had Shea Tree production as their main occupation. Similarly, males (100%) dominated livestock farming in Kaabong and Otuke. This is elaborately displayed in figure 5 below.

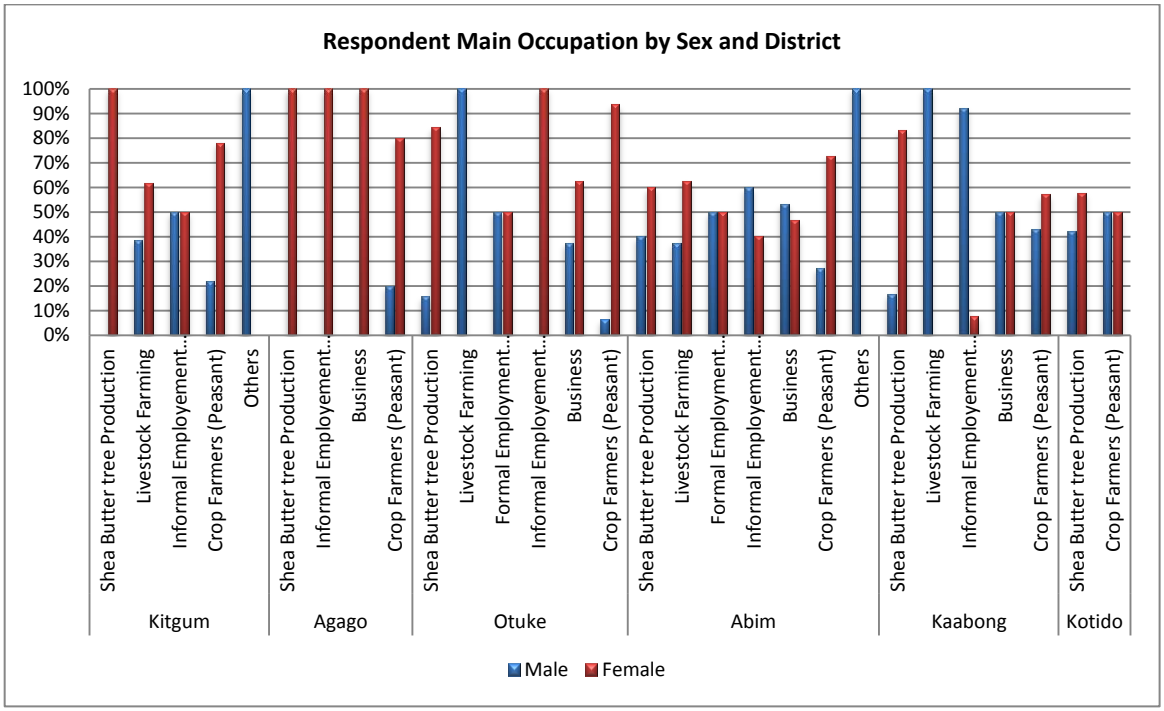


Figure 4: Respondent's Main Occupation by Sex and District

2.10.2.4 Education Level by sex of Respondent

In terms of education level of the respondents; 114 (39%) had No Formal education where by majority were females 82 (72%). Findings further revealed that respondents who had Attended Primary Education were 89 (30%) with majority being females 61 (68%) while no female had College or University Education. Table 6 below is reflective of the relative distribution of education levels of respondents.

Table 5: Education level by Sex of respondent

Education Level of Respondent	Male	Female	Total
No Formal school	32	82	114 (39%)
	28%	72%	
Adult Education	0	2	2 (1%)
	0%	100%	
Attended Primary	28	61	89 (30%)
	32%	68%	
Completed Primary	12	36	48 (16%)
	25%	75%	

Vocational Training	4	4	8 (3%)
	50%	50%	
Attended Secondary School	14	10	24 (8%)
	58%	42%	
Completed Secondary School	2	2	4 (1%)
	50%	50%	
College	5	0	5 (2%)
	100%	0%	
University	2	0	2 (1%)
	100%	0%	

2.10.2.5 Sex of respondent by Sex of household head and Relationship to Household Head

Findings revealed that female respondents 197; comprising females 136 came from households headed by males while females 61 came from households headed by females contrary to males 99; comprising 98 that came from male headed households and only 1 came from female headed household. Female respondents' 71; constituting 32 and 39 came from households headed by a male and females. Critical to highlight is that no male respondent came from a household headed by a daughter while females did. The finding is reflective of the male headship of household being the dominant. This is further presented in table 6 below.

Table 6: Sex of respondent by household head

Sex of the Respondent	*Sex of household head*	*Relationship to the Household Head*				*Total*
		Head	Spouse	Son	Daughter	
Male	Male	87	3	8		98
		89%	3%	8%		
	Female	0	0	1		1
		0%	0%	100%		
	Total	87	3	9		99
		88%	3%	9%		
Female	Male	32	101	0	3	136
		24%	74%	0%	2%	
	Female	39	18	1	3	61
		64%	30%	2%	5%	
	Total	71	119	1	6	197
		36%	60%	1%	3%	

2.10.2.6 Household Membership by District and Sex

Overall, findings on the number of household members from the study districts revealed that 5-10 years dominated male and females' respondents' household membership followed by 0-5 years with the least being 10 years and above. This is further displayed in figure 6 below

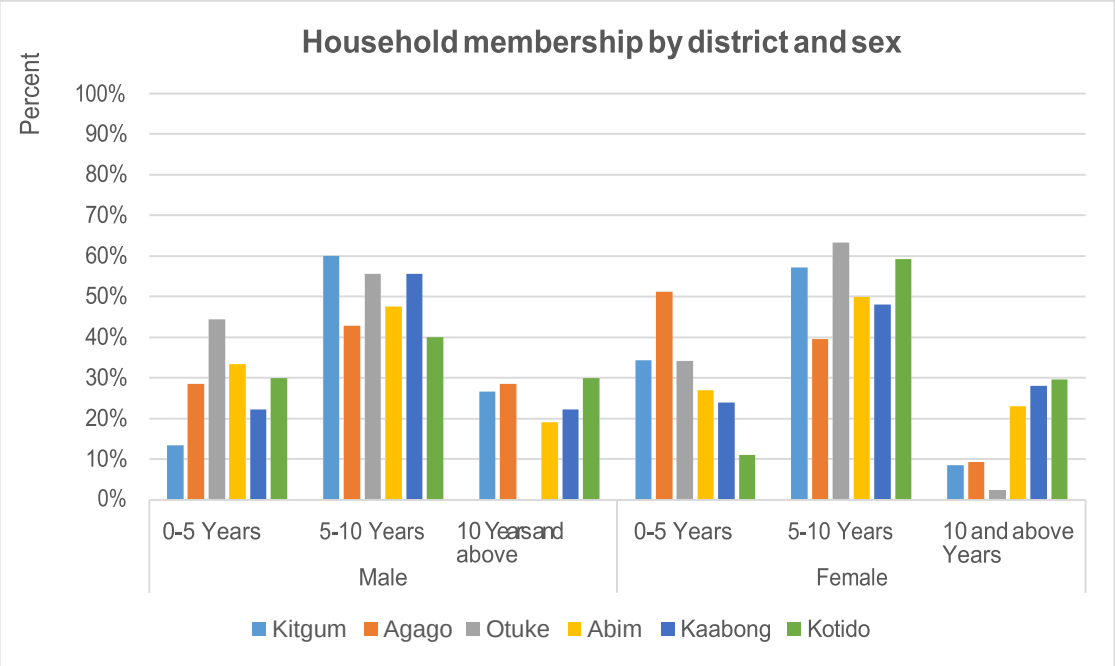


Figure 5: Household members by district and sex

CHAPTER 3: PRESENTATION OF STUDY FINDINGS

3.1 Introduction

This chapter presents information on policies and legislative frameworks in relation to gender dimensions and considerations in the conservation and sustainable use of Shea tree products and wildlife management, project design as well as analytical gender profiles established under this study.

3.2 Policies and legislative frameworks in relation to gender and considerations in the conservation and sustainable use of Shea tree products and wildlife management.

Globally, **Sustainable Development Goal (SDG)** 5 asserts Achievement of gender equality and empowering all women and girls. Gender equality is not only a fundamental human right, but a necessary foundation for peaceful, prosperous and sustainable world. SDG 10: Reduced Inequalities, it further encourages to raise voices against discrimination; SDG 12: Responsible Production and Consumption such as recycling papers, plastic, glass and aluminum and SDG 13: Climate Action to address Climate change which is a global challenge that affects everyone, everywhere and to educate young people on climate change to put them on a sustainable path early on as well as SDG 12: Responsible Production and Consumption.

At national level, **the Uganda's Constitution (1995)** guarantees equality between women and men before the law. Chapter four, Article 20 (2) states that the rights and freedoms of the individual and groups enshrined in this chapter shall be respected, upheld and promoted by all organs and agencies of Government and by all persons. Article 21 (1) states that all persons are equal before and under the law in all spheres of political, economic, social and cultural life and in every other respect and shall enjoy equal protection of the law. Article 21 (2) further states that without prejudice to clause (1) of this article, a person shall not be discriminated against on the ground of sex, race, colour, ethnic origin, tribe, birth, creed or religion, social or economic standing, political opinion or disability.

In line with the above, **Uganda Vision 2040 (April 2013)** highlights Gender Equality and Women Empowerment for Socio-economic Transformation as key principles. A policy of affirmative action was adopted to partly address gender inequalities and promote women empowerment in political, social and economic spheres. The National Gender Policy (1997) and National Action plan on women were also formulated to support the implementation of the constitutional and policy provisions.

Second **National Development Plan (NDP II) 2015/16 – 2019/20** under Human Capital Development as well as Inclusive Growth notes that Gender equality and empowerment of women as a focus area and further states that progress has been registered in the institutionalization of gender planning in all sectors and increased collection of gender disaggregated data and information through research. Some outcomes from these interventions include a critical mass of women in Parliament, gender parity in enrolment of girls at primary level, increased ownership of land by women, improved access to water and sanitation has reduced the time spent by women and children in fetching water. However, women continue to face constraints related to access to, control over and ownership of businesses and productive resources such as land and credit.

National Biodiversity Strategy (October 2016) under the national biodiversity strategy and action plan: priorities and targets, gender equality is highlighted as one of the guiding principles and equitable sharing of costs and benefits of biodiversity as a strategic objective.

Further, **the Local Governments Act (1997)** Section 10: Composition of district councils and Section 16: District executive committee composition addresses gender inequality by stating the women representation in the composition of such district councils and committees among others.

3.3 Project Design

The Goal of the Strengthened National Terrestrial PA Networks Programme was: ***"The biodiversity and ecosystem values of the Kidepo Critical Landscape, Uganda, are conserved and provide sustainable benefit flows at local, national and global levels through enhanced operational capacity and functional landscape planning approaches.***"

The project was responsible for achieving the following project objective: ***"The biodiversity of the Kidepo Critical Landscape in North Eastern Uganda is protected from existing and emerging threats".*** The project was designed to lift the barriers to establishment of a landscape approach to the management of biodiversity with two components namely; i) Strengthening Management Effectiveness of The Kidepo Critical Landscape PA Cluster and ii) Integrating PA Management in the Wider Landscape.

The project baseline brought in the recognition of sex disaggregated data/information thus leading to continued collection, analysis and presentation of disaggregated reports.

In the next section, presented are gender analytical profiles under two perspectives namely; Gender distribution of labour in production of Shea tree products and Gender distribution of labour in the management of wildlife

3.4 Gender distribution of labour in production of Shea tree products

3.4.1 Access to Shea Tree Products

Access means being able to see or use Shea tree products such as nuts, butter oil, tree wood, flowers, bee honey, Leaves, bark, roots, Shea tree caterpillar and others. The overall study found that men and women 84(36.7%) had access to Shea tree products. Kitgum 33(71.7%) had more women having access to Shea tree products in comparison with other districts while Otuke 38(76.0%) had more women and men having access to Shea trees than other districts. Overall, there is limited access to Shea tree products by children as depicted in Table 7 below.

Table 7: Access to Shea Tree products

	Access to Shea Tree products by District						Total
District	Men	Women	Children	Men and Women	Men and Children	Women and Children	
Kitgum	12	33	1	0	0	0	46
	26.1%	71.7%	2.2%	.0%	.0%	.0%	100.0%
Agago	0	2	0	34	5	9	50
	.0%	4.0%	.0%	68.0%	10.0%	18.0%	100.0%
Otuke	1	0	0	38	1	10	50
	2.0%	.0%	.0%	76.0%	2.0%	20.0%	100.0%
Abim	7	22	1	8	4	5	47
	14.9%	46.8%	2.1%	17.0%	8.5%	10.6%	100.0%
Kaabong	8	10	1	4	1	12	36
	22.2%	27.8%	2.8%	11.1%	2.8%	33.3%	100.0%
Total	28	67	3	84	11	36	229
	12.2%	29.3%	1.3%	36.7%	4.8%	15.7%	100.0%

3.4.2 Control of Shea Tree resources

Control refers to the power to direct or manage a resource. Overly across all the study districts, men 106 (47%) had more control over Shea tree resources followed by women 93 (41.7%). Comparatively, in terms of district, Agago 37(75.5%) followed by Otuke 30(60.0%) had more men having control over Shea tree resources while Kitgum 30(65.2%) and Abim 26(59.1%) had women having control over Shea tree resources. Negligible joint control over Shea tree resources by men and women; men and children and women and children was registered across districts as depicted in Table 8 below.

Table 8: Control over Shea Tree resources by Sex

District	Control over Shea Tree resources by District					Total
	Man	Woman	Man and Women	Man and Children	Woman and Children	
Kitgum	16	30	0	0	0	46
	34.8%	65.2%	.0%	.0%	.0%	100.0%
Agago	37	9	0	3	0	49
	75.5%	18.4%	.0%	6.1%	.0%	100.0%
Otuke	30	11	2	6	1	50
	60.0%	22.0%	4.0%	12.0%	2.0%	100.0%
Abim	14	26	1	2	1	44
	31.8%	59.1%	2.3%	4.5%	2.3%	100.0%
Kaabong	9	17	1	3	4	34
	26.5%	50.0%	2.9%	8.8%	11.8%	100.0%
Total	106	93	4	14	6	223
	47.5%	41.7%	1.8%	6.3%	2.7%	100.0%

3.4.3 Production and processing of Shea products

Shea tree oil manual press machines

Production process is transforming a range of inputs into outputs that are required by the market and it involves a series of links in a production chain. The study findings on control over Shea production tools and equipment revealed high percentages in women 128 (57.7%) followed by men 71 (32.0%). Further findings revealed higher percentages of women 30 (66.7%) in controlling Shea production tools and equipment in Abim while Agago district had more men 23(46.0%) controlling Shea tools and equipment. Higher percentages of women having control over Shea production and processing tools and equipment could be attributed to the division of labour in which women take part in both reproductive and productive roles such as post-harvest handling within the household sphere.

3.4.4 Access to tools and equipments in production, management, processing and utilization of Shea tree resources

According to the study findings; a total of 83 (37.1%) women had access to tools and equipment, followed by 77 (34.4%) that accessed as women and men. In terms of access by district; Agago 37 (74%) and Otuke 33 (66.0%) had the highest access to tools and equipment as women and men. While in Kitgum 26 (66.7%) and Abim 30 (65.2%) of women accessed tools and equipment alone as shown in Table 9 below. The variation in access to tools and equipment could be associated with the gender division of tasks where Shea tree products' processing has been traditionally done by women.

Table 9: Access to tools and equipments by district

District	Access to Tools and Equipments by District						Total
	Man	Woman	Children	Man and Women	Man and Children	Woman and Children	
Kitgum	12	26	1	0	0	0	39
	30.8%	66.7%	2.6%	.0%	.0%	.0%	100.0%
Agago	0	3	0	37	4	6	50
	.0%	6.0%	.0%	74.0%	8.0%	12.0%	100.0%
Otuke	1	6	0	33	3	7	50
	2.0%	12.0%	.0%	66.0%	6.0%	14.0%	100.0%
Abim	4	30	0	3	8	1	46
	8.7%	65.2%	.0%	6.5%	17.4%	2.2%	100.0%
Kaabong	7	18	0	4	4	6	39
	17.9%	46.2%	.0%	10.3%	10.3%	15.4%	100.0%
Total	24	83	1	77	19	20	224
	10.7%	37.1%	.4%	34.4%	8.5%	8.9%	100.0%

3.4.5 Control over Production and Processing tools and equipment

The study findings revealed that women 128 (57.7%) had control over tools and equipment across the study districts. In terms of district Abim 30 (66.7%) and Kitgum 25(64.1%) women had higher control over Shea tree production and processing tools and equipment as shown in Table 10 below. The variation in access to tools and equipment could be associated with the gender division of tasks where Shea tree products' processing has been traditionally done by women.

Table 10: Control over tools and equipments by district

District	Control over Tools and Equipments by District				Total
	Men	Women	Men and Children	Women and Children	
Kitgum	14	25	0	0	39
	35.9%	64.1%	.0%	.0%	100.0%
Agago	23	25	2	0	50
	46.0%	50.0%	4.0%	.0%	100.0%
Otuke	13	28	8	1	50
	26.0%	56.0%	16.0%	2.0%	100.0%
Abim	7	30	8	0	45
	15.6%	66.7%	17.8%	.0%	100.0%
Kaabong	14	20	4	0	38
	36.8%	52.6%	10.5%	.0%	100.0%
Total	71	128	22	1	222
	32.0%	57.7%	9.9%	.5%	100.0%

3.4.6 Uptake of technologies (beekeeping/honey processing, Shea oil processing, Shea tree management and regeneration)

Women demonstrating how to use Shea tree oil manual press machines provided by the project

The study findings on technology uptake in Bee keeping, Shea Butter Oil and Honey processing by district revealed that traditional/local technology 148 (61.4%) dominated followed by both traditional /Local and Modern 87 (36.1%). Women 73(43.7%) more than men 14 (18.9%) used both traditional and modern technology in Shea oil processing. This is further depicted in Table 11 below

Table 11: Technology uptake by district

Sex of the Respondent	District	What Technologies are used to process Butter Oil			Total
		Traditional/Local	Modern	Both traditional and modern	
Male	Kitgum	14	0	1	15
		93.30%	0.00%	6.70%	100.00%
	Agago	3	0	4	7
		42.9%	0.0%	57.1%	100.0%
	Otuke	2	0	7	9
		22.2%	0.0%	77.8%	100.0%
	Abim	17	2	2	21
		81.0%	9.5%	9.5%	100.0%
	Kaabong	22	0	0	22
		100.0%	0.0%	0.0%	100.0%
Males		**58**	**2**	**14**	**74**
		78.4%	**2.7%**	**18.9%**	**100.0%**
Female	Kitgum	22	2	10	34
		64.7%	5.9%	29.4%	100.0%
	Agago	12	1	29	42
		28.6%	2.4%	69.0%	100.0%
	Otuke	16	0	25	41
		39.0%	0.0%	61.0%	100.0%
	Abim	16	1	9	26
		61.5%	3.8%	34.6%	100.0%
	Kaabong	24	0	0	24
		100.0%	0.0%	0.0%	100.0%
Females		**90**	**4**	**73**	**167**
		53.9%	**2.4%**	**43.7%**	**100.0%**
Total		**148**	**6**	**87**	**241**
		61.4%	**2.5%**	**36.1%**	**100.0%**

3.4.7 Form of Marketing of Shea Oil and Honey by district

The study findings on participation in marketing of Shea Butter Oil and Honey by district revealed that women 119 (56.7%) are more involved in marketing especially in Kitgum 34(89.5%), Otuke 29(60.4%) and Abim 24(58.5%). Findings revealed Kaabong 23(69.7%) as having more woman and children in marketing Shea products. Critical to underscore is that there is a very low participation of men in similar activities as shown in Table 12 below.

Table 12: Marketing of Shea Tree products

District	Who is responsible for Marketing Shea Oil and Honey?						Total
	Man	Woman	Children	Man and Women	Man and Children	Woman and Children	
Kitgum	1	34	1	0	0	2	**38**
	2.6%	89.5%	2.6%	0.0%	0.0%	5.3%	**100.0%**
Agago	1	28	0	0	16	5	**50**
	2.0%	56.0%	0.0%	0.0%	32.0%	10.0%	**100.0%**
Otuke	0	29	2	1	12	4	**48**
	0.0%	60.4%	4.2%	2.1%	25.0%	8.3%	**100.0%**
Abim	2	24	0	2	1	12	**41**
	4.9%	58.5%	0.0%	4.9%	2.4%	29.3%	**100.0%**
Kaabong	1	4	1	0	4	23	**33**
	3.0%	12.1%	3.0%	0.0%	12.1%	69.7%	**100.0%**
Total	**5**	**119**	**4**	**3**	**33**	**46**	**210**
	2.4%	**56.7%**	**1.9%**	**1.4%**	**15.7%**	**21.9%**	**100.0%**

The study findings across the districts revealed that 59 (27.1%) participated as individuals, 42 (19.3%) as households awhile 35 (16.1%) participated in groups. More men 22(43.4%) than women 37 (24.0%) participated as individuals as Figure 13 shows below

Table 13: Form of participation in Shea value chain by sex

Sex of respondent	Form of Participation in Shea value Chain by Sex							Total
	Individual	Household	Group	Individual & Household	Individual & Group	Household & Group	All	
Male	22	18	9	2	0	6	7	64
	34.4%	28.1%	14.1%	3.1%	0.0%	9.4%	10.9%	100.0%
Female	37	24	26	4	20	12	31	154
	24.0%	15.6%	16.9%	2.6%	13.0%	7.8%	20.1%	100.0%
Total	59	42	35	6	20	18	38	218
	27.1%	19.3%	16.1%	2.8%	9.2%	8.3%	17.4%	100.0%

Qualitative findings revealed that mostly women perform the role of marketing Shea butter oil and honey across districts; however, it was clear that men have ownership and control of the proceeds. This is tersely articulated by a female FGD discussant in Kotido district, Kacheri Sub-county when she averred that, *"unlike in the past these days' women sell butter oil or honey either as individuals or in women groups irrespective of their marital status".*

3.4.8 Level of Marketing Shea butter Oil and Honey

Overly findings revealed that the Shea Butter Oil was majorly sold on the Local level 202(95.3%) with higher percentages being registered in the districts of Abim 43(97.5%), Agago 49(96.0%) and Otuke 46(97.0%). Women 140(96.6%) more than men 62 (92.5%) had their Shea Butter oil marketed at local level while Abim males 3(12.5%) and Kitgum females 3(16.7%) marketed at both local and national levels. Further details are shown in Table 14 below.

Table 14: Level of marketing nuts by sex and district

Level of Marketing Nuts by Sex and District of the Respondent						
Sex of the Respondent			Level of Marketing Nuts			Total
			Local	National	Local and National	
Male	District	Kitgum	13	1	0	14
			92.9%	7.1%	0.0%	100.0%
		Agago	7	0	0	7
			100.0%	0.0%	0.0%	100.0%
		Otuke	7	0	1	8
			87.5%	0.0%	12.5%	100.0%
		Abim	17	0	3	20
			85.0%	0.0%	15.0%	100.0%
		Kaabong	18	0	0	18
			100.0%	0.0%	0.0%	100.0%
	Total		62	1	4	67
			92.5%	1.5%	6.0%	100.0%
Female	District	Kitgum	15		3	18
			83.3%		16.7%	100.0%
		Agago	41		2	43
			95.3%		4.7%	100.0%
		Otuke	39		0	39
			100.0%		0.0%	100.0%
		Abim	26		0	26
			100.0%		0.0%	100.0%
		Kaabong	19		0	19
			100.0%		0.0%	100.0%
	Total		140		5	145
			96.6%		3.4%	100.0%
Total	District	Kitgum	28	1	3	32
			87.5%	3.1%	9.4%	100.0%
		Agago	48	0	2	50

			96.0%	0.0%	4.0%	100.0%
		Otuke	46	0	1	47
			97.9%	0.0%	2.1%	100.0%
		Abim	43	0	3	46
			93.5%	0.0%	6.5%	100.0%
		Kaabong	37	0	0	37
			100.0%	0.0%	0.0%	100.0%
	Total		202	1	9	212
			95.3%	.5%	4.2%	100.0%

3.4.9 Shea Butter Oil and Honey Consumption Avenues

Respondents were asked about Shea butter oil and Honey consumption avenues subsequently results revealed that the Shea Butter Oil and Honey were majorly consumed both at home and/or Marketed 198(82.5%) with higher percentages being registered in the districts of Agago 49(98.0%) and Otuke 46(92.0%). More women 142(86.1%) than men 13(56.5%) had their Shea Butter oil and Honey consumed both at home and/or marketed as shown in Table 15 below.

Table 15: Shea Butter Oil and Honey consumption Avenue by Sex and district of respondent

Shea Butter Oil and Honey Consumption Avenue by Sex of the Respondent and District						
Sex of the Respondent			**Where Shea Butter Oil and Honey is Consumed**			**Total**
			Home	**Sold/Market**	**Both**	
Male	**District**	Kitgum	3	2	10	15
			20.0%	13.3%	66.7%	100.0%
		Agago	0	0	7	7
			0.0%	0.0%	100.0%	100.0%
		Otuke	1	0	8	9
			11.1%	0.0%	88.9%	100.0%
		Abim	1	2	18	21
			4.8%	9.5%	85.7%	100.0%
		Kaabong	10	0	13	23
			43.5%	0.0%	56.5%	100.0%
	Total		15	4	56	75
			20.0%	5.3%	74.7%	100.0%
Female	**District**	Kitgum	4	2	28	34
			11.8%	5.9%	82.4%	100.0%
		Agago	1	0	42	43
			2.3%	0.0%	97.7%	100.0%
		Otuke	3	0	38	41
			7.3%	0.0%	92.7%	100.0%

		Abim	1	4	21	26
			3.8%	15.4%	80.8%	100.0%
		Kaabong	8	0	13	21
			38.1%	0.0%	61.9%	100.0%
	Total		17	6	142	165
			10.3%	3.6%	86.1%	100.0%
Total	**District**	Kitgum	7	4	38	49
			14.3%	8.2%	77.6%	100.0%
		Agago	1	0	49	50
			2.0%	0.0%	98.0%	100.0
		Otuke	4	0	46	50
			8.0%	0.0%	92.0%	100.0%
		Abim	2	6	39	47
			4.3%	12.8%	83.0%	100.0%
		Kaabong	18	0	26	44
			40.9%	0.0%	59.1%	100.0%
	Total		32	10	198	240
			13.3%	4.2%	82.5%	100.0%

3.4.10 Annual Income from Shea tree products by District and Sex of Respondent

Outstandingly, findings revealed that women had higher annual incomes from Shea tree products than men. For example females 1(100%) had an annual income ranging from 25000-1,000,000/= while there was no male in that range. Further, findings revealed high percentages of females 11(91.7%) within 100,000-250,000/= Uganda shillings (UGX). Furthermore, in terms of district Kitgum had more females 11(91.7 %%) contrary to their male 1(8.3%) counterparts. This is further displayed in Table 16 below.

Table 16: Annual Income from Shea tree products by Sex and district

Annual Income (Ugx) from Shea tree products by Sex and District				
District	**Annual income range**	**Sex of the Respondent**		**Total**
		Male	Female	
Kitgum	0-100,000	14	24	38
		36.8%	63.2%	100.0%
	100,000 - 250,000	1	11	12
		8.3%	91.7%	100.0%
Agago	0-100,000	7	42	49
		14.3%	85.7%	100.0%
	250,000-1,000,000	0	1	1
		0.0%	100.0%	100.0%
Otuke	0-100,000	9	41	50
		18.0%	82.0%	100.0%
Abim	0-100,000	21	26	47
		44.7%	55.3%	100.0%
Kaabong	0-100,000	27	25	52

		51.9%	48.1%	100.0%
Total	0-100,000	78	158	236
		33.1%	66.9%	100.0%
	100,000 - 250,000	1	11	12
		8.3%	91.7%	100.0%
	250,000 - 1,000,000	0	1	1
		0.0%	100.0%	100.0%
	Total	79	170	249
		31.7%	68.3%	100.0%

3.4.11 Utilization of Shea Tree Products

The study findings revealed that Shea Tree Wood, Nut and Bee Honey Consumption Avenues were marketed as individuals 16 (44.4%) followed by households 4(38.9%). Highest percentages were revealed in both Kitgum and Otuke 1(100.0%) while Abim registered more females 2(66.7%) in utilizing Shea tree wood, nut and bee honey in groups. This is further displayed in Table 10 in hereafter.

Table 17: Shea Tree wood, nut and bee honey consumption avenues

Shea tree wood, nut and bee honey Consumption Avenue								
Sex of the Respondent			**Form of consumption**					**Total**
			Individual	**Household**	**Group**	**Individual and Household**	**Individual and Group**	
Male	District	Abim	8	4	1	0	1	14
			57.1%	28.6%	7.1%	0.0%	7.1%	100.0%
		Kaabong	2	3	0	1	0	6
			33.3%	50.0%	0.0%	16.7%	0.0%	100.0%
	Total		10	7	1	1	1	20
			50.0%	35.0%	5.0%	5.0%	5.0%	100.0%
Female	District	Kitgum	0	1	0	0	0	1
			0.0%	100.0%	0.0%	0%	0.0%	100.0%
		Otuke	1	0	0	0	0	1
			100.0%	0.0%	0.0%	0%	0.0%	100.0%
		Abim	1	0	2	0	0	3
			33.3%	0.0%	66.7%	0%	0.0%	100.0%
		Kaabong	4	6	0	0	1	11
			36.4%	54.5%	0.0%	0%	9.1%	100.0%
	Total		6	7	2	0	1	16
			37.5%	43.8%	12.5%	0%	6.3%	100.0%
Total	District	Kitgum	0	1	0	0	0	1
			0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
		Otuke	1	0	0	0	0	1
			100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
		Abim	9	4	3	0	1	17
			52.9%	23.5%	17.6%	0.0%	5.9%	100.0%
		Kaabong	6	9	0	1	1	17
			35.3%	52.9%	0.0%	5.9%	5.9%	100.0%
	Total		16	14	3	1	2	36
			44.4%	38.9%	8.3%	2.8%	5.6%	100.0%

3.4.12 Participation in Decision-Making Processes of Shea Tree Products

3.4.12.1 Participation in decision making on Shea tree products

Findings revealed that males and females 218 (87.5%) contrary to 31(12.4%) participated in decision-making concerning Shea tree products' processes as shown in the Table 18 below.

Table 18: Participation in decision making in Shea Value chain

	Participation in Decision making in Shea Value Chain		Total
Sex of the Respondent	Yes	No	
Male	64 (81.0%)	15(19.0)	79
Female	154(90.6%)	16(9.4%)	170
Total	**218(87.6%)**	**31(12.4%**	**249**

3.4.12.2 Stage of Participation in Shea Production Value Chain

Outstandingly, findings revealed that majority of the respondents participated at all the stages of Shea Value Chain 136(62.7%). Further, interestingly to note is that both males and females participate at collection, processing and marketing stages as shown in the Table 19 below.

Table 19: Stage of participation in Shea production Value chain

	Stage of Participation in Shea Production Value Chain by Sex							Total
Sex of the Respondent	Collection	Processing	Marketing	Collection and Processing	Collection and Marketing	Processing and Marketing	All	
Male	17	2	3	3	11	1	27	64
	26.6%	3.1%	4.7%	4.7%	17.2%	1.6%	42.2%	100.0%
Female	19	9	3	4	2	7	109	153
	12.4%	5.9%	2.0%	2.6%	1.3%	4.6%	71.2%	100.0%
Total	**36**	**11**	**6**	**7**	**13**	**8**	**136**	**217**
	16.6%	**5.1%**	**2.8%**	**3.2%**	**6.0%**	**3.7%**	**62.7%**	**100.0%**

3. 4.12.3 Form of Participation in Decision Making on Shea Tree products' processes

This study findings revealed that the highest form of participation in decision making on Shea tree products was as individuals 59(27.1%) followed by as a household 42 (19.3%). Still to underscore is that females more than males participated in all the different forms of decision making on Shea tree products than males as shown in Table 20 below.

Table 20: Form of participation by sex

Form of Participation by Sex								
	How do you participate?							Total
Sex of the Respondent	Individual	Household	Group	Individual and Household	Individual and Group	Household and Group	All	
Male	22	18	9	2	0	6	7	64
	34.4%	28.1%	14.1%	3.1%	0.0%	9.4%	10.9 %	100.0%
Female	37	24	26	4	20	12	31	154
	24.0%	15.6%	16.9%	2.6%	13.0%	7.8%	20.1 %	100.0%
Total	59	42	35	6	20	18	38	218
	27.1%	19.3%	16.1%	2.8%	9.2%	8.3%	17.4 %	100.0%

3.4.12.4 Effect of Participation in Decision Making on transformation in Gender relation

The study findings revealed that participation in decision making was prevalent amongst men and women 203(85.5%) comprising males 69(88.5%) and females 134(79.8%) having their participation in decision making caused a transformation in gender relations contrary to 43(17.5%) comprising more females (20.2%) noting that it had not as shown in Table 21 below.

Table 21: Participation in decision making transformation

Sex of the Respondent	Whether Participation in decision making transformed Gender relation by Sex		Total
	Yes	No	
Male	69	9	78
	88.5%	11.5%	100.0%
Female	134	34	168
	79.8%	20.2%	100.0%
Total	203	43	246
	82.5%	17.5%	100.0%

3.4.12.5 Gender Issues in Decision Making on Shea tree production

When respondents were asked on the gender issues in decision making on Shea tree production; findings revealed discrimination 52(24.8%) while Men not knowing how to process 60 (28.6%) and having no gender issues (28.6%). The study findings further revealed that marketing was done by men, marketing brought about misunderstandings, traditionally men don't do some work like pounding, women not respecting husbands, some men do not allow their wives to participate in groups and Leadership in groups was being usurped by men. This is further revealed in Table 22 below.

Table 22: Gender issues in decision making on Shea tree production

Gender Issues in Decision Making on Shea tree production	Frequency	Percent
No issues	47	22.4
Men do not know how to process	60	28.6
Marketing is left for men	4	1.9
marketing brings about misunderstanding	5	2.4
Traditionally men don't do some work like pounding	1	0.5
Women should respect husbands	1	0.5
Shea butter work is/should be a collective responsibility	23	11
Some men do not allow their wives to participate in groups	2	1
Enabling wives to be active	12	5.7
Women are more knowledgeable	1	0.5
Leadership in groups is taken up by men	1	0.5
Discrimination	52	24.8
Lack of tools for processing Shea butter oil	1	0.5
Total	210	100

3.4.12.6 Decision making and Economic Empowerment

The study findings revealed that participation in decision making by the majority 238 (98.8%) their contributed to improvement in economic empowerment. Nearly equal percentages are revealed in females 162 (98.8%) and males 76 (98.7%) improvement in economic empowerment due to their participation in decision making.

Table 23: Participation in decision making and economic empowerment

Sex of the Respondent	Whether participation in Decision making improved on economic empowerment		Total
	Yes	No	
Male	76	1	77
	98.7%	1.3%	100.0%
Female	162	2	164
	98.8%	1.2%	100.0%
Total	238	3	241
	98.8%	1.2%	100.0%

3.4.13 Effect of Gender on Participation in Shea tree Production

When respondents were asked about the effect of gender on their participation in Shea tree production and utilization; majority of respondents 135 (57.9%) comprising females 96 (59.6%) and males 39 (54.2%) contrary to 98 (42.1%) consisting males 33 (45.8%) and females 65(50.4%) revealed that gender division of labour affected their utilization of Shea tree resources as shown in Table 24 below.

Table 24: Effect of Gender division of labour in Shea tree production

Effect of Gender Division of Labour on Participation in Shea tree production by Sex			
Sex of the Respondent	**Is Participation in Shea tree production influenced by gender division of labour**		**Total**
	Yes	No	
Male	33	39	72
	45.8%	54.2%	100.0%
Female	65	96	161
	40.4%	59.6%	100.0%
Total	98	135	233
	42.1%	57.9%	100.0%

3.4.14 Key Gender Challenges in Collection of Shea tree products

Findings on challenges faced in collection of Shea tree products revealed un-conducive environment, females Insecurity, poor equipment, snakes, poor transport, and poor storage facilities, difficult to access because some trees are in people's gardens/few trees, men not helping in the process, Low seasonal seeds, and theft from others and Lack of enough labour as shown in Table 15 below.

Table 25: Gender challenges by sex of respondent

		Sex of the Respondent		**Total**
		Male	Female	
Key Challenges in Colleting of Shea tree products	Un-conducive Environment	10	21	31
		32%	68%	100.0%
	Insecurity	15	29	44
		34%	66%	100%
	Poor Equipment	8	20	28
		29%	71%	100%
	Snakes	21	53	74
		28%	72%	100%
	Poor transport	14	29	43
		33%	67%	100%
	Poor storage facilities	0	2	2
		0%	100%	100%
	Difficult to access because some trees are in peoples gardens/few trees	4	7	11
		36%	64%	100%

	Men don't want to help in the process	0	1	1
		0%	100%	100%
	Low seasonal seeds	1	1	2
		50%	50%	100%
	Theft from others	0	1	1
		0%	100%	100%
	Lack of enough labour	1	2	3
		33%	67%	100%
Total		74	166	240
		30.8%	69.2%	100.0%

3. 4.15 Key Challenges in Processing Shea tree products

Challenges revealed to be faced during processing of Shea tree butter products include Poor Equipment, lack of machines, time consuming, bad weather, little knowledge, machines breakdown, product getting burnt/machine burns when they get hot, lack of storage facilities, small processing of products due to using local methods and Shea processing requires a lot of labour force as shown in Table below.

Table 26: Key challenges in processing Shea Tree products

Key Challenges in Processing Shea tree products by Sex of Respondent				
		Sex of the Respondent		Total
		Male	Female	
Key Challenges in Processing of Shea tree products	Poor Equipments	35	48	83
		42%	58%	100%
	Lack of machines	9	16	25
		36%	64%	100%
	Time consuming	16	53	69
		23%	77%	100%
	Bad weather	1	9	10
		10%	90%	100%
	Little knowledge	5	11	16
		31%	69%	100%
	Machines breakdown	0	1	1
		0%	100%	100%
	Product getting burnt/machine burns	6	16	22
	when it gets hot	27%	73%	100%
	lack of storage facilities	2	11	13
		15%	85%	100%
	Small processing of products due to	0	1	1
	using local methods	0%	100%	100%
	requires a lot of labour force	0	1	1
		0%	100%	100%
Total		74	167	241
		31%	69%	100%

3.4.16 Key Challenges in Marketing Shea tree products

Study findings revealed that the key challenges faced during marketing Shea tree products include transport problem, low prices, and limited market, competition from other oil products, lack of packaging materials and high taxation rates as shown in Table 17 below

Table 27: Key challenges in marketing Shea tree products

Key Challenges in Marketing Shea tree products by Sex of Respondent				
		Sex of the Respondent		Total
		Male	Female	
Key Challenges in Marketing Shea tree products	Transport Problem	7	22	29
		24%	76%	100%
	Low Prices	26	66	92
		28%	72%	100%
	Limited market	31	48	79
		39%	61%	100%
	No problem	1	3	4
		25%	75%	100%
	competition from other oil products	3	15	18
		17%	83%	100%
	lack of packaging materials	4	6	10
		40%	60%	100%
	high taxation	4	1	5
		80%	20%	100%
Total		76	161	237
		32%	68%	100%

3.5 Gender distribution of labour in the conservations and management of wildlife

This section presents Qualitative findings in relation to gender distribution of labour in management of wildlife and threats to wildlife conservation.

Management of wildlife refers to any arrangement or effort by a person, community or organization to conserve and utilize wildlife resources (wild plants or animal species or their derivative products) in a manner which help satisfy the needs of the generation without compromising the rights to the same resources by future generation (Management Plan for the Wildlife Dispersal Corridors in the Kidepo Critical Landscape in Uganda-NEMA 2018).

3.5.1 Gender distribution of labour in conservation and management of wildlife

The project provided necessary equipment to the existing ranger force and training them including recruiting and training community wildlife scouts and associations to supplement the efforts of the ranger force. With the equipment provided by the project (GPS, smart phones, radio calls, binoculars, water bottles, knives, first aid kits), the security and enforcement system of the protected area cluster (National Park, community wildlife area and central forest reserves) became effective in its operations leading to reduction in illegal activities like poaching from the baseline figure to 5% (Source: End of project report, June 2019).

Further, the project trained community groups who act as platforms for information sharing and intelligence gathering and their work has led to efficient and effective execution of enforcement missions. The gender study analysis found out that five community groups with a total number of 420 members [Morungole (77 members – 34 men & 43 women), Timu (67 members – 19 men & 37 women), Nyangea Napore (90 members – 40 men & 50 women), Orom (106 members – 52 men & 54 women) and Lwala (80 members – 40 men & 40 women)] signed CFM agreements with National Forestry Authority (NFA) for management of the CFRs. The CFM groups were trained on apiary establishment and management including information sharing and intelligence gathering. The groups were supported in setting up apiaries within the CFRs and charged with information sharing and intelligence gathering. As a result of the benefits accruing to the community groups from the forests, the community groups now act as a security and enforcement system for the CFRs. This has resulted in the boundaries of the CFRs being secured and thereby reducing encroachment into the forests. Reviving the existing ranger force through equipping and supplementing it with trained community groups together with involving forest adjacent communities has ensured effectiveness in securing the protected areas.

Relatedly, wild life Management in the project focused areas women were found to be at the forefront with men involvement In the production of Bee Honey.

While meeting with the DNRO of Kotido, he had this to say: "In this district, women are at the forefront of almost all production processes save for bee honey harvesting whereby men come in at the since its predominantly an activity done by men".

In an effort to promote wildlife management and conservation, inter district coordination forums were put in place to ensure that biodiversity management in National Parks, Central forest reserves and wildlife migration corridors and dispersal areas is factored into integrated decision-making governing land-use management with functional monitoring and evaluation plan for its activities. This resulted into efficient and effective execution of activities like enforcement of laws and regulation on biodiversity conservation including monitoring of natural resource management.

A management plan and regulations for biodiversity conservation in wildlife corridors was developed, approved and launched in November 2017. Activities spelt out in the plan have been integrated into the DDPs of the six project districts. Implementation of the activities in the plan is therefore being undertaken under the natural resources departments of the project districts steered by inter district coordination forum chaired by Local Council five chairperson of Otuke district. The forum provides a platform for formal and regular dialogue among stakeholders so as to enhance sustainable management of Kidepo Critical Landscape.

Furthermore, the inter district coordination forum leads the facilitation and coordination of conservation activities; provides a structure for information sharing; collaborates with external stakeholders and; enables interaction of its activities with sister programmes in the districts.

However, while meeting with the Kitgum district chairperson, after asking him about women involvement, he noted that; "In this region men dominate most of the public offices and its only of recent when some few women are taking up political and administrative offices hence over ¾ of the coordination forum is made up by men"

The gender analysis study found that sub-county bye laws for Orom - Kitgum district, Karenga - Kaabong district, Lukole - Agago district and Adwari - Otuke district were developed, endorsed by district councils and are under implementation. On the other hand, environment ordinances for the districts of Abim, Kotido, Kaabong and Kitgum were passed by district councils and submitted to Attorney General's office for review and or approval. With the implementation of the bye laws and approved ordinances this will ease the work of IDCF hence increased biodiversity conservation efforts.

The gender analysis/profiling study observed that the KCL project promoted community wildlife scouts and associations that stay within the communities, helping to give

information on problem animals and to intervene in conflict areas. The wildlife scouts look out for wild animals that stray into community fields and illegal activities in the community wildlife area and report for timely response from the conservation authorities. The community wildlife scouts and associations are contact persons for the communities on illegal activities and human-wildlife conflict issues. They are trained in basic wildlife management techniques that include scaring of problem animals from community fields (Source: End of project report, June 2019).

The KCL project implemented CFM Strategies that promote the conservation of CFRs, for example in the case of NFA with few personnel to cover all the forests under its jurisdiction, the CFM groups comprising of females and males were trained and emerged to be critical towards achieving the goal of protecting the CFRs in the Kidepo Critical Landscape.

"The selection of CFM groups' trainees was gender sensitive whereby a deliberate effort was always made to have 50:50 for females and males. However, females still came in big numbers compared to their male counterparts hence being seen as women led interventions". Said the Kidepo NFA Sector Manager

The gender analysis/profiling study revealed that KCL project facilitated the construction of eco-tourism centers especially in Kotido district. For example, a cultural centre at Panyangara sub-county in Kotido district was undertaken by a CBO that worked with beneficiary communities. Whereas in Kawalakol sub-county in Kaabong district the eco-tourism centre was done by a CBO that comprised of beneficiary communities. The CBO constructed four grass thatched bandas, a main reception house for a craft shop and a meeting room as well as sinking a borehole close to the centre to provide water to the centre and the surrounding communities. The cultural centre is meant for low income tourists visiting Kidepo national park. A single night in the banda costs 25,000 Uganda shillings (USD6.9). The hall in the main reception house on the other hand is hired out for meetings at 50,000 Uganda shillings per day (USD13.7). The earnings from the eco-tourism centre have helped improve especially the lives of the women groups (Source: End of project report, June 2019).

Currently, minimal cases of tree cutting are being cited and reported because of grassroots close monitoring and reporting structures established by the project. Respondents reported that tree cutting (especially Shea Trees) is culturally prohibited thus whoever found cutting it is liable to paying a fine of a cow or its equivalent and cultural cleansing by clan leaders and elders.

The project further strengthened building conservation mindset of Shea Trees and other valuable endangered species/wild plants. The project facilitated districts and sub counties to put in place ordinances and by-laws that prohibit cutting of Shea Trees and other endangered species.

For example,"….due to burn on tree cutting especially for charcoal burning, the Shea Trees are multiplying rapidly hence need for such similar interventions like KCL Project". Said the L.C.V Chairperson-Kitgum district.

Grafted Shea Tree under KCL project

The land scape use management plans were developed to identify critical areas for grazing and cultivation in an effort to bio diversity conservation. For example in Abim district, Bee keeping and chili growing were promoted in an effort to scare away elephants as there have always been human-wild life conflicts resulting from especially invasions of crops by wild animals. UWA has always been tasked to follow up on such cases through use of wildlife scouts and volunteers.

Bio diversity conservation efforts were strengthened through capacity building and training

"Most of our conservation meetings and trainings are women dominant as they are at the forefront of Shea Butter Trees collections, process and marketing although men came in majorly on Bee keeping"; noted the DNRO Abim district.

programs facilitated by the KCL Project especially in Bee Keeping and Chili growing. For example, Abim district contracted Soroti rural development organization that worked closely with Entomology office to conduct trainings on Bee keeping and having flowers in an effort to conserving the environment especially in the rift valley and this would in turn help in deterring animals from reaching peoples crops. Communities have formed buffer to minimize conflicts between wild animals and people.

Afforestation through grafting and tree planting by NFA was conducted through involvement of local communities including but not limited to provision of advisory services and distribution of planting materials such as Shea Tree seedlings. For example, in Abim district it was done in Akul central forest reserve for sustainability purposes where as in omiya anyima-Kitgum district Shea Tree seedlings and grafting demonstrations cites were established.

In collaboration with Kitgum district, Lutheran World Federation is offering advisory services in form of trainings and provision of Shea Tree seedlings in an effort to its regeneration. However, in such efforts, women constitute over 70% as Shea Tree production, collection, processing and marketing. This was noted by Kitgum district DNRO.

The gender analysis/profiling study found out that associations, cooperatives and drama groups comprising of mostly women (females to males; 25:5). Women and Children do most of the conservations efforts compared to men who are more on destructive side through charcoal burning. The group members acquired skills that have led to social

cohesion leading to good management practices of wildlife and conservation efforts.

3.5.2 Threats to Wildlife Management and Conservation

1. Tree cutting especially for firewood and or Charcoal burning. The growing demand for firewood among institutions like schools and hospitals as well as charcoal for households use poses a big threat to trees degeneration in the kidepo critical landscape area. Although sub county bylaws and ordinances were passed in most of the project districts, implementation is still a challenge.
2. Traditional processing methods and unclear marketing of products from the KCL was one of the key identified constraints hence leading to their destructive exploitation.
3. Periodic bushfires resulting from prolonged droughts especially in the districts of Abim, Agago, Otuke and Kitgum are probably the most serious threat to trees conservation efforts especially in dry seasons. In these communities, it is culturally normal to burn the grass in the dry season and this threatens survival of trees especially endangered species like Shea trees (NEMA Final Report for Inventory and Mapping of Shea Trees (March 2016).
4. The limited availability of planting materials especially Tree Seedlings and lack of knowledge and or advisory services on propagation due to low seed production, cultivation constrain domestication of tree species. However, among KCL project interventions, NFA started grafting of the Shea Trees of which efforts if proved to be successful will increase the regeneration rate in the intervention areas.
4. The gender study/profiling found that the land tenure system is unfavorable especially to women due to cultural norms and practices whereby land is owned communally by chiefdoms, clans and majorly owned and or controlled by men leaving women as disadvantaged yet they are the most dominant in the management and conservation efforts.

CHAPTER 4: DOCUMENTATION OF LESSONS LEARNED GOOD PRACTICES AND CHALLENGES

4.1 Introduction

This chapter presents lessons learnt in promotion of gender equity in the conservation of Shea Trees, gender distribution of labour in production of Shea butter products, asset ownership in the production, management, processing and utilization of Shea Tree resources and wildlife, control of Shea Tree resources, production and processing of Shea products, uptake of technologies (beekeeping/honey processing, Shea oil processing, Shea tree management and regeneration),marketing of Shea products, utilization of Shea Tree resources and wildlife and participation in decision-making processes of Shea tree butter products and effect of participation in decision making on gender relations, and Shea tree butter production and management of Shea tree during implementation in the project districts.

4.2 Lessons Learned in promotion of gender equity in the conservation of Shea trees

The project was designed for direct interventions by implementing partners such as NEMA, UWA, NFA and UEPB as well as target local governments of which it helped to reduce on administrative costs other than working through others.

It was learnt that women appreciate use of local language in training and do it yourself approach. “If you train local people, give them the ‘hands on’ so that they can do it for themselves”.

It is important to promote gender equity in the management of Shea trees and environmental conservation. Women are critically needed in order to enhance conservation. This is because “women perform 60-70% of the Shea tree production value chain process. Women are change agents, they adapt and embrace change better than men, facilitate the community to change themselves rather than working with outsiders.

It was learnt that the project assisted women groups to become legal functional entities and provided them with financial services that improved their performance and their bargaining power. Women groups were established such as Eteteunos Moruita women group that the project helped register and it established a cultural centre in Kawalakol Sub County in Kaabong district. However, men need to appreciate and clearly see the benefits in order to get attracted to a particular gender related activity since the Cultural Centre has not attracted men.

It was learnt that even some project implementers do not understand well the construct gender and they look at it as a women issue. This resonates well with one key informant

who noted that "I do not understand gender, is it on women and girls"?

Participatory planning and implementation is critical for the success of a project. For example it is important to involve the local government staff and other stakeholders during the project design and implementation in order to promote ownership and accountability for sustained results. It is good to build on indigenous knowledge of an area if a project of this kind is to succeed reasonably!

It was learnt that value addition is not only about processing but community based innovations to connect with tourists. Given the value addition to the products from the Shea tree there is promotion of community co-existence with the environment.

4.2.1 Gender distribution of labour in production of Shea products

It was learnt that women, children and men were involved in the production of Shea butter products though women were at the forefront. The study findings revealed high participation of women in production and processing of Shea nuts across districts.

4.2.2 Asset ownership in the production, management, processing and utilization of Shea tree resources and wildlife

It was learnt that women had asset ownership of Shea production, processing tools and equipment than men although key informants stressed that men own the land and have more control over the Shea trees.

4.2.3 Uptake of technologies (beekeeping/honey processing, Shea oil processing, Shea tree management and regeneration)

The use of local/traditional methods of processing Shea tree products was dominated by women though where the use of modern technologies such as use of manual press machines, men came in as the machines were more labour intensive thus requiring men to operate them.

Marketing of Shea tree products was majorly done in groups though some could sell as individuals. The groups were basically dominated by women for example in Otuke, One group has 29 females and 1 male, another group has only 30 females while another is having 5 men and 25 females.

The project facilitated several trainings at districts, sub county and community levels. These trainings were on conservation, Shea Tree value chain and laws and policies surrounding the project.

4.2.4 Utilization of Shea Tree Products and Wildlife

Shea Tree products are utilized individually and as groups in some few cases. The Shea butter products include; fruit, butter oil for food, smearing Jelly, body lotion, lip balm and Soaps, bee honey, medicinal, fertilizers and fuel/firewood/charcoal.

4.2.5 Participation in Decision-Making Processes of Shea Tree Products

Both women and men participate in decision making process of Shea tree products as individuals, households, groups and both which promotes involvement of various stakeholders at all levels hence promotion of harmony, high bargaining power, equitable utilization of proceeds and collaborative conservation efforts. Important to note the project has reduced women's discrimination.

4.2.6 Shea Tree Butter Production and Management of Shea tree during implementation in the project districts

The project strengthened coordination and cooperation by actively involving local communities' hence promoting co-existence and sustainability.

The approach has brought both women and men to play role in conservation, however many women were at the fore front of most project activities than labour.

4.3 Best Practices

4.3.1 Policy and Legislation framework

The project design and implementation was informed by a number of international and national instruments, policies and legislations among others; Sustainable Development Goals (SDG), the Uganda's Constitution (1995), Uganda Vision 2040 (April 2013), National Development Plan (NDP II) 2015/16 – 2019/20, National Biodiversity Strategy (October 2016) and the Local Governments Act (1997), Land Act 1998, National Environment Policy 2006, National Forestry and Tree Planting Act 2003, Water Act CAP.152 and district ordinances on conservation and management.

The project promoted active involvement of local communities and district officials hence leading to the formulation of several ordinances and by-laws on Shea tree protection.

4.3.2 Project design

The multi-disciplinary and sectoral approach in the project design and implementation at international, national and district level players including UNDP/GEF, National Environment Management Authority (NEMA) on behalf of government in collaboration with Uganda Wildlife Authority (UWA), National Forestry Authority (NFA), Uganda Export Promotion Board (UEPB) and district local governments of Abim, Otuke, Agago, Kitgum, Kaabong and Kotido was a best practice.

The participatory design process that characterized local communities' and district officials' consultations in identifying priority areas of concern for project consideration. The implementation actively involved local communities in wildlife conservation and project management which was a best practice for promotion of ownership and sustainability.

The project design grouped different categories of beneficiaries for training, production, processing and marketing. Such groupings are good platforms for mobilization, training, production and processing, marketing and increased bargaining power. The interventions included: sensitization on values of Shea Trees, laws related to Shea Trees and enforcement of such laws. Communities have also been trained in Shea butter post-harvest handling, value addition use of machine packaging and branding of products was a best practice.

4.3.3 Gender division of labour and Market Uptake in Shea tree products

The project implementation approaches brought both women and men to play a role in production, processing and marketing of Shea tree products and conservation through their gender roles. To that effect many women were at the fore front of most project activities.

The project promoted technology uptake by introduction of manual press machines that led to the involvement of more men (operators of manual machine) in Shea tree production processing unlike the traditional processing methods that majorly involved women. More so, some community groups were accredited and their products certified by UNBS which was a best practice.

4.3.4 Production and processing of Shea tree products

By encouraging and promoting the use of machines in processing Shea tree products enabled increased competitiveness among producers hence increased Shea Tree products market.

Although it was not in the project design and implementation to form savings and loan associations, the project group members were able to form village savings and loans associations (VSLAs) on their own using the group platforms facilitated by the project. For example in Otuke district, groups were able to lobby for support from UWA and Mercy Corps amounting to 60 million shillings hence a best practice.

4.3.5 Wildlife Management and project implementation

Reportedly, there was reduced destruction of trees resulting from increased awareness on economic and ecological importance of trees and wildlife generally. Wildlife scouts played active role in monitoring and protecting wildlife in the project districts. Besides, UWA offered money worth UGX 500 million shillings to the community associations for conservation management in Agago district. While some schools around the park are being upgraded because of the project interventions.

Introduction of farm regeneration of Shea Trees and enforced no-cutting of Shea Trees ordinances was a best practice.

Promotion of community partnership for conservation and natural resources management and ecotourism development was a good practice.

The project enabled district and sub counties to put by-laws and ordinances in place that prohibit cutting of valuable trees especially endangered species and destruction of other natural resources through awareness creation and trainings hence there has been a paradigm shift in the conservation of such resources, communal and individual ownership of resources especially where Shea Trees were in well maintained gardens and homesteads.

Market information centre at Otuke district local government

The project has supported establishment of a resource center in Otuke district where capacity building trainings have been taking place, organizing exchange visits and supporting beneficiaries to participate in trade fairs organized at local and national levels.

4.4 Challenges

Some notable challenges were identified during the gender profiling study and among them they include;

Communities still report stray animals that raid their gardens and some instances their homesteads leaving uncompensated damages. The task of sending the wild animals back to the conserved area is left in the hands of UWA to follow it up where sometimes the response is not immediate. In light that of that, UWA trained community wildlife scouts to provide immediate response to invasions by stray animals.

The Shea tree production process is time consuming coupled with low growth rate of the tree. Other challenges include; theft of Shea nuts, prolonged droughts affecting the harvests, bush burning, manual press machines breakdown, labour insensitivity, lack of packaging materials, high taxation and limited local markets.

CHAPTER 5: RECOMMENDATIONS AND CONCLUSIONS

5.1 Introduction

This chapter presents recommendations for promoting gender equity in conservation of Shea trees and management of wildlife in general and in the Kidepo Critical Landscape in north eastern Uganda in particular including technical guidelines for supporting capacity development and decision making for improved design and implementation of similar future projects.

Table 15: Table of recommendations

Strategic Area of focus	Recommendations	Responsible Institution
1. Recommendations for promoting gender equity in conservation of Shea Trees	✚ There should be gender-balance consideration right from the time of beneficiaries' identification if both men and women are to play active role or benefit well in such projects. ✚ Gender should be part and parcel right from project design, implementation, monitoring, evaluation and reporting. Gender issues should be well spelt out in the entire project management cycle. ✚ Men should be engaged right from production to marketing of Shea tree products than waiting for sales which makes women benefit less from the Commercial value.	Project Developers such as UNDP, NPA, NEMA, UWA, UNFA, UEPB among others
2. Management of wildlife in general and in the Kidepo Critical Landscape in north eastern Uganda	✚ Indigenous knowledge should be deliberately taken into consideration as it is necessary for project development and implementation and sustainability. ✚ The project did not put much consideration on the fruiting period of Shea Trees, it was mainly mindful of conservation only. ✚ There is need to introduce processing methods that encourage active participation by both women and men in Shea Trees conservation. ✚ There is need for more awareness raising and sensitization on Shea nut conservation, wildlife management and Shea butter products value addition	NEMA, NFA, UWA and districts in the KCL
3. Technical guidelines for supporting capacity development and decision making for improved design and implementation of similar future projects	✚ Gender training manual on Shea tree production need to be consensually developed using Gender Experts and adopted by Shea Tree projects designers and implementers ✚ Gender training for Shea tree producers and wildlife conservationists	NEMA, UWA and NFA

5.2 Conclusions

The gender analysis/profiling study mapped gender distribution of labour and asset ownership in the management and utilization of Shea Tree resources and wildlife management and conservation during implementation of the Kidepo Critical Landscape project. Although the project design was not gender mainstreamed, women were at the forefront in the entire Shea tree production value chain and wildlife management and conservation.

CHAPTER 6: ANNEXTURES

6.1 Statement of Requirements

Procurement Reference Number: NEMA/CON.SRVCS/18-19/00096

TERMS OF REFERENCE FOR THE PROVISION OF CONSULTANCY SERVICES TO PREPARE GENDER ANALYSIS/ PROFILING DETAILING GENDER ISSUES IN PRODUCTION AND PROCESSING OF SHEA PRODUCTS IN THE DISTRICTS OF; ABIM, OTUKE, AGAGO, KITGUM, KAABONG AND KOTIDO

Brief Background

Government of Uganda received financial support from the Global Environment Facility (GEF) through the United Nations Development Programme (UNDP) to implement a project on the Conservation and Sustainable Use of the Threatened Savanna Woodland in the Kidepo Critical Landscape in North Eastern Uganda. The Project was being implemented by the National Environment Management Authority (NEMA) on behalf of government in collaboration with Uganda Wildlife Authority (UWA), National Forestry Authority (NFA), Uganda Export Promotion Board (UEPB) and district local governments of Abim, Otuke, Agago, Kitgum, Kaabong and Kotido.

The Goal of the project is to " Conserve the biodiversity and ecosystem values of the Kidepo Critical Landscape to provide sustainable benefit flows at local, national and global levels through enhanced operational capacity and functional landscape planning approaches" while its objective is to "Protect the biodiversity of the Kidepo Critical Landscape in North Eastern Uganda from existing and emerging threats".

The project aimed at strengthening management effectiveness of the Kidepo Critical Landscape (KCL) protected area cluster (comprising of Kidepo Valley National Park, Karenga Community Wildlife Area, Central and local forest reserves) and integrating protected area management in a wider landscape. The project thus focused on conservation of biodiversity inside and outside protected areas in KCL. Primary target beneficiaries were community groups. These community groups comprise of both men and women whose participation and production of Shea Tree products and management of wildlife vary due to traditional gender related division of labour. To ascertain this, gender mapping for distribution of labour and asset ownership in the management and utilization of Shea Tree resources and wildlife is to be undertake by a short term consultant.

The Assignment

Purpose

The purpose of the consultancy is to map gender distribution of labour and asset ownership in the management and utilization of Shea Tree resources and wildlife during implementation of the Kidepo Critical Landscape project.

Scope

The consultancy is expected to produce a report on gender analysis/profiling detailing gender issues in production and processing of Shea products, uptake of technologies (beekeeping/honey

processing, Shea oil processing, Shea tree management and regeneration), marketing of Shea products and, management of wildlife during project implementation in the project districts. In consultations with NEMA, UWA, NFA and the district technical staff, the consultant will;
Prepare and submit an inception report five days after signing of the contract;
Carry out a comprehensive document/literature review of existing key documents related to design and implementation of the Kidepo Critical Landscape project (project design documents, guidelines, policies and legislative frameworks, assessment reports and publications) to gain an understanding of the gender dimensions and considerations in the conservation and sustainable use of Shea Trees and wildlife;

Conduct key informant interviews with staff from relevant national Ministries, Departments and Agencies including District Local Governments and from selected CBOs around key issues identified in the document review,

Undertake focus group discussions amongst female and male project beneficiaries in Abim, Otuke, Agago, Kitgum, Kaabong and Kotido, to map the gender division of labour and ownership of assets in the production and processing of Shea products, uptake of technologies (beekeeping/honey processing, Shea oil processing, Shea tree management and regeneration), marketing of Shea products and, management of wildlife,

Analyze the findings and produce a gender profile with recommendations for promoting gender equity in conservation of Shea Trees and management of wildlife in general and in the Kidepo Critical Landscape in north eastern Uganda in particular including technical guidelines for supporting capacity development and decision making for improved design and implementation of similar future projects,

Document lessons learned and good practices in the promotion of gender equity in the conservation of Shea Trees and management of wildlife in general and in the project districts in particular;

Present a draft report in a validation workshop within two months after commencement of the consultancy and address comments/issues raised in the validation workshop. Also, a power point presentation of the methods used should be made in the validation workshop;

Submit the final report to the Executive Director of NEMA both in hard and soft copy within a period of one month after the first draft.

Approach and methods

The assignment will involve stakeholder consultations, desk study and extensive field work. Also, the Consultants will be expected to present a draft report at a validation workshop to be organized by NEMA.

The Terms of Reference (TOR) will be discussed with the successful consultants prior to signing of the contract. During the assignment, the consultants are expected to update the Project Manager through regular meetings (preferably every 14 days) on progress and implementation of the agreed tasks.

Desired Skills and Competences

Experience Team Leader

Minimum educational background: Master's degree in gender studies and socio- economic development.

- A PhD in the above fields will be an added advantage.
- Experience in working with remote rural communities and labour associations
- Proven experience of at least 5 years in undertaking gender analysis/profiling.
- The consultant should be able to access both private and public documentation on gender equity, engage stakeholders and be able to produce a gender analysis/profiling report of high standards.
- Solid analytical and conceptual skills, ability to think creatively and meet deadlines.
- Good knowledge of local context (culture, political environment, and geography) of the project districts is an added advantage.
- An eye for detail with ability and sense to synthesize large data and paint a coherent overall picture.

Team members

Minimum educational background: Degree in gender studies and socio-economic development or its equivalent

- Masters in the above fields will be an added advantage.
- Proven experience of at least 3 years in undertaking gender analysis/profiling.
- Solid analytical and conceptual skills, ability to think creatively and meet deadlines.
- Good knowledge of local context (culture, political environment, and geography) of the project districts is an added advantage.
- An eye for detail with ability and sense to synthesize large data and paint a coherent overall picture.
- Good problem-solving skills, open minded, able to take initiative and be proactive in daily tasks

Competencies

- Strong analytical, writing and communication skills.
- Ability to prepare publications, reports and presentations.
- Ability to work with a multidisciplinary and multicultural team.
- Strong motivation and ability to work and deliver under short deadlines.
- Focuses on impact and result for the client and responds positively to critical feedback.
- Able to work independently with little or no supervision.
- Familiarity with government working procedures strongly desired.

Deliverables

The consultants are expected to come up with a report on gender analysis/profiling as well as facilitate in a validation workshop as outlined below;

- Submit an inception report five days after signing the contract detailing how the assignment will be undertaken.

- Present a draft report on gender analysis/profiling at a validation workshop to be organized by NEMA. During this workshop, a power point presentation of the methods used should also be made.
- Submit a final gender analysis/profiling report as agreed by the client before end of the third month of the assignment.

Duration of the assignment

The assignment is expected to be completed within three (03) months after signing of the contract.

Budget

The estimated total cost of this assignment covers both professional fees and transport to and from the field.

Payment Schedule

Payments will be effected as follows:

- 30% to be paid after signing of the contract with NEMA and upon submission of an acceptable inception report.
- 40% to be paid upon submission of an acceptable draft gender analysis/profiling report.
- 30% to be paid upon submission of an acceptable final gender analysis/profiling report.

Reporting

The Consultant shall report to the Executive Director NEMA but will work closely with the Project Coordinator and Manager Kidepo Critical Landscape project.

6.2 Study Tools

6.2.1 Household Questionnaire

GENDER ANALYSIS/PROFILING STUDY

Questionnaire for household survey

Questionnaire#_____

JBM Consult is partnering with NEMA to conduct a gender analysis/profiling for Kidepo Critical Landscape (KCL) protected area cluster (comprising of Kidepo Valley National Park, Karenga Community Wildlife Area, Central and local forest reserves). As a stakeholder your participation is purely voluntary. The information collected will be treated with confidentiality and will only be used for this purpose only with no reference to individuals.

Thank you.

A. SCREENING QUESTIONS

1. Date on interview:	----/-----/-----		
2. Name of interviewer:			
3. Respondent name: – (Optional)		4. Phone number: (Optional)	
5. District		6. County:	
7. Sub County:		8. Parish/Ward:	
9. Location/Village			
10. Group Name:			

B. SOCIO-DEMOGRAPHIC DATA

No.	Questions and Filters	Response	Codes
1.	Age of the respondent (Year of birth.....)	Years _	
2.	Sex of the respondent	1= Male; 2= Female.	
3.	Disability status	1= None; 2=Physical; 3= Visual; 4= Hearing; 5=Others_____(Specify).	

4.	Marital status	1= Married; 2= Divorced /Separated 3= Widowed; 4= Single.	
5.	What is the sex of the household head?	1= Male; 2= Female.	
6.	Relationship to household head	1 = Head; 2 = Spouse; 3 = Son; 4 = Daughter; 5 = Other (specify)……	
7.	Number of household members	Number……	
8.	Highest level of education of respondent	Education level: 1=No formal school; 2= Adult education; 3 = Attended primary; 4 = Completed primary; 5 = Vocational training; 6 = Attended secondary; 7=Completed secondary; 8= College; 9=University.	
9.	Highest level of education of HH head		
10.	Respondent main occupation	1=Shea butter tee production; 2=Livestock farming; 3=Formal employment (Salaried or permanent); 4= Informal employment (wage & casual labor); 5= business; 6=others (specify)……	

C. UTILIZATION OF SHEA TREE RESOURCES AND WILDLIFE

Key Shea Tree product Consumption	Consumed		Form of Marketing	
	Home	Sold/Market	Individual	Group
1. Nuts				
2. Leaves				
3. Flowers				
4. Bark				
5. Roots				
6. Tree wood				
7. Shea tree caterpillar				
8. Bee honey				
9. Shea Butter Oil				
10. Others (Specify)				

D. SHEA TREE PRODUCTS MARKETED

Please provide Shea butter products marketed

Product	Level			Form of Marketing			Annual Income (UGX)
	Local	National	International	Individual	Household	Group	
11. Nuts							
12. Leaves							
13. Flowers							
14. Bark							
15. Roots							
16. Tree wood							

17. Shea tree caterpillar							
18. Bee honey							

Product	Level			Form of Marketing			Annual Income (UGX)
	Local	National	International	Individual	Household	Group	
19. Shea Butter Oil							
20. Others (Specify)							

E. ASSET OWNERSHIP IN THE MANAGEMENT IN SHEA TREE BUTTER PRODUCTION

What assets are used in Shea tree butter production?

Asset name	Have Access			Have Control over		
	Man	Woman	Children	Man	Woman	Children
1) Shea Trees						
2) Tools and equipment						
3) Household items						
4) Bicycle						
5) Motorcycle						
6) Motor vehicle						
7) Other (specify)…….						

F. GENDER DISTRIBUTION OF LABOUR IN PRODUCTION OF SHEA BUTTER PRODUCTS

Who is responsible for the collection, processing and marketing of Shea Tree products at household level?

Shea Butter Product	Collection			Processing			Marketing		
	Man	Woman	Children	Man	Woman	Children	Man	Woman	Children
21. Nuts									
22. Leaves									
23. Flowers									
24. Bark									
25. Roots									
26. Tree wood									
27. Shea tree caterpillar									
28. Bee honey									
29. Shea Butter Oil									
30. Others (Specify)									

G: TECHNOLOGY UPTAKE

What technologies are you using in Shea Tree Butter Processing?

Local Processing of nuts	Traditional/Local	Mechanical	Other (Specify)
31. Nuts			
32. Leaves			
33. Flowers			
34. Bark			
35. Roots			
36. Tree wood			

37. Shea tree caterpillar			
38. Bee honey			
39. Shea Butter Oil			
40. Others (Specify)			

G. PARTICIPATION IN DECISION-MAKING PROCESSES OF SHEA TREE BUTTER PRODUCTS

Participation here refers to the household member active involvement in making decisions (He or she is present during discussions and makes contributions to come up with final decisions). From a scale of 1 to 10 please indicate your level of participation in the following decisions where 1 = least participation while 10 = full participation.

41. Do you participate in decision making of Shea tree butter process? Yes=1 No=2
42. If Yes, a) What do you participate on? 1=Collection 2=Processing 3=Marketing
43. b) How do you participate? 1=Individual 2=Household 3=Group

Shea Butter Product	Collection			Processing			Marketing		
	Individual	Household	Group	Individual	Household	Group	Individual	Household	Group
44. Nuts									
45. Leaves									
46. Flowers									
47. Bark									
48. Roots									
49. Tree wood									
50. Shea tree caterpillar									
51. Bee honey									
52. Shea Butter Oil									
53. Others (Specify)									

H: EFFECT OF PARTICIPATION IN DECISION MAKING ON GENDER RLEATIONS

54. Has your participation in decision making transformed your Gender relations at household level?	1= Yes, 2= No
55. What are the gender issues in decision making on Shea tree butter production process?	
56. What should be done to ensure equity in decision making on shea tree butter production process?	1= Yes 2= No

57. Has your participation improved on economic empowerment?	1= Yes, 2= No

I: SHEA TREE BUTTER PRODUCTION AND MANAGEMENT OF WILDLIFE

58. Has you participation in Shea tree butter production process and conservation of biodiversity been influenced by the gender division of labour?	Yes= 1 No= 2
59. If Yes, how….?	
60. How does management and conservation of wildlife and utilization of Shea butter tree resources affect each other?	
61. What should be done to ensure their co-existence?	

J: CURRENT GENDER CHALLENGES AND OPPORTUNITIES IN SHEA TREE PRODUCTION

62. What challenges do you face in the collection of Shea tree butter products?
63. What challenges do you face in the processing of Shea tree butter products?

64. What challenges do you face in the marketing of Shea tree butter products?

65. What lessons have you learnt during Shea tree butter production process

66. What have been the best practices during Shea tree butter production process?

67. What should be done to promote gender equity in conservation of Shea Trees and management of wildlife?

Thank you for your responses.

6.2.2 KII Guide

GENDER ANALYSIS/PROFILING STUDY

Key Informant Guide (NEMA, UNDP, UEPB, UWA, NFA and District project focal persons) KII# .....

JBM Consult is partnering with NEMA to conduct a gender analysis/profiling for Kidepo Critical Landscape (KCL) protected area cluster (comprising of Kidepo Valley National Park, Karenga Community Wildlife Area, Central and local forest reserves). As a stakeholder your participation is purely voluntary. The information collected will be treated with confidentiality and will only be used for this purpose only with no reference to individuals.

H. Background Information			
Date	----/-----/-----		
Name of respondent (Optional)			
Sex	1= Male; 2= Female.		
Name of organisation		Phone number (Optional)	
Location of the organization			

I. Policies and Legal Frameworks

1. What policy and legal frameworks informed the design and implementation of the KCL Project?
2. How were gender related concerns integrated in project design
3. How have gender concerns been integrated in the implementation of the project?

J. Functional Landscape Planning Approaches

4. Which functional landscape planning approaches were used during project design and implementation?
5. How effective were those approaches in relations to traditional gender related division of labour and conservation?

K. Integrating Protected Area Management in a wider landscape

6. How did you integrate protected area management landscape in project design and implementation?
7. How effective have they been?

L. Capacity building

8. What attempts were made to build capacity in relation to conservation wider landscape?

M. Primary target beneficiaries

9. How target beneficiaries' were formed into community groups?
10. What was the composition of community groups?

N. Management of wildlife

11. How did the project operate in relation to wildlife management?

O. Asset ownership in the management and utilization of Shea Tree resources and wildlife

12. How were Shea Tree resources owned in the management of wildlife?
13. How were they utilized?

P. Gender related division of labour

14. What were gender issues in production, processing, marketing of Shea products
15. What were gender concerns in technologies used in production and processing of Shea tree butter?

Q. Lessons learnt and best practices in the promotion of gender equity in the conservation of Shea Trees and management of wildlife

16. What lessons have been learnt?
17. What were the best practices?

R. Recommendations for promoting gender equity in conservation of Shea Trees and management of wildlife

18. What recommendations do you give to promoting gender equity in conservation of Shea Trees and management of wildlife?

Thank you for your responses.

6.2.3 FGD Guide

GENDER ANALYSIS/PROFILING STUDY
FOCUS GROUP DISCUSSION GUIDE

JBM Consult is partnering with NEMA to conduct a gender analysis/profiling for Kidepo Critical Landscape (KCL) protected area cluster (comprising of Kidepo Valley National Park, Karenga Community Wildlife Area, Central and local forest reserves). As a stakeholder your participation is purely voluntary. The information collected will be treated with confidentiality and will only be used for this purpose only with no reference to individuals.

Background Information			
Date	----/-----/-----		
Sex		Age	
Name of group		Group leader' names	
Location of the group			
FGD Facilitator's Names			

19. Which Shea tree products do you collect and who collects them?
20. What are the uses of Shea tree products do you collected?
21. How do you processing the Shea tree butter products and who dos it?
22. Which methods and tools do you use in processing Shea tree butter products and who process and controls the tools?
23. How do you market Shea tree butter products and who markets?
24. Who controls the proceeds (incomes)?
25. What are the gender inequities in collection, processing and marketing of Shea tree butter products?
26. What should be done to promote gender equity in these processes?
27. How were you involved in Management of wildlife during project implementation?
28. Recommendations for promoting gender equity in conservation of Shea Trees and management of wildlife
29. Lessons learned and good practices

Thank You Very Much

6.3 List of Key Informants Interviewed

No.	NAMES	DISTRICT/ORGANIZATION	POSITION	TELEPHONE
1.	Ogwal Charles	Otuke District	Agricultural Officer	0774059553
2.	0nyanga Patrick	Otuke District	District Forest Officer	0774478860)
3.	Olal David	Agago District	District Natural Resource Officer (DNRO)	0782455184
4.	Opio Charles	Otuke District	District Commercial Officer	0774536400
5.	Ebong Boniface	Otuke District	District Environment Officer	0785350055
6	Opio Vincent	Olilim S/C-Otuke District	Community Development Officer (CDO)	0774336730
7.	Dr. George Oming	Kotido District	District Natural Resource Officer	0774026880
8.	Uma Charles	Kotido District	Chief Administrative Officer (CAO)	0772646184
9.	Nangiro Ignatius	Kotido District	LCV Vice Chairperson	0781811983
10.	Olal Joel	Kotido District	District Forest Officer	0773730420
11.	Kiyonga Joseph	Kotido District	District Environment officer	0772356128
12.	Ouda Robert Kenedy	Kotido District	District Production officer	0772356128
13.	Oola Donato Olam	Abim District	Deputy CAO	0772309608
14.	Opira Binnifance	Abim District	District Commercial Officer	0778160660
15.	Acheng Agnes Okot	Abim District	LCV Vice Chairperson	0772091728
16.	Ongom Advenson	Abim District	CDO-Gender	0772835362
17.	Ogmant Jino	Abim District	DPMO	0772348054
18.	Okot George	Abim District	Ag. District Environment officer	0772988826
19.	Woniala Joseph	Abim District	Forest Supervisor	0775547403
20.	Wany Oyok David	Kitgum District	Ag. District Natural Resource Officer	0772978783
21.	Anywar Martin	Kitgum District	District Forest Officer	0886016944
22.	Omona Jackson	Kitgum District	LCV Chairperson	0772405974
23.	Amone David	Orom S/C-Kitgum District	Community Development Officer	0782414672
24.	Olal David	Agago District	District Natural Resource Officer	0782453184
25.	Otema Geoffrey	Agago District	District Commercial Officer	0779935898
26.	Ojok Ben	Omot S/C-Agago District	Sub County Chief	0784515148
27.	Robangakene Emmanuel	Lukole S/C-Agago District	Sub County Chief	0772983104
28.	James Ateker Okiria	NEMA	KCL Project Consultant	0772650905
29.	Sabino Francis Ogwal	NEMA	Natural Resources Manager-B&R	-
30.	Aggrey Rwesimba	UWA		-
31.	Sam Karuhanga	UEPB		-
32.		NFA		-

6.4 Lists of FGD members

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: ABIM

SUB-COUNTY: LOTUKE

DATE: 10/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	Achon Florence	Lotuke Women Group	077423529	
2.	Akello Rose	"	0783299165	
3.	Akullo Hellen	"	0779590315	
4.	Achii Grace	"	0784285676	
5.	Okello Dequeen	"	0784899939	
6.	AKECH JOSEPHINE	"	0775387721	
7.	AKIDI CONCLI	"	0770999924	
8.	OKOTH CATHRINE	"	0775916938	
	FGD 2			
1	AKULLO GRACE	"	0779665405	
2	Ayoo STELLA	"	0784575450	
3				
4				
5				
6				
7				
8				

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: ABIM DISTRICT

SUB-COUNTY: ABIM SUB COUNTY

DATE: 10/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	Obin Charles Dickens	C/P - Biicwiqyi Group	0777346589	
2.	Akena Jimmy Benson	Member Biicwiqyi G.	0789747322	
3.	Ajwang Catherine	Treasurer Biicwiqyi G.	—	
4.	Ogola Nicholas	Member	0780885 6	
5.	OKILLI PAUL	member	0774087874	
6.	ALIDI CAROLINE	Member	—	
7.	Achengs Hnna grace	member	—	
8.	Achengs Racheal	Member	—	
	FGD 2			
1				
2				
3				
4				
5				
6				
7				
8				

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: ABIM

SUB-COUNTY: LOTUKE

DATE: 10.7.2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	OCHII CHRISTINE	C/P LOTUKE WOMEN-GR	0784898514	
2.	AKECH JULIANA	member	0783326079	
3.	ALANY JOSEPHINE	member	0780689508	
4.	AKENGO ALBINAH	11	0773518655	
5.	Ogwang Patrick Zalark	member	0778408828	
6.	APOLO Florence	Member	—	
7.	Ayugi PRISKA	member	—	
8.	Awor Jenifer	member	0784371260	
	FGD 2			
1	Abur Christine	Treasurer	0785133571	
2	Ayoo Christine	member	—	
3				
4				
5				
6				
7				
8				

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: KARENGA

SUB-COUNTY: SAGAR

DATE: 10th/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	TEKO LUKA	CHAIRPERSON	0777737062	
2.	LOKIWANG JOHN JONNIE	SECRETARY	0781528165	
3.	LOKAPEL AUGUSTINE	SUPERVISOR	0772576833	
4.	LOKWANG DOMINIC	VICE CHAIRPERSON	-	
5.	ANGELLA PAUL	MEMBER	0778842807	
6.	AL LOKUNY ASTER LEMU	MEMBER	0774520201	
7.	DIDA LOAUK	MEMBER		
8.	ANGIWA JOHN SON	MEMBER	0787247058	
	FGD 2			
1				
2				
3				
4				
5				
6				
7				
8				

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: KARENGA

SUB-COUNTY: SANGAR

DATE: 10TH — 07 — 2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	KOKOI MARGRET	MEMBER		
2.	HAPEYOK JENNIFER	MEMBER		
3.	XIACHOMIN MARGRET	MEMBER		
4.	HAKEDI LUCY	MEMBER		
5.	ILUKAL REGINA	MEMBER		
6.	HAKIRU ANNA	MEMBER		
7.				
8.				
	FGD 2			
1				
2				
3				
4				
5				
6				
7				
8				

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: KARENGA

SUB-COUNTY: KARENGA

DATE: 10/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	LOPEJOK ALBINO LORIS	DIRECTOR CULTURE CROP	0756179118	
2.	LOMOJI SIMON PETER	Construction officer	—	
3.	Engoo Amabile.	Member.	—	
4.	LoKiru Arabudi	Manage Machine	0787888107	
5.	LoKitar Stella	Member.	—	
6.	LoKiru Lucy.	Member	—	
7.	Bura Santino	VSLA c/p	—	
8.	Naboe Amabile.	" "	—	
	FGD 2			
1	Napeyo Teveeq.	" "	0782973100	
2	Adama Scholq	SEC. GENERAL	0776723289	
3	Ayoo Jackline	MEM BEER	—	
4	NAMUN Lina Chorima	FINANCE		
5	Acheng Margret.	" "		
6	LOKOYO DANIEL	D/DIRECTOR		
7				
8				

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: KOTIDO

SUB-COUNTY: KACHERI

DATE: 12/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	LOGWANG EKOLIPUS	Tomikin Group C/P		
2.	Lupe Naritaethe	Member, Tomikin Group		
3.	Lobote Milton	"		
4.	Loma Maritina	"		
5.	Napuli Anna	"		
6.	Lochan Lino	"		
7.	Apeei Lorwata	"		
8.	Nyabongo Madelena	"		
	FGD 2	"		
1	Nyengole Natyang	"		
2	Napwon Anna	"		
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GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: KOTIDO

SUB-COUNTY: KACHERI

DATE: 12/7/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	LOILE SAMUEL	C/P	0789666742	
2.	OWUSU CHARLES	Secretary	0771966284	
3.	NAKONG ANNA	Treasure.	-	
4.	LOTANG PAULINO	MEMBER	-	
5.	KENO JOHN.	MEMBER		
6.	NAWANY ANNA	MEMBER.		
7.	LOKONG- JOSEPH	MOBILIZER		
8.	AKELLO CHARLARINA	Key Holder.		
	FGD 2			
1	LONYIA NAPORE	MEMBER		
2	Adonge EMMANUEL	MEMBER	0775[illegible]	
3	LOKWANG JAMES	MEMBER		
4	NAKONG LUCIA	MEMBER		
5	AKIDI NAMUK.	MEMBER		
6	LOCHORO LOMUKIKING	MEMBER		
7	LOKOL APALORACH	MEMBER		
8	KARIM PAUL	MEMBER		

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: AGAGO

SUB-COUNTY: LUKOLE

DATE: 12/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	OCOK LAMTON	KUC-ODWOGO	–	
2.	Obwoc Baptista	"	–	
3.	OCan David	"	–	
4.	Ociro wi Jok	Kuc odwogo	–	
5.	LABEJA TARASSI	"	–	
6.	Omiwi peter	"	–	
7.	Denis Odongkara	"	0782700228	
8.	Onono micheal		0783492290	
	FGD 2			
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GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: AGAGO DISTRICT

SUB-COUNTY: OMOT

DATE: 12/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	ACOLA BITO	Ryeko En Lonyo	–	ACOLA
2.	Mango Adong	11	–	AD
3.	Alanyo Rose	11	0773894119	Rose
4.	AKUMU BIANKA	Ryeko en Lonyo	–	AKUMU
5.	AKULLU MARYRE	11	–	~~AKULLU~~
6.	Awili miloret	11	–	Awili
7.	AJULU JUSPANI	11	–	AJULU
8.	AJOK KARMILA	11	0773619490	AJOK
	FGD 2			
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GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: OTUKE

SUB-COUNTY: OGOR

DATE: 11/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	AWAIM ALFRED	—	OROC PACO	
2.	OGWANG SAMUEL	OROC PACO	0759427255	
3.	OJOK FRED	—	—	
4.	ODOKO FRANCIS	SECRETARY OROC PACO	0777944965 0752862290	
5.	OPIO RICHARD	OROC PACO	—	
6.	DONGO QUINTO	CANOMIA DIVO	0756430678	
7.	Alfred John Okello	"	—	
8.	Oder Anang	"	—	
	FGD 2			
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Awino, Magweda

GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: OTUKE

SUB-COUNTY: OLILIM

DATE: 10/07/2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	[illegible] SARAH	SEE MOD-LOO	0771420978	
2.	ARNOLD HARRIET	Amember	0786438908	
3.	MARY OKWEDA	Amember	—	
4.	ATIM AJULETA	Amember	—	
5.	AMULE KOSTA	Amember	—	
6.	AWOR HARRIET	AKANLIM	0787663785	
7.	ATIM LUCY	Amember	0787145672	
8.	ADONGO AGNESS	Amember	0776655883	
	FGD 2			
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GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: KITGUM

SUB-COUNTY: OMIYA - ANYIMA

DATE: 11/07/2019 (YAA BER GROUP)

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	LAKOT IRENE	YAA BER MEMBER		
2.	ACOP DOREEN	YAA BER MEMBER		
3.	AROMID-RACH CECILIA	YAA BER MEMBER	0782514347	
4.	ATIO NEKOLINA	YAA BER MEMBER		
5.	LEONORAH OLANYA	YAA BER MEMBER		
6.	ADONG ANGEL	YAA BER MEMBER		
7.	LAKOT GRACE	YAA BER MEMBER		
8.	ARACH PILISAMA	YAA BER VICE CHAIRPERSON		
	FGD 2			
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GENDER ANALYSIS/ PROFILING STUDY FOR KIDEPO CRITICAL LANDSCAPE PROTECTED AREA CLUSTER

List of FGD members

DISTRICT: KITGUM

SUB-COUNTY: ORDM

DATE: 10:07:2019

NO.	Name	Title and Organisation	Telephone No.	Sign
	FGD 1			
1.	OPWONYA GEORGE		0784528742	
2.	OKECH NASSANERI		0778357899	
3.	BONGOMIN RICHRD			
4.	OCAYA DAVID MUTOOYWEE		0758087501	
5.	OYUGI ROSITTO		0783483758	
6.	ORYEM SIMON		–	
7.	Opiva Bosco		–	
8.	LUKWANG GEOFFREY		–	
	FGD 2			
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