

**WOMEN TEST PLOT ACTIVITIES OF THE NAGALAND ENVIRONMENT
PROTECTION & ECONOMIC DEVELOPMENT PROJECT - A Review**

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GLOSSARY/ACRONYMS

CIDA	Canadian International Development Agency
DPT	District Project Team
DWCRA	Development of Women and Children in Rural Areas
GB	Gaonbura - Chief of a village or a clan
GoN	Government of Nagaland
ICEF	India-Canada Environment Facility
ICDS	Integrated Child Development Services Scheme
IDRC	International Development Research Centre
Jhum	slash and burn agriculture/shifting cultivation
Khel	clan
POU	Project Operations Unit
PSC	Project Steering Committee
RDD	Rural Development Department
TP	Test Plot
NEPED	Nagaland Environment Protection and Economic Development Project
VC	Village Council
VDB	Village Development Board
WID	Women in Development
WTP	Women Test Plot

EXECUTIVE SUMMARY

This gender review report attempts to document all the experiences and activities of the women's program under the Nagaland Environment Protection and Economic Development through Peoples Action Project (NEPED). The project was conceived and initiated by the Government of Nagaland (GoN) in 1995 to integrate agroforestry methods into the traditional slash and burn (*jhum*) agricultural system. Funded by the Canadian International Development Agency (CIDA) through the India-Canada Environment Facility (ICEF) the projects main goal is the "*sustainable management of the natural resource base of the State of Nagaland for the benefit of the people of Nagaland*".

Under the project, each village in the state was allotted 2 Test Plots (TP) per village: an upper and a lower TP, each to be 3 hectares in size, compact, near the road and to be established in the first year jhum field. The project implemented by the GoN is co-ordinated by a multidisciplinary Project Operations Unit (POU) responsible to a Project Steering Committee (PSC). At the district level is the District Project Team (DPT), mainly to co-ordinate with the Village Council (VC) and Village Development Boards (VDB) in the completion of the TP works.

Gender Component: With no additional resource or specific approach, a gender component taking a Women in Development Approach (WID) was added in 1996 to integrate women into the program. It focused on women's empowerment through training programs with the main objective to develop an understanding of land based issues and activities, skills in the core group of women in the techniques and tools of empowerment training thereby enhancing their roles. They were simultaneously given an opportunity to initiate Women Test Plots (WTPs).

The First and Second Section of this report focuses on the introduction of the NEPED and the methodology taken into consideration for the study. As the Terms of Reference made it mandatory to visit all WTP accessible sites, an original list of 93 WTPs was provided for the study. However, after the field assessments, the following was the final position, 72 sites being taken into consideration while compiling this report.

Final Sample size of WTP districtwise

Original list	Final list	Actual	Visited	Not visited	TP dropped	TP recorded in the original list as WTP allotment but actually a normal allotment (<i>verified</i>)
93	100	86	72	14	2	12

A questionnaire was drawn up and accordingly women's group and owner of the land were interviewed for the study. While the study was strengthened by a database of the villages and women's group involved (revised as above), the active presence of POU/ DPT in covering all the sites was important for the actual field visit. However, the heavy field demands were also a setback while covering a large area where respondents were busy with the harvest season.

In **Section 3** of the report, the main findings are laid out in sections and subsections as given in brief below:

- **Administration:** There were 11 cases administered directly by the POU and 16 cases by the DPT . Where the POU has been proactive in providing information through training programs there has been an increase in the number of women projects. Results have been the VC/VDB initiating 21 allotments under normal TP and 4 under special TP. Women themselves have come forward to ask for WTP and some were initiated by land owners through the VDBs, POU or DPTs.
- **Empowerment training: Women** empowerment training was extended to WTP and nursery owners. So far 213 women and 123 villages attended women empowerment training programs. Considering only WTP, 104 women attended the basic training program and 18 attended advanced training program from a total of 93 villages. The training sessions revolved around women's perceived strengths and weaknesses, land issues, access to and control over resources, participation in decision making etc. thereby increasing women's knowledge and level of awareness. Also, women were taken for exposure trip to see nearby nursery and TPs. A recipe on food preservation was incorporated and the training extended to other groups like DWCR group leaders in Tuensang district and Co-operative Society groups.
- **Motivation/ local organization:** The motivation to plant trees have been largely successful with almost 40 cases where respondents have said that there is replication at different levels - households as well as villages. There were also cases where the motivation for starting off the WTP was purely for the grant, about 19 cases in this category. While there were 17 old groups, there were 55 new groups formed out of which 14 cases seemed permanent.
- **SHARING ARRANGEMENTS:** This was mandated as one of the important and main focus of the study. Field reports have shown the following:

Land Ownership, Sharing and Agreement Pattern

Ownership	#	%	Land sharing	#	%	Agreement	#	%
Community/Clan	4	5.6	Land leased	47	65	Verbal	44	61.1
Individual/Private	45	62.5	Purchased	7	9.8	Written	8	11.1
Women's Group	11	15.3	Gifted	4	5.6	Church/Group	15	20.8
Church	4	5.6	Church owned	4	5.6	Unknown	5	7.0
Chief	8	11.1	Owned previously	10	13.9			
	72	100	Total	72	100		72	100

Sharing of Plantation (Trees): Tree plantation was being shared in different ways. The following table shows clearly the sharing of plantation by Normal Plots and Special Plots.

TP	All trees	Partial Trees	None*	Others	TOTAL
Normal	7	8	14	1 conflict	30
Special	16	11	14	1 no info	42

* to women's groups but reverted to owner

Sharing of cash: Cash received from the project was mostly used for plantation and the upkeep of WTP. There were 43 full payments made and 26 cases of varying levels of partial payments, with 3 unknown case.

➤ **IMPACTS:** Some of the major impacts that women have seen over the past years have been as follows:

- The simultaneous growing of agricultural crops in the first two years with about 47 cases found to have actively pursuing this.
- An increase in knowledge about plantation furthering impacting on replication. About 40 cases confirm this.
- Access has also further impacted upon understanding of projects and has allowed women to be involved in other activities including nurseries.
- An increase in the awareness of land issues which is a difficult situation considering the paternalistic customary laws and tradition. Women have been found to initiative to come together as a group, searched for alternatives and even purchased land.
- There were 55 cases where women have come together to form new groups, out of which 13 show to be of a more permanent nature.
- The growing realization of the 25 per cent government grant in aid program was well recognized by women in almost 80% of the cases.
- Women leaders have evolved in many villages because of the project and mainly through the training programs.
- Women have earned money by contributing labor in the plantation. A total of close to 2500 women from 70 villages have participated in the program.

➤ **SPECIFIC ISSUES & INCIDENTAL OBSERVATIONS:** *This last two section addresses issues and observations that the women and the POU staff have encountered. They are:*

- That the project has been a learning process for NEPED Project Staff
- The allotment of WTPs have opened avenues for active participation of women in the program.
- The involvement of women into the program through training programs has been found to be extremely positive where access to information and knowledge have strengthened access.
- Women groups can come together and buy land, an issue that can be further assessed for land based activities
- The formation of groups has been an important contribution of the NEPED project. Group formation needs enhancement amongst the men especially regarding the

way a project works and the need to understand that women intervention projects are not meant to change the social and cultural fabric but to get them to come closer to terms with enhancement of economic activities thereby leading to a change in the overall context.

- Women have been vulnerable to not accessing institutional facilities directly including financial matters
- Women groups have carried out successful plantations. This is a step towards bridging the large cultural and social gaps where the introduction of a land-based activity has been one of the hindrances to the program.

In conclusion, the lessons learned have been briefed in Section 4, which are briefly pointed out in 4 points:

- **Access to knowledge & information:** Largely an impact of training, an intervening strategy which has played a major positive role and impacted upon women's understanding of resources and also the technical aspects of the programs leading into replicating cases in their own land and villages.
- **Approach / intervention of NEPED:** With an initial non-existing plan, the way NEPED intervened into the WTP program has been a learning curve. The active involvement of members, particularly in far-flung areas have increased understanding. However, a separate targeted strategy recognizing women's needs and constraints is needed.
- **Ownership/ sharing arrangements:** Although sharing agreements have been verbal, it is also seen that family networks, church groups, and existing groups could make intervention better. Also, written agreements are needed.
- **Future Projects:** The study clearly points out that women want short-term investments mainly in cash crops. Also, close monitoring with an increase in staff is needed to make up to the arduous geographical barriers that may arise. Although the work of the government POU staff has been commendable, the introduction of gender programs needs strengthening and is a slow process of change considering the cultural and social situation of the state.

1.0 INTRODUCTION

Nagaland, one of the north eastern states of India with a population of 1.2 million is largely an agricultural state. About 1050 registered villages spread over seven districts covers an area of 16,579 sq.km. Throughout the state, almost 80 per cent of the tribals carry out the slash and burn practice of cultivation known as *jhum*. Closely associated as a "way of life", village communities cultivate the first two years after the traditional slash and burn and leave the field fallow until the next cycle returns. Farmers cultivate as much as 60 different varieties of crops in their *jhum* fields. An average cycle as of today ranges from 7-12 years depending on factors such as an increase or decrease in population, land command of a village etc. The gradual dependence on land is evident by the growing number of population putting pressure on the environment.

Within this framework of agricultural system, the Nagaland Environment Protection and Economic Development through Peoples Action (NEPED) project was conceived; its concept to integrate agroforestry methods into the traditional *jhum* system for the effective sustenance of the ecological balance in the region. Additionally, improved fallow management along with the shaping of land for improved soil improvement is being promoted.

The NEPED project, implemented by the Government of Nagaland (GoN) started in February 1995 funded by the Canadian International Development Agency (CIDA) through the India Canada Environment Facility (ICEF) and managed by the International Development Research Center (IDRC) based in Delhi. The project ends in June 2000. The main goal of the project is the "*sustainable management of the natural resource base of the State of Nagaland for the benefit of the people of Nagaland*".

1.1 APPROACH OF NEPED PROJECT

The NEPED approach was to make people aware of the possibilities of their resources and replications of project activities were high on the agenda. The introduction of agro-forestry into *jhum* has been encouraged largely by the project in the State leading to an alternate system of farming.

Each village in the state was allotted 2 Test Plots (TP) per village: an upper and a lower TP, each to be 3 hectares in size, compact, near the road and to be established in the first year *jhum* field. After a gender component was added in 1996, the two allotted plots were named "Normal Plots" and if there was an additional plot allotted to women, it was named as a "Special Plot".

There were also a sequence of activities that each TP was supposed to undergo such as construction of contour bundhs, seed sowing, distance of planting etc. All funds were to be allocated depending on these conditions over a period of two years, the first payment to be made from the 2nd year onwards after the completion of the first year activities.

The project wanted participation to be maximized at the grassroots level especially without the imposition of any particular "model". The flexibility of the project has been fairly an open one where villagers and officials have supported each other with their own distinctive experiences and knowledge.

1.2 ADMINISTRATION OF PROJECT

The project is administered in three main successive levels as follows:

- *Central Level:* The GoN through the Agricultural Department and all its allied departments implements the project. Altogether 14 members form the Project Operations Unit (POU), a two member team responsible for implementation of the program in the 7 districts. They are led by a team leader, a senior level Commissioner from the government who is in turn advised by a Project Steering Committee formed with members from the government, experts and donor representatives.
- *District and Sub district Project teams:* Each district has a District Planning Board who nominates members and sets up a District Project Team (DPT) to act as a link between POU members and villagers. The DPT also acts as the technical and policy guide to the villagers, particularly to the Village Council and Village Development Board (VC/VDB) to oversee and verify works, collect information and see implementation of the program.
- *Village Council and Village Development Board:* VDBs formed since 1980 has been the channel for all government rural programs in development in over 1000 villages. The VCs are governing bodies in each village, formed out of clan representative members. Each VC/VDB had been given the authority to select the TP beneficiaries and suggest to the DPT. They also acted as the channel between the DPT/POU and the beneficiaries.

Local experts from every district played an important role at the district level. However, in the implementation of the women's program, the intervention of the POU members were significant because they were closest to the gender concept as compared to the DPT or the VC/VDB. However, training programs at the district and village levels were used as the path to clarify the concept and to introduce the women TP program.

Funds: Funds were being channeled through the District level directly to reach the VDB or the beneficiaries through a banking account where the money was deposited. The banking account was a joint account operated by the VDB Secretary and the District Deputy Commissioner and Additional Deputy Commissioner (DC/ADC).

However, certain procedures needed to be adopted before the final payment. Funds were allocated according to the following fixed pattern:

Table 1: Funding Pattern

WORK	A. 1995-1997		B 1998		C. 1997 Plain Sectors
	1 st year Rs/ha	2 nd year Rs/ha	1 st year Rs/ha	2 nd year Rs/ha	
Landshaping	7000		4000		4900
Seeds/Saplings	1400		3000		1400
Cost of planting			500		
Maintenance	500	500	500	500	500
Repair of bunds		1000		1000	
Gap filling		500		500	200
TOTAL	8900	2000	8000	2000	7000

Source: POU Database, 1999

A verification was carried out as and when work was completed and resolution passed by the VC with satisfaction. The DPT/DC then put up the demand to the POU and payment released. If the quality of the work as mentioned above showed distinct gaps, then the payment was deducted accordingly.

1.3 INTRODUCTION OF GENDER

A gender component was added in 1996 to integrate women into the program, an element lacking in the initial project design and implementation. The main aim of incorporating women into the frame was to integrate them so as to improve their status within the household and existing roles in decision making and conditions in society. The project has taken a "Women in Development" (WID) approach focused purely on women through empowerment training. Theoretically, the WID approach takes into effect the fact that effective development is achieved by the increase in women's participation and benefit levels. The approach also seeks to analyze roles of men and women but enhances and protects the role of women.

A female gender component advisor was inducted into the POU team for carrying out all work related to gender. Women were given a chance to carry out TP activities on their own. There were no additional resources or approach for incorporating women into the project except for the fact that women had to be given TPs plots along with men. No rigid plan or specific target was set for women in any district. It was left to the district officers to initiate the introduction of Women Test Plots (WTP) in their area of work. Altogether, as of October 1999, there were 93 WTPs that were being recorded by the gender co-ordinator. However, in the year 1998-99, there was a major importance given to women's nurseries and training programs consistently supported this particular activity.

Consultants were brought in to give gender training on empowerment supported by the POU gender co-ordinator, who was trained in gender issues through a variety of training programs and paper presentations. A consultant in the mid

term review gave the POU members an overview of gender integration and the necessity to include it into the project. It was also made clear the fact that CIDA has made mandatory the women's component in every program and that logically gender dimensions became a necessary component within the NEPED project. Simultaneously, a series of training programs on "women's empowerment" were started in different districts.

The NEPED intervention of providing WTPs has been one of the first attempts to involve women in "technical" hands on programs. This has raised a number of issues. Over the project period the POU had to overcome the cultural resistance of intervening in a sensitive area as the TPs were land based. The experiences have been shown to be varied across the State.

Women's integration in the NEPED project as a whole has raised an awareness of the gender issue within the team. However, other issues such as the paternalistic patterns and culture, lack of ownership of land and tangible assets, overloaded work patterns have also been raised by the POU team members to have been barriers for the participation of women in the project.

With the lack of formal documentation of the experiences of NEPED in the incorporation of women into the activities, as well as the variances in the experiences so far gathered, a study was deemed important to take it to effect. This study commissioned by IDRC laid down the terms of references as summarized below:

1. To develop a format to record information on the 93 women's test plots in NEPED
2. Develop a format for collecting qualitative information about participatory nature of NEPED gender component to be used further to assess performance of women's test plot and nursery program and identify interests and constraints of women in participating in agro-forestry.
3. To summarize, assess and document the technical information on land sharing arrangements of the women's test plots and in regard to owners.
4. Report on the women's test plot activities and impacts in NEPED.
5. Summarize the activities in the form of a review of the performance of women's test plots and suggest ways of integrating gender issues and participation in agro-forestry in Nagaland.

Taking into consideration the above factors, this study will be one of the important steps for the NEPED Project to look into the issue of women's participation at a closer level. It will also take forward the concept of gender further in addition to assessing the WTP program and the arrangements that women groups have shared with the owners.

2.0 METHODOLOGY

2.1 IDENTIFICATION & SELECTION OF WOMEN'S TEST PLOTS

The NEPED POU gender component manager had already identified and prepared a database of the WTPs. The following was the list that was given as the final number of WTPs before field work was carried out.

Table 2: Initial Sample Size of Women's Test Plots: Districtwise year of implementation

SNo.	Districts	1995	1996	1997	1998	Total
1	Kohima	1	7	6	2	16
2	Zunheboto	-	6	23	-	29
3	Tuensang	-	15	13	-	28
4	Phek	-	1	2	2	5
5	Mon	-	-	4	2	6
6	Wokha	-	-	4	-	4
7	Mokokchung	-	-	5	-	5
Total		1	29	57	6	93

Source: NEPED Gender Co-ordinator, 1999

The above data was compiled from respective district POU member listings and also from women empowerment training programs where women had confirmed that they had a WTP in their village. The consultant visited all the accessible sites and the above data was revised again by consulting the DPT or sometimes through actual visits in each of the 7 districts. Where there were more sites to visit, extra days were kept at hand to cover up any additional plots. An overall update on the number of WTP in each district after the study was completed is given below:

Table 3: Final Sample size of WTP districtwise

Districts	Original list	Final list	Actual WTPs	Visited	Not visited	TP dropped	TP recorded in the original list as WTP allotment but actually a normal allotment (verified)
Kohima	16	20	20	18	2	-	-
Zunheboto	29	29	26	23	3	-	3
Tuensang	28	28	19	15	4	-	9
Phek	5	5	3	3	-	2	-
Mon	6	6	6	6	-	-	-
Wokha	4	4	4	3	1	-	-
Mokokchung	5	8	8	4	4	-	-
TOTAL	93	100	86	72	14	2	12

Source: Field Study, 1999

The following table shows the Test Plots established in total yearwise:

Table 4: Final Sample Size: WTPs according to Year of Implementation

TEST PLOTS ESTABLISHED FROM 1995-98										
S/N	DISTRICT	1995		1996		1997		1998		TOTAL
		Total TP	For Women**	Total TP	For Women**	Total TP	For Women**	Total TP	For Women**	
1	Kohima	42	1	92	6	173	5	26	4	333/16
2	Mokokchung	50	*1	40	-	44	6	11	1	145/8
3	Mon	42	-	70	-	33	4	-	2	145/6
4	Phek	52	-	79	1	70	1	5	1	206/3
5	Tuensang	60	*1	140	6	91	12		-	291/19
6	Wokha	45	-	102	-	48	4	-	-	195/4
7	Zunheboto	66	-	127	7	164	19	-	-	357/26
8	Longleng	10		20		20		2		52/0
9	Tseminyu***	13		26		21	4			60/4
***	Additional TP 1998	0		0		0		10		10/0
	TOTAL	380	3	696	20	664	55	54	8	1794/86

* Normal plots allocated to women in the successive year

** WTPs that exists only – includes both normal plots and special plots

*** Tseminyu is part of Kohima district

Source: For Total TP allotted: NEPED Official Database, 1999
For WTP allotment: Field Study, 1999

2.2 FIELD VISIT CO-ORDINATION

A time frame to carry out all the work in the field was drawn up by the consultant with the respective POU district members. This covered the number of days the consultant would need for each district. In addition, the logistical arrangements had to be worked out with each team member to give prior information to the District Team for necessary action. This was required particularly since it was the harvesting season, a crucial time for the respondents to be out of their homes in the village.

Because of the large number of villages to be visited, 10 villages in Kohima were covered by the POU gender co-ordinator and 6 villages in Mon and 5 villages in Zunheboto were covered by field level people. Apart from the above, the consultant carried out all the work in 51 villages covering 6 districts in the State. The field visits were done in coordination with the respective district POU members. Some villages were inaccessible (See Annex 3)

The field visits were conducted from the third week of October until the third week of November. Each district POU member arranged for one or more District Project Team member to help out in the field visits. A vehicle was provided by the project to facilitate mobility for the field visits. The following table gives an overview of the actual days in the field and members involved in the field visits.

Table 5: Time Schedule/ Members in field visit

Sno.	Districts	Dates	Days	District members involved
1	Kohima	22Oct/20thNov	2+ Chozule	POU members especially Ms. Chozule
2	Zunheboto	25Oct- 2nd Nov	7+2 hire	DPT members especially Mr. Bendang DPO, & Mr.Vitai, cashier, DC office
3	Mokokchung	Nov 2-6	5	Dr.Supong Keitzar and his team, DPO and local experts
4	Tuensang	Nov 6-14	9	POU members, Field officers, DPO and Mr.Showba, Agri Officer
5	Wokha	Nov 15-17	4	POU members, Local expert
6	Tsemenyu/ Pughoboto	Nov 18/19 th	2	POU member
7	Phek	Nov 22/23 rd	2	POU members
8	Mon	Nov	4 (hire)	Ms.Naro/DPT
				Team Leader/Drivers

2.3 QUESTIONNAIRE FORMAT

Because of the large sample size, a structured questionnaire was drawn up before the field visits. Only 2 POU members and the Team Leader could comment on a rough draft because of field time constraints. Additionally, some questions from earlier NEPED administered questionnaires were inserted wherever applicable in the questionnaire.

Please refer to ANNEX 4 for Questionnaire format

2.4 ADMINISTRATION OF QUESTIONNAIRE

After verification of WTP existence, the women's group and the respective landowner were interviewed for the study. Sometimes, the respondents were not in the village as word of the visit had not reached the village. There were two such cases where members could not be interviewed. In addition, when they were available for interview out of the villages such as the district headquarter, then these were considered. The heavy field trip demands and the prior decision not to visit the actual TP site made data collection possible within the given timeframe.

Administration of Questionnaire to Women's Group: This mainly concentrated on the land sharing arrangements with the women's group and the landowner. Meetings with the women's group were mostly conducted in the villages. Some TP sites were visited. Each meeting lasted for an hour or two. The questionnaire was administered with the women's group separately as it was found that with the presence of a man in the meeting, he would dominate the conversations and steer the meeting away from the real purpose. Also, women were found to be more vocal and open in a closed meeting. This approach helped, as they were open and forthcoming in their views.

Administration of Questionnaire to Owner/s: Meetings with the women's group were complemented with a separate meeting with the landowner to assess the sharing arrangement. Sometimes, the landowner had in-depth understanding into the case and therefore certain points were also being clarified from him. This was also done to cross check on the variance and clarity of an arrangement, financial, plantation etc. It was very rare that the women themselves owned the plot except if it was church land, donated or being purchased as a group.

2.5 STRENGTHS AND LIMITATIONS

There were strengths and weaknesses with the study. Some prominent ones are identified below:

Strengths	Weaknesses
• <i>Presence of POU/ DPT</i>	• <i>Limited time frame</i>
• <i>Full coverage of WTP sites</i>	• <i>Non availability of all group members</i>
• <i>Good understanding of NEPED by respondents</i>	• <i>Limited feedback on questionnaire</i>
• <i>Well kept database</i>	• <i>Extensive coverage putting time constraint</i>
• <i>Participation of consultant in NEPED Evaluation workshop</i>	• <i>Conflicting data</i>
• <i>Actual presence/ field visit as a means of verification</i>	

2.5.1 Strengths of study

- **PRESENCE OF POU/ DPT:** The availability and presence of the POU and DPT officers in the co-ordination and actual visit was crucial to the success of data information for the study. The presence of good DPT officers who knew the local language made it easier and quicker to co-ordinate the individual site visit and to break the ice initially.
- **FULL COVERAGE OF WTP SITES:** The coverage of all sites was good for quantitative information especially in verifying the present data and also the status of the TP and the various activities. See Annex 2/3/4
- **GOOD UNDERSTANDING OF NEPED PROJECT BY RESPONDENTS:** Understanding of the NEPED plantation project by respondents especially the landowners was good.
- **WELL-KEPT DATABASE:** In most districts there were complete and clear records of project activity, financially and otherwise. The database was helpful for the consultant to start off the work and anticipate the workload for the study.

- *CONSULTANT PARTICIPATION IN NEPED WORKSHOP*: The consultant participated in the NEPED Self-Evaluation Workshop before the field trip was made and created a good understanding of the project and its expected beneficiaries.
- *ACTUAL PRESENCE/ FIELD VISIT*: Presence of a field based study covering all plots was helpful for women particularly in that they felt that sharing arrangements were important and needed to be taken seriously. Also when women had an unclear picture of the project, the amount of grant that they were supposed to be receiving, etc., the study made it an opportunity to provide answers to some of these questions.

2.5.2 **Limitations of study**

- *HEAVY FIELD SCHEDULE*: With all WTP to be covered, the field schedule made a heavy demand limiting the time spent with the respondents. Sometimes, with two or three villages to be covered in a day's time, it was difficult to wait for the group members to turn up for the meetings. Also, most of the women respondents needed more time to open up for the interview as they were not used to being questioned about projects before.
- *NON AVAILABILITY OF ALL GROUP MEMBERS*: All group members were not involved in the feedback session. Sometimes because of late information, people were not informed of the visit and since they were busy with harvesting all women members or even the owners could not be met.
- *LIMITED FEEDBACK ON QUESTIONNAIRE*: There was limited time for the POU team to give feedback to the questionnaire.
- *CONFLICTING DATA*: Sometimes, there was conflicting data from different respondents thereby making it difficult to assess the situation particularly in the financial terms and conditions.

3.0 FINDINGS

3.1 GENERAL OBSERVATIONS

3.1.1 ADMINISTRATION - POU DIRECT AND OTHERS

Administrations of women's project have been done in different ways. It was observed that where POU and DPT have been pro-active in the administering of WTPs, there is an increase in the number of women projects.

POU direct intervention: There have been 11 cases where POU members have taken the lead in the promotion of WTPs. In many instances, POU members while training the VC/VDB members have made it a point to give one TP to women. This has resulted in 25 cases.

Each two-member POU team has worked over the past 5 years to administer all the TPs in their respective district. The TPs and districts that are further away needs special mention. This has also given them less chance to monitor the project at a closer level. The POU members are responsible for the verification reports of TPs and have themselves taken an active role in the process. Land based activities particularly focussing on women had been unheard of before. However, the active intervention of POU members in Kohima and Zunheboto particularly (with four cases each) are good examples where people are being sensitized to the new concept of including women into programs.

DPT members: There were 16 cases where the DPT members have introduced WTPs. DPT members have also been the channel for information about WTP such as Lumami in Zunheboto and Choaha Chingyu and Shangyu in Mon. At the same time, there were 7 cases where DPT members have formed women's group and started plantation in their own land.

Different districts have used different levels of DPT intervention. While in Tuensang, active field officers were carrying out the implementation works, in Zunheboto, the Sub Divisional Officers (SDOs) and Planning officers were taking a more active role. Similarly in Mokokchung and Wokha, the additional active participation of the local experts (3 in the former and 1 in the latter district) made the projects stronger in site selection as well as plantation. In Kohima and Phek, POU members played a bigger role assisted by well placed DPT members.

VDB/ VC allocation: The VDB/VC has played a big role in the implementation of the program as the main channel to provide WTPs at the village level. There were 25 cases that started off with their initiation - 21 allotments under normal TP and 4 under special TP. There were 12 cases where VDBs had not allocated normal TPs to the women's group after having said they would.

About 6 cases show that the VC was willing to give women their land voluntarily on lease such as the ones in Peducha, Keruphe Bawe, Chumekedima A (under Kohima) and Kivikhu, Khuguto and Vishepu (in Zunheboto). Out of these, 4 were on lease, 1 donated and the other purchased with the VC initiative. However, there were 17 cases where women's groups had received only payment for their

labor. There were about 7 cases where women had done all the work but received very little payment – about 1/4th of the total budget released. These were especially in cases where a powerful VC chairman had hold over all the decisions and grants coming into the village.

3.1.2 EMPOWERMENT TRAINING

The gender component has focused on women's empowerment through training programs with the following objectives:

- To develop a clear concept of empowerment and an understanding of its relevance to land based issues and activities
- To develop skills in the core group of women in the techniques and tools of empowerment training
- Prepare an action plan to train the groups of women and enhance their role in the project

Initially, women candidates were sent for the training program without any formalities or criteria assessing the trainees. However, as the program progressed certain criteria were developed to target selection of women into the training program. Women who were married or senior unmarried women who were bold enough to speak in public and could participate in decision making process in villages were the criteria chosen for the training program. Training programs were improved by having the initial training program with follow up visits to correct technical problems.

In 1996, three batches of Basic Empowerment Training were given, one in Tuensang and two in Kohima where 85 women from 40 villages attended the sessions. Out of these women, a further 35 were trained for Advanced Empowerment training. Similarly, in 1997, two training's, one in Kohima (46) and the other in Zunheboto (23) were conducted with 69 women from 52 villages attending the training sessions. In 1998-99, there was a major emphasis given to women's nurseries where a total of 37 men and 309 women were trained for nursery management. Two batches of women's empowerment training were conducted, one in October 1998 and another in March 1999. 35 participants from 18 villages attended the training sessions. (It must be noted here that women's empowerment training was imparted both to WTP and nursery owners).

The following were the training programs carried out by NEPED for WTP villages from 1995-1998:

Table 6: Empowerment Training conducted for NEPED WTPs

Year	Village	Basic (# of women attended)	Advanced (# of women attended)
1995	1		
1996	29	50	18
1997	57	48	
1998	6	6	
Total	93	104	18

Out of the above 93 villages where women members had undergone training, in 12 villages, WTP was not allotted to the women. Further, in addition there were 7 villages who had started WTP without having undergone training.

The training sessions revolved around women's perceived strengths and weaknesses, women and land, women and trees, women's access to and control over resources, activity profiling, women's participation in decision making, degree of confidence, women and VDB share as well as other specific schemes for women. Women were better informed after the training about their legal rights to resources provided by the Government in various programs apart from NEPED. (NEPED Annual Report, March 1999). In addition, women were also taught about food preservation and taken on exposure trips within and out of the State. The training programs extended to other groups like the Development of Women and Children in Rural Areas (DWCRA) group leaders in Tuensang and Co-operative Society groups.

Training has been a great step towards women's empowerment focussed on plantation and land issues. Women's level of awareness towards knowledge enhancement has been however a powerful tool and there have been cases such as Khukiye Lukhai, Tsutoho, Satami in Zunheboto; Wui and Butambo in Tuensang; Zhadima, Jakhama, Old Tesophenyu in Kohima etc where they have come forward to initiate a WTP. Although they were not given ownership of the trees in all the cases it has been an "opener" for women to start thinking about projects in their own name. The formation of groups have been one of the major success of training programs. It has also been stated in reports that many women who were not even aware of government schemes such as Integrated Child Development Services Scheme (ICDS) and DWCRA or the VDB 25% Grant-in -aid from Rural Development Department (RDD) have been made more aware of their rights and accessibility to such projects.

Some feedback from training reports have shown that women have learned:

- Knowledge of and protection of environment
- That women should avail all training opportunities
- Nursery raising for economic development and environment protection
- Technical issues of tree plantation
- Broadening of ideas
- Issues of decision making and control

3.1.3 MOTIVATION/ LOCAL ORGANIZATION

Motivation for plantation: The main motivation of NEPED was to plant trees. This has largely been successful. It has been a difficult proposition to start their own plantation as women cannot own land on their own and also have very little control over financial resources. Almost all women that have been interviewed were very clear on the benefits of the plantation, mainly financial and even if their plantation were not fully owned by them, they have planted trees in their own family land.

There were 40 cases where respondents have said that there has been replication (of planting trees) at different levels - households as well as villages. There were two cases where the women had planted almost about 4-5000 trees and motivated their husbands to follow suit. In Lumami, Zunheboto for instance, after their first project failed, the women got together to buy another plot of land to carry out a second NEPED plantation. Such motivation has been positive. The Chiepoketa women in Phek already carried out two plantations as the men had carried out the same. Such enthusiasm has added some positive cases to the women's program. In Chumukedima T - Kohima, the church has been motivated to grow trees and there are cases of individual households replicating. In Aliba, Mokokchung, about 200 households have started planting trees in their own land. The 3 women members in Longkhum, Mokokchung have planted trees simultaneously in their own land because the NEPED project plantation belonged to the landowner. About 42 families have started plantations in Mon district, a direct impact of 3 WTPs.

Motivation for grant: There were also cases where the motivation for starting off the WTP was purely for the grant, about 19 cases in this category. In such cases, women formed groups to implement the project and once the grant was released, the plantation reverted back to the owner. Women, in general found it difficult to fully understand the program implementation and the amount of grant they were supposed to receive for carrying out the work. This was because it was the first time that a project in Nagaland was carried out with a specific monitoring guideline, an uncommon factor in relation to other government projects. Also, with only one gender co-ordinator, the follow up program of each individual group was not possible.

Organization: There were old groups as well as newly formed groups participating in the project. The following table gives an overview of the status of the groups as seen through the cases.

Table 7 : Status of New & Old Groups

Status of Groups	# of cases found
New / Permanent	14
New/ Permanent ?	8
New/Non Permanent	33
Old/Permanent*	6
Old/Permanent	11

Permanent – groups doing extremely well*

Permanent? – groups that have possibility to be more stable

Participation of Established Old Groups: The organization of women in church or clan groups have made it easier for project intervention in some areas. Where the church or VDB have donated land, women have been able participants to the project to organize themselves for the plantation. There were 10 church groups and 7 other "women's groups" formed before the NEPED project started, of which about six are performing extremely well.

New Group Formation: Women in all the WTPs have formed "Women's Society" after project intervention. Women in Khukiye Lukhai in Zunheboto have even registered their organization and in addition to the TP have started a weaving unit. The presence of able well-trained and well-versed leaders has made a difference in this village. There are 14 cases where these new groups have been active and another 8 cases where there are chances of it being more permanent. The level of permanence is based on their local organizational capabilities and how active they have been to handle financial and plantation issues. About 33 cases are non permanent groups formed but contributing only labour or performing as a family group.

3.2 SHARING ARRANGEMENTS

3.2.1 Ownership and Sharing of Land:

The data of the study shows the following on ownership of land, sharing and the percentage of verbal and written agreements.

Table 8: Land Ownership, Sharing and Agreement Pattern

Ownership	#	%	Land sharing	#	%	Agreement	#	%
Community/ Clan	4	5.6	Land leased	47	65	Verbal	44	61.1
Individual/ Private	45	62.5	Purchased	7	9.8	Written	8	11.1
Women's Group	11	15.3	Gifted	4	5.6	Church/Group	15	20.8
Church	4	5.6	Church owned	4	5.6	Unknown	5	7.0
Chief	8	11.1	Owned previously	10	13.9			
	72	100	Total	72	100		72	100

OWNERSHIP OF PLANTATION: There were various levels of ownership of land which would ultimately determine the sharing arrangements. The ones that came out as prominent were the following:

- **Private/Individual (single/multiple):** There were 62.5 per cent of cases that fall into this category. This worked well with most plots. However, these sharing arrangements also meant that they were the least "participatory" women's projects. Usually one family member, predominantly the landowner would initiate the project and form a group of women from amongst the family members. Incidentally apart from the subsequent cases in this section, all VC/VDB, DPT initiated projects come under this category.
- **Chieftain owned:** In Zunheboto where the chieftain system existed, cases were a bit different because the chief of the village centralized power. Where the chief has given full support as with women's group from Khukiye Lukhai and Khuguto, they have done fairly well and also have written agreements. In other cases such as Keltomi, the Chief has received about Rs3000 as commission for the land being used by women. In the other cases, women

have worked for the subsidy and the GB will get back his land and the plantation.

- **Women Group owned:** There were 11 cases where women groups own the land for their TP. There were 7 cases where women have purchased land, mostly between 1-2 hectares of land to carry out their own plantation such as Jalukie, Nsunyu & K.Station in Kohima, Choaha Chingyu, Shangyu and Aboi in Mon and Vishepu in Zunheboto. Nsunyu women have bought land with the help of the VC since initially the plot they leased fell under conflict with the landowners refusing to give them the plantation as was previously agreed.

Women groups also received land through donations. There were 4 cases like this. They are Chumekedima A and Punglwa in Kohima, Chen Hq in Mon and Kivikhu in Zunheboto. However, in the last case, the owner was not sure whether his sons would contest the gifted land in the future. The Village Councils gifted the others.

It was unclear as to how women would manage or share the plantation in the future, a fact that some have realized after being interviewed for this study.

- **Church owned:** There were 4 cases where women have carried out the plantation in church land.
 - In the case of Tuensang "P", the churchwomen had earlier bought a piece of land. Once the project came in, women were given a TP allotment, so that they could use the church land for plantation. The women from 3 khels came to work in this plot of land.
 - The other 3 cases were in Ngwalwa in Kohima, Cieswezu in Phek and Noklak in Tuensang. In the case of Cieswezu, all church members were involved and the benefits would go directly to the church women's activities. Noklak was a similar case but individual farmers were taking care of the land.

There are two more Church groups in Zunheboto under Pughoboto subdivision which could not be visited.

- **Community land:** Women have also utilized or have been asked to take over community/clan land by the VC/VDB under normal TP allocation. There are four cases in this category. They are:
 - Peducha, Kiruphe in Kohima: Here women groups have been very strong and were formed before NEPED. In addition, they had all the rights to the trees in the plantation. In Peducha, 10% of the plantation will go to the VC.
 - In New Changtongia in Mokokchung women were unsure whether they will get the trees in the plantation. The Village Council is equally responsible for the plantation.

- In Satami in Zunheboto, the clan land will revert back to the chief of the clan and women received only the cash payment.

3.2.2 Sharing of Plantation (Trees)

Tree plantation was being shared in different ways. The following table shows clearly the sharing of plantation by Normal Plots and Special Plots in relation to the initiators of the WTP.

Table 9 : Sharing of Plantation (trees) by Women

Initiator	Normal/ Special	All trees	Partial Trees	None*	Others	TOTAL
VDB	Normal	5	5	10	1 (Conflict over land)	21
	Special	2	-	2		4
POU	Normal	-	2	2		4
	Special	5	-	1	1 no info	7
DPT	Normal	1	-	-		1
	Special	6	1	8		15
Group	Normal	1	1	1		3
	Special	3	6	1		10
Land owner	Normal	-	-	1		1
	Special	-	4	2		6
TOTAL	Normal	7	8	14		30
	Special	16	11	14		42

SOURCE: Field Survey 1999

* None - Reverts back to owner

Full sharing of Plantation: Out of the 23 cases as shown in the table above, in 20 of these, the plantation belongs to the women's group. This includes churchwomen groups. 3 cases are those where the plantation belongs to family groups.

Partial sharing of plantation: In 8 cases, women and landowner own 50 per cent of the plantation respectively. In one case, 90 per cent is owned by women and in 10 cases, sharing arrangements are unclear but women's group has been told that they would receive part of the plantation.

No sharing of plantation: Out of the 28 cases in this category, 26 cases show the plantation being reverted back to owner, 1 to church and 1 to VDB.

3.2.3 **Sharing of cash:** Cash received from the project was mostly used for plantation the upkeep of WTP. However, some women's group used part of the grant for the following purposes:

- The women's group from Mitelephe and Kiruphe in Kohima has used part of their money to buy a rice mill, which will generate them income for their groups.
- Some women's groups such as Ngwalwa and New Tesophenyu in Kohima and Asukhomi, Phushumi and Phuye Old in Zunheboto have contributed their earnings to the church.
- Women group from Jakhama gave some of their cash on loan to others to earn the interest.
- Women from Longkipeh in Tuensang and Tsaphimi had kept their money in the bank. In Longkipeh, the VDB secretary was a woman and they did not have active women's group.
- Women in Nsunyu, Tsemenyu-Kohima, with the help of the VC has bought a piece of land after their initial NEPED TP faced conflict with owners. Women from K.Station had an agreement with the landowner to buy the Plantation plot but they have been unable to pay.

As mentioned above, there were 19 cases where the women took the cash payment and the land/trees reverted to the owner. While, records show payments to be full, some women have complained that their actual payments were lower. The table below gives a clear picture of payments received by the respondents

Table 10: GRANT PAYMENT RECEIVED FOR THE TP ALLOTMENT

Payments	Full payment	Full payments (labour cost to women)	Partial Payment*	Partial Payment**	Partial payment***	Not known
Normal Plots	11	7	3	3	6	3
Special Plots	24	1	9	4	1	-
	35	8	12	7	7	3

SOURCE: Field Survey 1999

- **Full payment:** cases which have received full payment including the ones given to women groups
- **Full payment (labour cost to women)-** those who have received full payment but given only part of the cash to women as labor cost
- **partial payments*** - cases that have received Rs.1,000 –3,000 lesser
- **partial payments**** - cases that have received Rs 3,000 - 10,000 lesser
- **partial payments ***** - cases where women have worked fully in the plantation but have received less than 50% of the grants

3.3 IMPACTS

Some of the major impacts that women have seen over the past years have been with the following:

- *Additional Agricultural crops in the first 2 years*
- *Increased knowledge about plantation*
- *Increased awareness about NEPED project /TPs and nurseries*
- *Increased awareness about land issues*
- *Formation of women groups and society*
- *Increased awareness of the 25 per cent Grant-in- aid VDB Scheme*
- *Knowledge about leadership*
- *Cash payments income from labour*

Most of the impact is generally an effect the project has had on the women. Other impacts such as increase in other activities because of the project have yet to be assessed clearly. However, it is evident that the awareness and increase in access to knowledge and information will ultimately impact on their leadership, participation and activities in the future.

- *Agricultural crops in the first two years:* With the concept of introducing plantation in jhum fields, in 47 cases, they have carried out simultaneous cultivation of paddy and maize as well as vegetables and fruits. Out of these, there were 12 cases where women had earned about Rs2000-3000 by selling vegetables, ginger, fruits etc. An additional 24 cases carried out plantation alone. The introduction of fruit trees (5 cases) and in one case, cardamom was a new activity still in the process of experimentation.
- *Increased knowledge about plantation:* Women have had increased knowledge about the plantation and thereby replicated in their own lands. About 40 cases show this to be taking place simultaneously. The access to plantation for the first time has also further impacted upon understanding of projects.
- *Awareness about NEPED project /TPs and nurseries:* Increased TP activities have allowed women to be involved in other activities including nurseries. Following the success of nursery implementation, 1998 saw NEPEDs gender component to be directly intervening in establishing nurseries and providing training to these women's groups. Women groups replicating nurseries have been also been largely observed but this is not dealt with in the report, which focuses on the TP intervention only.
- *Awareness about land issues:* Women have been made aware of land issues but with customary laws and tradition this will not be possible to change immediately. However, women have taken the initiative to come together as a group, searched for alternatives and even purchased land.

- *Formation of women groups and society:* This has probably been one of the most positive impacts of the NEPED project. There were 55 cases where women have come together to form new groups, out of which 13 show to be of a more permanent nature. Even if women have non-permanent groups in some villages, there was a general impact that they could work together better as a group in the future.
- *Use of 25 per cent Grant-in-aid VDB program :* The growing realization of the 25 per cent government grant in aid program was well recognized by women in almost 80 per cent of the cases. Training programs have sensitized women a great deal in this and to subsequently use the grant for carrying out their activities. It was also found that the VDB used it for general purposes like building schools, roads etc.
- *Knowledge about leadership:* Women leaders have evolved in many villages because of the project and mainly through the training programs. They have been able to get TPs under their name, buy land, and even trained other women from their villages or nearby villages like women did in Khukiye Lukhai.
- *Cash payments income from labour:* Women have earned money by contributing labour in the plantation. A total of close to 2500 women from 70 villages have participated in the program.

FUTURE IMPACT/BENEFIT:

When women groups were asked about the benefits the plantation would have on them, the following were the answers given:

- 45 per cent believed they will benefit financially (By selling timber)
- 37 per cent believed that they will use it to sell timber only, thereby using it for financial return
- 27 per cent said they would use for firewood purposes in addition to financial benefit
- No replies from 38 per cent of the respondents. This was mostly because they were not in charge of the plantation.

Also, women believed that they were carrying out the plantation to benefit their children and make their future more secure. Women were therefore convinced of this and planting trees in their own plots. Women wanted to buy land to make a building for a rest house in the village or establish a weaving center. However, these cases were very few. Most women had not thought about the impact the plantation would have in the future.

About 27 per cent women respondents wanted to eventually share their plantation amongst themselves while about 26 per cent respondents wanted to use it for other activities as well if the plantation was to remain within their control according to the interviews conducted and the feedback received from the questionnaire.

3.4 **SPECIFIC ISSUES**

- ◇ **LEARNING PROCESS FOR NEPED:** The women's program has been a learning process for NEPED as a whole. While, issues of integrating women into the project has been thoroughly discussed within the team, it has been a new model for the State as a whole. The gender component was introduced by the project members without any pre planning involved. Training programs for the Staff have been conducted and there is the development of a learning curve that is being strengthened by the success of the cases as well as the lessons learnt from the setbacks received in others.
- ◇ **PARTICIPATION:** While women have participated in the project fully wherever they have been given an option or a free hand, the WTPs have performed rather well. While technical knowledge and accessibility to get saplings has been rather weak, they have depended on men to actively take part in the plantation as well. At the same time, while women have had a good overview of the work and had absorbed the concepts of the training well, they have actively participated in the plantation activities like land shaping, choosing the right saplings etc. For example, the women in Nsunyu have done an excellent job with land shaping and planting rules although they have had conflict over land with the owner and have further acquired land for themselves. In order to enhance women's participation, they should be given a clear idea about the project, be allowed to make decisions on it and be fully involved.
- ◇ **STRATEGY FOR PROJECT INTERVENTION:** The involvement of women into the program through training programs have been found to be extremely positive. The access to information and knowledge definitely is the best way to strengthen access. This is also because other projects have not been forthcoming in monitoring the work directly. Women have less access to government machinery and the NEPED project has been one of the ways to start direct access. However, the involvement of the VDB in the direct intervention does not guarantee effectiveness as they were found to have a paternalistic hand in most cases.
- ◇ **LAND BASED ACTIVITIES:** Women groups can come together and buy land, an issue that can be further assessed for land based activities. However, clear sharing arrangements need to be made amongst women themselves in this regard. Women have also shown interest in cash crop activities, something that can be taken forward in their own land and which gives them a short term return.
- ◇ **INSTITUTIONAL BUILDING:** The initiative to form groups have been an important contribution of the NEPED project. It has also given existing women groups the opportunity to strengthen their group activities. Although, there are about 34 groups that may not exist further, members who have undergone training may set up groups in the future. There is a need to strengthen institutional building at the grassroots level. This can have a very positive impact and is an important issue to be taken forward in the next project.

Group formation needs enhancement amongst the men especially regarding the way a project works and the need to understand that women intervention projects are not meant to change the social and cultural fabric but to get them to come closer to terms with enhancement of economic activities thereby leading to a change in the overall context.

- ◇ **CONCEPT OF GENDER:** This needs to be clarified. The focus on land ownership is evident in the program but then field results have shown that women have been vulnerable to not accessing institutional facilities directly, lesser knowledge about information etc.
- ◇ **FINANCIAL:** Women have been found to be extremely vulnerable especially regarding finance. There have been 7 cases where they have carried out all work and received very little money. Also, another 8 cases show women being paid only labour cost although their involvement had been bigger. Women also commented that they spent all the money to cover up food expenses while carrying out the work and did not receive any benefit. This particularly when they did not own the plantation. At times, this has led women to abandon or leave the TPs unattended thus reverting back to the owner automatically. Also, because payments were done after the work was carried out and if verification or payments were done late, the upkeep of the plantation was left for the women to carry out.

3.5 INCIDENTAL OBSERVATIONS

◇ **ACCESSIBILITY OF PROJECT**

WTP allotments were usually found to be done under the initiative of able and accessible informative people, usually (if men) allotting their own land to women (usually also family members) to carry out the work. Therefore, access to benefits increase with access to the center of information, i.e., the DPT, POU, VC etc. There were 17 cases out of 72 where landowners have been VDB or DPT members.

◇ **POWER OF WORD**

The customary tradition of the "power of the word" exists and the case of 44 verbal agreements prove this. There have been 2 conflict cases already with regard to land and grants received. It has been observed that even if women wanted a written agreement, there was an apprehension to do it from the owner's side. However, there is a gradual recognition that this has to change.

◇ **MISCONCEPTION OF WOMEN'S CAPABILITIES**

The idea that women cannot do "big" projects or take higher risks have been proven otherwise by the fact that women have had successful plantation. The replication cases as pointed out by 40 respondents clearly points out the fact that women in the State are capable of carrying out projects successfully given the right intervention and support.

◇ **SENSITIVE TO CULTURE**

Because the project is land based and with the paternalistic society it has been difficult for people in the villages to fathom the differentiation that the project brings towards allotting separate plots for men and women. The absence of sensitizing men towards the involvement of women in the project also makes this more difficult for intervention.

4.0 EXPERIENCES /LESSONS LEARNED

In conclusion, with the above learning experiences that the Project has had over the past 5 years, the lessons learned have been briefly summarized below:

4.1 ACCESS TO KNOWLEDGE & INFORMATION

- Access to information and knowledge through training and thereby acting on it has played a vital role in the success of participation of women. Women have often communicated that this has helped them which needs to be taken forward.
- There is a need for training also to concentrate on the technical aspects of the project inclusive of the detailed processes involved in program implementation. The nursery training have concentrated on this aspect showing positive results, a fact that is not covered in this report which focuses exclusively on WTPs.
- Women have replicated in their own land even if they did not own the plantation they worked in. The transfer of knowledge and information into participation has been an important lesson for them.

4.2 APPROACH / INTERVENTION OF NEPED

- NEPED did not originally have an objective to intervene with different set of groups ie, men and women. Careful consideration and gender analysis is necessary in order to develop effective projects that meet the needs of different components of Naga society. Women's involvement means not only delivering benefits but to involve in an increased participatory manner so as to overcome their problems through solutions.
- Although a pure gender approach would have to take sensitization of both men and women alike, taking the condition in the field, it is better if women programs are targeted separately with a different funding channel.
- Often, women and men's priorities are different and these needs to be understood and taken into consideration. With land based activities, it was very clear that women want short term returns rather than long term.
- Where POU have been more involved in WTPs, there has been greater success overall.
- The further the distance, the greater is the need to communicate and often a well placed DPT has made a difference.

4.3 OWNERSHIP/ SHARING ARRANGEMENTS

- Often women have themselves expressed that if land based activity like the TPs are contained within the family, then they will lead to fewer conflicts in the future.
- Existing networks of women groups, organizations and church groups should be further used to involve the full participation of women.
- Written agreements are a necessity, especially for cash payments.

4.4 FUTURE PROJECTS

- Short term investments, mainly in cash crops, are desired by women.
- Careful and rigid monitoring of women's participation is required.
- A single gender co-ordinator will not solve the issues faced by women. There is a need to create additional local resource persons for training programs, implementation of projects etc. specifically to use and understand local issues and problems.
- POU officers have worked under rough socio-political conditions covering a wide area with a large target. This has been commendable. The need to assess the geographical limitations while implementation is an aspect that needs looking into.
- The presence of well placed and hard working DPT has made a large impact at the district level. However, the need to carefully choose this intervening level is also evident as seen through some cases mentioned in the report.
- The intervention of gender is a slow process and the sensitizing of project staff themselves have been found to be an important breakthrough. However, sole involvement in WTPs will not make it effective. Also, involvement of project staff in the understanding of gender issue is vital.

ANNEXES

ANNEX 1: *ITINERARY OF THE INTERVIEWS - FIELD VISITS*

ANNEX 2: *WOMEN TEST PLOTS VISITED*

ANNEX 3: *TEST PLOTS NOT VISITED*

ANNEX 4: *QUESTIONNAIRE FOR THE ASSESSMENT OF THE NEPED
WOMEN'S TEST PLOTS Oct-Nov 1999*

ANNEX 5: *SHARING ARRANGMENTS*

ANNEX 1

ITINERARY OF THE INTERVIEWS - FIELD VISITS

District	Dates	Villages	Who?	Non Accessible	Normal Plots
Kohima	22.10	Zhadima (2), Tsuma	KR	Hazadisa	
Zunheboto	26.10	Surumi, Suruhoto,	-		
	27.10	Tokiye, Satami, Keltomi,	-		
	28.10	Litsumi , Khukiye/Lukhai , Keghuto,	KR Hired		
	29.10	Phuye Old, New Land Vishepu, Kivikhu , Kiyekhu	KR Hired		
	30.10	Tsutoho, Sukhalu, Lumami, Yemishe, Asukho, Shena old	-	Lizu Avikhato	Kawato, Zhekiye Vedami
	1.11	Mokokchung	-		
	2.11	Meeting with Dr.Keitzars team and local experts	-		
Mokokchung	3.11	Longkhum, Aliba	-	Asangma	
	4.11	Jami, Kilingmen(no respondents)	-		
	5.11	New Changtongia			
Tuensang	6.11	Travel to Tuensang	-	Longpang	Lirise
	7.11	Meeting with field officers	-	Leangkonger	Holongba
	8.11	Butambo, Chessore, Leangkonger -cancelled	-	Sanglao	Shamatore
	9.11	Tsg C, Tsg P, Tsg T Mahila	-		Yongyu
	10.11	Noklak, Noklak Sardar	-		Changthor
	11.11	Wui, Tsg K, TsgT Kiding to verify other plots	-		O.Tsadangar
	12.11	Alisophore, Tsg C	-		Lithsami, P.Hire
	13.11	Longkhipheh, Noksen, N.Tsadangar	-		Yemrup
Wokha	14.11	To Wokha Interview planned with Chungliyimti. However, they could not be met.	-		
	15.11	Tsungiki	-		
	16.11	Englan, Yikhum,	-		Merapani*
Tsemenyu	17.11	Nsunnyu,Kstation, Tesophenyu	-		
Pughoboto	18.11	Asukika,Tsaphimi,Ghokimi	-		Iphonomi,Mukalimi
	19.11	Kohima	-		
	20.11	Chumekedima/ Kiruphe Bawe	-		
	21.11	Kohima	-		
Phek	22.11	Cie swezu	-		Lower kho
	23.11	Cupoketa (2) ,	-		K.Basa
	24.11	Kohima	KR		
Mon	2.11	Hoya-Oting	Naro		
	3.11	Chen	Naro		
	4.11	Aboi,	Naro		
	5.11	Mon town,	Naro		
	6.11	Choaha Chingyu	Naro		
	8.11	Sangyu	Naro		
Kohima	3.11	Chumekedi (T) Thekredzuna	Chozule		
	6.11	Peducha	Chozule		
	10.11	Mitelephe, Jakhama	Chozule		
	12.11	Kedima, N.Tesen	Chozule/ N.Zelaing		
	13.11	Jalukie, Nwgalwa, Punglwa	Chozule		

ANNEX – 2

WOMEN TEST PLOTS VISITED

District	S#	Village	Test Plot #	Initiated by:	Normal/Special	New/Old ----- Perm/N on P	Beneficiary	Owner	Comments
Kohima	1	Peducha	K06L95	VC/ VDB	N	New P*	Peducha Women Society	Peducha Village Council	<ul style="list-style-type: none"> 82 members involved on the allotted community land plot leased by the Village Council for 30 years About 4000 trees planted Land fallow before plantation 10% of trees may go to the Village council and the rest to the Women (arrangements all verbal) Maintenance particularly because of stray cattle (fencing) a problem
	2	Mitelephe	K13L96	VC/ VDB	N	New NP	Mitelephe Women Society	6 owners (names not taken down)	<ul style="list-style-type: none"> All village women involved (about 40 now) Normal plot allotment where women would take the "cash" benefit and the plantation belongs to the land owners. About 6 farm families work together in their own land in a compact manner in the name of women's TP
	3	Kedima	K14L96	VC/ VDB	N	New P?	Sachu Women Group	Vimetsu	<ul style="list-style-type: none"> Started in 1996 by 8 women on a 2.5 ha land donated by the father of one of the members NEPED grant to be used by women and all management done by them Plantation to go to the owner Problem with fencing (stray cattle) Cash income crops preferred in the future
	4	Kiruphe Bawe	K18A96	VDB	N	Old P**	Kiruphe-Bawe Womens Group 1 (Seyekhieno Vilie – Secy.)	Village Council	<ul style="list-style-type: none"> 38 member society working on allotted NEPED Plot Land allotment for 30 years in community land by the VDB. Project given to women because the men have their own plantation schemes from other government projects and women are given their share usually Did not buy sapling for plantation. Mainly collected from the wild, thereby saving money on plantation Plantation to belong to women. Unclear on future prospects and plans
	5	Jalukie	PN16W96	POU	S	New P**	Kemrai, Ado and all	Govt. Waste Land Project land	<ul style="list-style-type: none"> Run by a 25 member group and all plantation belongs to the women Also, runs a NEPED Nursery that is in continuation and doing well. About 20,000 poly bags made this year. Earned 1.5 lacs Cattle straying (fencing) proving to be a problem Agar seedlings provided by NEPED

	6	Tsuma	D10L96	VDB	N	New NP	N.Bino Sema	Nikhevi Sema	<ul style="list-style-type: none"> Family owned and managed There was a pineapple plantation before NEPED plantation carried out. However, because of the maintenance involved decided to try out plantation instead Most maintenance carried out by son and wife Planted 100kgs of ginger in 1999 Carrying out plantation mainly to gain experience as well as provide future investment for children
	7	Ngwalwas	PN27W97	POU	S	Old P*	Ngwalwa Church Women Group	Commu nity land	<ul style="list-style-type: none"> Test Plot run by church women group formed since 1996 Initially a nursery in 1996-97 with NEPED support but later was expanded into a Test Plot Grant used for maintenance as well as for construction of church building
	8	Zhadima	K15WU97	Group	S	Old P**	Nourhekhrokh o Society		<ul style="list-style-type: none"> Two test plots run by the Nourhekhrokh Society, a 20 member group formed since 1995 Land on lease by family members since 1997 Group owns 50% of land Written agreement stating that land will be maintained for first 2 years by owners/ 3rd year onwards, group will maintain Wants to buy land to make a house for weaving Center
	9	Zhadima	K15WL97	Group	S	Old P**	-do-	-do-	<ul style="list-style-type: none"> same as above
	10	Chumekedim aT	KO1A98	Group leader	N	New NP	Ketsohole Society (Leader- Atsono)	Atsono?	<ul style="list-style-type: none"> Family oriented TP located on the main road along Highway 39 All trees owned by group members who are from the same family Grant used to give out loan as well
	11	Chumekedim aA	D11L96	VC/ VDB	N	Old P**	Chumekedima Women Society	Village Council	<ul style="list-style-type: none"> Plantation not the first time for the women of this village, about 60 members, (all married members only) who actively participate in the maintenance of the plot The women's initiation is strong and since they do their projects well, the VDB gives them the chance to carry out their own projects
	12	Punglwa	K04A98	POU	S	New P*			<ul style="list-style-type: none"> Run by church women group on land gifted by the Village Council All trees to be owned by women Special Test plot was allotted to the group in order to help them overcome their financial constraints by NEPED staff Seeds mostly collected from wild because of cash constraints
	13	Jakhama	K07A98	Group	S	Old P*	Mhathokevi Women Society	Neisa	<ul style="list-style-type: none"> TP run by the Mhathokevi Women Society, a self help group of 7 members The 2 ha land was donated by land owner until the tree matures, roughly 1 cycle of jhum to be skipped NEPED grant was used for maintenance, plantation as well as given for credit to bring in more funds

	14	New Tesen	PN02U98	DPT	S	New P*	New Tesen Women Group	Women Society (unclear.)	<ul style="list-style-type: none"> Plot allotted to Women's Group of 65 members Trees belong to women society Land on lease for 30 years and owner to claim 5 trees at harvesttime TP maintenance and funds posing a problem
	15	Nsunnyu	TS22(A)97	POU	N	New P*	Kanali Magh (Secy)	Hokhe Kath & Sananphu Magh	<ul style="list-style-type: none"> About 200 women but 7 Executive members Allotted plot. The plantation is done in 3 different plots since they could not get a compact 3 ha plot. One owner backed out after the plantation was completed and influenced the other two to back out too leaving the women without any plot. The Village Council has helped them to buy a new plot of land for Rs.9,000 and they will carry out a new plantation All women members actively involved in the first plantation Village Council helpful
	16	Old Tesophenyu	TS23(A)97	VC member	N	New NP	Welle Magh & Zenlolu Kez	Thonpule Kez	<ul style="list-style-type: none"> 3 members only. Initiated by the brother of one of the members who was Chairman of the VC Only about 1 ha developed A 50% sharing agreement exists but is unclear No idea of benefits by women members and most work carried out by the men of the family
	17	New Tesophenyu	TS24(A)97	VDB	N	New NP	Neyile Magh-Chairperson	Shentheyi Kath	<ul style="list-style-type: none"> 13 women group Initiative of Village Council Chairman who is also the land owner 50% benefit to go to the owner/members All women benefits to go to the church Women mainly working for the labour in the plantation
	18	K.Station	TS25(A)97	VDB	N	Old P*	Aliya Kath – Chair Nzilo Abon-Secy	I.P.Kath	<ul style="list-style-type: none"> 52 church women involved in 1 ha of plot purchased but there is conflict with the land owner over the payments which they have not been able to pay NEPED grant was used for plantation and maintenance. About Rs. 20,000 worth of saplings provided to them by some of the males in the village, a huge sum for which they have been unable to get funds Not sure whether they will continue if they cannot get the money and owner acting tough at present All agreements were verbal
Mokokchung	19	Longkhumb	M12A98	VDB	N	New NP	Tajongrenla, Imlanglula, Pangersangla	Chongsil emba	<ul style="list-style-type: none"> Land allotment diverted from Mongkolemba village who did not want the project 3 members in the group Land leased and all trees will go to the owner Women will maintain for 3 years Not a first time venture for 2 members 1 member actively gave labour for getting money but the other 2 hired labour to work in the plantation All grant to be received by the women

	20	Aliba	M8U97	VC	N	New NP	Lanujangla (wife of landowner)	Akumba Longku mer	<ul style="list-style-type: none"> Allotted NEPED plot Family owned and owned by an influential Village Council member Plot chosen according to NEPED rules Extension to the next jhum field planned 4 women names were given but later was dissolved after plot taken
	21	Changtongia New	M4L97	VDB	N	New NP?	Milakayongpa ngly (Omenchila- group leader)	Commu nity land	<ul style="list-style-type: none"> 8 member of the group working on an allotted NEPED Test Plot Community land under Village Council initiative Joint activity by Village Council and women 60% survival rate of trees No agreement
	22	Jami	M25U95	VDB	N	New NP	Yajenlemla (Tsula Project)	Samgyo mongba Aier	<ul style="list-style-type: none"> Family owned 2 plots. Initially under one but later because of dispute, another VC member got half the grant and therefore two plots were developed Pineapple farming in one plot apart from trees Wife active to get the plot in her name
Mon	23	Mon town- MBCWA	MN(WN1)97	Land owner	S	Old P*	Mon Baptist Church Womens Association	C.Shing wang Wangsh a	<ul style="list-style-type: none"> Run by Baptist Women's Church Voluntary Organization 4 ha of land leased by land owner for 20 years Verbal agreement to share 50% each of plantation Plot started under initiation of land owner, also a DPT member
	24	Choaha Chingyu	MN(WN2)97	DPT	S	New P*	Choaha Baptist Women Society	Church land - (purchas ed)	<ul style="list-style-type: none"> Special plot under initiation of a DPT staff member and managed by the Choaha Baptist Women Society where a group of 7 plays an active role Land purchased in 1997 Wants to sell timber in the market TP not doing too well because of problems related to communication, seed collection, finance etc. Group also involved in other church activities
	25	Shangyu	MN(WN4)97	DPT	N	Old P**	Shangyin Women Society	Purchas ed by Society	<ul style="list-style-type: none"> Run by the Shangyin Women Society, a voluntary group of 10 members Started under the initiative of a DPT member Maintenance of TP was found to be poor and survival rate of trees low All benefits to be used for church activities and the group
	26	Oting	MN(WN3)97	Land owner	S	New NP	Hoya Women	Yewang Konyak	<ul style="list-style-type: none"> 5 group members and the owner is the husband of the group leader 25% of trees to be owned by women and 75% by owner Agreement is verbal for 50 years but the owner mainly responsible for TP maintenance
	27	Chen -Hq	MN(WN1)98	Group	S	New P*	Koishu Women Society	Donated to Society	<ul style="list-style-type: none"> About 25 members in this group. A 4 ha land was being developed Women not having much knowledge about trees but the TP is comparatively doing well Active village leader All benefits to be used for an orphanage that the group has initiated in the village itself

	28	Aboi	MN(WN2)98	POU	S	New P*	KNSK (Konyak Mothers Association of Aboi) Ngippo Konyak(Presid ent)	Purchas ed by Society (not cleared yet)	<ul style="list-style-type: none"> KNSK is an NGO involved in activities to uplift rural women of Mon district. All 388 members involved in the plantation of the 1997 initiated TP Purchased 1 ha of land for the plantation and the price to be paid on 3 installments to be cleared within 3 years 50% survival rate of trees If group is unable to pay, then 90% of trees will go back to the owner and the group will benefit 10% only Less knowledge about trees, business planning and unclear about future prospects
Phek	29	Ciesezeu	P27L97(W)	VC	N	Old P*	Chesezu Baptist Church Women Dept.	Baptist Church	<ul style="list-style-type: none"> Church group of 250 members All men and women involved Church owned and managed Not really a women TP
	30	Chiepoketa (2 Plots)	P65W96 P03W98	Group Memb ers	S S	New P*	All women Vepralu Chizo (VDB Womens Secy)	Vechizo Vero & Vesekho Chizo	<ul style="list-style-type: none"> All 220 women members of village involved and started plantation on two plots before they were even sanctioned. About 5000 saplings planted on 2 plots Active VDB Women member who initiated with the support of the VC chairman
Tuensang	31	N.Tsadangar	T3L96	VDB	N	New P?	Tsibila, L.S.Alang,Lan uinla, Thsakumla, Lijungla, Salila- Members	Thsalise Sangta m (GB)	<ul style="list-style-type: none"> Allotted NEPED plot by VDB in 1996 VDB provided saplings 3 year maintenance done by women and activities stopped after that All benefits (trees) to go to owner Women want to buy another piece of land for their own plantation (could not interview women because of logistical arrangement problems)
	32	Longkipeh	T4U96	VDB	N	New NP	T.Anar (VDB Secretary)	Lijongse Anar, Tsiongd sa Anar	<ul style="list-style-type: none"> All villagers involved in the TP planting and maintenance Money to be used by women for other activities Trees to go to owner VDB secy. a woman but does not live in the village
	33	Noksen	TW12U96	DPT	S	New NP	Thangki Society Nemla Chang- Chair	Among	<ul style="list-style-type: none"> Group had a NEPED supported nursery before the TP was allotted Husband of group leader is land owner of the TP Family owned now Grant used for maintenance (5 years)
	34	Tuensang C	TW6U97	DPT	S	New NP	Takamla,Kund ang,Achila,Am enla (Members)	Maibou Chang	<ul style="list-style-type: none"> Family owned Started with the initiative of the husband of one of the members who does almost all the maintenance and management of the TP

	35	Alisophore	T5U96	VDB/ POU	N	New NP	Litemkokla, Sel ongla, Abenla, Asula, Khumla (Members)	Athrongl a Sangta m	<ul style="list-style-type: none"> VDB initiated because they were being told to give one plot to women by POU All benefits go to owner Grant to women group Until the NEPED scheme ends, all maintenance to be done by women VDB members Already maintained for 2 years and the women said it was a loss of time for them rather than being beneficial
	36	Tuensang Town	TW2U97	POU	S	New NP	Alem and Party	Nasat	<ul style="list-style-type: none"> 5 member informal group Women group formed only for NEPED project Owner gets all the trees Maintenance by owner from 4th year onwards
	37	Tuensang K	TW1U97	VDB	S	New NP	Anti and Party	N.Kaima ng	<ul style="list-style-type: none"> 37 members in an informal group only for plantation Owner (former VC chairman) formed the group for the TP, plantation to be carried out in his own land Trees belong to owner, and money was given to women for maintenance. Women ran at a loss because they have also bought a small piece of land to carry out their own plantation
	38	Tuensang P	T16L95	VDB	N	Old P*	Church Society C. Monyu- Church Secy. Asen – VDB Member	Church Land	<ul style="list-style-type: none"> 37 members from 3 khels Plot allotted to P khel Purchased land or church women's group already existed All maintenance done by women VDB gave saplings but no grant Church women to use trees for their activities
	39	Tuensang C	TW2U97	DPT	S	New NP	Nyimangmans a-Chairman (wife of land owner) Mongsenlepla- Secy	Longkha ngba Chang	<ul style="list-style-type: none"> 8 members from the same family Group formed for TP only Field officer initiated in his own plot Women members of family say they will get a share of the trees whereas owner says that he will own 100% of it Women members were given a share of the grant and the rest used for maintenance as per the owner Women were responsible for maintenance
	40	Chessore	TW5U97	DPT	S	New NP	Rekuila and Party	Showba Yimchun ger	<ul style="list-style-type: none"> DPT member owner Family owned and managed
	41	Noklak town	TW7U97	DPT	S	Old P*	Khimungan Women Baptist Church Mongsai-Secy	Church	<ul style="list-style-type: none"> Church women group Many other plantation activities apart from NEPED; therefore scheme not distinguishable DPT member highly involved in the project Family members maintaining the land but benefits will go to the church

	42	Noklak vill	TW8U97	DPT	S	New P?	Joun & Party	Khengo Sui	<ul style="list-style-type: none"> 15 member informal group As a training follow up – group asked for special plot 25% to owner and 75% to women's group on seeds, saplings and trees when they mature owner takes an active role Mostly family members Sold about 500 gamarhi plants this year from TP area May set up nursery in near future Good support from DPT
	43	Woi	TW11U97	Group Memb er	S	New P?	Nokthang Project (Jaiwab Muyo- Grp Leader)	Ilem Muyo	<ul style="list-style-type: none"> 25 members Involved in training and asked for a plot Group own trees but arrangements unclear Grant used for plantation, maintenance and business No clear idea about the future
	44	Butambo	T21L96	Group memb er	N	New NP	Akumla Chang & Party	Chaba Chang	<ul style="list-style-type: none"> 30 members - informal group Women knew about the allotment from the Training Each member collected about 100 sapling and planted Owner also plays an active role in maintenance and overall responsibility No agreement exists and says they can use trees as per needs of the households Did not meet owner
	45	Tsng T- Mahila (Hakchang)	TW4U97	Group	S	Old P*	District Mahila Congress		<ul style="list-style-type: none"> Started under the initiative of the District Mahila Congress (DMC) Dispute over land and grant. Land reverted back to the owner and grant taken by the DMC DMC planning to buy another plot of land for plantation
Wokha	46	Tsungiki	W24W97	POU	S	New NP	Lolan0-Chair Sachano-Secy Pilano,Sungsa lo, Zanene (Members)	Renthun go Ngullie	<ul style="list-style-type: none"> Informal group of 5 Family oriented Approximately 3 acres of land developed Owned nursery before NEPED project staff initiated Wasteland project also involved in plantation Women members have verbal agreement with owner who will take one third of the tree plantation.
	47	Englan	W25W97	DPT	S	New NP	Nzanbeni & Party	Tsenza mo Huntsoe	<ul style="list-style-type: none"> 24 members – informal Under initiative of local expert who is also the land owner Family owned Women mostly from poor families who were paid daily labor All plantation to go to owner (wife the group leader)
	48	Yikhum	W27W97	Land owner (Grou p leader)	S	New P?	Yiponi Murry	Yiponi Murry	<ul style="list-style-type: none"> 24 members – down to 20 at present Group leader met POU member and initiated project Group leader is the owner of the plot and says she will share financial benefit with other members

Zunheboto	49	Vishepu	Z50U96	VC/V DB (GB)	N	New P*	Women Welfare Group	Ghokish e	<ul style="list-style-type: none"> 14 member women welfare group 1 ha land purchased for 2,500 and started with the GB initiatives Written agreement that owner cannot claim the land
	50	New Land	Z13L96	Land Owne r	N	New NP	Aholi & Helen (Leaders)	Tokiye Sema	<ul style="list-style-type: none"> 10 members After attending NEPED training, went and asked for a plot Land on lease Soybean the first year and shared amongst members
	51	Kiyekhu	Z50W96	VC/G B	S	New NP	Aza Group	Inaho GB	<ul style="list-style-type: none"> 80 members. Women members who attended the training approached the head GB to give land All grant and any other income from land to go to Aza Society and trees will be the owners
	52	Keltomi	Z54W96	DPT	S	Old P*	Kelto Womens Society	Hokishe -Chief	<ul style="list-style-type: none"> Plantation carried out by church women who planted on 4 ha of the GBs land All grant went to the women who ultimately spent on the maintenance of the plot The women were not keen to further be involved in the project since there was no benefit The owner would take all the trees TP good
	53	Tsutoho	Z13L97	Wom en	N	New NP	Mrs.Hukali	Heihito GB	<ul style="list-style-type: none"> 15 member Plot under the Village Council and women trainees insisted that they should get share and approached the GB for land Family owned and land will go back to the owner Grant will go to the women Unsure about program activities
	54	Phuye old	Z21U97	VDB	N	New NP	Khekatoli and Party	Tokheho Awomi	<ul style="list-style-type: none"> 4 members all related Owner initiated through VDB Benefit goes to the VDB fund for women Grants mainly used for church activities Agreement that the VDB gives all the money to plant trees and the income will go back to the VDB
	55	Yemishe	Z63U97	VC/V DB	N	New NP	Mrs.Pitoli & Mrs.Hivili	Inato	<ul style="list-style-type: none"> 12 members developed 1 ha of land Under the initiation of the GB/VDB Problems with fencing If plants grow well, they might sell it. However, this is not discussed with the GB and they feel that he will not object If the plantation does not do well then it will be given back to owner Financial benefit was the incentive All members are related
	56	N.Tokiye	Z67W97	POU	S	New P?			<ul style="list-style-type: none"> -

57	Khukiye Lukhai	Z68W97	Group Members	S	Old P**	Aza Society	Ghovito/Hutovi	<ul style="list-style-type: none"> 51 member society. Registered No: RS-2961 Requested Team leader for special plot 30 years land lease in agreement with the village council All maintenance done by the Women's Society Men help in all correspondence, landshaping, plants etc Wants to buy a community bus in future Actively involved in setting up a weaving training unit and center assisted by the Village Council
58	Kivikhu	Z69W97	VC/GB	S	New P*	Aza Kuqhakulu Group	Shihoto GB	<ul style="list-style-type: none"> Whole village women involved – 82 members Head GB donated 1 ha to land for the plantation and all agreements are verbal All households participated in the project
59	Satami	Z70W97	Women	S	New NP	Women Society Hasheki-Elder	Nihoto Sumi	<ul style="list-style-type: none"> 24 members including wife of GB DPT initiated Women approached GB after training Owner feels trees should go back to him Maintenance done by women and owner Grant to women
60	Surumi	Z71W97	Land Owner	S	New NP	Phizokita Society (Mrs Hosheli)	Vitoi Sumi & Vukhuhe Sumi	<ul style="list-style-type: none"> Mostly family owned Two plots of land done by two separate families
61	Sukhalu	Z72W97	Land Owner	S	New NP	Betoki Society	Inakhe/V ishepu	<ul style="list-style-type: none"> Owned by 1 family All members within the family All family out of the village
62	Litsumi	Z73W97	Land Owner	S	New NP	Boholi & Mayamon	Kheghuto	<ul style="list-style-type: none"> Family owned and work is mostly done by the father but daughters have attended NEPED training
63	Lumami	Z74W97	DPT	S	New P?	Mrs.Kitoli and Others	Ihoshe GB	<ul style="list-style-type: none"> 7 members First plantation failed where the GB had given 3 acres to plant. Recently bought a new area to carry out plantation since they do not want the NEPED project to fail
64	Asukhomi	Z75W97	DPT	S	New NP	Mrs.Izheli & Party	P.L.Hotoi	<ul style="list-style-type: none"> Family owned. 7 members in the group developing about 4 acres of land Under initiation of the DPT Owner is the husband of the leader and therefore, no terms and conditions exists and all plantation eventually reverts back to the owner Owner and wife manages and maintains the plot VDB and VC unaware of this plot
65	Khughuto	Z76W97	VC/GB	S	New P*	Womens Group	Kivito	<ul style="list-style-type: none"> 14 member special plot Started under the Goabura's initiative who is also the owner Society will own plantation but land will remain to be the owners Grant used actively towards the donation of church society

	66	Suruhoto	Z78W97	DPT	S	Old P*	Khezeli Aye & Group	S.Ato	<ul style="list-style-type: none"> 10 women members from a church group Land leased by husband of group leader who is also the local expert No agreement and the owner helps in the maintenance All benefits will go to mission activities until year 2005 Group started a nursery which is really successful and have already sold 85,000 worth of saplings last year
	67	Shena Old	Z79W97	Group	S	New NP	Kaholi & Avini	Vikheto Achumi	<ul style="list-style-type: none"> 2 members on land leased on the basis that the owner gets 50% share of trees Grant used for plantation and maintenance Related to Village Council Chairman
	68	Phusumi	Z80W97	DPT	S	Old P*	Phushumi Womens Society (Church group)	Sheheli Swu	<ul style="list-style-type: none"> 17 church members involved for management of the 2 ha test plot that has been leased out only for plantation Once grant is over, land and trees will revert back to owner Grant not enough for amount spent All members contribute equal labour Saplings provided with the help of owner who is also the DPT member
	69	Tsaphimi	PB1L96	POU	N	New NP	Hosheli Swu/Toholi Swu	Pukhash e Sema (Dobash e)	<ul style="list-style-type: none"> Informal group of 10 members on allotted NEPED plot POU officers initiative No clear cut sharing from owners part and he says that if group does not maintain, then he will take over Full Grants not reached the women groups thereby lack of maintenance
	70	Ghokimi	PB2L96	POU	N	New P*	Viholi Shohe (Chairman)	Kiyexe s/o Sukhavi & Ivocho s/o Khulupu	<ul style="list-style-type: none"> 16 member group working on 2 plots of land Written agreements amongst land owners, women society and village council on a sharing basis of 45% each to women and owners and 10% to the Village council. About 10% cash from grant to go to owner Owners insists that they carry out maintenance more than the society members Full grants not received by women members Plots are doing well
	71	Asukika	PB3L96	POU	N	New NP	Ahile Sema (Member)	Hekiye Sumi GB	<ul style="list-style-type: none"> Informal group of 25 members Group leader wife of the Village Council chairman who attended all trainings but now TP under conflict as other women members say they have not received the grant and therefore has abandoned the project.

Normal Plots – 30

Special Plots – 42

ANNEX: 3

TEST PLOTS NOT VISITED

District	S#	Village*	TP#	Normal/ Special	Comments
Kohima	1	Thekredjuna*	K13U97	N	<ul style="list-style-type: none"> Allocated to women Not accessible
	2	Hazadisa*	D34W97	S	<ul style="list-style-type: none"> Allocated to women Not accessible
Mokokchung	3	Anaki*	M1U97	N	<ul style="list-style-type: none"> Allocated to women Not accessible
	4	Anaki*	M1L97	N	<ul style="list-style-type: none"> Allocated to women Not accessible
	5	Asangma*	M2U97/M2L97	N	<ul style="list-style-type: none"> Allocated to women Conflict case
	6	Kilingmen*	M3I97	N	<ul style="list-style-type: none"> Allocated to women Unavailable because of urgent personal work
Phek	7	Lower Kho	P03W98	S	<ul style="list-style-type: none"> Project dropped because it was not implemented
	8	K.Basa	P53W96	S	<ul style="list-style-type: none"> Project dropped because it was not implemented
Tuensang	9	Longpang*	TW4U97	S	<ul style="list-style-type: none"> Plot allotted in women's name but all work carried out by the boys of a rehabilitation center as part of their rehab program
	10	N.Chungliymti*	T1U96	N	<ul style="list-style-type: none"> Allocated to women but could not visit because of logistical problems
	11	O.Tsadangar	T2U96/ T2L96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
	12	Litsami	T7U96 T7L96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
	13	Holongba	T8U96 T8L96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
	14	Pirahire	T9U96 T9L96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
	15	Lirise	T10U96 T10L96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
	16	Chongtor	T11U96 T11L96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
	17	Yongyu	T13U96 T13L96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
	18	Yemrup	T15U96 T15L96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
	19	Sanglao*	TW10U97	S	<ul style="list-style-type: none"> Plot allotted to women Inaccessible
	20	Leangkonger*	TW9U97	S	<ul style="list-style-type: none"> Allocated to women Area under tension
	21	Shamator	T48L96 T48U96	N	<ul style="list-style-type: none"> Normal plot not allotted to women
Wokha	22	Merapani*	W28W97	S	<ul style="list-style-type: none"> Allocated to women Inaccessible
Zunheboto	23	Vedami	Z61L97	N	<ul style="list-style-type: none"> Normal Plot- not allocated to women
	24	Kawato	Z62U97	N	<ul style="list-style-type: none"> Normal plot-not allocated to women
	25	Lizu Aviqrato*	Z77W97	S	<ul style="list-style-type: none"> Allocated to women Owners in Zunheboto Did not meet
	26	Zekiye		N	<ul style="list-style-type: none"> Normal plot-not allocated to women
Pughoboto	27	Mukalimi*	PB6W97	S	<ul style="list-style-type: none"> Special allotted plot to women Plot run on church land by SABAK-Sumi Aphuyeni Baptist Akukuho Kuqhakulu Inaccessible
	28	Iphonimi*	PB5W97	S	<ul style="list-style-type: none"> Special allotted plot to women Plot managed on church land by the Nagaland Christian Revival church women Inaccessible

* Women Test Plot exists - 12

ANNEX 4

QUESTIONNAIRE FOR THE ASSESSMENT OF THE NEPED WOMEN'S TEST PLOTS

Oct-Nov 1999

Date of interview: _____

Interviewer: _____

GENERAL

- 1.1 Name of group/ individual/s _____
- 1.2 When was the group initiated? _____
- 1.3 District/ Sub district: _____
- 1.4 Village: _____
- 1.5 Type of group: _____
- 1.6 Number of members in the group: _____
- 1.7 Is it an allotted Plot/ Special Plot? _____

INITIATION/ OWNERSHIP

- 2.1 Distance to the test plots from village (km): _____
- 2.2 Size of the test plots (Ha): _____
- 2.3 Land Leased/ Purchased/ any other: _____
- 2.4 Date/Year of purchase/lease: _____
- 2.5 Who did you approach for the initiation of the Test Plot? _____
- 2.6 Does the individual/ group own the trees? Y/N/Shared _____
- 2.7 What is the Percentage if the trees are shared? (Write in "other" column if different)

25	50	75	Others

- 2.8 Mode of agreement with the owner (Verbal/Written): _____
- 2.9 How many years is the agreement for if leased? _____
- 2.10 In the customary law of this village, can women own land (Y/N) _____

ACTIVITIES OF THE GROUP

- 3.1 Did all members contribute labor equally? Y/N _____
- 3.2 Was hired labor used on the test plot?
Y/N _____

3.3 How many people were hired for planting? _____

3.4 How many varieties of plants were planted? _____

3.4 What are they? _____

Number of trees by species	How many?	What rate?

3.5 What was the source of your planting materials? *(Can check more than one)*

	Yes	No
Seedling from private local nurseries		
Seedlings from private nurseries in Dimapur or Assam?		
Seedlings from NEPED district nurseries?		
Seedlings from NEPED women's nurseries?		
Seedlings provided from government programs?		

(use the free column for any other)

3.6 Time taken to get the saplings planted: _____

3.7 What is the survival rate (approx. %) : _____

3.9 Do you plant other crops/fruits etc. in your land apart from trees? _____

3.10 If yes, what for? _____

3.11 Are men involved at all in the clearing/ burning/ planting of the land?

3.12 Did the group plant trees in any jhum field before a NEPED test plot was in your village?

Yes ____ No ____ Don't know ____

3.12 Has the group planted trees in any other jhum field after a NEPED test plot was established in your village?

Yes ____ No ____ Do not know ____

3.13 Does the group intend to plant trees in any jhum field next year/future?

Yes ____ No ____ Do not know ____

FINANCIAL

4.1 Has the group received any funds or seedlings for tree planting from any of the following sources *(Can check more than one)*:

Source	Yes	No
Wastelands Department		
Soil Conservation Department		
Agriculture Department		
Forestry Department		

Rural Development Department		
NGOs		
Others		

Others – could be a “did not know”

- 4.2 How much money was given by NEPED to the group?

- 4.3 How was the NEPED grant used? *(Can check more than one)*

Usage	Yes	No	Do not know
Shared among members			
Used to pay for hired labor			
Purchasing planting materials			
Saved for use in other activities			

- 4.4 How much do they spend annually on maintenance of the land?

- 4.5 Do/Did they have any idea on the financial returns of the test plots/ what if any?

- 4.6 Have women utilized any VDB funds for tree planting? *(for allotted plots only)* How much if any. Y/N _____

- 4.7 Have women been receiving all of their 25% share of VDB funds? Yes /No . If yes, what is it used for? _____

MANAGEMENT

- 5.1 Who is responsible for managing the Test Plots? _____

- 5.2 Does the Group meet often? If so, what is the time interval: _____

- 5.3 When making tree-planting decisions, does the group: *(Can check more than one)*

Decision factors	Yes	No	Do not know
Discuss with the husband			
Discuss with your children			
Worry about the effects on the food supply of the group			
Prefer to plant trees for timber			
Prefer to plant trees for firewood			

(Use blank for others)

- 5.4 If the VDB or the Village council is involved in the women's' TP (allotted), what is the arrangement if any? _____

- 5.5 Is there a women member in the Village Development Board? _____

TRAINING

- 6.1 How many trainings did group members attend? _____

6.2 Details of training

Type of training	Conducted by	# of people who attended

6.3 Which part did the trainees find most useful: _____

IMPACT

7.1 How will the benefits be used? *(Can check more than one)*

Benefits	Yes	No	Don't know
Shared among members			
Used by the group for other activities			
Go to land owner			

(Use blanks for others or simultaneously may follow up with the above points if ticked)

7.2 What benefits will the group obtain from tree planting: *(Can check more than one)*

Benefits	Yes	No
Financial initiative		
Firewood for home use		
Firewood for cash sales		
Timber for home use		
Timber for cash sales		
Improved soil fertility		
Help maintain village water supplies		
Money for children's education		

(Use blanks for others)

7.3 What is the sharing arrangement amongst the group members when the trees are fully matured? _____

7.4 Has there been any replication that have occurred over the years within their area because of their activity?. _____

7.5 Has the NEPED test plot caused conflicts?

	Yes	No	Do not know
Within families			
Between families			
Between villages			
Other			

7.6 Explanation on the above if it exists? _____

CONSTRAINTS

8.1 What are your problems or constraints. Give top 3 in order of importance

1. _____
2. _____
3. _____

GENERAL IMPRESSIONS

QUESTIONNAIRE FOR OWNER/S

1.1 Name of owner: _____

1.2 How many years is the land on lease? _____

1.3 When and how did the women's group approach the owner?

1.4 What was the arrangement under which the test plot was set up?

1.5 What are the terms and conditions for the Test Plots?

1.6 Does he have any responsibility towards the test plots? If so, how much?

1.7 Are the women in the groups related to the owner? How?

1.8 What is his sale estimate of the trees being planted?

1.9 What is the women's share in the sale if any?

1.10 What was the role of the NEPED staff?

SHARING ARRANGMENTS

District	S#	Village	Initiator	Normal/ Special	# of women	Lease d/Purchased	Verbal /Written	Ownership	Cash Full/ Partial*/ **/**	Trees Full/Partial	Type of sharing
Kohima	1	Peducha	VC/VDB	N	82	L-30 yrs	V	Community	Full	Partial	90% belonging to women 10% to Village Council
	2	Mitelephe	VC/VDB	N	40	L	V	Private- 6 families	Full	None	Six farm families on their own plots - Trees belong to families - Grant to women's society
	3	Kedima	VC/VDB	N	8	L	V	Individual	Full	None	- NEPED grant to go to Women - Land and trees to owner - Maintenance done by women
	4	Kiruphe	VC/VDB	N	38	L- 30yrs	W- village resoluti on	Community	Full	Full	- Goes to women's group
	5	Jalukie		S	25	P	-	Women's group	Full	Full	- Belongs to women's group
	6	Tsuma	VC/VDB	N	2	Own	-	Family owned	Full	None	- Belongs to family - Group formed only to go through process
	7	Ngwalwas	POU	S	100	Church	V	Church land	Full	Full	- Plantation belongs to church women
	8	Zhadima	Group	S	20	L-till maturit y	Written	Individual owners	Full	Partial	- 50% owner - 50% women's group
	9	Zhadima	Group	S	"	L-till maturit y		Individual	Full	Partial	same as above
	10	Chumeke dimaT	Group leader	N	10	Own	-	Family	Full	Full	- Family owned and therefore all belongs to group who are all family members
	11	Chumeke dimaA	VC/VDB	N	60	Gifted	-	W.Group	Partial**	Full	- Land gifted by Village Council to Women's group
	12	Punglwa	POU	S	all	Gifted	-	W.Group	Full	Full	- Land gifted by Village Council to Women's group

	13	Jakhama	Group	S	7	L-till maturity	V	Individual	Full	Full	<ul style="list-style-type: none"> - Trees owned by group - Land donated until tree matures
	14	New Tesen	DPT	S	65	L-30yrs	V	Individual	Full	Full	<ul style="list-style-type: none"> - Trees belong to women's society
	15	Nsunyu	POU	N	200	L/P	V	Indi/w.Group	Full?	None	<ul style="list-style-type: none"> - First plantations have all been under conflict with land owners not willing to give them any share of the trees - Agreements were not being followed - Second plantation to start soon
	16	Old Tesophenyu	VC/VDB	N	3	L	W	Individual	Full (labour only)	Partial	<ul style="list-style-type: none"> - 50% share of trees between land owners and group members (3 of them) - maintenance done by the grant provided
	17	New Tesophenyu	VC/VDB	N	13	L	V	Individual	Full (labour only)	partial	<ul style="list-style-type: none"> - 50% to owner - 50% to women group who will donate it to church - Maintenance to be done by both women and owner - Women give their "labour" share money towards the church fund
	18	K.Station	VC/VDB	N	52	P	V	W.Group	Full?	conflict	<ul style="list-style-type: none"> - Inherited property sold to group but if the group cannot pay, then it will go back to owner, trees as well as land - Settled for 20,000 for land - 10,000 more to pay the nursery - Conditions unclear
Mokokchung	19	Longkhumb	VC/VDB	N	3	L-3yrs	V	Ind/ Family	Full	none	<ul style="list-style-type: none"> - 3 year maintenance to be done by women - Grant to go to women
	20	Aliba	VC/VDB	N	4	Own	-	Private	Full	none	<ul style="list-style-type: none"> - Own land and all benefits go to the family

	21	Changton gia New	VC/VDB	N	8	L	V	Community	Full (None to women) **	partial	<ul style="list-style-type: none"> - Group work on community land - All produce can be taken by women - No clear arrangements or agreements yet
	22	Jami	VC/VDB	N	1	Own	-	Family	Full	full	- Family owned and managed
Mon	23	Mon town- MBCWA	Land Owner	S	All	L- 20yrs	V	Individual	Full	partial	<ul style="list-style-type: none"> - 50% trees to owner and 50% to women's group - owner to help financially and assist group whenever manual labour required
	24	Choaha Chingyu	DPT	S	7	P	-	W.Group	Full	full	- Group owned and managed
	25	Shangyu	DPT	N	10	P	-	W.Group	Full	full	- Group owned and managed
	26	Hoya/Otin g	Land Owner	S	5	L	V	Individual	Full	partial	<ul style="list-style-type: none"> - 75% to owner and 25% to women's group - no other agreements exists
	27	Chen -Hq	Group	S	25	Donate d	-	W.Group	Full	full	Group owned and managed
	28	KNSK- Aboi	POU	S	388	P (install)	V	W.Group	Full	full	<ul style="list-style-type: none"> - Reverts back to owner if not paid up within the three years verbally agreed - Owner takes 90% of produce if not paid
Phek	29	Ciesezu	VC/VDB	N	250	Church	-	Church	Full (labour free by women)	none	- Belongs to church
	30	Chiepoket a(2 Plots)	Group Group	S S	200	L	V	Individual/ Individual	Full Full	partial partial	- 50% to be shared by both owners and members
Tuensan g	31	N.Tsadan gar	VC/VDB	N	67hh	L	V	Private	?	none	<ul style="list-style-type: none"> - trees to owner - -3 years maintenance done by women
	32	Longkipheh	VC/VDB	N	15	L	V	Private	Partial*	none	<ul style="list-style-type: none"> - trees to owner - Grant to women - maintenance done by women
	33	Noksen	DPT	S	15	L	V	Private	Partial*	none	<ul style="list-style-type: none"> - trees to owner - grant to women - maintenance done by women – 5 years

	34	Tuensang C	DPT	S	4	L	V	Family	Full	none	- family owned
	35	Alisophore	VC/VDB	N	5VD B	L	V	Private	Partial*	none	- trees to owner - grant to women - maintenance done by women till grant ends
	36	Tsg town	POU	S	5	L	V	Private	Full	none	- trees to owner - grant to women - maintenance done by women for 3 years
	37	Tsng K	VC/VDB	S	37	L	V	Private	Full (labour to women)	none	- trees to owner - grant to women - maintenance done by women for 5 years
	38	Tsng P	VC/VDB	N	37	P	V	Church	(None to women)	full	- maintenance and trees to church
	39	Tsng C	DPT	S	8	L	V	Private	Full (only labour to women)	none	- trees to owner - grant to women (approx. 10,000) - maintenance done by owner with grant money
	40	Chessore	DPT	S	4	Own	V	Family	Partial*	full	Family
	41	Noklak town	DPT	S	Church women	Church	V	Church	Partial*	full	- maintenance done by few families - Trees to church women
	42	Noklak village	DPT	S	15	L	V	Private	Partial*	partial	- 25% to owner - 75% to women group of both seeds, saplings and trees
	43	Wui	Group	S	25	L	V	Private	Partial**	partial	- Group owns the trees - unclear sharing arrangements
	44	Butambo	Group	N	30	L	V	Private	Partial** *	partial	- Group/Owner can use the trees - All maintenance by women's group
	45	Tsng T-Mahila	Group	S		L	V	Private	Full	none	- discontinued because of conflict and reverted back to owner
Wokha	46	Tsungiki	POU	S	5	L	V	Family	Partial** ?	full	- 1 share to owner, 2 shares for group - owner help maintain

	47	Englan	DPT	S	24	L (Own)	V	Family	Full	none	- Goes to owner, wife, d-in-law
	48	Yikhum	Land Owner (Group leader)	S	20	Own	V	Private	Full	partial	- group leader owns land and says she will share benefits but is unclear
Zunhebot o	49	Vishepu	VC/VDB	N	14	P	W	W.Group	Partial**	full	Group
	50	New Land	Land Owner	N	10	L	V	Private	Partial**	none	- Maintenance and grant by women
	51	Kiyekhu	VC/VDB	S	80	L	V	GB	Partial*	none	- Grant to Society - Trees to land owners
	52	Keltomi	DPT	S	7 offic. mem bers	L	No agree ment	GB	Partial**	none	- Woman plant trees - 3,000 land commission to owner - owner maintains land after grant over - Trees to owner
	53	Tsutoho	Group	N	15	L	W	GB	Partial**	none	- GB gives land for free only till grant is given - Land and trees revert back to owner
	54	Phuye old	VC/VDB	N	4	L	W	Private	Partial*	none	- VDB to give loan - All income to VDB
	55	Yemishe	VC/VDB	N	12	L	V	GB	Partial**	partial	- Unclear – no agreement made - Women think GB will not refuse if it does unwell, owner will take it back
	56	N.Tokiye	POU	S				Private	?	not known	-
	57	Khukiye Lukhai	Group	S	51	L- 30yrs	W	GB	Full	full	- trees to be used by society - Land goes back to owner
	58	Kivikhu	VC/VDB	S	82	Donated	-	Society	Full	full	-no terms and conditions - land donated but thinks his children might contest - unsure about tree sharing
	59	Satami	DPT	S	5	L	V	Clan	Full (labour)	none	- women to take grant - All village members involved in chiefs land - Owner to take back land and trees

	60	Surumi	Land owner	S	9	Own	-	Family	Full	partial	- Family owned and managed (2 families)
	61	Sukhalu	Land Owner	S	11	Own	-	Family	Partial**	none	- Family owned and managed (2 families)
	62	Litsumi	Land Owner	S	10	Own	-	Family	Full	none	- Family owned and managed (2 families)
	63	Lumami	Group	S	7	L	V	GB	Full	full	- 7-8 years - bought 2 nd plot on their own since 1 st one failed
	64	Asukhomi	DPT	S	7	Own	-	Family	Partial*	none	- Family owned and managed (2 families)
	65	Khughuto	VC/VDB	S	14	L	V	GB	Partial*	full	- 1st harvest to go to the women and land goes back to owner
	66	Suruhoto	DPT	S	10	L	V	Private	Partial*	full	- Husband of chairman and all proceeds will go to church activities
	67	Shena Old	Group	S	2	L	V	Private	Partial*	partial	- Trees and maintenance – 50% basis with land owner - Land owner plays active role
	68	Phusumi	DPT	S	17	L	V	Private	Partial**	none	- Trees go back to owner - Grant by women
	69	Tsaphimi	POU	N	10	L	V	Private	Partial** *	partial	- no clear cut sharing - maintenance done by women
	70	Ghokimi	POU	N	16	L	W	Private	Partial**	partial	- 45% to women & owners - 10 % to VC
	71	Asukika	POU	N	25	L	V	GB	Partial** *	none	- 1 out of 3 shares (but did not work-abandoned)

Source: Field Trip, 1999. (All information as per interview with Women's Group and Owners)

Partial* - Rs 1000-3000 less; Partial** - Rs 3000-10,000less, Partial*** - received less than 50% but carried out full work