

**THE ROLE OF KILIMANJARO NATIONAL PARK IN CREATION OF LOCAL  
JOBS AND JOB MULTIPLIER EFFECTS WITH RESPECT TO GENDER**

**BY**



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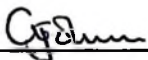
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**ABSTRACT**

Tourism is the fastest growing industries in Tanzania in generation of revenue. However less is documented on local job and job multiplier effects on gender especially around KINAPA. Therefore this study examines the role of KINAPA in creating local job and job multiplier effects with respect to gender. Respondents were selected using snowball and purposive sampling. Data were collected through questionnaires and direct observation. Results were analyzed using statistical, content and economic methods. The study revealed that KINAPA through its tourism program has a significant contribution in creation of local jobs and job multiplier effects with respect to gender, from various tourism facilities used by tourists direct or indirect when climbing the mountain. The results show that there is an increase in number of jobs created for both local and non local communities but still local communities hold low paid jobs. Moreover it was observed that KINAPA contribute less in job multiplier effects since most of tourism facilities obtain supply outside the region resulting to job leakages. Even though KINAPA has contributed to a certain point in creation of employment but has influence the working patterns, where by non local communities desert their normal activities such as agriculture for tourism, resulting into competition with locals. Furthermore the study revealed a variation on the number of females employed from various sectors such as accommodation has more female than tour operators. The study recommends leakage is a problem to the economy, especially in creation of jobs so research should be done to find out how these can be minimized in order to increase earnings and employments from tourism.

**DECLARATION**

I Glory John do hereby declare to the Senate of Sokoine University of Agriculture, that this dissertation is my own original work and it has neither been submitted nor being concurrently submitted for a degree award at any other Institution.

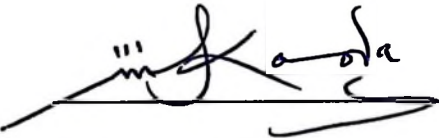
  
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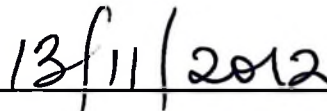
  
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**LIST OF ABBREVIATIONS**

<b>AV</b>	<b>Average percentage of business budget</b>
<b>BP</b>	<b>British Petroleum</b>
<b>CCS</b>	<b>Community Conservation Services</b>
<b>CP</b>	<b>Causal percentage or part time job</b>
<b>GDP</b>	<b>Gross Domestic Product</b>
<b>ID</b>	<b>Indirect Jobs</b>
<b>ILO</b>	<b>International Labour Organisation</b>
<b>IUCN</b>	<b>International Union for Conservation of Nature</b>
<b>KIA</b>	<b>Kilimanjaro International Airport</b>
<b>KINAPA</b>	<b>Kilimanjaro National Park</b>
<b>MNRT</b>	<b>Ministry of Natural Resources and Tourism</b>
<b>NGO</b>	<b>Non Governmental Organisation</b>
<b>PAPIA</b>	<b>Protected Areas and Poverty in Africa</b>
<b>PC</b>	<b>Percentage of customers</b>
<b>PPP</b>	<b>Purchasing Power Parity</b>
<b>SCIP</b>	<b>Support of Community Initiated Project</b>
<b>SPSS</b>	<b>Statistical Package for Social Services</b>
<b>TANAPA</b>	<b>Tanzania National Park</b>
<b>TAS</b>	<b>Tanzania Shillings</b>
<b>TANESCO</b>	<b>Tanzania Electric Supply Company</b>
<b>TNGP</b>	<b>Tanzania National Gender Programme</b>
<b>TTCL</b>	<b>Tanzania Telecommunications Company Limited</b>
<b>UNESCO</b>	<b>United Nations Educational, Scientific and Cultural Organization</b>
<b>URT</b>	<b>United Republic of Tanzania</b>
<b>USA</b>	<b>United State of America</b>

**WTO**      **World Tourism Organization**

## CHAPTER ONE

### 1.0 INTRODUCTION

#### 1.1 Background Information

Tourism is one of the fastest growing industries in the world in terms of revenue generation and job creation (Ranja, 2003). The industry serves more than 613 million people each year, and has an annual investment of over US\$ 800 billion worldwide. It accounts for about 11% of global Gross Domestic Product (GDP) and is growing at an average rate of 4% per year (Ranja, 2003).

In 1996, the World Tourism Organization (WTO) reported that about 113 million jobs worldwide are in hotels and accommodation sector alone, and that the tourism sector itself employs 7% of the world's workers. International Labour Organization (ILO) estimated that employment from tourism economy will be around 192.2 million and it is expected to grow to about 251.6 million by 2010 (Tabladillo, 2004). However, there is a general lack of quantitative data that disaggregates tourism employment, wage levels and types of jobs by gender. In 2003, ILO reported general information from limited survey of hotels in the Asia and Pacific region (Greene *et al.*, 2004).

Tanzania is among of the largest countries of East Africa, with an area of over 945 087 km<sup>2</sup>, with number of protected areas which provide great opportunities for tourism. However it is among the poorest countries in the world with an average GDP based on Purchasing Power Parity (PPP) US\$ 1 100 in 2007 but features the most important destination in the development of tourism industry in Africa especially international tourist arrivals and tourist receipts (Rogerson, 2007).

Tourism is among the sector in Tanzania which contributes to the development of the country's economy. The contribution of tourism to the country's total exports rose from US\$ 615 million to US\$ 824 million between 2001 and 2005. and in 2007 the amount reached one billion US\$ and ranked number one source in contributing foreign exchange (Moses, 2011).

According to the Tanzania Tourism Policy (1999), tourism has become one of the options to expand the economy and supplement agricultural sector by creating jobs to Tanzanians (URT 2002a). This sector has so far supported about 30 000 jobs to both rural and urban areas either permanent or temporary direct (Ranja, 2003). Nevertheless it is a seasonal industry therefore most of the tourism facilities employ temporary or part time staff at certain times of the year to perform some core services (Chachage *et al.*, 2005).

Development of tourism in Tanzania has been accompanied by considerable investments in infrastructure, such as airports [example Kilimanjaro International Airport (KIA)], roads (example Marangu road to KINAPA), water sewage facilities, telecommunications and other public utilities. Such infrastructural improvements not only generate benefits to tourists but have contributed to the living conditions of local populations especially provision of employment (Frederico, 2002). Tourism offers opportunities in terms of employment creation and income generation, to the vulnerable groups such as women to reduce poverty.

## **1.2 Problem Statement and Justification**

Kilimanjaro National Park (KINAPA) is among the major tourist attractions and a source of employment opportunities in Tanzania (Newmark *et al.*, 1991). The establishment of

Kilimanjaro National Park in 1973 has attracted both private and public sectors for different investments. Currently it provides opportunities for the creation of various jobs for both local and non-local communities (Chachage *et al.*, 2005). Since 1970's until recently, most investments were mainly focused on accommodation facilities such as hotels and lodges; certainly this was due to shortage of accommodation facilities (Chachage *et al.*, 2005).

Some studies have been conducted in Tanzania on job multiplier effects including economic multipliers in Tanzania on agro-processing and milling of agriculture products and economic potentials of tourism focusing on employment multiplier involving direct, indirect and induced employment generated by an additional sum of tourism expenditure in the destination economy. Various researches have been conducted in KINAPA have shown that there has been an increase in employment opportunities over the past 15 years (Durrant *et al.*, 2008). However, information on local job and job multiplier effects focusing on gender around KINAPA has not been documented. The findings generated from this study formed benchmark to NGO's and other development institutions in formulating gender discussion strategies on local job creation and multiplier effects from local, national to international level. The results also formed a basis of other researchers, planners, policy makers to build on and use it as a source of reference.

### **1.3 Objectives of the Study**

#### **1.3.1 The overall objective**

The overall objective of the study is to investigate the role of KINAPA in the creation of local jobs and job multiplier effects with special focus on gender.

### **1.3.2 Specific objectives**

- i. To identify tourist activities that may lead to job creation.
- ii. To assess the total number of local jobs and job multiplier effects (direct and indirect jobs) created as a result of the National Park.
- iii. To assess gender issues on the jobs created outside and inside the National Park.

### **1.4 Research Questions**

- i. What type of tourist activities has lead to local job creation in the study area?
- ii. How many local jobs and job multiplier effects have been created as a result of the National Park?
- iii. Are the jobs created outside and inside the National Park gender sensitive?

### **1.5 Limitation of the Study**

The essence of this study was to obtain as much information as possible in a timely and accurate manner. However, various factors emerged and hindered the vision of this study.

- i. Most of the respondents were not willing to provide information especially on expenditure, income and the budget of their business. However the little information gathered on the expenditure and number of employees of the business helped in calculating job multiplier.
- ii. Most of community projects supported by KINAPA were non-income generating projects; therefore, it was difficult to find percentage of projects contributing in creation of local jobs. However the researcher was able to obtain little information about the contribution of the park to the communities.

- iii. Most of the tourists' facilities are highly concentrated outside intended study area such as Arusha and Dar es Salaam. However data were collected on the intended area on the facilities found.
- iv. It was difficult to define local person: whether it was meant as a person who was born in the district surrounding the park or anyone who lived there for more than five years.

Despite the above limitations, the information gathered were relevant which resulted in the success of the main objective and research questions.

## **CHAPTER TWO**

### **2.0 LITERATURE REVIEW**

#### **2.1 Local Jobs**

The word “*Local*” can be defined in many different ways. Local can be defined as a place in which a person was born or can be defined as a place in which a person is currently staying within a period of time (Freeman, 2008.). With the reference from national park, local person can be defined as any person who was born and has worked within any of the districts surrounding the park (Freeman, 2008).

Around KINAPA there are two ethnic groups; these are Chaga and Maasai. The Chaga are commonly originated from three districts; i.e. Moshi Rural, Hai and Rombo Districts while the Maasai originate in Longido and Sia Districts. In this study any person who lived within a district that corresponded to their specific tribe were then considered a local.

##### **2.1.1 Temporary jobs**

Temporary jobs are jobs which do not have a clear limit of time, varying and depending on type of work. Temporary jobs are paid depending on the number of hours in which a person works. Most of jobs in the tourism sector are temporary because they depend on the number of tourists and as well tourism seasons.

##### **2.1.2 Permanent jobs**

Permanent jobs were considered to be a full time positions/jobs often receive benefits like subsidized health care, holidays or sick time.

## **2.2 The Theory of Multiplier Effects in Tourism**

Multiplier measures the effect of a unit increase in tourism expenditure (demand) on economic activity in a country, usually concentrating on output, incomes and employment (Dicke, 1993). Multiplier depends on four basic factors:-

- i. The size and economic diversity of the region's economy, regions with large diversified economies produce goods and services have high multiplier.
- ii. The geographic extent of the region and its role within the broader region. Regions that serve as central places for the surrounding area will also have higher multiplier than more isolated areas.
- iii. The nature of the economic sectors under consideration. Multiplier varies across different sectors of the economy based on the mix of labour and other inputs and the propensity of each sector to buy goods and services.

A multiplier represents the characteristics of the economy at a single point in time. Multiplier for a given region may change over time in response to changes in the economic structure as well as price changes.

### **2.2.1 Multiplier effects**

Multiplier effects are total impacts that are expected from changes in a given economic activity. These changes can have direct, indirect or induced effects (Rula, 2007). Direct effects are the initial consequence caused by individual spending. Tabladillo, 2004 explains that direct effects occur through the supply of goods and services needed by tourism-related businesses. While indirect effects are changes in production, which are caused by the purchases and spending prompted by the direct effects. Whereas, induced effects arise due to changes in household income and spending patterns caused by direct and indirect effects (Rula, 2007). There are three types of multipliers sales, income, and

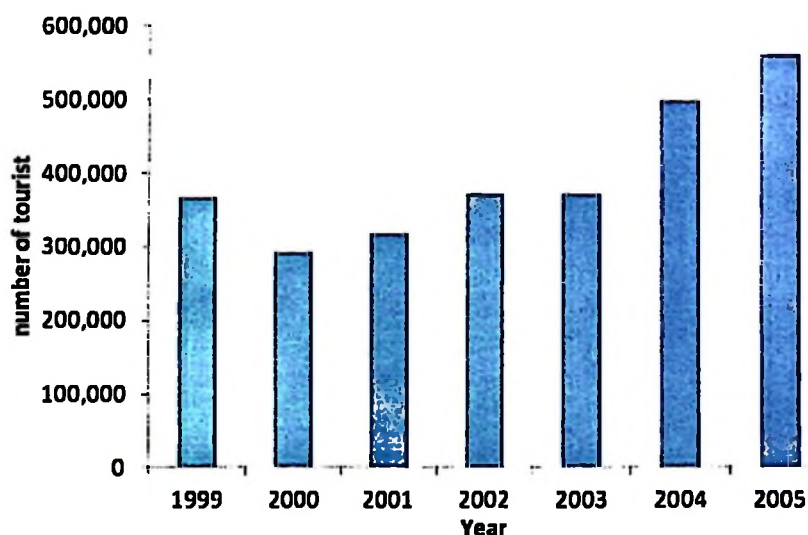
jobs. In a nutshell, job multiplier is the total change in job resulting from an initial change in job of any particular sector (Miller, 1998). Sales Multiplier measures the extra business created (direct and secondary) by an extra unit of tourist expenditure while Income Multiplier measures the income generated by an extra unit of tourist expenditure.

### **2.2.2 Studies on multiplier effects**

Various studies have been done in different countries on job multiplier effects and revealed different information. In Panama, study was conducted on impact of tourism to the economy, revealed that the spending of tourists on various commodities and services goes beyond the direct effect, where by tourists was seen as a function of multiplier effects particularly in spreading benefits to the communities interms of income and employment (Irina *et al.*, 2009). In Malaysia employment multiplier for tour and transport sector higher compared to other tourism sectors. Concluding that the sector is more labour-intensive than any other sector of the tourism industry (Mohammad *et al.*, 2009). While in Jamaica Besides direct employment multiplier effects lead to indirect and induced employment in the industry. The indirect jobs are the ones where backward linkages develop positions that exist to service the tourism sector. It was estimated that tourism provides 9.6% of the employed labour force (Machel *et al.*, 2006).

### **2.3 Tanzania National Parks**

The total land surface area of Tanzania is 94.8 million ha, out of which 30% of the area is set aside for wildlife conservation (Severre, 2007). National parks cover an area of 4% of the total area set aside for wildlife conservation (TANAPA, 2008). There are about fifteen (15) established national parks managed by Tanzania National Park Authority (TANAPA). For the past six years (1999 and 2005) there has been a progressive growth on the number of tourists in Tanzanian national parks (Fig. 1).



**Figure 1: Trends of visitors in Tanzania national parks between 1999 and 2005**

Source: MNRT, 2007

National parks value and recognize the role of communities surrounding the parks by accomplishing its conservation objectives. TANAPA for the past years has implemented an outreach programme known as Community Conservation Services (CCS) or neighbourhood program Kiswahili is commonly known as “*ujirani mwema*”. The programme focuses on strengthening local communities’ partnership in conservation of natural resources by reducing conflicts between wildlife and surrounding communities (TANAPA, 1998). This has been achieved through the introduction of schemes by which local people can receive tangible benefits from protected areas which is crucial in motivating local communities to support protected areas (Leader-Williams, 2000). In 2006/2007 TANAPA collected about 69.06 billion of revenue from tourism sector, the revenue was distributed in different areas such as staff allowance and salary costs 16.6 billion, community projects activities 1.2 billion, supporting conservation institution 2.9 million, tourism marketing 2.7 million, park management 12.7 billion and depreciation 6.7 million (TANAPA, 2007).

#### **2.4 Contributions of National Park Economic Activities in Job Creation**

National parks have a major role in the contribution of local, national and international economy due to various activities conducted. Tourism is among major activity performed by national parks that contribute in creation of jobs and source of poverty reduction particularly at local levels (URT, 2002b). In 1998, the Ministry of Natural Resources and Tourism (MNRT) formulated the National Wildlife Policy of 1998 and revised in 2007 to support the involvement of local communities in the conservation and management of wildlife. The policy intends to provide a great gain in the management arrangements and benefits sharing in conservation of natural resources and the well being of local communities (Mfunda, 2001).

Development of tourism is usually accompanied by considerable investments in infrastructure. Such infrastructural improvement not only contributes to improve accessibility to tourist's attractions but also contributes to improve living conditions of local populations by job creation (Frederico, 2002). However, job multiplier effects in national parks especially in Tanzania is still not known, especially at what extent it creates jobs for different sectors.

#### **2.5 Gender in Tourism Sector**

Gender has been defined as a structural relationship or difference between men and women. It is manifested in labour markets and in political structure as well in the household (Njuki, 2001). Tourism is an important sector in the world for both women and men. Women make up to 46% of the tourism labour force nevertheless it normally varies greatly among countries from 2% up to over 80%. In countries where tourism is a

more mature sector such as China, women's participation is around 50% and most of jobs which tourism business creates suit women (Maureen *et al.*, 2003).

There is a significant horizontal and vertical gender segregation of the jobs in tourism. Horizontally, women and men are placed in different occupations. Women are being employed as waitresses, chambermaids, and handicrafts sellers (Hemmati *et al.*, 1999) whereas men are being employed as barmen, construction workers, drivers and pilots. Vertically, the typical gender pyramid is common-lower levels and occupations with few career development opportunities being dominated by women and key managerial positions being by men (Maureen *et al.*, 2003).

Tanzania National Tourism Policy (1999) states that, women especially in rural areas play important roles in the development of tourism. They produce about 80% of the souvenirs and as they act as vendors of local foods. However, it is not known to what level the job multiplier effects produced by TANAPA are gender sensitive.

In tour operators, more than 80% of women are employed in office, comprising secondary education and primary education. Most of them are low paid and have no other source of income. Unlike men who engage in fieldwork operations such as tour guide, drives, campsite attendants and porters most of them have primary education. There also low paid but they get extra income from the clients in the form of tips.

## CHAPTER THREE

### 3.0 MATERIALS AND METHODS

#### 3.1 Description of the Study Area

KINAPA is one of the famous tourist attractions worldwide in generating revenue and creation of employment opportunities. It is among the fifteen national parks managed by TANAPA covering an area of 753 km<sup>2</sup> from 2°45'–3°25'S. 37°00'–37°43'E<sup>2</sup> (KINAPA, 1993).

The park receives about 10 800 visitors each year. (National Park Service, Pers. Comm., 1995). The park is surrounded with five districts with over 100 villages; the districts include Longido which are in Arusha Region Hai, Moshi Rural, Rombo and Sia which are in Kilimanjaro Region. The park contains about seven entrances gates/routes. These are Marangu, Machame, Mweka, Lemosho, Shira, Rongai and Umbwe (Fig. 3) about 91% of all hikers use the Marangu Trail. Table 1 shows number of visitors for the past six years, for each route.

**Table 1: Visitors statistics per route**

Year	Routes				
	Marangu	Rongai	Umbwe	Londrosi	Machame
1999/00	10 390	1 582	526	756	8 046
2000/01	12 022	1 542	722	1 113	10 883
2001/02	11 854	1 376	556	947	10 717
2002/03	13 112	2 089	720	1 660	11 430
2003/04	12 042	2 208	839	1 779	11 549
2004/05	14 817	3 832	997	2 241	15 142
<b>Total</b>	<b>74 237</b>	<b>12 629</b>	<b>4,360</b>	<b>8 496</b>	<b>67 767</b>
<b>Average</b>	<b>12 372</b>	<b>2 105</b>	<b>726</b>	<b>1 416</b>	<b>11 295</b>



Figure 2: Tanzania map showing position of KINAPA.



Figure 3: Map of KINAPA showing climbing routes.

### **3.2 Local Community**

The area surrounding KINAPA is dominated by Chagga tribe (Lamprecht *et al.*, 2002). The tribe arrived from North-East of Africa about 400 years ago as nomads and settled as farmers, terracing the fertile slopes. Upon their arrival Chagga found that the mountain was already inhabited. Indigenous people known as the Wakonyingo, who were possibly pygmies had already occupied the area. Other early occupants were Wangassa tribe similar to the Massai, and the Umbo originated from Usambara Mountains. All of these groups were either driven out or absorbed by the Chagga. The name 'Chagga' in Swahili is known as the Home of God and 'Kilima Njaro' means 'shining mountain' (Stedman, 2003).

### **3.3 Sampling Procedure**

Three districts in Kilimanjaro Region i.e. Moshi Rural, Moshi Urban (Moshi municipality) and Hai were purposefully selected for the study. Moshi Urban was included in the study due to its high number of tourist. Whereas, Moshi Rural and Hai Districts were selected due to variation of tourism activities, presence of private and public sectors relating to tourism and the location of two famous entrance gates for hiking activities via Machame and Marangu routes. In order to obtain information on the creation of local job and job multiplier effects with respect to gender, purposively and snowball sampling method were used to obtain sample for the study.

Purposive sampling method was used in the selection of respondents employed by KINAPA. The respondents were selected based on their relevance with respect to the objectives of the study in order to acquire the appropriate information involved in number of job multiplier effects, local job and gender. The key informants were park warden, tourism officers, protection and rescue warden and procurement officer.

Information was obtained from various tourist facilities (accommodation facilities, tour operators' companies and restaurants), porters, rangers, employees inside the park, community projects supported by the park.

Snowball sampling method involved a chain of referral process. Initial contact was made with known individuals in the sample population, and then these individuals were asked to point others for inclusion in the sample (Freedman *et al.*, 2006). The information obtained from KINAPA and individuals as the initial contacts were used for selecting other respondents. About 223 samples were obtained using this approach as shown in Table 2.

**Table 2: Categories of respondents**

<b>Sectors</b>	<b>sample selected</b>	<b>Sampling Frame</b>
Accommodation (Hotels /Lodge/Camp)	19	106
Tour Operators	10	56
Curio shops	5	30
Super markets	14	47
Tailoring	4	500
Garage	15	700
Gas station	11	100
Grocery shop	4	122
Hardware	20	56
Tax drivers	10	438
Porters	74	840
Rangers	35	330
<b>Total</b>	<b>223</b>	<b>1598</b>

### **3.4 Data Collection Method**

Methods used for data collection were questionnaire survey and personal observation which provided in depth information on the concentration of jobs on different sectors.

#### **3.4.1 Questionnaire survey method**

Semi structured interview were implemented to various sample. Different respondents were given different questionnaires to fit the need of the study; KINAPA officials (Appendix 1), lodges, hotels, restaurants, guest houses and camps (Appendix 2). garages. gas stations, shop owners, art facts and other relating private sectors, public sectors such as electricity, waste/garbage and telephone (Appendix 3); and community projects (Appendix 4). Most of the questions aimed at obtaining number of jobs created inside and outside the park, as well as number of men and women employed for each job created and their position. In order to obtain the number of jobs created directly by KINAPA, number of visitors visiting the park, community projects supported by the park, license and permits offered by the park and permanent and temporary employment inside the park were collected.

#### **3.4.2 Direct observation method**

Direct observation aimed at revealing different tourist activities undertaken in the study. It revealed gender differences among private and public sector. This technique helped the researcher to check information from the survey especially from those aspects discussed during the interview. The research revealed various tourist activities such as mountain hiking, commercial photographing, filming, and cultural tourism

#### **3.5 Secondary Data Collection**

Secondary data were gathered through review of various documents. These documents were from business enterprises reports, literatures addressing tourism in Tanzania and at the global context. Information reviewed included tour companies, visitor's number community projects, gender in tourism and informal jobs.

### **3.6 Data Analysis Methods**

#### **3.6.1 Qualitative data analysis method**

Qualitative data were analysed using content analysis. Content analysis was used to analyze the components of verbal held by respondents collected from different sectors. The arguments presented were summarized, synthesized and critically reviewed against literature accessed to draw conclusions on the matters in question. However, information found to have deficit in terms of supporting evidence, either from literature were discarded. According to Kajembe and Luoga (1996), the technique helped to ascertain values and attitudes of the respondents there by generating themes and tendencies.

#### **3.6.2 Quantitative data analysis method**

Quantitative data from questionnaire survey were entered, coded and analysed by using SPSS (Statistical Package for Social Services). Data were summarised using descriptive statistics, and results were presented in form of percentage, frequencies, tables and pie charts.

#### **3.6.3 Analysis of job multiplier effects and local jobs**

##### **3.6.3.1 Direct jobs created by the Park**

Permanent and temporary employments data were analyzed to obtain direct jobs created by the park. The permanent employments were considered as jobs held more than a year. Whereas, temporary employments were considered as jobs held more than two months but less than a year. Data for temporary were analysed by taking average number of hours per year for temporary jobs compare with average annual number of hours for permanent job then multiply with the number of temporary jobs.

**3.6.3.2 Indirect jobs created by the park**

The following formula was used to calculate the total number of indirect job created.

Indirect Jobs (ID) = CP\*PC..... (1)

ID = Total number of jobs indirectly created by the park;

CP = Causal/Temporary percentage job. The percentage was obtain by taking the average number of hours worked by employees and compared with the average annual number of hours a permanent employee works and use the ratio created.

PC = Percentage of customers that visit the park.

**3.6.3.3 Quantification of number of jobs attributed to the park**

To calculate the total number of job attributed to the park, the following formula was used.

Number of Jobs attributed to the park = [(AV\*V)\*OT]\*E..... (2)

Average percentage of annual budget of a business (example hotels, tour operator) (AV) that goes to other business (example petrol station) will be multiplied by the average percentage of visitors that use the facility (example tour operator, hotel) to visit the park (V). The product will then be multiplied by the average percentage of the business they receive (petrol station) (OT) that has split their customers in different categories and estimate what percentage each customer category contributed towards their business that is received for a particular business and then multiplied by the total number of employees (E) of the business (petrol station).

## **CHAPTER FOUR**

### **4.0 RESULTS AND DISCUSSION**

#### **4.1 General Information**

##### **4.1.1 Moshi Rural District**

Moshi Rural District has three main entry gates to KINAPA. These were Marangu, Mweka and Umbwe. Marangu gate is the main and famous gate which most of the visitors use to climb the mountain. The interview pointed out that about 91% of the hikers use Marangu route. Because it passes through very beautiful landscapes, it's one of the easiest ways up the mountain, and it's typically the cheapest option because it uses few days 5 to 6 climbing. The route contains a number of tourist facilities such as accommodations, curio shops and tour operators and mainly private owned either by local or non local communities. From the interview conducted from 6 accommodation companies pointed a total of 39 males and 33 females locals were employed either as on permanent or temporary jobs (Table 3).

For that matter the interview revealed it is the only route that offers sleeping huts with bed sand mattresses. They are four huts which are managed by the park authority. These huts can only accommodate to about 30% of the visitors using the route per day while 70% camp on tents. The park is responsible for daily cleanness which is done by park staff as permanent employees.

**Table 3: Accommodation facilities in Moshi Rural District**

Accommodation	No of beds	Local staff		Non Local staff	
		Male	Female	Male	Female
Nakara Hotel	30	10	9	4	4
Kilcmakyaró Lodge	60	4	3	13	6
Kilimanjaro Mountain Resort	50	11	16	13	10
Banana Jungle Lodge	10	3	1	1	0
Amins Cottage	6	9	3	3	0
Kilimanjaro Coffee Tree Camp	4	2	1	0	0
<b>Total</b>	<b>160</b>	<b>39</b>	<b>33</b>	<b>34</b>	<b>20</b>

On top of that Table 3 tries to show various accommodation facilities in the district with about 160 beds. The price per bed ranged from 10 US\$ – 80 US\$. A total of 39 male local staffs were employed therefore making the sector, to employee more local male than female.

Other two gates Umbwe and Mweka used by visitors for climbing down. Outside the park few tourist facilities were identified. For that case it was noted that most of the visitors who use these routes mostly use facilities in Moshi Urban District or in Arusha region. Furthermore the routes are the toughest routes to climb, having very steep slopes. In addition to that inside the park there nine camping site Umbwe cave camp, Barrnco camp, Lava, tower camp, Karanga camp, Arrow glacier camp, Crater camp, Mweka camp, Millennium camp and Baratu camp all owned and managed by KINAPA. Tourists use their tents for camping provided with water and toilet facilities by the park. Daily cleanness of the campsites was done by local communities employed as temporary

employees for contract of two month. Communities are employed based where they come from by sending their names to KINAPA office.

#### 4.1.2 Hai District

Machame gate is the only route situated in Hai District. This route receives an average of 1 1295 tourist per year (Table 1). The study revealed that only three accommodation sectors found outside the park Protea-Ishi Hotel, KIA lodge and Kilimanjaro North Park Hotel. One of the facilities was recently established and was less known. Furthermore, there were no camping sites inside the park in this route.

**Table 4: Accommodation facilities in Hai District**

Accommodation	No of beds	Local staff		Non Local staff	
		Total=64		Total=42	
		Male	Female	Male	Female
Kilimanjaro North Park Hotel	20	3	4	3	6
KIA Lodge	40	14	2	17	16
Protea-Ishi Hotel	80	25	14	0	0
<b>Total</b>	<b>140</b>	<b>44</b>	<b>20</b>	<b>20</b>	<b>22</b>

In Table 4, it can be noted that the data collected on this District, number of bed were 140 with a total of 106 employees. It was further identified most of the jobs created majority were local communities (64). The reason the sector encourage and prefer to employ locals because there cheap labour and as well supports communication channels with the surrounding communities.

#### 4.1.3 Moshi Urban District

The study revealed that 40% of the visitors climbing the Mountain use facilities in this district. Most of the facilities were tour operators and accommodation. Ten hotels were interviewed in the accommodation sector based on information obtained from national park and revealed a total of 430 beds (Table 5) and the cost of each bed ranges from 60 US\$-150 US\$ depend on the type of hotel.

**Table 5: Accommodation facilities in Moshi Urban District**

Accommodation Facilities	No. of beds	Local staff		External staff	
		Female	Male	Female	Male
Leopard Hotel	20	12	5	9	11
Kilimanjaro Crane Hotel	65	19	3	8	2
Kindoroko Hotel	72	14	19	8	7
Keys Hotel	37	20	16	12	4
Lutheran home Inn	28	12	17	10	14
Shah mountain Inn	40	23	10	9	7
Parkview Inn	38	15	12	10	15
Panama hotel	42	23	9	6	5
Twiga Hotel	50	12	5	3	2
Springlands Hotel	38	14	15	4	3
<b>Total</b>	<b>430</b>	<b>164</b>	<b>111</b>	<b>79</b>	<b>70</b>

The study pointed out that most of the tour operators were located in Moshi Urban. Therefore out of the ten tour operators interviewed nine were from Moshi Urban, hence revealing that there more males (1860) employees than females (42) see Table 6.

**Table 6: Number of employees in various tour operators**

	<b>Female</b>	<b>Male</b>
Ahsante tours	5	100
AfriGalaxy tours	6	71
Chagga tours	4	52
Shah tours	10	120
Keys Tours	1	121
Kindoroko Tours	2	190
Maulty Tours	9	263
Zara tours	4	851
Kili crane tours	1	92
<b>Total</b>	<b>42</b>	<b>1860</b>

#### **4.1.4 Kilimanjaro National Park**

Interviews conducted in KINAPA provide information on different tourism facilities which were used by tourist when climbing the mountain and other activities. Information was on park contributes in creation of employment both temporary and permanent within various departments found inside the park (Table 7 and 8). Information on services provides to for the park as electricity, water and communication companies (Appendix 7). Lastly information on services provides for tourist (hotels, tour operators).

#### **4.2 Tourist Activities that Lead to Job Creation**

About 45% of local communities surrounding KINAPA depend highly on natural resource as well tourism activities for their employment and income generation to sustain their well being especially at household level. Tourism activities were commercial photographing, filming, mountain hiking/climbing and cultural tourism. Mountain climbing (hiking), filming and photographing activities are done inside the park. These activities have different entry fees depending on age of the visitors and

residency (Appendix 6). Furthermore, these activities provide opportunities for vast number of jobs for different people either as tour guides, porters or cooks.

#### **4.2.1 Mountain hiking**

##### **4.2.1.1 Day hiking/walking tour**

Day hiking is a short distance walk around the mountain and as well to the surrounding villages found near KINAPA not more than 12 hours. The study revealed that such kind of activities is mostly done during public Christmas and New Year by few locals and non-local communities.

##### **4.2.1.2 Multi-day hiking**

In the interview with the tourism warden it was pointed out that mountain climbing is the main economic activities in creation of employment to both local and non-local communities. The activity is mostly been done by non-locals using the seven climbing route found within KINAPA shown in Fig.3. The routes differ on the number of days used by visitors to climb. Climbing Marangu route takes 5 days while in Rombo takes 8 to 9 days.

#### **4.2.2 Commercial photographing and film**

Commercial photographing is another type of tourism activities in KINAPA mostly been conducted by non residents. The study pointed out that commercial photographing have less influence particularly in job creation for both local and non local.

#### **4.2.3 Cultural tourism**

Outside the park, local communities were engaged in different cultural tourism activities. Activities under this item include local dancing, Chagga museum and waterfall viewing.

Local dancing involve a group of 8-15 people, the groups are either been hired by hotels to entertain visitors or visitors to request pay. The Chagga museum type of cultural tourism which situates around KINAPA it tries to describe the life style of Chagga tribe during the time of chiefs. The museums are mainly owned by local communities (Plate 1). Table 7 shows names of waterfall and tenure. Most of these waterfalls are owned by local communities. Therefore, providing an opportunity in creation of employment especially to the locals about 12 local communities were been employed. Kimbwereza (2001) explains that in some mountain areas such as pare, cultural tourism has been able to bring benefits to few local communities through employment and income.

**Table 7: Waterfalls found outside the Park. KINAPA, 2009**

<b>Route/Entry Gate</b>	<b>Names of Waterfalls</b>	<b>Ownership</b>
Marangu Route	Moonjo	Local
	Ndoro	Local
	Kinukamori	Local
	Kilasiya	Local
Machame Route	Materu water falls	Local



**Plate 1: A traditional Chagga house**



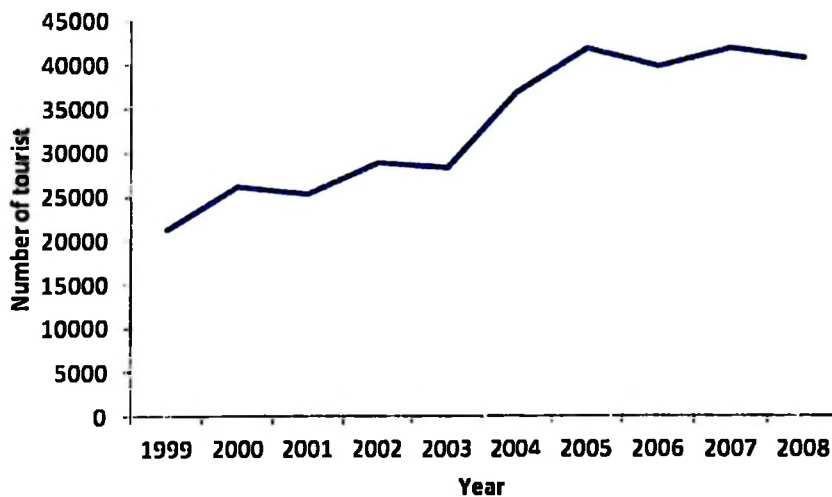
**Plate: 2 Water fall at Kinukamori at Marangu route**

### 4.3 Local Job and Job Multiplier Effects

#### 4.3.1 Local jobs

##### 4.3.1.1 Jobs created by the park

During the interview with the tourism warden it was pointed out that over the past ten years there has been an increase in number tourists in Kilimanjaro National Park, in the year 1999 to 2008 indicate a progressive upward trend as shown in Fig.4. Therefore, creating opportunities for new jobs within and outside the park.



**Figure 4: Trend of number of tourists who visited KINAPA between 1999 to 2008**

##### 4.3.1.2 Direct permanent job

Most of the employments found within KINAPA were permanent jobs which involve a contract of up to a year. The type of employment were direct employed by TANAPA through the mode of individual application for various post, priority to locals are never given because most of the jobs require qualification.

Table 8. pointed out in 2009 KINAPA had employed a total of 185 employees. This revealed that number of employees has increased from 156 in 2005 to 185 in 2009 based on the increase of number of tourist as shown in Fig. 4.

The employees work nine hours per day but obtained overtime payments for extra time work. The Employment and Labour Act (2004) state that the maximum working time in ordinary days are nine hours and if they exceed the person must be paid over time. Unless there is an agreement of working overtime without receiving payments (URT, 2004). In Table 8 the law Enforcement Department had only 2 female employees and 102 male employees the reason of having more males is because the type of work labour intensive required to climb the mountain frequently in doing patrolling. While in the Administration Department only 1 male employee7 were female employees. Reason of having less male normally engaged in fieldwork operation.

**Table 8: Direct Permanent jobs created inside KINAPA, 2009**

Department	Total Permanent jobs	Gender	
		Male	Female
Protection and Rescue Department (Law Enforcement)	104	102	2
Finance Department	23	13	10
Tourism Department	33	28	5
Works Department	13	13	0
Community Conservation Services Department	1	0	1
Procurement and Supplies Department	1	1	0
Ecology Department	1	1	0
Administration Department	8	1	7
Chief Park Warden Department	1	1	0
<b>Total</b>	<b>185</b>	<b>160</b>	<b>25</b>

#### 4.3.1.3 Direct temporary jobs

Tourism has created opportunities especially for employment to local communities found adjacent to KINAPA. After every three month KINAPA usually employ new temporary workers to work inside the park. Both local and non local communities are considered in getting employment. But priority is mainly given to local communities (75% of the employees) and the remaining given to non local communities. According KINAPA, the purpose of employing more local is to improve good communication among the park and the surrounding communities so as to enhance positive relation for conservation and increase income levels among people.

Table 9 shows that about 27 local communities were selected to work in various departments, 24 were male while 3 were female the reason of having more males is that most jobs were fieldwork oriented mainly up the mountain such as cleaning camping sites and trails. These types of jobs are less attractive to especially to female candidates. Working is nine to eleven hours a day mode of payment daily basis. The payment ranged from TAS 3 500 to 4 000.

**Table 9: Direct Temporary jobs created inside KINAPA**

Department	Temporary employment	Male	Female
Tourism	22	22	0
Works	2	2	0
Administration	3	0	3
<b>Total</b>	<b>27</b>	<b>24</b>	<b>3</b>

### 4.3.2 Job multiplier effects

#### 4.3.2.1 Indirect jobs from accommodation sector

The study revealed that KINAPA contributes 80% in the creation of indirect jobs due to existence of various tourism sectors. Table 10 shows that about 117 permanent and 13 temporary numbers of jobs were created indirectly by KINAPA through hotels, lodges and camp. It was found out that local communities employed (83 jobs) because most of the owners prefer to employee local communities because their cheap.

In 1995 about 26 000 people employed by the tourism industry in Tanzania, of which 16 620 persons were employed in the hotels/lodges sub-sector. In 2000, the employment raised to approximately 29 000 people, of which 20 040 were employed in the hotels/lodges.

Majority of employees worked as housekeepers, cooks and gardeners as either permanent or temporal basis (Table 10). Mbaiwa (1999) found that most of local communities work as cleaners, kitchen hands, drivers, cooks, watchmen with few employed as managers.

**Table 10: Number of jobs in the accommodation sector permanent and temporary**

	1	8	2	5
Departments	Temporary jobs	Permanent jobs	Local jobs	Non local jobs
Reception	0	4	6	0
Others	13	117	83	47
<b>Total</b>	<b>13</b>	<b>117</b>	<b>83</b>	<b>47</b>
Food and Beverage	6	46	30	22
Housekeeping	3	26	20	9
Security	0	12	6	6
Maintenance	3	2	5	0
Drivers	0	2	2	0
Administration	0	6	2	4

Table 11 shows various employment positions of local and non local communities. 67% of non local and only 33% of local were employed in managerial position. In other words 65% of the non local jobs hold non-managerial position. The reason for this was most managerial position required expertise and skills of which most local workers did not have.

**Table 11: Position of employees in the accommodation sector**

	Managerial position		Non managerial position	
	Local	Non local	Local	Non local
Female	1	1	51	19
Male	1	3	30	24
Total Number of employees	2	4	81	43
Percentage (%)	33	67	65	35

According to Table 12 about 32 local had only primary education while 19 of non local had primary education on the other hand majority about 41 of non locals having secondary education. Mbaiwa (1999) explains that most of non-local staffs (expatriate) occupy senior management positions such as accountants, manager and chefs.

**Table 12: Educational level for local and non local employees in accommodation sector**

	Local	Non local
Primary education	32	19
Secondary education	11	41
Tertiary education (Certificate, and Diploma)	6	10
None	9	2

Result from interview show that there were big differences on salaries/wage paid across work section in accommodation sector see Table 13. Those working in administration position earned the highest salaries/wages between 350 000-500 00 TAS per month compared to food and beverage position. About 43% of female in food and beverage department had a monthly salary payment between 170 000 and 250 000 TAS. That means majority of females are employed in the lowest salaries compared to male who about 60% are employed in administration department paid monthly salary between 350 000-500 000 TAS.

**Table 13: Jobs created in the accommodation sector with respect to gender and salary**

Departments	Wage/salary range (TAS) *1 000	% of female	% of male
Security	70 -150	0	10
Food and beverage	170 -250	42	2
Administration	350 -500	2	60
Maintenance	135 -360	5	3
Drivers	70 -100	0	3
Housekeeping	90 -200	0	0
Reception	100-250	31	1
Garden	90-100	8	10
Others	70 -250	12	11

#### 4.3.2.2 Indirect jobs from tour operators

Tourist activities have high and low seasons. High season starts from mid May to October and then December to mid February these is the time in which most of tour operators receive high number of tourist therefore providing opportunity for creation of jobs. The number of employees varies between high and low season. particularly for temporary employees. As shown in Table 14 during high season 49 temporary jobs were created while low season created 7 jobs. The jobs were created based on number visitors spending on tourist facilities. Majority of seasonal jobs less secured with no guarantee of obtaining employment from next season. However, the study found out the number of job multiplier effects vary within season for the cooks about 0.3 jobs during high season while in the low season 0.1 jobs were created due to number visitors spending.

**Table 14: Jobs created in tour operator during high and low season, 2009**

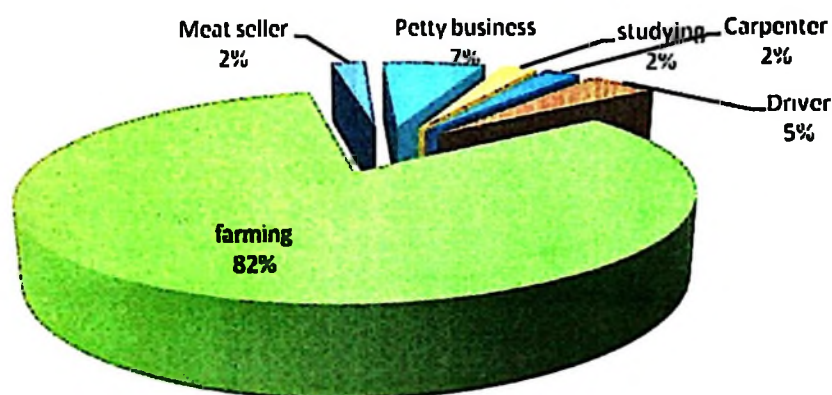
	High season				Low season		
	Permanent jobs		Temporary jobs		Permanent jobs		Temporary jobs
	Male	Female	Male	Male	Female	Male	
Administration	2	1	0	1	2	0	
Porters	0	0	35	0	0	5	
cooks	0	0	0	0	0	0	
Tour Guides	0	0	5	0	0	1	
Assistant Tour Guide	0	0	9	0	0	1	
Maintenance	0	0	0	0	0	0	
Drivers	1	0	0	1	0	0	
<b>Total</b>	<b>3</b>	<b>1</b>	<b>49</b>	<b>2</b>	<b>2</b>	<b>7</b>	

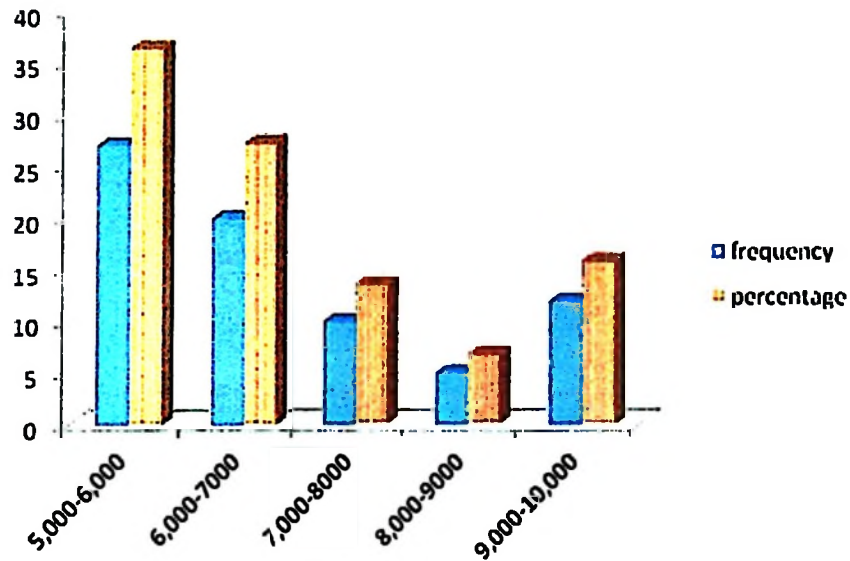
An Interesting aspect of employment in tour operates, there is distinction of the number of local and non local communities employed as porters. The interview revealed that there less number of local communities employed 21 % while 79% non local (Table 15). Reason the type of job is of high demand hence creating competition for both local and non local as a result encourages bribery inorder to obtain employment. Therefore most of non locals appear to be willingly to bribery especially tour guides. Interviews with porters pointed out that inorder to be employed they must pay bribe inorder to gain employment. Given that there few jobs than the number of porters.

**Table 15: Local and non local porters climbing the mountain**

	Frequency	Percentage
Local	16	21
Non- local	58	79
<b>Total</b>	<b>74</b>	<b>100</b>

About 36.4% of porters employed by tour operators are paid less than 6 000 TAS per day (Fig. 6), these has resulted in creation of less number locals to work as porters. Therefore engaging in other economic activities mainly farming 82% (Fig. 5). Minimum wage for porters to be paid was 6 000TAS per day for Marangu route and 8 000TAS per day on other routes (Beh, 2008).

**Figure 5: Other economic activities in which local communities engage apart from tourism.**



**Figure 6: Income earned by porters per day climbing the mountain.**

Interviews revealed that various number of porters especially non local communities migrate from various parts of Tanzania region in search of paid jobs therefore neglecting their previous jobs because they pay less. Most of the porters came from Tanga, Iringa, Dodoma, Manyara, Kigoma and Arusha regions. Locals as well abandon farming activities especially during high season.

Indirect jobs created by presence of KINAPA include supermarkets, gas station, garage, and grocery and beverage shops. In supermarket, jobs attributed to the park were higher than the ones in the hardware (Table 16). The reason is majority of tourist facilities such as hotels, lodges and tour companies frequently obtain supplies from supermarkets creating job opportunity.

Attribute jobs number of jobs created in the presence of the park focusing on the average annual expenditure of business buying to the other business. It was revealed (Table 16)

that there less number of jobs attributed to the park because most of tourist facilities purchase commodities outside Moshi region as in Arusha and Dar es Salaam and as well across the country for that reason resulting to job leakage. It was also revealed that not all jobs were supported by tourism activities, since many of local customer's suppliers and domestic business clients; undertake other activities in low season months.

**Table 16: Jobs attributed to the park from various business, 2009**

Business	Total number of jobs	Jobs attributed to the park	Gender	
			Female	Male
Beverage	226	0.25	20	159
Supermarket	48	0.43	40	8
Hardware	4	0.01	0	3
Gas station	10	0.01	4	6
Garage	120	0.28	10	110
Grocer's	216	0.28	125	39
<b>Total</b>	<b>524</b>	<b>1.26</b>	<b>199</b>	<b>325</b>

#### 4.3.2.3 Other tourist facilities

The survey showed that they were other businesses that are indirect related to tourism such as curio shops and car rental tax drivers. It was very difficult to obtain the actual number of employees under these businesses. The reason, in most of the business had no records on the number of tourist they provide services. Most of the employees were also the owners.

#### 4.4 Gender Equity in Tourism

Women's employment in the tourism industry has undergone a period of explosive growth, and as a labour intensive industry, there has been a rapid rate of job creation and development (Hemmati *et al.*, 1999). Result from interview revealed that there is a variation in number of female and male from various tourist facilities. In tour operator jobs there more male than female. In most managerial posts majority of employee were females( 67%) as compared to high number of males in Non managerial 99% (Table 17).This shows that most of the hard work are done by males which infact most of the employment is created. These results suggest that employment opportunities fall mainly to males. Therefore consistent with other studies in Indonesia (Timothy *et al.*, 1997).

**Table 17: Employment by gender for various position (high Season), 2009**

Position	Managerial		Non Managerial	
	Female	Male	Female	Male
Percentage (%)	67	33	1	99
Number of employees	2	1	2	48

Accommodation sector had more female 72 employees than male 58 as full time employment (Table 18). Even through various researches have revealed that more females are employed as temporary employees because of gender stereotype and the traditional role of female in the society. Chachage (2005) reported that accommodation sector employees more women than men.

**Table 18: Employment by Gender in accommodation, 2009**

Department	Female	Male
Security	0	20
Food and beverage	30	20
Administration	4	2
Maintenance	0	3
Drivers	0	2
Housekeeping	24	5
Reception	6	0
Garden	8	3
Others	0	3
<b>Total</b>	<b>72</b>	<b>58</b>

#### **4.5 Occupational Impacts**

Employment is occupation by which a person earns a living through working; it can be formal or informal.

#### **4.6 Informal employments**

There vast number of informal employments such as street vendors, informal guides, drivers, prostitution, petty theft and smuggling. Sexual services (prostitution) are among the informal jobs dominated at minimum level surrounding KINAPA. Reason most of females who are involved in non-mobile works such as farming and domestic works therefore reducing the rate of prostitution. In other countries such as Thailand, South Korea and the Philippines the rate of sexual services has increase, because they see it as an opportunity to generate income. However, in the actual sense the jobs are insecure and provide adequate income (McEvoy, 1994).

An interview with KINAPA officers revealed another type of informal job, as illegal timber harvesting. This kind of activity is particularly been done in Rombo district compare to other parts of the park because of high number of tree species.

#### **4.7 Overview of Community Conservation**

Community conservation activities in Tanzania started fifteen years in the presence of the national wildlife policy and legislation. In 1995 KINAPA formalized the creation of "Community Conservation Service" (CCS) in order to work with local communities to improve conservation and revenue sharing (TANAPA, 2000). Today CCS is a Department with permanently employed staff at the TANAPA headquarters and in all the National Parks.

For the past fifteen years KINAPA has supported a number of community projects around villagers bordering the mountain and even beyond the mountain. About 39 villages among 88 villages out skirting KINAPA have received support since 1995 through the SCIP projects see Appendix 5. These villages are situated from five districts surrounding the National Park which are Moshi rural, Rombo, Hai, Siha and Longido.

The types of projects supported by CCS were selected by communities based on how the projects would benefit the communities. In the case where communities can't propose appropriate projects then KINAPA decide on projects which are beneficial to them.

#### **4.8 Community Projects**

An interview with four village leaders revealed that it was very hard to obtain number of jobs which are been created from projects. Because most of projects were non incoming generating projects and most of the labour were provided by the local community as contribution in supporting the projects. The CCS contributes 70% from the park of materials which worth the amount of budget set for a project. The village contributes 30% interms of materials, money and as well as labour. CCS projects include construction of schools, student dormitories, teachers' facilities, laboratories, medical

dispensaries, health centres, youth centres, training centres, roads, libraries, water projects, the purchase of text books and school furnishings, the support of children's rights, and many other community development projects.

Local communities rely less on these community projects because they see them has less beneficiary, few individual are the ones who are benefiting. In Hai District in 2007 Nshara village received a support for construction of classrooms. The total amount of money the CCS supported was 13.8 million TAS. However, some villagers reported projects that nature do neither create job or benefits individual household, but provide benefits to the community level and those who have children who are going to school. Therefore it was difficult to assess how many jobs they were created for each projects.

In South Luangwa National Park in Zambia, community benefit from such employing 78 community scouts. These support reduction of poaching in the park and improvement of institutional framework (Brian *et al.*, 2004).

## **CHAPTER FIVE**

### **5.0 CONCLUSION AND RECOMMENDATION**

#### **5.1 Conclusion**

KINAPA has been found very important in tourism sector through creation of number of local and non local jobs especially around Kilimanjaro region due to tourist activities. The study revealed a variation of number of jobs from different sectors. In tour operators majority of jobs were dominated by non local having less local communities employees and as well more females in managerial positions. In the accommodation sector managerial positions were more occupied by males and especially local employees having few females. Generally speaking majority of females were employed in the lowest salaries positions.

The study revealed that most of the sectors (Hotels) still depend on imported goods therefore lead to low job multiplier effects and possibility of higher job leakage outside Kilimanjaro region. It was found that only one job position is created due to tourism activities out of 524 which have resulted into less number of attribute jobs. Furthermore there is less interdependence between one tourist sector and the other such as hotels and the local market or supermarket. Also there is a variation of number of porter's employed in tour operator. It was revealed their more non local communities than local communities because most of locals can't afford to offer bribe in order to obtain employment, therefore resulted into job competition.

The study came across various informal jobs around KINAPA, Prostitution among the informal jobs dominated at minimum level. Reason most of females who are involved work in farms and domestic works therefore reducing the rate of prostitution. Also in

revealed that it was difficult to obtain number of jobs created from projects. Because most of projects were non incoming generating projects and most of the labour came from local communities.

## **5.2 Recommendation**

The following recommendations are put forward in order to facilitate the improvement of tourism especially in job creation and gender sensitive jobs.

- i. Most of tourist facilities pay low wage to their employees. Therefore the government should ensure the rights of employees are attained.
- ii. Raising gender awareness to enhance women participation in tourism sector especially in tour operating companies.
- iii. Leakage is still a problem to the economy, therefore it is recommended to investigate on the magnitude of leakages from tourism so as to find out how these can be minimized in order to increase earnings and employments from tourism.

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## APPENDICES

### Appendix 1: Question National park Management

Name of the respondent ..... Job title .....

Gender: Female/Male..... Date.....

#### A: Park management

1. What are the running costs of the park? (since 2005-2009)
  - i. How much is been paid to public contracts?
  - ii. How much is been paid to private contracts?
2. What are the costs for different utilities of each contract (Private and public) which are paid per year? (Mention what kind of utilities for both private and public contracts are supplied to the park)

Utilities	Amount (TAS)

3. Who are the suppliers?

#### Supplier Information

Category	Type	Title/Name Institution/Outfit	of Contact Person	Contact (e.g. Manager/Owner)

4. How many visitors do the park receives per year? (how many are foreign and non foreign)

5. **What kinds of activities are found inside and outside the park? (Mention)**
  - i. ....
  - ii. ....
  - iii. ....
  - iv. ....
6. **Where do visitors stay when they visit the park (hotels/ guest houses/ lodges/inn)?  
(Mention their names and location)**
7. **What are the different forms of incomes for the park? (Example gate fees, telecommunication, towers/masts, research permits, business permits, advertising?)**
8. **How many local jobs can be attributed to the existence of the national park?**

**B: Community projects.**

1. **Does the park support any community projects?**
  - i. Yes
  - ii. No

(If the answer in question 1 is yes) how many community projects does the park support?
2. **What kind of criteria is been used in the development of the community projects?**
3. **Do these projects only receive funds from the park?**
  - i. Yes
  - ii. No
4. **If yes where do they receive from and at what percentage?**
5. **How many group members are there in each project?**
6. **When did the projects started?**
7. **Are the group member's parts of the villagers?**
8. **Are there any benefits, challenges, cost and opportunities of the project?**

**C: Permits and licences**

1. How many permits and licenses has the park provided to :
  - i. Hotels within the park
  - ii. Restaurant within the park
  - iii. Tour guides
  - iv. Others (since 20005-2009)
2. Who are the license/ permit holders Names, addresses and phone numbers?
3. What is the price of different types of licences and permits?
4. What kind of permits and licenses been supplied in terms of season, weekdays?
5. Are there any resource sharing agreements between the local community and the park?

**D: Employment**

1. How many employees has the park employed since 2005 to 2009? (Categorizing how many Men and women).
2. How many sections (department) does the park have? (mention)
  - i. ....
  - ii. ....
  - iii. ....
  - iv. ....,
3. How many people does the park employ in different departments and positions?
4. And what level of education does a person must have for every section mentioned above?
5. Among the employers which are been heard by the park have groceries, hotels, restaurants within and outside the park?

6. Are there permanent and temporary jobs?
  - i. Yes
  - ii. No
7. If yes in question' 5 how many are they?
8. What are the criteria for a job to be permanent and temporary in the park?
9. How many men and women are employed temporary or permanent?
10. How many hours per week does a person work either as permanent or temporary job?
11. What is the mode of payment for a temporary worker and how much are they paid?
12. Which of these positions are held by locals?
13. What level of education and age must the local have to obtain in order to hold the mentioned position above?
14. Does the park have any plans in employing other people in the future?
15. Is there any gender balance on the jobs which are been created by the park?
16. How many part time and full time jobs are there in the park?
17. What are the working hours for part time and full time jobs?
18. How many of the positions are held by locals [people from the close districts of origin]?
19. Jobs created through PAs, is there a problem of gender bias in relation to occupational segregation, wage differentials and working hours?

#### **Informal jobs**

20. Are there any informal jobs which are been conducted around the park?  
(prostitution, poaching)
  - i. Yes

ii. No

21. If yes mention them:

i. ....

ii. ....

iii. ....

iv. ....

22. To what extent are these jobs found (percentage)?

23. Who are the ones involved in the kind of the jobs local or non local communities?

**Appendix 2: Questionnaire for private sectors e.g. hotels, restaurants, lodges and guest house**

Date..... Name of the respondent .....

Job title.....District.....Village.....

Gender: Female/Male..... Age .....

1. What is the Address of Business Headquarters (Local, Regional, and International if a chain or franchise)?

Owner's Name (may be more than one owner)	District of Origin	Ethnicity	Current District of Residence

2. What percentage of the contractors business can be attributed directly to the park?
3. How many people does the contractor employ in the different sections and positions? Which of these positions are held by local?
4. Are there gender differences between different sections and positions?
5. Are these full-time or part-time and if part-time how much time (as percentage of full employment) do they spend working?
6. What is the salary within each job category? .....
7. Where is the owner of this business from? .....
8. Do they own other businesses and where are these located?
9. What percentage of your customers are tourists? Locals?
10. What are the costs incurred in terms of maintenance and repairs of your facilities annually? Who are the suppliers?

11. What are the costs incurred, or volumes purchased, in terms of fuel, raw materials for the restaurants (vegetables, cereals, potatoes, meats, etc). and who are the supplies?
12. What is the size of the business now compared to the size two years ago and five years ago?(Estimate size in terms of number of employees; if a multinational or national company, focus on local branch only).
13. What percentage of the business can be attributed directly to the park?
14. How many visitors does the hotel/restaurant receive per year?
15. What percent of the tourist do visit KINAPA?

**Appendix 3: Questionnaire for private sectors petrol stations, garages bus/taxi operators, shop owners, makers of artefacts etc.**

Date..... Name of the respondent .....

Job title.....District.....

Village..... Gender: Female/Male..... Age .....

1. What percentage of the business can be attributed directly to the park?
2. What percentage of the business can be attributed to private and public contractors?
3. How many people does the business employ in different sections and positions?  
(How many women and men)
4. Are these full-time or part-time; and if part-time, how much time (as percentage of full employment)?
5. What is the salary within each job category?
6. Which of these positions are held by locals?
7. How many visitors does the sector receive per year?

**Appendix 4: Questionnaire for community projects**

Project name .....Date.....

Name of the respondent.....Educational level.....

Length of time lived in the location: ..... gender: Female/Male .....

Marital status..... Age: .....District.....

Village .....

1. How much money does the park provide yearly for the project activity?
  - i. ....
2. Is the money sufficient for conducting the project activities?
3. How many people are members of the project? Are they all members of the village?
4. How many men and women?
5. What kind of benefit do you get from the project apart from employment?
  - i. ....
  - ii. ....
6. Do you have any other activities apart from the project? .....
7. And if your answer is yes in question 12 then what kind of activities mention
  - i. ....
  - ii. ....
  - iii. ....
8. Is there any other sources of fund apart from the park in which the project receives?

**Appendix 5: Community projects in KINAPA under SCIP**

(a) Hai district all projects in the year 1995-2009

Year	Activity /projects	Village	Contribution	
			KINAPA	Communities
1995/1996	Construction of village godown	Mowo Njamu	1 600 000	
1996/1997	Rehabilitation of road	Foo	2 800 000	
1997/1998	Construction of classrooms	Monico	1 800 000	
	Rehabilitation of road	Mowo Njamu	3 000 000	
	Construction of teachers house	Ngaroni	4 300 000	
1999/2000	Construction of classrooms	Nguni	3 800 000	
2000/2001	Construction of Library		3 400 000	
2002/2003	Construction of bridge	Mese	7 000 000	784 500
	Construction of water intake and Storage	Matadi	13 000 000	
	Construction of kindergarten	Kishisha	4 600 000	830 000
2003/2004	completion of Teachers housing	Sanya Juu	12 900 000	5 900 000
	Installation of water pipes	Matadi	12 900 000	
	Construction of bridge	Mese	1 100 000	
2004/2005	Construction of dormitory		14 300 000	6 000 000
	Construction of Library	Mae	14 600 000	3 700 000
2005/2006	Construction of water sources	Wari	920 000	300 000
2006/2007	Construction of classrooms	Nsharaa	13 800 000	5 900 000
	Renovation of Classrooms	Kyeeri	13 000 000	4 900 000
2007/2008	Construction of classrooms	Sawe	14 000 000	6 000 000
	Completion of Teachers housing	Sanya Juu	4 800 000	
2008/2009	Renovation of Classrooms	Ng'uni	27 000 000	11 800 000

## (b)Moshi rural district all projects in the year 1995-2009

Year	Activity /project	Village	Contribution from:	
			KINAPA	Communities
1994/1995	Roofing of classrooms	Lyasongoro	613 550	
	fence lilling	Lyasongoro	594 000	
1995/1996	Construction of Classroom	Lyasongoro	1 500 000	
1996/19997	Construction of bridge	Mbahe	8 500 000	
	Construction of Classroom	Komela	3 900 000	
1997/1998	Tree nursery		40 000	
	Construction of school camps		945 000	
	Construction of classroom and office		4 000 000	
	Rehabilitation of primary school		1 000 000	
	Rehabilitation of kitchen		500 000	
	Tree nursery		40 000	
	Rehabilitation of primary school		700 000	3 600 000
2000/2001	Construction of classroom	Yamu	4 400 000	
	Construction of fence	Komela	3 000 000	
	Renovation of primary school	Tema	534 000	
	Construction of classroom	Sisa	3 600 000	
	Construction of classroom	Mkomilo	3 800 000	
	Renovation of primary school		3 000 000	
2001/2002	Construction of laboratory and office	Mshiri	15 000 000	
2002/2003	Construction of bridge	Mbahe	1 000 000	1 700 000
	Construction of drawing and technical equipment	Kilema North	4 700 000	1 000 000
	Construction of dining hall	Mwika	9 000 000	1 600 000
	Construction of dispensary	Kinyamvuo	5 400 000	
	Renovation of classroom		3 900 000	1 200 000
2004/2005	Construction of classroom	Kifuni	1 900 000	
	Construction of classroom	Mshiri	14 000 000	
	Construction of bridge	Lyasongoro	17 500 000	
	Construction of dining hall	Mwika	2 500 000	
2005/2006	Water projects	Maande	17 400 000	7 400 000
	Renovation of classroom	Marua	7 700 000	2 200 000
	Construction of bridge	Sungu	16 700 000	6 000 000
	Renovation of classroom	Lyakombila	5 400 000	1 800 000
	Construction of classroom	Omarini	3 500 000	
	Construction of classroom	Mshiri	2 100 000	
	Renovation of classroom	Marua	7 600 000	
2006/2007	Construction of dormitory	Kifuni	14 000 000	6 000 000
	Bee-keeping project	Singa Juu	4 200 000	1 600 000
	Construction of energy saving stoves	Hai, Moshi Rural And Rombo District	11 000 000	10 000 000
	Construction of computer room	Tema	13 800 000	5 900 000
	Construction of Classroom	Omarini	13 500 000	4 600 000

Year	Activity /project	Village	Contribution from:	
			KINAPA	Communities
	Construction of Classroom		16 000 000	
	Construction of library	Mkokoweny	13 300 000	3 700 000
	Renovation of classroom	Nduweni	20 400 000	
	Provision of beds and mattresses for dormitory	Omarini	8 600 000	
	Provision of furniture	Mkokoweny	13 700 000	
	Construction of classrooms and office	Kilema	30 000 000	12 000 000
2008/2009	Construction of hostel	Kishumundu	36 000 000	15 000 000
	Completion of construction of bridge	Sungu	54 900 000	
	Development and Maintenance of tree nursery	Kokirie	4 100 000	1 800 000
	<b>Total</b>		<b>421 766 550</b>	<b>87 100 000</b>

**Appendix 6: Forms of income in KINAPA**

	<b>Non African (US \$)</b>	<b>East African (TAS)</b>
<b>Entry fees</b>		
Age 16 years and above	60	1,500
Age between 5 and 16	10	500
Age below 5 years	free	free
Crew fees (guides, porters and Cooks)		1US \$ (equivalent in TAS)
<b>Accommodation fees</b>		
Hut fees for all ages (Marangu route)	50	2000
Camping fees(Rongai, Machame, Londrosi, Umbwe and Mweka)	50	2000
Camping fees 5-16 year	10	500
<b>Rescue fees</b>		
The rate are fixed per person per trip to all ages	20	2000
<b>Filming fees</b>		
Fixed filming fee rate includes entrance, camping and filming.	100	100US\$
<b>Guiding fees for official guides</b>		
During working hours	10	500
Outside working hours	15	100

**Appendix 7: Suppliers information**

<b>Category</b>	<b>Type</b>	<b>Title/Name of Institution/Outfit</b>	
<b>Private</b>	Office supply and stationary Office machine rep. (computer and photocopy)	A and A electronic Moshi urban JR electronics – Arusha region Swift holdings	
	Telephone, Fax and Telegram	TTCL (landline) Prepaid (Vodacom, Zain and Tigo)	
	Vehicle fuel	BP buy in bulk (Tanzania Ltd depot) MEGA autosparses – Moshi urban	
	Vehicle Maintenance and Rep	Msoru Autosparses – Moshi urban Kunderua Autosparses – Moshi urban Jaka Autosparses – Arusha Vehicle service Tanzania Farmers Service Center – Arusha Arusha Art Ltd	
	Road Maintenance	Chekoteck Ltd – Moshi urban KIV Company Ltd Moshi urban Harmonic Ltd – Moshi urban	
	Maintenance of trails and camps	Mountain Cliff – Moshi Shaika building – Moshi Himo	
	Internet Staff uniform	Highway Africa TANAPA is responsible in ordering (Arusha)	
	<b>Public sector</b>	Water	Hai District Water Supplier and Kili Water
		Electricity	TANESCO