

INSTITUTE OF RURAL DEVELOPMENT PLANNING

(IRDP)



DEPARTMENT OF RURAL DEVELOPMENT AND REGIONAL PLANNING

**A FIELD ATTACHMENT REPORT SUBMITTED IN PARTIAL FULFILLMENT FOR
REQUIREMENT OF AWARD OF TECHNICIAN CERTIFICATE IN RURAL
DEVELOPMENT PLANNING OF THE INSTITUTE OF RURAL DEVELOPMENT**

PLANNING

BY

NADYA ISSA IDD

IRDP

P.O. BOX 138

DODOMA – TANZANIA

TEL. +255262302147

EMAIL: rector@irdp.ac.tz

WEBSITE: www.irdp.ac.tz

MAY, 2025

ACKNOWLEDGEMENT

From the depths of my heart, I first give thanks to ALMIGHTY GOD for His unwavering grace and blessings, which guided me through every phase of this fieldwork in Lembeni village, Mwanga District.

Foremost, I extend my deepest gratitude to my supervisor, Ms. Hawa Masalu, for her expert guidance, patience, and constructive feedback. Her mentorship was pivotal in shaping this research, particularly in navigating Lembeni's unique socio-economic dynamics.

I am profoundly grateful to the Institute of Rural Development Planning (IRDP), Dodoma, especially my fieldwork coordinator, for their logistical support and resources that enabled seamless data collection in this rural mountainous region.

To the leaders and residents of Lembeni village thank you for your openness, time, and trust. Special recognition goes to the Kisangara Farmers' Cooperative and the Kindoroko Forest Conservation Committee for sharing critical insights into land use and agricultural challenges.

I am thankful for my mother for her support, also to my friends, and peers your encouragement sustained me during challenging fieldwork in remote sub-wards like Kindoroko and Mbuyuni .

Finally, I honor the Pare elders and community health workers of Lembeni, whose wisdom enriched my understanding of cultural and environmental interdependencies in this ward.

.

STUDENTS'S DECLARATION

This field attachment report has not been submitted, in part or full, for either diploma, or other qualifications at this or any other institutions.

Student name: Nadya Issa Idd

Signature.....

Date

SUPERVISOR’S CERTIFICATION

I certify that this field attachment report is an independent work conducted out by Nadya Issa Idd,
a student in basic technician certificate course under my supervision and guidance.

.....
Supervisor’s Name	Signature	Date

TABLE OF CONTENTS

ACKNOWLEDGEMENT	i
STUDENTS’S DECLARATION	ii
SUPERVISOR’S CERTIFICATION	iii
TABLE OF CONTENTS.....	iv
LIST OF TABLES	vi
LIST OF FIGURE.....	vii
LIST OF APPENDICES.....	viii
LIST OF ABBREVIATIONS.....	ix
DEFINITION OF KEY TERMS	x
CHAPTER ONE	1
1.0 CHAPTER ONE	1
1.2 Profile of the field attachment area	1
1.2.1 Short history of the Ward.....	1
1.2.2 Geographical Location.....	2
1.2.3 Physical features	3
1.2.4 Social aspects	4
1.2.5 Economic aspects.....	5
1.2.6 Cultural aspects.....	7
1.2.7 Organization structure of Lembeni village	7
2.0 PRESENTATION OF EXPERIENCE FROM THE FIELD.....	9
2.1 Activities Undertaken	9
2.2 Experiences from the field.....	10
2.3 Achievement and Challenges faced by the village	12
2.3.2 Challenges faced by the ward.	13

CHAPTER THREE	15
3.0 CONCLUSION AND RECOMMENDATIONS	15
3.1 Conclusion	15
3.2 Recommendations.....	15
REFERENCES	17

LIST OF TABLES

Table 1: Number of population of Lembeni village	2
Table 2: Number of students at Lembeni Primary Schools in Lembeni village.....	4
Table 3: Number of students at Nyerere Secondary high schools in Lembeni village.....	5
Table 4:Categories of business at Lembeni village	6

LIST OF FIGURE

Figure 1: Organization structure of Lembeni village.....	8
--	---

LIST OF APPENDICES

Appendix 1: FIELD ATTACHMENTARRIVAL FORM.....	17
Appendix 2: FILED ATTACHEMENT LOGBOOK.....	18
Appendix 3: WARD MAP.....	19

LIST OF ABBREVIATIONS

- FGD - Focus Group Discussion
- IRDP - Institute of Rural Development planning
- URT - United Republic of Tanzania
- VEO - Ward Executive Officer
- WHO - World Health Organization
- NGO - Non-Governmental Organization
- NIDA - National Identification Authority

DEFINITION OF KEY TERMS

Community	- Is a social unit that may vary in size but is characterized by shared values, common interests, or geographic proximity, such as a village or town (macqueen et al., 2001). Communities are fundamental units for planning, service delivery, and collective action.
Conflict resolution	- Is the process of addressing disagreements or disputes through dialogue, negotiation, mediation, or other non-violent methods. In rural development, it is vital in land disputes, resource access, and community governance (fisher, ury, & patton, 2011).
Development	- Refers to a structured process of identifying and addressing needs or challenges, often at an early stage of planning or systems design. It involves analyzing various alternatives and selecting the most suitable approach for improving capabilities, services, or livelihoods (INCOSE, 2015).
Fieldwork	- Is a practical learning activity carried out outside the classroom, allowing students to apply theoretical knowledge to real-world situations. It helps in building professional skills, understanding local contexts, and engaging with community-based development issues (creswell & poth, 2018).
Governance	- Refers to the structures, processes, and traditions that determine how power and responsibilities are exercised, how decisions are made, and how citizens are engaged in public affairs (UNDP, 1997).
Local government	- Refers to decentralized administrative units that are closest to the population and are responsible for providing public services, enforcing laws, and promoting local development within their jurisdictions (URT, 2018). In Tanzania, local government authorities play a critical role in implementing national development policies at the grassroots level.
Participatory planning	- Is a planning approach that involves stakeholders, particularly community members, in decision-making processes. It ensures that development interventions reflect local priorities, knowledge, and values (chambers, 1994).
Service delivery	- Refers to the mechanisms and processes through which public services (e.g., education, water supply, health) are made available to citizens. Effective service delivery is essential for improving living standards and promoting social equity (world bank, 2004).
Sustainable development	- Is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It balances economic growth, environmental protection, and social equity (wced, 1987).

CHAPTER ONE

1.0 CHAPTER ONE

1.1 Background Information

Field Attachment Period: The field attachment was conducted from 4 November to 29 November 2024 at Lembeni Ward in Mwanga District, Kilimanjaro Region. Activities included administrative tasks (e.g., document processing), conflict resolution, and participation in community meetings to discuss socio-economic development projects. These engagements provided practical insights into local governance and community dynamics.

1.2 Profile of the field attachment area

1.2.1 Short history of the Ward

1.2.1.1 Establishment

Lembeni Village is one of the administrative units within Lembeni Ward, situated in Mwanga District of Kilimanjaro Region. The village was formally recognized as a distinct settlement in the early 1970s during the implementation of the Ujamaa villagization policy under the leadership of President Julius Nyerere. Its establishment was driven by the government's efforts to centralize rural populations for improved access to social services, infrastructure, and agricultural support. Prior to formalization, the area consisted of scattered homesteads primarily inhabited by the Pare ethnic group, engaged in traditional farming and livestock keeping. Over time, the village developed a more organized settlement pattern, with infrastructure such as a primary school, health dispensary, and cooperative farming units.

1.2.1.2 Population

As per the 2022 Population and Housing Census, Lembeni Village recorded a total population of 3,712 individuals, composed of 1,937 females and 1,775 males. The population distribution reflects the broader demographic trend within Mwanga District, where a slightly higher proportion of females is observed. The village is primarily rural, and the population is distributed across several hamlets (vitongoji), with settlement patterns influenced by topography, access to water sources, and arable land availability. The demographic structure indicates a youthful population,

with a significant proportion under the age of 35, contributing to a high dependency ratio and emphasizing the need for targeted youth development programs.

Table 1: Number of population of Lembeni village

Gender	Number of People
Female	1,937
Male	1,775
Total	3,712

Source: VEO 2024

1.2.1.3 Ethnicity

Lembeni Village is predominantly inhabited by the Pare ethnic group, indigenous to the North Pare Mountains. The Pare people have historically maintained strong communal ties, traditional agricultural practices, and customary land tenure systems. In recent decades, there has been a gradual in-migration of other ethnic groups, including the Chaga, Zaramo, and Haya, largely due to intermarriage, trade, and educational migration. Despite this diversity, the village retains a strong Pare cultural identity, reflected in local festivals, language (Kipare), and social norms.

1.2.2 Geographical Location

1.2.2.1 Area

Lembeni Village covers an estimated area of approximately 11.3 square kilometers. The landscape is defined by a mixture of cultivated land, natural vegetation, and hilly terrain typical of the North Pare Mountain range. The village's arable land is mainly used for subsistence farming, while other parts are conserved under community-based forest management initiatives. The area is ecologically significant due to its proximity to forest reserves and water catchments that support both human and ecological needs.

1.2.2.2 Size

The village consists of five main hamlets: Kisangara Juu, Kisangara Chini, Lembeni Kati, Mavumo, and Madukani. These hamlets vary in size, with Lembeni Kati being the administrative

and economic hub. Settlement patterns in the village are semi-clustered, shaped by traditional land inheritance systems and the terrain. The total land size allows for mixed land use, including housing, small-scale farming, livestock grazing, and communal woodlots.

1.2.2.3 Location

Geographically, Lembeni Village is located at an approximate latitude of -3.6030° S and longitude 37.5605° E, within the Lembeni Ward of Mwanga District, Kilimanjaro Region. It lies along the eastern slopes of the North Pare Mountains, about 9 kilometers south of Usangi Township and 6 kilometers west of Kilomeni. The village is accessible via a gravel road branching off from the Mwanga–Usangi trunk road, facilitating the movement of goods and people to and from neighboring wards. Its highland location provides moderate temperatures and seasonal rainfall, which support its predominantly agrarian economy.

1.2.3 Physical features

1.2.3.1 Vegetation

Lembeni Ward is characterized by montane forest ecosystems and agroforestry systems influenced by its location in the North Pare Mountains. The vegetation includes indigenous tree species (e.g., *Albizia*, *Ficus*) within the Kindoroko Forest Reserve, alongside cultivated crops such as coffee, bananas, and maize. Smallholder farmers integrate fruit trees like baobab, avocados and mangoes into their plots, while communal efforts to plant drought-resistant shrubs (e.g., *Grevillea*) aim to combat soil erosion. The ward's soil is predominantly volcanic loam, enriched by organic matter from forest cover and sustainable farming practices. However, over-cultivation and deforestation in some areas have led to patches of degraded, rocky soil. Local by-laws promote terracing and tree planting to restore fertility.

1.2.3.2 Rainfall

Lembeni experiences a bimodal rainfall pattern, with the "long rains" from March to May and "short rains" from October to December. Annual precipitation averages 800–1,200 mm, though variability due to climate change has caused irregular dry spells, impacting rain-fed agriculture. Heavy rains occasionally trigger landslides in steep terrain.

1.2.3.3 Temperature

Temperatures range from 15°C to 25°C annually, moderated by the ward’s elevation (926 meters). Cooler conditions prevail in higher-altitude areas near the Kindoroko Forest (June–August: 12°C–18°C), while lower valleys experience warmer temperatures (December–February: 20°C–28°C).

1.2.4 Social aspects

1.2.4.1 Health

Lembeni Ward has one dispensary (Lembeni Dispensary) that provides basic healthcare services, including maternal care and treatment for common illnesses. For advanced medical care, residents rely on facilities in neighboring Kilomeni Ward or Mwangi Town. Community health workers and mobile clinics supplement local healthcare access, particularly in remote mountainous areas.

1.2.4.2 Education

Lembeni has three primary schools (Kindoroko Primary, and Mbuyuni Primary) and one secondary school (Nyerere Secondary School). Teacher shortages, especially in science subjects, persist at the secondary level. Enrollment trends reflect the ward’s rural population, with many students traveling to nearby wards for advanced education.

Table 2: Number of students at Lembeni Primary Schools in Lembeni village

STANDARDS	FEMALE	MALE	TOTAL
I	45	40	85
II	50	45	95
III	60	55	115
IV	65	60	125
V	70	65	135
VI	75	70	145
VII	80	75	155
TOTAL	445	410	855

Source: VEO 2024

Table 3: Number of students at Nyerere Secondary high schools in Lembeni village

FORM/CLASS	FEMALE	MALE	TOTAL
I	60	70	130
II	55	65	120
III	50	55	105
IV	45	50	95
TOTAL	210	240	450

Source: VEO 2024

1.2.4.3 Water

Lembeni faces seasonal water challenges due to its mountainous terrain. While rivers and streams provide natural water sources, dry spells strain access. The district government has installed limited piped water systems, but many households rely on rainwater harvesting or communal wells. Conservation projects aim to protect watersheds in the Kindoroko Forest.

1.2.4.4 Roads

Road infrastructure is basic and unpaved, with steep, rugged paths connecting sub-wards. During heavy rains (March–May), landslides and erosion disrupt transportation, isolating some communities. Motorcycles and foot travel remain common, though the district prioritizes road upgrades to improve market access.

1.2.5 Economic aspects

1.2.5.1 Agriculture

In Lembeni village which is within the Mwanga District most of their people are engaged in small scale agriculture (small farming) their main crops are vegetable, maize and cashew nut which help them earn food and income.

1.2.5.2 Business

In Lembeni village also most of their people are engaged in small business like to repair bicycle (bicycle services) and motorcycle services, hair cut salon also there are medium business in which people have invested in Lembeni village within Mwanga District like bar, shops of liquor, guest

house, stationary and pharmacy which help them to get an income to develop their living conditions. Look the table below which show the different business at Lembeni village.

Table 4:Categories of business at Lembeni village

Types of Business	Number
Crop Trading Stalls	17
Bicycle Repair Shops	5
Hair Salons	3
Welding business	5
Small Kiosks (Food/Goods)	25
Hardware	1
Livestock Markets	4
Stationery	2
Grain processing	1
Markets	1
Supermarket	1
Money transfer points	8
Tailors	7
Total	80

Source: Mwanga District Economic Office (2025)

1.2.5.3 Livestock

Livestock rearing (goats, chickens, and dairy cattle) supplements household incomes and provides manure for farming. Poultry is widespread due to low upfront costs, while cattle are limited to wealthier households. Milk and eggs are sold locally, though market access is hindered by poor road infrastructure.

1.2.6 Cultural aspects

1.2.6.1 Traditional beliefs

Lembeni Ward is predominantly inhabited by the Pare ethnic group, with a minority of Chaga migrants. Most residents practice Christianity (Protestant and Catholic denominations) or Islam, though traditional beliefs persist, particularly in rituals tied to land fertility, ancestor veneration, and healing. Some consult local healers (waganga) for spiritual or medicinal needs.

1.2.6.2 Food

People in Lembeni ward have food that they eat, there are food like Chips and Kuku, Ugali, rice, banana, cassava, potatoes and green vegetation which help them to get good health.

1.2.6.3 Festival

People in Lembeni ward celebrate religions festivals for the Islam, they celebrate Eid el Fitri, Eid al-Adha, and Maulid, and Christianity celebrate Easter and Christmas.

1.2.7 Organization structure of Lembeni village

The organizational structure within the ward is designed to streamline governance and service delivery across various sectors. At the apex of the structure is the Ward Development Committee, which provides overall guidance and direction for the ward's development initiatives. Directly under this committee is the Ward Executive Officer, responsible for the coordination and management of key administrative functions. The officer oversees several departments, including Trade, Agriculture and Livestock, Community Development, Health and Environment, Education, Building Inspection, and Revenue Collection. These departments are tasked with implementing specific programs and services related to their respective areas. Additionally, the Auxiliary Police are included within this structure, playing a critical role in maintaining order and security. At the grassroots level, the Mtaa Executive represents local leadership, engaging with the community to ensure effective implementation of initiatives. This organizational structure facilitates clear lines of authority and enhances the delivery of services to the local population.

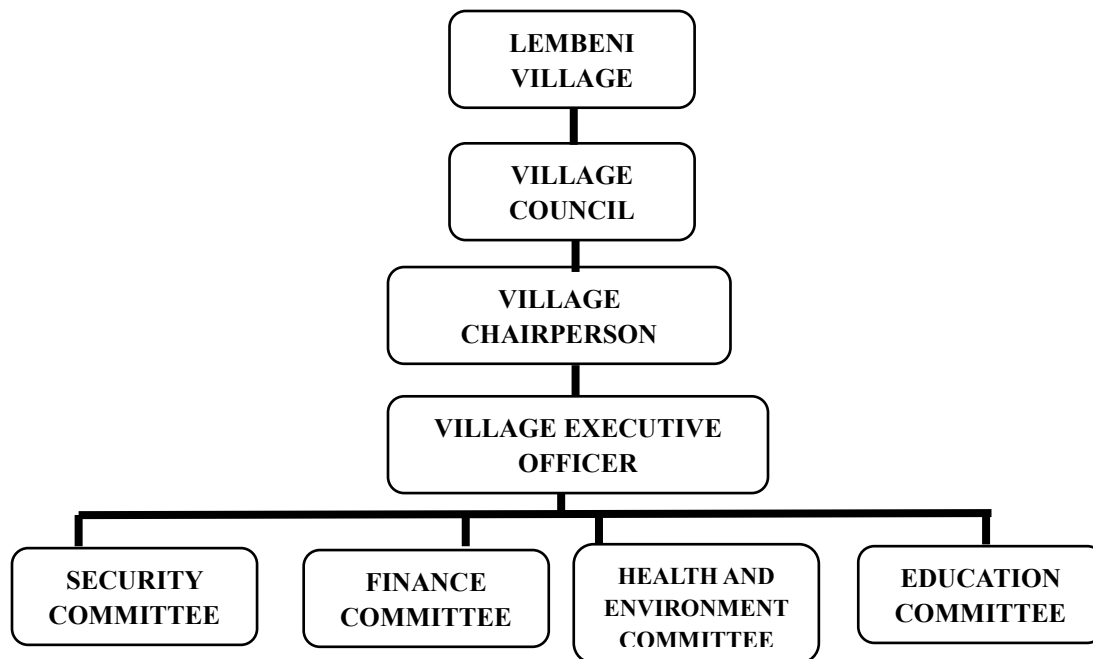


Figure 1: Organization structure of Lembeni village

CHAPTER TWO

2.0 PRESENTATION OF EXPERIENCE FROM THE FIELD

2.1 Activities Undertaken

Reporting Day and Orientation

On the first day, I reported to the Lembeni Ward Executive Office in Mwanga District. The Ward Executive Officer (VEO), alongside council leaders and representatives from the Kisangara Farmers' Cooperative, welcomed me. I introduced myself as a student from IRDP, and the VEO provided an orientation on office protocols, emphasizing the ward's focus on agricultural development, land conservation, and community-led projects.

Attending Staff Meetings

I participated in a staff meeting addressing the expansion of Lembeni Secondary School. Attendees included the VEO, village chairpersons, and representatives from the Kindoroko Forest Conservation Committee. Discussions centered on securing funds for new science classrooms and sourcing textbooks. A resolution was reached to collaborate with Mwanga District Council and NGOs to mobilize resources, reflecting the community's prioritization of education despite resource constraints.

Signing Water Supply Letters

I assisted in drafting letters for residents seeking improved water access, a critical issue in Lembeni due to seasonal shortages. These letters were addressed to the Mwanga District Water Department, urging expedited repairs to rainwater harvesting systems and pipelines affected by landslides.

Conflict Resolution

I supported mediation in land disputes common in Lembeni due to fragmented land ownership and familial disagreements over inheritance. Additionally, I helped address absenteeism among students at Kisangara Primary School, collaborating with teachers and parents to identify barriers like long travel distances to schools.

Stamping Official Documents

I authenticated documents for residents applying for national IDs through the National Identification Authority (NIDA), ensuring compliance with registration requirements. This task highlighted challenges such as limited internet connectivity in remote sub-wards.

Compiling Lists of Delinquent Agricultural Loan Recipients

At the VEO's request, I compiled a list of farmers who defaulted on loans issued by the Kilimanjaro Agricultural Development Bank. This list aimed to address rising complaints from cooperative leaders and streamline repayment plans for struggling households.

Issuing Birth Certificates

I registered children under five at Lembeni Dispensary, many of whom lacked birth certificates due to limited awareness of civil registration processes. This initiative aligned with Tanzania's national drive to improve documentation in rural areas.

Organizing and Filing Documents

I reorganized disarrayed files related to land tenure records and forest conservation permits, categorizing them by sub-ward (e.g., Kisangara, Kindoroko). This effort facilitated quicker retrieval of documents during audits.

Document Completion

I completed forms for incoming correspondence, including applications for tree-planting grants under Mwanga District's environmental programs. I also drafted recommendation letters for residents applying to vocational training programs in sustainable farming techniques.

2.2 Experiences from the field

Practical Exposure to Ward-Level Administration

One of the major experiences gained was understanding the operational structure of a ward office within the Tanzanian local government framework. From the initial orientation session, I learned the protocols, administrative roles, and stakeholder coordination mechanisms used to govern Lembeni Ward. The involvement of various community-based organizations, such as the

Kisangara Farmers' Cooperative and Kindoroko Forest Committee, highlighted the importance of participatory planning and inclusive development.

Education Sector Planning and Stakeholder Mobilization

Through attendance at a staff meeting on the expansion of Lembeni Secondary School, I observed firsthand how local authorities prioritize and plan for education improvements. I noted that resource mobilization efforts often involve collaboration with non-state actors such as NGOs and development partners. This reinforced the theoretical concept of multi-stakeholder development planning and the role of education in rural transformation.

Water and Infrastructure Planning

Assisting in drafting letters related to water supply challenges gave me insight into the persistent infrastructural constraints facing rural communities. Seasonal water shortages, compounded by landslide damage to harvesting systems, revealed the vulnerability of such communities to environmental hazards. This experience expanded my knowledge on the importance of sustainable infrastructure planning, especially in climate-sensitive regions.

Conflict Resolution and Social Planning

By supporting conflict mediation in land disputes and addressing school absenteeism, I applied my classroom knowledge of community engagement and participatory conflict resolution. The disputes largely stemmed from inheritance issues and unclear land boundaries, common challenges in many Tanzanian villages. I learned the significance of customary land tenure systems and the need to integrate local cultural practices in formal governance processes.

Service Delivery and Documentation Challenges

While authenticating documents for NIDA and issuing birth certificates at the Lembeni Dispensary, I gained a clearer understanding of civil registration systems in rural settings. I observed that poor internet access and limited awareness among residents contributed to delays in official documentation. This highlighted the digital divide and called attention to the need for inclusive digital infrastructure and civic education.

Rural Finance and Agricultural Planning

Compiling a list of farmers with unpaid agricultural loans exposed me to the complexities of rural finance and cooperative management. Many defaulters were smallholder farmers affected by unpredictable weather patterns and market instability. This emphasized the need for risk-sensitive agricultural planning, improved extension services, and accessible rural credit systems.

Administrative Efficiency and Records Management

In organizing and filing disordered land and conservation records, I applied principles of administrative management and data handling. Proper filing and retrieval systems not only improve office efficiency but also enhance transparency and accountability in public service delivery. This practical task reinforced the importance of proper records management in local governance.

Environmental Planning and Sustainable Development

Completing forms for environmental grants and drafting recommendation letters for vocational training programs in sustainable agriculture introduced me to practical environmental planning efforts within the ward. I observed the community's growing interest in tree-planting and soil conservation as a strategy to combat deforestation and land degradation, aligning with Tanzania's national environmental priorities.

2.3 Achievement and Challenges faced by the village

2.3.1 Achievement registered by the Ward

i. Road Infrastructure Upgrades

Lembeni Ward has benefited from graded gravel road projects funded by the Mwanga District Council and NGOs like CARE Tanzania. These roads connect sub-wards (e.g., Kisangara to Kindoroko), improving access to markets in Mwanga Town for farmers selling coffee and vegetables. While unpaved, these upgrades reduce isolation during dry seasons and enhance emergency service reach.

ii. Establishment of Women’s Agricultural Cooperatives

Women-led groups like Kisangara Women’s Farming Collective have been formed to address gender disparities in land access. These cooperatives provide microloans, training in drought-resistant crop cultivation, and collective bargaining power for crop sales. For example, in 2023, the group secured a grant to install solar-powered irrigation systems for vegetable farming.

iii. Enhanced Healthcare and Security

Upgraded with a maternity wing in 2024, reducing maternal referrals to Mwanga Town. A Kindoroko Forest Patrol Unit was established to combat illegal logging and wildlife poaching, improving environmental and community security.

2.3.2 Challenges faced by the ward.

i. Early Pregnancy and School Dropouts

Early pregnancies among adolescent girls in Lembeni Ward are linked to limited access to secondary education and cultural norms prioritizing early marriage. Many girls drop out after primary school due to long distances to the sole secondary school (Lembeni Secondary School) and familial pressure to marry. A 2024 district report noted that ~25% of girls aged 15–19 in Mwanga District are mothers, with Lembeni’s remote sub-wards (e.g., Kindoroko) disproportionately affected.

ii. Shortage of Science Teachers

Lembeni Secondary School faces a critical shortage of qualified science teachers, particularly in biology and chemistry. This deficit forces students to share outdated textbooks or skip practical experiments, hindering performance in national exams. In 2024, only 12% of Form IV students qualified for advanced science programs, reflecting systemic gaps in STEM education.

iii. Loan Defaults and Gender-Based Financial Vulnerabilities

Women in Lembeni’s farming cooperatives often struggle with microfinance loan repayments due to crop failures caused by erratic rainfall. For example, in 2024, 35% of women in the Kisangara Women’s Collective defaulted on loans after drought destroyed their maize harvests. Creditors

have confiscated household assets (e.g., livestock, farming tools), exacerbating poverty cycles. Limited financial literacy and lack of insurance mechanisms compound the issue.

iv. Youth Unemployment and Theft

Youth unemployment (estimated at 40% among ages 18–35) drives petty theft and illegal activities, such as timber poaching in the Kindoroko Forest Reserve. Gangs target livestock and crop stores, particularly in isolated sub-wards like Mbuyuni . Community policing efforts are under-resourced, with only 2 officers patrolling vast mountainous terrain.

CHAPTER THREE

3.0 CONCLUSION AND RECOMMENDATIONS

3.1 Conclusion

In conclusion, while Lembeni Ward has made visible progress in infrastructure development, women's empowerment, and healthcare access, the ward continues to face deep-rooted challenges that undermine long-term development goals. Early pregnancies and school dropouts are symptoms of both limited access to secondary education and persistent socio-cultural pressures. The shortage of science teachers in rural schools like Lembeni Secondary stifles the academic potential of youth, particularly in critical STEM fields. Women's financial vulnerabilities aggravated by climate-induced crop failures and inadequate microfinance support highlight the fragility of rural livelihoods. Meanwhile, high youth unemployment has fueled insecurity, theft, and environmental degradation through illegal activities such as timber poaching. Compounded by climate variability and uncoordinated land ownership patterns, these challenges demand multi-sectoral, inclusive, and climate-resilient development strategies. A people-centered approach, grounded in education, skills development, and institutional collaboration, is essential for building a more equitable and sustainable future for Lembeni Ward.

3.2 Recommendations

Expand secondary education access for girls. To reduce early pregnancies and school dropouts, especially in remote sub-wards like Kindoroko and Mbuyuni, it is vital to bring education services closer to the community. The government, in collaboration with NGOs, should construct additional secondary schools or establish satellite campuses and hostels to accommodate girls from distant villages.

Provide incentives to attract and retain science teachers. The shortage of science teachers in Lembeni Secondary School calls for the introduction of rural-specific incentive packages, including hardship allowances, accommodation support, and professional development opportunities. Partnering with teacher training colleges and deploying interns or newly qualified teachers through public-private programs can fill immediate gaps.

Strengthen rural microfinance systems and financial literacy. Women in farming cooperatives face high loan default risks due to climate shocks and poor financial planning. To address this, microfinance institutions should introduce weather-indexed crop insurance and promote community savings groups like VICOBA.

Create employment opportunities for youth through skills training. With youth unemployment fueling theft and illegal logging, vocational training centers should be established to equip young people with skills in areas such as carpentry, tailoring, solar energy, and sustainable agriculture. Supporting youth with start-up capital and mentorship for business development can encourage entrepreneurship.

Strengthen community policing and security infrastructure. To combat rising theft and forest crimes, the local government should recruit and train more community policing officers and provide them with resources like motorcycles for mobility across the mountainous terrain. Forming youth-led neighborhood watch groups can also improve surveillance and civic responsibility.

Promote climate-resilient agriculture and water management. Erratic rainfall and drought have exposed the vulnerability of Lembeni's farming systems. The introduction of drought-tolerant crops, agroforestry techniques, and conservation agriculture can improve productivity under changing climate conditions.

Improve land governance and planning. Fragmented and undocumented land ownership contributes to inequality and limits agricultural investment. Village councils, with support from the district land office, should initiate participatory land-use planning and support formal land titling processes.

REFERENCES

- Mwanga district Socio-Economic Profile, December 2021;
Field attachment guideline (Institute of Rural Development Planning).
National Sample Census of Agriculture 2012 and 2022, Mwanga district, National Bureau of Statistics.
Ward executive office 2022 & 2023 Data for population, amount of rainfall and temperature, food crops and cash crops, livestock keeping and organization structure of the Ward.
- Chambers, R. (1994). *Participatory rural appraisal (PRA): Challenges, potentials and paradigm*. World Development, 22(10), 1437–1454.
- Creswell, J. W., & Poth, C. N. (2018). *Qualitative inquiry and research design: Choosing among five approaches* (4th ed.). Sage Publications.
- Fisher, R., Ury, W., & Patton, B. (2011). *Getting to yes: Negotiating agreement without giving in* (3rd ed.). Penguin Books.
- INCOSE. (2015). *Systems Engineering Handbook: A Guide for System Life Cycle Processes and Activities* (4th ed.). Wiley.
- MacQueen, K. M., McLellan, E., Metzger, D. S., Kegeles, S., Strauss, R. P., Scotti, R., ... & Trotter, R. T. (2001). What is community? An evidence-based definition for participatory public health. *American Journal of Public Health*, 91(12), 1929–1938. <https://doi.org/10.2105/AJPH.91.12.1929>
- United Nations Development Programme (UNDP). (1997). *Governance for sustainable human development*. UNDP Policy Paper.
- United Republic of Tanzania (URT). (2018). *Local Government System in Tanzania*. Ministry of Regional Administration and Local Government.
- World Bank. (2004). *World development report 2004: Making services work for poor people*. World Bank and Oxford University Press.
- World Commission on Environment and Development (WCED). (1987). *Our Common Future*. Oxford University Press.

APPENDICES