



UNITED REPUBLIC OF TANZANIA

**TASAF III
VULNERABLE GROUPS PLANNING FRAMEWORK**

Final

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LIST OF ACRONYMS

CBO.....	Community Based Organisation
CSOs.....	Civil Society Organisations
IGA.....	Income Generation Activity
LGA.....	Local Government Authority
NGO.....	Non-Governmental Organisation
NSC.....	National Steering Committee
OP.....	Operational Policy
PME.....	Participatory Monitoring and Evaluation
PMT.....	Proxy Means Test
PSSN.....	Productive Social Safety Net
SIA.....	Social Impact Assessment
TASAF.....	Tanzania Social Action Fund
TMU.....	TASAF Management Unit
VGP.....	Vulnerable Groups Plan
VGPF.....	Vulnerable Groups Planning Framework
WB.....	World Bank

EXECUTIVE SUMMARY

The Government of Tanzania has established a Productive Social Safety Net (PSSN) as part of its Social Protection Framework. The PSSN has been supporting the poorest and the most vulnerable groups through a series of interventions aimed at (i) protecting households from seasonal and unexpected shocks affecting their income and assets, (ii) providing them with tools to mitigate current poverty and vulnerability, and (iii) promoting them to improve their living standards and get out of food poverty. The ultimate goal of the PSSN is to enable poor and vulnerable households to move on to a positive trajectory, first, by stabilizing food consumption and preventing long-term consequences of extreme poverty; and then, by focusing on enhancing human development capabilities, assets and livelihoods.

At the core of the PSSN is the provision of timely and predictable transfers to eligible households. Previous phases of the Tanzania Social Action Fund (TASAF) focused on a range of social fund-related sub-projects, usually through a one-off intervention in selected villages and communities. The PSSN is targeting households as its primary goal and, depending on their specific situation, will support them through a combined intervention based on cash transfers linked to participation in public works and adherence to co-responsibilities. The safety net will be built by a set of instruments to: (i) establish and promote a participatory consultation process and promote the involvement of beneficiaries, communities and local level structures in the design and implementation of the intervention ii) build capacities of the national, local and community level implementers iii) undertake community based selection of the poorest and register program beneficiaries using community based targeting process and objectively verified through statistical Proxy Means Test (PMT); (iv) monitor program implementation and measure results; (v) improve coordination with other existing assistance interventions; (vi) gradually incorporate or merge new complementary programs into the PSSN; (v) rationalize the social protection expenditure to minimize overlaps and fill gaps; and (vi) create and strengthen links between the safety net interventions with other programs to support beneficiaries to take the opportunities offered by economic growth.

Building on the interventions designed under the original project, the Additional Financing would contribute to the Government's goal of reducing extreme poverty incidence through the scale-up and further consolidation of the social safety net system in the country by supporting the implementation of activities to: (i) increase coverage of the Conditional Cash Transfer (CCT) and the Labour Intensive Public Works (PW) to 1.1 million and 600,000 households respectively, and expand the scope of the community savings promotion component (COMSP) to include Livelihood Enhancement (LE) activities to support income generating capacity for 250,000 households; and (ii) increase the efficiency of the PSSN by further integrating and coordinating the common targeting mechanisms, single registry of beneficiaries, management information system (MIS), monitoring and evaluation (M&E), payments system, and the grievance redress mechanism (GRM).

PSSN is currently working on the PW roll out strategy based on the lessons learned during the pilot. Given the need to keep a high labor intensity (75% or higher), the strategy, particularly for areas where vulnerable groups live, is supported on the implementation of sub-projects to improve the management of existing natural resources in those communities which involves, among others, reforestation, water management, land recovery (in the coastal areas), construction of terraces to mitigate erosion, water source protection, small scale irrigation schemes, among others. Overall, the PW subprojects are simple community assets tailored to

complement the existing livelihoods and natural resource base. In addition, the TASAF PW team is currently carrying out intensive training, capacity building and consultation.

Generally, the project is designed to target the extremely poor and vulnerable populations throughout the country. There are different categories of Vulnerable Groups in the project area exposed to various forms of vulnerability. These groups meet the following criteria: (i) those that may be below the food poverty line, and (ii) lack access to basic social services – (including those that are geographically isolated), and (iii) are not integrated with society and (iv) lack equal decision making power in the community .¹

This VGPF provides guidance for ensuring that: there is free, prior and informed consultation leading to broad community support by vulnerable groups for project activities; any adverse impacts on vulnerable groups are mitigated; the project involves socially appropriate benefit-sharing; there is a grievance mechanism; and there is monitoring and evaluation of the implementation of the Vulnerable Groups Plan(s).

1.0 BACKGROUND: APPLICATION OF THE CONCEPT OF VULNERABLE GROUPS

1.1 Constitution of the United Republic of Tanzania

One of the key principles of the Tanzanian Constitution emphasizes the importance of national unity as opposed to tribes or ethnic groups.

The following Articles emphasize the principle of national unity:

Article 8(2): The structure of the Government of the United Republic and the Revolutionary Government of Zanzibar or any of their organs, and the discharge of their functions shall be so effected as to take into account the unity of the United Republic and the need to promote national unity and preserve national dignity.

Article 9: The object of this Constitution is to facilitate the building of the United Republic as a nation of equal and free individuals enjoying freedom, justice, fraternity and concord, through the pursuit of the policy of Socialism and Self Reliance which emphasizes the application of socialist principles while taking into account the conditions prevailing in the United Republic. Therefore, the state authority and all its agencies are obliged to direct their policies and programmes towards ensuring (g) that the Government and all its agencies accord equal opportunities to all citizens, men and women alike without regard to their colour, tribe, religion, or station in life...

Article 29: (1) Every person in the United Republic has the right to enjoy fundamental human rights and to enjoy the benefits accruing from the fulfillment by every person of

¹It is important that Vulnerable Groups benefit from the project in socially appropriate ways, based on free, prior and informed consultations. This could include measures to deliver services in a manner that is easily understood by local populations, or to tailor benefits to the occupations of Vulnerable Groups. This should also include socially appropriate factors, such as the inherited ideas, beliefs, values, and knowledge, which constitute the shared bases of social action. It is important to clarify, however, that the provisions of socially appropriate benefits from the project does not supersede broader Government programs and policies aimed at social development, such as those that promote universal access to health and education services, or promote gender inclusion.

this duty to society, as stipulated under Articles 12 to 28 of this Part of this Chapter of the Constitution.

(2) Every person in the United Republic has the right to equal protection under the laws of the United Republic.

(3) A citizen of the United Republic shall not have a right, status or special position on the basis of his lineage, tradition or descent.

(4) It is hereby prohibited for any law to confer any right, status, or special position upon any citizen of the United Republic on the basis of lineage, tradition or descent.

(5) In order that all persons may benefit from the rights and freedoms guaranteed by this Constitution, every person has the duty to so conduct himself and his affairs in the manner that does not infringe upon the rights and freedoms of others or the public interest.

Given the above principles in the Tanzanian Constitution, Vulnerable Groups in the PSSN Additional Financing project area are broadly identified as all extremely poor people living below the food poverty line, with specific special attention to women-headed households, the elderly, disabled, youth, children, persons with HIV/AIDS and any disadvantaged communities.

1.2 Vulnerable Groups in the Project Area

The PSSN project and the Additional Financing will support over 1.1 million households living below the food poverty line or at risk of falling below the poverty line. Among these 1.1 million poor households receiving benefits from PSSN the most vulnerable groups include those:(i) headed by women, children or elderly, (ii) with a large number of children and youth; and (iii) whose members have persons with disabilities or HIV/AIDS; and in general any “disadvantaged communities” living in extremely poor conditions.

People’s livelihood strategies, and how they respond to difficulties, are closely linked to their social cohesion and the physical and institutional environment. In rural areas livelihoods are primarily based on the production of food and cash crops, and livestock are also important. Different communities have different measures of what constitutes poor rains and what constitutes a drought, and they have different responses to these hazards. Issues such as isolation from roads and markets, proximity to large cities, irrigated plantations, or mining operations can offer substantial obstacles and opportunities to development; including social values and government policy also influence livelihoods.

For the purposes of this VGPF, the following are vulnerable groups in the project: women-headed households, children, elderly, and disadvantaged communities.

Women headed households: Approx. 20% of Tanzanian women ages 25-50 are unmarried, divorced, separated or widowed. In 2007, 23% of rural households were headed by women; the percentage is higher in urban areas (up to 30%). Women heads of households experience a greater work and time-burden and responsibility, often making them more vulnerable than families with both parents present. Decision-making is (largely) controlled by the women themselves, which often positively influences their choice to join meetings, associations, participate in social events etc.

Elderly: Elders who are primary caregivers for young children are more vulnerable to poverty and lack of food security (approx. 10% of the elderly (60+ years) in Tanzania, and 14% of elderly women). In some areas elderly women are at times accused of witchcraft. Incidents of physical violence against or murder of such accused elderly women have occurred in the lake zone.

Children: Extremely poor households that are larger and have more children and youth, and therefore are more vulnerable to shocks affecting their income. Furthermore, child labour in rural areas is higher than in urban areas. For children aged 5-17 years, 36.1% of boys and 28.2% of girls provide child labour. A majority (between 50 – 60%) of children in the corridor live with their parents; up to 22% live with their mother only, even when father is often still alive (TDHS 2010); single (women) headed households are often more vulnerable to poverty than households where both parents are present.

Disadvantaged Communities: These include hunter-gatherer communities, agro-pastoralist groups and those communities with limited access to social services due to geographic and infrastructure-related constraints. While some communities engage in foraging and hunting, others farm and herd, and, in some cases, certain communities are agro-pastoralists who are sedentary. This has led to a lack of effective representation, making it difficult for both communities and the government to gather information on the challenges facing this group. Some groups have kept to their traditional ways (they are highly patrilineal), rarely seeking outside employment or engaging in intergroup marriage. They have in place clear community-based social (governance) structures for male elders, women, and for youth. The wealth of such groups is normally measured by the number of livestock; cattle, goats, sheep and chicken they possess.

Currently, most agro-pastoralist communities have been more successful in becoming integrated into other communities in which they settle. For example, agro-pastoralists have been able to participate in decision making processes. They were renting land, growing crops and even had positions in community governance structures and community based organizations (CBOs). The hunter-gatherers, on the other hand, have tended to be more isolated from communities and decision making. This is due in part to a less sedentary, more nomadic lifestyle.

2. GUIDELINES FOR THE PREPARATION OF VULNERABLE GROUPS PLANS

2.1 Project Description

The Government of Tanzania decided to create a Productive Social Safety Net (PSSN) as part of its Social Protection Framework. The PSSN will support the poorest and the most vulnerable through a series of interventions aimed at (i) protecting households from seasonal and unexpected shocks affecting their income and assets, (ii) providing them with tools to mitigate current poverty and vulnerability, and (iii) promoting them to improve their living standards and get out of food poverty. The ultimate goal of the PSSN is to enable poor and vulnerable households to move on to a positive trajectory, first, by stabilizing food consumption and preventing long-term consequences of extreme poverty; and then, by focusing on enhancing human development capabilities, assets and livelihoods.

At the core of the PSSN is the provision of timely and predictable transfers to eligible households. Previous phases of the Tanzania Social Action Fund (TASAF) focused on a range

of social fund-related sub-projects, usually through a one-off intervention in selected villages and communities. The PSSN is targeting households as its primary goal and, depending on their specific situation, will support them through a combined intervention based on cash transfers linked to participation in public works and adherence to co-responsibilities. The safety net will be supported by a set of instruments to: (i) establish and promote a participatory consultation process and promote the involvement of beneficiaries, communities and local level structures in the design and implementation of the intervention ii) build capacities of the national, local and community level implementers iii) undertake community based selection of the poorest and register program beneficiaries using community based targeting process and objectively verified through statistical PMT; (iv) monitor program implementation and measure results; (v) improve coordination with other existing assistance interventions; (vi) gradually incorporate or merge new complementary programs into the PSSN; (vii) rationalize the social protection expenditure to minimize overlaps and fill gaps; and (viii) create and strengthen links between the safety net interventions with other programs to support beneficiaries to take the opportunities offered by economic growth.

The PSSN will be implemented on the basis of two principles: First, the PSSN will be timely to achieve its objective of smoothing and increasing consumption as well as protecting assets; transfers need to be timed so that households receive income during or before the period of the year they need it most. Second, the PSSN will be predictable so that participating households have the assurance they will receive transfers in predetermined dates. This will allow households to make the best use of transfers, providing them with the security they need to make livelihood investments. Timeliness and predictability shifts the programs from being a one off support with short-term impacts on households' wellbeing to interventions which support households when they need it, thus enabling them to plan.

The additional financing will be implemented under the same principles and follow the same project cycle as the parent PSSN project, focused mostly on scaling up existing activities. Specifically, the Additional Financing will support the GoT to scale up the Productive Social Safety Net to support 1.1 million households through conditional cash transfers; 600,000 through public works; and expand the scope of the community savings program to include livelihood enhancement activities.

PSSN is currently working on the PW roll out strategy based on the lessons learned during the pilot. Given the need to keep a high labor intensity (75% or higher), the strategy, particularly for areas where vulnerable groups live, is supported on the implementation of sub-projects to improve the management of existing natural resources in those communities which involves, among others, reforestation, water management, land recovery (in the coastal areas), construction of terraces to mitigate erosion, water source protection, small scale irrigation schemes, among others. Overall, the PW subprojects are simple community assets tailored to complement the existing livelihoods and natural resource base. In addition, the TASAF PW team is currently carrying out intensive training, capacity building and consultation. Table 1 below lists types of PW activities identified by vulnerable groups and communities.

TABLE 1- Public Works Activities and expected outcomes

Activities	Outcome
<ul style="list-style-type: none"> • Physical soil and water conservation measures (SWC) activities (hillside terraces, gully control, etc.) • Biological conservation measures • Agro forestry • Mulching of degraded area 	Improved land productivity and soil fertility

<ul style="list-style-type: none"> • Area closure/woodlots • Micro-niche development 	
<ul style="list-style-type: none"> • Stream diversion • Spring development • Shallow wells and Small Dams • Water ponds • Drainage and water canals/conduits • Infiltration pits • Seepage control measures 	Improved access to drinking and irrigation water
<ul style="list-style-type: none"> • Roads and bridges* • Market shades and pavements • Stock routes 	Improved accessibility and market infrastructure
<ul style="list-style-type: none"> • Vegetative fencing and fodder belt • Conservation measures 	Increased availability of fodder
<ul style="list-style-type: none"> • Repairing classrooms and health facilities • Build latrines • Build classrooms and health facilities. 	Improved health facilities

* No new infrastructure will be built. The project will only rehabilitate existing infrastructure that can be beneficial for local livelihoods activities

The project includes a list of negative activities to be implemented in the areas where disadvantaged and vulnerable communities reside. The project's Public Works planning process follows a community based participatory integrated approach, based on strong traditional community arrangements. All sub-projects to be implemented under the Public Works component will be identified and approved by local communities after consultations in line with the requirement of the project as outline in the Operational Manual (OM). Subprojects that involve acquisition, expropriation or changing existing land use pattern and sub-projects that involve any resettlement will require extensive consultation and documentary evidence on the acquired land. This requirement shall also apply for land that has been voluntarily donated. This includes also pastoral areas and hunting and gathering communities where the livelihoods of the people rely on the communal access of rangeland resources).

2.2 Potential Effects of the PSSN Project

PSSN will generate potential benefits to vulnerable groups (VGs) and may also lead to some negative impacts on these groups. It is not expected to have significant adverse social impacts on the project beneficiaries or other project-affected people. The project will finance small public works activities. They may entail land acquisition, or affect access to common assets/resources and/or livelihoods of the surrounding communities. Any such land acquisition resulting in involuntary resettlement and/or restrictions of access to resources and livelihoods would be undertaken according to the project's Resettlement Policy Framework (RPF). Vulnerable groups are at risk of being excluded from decision-making processes for activities that would benefit them, or receiving benefits that may not be socially appropriate, or, project activities may have an adverse impact on their livelihoods. The purpose of the VGPF is to ensure that the development process fully respects the dignity, rights, economies, and social development of vulnerable groups. Therefore, subprojects to be financed under the PSSN Additional Financing will be screened and a Vulnerable Groups Plan (VGP) or Plans will be prepared, consulted upon and disclosed. Subprojects will not be implemented until the associated VGP has been developed in agreement with the affected communities, cleared and disclosed.

Subprojects under PSSN will ensure that any negative impacts on vulnerable groups are mitigated and positive impacts are enhanced based on free, prior, and informed consultation. At the preparation phase, negative impacts (if any) will be identified and their related mitigation measures will be provided. A VGP or VGPs, based on the social assessment which will provide practical measures to address adverse effects and to ensure project benefits are shared in a socially appropriate manner. Gender considerations will be factored into the subproject implementation processes. A grievance mechanism will be incorporated to ensure the voice of these groups is heard.

Possible impacts and associated mitigation measures are provided in Table 2below.

Table 2: Potential Impacts and mitigation measure of PSSN interventions

S/N	Project component	Potential impact(s)		Mitigation measures
		Positive	Negative	
1.	Establishment of a National Safety Net (<i>Cash Transfers & Public Works</i>)	<p>Enable vulnerable groups to purchase food, pay for medical care.</p> <p>Increase enrolment and attendance of children at both primary and secondary schools</p> <p>Enhance and increase diversification of livelihoods.</p> <p>Children start schooling at the appropriate age (7 years old)</p> <p>Mothers informed about what is required to ensure the good health and nutrition of their children</p> <p>Any difficulties in pregnancy are picked up and addressed resulting in better outcomes for mother and child</p> <p>More births take place at a health facility, particularly those with complications</p> <p>Improve access to services and the enabling environment through labour based public works.</p>	<p>Some of new livelihood opportunities may conflict with current livelihoods of vulnerable groups.</p> <p>As vulnerable groups can be marginalized in the decision making process and their specific needs unknown to decision makers, there is a risk that the subprojects proposed by them do not receive funds</p>	<p>Deliberate efforts should be placed to ensure that vulnerable groups' customary livelihoods sources are strengthened. Sub-projects should be identified with the full participation of vulnerable groups. The vulnerable groups should be represented in different committees.</p> <p>The affected vulnerable groups should be consulted in free, prior and informed consultations when developing subprojects so that the subprojects consider the interests of and benefits to vulnerable groups. The District Grievance Committee includes Community Development Officers who are experts in handling social issues. Detailed roles and responsibilities of GRM committee to be well outlined on the Vulnerable Groups Plan during project implementation</p>

S/N	Project component	Potential impact(s)		Mitigation measures
		Positive	Negative	
		<p>Public works programs will promote useful local knowledge including planting of indigenous species of trees that have multiple purposes</p> <p>Public Works sub projects which promote existing livelihood activities like beekeeping and improving livestock rearing</p>	<p>Participation of people with disabilities, elderly and women in Public Works activities might be undermined</p>	<p>In remote area where some vulnerable groups live, the menu of Public Works may include creating access to social services such as schools and health services</p> <p>Provision has been made in the public work design for people with disability, elderly and women to perform light activities.</p> <p>A time frame at all levels will also be set to receive and respond to complaints during project implementation and with input by the project beneficiaries.</p>

S/N	Project component	Potential impact(s)		Mitigation measures
		Positive	Negative	
2.	Community savings and investments	<p>Vulnerable groups able to support themselves through enhanced and diversified livelihoods.</p> <p>The groups are able to address immediate emergencies related to consumption shortfalls, medical expenses or unanticipated expenditures, such as school fees.</p>	Likely loss of certain social values if and when vulnerable groups adopt new livelihood opportunities.	Consultatively recommending use limits/carrying capacities of local areas/sites.
3.	Capacity building	<p>Efficiency in designing and implementing the subprojects.</p> <p>Skill development and training for the vulnerable groups</p> <p>Community sessions and training can be used to raise awareness to manage gender based violence practiced in some VG communities.</p>		

2.3 Free, Prior and Informed Consultation Leading to Broad Community Support

Tanzania has a longstanding practice of extensive consultation and participation at local levels. This approach is enshrined in legislation, such as the Local Government Act, 1982 which promotes public meetings at the local level and encourages village residents in “undertaking and participating in communal enterprises” and to “participate, by way of partnership or any other way, in economic enterprises with other village councils.”

The consultation and participation of vulnerable groups will be ensured in formulation of the VGP to ensure that it adequately deal with their needs, priorities, and preference. Vulnerable groups will be provided with relevant subproject information in language(s) and manner suitable to them. Separate focus group discussions will be carried out to assess the subproject impacts and benefits to these groups. Accordingly, the VGP will be prepared in consultation with the beneficiaries. The outcome of social assessment and VGP will be presented in community workshops/meetings.

Consultation and information disclosure will be undertaken to ensure that the needs, priorities and preferences of vulnerable groups are adequately reflected in the project. The VGP will promote participation of vulnerable groups in and around the subproject area, and identify vulnerable groups’ needs, priorities, and preferences through participatory approaches. Consultations and participation of vulnerable groups, their leaders, rights groups, community-based organizations (CBOs), and line agencies will be an integral part of the VGP.

Based on the subproject selection criteria, unless there is prior agreement, subprojects will not: (i) commercially develop socio-economic resources and knowledge of vulnerable groups; (ii) displace vulnerable groups from traditional or customary land; or (iii) commercially develop natural resources within customary lands under use that would impact livelihoods or the social values of vulnerable groups.

Vulnerable groups will be informed and consulted in preparing the VGP. Their participation in planning will enable them to benefit from the subprojects and protect them from any potential adverse impacts. The VGP will be prepared in consultation with affected vulnerable groups and will be translated into local language and made available before subproject implementation. In this process the following will be considered:

- (a) Establishing an appropriate gender and inter-generationally inclusive framework that provides opportunities for consultation at each stage of subproject preparation and implementation among PSSN, the affected communities, if any, and other local civil society organizations (CSOs) identified by the affected vulnerable groups;
- (b) Using consultation methods appropriate to the social values of the affected vulnerable groups and their local conditions. Special attention will be given to the concerns of women, youth, and children and their access to development opportunities and benefits; and
- (c) Providing the affected vulnerable groups with all relevant information about the subproject (including an assessment of potential adverse effects of the subproject on the affected vulnerable groups in a socially appropriate manner at each stage of subproject preparation and implementation.

Involvement of vulnerable groups in problem identification and design of solutions has to be ensured through the entire subproject cycle interventions. Table 2 below presents activities to

be undertaken by Project Area Authority (PAAs) to ensure inclusion of vulnerable groups in subproject preparation and implementation.

2.4 Benefit-Sharing

The PSSN project aims to enable poor and vulnerable households to improve their social and economic opportunities by stabilizing food consumption and preventing long-term consequences of extreme poverty; and then, by focusing on enhancing capabilities, assets and livelihoods. The consultation process will help communities, including vulnerable groups, understand the project objectives and what kind of benefits they may receive from the project, including: labor intensive public works, training and skills development to all project beneficiaries. The project has involved extensive consultation with and participation by local communities in design and implementation. The AF includes a Livelihood Enhancement strategy to enhance vulnerable household's income generating capacity so this group is able to support themselves in the medium and long term. Once the household's consumption needs have been stabilised, the program would support then in livelihoods activities that can contribute to income diversification and therefore increase self-reliance. AF would strengthen the capacity of vulnerable households through basic training that can help them prepare to access existing productive opportunities, including strong emphasis on savings promotion. The Additional Financing also includes matching grant scheme for small, home-based activities, such as buying/selling poultry or goats, preparing food inputs/items for selling meals, establishing community shops, making basic handicrafts/weaving, etc. The consultations have been critical to understanding the needs of vulnerable groups and ensuring that benefits are meaningful to their situation and context.

In determining socially appropriate benefits and conducting consultations, it will be important to take into account differentiation between sub-groups of vulnerable people in a given area in terms of the nature and cause of their vulnerability, their capacities and needs. Thus, a VGP in a given sub-project area may require different approaches to consultation with various sub-groups, ensuring the use of socially appropriate consultation strategies. Similarly, mitigation measures and socially appropriate benefits need to be calibrated to address the specific circumstances of different sub-groups.

2.5 Grievance Redress System

The project includes a Grievance Redress Mechanism (GRM) for dealing with complaints by project-affected people. It is available to parties who have grievances or are not satisfied with the project's handling of adverse impacts, benefit-sharing, and/or the resettlement and compensation process. These grievances could relate to adverse impacts on communities and/or VGs, the adequacy of consultations, issues related to project benefits, the valuation of assets, amount of compensation paid, level of consultation, non-fulfilment of contracts, and timing of compensation, amongst others.

In order to address grievances, the procedure stipulated in the project Operational Manual will be followed. Any person living in the PAA, where PSSN is operational may make a complaint about any aspect of the program implementation. A Grievance Committee will be established at the PAA level for dealing with any grievances as they arise. The Committee will include PAA Coordinator, Environmental Officer, Land Officer and Community Development Officer/Social Welfare Officer. The grievance procedure will be simple and will be administered as far as possible by the Village Council and Grievance Committee at the PAA level.

As the VGP and/or RAP is being prepared, PAPs and other stakeholders, including VGs, will be informed about how to register grievances or complaints, including specific concerns about compensation and relocation. The PAPs should also be informed about the dispute resolution process, specifically about how the disputes will be resolved in an impartial and timely manner.

All attempts shall be made to settle grievances amicably. The grievance redress mechanism is designed with the objective of solving disputes at the earliest possible time, which will be in the interest of all parties concerned and therefore, it implicitly discourages referring such matters to the national level government authorities or national level courts for resolution.

The Village Council and PAA Grievance Committee shall maintain records where grievances and complaints, including minutes of discussions, recommendations and resolutions made, will be recorded.

The procedure for handling grievances should be as follows.

1) The affected person should file his grievance in writing, to the Village Council. The grievance note should be signed and dated by the aggrieved person. Where the affected person is unable to write, he should obtain assistance to write the note and emboss the letter with his/her thumbprint.

2) The Village Council resolve those disputes it can, depending on the nature of the complaint and where the mandate lies for the issue concerned. Unresolved issues/disputes beyond their mandate are referred to adjudication to the PAA. Village Council keeps records of all complaints received, whether and how the VC resolved them and which complaints were forwarded to the PAA coordinator. The Village Council will inform in writing the complainant on the decision within 10 days.

PAA Coordinator submits unresolved grievances to the PAA Grievance Committee. The PAA grievance Committee reviews the complaints and determines the appropriate course of action according to the laws, rules and regulation. All complaints about abuse in service, potential corruption must be channelled to proper authorities in no more than 10 days after the complaint is received. The PAA Grievance Committee generates a letter to the complainant to inform them of the action taken.

In addition to submitting a complaint to the VC, people may also lodge complains with any member of the PAA Management Team (CMT). Complaints received by CMT members are logged with TASAF coordinator and considered by the PAA Grievance Committee. If the coordinator is implicated in the complaint, then the complaint is forwarded directly to the PAA Director/ Principal Secretary.

The PAA Grievance Committee should respond within 14 days during which any meetings and discussions to be held with the aggrieved person should be conducted. If the grievance relates to valuation of assets, PAA Grievance Committee should be requested to revalue the assets, and this may necessitate a longer period of time. In this case, the aggrieved person must be notified by the Village Council that his/her complaint is being considered.

3) If the aggrieved person does not receive a response or is not satisfied with the outcome within the agreed time, s/he may lodge his/her grievance to the PAA Grievance Committee. 4)

The Grievance Committee will then attempt to resolve the problem (through dialogue and negotiation) within 14 days of the complaint being lodged. If no agreement is reached at this stage, then the complaint can be taken through the formal court process, i.e. to the Village Land Council, the Ward Tribunal where relevant, District Tribunal and the High Court (Land Division) at the National level .

The Grievance Committee will produce a report containing a summary of all grievances and will make this available to the TMU on a quarterly basis.

The PSSN Project will start the preparation of a VGP or VGPs, and should ensure that subprojects are prepared in a participatory fashion and respond to the demands of local people .Moreover, subproject proposals presented or formally supported by CBOs, following their customary decision-making processes, would be asked to show a basic understanding of the socioeconomic conditions of the community involved as well as minutes of the meetings where the proposals were discussed, but do not require additional evidence of broad community support since it is explicit in the proposal.

2.6 Social Assessment

The social assessment is a variant of what is generally known as a Social Impact Assessment (SIA) and is done during preparation of the VGP and is included as a section of the VGP. It will gather relevant information on demographic data: social and economic situation; and social and economic impacts. This information will be gathered through separate group meetings with vulnerable groups, including their leaders, NGOs, CBOs, and affected persons. Discussions will focus on potential positive and negative impacts of the subprojects; measures to enhancing positive impacts; and strategies/options to minimize and/or mitigate negative impacts.

The social assessment includes the following elements, as needed:

- (a) A review, on a scale appropriate to the project, of the legal and institutional framework applicable to vulnerable groups.
- (b) Gathering of baseline information on the demographic, social, and political characteristics of the affected vulnerable groups, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend.
- (c) Taking the review and baseline information into account, the identification of key subproject stakeholders and the elaboration of a socially appropriate process for consulting vulnerable groups at each stage of subproject preparation and implementation.
- (d) An assessment, based on free, prior, and informed consultation, with the affected vulnerable groups of the potential adverse and positive effects of the subprojects. Critical to the determination of potential adverse impacts is an analysis of the relative vulnerability of, and risks to, the affected vulnerable groups, given their distinct circumstances and ties to land and natural resources, as well as their lack of access to opportunities relative to other social groups in the communities, regions, or national societies in which they live.

- (e) The identification and evaluation, based on free, prior, and informed consultation with the affected vulnerable groups of measures necessary to avoid adverse effects, or if such measures are not feasible, the identification of measures to minimize, mitigate, or compensate for such effects, and to ensure that vulnerable groups receive socially appropriate benefits under the subproject.

Both the social assessment and consultation process and the preparation of the VGP should be done according to terms of reference approved by the World Bank.

Table 3. Activities and Indicators for Inclusion of Vulnerable groups

Subproject stages	Procedures	Process and outcome indicators
Subproject identification and planning stage	Identify locations of vulnerable groups in subprojects sites	Vulnerable groups screening checklist
	Identification of vulnerable group stakeholders	List of vulnerable groups in the subproject areas
	Sensitization and consultation through focus group discussion with vulnerable groups and their representatives	Documentation of the number of discussions and minutes of the meetings
	Identification of environmental and social issues affecting vulnerable groups, and possible impacts	Documentation of issues
	Consultations to establish existing concerns related to: <ul style="list-style-type: none"> • Land availability and tenure • Current livelihood options • Access to infrastructure • Access to local government services 	Justification for preparing VGP List of spatial and non-spatial issues
	Discussion of possible interventions measures through subprojects, their likely impacts and safeguards measures to be incorporated	List of safeguards measures. List of subprojects impacts
	Participatory approach to be taken up to involve vulnerable groups in finalizing subproject plans	Measures undertaken in complying with VGP

Implementation stage	Implementation of safeguards measures	Measures taken as identified in safeguards framework
Post-implementation	Evaluation of safeguards undertaken	Indicators developed for evaluation of subprojects impacts Listing of modified tasks to be implemented for improving living standards/livelihoods of vulnerable groups

In deciding whether to proceed with the subproject, and on the basis of the social assessment and free, prior, and informed consultation, TASAF III will examine whether the affected vulnerable groups broadly support the subproject.

2.7 Institutional Arrangements

The presence of institutional arrangement is the prerequisite for effective use of the VGPF and the implementation of the VGP at all levels. Tanzania governance structure for decision making is vertically structured, with horizontal linkages across various government departments. At the national level, there are various Ministries, followed by Regional Secretariats, while at the District level, administrative roles are executed by the District Commissioner and District Administrative Secretary. The Local Government level is handled by LGA Directors (Directors for City, Municipal and Town Councils and Executive Director for District Councils). Under the LGA Director, there are several heads of departments who are supporting the Directors (i.e. planners, engineers, community development, water, natural resources, land etc.)

At the community level, the governance is under Village Council/Mtaa, whereby administrative roles are executed by Village/Mtaa Executive Officer.

The TMU is the executing agency of this project and the PAA are implementing agencies under the guidance of TMU. The TMU will be responsible for overall implementation, monitoring and supervision. The PAA Executive Directors will appoint a full time Coordinator among his staff and including the designated/appointed officer who will be responsible for addressing safeguards issues, including those related to VGPs. The designated/appointed officer will be supported by heads of departments. The Coordinator, assisted by the designated/appointed environmental officer, will take care of redressing grievances and mitigating negative impact caused by subprojects on project-affected groups/marginalized communities.

2.8 Vulnerable Groups Plan

Based on the social assessment, the LGA facilitators in consultation with respective vulnerable groups will develop appropriate mitigation measures and livelihood enhancement activities. A VGP addresses the (i) aspirations, needs, and preferred

options of the affected vulnerable groups; (ii) local social organization, beliefs, ancestral territory, and resource use patterns among the affected vulnerable groups; (iii) potential positive and negative impacts on vulnerable groups; (iv) measures to avoid, mitigate, or compensate for any adverse impacts of project; (v) measures to ensure project benefits will accrue to vulnerable groups; (vi) measures to strengthen the capacity of local authority and relevant government departments to address vulnerable groups' issues; (vii) the possibility of involving local CBOs and NGOs with expertise; (viii) budget allocation; and (ix) monitoring.

The VGP is prepared in a flexible and pragmatic manner, and its level of detail varies depending on the specific subproject and the nature of effects to be addressed. The VGP includes the following elements, as needed:

- (a) A summary of the social assessment.
- (b) A summary of results of the free, prior, and informed consultation with the affected vulnerable groups that was carried out during project preparation and that led to broad community support for the project.
- (c) A framework for ensuring free, prior, and informed consultation with the affected vulnerable groups during project implementation.
- (d) An action plan of measures to ensure that vulnerable groups economic benefits that are socially appropriate, including, if necessary, measures to enhance the capacity of the subproject implementing agencies.
- (e) When potential adverse effects on vulnerable groups are identified, an appropriate action plan which includes measures to avoid, minimize, mitigate, or compensate for these adverse effects.
- (f) The cost estimates and financing plan for the VGP.
- (g) Accessible procedures appropriate to the subproject to address grievances by the affected vulnerable groups arising from project implementation. When designing the grievance procedures, the borrower takes into account the availability of judicial recourse and customary dispute settlement mechanisms in Tanzania.
- (h) Mechanisms and benchmarks appropriate to the subproject for monitoring, evaluating, and reporting on the implementation of the VGP. The monitoring and evaluation mechanisms should include arrangements for the free, prior, and informed consultation with the affected vulnerable groups.

2.9 Monitoring Arrangements

Participatory Monitoring and Evaluation (PME) will be used to monitor implementation of the VGPs. This will involve PAA staff, representatives of affected vulnerable groups, NGOs, and CBOs. Implementation of participatory impact monitoring at LGA level will assist to maximize culturally appropriate benefits and will provide space for vulnerable groups to voice their concerns. Quarterly monitoring reports will be prepared by PAAs, which will include issues affecting vulnerable groups, and information on where the communities have been reached by the program. These reports will be submitted to TMU for review and consolidation.

The TMU will be responsible for determining if any follow up- actions are necessary and ensuring any necessary actions are taken regarding the implementation of the VGPs. TMU will carry out regular monitoring and evaluation activities to ensure compliance of implementation of the VGPs. The VGPs' implementation will be closely

monitored to provide the TMU with an effective basis for assessing the VGPs' progress and identifying potential difficulties and problem areas. Results of monitoring will be reported to the National Steering Committee (NSC) and other stakeholders on a quarterly basis. Monitoring will involve the following tasks:

- i) Administrative monitoring to ensure that implementation is on schedule and problems are dealt with on a timely basis;
- ii) Socio-economic monitoring during and after VGP implementation utilizing the baseline information established by the socio-economic survey of vulnerable groups undertaken during project implementation to ensure that impacts on VGPs are mitigated and benefits reach Indigenous Peoples; and
- iii) Overall monitoring.

Data from the baseline socio-economic surveys undertaken during project preparation stage will provide the benchmark for the monitoring process to assess the progress and success of the VGP. The monitoring process will also include the following:

- i) Communication to and recording reactions of vulnerable groups Peoples;
- ii) Information from vulnerable groups on impacts and benefits received;
- iii) Usage of a grievance redress mechanism; and
- iv) Disbursement of compensation amounts and delivery of assistance.

The indicators for achievement of objectives under the VGPs are:

- i) Input indicators – human and financial resources used
- ii) Process indicators – project activities, such as training events, extension visits, etc.
- iii) Output indicators – results in terms of numbers of affected vulnerable people, assistance provided, benefits gained, etc.; and
- iv) Results-based indicators – VGP objectives and outcomes are achieved.

2.10 Disclosure arrangements for VGPs to be prepared under the VGPF

The final draft of this VGPF will be submitted by the TMU to the World Bank for review and clearance. Once cleared, it will be disclosed in-country, in the appropriate form, manner and language. Later, on, the information from the documents specified above (particularly the VGP) will be made available to affected persons as leaflets in appropriate local language. After submitting the VGPF to the Bank for review and clearance, the TMU shall also post the above documents on its website and on the Bank's *Infoshop*.

2.11 Budget

Implementation of the VGPF does not require major costs, except for capacity building of project staff dealing with social issues and the cost of preparation of a VGP(s). All costs required to implement the VGP will be incorporated in the relevant VGP/project budget, which should include detailed cost estimates.

ANNEX 1: VULNERABLE GROUPS IMPACT SCREENING CHECKLIST

PART A: Key information

1. Name (s) of vulnerable persons in the area.....
2. Total number of vulnerable persons in the area.....
3. Percentage of vulnerable groups' population in the area.....
4. Number of vulnerable people's households to be affected by the project.....

PART B: Details of Subproject

S/No	KEY CONCERNS	YES	NO	REMARKS
1	ARE THERE SOCIAL GROUPS IN THE PROJECT AREA WHO MAY BE CONSIDERED AS VULNERABLE?			
2	DO SUCH GROUPS MAINTAIN ECONOMIC, SOCIAL AND POLITICAL INSTITUTIONS DISTINCT FROM THE DOMINANT SOCIETY?			
3	HAVE SUCH GROUPS BEEN HISTORICALLY, SOCIALLY AND ECONOMICALLY MARGINALIZED, DISEMPOWERED, EXCLUDED AND DISCRIMINATED AGAINST?			
4	WILL THE PROJECT DIRECTLY OR INDIRECTLY BENEFIT OR TARGET VULNERABLE GROUPS?			
5	WILL THE PROJECT DIRECTLY OR INDIRECTLY AFFECT VULNERABLE GROUPS' SOCIAL PRACTICES? (E.G. CHILD BEARING, HEALTH, EDUCATION AND GOVERNANCE)			
6	WILL THE PROJECT AFFECT THE LIVELIHOOD SYSTEMS OF VULNERABLE GROUPS? E.G. FOOD PRODUCTION SYSTEM, NATURAL RESOURCES MANAGEMENT, EMPLOYMENT STATUS			

S/No	KEY CONCERNS	YES	NO	REMARKS
7	WILL THE PROJECT BE IN AN AREA OCCUPIED, OWNED OR USED BY VULNERABLE GROUPS?			

TANZANIA SOCIAL ACTION FUND



Summary of proceedings of stakeholders' Consultation workshop on Vulnerable Groups Planning Framework for TASAF III Productive Social Safety Net at TASAF Management Unit, Dar es Salaam, April 14th, 2016

1. Introduction

As part of the process for the Government of Tanzania to request for Additional Financing for the Productive Social Safety Net (PSSN), a safeguards instrument in form of a framework has been prepared by the Government as a requirement to manage both positive and potential negative impacts that project interventions may cause to vulnerable groups in the project area. Further it is required that consultations be undertaken on this framework in order to provide for the concerns of the representatives of the people in the project area. Accordingly, a one-day stakeholders' consultative workshop that involved invitees from different part of the Tanzania Mainland and Zanzibar was held on April 14th, 2016 at the TASAF Management Unit. The objective of the workshop was to discuss and gather stakeholder's opinions, inputs and suggestions to improve the draft Vulnerable Groups Planning Framework (VGPF) to be used during implementation of PSSN.

2. Participants

A cross section of stakeholders from different communities, organizations, institutions, NGO's and Government Departments and Agencies participated in the consultative workshop. Workshop participants were from representatives of vulnerable groups and disadvantaged communities from Mbulu, Karatu and Hanang District Councils. The following organizations also attended: Oxfam, GB Tanzania, Family Health International 360, Foundation for Civil Society, and HelpAge. Others were from government institutions including National Environment Management Council (NEMC), Ministry Agriculture, Livestock and Fisheries, representatives from Regional Administrative Secretaries for Singida, Arusha and Manyara Regions, Project Coordinators from Simanjiro, Karatu, Hanang and Kiteto District Councils, Environmental Management Officers from Kibaha and Hanang District Councils. On

the part of Zanzibar, participants included the Director of Coordination from Second Vice President’s Office, Sector Experts Team members and Program Coordinator from Pemba, Program staff from Project Area Authority level. The TASAF Management Unit also participated in the meeting. Representatives from the World Bank were Task Team Leader and Social Development Specialist. List of participants is included as part of this Annex to the VGPF.

3. Workshop Proceedings

The workshop was chaired by Mr. Ladislaus Mwamanga, TASAF Executive Director, who made the opening remarks followed by the PSSN Task Team Leader, Mr. Muderis Muhammed Abdulahi and the Senior Social Development Specialist, Ms. Mary Bitekerezo. The consultative workshop included presentations and plenary discussions where participants had opportunity to ask questions, provided views, comments and making recommendations to improve the draft VGPF. The language used during the workshop was Kiswahili in order to broaden understanding and active participation of participants. The VGPF document and all the presentations were prepared in Kiswahili and copies were given to all participants.

4. Presentations

Presentations included an Overview of the Productive Social Safety Net including status of implementation, achievements and challenges encountered during the implementation period. TASAF Director of Community Support, Mr. Amadeus Kamagenge made the presentation. The second presentation on Vulnerable Groups Planning Framework (VGPF) that covered components of draft planning framework, outlining structure, scope and main parts of the VGPF was presented by TASAF Safeguards Specialist, Eng. Barnabas Jachi.

5. Key Issues raised during discussion

The participants had opportunity to present their views, discuss issues arising and also requested clarification on salient issues and made suggestions for the improvement of the framework. Among key issues raised and respective responses are as summarized in the table below:

Table: Key issues raised and respective responses:-

S/N	Issues	Responses
1	Swahili definition of vulnerable groups (makundikatikamazingiramagumu) does not well cover all types of	A more inclusive definition was cited to be (makundimaalum) which is more inclusive of all vulnerable groups. The Kiswahili version of the VGPF will be revised accordingly.

S/N	Issues	Responses
	communities and individual vulnerabilities in Tanzania and Zanzibar.	
2	Vulnerable group definition does not capture all vulnerable groups of people like people with disability, the terminally ill and women as a whole especially in hard to reach areas are not included	The framework is inclusive and the proposed groups are available in communities where PSSN is implemented.
3	Grievance Redressing Mechanism (GRM): Composition of Grievance Management Committee membership should be well articulated with well-defined terms of reference and should have a social expert to deal with social conflict in households and communities.	The District Grievance Committee includes Community Development Officers who are experts in handling social issues. The GRM will be further strengthened based on the improved system currently being developed. Detailed roles and responsibilities of GRM committee to be well outlined on the Vulnerable Groups Plan during project implementation.
4	Inadequate knowledge of environment and social management at local levels. Capacity building for PAA staff on Safeguards is required.	Training planned to build the capacity of PAA staff on PSSN safeguards policy frameworks. This is included in the next year work plan and appropriate budget has been allocated.
5	The language to be used to disclose VGPF in country to ensure that the public understands the framework.	Both Kiswahili and English will be used to disclose the VGPF in the local newspapers and website. For the local circulation Kiswahili language will be used, while for the external circulation English will be used.
6	Modality for participation of people with disabilities in Public Works subprojects during implementation	Provision has been made so people with disability and the elderly perform light duties during implementation of Public Works subprojects. Moreover women will be assigned lighter duties than men. Any other able bodied family member can also be involved in the Public Work activities on behalf of the household. Public Work benefits are targeted to the same households receiving CCT, people with

S/N	Issues	Responses
		disability have a choice not to participate in PWs.
7	Why World Bank prefers to support projects under category B instead of category A that needs a full Environmental and Social Impact Assessments?	Project EA Categorization is based on potential impacts. There are a number of World Bank supported projects under category A of which Environmental and Social Impact Assessments (ESIA) and Resettlement Action Plans (RAPs) are prepared and disclosed. This includes projects with heavy civil works like Ports, Energy, etc. For PSSN it is a category B project where only partial environmental impact assessment, due to the nature of the potential impacts of project which are reversible.
8	There is no timeframe for the Village Council to receive and respond to claims submitted by complainant while at the PAA there is time frame of 14 days.	It's a positive contribution for consideration and action. For future a time frame at different levels will also be set during project implementation and with input by the project beneficiaries.
9	Why there is no comprehensive work plans in the VGPF?	The framework is intended to give a general framework and to show how the concerns of vulnerable should be taken into account at the design stage. However a more detailed plan will be prepared after the project is approved. There is an option of either having one detailed plan or individual/multiple plans depending on the variations in the locations, during project implementation.
10	There is a possibility that implementation of VGPF have negative impact to the culture in the communities by introducing new skills/technologies for vulnerable people. It is important that useful indigenous knowledge is promoted, for example planting of indigenous species of trees that have multiple purposes.	VGPF does not mean to removal or replace people's culture. The objective of the VGPF is to ensure that the interventions of the project will cause no harm to socio-economic and cultural setting of the beneficiary communities. Any effort to introduce useful activities should be based on prior consultation and acceptance with full understanding of the Vulnerable Group members.
11	For subprojects listed, bee keeping, improving livestock rearing and	The implementation of proposed bee keeping subprojects will be considered

S/N	Issues	Responses
	training to manage gender based violence should be considered in some VG communities.	through implementation of Livelihood Enhancement component of the program. The program will link up with other agencies that have skills and programs in gender based violence, and livestock rearing so that services can be brought closer to the people.
12	Will the Indigenous Peoples Planning Framework (IPPF) used to address IP issues be abolished in preference of the VGPF?	The Government of Tanzania in discussion and agreement with the World Bank has adopted the VGPF which is more inclusive and in line with the views expressed during the consultations for the new upcoming Bank environmental and social framework.
13	In the menu of Public Works there is a need to include construction of new classrooms, health centers and hostels for girls as these are the needed services by vulnerable groups. In many areas these facilities are as far as 20kms from some communities.	Construction of new classrooms, health centers and hostels for girls is addressed under Targeted Infrastructure Development which funded under the Third Phase of TASAF funded through OPEC. In the AF the funds are divided as 75% cash transfer and only 25% for equipment and this is too small for new construction.
14	The program should look at the possibility of supporting micro-finance institutions so beneficiaries secure loans from these institutions rather than giving cash/grant for consumption.	The Livelihoods Enhancement Program will link beneficiaries individually or in groups to such institutions. Nevertheless CCT is implemented in order to provide for consumption and enhance human capital development.
15	In the process indicators include an indicator on how many women has attended meetings	Women and men attending meeting are captured since data collected is sex disaggregated.

6. Conclusion:

The consultation was a very productive meeting with a mix of representation with consideration of gender. All inputs from stakeholders were documented and will be incorporated to improve the final version of the framework. Participant's agreed in principle that VGPF is a fundamental document to address issues affecting vulnerable communities in the program. Thus they were in agreement with the proposed framework and the plans to be prepared and applied during project implementation and monitoring of the plans and reporting on these aspects as part of the regular project progress will be a priority.

7. Way forward

- a. Finalize the VGPF based on the input from the consultative workshop and add this report as an Annex to the VGPF.
- b. Submit VGPF to the World Bank for review and approval
- c. Disclose the VGPF in local newspapers
- d. Send a copy of the Kiswahili version of the framework to PAAs
- e. Capacity building to PAA staff on the VGPF
- f. Prepare a comprehensive and detailed master plan and budget for implementation of the VGPF (After project effectiveness).

8. List of Annexes:

Annex 1: List of participants

Annex 2: Some workshop pictures

Annex 1: List of participants

S/N	Name	Institution/organization
1	Ladislaus J. Mwamanga	Executive Director - TASAF
2	Muderis Abdulahi	TTL – World Bank
3	Amadeus Kamagenge	DCS - TASAF
4	Mary Bitekerezo	Sr. Social Safeguards Specialist – World Bank
5	Issa I Mahmoud	Director – Second Vice President Office, Zanzibar
6	Barnabas Jachi	Ag. Public Works Program Manager – TASAF
7	MegoNyamuko	Ag. Director of Finance – TASAF
8	Christopher Sanga	Director of Internal Audit – TASAF
9	Tatu Mwaruka	Ag. Livelihood Enhancement Manager – TASAF
10	Mary Mtambalike	Ag. Unified Register of Beneficiaries Manager – TASAF
11	AnzanukyeMselela	Ag. Conditional Cash Transfer Manager – TASAF
12	Shadrack Mziray	Internal Audit Manager – TASAF
13	Paul Kijazi	Environmental Officer – TASAF
14	Amos Mkude	Community Development Officer – TASAF
15	Zuhura Mdungi	Communication Specialist – TASAF
16	Angela Hoyya	Procurement Manager – TASAF
17	Julius Mwakalebela	Program Officer, Targeted Infrastructure – TASAF
18	Joseph Jerome	KMU
19	Rashida Shariff	Program Manager – Oxfarm (Tanzania)
20	Victor Manyai	AIDP – TASAF
21	Ramadhan Madari	Overall PSSN Coordinator – Zanzibar
22	Mussa S. Kisenge	Pemba
23	PhilipoSengela	Kiteto DC
24	Mathias Nyangusi	Simanjiro DC
25	Mathias M Seif	Regional PSSN Coordinator – Arusha Region
26	RestielHayuma	Karatu DC
27	GeweyNanagGidahuyda	Barbaig Community Representative – Matala Village, Karatu DC
28	Hassan Swalehe Mwindadi	Technical Assistant TASAF - Pemba
29	Patrick Kasango	Singida Region
30	NicholausMhozya	Program Officer - Foundation for Civil Society (FCS)
31	Nassir T. Ali	Department of Environment – Zanzibar
32	Rahika H Suleiman	Department of Forestry-Zanzibar
33	Malik A Malik	Hanang DC
34	Mercy Mandawa	Training and Participation Specialist – TASAF
35	Gerald Nyoni	Environmental Management Officer – National Environment Management Council
36	Jerome Sam-De Mwaya	Program Officer – HELPAGE
37	Zuhura Shaaban	Supplies Officer – TASAF
40	ZablonBugingo	DCO – TASAF
41	TurphinaMatekere	Sr. Technical Officer – FHI 360

S/N	Name	Institution/organization
y42	Cecil Latemba	Management Information System Officer – TASAF
43	Stephen Samhenda	Hanang DC
44	Moses Adolf Nguvava	Mbulu DC
45	RubeniMathayo	Representative Hadzabe Community – Mbulu DC
46	Peter M. Kingu	Ministry of Agriculture, Livestock Development and Fisheries, Tanzania
47	Alfred L. Hamanda	Technical Assistant – Hanang DC
48	MzeeMarko Gidabarda	Local leader of Makchamedabarbaig group in Mureru village, Hanang District Council
49	Anna P Muleba	Kibaha DC
50	Khadija Mrisho	Program Coordinator – LEAT

Annex 2: Some workshop pictures



Photo 2: Mzee Marko, a local leader of Makchamedha Barbaig group in Mureru village, in Hanang District providing his views as contribution to draft VGPF during consultation workshop



Photo 1: TASAF Executive Director elaborating importance of VGPF during consultation workshop at TASAF Headquarters



Photo 3: Cross section of stakeholder attentively making follow up of plenary discussion during the workshop



Photo 4: Rahika H. Suleiman from Forestry Department, Zanzibar making contribution during the workshop



Photo 5: Eng. B. Jachi emphasizing a point during his presentation on VGPF



Photo 6: Group photo of all participants of consultation workshop on VGPF held on 14th April 2016 at TASAF



Photo 8: Representative from Hadzabe community providing his contribution to improve the draft VGPF



Photo 7: Member of Barbaig community giving his views during the workshop



Photo 10: WB Safeguards Specialist elaborating on importance of stakeholder consultation during a workshop on VGPF



Photo 9: Director of Community Support at TASAF Mr. Amadeus Kamagenge present on implementation of PSSN, achievements and challenges encountered.

