

THE UNITED REPUBLIC OF TANZANIA

**MINISTRY OF COMMUNITY DEVELOPMENT, GENDER, WOMEN AND SPECIAL
GROUPS (MCDGWSG)**



PROGRAM FOR ADVANCING GENDER EQUALITY IN TANZANIA (PAMOJA)

P178813

VULNERABLE GROUPS PLANNING FRAMEWORK

SEPTEMBER 2023

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List of Acronyms

CBO	Community Based Organization
CERC	Contingency Emergence Response Component
CMC	Community Management Committee
CSO	Civil Society Organization
DC	District Council
DP	Development Partner
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESS	Environmental and Social Standard
FPIC	Free, Prior and Informed Consent
GBV	Gender Based Violence
GoT	Government of Tanzania
GRM	Grievance Redress Mechanism
HIV/AIDS	Human Immuno-deficiency Virus/ Acquired Immune Deficiency Syndrome
HQ	Headquarters
IA	Implementing Agency
IDA	International Development Association
LGA	Local Government Authority
MoHCDGEC	Ministry of Health, Community Development, Gender, Elderly and Children
MOCDGWSG	Ministry of Community Development, Gender, Women and Special Groups
MoWTC	Ministry of Works, Transport and Communication
NGO	Non-Governmental Organization

OHS	Occupational Health and Safety
PMU	Procurement Management Unit
PO-RALG	President's Office Regional Administration and Local Government
POPSMGG	President's Office Public Service management and Good Governance
PMT	Project Management Team
PSC	Project Steering Committee
PSVGP	Project Specific Vulnerable Groups Plan
RAP	Resettlement Action Plan
RCIP-TZ	Regional Communications Infrastructure Program -Tanzania
SA	Social Assessment
SEA	Sexual Exploitation and Abuse
SEP	Stakeholders Engagement Plan
VGP	Vulnerable Group Plan
VGPF	Vulnerable Group Planning Framework
VG	Vulnerable Group
WB	World Bank

E1. EXECUTIVE SUMMARY

The Advanced Gender Equality Project in Tanzania (PAMOJA) (P178813) aims to promote economic opportunities for women and adolescent girls and strengthen Gender-Based Violence prevention and response in targeted areas in Zanzibar.

The PAMOJA project comprises the following components:

- (i) Promoting Climate Resilient Economic Opportunities for Women through Community-Based Models
- (ii) Strengthening Gender Based Violence Prevention and Response
- (iii) Innovations and Partnerships
- (iv) Project Management and Monitoring and Evaluation

The project will be implemented in all of the five regions in Zanzibar; Unguja: Mjini Magharibi, Kaskazini and Kusini; and Pemba: Kaskazini and Kusini.

This VGPF is complimented by the following instruments:

- Environmental and Social Management Framework (ESMF)
- Stakeholder Engagement Plan (SEP)
- Labour Management Procedures (LMP)
- Environmental and Social Commitment Plan (ESCP)

E2. The Ministry of Community Development, Gender, Women and Special Groups (MoCDGWSG) has prepared the Vulnerable Groups Planning Framework (VGPF) for the Program for Advancing Gender Equality in Tanzania (PAMOJA) Project. The objective of this VGPF is to provide guidance on the preparation of the Vulnerable Groups Plans (VGPs) for the PAMOJA. Nonetheless, the VGPF serves as a practical tool to ensure that the Project fully respect the dignity, human rights, economies and cultures of vulnerable groups during project design and implementation. It also aims at improving benefits to the VGs where PAMOJA will be implemented in their areas. The VGPF, details on agreed principles, policies, guidelines and procedures to be integrated into PAMOJA implementation and assists in the achievement of the compliance with applicable National legislation relating to VGs and the World Bank's Environmental and Social Framework (ESF). Vulnerable Groups referred to in the VGPF have the following characteristics as defined in ESS7:

- Self-identification as members of a distinct social and cultural group and recognition of this identity by others; and
- Collective attachment to geographically distinct habitats, ancestral territories or areas of seasonal use or occupation, as well as to the natural resources in those areas; and
- Customary cultural, economic, or social or political institutions that are distinct or separate from those of the mainstream society or culture; and
- A distinct language or dialect, which is often different from the official language of the country or region in which they reside.

According to ESS7, within Tanzania, Vulnerable Groups (VG) include pastoralist and hunter gatherer communities including the Hadzabe, Akie, Sandawe, Maasai and Barabaig. This framework is prepared to guide the implementation of the PAMOJA Project. These groups are mainly found in the North of Tanzania.

E3. Responsibilities in the implementation of VGPF: MoCDGWSG will be responsible for overall planning and management of the VGs Plans. MoCDGWSG will recruit/ assign one social specialist who will be responsible for social development and risk management including screening for VGs in projects preparation of VGPs in line with this VGPF. All project stakeholders who will deliver PAMOJA will work under the supervision and guidance of the Social Safeguard team from PAMOJA Implementation Unit (PIU).

E4. Policy framework supporting Vulnerable Groups: Notably, the Government of Tanzania (GoT) has no specialized policy or legislation in favour of VGs. Nonetheless, despite having voted in favour for the UN Declaration on the Rights of Indigenous Peoples way back in 2007, it has not prepared any policy or legislation to specifically favour them. The implementation of the PAMOJA Project will benefit not only from a diversity of national policies and legislations that reflect on the interests of the indigenous people as described below but also from the backing offered by the ESS 7. The VGPF has been prepared in line with the following national policies and legislation and international best practice policies:

- The Agriculture and Livestock Policy of 1997.
- The National Gender Policy of 2002.
- Law of the Child Act No 21 of 20th November 2009.
- The National Policy on HIV/AIDS of 2001.
- The World Bank's Environmental and Social Framework.

E5. The preparation of the Vulnerable Groups Plan will be done in the following manner as detailed in the PAMOJA VGPF:

- Screening for Presence of VGs.
- Conducting of social assessment.
- Impact identification and determination of mitigation measures.
- Preparation of Vulnerable Groups Plan.
- Capacity Building.
- Bank Decision on Project Investments.

All the VGPs that will be prepared under the Project will include the following contents, as needed:

- A summary of the legal and institutional framework applicable to VGs.
- Baseline information on the demographic, social, cultural, and political characteristics of the affected VGs communities, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend as it relates to the project.
- A summary of the social assessment.
- A summary of results of the stakeholder consultation with the affected VGs that was carried out during project preparation.
- A framework for ensuring free, prior, and informed consultation with the affected VGs during sub-project implementation and any proof of the same once achieved (as required).
- An action plan of measures to ensure that the VGs receive social and economic benefits that are culturally appropriate, including, if necessary, measures to enhance the capacity of the project implementing agencies.
- When potential adverse effects on VGs are identified, appropriate action plans of measures to avoid, minimize, mitigate, or compensate for these adverse effects drawing on the information presented in the Social Assessment.
- The cost estimates and financing plan for the VGP; each project will bear full cost of assisting and rehabilitating VGs.

- Accessible procedures appropriate to the project to address grievances by the affected VGs arising from project implementation. When designing the grievance procedures, the government takes into account the availability of judicial recourse and customary dispute settlement mechanisms among the VGs.
- Mechanisms and benchmarks appropriate to the project 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 VGs.

E6. Stakeholder Engagement during Project Design and Implementation: To ensure that benefits are realized and where adverse impacts are likely, the MOCDGWSG will undertake prior and informed consultations with the likely affected VGs and those who work with and/or are knowledgeable of VGs' development issues and concerns. The primary objectives would be to examine the following:

- To seek their inputs/feedback on how to maximize benefits, accessibility and how to avoid or minimize the potential adverse impacts associated with the project.
- Identify culturally appropriate impact mitigation measures; and
- Assess and adopt education opportunities, which the SA could promote to complement the measures required to mitigate the adverse impacts.

The VGs communication strategy will:

- Facilitate participation of VGs with adequate gender and generational representation; Youth, customary/traditional VG organizations; community elders, VC leaders; and CSOs, CBOs and Faith Based Organizations (FBOs) on VGs development issues and concerns.
- Provide them with relevant information about the project components, including that on potential adverse impacts, organize and conduct the consultations in manners to ensure free expression of their views and preferences.
- Document details of all consultation meetings, with VGs perceptions of the proposed project and the associated impacts, especially the adverse ones and any inputs/feedbacks given by VGs; and an account of the community support or consent by VGs.

E7. Consultations on the VGPF: The VGPF has also been informed by the stakeholder engagement undertaken during project preparation. Consultations were held with Civil Society Organizations (CSOs) representing the interests of VGs culminating in a National dialogue held in Dar es salaam on February 10, 2021. The outcomes of the consultation have been included in the VGPF and will guide sub-project design, targeting and risk management. VGs who may be affected by specific sub-projects will be consulted during the preparation of the VGPs.

E8. Grievance Redress Mechanism: Grievance Redress Mechanism (GRM) for this VGPF will follow that of PAMOJA Project spelt in the Stakeholders Engagement Plan (SEP). To prepare GRMs that take cognizance of local knowledge, practices and norms for the sub-projects under the PAMOJA Project, MOCDGWSG will through consultations with the VGs aim to understand and agree with the VGs:

- Available conflict resolution mechanisms within the communities.
- The norms, practices and process of conflict resolution in the VG communities.
- Focal point persons in conflict management in the VG communities.
- Process of integration of local conflict resolution mechanism to suit project implementation while respecting local values and processes of conflict resolution.
- On a GRM prepared following the above process and socialize it with the VG community leadership, VG community members, Village administration and other stakeholders in sub- project areas.

Specific provisions will be included for complaints related to Sexual Exploitation and Abuse (SEA) that could be derived from the project to ensure the survivor's confidentiality and rights. To properly address GBV risks, the GRM needs to be in place prior to contractors mobilizing.

E9. Monitoring and Evaluation

- Implementation of this VGPF and VGPs will be supervised and monitored by the PIU and the findings recorded in progress reports provided to the World Bank;
- The PIU will verify the collection of VG's baseline information; and
- A third-part monitoring consultant to be engaged by the PIU to carry out monitoring and supervision of VGPs implementation.

SECTION ONE

1. INTRODUCTION

This document presents the Vulnerable Groups Planning Framework (VGPF) for the Program for Advancing Gender Equality in Tanzania. The objective of this VGPF is to provide guidance on the preparation of the Vulnerable Groups Plan (VGP) for the Program for Advancing Gender Equality in Tanzania (PAMOJA Project). The VGPF serves as a practical tool to ensure that individual projects within the Program for Advancing Gender Equality in Tanzania fully respect the dignity, human rights, economies and cultures of vulnerable groups which includes the Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities. The VGPF provides details on agreed principles, policies, guidelines and procedures to be integrated into the PAMOJA Project's implementation and assists in the achievement of the compliance with applicable National legislation relating to vulnerable groups and the relevant World Bank's Environmental and Social Standard relating to the VGs (ESS7). The VGPF aims at empowering the VGs where empowerment should reflect their needs established by the project's proponent through a thorough need assessment done through tailor-made and demand-driven public engagements as stipulated in ESS 10 and ESS 7. The Executive Summary will be translated into Swahili and local languages once the specific VGs are identified.

1.2 Justification for a VGPF

A Vulnerable Groups Planning Framework (VGPF) is developed when a proposed project design is not yet finalized and it is impossible to identify all of the impacts, as is required to prepare a Vulnerable Groups Plan (VGP). According to ESS7, within Tanzania, Vulnerable Groups (VG) include pastoralist, hunter and gatherer communities including the Hadzabe, Akie, Sandawe Maasai and Barabaig. These groups are mainly found in the North and South of Tanzania. However, the specific sites and physical location of the individual projects that will form part of the PAMOJA are not known and as such, the details of activities and impacts are not known. Thus, the VGPF, entails a screening process to determine whether the VGs are present in or have a collective attachment to the project area; a framework for consultation and participation where the project affects (both positively and negatively) the VGs, a mechanism for managing impacts by developing appropriate mitigation/rehabilitation measures; mechanisms for soliciting input to improve project design so that it contributes to VG development; and a framework for monitoring such measures during implementation. Additionally, the VGPF spells out and summarizes the institutional arrangements for the implementation of mitigation measures, monitoring arrangements, and capacity building needs.

For projects where vulnerable groups (VGs) are likely to be present in, or have collective attachment to the project area, but their presence or collective attachment cannot be determined until the sub-projects or investments are identified, the borrower (in this case the GoT through the MOCDGWSG) prepares a Vulnerable Groups Planning Framework (VGPF). PAMOJA will integrate the VGPF requirements into the project design in areas where vulnerable groups are present or have a collective attachment. A key focus of the VGPF and the subsequent VGPs will be to propose an action plan for such groups to benefit from the project.

The VGPF outlines the processes and principles of screening to determine if a proposed activity has impacts, positive or negative, on vulnerable communities. This VGPF sets out the procedures and processes for the preparation of a VGP, including the social screening and assessment process; development of mitigation measures; requirements for Free, Prior and Informed Consent (FPIC); stakeholder engagement and disclosure procedures; and a Grievance Redress Mechanism (GRM). A detailed VGP will be prepared before implementing Project components and screening conducted to determine the presence of Vulnerable Groups (VGs) or attachment to the Project area. The VGP for projects will be prepared through a

participatory, flexible and pragmatic process using participatory planning based on the findings of stakeholder engagement conducted.

1.3 Methodology for Preparation of the VGPF and Consultation

The process followed in the preparation of this VGPF consisted of:

- a) Collection of baseline data on the VGs in Tanzania including lifestyle, livelihood, history, etc.;
- b) Identification of potential positive and negative impacts of the proposed project on the VGs.
- c) Approach for developing mitigation to address impacts identified and ensuring access to benefits to inform development of subsequent VGPs.
- d) Formulation of monitoring and evaluation plan.
- e) Consultations with VG representative Non-Governmental Organizations (NGOs); and
- f) Preparation of the Final VGPF factoring in outcomes of the consultation process.

The process involved two key activities – detailed literature review and consultations with the VGs as described below.

Review of existing literature

Different documents were reviewed to gain a deeper understanding regarding vulnerable groups as per national and international guidance. Among the reviewed documents were ESS7) and the ESS7 Guidance Note Tanzania - Vulnerable Groups Impact Evaluation Household Survey 2008, (TASAF II), PAMOJA Concept Note, Round 1, and other relevant VGPF documents prepared in Tanzania for World Bank projects.

Consultations on the VGPF

Consultations have been done with Non-Governmental Organizations (NGOs) representing the interests of VGs at the national level in February 2023. Outcomes of the consultations are presented in Annex I. The consultations with NGOs were organized as follows:

- a) Webinar invitation to stakeholders were be sent by emails and phone calls were made to the identified stakeholders. Also, the invitation was publicly announced on the MoCDGWSG website. The stakeholders who were planning to participate in the consultation forum confirmed their participation.
- b) MoCDGWSG made follow-ups through telephone calls and emails and documented which institutions have confirmed or declined attendance to the consultations, this information was recorded in datasheets; and
- c) The consultations in five (5) zones included the comprehensive presentation of the Program for Advancing Gender Equality in Tanzania and an overview of the Environmental and Social Risk Management documents to guide risk management and the VGPF.

Outcomes of the consultations were used to inform how to improve access to benefits to the vulnerable groups during preparation of VGPs and also in the preparation of the Vulnerable Groups Planning Framework (VGPF).

Meaningful and Informed Consultation During Implementation

VGs who may be affected by specific sub- projects will be consulted during the preparation of the VGPs. VG will be informed and consulted in preparing the VGPs. Their participation in planning will enable them to benefit from the project and protect them from potential adverse impacts. The VGP will be prepared in

consultation and in a socially acceptable manner with affected VG, before project implementation. In this process the following will be considered:

- a. Special attention will be given to the concerns of local tradition communities, women, youth, and children and their access to development opportunities and benefits.
- b. Establishing an appropriate gender and inter-generationally inclusive framework that provides opportunities for consultation at each stage of project preparation and implementation among the affected VG, if any, and other local civil society organizations (CSOs) identified by the affected VG' communities.
- c. Providing the affected VG with all relevant information about the project (including an assessment of potential adverse effects of the project on the affected VG' communities) in a socially appropriate manner at each stage of project preparation and implementation.
- d. Involvement of VG in problem identification and design of solutions should be ensured through the entire project cycle interventions.

In order to gain trust for smooth implementation of the PAMOJA, involvement of the VG where they are present, the Ministry will use different engagement approaches. The engagement approaches will include meeting with existing formal government systems including village and traditional leaders to discuss the project and to understand the local context and structures.

Sensitization of the communities, use of stakeholders working with VG and monitoring of inclusion of VG where Social Specialists will provide regular updates to the Project team on their activities, the level of engagement with the VG, the outcomes of the engagement and any issues arising.

The project teams and CSOs will jointly monitor the participation of vulnerable groups in the stakeholder engagement process to ensure that they remain engaged. Early identification of any exclusion or lack of participation in the process will be essential to ensure project activities do not advance without their inputs.

With regard to institutional, policy and legal frameworks, the Constitution of the Government of the United Republic of Tanzania of 1977 recognizes the socio-economic and cultural rights of all citizens as stipulated in Article 8(2), 9 and 29. It identifies VGs as being minority communities who have been marginalized through historical processes and therefore, their concerns should be heard and protected. It prohibits alienation of marginalized groups by virtue of their relatively small population or any other reason, has been unable to fully participate in the socio-economic life in the Country. Thus, the need to recognize communities that have preserved their unique culture is essential as per World Bank ESS7.

SECTION TWO

2. PROJECT COMPONENTS OF THE PROGRAM FOR ADVANCING GENDER EQUALITY IN TANZANIA

2.1 Component 1: Promoting Economic Opportunities for Women through Community-Based Models (US\$55 million – Mainland: US\$39.6 million; Zanzibar: US\$ 15.4 million). This component will finance access to economic opportunities for women, using their community-based groups as entry points and platforms. Activities will be implemented through three sub-components: (1) strengthening community-based women's groups, women's business skills and market linkages, (2) strengthening access to finance through women's groups' revolving loan funds, and (3) strengthening access to finance through the formal financial sector.

Component 2: Strengthening Gender-Based Violence (GBV) Prevention and Response (US\$35 million - Mainland: US\$25.2 million; Zanzibar: US\$9.8 million). Sub-component 2.1: Shifting social norms and enabling behavior change towards gender equality and GBV prevention (US\$15 million - Mainland: US\$10.8 million; Zanzibar: US\$4.2 million). This sub-component will finance: (i) the development of a national protocol for a community-based social norms change and GBV prevention program with the structures established by the NPA-VAWCs; and (ii) implementation of the national prevention protocol targeting beneficiaries of the business plan financing under sub-component 1.2 and their partners to ensure that women's economic activity is supported at the household and couples' level and can result in a transformation of gender roles and wellbeing of their household.

Component 3: Innovations and Partnerships (US\$5 million - Mainland: US\$3.6 million; Zanzibar: US\$1.4 million). Sub-component 3.1: Community-based childcare pilot (US\$4 million - Mainland: US\$2.8 million; Zanzibar: US\$1.2 million). This sub-component will support a childcare pilot in select project communities. Specifically, it will sensitize and engage women's groups to establish Community Day Care Centers (CDCCs) and creches. Currently there are National Guidelines available on the Establishment and Management of Creches and the Establishment and Management of Day Care Centers in Mainland Tanzania and Zanzibar. Officially 199 CDCCs have been registered in Mainland Tanzania in the regions of Dar es Salaam, Kigoma, Mwanza, Pwani, Tanga and Mbeya. The CDCCs are mainly run by community volunteers. The importance of quality early childhood development and education (ECD/ECE) is reflected within the National Multi-Sectoral Early Childhood Development Programme (NM-ECDP), Education Sector Development Plan (ESDP) and the Generation Equality programme in Mainland Tanzania and Zanzibar. ECD/ECE is supported by multiple partners in Mainland Tanzania and Zanzibar, but community-based models for poor women in rural areas remain a gap in programming.

2.3. Program for Advancing Gender Equality in Tanzania Beneficiaries

The project is targeting women in rural areas who are on or just above the poverty line, who are economically active but highly vulnerable to falling into poverty. This will include women who recently graduated from the PSSN program through its Enhanced Productive Inclusion component. These women have exited extreme poverty through TASAF's interventions but face a significant risk of falling into poverty should any shock arise and as such should benefit from the project's support to sustain and further their welfare improvements. Specifically, project beneficiaries are:

- (a) Component 1: Women in communities who will benefit from climate-resilient livelihoods and enhanced access to finance, including through the formal financial sector.
- (b) Component 2: All members of the communities in the targeted areas, who will benefit from activities to shift social norms related to GBV/IPV and survivors of GBV who access improved GBV response services as well as government staff and Women and Children Protection Committees members benefitting from training and capacity-building.
- (c) Component 3: Women who will benefit from community-based childcare options as well as from enhanced market linkages through innovations.
- (d) Component 4: Government institutions involved in project implementation.

SECTION THREE

3. BASELINE OF VULNERABLE GROUPS AND RELATED SOCIAL ISSUES

Vulnerability can be defined as “the diminished capacity of an individual or group to anticipate, cope with, resist and recover from the impact of a natural or man-made hazard”, *Disaster and Crisis Management* (IFRC 2012). Unquestionably, the concept is comparative and dynamic and most often associated with poverty. Nonetheless, vulnerability might also arise when people are isolated, insecure and unable to defend themselves in the wake of a risk, shock or stress. Hence, vulnerability has two elements - exposure to the hazard and the ability to cope.

3.1 General Characteristics of Vulnerable Groups

Vulnerable Groups have the following characteristics as defined in ESS7:

- i. Self-identification as members of a distinct social and cultural group and recognition of this identity by others; and
- ii. Collective attachment to geographically distinct habitats, ancestral territories or areas of seasonal use or occupation, as well as to the natural resources in those areas; and
- iii. Customary cultural, economic, or social or political institutions that are distinct or separate from those of the mainstream society or culture; and
- iv. A distinct language or dialect, which is often different from the official language of the country or region in which they reside.

3.2 Vulnerable Groups in Tanzania

The following VGs are present in Tanzania as shown in Table 3-1:

Table 3-1 VGs present in Tanzania

COMMUNITY & POPULATION ¹	LOCATION	LIVELIHOOD	ESS7, Paragraphs 8 and 9
AKIE 2,300-2,500	<ul style="list-style-type: none"> • Ngapapa, Napilikunya, Kinua villages in Kiteto District, Manyara region. • Kitwai A and Kitwai B (Kitwai Ward) in Simanjiro District, Manyara region • Msomera (Olmoti) village in Handeni; Gitu, Balang'a and Lenguseru (Mbogoi) villages in Kilindi District, Tanga region • Found in northeastern Tanzania Simanjiro (Manyara region) to Handeni (Tanga region) in the east. 	Hunter-gatherer	Meet all the four criteria: 1) They identify themselves as “Akie” and identified by others as a distinct socio-cultural group; (ii) have a collective attachment to distinct habitats (They see Napilikunya hamlet and Ngapapa village as the ‘home’ for all Akie. In other areas, they have an attachment to land for their cultural and livelihood survival. Push factors included land use pressures due significant influx of other groups into these areas; (iii) have cultural, social, economic institutions different from those of the mainstream society; (iv) they speak Akiek (with increasing numbers also speaking Maa due to proximity of Maasai population)
BARABAIG (Datooga) 35,000-50,000	North Central Tanzania around the plains (Basuto) of Mount Hanang Mulbadaw, Basuto Ward, Hanang district, Manyara region (west of Tarangire National Park and north of Dodoma).	Pastoralism/Agro-pastoralism They now combine pastoralism with local cultivation.	Meet all the four criteria: 1) They identify themselves as Barabaig having a distinct socio-cultural identity and relationship to their land, and recognized by others as a distinct social group; 2) have a collective attachment to their pastoral land. Their habitat includes the plains around Mount Hanang which includes the Basuto plains; 3) they have distinct cultural, social, economic institutions, many are polygamous, spiritual systems, facial tattooing using charcoal, dress and adornments, ceremonial song and dance customs, coming of age customs, traditional medicines; 4) They speak their own distinct language of Kiarabaig, a dialect of Datooga
HADZABE 1200-2,000	North-central Tanzania – at the edge of the Serengeti plains (in the shadow of the Ngorongoro Crater), close to the edge of the Serengeti plains (near Ngorongoro Crater), to Lake Eyasi and the ramparts of the Great Rift Valley (Central Rift Valley). Mongo wa Mono and Domanga villages in Mbulu District, Manyara region; Kapamba	Hunter-gatherer	Meet all the four criteria: 1) They identify themselves as Hadzabe, with a clear sense of what this means to the community, others also recognize them as a distinct socio-cultural group; 2) they have a collective attachment to distinct habitats. Their ancestral home is Lake Eyasi Valley. They are dependent on their land for livelihoods, identity, and traditional food (wildlife, wild fruits, tubers, nuts and honey); (iii) have distinct cultural, social, economic institutions different from the mainstream society, including traditional housing, matrilineal/egalitarian relationships, spiritual beliefs, dress, song and dance customs, traditional medicines, traditional conservation practices)

¹ Population figures are estimates from the district population from the 2012 Census, from field consultations, data from Regional and District Authority. The GoT does not collect data on ethnic identity in its census.

	village in Mkalama district; Qangdend village and Southeast Lake Eyasi in Karatu district, also in Meatu district in Shinyanga region, and Iramba district in Singida		(iv) they speak Hadzane or Hadza, a very distinct and unique click language that is not similar to other click languages
MAASAI ² 170,000 -200,000	Four districts of Arusha region: Monduli, Simanjiro, Kiteto and Ngorongoro. They were originally found ‘the Maasai steppe’ which extends from Loliondo on the border with Kenya through the present districts of Longido, Monduli, Simanjiro to Kiteto. The Baraguyu (Iparakuyio), who are a subsection of the Maasai, were originally in Handeni district, Tanga region but are also scattered in 9 other districts in the region.	Pastoralism & Small scale farming	Meet all the four criteria: 1) They identify themselves as Maasai (or their sub-group), and they are recognized by others as a distinct socio-cultural group; 2) They are collectively tied to their pastoral lands for their identity, culture and livelihoods and have a clear sense of where their lands historically were; 3) They have distinct cultural, social, economic institutions different from the mainstream society, including housing, rituals and customs, forms of dress, song/dance, spiritual systems, traditional medicine, traditional ecological knowledge, decision-making, intra-group relationships with neighboring Maasai communities, and are often polygamous; 4) they speak Maa, a distinct language from the mainstream
SANDAWA 40,000-60,000	Farkwa (Bugenika village) and Kwamtoro Wards; Chemba district, Dodoma region	Hunter-gathering & farming	Meet all the four criteria: They speak a distinct click language, kisandawe (closer to the San)

² This is the population estimates for Ngorongoro and Loliondo based on 2012 Population and housing Census by Administrative Areas. The estimated population for Maasai is 800,000 which includes other districts of Arusha, i.e., Monduli and Longido. A significant number are also found in Kiteto and Simanjiro districts in Manyara region.

3.3 Challenges Facing Vulnerable Groups

Despite their distinct ways of life and differences, these communities share some common challenges in terms of maintaining their traditional ways of life, access to land and as a result of changes associated with climate change. Such issues include:

- i. Hunting and gathering and pastoralism as a means of livelihood has been diminishing due to harsh climatic conditions which has resulted in the decline of wild animals for hunting, depletion of natural resources including agricultural land and water. This has resulted in an increase in subsistence farming although this is often characterized by low yields and unreliable rainfall.
- ii. Government laws prohibit hunting without a license and restrict hunting (and grazing) in national parks which restrict the possibility of hunting as the cost of the licenses is prohibitively expensive for these groups.
- iii. Their land is being highly encroached by other ethnic groups. As a result, VGs face scarcity of land for practicing their traditional activities, pastoralists or as hunter-gatherers, something which contributes to a shift in their economic activities to small-scale farming or casual labour to survive.
- iv. Hunter-gatherers have tended to be more isolated from communities and decision making. This is due in part to their lifestyle.

In order to address encroachment of land on which VGs depend, the Village Councils have been mandated to establish a land register at the village level to enable people to get customary land ownership. The initiative also facilitates women to possess land legally and plays a role in solving land conflicts in the respective areas.

Generally, the availability of social services is minimal in the areas where these communities reside. They usually stay in peripheral areas and as a result, even if the facilities are available, they need to travel long distances to access those services. Given the nature of villages in VG areas, children have to walk long distances to school, which emphasizes the need for additional schools in their sub-villages. Boarding schools may also help VGs children gain access to education since their parents are moving from one place to another.

3.4 Possible Impacts on the Vulnerable Groups

The PAMOJA PROJECT implementation within Tanzania may affect VGs as there could be issues of intangible and socio-economic impacts as addressed in the ESSs: ESS 1- Assessment and management of Environmental and Social Risks and Impacts; ESS 2- Labor and Working Conditions; ESS 3 - Resource Efficiency and Pollution Prevention and Management; ESS 4 - Community Health and Safety; and ESS 7 - Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities. These will also call for the implementation of the ESS 10 to engage the VGs towards specific mitigation plans of the impacts as stated in Table 2 below.

Table 2: PAMOJA PROJECT Impacts on Vulnerable Groups

S/ N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
1.	Economic opportunities for women and adolescent girls	Inequitable access to the economic opportunities for women and adolescent girls due to distance from available socio-economic services and tradition customs that enhance gender inequality and undermine women and girl's opportunities.	<ul style="list-style-type: none"> <input type="checkbox"/> Review of Design Plans related to community-based intervention activities that enhance economic opportunities for women and adolescent girls among the villages. <input type="checkbox"/> Location of VGs should be considered during planning of the PAMOJA Project where activities will be located as per the siting criteria in the ESMF. <input type="checkbox"/> Engagement with VGs over economic opportunities for women and adolescent girls to meet their needs. 	Project Planning	MoCDGWSG/ PIU Local Government Authority (Village Development Committees, Village Councils Meetings, Village Assembly), Consultants for ESIA, Contractors
2.	Support to the project	Unacceptability and / or inadequate support of the project from the VGs if they are not fully involved from the project inception. This includes consideration of the types of economic opportunities for women and adolescent girls services to be involved e.g. shifting social norms, preventing GBV and enhancing GBV response, as well as their opinions/input into elements such as early marriage, increased school dropout rates, early childbearing, and it impacts the economic productivity of women	<ul style="list-style-type: none"> • Encourage and enable involvement of VGs in early planning, implementation and supervision of the project through stakeholder engagement. • Inclusion of VGs representatives in Project Teams where necessary and when a need arises and relevant. • Stakeholder engagement in relevant languages and in a manner that meets their cultural norms and other needs (braille, translations and Interpretations). 	On-going throughout the project phases But focused effort during the preparation of projects.	MOCDGWSG, PIU, Consultants for ESIA, Sub activities Contractors

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
3.	Delivering community based services	Encroachment onto traditional land or cultural sites of VGs resulting in Project delays, conflict etc. This is minimal as experience from previous projects.	<ul style="list-style-type: none"> <input type="checkbox"/> Presence of VGs to be determined as part of the screening process. <input type="checkbox"/> Early engagements with VGs to identify any existing challenges with location, their preferences etc. so as to determine if the site is feasible. <input type="checkbox"/> Development of a VGP to address impacts associated with the presence of VGs, <input type="checkbox"/> Development and implementation of an enhanced consultation process to demonstrate if there is support for the sub-project activities in VG areas, 	Project Development	MOCDGWSG/PIU, Local Coordinators-NGOs, Local Government Authority (Village Development Committees, Village Councils Meetings, Village Assembly), Consultants for ESIA Contractors
4.	Loss of culture and traditional practices	VGs fear and resistance that, using a certain aspects of the project activities aimed at promoting gender equality and prevent GBV (if they had little or no involvement in during its planning) may erode their pride, culture and traditional practices.	<ul style="list-style-type: none"> • Ensuring that VGs are consulted in the sub-project design; • Provide culturally appropriate training and information in local languages on the importance of economic empowerment among women and girls within their community by using their role models (traditional leaders). Ensure that FPIC process is followed earlier on in the planning and continuously, through project development stages. 	Prior to undertaking any Project components where VGs are based. On-going	MOCDGWSG/PIU, Local coordinator-NGO, Local Government Authority (Village Development Committees, Village Councils Meetings, Village Assembly) ESIA Contractors

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
5.	Increased/ Decreased risk of GBV/SEA	<p>Impacts associated with the presence of an external male workforce during community-based intervention may result in increased risk of GBV/SEA, increased disease transmission for example HIV/AIDS. In addition, cultural norms in these groups may make reporting incidences of GBV/SEA as well as certain diseases more difficult.</p> <p>Project may influence positive behavior change that may lead to decreased GBV/SEA. VGs are characterized by patriarchal norms which give priority to men over women.</p>	<ul style="list-style-type: none"> • Provide culturally appropriate training and information in Kiswahili and other local languages and include in national campaigns making use of the strategies in the SEP. • Ensure that GRM allows for confidential reporting by VGs and access to referral and aftercare services. • Code of Conduct for project workers to avoid negative interactions should be imposed and implemented to be prescribed in the LMP. • Training of workers on the code of conduct. • Implement Gender Based Violence education. 	Prior to undertaking any Project components in districts where VGs are based. On-going	MOCDGWSG/PIU, Local Coordinators-NGOs, Local Government Authority (Village Development Committees, Village Councils Meetings, Village Assembly), Consultants for ESIA Contractors
6.	Community health and safety concerns related to interactions of local workforce with local communities.	Potential risk might rise in relation to wages, and employment opportunities issues. Which might result in increased prevalence of infectious diseases, cultural impacts due to interaction with other foreign persons.	<ul style="list-style-type: none"> • Adhere to the Labor Management Plan for this project. • Provide, preference for employment to local communities and provision of technical training to local people. • Awareness to the Contractors, and staff on OHS. • Implement project GRMs. • As included in the LMP, the project will take necessary measures to avoid/minimize and mitigate injuries or incidences associated with construction activities. 	Prior to undertaking any Project components in districts where VGs are based. On-going	MoCDGWSG/PIU, Local Coordinator-NGO, Local Government Authority (Village Development Committees, Village Councils Meetings, Village Assembly), Consultants for ESIA & Contractors

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
10	Positive increase in employment during minor civil works activities.	The project will give rise employment opportunities during renovation of safe houses which will result in skills development and enhanced income flow in the area.	<ul style="list-style-type: none"> • Employment for local communities, as outlined in the LMP, bidding documents and other project documents. • Non-discriminatory recruitment and employment opportunities for members of local communities. • Follow guidance as outlined in the bidding documents and the project LMP and the VGPF in provision of work to VG population. 	Prior to undertaking any Project components in districts where VGs are based. On-going	MOCDGWSG/PIU, Local Government Authority (Village Development Committees, Village Councils Meetings, Village Assembly), Consultants for ESIA Contractor
11	Non-inclusion of women's, children's and adolescent needs (and other VGs) due to lack of consultation during discussion of social and development issues	<ul style="list-style-type: none"> • Inadequate participation of VG women in decision-making processes and therefore low acceptance of project services • VG adolescent and children neglected in decision making hence their needs on a like safety (safe way to school) are not met 	<ul style="list-style-type: none"> • Ensure equal participation of women, adolescent and children within VGs during consultations and in decision-making this may require specific focus group discussions with women, adolescent and children from VGs with facilitators they are comfortable talking with in local languages. • Continuous awareness-raising of women's, adolescent and children's (and other VGs) rights to land, natural resources and livelihoods. 	Prior to undertaking any Project components in districts where VGs are based. On-going	MOCDGWSG/PIU, Local Government Authority (Village Development Committees, Village Councils Meetings, Village Assembly), Consultants for ESIA, Contractors NGOs, CBOs
13	Increased vulnerability of VGs due to lifestyle barriers to participate to project activities	<ul style="list-style-type: none"> • Exclusion of VGs from the Project resulting in lack of access to benefits and potentially greater levels of impacts compared to other communities. • Nomadic nature and remoteness residence of many of this groups may reduce the potentiality for the VGs to participate with 	<ul style="list-style-type: none"> • Use of communication mechanisms that will assure their participation in the project including specific meetings with VGs, NGOs representing their rights etc. • Use of local leaders from their groups for effective communication • Development and implementation of a Vulnerable Groups Plan where VGs are present in the project area. • Appropriate communication framework for a project to ensure VGs voices are heard, pending issues resolved and grievances heard. 	Prior to undertaking any Project components in districts where VG are based. On-going	MoCDGWSG/PIU, Local Government Authority (Village Development Committees, Village Councils Meetings, Village Assembly), Consultants for ESIA Contractors NGOs, CBOs

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
			<ul style="list-style-type: none"> • Use of local languages in meetings with VGs via translators and interpreters if needed. • Access to information in local languages not just Kiswahili where relevant. • Ensuring that VGs community leaders are involved in all discussions especially where these groups have no or limited involvement in Village Councils. 		

SECTION FOUR

4 POLICY FRAMEWORK SUPPORTING VULNERABLE GROUPS

Notably, the GoT has no specialized policy or legislation in favour of VGs. Nonetheless, despite having voted in favor for the UN Declaration on the Rights of Indigenous Peoples way back in 2007, it has not prepared any policy or legislation to specifically favour them. The implementation of the Program for Advancing Gender Equality in Tanzania will benefit not only from a diversity of national policies and laws that reflect on the interests of the indigenous people as described below but also from the backing offered by the new ESS 7. These national policies and laws favoring the VGs are described below:

- i. **The National Land Policy of 1995** which advocates for equitable distribution and access to land by all citizens and aims at ensuring that existing rights in land especially customary rights of small holders such as peasants and herdsman who form the majority of the country's population are recognized, clarified, and secured by law. Under the policy framework, land is to be put to its most productive use to promote rapid social and economic development and hence provision of livelihood to VGs is guaranteed. Program for Advancing Gender Equality in Tanzania implementation will abide to the policy through all stages of its projects preparation.
- ii. **Community Development Policy 1996** to enable Tanzanians as individuals and/or group/associations to contribute more to the government objectives of self-reliance and therefore bring about development at all levels and finally the nation as a whole. In addition, it recognizes and emphasize that family/household is the basis of community development, thus the livelihood of the VGs is guaranteed.
- iii. **The National Human Settlement Policy of 2000** whose two among its 14 main objectives of "making available the serviced land for shelter and human settlement development in general to all sections of the community including women, youth, the elderly, disabled and vulnerable communities" and "improving the level of provision of infrastructure and social services for sustainable human settlement development" are of relevance to the PAMOJA Project. PAMOJA Project will abide to the policy and ensure that no individual, including the VGs is left without a settlement during and after the implementation of the program.
- iv. **The Agriculture and Livestock Policy of 1997** whose main objective is to promote and ensure a secure land tenure system to encourage optimal use of land resources and facilitate broad-based social and economic development without upsetting or endangering the ecological balance of the environment. The PAMOJA Project will have to put up tools to protect the land use plan within the implementation projects sites so as to protect the rights of hunters, gatherers, livestock keepers, and specific use endowed to the VGs.
- v. **The National Gender Policy of 2000** whose main objective is to provide guidelines to ensure gender sensitive plans, programs and strategies in all sectors and institutions are adhered to in favor of the VGs. This enables gender equality-based strategies on poverty eradication through ensuring that both women and men get equal access to existing resources for their development and underscoring the important role played by women in bringing about development within the society. The PAMOJA Project will have to ensure gender equality and easy availability of resources to the VGs through putting up gender adherence plans within all the projects' Environmental and Social Management Plans.
- vi. **National Policy of Disability, 2004** aims at providing a conducive environment for people with disabilities to engage in productive work for their development and the utilization of available resources for improved service delivery. In the delivery of services, the policy identifies the following priority groups which are women with disabilities, children with disabilities, and older people with disabilities. VGPF shall also consider people with disabilities among the VGs to comply with the policy requirements.

- vii. **Law of the Child Act No 21 of 20th November 2009** calls for reforms and consolidation of laws relating to children, stipulates rights of the child and promotes, protects and maintains the welfare of a child in conjunction with international and regional conventions on the rights of the child; provides for affiliation, foster care, adoption and custody of the child; further regulate employment and apprenticeship as it pertains to the child and makes provisions with respect to a child in conflict with law and provides for related matters.
- viii. **National Occupation Health and Safety Policy of 2009**, The policy has the promotional framework of OHS in all sectors so that each stakeholder has their responsibilities explicitly showing how best to provide desirable working conditions and utilize it as a guideline for more specific requirements in their areas of specialization, competency, interest, and jurisdiction. It also provides government commitment to addressing cross-cutting issues of gender and vulnerable groups.
- ix. **The National Policy on HIV/AIDS of 2001** whose main goal is to provide guidance for coordination of the national multi-sectoral response to the HIV/AIDS epidemic and call for formulation, by all sectors, of appropriate interventions which will be effective in preventing transmission of HIV/AIDS and other sexually transmitted infections, protecting and supporting the poverty stricken VGs through mitigation of the social and economic impact of HIV/AIDS during the PAMOJA Project implementation which will increase people movement into and out of the projects' site areas from HIV/AIDS prevalence urban and foreign areas resulting into increased transmissions of the pandemic.
- x. **The World Bank's Environmental and Social Standards** sets out requirements to the borrowers, guides the implementation of the VGPF through the identification and assessment of environmental and social risks and impacts posed by the PAMOJA Project to the VGs. The PAMOJA Project falls within the jurisdiction of the Environmental and Social Standards based on its time frame and specifically the ESS7 which requires MoCDGWSG/PIU to perform an analysis of the direct and indirect socio- economic, cultural and environmental risks and impacts the PAMOJA Project will have on the VGs through enabling them to participate in the project design and implementations through culturally acceptable consultations and devising a tailored Grievance Redress Mechanism for the VGs.

SECTION FIVE

5 VULNERABLE GROUPS PLAN

5.1 Screening for Presence of VGs

Screening for the presence of VGs will be a mandatory requirement prior to the implementation of the PAMOJA PROJECT components. This will be done to determine whether VGs are present or have collective attachment to the project area. The screening will be carried out by MoCDGWSG/PIU Social Specialists at the PIU who are well versed in the social and cultural issues of the VGs in the project area. Such screening will need to be undertaken to the satisfaction of the Bank, prior to the implementation of activities. It is important during the screening phase of project implementation to carefully identify who will be affected (positively or negatively) by the selected projects as it may not impact the entire group or it may impact non-vulnerable groups living in their midst or parts of several different groups, only some of which are VGs. Procedures for screening are presented in the ESMF.

According to the above stated definition and characteristics of VGs, five groups of VGs in Tanzania have been identified in this framework (Maasai, Sandawe, Hadzabe, Akie and Barbaig). Therefore, if the project will have influence in the location of these VGs, a Social Assessment (SA) and Vulnerable Groups Plan (VGP) will be planned.

5.2 Social Assessment Process

Prior to the implementation of any activities in a district where screening has identified the presence of VGs, a SA will be undertaken by a team of experts led by the PIU Social Specialist to evaluate the project's potential positive and adverse effects on the VGs. The scope and type of analysis required for the SA will correspond to the nature and scale of the proposed project's potential impacts on the Vulnerable Groups present in the project area. The PCG (led by the PAMOJA Project PIU Social Specialist) will prepare detailed Terms of Reference (ToR) for the SA study once it is determined that VGs are present. The ToR for the SA will be shared with World Bank for clearance and approval.

The experts will gather relevant information from focus group discussions. Discussions will focus on sub-project positive and negative impacts; and recommendations for design of the Project that are needed for the VGs to benefit from the project. PAMOJA Project PIU Social specialist(s) will be responsible for reviewing the SA and providing the necessary recommendation on involvement of VGs and ways to ensure they benefit from the project.

The SA will use quantitative analysis for information on issues such as population structure, educational level and socioeconomic indicators. Qualitative information will also be gathered on ways of life, livelihoods, etc. Participatory assessments will also be undertaken to gather the views of stakeholders. The process of gathering baseline information³ for further monitoring will be through a *participatory rural appraisal mapping exercise* involving the VGs in the proposed sub-project area or district. The SA will also identify vulnerable individuals within the VG communities and the reasons for their vulnerability, explore ways in which inclusive stakeholder engagement can be culturally appropriate and productive, explore how grievances are best managed within the context of the project GRM or separately.

Mapping the community resources where the project investments are targeted will determine the sphere of influence, how the vulnerable communities utilize said resources so as identify how the project can avoid impacts to these resources and enhance potential benefits. Regarding customary rights of VGs to use of common resources, the mapping will provide information on (i) location and size of the area and condition of resources, (ii) primary users including those that belong to VGs that currently use or depend

on these common resources, (iii) secondary users and the types of uses they make, (iv) the effects of these uses on the VGs, and (vi) mitigation measures of adverse impacts if any.

Based on the information collected, comparative analysis will be used to determine the nature and degree of different benefits and impacts for the project by considering project alternatives in the sub-project area, which will be verified with the VGs.

5.3 Preparation of Vulnerable Groups Plan

Projects-Specific Vulnerable Group Plans (PSVGPs) will be prepared when activities have been identified in areas where Vulnerable Groups are present or in which they have a collective attachment, as determined during the screening process. The PSVGP will be developed by the PAMOJA Project PIU Social Specialists. The SA will provide baseline data of the demographic, economic, social, cultural and political characteristics, land use as well as natural resources in the area of which the VGs depend. Based on the findings of SA, the PSVGP will provide guidance on social, economic, or cultural issues to be addressed during design, and implementation of the project. The PSVGP will be developed to reflect the social-cultural activities, geographical location and livelihood activities of the respective community as well as the risks and impact of the project to the VGs. Specific elements of the PSVGP are described below.

- 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 that relate to the project.
- iii. Potential positive and negative impacts and risks on vulnerable groups.
- iv. Measures to avoid or mitigate adverse impacts and risks.
- v. The requirements for FPIC where relevant.
- vi. Measures to ensure project benefits will accrue to vulnerable groups.
- vii. The possibility of involving local CBOs and NGOs representing VGs.
- viii. Specific requirements related to stakeholder engagement and the GRM for VGs.
- ix. Budget allocation; and
- x. Monitoring.

³Baseline information on education, employment, demographic social, cultural, and political characteristics of the affected VGs, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend.

5.4 Impact Identification

The assessment of project benefits and adverse impacts will be conducted based on free, prior, and informed consultation, with the affected VGs. The determination of potential adverse impacts will entail an analysis of the vulnerability of, and risks to, the affected VGs given their distinct circumstances and close ties to land and natural resources, as well as their lack of access to opportunities relative to other social groups in the communities or districts in which they live. An analysis of additional adverse impacts on groups further vulnerable to exclusion or negative impacts, such as women, will be undertaken.

5.5 Determination of Mitigation Measures

This will involve identification and evaluation of mitigation 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 the VGs receive culturally appropriate benefits under the project in a

participatory manner. Mitigation measures may involve compensation as well and typical mitigation actions or compensations. The appropriateness of these measures will be agreed with VGs through the FGDs and stakeholder engagement prior to finalizing the plan.

5.6 Capacity Building

During the Vulnerable Groups orientation and mobilization process, the interest, capacity and skills of the VGs and their institutions, CBOs and NGOs, including social screening, will be assessed. If required, the VGPF will propose the provision of training for the VGs in, among others, resource mapping, monitoring and evaluation. This will be financed by the project under the budget allocated for the implementation of the VGPs prepared for the sub-projects as required.

The PAMOJA Project PIU will provide training and guidance to the different groups that might be affected on social assessment, implementation of the VGPF and VGP with special attention to developing their knowledge on VGPF background, history and areas of concern as well as their skills for community orientation, free, prior and informed consultative planning, Participatory Rural Appraisal (PRA) tools and techniques.

5.7 Bank Decision on Project Investments

In deciding whether to proceed with the project, the government will then ascertain, on the basis of the PSVGP and the outcomes of the process of free, prior, and informed consultation, whether the affected VGs' provide their broad support to the project or Free Prior and Informed Consent (FPIC) where applicable under ESS7. Documentation of community support or consent will be provided by minutes prepared from all meetings held with the VGs or through other processes as agreed with the VGs and the World Bank. The minutes will be verified and authenticated by community representatives. Where there is such community support or consent, the government will prepare and submit to the World Bank a detailed report that documents:

- i. The findings of the social assessment/analysis.
- ii. The Vulnerable Groups Plan.
- iii. The process of free, prior, and informed consultation with the affected VGs.
- iv. Recommendations for free, prior, and informed consent with and participation by VGs during project implementation, monitoring, and evaluation.
- v. Any formal agreements reached with VGs'; and
- vi. Measures, including project design modification, which may be required to expand access to or address adverse effects on the VGs' and to provide them with culturally appropriate project benefits.

The Bank reviews the process and the outcome of the consultation carried out by the government to satisfy itself that the affected VGs have provided their broad support to the project. The Bank will review and clear the documents before implementation of each stage of the Contents of a Vulnerable Groups Plan

All the PSVGPs that will be prepared under the Project will include the following contents, as needed:

- vii. A summary of the legal and institutional framework applicable to VGs.
- viii. Baseline information on the demographic, social, cultural, and political characteristics of the affected VGs communities, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend as it relates to the project.
- ix. A summary of the social assessment.
- x. A summary of results of the stakeholder consultation with the affected VGs that was carried

- out during project preparation.
- xi. A framework for ensuring free, prior, and informed consultation with the affected VGs during sub-project implementation and any proof of the same once achieved.
 - xii. An action plan of measures to ensure that the VGs receive social and economic benefits that are culturally appropriate, including, if necessary, measures to enhance the capacity of the project implementing agencies.
 - xiii. When potential adverse effects on VGs are identified, appropriate action plans of measures to avoid, minimize, mitigate, or compensate for these adverse effects drawing on the information presented in the Social Assessment.
 - xiv. The cost estimates and financing plan for the VGP; each project will bear full cost of assisting and rehabilitating VGs.
 - xv. Accessible procedures appropriate to the project to address grievances by the affected VGs arising from project implementation. When designing the grievance procedures, the government takes into account the availability of judicial recourse and customary dispute settlement mechanisms among the VGs'.
 - xvi. Mechanisms and benchmarks appropriate to the project for monitoring, evaluating, and reporting on the implementation of the PSVGP. The monitoring and evaluation mechanisms should include arrangements for the free, prior, and informed consultation with the affected VGs'.

SECTION SIX

6 FRAMEWORK FOR FREE, PRIOR AND INFORMED CONSENT

6.1 Background

ESS7 recognizes that Vulnerable Groups have identities and aspirations that are distinct from mainstream groups in national societies and often are disadvantaged by traditional models of development. In many instances, they are among the most economically marginalized and vulnerable segments of the population. Their economic, social, and legal status frequently limits their capacity to defend their rights to, and interests in, land, territories and natural and cultural resources, and may restrict their ability to participate in and benefit from development projects. In many cases, they do not receive equitable access to project benefits, or benefits are not devised or delivered in a form that is culturally appropriate, and they may not always be adequately consulted about the design or implementation of projects that may profoundly affect their lives or communities.

This ESS recognizes that the roles of men and women in VG cultures are often different from those in the mainstream groups, and that women and children have frequently been marginalized both within their own communities and as a result of external developments and may have specific needs.

One of the key requirements of ESS7 is to ensure that VGs present in, or with collective attachment to, the project area are fully consulted about, and have opportunities to actively participate in, project design and the determination of project implementation arrangements. The scope and scale of consultation, as well as subsequent project planning and documentation processes, will be proportionate to the scope and scale of potential project risks and impacts as they may affect VGs. In recognition of this vulnerability of VGs, the Bank requires the government to obtain the FPIC of the affected VGs when such circumstances described in ESS7 are present.

6.2 Free, Prior and Informed Consent

Free, Prior and Informed Consent refers to the process, under certain specific circumstances set out below, whereby VGs, will be consulted in good faith based on sufficient and timely information concerning the benefits and disadvantages of a project and how the anticipated activities occur. Consent refers to the collective support of affected VGs for the project activities that affect them, reached through a culturally appropriate process. FPIC does not require unanimity and may be achieved even when individuals or groups within or among affected VGs explicitly disagree.

The FPIC principles are as follows:

- **Free** – people are able to freely make decisions without coercion, intimidation or manipulation.
- **Prior** – sufficient time is allocated for people to be involved in the decision-making process before key project decisions are made and impacts occur.
- **Informed** – people are fully informed about the project and its potential impacts and benefits, and the various perspectives regarding the project (both positive and negative)
- **Consent** - refers to the collective support of affected VGs for the project activities that affect them, reached through a culturally appropriate process.

Where applicable under this project, FPIC applies to project design, implementation arrangements and expected outcomes related to risks and impacts on the affected VGs. It builds on and expands the process of meaningful consultation as detailed in the SEP. The Project will document:

- the mutually accepted process to carry out good faith negotiations that has been agreed by the Borrower and the VGs; and
- the outcome of the good faith negotiations between the government and VGs, including all

agreements reached as well as dissenting views.

The process for achieving FPIC if required will need to be developed for each of the relevant VGs in turn taking into account their distinct characteristics, decision making structures and the project impacts. The process will be included in the relevant VGP that will be developed for each project component, where applicable. The key steps involved in the process are analyzed in **Table 3**.

Table 3: FPIC Process for Vulnerable Groups

Consultation Stage	Consultation Participants		Consultation Method	Expected Outcome
	Project authority	Community		
Location of project activity	MoCDGWSG/ PIU and other stakeholders	VGs, organizations community leaders/elders, Community Management Committees (CMC), Village Councils (VCs)	Open meetings and discussions, visit proposed project sites	First hand assessment and VG perceived social benefits and risks and prospect of achieving broad support for the project. Explanation of VG rights under law and ESS7
Initial screening of the proposed sub-Projects with FPIC requirements	MoCDGWSG/ PIU and other stakeholders	VGs, CBOs, Community leaders/elders, Influential people, key informants, CMCs, VCs	Open meetings, Focus group discussion and interviews	Identification of FPIC circumstances/scenarios/mechanisms
Secondary screening of the proposed projects with FPIC requirements	MoCDGWSG, PIU and other stakeholders	VGs, CBOs, Community leaders/elders, Influential people, key informants, CMCs, VCs	Open meetings, Focus group discussion and interviews	Identification of major impact issues, feedback from VGs who would be affected by the project
In depth study of risks and benefits of any of the applicable FPIC scenarios taking into consideration inter alia, the conditions that would lead to FPIC being achieved.	MoCDGWSG/ PIU, NGOs, CBOs, other knowledgeable persons	VGs including likely affected CBOs organization, community leaders, influential people/leaders, key informants, CMC, VC	Formal/informal interview, focus group discussion, hotspot discussion on specific impact, alternative and mitigation	More concrete view of impact issues & risks, and feedback on possible alternative, mitigation and development measures or a proposal not to proceed with certain project because FPIC is unlikely to be achieved.
Stakeholder consultations	MoCDGWSG/ PIU, NGOs, CBOs, other knowledgeable persons	Adversely affected individual VGs/ households	Community discussion, structured survey questionnaires covering quantitative & qualitative information/ issues	Confirmation of FPIC, inputs/ mechanisms for VGs and identification of issues that could be incorporated into design of the sub projects

Consultation Stage	Consultation Participants		Consultation Method	Expected Outcome
	Project authority	Community		
Preparation of PSVGPs	MoCDGWSG/ PIU and other stakeholders	VGs, organizations, community leaders/elders, adversely affected VGs	Group consultations, hotspot discussion,	Preparation of VGPs, and incorporation of SA inputs to avoid or minimize adverse impacts, promote culturally appropriate benefit sharing and other VG development projects. Achievement and documentation of FPIC through agreed mechanisms or decision not to proceed with the Project.
Implementation	MoCDGWSG/ PIU	Individual VGs, organizations, community leader/elders, other stakeholders, CMCs, VCs.	Implementation monitoring committees	Quick resolution of issues, Including through Grievance Mechanism, effective implementation of VGPs
Monitoring and Evaluation	MoCDGWSG/ PIU	VGs organizations/ groups and individuals, NGOs & CBOs	Formal participation in review and monitoring	Identification and Resolution of implementation issues, effectiveness of VGPs

6.3 Conditions under which FPIC is Required

In particular, FPIC would be applied when sub-projects:

- i. have adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation;
- ii. cause relocation of VGs from land and natural resources subject to traditional ownership or under customary use or occupation; or
- iii. have significant impacts on the cultural heritage of VGs that is material to their identity and/or cultural, ceremonial, or spiritual aspects of their lives.

While it is considered unlikely that the PAMOJA Project will impact on the cultural heritage of the VGs, the possibility remains that there may be impact on their culturally importance aspects and spiritual property. Such impacts will be identified through the development of the social assessment of the vulnerable groups, which will include engagement and the need for FPIC on such elements will be determined in consultation with the VGs.

SECTION SEVEN

7 CONSULTATIONS AND INFORMATION DISCLOSURE

The overall PAMOJA Project design seeks to benefit all the VGs in project areas. For the PAMOJA Project to address any possible adverse impacts as well as maximize the project benefits to the VGs, two approaches will be undertaken: (i) integrating the concept of informed consultation in the overall design and implementation of PAMOJA Project so as to improve the overall social outcomes of the project; and (ii) developing area-specific Vulnerable Groups Plan (A-SVGP) at the sub-project level to mitigate adverse impacts and enhance project benefits. Earlier, before the preparation of this Program for Advancing Gender Equality in Tanzania VGPF, consultations were held with relevant Government departments and NGOs representing the interests of VGs at the National level in 2023. Outcomes of the consultations are presented in Annex I. VGs who may be affected by specific sub-projects will be consulted during the preparation of the VGPs.

7.1 Disclosure of the VGPF

Information disclosure and public consultation are important and necessary during project preparation and implementation as well. As such, during project implementation, meaningful consultation, including with the VGs, will be continuous at all phases of the Program for Advancing Gender Equality in Tanzania's (PAMOJA projects). These enable project affected people, VGs, and other stakeholders to participate in and contribute to the project planning and implementation, and thereby help minimize adverse impacts and maximize benefits.

The Vulnerable Groups Planning Framework will be made available to the affected VGs in an appropriate form, manner, and language. The GoT will also make the documents available to the affected communities in the same manner through press releases. For project activities with Vulnerable Group Community members, the VGPF will be disclosed to the affected VG with detailed information of project activities. This will be done through public consultation and made available in brochures, leaflets, or booklets, using the national and local language where it can be written. Summaries of the VGPF and subsequent VGPs will be made available in hard copies and in the national and a summary in a local language at MoCDGWSG, PO-RALG and PIU. Electronic versions of the VGPF will be available on the official website of MoCDGWSG and PO-RALG.

7.2 Stakeholder Engagement during Implementation

7.2.1 Stakeholder Identification

Vulnerable Groups have unique ways of life which require tailor made approaches to stakeholder identification and consultations. Under the PAMOJA PROJECT and in this VGPF, culturally appropriate (meaning in line with the norms, ideas, customs and social behavior) consultations will be undertaken. The MoCDGWSG social specialist will therefore for each sub-project:

- i. Screen for presence of VGs in the sub-project areas;
- ii. Upon identification of VGs presence conduct desk studies as well as field assessments to understand their way of life; Based on activity (ii) above conduct a stakeholder mapping in close consultation with local government at district and village level to identify NGOs/CBOs, community leaders and stakeholder groups within the communities;
- iii. Consultations will be conducted with the VG community leaders and in cases where necessary village council and/or NGOs/CBOs to understand acceptable principles, ethics, values, process, language and entry points to consultations with VGs in the sub-project areas;
- iv. Document and share the consultation process (agreed to with the community through its leaders for formalization) with the VGs through the agreed process in activity (iii). If agreed

to and ratified by the community, that will be the consultation process for the sub-project in areas where VGs are present.

Where the project affects VGs, the MoCDGWSG will engage in meaningful consultation with them and will ensure that it:

- i. Establishes an appropriate gender and inter-generationally inclusive framework that provides opportunities for consultation at each stage of project preparation and implementation among the implementing structures, the VGs, CBOs if any, and other local Civil Society Organizations (CSOs) identified by the affected VGs;
- ii. Uses consultation methods appropriate to the social and cultural values of the affected VGs and their local conditions; and
- iii. Provides the affected VGs with all relevant information about the project (including an assessment of potential adverse effects of the project on the affected VGs communities but that will be determined during the consultation process, and it will be done at each stage of project preparation and implementation.

All the interested and affected stakeholders will be identified through a culturally appropriate process for consulting with the VGs at each stage of project implementation. A stakeholder mapping exercise will be conducted where there is a likelihood of VGs being affected by Project activities and the stakeholder mapping process will ensure that all the interested and affected stakeholders are identified and included in the social assessment process including impact identification and mitigation.

7.2.2 Stakeholder Consultation Approach

Consultations with the vulnerable communities will be conducted at each stage of the project, and particularly prior to implementation, to fully identify their views and ascertain community support for the Project. MoCDGWSG/PIU will facilitate and arrange for consultative meetings with VGs in the Project area with full engagement of their local leaders. Such consultation will include use of VG local languages, articulation by VGs of their views and preferences and allowing time for community inputs support. Representatives of the VGs, in collaboration with Village Council and the leader of the specific vulnerable group at the village level or as directed by the VGs in the exercise conducted in 7.2.1 above in the project area, will select a venue that is considered appropriate by all the parties.

Engagement will be based on honest and open provision of information, and in a form that is accessible to VGs. Engagement will begin at the earliest possible stage so as to inform project design.

In practice, good community engagement in the context of Vulnerable Groups aims to ensure that:

- i. Vulnerable Groups have an understanding of their rights;
- ii. Vulnerable Groups are informed about, and comprehend, the full range (short, medium and long-term) of social impacts – positive and negative – that can result from the proposed activities;
- iii. Any concerns that Vulnerable Groups have about potentially negative impacts are understood and addressed by the MoCDGWSG/PIU;
- iv. Traditional knowledge informs the design and implementation of mitigation strategies and is treated respectfully;
- v. There is mutual understanding and respect between MoCDGWSG/PIU and the Vulnerable Groups as well as other stakeholders;
- vi. Vulnerable Groups aspirations are taken into account in project planning so that people have ownership of, and participate fully in decisions about, community development programs and initiatives

- vii. The project has the broad, on-going support of the Vulnerable Groups, the voices of all in the Vulnerable Groups are heard; that is, engagement processes are inclusive.

In preparing the PSVGPs, information will be gathered through consultations with stakeholders by separate group meetings with Vulnerable Groups, including their leaders, NGOs, CBOs, and affected persons. Discussions will focus on potential positive and negative impacts of implementing project for the VGs, measures to enhance positive impacts, and, strategies/options to minimize and/or mitigate negative impacts.

The stakeholder engagement process will be conducted using documentation review, interviews with key informants, and focus group discussions and Special Village Assembly Meetings with VGs, and other identified Civil Society Organizations (CSOs). The process will generate data and information based on the indicators summarized in Table 4 below.

Table 4: VGs Stakeholders Engagement Process Matrix

Issues	Activity	Responsible	Indicators
Screening	Meeting with VC and Traditional Leaders	MoCDGWSG/PIU	<ul style="list-style-type: none"> Screening Forms completed
Orientation and Mobilization of VGs	Community meetings	MoCDGWSG/PIU, VGs and VC representatives	<ul style="list-style-type: none"> Number of community meeting minutes, Number of VGs attended Total number of participants in place
Consultations with VGs	Participatory Rural Appraisals	MoCDGWSG/PIU, VGs, and VC representatives	<ul style="list-style-type: none"> General Village Assembly meeting minutes, Attendance of VGs by categories, Detailed social screening report, Documentation of the consultations.
Development of strategies for participation of VGs and mitigation measures for identified concerns / issues	Participatory planning with VGs	MoCDGWSG/PIU, VGs, and VC representatives	<ul style="list-style-type: none"> Attendance of VGs by categories, Planning report List of positive impacts to be strengthened, List of negative impacts to be mitigated, Compensation measures if required
Carry out capacity building for VGs if needed	Conduct information sharing sessions	MoCDGWSG/PIU, VGs, and VC representatives	<ul style="list-style-type: none"> List of VGs attendance, Minutes of meetings, Information sharing reports
Participatory M&E process with VGs to carry out M&E	To conduct participatory monitoring	MoCDGWSG/PIU, VGs, and VC representatives	<ul style="list-style-type: none"> Joint monitoring reports accessible to VGs and implementing agencies, List of VGs representatives attended the process

The participatory stakeholder engagement and, where applicable, the FPIC results will determine whether

to proceed with a respective sub-project or not. In case it is agreed to proceed, the MoCDGWSG/PIU facilitator will prepare the following:

- i. The findings of the stakeholder engagements;
- ii. Where applicable, the process of FPIC with the affected VGs communities. This would include additional measures, such as project design modification, to address adverse effects on the VGs and to provide them with culturally appropriate project benefits;
- iii. Recommendations for an FPIC process with PAPs and participation by VGs during project implementation, monitoring, and evaluation; and
- iv. Any formal agreements reached with VGs.

The Consultation process will document the community general assembly minutes with attendance lists and VG members' lists, photographic evidence and minutes of other meetings and/or back-to-office reports.

7.2.3 Stakeholder Engagement during Design and Implementation

Participation of VGs in selection, design and implementation of the project components will largely determine the extent of achievement of VGPF objectives. To ensure that benefits are realized and where adverse impacts are likely, the MOCDGWSG/PIU team will undertake prior and informed consultations with the likely affected VGs and those who work with and/or are knowledgeable of VGs' development issues and concerns. To facilitate effective participation, the VGPF will follow a timetable to consult VGs at different stages of the project cycle, especially during preparation and implementation of the VGPF which will be complemented by the PAMOJA Project's Stakeholder Engagement Plan (SEP). The primary objectives would be to examine the following:

- i. To seek their inputs/feedback on how to maximize benefits, accessibility and how to avoid or minimize the potential adverse impacts associated with the project;
- ii. Identify culturally appropriate impact mitigation measures; and
- iii. Assess and adopt education opportunities, which the SA could promote to complement the measures required to mitigate the adverse impacts.

Consultations will be carried out broadly in two stages. First, prior to final selection of any project component located in an area inhabited by VGs; the outcomes of these consultations will guide the design of the sub-project. MoCDGWSG/PIU will consult the VGs about the need for and the probable positive and negative impacts associated with the project execution. Second, during preparation (including of plans such as the ESMP), to ascertain how the VGs in general perceive the project and gather any inputs/feedback they might offer for better outcomes. This will eventually be addressed in the VGPF and inform the design of the project.

The VGs communication strategy will:

- i. Facilitate participation of VGs with adequate gender and generational representation; youth, customary/traditional VG organizations; community elders, VC leaders; and CSOs, CBOs and Faith Based Organizations (FBOs) on VGs development issues and concerns.
- ii. Provide them with relevant information about the project components, including that on potential adverse impacts, organize and conduct the consultations in manners to ensure free expression of their views and preferences.
- iii. Document details of all consultation meetings, with VGs perceptions of the proposed project and the associated impacts, especially the adverse ones and any inputs/feedbacks given by VGs; and an account of the community support or consent by VGs.

The SA will examine the detailed impacts at an individual and community levels, with a particular focus on the adverse impacts perceived by VGs and the feasible mitigation measures. To ensure continuing informed participation and more focused discussions, the communication strategy will provide affected VGs with the impact details of the proposed project. Consultations will cover areas concerning cultural

and socioeconomic characteristics, as well as what VGs consider important. Consultations will continue throughout the preparation and implementation period. Consultation stages, probable participants, methods, and expected outcomes are suggested in the VGs consultation matrix shown below in Table 5.

The following strategies should also be included in the project to support the participation of the VGs:

- i. The project should explore how to accommodate the most vulnerable and destitute of the VGs.
- ii. Encourage VGs to get involved in various project planning, designing, and implementation activities in the project through arranging related training.
- iii. Assist VG youth to develop their capacity and capability to enable them to participate in proposed project components;
- iv. Ensure adequate resources and technical support for the implementation of the action plan for VGs.
- v. At all stages culturally appropriate communication methods (verbal and nonverbal, in local language) should be used to ensure meaningful consultation.

Once the VGs are identified in the project area, the VGPs will ensure mitigation of any adverse impact of the project and access to benefits. The project components should ensure benefits to the VGs by providing (in consultation with the VGs themselves) opportunity to get them involved in various project activities.

The following issues need to be addressed during the implementation stage of the project:

- i. Provision of an effective mechanism for monitoring implementation of the VGPF;
- ii. Development of accountability mechanism to ensure the planned benefits of the project are received by VGs;
- iii. Ensuring appropriate budgetary allocation of resources for the VG development.
- iv. Provision of technical assistance for sustaining the PSVGP;
- v. Ensure that VGs traditional social organizations, cultural heritage, traditional political and community organizations are protected.

7.3.4 Strategies for Inclusion of Women and Youth in VG

This VGPF establishes an appropriate gender and inter-generationally inclusive framework that provides opportunities for consultation each stage of project preparation and implementation with the affected VGs. Deliberate efforts need to be put in place to ensure full participation of women and youth. In particular, MoCDGWSG/PIU need to be sensitive to the exclusion of women and young people in the decision-making process. During the Social Assessment undertaken to inform the PSVGP for all components, where it is determined that traditional decision-making structures exclude women and younger people, especially girls, it may be necessary to obtain input from these groups by less direct means (for example, and where possible, via community needs surveys and baseline studies, or through informal discussions with small groups).

Table 5: VGs Consultation Matrix

Consultation Stages	Consultation Participants		Consultation Method	Expected Outcome
	Project Authority	VGs Community		
Reconnaissance for all Components Ground verification of existing location/sites for activities under Component 2	MoCDGWSG/PIU, project consultants	VGs, including organizations, community leaders/elders	Open meetings and discussions Visit of proposed project sites (for component 1&2), VGs settlements and surroundings	First-hand assessment of VGs' perception of potential social benefits and risks
Screening of the proposed activities	PAMOJA Project, project consultants and other stakeholders	VGs, including CBOs community leaders/elders, key informants	Open meetings focus group discussions, interviews, etc.	Identification of major impacts, feedback from VGs and would-be affected Persons
In-depth study of risks and benefits taking into consideration, inter alia the conditions that lead to achieve FPIC.	PAMOJA Project, project consultants, NGOs / CBOs, other knowledgeable persons	Would-be affected VGs, VGs, organizations, Community leaders/elders, key informants	Formal and informal interviews; focus group discussions; on specific impacts, alternatives, and mitigation; etc.	More concrete view of impact issues and risks, and feedback on possible alternatives and mitigation and development measures
Social Assessment (SA)	PAMOJA Project, project consultants	Adversely affected individual VGs/households	Survey Questionnaires covering quantitative and qualitative information	Inputs for VGP, and identification of issues that could be incorporated into the design of project
Preparation of VGP	MOCDGWS/PIU Project consultants and other stakeholders	VGs, VCs CBOs, community leaders, elders and adversely affected VGs	Group consultations, FGD	Preparation of VGP, and incorporation of SA inputs into design to avoid or minimize adverse impacts and promote culturally appropriate benefit sharing, and VGs development programs Agreement on the GRM approach
Implementation	MoCDGWSG/PIU Project, consultants and other Stakeholders	Individual VGs, CBOs, VCs, community leaders, elders and other stakeholders	Implementation monitoring committees (formal or informal)	Quick resolution of issues, effective implementation of VGP
Monitoring & Evaluation	MoCDGWSG/PIU and Project, consultants (NGOs & CBOs)	VGs, CBOs, groups and individuals	Formal participation in review and monitoring	Identification and resolution of implementation issues, effectiveness of VGP

SECTION EIGHT

8 GRIEVANCE REDRESS MECHANISM

The Grievance Redress Mechanism for this VGPF will follow that of Program for Advancing Gender Equality in Tanzania spelt in the Stakeholders Engagement Plan (SEP) in case the current mechanism does not work use of their local leaders solve their problems. The mechanism will be proportionate to the potential risks and impacts of the project to the VGs as described in Chapter 3 and will be accessible and inclusive. The GRM will address VG concerns promptly and effectively, in a discreet manner, objective, sensitive and responsive to the needs and concerns of the VGs. The mechanism will also allow for anonymous complaints to be raised and addressed in transparent manner, which is culturally appropriate depending on the targeted community and readily accessible to all VGs, at no cost and without retribution. The mechanism, process or procedure will not prevent access to judicial or administrative remedies at any stage of the redress as shown in Figure 3.

To prepare GRMs that take cognizance of local knowledge, practices and norms for the sub-projects under the PAMOJA Project, MoCDGWSG/PIU will, through consultations with the VGs, aim to understand and agree with the VGs on:

- Available conflict resolution mechanisms within the communities;
- The norms, practices and process of conflict resolution in the VG communities;
- Focal point persons in conflict management in the VG communities;
- Process of integration of local conflict resolution mechanism to suit project implementation while respecting local values and processes of conflict resolution;
- A GRM prepared following the above process and it will be shared with the VG community leadership, VG community members, Village administration and other stakeholders in sub-project areas for awareness and validation.

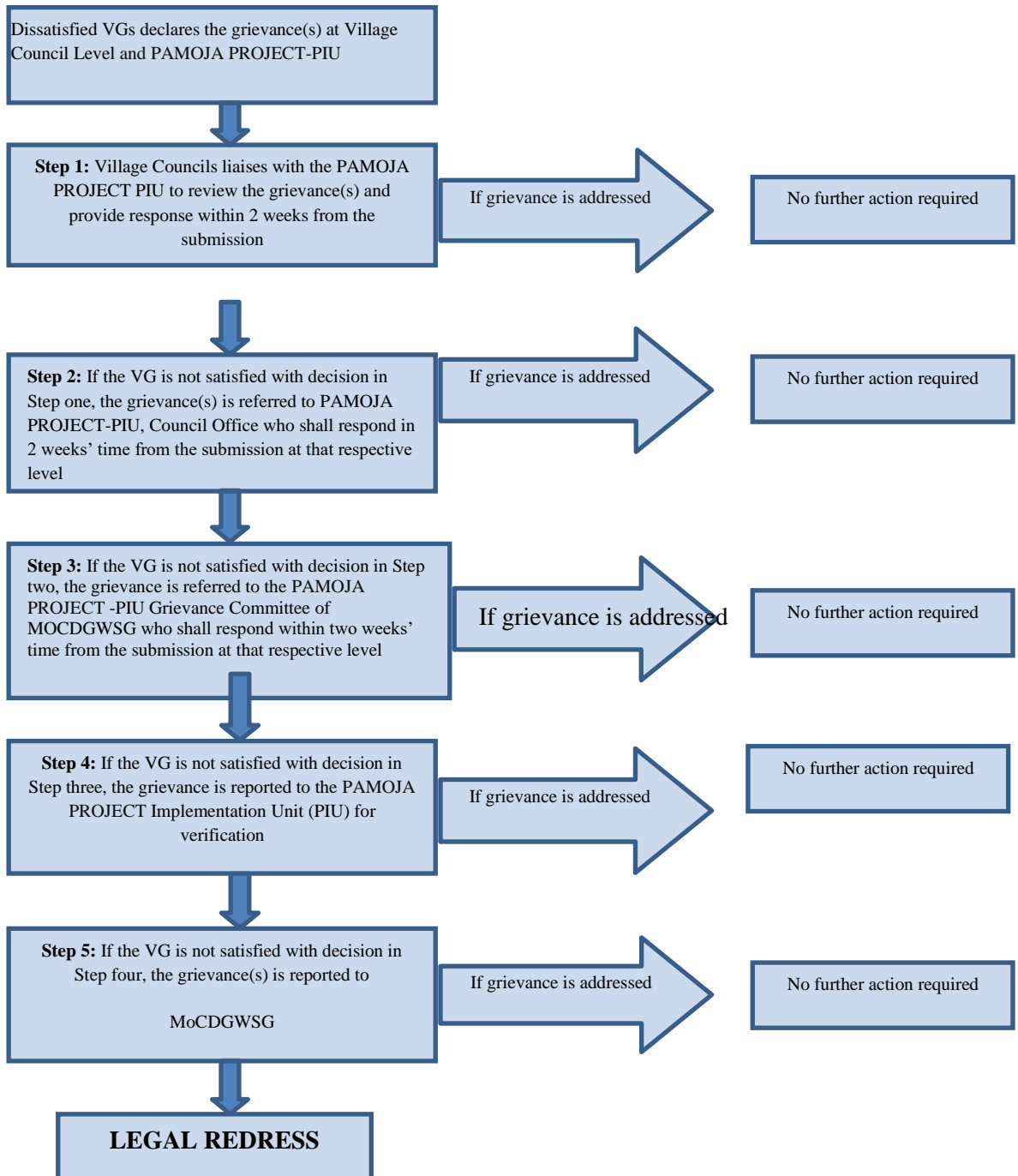
With this, the proposed GRM that has been provided in the following paragraphs will have been revised to reflect the norms, practices and cultural expectations of the VGs within the project areas. The MOCDGWSG/PIU will inform the VGs about the grievance process in the course of its community engagement activities/FPIC as stipulated in Chapter 6 if applicable, and will be disclosed to the affected VGs with detailed information of (i) submission of grievances, recording and reporting system, including grievances filed both verbally and in writing, (ii) designated staff with responsibility at various levels of PIU who will be trained on grievances handling and cultures sensitivity, and (iii) a specific protocol for handling grievances including the minimum time frame within which different types of grievances should be addressed. This will be done through public consultation and made available in brochures, leaflets, or booklets, using the national and local language where it can be written and made available in hard copies at MoCDGWSG/PIU offices.

Specific provisions will be included for complaints related to Sexual Exploitation and Abuse (SEA) that could be derived from the project to ensure the survivor's confidentiality and rights. To properly address GBV risks, the ³Nonetheless, approach of the GRM for GBV will be enhanced once the mapping of services is finalized GRM needs to be in place prior to contractors mobilizing. The GRM should not ask for, or record, information on more than three aspects related to the GBV incident: a) the nature of the complaint (what the complainant says in her/his own words without direct questioning, b) if, to the best of their knowledge, the perpetrator was associated with the project, and if, possible, the age and sex of the survivors. Different entry points where survivor can place complaints confidentiality shall be identified and linked to the GRM as shown in Figure 4. ⁴The GRM Protocol should have a specific section on GBV related complaints. This shall be developed with the support of specialized organizations in the matter.

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³ Nonetheless, approach of the GRM for GBV will be enhanced once the mapping of services is finalized

Figure 2: The program Grievance Redress Mechanism flow chart



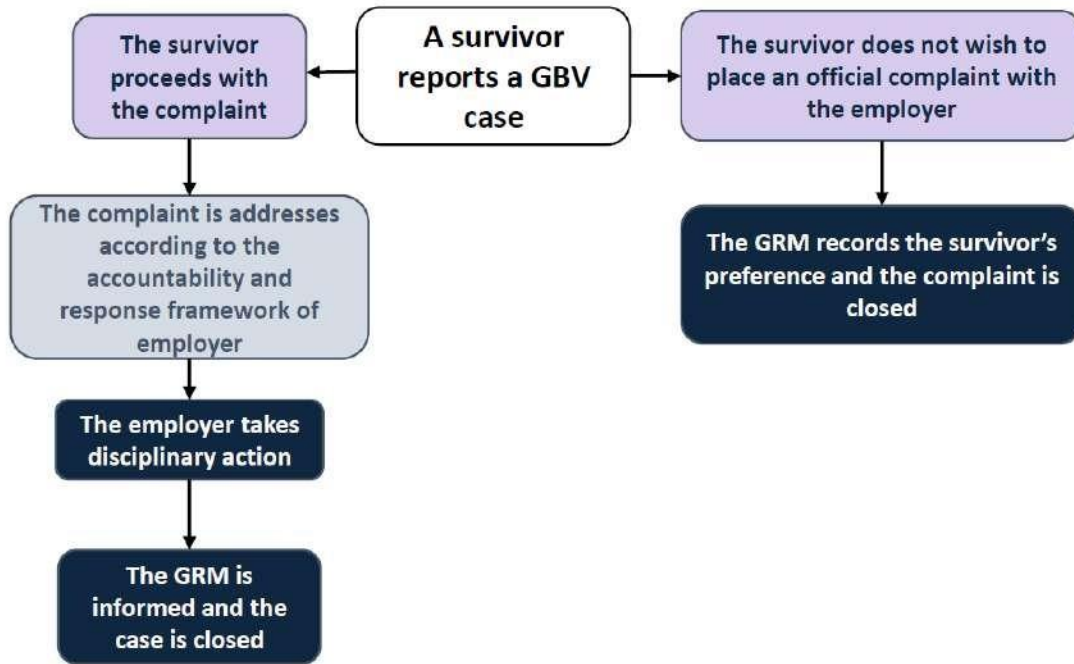


Figure 3: The proposed project Grievance Redress Mechanism flow chart for GBV Survivors

From figure 3 above, GBV survivors can place complaints with confidentiality and shall be identified and linked to the GRM. GBV survivors who do not wish to place their complaints with the employer their complaints can be recorded according to their preferences and closed. For survivors who wish to proceed with their complaints, their cases can be addressed according to the culture, accountability and response framework of the employer. The employer will take disciplinary action, inform the survivor and close the case.

World Bank Grievance Redress Service

Persons and parties who see themselves as adversely affected by the Program for Advancing Gender Equality in Tanzania which is being supported by the World Bank may submit complaints to existing project-level grievance redress mechanisms as narrated above, or the WB’s Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns.

SECTION NINE

9. INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTATION OF VGPF

9.1 Institutional arrangements of PAMOJA Project

The institutional and implementation arrangements will involve the Ministry of Community Development, Gender, Women and Special Groups (MoCDGWSG), President's Office-Regional Administration and Local Government (PO-RALG), Ministry of Finance and Planning (MoFP), Ministry of Constitution and Legal Affairs (MoCLA), Ministry of Home Affairs (MoHA), Ministry of Education, Science and Technology (MoEST) and other implementing agencies.

MoCDGWSG will be responsible for the overall coordination of implementation of the project. The overall implementation structure proposed will be under Project Implementation Unit (PIU). PIU will comprise members from both implementing Ministries (MoCDGWSG) for the project execution. The Ministry of Community Development, Gender, Women and Special Groups through the Steering Committee will be the overseer of the project.

9.2 Roles of stakeholders during implementation of VGF and preparation of VG Plan

Different stakeholders will play the following roles in relation to the planning and implementation of project specific Vulnerable Group Plans as follows:

9.2.1 Village and Ward levels

Working with the PIU, the Village Councils are responsible for assisting in the planning, implementation; monitoring and evaluation of project specific VG Plans. Specific responsibilities include:

- Awareness creation in the community about the VG Plans;
- Participating in data collection from the community;
- Facilitating meetings with VGs and other stakeholders;
- Participating in the planning, implementation, monitoring and evaluation of project specific VG plans at the village level;
- Establishing and maintaining grievance databases for the VGs; and
- Addressing grievances from VGs.

9.2.2 PIU and LGA Level

PIU will be responsible implementation of the VGPF and for overall planning and management of the VG Plans as follows:

- Awareness creation at Ward and Village level about the VGP;
- Facilitating community identification of key activities to be included into subproject specific VG Plans;
- Undertaking social assessments and preparation of the VG plans;
- Ensuring that VG Plans are mainstreamed into project budgeting and resources are allocated for their implementation;
- Participating in the planning, implementation, monitoring and evaluation of subproject specific VG Plans at LGAs levels;
- Reviewing and compiling quarterly progress reports on the implementation of VG Plans;
- In consultations with the VGs, establish grievance mechanisms in line with the requirements of this VGPF;
- Establishing and maintaining updated grievance databases; and

- Monitoring and evaluation of the implementation of the VG Plans.

SECTION MONITORING EVALUATION AND REPORTING.

10.1 Monitoring and evaluation

The purpose of monitoring and evaluation (M&E) is to provide project stakeholders, impacted individuals, and relevant authorities with information on whether the implemented activities align with overall VGPF objectives as well as support the early identification and timely adjustment of any issues related to implementation.

Monitoring and evaluation will also serve to determine the appropriateness of grievance mechanisms and corrective actions as well as strengthen accountability and transparency on issues encountered. In addition, it will bring about a better understanding of the specific needs of vulnerable groups during project implementation.

Internal compliance monitoring will be conducted on a monthly basis by environmental and Social specialists with close cooperation with other PIU team members. All project results indicators will be disaggregated by gender to monitor vulnerable people's participation in the project interventions. PIU will establish a monitoring system with consideration of VGPF objectives.

Monitoring Indicators for VGPF includes

-
- Number of consultations conducted to the Vulnerable Group
- Number of vulnerable group impacted and type of the risk
- Alternatives and Mitigation measure developed
- Cultural appropriate benefits promoted for Vulnerable Group
- Inputs from Vulnerable group incorporated in the project design
- Number of Vulnerable groups benefited from the project disaggregated by gender.
- Number of Vulnerable group consulted and included as beneficiary of the Project
- Number of Grievances received from vulnerable group

- Number of closed grievances from Vulnerable groups

There will be external monitoring which will be conducted by Independent entity. The Procurement Management Specialists (PMS) at PAMOJA Project PIU will commission a third-party project level monitoring. PMS will select a national agency to evaluate the level of compliance with the project's environment safeguard instruments independently where a comprehensive assessment report on social performance will be prepared by the third-party monitoring agency at a designated time frame preferably every six-month (half-yearly). The third-party monitoring reports will be shared with the World Bank.

10.2 Reporting

Quarterly internal monitoring reports will be prepared by PIU-environmental and social safeguards specialists . The third-party monitoring reports will be prepared by an independent agency designated time frame preferably every six-month (half-yearly). These reports will be submitted to the World Bank

SECTION ELEVEN

10. BUDGET REQUIREMENTS FOR IMPLEMENTATION OF THE VGPF

All the costs required to plan and implement the specific interventions under PAMOJA Project for vulnerable groups will be incorporated in the project implementation budget. The project implementation budget will include detailed annual costs allocated for the required activities of preparation and implementation of VGPs as needed. For implementation of VGPF and preparation of the VG Plans, the PIU, through its social specialist, will conduct screening, social assessments, awareness raising, to the VGs on the various PAMOJA Project subproject activities and prepared necessary VGPs. Budget estimation for preparation of VGPs for the implementation of the VGPF is TZS. 200,000,000/=.

The budget will cover the following activities:

- Screening for VGs
- Social assessments under VGP
- Consultations with VG representatives
- Consultations with VG communities
- Preparation of a Grievance Redress Mechanism
- Assessment and identification of mitigation measures and development activities to enhance benefits
- Preparation of a VGPs and Implementation of VGPs.