



**THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR
MINISTRY OF EDUCATION AND VOCATIONAL TRAINING**

DRAFT

RESETTLEMENT POLICY FRAMEWORK (RPF)

FOR

ZANZIBAR IMPROVING QUALITY OF BASIC EDUCATION (ZIQUE) PROJECT

10th November 2022

EXECUTIVE SUMMARY

1.0 Project background

The evolutionary Government of Zanzibar (RGoZ) through the Ministry of Education and Vocational Training (MoeVT) has initiated the project- the Zanzibar Improving Quality of Basic Education (ZIQUE) project, to be supported by the World Bank. ZIQUE seeks to strengthen teaching and learning in basic education by supporting the roll-out of the new competency-based curriculum by focusing on high-quality teaching and learning materials; improving the learning environment; and providing regular, targeted and effective support to teachers. The aim of the project is therefore to improve learning outcomes and support student progression through the learning cycle. The proposed project shall address some of the most critical challenges to achieving quality basic education (primary and lower secondary) in Zanzibar.

The proposed ZIQUE project has four components to be implemented within six years from 2023/24 to the 2028/2029 financial year. The four main components of the project include: (i) Supporting the effective roll-out of the new curriculum in basic education; (ii) Strengthening teacher effectiveness; (iii) Supporting conducive learning environments; and (iv) Systems strengthening and project management.

The MoEVT through the existing Project Implementing Unit (PIU) which is currently responsible for the ZISP Project will be the implementing agency with responsibility for the oversight, implementation and monitoring and evaluation of the Project. The Zanzibar Institute of Education (ZIE) will be responsible for developing the syllabus based on the new curriculum and overseeing the textbook preparation process with support from providers and technical assistance as needed. It will also, in collaboration with the Zanzibar Examination Council (ZEC) oversee the implementation of the National Learning Assessment, with the support of technical assistance (Component 1). Designated Ministry departments will implement and oversee the delivery of continuous professional development, coaching and monitoring tools (to be further defined during project preparation) (Component 2). The MoEVT's engineering department will be responsible for overseeing school construction activities and monitoring contractors as needed as well as developing the school construction strategy and inclusive school design plans (Component 3). MoEVT may seek private providers, the State University of Zanzibar or other academic institutes to support the development of the new curricula textbooks and deliver training.

2.0 Rationale for Resettlement Policy Framework

ZIQUE project is likely to use the existing land/spaces within schools; however, in case the project requires additional land then the RPF will guide the involuntary land acquisition process.. It is for this reason that an RPF has been prepared. The Resettlement Policy Framework (RPF) has been prepared along with the Environmental and Social Management Framework (ESMF) and Stakeholder Engagement Plan (SEP) to ensure that the ZIQUE project is implemented in an environmentally and socially sustainable manner.

The Resettlement Policy Framework for the ZIQUE project is based on Zanzibar laws and legislation related to land acquisition and resettlement. Since the project will be financed by World Bank it must also comply with the WB's Involuntary Resettlement Policy as described in Environmental and Social Standard No. 5 (ESS5). It must be noted that by signing the Loan Agreement the Government agrees to abide by the applicable World Bank Environmental and Social Safeguards and other international treaties. Whenever there is a difference between local regulations and WB policies, whichever is more stringent and/or more favourable to the affected people, will prevail.

3.0 Regal Framework

The RPF takes into account the existing institutional and regulatory framework within the context of Zanzibar's legal instruments. The following laws are relevant to land acquisition, property ownership, expropriation and other issues related to resettlement and compensations in Zanzibar.

- i. Zanzibar Constitution, 1984 (sec 17)
- ii. The Land Tenure Act (1992)/Land Tenure (Amendment) Act (2003)
- iii. The Land Tribunal Act (1994)/Amendment Act, No 1 of 2008
- iv. The Valuers Registration Act (2015)
- v. The Land Adjudication Act (1989)
- vi. The Registered Land Act (1989)
- vii. The Land Surveyor's Act (1989)
- viii. Land Transfer Act (1993)
- ix. Town planning Act 1955
- x. Conservation Act 2010
- xi. Zanzibar Environmental Management Act No. 3 of 2015
- xii. Zanzibar Public and Environmental Health Act (2012)
- xiii. Occupational Safety and Health Act No.8 of 2005
- xiv. Regional Administration Act of 2014
- xv. Local Government Authority Act of 2014
- xvi. Labour Relations Act, 2004
- xvii. The Ancient Monuments Preservation Act (2002)

4.0 Eligibility and entitlements

Generally, PAPs will be eligible for compensation provided that they were present in a project area before the cut-off date. In cases where prohibited crops (e.g. Marijuana, mirungi) are present the owners shall not be considered eligible for compensation. In this case, he may not have the courage to come forward to let himself identify as the owner of the illegal crops found in the project sites. The following Categories of PAPs are entitled to compensation;

- (i) All PAPs losing land with or without legal/traditional land rights,
- (ii) Tenants and sharecroppers whether registered or not;
- (iii) PAPs with buildings, crops, plants, or other valuable objects attached to the land; and
- (iv) PAPs losing business, income, and salaries.

The compensation for land to eligible PAPs will be as follows;

- (i) Titled PAPs will be fully compensated
- (ii) Untitled PAPs who are the legitimate owners of either plot with a house within or adjacent to a plot will be compensated.
- (iii) Untitled PAPs who are not the legitimate owners of the land plot but use or cultivate the land they occupy only impromptu will also be eligible for crop or income compensation, and other assistance required to restore their living conditions.
- (iv) PAPs with legally titled houses that need to be displaced will be compensated for both the land and structure at full replacement value and assisted to relocate to a new house with adequate access to services.
- (v) PAPs with no legally titled houses that need to be displaced will be compensated at the full replacement cost of the housing structure and will receive assistance to relocate to new adequate housing with access to services.

Since the exact nature and locations of projects are unknown, the likely displaced (economically or physically) persons herein referred to as PAPs have not been identified. However, impacts could occur due to physical and/or economic resettlement affecting the eligible groups defined below. Economic resettlement may give rise to the following types of impacts on affected households of which may need compensation based on existing market rates;

- i. Loss of land
- ii. Loss of buildings and structures
- iii. Loss of Communal Infrastructure/Shared Property Resources
- iv. Loss of Income and Livelihood
- v. Loss of allowances
- vi. Temporary use of land
- vii. Construction impacts

5.0 Stakeholder Engagement

When involuntary resettlement occurs there shall be adequate consultation and involvement of the local communities, Shehas, District/municipal land officers, and the affected persons. The consultation may involve public meetings, and interviews. Specifically, the affected persons must be informed about the intentions to use the earmarked sites for the Project activities, facilities and structures. The affected persons must be made aware of:

- i. Their options and rights about resettlement and compensation;
- ii. Specific technically and economically feasible options and alternatives for resettlement;
- iii. Process of and proposed dates for resettlement and compensation;
- iv. They should be communicated on the cut off dates;
- v. Effective compensation rates at replacement cost for loss of assets and services; and
- vi. Proposed measures and costs to maintain or improve their living standards.

The methodology and procedures to be adopted will be determined according to the situation and specific issues to be addressed and the location where the sub-project will be implemented. RAP reports will be disclosed through public gatherings in respective project sites. Where there will be no RAP required the Due Diligence report should be prepared to ascertain land acquisition.

Grievance Redress Mechanism (GRM) that is transparent, objective and unbiased and will consider both environmental and social grievances. The GRM will operate through the ZIQUE Grievances Committees that will be established for each school. Grievances that cannot be addressed at this level will be elevated to the ZIQUE project Management Team

6.0 RAP Development and Implementation

The main objective of the implementation of RAP is to improve or at least restore the social and livelihood resources of the PAPs at their pre-project level. The process of implementation should ensure that this objective is achieved over a reasonable time with allocated resources. Project subcomponent 3 (The support conducive learning environments) may require additional land in case of the limited area within schools compounds. The potential need for a RAP will be determined during the screening of the proposed site or where there is expansion onto new land. When displacement impacts are identified during the screening process the first step should be to determine if alternative sites exist which would avoid or minimize resettlement. Where this is not possible, the need to develop a RAP will be determined.

MoEVT through the consultant will be responsible for preparing the RAP. A participatory approach will be used in accomplishing this task. It is the best way of ensuring successful completion and acceptance of the RAPs and addressing issues related to the RAPs. Once the RAP has been prepared, it will be shared with the MoEVT to ensure alignment with this RPF. The RAP will then be shared with the World Bank for clearance before the commencement of the RAP implementation. The Institutions will take the lead in the implementation of the RAP, while MoEVT will monitor the activities to determine if the implementation is aligned with the requirements of the RAP.

7.0 Monitoring and Evaluation

Therefore, monitoring of the RAP, its implementation and delivery of institutional and financial assistance to the PAPs have been designed as an integral part of the overall functioning and management of the Project. The ZIQUE Safeguard Unit should have a clear M&E plan at hand which should be implemented effectively to track the process, delivery and impact indicators on

land acquisition and resettlement. It will also help to provide feedback to stakeholders on progress made in RAP implementation and make prompt alterations where necessary

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LIST OF ABBREVIATIONS AND ACRONYMS

ARAP	Abbreviated Resettlement Action Plan
EIA	Environment Impact Assessment
ESMF	Environment and Social Management Framework
GBV	Gender Based Violence
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
M&E	Monitoring and Evaluation
MoEVT	Ministry of Education and Vocational Training
NGO	Non-Governmental Organizations
PAP	Project Affected Persons
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
PIU	Project Implementation Unit
PMT	Project Management Team
ZIQUE	Zanzibar Improving Quality of Basic Education
SEP	Stakeholders Engagement Plan
URT	United Republic of Tanzania
WB	World Bank

CHAPTER ONE

1.1 INTRODUCTION AND PROJECT DESCRIPTION

The Revolutionary Government of Zanzibar (RGoZ) through the Ministry of Education and Vocational Training (MoEVT) has initiated the project- the Zanzibar Improving Quality of Basic Education (ZIQUE) project, to be supported by the World Bank. The proposed ZIQUE project has four components to be implemented within six years from the 2023/24 to 2028/2029 financial year. The four main components of the project include: (i) Supporting the effective roll-out of the new curriculum in basic education (US\$12 million); (ii) Strengthening teacher effectiveness (US\$15 million); (iii) Supporting conducive learning environments (US\$15 million); and (iv) Systems strengthening and project management (US\$8 million).

The Zanzibar Improving Quality of Basic Education Project (ZIQUE) seeks to strengthen teaching and learning in basic education by supporting the roll-out of the new competency-based curriculum by focusing on high-quality teaching and learning materials; improving the learning environment and providing regular, targeted and effective support to teachers. The Project is therefore aiming at improving the learning outcomes and supporting student progression through the learning cycle. The proposed project shall address some of the most critical challenges to achieving quality basic education (primary and lower secondary) in Zanzibar.

The MoEVT through the existing Project Implementing Unit (PIU) which is currently responsible for the ZISP Project will be the implementing agency with responsibility for the oversight, implementation and monitoring and evaluation of the Project. The Zanzibar Institute of Education (ZIE) will be responsible for developing the syllabus based on the new curriculum and overseeing the textbook preparation process with support from providers and technical assistance as needed. It will also, in collaboration with the Zanzibar Examination Council (ZEC) oversee the implementation of the National Learning Assessment, with the support of technical assistance (Component 1). Designated Ministry departments will implement and oversee the delivery of continuous professional development, coaching and monitoring tools (to be further defined during project preparation) (Component 2). The MoEVT's engineering department will be responsible for overseeing school construction activities and monitoring contractors as needed as well as developing the school construction strategy and inclusive school design plans (Component 3). MoEVT may seek private providers, the State University of Zanzibar or other academic institutes to support the development of the new curricula textbooks and deliver training.

1.2 Applicability of Resettlement Policy Framework (RPF)

The proposed Project will support activities that are likely to generate site-specific impacts that might include the resettlement of Project Affected Persons (PAPs). However, since the exact location of the sub-projects (and therefore land acquisition requirements and associated extent of physical and or economic displacement etc.) are not yet known whereby a Resettlement Action Plan (RAP) can be developed for approval under the national regulations and WB requirements, a Resettlement Policy Framework (RPF) has been prepared. Where potential involuntary land take or restrictions on land use may occur associated with the expansion and improvement of schools regardless of the source of financing during project implementation, relevant provisions in the national legislative requirements and the World Bank Environmental and Social Standards on Involuntary Resettlement will apply.

1.3 Nature of Resettlement Impacts

The proposed project activities are likely to result in the involuntary resettlement (physical and/or economic) of people where new space for expansion is going to be required. Most of the project subcomponents are unknown, in terms of exact locations, the nature of the restrictions on land use and the likely numbers of PAPs.

Displacement will result from the involuntary taking of land for expansions and to a lesser extent for the upgrading of existing infrastructures. The additional land requirements for expansion of existing infrastructure/space will be site specific depending on the available land within the existing school boundaries and the extent of any upgrades required. In particular, physical resettlement will be avoided where possible when selecting sites for expansions.

1.4 The objective of the RPF

The objectives of RPF are:

- i) to avoid or minimize involuntary resettlement by exploring project design alternatives;
- ii) to mitigate unavoidable adverse impacts from involuntary resettlement in accordance with the applicable law;
- iii) to assist the improvement of livelihoods and standards of living of displaced persons; and
- iv) to ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and informed participation.

CHAPTER TWO

2.0 LEGAL FRAMEWORK

The Resettlement Policy Framework for the ZIQUE project is based on Zanzibar laws and legislation related to land acquisition and resettlement. Since the project will be financed by World Bank it must also comply with the WB's Involuntary Resettlement Policy as described in Environmental and Social Standard No. 5 (ESS5). It must be noted that by signing the Loan Agreement the Government agrees to abide to the applicable World Bank Environmental and Social Safeguards and other international treaties. Whenever there is a difference between local regulations and WB policies, whichever is more stringent and/or more favourable to the affected people, will prevail.

2.1 Laws and Regulations

The Zanzibar Constitution recognizes universally acknowledged human rights, including those about private ownership and its protection. The Constitution creates a foundation for the legislative basis of possession of the immovable property and recognizes the land use right of ownership of property placed/grown on the particular piece of land, whilst facilitating the payment of relevant compensation. In certain cases of public need, the State may take private lands into state ownership or take actions that otherwise affect private land. The RPF takes into account the existing institutional and regulatory framework within the context of Zanzibar's legal instruments. The following laws are relevant to land acquisition, property ownership, expropriation and other issues related to resettlement and compensations in Zanzibar.

- i. Zanzibar Constitution, 1984 (sec 17)
- ii. The Land Tenure Act (1992)/Land Tenure (Amendment) Act (2003)
- iii. The Land Tribunal Act (1994)/Amendment Act, No 1 of 2008
- iv. The Valuers Registration Act (2015)
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- viii. Land Transfer Act (1993)
- ix. Town planning Act 1955
- x. Conservation Act 2010
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- xii. Zanzibar Public and Environmental Health Act (2012)
- xiii. Occupational Safety and Health Act No.8 of 2005
- xiv. Regional Administration Act of 2014
- xv. Local Government Authority Act of 2014
- xvi. Labour Relations Act, 2004
- xvii. The Ancient Monuments Preservation Act (2002)

Signing the Loan Agreement with the World Bank, the Revolutionary Government of Zanzibar should adhere to all applicable World Bank Environmental and Social Safeguards. Whenever there is a difference between local regulations and WB policies, whichever is more stringent and/or more favourable to the Project Affected People (PAP), will prevail.

Overall, the Zanzibar laws and regulations consider that compensation for lost assets, including structures, trees and standing crops, should be based on the current market price without depreciation. Laws provide that the principle of replacement cost compensating at market value is reasonable and legally acceptable. The laws also identify the types of damages eligible for compensation and indicate that compensation is to be given both for the loss of physical assets

and for the loss of income. Income loss due to loss of harvest and business closure will be compensated to cover the net loss. The legislation emphasis on consultation and notification, to ensure that the PAPs participate in the process.

2.2 International Requirements

As mentioned before, just like any other World Bank (WB) funded projects, the proposed Zanzibar Improving Quality of Basic Education Project is required to abide by the existing Bank Environmental and Social Standards (ESS) which set out the obligatory requirements that apply to the Borrower and projects. These standards have been designed to support Borrowers' projects in addressing poverty and promoting shared prosperity.

The **ESS5** is particularly relevant and important to the context of the ZIQUE project. This standard recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons, Land acquisition or restrictions on land use may cause physical displacement (relocation, loss of residential land or loss of shelter), economic displacement (loss of land, assets or access to assets, leading to loss of income sources or other means of livelihood), or both. The term "involuntary resettlement" refers to these impacts. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in displacement.

The applicability of ESS5 is established during the environmental and social assessment screening as described in ESS1 which entails determining all project's potential environmental and social risks and impacts; examining project alternatives; identifying ways of improving project selection, siting, planning, design and implementation to apply the mitigation hierarchy for adverse environmental and social impacts and seek opportunities to enhance the positive impacts of the project with full engagement of all key stakeholders per ESS10.

According to the World Bank ESS5, all projects are expected to have involuntary resettlement, but where the exact location of the project is not known, the borrower should have in place a Resettlement Policy Framework that conforms to World Bank requirements. Once the exact location of the project is known, one or more site-specific Resettlement Action Plan(s) consistent with the provisions of the RPF should be developed and approved by the Bank.

2.3 The Gaps between Zanzibar Legislation and World Bank requirements

The main difference between Zanzibar legislation and the WB policies is that it is under Zanzibar legislation the land is government property but the citizen and as well as investors are only given the land use permit. In this case, the valuation is done only for the properties on that particular portion of land under consideration especially when it comes to the acquisition of land for public purposes. While the WB policy requires both emphases on the compensation of affected assets and on the general livelihood restoration for PAPs. However, both World Bank WB policy and Local legislations recognise compensation for loss of customary owned assets at replacement cost. They also provide special allowances to cover PAPs expenses during the resettlement process or cover the special needs of severely affected or vulnerable PAPs. Detailed differences between World Bank policy and Zanzibar law are shown in Table 2.1.

Table 2.1: Gaps between the National Laws and WB standards and recommend ways to bridge the gaps

ESS &Topic	Major requirements	Key requirements/gaps in Zanzibar framework	Remarks
Applicability	<p>Assessment needs during the ESIA process</p> <p>Applies to permanent and temporary displacement, listing types of infringements</p> <p>Limitations on applicability</p> <p>This applies to land users and owners</p>	<p>Land use is recognized under the law.</p>	
A. General	<p>Affected people: land owners, users with legal claims, and users with no legal claims</p> <p>Design project to avoid/minimize displacement</p> <p>Provide replacement cost and assistance, disclose standards, offer land-for-land where possible, pay compensation before displacing people where possible</p> <p>Engaged with affected communities, including women</p> <p>Grievance mechanism</p> <p>Census, cut-off dates, notices; detailed plan and monitoring required; require audit</p>	<p>Land use is recognized and protected under law, but not illegal use</p> <p>Existing practice is to pay under expected development on land used by non-owners, but no further assistance is provided if the land is lost</p> <p>There is a specific requirement on crops to avoid displacement and has already in use.</p> <p>Procedures for establishing value and payments, also there are requirements for livelihood restoration, assistance, land-for-land by uses a meeting with</p>	<p>Zanzibar has no formal grievance redress mechanism that involves the community. The ZIQUE project will establish well-informed GRM committees to receive, register and process grievances from APs.</p>

	if significant displacement	parties for agreeing. Few specific requirements for consultation are required, and there are specific efforts to engage women There are the requirement for a grievance mechanism	
B. Displacement	Detailed requirements for physical displacement Detailed requirements for economic displacement, including livelihood restoration	Less detailed requirements for physical displacement Less detailed requirements to address economic displacement, and little special consideration for vulnerable people	ZIQUE project will make provisions to support severely affected and vulnerable households per RAP recommendations
C. Collaboration with other responsible agencies or subnational jurisdiction	Collaborate with other involved agencies, provide support as needed; include arrangements in the Plan	Decisions regarding land acquisition and resettlement are discussed only between the landowners and the agency in charge of land acquisition.	The preparation of the RPF and RAP will be done with a wider engagement of key stakeholders. RPF and RAPs will be publicly disclosed.
D. Technical and Financial Assistance	Address environmental and social risks and impacts associated with technical assistance (TA) that is supported through Investment	No requirements for TA.	

	Project Financing (IPF) under the Environmental and Social Framework (ESF).		
Annex 1: Involuntary resettlement instruments	Detailed requirements for resettlement plans, resettlement frameworks, and process frameworks	No requirements for detailed written resettlement or other plans	A practically large part of the croplands in Zanzibar are not registered. The ZIQUE project will compensate land renters for their actual losses of crops and be assisted to access alternative land to continue with her/his activities

It should be noted that this Resettlement Policy Framework (RPF) for the ZIQUE project has been developed to settle the discrepancies between the Zanzibar regulations and the existing World Bank Environmental and Social Standards to ensure compensation for all affected property is done at full replacement cost, with fair rehabilitation of informal settlers, and they provide support to PAPs who will be relocated or suffer from property or livelihood loss.

CHAPTER THREE CONSULTATIONS AND DISCLOSURE

3.1 Stakeholders Consultation during Project Preparation

During project preparation, consultation and involvement of stakeholders was done to Urban West A & Urban West B Municipalities), Zanzibar Association of Private Schools (ZAPS), and the Zanzibar Institute of Education (ZIE). Stakeholder consultations were also done to NGOs (Milele Zanzibar Foundation) to Fuoni A & B schools committees, Bububu A&B and Kidichi school committees. Considering that the location of the project subcomponents is not yet known, it was not possible to undertake engagement directly with affected project people. However, once the affected parties are known, stakeholders shall be made aware of;

- a) The nature of the proposed project activities, potential for involuntary resettlement;
- b) Options and rights about resettlement and compensation;
- c) Process for resettlement and compensation including the development of a RAP;
- d) Approach to stakeholder engagement that will be undertaken during RAP development and implementation;
- e) Wow compensation rates at replacement cost for loss of assets and services will be determined; and
- f) Approach to addressing livelihood restoration.

3.2 Disclosure of the RPF

The RPF will be made available to the public in an appropriate form and manner. The Bank will make the RPF available to the public per Bank Policy on Disclosure of Information, and the MoEVT will also make the documents available to the Affected Project People. The summary of the RPF will be translated into Kiswahili for better understanding to Project Affected People and stakeholders and accessible at the ministry website. Once consultation of the draft RPF has been undertaken the outcomes will be presented and the RPF will be updated accordingly.

3.3 Stakeholders Consultations

A thorough stakeholder consultation exercise with interested and affected stakeholders will be conducted to solicit their concerns, and key issues and understand their experiences and lessons to be learnt while implementing the sub-projects based on the Stakeholder Engagement Plan. The process of stakeholder engagement is based on the following key principles: to provide information to all stakeholders over different media platforms, including meetings, interviews, workshops, print and digital media, promoting dialogue between all stakeholders and civil society players as needed; and promoting access to project information by availing it to all stakeholders at all levels. Simple brochures, leaflets, or booklets will be developed and distributed to affected project people during the implementation of the project.

During the implementation of the Project, stakeholders (individuals or groups) will be consulted throughout the project life cycle to foster, constructive and responsive relationships that are important for mitigating land conflicts. Stakeholders will be involved as per the nature and scale of the project sub-component and its potential risks and impacts. The aim of public consultations at the implementation stage will be to-

- a) Project description and objectives;
- b) Brief information on project donor (World Bank);
- c) Process and method of consultations;
- d) invite contributions and participation in the selection of project sites;

- e) identify potential risks and impacts of constructing the school at the proposed site and measures to address these impacts; and
- f) Mitigation measures.

3.4 Individual RAP Disclosure and Consultation Plans

The sub-projects specific RAPs will be carried out where the need for involuntary resettlement for individual institutions will be necessary. During project subcomponent preparation, there shall be adequate consultation and involvement of the project-affected persons. Specifically, the affected persons must be informed about the intentions to use the earmarked sites for the Project activities, facilities and structures. The affected persons must be made aware of:

- a) their options and rights about resettlement;
- b) specific technical and economic feasible options and alternatives for resettlement;
- c) process of and proposed dates for resettlement;
- d) effective compensation rates at replacement cost for loss of assets and services; and
- e) propose measures and costs to maintain or improve their living standards.

The methodology and procedures to be adopted will be determined according to the situation and specific issues to be addressed and the location where the project subcomponent will be implemented. RAP reports will be disclosed at the respective project site. The Project will not undertake any activity that requires any form of forced eviction or forceful acquisition of land.

CHAPTER FOUR

METHODS OF VALUING AFFECTED ASSETS AND COMPENSATION PAYMENTS

4.1 Methods of Valuing Assets

Valuation of the impact related to land acquisition or affected assets/properties shall be done to determine compensation value and shall be done by an independent Registered valuer who will be contracted /hired by MoEVT for ZIQUE project. For compensation, direct comparison method, replacement cost approach, and income/investment methods will be applied subject to the purpose of valuation, the location of the project sub-component and the assets to be valued. Whichever valuation method to be used will need to be validated to ensure that it meets the Replacement Cost for all assets. Details of the valuation methods are presented hereunder;

4.1.1 Direct Comparison Method

The method will be used to value assets by comparing like for like. It is a very reliable method if current market information is available on sale prices and rentals such as in peri-urban areas. It is usual to reduce sales or rent information to unit price for compensation purposes. The common units used are:

- i. Agriculture land: ha, sqm, number of trees;
- ii. Vacant buildable land: ha, sqm, standard plot;
- iii. Beach plots: m, of beach frontage;
- iv. Houses and apartments: floor area measured in sqm, rooms;
- v. Shops and houses: floor area measured in sqm, rooms;
- vi. Industrial property: floor areas measured in sqm; and
- vii. Schools, hospitals, school places, bed space, seats etc.

4.1.2 Replacement Cost Approach

Where market sale and rental information is not available value can be arrived at by using the replacement cost approach. The assumption is that the price is equivalent to the cost of replacing the asset with an equivalent one plus a reasonable and fair profit margin. The method is commonly used in valuing public properties like schools' playgrounds, playgrounds, community halls and health centres. Costs may be obtained based upon the actual construction cost if the works have been recently completed, tender price, and bills of quantities prepared by a quantity surveyor estimates prepared by the contractor, rough estimates based on unit costs e.g. cost per m², m³ bed space etc and estimates of materials and labour costs prepared by the value after consulting local experts and suppliers.

Furthermore, the method considers professional fees for architectural, engineering and other technical services, interest during construction, other charges like land rent, plan approval fees and developers' profit when appropriate. The method can also be used when valuing partly completed buildings. This approach will be favoured for structures in rural areas where there is no current market information.

4.1.3 Income/Investment Method

The Investment Method treats property like any other investment in the market, where the main factors influencing investment decisions are the security of principal, adequate yield, security of income, administrative costs and capital growth. The procedure is to capitalize the rental income (net of expenses or outgoing) using a coefficient based on the prevailing market yield. Yield adjustments have to be made where income is terminable. Where ownership will accrue

in future or the expected income stream is likely to change, the benefit is deferred at an appropriate rate, where adequate market data are available. Where sale and rental transactions are rare, and comparative data are scarce on rental and capitalization rates, the method will not be used. Crop Compensation Rates are determined by the average yielding capacity of the individual crop over several years as determined by the Office of the Chief Valuer taking into account the cost of producing the crop and marketing.

4.1.3 The Profit Method

The Profit Method is used when neither the investment nor the cost approaches are suitable. The method is based on the theory that the value of an asset is determined by the benefit or future income streams it could yield. The method is useful in valuing running businesses or going concerns. The basic data required for the application of the model is audited accounts.

4.2 Assets Valuation

Valuation of land and assets shall consider the following Principles:

- i. Applicable current regional schedules for land values from the Chief Government valuer
- ii. Applicable current schedules for valuing structures, crops, and trees Chief Government valuer
- iii. Existing market prices of affected assets. This is particularly important because the value is required to replace the land and lost assets with the current market costs. etc.
- iv. Loss of future income from fruit trees or other productive assets.

An experienced and registered independent local company shall be employed to do the valuation of land, structures, buildings, trees, crops etc. in the process of valuation, the valuers should treat each land/asset by type location. The affected plots should be surveyed and demarked by a qualified surveyor. This should be followed by site visits for physical verification of each category of the losses/damages. The valuation may take reference from the previous valuation and use the latest release of the market survey to determine the unit rate for the affected assets. The methodology for determining unit compensation values of specific affected properties/assets is as follows:

4.2.1 Valuation of Structures

The valuation of residential dwellings, commercial structures, and other affected structures will consider replacement cost based on construction type, cost of materials, type of construction, labour, transport and other construction-related costs with no consideration for depreciation and transaction. In case the impact on the structure is minimal (if the loss is less than 15%, compensation will be repairing of affected structure). Valuation of replacement residential houses for compensation shall include the cost of sanitation facilities, and cost-related access to water supply (if applicable). For the damaged residential house which is still under construction, the valuation will only base on the replacement cost of damaged materials and only received monetary compensation for such asset.

For residential houses and buildings replacement cost will be established after a thorough assessment (by an independent expert) of market value, cost of materials, type of construction, labour, transport and other construction costs; without deductions for depreciation, salvaged materials and transaction costs.

4.2.2 Valuation of Land

Compensation on land acquisition will consider the market value and transaction costs with associated registration fees, income taxes and VAT if applicable. Valuation for compensation of agricultural Land will consider the replacement cost of the acquired land. i.e. if active land markets exist, the compensation will be at the replacement rate established by a survey of land authorities. However, where active land markets do not exist valuation for compensation will consider reproduction capacity, production cost, and accessibility of a similar plot, in this case, a clear valuation methodology for these cases will be part of the Resettlement Action Plan (RAP).

Valuation for compensation for land in urban and peri-urban areas is much different from the valuation of land found in other locations: It will consider the market value of similar land (equal size and use, location, access to public utilities, as well as specific feature aspects of the land under consideration).

4.2.3 Valuation of Annual Crops

The annual crops shall be valued at net market rates at the farm gate for the first year crop. On the contrary, if the PAP is to receive more than one year of compensation, the subsequent compensation will be at gross market value. ZIQUE project will hire an independent third-party specialist in land valuation to establish market rates and value.

4.2.4 Valuation of Trees

Trees will be valued according to different methodologies depending on whether the tree lost is a wood tree or a fruit tree.

- ✓ Wood trees will be valued based on their age (a. seedling; b. medium growth and c. full growth) and timber value and volume.
- ✓ Fruit trees will be valued based on their growth stages (a. seedling; b. adult-not fruit-bearing; and c. fruit-bearing).

Both fruit tree seedlings and grown trees not at fruits bearing stages will be compensated based on the value of the investment made; However, trees at fruits bearing stage will be compensated at the net market value of 1year income and several years needed to grow a new fully productive tree.

The compensation rates for different categories of trees will be assessed by the authorized independent evaluator using clear and transparent methodologies acceptable to WB. The compensation rates will be verified and certified by the Environmental Social Safeguards Unit/Section of the ZIQUE project and shared with PAPs and other key stakeholders before sending to World Bank for further input, comments and approval.

4.3 Compensation of Assets

The loss of agricultural land will be compensated at replacement value i.e. with plots of the same value as the land lost and at a location acceptable to PAPs where practicable, or in a cash payment to the amount that can buy a similar plot in terms of size, quality, location and the likes. Cash at market rates is the most recommended option for the ZIQUE project where only less than 10% of PAP agricultural land is affected. In case of severe impacts, the owners will be given an additional allowance equal to the market value of two years' gross harvest of the land lost. In case of severe impact, PAPs will be paid an additional compensation equivalent to three months' minimum subsistence income.

If the affected land is the only land plot owned by PAPs and provides the main source of income, the PAPs will be compensated once to the amount enough to allow the affected person to establish its economic activities elsewhere. In case the non-affected section of the land plot becomes inaccessible or impossible to use during and/or after the project will also be compensated.

The loss of non-agricultural land (Residential/commercial land). Legal settlers will be compensated at replacement value with plots of the same value of the land lost and at a location acceptable to PAPs where practicable, or in a cash payment to the amount that can buy a similar plot in terms of size, quality, location and the likes.

Cash at market rates is the most recommended option for the ZIQUE project in which, the PAPs will receive a cash allowance enough to cover three months' house rent. Non-legalizable PAPs losing the land plot and/or house, which is the only land plot/house used for residence or providing the main source of income, will be compensated only once with self-relocation cash allowances equivalent to one-year minimum subsistence income (at five people household size consideration)/ or provided with the similar alternative residence.

Loss of Crops: Cash compensation at current market rates for the gross value of one year's harvest irrespective of whether the crops were already harvested or not at the time of impact. If the land is cultivated permanently for the crop, but when the inventory of losses was conducted, no crops have been planted due to any justifiable reason), the land parcel is still eligible for compensation. The crop compensation will be paid both to landowners and tenants based on their specific sharecropping agreements.

Loss of Trees: Cash compensation will be made based on the market rate depending on the type, age and productivity of trees.

Loss of Businesses: The permanent business loss will be compensated in cash equal to a one-year income based on tax declaration or, (if unavailable), based on the official minimum subsistence income. However, the temporary business losses will be compensated for the interruption period based on tax declaration or, (if unavailable) based on official minimum subsistence income.

Affected business workers/employees: Workers will be compensated for lost wages due to business interruption up to a maximum of three months.

Relocation allowance: affected person to be to relocated will be given a subsidy sufficient to cover transportation and living expenses for a maximum of three months.

Vulnerable Peoples Allowance: Vulnerable people (destitute households, disabled people, or elder-headed households) will be given an allowance equivalent to three months of minimum subsistence income in addition to priority for employment in project-related jobs. The cash allowance will be calculated based on five people households.

Severe Impacts Allowance; PAPs losing more than 10 per cent of their agricultural land or of their non-agricultural income will receive a severe impacts allowance. This is an additional allowance for severe impacts equal to the market value of a two-year gross yield of the land lost. In case if this is found to be less than three months' minimum subsidence income, then the respective PAPs will be given three months' minimum subsidence income. In cases of

severe impact on non-agricultural income, the respective PAPs will receive additional compensation comparable to three months' minimum subsistence income. This allowance will be calculated based on a minimum subsistence income for five-person household size.

Community Structures and Public Utilities: Will be fully replaced or rehabilitated to make it better or equal to the pre-project period.

Temporary impact during construction: All land required for temporary use is to be obtained by the civil works Contractor through voluntary negotiations of lease agreements. However, the lease rates value should not be less than the gross value of four years' harvest of crops on the affected lands. It is also required that lands be fully cleared and restored following use.

CHAPTER FIVE

ELIGIBILITY FOR COMPENSATION AND ENTITLEMENTS

5.1 Types of Impacts

Since the exact nature and locations of projects are unknown, the likely displaced (economically or physically) persons herein referred to as PAPs have not been identified. However, impacts could occur due to physical and/or economic resettlement affecting the eligible groups defined below. Economic resettlement may give rise to the following types of impacts on affected households of which may need compensation:

- viii. Loss of land
- ix. Loss of buildings and structures
- x. Loss of Communal Infrastructure/Shared Property Resources
- xi. Loss of Income and Livelihood
- xii. Loss of allowances
- xiii. Temporary use of land
- xiv. Construction impacts

5.2 Compensation Eligibility

ZIQUE Project will set and disclose the important eligibility criteria by which PAP will be considered eligible for compensation and other resettlement support. In setting the criteria, ZIQUE Project should adequately consult all key stakeholders; including PAPs themselves, households, community leaders, local authorities, and, as appropriate, NGOs.

According to World Bank policy, displaced persons who have formal legal rights to land or other affected assets (including customary and traditional rights to the use of land or other assets), as well as those with no formal legal rights to land or other assets at the time of the census, but who have claimed to such legal rights by occupation or use of those assets, are entitled to compensation for the loss. ***i.e. absence of legal title to land or other assets is not, in itself, (and should not) be a factor to deny someone from being compensated or other resettlement assistance for lost assets.*** In addition, the cut-off date should not prevent any PAP who was present (could be he/she is out of the country) in the project area during the time of the census from being considered as eligible for compensation for resettlement assistance for loss of property.

Therefore, this section identifies categories of PAPs and their respective eligibility and entitlements criteria. The primary criterion for PAP eligibility is that the person or the asset must have been located within a project area before the cut-off date established when the census/inventory is completed. The PAP's association with the location and the asset must be registered or recognized in the local community. The record of the PAPs and the affected properties should be verified by local authorities.

In cases where prohibited crops (e.g. Marijuana, mirungi) are present the owners shall not be considered eligible for compensation. In this case, he may not have the courage to come forward to let himself identify as the owner of the illegal crops found in the project sites. The following Categories of PAPs are entitled to compensation or at least rehabilitation by the project:

- (v) All PAPs losing land with or without legal/traditional land rights,
- (vi) Tenants and sharecroppers whether registered or not;
- (vii) PAPs with buildings, crops, plants, or other valuable objects attached to the land; and
- (viii) PAPs losing business, income, and salaries.

The compensation for land to eligible PAPs will be as follows;

- (vi) Titled PAPs will be fully compensated
- (vii) Untitled PAPs who are the legitimate owners of either plot with a house within or adjacent to a plot will be compensated.
- (viii) Untitled PAPs who are not the legitimate owners of the land plot but use or cultivate the land they occupy only impromptu will also be eligible for crop or income compensation, and other assistance required to restore their living conditions.
- (ix) PAPs with legally titled houses that need to be displaced will be compensated for both the land and structure at full replacement value and assisted to relocate to a new house with adequate access to services.
- (x) PAPs with no legally titled houses that need to be displaced will be compensated at the full replacement cost of the housing structure and will receive assistance to relocate to new adequate housing with access to services under the Entitlement Matrix

In addition, the eligibility for compensation will be limited by a cut-off date which will be set by the project at the beginning of the PAP Census; after that, no individual will be eligible for compensation. Instead, they will be given adequate advance notice requesting them to dismantle affected structures and vacate the project area before project implementation. However, they will be allowed to take materials from their dismantled structures without any payment, fine or suffer sanction.

The absentee PASs owners will also be eligible for compensation and effort should be taken to find them and inform them about the process. These could be reaching them through their neighbours or publication in radio and newspapers. In case they are not found, their allocation amount for compensation must be set aside until they are found

5.3 Entitlements

Entitlement provisions for loss/damage on land, houses, buildings, structures, income and rehabilitation subsidies will involve provisions for land losses, buildings losses, crops and trees losses, a relocation subsidy, and a business losses allowance based on existing market rates.

Concerning impacts that are not related to land acquisition such as potential damages of vibrations or discomfort caused by road traffic, the assessment of damages will be done and remedial actions taken. If damages can't be mitigated or fixed, the respective PAPs will be compensated per the respective RPF. The compensation will be provided in full for the whole building (irrespective of the degree of impact) and will be in cash at replacement cost, without consideration for depreciation, transaction costs, and salvaged materials irrespective of the registration status of the affected item.

5.4 Compensation Entitlement Matrix

ZIQUE Project will compensate eligibility and entitled PAPs according to the pre-determined compensation eligibility and entitlements framework which is in line with both Zanzibar legislation and the World Bank ESS 5. The entitlements matrix for ZIQUE Project is summarised in Table 5.1.

Table 5.1: Compensation Entitlement Matrix

Type of Loss	Application	Category of PAPs	Compensation Entitlements
Land			
Permanent loss of agricultural and non-agricultural land	PAPs permanently losing agricultural land regardless of the impact severity	Registered owners	<p>The loss of agricultural land will be compensated by cash at replacement cost i.e. with plots of the same value of the land lost and at a location acceptable to PAPs where practicable, or in a cash payment to the amount that can buy a similar plot in terms of size, quality, location and the likes. If any remaining part of the land owned by the registered owners is not usable anymore, such remaining part will be purchased subject to the agreement with the owner.</p> <p>When land acquisition or restrictions on land use (whether permanent or temporary) cannot be avoided, the MoEVT will offer affected persons compensation at replacement cost, and other assistance as may be necessary to help them improve or at least restore their standards of living or livelihood.</p>
Restrictions on the use of land	PAP not losing their land but are restricted from using it (eg. prohibition of constructing structures)	Legalizable Owner	<p>For agricultural lands - PAPs will be legalized and provided with cash compensation at full replacement cost. This compensation entitlement will also apply to the legal owners using unregistered land plots far from their residence, without registration of such land.</p> <p>For non-agricultural lands- AllPAPs shall be eligible for compensation of land unless the land was encroached.</p>
		Renters/Leasee	The renter/lease is not eligible for land compensation; instead, they will be compensated for losses of assets other than the land
		Non-legalizable owners (squatters/encroachers)	Non-legalizable PAPs losing agricultural land plot/plot, which is the only land plot used for residents and/or provides the main source of income for the household, will be compensated only once with a cash allowance equivalent to 1 year of minimum subsistence income in addition to compensation for other losses as indicated in the Entitlement Matrix at five people household size consideration.

Type of Loss	Application	Category of PAPs	Compensation Entitlements
		Registered owners	<ul style="list-style-type: none"> The easement agreement will include a lump sum fee established by independent valuation experts and payable to eligible PAPs
		Legalizable Owner	<ul style="list-style-type: none"> These PAPs will be legalized and the owner will receive an easement fee as a lump sum in the amount to be determined by independent valuation experts
		Renter/Leaseholder	<ul style="list-style-type: none"> Not eligible for easement fee for land-use restriction. Only eligible for other entitlements as per this Entitlement Matrix.
		Non-legalizable users	<ul style="list-style-type: none"> Not eligible for easement fee for land-use restriction. Only eligible for other entitlements as per this Entitlement Matrix.
Buildings and Structures			
Non-residential structures (barns, irrigation, fences, etc)	Where deployment of some non-residential structures is prohibited	Registered owners	Compensation will be done at full replacement cost for lost structures as well as for the loss of land to the respective PAPs
		Legalizable Owner	These PAPs will be legalized and receive compensation at full replacement cost for lost structures, as well as compensation for loss of land.
		Renter/Leaseholder /business owners	Non-eligible for compensation.
		Non-legalizable users	Eligible for compensation at the full replacement cost of all structures built by the non-legalizable user
Loss of Communal Infrastructure/Shared Property Resources			
Loss of common property and/or resources	Communal/Public Assets / public utility	Community/Government	Reconstruction of the lost structure or replacement of agricultural lands in consultation with the community and restoration of their functions
Loss of Income and Livelihood			

Type of Loss	Application	Category of PAPs	Compensation Entitlements
Crops	Standing crops affected or loss of planned crop incomes	All categories of PAPs (registered owners, legalizable, non-legalizable users, and renters)	The loss of crops will be compensated in cash at the gross market value of the actual or expected harvest.
Trees	Trees affected	All PAPs regardless of legal status (including registered owners, legalizable, non-legalizable users, and renters)	In addition to compensation for permanent acquisition of land or easement fee; there will be cash compensation at market rate (depending on the type, age, the market price of the product and the productive life of the trees) determined by forestry department .
Business/Employment	Business/employment loss	Business owner	In case of permanent impact- There will be a cash payment to compensate for 1-year net income; In Case of temporary impact- there will be cash payment to compensate for the loss of income for the period of business stoppage. NB. Determination of the lost income will base on tax declaration or, if not available, minimum subsistence income.
		Workers/employees:	Payment to compensate for lost wages is equal to three months of minimum subsistence income and job training.
Allowances			
Severe Impacts	>10%loss of productive lands	registered owners, legalizable and non-legalizable users who are Severely affected by losing p ermanently more than 10% agricultural land	They will be given an allowance equivalent to the market value of a two-year yield from affected land in addition to compensation for 3 months of minimum subsistence income, as well as disturbance allowance.
		Renters	They are not eligible

Type of Loss	Application	Category of PAPs	Compensation Entitlements
Transportation for physical relocation of houses	Transport costs	All PAPs are to be physically relocated	Provision of cash assistance to cover transportation costs and livelihood expenses equivalent to three months of minimum subsistence income.
Vulnerable People Allowances	Vulnerable People Allowances	Affected households living below the poverty line, single female-headed households, disabled or elderly	There will be a cash allowance equivalent to three months minimum subsistence income with employment priority in project-related jobs (if practicable)
Temporary use of land			
Temporary use of land during construction	Lease of land for project purposes (e.g. camps, storage)	All PAPs	The short-term lease of land is on the consent of both parties (voluntarily) and should stay for a maximum of 2 years. The rates should not be less than the current market rates with compensation for loss of crops or trees at the gross value of 2year's harvest The lands be fully cleared and restored following use.
Construction impacts			
Damages to houses, buildings, and structures affected during construction.	Impacts on houses or damages due to vibrations and movement of heavy equipment, or blasting at the construction material borrowing sites	All PAPs regardless of legal status	The contractor will assess the damages and take corresponding remedial actions (e.g. repair of the affected part of the building). Otherwise mitigated or fixed in accordance with the principles of this RPF in which the whole building will be compensated irrespective of the specific degree of impact and the registration status of the affected item. Compensation will be provided in cash at replacement cost,

5.3 Allowances for Vulnerable Groups and Severely Affected Households

World Bank-financed project requires a socio-economic baseline survey in which, vulnerable groups are identified. This may include; destitute households particularly those headed by a female, elderly, and disabled. In the Zanzibar context households with the following characteristics may be considered poor:

The household living below the poverty line (the official threshold level of average income per household member below which, the house members are considered poor). Most heads of these households are over 70 years old and have been registered in the Social Welfare Fund which pay Twenty Thousand Tanzanian shillings (TZS 20,000/-) per head of household per month.

- ◆ An elderly person may not be better equipped to be able to engage in fair negotiation on replacement value for compensation for their affected assets.
- ◆ Women may not have many livelihood options as compared to men, therefore, it would be difficult to keep or save the money received as compensation payments. She may also feel pressured to spend the compensation they receive for food or the care of the sick.
- ◆ Women and children could be denied from benefiting from the money received as compensation for the household's lost/damaged assets.
- ◆ The affected customary land belongs to vulnerable households, might face may face some difficulties in replacement land allocations.
- ◆ Women head of the household may not have enough time for building replacement houses because of other household responsibilities.
- ◆ Vulnerable households could face difficulties in managing/supervising their contractual arrangements with local builders.

It is very important to establish during the socioeconomic survey gender disparity in terms of vulnerability and ownership of assets that require the development of a specific and targeted approach to locally accepted solutions such as offering an in-kind replacement as a realistic alternative to cash compensation. In this case, during RAP preparation there should be serious community consultation (as described in ESS10) to identify needs and potential solutions that can meet the needs of vulnerable PAPs that might emerge in the process of identifying and listing the inventory of affected assets,

Special care should be taken for women because they also have important economic roles in project areas and engage in a very wide range of livelihood activities, particularly in the agricultural and marketing sector. They should be the recipients of compensation about their activities. Among others, the following should be taken to ensure that women PAPs are not excluded in the compensation and rehabilitation proceedings under the loan:

- (i) Include women in the impact enumerators.
- (ii) Use gender-disaggregated data for all key parameters and pinpoint several women who are likely to be affected by the Project and establish their pre-Project conditions.
- (iii) Women should also be invited and full participation in the stakeholder consultation processes intended for the negotiation of compensation.
- (iv) The monitoring and evaluation of the ZIQUE project should have an adequate focus on the impact of resettlement on women and other vulnerable groups

Vulnerable Affected Households are entitled to an allowance equivalent to three months of minimum subsistence income and employment priority in project-related jobs. All affected households are entitled to receive the allowance provided, they are registered as poor.

The affected household will receive an additional crop compensation equivalent two-year crop yield from affected land or three months' minimum subsistence allowance income in case the respective household is not qualified for crop compensation

CHAPTER SIX

INSTITUTIONAL ARRANGEMENTS FOR RAP IMPLEMENTATION

6.1 Land Registration Organizations

MoEVT is being assisted by other government departments (ZIE, ZEC and SUZA) and private agencies in the design, construction and operation of the Project. Land Commission within the MoLHWE is in charge of the recognition of ownership rights of rightful owners, and registration of land ownership. The local leaders (particularly at shehia and district level are key institutions for the identification of the true owners of the land and other assets/properties under consideration for the acquisition and subsequent compensation. Government agencies involved in the process of legalization of privately owned land parcels are presented in Table 6.1. The World Bank shall monitor to ensure compliance to safeguards standards and that there will be no one left worse off by the project activities.

Table 6.1: Government Agencies involved in land acquisition and compensation process

S/No.	Organisation	Related Act
1.	Government (State)	Zanzibar Constitution, 1984 (sec 17)
2.	Commission for Land	The Land Tenure Act (1992)/Land Tenure (Amendment) Act (2003)
3.	Commission for Land	The Land Tribunal Act (1994)/Amendment Act, No 1 of 2008
4.	Commission for Land	The Valuers Registration Act (2015)
5.	Commission for Land	The Land Adjudication Act (1989)
6.	Commission for Land	The Registered Land Act (1989)
7.	Commission for Land	The Land Surveyor's Act (1989)
8.	Commission for Land	Land Transfer Act (1993)
9.	Commission for Land	Town planning Act 1955
10.	Commission for Land	The office of chief Valuer
11.	Respective Regions	Regional Administration Act of 2014
12.	Respective Districts	Local Government Authority Act of 2014

6.2 Land Acquisition and Resettlement

MoEVT has the overall responsibility of land acquisition and resettlement, construction, construction monitoring and supervision of the respective project sub-component. This also includes financing and executing land acquisition and resettlement tasks and cross-agency coordination. ZIQUE project shall hire the experienced Sociologist, valuer, land surveyor community liason officer during RAP preparation and implementation. The project should also build the capacity of MoEVT staff to be able to take care of land acquisition and follow up of esettlement issues both during and post-project period. These staff will closely work with the hired experts during RAP preparation and implementation within ZIQUE project.

Key tasks of the ZIQUE social and RAP team will include:

- ✓ Updating RAP following appropriate procedures as per RPF and sending to World Bank for comment and clearance

- ✓ Supervise the preparation of RAP for construction contracts and implement it after World Bank Clearance
- ✓ Establish land acquisition and resettlement (LAR) capacity within MoEVT
- ✓ Ensure proper internal monitoring;
- ✓ Hire, following the donor's recommendation the external monitoring agency.
- ✓ It will also provide all necessary documentation to ensure the prompt allocation of resettlement budgets to the PAPs;
- ✓ Maintain coordination of all land acquisition and resettlement-related activities; and
- ✓ Ensuring that an independent agency/company for RAP preparation is engaged to conduct any survey and documentation, including cadastral survey, PAPs census, inventory of losses, and valuation of land and assets for replacement value.

Based on the decision and the prices for land acquisition and easements, the offer of purchase of land parcels shall be undertaken. If agreed the PAP should confirm such agreement by signing the Sales/Purchase Agreement. This agreement will serve as the basis for compensation payment processing and release. If an agreement is not reached, the project team shall decide to start expropriation.

Offices of Regional Commissioners and District authorities through its Shehia leaders will assist ZIQUE Project in the Identification of PAPs, defining the boundaries of land parcels, obtaining data on ownership, and relations with PAPs, informally settling disputes, and even initiating legalization of legalizable land plots. This will assist the project in the preparation and implementation of the RAP.

6.2.1 Civil Works Contractor

A Civil Works Contractor will be contracted by ZIQUE project to undertake the actual construction activities. The contractor will be responsible for mitigating impacts resulting from the construction activities. Based on the RAP and the Technical Design, the parcel of land that will be identified and acquired will be demarcated from the non-acquired parts. The construction activities shall be monitored closely by MoEVT to ensure compliance to safeguard standards.

6.2.2 Consultants and Auditors

The design consultant will be responsible for the preparation and implementation of RAP and a construction supervision consultant will be in place to supervise civil works construction.

- (i) *Design Consultant:* The design consultant should have a social development and resettlement specialist and a national resettlement / social specialist for finalizing RAP for each construction project.
- (ii) *Social Safeguards Consultant (SSC):* will oversee the implementation of RAP and will prepare periodic compliance reports before the civil works start.
- (iii) *Local Resettlement Consultant* will assist ZIQUE project Safeguards Team in the implementation of RAP and take care of all resettlement-related issues that may arise during the construction.

6.2.3 Commission for land

In the situation where there are disputes between PAPs, particularly land ownership or demarcation of the PAPs land plots/borders disputes between the plots, the Land Commission has the final decision for the actual owner of the plots, to confirm the actual size and other issues related to land ownership in Zanzibar.

6.2.4 Districts

The MoEVT project will have the overall responsibility for the delivery of entitlements. In this case, ZIQUE project needs to work closely with district Councils which are the crucial links between the project-affected persons (PAPs) and the Project Implementing Agency (ZIQUE). It is imperative to warrant that: all eligible PAPs receive payments before the start of construction work.

6.2.5 MoEVT

MoEVT will acquire land from PAPS through negotiated settlement wherever possible, based on meaningful consultation with PAPs, including those without legal title to assets. The project will offer an attractive price based on the principle that PAPs should be made equal to or better than before the project period. In this way, the project will (as guided by this RPF) strive to offer an adequate and fair price for land and/or other assets and ensure that in the process of land acquisition, the PAPs are well-informed and have the bargaining power of the parties involved in such transactions. Only in the case when there is no agreement to land acquisition, expropriation will be sought.

The ZIQUE project will prepare the RAP with the inputs from the independent valuation experts recruited specifically by the Implementing Agency to estimate compensation and entitlement of individual PAPs with a detailed programme for execution of RAP as described in project RPF and line with WB ESS5 on involuntary resettlement. The compensation rates to be paid to PAPs will be as defined in the RFP. Land Purchase Agreements will be signed by both parties. Any grievances of the PAPs will be resolved by grievance redress mechanism committees that should be established through an approved grievance redress mechanism (GRM) for the Project.

Finally, the revised version of the topographic map should be produced by the design consultant to show clearly all acquired plots with geometric details required for legalization. ZESP will provide these maps to the concerned legalizable owners followed by endorsement of these maps and ownership documents and getting them registered.

6.2.6 The World Bank

Besides supervising the Project periodically, the WB will review RAPs and provide clearance to contract awards signing and initiation of civil works for construction under the Project. It is also responsible to supervise the implementation of all ingredients of the project including financial management, M&E, project management and coordination (including capacity building) procurement management and contraction activities.

6.3 Capacity Building to MoEVT

ZIQUE Project will give special priority capacity building to all local staff working as the Environmental and Social Safeguard Team. This kind of training shall start right from the

preparation of the Abbreviated Resettlement Action Plan (ARAP). The team shall be effectively and regularly consulted on all issues related to land acquisition and resettlement. There shall be special training sessions to safeguard the Team be provided by resettlement specialists as per World Bank ESS5 requirements. The training should cover fundamental social safeguard issues. These include; developing a balanced compensation package fulfilling the requirements of PAPs, the Government and the ZIQUE Project. Among the Safeguards officer of the ZIQUE project, those working in Land Acquisition Resettlement Team should be given special priority to allow an effective execution of all Land Acquisition and Resettlement-related tasks for the project.

The on-job training for the local Land Acquisition Resettlement Team should be provided by Social Safeguards Consultant and Local Resettlement Consultant. The field-level staff involved in Land acquisition and resettlement activities shall also receive some kind of training in this area.

Some of the key areas that should be covered in the training include; (i) Principles and procedures of land acquisition (WB and Local); (2) Stakeholders of the project, (3) Organizations involved in the process of land acquisition and resettlement and their roles (4) Public consultation and participation process; (5) Entitlements, compensation and disbursement mechanisms; (6) Grievance redress; and (6) Monitoring of resettlement operations.

CHAPTER SEVEN

GRIEVANCE REDRESS MECHANISM

7.0 Definition and scope

The Grievance Redress Mechanism (GRM) is a process for receiving, evaluating, and addressing project or sub-project-related complaints from affected communities and other stakeholders. It is an essential tool for facilitating Project Affected Persons (PAPs) to voice their concerns about the project activities and performance as they arise and, if necessary, for corrective action to be taken promptly. This GRM will be purposely designed for use by PAPs and stakeholders around the ZIQUE project. It will be available for use by project stakeholders to submit questions, comments, suggestions and/or complaints. It may as well be used to provide any form of feedback on all project-funded activities. PAPs and other key stakeholders will be informed about the GRM so that can express their complaints or suggestions anytime throughout the project preparation and implementation period. The GRM will have a special emphasis on issues related to land and other assets acquisition (e.g. amount of compensation, loss of access roads, losses and damages caused by the construction works and the like; Therefore, the grievance redress mechanism shall be in place by the time the ZIQUE project starts negotiations with the PAPs and shall function until the completion of the construction. In the course of reporting their complaints, there will be no charge or reward for making a complaint or conveying comments or suggestions related to the project activities implementation.

During the preparation of RAP, PAPs should be well informed and consulted on the GRM purposes, its functions, procedures, contact persons and rules of making complaints through oral information and booklets. Efforts should be taken to prevent grievances through effective and careful consultation of PAPs at all stages, careful planning and preparation of RAP, and proper communication and coordination among the key stakeholders.

The project grievances information will form part of the M&E information of the ZIQUE project and should adequately feature in all project progress reports submitted to the World Bank

7.2 Grievance Handling Process

The overall process of grievance handling will be as follows:

- a) A Grievance complaint; can be submitted in writing or anonymously through suggestion boxes or via telephone to the Grievance Committee under Project Implementing Unit (PIU) will collect the complaints and document them in a grievance register
- b) Investigation; If needed, a full investigation will be carried out by the Committee and all relevant evidence gathered. The findings will be sent to the aggrieved party in advance of the meeting. In cases of anonymity, since grievances would be made public, findings and solutions will be made available online (in the MoEVT website or any other platform that the MoEVT will direct) and or communicated at stakeholder consultations.
- c) The grievance matter; will be addressed within a minimum of one (1) to fourteen (14) working days depending on the nature of the matter reported.
- d) Grievance Meeting; A grievance meeting will be arranged, and the aggrieved party will be invited for them to present their case. The aggrieved party will be reminded of their statutory right to be accompanied.
- e) Decision; The aggrieved party will be informed in writing of the decision reached.

- f) If the issue cannot be resolved by the Committee then the matter will be referred to the Zanzibar Labour Commission for their action and ruling.
- g) Appeal; The aggrieved party will be notified of their right to appeal against the outcome of the grievance procedure. If either party is not satisfied with the ruling by either the Committee or the Department of Labour they may seek redress in the courts of the Country.
- h) Documentation/records; will be kept on all grievance matters including the outcomes and at every stage of the grievance process and will be maintained by PIU of MoEVT.

7.3 Grievance Management

The Contractor shall have a mechanism for resolving complaints that are directly within their jurisdiction; otherwise, the Supervising Engineer in close collaboration with ZIQUE Safeguards Units should be in-charge of grievance management as guided in the ESMF. All attempts would be made to settle grievances. Those seeking redress and wishing to state grievances would do so by notifying the Grievance Committee. The Grievance Committee will inform and consult with the Contractor to determine the validity of the claim. If valid, the committee will notify the complainant and the matter will be settled. If the complainants' claim is rejected, then the matter will be brought before the Project Grievance Committee. All such decisions shall be reached within seven (7) days after the complaint is lodged. It is assumed that all the cases shall be solved at GRC levels. It may be possible, however, that there are cases which might remain unresolved at GRC levels. For such cases, the PAP may either refer his/her case to the appropriate court or at the Principal Secretary of the Ministry of Land, Housing, Water and Energy (MoLHWE).

The complaints and queries register shall be kept on-site and managed by the ZIQUE Safeguard office. The Contractor shall employ the Sociologist who will be responsible for collecting and reporting any complaints from the respective project components. Complainants will be contacted to ascertain the nature, time, frequency and severity of the problem. The Contractors' social experts will ensure that each complaint is investigated to determine the likely source of the problems. Following completion of the investigation, each complainant shall be advised of the findings, and any remedial actions are taken to minimize the likelihood of a reoccurrence. All complaints shall be informed to the Supervising Engineer on the same day of receipt.

CHAPTER EIGHT

MONITORING, EVALUATION AND REPORTING

8.1 Monitoring and Reporting

The main objective of the implementation of RAP is to improve or at least restore the social and livelihood resources of the PAPs at their pre-project level. The process of implementation should ensure that this objective is achieved over a reasonable time with allocated resources. Therefore, monitoring of the RAP, its implementation and delivery of institutional and financial assistance to the PAPs have been designed as an integral part of the overall functioning and management of the Project. The ZIQUE Safeguard Unit should have a clear M&E plan at hand which should be implemented effectively to track the process, delivery and impact indicators on land acquisition and resettlement. It will also help to provide feedback to stakeholders on progress made in RAP implementation and make prompt alterations where necessary.

The monitoring plan assesses whether the goals of the resettlement and compensation plan are met. The monitoring plan indicates parameters to be monitored, institute monitoring milestones and provide resources including responsible persons or institutions to carry out the monitoring activities. MoEVT shall be responsible for monitoring and evaluating the implementation of RAP at periodic intervals of quarterly or half-yearly (as circumstances dictate) during the project subcomponent.

8.2 RAP and Livelihood Restoration Monitoring Indicators

Several key indicators and subjects for monitoring and evaluation of RPF across the Project will include;

- (i) number of project subcomponents implemented on public land;
- (ii) number of project subcomponents implemented on private land;
- (iii) number of RAPs prepared and implemented involving
 - a) physical and economic displacement
 - b) physical displacement only
 - c) economic displacement only
- (iv) The number of displaced persons as per the following categories:
 - a) Number of displaced persons -physically displaced only
 - b) Number of displaced persons -economically displaced only
 - c) Number of displaced persons – both physically and economically displaced
- (v) Compensation and benefits for affected persons provided in Tshs (including an estimate of the value of in-kind compensation)
- (vi) process of consultation activities;
- (vii) number of grievances and issues on land disputes raised and number closed out;
- (viii) number of parcels of land subject to voluntary land donation;
- (ix) size of the land donated by the public, as compared to the size of the land donated by private land owners;
- (x) number and per cent of voluntary land donations that are properly evidenced; and
- (xi) number of RAPs developed and implemented.

Required data/information will be collected and analysed regularly to indicate progress on the implementation of RPF, project outputs, outcomes and impacts on land issues. Results of the analysis will be submitted to the Bank semi-annually.

8.3 RAP Monitoring

Several indicators would be used to determine the status of implementation and outcomes of RAPs. Therefore, the RAPs will set two major socioeconomic goals by which to evaluate their success:

- Affected individuals, households, and communities can maintain their pre-project standard of living, and even improve on it; and
- The local communities remain supportive of the project.

To assess whether these goals are met, the RAPs will indicate parameters to be monitored, institute monitoring milestones including a complete audit and provide resources necessary to carry out the monitoring activities.

8.4 RAP Monitoring Indicators

Several objectively verifiable indicators shall be used to monitor the impacts of the compensation activities. These indicators will be targeted at quantitatively measuring the physical and socioeconomic status of the PAPs. The monitoring indicators to be used for the RAP will have to be developed to respond to specific site conditions but will cover performance/implementation progress as well as impacts.

Potential performance indicators could include:

Progress against the detailed RAP schedule (inputs and outcomes) such as:

- Number of owners provided with compensation in cash and/or in-kind;
- Replacement land plots acquired;
- Livelihood restoration measures initiated (where needed).
- alignment with the budget;
- verification that compensation and entitlements are being delivered in full;
- verification that vulnerable households are being given agreed-on additional assistance (where needed);
- review of grievances received including analysis of trends which may require a more holistic management approach;
- number and content of stakeholder engagement meetings; and
- identification of emerging issues and potential problems which need to be managed.

Indicators to measure the impact of the resettlement could include the following types of measures:

- changes in quality and quantity of agricultural production;
- changes in household income levels;
- satisfaction of PAP with the resettlement initiatives;
- issues or concerns about the resettlement process; and
- the effectiveness of the GRM in resolving these issues or concerns.

8.4.1 Post- Resettlement Monitoring of Resettled PAPs

Monitoring will be done to resettle PAPs to evaluate the success of the resettlement activities including livelihood restoration by determining if PAPs at least remain in the economic and social position they had before resettlement. Where needed mitigation measures will be proposed to address any issues associated with the implementation of the RAP.

8.4. 2 Public Consultation and Participation

Consultation and Participation of stakeholders will be monitored throughout the Project implementation. The monitoring will be conducted using several selected indicators to monitor public participation and involvement in the Program as indicated in Table 8.1.

Table 8.1: Monitoring and Evaluation Indicators for Stakeholder Engagement

Issues	Indicator	Responsible	Data Sources
Capacity Building for staff on RPF	<ul style="list-style-type: none"> - Number of individuals and institutions trained • List of participants • Training reports 	Social Safeguard Expert	Training sessions reports
Community Orientation and Mobilization meetings	<ul style="list-style-type: none"> • Number of meetings conducted • Number of community members sensitized • Number of groups involved 	Social Safeguard Expert	Reconnaissance survey reports Community meeting reports
Consultations with Community members	<ul style="list-style-type: none"> -Attendance of shehia Committee -Meeting Minutes acceptable to the Community -Participation by gender of community member 	Social Safeguard Expert	Meeting Minutes
Mapping of community resources critical to the community	<ul style="list-style-type: none"> -List of Community members participated -land ownership reports verified and accepted by community members -Participation by gender 	Social Safeguard Expert	Baseline survey reports Community transect reports
Development of strategies for participation of community in addressing land related grievances and mitigation measures	<ul style="list-style-type: none"> -Number of projects passed by social screening -Number of project subcomponent implemented -Participation by gender - Number/proportion of participant Number and type of complaints registered Number of complaints resolved 	Social Safeguard Expert	SCT progress reports LGAs reports
Capacity Building for the community	<ul style="list-style-type: none"> -Number of Trainings -Attendance by Community member - Training report 	Social Safeguard Expert	Training reports
Equitable representation by gender of Community members in decision making organs	<ul style="list-style-type: none"> -Number of representation gender wise in meetings by Community members - Number of representative female in shehia Land Committees 	Social Safeguard Expert	LGA Reports
Participatory M&E	<ul style="list-style-type: none"> - Number of consultation meeting held -Minutes 	Social Safeguard Expert	M&E reports

Issues	Indicator	Responsible	Data Sources
	<ul style="list-style-type: none"> - Attendance by gender. - M&E report 		

8.5 Quarterly Reporting and Performance Review

Quarterly progress reports will be prepared by the Project Management Team (PMT) and the preparation of the progress reports will be supported by the environmental and social safeguards experts in the project at Institutional and community levels. These will include summary information on the RPF indicators (for the quarter and cumulatively). These reports will be submitted to MoEVT and will form part of the overall safeguards report to the Bank.

CHAPTER NINE BUDGET FOR IMPLEMENTATION OF RPF

9.1 Introduction

Funds for implementing inventory assessments as well as land acquisition and resettlement action plans will be provided by the Government of Tanzania. In general, the cost of compensation will be borne by the executing agency i.e. institutions. The budget to prepare and monitor RAPs is presented in the ESMF.

After the valuation exercise, the Chief Government Valuer will approve the compensation rates and compensation schedules. The Government Valuers report is prepared by registered Valuers who conducted the valuation exercise, with the assistance of shehas. This report shall indicate the name of the PAP, a photo of the PAP and all affected properties with name, size and rates to be paid. The valuation report will be used during the preparation of RAP to obtain valuation data (census) for each PAP. For this project, the valuation exercise and RAP must comply with Tanzania laws and the requirements of the World Bank.

The estimate of the overall cost of resettlement acquisition and compensation would then be determined. Shehia with the assistance of a valuation expert will determine the extent of the land required for the project subcomponent, and the appropriate cost of resettlement if any. Disbursements based on budgetary requirements will then be done, as established by the RAPs in consultation with PAPs and local leaders, and other relevant authorities.

9.2 Indicative RAP budget format

An indicative RAP budget format can be found in Table 9.1.

Table 9.1: Indicative format of a RAP Budget

Asset acquisition	Quantity	Total estimated cost	Responsible
Land			
Structure			
Crops and economic tress			
Community infrastructure			
Land Acquisition and Preparation			
Land			
Structures			
Crops areas and others			
Community infrastructure			
Relocations			
Transfer of possessions			
Installation costs			
Economic Rehabilitation			
Training			
Capital Investments			
Technical Assistance			
Monitoring			

Contingency			
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It must be noted that typical information to be presented in the valuation report attachments signed by all relevant authorities and approved by the Chief Government Valuer is presented in Table 9.2. The table represents evidence of the budget in the format of a RAP report. This table will be accessible to the PAPs in a language which is understood as part of a public consultation procedure in compensation payments.

Table 9.2: Indicative format of a RAP Budget

#	Item	Costs	Assumptions
1	Compensation for loss of Land	/hectare	For land acquisition purposes, based on the average market cost, or from similar projects
2	Compensation for loss of Crops	/hectare of a farm lost	Includes costs of labour invested and an average of the highest price of staple food crops and current market prices
5	Compensation for Buildings and Structures	If applicable	This compensation may be in-kind or cash. Costs for basic housing needs should include ventilated pit latrines, outside kitchens, and storage.
6	Compensation for Trees	/year/tree	Includes costs of labour invested an average of the highest price of trees (and tree products) and current market prices
7	Cost of Relocation Assistance/Expenses	/Household	This cost reflects the moving and transportation allowance

CHAPTER TEN

COMPENSATION AND PROJECT SCHEDULE

Before any project activity commences, people who are affected and have been determined to be entitled to compensation will need to be compensated in accordance to the policy and the RPF. In particular, the involuntary taking of land and related assets may take place only after all entitlements and compensation have been provided

The measures to ensure compliance with this framework directive will be included in the RAPs that will be prepared for each project subcomponent involving resettlement. Upon approving the RAP reports prepared, the respective LGA will confirm that the RAPs contain acceptable measures that link compensation activity in compliance with this framework.

MoEVT shall prepare a schedule of chronological steps covering all acquisition and compensation activities from preparation through implementation and the agencies responsible for each activity. The schedule indicates how the resettlement activities are linked to the implementation of the overall project. The schedule includes target dates for the achievement of expected benefits to PAPs and hosts and terminating the various forms of assistance. An example of a RAP implementation schedule is presented in Table 8 below. The timing mechanism of these measures will ensure that no individual or affected household will be displaced due to civil works before entitlements are provided. Once the RAP is approved by the project beneficiaries, it will be sent to the World Bank for clearance.

Table 10.1: Example of an RPF Implementation Schedule

Action	Time frame											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Site Selection												
Stakeholder Engagement												
Preparation of for Resettlement												
Announce Cut-Off Date												
Confirmation of PAPs and affected properties												
Household Survey and												

Action	Time frame											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Asset Inventory												
Development of Eligibility and Entitlements Matrix & Drafting of RAP												
Approval and Disclosure of the RAP												
Development of Individual Entitlement Matrix and Household Negotiations												
Compensation payments/ RAP Implementation												
Livelihood Restoration (commence)												
Grievance Resolution												
Monitoring of RAP implementation												
Evaluation of RAP implementation												

ANNEXES

ANNEX 1

**GRIEVANCE RECEIPT AND RESOLUTION FORM FOR ZIQUE PROJECT
AFFECTED PERSONS (PAPs)**

Grievance/Complaint

Registration

Number.....Date.....

A. COMPLAINANT

1. Important information of the Complainant

First Name Middle Name Last Name:.....

Occupation:.....Title.....

Address:.....

Mob. Phone..... E-mail:.....

2. Who is complaining

i. Project Affected Persons (PAPs).....

Specific PAPs are:

Institution staff.....

Student

- Representative of complainant.
- Others
- ii. Technicians/Local Fundis

B. EXPLANATION OF THE GRIEVANCES

1. Source of Grievance/ Complaint.....

2. Brief explanation of the Grievance/Complaint emanating from the project implementation.....

.....

.....

3. Event/person being complained about

4. Place where the event occurred 5. Date of the event

6. Have you ever filed the same grievance before? **Yes**..... **No**.....

C: LODGING THE GRIEVANCE/COMPLAINT

1. Method used to lodge the grievance/complaint

Letter Phone Face to face E-mail

Others (Mention).....

2. Name of Person registered and Filed the complaint

Name.....Position.....Date.....

3. Agreed time frame for feedback on the processed grievance/complaint:

(a) Immediately (b) Three days (c) One week (d) Two weeks

GRIEVANCE/COMPLAINTS RESOLUTION

1. Date of conciliation session.....

2. Was the complainant present? **Yes** **No**

3. Was field verification of complaint conducted? **Yes** **No**

4. Findings of field investigation:

.....

.....

5. Summary of Conciliation Session.....

.....

.....

6. Was agreement reached on the issues? **Yes**

7. If agreement was reached, give the details of the agreement

.....

.....

8. If agreement was not reached, specify the points of disagreement and promise given to the client

.....
.....

Signed (Arbitrator/ Complaints handling Officer-GHO):Date.....

Signed (Complainant).....Date.....

Signed (Independent Observer)Date.....

Annex 02: Guidelines for Preparation of a RAP

The following generic guidelines will be used when preparing RAP.

- (i) Consultation and participatory approaches. A participatory approach is adopted to initiate the compensation or voluntary land donation process. The consultations must start during the planning stages when the technical designs are being developed, and at the land selection/screening stage. The process therefore seeks the involvement of PAPs throughout the census for identifying eligible PAPs and throughout the RAP preparation process.
- (ii) Disclosure and notification. All eligible PAPs are informed about the project and the RAP process. A cut-off date is established as part of determining PAPs eligibility. In special cases where there are no clearly identifiable owners or users of the land or asset, the RAP team must notify the respective local authorities and leaders. A “triangulation” of information – affected persons; community leaders and representatives; and an independent agent (e.g. local organization or NGO; other government agency; land valuer) – may help to identify eligible PAPs. The RAP must notify PAPs about the established cut-off date and its significance. PAPs must be notified both in writing and by verbal notification delivered in the presence of all the relevant stakeholders. Notification must take into account seasonal usage.
- (iii) Documentation and verification of land and other assets. The government authorities at both national and local levels; community elders and leaders will arrange meetings with PAPs to discuss the compensation (at replacement cost) and valuation process. For each individual or household affected by the project, the RAP preparation team will complete a Compensation Report containing necessary personal information on the PAPs and their household members; their total land holdings; inventory of assets affected; and demographic and socio-economic information for monitoring of impacts. This information will be documented in a Report, and ideally should be “witnessed” by an independent or locally acceptable body (e.g. Resettlement Committee). The Reports will be regularly updated and monitored.
- (iv) Compensation and valuation. All types of compensation will be clearly explained to the individual and households involved. These refer especially to the basis for valuing the land and other assets at replacement cost. Once such valuation is established, the respective LGA will produce a Contract or Agreement that lists all property and assets being acquired by the project and the types of compensation selected. These options include in-kind (e.g. replacement housing) and cash compensation. All compensation

should occur in the presence of the affected persons and the community local leaders.

MINUTES OF THE INTERVIEWS/FOCUS GROUP DISCUSSION

1. Attendance

1.1 Interviewees from Schools' committees /government offices/agencies/ministries/NGO

1.2 MoEVT ESMF Consultant Team

1.3 Representative from MoEVT

2. AGENDA

2.1 Opening of discussion

2.2 Projects description

2.3 Getting Stakeholder Issues Recommendations /perspectives /questions

2.4 Response from MoEVT ESMF consultant team

2.5 Closing of the discussion

3. Discussion of The Agenda

3.1 Opening of the meeting/

The discussions were opened by the MoEVT representative introducing the ESMF team. Thereafter self-introduction from respective stakeholder(s) was followed.

3.2 Projects description

The ESMF consultant team leader described the project in terms of;

- a) Project Rationale
- b) Key project activities
- c) Project Time Line
- d) Implementtion arrangements
- e) Project Scope
- f) Funding

3.3 Stakeholder Issues /Recommendations / Perspectives /Questions

The consultants requested the respective stakeholders to provide their views, suggestions and comments for the proposed ZIQUE project with emphasis on environmental and social issues. Stakeholders provided their views/questions/recommendations for the proposed project as detailed in Table 9. The consultant team documented the same throughout the discussion.

3.4 Response from MoEVT ESMF Consultant team

The consultant Team responded to various issues raised/recommended by the stakeholders. However, follow-up questions were posed for further clarification from the stakeholders. Also MoEVT representative had an opportunity to clarify some raised issues and specific comments

directed to MoEVT where needed. Responses to various issues under discussion were also documented as shown in Table 9.

3.5 Closing of the Discussions

The discussion was closed by the consultant team by thanking the stakeholder for their effective participation and comments/recommendations. However, a summary of the discussion was presented to participants to ensure key issues discussed are accommodated. Having agreed, the team requested the flexibility of the stakeholders for future consultations regarding the project. MoEVT representatives provided a vote of thanks for providing their valuable time and comments for the respective stakeholders.

Table 1: List of interviewees, date, venue and issues raised and response

Date	Venue/ Institution	Stakeholder Consulted- Position/Title	Gender (Male/ Female)	Topic/Issues Raised/ Discussed/ Recommendations / Perspectives from stakeholders/Questions	Response From MoEVT Consultant Team/MoEVT representatives						
29/09/2022	Urban West A Municipality	Mkasi Thabit Head of Divison of Environment	Female	1. Waste management issues are handled by Municipality. However, there is a shortage of tools which affects waste collection efficiency 2. There is a company registered for solid waste management but there is none for liquid waste management 3. Solid waste management is given priority to schools and hotels	1. The Municipality needs to work closely with the project during the construction period to avoid disease eruption 2. There should be a close relationship with schools in waste collection to avoid disease eruption 3. Prioritization shall help schools to have a clean and safe environment						
		Abubakar Suleiman Environmental officer	Male			29/09/2022	Urban West A District	Is-haka Ali Education officer	Male	4. The project finds a way to motivate teachers to teach science subjects 5. There is an unavailability of reference books in schools 6. The curriculum has a subject on ICT but there are no laboratories and computers 7. There is a need for regular refresher courses for teachers to update their teaching skills 8. There is a need for constructing offices at district education units and equip them with working tools like computers, tablets and transport 9. Construction activities should consider the availability of enough	4. The project shall have a capacity building that caters for the needs of all teachers 5. The project shall consider it as a prerequisite for quality education 6. The project shall be designed in line with the competence-based curriculum 7. The project shall have a capacity building that caters for the needs of all teachers 8. The project design shall consider priorities for improving the quality of basic education 9. Toilets shall be part of improving infrastructures for a learning
29/09/2022	Urban West A District	Is-haka Ali Education officer	Male	4. The project finds a way to motivate teachers to teach science subjects 5. There is an unavailability of reference books in schools 6. The curriculum has a subject on ICT but there are no laboratories and computers 7. There is a need for regular refresher courses for teachers to update their teaching skills 8. There is a need for constructing offices at district education units and equip them with working tools like computers, tablets and transport 9. Construction activities should consider the availability of enough	4. The project shall have a capacity building that caters for the needs of all teachers 5. The project shall consider it as a prerequisite for quality education 6. The project shall be designed in line with the competence-based curriculum 7. The project shall have a capacity building that caters for the needs of all teachers 8. The project design shall consider priorities for improving the quality of basic education 9. Toilets shall be part of improving infrastructures for a learning						
		Asha Is-hak Education officer	Female								
		Safia Hasi District Academic officer	Female								

				<p>toilets for both normal children and disabled ones</p> <p>10. Water is a problem in many schools. They lack boreholes and storage facilities</p>	<p>environment for all pupils and students</p> <p>10. There are two ongoing water supply projects in Zanzibar which will solve the water problem by 2023</p>
29/09/2022	Urban West B Municipality	Biubwa Haji Health and Environmental Officer	Female	<p>11. Waste collection is done by the municipality but the efficiency is about 50% due to a lack of reliable waste management infrastructures. Liquid waste receives less attention in a way that the municipality depends on the nearby municipalities</p> <p>12. Major waste streams at schools are paper and plastics and there is one NGO that sort out and recycle wastes for fertilizer.</p>	<p>11. The modality should be maintained as the project shall not address the problem. However, contractors may wish to handle waste management during the construction period</p> <p>12. It is a good practice and the municipality should find a way to encourage the recyclers to reduce waste streams for disposal</p>
	Urban West B District	Meja Haji Academic officer	Female	<p>13. There are many schools which practice double shifts. This affects the performance of students</p> <p>14. The vertical construction should be adopted to have few buildings that accommodate more students while leaving open spaces for other activities like games</p> <p>15. There are few laboratories and congested. This may detract from the implementation of the competency-based curriculum</p> <p>16. The construction of the project should go in line with the recruitment of skilled science teachers</p>	<p>13. The project shall primarily address the double shifts by increasing the number of buildings</p> <p>14. The project design shall be done to address this as to be dictated by the geotechnical investigation</p> <p>15. The construction of such facilities is unavoidable since the curriculum demands the such facilities</p> <p>16. This is not part of the project but the government shall see its feasibility</p> <p>17. The project design shall consider priorities</p>

				<p>17. Education officers at district levels need improvements in terms of transport infrastructures to execute their daily responsibilities</p> <p>18. Headteachers should be given incentives to administer quality education in schools and get good performance</p>	<p>18. Incentives are not part of the project but the ministry shall handle it wisely based on the available financial resources</p>
29/09/2022	Zanzibar Teachers Union	Haji Omar General Secretary	Male	<p>19. To improve the learning environment, there is a need for establishing a teachers' service commission.</p> <p>20. Headteachers, coordinators for teachers' centres and district education officers should be given incentives in line with construction activities</p> <p>21. There is a need to amend the Education Act of 1982 and its policy of 2006</p> <p>22. The Ministry undertakes the training programme; however, there is a problem of documenting the same.</p> <p>23. The government should revisit the nursery school teachings so that pupils become good at reading, writing and counting before joining grade one</p>	<p>19. The ministry shall consider its feasibility during the ZIQUE project implementation</p> <p>20. Incentives is not part of the project but the ministry shall handle it wisely based on the available financial resources</p> <p>21. The amendment process is not part of the project.</p> <p>22. The training program shall adhere it to ensure its effectiveness and coverage</p> <p>23. The project design may dictate its implementations as it is a part of infrastructures improvement</p>
29/09/2022	Teachers Centre Mkwajuni	Khamis Khamis Teachers Center coordinator	Male	<p>24. Teachers' centres need rehabilitation and construction so that they become resources centres</p>	<p>24. The project will consider its feasibility if it is in line with</p>

	Teachers Centre Bububu	Daud Ali Teachers Center coordinator	Male	<p>25. The project should consider improving the learning environments for schools found in rural areas as they experience the same challenges as those found in towns</p> <p>26. Construction of buildings should be vertical to leave more spaces for other activities</p> <p>27. The project should consider constructing a teacher's centre for early learners (nursery schools pupils)</p> <p>28. The project should capacitate teachers regularly on the new content to be developed in the new competency-based curriculum</p> <p>29. The ministry should arrange a meeting with coordinators of teachers' centres in the early period of the project design</p>	<p>improving the quality of basic education</p> <p>25. The project shall select sites wisely to yield maximum results</p> <p>26. Vertical construction will depend on the recommendations from the geotechnical study</p> <p>27. The project is in line with improving the quality of basic education but priority shall be a prerequisite</p> <p>28. The project shall have capacity building to teachers to be done throughout the project time</p> <p>29. Stakeholders shall be engaged through the project life cycle. Thus, the meeting shall be arranged to get their detailed concerns and views</p>
	Teachers centre Saateni	Asha Mohamed Teachers Center coordinator	Female		
	Teachers Muauda	Mohamed Choum Teachers Center coordinator	Male		
	Teachers Centre Kitogani	Yussuf Simai Teachers Center coordinator	Male		
	Teachers Centre Dunga	Vuai Muya Teachers Center coordinator	Male		
	Teachets Centre Kiembe Samaki	Maryam Kasona Teachers Center coordinator	Female		
29/09/2022	Zanzibar Association of Private School	Hakim Yussuf General Secretary		<p>30. Government schools have space constraints beyond the standards for class sizes</p> <p>31. Teachers should be capacitated to get the best performance from their students.</p> <p>32. The number of subjects should be reduced to a reasonable number</p> <p>33. The ministry of education should revisit and improve vocational training to accommodate the average students who afford skills-based learning</p>	<p>30. ZIQUE project is going to deal with the space constraints</p> <p>31. Capacity building in the project component of the project</p> <p>32. ZIE has reduced the number of subjects from 12 to 6 to 8 subjects</p> <p>33. This is an important undertaking but may need another fund. But Ministry may consider it when found feasible under the same project budget</p> <p>34. This is not part of the project but it can be considered by the</p>

				34. Headteachers should be given incentives as there are a lot of operational costs to incur during their day-to-day activities	government if it is in line with the project goals
28/09/2022	MoEVT- Inclusive Education and Life skills unit	Zuwema M Nassor Inclusive Education officer	Female	35. Zanzibar has a shortage of teaching staff with qualifications to teach children with disabilities especially deaf and blind	35. The project shall consider it as part of capacity building for teachers
		Fatma Hashim Inclusive Education officer- Secondary	Female	36. Special schools constructed to cater for the needs of early childhood learning for children with disabilities should be equipped with teaching facilities and staff	36. ZIQUE project encourages inclusivity. It is therefore possible to consider it
		Kazija Juma Inclusive Education officer	Female	37. The MoEVT should capacitate the centres (7 in Unguja and 2 in Pemba) that cater for the needs of training basics for children with disabilities before joining other schools 38. The curriculum should enhance the skills of children with disabilities to cope with the available opportunities 39. The unit for Education and life skills should be seen in the project management system so that the needs of the children with disabilities can be addressed in the project 40. Teaching staff for children with disabilities should be incentivized to promote the majority of staff to increase additional skills 41. All teachers should be given a tailored made refresher courses to	37. ZIQUE project shall consider it for implementation as it is part of improving the children learning environment 38. ZIE has developed the supplementary curriculum framework for inclusive and special needs to be circulated for comments and improvement 39. ZIQUE project shall consider it positively for inclusivity 40. Incentives are not part of the project but the ministry may wish to do that to encourage teachers to participate in teaching children with disabilities 41. The project components include a package for training all staff to suit the needs of children learning 42. Interactive training in collaboration with medical doctors shall be done

				<p>capacitate them to teach children with disabilities</p> <p>42. Teaching staff should be organized and taught by medical doctors the identification of children with disabilities</p> <p>43. The project should consider building one-stop centre buildings for different sections under MoEVT which are currently scattered to increase the accessibility of citizens</p> <p>44. The Inclusive Education and Life Skills unit should be considered for transport facilities to reach a bigger population of children with disabilities</p> <p>45. The designs of buildings should adhere to the available standards for children with disabilities</p> <p>46. The design should provide a special room for counselling and guidance on life skills</p> <p>47. Females should be promoted to learn science subjects</p> <p>48. Teaching staff should be trained on how to sensitise children on issues of safety, sexual harassment, disease transmission (HIV and AIDS), and drug abuse.</p> <p>49. The Curriculum design should be friendly to people with disabilities</p>	<p>43. The project may wish to do that as part of the project component under improving education administration; however, the budget is the major constraint</p> <p>44. ZIQUE project shall consider it if it will be a priority list during project implementation</p> <p>45. Designs shall ensure inclusivity</p> <p>46. The design shall consider it accommodation</p> <p>47. All teachers shall be trained on how to encourage female children to study science subjects</p> <p>48. It shall be part of the training to be done for teachers</p> <p>49. ZIE has designed a curriculum which favours children with disabilities</p>
28/09/2022	Occupational Health and	<u>Ame Faki Saleh</u>	Male		50. The presence of Act and Policy ensures government support

	Safety Department	<i>Senior Officer</i> Maryam Abdalah Coordinator	Female	<p>50. Zanzibar has enough capacity to address OHS issues as there is an Act and policy</p> <p>51. The building designs should be submitted to the OSH department for comments before construction. Among the issues given due weight in the design include; enough doors that open in both ways or outside direction, the presence of enough exists, lamps, handles, assembly point, equipment for a fire extinguisher, first aid box, strong earth rods, emergency plan, ventilations, fencing the construction site, toilets for both genders)</p> <p>52. The construction sites should be registered and there should be a consultant for OHS issues at the site</p> <p>53. There should OHS officer in each beneficiary school to oversee the OHS issues during construction</p> <p>54. The curriculum should consider the OHS issues to students based on their age/stage of learning as insisted in the Zanzibar OHS policy of 2017</p> <p>55. The laboratories should not be wet, especially the chemical storage rooms</p>	<p>in addressing safety, health and safety issues in development projects</p> <p>51. The drawings shall be submitted to OSHA for scrutiny</p> <p>52. The sites shall be registered for identity</p> <p>53. Each beneficiary school shall have an OSH specialist to ensure an effective OHS administration</p> <p>54. ZIE has considered to be part of the subject and not as a standalone subject</p> <p>55. The design shall have provisions for safe laboratory operations</p>
28/09/2022	Milele Zanzibar Foundation	Samson John Project coordinator	Male	56. The ZIQUE project should consider recruiting more teaching staff in line with the efforts to increase more buildings	56. ZIQUE project has no component for recruiting staff. It is the role of the government
		Alice Mushi	Female		

		<i>Livelihood coordinator</i>		<p>57. Teachers should be capacitated to improve the quality of learning in line with the needs of the 21st Century's skills</p> <p>58. MoEVT should also strengthen the vocational training to advance the children trained on life skills</p> <p>59. The project should consider training children /teaching staff on child protection issues</p>	<p>57. Capacity building will be conducted throughout the project cycle</p> <p>58. ZIQUE project has no component for that. However, the ministry can do it in other ways</p> <p>59. Child protection shall be part of the training to be done for teachers</p>
28/09/2022	Zanzibar Institute of Education	Mussa Zyuma Manager Human Resource	Male	<p>60. There is a need to have a one-stop centre building for ZEC, ZIE, Loan board, Chief school inspector and Vocational Training Authority.</p> <p>61. ZIE should be capacitated on curriculum design especially the selection of content, curriculum assessment, evaluation, review and research</p> <p>62. The competence-based curriculum to be developed and implemented demands infrastructures like laboratories and workshops. Thus, the project should not consider increasing classrooms only</p>	<p>60. ZIQUE shall consider it if the budget allows</p> <p>61. It shall be part of capacity building component</p> <p>62. The design of buildings shall consider it to ensure the improvement of the quality of basic education</p>
28/09/2022	Fire and Rescue Force	Ibrahim Hassan Training officer	Male	<p>63. MoEVT should submit an official letter requesting the office their views concerning the fire safety issues in the building to be constructed</p>	<p>63. Stakeholder engagement is done in phases. The ministry shall arrange it for maximum collection of comments and views</p>
28/09/2022	Ministry of Water	Mudrick Abbas Director water Development	Male	<p>64. The proposed project areas (Unguja and Pemba) use borehole water. However, there are two ongoing</p>	<p>64. The presence of water shall reduce pressure on social services especially water</p>

	Energy and Mineral			<p>water supply projects to be completed in December 2022 (The rehabilitation and improvement water supply system in Zanzibar and the CoVID-Project). Thus, there will be enough water for the project implementation from 2023</p> <p>65. There is the ongoing construction of a 32million litre water tank to be built in Unguja and Pemba as well.</p>	<p>65. The storage tanks shall enhance the reliability of the water</p>
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Annex 4: Report for Consultative Meeting with Nursery and Primary Schools in Unguja

REPORT FOR CONSULTATIVE MEETING WITH NURSERY AND PRIMARY SCHOOLS IN UNGUJA

1. INTRODUCTION

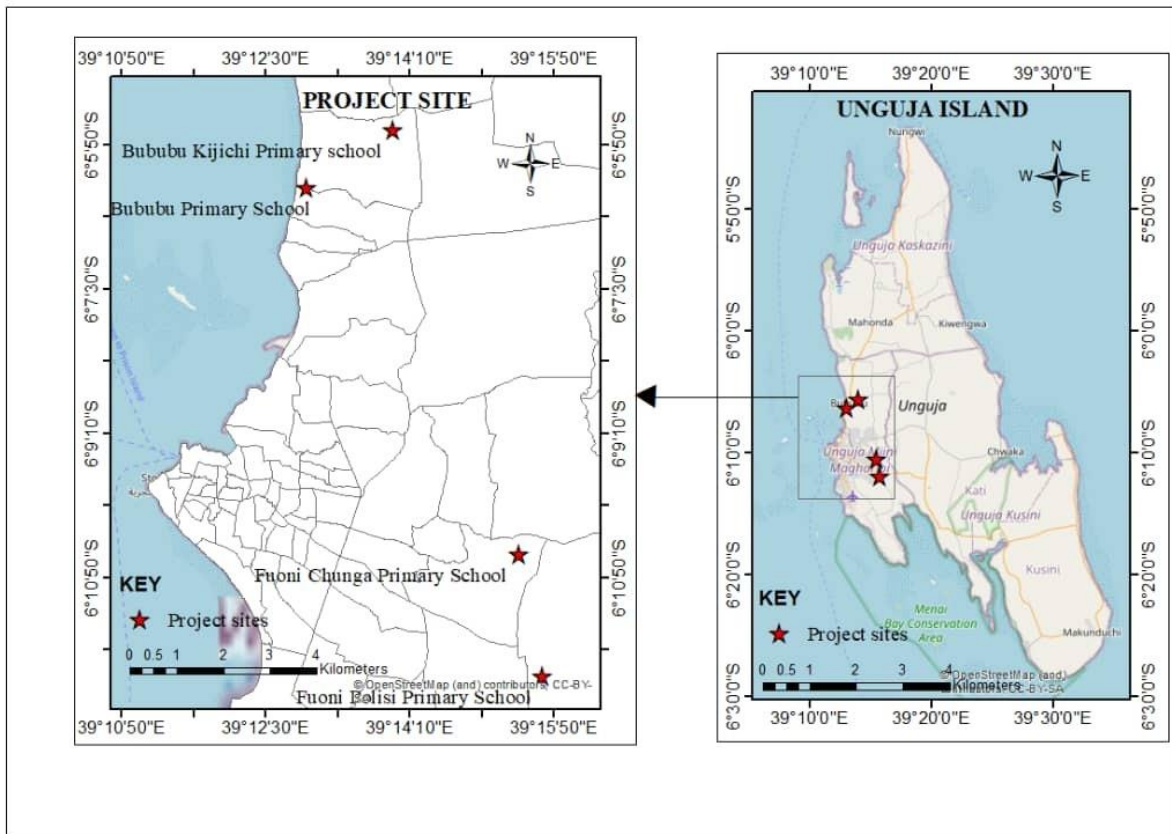
The Island Research and Consultancy Services as a consultant of the SEP for the project “Zanzibar Improving Quality of Basic Education (ZIQUE) Project Project” which is under the Ministry of Education and Vocational Training in Zanzibar conducted one-to-one consultative meetings from 21st to 29th August 2022. The consultative meeting considered the status, challenges, and achievements of the Stakeholder (selected primary and nursery schools) and how the present project can contribute to bridging the existing gap in the schools systems of Zanzibar.

1.1. Objective

The objective of the consultative meeting was to gather and document feedback and opinions received from stakeholders to improve the environmental and social documents for the project.

1.2. Methodology

Consultation meetings were done through a one-to-one interviews with school teachers, Shehia committees, community members around the schools and students followed by discussions. The main content for presentations and discussions were in line with the ZIQUE Project components and specifically focused on the status, achievements and challenges facing the nursery and primary schools in Unguja and how they can be integrated into the project components for the best success of ZIQUE Project. The interview started with the general project description, then followed by specific discussions on the existing situation of the school systems that aim to improve the school performance. Kiswahili and English languages were used throughout the discussions.



1.3. Opening Statements

The opening of the discussion was done by IRCS director (Dr. Said Suleiman Bakari) who is a leading consultant for this SEP along with other Company’s consultants of different professions including social scientists in collaboration with MoEVT. The discussion was first started by acknowledging to participants for attending the meetings. Furthermore, brief information about the importance of the ZIQUE project was presented as well. In the concluding remarks and stakeholders were asked to commit and contribute their comments to improve the draft frameworks.

2. ISSUES RAISED

The discussions during the consultation revealed that the public schools are facing several challenges that merely hinder the performance of the schools in Zanzibar. ZIQUE Project will have a great contribution to tackling the challenges by effectively working on the performance of the project components.

The most raised concerns during the consultation include a large number of students compared to the capacity of classes. However, the issue here is not determined by the number of students because every individual student has an equal right to access to education but it seems to be attributed by the low number of classes, something that elucidates the need of the ZIQUE project.

The second important raised concern was limited access to the water supply. The boreholes were reported to provide enough water but storage tanks did not meet the expectations. Similar to latrines and the number of teachers. However, parents and guardians seem to be active and attentive to the need for education for their children despite the existing challenges. This has been linked to the number of enrolled students in the selected schools in the Urban West Region.

Table 1: The Status of the consulted schools for SEP of ZIQUE project

Parameter	Description	Fuoni Primary		Bububu primary		Fuoni Chunga	Bububu Kijichi
		A	B	A	B		
Female	Nr	934	853	1306	1286	1293	1394
Male	Nr	1027	831	1418	1214	1260	1264
Total number of students	Nr	1961	1694	2724	2500	2553	2658
Disabled students	Albinism	Nr	Nr	Nr	Nr	1	1
	Joints	3	4	Nr	Nr	2	4
	Mental	3	5	Nr	Nr	0	2
	Eyesight	1	24	Nr	Nr	10	
	Deafness	Nr	11	Nr	Nr	Nr	Nr
Number of students per class	Nursery	190	Nr	Nr	Nr	160	125
	Primary		Nr	Nr	Nr	130 - 260	120 - 150
Number of teachers	Females	Nr	Nr	63	63	29	54

	Males	Nr	Nr	Nr	Nr	8	Nr
Sports (Football grounds)	Nr	Nr	Nr	Nr	Nr	2	Nr
Latrines	Nr	6		24		14	12
Water supply	Storage tanks (ltrs)	3000		8000		11000	5000
	Borehole	1		1		1	

Nr: Not reported, **Source:** IRCS team

Moreover, the respondents commented on the challenges (Table 2) facing their corresponding schools and the need to overcome them. They further commented on ZIQUE project to consider those challenges not affecting the project. Among the most important challenge is a lack/poor of security, parent/guardians support, discipline, and limited space, learning materials such as TV, Computers, a library, benches, and staff rooms in almost all consulted schools. Despite some challenges that need to be addressed, the respondents also commented on achievements that will merely complement ZIQUE project components during its operation. Good performance of students in national exams was reported as one of the most important achievements of the consulted schools especially Bububu, Bububu Kijichi and Fuoni chungu. However, more efforts are required to maximize the number of performing students with emphasis to support in secondary schools (Form II, IV and VI) examinations.

Other general comments are bulleted hereunder:

- Education curriculum should also focus on mental disabilities, intellectual impairment, autism etc.
- ZIQUE project should invest in training teachers for students with special needs and not only on infrastructures.
- The project should reflect required number of students per classroom without compromising the basic right to education of the child. In other words, the classrooms should have the required number of students but there should no child is left because of the limited space in the school.

- The project to establish a mechanism to ensure all students in the classrooms are reached based on their conditions.
- The ZIQUE Project should set strategies that will help children at home to attain education.
- The project should set mechanisms that will adjoin primary and secondary education management efforts to stop school dropouts especially for students with special needs.
- ZIQUE project should consider capacity building to teachers.
- The project is to have Pre-primary Education Teachers Development System.

Table 2: Stakeholders' raised concerns

Fuoni (A+B)	Bububu	Fuoni Chunga	Bububu Kijichi
Response: Challenges			
No electricity generator	Too much students	Shortage of staff rooms	No lab, no equipment
No fence, it is needed	No fence	No water supply from ZAWA	Theft by the surrounding community
Security man available, not enough	No benches in classrooms	No fence, teaching aids not safe	Poor cooperation from parents/guardians
No good attendance of parents/guardians in school meetings	Some students are cruel, bad behaviour	Absenteeism	No changing room for women
No enough space for school premises	Land/Plot for the school in not enough	The whole school flooded during the season closed.	High incidence of school dropouts
No staff rooms, No computer lab	Neither enough teachers nor trainings	No lab building	Competence-based curriculum not well understood
No toilets for students with special needs	No facilities for students with special needs	Limited space for exams	No councillor room
			Need for discipline committee for teachers

No enough participation of school management by MoEVT in planning			No TV, Desktop computers, kitchen and prayers room
Response: Achievements			
Good collaboration from the surrounding community	Good performance of students in exams	Have hand wash place	The library is available and has both textbooks and toys for nursery students
	Good collaboration from the surrounding community	A good attendance of parents/guardians in school meetings	Good performance in national exams
	Security in good (Police available)	Good collaboration from the surrounding community	
		Good performance of students in national exams	

3. CONCLUSION AND WAY FORWARD

In general, all participating schools and the surrounding community were positive about ZIQUE project and felt that they have been treasured to be part of the consultations and have found the need of implementing this project. The following are some key issues that need special attention during the project implementation:

- Considerations of infrastructures that are friendly to students and teachers with special needs.
- Teachers' capacity building. Both teaching and teaching/learning materials.
- Shortage of teachers for children with special needs.
- Teachers' capacity to make teaching and learning materials as well as use them is in question.
- The project should have Nursery (Pre-primary) and Primary Education Teachers' Development System.
- The project to work on the challenges of the school environment that cause children to not attend the school.

Annex 5: List of Stakeholder consulted and signatures



**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING
ZEQUE MEETING ATTENDANCE PERIOD – 29/08/2022**

ATTENDANCE

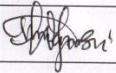




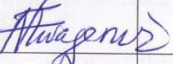

S/N	NAME	POSITION	CONTACT/E-MAIL	29/08/2022
1.	Khalid M. Wazir	Director	0773 824801	
2.	RANA KHAFIZ IDDI	ENVIRONMENTAL OFFICER - WEMA	8659339236	
3	PILI Foum Ame	Ms/m/m/kuu	0173526301	
4.	Hashim A. Mohd	AFISA IES	0776513731	
5.	DR. SAID S. BAKAR	CONSULTANT	0773512979	
6	Azi B. Ali	WJEE	0777484308	
7	YUNUS M. SULEIMAN	ENGINEER MGEVT	0773-929224	
8	DR. MICHAELUS MWAGANI	CONSULTANT	0712790905	



MINISTRY OF EDUCATION AND VOCATIONAL TRAINING
 ZEQUE MEETING ATTENDANCE PERIOD – 25 - 26/08/2022

ATTENDANCE

S/N	NAME	POSITION	CONTACT/E-MAIL	25/08/2022	26/08/2022
1.					
2.	RAYA KHAFIB IDDI	ENVITAL OFFICER MOENT	0659339236		
3	ZAINA HASI IDDI	MIKITI FUDNI B	0778 494912		
4	MWANAKHAMIS ABED Omar	MIMKIY FUDNI B	0777 489299		
5	SABRI KHAMIS MOHAMMED	S/LEADER	0777 451121		
6	ABDULRAHIM ABULSHAKUR HAJI	MWALIMU-KAMATI 'A'	0773 040046		
7	SAID HAMOUD HAMOUD	MWALIMU -	077292 2223		
8	ABDUL-WAHABI ALIKHAMIS	Mst/m/mkau	077846155		

S/N	NAME	POSITION	CONTACT/E-MAIL	25/08/2022	26/08/2022
9.	Hashim A. Moh'd	Agisa IES	0776-513731		
10	JUNA MOHAMMED JUNJA M/KAMAU A		0772417769		
13.	ABUBAKAR AZI HAMDAN	mlkamati	0753847641		
14.	KHAJUA ALI ICHAMUS	M/mkumi	0682 571463		
13	YUNUS M. SULEIMAN	ENGINEER	0773-929224		
14.	Dr. Nicholas Mwangi	Consultant	0712790905		
15.	Dr SAID S. BAKARI	Consultant	0773512979		

S/N	NAME	POSITION	CONTACT/E-MAIL	25/08/2022	26/08/2022
1.	RANA KHALID IODI	Central Office - NEMA	0659339236		<i>[Signature]</i>
2	AMINA HUSSEIN MIIMUNA	BUBUBU 'A'	0777-998889		<i>[Signature]</i>
3	AJIZA AW KHAMIS	BUBUBU 'A'	0773 266065		<i>[Signature]</i>
4.	SHUKURA HAJI CHUM	BUBUBU 'B'	0776082580		<i>[Signature]</i>
5	TOFAA SULEIMAN ISSA	M/KITI WA KAMATI	0694359428		<i>[Signature]</i>
6	SAYMU ABDALLI ALI	S/LEADER BUBUBU	0777454946		<i>[Signature]</i>
7.	Hashim A. Moh'd	AJIZA IES	0776513731		<i>[Signature]</i>
8	YUNUS MU SULEIMAN	MHANDISI WEMA	0773-929224		<i>[Signature]</i>
9	MISURI KH KHAMIS	M/ BUBUBU A	0443656358		<i>[Signature]</i>
10	HAJI MUSSA KOMBO	MJUMBE WAKAMATI	0777437310		<i>[Signature]</i>
11	JAYU ABUUS SIFATIME	S/LEADER BUBUBU	0776130786		<i>[Signature]</i>
12.	Dr. Nicholas Murgeni	Consultant	0712790905		<i>[Signature]</i>
13	Dr. SAID S. BAKARI	Consultant	0773512979		<i>[Signature]</i>

S/N	NAME	POSITION	CONTACT/E-MAIL	25/08/2022	26/08/2022
	Hashim A. Moh'd	Ajiza IES	0776-513731	25/8/2020	<i>[Signature]</i>

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK FOR ZANZIBAR IMPROVING QUALITY OF BASIC EDUCATION PROJECT

LIST OF STAKEHOLDERS CONSULTED

S/N	DATE/TIME	NAME	INSTITUTION/VENUE	POSITION/DESIGNATION	PHONE NO.	SIGNATURE
	29/09/2022	MEJA R. HAJI	MGB 'B'	AFISA TAALUMA	077425928	
	29/09/2022	KHAMIS M. KHAMIS	TC. MKWADUNI	TC. COORDINATOR	0773-66991	
	29/09/2022	DAUD M. ALI	TC BUBUBU	TC. COORDINATOR	0777425896	
	29/09/2022	ASHA M. MOH'D	TC SAPIENI	TC. " "	0777484345	
	29/09/2022	HAJI JUMA OMAR	ZATU	GENERAL SECRETARY	077785597	
	29/09/2022	MUHAMMAD J. CHOCIM	TC MUSAUDA	TC COORDINATOR	077871488	
	29/09/2022	FUSUF.S. SINA	TC KITOGANI	"	0777467437	
	29/09/2022	YUAN S. MUYA	TC DUNGA	TC. COORDINATOR	0777457794	
	29/09/2022	MARJAN D. KASONG	TC IC SAMATI	TC "	0777478366	
	29/09/2022	HAKIM YUSUF	ZAPS	GENERAL SECRETARY FUONI MOLI TANO	0777422516	
	29/09/2022	KHADISA M SEIF	ZEMA	A/MAZINGIRA	077417749	

Annexe 06: Pictures during consultation exercise with Zanzibar Teachers Union and Teachers Training Centres

