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TANZANIARURAL AND URBAN ROADS AGENCY (TARURA)



And

TANZANIA NATIONAL ROAD AGENCY (TANROADS)



ROADS TO INCLUSION AND SOCIAL ECONOMIC OPPORTUNITIES (RISE)
P164920

VULNERABLE GROUP PLANNING FRAMEWORK

JANUARY 2021

EXECUTIVE SUMMARY

E1. The Government of Tanzania is currently preparing the RISE Program, in collaboration with the World Bank through its executive agencies, the Tanzania Rural and Urban Roads Agency (TARURA) and Tanzania National Roads Agency (TANROADS). The Roads for Inclusion and Social Economic Opportunities (RISE) Program involves road infrastructure interventions to improve rural road access and provide employment opportunities for population in selected rural areas and build capacity in the sustainable management of rural roads incorporating community engagement approaches. The immediate focus will be to contribute to the efficient and safe movement of goods and people in accessing and traversing to rural areas with untapped agricultural potentials. The project will also support Tanzania-wide geographical reach in bottleneck improvements and routine maintenance activities of rural roads. The project has four components:

- Component 1: Rural Road Development and Maintenance
- Component 2: Institutional Strengthening and Human Capital Development
- Component 3: Community Engagement; Inclusion and Protection
- Component 4: Contingency Emergency Response (CERC)

This VGPF is complimented by the following instruments:

- Environmental and Social Management Framework (ESMF)
- Resettlement Policy Framework (RPF)
- Stakeholder Engagement Plan (SEP)
- Environmental and Social Commitment Plan (ESCP)
- Gender Action Plan

E2. TARURA and TANROADS have prepared the Vulnerable Groups Planning Framework (VGPF) for the Roads to Inclusion and Socio-Economic Opportunities (RISE) Program. The objective of this VGPF is to provide guidance on the preparation of the Vulnerable Groups Plans (VGPs) for the RISE Program’s sub-projects. Nonetheless, the VGPF serves as a practical tool to ensure that sub-projects within the RISE Program fully respect the dignity, human rights, economies and cultures of vulnerable groups during sub-project design and implementation. It also aims at improving benefits to the VGs where RISE sub-project will be implemented in their areas. The VGPF, details on agreed principles, policies, guidelines and procedures to be integrated into RISE Program’s sub-projects’ implementation and assists in the achievement of the compliance with applicable National legislations relating to VGs and World Bank’s Environmental and Social Framework. Vulnerable Groups referred to in the VGPF have the following characteristics as defined in ESS7:

- Self-identification as members of a distinct social and cultural group and recognition of this identity by others; and
- Collective attachment to geographically distinct habitats, ancestral territories or areas of seasonal use or occupation, as well as to the natural resources in those areas; and
- Customary cultural, economic or social or political institutions that are distinct or separate from those of the mainstream society or culture; and

- A distinct language or dialect, which is often different from the official language of the country or region in which they reside.

E3. Responsibilities in the implementation of VGPF: TARURA and TANROADS will be responsible for overall planning and management of the VGs Plans. At the Regional level, TARURA (in all project participating regions) and TANROADS (within Lindi, Geita, Iringa and Tanga regions) will appoint one (1) Social Specialist who will be responsible for social development and risk management including screening for VGs in sub-projects and preparation of VGPs in line with this VGPF. The regional personnel will work under the supervision and guidance of the Social Safeguard team from Head Quarters in Dodoma and Dar es Salaam respectively.

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

- The National Land Policy of 1995;
- The National Human Settlement Policy of 2000;
- The Agriculture and Livestock Policy of 1997;
- The National Gender Policy of 2002;
- Law of the Child Act No 21 of 20th November 2009;
- The National Policy on HIV/AIDS of 2001;
- The Land Act No 4 and 5 of 1999;
- The National Climate Change Strategy of 2012;
- The National Environmental Policy of 1997;
- Environmental Management Act 2004 Section 7 (1);
- The Cultural Heritage Policy of 2008;
- The World Bank's Environmental and Social Framework.

E5. The preparation of the Vulnerable Groups Plan will be done in the following manner as detailed in the RISE program's VGPF:

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

The sub-project VGPs will be developed to reflect the social-cultural activities, geographical location and livelihood activities of the respective community as well as the risks and impact of the project to the VGs. Specific elements of the sub-project's VGP are: aspirations, needs, and

preferred options of the affected vulnerable groups; local social organization, beliefs, ancestral territory, and resource use patterns among the affected vulnerable groups that relate to the project; potential positive and negative impacts and risks on vulnerable groups; measures to avoid or mitigate adverse impacts and risks; the requirements for Free Prior Informed Consent (FPIC) where relevant; measures to ensure project benefits will accrue to vulnerable groups; the possibility of involving local CBOs and NGOs representing VGs; specific requirements related to stakeholder engagement and the GRM for VGs; budget allocation; and monitoring.

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

- A summary of the legal and institutional framework applicable to VGs.
- Baseline information on the demographic, social, cultural, and political characteristics of the affected VGs communities, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend as it relates to the project.
- A summary of the social assessment.
- A summary of results of the stakeholder consultation with the affected VGs that was carried out during project preparation.
- A framework for ensuring free, prior, and informed consultation with the affected VGs during sub-project implementation and any proof of the same once achieved.
- An action plan of measures to ensure that the VGs receive social and economic benefits that are culturally appropriate, including, if necessary, measures to enhance the capacity of the project implementing agencies.
- When potential adverse effects on VGs are identified, appropriate action plans of measures to avoid, minimize, mitigate, or compensate for these adverse effects drawing on the information presented in the Social Assessment.
- The cost estimates and financing plan for the VGP; each project will bear full cost of assisting and rehabilitating VGs.
- Accessible procedures appropriate to the project to address grievances by the affected VGs arising from project implementation. When designing the grievance procedures, the government takes into account the availability of judicial recourse and customary dispute settlement mechanisms among the VGs'.
- Mechanisms and benchmarks appropriate to the project for monitoring, evaluating, and reporting on the implementation of the PSVGP. The monitoring and evaluation mechanisms should include arrangements for the free, prior, and informed consultation with the affected VGs'.

E6. Stakeholder Engagement during Project Design and Implementation: Participation of VGs in selection, design and implementation of the project components, will largely determine the extent of achievement of VGPF objectives. To ensure that benefits are realized and where adverse impacts are likely, the TARURA or TANROADS team will undertake prior and informed consultations with the likely affected VGs and those who work with and/or are knowledgeable of VGs' development issues and concerns. The primary objectives would be to examine the following:

- To seek their inputs/feedback on how to maximize benefits, accessibility and how to avoid or

minimize the potential adverse impacts associated with the project;

- Identify culturally appropriate impact mitigation measures; and
- Assess and adopt education opportunities, which the SA could promote to complement the measures required to mitigate the adverse impacts.

The VGs communication strategy will:

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

E7. Consultations on the VGPF: During the preparation of this RISE Program VGPF, consultations were held with relevant Government departments on January 9, 2020 and NGOs Consultations have been done with some Non-Governmental Organizations and Community Based Organizations (NGOs and CBOs) representing the interests of VGs at National level in a workshop held in Dodoma on January 21st of 2020. Additional consultations were also conducted with several NGOs between February 07th to February 11th, 2020 and the Webinar Consultation on April 2nd of 2020. VGs that may be affected by specific sub-projects will be consulted during the preparation of the VGPs.

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

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

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

E9. Monitoring and Evaluation

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

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List of Acronyms

CBOs	Community Based Organizations
CBRM	Community Based Routine-maintenance Model
CERC	Contingency Emergence Response Component
CMC	Community Management Committees
CSOs	Civil Society Organizations
DC	District Council
DPs	Development Partners
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESS	Environmental and Social Standard
FPIC	Free, Prior and Informed Consent
GBV	Gender Based Violence
GoT	Government of Tanzania
GRM	Grievance Redress Mechanism
HIV/AIDS	Human Immuno-deficiency Virus/ Acquired Immune Deficiency Syndrome
HQ	Head Quarter
IAs	Implementing Agencies
IDA	International Development Association
LGAs	Local Government Authorities
MoHCDGEC	Ministry of Health, Community Development, Gender, Elderly and Children
MoWTC	Ministry of Works, Transport and Communication

NGOs	Non-Governmental Organization
OHS	Occupational Health and Safety
PMU	Procurement Management Unit
PO-RALG	President's Office Regional Administration and Local Government
PSC	Project Steering Committee
PSVGP	Project Specific Vulnerable Groups Plan
RAP	Resettlement Action Plan
RISE	Roads to Inclusion and Social Economic Opportunities
SA	Social Assessment
SAGCOT	Southern Agricultural Growth Corridor of Tanzania
SEA	Sexual Exploitation and Abuse
SEP	Stakeholders Engagement Plan
TANROADS	Tanzania National Roads Agency
TARURA	Tanzania Rural and Urban Roads Agency
VGP	Vulnerable Group Plan
VGPF	Vulnerable Group Plan Framework
VGs	Vulnerable Groups
WB	World Bank

1. INTRODUCTION

This document presents the Vulnerable Groups Planning Framework (VGPF) for the Roads to Inclusion and Socio-Economic Opportunities (RISE) Program. The objective of this VGPF is to provide guidance on the preparation of the Vulnerable Groups Plan (VGP) for the RISE Program. Nonetheless, the VGPF serves as a practical tool to ensure that individual projects within the RISE Program fully respect the dignity, human rights, economies and cultures of vulnerable groups, which includes: the Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities. The VGPF, details on agreed principles, policies, guidelines and procedures to be integrated into RISE Program's individual projects' implementation and assists in the achievement of the compliance with applicable National legislations relating to vulnerable groups persons and the relevant World Bank's Environmental and Social Standard relating to the VGs (ESS7). Nonetheless, the VGPF aims at empowering the VGs whereas the empowerment should reflect their needs established by the project's proponent through a thoroughly need assessment done through tailor-made and demand-driven public engagements approach as stipulated in ESS 10 and ESS 7. The Executive summary will be translated to Swahili language and in Local language once the Specific VG identified

The RISE Program will be implemented in Tanzania. However, the specific sites and physical location of the individual projects that will form part of the RISE program once it has been rolled out through all the country are not known and as such, the details of activities and impacts are not specifically known. Thus, the VGPF, entails a screening process to determine whether the VGs are presented in or have a collective attachment to the project area; framework for consultation and participation where the project affects (both positively and negatively) the VGs, mechanism for managing impacts by developing appropriate mitigation/rehabilitation measures; mechanisms for soliciting input to improve project design so that it contributes to VG development; and a framework for monitoring such measures during the implementation. Additionally, the VGPF, spells out and summarizes the institutional arrangements for the implementation of mitigation measures, the monitoring arrangements, and capacity building needs. Screening conducted for the three (3) first generation sub-projects shows that there are no vulnerable groups within the alignment of the roads.

2. DESCRIPTION OF THE RISE PROGRAM

2.1 Background to the RISE Program

Rural connectivity remains a major development challenge for Tanzania which has a low Rural Access Index (RAI), an indicator that measures the fraction of people who have access to an all-season traversable road within a walking distance of 2 kilometers. The RAI for Tanzania, according to a recent study, is estimated at 24.6%, as compared to those of neighboring East African sister countries of Kenya and Uganda at 56% and 53%, respectively. This means that over three quarters of Tanzania's population remain unconnected to an all-season traversable road. With 70 percent of Tanzania's population being rural this figure equates to approximately 33 million of rural people.

Despite, an overwhelming majority of Tanzania's Trunk Road network, about 89%, is in good condition, substantial portion of the regional and district roads are in poor condition. Tanzania's total network size is 144,000 kilometers comprising 35,000kilometers of trunk and regional roads. It is estimated that 26% of regional and 43% of district roads are in poor conditions. The recently approved National Transport Policy (NTP) of 2016 estimates that between 20,000 to 30,000 kilometers of the classified tertiary network (totaling 56,000kilometers) is not passable by normal motorized vehicles during the rainy season. The NTP acknowledges the critical role of rural roads in Tanzania's development and aims to address the rural accessibility challenges through the improvement of rural transport infrastructure. Many of the agriculturally-rich areas in Tanzania remain unconnected year-round, owing to missing or unreliable road links, which have been hampering the extraction of full agriculture potentials from those areas and exacerbating transportation costs. Also, the rural roads are crucial for accessing social (e.g. schools, health centers) and economic (e.g. markets, employment centers) services and facilities.

The World Bank is currently preparing the RISE Program, in collaboration with the Government of Tanzania (GoT) through its executive agencies, the Tanzania Rural and Urban Roads Agency (TARURA) and Tanzania National Roads Agency (TANROADS), whose objective is **“to improve rural road access and provide employment opportunities for population in selected rural areas and build capacity in the sustainable management of rural roads incorporating community engagement approaches**, through the upgrading and maintenance of rural roads and providing sustained support to TARURA.

2.2 Description of the RISE Program Components

The Roads for Inclusion and Social Economic Opportunities (RISE) Program to be financed by World Bank in Tanzania involves road infrastructure interventions to improve rural road access and provide employment opportunities for population in selected rural areas and build capacity in the sustainable management of rural roads incorporating community engagement approaches. During its six years of implementation, it is expected that the RISE Program will set the foundation for the management of rural roads in Tanzania in the medium term from the policy,

planning and implementation capacity perspectives. The RISE Program will assist in creating a philosophy of road asset management that will focus on the safe, inclusive and all-season access for rural communities to reach their social, education, health and financial services, and help link rural communities to markets and economic opportunities. Furthermore, the RISE Program will incorporate community engagement and gender-responsive approaches that will leverage social inclusion while reducing road safety risks.

RISE will be implemented widely across all rural districts across mainland Tanzania with a programmatic approach that will benefit 25 regions (all except Dar Es Salaam).

Component 1: Rural Road Development and Maintenance This component will improve rural road access and will generate rural employment through mutually reinforcing activities, including upgrades of rural regional and rural district roads networks to paved standard; bottleneck improvements in rural district roads; rural district road community-based routine maintenance (CBRM); and project management, monitoring and evaluation.

- (a) **Subcomponent 1a: Regional Roads Upgrades** - The subcomponent will support upgrading or rehabilitation of regional roads (approximately 170 km) in the six rural districts of KiloloDC, Mufindi DC and Iringa DC in Iringa region, Ruangwa DC in Lindi region, Handeni DC in Tanga region and Mbogwe DC in Geita region , to ensure all-season access. These roads will be improved to a bitumen paved standard, as justified from economic, social, and environmental viewpoints. This subcomponent will be implemented by TANROADS.
- (b) **Subcomponent 1b: District Roads Upgrades** - This subcomponent will support upgrading or rehabilitation of rural district roads (approximately 400 km) to ensure all season access. These roads will be improved to a paved standard using cost-effective surfacing technologies (e.g. Otta-Seal), as justified from economic, social, and environmental viewpoints. Roads for upgrading will be selected from the rural road network of six districts across four regions: Handeni DC in Tanga, Mbogwe DC in Geita, Ruangwa DC in Lindi, and Iringa DC, Mufindi DC and Kilolo DC in Iringa. The subcomponent will include pre-investment studies for future rural district road investments across the country. This subcomponent will be implemented by TARURA.
- (c) **Subcomponent 1c: District Roads Bottleneck Improvements** - The subcomponent will support the removal of bottleneck (e.g. resiliency improvements, minor rehabilitation/upgrades, etc.) of rural district roads (up to 4,500 km) in all regions of Tanzania Mainland, excluding Dar Es Salaam. This subcomponent will be implemented by TARURA.

- (d) **Subcomponent 1d: Community Based Routine Maintenance.** The subcomponent will support routine maintenance activities (23,000 km by Program completion) of rural district roads in 25 regions of Tanzania mainland (Dra Es Salaam excluded). Local communities will be involved in the routine road maintenance activities through different models for CBRM. Any road that will be upgraded through Subcomponent 1b will be maintained with CBRM to support sustainability of the assets. This subcomponent will be implemented by TARURA.
- (e) **Subcomponent 1e: Project Management, Monitoring and Evaluation.** This subcomponent will support strengthening of TARURA's institutional capacity for successful coordination and implementation of the program. This will include incremental administrative costs for the program delivery (including staff, audits, trainings and knowledge exchanges, and other goods and materials necessary for project management); operational support (including consulting and advisory services) for project management; ICT and office equipment; project audits; and all activities associated with program monitoring and evaluation and impact evaluation.

Component 2: Institutional Strengthening and Human Capital Development

The component will support building capacity in the sustainable management of rural roads in Tanzania. The component will primarily focus on TARURA but will also include selected support to other institutions including TANROADS, the MoWTC, and PO-RALG. This component will strengthen TARURA to achieve its objectives and deliver its functions in a modernized and sustainable way (including administrative and institutional, technical, and road safety). The component will also lay out a groundwork for a robust planning and policy delivery in the medium and long term strengthening sectoral policies and developing a National Rural Roads Plan and road sector human capital.

The component will have four subcomponents:

- (a) **Subcomponent 2a: Rural Road Sector Policy Framework.** This subcomponent will assist the GoT with the review, development and updating of policies and strategies relevant to the sustainable management of the rural road subsector. This includes activities and studies associated with the development and implementation of a National Rural Roads Plan and Program and associated policies and strategies and a climate change resilience strategy and action plan for the Tanzania road sector. It will also provide support to selected institutional strengthening activities in PO-RALG and the MoWTC, and it will support the design of shared facilities and services strategy for TARURA and TANROADS and the identification of training needs for the road construction sector.
- (b) **Subcomponent 2b: Institutional and Administrative Strengthening.** This subcomponent will support TARURA's institutional and administrative strengthening activities to accelerate TARURA becoming an efficient service delivery institution and assist in maximizing its value to the communities. This includes activities that will lead to the development of organization and human

resource (HR) and business plans addressing all functional areas and the implementation of these plans, including a functional and institutional review (FIR), internal policies and procedures, systems, digitalization, associated training, and equipment.

- (c) **Subcomponent 2c: Technical Strengthening.** The subcomponent will support the development and implementation of technical strengthening and capacity-building activities for modernized technical rural road asset management systems and processes (planning, design, development, operations, and maintenance) with strong attention to climate resilience.
- (d) **Subcomponent 2d: Road Safety Development.** The subcomponent will support a multidimensional approach to strengthen Tanzania's transport sector capacity for rural road safety management. This will be accomplished through road safety institutional strengthening, inputs to road safety policy framework enhancement, road safety data management system strengthening, and capacity-building activities for road safety.

Component 3: Community Engagement, Inclusion and Protection

This component will focus on the institutional and technical tools and human capital for TARURA and TANROADS to engage with communities in road asset management, with special focus on groups in situations of vulnerability (e.g. low income and women) and during project preparation. The component will also include design of activities to tackle potentially sensitive community and social risks, specifically GBV risks, safety and health in the workplace, COVID-19 and HIV/AIDS that can arise from the presence of the Program in the intervened areas. The component will be managed by TARURA but with involvement of TANROADS, the MoWTC, or PO-RALG, as applicable.

The component has three subcomponents:

- a) **Subcomponent 3a: Community Engagement.** This subcomponent supports activities linked to the design and implementation of proactive policies and activities to involve communities in the program design and monitoring, including targeting low-income women and other groups in a situation of vulnerability; vulnerability and technical activities to institutionalize the people-centered design approach for rural road development;
- b) **Subcomponent 3b Community Inclusion.** This subcomponent will support the design and implementation of a national model for CBRM for TARURA, with particular emphasis on the participation of low-income women and other groups in a situation of vulnerability; and
- c) **(Subcomponent 3c Community Protection.** This subcomponent finances activities to

tackle potentially sensitive community and social risks, specifically GBV risks, including SEA, sexual harassment in the workplace, and infectious diseases such as COVID-19 and HIV/AIDS that can arise from the presence of the program in the intervened areas.

Component 4: Contingency Emergency Response (CERC)

This component will allow for reallocation of credit proceeds from Component 1 to provide immediate emergency recovery support following an eligible crisis or emergency. An Emergency Response Manual (ERM) was developed during preparation in coordination with TARURA, TANROADS, and the Prime Minister’s Office - Disaster Management Department, considering the fiduciary, safeguards, and monitoring and reporting, and other necessary coordination and implementation arrangements.

2.3. RISE Program Beneficiaries

Overall, the main project beneficiaries are the rural population in the RISE project areas who will benefit from improved accessibility. The general population of Tanzania will benefit from the improvement in the management of their road assets, the increased capacity of their road agencies and by the enhancement of their sense of ownership of the project. Project related impacts will be assessed and evaluated with instruments and tools including an impact evaluation study to be included in Sub-component 1e.

Component 1 will be implemented widely across all rural districts across mainland Tanzania with a programmatic approach that will benefit 25 regions (all except Dar Es Salaam).

All communities including road users, rural households and the agriculture sector stakeholders that will be benefited from improved access to services, markets and opportunities, safer roads, improvement in transport services and reduction in travel costs and operation costs. All road users of rural roads (mainly pedestrians, bikers and those using motorized vehicles (mostly motorcycles and public transport), but also the minority users (trucks, lorries and automobiles) will benefit from improved, safer and resilient roads. Women will be among the most benefited from the “people centered approach”, since data shows that, for example, in the Kilolo district project area, 60% of pedestrians are women and of the 30% of people walking carrying loads, 70% are female. Children accessing schools will also be benefited through improved accessibility and better safety conditions. Other direct beneficiaries from this component are transport operators through reduction in travel times and operating costs derived from road’s improvements and maintenance. Sub-component 1d Community Based Routine Maintenance will also generate alternative employment opportunities beyond agriculture in rural communities.

Components 2 and 4 will benefit the wider population of Tanzania from improved institutional capacities and coordination for road asset management, emergency management and integration of DRM approaches into transport sector strategies. Among other, capacity building will have a strong focus on risk management (including road safety) and enhancing TARURA’s capacity to engage in meaningful consultation with relevant stakeholders and project beneficiaries.

Finally, Component 3, which is on Community Engagement, Inclusion and Protection, will benefit all the members of the community for the wider population of Tanzania with an emphasis on historically excluded groups from participating in the roads sector and benefiting from road’s accessibility. This will be done by understanding entry and retention barriers in the sector, in

addition to their mobility constraints to fully benefit from the roads. Commonly invisible groups for road design (women, elders, children, people with disability) will be benefited by being meaningful consulted on road design and management of social risks, with the potential of enhancing their sense of ownership of road assets and enhance the sustainability of the project.

The Vulnerable Groups Planning Framework is designed to ensure inclusion of VGs into the Project design, planning and undertaking of planned activities to enhance development process with full respect to the dignity, human rights, economies, and culture of Vulnerable Groups. To ensure that the VGs get the maximum benefit from the project, the following will be done:

- i. Consultations with Non-governmental organizations and Community Based Organizations (NGOs and CBOs) representing the VGs to understand their needs and include this in the sub-project design;
- ii. Conduct consultations with the VGs in all phases of project design and implementation;
- iii. Establishment of a grievance management system for all sub-projects within VG areas;
- iv. The Program will ensure participation of VGs in order to benefit from program-related activities in a culturally acceptable way that may help them fulfill an aspiration to play an active and meaningful role in sustainable development;
- v. Recognition, respect and preserve the culture, knowledge and practice of the VG's and to provide them with opportunity to adopt the changing conditions in a manner and in a time frame accessible to them.

The implementation of VGPs in the Program to areas where there is VGs will help them in creating important opportunities for improving their quality of life and well-being. The project will help create improved access to markets, schools, clinics and other social services that seek to improve living conditions.

2.4 Institutional and Implementation Arrangements for the RISE Program

Implementing Agencies (IAs).RISE Program will have two implementing agencies, TARURA and TANROADS whereas TARURA will be the lead coordinating agency. Given TANROADS extensive experience in implementing World Bank loans, TANROADS will provide TARURA with guidance during the implementation phase to assist TARURA build its capacity.

Project Coordination; TARURA will create a RISE Project Coordination Group (PCG) to coordinate project activities. This PCG will have management oversight and reporting responsibilities for all components of the Project. This entity will integrate the financial and technical progress reports from each of the agencies being funded and carry out the overall M&E and Impact Evaluation for the Project. The full staffing of this PCG as set out in the Operational Manual (OM) will be required by project effectiveness and will include seasoned experienced staff. Both TARURA and TANROADS, as implementing agencies, will prepare annual work plans and budgets to be submitted to the PCG for approval by the Project Steering Committee.

Implementing Agencies by Component; TARURA will be the responsible implementing agency for Sub-component 1.b District Roads Upgrades, Subcomponent 1. c District Roads Bottleneck Improvements, 1.d Community Based Routine Maintenance, 1.e Project

Management, Monitoring and Evaluation; and all activities in Component 2 Institutional Strengthening and Human Capital Development, , Component 3 Community Engagement, Inclusion and Protection, and Component 4 CERC except for those selected activities that will be implemented by TANROADS as depicted in Table 1. The OM will indicate which responsibilities will be advanced by TARURA Headquarters, TARURA Regional Management offices and TARURA Council Management Offices. It is expected that TARURA Headquarters will initially implement all TARURA RISE activities and, as the capacity of regional coordination and district councils is strengthened, maintenance (Sub-components 1.c and 1.d-) may be decentralized. Activities for institutional strengthening of MoWTC or PO-RALG under Sub-component 2.a Rural Road Sector Policy Framework will be implemented by TARURA but with technical leadership from the beneficiary institution.

TANROADS will be the responsible implementing agency for Sub-component 1.a Regional Roads Upgrades; and selected activities in Sub-components 1.e Project Management, Monitoring and Evaluation, 2.c Technical Strengthening, 2.d Road Safety Development, and Component 4 CERC. The OM will indicate which responsibilities will be advanced by TANROADS Headquarters or by TANROADS Regional Management Offices.

Table 1: Rise Program Implementation Arrangements

RISE Implementation Arrangements			
Project Coordination		✓ TARURA (PCG)	
		Implementing Agency	
Component	Sub-component	TARURA	TANROADS
C1. Rural Road Development and Maintenance	1a. Regional Roads Upgrades		✓
	1b. District Roads Upgrades	✓	
	1c. District Roads Bottleneck Improvements	✓	
	1d. Community Based Routine Maintenance	✓	
	1e. Project Management, Monitoring and Evaluation	✓	✓
C2. Institutional Strengthening and Human Capital Development	2a. Rural Road Sector Policy Framework (*,†)	✓	
	2b. Institutional & Administrative Strengthening	✓	
	2c. Technical Strengthening	✓	✓
	2d. Road Safety Development (*)	✓	✓
C3. Community Engagement, Inclusion and Protection		✓	
C4. Contingency Emergency Response		✓	✓

Note: Specific activities to be technically led by MoWTC (*) and PO-RALG (†) but administratively managed by TARURA

TARURA and TANROADS will be responsible for overall planning and management of the VGs Plans. At the Regional level, TARURA (in all project participating regions) and TANROADS (within Iringa, Geita, Lindi and Tanga regions) will appoint one (1) Social Specialist in each region who will be responsible for social development and risk management including screening for VGs in sub-projects and preparation of VGPs in line with this VGPF. The regional personnel will work under the supervision and guidance of the Social Safeguard team from Head Quarters in Dodoma and Dar es Salaam respectively. The Social Specialists will

be responsible for the following:

- vi. Awareness creation at Ward and Village level about the VGP;
- vii. Facilitating community identification of key activities to be included into subproject specific VG Plans;
- viii. Ensuring that VG Plans are budgeted for and implemented;
- ix. Participating in the planning, implementation, monitoring and evaluation of subproject specific VG Plans;
- x. Reviewing and compiling quarterly progress reports on the implementation of VG Plans;
- xi. Establishing and maintaining updated grievance databases
- xii. Monitoring and evaluation of the implementation of the VG Plans; and
- xiii. Undertaking Social Assessments and developing VGPs.

RISE Steering Committee. A Steering Committee (or equivalent) will be created to agree on actions and decisions pertaining to the implementation of the RISE Program. The Steering Committee will be in place by Project Effectiveness and will meet at least biannually. It will be co-chaired by the Permanent Secretaries of PO-RALG, Ministry of Natural resource and tourism MoWTC and MoHCDGEC. This Steering Committee will be comprised of TARURA, TANROADS, PO-RALG, MoWTC and Ministry of Finance. RFB and Land Transport Regulatory Authority (LANTRA) will also be invited to the meetings on an as needed basis. TARURA and TANROADS will also present the development projects to be implemented with Sub-component 1a Regional Roads Upgrades and Sub-component 1b District Roads Upgrades in Iringa (Iringa DC, Mufindi DC and Kilolo DC), Tanga (Handeni DC), Geita (Mbogwe DC and Lindi (Ruangwa DC) to the Regional Roads Board, under the chairmanship of the Regional commissioner, to ensure continuing political buy-in by regional stakeholders.

Subsidiary Agreement; RISE financing agreed with the Ministry of Finance that will flow to TANROADS will be governed by a subsidiary agreement acceptable to IDA. This subsidiary agreement will lay out the fund flow, implementation and reporting requirements. Direct funding to TANROADS may only begin once the subsidiary agreement, and an associated set of fiduciary systems including financial management and procurement systems acceptable to IDA, are in place. It is estimated that this will take place by effectiveness.

2.5 RISE Program Location

Figure 2-1 below depicts the location for the implementation of Component 1 of the RISE Program which will be implemented widely across all rural districts across mainland Tanzania with a programmatic approach that will benefit 25 regions (all except Dar Es Salaam).

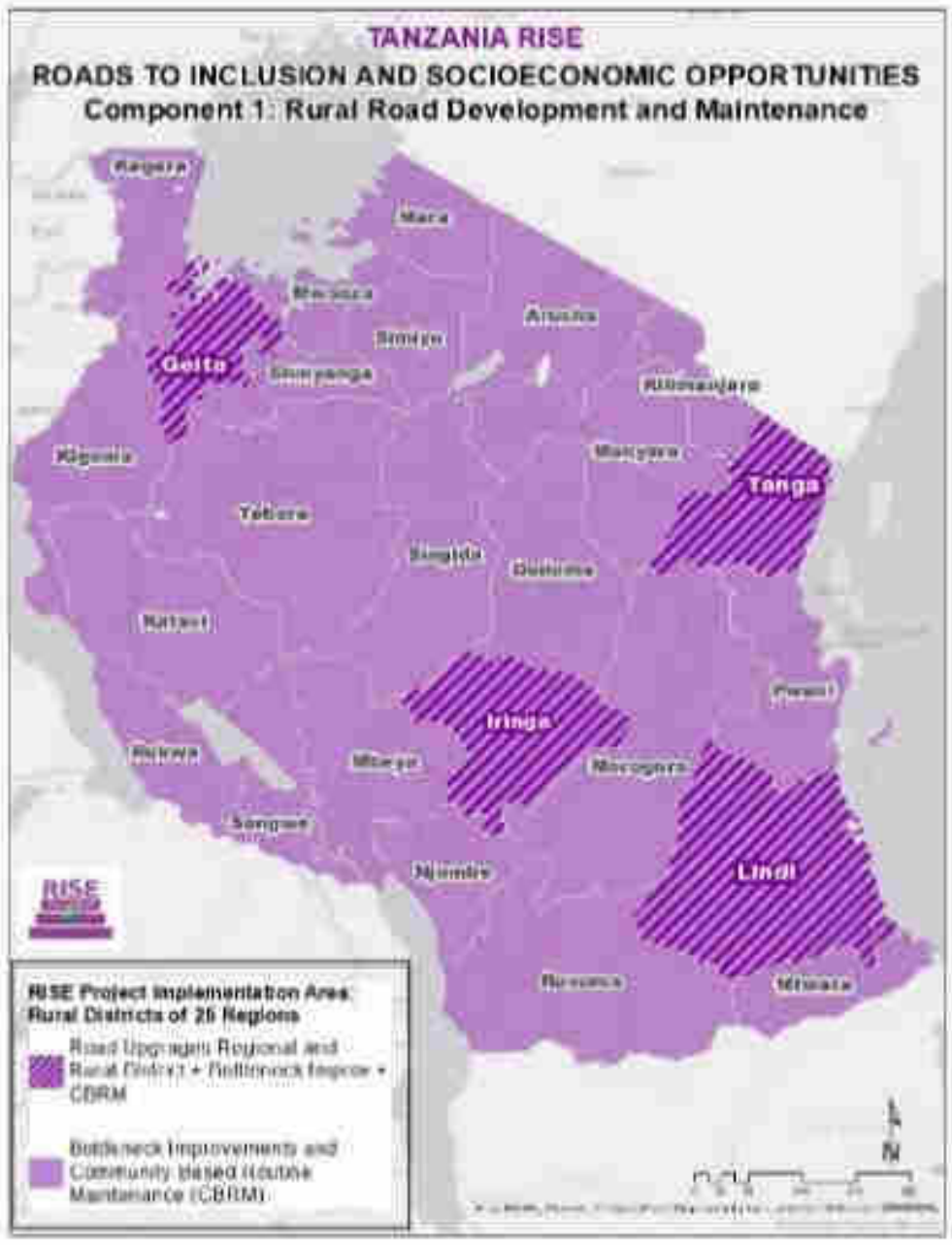


Figure 1: RISE Program Implementation Location for Component 1

3. BASELINE OF VULNERABLE GROUPS AND RELATED SOCIAL ISSUES

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

3.1 General Characteristics of Vulnerable Groups

Vulnerable Groups have the following characteristics as defined in ESS7:

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

3.2 Vulnerable Groups in Tanzania

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

- i. The Hadzabe live around Lake Eyasi and are mainly found in Mkalama, Karatu, Mbulu and Meatu Districts.
- ii. The Akie, also called Ndorobo are found in Kiteto District in Manyara region and also Kilindi district in Tanga region, Ngorongoro in Arusha region and Kilosa in Morogoro region.
- iii. The Sandawe people live at Chemba and Kondoa in Dodoma region.
- iv. The Maasai are found mainly at, Ngorongoro, Simanjiro, Monduli districts and parts of Manyara and Arusha region. Morogoro, Pwani Tanga, Mbeya, Iringa and Kilimanjaro
- v. The Barbaig, also known as Datoga, occupy the northern volcanic highlands near Mount Hanang and around the Rift Valley, and are mainly found in Hanang, Babati and Karatu Districts.
- vi. Parakuyo are found in Tanga Region and even more to the south, dispersed over several regions (Morogoro, Iringa and Mbeya).

The Hadzabe: are a hunter-gatherer population consisting of approximately 1000-1500 individuals who live near Lake Eyasi and Meatu. They speak Hadzabe a click language. As hunter gathers the Hadzabe move within and between traditional areas near Lake Eyasi although they have also utilized land in Yaeda Valley, Mount Oldeani and the Serengeti Plains. The Hadzabe usually live in camps of 20-40 people who will decide where to undertake hunting and

gathering based on their knowledge of the land. These camps may break up and reform (with different members) depending on the needs of the people, to resolve conflict or due to illness. The Hadza are broadly egalitarian and therefore do not have a determined hierarchy. While men and elders may receive more respect women are equal. Within the Hadzabe men hunt small animals within their areas, women collect herbs and fruits from the forest, including honey from traditional bee hives to feed their families. Women are also responsible for taking care of the family and building the homes (which belong to them). The most important wild foods in the Hadzabe diet are large and small game, baobab, berries, several types of wild honey, and tubers. The Hadzabe, traditionally own land communally. However, this is changing and some currently own land pieces individually.

The Akie: are a hunter-gatherer population consisting of approximately 5000 individuals who live in the Kiteto & Simanjiro District in Manyara Region and also Kilindi district in Tanga region and Kilosa in Morogoro region. They speak the Akie language. Traditionally, the Akie foraged over large areas with their family groups occasionally establishing semi-permanent villages. However, competition for land (both with the Maasai, agriculturalists and hunting concessions) has reduced the amount of land and water available to them resulting in the community becoming more settled. Many Akie now live in more established villages from which will head into the bush for several days or weeks, hunting and gathering honey. As they have become more settled many Akie now also grow maize however harvests of are often small affecting food security. The Akie also trade in honey and dairy products. The Akie have customarily considered their lands communal. However, some individuals and groups are now seeking land titles to protect their rights to traditional lands.

The Sandawe: were traditionally hunter gatherers and consist of approximately 40,000 people who speak the tonal Sandawe language. The Sandawe live in isolated scattered homesteads in Dodoma Region. They adopted agriculture practices from their neighbours and grow their staple crops of millet, sorghum and increasingly, maize. Women stay at home taking care of children and cultivating crops while men go for hunting and tend to any animals kept. The Sandawe also have a tradition of mutual cooperation in such things as hoeing and building temporary huts and organising informal parties to hunt. Households, each comprising a nuclear family, are organized into patrilineal exogamous clans that form the basis for autonomous local communities. The Sandawe were forced to settle at the time of the “villagization” policy in Tanzania, at the village of Farkwa and to engage in agriculture, as were the neighboring peoples.

The Barbaig: are traditionally pastoralists near Mount Hanang consisting of approximately 35000-50000 people and are the largest group amongst the Datoga people. They are organized into familial clans with a common ancestor. Each clan has a clan head who convenes the clan's affairs through a clan council. Social order is maintained through a series of councils or jural moots that have different authorities dealing with community-wide issues, clan matters, neighborhood issues, and offences by men against women. Serious offences are dealt with by selected senior elders. The Barabaig traditionally lived by hunting and animal husbandry

including goats and sheep but cattle for milk production are central to the lives of the Barbaig. Animals are kept as assets to absorb shocks in case of natural calamities and emerging uncertainties. Climatic changes resulting in drought and competition for their traditional lands have resulted in insufficient pasture and water for livestock. This has forced them to start practicing agriculture by engaging in subsistence farming during the rainy season. The Barbaig grow crops including maize, sorghum, beans and increasingly sunflowers. Traditionally, men usually take care of their animals and women take care of children. In the Barbaig (Datoga) land for homesteads is held under customary private ownership; land is inherited by the father (owners) sons. The result of this inheritance pattern (and a continued growth in population) is that increasingly, smaller farms are being inherited. However, most pasture land and natural resources are considered to be under customary communal ownership.

The Maasai: are pastoralists and warriors using spears, shields and clubs. There are estimated to be 2 million Maasai in Tanzania. Maasai society is patriarchal with elder males making most of the decisions for the group. The Maasai practice polygamy with each wife having her own house. Boys are expected to shepherd the family's cattle (which provides their main food sources: meat, milk and blood). Girls help their mothers gather firewood, cook and handle most of the family's other domestic responsibilities. Traditionally, the Maasai practiced pastoralism across Southern Highland and Northern Tanzania including on land that now forms part of the Serengeti National Park and Ngorongoro Conservation Area. As a result of pressure on land associated with increased population, decreases in herd size, competing land uses (with other tribes, national parks and agricultural development, the Maasai are increasingly growing crops (notably maize) as well as moving to other areas in search of pasture. Maasai people are also increasingly taking up formal and waged employment. Among the Maasai, land is a collective asset that defines identity by distinguishing the extent of ethnic territory from others and supports livelihood. It is not transferable nor is it for speculative investment. Land use originally was universally for pastoralism, that is, the raising and keeping of livestock. This has also changed over the years.

Parakuyo: (estimated population: 50,000), are found in Tanga Region and even more to the south, dispersed over several regions (Morogoro, Iringa and Mbeya), where they are still considered as —migrants, although many of them came as early as the 1950s.

3.3 Challenges Facing Vulnerable Groups

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

- i. Hunting and gathering and pastoralism as a means of livelihood has been diminishing due to harsh climatic conditions which has resulted in the decline of wild animals for hunting, depletion of natural resources including agricultural land and water. This has resulted in

- an increase in subsistence farming although this is often characterized by low yield and unreliable rainfall.
- ii. Government laws prohibit hunting without a license and restrict hunting (and grazing) in national parks which restrict the possibility of hunting as the cost of the licenses is prohibitively expensive for these groups.
 - iii. Their land is being highly encroached by other ethnic groups. As a result, VGs face scarcity of land for practicing their traditional activities, pastoralists or as hunter-gatherers, something which contributes to a shift in their economic activities to small-scale farming or casual labour to survive.
 - iv. Hunter-gatherers have tended to be more isolated from communities and decision making. This is due in part to their lifestyle.

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

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

3.4 Possible Impacts on the Vulnerable Groups

The RISE Program implementation within Tanzania may affect VGs as there could be issues of physical and economic displacements and other impacts as addressed in the ESSs: ESS 1- Assessment and management of Environmental and Social Risks and Impacts; ESS 2- Labor and Working Conditions; ESS 3 - Resource Efficiency and Pollution Prevention and Management; ESS 4 - Community Health and Safety; ESS 5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement; ESS 6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources; ESS 7 - Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities and ESS 8 - Cultural Heritage. These will also call for the implementation of the ESS 10 to engage the VGs towards specific mitigation plans of the impacts as stated in Table 2 below.

Table 2: RISE Program Impacts on Vulnerable Groups

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
1	Access to the roads	Inequitable access to the roads/ due to distance from their distanced communities, especially if the road is located near to an existing (larger) village which is made up in full or part of people who are not from the vulnerable group.	<ul style="list-style-type: none"> • Review of Design Plans related to roads to ensure they include consideration of VGs for equitable access to benefits of the road to be improved. • Location of VGs should be considered during planning of the road where sub-projects will be located as per the siting criteria in the ESMF. • Engagement with VGs over access to district roads to meet their needs. 	Project Planning	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants for ESIA & RAP, Contractors
2	Support to the project	Unacceptability and / or inadequate support of the project from the VGs if they are not fully involved from the project inception. This includes consideration of the types of roads to be involved e.g. community roads as well as their opinions/input into elements such as the safe road's program.	<ul style="list-style-type: none"> • Encourage and enable involvement of VGs in early planning, implementation and supervision of the project through stakeholder engagement. • Inclusion of VGs representatives in roads Infrastructure committees where relevant. • Stakeholder engagement in relevant languages and in a manner that meets their cultural norms and other needs (braille, translations and Interpretations). 	On-going throughout the project phases but focused effort during the preparation of projects.	TARURA, TANROADS, LGAs (Infrastructure Committees), Consultants for ESIA & RAP, Contractors
3	Access to natural resources	Conflict may arise over access to natural resources needed to construct and operate the roads in particular water sources, the location of quarries and land acquisition, etc. For water, this is a particular risk in areas affected by drought and or climate change; the VGs happen to be linked to their land hence poses a risk when land is acquired and transformed into a road.	<ul style="list-style-type: none"> • Engagement of the VGs on the use of identified natural resources. • Agreement on the use/ shared use of such resources. • Consultation and agreement on the location of borrow pits, (which in principal should follow the guidelines similar to those of siting and opening up if mines), use and rehabilitation following project construction. • If needed identify alternative resources 	On-going but focused effort during the preparation of projects.	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants for ESIA & RAP, Contractors

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
			regardless of the distances and accessibility		
4	In-migration	The presence of regional and districts roads may contribute to immigration leading to further conflict over land, access to natural resources and equitable access to benefits from roads.	<ul style="list-style-type: none"> • Village/Ward Infrastructure Committees to consider risks when planning where to site roads. • Provide awareness to VGs community • Enforcement of land act and regulations 	On-going but focused effort during the preparation of projects.	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants for ESIA & RAP, Contractors
5	Siting of Facilities such as Road Construction Workers' camps	Encroachment onto traditional land or cultural sites of VGs resulting in Project delays, conflict etc.	<ul style="list-style-type: none"> • Presence of VGs to be determined as part of the screening process. • Early engagements with VGs to identify any existing challenges with location, their preferences etc. so as to determine if the site is feasible. • Development of a VGP to address impacts associated with the presence of VGs, • Development and implementation of an enhanced consultation process to demonstrate if there is support for the sub-project activities in VG areas, 	Project Development	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants for ESIA & RAP, Contractors
6	Loss of culture and traditional practices	VGs may fear that, using a certain road which they had little or no involvement in during its planning and construction and where there are other people from other groups using the same road may erode their pride, culture and traditional practices.	<ul style="list-style-type: none"> • Ensuring that VGs are consulted in the sub-project design; • Provide culturally appropriate training and information in local languages on the importance of road development within their community by using their role models. Ensure that FPIC process is followed earlier on in the planning and continuously, through other road 	Prior to undertaking any Project components in districts where VGs are based. On-going	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants for ESIA & RAP, Contractors

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
			development cycle stages		
7	Increased risk of GBV/SEA	Impacts associated with the presence of an external male workforce during construction of a road may result in increased risk of GBV/SEA, increased disease transmission for example HIV/AIDS. In addition, cultural norms in these groups may make reporting incidences of GBV/SEA as well as certain diseases more difficult.	<ul style="list-style-type: none"> • Provide culturally appropriate training and information in Kiswahili and other local languages and include in national campaigns making use of the strategies in the SEP. • Ensure that GRM allows for confidential reporting by VGs and access to referral and aftercare services. • Code of Conduct for workers to avoid negative interactions should be imposed and implemented as prescribed in the LMP. • Training of workers on the code of conduct. 	Prior to undertaking any Project components in districts where VGs are based. On-going	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants for ESIA & RAP, Contractors
8	Non-inclusion of women's and children's needs (and other VGs) due to lack of consultation during discussion of social and developmental issues	<ul style="list-style-type: none"> • Inadequate participation of VG women in decision-making processes and therefore low acceptance of roads • VG children neglected in decision making hence their needs on a roads like safety (safe way to school) are not met 	<ul style="list-style-type: none"> • Ensure equal participation of women and children within VGs during consultations and in decision-making this may require specific focus group discussions with women and children from VGs with facilitators they are comfortable talking with in local languages. • Continuous awareness-raising of women's and children's (and other VGs) rights to land, natural resources and livelihoods. 	Prior to undertaking any Project components in districts where VGs are based. On-going	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants for ESIA & RAP, Contractors NGOs, CBOs
9	The RISE program's implementation activities could impair ecosystem functioning.	<ul style="list-style-type: none"> • Reduced ecosystem services and goods on which the VGs rely on for their daily subsistence, for example the hunters and gatherers could face difficulties as animals birds, honey and fruits supply from their ecosystem may decline due to impacts of roads construction activities 	<ul style="list-style-type: none"> • To ensure that noise, dust and vibrations levels are at minimal levels as per National's regulations and World Bank's Environmental and Social Standards so as to protect the ecosystems and ensure their ecological balance is To mitigate water pollution 	Throughout the project life cycle.	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
		such as noise, increased duct levels and vibrations from roads construction equipment.	<p>within ecosystem boundaries and at the catchment boundaries relevant for project sites;</p> <ul style="list-style-type: none"> To minimize earth movements and sub sequential alluvial deposition so as to protect the biodiversity (fruits trees, trees producing edible roots, flowers) 		/Contractors, NGOs, CBOs.
10	Increased vulnerability of VGs due to communication barriers	<ul style="list-style-type: none"> Exclusion of VGs from the Project resulting in lack of access to benefits and potentially greater levels of impacts compared to other communities. 	<ul style="list-style-type: none"> Use of communication mechanisms that will assure their participation in the project including specific meetings with VGs, NGOs representing their rights etc. Use of local leaders from their groups for effective communication Development and implementation of a Vulnerable Groups Plan where VGs are present in the project area. Appropriate communication framework for a project to ensure VGs voices are heard, pending issues resolved and grievances heard. Use of local languages in meetings with VGs via translators and interpreters if needed. Access to information in local languages not just Kiswahili where relevant. Ensuring that VGs community leaders are involved in all discussions especially where these groups have no or limited involvement in Village Councils. 	Prior to undertaking any Project components in districts where VG are based. On-going	TARURA, TANROADS, Local Government Authority(Infr astructure Committees), Consultants for ESIA & RAP, Contractors NGOs, CBOs
11.	Opening up of development corridors by RISE Program	<ul style="list-style-type: none"> The VGs, for example, poor local women will be more exposed to more opportunities and engage themselves as laborers' and hence improvement of their 	<ul style="list-style-type: none"> Through proper planning and implementation and especially through the RISE program's CBRM Model, and Component 3 (Community 	Throughout the project cycle	TARURA, TANROADS, Local Government

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
		livelihoods; <ul style="list-style-type: none"> • Increased economic opportunities to women and the youth which may involve trading with far away business centres; • Increased movement of goods and services; • Improved access to social amenities for example access to school, bus stops, market places and health services, increased socialization/mingling of the VGs with the rest of the community; • Land and properties' value owned the VGs along the improved roads will be increased. 	Engagement, Inclusion and Protection), TARURA to sensitize and assist in breaking participation barriers for the VGs.		Authority (Infrastructure Committees), C Contractors, NGOs, CBOs
12.	Community participation and road safety improvement	<ul style="list-style-type: none"> • Improved Road safety to the VGs within their localities; • Improved Safe Ways to School for the school children. • Increased road access for the people living with disabilities as they can safely use the pedestrian walkways. • Increases safe access to the motorcyclists and bicyclists • Reduction of vandalism to road furniture. 	<ul style="list-style-type: none"> • Through proper planning and implementation of the RISE program's Philosophy of "People Centered Design" and Component 3 (Community Engagement, Inclusion and Protection); • Mass sensitization towards proper use of the road safety infrastructures to realize designed value for money. 	Throughout the project cycle	TARURA, TANROADS, Local Government Authority (Infrastructure Committees), Consultants, Contractors NGOs, CBOs.
13	The impact of roads with faster traffic on traditional lifestyles	<ul style="list-style-type: none"> • High and faster traffic roads may increase the impacts (accidents) to the traditional lifestyle such as cattle grazing and migration path 	<ul style="list-style-type: none"> • Conducting road safety audits and involving the community to understand current road uses and perceived risks of road after rehabilitation and/or spot maintenance; • Under the ESIA's ensure participatory community resources (such as grazing fields and cattle crossings) in VG areas are mapped and risks associated with their 	Throughout the project life cycle.	TARURA, TANROADS Consultants, Contractors and Local Government Authority

S/N	Issues	Potential Impacts	Enhancement/ Mitigation Measures	Time frame	Responsible Person/ Institution
			<p>usage and traffic in the improved road are understood and mitigated;</p> <ul style="list-style-type: none"> • Provision of cattle crossing are provided at exactly needed point (to ensure safety of livestock from and to the grazing areas). 		
14	Loss of land	<ul style="list-style-type: none"> • Loss of land subject to traditional ownership or under customary use of occupation (including nomadic groups' use) 	<ul style="list-style-type: none"> • FPIC consultations; • Compensation for land loss as per the provisions in the RISE Program's RPF and inline with agreed principles during negotiations with the VGs. 	Throughout the project life cycle.	TARURA and TANROADS

4 POLICY FRAMEWORK SUPPORTING VULNERABLE GROUPS

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

- i. **The National Land Policy of 1995** which advocates for equitable distribution and access to land by all citizens and aims at ensuring that existing rights in land especially customary rights of small holders such as peasants and herdsman who form the majority of the country's population are recognized, clarified, and secured by law. Under the policy framework, land is to be put to its most productive use to promote rapid social and economic development and hence provision of livelihood to VGs is guaranteed. RISE Program implementation will abide to the policy through all stages of its projects preparation.
- ii. The National Human Settlement Policy of 2000 whose two among its 14 main objectives of “making available the serviced land for shelter and human settlement development in general to all sections of the community including women, youth, the elderly, disabled and vulnerable communities” and “improving the level of provision of infrastructure and social services for sustainable human settlement development” are of relevance to the RISE Program. RISE Program will abide to the policy and ensure that no individual, including the VGs is left without a settlement during and after the implementation of the program.
- iii. **The Agriculture and Livestock Policy of 1997** whose main objective is to promote and ensure a secure land tenure system to encourage optimal use of land resources and facilitate broad-based social and economic development without upsetting or endangering the ecological balance of the environment. The RISE Program will have to put up tools to protect the land use plan within the implementation projects sites so as to protect the rights of hunters, gatherers, livestock keepers, and specific use endowed to the VGs.
- iv. **The National Gender Policy of 2002** whose main objective is to provide guidelines to ensure gender sensitive plans, programs and strategies in all sectors and institutions are adhered to in favor of the VGs. This enables gender equality based strategies on poverty eradication through ensuring that both women and men get equal access to existing resources for their development and underscoring the important role played by women in bringing about development within the society. The RISE Program will have to ensure gender equality and easy availability of resources to the VGs through

- putting up gender adherence plans within all the projects' Environmental and Social Management Plans.
- v. **Law of the Child Act No 21 of 20th November 2009** calls for reforms and consolidation of laws relating to children, stipulates rights of the child and promotes, protects and maintains the welfare of a child in conjunction with international and regional conventions on the rights of the child; provides for affiliation, foster care, adoption and custody of the child; further regulate employment and apprenticeship as it pertains to the child and makes provisions with respect to a child in conflict with law and provides for related matters.
 - vi. **The National Policy on HIV/AIDS of 2001** whose main goal is to provide guidance for coordination of the national multi-sectoral response to the HIV/AIDS epidemic and call for formulation, by all sectors, of appropriate interventions which will be effective in preventing transmission of HIV/AIDS and other sexually transmitted infections, protecting and supporting the poverty stricken VGs through mitigation of the social and economic impact of HIV/AIDS during the RISE Program implementation which will increase people movement into and out of the projects' site areas from HIV/AIDS prevalence urban and foreign areas resulting into increased transmissions of the pandemic.
 - vii. **The Land Act No 4 and 5 of 1999** whose Cap. 113, recognizes three categories of land as general, village and reserved and underscores the 'hazard land' whose development might lead to environmental damage, for example wetlands, mangrove swamps and coral reefs, steep lands and other areas of environmental significance or fragility. Nonetheless, the Act also recognizes customary tenure as of equal status to granted rights of occupancy and allows livestock keepers to own pasture lands either individually or in groups. Importantly, the land act promotes gender equality by recognizing equal access to land ownership and use by all citizens -men and women and giving them equal representation on the land committees. The RISE Program will adhere to the act and through site specific-prepared Resettlement Plan Framework (RPF) and Resettlement Action Plan (RAP) land right of the VGs will be protected throughout the projects implementation cycle.
 - viii. **The National Climate Change Strategy of 2012** whose goal is to enable Tanzania to effectively adapt to and participate in the global efforts to mitigate climate change with a view to achieving sustainable economic growth in the context of Tanzania's national development blueprint, Vision 2025; Five Years National Development plan; and national cross sectorial policies in line with established international policy frameworks. The RISE Program implementation may be strongly affected by the Climate Change effects; hence, mitigation is necessary for resilience and adaptation to protect the VGs and to also realize roads which are climate resilience and hence ensuring value for money.
 - ix. **The National Environmental Policy of 1997** which seeks to improve conditions of degraded areas including rural and urban settlements in order that all Tanzanians may

live in safe and healthful productive and aesthetically pleasant surroundings, raise the awareness and understanding of the essential linkages between environment and development and to promote individual and community participation in environmental management actions and to ensure sustainability, security and equitable use of natural resources enabling sustainability.

- x. **Environmental Management Act 2004 Section 7 (1)** whose objective is to provide for and promote the enhancement, protection, conservation and management of the environment. Nonetheless, in achieving this objective section 7 (3) (b) reiterates that effects to the environment be prevented or minimized through long term integrated planning and coordination, integration and corporation of efforts, which consider the entire environment as a whole entity, whereas section 7 (3) (g) insist on access to justice which gives individual, the public and interest groups of persons the opportunity to protect their rights to participation and contest decisions that do not take their interest into account. Such sections emphasize the importance of consultation and ultimate participation of VGs in the RISE Program implementation.
- xi. **The Cultural Heritage Policy of 2008** which recognizes the public as the main custodian of cultural resources, and that its implementation underscores the full participation of the public. The RISE Program will thus ensure conservation of all cultural heritage sites during implementation of its projects.
- xii. **The World Bank's Environmental and Social Standards** sets out requirements to the borrowers, guides the implementation of the VGPF through the identification and assessment of environmental and social risks and impacts posed by the RISE Program to the VGs. The RISE Program falls within the jurisdiction of the Environmental and Social Standards based on its time frame and specifically the ESS7 which requires TARURA and TANROADS to perform an analysis of the direct and indirect socio-economic, cultural and environmental risks and impacts the RISE Program will have on the VGs through enabling them to participate in the project design and implementations through culturally acceptable consultations and devising a bespoke Grievance Redress Mechanism for the VGs.

5 VULNERABLE GROUPS PLAN

5.1 Screening for Presence of VGs

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

According to the above stated definition and characteristics of VGs, five groups of VGs in Tanzania have been identified in this framework (Maasai (also their sub-group Parakuyo), Sandawe, Hadzabe, Akie and Barbaig). Therefore, if the project will have influence in the location of these VGs, a Social Assessment (SA) analysis and Vulnerable Groups Plan (VGP) will be planned. Screening has been conducted for the three (3) first generation projects and no VGs were identified along the proposed sub-project roads alignment and thus no VGPs will be prepared for them.

5.2 Social Assessment Process

Prior to the implementation of any activities in a district where screening has identified the presence of VGs an SA will be undertaken by team of experts (led by the TARURA and/or TANROADS Social Specialist) from the region/district to conclude that VGs are present in or have collective attachment to the project area. The team of experts for the project will carry out a SA to evaluate the project's potential positive and adverse effects on the VGs.

The scope and type of analysis required for the SA will correspond to the nature and scale of the proposed project's potential impacts on the Vulnerable Groups present in the project area. The PCG (led by the TARURA and/or TANROADS Social Specialist) will prepare detailed Terms of Reference (ToR) for the SA study once it is determined that VGs are present. The ToR for the SA will be shared with World Bank for clearance.

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

The SA will use quantitative analysis for information on issues such as population structure, educational level and socioeconomic indicators. Qualitative information will also be gathered on ways of life, livelihoods etc. Participatory assessments will also be undertaken to gather the views of stakeholders. The process of gathering baseline information¹ for further monitoring will be through a *participatory rural appraisal mapping exercise* involving the VGs in the proposed sub-project area or district. The SA will also identify vulnerable individuals within the VG communities and the reasons for their vulnerability, explore ways in which inclusive stakeholder engagement can be culturally appropriate and productive, explore how grievances are best managed within the context of the project GRM or separately.

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

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

5.3 Preparation of Vulnerable Groups Plan

Projects Specific Vulnerable Group Plans (PSVGPs) will be prepared when activities have been identified in areas where Vulnerable Groups are present or in which they have a collective attachment, as determined during the screening process. The PSVGP will be developed by the TARURA and/or TANROADS Social Specialists.

The SA will give baseline data of the demographic, economic, social, cultural and political characteristics, land use as well as natural resources in the area of which the VGs depend on. Based on the findings of SA, the PSVGP will provide guidance on social, economic, or cultural issues to be addressed during design, construction and implementation of the project. The PSVGP will be developed to reflect the social-cultural activities, geographical location and livelihood activities of the respective community as well as the risks and impact of the project to the VGs. Specific elements of the PSVGP are described below

- i. Aspirations, needs, and preferred options of the affected vulnerable groups;
- ii. Local social organization, beliefs, ancestral territory, and resource use patterns among the affected vulnerable groups that relate to the project;

¹Baseline information on education, employment, demographic social, cultural, and political characteristics of the affected VGs, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend.

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

5.4 Impact Identification

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

5.5 Determination of Mitigation Measures

This will involve identification and evaluation of mitigation measures necessary to avoid adverse effects, or if such measures are not feasible, the identification of measures to minimize, mitigate, or compensate for such effects, and to ensure that the VGs receive culturally appropriate benefits under the project in a participatory manner. Mitigation measures may involve compensation as well as typical mitigation actions or compensations. The appropriateness of these measures will be agreed with VGs through the FGDs and stakeholder engagement prior to finalizing the plan.

5.6 Capacity Building

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

The TARURA and/or TANROADS headquarters will provide training and guidance to the regional and district staff on social assessment, implementation of the VGPF and VGP with special attention to developing their knowledge on VGPF background, history and areas of concern as well as their skills for community orientation, free, prior and informed consultative planning, Participatory Rural Appraisal (PRA) tools and techniques.

5.7 Bank Decision on Project Investments

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

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

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

5.8 Contents of a Vulnerable Groups Plan

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

- i. A summary of the legal and institutional framework applicable to VGs.
- ii. Baseline information on the demographic, social, cultural, and political characteristics of the affected VGs communities, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend as it relates to the project.
- iii. A summary of the social assessment.
- iv. A summary of results of the stakeholder consultation with the affected VGs that was carried out during project preparation.
- v. A framework for ensuring free, prior, and informed consultation with the affected VGs during sub-project implementation and any proof of the same once achieved.
- vi. An action plan of measures to ensure that the VGs receive social and economic benefits that are culturally appropriate, including, if necessary, measures to enhance the capacity of the project implementing agencies.

- vii. When potential adverse effects on VGs are identified, appropriate action plans of measures to avoid, minimize, mitigate, or compensate for these adverse effects drawing on the information presented in the Social Assessment.
- viii. The cost estimates and financing plan for the VGP; each project will bear full cost of assisting and rehabilitating VGs.
- ix. Accessible procedures appropriate to the project to address grievances by the affected VGs arising from project implementation. When designing the grievance procedures, the government takes into account the availability of judicial recourse and customary dispute settlement mechanisms among the VGs’.
- x. Mechanisms and benchmarks appropriate to the project for monitoring, evaluating, and reporting on the implementation of the PSVGP. The monitoring and evaluation mechanisms should include arrangements for the free, prior, and informed consultation with the affected VGs’.

6 FRAMEWORK FOR FREE, PRIOR AND INFORMED CONSENT

6.1 Background

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

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

One of the key requirements of ESS7 is to ensure that VGs present in, or with collective attachment to, the project area are fully consulted about, and have opportunities to actively participate in, project design and the determination of project implementation arrangements. The scope and scale of consultation, as well as subsequent project planning and documentation processes, will be proportionate to the scope and scale of potential project risks and impacts as they may affect VGs

In recognition of this vulnerability of VGs, the Bank requires the government to obtain the FPIC of the affected VGs when such circumstances described in ESS7 are present.

6.2 Free, Prior and Informed Consent

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

unanimity and may be achieved even when individuals or groups within or among affected VGs explicitly disagree.

The FPIC principles are as follows:

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

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

- the mutually accepted process to carry out good faith negotiations that has been agreed by the Borrower and the VGs; and
- the outcome of the good faith negotiations between the government and VGs, including all agreements reached as well as dissenting views.

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

Table 3: FPIC Process for Vulnerable Groups

Consultation Stage	Consultation Participants		Consultation Method	Expected Outcome
	Project authority	Community		
Location of project activity	TARURA/TANROA DS and other stakeholders	VGs, organizations community leaders/elders, Community Management Committees (CMC)s, Village Councils (VCs)	Open meetings and discussions, visit proposed project sites	First hand assessment and VG perceived social benefits and risks and prospect of achieving broad support for the project. Explanation of VG rights under law and ESS7
Initial screening of the proposed sub-Projects with FPIC	TARURA/TANROA DS and other stakeholders	VGs, CBOs, Community leaders/elders,	Open meetings, focus group discussion and spot	Identification of FPIC circumstances/scenarios/mechanisms

Consultation Stage	Consultation Participants		Consultation Method	Expected Outcome
	Project authority	Community		
requirements		Influential people, key informants, CMCs, VCs	interviews	
Secondary screening of the proposed projects with FPIC requirements	TARURA/TANROA DS and other stakeholders	VGs, CBOs, Community leaders/elders, Influential people, key informants, CMCs, VCs	Open meetings, focus group discussion and spot interviews	Identification of major impact issues, feedback from VGs who would be affected by the project
In depth study of risks and benefits of any of the applicable FPIC scenarios taking into consideration inter alia, the conditions that would lead to FPIC being achieved.	TARURA/TANROA DS, NGOs, CBOs, other knowledgeable persons	VGs including likely affected CBOs organization, community leaders, influential people/leaders, key informants, CMC, VC	Formal/informal interview, focus group discussion, hotspot discussion on specific impact, alternative and mitigation	More concrete view of impact issues & risks, and feedback on possible alternative, mitigation and development measures or a proposal not to proceed with certain project because FPIC is unlikely to be achieved.
Stakeholder consultations	TARURA/TANROA DS, NGOs, CBOs, other knowledgeable persons	Adversely affected individual households VGs/	Community discussion, structured survey questionnaires covering quantitative & qualitative information/ issues	Confirmation of FPIC, inputs/ mechanisms for VGs and identification of issues that could be incorporated into design of the sub projects
Preparation of PSVGPs	TARURA/TANRO ADS and other stakeholders	VGs, organizations, community leaders/elders, adversely affected VGs	Group consultations, hotspot discussion,	Preparation of VGPs, and incorporation of SA inputs to avoid or minimize adverse impacts, promote culturally appropriate benefit sharing and other VG development projects. Achievement and documentation of FPIC through agreed mechanisms or decision not to proceed with the Project.
Implementation	TARURA/TANROA DS	Individual VGs, organizations,	Implementation monitoring	Quick resolution of issues, including through

Consultation Stage	Consultation Participants		Consultation Method	Expected Outcome
	Project authority	Community		
		community leader/elders, other stakeholders, CMCs, VCs.	committees	Grievance Mechanism, effective implementation of VGPs
Monitoring and Evaluation	TARURA/TANROA DS,	VGs organizations/ groups and individuals, NGOs & CBOs	Formal participation in review and monitoring	Identification and resolution of implementation issues, effectiveness of VGPs

6.3 Conditions under which FPIC is Required

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

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

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

7 CONSULTATIONS AND INFORMATION DISCLOSURE

The location for the implementation of the RISE Program is in Tanzania as shown in Chapter 2 of this VGPF document. The overall RISE Program design seeks to benefit all the VGs in project areas. For the RISE Program to address any possible adverse impacts as well as maximize the project benefits to the VGs, two approaches will be undertaken: (i) Integrating the concept of ‘People Centered Approach’ in the overall design and implementation of RISE Program so as to improve the overall social outcomes of the project; (ii) Developing area-specific Vulnerable Groups Plan (A-SVGP) at the sub-project’s level to mitigate adverse impacts and enhance project benefits.

Earlier, before the preparation of this RISE Program VGPF, consultations were held with relevant Government departments and NGOs. Consultations have been done with some Non-

Governmental Organizations and Community Based Organizations (NGOs and CBOs) representing the interests of VGs at National level. VGs who may be affected by specific sub-projects will be consulted during the preparation of the VGPs. The detailed comments from the consultations are presented in Annex I of this VGPF. .

7.1 Disclosure of the VGPF

Information disclosure and public consultation are important and necessary during project preparation and implementation as well. The RISE program recognizes the importance of open and transparent engagement of communities and vulnerable groups in efforts to support protection, inclusiveness, ownership and sustainability of the program and the sub-projects to be prepared and implemented.

In this aspect, during program preparation, TARURA and TANROADS conducted RISE program Stakeholders Consultations at Regional and National levels to the public where Government Organizations (Non-Governmental Organizations (NGOs) and Civil Society Organisations (CSOs) participated as significant stakeholders to the program. The consultation aimed at disclosing the RISE program design information where the VGPF was one of frameworks that were disclosed to the public as representatives of communities and vulnerable groups needed to know how it addresses their concerns.

Regional Consultations involved face to face workshops in Dodoma, Iringa, Lindi, Geita, Morogoro and Tanga Regions from January 2020 to January 2021, and the National Consultation were virtually done through Webinar (an internet based forum/seminar) on April 02nd 2020 and January 13th, 2021.

Table 4 below summarizes the stakeholders’ consultations locations, number of attendees and actual dates the meetings were conducted.

Table 4: Summary of conducted stakeholders’ consultations

No	Consultation title	Location	Number of attendees	Date
1	The National Stakeholders Workshop.	Dodoma Region	73	January 09 th 2020
2	National VGPF - specific Stakeholders Consultation.	Dodoma Region	5	January 21 st , 2020
3	Regional VGPF - specific Stakeholders Consultation.	Morogoro, Dar es salaam & Dodoma	16	February 07 th to 11 th 2020
4	Regional Stakeholders Consultation – Iringa.	Iringa Region	05	March 10 th 2020
5	The National Webinar Stakeholders Forum.	Virtual	11	April 02 nd 2020

6	Regional Stakeholders Consultation – Lindi.	Lindi Region	20	January 2021	05 th
7	Regional Stakeholders Consultation – Tanga.	Tanga Region	34	January 2021	05 th
8	Regional Stakeholders Consultation – Geita.	Geita Region	33	January 2021	08 th
9	The National Webinar Stakeholders Forum.	Virtually	23	January 2021	13 th

Most raised issues during these consultations were:

- Emphasis to be put on environmental protection as most of Vulnerable groups depend on it for attaining basic needs;
- Vulnerable groups to be represented in decision making especially in roads designs;
- Vulnerable groups especially low income women, and people with disabilities to be sensitized to pursue employment opportunities during the Program’s implementation; and
- The program to ensure they don’t destruct their culture, identities, norms or beliefs during implementation.

The output of the consultations was used to improve the VGPF and will guide overall project implementation, risk management and the improvement of access of the project benefits to the vulnerable groups. More information about conducted stakeholder’s consultations for the RISE program are found in Annex I of the SEP.

As such, during project implementation, meaningful consultation, including with the VGs, will be continuous at all phases of the RISE Program’s projects. These enable project affected people, VGs, and other stakeholders to participate in and contribute to the project planning and implementation, and thereby help minimize adverse impacts and maximize benefits.

The Vulnerable Groups Planning Framework will be made available to the affected VGs in an appropriate form, manner, and language. The GoT will also make the documents available to the affected communities in the same manner through press releases.

For project activities with Vulnerable Group Community members, the VGPF will be disclosed to the affected VG with detailed information of project activities. This will be done through public consultation and made available in brochures, leaflets, or booklets, using the national and local language where it can be written. Summaries of the VGPF and subsequent VGPs will be made available in hard copies and in the national and a summary in a local language at

TARURA, TANROADS, LGAs offices. Electronic versions of the VGPF will be available on the official website of TANROADS and TARURA.

7.2 Stakeholder Engagement during Implementation

7.2.1 Stakeholder Identification

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

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

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

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

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

7.2.2 Stakeholder Consultation Approach

Consultations with the vulnerable communities will be conducted at each stage of the project, and particularly prior to implementation, to fully identify their views and ascertain community support for the Project. TARURA will facilitate and arrange for consultative meetings with VGs in the Project area with full engagement of their local leaders.

Such consultation will include use of VG local languages, articulation by VGs of their views and preferences and allowing time for community support. Representatives of the VGs in collaboration with Village Council and the leader of the specific vulnerable group at the village level or as directed by the VGs in the exercise conducted in 7.2.1 above in the project area will select a venue that is considered appropriate by all the parties.

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

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

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

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

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

The stakeholder engagement process will be conducted using documentation review, interviews with key informants, and focus group discussions and Special Village Assembly Meetings with VGs, and other identified Civil Society Organizations (CSOs). The process will generate data and information based on the indicators summarized in Table 5 below.

Table 5: VGs Stakeholders Engagement Process Matrix

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

Issues	Activity	Responsible	Indicators
Participatory M&E process with VGs to carry out M&E	To conduct participatory monitoring	TARURA or TANROADS, VGs, and VC representatives	<ul style="list-style-type: none"> • Joint monitoring reports accessible to VGs and implementing agencies, • List of VGs representatives attended the process

The participatory stakeholder engagement and, where applicable, the FPIC results will determine whether to proceed with a respective sub-project or not. In case it is agreed to proceed, the TARURA or TANROADS facilitator will prepare the following:

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

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

7.2.3 Stakeholder Engagement during Design and Implementation

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

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

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

The VGs communication strategy will:

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

The SA will examine the detailed impacts at an individual and community levels, with a particular focus on the adverse impacts perceived by VGs and the feasible mitigation measures. To ensure continuing informed participation and more focused discussions, the communication strategy will provide affected VGs with the impact details of the proposed project. Consultations will cover areas concerning cultural and socioeconomic characteristics, as well as what VGs consider important. Consultations will continue throughout the preparation and implementation period. Consultation stages, probable participants, methods, and expected outcomes are suggested in the VGs consultation matrix shown below in Table 5 .

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

- i. The project should explore how to accommodate the most vulnerable and destitute of the VGs.
- ii. Encourage VGs to get involved in various project planning, designing, and implementation activities in the project through arranging related training.
- iii. Assist VG youth to develop their capacity and capability to enable them to participate in proposed project components;
- iv. Ensure adequate resources and technical support for the implementation of the action plan for VGs.

- v. At all stages culturally appropriate communication methods (verbal and nonverbal, in local language) should be used to ensure meaningful consultation.

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

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

7.3.4 Strategies for Inclusion of Women and Youth in VG

This VGPF establishes an appropriate gender and inter-generationally inclusive framework that provides opportunities for consultation each stage of project preparation and implementation with the affected VGs.

Deliberate efforts need to be put in place to ensure full participation of women and youth. In particular, TARURA or TANROADS need to be sensitive to the exclusion of women and young people in the decision-making process. During the Social Assessment undertaken to inform the PSVGP for all components, where it is determined that traditional decision-making structures exclude women and younger people, it may be necessary to obtain input from these groups by less direct means (for example, and where possible, via community needs surveys and baseline studies, or through informal discussions with small groups).

Table 6: VGs Consultation Matrix

Consultation Stages	Consultation Participants		Consultation Method	Expected Outcome
	Project Authority	VGs Community		
Reconnaissance for all Components Ground verification of existing location/sites for activities under Component 3	TARURA or TANROADS, project consultants	VGs, including organizations, community leaders/elders	Open meetings and discussions Visit of proposed project sites (for component 3), VGs settlements and surroundings	First-hand assessment of VGs' perception of potential social benefits and risks
Screening of the proposed activities	RISE, project consultants and other stakeholders	VGs, including CBOs community leaders/elders, key informants	Open meetings focus group discussions, interviews, etc.	Identification of major impacts, feedback from VGs and would-be affected persons
In-depth study of risks and benefits taking into consideration, inter alia the conditions that lead to achieve FPIC.	RISE, project consultants, NGOs / CBOs, other knowledgeable persons	Would-be affected VGs, VGs, organizations, Community leaders/elders, key informants	Formal and informal interviews; focus group discussions; on specific impacts, alternatives, and mitigation; etc.	More concrete view of impact issues and risks, and feedback on possible alternatives and mitigation and development measures
Social Assessment (SA)	RISE, project consultants	Adversely affected individual VGs/households	Survey Questionnaires covering quantitative and qualitative information	Inputs for VGP, and identification of issues that could be incorporated into the design of project
Preparation VGP	TARURA or TANROADS and /or RISE Project consultants and other stakeholders	VGs, VCs CBOs, community leaders, elders and adversely affected VGs	Group consultations, FGD	Preparation of VGP, and incorporation of SA inputs into design to avoid or minimize adverse impacts and promote culturally appropriate benefit sharing, and VGs development programs Agreement on the GRM approach
Implementation	TARURA or TANROADS and /or RISE Project, consultants and other stakeholders	Individual VGs, CBOs, VCs, community leaders, elders and other stakeholders	Implementation monitoring committees (formal or informal)	Quick resolution of issues, effective implementation of VGP
Monitoring &Evaluation	TARURA or TANROADS and	VGs, CBOs, groups and individuals	Formal participation in review and	Identification and resolution of implementation issues,

	/or RISE Project, consultants (NGOs & CBOs)		monitoring	effectiveness of VGP
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8 GRIEVANCE REDRESS MECHANISM

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

To prepare GRMs that take cognizance of local knowledge, practices and norms for the sub-projects under the RISE program, TARURA / TANROADS will through consultations with the VGs aim to understand and agree with the VGs:

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

With this, the proposed GRM that has been provided in the following paragraphs will have been revised to reflect the norms, practices and cultural expectations of the VGs within the project areas.

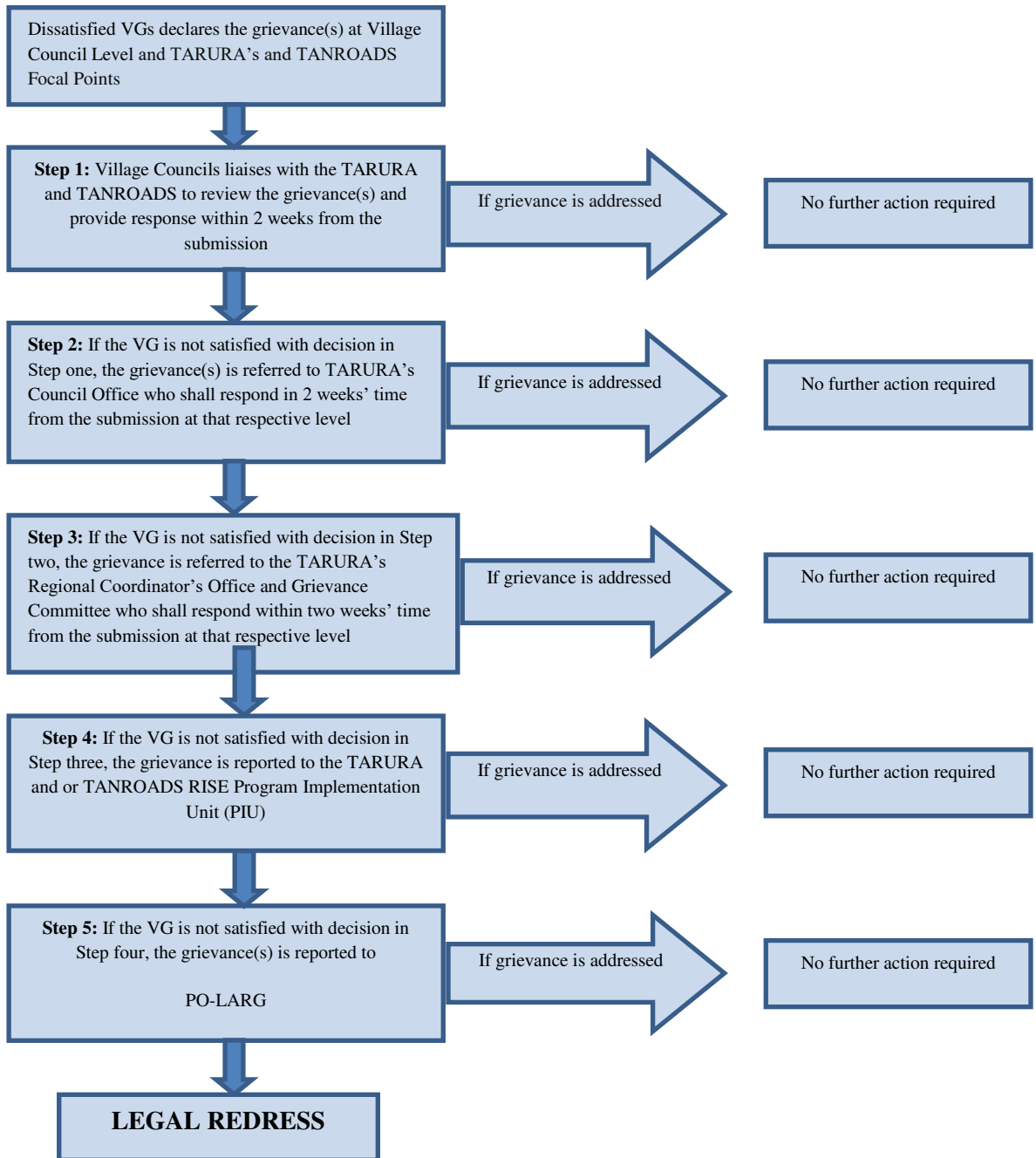
TARURA and TANROADS will inform the VGs about the grievance process in the course of its community engagement activities/FPIC as stipulated in Chapter 6 if applicable, and will be disclosed to the affected VGs with detailed information of (i) Submission of grievances, recording and reporting system, including grievances filed both verbally and in writing, (ii) designated staff with responsibility at various levels of PIU Head Quarter, Regional, Councils levels and LGAs who will be trained on grievances handling and cultures sensitivity, and (iii) a specific protocol for handling grievances including the minimum time frame within which different types of grievances should be addressed. This will be done through public consultation and made available in brochures, leaflets, or booklets,

using the national and local language where it can be written and made available in hard copies at TARURA, TANROADS and LGAs offices.

Specific provisions will be included for complaints related to Sexual Exploitation and Abuse (SEA) that could be derived from the project to ensure the survivor's confidentiality and rights. To properly address GBV risks, the GRM needs to be in place prior to contractors mobilizing. The GRM should not ask for, or record, information on more than three aspects related to the GBV incident: a) the nature of the complaint (what the complainant says in her/his own words without direct questioning, b) if, to the best of their knowledge, the perpetrator was associated with the project, and if, possible, the age and sex of the survivors. Different entry points where survivor can place complaints confidentiality shall be identified and linked to the GRM as shown in Figure 4. ²The GRM Protocol should have a specific section on GBV related complaints. This shall be developed with the support of specialized organizations in the matter.

² Nonetheless, approach of the GRM for GBV will be enhanced once the mapping of services is finalized.

Figure 2: The program Grievance Redress Mechanism flow chart



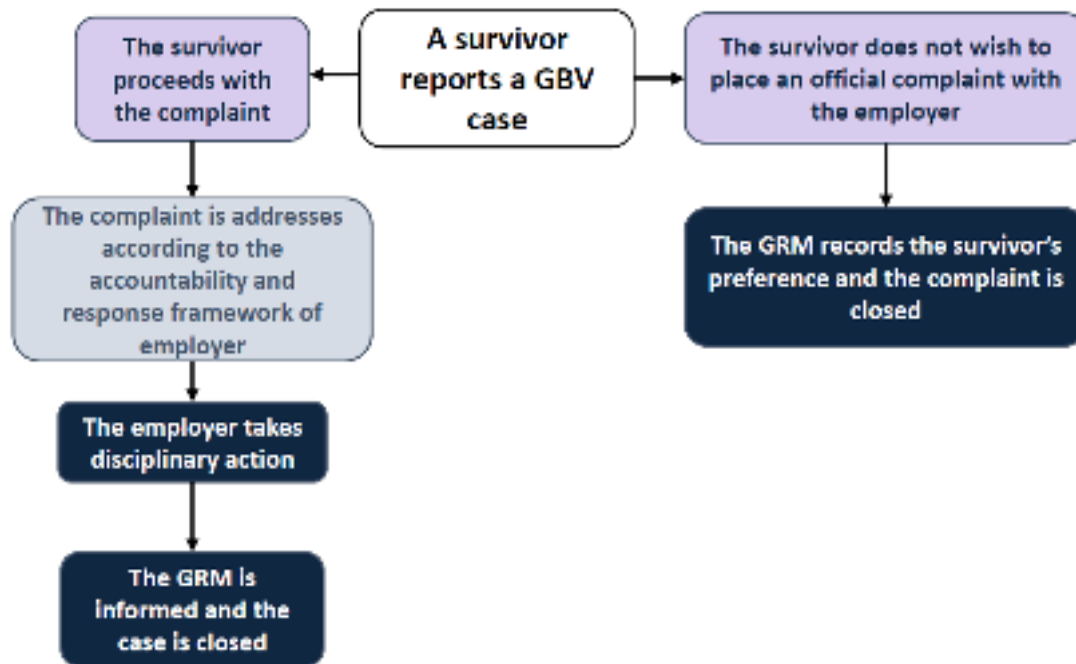


Figure 3: The proposed project Grievance Redress Mechanism flow chart for GBV Survivors

From the figure 4 above, GBV survivors can place complaints with confidentiality and shall be identified and linked to the GRM. GBV survivors who do not wish to place their complaints with the employer their complaints can be recorded according to their preferences and closed. For survivors who wish to proceed with their complaints, their cases can be addressed according to the culture, accountability and response framework of the employer. The employer will take disciplinary action, inform the survivor and close the case.

World Bank Grievance Redress Service

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

9. MONITORING AND EVALUATION

Monitoring for overall compliance with the provisions within the VGPF will be the responsibility of the TARURA and TANROADS PIU at the Head Quarter level which will oversee to the recruitment of Environmental and Social safeguard staff, whose responsibility will include compliance monitoring. The PIU at the Headquarter will also be responsible for overall environmental and social issues, providing guidance, developing policies (if necessary), coordinating with other programs/projects for synergy and good practices. The Procurement Management Unit (PMU) at TARURA Headquarters will commission a third party project level monitoring. PMU will select a national agency to evaluate the level of compliance with the project's environment safeguard instruments independently where a comprehensive assessment report on social performance will be prepared by the third-party monitoring agency at a designated time frame preferably every six-month (half-yearly). The third-party monitoring reports will be shared with the World Bank.

10. BUDGET REQUIREMENTS FOR IMPLEMENTATION OF THE VGPF

Some of the costs like minimum standards costs associated with VGPF and especially the PSVGP implementation will be a part of the overall project costs as well as costs for the implementation of the ESMP. The precise budget for PSVGP implementation will have to be worked out in detail at a later stage and agreed with the PIU.

The average estimated budget for awareness raising and developing a specific VG Plan is USD 35,000 per plan. In case it will be needed to develop a VGP per each region which have VGs such as Tanga, Iringa, Geita and Lindi it is estimated that a budget of USD140,000 will be required. This budget entails awareness raising, micro-planning, and inputs for implementation in four regions where VGs are mostly found.

11. ANNEXES

ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM

ANNEX I: ENVIRONMENTAL AND SOCIAL FRAMEWORKS - SUMMARY OF CONSULTATIONS

TARURA and TANROADS intend to implement the RISE program in a transparent and inclusive manner and have developed Environmental and Social frameworks to guide and ensure that all stakeholders under the RISE program are fully involved in the program preparation and design. As such, TARURA and TANROADS have prepared the following five (5) framework documents: Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP) and Vulnerable Groups Planning Framework (VGPF). The SEP and the VGPF govern the types of stakeholder and citizen engagements to be advanced with the RISE program and each of its subprojects. All five frameworks were consulted during a national workshop in Dodoma on January 9, 2020, which involved all relevant government stakeholders (by invitation from TARURA and TANROADS).

VGPF CONSULTATIONS

The RISE program recognizes the importance of open and transparent engagement of vulnerable groups and efforts to support protection, inclusiveness, ownership and sustainability of the program and the sub-projects to be prepared and implemented at a later date. In this aspect, the preparation of RISE sub-project's Vulnerable Group Plans (VGPs) will be guided by the VGPF which outlines a set of mandatory requirements for VGs engagement throughout the program and sub-projects. The VGPF has been prepared through three (3) stages of consultations which include:

1. A **National Workshop** which involved government agencies in Dodoma on January 9, 2020;
2. A **National Workshop** which involved five (5) Non-Governmental Organizations/Civil Society Organizations (NGO/CSOs) representing vulnerable persons and groups at a national level on January 21, 2020;

3. Focused and targeted consultations with Non-Governmental Organizations/Civil Society Organizations (NGOs/CSOs) at national and regional level during February 7-11, 2020.

The VGPF was also shared with other NGOs/CSOs whose response is still being awaited by TARURA and TANROADS.

CONSULTATIONS CONDUCTED IN PREPARATION OF THE VGPF

National level consultation with other implementing agencies and ministry in charge of vulnerable persons in Tanzania (consultation also included other four RISE Environmental and Social Frameworks)

The national consultations conducted on the January 9, 2020 in TARURA HQ building in Dodoma and involved the following agencies:

1. Ministry of Health, Community Development, Gender, Elderly and Children
2. Tanzania Electric Supply Company Limited (TANESCO)
3. Occupational Health and Safety Agency
4. Ministry of Agriculture
5. Iringa Regional Commissioner

Consultations with Non-Government Organization (NGOs)/Civil Society Organizations (CSOs)

The stakeholder engagement process involving representatives of VG communities was carried out to ensure meaningful participation of these groups in RISE Program preparation. The VG communities will also be engaged in TARURA and/or TANROADS activities with specific interventions suitable for traditional-cultural settings when specific project identified; these activities will be done without compromising VGs' fundamental interests and cultural values.

The stakeholder's engagement process involved asking questions, discussions and listening to all stakeholders' opinions sincerely, respecting all participants' ideas, showing interests in their knowledge and behaviors while encouraging them to share their knowledge and ideas.

The second level of consultations conducted was led by TARURA and TANROADS at a stakeholder's workshop with NGO/CSO's that represent vulnerable persons (including women, youth

and children) and those representing vulnerable groups in Tanzania at TARURA HQ Office in Dodoma on January 21, 2020. Among the NGO/CSO's consulted were:

1. Tanzania Natural Resources Forum (TNRF);
2. Strategic Youth Development Organization;
3. Tanzania Rural women and children Development Foundation;
4. Tanzania Home Economy Association (TAHEA);
5. Reach and Save the Need.

Some of the NGO/CSO's are not dealing with Indigenous people per se but in one way or another they serve the community in general.

Among the issues raised by these NGO/CSO's are as follows:

1. Indigenous need to be trained on the importance of infrastructure and other social services which are beneficial to them;
2. There is a need to promote and maintain their culture in the acceptable ways, eg their cultural food, vegetable, dances etc;
3. Clarification of the difference between Vulnerable Group compared with Indigenous people.

Response on their comment was more elaboration on the term Indigenous as it has been elaborated in The VGPF under chapter 5 on the plan that discuss on the engagement and awareness creation and the explanations provided under ESS7.

The third level of consultations was conducted on the week ending February 7, 2020 by visiting the NGOs/CSOs in their respective offices in Morogoro, Dar es Salaam, Iringa and Dodoma. Stakeholders consulted and their opinions are attached in Table 1 below. Listed below are the NGO/CSOs consulted:

1. The Pastoralist Indigenous Non-Governmental Organizations (PINGO's);
2. Pastoral Women Council (PWC);
3. Parakuiyo Pastoralist Indigenous community Development Organization; (PAICODEO);
4. Tanzania Natural Resource Forum (RNRNF);
5. Ujamaa Community Resource Team;

6. Community Research and Development Services (CORDS);
7. Mtandao wa Vikundi Vya Wakulima Tanzania (MVIWATA);
8. Lawyers Environmental Action Teams;(LEAT);
9. Tanzania Grass Roots Oriented Development (TAGRODE);
10. HAKI ARDHI;
11. Women's Legal Aid Centre (WLAC);
12. Morogoro Paralegal Centre;
13. Tanzania Land Alliance;
14. Mvomero Paralegal Centre.

The VGPF was also shared with other NGOs/CSOs whose response is still being awaited by TARURA and TANROADS. Those NGO,s include;

1. Tanzania Women Lawyers Association,
2. Tanzania Peace, Legal Aid and Justice (PLAJC).

Table 7: Stakeholders Consulted on VGPF and Concerns Raised

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
1	<p>The Pastoralist Indigenous Non-Governmental Organizations (PINGO's)</p> <p><i>This is an advocacy coalition of indigenous people who are current 53,working in Tanzania for the right of the marginalized indigenous pastoralist and Hunter-Gatherers communities</i></p>	<p>The NGO highlighted the following during the consultations:</p> <ul style="list-style-type: none"> • Sandawe people are also found in Arusha, Morogoro, Pwani, Tanga, Mbeya, Iringa and Kilimanjaro • Hadzabe also found in Meatu • Arkies in Kiteto District in Manyara 	<p>The comment was welcomed and has been in cooperated into the document under Chapter 3 Section 3.2 of the VGPF.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
2	<p>Pastoral Women Council (PWC)</p> <p><i>This is a non-profit membership Organization that works in Northern Tanzania to achieve gender equality and community development through the empowerment of Maasai women and girls</i></p>	<p>The NGO noted that the People Centered approach should not just focus on protecting community but also identify ways of integrating them into value chain of planned road construction and maintenance</p>	<p>This has already been thought of and is included in the project design under <i>Sub-component 3b targeting Community Inclusion</i>. This sub-component will support the design and implementation of a national model for community based routine maintenance (CBRM) for TARURA, with particular emphasis on the participation of low-income women and other groups in a situation of vulnerability</p> <p>VG's will be engaged in all phases of the project as stated in Stakeholder Engagement Plans (SEP), Vulnerable Groups Planning Framework (VGPF) and in the Environmental and Social Management Framework (ESMF).</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
		<p>Proper compensation based on market prices should also be ensured in the case of expropriation</p>	<p>Compensation for land loss will be as per the provisions in the RISE Program’s Resettlement Policy Framework (RPF) and in line with agreed principles during negotiations with the VGs. The RPF goes further and recommends for compensation at full replacement value as prescribed by World Bank’s Environmental and Social Framework in Environmental and Social Standard (ESS) 5.</p>
		<p>The NGO’s should be part of RISE steering committee</p>	<p>The NGO’s will be represented by Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) as the responsible Ministry under NGO’s Coordination Department</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
		Climate change making houses struggle to meet basic need	<p>Resiliency to climate change and natural disasters is a concern that RISE as a program appreciates and has put in place measures to mitigate this. Also, Government of Tanzania (GoT) adopted the Climate Change Strategy (2012) identified sector challenges associated with climate change and prepared strategies on Climate Change Adaptation, Mitigation, Financing and Coordination, and Cross-cutting issues.</p> <p>TARURA has also benefited from technical assistance provided by the World Bank to TARURA/ TANROADS to incorporate climate change considerations in the design of the first-generation projects and conducted two learning workshops on climate resiliency for low volume roads during project</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
			preparation
		Focus on the prevention of GBV	<p>The RISE project will not allow GBV/SEA in the program or its sub-projects. Measures to prevent and manage this have been included in the project design under <i>Sub-component 3c focusing on Community Protection</i>. This sub-component will finance activities to tackle potentially sensitive community and social risks, specifically GBV related risks (namely SEA), sexual harassment in the workplace and HIV/AIDS, that can arise from the presence of the program in the intervened areas. The project has also mapped service providers with whom TARURA and the contractor will partner with to manage uneventful incidence of GBV/SEA.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
3	<p>Parakuiyo Pastoralist Indigenous community Development Organization; (PAICODEO)</p> <p><i>This a membership organization with the primary objective to coordinate development activities and advocacy efforts for pastoralists in Tanga, Morogoro, Coast, Mbeya, Iringa and Manyara regions. PAICODEO works towards the sustainable development of indigenous pastoralist community and cultural recognition and preservation.</i></p>	<p>Emphasize on protection of environment to these groups as they depend much on nature</p>	<p>TARURA/TANROAD will ensure protection of VGs and their environment. The project has prepared an Environmental and Social Framework (ESMF) that will guide the preparation of site specific Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plans (ESMPS) to guide management of environmental risks associated with the project. This will be implemented alongside the VGPF.</p>
		<p>Conflict between the hunters and gatherers over land</p>	<p>This is well noted and for instances where any grievance will arise associated with the project a RISE project grievance mechanism will be in place and will be accessible for all project affected and interested persons. This will be both at</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
			<p>program level and at sub-project level. For VG areas this will take cognizance of local cultural practices and norms as defined in Chapter 8 of the VGPF</p>
		<p>These groups should be represented in decision making</p>	<p>TARURA/TANROAD will work closely with NGO's and the VGs Local leaders together with the LGAs. Consultations with the VGs will be culturally appropriate and will be complimented with the RISE People Centered Approach to Road Design Consultations which provide a platform for local communities needs, concerns and preferences to be heard and factored in the sub-project design as practicably possible.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
		<p>Establishment of a cattle path toward grazing land and water source</p> <p>Engagement of the VG's during design stage</p>	<p>This is a highly welcomed suggestion and will be considered during design stage based on the consultations undertaken for each of the sub-projects.</p> <p>Community consultation is an integral part of the RISE program and consultations with the VGs will take place through the guidance of the VGPF and SEP at the sub-projects design and through to their implementation.</p>
4	<p>Tanzania Natural Resource Forum (RNRF)</p> <p><i>This a collective civil society-based</i></p>	<p>Vulnerability depend on criteria like education, income level, social-capital setups, age, biological disabilities, insecurity and risk</p>	<p>The comment was noted and rightly aired. The vulnerability in the project is looked at in two ways. (i) vulnerable groups whose vulnerability and how their issues will be dealt with is addressed in this VGPF; (ii) vulnerability depending</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
	<p><i>initiative that aims to improve natural resource management in Tanzania by addressing fundamental issues of natural resource governance. It aims to improve accountability, transparency and local empowerment in natural resource management by bringing together a diverse range of stakeholders and interests to share information, build collaboration and pool resources towards common goals.</i></p>		<p>on the listed criteria education, income level, social-capital setups, age, biological disabilities, insecurity and risk which is addressed in the ESMF which will guide preparation of management plans to address challenges faced by these groups in the project. The project through the SEP will also pay special attention during the consultation process to listen to the vulnerable persons and address their needs as much as possible in the sub-project designs.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
5	<p>Ujamaa Community Resource Team; <i>UCRT works to empower marginalized people in the rangelands of northern Tanzania to secure rights to their natural resources and land. UCRT helps these communities by representing their land rights, advocating on their behalf to local and national government, and securing legal ownership of their traditional lands. We also help empower these communities to independently and effectively manage their land and resources, and to improve education, women's protection and advocacy, as well as their leadership and</i></p>	<p>The document is very good</p> <p>The most emphasize should be kept on cattle path to grazing land or water. In highways its advisable to establish box culvert or cattle bridge</p>	<p>The comment is well received and just as the TARURA and TANROADS have done in the first-generation projects, consultations through People Centered Approach to Design will be conducted to understand the needs of each community within the targeted areas during design stage of the sub-projects. The results of these will feed into the designs and will be subject to second round of consultations with the communities.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
	<p><i>representation among the wider Tanzanian community.</i></p>	<p>Road signs and speed humps should be considered during project design and implementation.</p>	<p>The recommendation was received and will be considered during the design of the sub-projects. For each of the roads under RISE, Road Safety Audits will also be conducted by TARURA and TANROADS Regional Office staff to understand road safety challenges and feed this in the design of the sub-project roads.</p>
6	<p>Community Research and Development Services (CORDS)</p> <p><i>Established in 1998, CORDS' works in the districts of Kiteto and Simanjiro in Manyara region and Monduli and Longido in the Arusha region. CORDS' works holistically towards social and economic development and to fight</i></p>	<ul style="list-style-type: none"> • Maasai have never been hunters • Number on Maasi in Tanzania is more than what mentioned in the document • Maasai community now found down southern highland 	<p>Recommended suggestions have been incorporated in the VGPF revised document.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
	<p><i>against all forms of injustice, oppression, gender imbalances, and poverty. Interventions include land rights and governance, gender and women's empowerment, building a resilient society and improving education among the pastoral</i></p>	<ul style="list-style-type: none"> Hunter gatherers are not a such nomadic, please rephrase it or if Pastoralists are part of it, not hat Maasai and Barbaig are not Hunters. 	
7	<p>Mtandao wa vikundi vya wakulima Tanzania(MVIWATA)</p> <p><i>This is a national farmers organization which brings together small holder farmers from all regions of Tanzania to have a common voice to defend economic, social, cultural and political interests of smallholder</i></p>	<p>Main challenge to the VG's, they lack connection from village to township</p>	<p>The main objective of the project is to improve access within rural communities by upgrading roads, conducting bottleneck improvements and routine maintenance. In targeted sub-project areas access is expected to be improved with implementation of RISE.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
	<i>farmers.(Maasai and Sandawe)</i>	<p>In solving their problem, their leaders are the one with the say, TARURA/TANROAD should consider that.</p> <p>Women are dominant group in these community</p>	<p>The note of advice is welcomed and consultations with the Vulnerable Groups on sub-projects under their areas will be culturally appropriate as required by the VGPF. Each community will be consulted in line with their cultural requirements and taking cognizance of their traditional way of life.</p> <p>Advice has been taken and during engagement with the VGs, the PIU (TARURA/ TANROADS) will appreciate the point that women are dominant and also follow the recommendations from the communities on the approach to consultations and working with all gender.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
8	<p>Lawyers Environmental Action Teams;(LEAT)</p> <p><i>Is a leading environmental management and protection organisation in Tanzania .LEAT envisages Tanzania with a sustainable and well managed environment and natural resources for the current and future generations</i></p>	<p>TARURA&TANROAD has to ensure they don't destruct their culture, preservation of their identity, norms and believes</p>	<p>TARURA/TANROADS will ensure preservation of their culture and norms</p>
		<p>Barbeig and Maasai have lost a very large part of land for the development initiatives.</p>	<p>Compensation for land loss in RISE sub-projects will be done as per the provisions in the RISE Program's RPF and in-line with agreed principles during negotiations with the VGs. This is in the uneventful occurrence of land take.</p>
		<p>There is the possibility for diseases outbreak as they don't have cure in their bodies like any other person</p>	<p>The point is well taken and adequate measures to minimize and mitigate on the risks of transmission communicable diseases will be integrated in sub-project design. In each sub-project, ESIA's and ESMPs will be prepared following the RISE programs ESMF, Tanzania EMA 2004 and World Banks Environmental and Social Framework ESS 4 which</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
			<p>covers Community Health and Safety.</p> <p>The project is also expected to have low labour influx which will minimize these risks.</p>
9	<p>Tanzania Grass Roots Oriented Development (TAGRODE) It facilitates small scale male and female farmers in Tanzania to increase the quantity and quality of crops and livestock products through provision of improved techniques in sustainable agriculture</p>	<p>During implementation, the issue of child labour should be considered</p>	<p>Children under 18 years will not be allowed to work in road projects as discussed in the RISE Labour Management Procedures (LMP)</p>
10	<p>HAKI ARDHI</p> <p><i>The aim to generate and sustain a public debate and participation on issues of land tenure. Its mission is to</i></p>	<p>Awareness raising should be before road construction</p>	<p>In the preparation of all sub-projects and their designs, consultations will be held with VGs guided by the RISE ESMF, SEP and VGPF. The RISE also has a framework guiding consultations that</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
	<p><i>promote and ensure realisation of the rights to land of about eighty percent of the rural based communities who are mainly small land holders and producers. HAKI ARDHI aims to advance, promote and research the land rights of small peasants and pastoralists with a view to providing information and knowledge to facilitate equitable and socially just access to, and control over, land for production of food and other basic need</i></p>		<p>complements the above three. People Centered Approach to Road Development which aims to engage, include and protect rural communities. This approach entails working with communities continuously throughout the design process to achieve safer and inclusive roads.</p>
<p>Issues on compensation play as a major problem</p>		<p>Compensation for land loss in RISE sub-projects will be done as per the provisions in the RISE Program’s RPF and inline with agreed principles during negotiations with the VGs as guided by the VGPF.</p>	
<p>land use plan should be shared earlier to the community in order to avoid development in restricted areas</p>		<p>The point is well received and in conjunction with the responsible Ministry of Land, Housing and Human settlement, TARURA or TANROADS will share</p>	

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
			available information with the communities early to enable them have informed engagements.
11	<p>Women’s Legal Aid Centre (WLAC) <i>to promote access to justice and advocate for gender responsive policies for women and children. WLAC works to empower women to attain their rights and to improve vulnerable population’s access to justice across Tanzania. WLAC provides quality legal aid services to disadvantaged women and children through reconciliation, clients coaching, drafting legal documents and</i></p>	<p>Most of the land conflict cases to these group is because they are not aware of Laws and regulations</p> <p>The road users (drivers)they contribute to GBV practices</p> <p>The VGs are not aware of their rights</p> <p>There must be education on the crucial of road in their areas</p>	<p>TARURA/TANROAD will have awareness raising program to VG’s in collaboration with the NGO’s</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
	<i>representing clients to courts of law</i>	<p>Most of the VG communities don't know how to speak Swahili</p> <p>They don't have proper form to report grievances</p> <p>Engagement of women is strongly restricted to these communities</p>	<p>Executive Summary will be translated to Swahili, and in Local language once the Specific VG identified where subprojects will be implemented.</p> <p>VGPF grievances redress mechanism will be used to address concerns and grievances related to the project as shown in chapter 8. Effort will be made to ensure that the grievance redress process if culturally appropriate.</p> <p>Awareness program will cover and mobilization will be separately between men and women, also this will be addressed during RISE sub-project implementation through the use of "People Centered Rural Roads Designs Approach".</p> <p>Benefits will be culturally appropriate to all communities and will be determined</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
12	<p>Morogoro Paralegal Centre</p> <p><i>This is a non governmental organization striving to promote and protect human rights through advocacy and provision of legal aid services , conducting seminars, radio and TV programmes theatre performances, meetings, workshops, focus group discussions and other related activities .It serve the indigenous people in Morogoro.</i></p>	<p>These communities when they get educated on the importance of any development project they coup, accept and support.</p> <p>They need legal support to know their right</p>	<p>TARURA/TANROAD will work closely with the NGO's to support the VG's in information sharing and sensitization.</p>
13	<p>TANZANIA LAND ALLIANCE,</p> <p><i>This is a member-based organization representing the leading land rights civil society organisations in Tanzania. TALA plays a unique role</i></p>	<p>Changing the use of the land in one way or another will destruct these community.</p>	<p>The concern is well registered and necessary impact assessment studies will be conducted as guided by the RISE ESMF and mitigation measures where these risks are proven to occur will be recommended and implemented by the</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
	<p><i>in giving local communities and members a voice to policy makers. Tanzanians - especially communities and marginalised people - must have secure rights to their land</i></p>	<p>Stakeholders should be engaged during preparation of guiding policies and guideline</p>	<p>implementing agencies</p> <p>Stakeholders will be engaged in the entire process of project design and implementation.</p>
14'	<p>Mvomero Paralegal Centre</p> <p><i>MPC is an organization strive to serve legal and ensure equal right to all human being and awareness creation tool to all the marginalized group in Mvomero District in Morogoro Region (Maasai and Hadzabe)</i></p>	<p>Creating sense of ownership to these community will make the project sustainable</p> <p>Awareness on the use of road and signs (Maasai and Hadzabe)</p>	<p>The advice is highly welcomed and awareness creation has been considered in the RISE project design and will be guided by the RISE SEP. Each sub-project will also have a set of consultation meetings with the target beneficiary communities</p> <p>Considerations for road safety during construction and operations of the roads is integral part of the design process.</p>

S/N	ORGANIZATION	COMMENT /CONCERNS	RESPONSE
			<p>TARURA has adopted People Centered Approach to Road Development and Road Safety Audits which will be conducted on all sub-project roads to determined road safety risks. This will be conducted by TARURA engineers trained in road safety in conjunction with the community. This will form part of the draft designs which will be subject to additional consultations with the communities to verify if the agreed recommendations were included as practicable. Road safety awareness will also be conducted in Kiswahili and Local language under the traffic management plans to be developed by the contractor</p>

CONCLUSION AND RECOMMENDATIONS

The consultation with NGOs/CSOs was very successful by archiving the expected output of receiving and gathering information's, opinion and comment from the representative NGOs/CSOs dealing with VGs that will guide the implementation of RISE Program. The NGO/CSO's were pleased with the VGPF document and are comfortable with the issues discussed in the document. We expect during implementation of the RISE program that most of the communities (VG) will change their lives as far as poverty reduction is concerned. More emphasize was on the land ownership and compensation. TARURA/TANROADS will ensure neither of the VG are not affected by the project and in the case they are, compensation which is culturally appropriate will be provided. The VGPF will also be complemented with the projects ESMF, SEP and RPF which will guide impact assessment, mitigation measures planning and stakeholder consultations in the implementation of RISE program and its sub-projects.

Recommendations

1. Awareness raising program is very crucial to VG communities for them to understand the importance of road, the advantages they will incur from road in general and how they will maintain their roads. This will be done once specific sub-projects have been identified and VGPs are prepared in consultation with the VG communities;
2. Program should promote gender awareness among the VG communities for them to have an equal opportunities and chances in road project. This will be done taking cognizance of the cultural expectations of VG communities as outlined in the VGPF;
3. Engagement of the stakeholders (NGO/CSO's, VG's and Local Leaders) in all phases of the project under RISE program is crucial for the success of the implementation of the program.

ANNEX II: LIST OF STAKEHOLDERS CONSULTED



ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM
Stakeholders Consultation on Vulnerable Group Planning Framework

Attendance Register
 Date: 10 Feb 2020

S/N	NAME	DESIGNATION/ ORGANIZATION & WORKING STATION	EMAIL/PHONE NUMBER	SIGNATURE
1	Adonile Mumbani	PROVISED	011 2210101	[Signature]
2	ESAUKE EMBONGE	PROVISED	913311111	[Signature]
3	Grace Masary	PROVISED	091 3311111	[Signature]
4	Leah Richard	PROVISED	091 3311111	[Signature]
5	JAMES L. BAYANDA	WOMEN LEADER	091 3311111	[Signature]
6	GABRIEL R. NGOTI	AGRICULTURE	091 3311111	[Signature]
7	M. HANIB - FESINA	PROVISED	091 3311111	[Signature]
8	Paula Khatu	PROVISED	091 3311111	[Signature]
9	ABRAHAM J. SIMONDA	PROVISED	091 3311111	[Signature]
10	PROVISED	PROVISED	091 3311111	[Signature]



ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM
 Stakeholders Consultation on Vulnerable Group Planning Framework

Attendance Register
 Date: 11 Feb 2020

S/N	NAME	DESIGNATION/ ORGANIZATION & WORKING STATION	EMAIL/PHONE NUMBER	SIGNATURE
1	Muhadzaria Mubinda	Women's Legos AEC Centre (Poh)	0154 487649	
2	Subhananda A. N. Mohd	Group's Representative Kuala Lumpur	0165 394440	
3	Indoklin Manita	KAP	0153086385	
4	Jamal Jams	TALA	0187740302	
5	Nesir Shabir	TALO	0952874774	
6	Calvin Tomlin	Ministry	037292234	



ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM
 Stakeholders Workshop for Directorate of the Vulnerable Group Planning Framework

Workshop Attendance Register

Date: 21st January 2020

Venue: TABURA HQ

S/N	NAME	DESIGNATION/ ORGANIZATION & WORKING STATION	SALARY SCALE	EMPLOYEE NUMBER	SIGNATURE
1	Norma Kembo	Manager of Districts Roads and Soil for Roads (Nairobi)		Training Managers Profession 1257 6384 7250 16622	
2	Rhona Sibani	Executive Director Roads and Soil for Roads (Nairobi)		1257 6384 7250 16622	
3	William Mwangi Mwangi	Executive Director Roads and Soil for Roads (Nairobi)		1257 6384 7250 16622	
4	Alphons Kemai	Executive Director Roads and Soil for Roads (Nairobi)		1257 6384 7250 16622	
5	Daniel Mwangi	Executive Director Roads and Soil for Roads (Nairobi)		1257 6384 7250 16622	
6	Esther Juma	Executive Director Roads and Soil for Roads (Nairobi)		1257 6384 7250 16622	

ATTENNDENCE

DATE: 7th FEBRUARY, 2020

	NAME	POSITION	ORGANIZATION	ADDRESS	PHONE NUMBER	SIGN
1.	Chief Executive Officer	Chief Executive Officer	TAJHOTEL	10/10/101	011-26111111	[Signature]
2.	Director of Management System	Director of Management System	TAJHOTEL	10/10/101	011-26111111	[Signature]
3.						
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Endorsed by
 [Signature] 07/02/2020.

ANNEX III: LIST OF PARTICIPANTS FROM CONSULTATION ON RISE PROGRAM FRAMEWORKS CONDUCTED ON JANUARY 09, 2020



ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM
 Stakeholders Workshop for Disclosure of the Environmental and Social Frameworks

Workshop Attendance Register

Date: 09th January 2020

Venue: Dodoma Convention Centre

S/N	NAME	DESIGNATION	ORGANIZATION	Email/PHONE NUMBER	SIGNATURE
1					
2					
3					
04	John F. Ngweni	Assistant KR	TARURA	0780 695309	
05	Deborah S. Ndlovu	Ag. NEURD	TARURA	0789 549526	
6	Jacobs M. Nyatso	MP	TARURA	0712565274	
7	Sam. Eston Kiyanda	RTF	TARURA	0785 408303	
8	Emmanuel Nyagumbo	HRM	TARURA	0787-524660	
9	Mr. James Mhambire	RSC-Manager	TARURA	0766042100	
10	Frazer Nesimondo	Ag. HRM	Ministry of Agriculture	0750 200000	
11	ESTHER GOMBE	Chief Staff Development	Metabolic	075 2681110	
12	Esther Moyo	PS (TARURA)	TARURA	075785026	



ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM

Stakeholders Workshop for Disclosure of the Environmental and Social Frameworks

Workshop Attendance Register

Date: 09th January 2020

Venue: Doderna Convention Centre

S/N	NAME	DESIGNATION/ ORGANIZATION & WORKING STATION	SALARY SCALE	Email/PHONE NUMBER	SIGNATURE
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2	Eng. Abou R. R. R. R.	Director - T. P. R. R.	1332	011-4444444	[Signature]
3	Def. N. C. K. R. R.	Director - T. P. R. R.	1332	011-4444444	[Signature]
4	Dr. A. B. C. D. E. F.	Director - T. P. R. R.	1332	011-4444444	[Signature]
5	H. M. J. K. L. M. N.	Director - T. P. R. R.	1332	011-4444444	[Signature]
6	G. S. H. A. B. C. D.	Director - T. P. R. R.	1332	011-4444444	[Signature]
7					
8					
9					
10					
11					



ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM

Stakeholders Workshop for Disclosure of the Environmental and Social Frameworks

Workshop Attendance Registrar

Date: 09th January 2020

Venue: Dufuma Convention Centre

S/N	NAME	DESIGNATION/ ORGANIZATION & WORKING STATION	SALARY SCALE	Email/PHONE NUMBER	SIGNATURE
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ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM
 Stakeholders Workshop for Disclosure of the Environmental and Social Frameworks

Workshop Attendance Register

Date: 09th January 2020

Venue: Dodoma Convention Centre












S/N	NAME	DESIGNATION/ ORGANIZATION & WORKING STATION	SALARY SCALE	EMAIL/PHONE NUMBER	SIGNATURE
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ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM
Stakeholders Workshop for Disclosure of the Environmental and Social Frameworks

Workshop Attendance Register

Date: 09th January 2020

Venue: Dodoma Convention Centre

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3	ALLY A. KIMPELE	TRAINER - ENVIRONMENTAL TRAINING OF AM TECHNICIAN	TRAD	018596876	
4	DANIEL MALIWA	TRAINER-EC (ENVIRONMENTAL TECHNICIAN)	TRAD	0767839283	
5	EUSTON KIPKEM	TRAINER TECHNICIAN	TRAD	098290203	
6	JACKSON WIMBE	TRAINER	TRAD	06942-88236	
7	ASSELY MINSAGE	TRAINER HR	TRAD	0387-850535	
8	ANNA HIRANI	TRAINER HR	TRAD	077743342	
9	SHINA MUSA	TRAINER HR	TRAD	0777-207326	
10	HASSIM HIRI	TAKWA HR	TRAD	0385-988086	
11	AMNYA H. WILIMBE	TRAINER HR	---	098-381445	



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ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM
 Stakeholders Workshop for Disclosure of the Environmental and Social Frameworks

Workshop Attendance Register

Date: 09th January 2020

Venue: Dodama Convention Centre

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3	Anish Andrews	TRC		9846141111	
4	Geogor Thomas	TRC/Redo Das		9846141111	
5	Dampu Nataraj	LD - DSM		9846141111	
6	Foad Kalliyari	S-STRIPAR - DSM	Kadamba	07661721121	
7	Mohar E. Kambur	EO - PARURPA HEADQ		07661721121	
8	Imam Mubani	REC-DRIVER	TA SL	07661721121	
9	Ramesh Srinivas	EM-Inves Mubani	TA SL	9846141111 918 551411	
10	Eng. Ramesh Mubani	OSVA		9846141111 918 551411	
11	BEATRICE MUTHAIAH	TANURPA		9846141111	



ROADS TO INCLUSION AND SOCIOECONOMIC OPPORTUNITIES (RISE) PROGRAM

Stakeholders Workshop for Disclosure of the Environmental and Social Frameworks

Workshop Attendance Register

Date: 09th January 2020

Venue: Dodoma Convention Centre

S/N	NAME	DESIGNATION/ ORGANIZATION & WORKING STATION	SALARY SCALE	Email/ PHONE NUMBER	SIGNATURE
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*5	IBIDA ADAMS	TIC	--	0117-1222838	<i>[Signature]</i>
6	RESPOND KLEO	Eng. TRAINING - Dodoma	--		<i>[Signature]</i>
7	BIBIKISI KIMWEE	MANAGER HR		0157-344833	<i>[Signature]</i>
8	JAYO VINDI RUGO	ECORUS	-	0762242303	<i>[Signature]</i>
9	ALIJ THOMAS	ECU	-	0756492332	<i>[Signature]</i>
10	LAURENT KYRIMBO	MANAGER		0782441115	<i>[Signature]</i>
11	MWELI ABU BURU	MANAGER	765 #	0729-222116	<i>[Signature]</i>