

The United Republic of Tanzania
MINISTRY OF AGRICULTURE AND FOOD SECURITY



Participatory Agricultural Development and
Empowerment Project
(PADEP)

RESETTLEMENT POLICY FRAMEWORK

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A. INTRODUCTION

Tanzania is essentially an agricultural country. Over 80% of its population lives in rural areas and depends mostly on traditional agricultural and related activities. Agriculture contributes approximately 50% of GDP. The envisaged PADEP project seeks to increase productivity of smallholder farmers, to increase farm incomes, to reduce food insecurity, and to enhance management of soil fertility.

The PADEP project will benefit 840 villages in 28 participating districts (out of a total of 121 in mainland Tanzania, and additional areas in Zanzibar).

Specifically, it is planned that through the Community Investment Subprojects and Farmer Group Investment Subprojects of PADEP communities and farmer groups will request financing for sub-projects. Some of these sub projects may involve the construction of irrigation infrastructure, such as small dams, water retention ponds and other water management schemes, as well as those related to improved agricultural technology and marketing of inputs and output.

Tanzania's average population density is relatively low at about 32 people /km², and therefore population pressure on scarce land resources is not a major problem theoretically, but it is important in some localities, particularly semi-arid areas. Nonetheless, efforts should be made in the design and screening stages of the sub projects to avoid negative impacts on people, land, and property, including people's access to natural and other economic resources, as far as possible.

The necessity for land acquisition, compensation and resettlement of people may arise for certain categories of sub projects. When that occurs, the World Bank Operational Policy, OP 4.12 on Involuntary Resettlement and the Government of Tanzania's relevant policies and acts especially Land Acquisition Act of 1967 will be triggered.

The preparation of a Resettlement Plan is not required at this stage since the sub projects, to be created on a demand driven basis have not yet been defined. Resettlement plans, when required, will be specific to particular sub-projects.

Notwithstanding, in line with the Bank's Involuntary Resettlement Policy OP 4.12, the Government of Tanzania is required to prepare a resettlement policy framework to be disclosed before appraisal. The resettlement framework establishes the resettlement and compensation principles, organizational arrangements and design criteria to be applied to the sub-projects that will be prepared during project implementation in compliance with the laws of Tanzania and the Bank's safeguards policy on involuntary resettlement.

The subproject resettlement/compensation plans will be subsequently prepared consistent with this policy framework and will be submitted to the Bank for approval after specific planning information becomes available. All efforts will be deployed to minimize the need for resettlement in the project design stage.

According to World Bank Operation Policy 4.12 on involuntary resettlement this resettlement policy framework will cover the following:

- Policy principles and objectives governing resettlement preparation and implementation

- A description of the process for preparing and approving resettlement plans
- Land acquisition and likely categories of impact.
- Eligibility criteria for defining various categories of project affected persons
- A Legal framework comparing the borrower laws and regulations and Bank policy requirements and measures proposed to bridge any gaps between them
- Methods of valuing affected assets
- Organizational procedures for delivery of entitlements, including, for projects involving private sector intermediaries, the responsibilities of the financial intermediary, the government, and the private developer
- A description of the implementation process, linking resettlement implementation to civil works
- Description of grievance redress mechanisms
- A description of mechanisms for consultations with, and participation of, displaced persons in planning, implementation, and monitoring
- Arrangements for monitoring by the implementing agency and, if required, by independent monitors.

B. POLICY PRINCIPLES AND OBJECTIVES GOVERNING RESETTLEMENT PREPARATION AND IMPLEMENTATION

The impacts due to involuntary resettlement from development projects, may give rise to economic, social and environmental risks resulting in production systems being dismantled, people facing impoverishment when their productive assets or income sources are lost, people being relocated to environments where their productive skills may be less applicable and the competition for resources increases; community institutions and social networks being weakened; kin groups being dispersed; and cultural identity, traditional authority, and the potential for mutual help being diminished or lost. The resettlement policy may be triggered because the project activity causes land acquisition, namely: a physical piece of land is needed and people may be affected because they are cultivating that land, they may have buildings on the land, they will use the land for watering and grazing of animals or they may otherwise access the land economically, spiritually or in any other way which may not be possible during and after the project is implemented. Therefore people will appropriately be compensated for their loss (of land, property or access) either in kind or in cash, of which the former is preferred. The Land Act No.4 and Village Land Act No.5 of 1999 have set clear procedures for full, fair and prompt compensation while acquiring land from citizens,. These procedures should be adhered to, especially the Land (assessment of the value of compensation) Regulations – made under S.179 of Land Act No. 4 of 1999. GN 78 published on 4/5/2001.

Therefore, the objectives of this policy are the following:

- i) Involuntary resettlement and land acquisition should be avoided where feasible, or minimized, exploring all viable alternative sub projects design.
- ii) Where involuntary resettlement and land acquisition is unavoidable, resettlement and compensation activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to give the persons displaced by the project the opportunity to share in project benefits. Displaced and compensated persons should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs.
- iii) Displaced and compensated persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.

Here, the affected people, according to the Bank policy, refer to people who are directly affected socially and economically by the Bank assisted investment projects, caused by:

- (a) the involuntary taking of land and other assets resulting in :
 - (i) relocation or loss of shelter;
 - (ii) loss of assets or access to assets;
 - (iii) loss of income sources or means of livelihood, whether or not the affected persons must move to another location;

or

- (b) the involuntary restriction of access to legally designated parks and protected areas results in adverse impacts on the livelihood of the displaced persons.

The resettlement policy applies to all components under the project, whether or not they are directly funded in whole or in part by the Bank.

The policy applies to all displaced persons regardless of the total number affected, the severity of impact and whether or not they have legal title to land. Particular attention should be paid to the needs of vulnerable groups among those displaced; especially those below the poverty line, the landless, the elderly, women and children, indigenous groups and ethnic minorities or other displaced persons who may not be protected through Tanzania land compensation legislation.

In particular for PADEP, the policy requires that resettlement plans be developed for sub projects that entail acquisition of land and for which displacement or restriction of access may result. Determination of which sub-projects require resettlement plans will be made during the PRA process leading to the decision to formulate a proposal for a sub-project. Sub-projects that entail acquisition of land and for which displacement or restriction of access may result will require resettlement plans; others will not. Implementation of the sub-projects requiring resettlement plans cannot commence before necessary measures for resettlement and compensation are in place according to steps identified in the resettlement plan. These measures will include provision for compensation and other assistance required for relocation, prior to displacement, and preparation and provision of resettlement sites with adequate facilities, where required. In

particular, the taking of land and related assets may take place only after compensation has been paid and, where applicable, resettlement sites, new homes, related infrastructure, public services and moving allowances have been provided to displaced persons. For sub projects requiring relocation or loss of shelter, the policy further requires that measures to assist the displaced persons be implemented in accordance with the sub project's resettlement plan of action.

The policy aims to have the affected persons perceive the process and any compensation to be full, fair and prompt.

C. DESCRIPTION OF THE PROCESS FOR PREPARING AND APPROVING RESETTLEMENT PLANS.

To address the impacts under this policy, sub projects resettlement plans must include measures to ensure that the displaced persons are;

- a) informed about their options and rights pertaining to resettlement
- b) consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives
- c) and provided prompt and effective compensation at full replacement cost for losses of assets and access attributable to the sub project.

Before implementation of the subproject, three interrelated documents will have to be prepared, namely,

- a) A socio-economic study (this study will include determination of impacts)
- b) Resettlement plan
- c) A valuation report of land and landed properties of the site

The purpose of the socio-economic study is to collect base line data within the project targeted areas thereby enabling the social assessment of potentially affected populations/communities. Under this study a comprehensive census would be carried out to identify potentially affected people on the individual and household levels, vulnerable groups (women, children, the elderly, female headed households, etc.). The social assessment would focus on identification of stakeholders (demographic data), the participation process, identification of affected people and impact on their property and their production systems, the institutional analysis and the system for monitoring and evaluation. Detailed calculation of household economies and identification of all impacts will be necessary in the social assessment and be the determinant in the potential compensation process.

The components of the sub project resettlement/compensation plan will be:

- Description of the Sub project
- Potential Impacts
- Sub project Objectives
- Relevant findings of the socio-economic study
- Legal framework
- Institutional framework
- Eligibility
- Valuation of and compensation of losses
- Resettlement measures
- Site selection, site preparation, and relocation
- Housing, infrastructure and social services
- Environmental protection and management
- Community participation
- Integration with host populations
- Grievance procedures
- Organizational responsibilities
- Implementation schedule
- Costs and budget
- Monitoring and evaluation

The local communities who are to be assisted by PADEP, will be advised during the subproject identification/preparation stage whether or not the resettlement policy will be triggered. At that stage the local community may decide to drop the sub project on that basis. If they chose to continue with the sub project, however, then they will be advised to prepare a resettlement plan, and will be assisted to do so. The resettlement plan will then be forwarded for screening and approval through the District Council in compliance with the project institutional administrative arrangements.

The Ministry responsible for Agriculture and Food Security will have representatives to provide the necessary technical support required at this level.

Sub projects requiring resettlement plans that are approved at the district level will be subject to final screening by the PADEP Project Coordination Unit. The EA and resettlement plans would also be reviewed and approved by the Bank to ensure compliance with Bank Safeguards, thereby

ensuring that before the sub project is approved for funding by the Bank, the resettlement plans are consistent with this framework policy.

Therefore, each sub project that is proposed to be included would be screened and classified according to its environmental and social impact. The screening and classification process should follow certain criteria already established and the mitigation measures that will be proposed vis a vis environmental and social issues should be in compliance with all Government of Tanzania environmental policies and World Bank Safeguard policies. Certain activities will not be funded by the project, including those likely to trigger selected safeguards for e.g. disputed areas, cultural property, indigenous peoples and natural habitats.

The DMT will screen the proposed sub projects that it receives from the beneficiaries.

The Screening Process

The screening process would take the form of:

General sub project sub sector classification:

- a. Dam construction
- b. Expand irrigated areas
- c. Expanded land areas or consolidation in order to make more rational use of land

Agro-ecological zonal location of Sub project

- Coastal zone
- Semi-arid zone
- Highland zone
- Mountainous zones

- 1.) Classifying the sub projects by activity into the following categories;

Identification of the type of sub-project, and determination of whether the sub-project will entail repair/ rehabilitation or new construction. In general sub-projects that repair and/or rehabilitate existing infrastructure will not trigger the resettlement policy. Those that entail new construction are more likely to trigger the policy if the activity involves acquisition of land and if displacement or restriction of access may result. Types of activity might require resettlement plans include the following, *inter alia*; e.g.,

- i) Dam construction
- ii) Expanded irrigated areas
- iii) Expansion or consolidation of land areas to improve use

- 2.) Identifying and evaluating potential impacts for each proposed sub project according to whether land is acquired and whether displacement or loss of access may result.
- 3.) Triggering of the resettlement policy will be one criterion by which sub projects can be rejected.

- 4.) Alternatively, triggering of the resettlement policy would require further a preliminary determination of whether the sub project should be proposed or not, based on an assessment of the intensity of the impact and on the mitigation measures that would need to be developed and proposed. The communities and/or farmer groups may then determine whether or not to proceed to present the proposal to the DMT even where extensive/cumbersome mitigation measures are deemed necessary in the sub project.

Determining the need for land acquisition and, if so, whether it is necessary to obtain legal title to the land. Under the right-of-occupancy land tenure system, legal title as expressed in a property deed is not always necessary.

- 5.) Use of the Socio Economic Studies to identify affected people on the household level and vulnerable groups in the sub project impact area(s) and to calculate household economies.
- 6.) Using the environmental assessments
- 7.) Ensuring that land required/acquired is **not**, (i) in disputed areas, (ii) cultural property, (iii) negatively affecting indigenous peoples and (iv) is not in natural habitats. This is a pre-condition for approval.

The above screening process should be used by the local communities assisted by technical personnel in the district in the preparation of their sub projects to enhance likelihood approval. At the level of the DMT, project proposals will be reviewed according to the same criteria. The DMT would also review the sub project Environmental Assessment (EA) reports.

Furthermore, the DMT should as a guideline consider the cumulative factor and not approve sub projects that have individual high impact intensity. For example, where land acquisition is required to such an extent that it would require more than 20% of a community's or individual household's total land under cultivation or when the mitigation measures are so cumbersome that their efficacy cannot be ensured or they cost more than 20% of the investment budget, district authorities should in general reject such proposals.

Before a decision to approve a sub project requiring a resettlement plan is taken, the DMT will need to approve the resettlement plan of the sub project together with the overall environmental and social screening process that has been applied for each sub project and to also approve or disapprove of the proposed mitigation measures, if any.

With respect to PADEP in Tanzania the following is a sample of possible sub projects that may be proposed by the communities and/or farmer groups that would trigger the involuntary resettlement policy with probable environmental and social impact;

Sub project	Impact	OP 4.12
Construction of Dams for Irrigation and water supply	Land acquisition, lack of access, loss of shelter. Risk of flooding.	Yes
Expansion of areas under irrigation	-as above	-as above

Expansion of area or consolidation of parcels for improved agricultural production	-as above	-as above
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The sub projects are expected to be small in scale. The cumulative effect of hundreds of sub projects, however, may be significant and a review must be made at a level higher than the community level on the possible cumulative impact of the sub projects. If the impact is significant, individual mitigation measures per sub project should be assessed to determine their adequacy relative to the cumulative impact. When the cumulative impact of sub projects is being considered at the local, regional and/or national levels, additional mitigation measures may be deemed necessary. These would have to be integrated into the resettlement plans of sub projects and the monitoring and evaluation plan of the project.

Capacity will be built at the community levels by providing technical assistance to allow communities to screen their sub-project ideas for environmental and social concerns. This training will also include the capacity to develop mitigation measures to meet environmental and social impacts and to prepare implementation of such measures. Capacity will also be built at the decentralized (departmental) levels of the district authorities as well as at national level of the Ministry of Agriculture and Food Security to assist them effectively to carry out their role at both the district levels and at the central levels. District Facilities Teams that are required to work with local communities should be targeted for training to enhance their skills and to produce more of them. This would build capacity at the local level, which is crucial for the success of this project.

Communities and/or farmer groups may use the templates below during the PRA process to determine whether or not proposed sub-projects will entail acquisition of land, and if so, who may be among the affected people.

**PARTICIPATORY AGRICULTURAL DEVELOPMENT AND EMPOWERMENT
PROJECT
SUBPROJECT LAND REQUIREMENT AND ACQUISITION FORMS**

(a); Existing land resources

1. Name of Village:.....
Postal Address: P. O. Box.....DistrictRegion
.....

2. Current land tenure/ownership in the village Ha.
- Individual land.....
 - Household land
 - Community land, e.g. belonging to religious organizations,
 - CBOs, other (specify)
 - Village land (under Village Government)
 - Government land (under Central Government)

TOTAL LAND RESOURCES

3. Subproject land requirement.....

4. Agreement to meet subproject land requirement, as per Village Government
Meeting of (day/month/year) and confirmed by Village Assembly of (day/month/year)

**Sample form for agreement regarding identification of land needed
for a sub-project:**

	With compensation Ha	Without compensation Ha	Sub- total Ha
Wholly from village land			
Partly as follows:			
▪ From individual land			
▪ From household land			
▪ From community land			
▪ From village land			
▪ From government land			
Grand-total allocation			

Assessment of overall current land use

Tenure system	Current land use in ha.						Remarks
	Fallow	Cropped			Grazing/ pasture	Forest	
Individual land							
Household land							
Community land							
Village land							
Government land							
TOTAL							

Assessing current use of earmarked land

Tenure system	Current land use in ha.						Remarks
	Fallow	Cropped			Grazing/ pasture	Forest	
Individual land							
Household land							
Community land							
Village land							
Government land							
TOTAL							

Analyzing Subproject land allocation from individual land with corresponding compensation

	<u>Name of individual</u>	<u>With compensation Ha</u>	<u>Compensation rate /ha TShs.</u>	<u>Compensation per individual TShs.</u>
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
Total				

The first table above gives an overview of the land resources available in the village. The next table shows the current land use in overall terms while the next gives the current land use of that land which is earmarked for allocation to the development project. The last specifies the contribution of individuals to the land earmarked for the subproject, and the agreed compensation.

D. SUBPROJECTS IDENTIFIED CATEGORIES OF POTENTIAL IMPACTS

Generally, the subprojects, which are likely to be proposed by community, are individually not expected to generate major negative environmental impacts to the human and natural environment. However, their cumulative impacts could be significant. Again, based the types of possible projects to be funded by PADEP, potential negative social and environmental impacts are presented in the Table below, together with their mitigation measures.

Table 2.1: Potential negative impacts & mitigation measures by PADEP possible subproject types

Subproject type	Potential impacts	Mitigation measures
Watershed management for soil and water conservation	<ul style="list-style-type: none"> ▪ Land use conflicts, loss of land and property ▪ Illegal harvesting ▪ Encroachment ▪ Lost opportunities ▪ Infringement on property rights 	<ul style="list-style-type: none"> ▪ Awareness raising ▪ Participatory land use planning and management ▪ Application of the Resettlement Policy Framework (resettlement and compensation) ▪ By-laws and their effective enforcement ▪ Joint management programmes ▪ Provision of alternatives
Conservation tillage	<ul style="list-style-type: none"> ▪ Contamination of ground water table and river pollution ▪ Disturbance on ecological functioning of farming systems ▪ Loss of historical/cultural sites ▪ Reluctance to reduce plowing 	<ul style="list-style-type: none"> ▪ Soil conservation measures ▪ Fertilization management ▪ Proper residue management ▪ Awareness raising ▪ IPM ▪ Proper site selection
Efficient use of fertilizers	<ul style="list-style-type: none"> ▪ Health risks ▪ Salinization ▪ Surface & groundwater contamination/pollution ▪ Dust ▪ Air pollution ▪ Promoting weed growth 	<ul style="list-style-type: none"> ▪ Conduct training of safe use ▪ Use of high grade fertilizers ▪ Salinity monitoring ▪ Integrated soil fertility management ▪ Provision of protective gear ▪ Bringing the moisture content to 7-8 percent ▪ Biodiversity assessment and monitoring
Fuel efficient technology	<ul style="list-style-type: none"> ▪ Ground water pollution ▪ Ammonia losses ▪ Effect on vegetables and fodder 	<ul style="list-style-type: none"> ▪ Control surpluses of slurry ▪ Cover the soil ▪ Locate far from residential settings ▪ Different design concepts

Increasing productivity through use of organic manure in combination with mineral fertilizers, bio-fertilizers	<ul style="list-style-type: none"> ▪ Salinization of soils ▪ Contamination of surface and groundwater ▪ Loss of plant species 	<ul style="list-style-type: none"> ▪ Awareness and training ▪ Promote high value crops ▪ Use of high grade fertilizers ▪
Integrated plant nutrition techniques/strategies (PNS)	<ul style="list-style-type: none"> ▪ Salinization of soils ▪ Pollution of surface and groundwater ▪ Loss of some plant ▪ Health risks 	<ul style="list-style-type: none"> ▪ Awareness and training ▪ Salinity monitoring ▪ Integrated soil fertility management ▪ Promoting weed growth
Integrated pest management (IPM)	<ul style="list-style-type: none"> ▪ Soil contamination ▪ Water resources pollution ▪ Loss of animal and plant species 	<ul style="list-style-type: none"> ▪ Awareness and training ▪ High value crops ▪ Conduct biodiversity assessment and monitoring
Increased use of labour saving technologies	<ul style="list-style-type: none"> ▪ Loss of soil fertility ▪ Loss of water sources ▪ Loss of plant and animal species ▪ Potential land conflicts 	<ul style="list-style-type: none"> ▪ Employ farm management principles ▪ Use of appropriate technology ▪ Awareness raising ▪ Participatory land-use planning ▪ Gender awareness in selection of technology
Use of rainwater harvesting techniques	<ul style="list-style-type: none"> ▪ Contamination of stored water ▪ Siltation due to erosion ▪ Potential floods during heavy rains ▪ Water and land use conflicts ▪ Land degradation at livestock watering points 	<ul style="list-style-type: none"> ▪ Awareness & training on safe handling and storage ▪ Disinfections ▪ By-laws and their effective enforcement ▪ Provision of safe watering points/structures for livestock ▪ Participatory planning
Improvement of traditional irrigation schemes	<ul style="list-style-type: none"> ▪ Land and water use conflicts ▪ Loss of land and property ▪ Water-borne diseases ▪ Secondary water uses (domestic, 	<ul style="list-style-type: none"> ▪ Awareness & training ▪ Participatory land and water use planning & management, e.g. WUAs ▪ Application of the Resettlement Policy Framework (resettlement and compensation). ▪ By-laws and enforcement ▪ Provide for domestic and livestock

	<p>livestock)</p> <ul style="list-style-type: none"> ▪ Infringement on access and movement for humans and livestock ▪ Water logging ▪ Poor water quality esp. for downstream users 	<p>water supply</p> <ul style="list-style-type: none"> ▪ Include access crossings at convenient locations for people and livestock ▪ Provide for drainage of tail waters
Improvement in livestock production	<ul style="list-style-type: none"> ▪ Overgrazing ▪ Land degradation ▪ Health risks from use of acaricides in dips ▪ Gas emissions 	<ul style="list-style-type: none"> ▪ Awareness & training ▪ Observing land carrying capacity ▪ Combine with biogas technology
Production of non-traditional crops	<ul style="list-style-type: none"> ▪ Soil contamination ▪ Introduction of new pests ▪ Loss of habitats and species 	<ul style="list-style-type: none"> ▪ Quarantine ▪ Adherence to regulations ▪ Awareness & training ▪ Biodiversity assessment and monitoring
Supply of farm inputs	<ul style="list-style-type: none"> ▪ Wastes from packaging materials plastics, tins and cans ▪ Livestock and wildlife might consume the plastic materials ▪ Health risks from agro-chemicals 	<ul style="list-style-type: none"> ▪ Proper disposal of wastes ▪ Institute by-laws ▪ Awareness & training ▪ Provision of protective gear
Initial processing of agricultural and livestock products	<ul style="list-style-type: none"> ▪ Wastes from processing ▪ Contamination of products ▪ Vibrations ▪ Soil and liquid wastes from processing might affect plant and animal species 	<ul style="list-style-type: none"> ▪ Provide for proper waste disposal ▪ Ensure hygienic conditions ▪ Conduct biodiversity assessment and monitoring ▪ Provision of protective gears, health insurance, awareness raising ▪ Adherence to industrial health regulations
Improvement of crop produce marketing	<ul style="list-style-type: none"> ▪ Wastes at markets ▪ Contamination of products ▪ Soil contamination ▪ Poor sanitation 	<ul style="list-style-type: none"> ▪ Waste management strategies ▪ Design an appropriate sanitary land-fill ▪ Provide for water supply and sanitation facilities

E. ELIGIBILITY CRITERIA FOR DEFINING VARIOUS CATEGORIES OF AFFECTED PERSONS

At this stage it would not be possible to attempt to quantify the estimated likely number of people who may be affected since the sub projects have not been created.

However, the likely displaced persons can be categorized into three groups, namely;

- i) **Affected Individual** - An individual who suffers loss of assets or investments, land and property and/or access to natural and/or economical resources as a result of the sub- projects and to whom compensation is due. For example, an affected individual is a person who farms, or who has built a structure on land that is now required by a sub project for purposes other than farming or residence by the initial individuals.
- ii) **Affected Household** - A household is affected if one or more of its members is affected by project activities, either by loss of property, land, loss of access or otherwise affected in any way by project activities. This provides for:
 - a) any members in the households, men, women, children, dependent relatives and friends, tenants.
 - b) vulnerable individuals who may be too old or ill to farm along with the others
 - c) relatives who depend on one another for their daily existence.
 - d) any members in the households, men, women, children, dependent relatives and friends, tenants, and
 - e) Other vulnerable people who cannot participate for physical or cultural reasons in production, consumption, or co-residence.

Compensation will not be limited to people who live together in a co-resident group, since this might leave out people whose labor contributions are critical to the functioning of the “household”.

iii) **Affected local community** – A community is affected if project activities affect their socio-economic and/or social-cultural relationships or cohesion. For example project activities could lead into such improvement of socio-economic welfare that class-consciousness arises coupled with cultural erosion etc.

- iv) **Vulnerable Households** - vulnerable households may have different land needs from most households or needs unrelated to the amount of land available to them.:
 - a) **unmarried women**
 - b) **Non-farming**
 - c) **Elderly**
 - d) **The infirm or ill**
 - e) **Orphans**

Each category of vulnerable person or household must be compensated according to the nature of the economic loss suffered by loss of access to or use of the land acquired by the sub-project.

The Bank’s OP4.12 suggests the following three criteria for eligibility;

- a) Those who have formal legal rights to land (including customary and traditional rights recognized under the laws of Tanzania);
- b) Those who do not have formal legal rights to land but have a claim to such land or assets- provided that such claims are recognized under the laws of Tanzania or become recognized through a process identified in the resettlement plan.
- c) Those who have no recognizable legal right or claim to the land they are occupying.

Those covered under a) and b) above are to be provided compensation for the land they lose, and other assistance in accordance with the policy. Persons covered under c) above are to be provided with resettlement assistance in lieu of compensation for the land they occupy, and other assistance, as necessary, to achieve the objectives set out in this policy, if they occupy the project area prior to a cut-off date established by the Government of Tanzania and acceptable to the Bank. Persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance. All persons included in a), b) or c) above are to be provided with compensation for loss of assets other than land.

Therefore, it is clear that all affected persons irrespective of their status or whether they have formal titles, legal rights or not, are eligible for some kind of assistance if they occupied the land before the entitlement cut-off date. The entitlement cut-off date refers to the time when the assessment of persons and their property in the project area is carried out, i.e. the time when the project area has been identified and when the socio-economic study is taking place. Thereafter, no new cases of affected people will be considered. Persons who encroach the area after the socio-economic survey (census and valuation) are not eligible for compensation or any form of resettlement assistance.

Eligibility for Community Compensation

Local Communities (villages, cantons wards; divisions etc) permanently losing land and/or access to assets on under customary rights will be eligible for compensation.

F. A LEGAL FRAMEWORK COMPARING THE BORROWER LAWS AND REGULATIONS WITH THE BANK POLICY REQUIREMENTS AND MEASURES PROPOSED TO BRIDGE ANY GAPS BETWEEN THEM.

LAND TENURE AND OWNERSHIP

Land in Tanzania is owned by the state, and ownership is vested with the President. It is categorized as follows: general/public land on which socio-economic activities are permitted; reserved/restricted lands for national parks; protected areas; and forest/wildlife reserves. About 25% of Tanzania falls into the category of reserved/ restrictive. By international standards this is a high proportion of land under restriction.. Only about 20% of potentially arable land is actually cultivated.

Communities and individuals are not permitted to use reserved or restricted land for economic activities. Land is so designated by order of the President or the Minister charged with conservation of natural resources.

Tenure rights to land in the first category can be held by individuals and by communities. Village communities are allowed to hold land and to manage it, although they do not formally own the land. Holdings of individuals can be as follows:-

- By leasehold right of occupancy for varying periods; e.g. for 33,66,99 years
- By customary lands i.e. in usufruct in perpetuity.

Tenure rights are defined by the Land Act and the Village Act. The Land Act No. 5 of 1999 provides for village land to be administered and managed by the local communities. Land that is not village land can be allocated by the state to users under specified tenure regimes. In addition, Participatory Land Use Planning and Management (PLUM) is explicitly recognized in the Land Policy of 1995. The adjudication function on village lands is assigned to the village government. Taxation is the prerogative of local authorities. Villagers hold rights of occupancy and use for an indefinite (i.e., unlimited) period. Village lands do not have to be titled for rights of users and occupants to be recognized, and are not subject to rental payments. Security of tenure is not a major issue at the village level.

In accordance with provisions of the Tanzanian legal framework, a process for preparing and approving resettlement plans should be based on PLUM (with technical assistance of relevant district functional officers). The Village government should therefore be able to:

- Review the proposal to prepare a resettlement plan
- Discuss the proposal in its village organs
- Prepare and agree on proposals of the resettlement plan
- Approve the resettlement plan subject national legislations esp. Land Act no. 4 of 1999 and Land Acquisition Act of 1967.

Land Tenure for Sub Projects

Village government has administrative control over the village land and acts as a liaison between the government and the inhabitants of the village. Within villages, use of land is controlled by various committees of village government.

At present, local communities are operating on their own land. However, if their sub projects require more land, extension of their existing land or new land, they would have to acquire the land through the village government.

G. METHODS OF VALUING AFFECTED ASSETS

The valuation of affected assets will be carried out by estimation of the market value, when it is known, and/or by estimation of the replacement cost. Graves are valued separately – under the Graveyard Removal Act of 1968..

Valuations methods for affected land and assets would depend on the type of asset. The land asset types identified under Tanzania law in this policy framework are;

- i) State Land not within the jurisdiction of a village
- ii) Village Land, including customary rights of villagers

State owned land would be allocated free (perhaps except for surveying and registration fees), and the sub project would be expected to pay to acquire land in this category in cases where the state-owned land is being used by individual farmers. This is because, although state owned, the land may be used by individuals and/or household farmers. The guiding principle is that whoever was using the land to be acquired by the sub project, would be provided other land of equal size and quality.

Assets held under customary rights on state owned land would have to be valued according to the following method and compensation paid for.

The sub projects would value and duly compensate for assets and investments, including land, crops, buildings, and other improvements, according to the provisions of the resettlement plan. Compensation rates would be market rates as of the date and time that the replacement is to be provided. The current prices for cash crops would have to be determined. Compensation would be based on valuation at or before the entitlement cut off date in compliance with this policy. Homestead sites such as bush are community property. Only structures on the site belong to individuals. The permanent loss of any homestead site will be covered by community compensation which will be in-kind only.

Compensation for Land

Compensation is intended to provide a farmer whose land is acquired and used for sub project purposes with compensation for land, labor, and crop loss. For this reason, and for transparency, land is defined as an area:

- In cultivation
- Being prepared for cultivation, or
- Cultivated during the last agricultural season

This definition recognizes that the biggest investment a farmer makes in producing a crop is his or her labor. A farmer works in his/her land ,most of the months of the year. The major input for producing a crop is not seed or fertilizer, but the significant labor put into the land each year by the farmer. As a result, when land acquired has a standing crop, the farmer will be compensated in full for the expected market value of the crop. This compensation will cover loss of investment of labor and purchased inputs for the production year in question.

FORMS OF COMPENSATION	
Cash Payments	Compensation will be calculated and paid in the national currency. Rates will be based on the market value of land when known, or estimated when not known, plus compensation for the value of standing crops.
In-Kind Compensation	Compensation may include items such as land, houses, other buildings, building materials, seedlings, agricultural inputs and financial credits for equipment.
Assistance	Assistance may include moving allowance, transportation and labor

Because land market transactions are not recorded in Tanzania, market values may not be observable, and will have to be imputed through simple estimation of discounted loss of the stream of future income derived from land. As an approximate rule in a country with ample land and labor-intensive agriculture, the contribution of land can be imputed as about 25% of the gross market value of output. The present value of this future income stream in perpetuity, when discounted back to the present at a discount rate of 12% amounts to approximately twice the average annual value of output. Therefore a person who gives up a parcel of agricultural land for use by a sub-project could be adequately compensated in cash in the amount of twice the average value of gross annual output (plus the additional value of the standing crop, if any). Compensation in kind would take the form of provision of an alternative parcel of equal size and quality. If cash compensation is used, financial institutions should encourage the use of their facilities to reduce likelihood of loss or theft when beneficiaries are compensated in cash. Each recipient in consultation with the project implementation unit will decide upon the time and place for in-kind compensation payments.

A subproject that interferes with pastoralists or grazing land will not be approved for financing by the Project unless the affected people have been offered alternative land as compensation in kind and acceptable to the affected people.

Compensation for buildings and Structures.

Compensation will be paid by replacing structures such as huts, houses, farm outbuildings, latrines, and fences on alternative land provided as in-kind compensation. Cash compensation would be available as a preferred option for structures (i.e. extra buildings) lost, that are not the main house or house in which someone is living. The going market prices for construction materials will be determined. Alternatively, compensation will be paid in-kind for the replacement cost without depreciation of the structure.

Compensation will be made for structures that are:

- Abandoned because of relocation or resettlement of an individual or household, or
- Directly damaged by construction activities.

Replacement values will be based on:

- Related structures and support services
- Average replacement costs of different types of homestead buildings and structures based on collection of information on the numbers and types of materials used to construct different types of structures (e.g. bricks, rafters, bundles of straw, doors etc.),
- Prices of these items collected in different local markets,
- Costs for transportation and delivery of these items to acquired/ replacement land or building site,
- Estimates of construction of new buildings including labor required.

Compensation for Sacred Sites

The use of sacred sites, ritual sites, tombs and cemeteries is not permitted under this project.

Compensation for vegetable gardens and beehives.

These are planted primarily for use within the household. Until a replacement garden starts to bear, the family losing gardens or beehives will have to purchase vegetables and honey in the market. The replacement costs therefore, will be calculated based on the local market rates for these products at the time.

Beehives are placed in various locations in the bush by some individuals that specialize in honey gathering. If such hives would be disturbed by the sub project activities, or access to the hives denied, beekeepers can move them, and the bees will adapt to the new locations. Activities of beekeepers would be valued and duly compensated based on value of one season's production costs of honey for each hive that is moved and any reasonable costs associated with moving the hive.

Large fruit and crop trees

Large fruit/trees e.g. mangoes and coconut important as a source of:

- Subsistence food for families
- Petty market income in some areas, and
- Shade

Given their significance to the local subsistence economy, which this project intends to enhance, mango and coconut trees will be compensated on a combined replacement/market value. Mango and coconut trees used for commercial purposes will be compensated at market value based on historical production records. If households chose to resettle, they will be compensated for the labor invested in the trees they leave behind. The compensation rate will be based on information obtained from the socio-economic study. From this study, a compensation schedule for trees can be developed incorporating the following goals:

- Replace subsistence mango and coconut production yields as quickly as possible.
- Provide subsistence farmers with trees to extend the number of months of the year during which fruit is produced and can be harvested as a supplemental source of food for their families during their "hungry season".
- Provide farmers with the opportunity to derive additional production income from trees bearing more valuable fruits at off-season periods.
- Provide cash payments to farmers to replace pre-subproject income derived from the sale of excess production until replacement trees produce the equivalent (or more) in projected cash income.

It should be pointed out the Valuation Division in the Ministry of Lands and Human Settlements Development has developed crop compensation rates. These rates are to be reviewed every year. Compensation assessment must be approved by Chief Government Valuer. Displaced people have to be issued with land form 59 and 70 which allows them to indicate what they expect to be compensated.

The compensation schedule is based on providing a combination of new grafted and local trees to farmers, as well as cash payments to offset lost yearly income.

Proposed Schedule for Mango and Coconut Trees Cut Down			
Type/Age of Tree	Est. Years	In-kind replacement for Local Mangoes	
Sapling Trees planted after sub project cut-off date in area will not be eligible for compensation	0-1	Deliver to Farmer: <ul style="list-style-type: none"> Choice of two mango trees (local and/or improved grafted) Supplies: fencing to protect Tree, a bucket for watering, and a spade. 	
Sapling/Young Tree First minor production 12-50 fruits occurs about age 4-5	1-6	Deliver to farmer: <ul style="list-style-type: none"> Choice of two mango trees (local and/or improved grafted) Supplies: fencing to protect Tree, a bucket for watering, and a spade 	
Mango Trees Fruit Producing	6-30+	Deliver to farmer: <ul style="list-style-type: none"> Choice of two mango trees (local and/or improved grafted) Supplies: fencing to protect Tree, a bucket for watering, and a spade 	
Mature Trees – Low or Non- Fruit Producing	30+	Same as for mature trees above	

No compensation will be paid for minor pruning of trees. Compensation for removal of limbs will be prorated on the basis of the number of square metres of surface area removed. The total surface area of the tree will be calculated using the following formula: $(\frac{1}{2} \text{ diameter of canopy})^2 \times 3.14$.

Other domestic fruit and shade trees.

These trees have recognized local market values. Depending upon the species and age. Individual compensation for wild trees “owned” by individuals, who are located in lands as defined in this policy, will be paid. Note that wild, productive trees belong to the community when they occur in the true bush as opposed to a fallow land. These trees will be compensated under the umbrella of the village or community compensation.

Examples include: avocado, bananas, lemon, guava, lime, oranges, grapefruits, papaya, tamarind etc.

INDIVIDUAL COMPENSATION		
Sub-Category	Unit	Compensation Value (TSHS)

Foodstuffs & others		
Domestic Fruit Trees		
Avocado	Non-productive productive	13,000
Banana	Non-productive productive	11,000
Lemon	Non-productive productive	5,000
Guava	Non-productive Productive	6000
Lime	Non-productive Productive	5,000
Orange	Non-productive Productive	14,000
Grapefruit	Non-productive Productive	2,000
Papaya	Non-productive productive	4,000
Shade Trees		
	Young	2,000
	adult	5,000
Individual Owned Wild Productive Trees		
Tamarind	Non-productive productive	13,000
Crops		
Maize	Yield/ha 1,200	110,000
Rice	Yield/ha 1,000	180,000
Beans	Yield/ha 500	87,000
Vegetables		
Tomatoes	Yield/ha 8,300	220,000
Water melon	Yield/ha 8,300	860,000
Lettuce	Yield/ha 3,500	305,000
Cauliflower	Yield/ha 5,000	275,000
Carrot	Yield/ha 10,000	880,000

H. ORGANIZATIONAL PROCEDURES FOR DELIVERY OF ENTITLEMENTS, INCLUDING, FOR PROJECTS INVOLVING PRIVATE SECTOR INTERMEDIARIES, THE RESPONSIBILITIES OF THE FINANCIAL INTERMEDIARY, THE GOVERNMENT, AND THE PRIVATE DEVELOPER.

Compensation (and resettlement) will be funded like any other activity eligible under the projects' administrative and financial management rules and manuals. Payments will be included

in the costing of the project, and finances for the payments will be made available to the communities and/or farmer groups through the usual flow of funds. For sub-projects involving payment of compensation, monitoring activities will include confirmation that payments were received by those entitled to them.

The compensation process will involve several steps and would be in accordance with the sub-project resettlement plans, significantly;

- **Public Participation:** Local communities would initiate assessment of the appropriateness of compensation at the concept stage of the sub project. Affected individual/households will be invited to become involved in design activities.
- **Notification** Affected individuals and households will be identified during the PRA process and notified. The user will be informed through both a formal notification in writing and, as many as people are illiterate, by verbal notification delivered in the presence of the village chief or his or her representative. In addition, the chairman, village chiefs committees individuals who control fishing areas, wild trees, or beehives will accompany the survey teams to identify sensitive areas.
- **Documentation** of Holdings and Assets – village officials and District Project Officer to arrange meetings with affected individuals and/or households to discuss the compensation process. For each individual or household affected, the District Project Officer completes a compensation dossier containing necessary personal information on, the affected party and those that s/he claims as household members, total land holdings, inventory of assets affected, and information for monitoring their future situation. This information is confirmed and witnessed by village officials; Dossiers will be kept current and will include documentation of lands surrendered. This is necessary because it is possible that an individual will surrender several parcels of land over time and will eventually become eligible for resettlement. All claims and assets will be documented in writing.
- **Agreement on Compensation and Preparation of Contracts** – All types of compensation are clearly explained to the individual or household. The District Project Officer (DPO) draws up a contract listing all property and land being surrendered, and the types of compensation (cash and/or in-kind) selected. A person selecting in-kind compensation has an order form, which is signed and witnessed. The compensation contract is read aloud in the presence of the affected party and the village Chairman and other village leaders prior to signing.
- **Compensation Payments** – All payments and transfers in kind will be made in the presence of the affected party and the village authorities.

Community Compensation Payments

Community compensation will be in-kind only for a community as a whole in the form of reconstruction of the facility to at least the same standard or better standard to that being built by local NGO's. Examples of community compensation include,

- School Building (public)
- Public Toilets
- Well or Pump
- Market Place
- Road
- Storage warehouse

I. A DESCRIPTION OF THE IMPLEMENTATION PROCESS, LINKING RESETTLEMENT IMPLEMENTATION TO CIVIL WORKS.

Before any project activity is implemented, people who are affected and have been determined to be entitled to compensation will need to be compensated in accordance to the policy and the resettlement policy framework. For sub projects involving land acquisition, it is further required that these measures include provision of compensation and of other assistance required for relocation, prior to displacement, and preparation and provision of resettlement sites with adequate facilities, where required. In particular, the taking of land and related assets may take place only after compensation has been paid and, where applicable, resettlement sites and moving allowances have been provided to displaced persons. For sub projects requiring relocation or loss of shelter, the policy further requires that measures to assist the displaced persons be implemented in accordance with the sub project's resettlement plan of action.

The measures to ensure compliance with this policy directive would be included in the resettlement plans that would be prepared for each sub project involving resettlement or compensation. The timing mechanism of these measures would ensure that no individual or affected household would be displaced due to civil works activity before compensation is paid and resettlement sites with adequate facilities are prepared and provided for to the individual or household affected. Once the resettlement plan is approved by the local and national authorities, the resettlement plan should be sent to the World Bank for review and approval.

J. A DESCRIPTION OF GRIEVANCE REDRESS MECHANISMS.

At the time the resettlement plan is approved and individual compensation contracts are signed, affected individuals would have been informed of the process for expressing dissatisfaction and to seek redress. The grievance procedure will be simple, administered as far as possible at the local level to facilitate access, flexible and open to various proofs taking into cognizance the fact most people are illiterate requiring a speedy, just and fair resolution of their grievances. Communities and/or farmer groups will in general be a party to the contract would not be the best organizations to receive, handle and rule on disputes. Therefore, taking these concerns into account, all grievances concerning non-fulfillment of contracts, levels of compensation, or seizure of assets without compensation should be addressed to the district authorities either in writing or in person.

In the local cultures it takes people time to decide that they are aggrieved and want to complain. Therefore, the grievance procedures will give people up to the end of the next full agricultural season after surrendering their assets to set forth their case.

All attempts would be made to settle grievances.

It is anticipated that the PRA process in land acquisition would avoid, or at least minimize complaints arising from the loss of land and resources as a result of implementing any subproject. However, should any complaint still arise, it addressed as follows:

- The Community or Farmer Group Subproject Committee would discuss the matter as the case may be.
- The outcome would be reported to the Village Government for records, if it is resolved or for further action if it were not resolved at the Subproject Committee level.

If the Village Council cannot settle the complaint, a special Village Assembly should be convened to make a final decision on the fate of the subproject. Individual and household compensation will be made in cash, in kind, and/or through assistance. The type of compensation will be an individual choice although efforts will be made to encourage in kind compensation if the loss amounts to more than 20% of the total loss of subsistence assets.

Depending on the nature and significance of grievances; PADEP's redressing mechanisms will incorporate interrelated approaches, which are based on the following two different legal institutional structures: -

- (a) central/local government legal- institutional structures: i.e. fully utilizing existing laid down legal institutional mechanisms e.g. the following: -
 - Local government acts and organizational structure
 - District council organizational structures i.e. including their laid down committees
 - Ward/ Village council organizational structures i.e. again including their laid down committees
- (b) PADEP institutional structure as stipulated Chapter 3 of the project Operational Manual: namely the following: -

Community- level: village as a whole or farmer group levels which will implement PADEP subprojects through Subproject Committees (SC) duly elected by village Community Assemblies and Farmer Group Assemblies.

Aggrieved parties can air grievances either through central/ local government organs i.e. through village on to wards, divisions, districts and up to central government organic or strictly through PADEP's institutional structure i.e. starting through farmers groups on to village/ community level, and their forward to District Project Officer, District Facilitation Team, District Executive Director, National Technical Steering Committee, ever as far as National Project Steering Committee.

K. A DESCRIPTION OF MECHANISMS FOR CONSULTATIONS WITH, AND PARTICIPATION OF, DISPLACED PERSONS IN PLANNING, IMPLEMENTATION AND MONITORING.

Public consultation and participation are essential because they afford potential displaced persons the opportunity to contribute to both the design and implementation of the sub projects. This fits perfectly with the demand driven nature of the PADEP project. The sub projects would be initiated, planned, designed, implemented and operated (i.e. demand driven) by communities and/or farmer groups who by their very nature are members of the rural community and therefore, are an integral part of and play a crucial role in the community that may be effected. Furthermore, it is the local communities who are to claim ownership of this project for it to be successful and their wealth of knowledge of local conditions are invaluable assets to the project. In recognition of this, particular attention would be paid to public consultation with potentially affected individuals/households when resettlement concerns are involved.

Public consultation has taken place at the identification of the sub projects during the PRA process and EA. The participation strategy would evolve around the provision of a full opportunity for involvement. This process would not be an isolated one because of the very nature of the project, which through its implementation and design ensures continuous public participation and involvement at the local level. Therefore, as a matter of strategy, public consultation would be an on-going activity taking place through out the entire project cycle. For example, public consultation would also occur during the preparation of the; (i) the socio-economic study, (ii) the resettlement plan and (iii) the environmental assessment and (iv) during the drafting and reading of the compensation contract.

Public participation and consultation would take place through meetings, radio programmes, request for written proposals/comments, filling in of questionnaires/forms, public readings and explanations of sub project ideas and requirements, making public documents available at the regional, district, canton and village levels at suitable locations like the official residences/offices of local leaders/elders. These measures would take into account the low literacy levels prevalent in these communities by allowing enough time for responses and feedback.

Notwithstanding, the best guarantor for public interest is the communities and farmer groups who are responsible members of their local communities and are very likely to be knowledgeable about the likely impact of the project.

Monitoring of this process would be through the overall monitoring and evaluation mechanism of the entire PADEP project.

L. ARRANGEMENTS FOR MONITORING BY THE IMPLEMENTING AGENCY AND, IF REQUIRED, BY INDEPENDENT MONITORS.

The arrangements for monitoring would fit the overall monitoring plan of the entire PADEP project which would be through the PCU and decentralized to the DMT and DFT which is expected to have monitoring and evaluation guides established and functional by end of year one in the project cycle.

The objective will be to make a final evaluation in order to determine if the people who were affected by the project have been affected in such a way that they are now **living at a higher standard than before, living at the same standard as before, or they are they are actually poorer than before**. For sub-projects triggering the resettlement safeguard, indicators tracking the households affected by the acquisition of land will be assessed in comparison to those of households not affected. The resettlement plans will indicate parameters to be monitored, institute monitoring milestones and provide resources necessary to carry out the monitoring activities.

In order to assess whether these goals are met, the resettlement plans will indicate parameters to be monitored, institute monitoring milestones and provide resources necessary to carry out the monitoring activities.

For example the following parameters and verifiable indicators will be used to measure the resettlement plans performance;

- Questionnaire data will be entered into a database for comparative analysis at the DMT and PCU levels,
- Each individual will have a compensation dossier recording his or her initial situation, all subsequent sub project use of assets/improvements, and compensation agreed upon and received.
- The project will maintain a complete database on every individual impacted by the project land use requirements including relocation/resettlement, land impacts or damages
- Percentage of individuals selecting cash or a combination of cash and in-kind compensation,
- Proposed use of payments
- The number of contention cases out of the total cases
- The number of grievances and time and quality of resolution
- Ability of individuals and families to re-establish land and crops or other alternative incomes
- Agricultural productivity of new lands
- Number of impacted locals in the workforce
- Seasonal or inter annual fluctuation on key foodstuffs
- General relations in the local communities

The following indicators will be used to monitor and evaluate the implementation of resettlements plans;

VERIFIABLE INDICATORS	
Monitoring	Evaluation
Outstanding compensation or resettlement contracts not completed before next agricultural season.	Outstanding individual compensation or resettlement contracts.
Communities unable to set village-level compensation after two years.	Outstanding village compensation contracts.
Grievances recognized as legitimate out of all complaints lodged.	All legitimate grievances rectified
Pre-sub project production and income (year before land used) versus present production and income of resettlers, off-farm-income trainees, and users of improved agricultural techniques.	Affected individuals and/or households compensated or resettled in first year that have maintained their previous standard of living at final evaluation.
Pre- subproject production versus present production (crop for crop, land/land for land/land).	Equal or improved production per household.

Financial records will be maintained by the DMT/PCU to enable calculation of the final cost of resettlement per individual or household. Each individual receiving compensation will have a dossier containing;

- Individual bio-data information,
- Number of people s/he claims as household dependents
- Amount of land available to the individual or household when the dossier is opened.

Additional information will be acquired for individuals eligible for resettlement/compensation:

- Level of income and of production
- Inventory of material assets and improvements in land, and
- Debts.

Each time land is used by the project; the dossier will be updated to determine if the individual or household is being affected to the point of economic non-viability and eligibility for compensation/resettlement or its alternatives. These dossiers will provide the foundation for monitoring and evaluation, as well as documentation of compensation agreed to, received, and signed for.

It is normal that some compensation procedures and rates may require revision at some time during the project cycle. PCU and DMT will implement changes through the Change Management Process in the Monitoring and Evaluation manuals of the project, which will require feed back from:

- Indicators monitored by the DMT to determine whether goals are being met, and a grievance procedure for the local community to express dissatisfaction about implementation of compensation and resettlement.