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# **REVIEW OF FEASIBILITY STUDY AND DETAILED ENGINEERING DESIGN OF MSALATO AIRPORT**

## **RESETTLEMENT ACTION PLAN (RAP) REPORT**

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**PREPARED BY: ADVANCED ENGINEERING SOLUTION LTD**

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## LIST OF ABBREVIATIONS

<b>AfDB</b>	African Development Bank
<b>CBO</b>	Community Based Organization
<b>DUWASA</b>	Dodoma Urban Water and Sanitation Authority
<b>ESMP</b>	Environmental and Social Management Plan
<b>FBOs</b>	Faith Based Organizations
<b>NGO</b>	Non-Governmental Organization
<b>PAP</b>	Project Affected Person
<b>RAP</b>	Resettlement Action Plan
<b>RO</b>	Right of Occupancy
<b>Row</b>	Right of Way
<b>TAA</b>	Tanzania Airport Authority
<b>TANESCO</b>	Tanzania Electric Supply Company Limited
<b>TANROADS</b>	Tanzania National Roads Agency
<b>TPDF</b>	Tanzania People's Defense Force
<b>TTCL</b>	Tanzania Telecommunications Company Limited
<b>TRC</b>	Tanzania Railways Corporation

## DEFINITION OF TERMS

**Census:** means a field survey carried out to identify and determine the number of Project Affected Persons (PAPs)

**Compensation:** means the payment in kind, cash or other assistances given in exchange for the acquisition of land including fixed assets there on as well as other impacts resulting from project activities.

**Corridor of Impact (Col):** is an area of land used for the construction and maintenance of airport and its appurtenances. Col is a functional definition opposed to Right of Way which is a legal definition.

**Cut-off date:** This is the date on and beyond which any person whose land is occupied for project use, will not be eligible for compensation. For this project the cut-off date was **August 31<sup>st</sup> 2018** on which substantial valuation surveys were completed on all the project airports

**Displaced Persons:** mean persons who, for reasons due to involuntary acquisition or voluntary contribution of their land and other assets under the project will suffer direct economic and / or social adverse impacts, regardless of whether or not the said Displaced Persons are physically relocated. These people will have their: standard of living adversely affected, whether or not the Displaced Person must move to another location, lose right, title, interest in any house, land (including premises, agricultural and grazing land) or any other fixed or movable assets acquired or possessed, lose access to productive assets or any means of livelihood.

**Eligibility:** Definition of displaced persons and criteria for determining their eligibility for compensation and other resettlement assistance, including relevant cut-off dates.

**Compulsory Land Acquisition:** is the repossession of land by government or other government agencies with or without compensation, for the purposes of a public project against the will of the landowner. The landowner may be left with the right to negotiate the amount of compensation proposed. This includes land or assets for which the owner enjoys uncontested customary rights.

**Land:** refers to agricultural and/or non-agricultural land and any structures thereon whether temporary or permanent, and which may be required for the project.

**Land acquisition:** means the repossession of or alienation of land, buildings or other assets thereon for purposes of the project. In such cases, land acquisition leads to physical displacement of persons, and/or loss of shelter, and /or loss of livelihoods and/or loss, denial or restriction of access to economic resources. RAP contains specific and legal binding requirements to resettle and compensate the affected party before implementation of the project activities.

**Project Affected Person(s) (PAPs):** are persons affected by land use or acquisition needs of the project. These person(s) are affected because they may lose, be denied, or be restricted access to economic assets; lose shelter, income sources, or means of livelihood. These persons are affected whether or not they must move to another location.

**Resettlement Action Plan (RAP):** is a resettlement instrument (document).

**Replacement cost:** means cost of replacement of assets with an amount sufficient to cover full cost of lost assets and related transaction costs.

**Replacement cost for houses and other structures:** means the prevailing cost of replacing affected structures, in an area and of the quality similar to or better than that of the affected structures. Such costs shall include: (a) transporting building materials to the construction site; (b) any labor and contractors' fees; and (c) any registration costs.



**Resettlement Assistance:** means the measures to ensure that Displaced Persons who may require to be physically relocated are provided with assistance during relocation, such as moving allowances, residential housing or rentals whichever is feasible and as required, for ease of resettlement.

**Right of Way (Row):** is an area of land reserved for a airport and along the side of the runway for the purposes of airport construction, maintenance, and future requirement.

**Costs and Budget:** Tables showing itemized cost estimates for all resettlement activities, including allowances for inflation, population growth, and other contingencies; timetables for expenditures; sources of funds; and arrangements for timely flow of funds, and funding for resettlement, if any, in methodology areas outside the jurisdiction of the implementing agencies.

## EXECUTIVE SUMMARY

### Project and Resettlement

The Government of Tanzania through its Tanzania Airports Authority (TAA) and Executive Agency (established under the Executive Agency Act, 1999) is in the process of designing and constructing a modern airport at Msalato in Dodoma Municipality, the designated new capital city of the country. In compliance with the Environmental Management Act of 2004, a Resettlement Action Plan (RAP)) is necessary and Advanced Engineering Solution Ltd has been commissioned to undertake the exercise on behalf of the proponent.

The main objective of the assessment is to ensure that the construction of the new airport is designed and constructed in a socially and environmentally conducive manner. The purpose of this RAP is to foretell the direct, indirect and cumulative, social and economic impacts of the proposed construction activities and provide relevant mitigation measures for preventing or minimizing any adverse impacts resulting from the project implementation.

The proposed Msalato Airport is to be built on the right hand side along the Dodoma-Arusha highway, some 12km from the Dodoma Central Business District (CBD). The land designated for the airport is 9 km long and 5 km, i.e. approximately 45km<sup>2</sup>. The Msalato Airport project will entail the construction of the runway, main passenger aircraft parking apron, aircraft control tower, passengers terminal and office buildings, car parking lots, shops, supermarkets, banking facilities, ancillary facilities such as fuel depots, airport catering, general aviation facilities and electrical and mechanical services including transformer and generator rooms, mechanical ventilation plant, refuse disposal units, pump rooms etc. The capacity of the airport for Phase 1 is estimated at 1,750,000 passengers per annum with about approximately 45 km<sup>2</sup>. The Msalato Airport project will entail the construction of the runway, main passenger aircraft parking apron, aircraft control tower, passengers terminal and office buildings, car parking lots, shops, supermarkets, banking facilities, ancillary facilities such as fuel depots, airport catering, general aviation facilities and electrical and mechanical services including transformer and generator rooms, mechanical ventilation plant, refuse disposal units, pump rooms etc. The capacity of the airport for Phase 1 is estimated at 1,750,000 passengers per annum with about approximately 45 km<sup>2</sup>. 500,000 international passengers out of whom half are estimated to be departing international passengers. The landing and packing capacity will be circa 7,000 international flights per year.

### Need for a RAP

The proposed construction of the Msalato International Airport will involve land acquisition specifically where the proposed terminal and run ways will be constructed; currently the proposed site is utilised for various social and economic activities that will require TAA to compensate those affected and ensure that the project does not impact those affected negatively as a result of involuntary resettlement. TAA is preparing this RAP report to ensure that land acquisition is undertaken as per the AfDB standards of involuntary resettlement as well as those of the Government of Tanzania

### Objectives of the Resettlement Action Plan

The main objective of this Resettlement Action Plan (RAP) is to provide an agreed plan for the resettlement and compensation of Project Affected Persons (PAPs) affected by the proposed construction of Msalato Airport to be implemented in Dodoma City specifically in Msalato, Miyuji and Nzuguni wards. The plan provides a road map for resolving displacement, resettlement and compensation issues.

## Methodology and Approaches

A combination of deskwork review and field visit and stakeholder participation formed the basis of this RAP. The approaches used include:

- Review of available data:
- Site Verification and assessment
- Undertaking PAP Census and Socio-Economic Profile
- Valuing Affected Assets and Compensation Payments
- Conducting Spot Valuation
- Disclosure of the Resettlement Action Plan
- Identification of Impacts

The planned development of construction of Msalato Airport project and associated furniture will have resettlement impacts arising from the following project activities:

- Construction of a Terminal Buildings
- Construction of the Car Parking
- Construction of Runways
- Construction of Tower
- Construction of Fence
- Construction of access roads

A total of **1926 PAPs** along the Airport are affected as follows:

873 PAPs are current valuation and 1053 updated valuation of 2012

- **241 have their residential properties affected, some fully and or partially affected;**
- **1565 have their land, and trees and crops affected;**

The resettlement action plan (RAP /the Plan) is prepared in accordance with Tanzania Government Legal Framework (laws and regulations) for Land Acquisition and as per the AfDB standards of involuntary resettlement

The RAP document is divided into the following eleven main parts:

1. Project description;
2. Policy, legal and institutional frameworks;
3. Census and socio-economic surveys of Project Affected Persons;
4. Resettlement Eligibility;
5. Asset Valuation;
6. Resettlement Measures
7. Community participation;
8. Grievances procedures;
9. Organizational responsibilities;
10. Implementation schedule; and Monitoring and evaluation of resettlement implementation

## 1. PROJECT DESCRIPTION

### 1.1 The Project

The Government of Tanzania through its Tanzania Airports Authority (TAA) and Executive Agency (established under the Executive Agency Act, 1999) is in the process of designing and constructing a modern airport at Msalato in Dodoma Municipality, the designated capital city of the country. In compliance with the Environmental Management Act of 2004, a Resettlement Action Plan (RAP)) is necessary and Advanced Engineering Solution Ltd was commissioned to undertake the exercise on behalf of the proponent.

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The proposed Msalato Airport is to be built on the right hand side along the Dodoma-Arusha highway, some 12km from the Dodoma Central Business District (CBD). The land designated for the airport is 9 km long and 5 km, i.e. approximately 45 km<sup>2</sup>. The Msalato Airport project will entail the construction of the runway, main passenger aircraft parking apron, aircraft control tower, passengers terminal and office buildings, car parking lots, shops, supermarkets, banking facilities, ancillary facilities such as fuel depots, airport catering, general aviation facilities and electrical and mechanical services including transformer and generator rooms, mechanical ventilation plant, refuse disposal units, pump rooms etc. The capacity of the airport for Phase 1 is estimated at 1,750,000 passengers per annum with about approximately 45km<sup>2</sup>. The Msalato Airport project will entail the construction of the runway, main passenger aircraft parking apron, aircraft control tower, passengers terminal and office buildings, car parking lots, shops, supermarkets, banking facilities, ancillary facilities such as fuel depots, airport catering, general aviation facilities and electrical and mechanical services including transformer and generator rooms, mechanical ventilation plant, refuse disposal units, pump rooms etc. The capacity of the airport for Phase 1 is estimated at 1,750,000 passengers per annum with about approximately 45 km<sup>2</sup>. 500,000 international passengers out of whom half are estimated to be departing international passengers. The landing and packing capacity will be circa 7,000 international flights per year.

The planned development of construction of Msalato Airport project and associated furniture will have components as follows

- Construction of a Terminal Buildings
- Construction of the Car Parking
- Construction of Runways
- Construction of Tower
- Construction of Fence
- Construction of access road

### 1.2 Project Rationale

The Government of United Republic of Tanzania through its Vision 2025 document has set the aims which amongst others include:

- Eradication of abject poverty;
- Development of strong, diversified, resilient and competitive agriculture, industry, tourism and other productive socio-economic sectors; and
- Modernized production and delivery systems of goods and services.

To realize the above, there are some targets set by the Government as listed below:

- Double output of most crops, in particular rice production through irrigation;
- Develop new industrial sites, including for agro-industries, in designated export processing zones;
- Improve tourist infrastructure; and
- Achieve economic growth rate of **8%** per annum by 2025.

In order for the above aims and targets to be achieved, development of efficient city airport connecting other cities and regions with the air network is of paramount importance. The Construction of the project airport is a big step towards that direction.

### **1.3 Objectives of RAP**

The objectives of this RAP are to provide a plan for resolving the displacement, resettlement and/or compensation issues of the project and for ensuring that PAP's are left no worse off than they were before commencement of the project. The RAP is intended to be an agreed commitment by the parties involved (e.g. TAA, the Government of Tanzania and the PAPs) for guiding the implementation of resettlement and/or compensation action for persons affected by the enforcement of the ROW for project.

### **1.4 Scope of Resettlement**

- I. Lay down the agreed principles that will apply to the resettlement and/or compensation exercise;
- II. Identify, as far as possible, those people currently occupying the land earmarked for the airport project and who will suffer losses;
- III. Describe the legal and institutional framework for dealing with displacement;
- IV. Provide a general socio-economic profile of the people living in areas where displacement is likely to occur;
- V. Estimate the nature and magnitude of displacement;
- VI. Set out the criteria used to determine eligibility for resettlement, compensation and/or other assistance and what entitlements are due to different categories of DP's and for different types of losses;
- VII. Indicate how affected assets of individual DP's are valued;
- VIII. Describe how resettlement and/or compensation entitlements will be delivered, including procedures, responsibilities and timing;
- IX. Describe mechanisms for maximizing stakeholder participation and for airing grievances;
- X. Provide an indication of the costs involved.

A total of 241 structures are affected along the Project Area.

A total number of 1053 PAPs has been updated from 2012 valuation

873 are PAPs for current valuation

## **1.5 RAP Report Structure**

This RAP document is prepared and presented into the following eleven Chapters:

1. Project description;
2. Policy, legal and institutional frameworks;
3. Census and socio-economic surveys of Project Affected Persons;
4. Resettlement Eligibility;
5. Asset Valuation;
6. Resettlement Measures
7. Community participation;
8. Grievances procedures;
9. Organizational responsibilities;
10. Implementation schedule; and
11. Monitoring and evaluation of resettlement implementation.

## **1.6 RAP Methodology**

The preparation of RAP document involved various activities. The philosophical underpinning of the plan preparation is the use of participatory approach. This involved interaction with major stakeholders including affected communities and PAPs noting their main concerns and views regarding the proposed project. Data collection methods were used in the process of developing this RAP document. They include review of relevant laws and regulations and documents; community meetings and consultations; key informants (City Officers, Local Authorities, among others) interviews and discussions; household and population census surveys; focus group discussions and use of maps and field surveys. Review and use of information contained in Environmental Impact Assessment Report prepared for the same project. These mixed method approaches employed both qualitative and quantitative data gathering techniques and analysis. Brief descriptions of the methodologies used are given below.

### **1.6.1 Review of Documents**

Several reference documents on the project were obtained and reviewed. The most important of these were relevant Tanzanian policies, regulations and guidelines. These were reviewed to understand and record their implication for dealing with people who will be displaced, in one form or another, from area of proposed RoW. These included but not limited to: the land Act (No.5 of 1999); the

Road guideline act of 2004, the Land Regulation (2001); and the Tanzania Environmental impact Assessment Guidelines (2002), published by NEMC and AfDB involuntary resettlement policy of November 2003.

### 1.6.2 Socio-Economic Surveys

This comprised of a detailed census/inventories with affected households as well as formal and semi-formal discussions with sample focus groups in the communities. A comprehensive questionnaire for data collection was used. The questionnaire gathered information on the following:

- a) Household Bio data (Socio-demographic information);
- b) Livelihoods (such as sources of income and type of occupation; employment status; vulnerability); and
- c) Access to economic and social services infrastructure.

The format of questionnaire used for data collection of PAPs is given in **annex** and the data thus collected in census forms is submitted separately.

### 1.6.3 Public consultations

Consultations were conducted across sections of stakeholders using the participatory approach at district, ward and community levels. The minutes of consultation meetings and the names of the stakeholders consulted are included in **Annexure 1.2**. Among key issues raised in these consultations also included positive and negative impacts of the project; issues relating to compensation; resettlements; and employment opportunities during the project implementation. The views and concerns of the stakeholders are included in the resettlement action plan.

### 1.6.4 Use of Maps and Field Surveys

Maps and Field Surveys were used to identify and demarcate boundaries of properties and community facilities along the project airport. A team of valuers and surveyors were deployed to identify, mark, and evaluate the assets affected. The valuer certified the property data and recorded in the field inspection sheet. The main activities during the field survey included: identification of affected properties and respective owners; assigning reference number for each of the identified case and taking photographs; taking notes on the identified properties including buildings, trees, plantation and other developments and taking measurements of the land and buildings.

The valuation data were collected and its analyses were included in **Valuation Reports** submitted separately. This report includes the compensation schedules. The latter show the location of properties including those affected along the project airport to scale 1:3000.

## 2. LEGAL, POLICY AND INSTITUTIONAL FRAMEWORKS

This section provides an overview of the existing laws, policies and institutions relating to land acquisition, allocation and compensation.

### 2.1. National Land Policy (1995)

The National Land Policy (1995) provided that a dual system of tenure, which recognizes both customary and statutory right of occupancy as being equal in law be established. The policy further establishes that the land has value, and that land rights and interests of citizens owning land shall not be taken without due process of law and with full, fair and prompt compensation once land is acquired. In principle the Minister responsible for land matters is the sole authority inland issues. But the policy involves the public and private institutions whose functions are associated with land i.e. local authorities, communities, nongovernmental organizations and community based development organizations to participate and co-operate with the minister at different levels during the implementation of the policy and utilization of land.

The land policy stipulates that all land is public land, vested in the president as a trustee, and that this should be entrenched in the constitution. According to the policy, administration of village land is vested in the village councils. Village councils have to consent before any alienation of village land is affected. In case of land allocations, village councils shall report to respective village assemblies. To address the problem of multiple land allocation, and its resultant disputes, the Commissioner for Lands, is the delegated sole authority for administration of land. He may appoint officers to administer on behalf.

### 2.2. Land and Village Land Acts (1999)

Essentially, the land Act, No 4 of 1999 regulates the urban land while Village Land Act, No 5 of 1999 regulates land in rural areas. For the Tanzania Mainland, the Land Act (1999), Village Land Act (1999) , Land Regulations of 2001 and government standing Order on expropriation for public utilities prescribes that holders of occupancy rights on land pre-empted for the public works must be compensated and assisted in relocating their assets to the nearest suitable place. Most expropriation disputes, on similar public works, are due to disagreement on the value at which an estate and its improvements are to be compensated. The compulsory resettlement of buildings, farms and businesses premises must ensure at least equal compensation values. Accordingly the expropriated owner must be compensated with a price equal to the value that the “un exhausted improvement” (buildings, infrastructure, plantations etc) would fetch if sold on the open market. That value is defined as the cost of acquiring a similar estate and putting up such improvement as those existing when evaluated. Allowance is made for the age, state of repair and economic obsolescence. According to Tanzania law, the compensation should cover:

#### (a) Real Property (Buildings)

The compensation of real property like building will include:

- Market value of the real property (i.e. value of un-exhausted improvement and land)
- Accommodation allowance (i.e. market rent of the affected building per month multiplied by 36 months);
- Loss of profit allowance which is assessed by establishing net profit per months evidenced by audit accounts multiplied by 36 months
- Disturbance allowance which is calculated by the value of the land by average percentage rate of interests offered by commercial banks on 12months fixed deposits at the time of loss of interests in land
- Transport allowance that is the actual cost of transporting 12 tons of luggage rail or road (whichever is cheaper) within 20 km from the point of displacement.



**(b) Real Estate Compensation Rule**

According to the current applicable legislation in Tanzania, land has a value. The land owners with either a title deed or customary ownership must be compensated in cash for losing the land for other development activities or programmes. The government will simply provide the resettled owner with alternative plots of the same size in the nearest suitable location for both residential and business purposes. The resettled individuals have to buy the alternative plot for resettlement.

**(c) Farmland Compensation Rule**

The majority of the farmland in the project areas belongs to individuals and the government. The allocation of individual property rights at the village level is implemented as stipulated in the Village Land Act (1999) which will cover:

- Farms should have individual occupancy rights allocated by the village council as well as customary land tenure ship;
- Farmers should be legally entitled to compensation for loss of crops, grazing land or forest; and
- Government compensation by the project for the loss of rangelands for construction works.

**2.3. The Land Acquisition Act, No 47 of 1967**

The Land Acquisition Act of 1967 stipulates the power and the procedures for acquiring land and the required degree of compensation. Section 3 & 4 of the acts provide that, the president may acquire any land for any estate or term provided such land is required for public purposes such as for exclusive government use, general public use, any government scheme, development of social services or commercial development of any kind including declamation. According to Section 5, if the President's considers the land in a certain locality to be appropriate, it should be examined for possible acquisition by any persons authorized by the Minister, who may do the following:

- Enter upon and survey any land in such locality;
- Dig or drill under the subsoil; and
- Clearly, set and mark the boundaries of the land proposed to be required.

The law forbids entrance into any buildings or closed garden attached to dwelling house without first giving three days' notice. Any damage that results from activities of the authorized person must be compensated. In case of a dispute on the amount of compensation, the Regional Commissioner will make a decision.

Section 6 requires the Minister to give a notice to all interested persons or those claiming to be interested in such land. Section 7 & 8 of the same Act provides for publication of a notice in the gazette to interested persons requiring them to yield up possession of such land and section 9 forbids a party from being compelled to sell or convey part of a house if he is willing to yield the whole house or building in the process of acquisition.

Section 11 (1) provides for compensation by the government to the person whose land is acquired. The president's, with consent of the person entitled to compensation, and may grant public land not exceeding in value of the land acquired, for an estate not exceeding the state acquired and upon the same terms and condition of the land acquired instead of or in addition to any compensation.

**2.3.1 Compensation Disputes Section 13 (1)**

This deals with issues where any land is acquired and dispute over compensation arises in any of the following matters:

- The amount of compensation;

- The right to acquire the land;
- The identity of a person's or persons' entitled to compensation;
- The application of section 12 to the Act;
- Any right, privilege or liability conferred or imposed by this Act; and
- Appointment of compensation between the person entitled to the same and such dispute or the parties concerned do not settle a disagreement within six weeks from the publication of notice that the land is required for public purposes.

According to the section, the Minister or any person claiming interest in land may institute a suit in the court for the determination of dispute.

#### **2.4. Town and Country Planning Ordinance Cap 378**

The ordinance makes elaborate provisions on urban development. It empowers the relevant Minister to declare a certain area as a "Planning Area". Once it is so declared no person shall develop any land within a "Planning Area" without planning consent. It has been established, through law reviews and statutes that declaring an area as a planning area does not extinguish customary right of occupancy

#### **2.5. The Graveyard removal Act (No. 9 of 1969)**

An Act to provide for the removal of graves from land required for public purposes. Subject to the provisions of this Act under section 3, "where any land on which a grave is situated is required for a public purpose the Minister may cause such grave and any dead body buried therein to be removed from the land and, in such case, shall take all such steps as may be requisite or convenient for the re-instatement of the grave and the re-interment of the dead body in place approved by him for the purpose". Here the Minister is the Minister of Land. The act specifies, among other things, that graves shall be relocated, after official notice is given to interested parties and published in the Gazette:

- with due regard to the views of the persons interested and the religious susceptibilities of the members of the religious community to which the person belonged whose grave or dead body it is;
- In a manner which is not injurious to public health;
- In accordance with such directions as may be given by the public officer appointed by the Minister to supervise the undertaking; and
- Accompanied by such religious rites or ceremonies as are appropriate to the religious community to which the person belonged whose dead body is removed.

#### **2.6. Civil Aviation Act Cap 80**

An Act to make provisions to enable effect to be given to the Chicago Convention; and generally to provide for the control, regulation and orderly development of civil aviation and to establish a regulatory Authority in relation to air transport, aeronautical airport services, air navigation services and to provide for its operation.

#### **2.7 Institutional Frameworks**

A number of organizations and institutions will be involved in the RAP implementation processes at different stages.

This section provides a list of all agencies and institutions involved in each step of the resettlement process (preparation, appeals, implementation and monitoring). The experience of the majority of the actors involved seems adequate to the tasks to be carried out and therefore no particular capacity building measures are required. As soon as the RAP is cleared and finalized, TAA will formally disclose it to the affected people. For this purpose,

TAA will organize a number of sessions, one in each of the Administrative Sub ward Areas crossed by the airport. The sessions will be chaired by the RAP specialist of TAA and attended by representatives of the higher territorial hierarchies (District and Division/Wards). Adequate display materials will be utilized. TAA will prepare the list of the occupants dispossessed by the project, specifying their rights of occupancy and the assessed value. The Local Government (i.e. District Councils) will dispatch the dislocation notices to the concerned households and farmers. Ministry of Finance through TAA will disburse the compensation funds to the TAA Regional office to pay the communities eligible for compensation. After the implementation of compensation and resettlement, the communities will be given at least six months for resettlement. TAA will then authorize the Contractor to start demolition works.

The NGO will assist in raising public awareness on resettlement and facilitate local community participation in RAP implementation. The communities preferred cash compensation and are eagerly awaiting the compensation, since they feel that it will be some sort of improvement in their social welfare. This is through the experience acquired where compensation have been implemented in Tanzania.

The overall coordination of RAP activities will be under TAA and other institutions that have the legal obligations to carry out functions related to resettlement and or compensation including various local authorities.

- TAA will support sensitization of stakeholders on RAP, preparation and monitoring of RAP;
- Local Government Authorities will sensitize communities on RAP, provide technical support in preparation of RAP, screen and appraise and monitor the implementation of RAP;
- Communities, Villages, Wards, affected groups as the final owner of land, landed properties and assets to be acquired or affected will be the participants in the process;
- Independent NGOs/CBOs and other stakeholders may be engaged to witness the fairness and appropriateness of the whole process. The NGOs will be involved in the monitoring of the resettlement process, establishing direct communication with the affected population, community leaders, TAA to facilitate the completion of RAP;
- External Audits shall include the evaluation of the implementation of the resettlement action plans in routine annual audits. Without undue restrictions, the audits may include assessment of:
  - Resettlement conditions where relevant;
  - Consultation on compensation options, process and procedures;
  - Adequacy of compensation; and
  - Adequacy of specific measures targeting vulnerable people.

TAA shall set up Resettlement Committee comprising representatives of key Ministries and a local NGO involved in similar projects.

The following committees shall be established at district levels with representation from the PAPS /Wards:

The following committees shall be established at district levels with representation from various stakeholders

- Resettlement Committee;
  - Chair - Regional Commissioner
  - Member – TAA, Dodoma

- Member - Ministry of Lands
- Member - District Commissioner
- Member - Consultant
- Member - Representative of a Local NGO
- Member - Representative of PAPs
- Compensation Committee; and
  - Chair - District Commissioner
  - Member – TAA, Dodoma
  - Member - Ministry of Lands
  - Member - Consultant
  - Member - Representative of PAP
  - Member – Valuer
- Dispute Resolution Committee.
  - Chair - District Commissioner
  - Member – TAA, Dodoma
  - Member - Ministry of Lands
  - Member – Valuer
  - Member - Representative of a Local NGO
  - Member - Representative of PAPs

## **2.8 Identification of Project Affected Groups /Individuals/Persons**

According to the above laws and policies affected person(s) (group(s)/individual(s) are those who lose assets or are denied access to legally designated social economic services as a result of airport project activities, whatever the extent of lose, lost assets may be land, structures, trees and plantation, graves.

## **2.9 Categories of Affected People**

In line with the involuntary resettlement, categories of affected people include: property owners, residential tenants, business tenants, squatters, encroachers and other opportunistic land occupiers, grave owners and affected communities.

Furthermore, affected group(s) individual(s)/persons are categorized as follows:

- a) Those who have formal legal rights (including customary and traditional rights) recognized under the laws of Government of Tanzania;
- b) Those who do not have formal legal rights to land at the time of conducting census, but have a claim to such land or assets provided that such claims are recognized under the laws of Government of Tanzania; and
- c) Those who have no recognized legal rights or claims to land they are occupying.

Those covered under a) and b) above will be provided compensation for the land they lose, and other assistance in accordance with the policy. Persons covered under b) above will 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 the established cut-off date.

Persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance. People who consider themselves to be eligible and are not identified at the time of census will have the right to appeal to district or municipal authorities.

## **2.10 Entitlement Matrix**

The principle adopted from the Tanzania Laws and AfDB involuntary policy 2003 establishes the eligibility and provisions for all types of losses (land, structures, businesses, employment, wages, crops, trees). All affected persons will be compensated at full replacement costs and other allowances.

According to the census survey of assets all of the PAPs are property owners of land, residential structures (with business outlets); crops; trees and plantations.

The Entitlement Matrix is given in **Table 2.1**.

**Table 2.1: Entitlement Matrix****Analysis of Gaps between Legal and Institution Frameworks and Bank Policies**

Comparison of Tanzanian and ADB Operational Policies on Resettlement and Compensation			
Types of affected Persons/Lost Assets	Tanzanian Law	ADB Operational Safeguards	Comparison/Gaps
Land Owners	<p>The Land Acquisition Act, has explained clearly that land owners, with or without formal legal rights, are entitled to full, fair and prompt compensation. They also get disturbance allowance, transport allowance, accommodation allowance and loss of profit if they were in actual occupation of the acquired property.</p> <p>Lost assets are limited to “unexhausted improvements”, that is the land and developments on the land.</p> <p>The law does not cover economic and social impacts of relocation and as such socio-economic surveys are not part of the land acquisition process</p>	<p>Displaced persons are classified into three groups:</p> <p>(a) those who have formal legal rights including customary and traditional rights;</p> <p>(b) those who do not have formal legal rights to the land but have a claim to such land or assets provided that such claims are recognized under the law of the country those who have no legal rights to the land they are occupying</p> <p>Land owners under categories (a) and (b) above, are among the PAPs who are entitled to full, fair and prompt compensation as well as other relocation assistance.</p> <p>Socio-economic impacts to PAPs are taken into consideration in preparing the RAP</p>	<p>There is no gap between Tanzania and ADB- OS2 as far as those with formal legal rights and those without formal legal rights are concerned</p> <p>However, the lost assets in Tanzania are restricted to land and developments on land, and where relevant, loss of profits. The lost assets under OS are much wider than land and include loss of access to livelihoods and standard of living and seeks to improve them or at least to restore them to pre-displacement levels</p>
Land Tenants/Squatters	Tanzanian law does not recognize tenants as being entitled to compensation	Tenants would be under category (b) above and are among the PAPs who are entitled to full, fair and prompt	ADB- OS2 recognizes a wider spectrum of PAPs. The Tanzania spectrum is limited to those who

		compensation and other relocation assistance	can prove proprietary rights. It does not include tenants
	<p>Squatters may be paid compensation on the whims of the government.</p> <p>In some cases however they are not paid. This include those who construct on buffer zones</p>	Squatters may fit category (c) above and are provided resettlement assistance in lieu of compensation for the land they occupy as well as other relocation assistance.	<p>ADB – OS2 includes squatters among the PAPs who are entitled to resettlement assistance in lieu of the land they occupy, as well as other assistance</p> <p>This is different from the Tanzanian situation where such people are not entitled to any assistance. However, as seen in most donor funded projects</p>
Land Users	Tanzania law on compulsory acquisition and compensation is limited to those who can prove de jure or de facto land ownership. Users are not covered	ADB- OS2 includes displaced persons who have no recognizable legal right or claim to the land they are occupying	
Owners of non-permanent Buildings	<p>Tanzanian law makes no differentiation between owners of permanent and non- permanent buildings. As long as ownership can be proved compensation is payable.</p> <p>Determination of compensation is based on the market value of the property. In practice though, the depreciated replacement cost approach is used, meaning that PAPs do not get the full replacement cost of the lost assets</p>	<p>Under the ADB – OS2 permanent and non-permanent buildings need to be compensated.</p> <p>Where however, the displaced persons have no recognizable legal rights they are to be provided with resettlement assistance in lieu of compensation for the land they occupy, as well as other assistance.</p> <p>Cash compensation levels should be sufficient to replace the lost land and other assets at full replacement cost in local markets.</p>	<p>The gap between Tanzania and ADB – OS2 is about eligibility, which is hinged upon formal or informal ownership.</p> <p>While, in Tanzania, compensation is based on market value, determined using the depreciated replacement cost approach for developments on land, ADB – OS2 requires that compensation should be sufficient to replace the lost land and other assets at full replacement cost.</p>
Owners of permanent Buildings			

Timing of compensation Payments	<p>Tanzanian law requires that compensation be full, fair and prompt. Prompt means it should be paid within six months, failure to do which attracts an interest rate equivalent to the average rate offered by commercial banks on fixed deposits.</p> <p>Legally, compensation for the acquired land does not have to be paid before possession can be taken, but in current practice it is usually paid before existing occupiers are displaced.</p> <p>In practice, compensation is not paid promptly most of the time, and delays are not rectified paying the interest rate as required by the law</p>	<p>ADB – OS2 displaced persons are provided prompt and effective compensation at full replacement cost for losses of assets directly attributable to the project</p>	<p>In terms of timing, both Tanzanian laws and ADB – OS2 require that compensation be paid promptly.</p>
Calculation of compensation and valuation	<p>According to the <i>Land Assessment of the value of Land for Compensation Regulations</i>, 2001, compensation for loss of any interest inland shall include the value of unexhausted improvements, disturbance allowance, transport allowance, accommodation allowance, and loss of profits.</p> <p>The basis for assessment any land and unexhausted improvement for purposes of compensation is the market value of such land.</p> <p>The market value is arrived at by the use of comparative method evidenced</p>	<p>ADB – OS2 requires that the displaced persons be provided with prompt and effective compensation at full replacement cost for losses of assets attributable direct to the project.</p> <p>Replacement cost is the method of valuation of assets that helps determine the amount sufficient to replace lost assets and cover transaction costs. Depreciation is not to be taken into account when applying this method.</p> <p>For losses that cannot easily be valued or compensated in monetary terms (e.g.</p>	<p>Tanzania law provides for the calculation of compensation on the basis of the market value of the lost land and unexhausted improvements, plus a disturbance, accommodation, and accommodation allowance, and loss of profits where applicable.</p> <p>Since depreciation is applied, the amount paid does not in most cases amount to that required to replace the lost assets. However, persons are allowed to salvage the building materials or trees in lieu of the depreciation.</p>



	<p>by actual recent sales of similar properties; or by the use of the income approach, or replacement cost method, where the property is of special nature and not saleable</p> <p>In practice, with land an attempt is made to establish market value from recent sales, but these are usually not transparent. As for unexhausted improvements in terms of buildings and other civil infrastructure, the depreciated replacement cost approach is used</p>	<p>access to public services, customers and suppliers, or to fishing, grazing or forest areas) attempts are made to establish access to equivalent and culturally acceptable resources and earning opportunities</p>	
Relocation and Resettlement	<p>Tanzanian laws do not provide for relocation and resettlement. However, there are a few cases where the government has provided both compensation and alternative land, but this has been done at its discretion. In general however, the government feels that it has discharged its duty once compensation is paid, and it is up to the displaced persons to resettle and re-establish themselves elsewhere.</p>	<p>ADB – OS2 stipulate that where project impacts include physical relocation, measures should be taken to ensure that the displaced persons are: (i) provided with assistance (such as moving allowance) during relocation; and (ii) provided with residential housing, or housing sites, or, as required, agricultural sites for which a combination of productive potential, location advantages and other factors is at least equivalent to the advantages lost.</p>	<p>Tanzanian law provides for transport allowance for 12 tons of luggage for up to 12 kilometers from the acquired land, provided the displaced person was living on that land.</p> <p>In lieu of housing accommodation allowance is made in the form of rent for 36 months.</p> <p>Occasionally, in a discretionary manner alternative land is awarded.</p>
Completion of resettlement and compensation	<p>The Government can under the law, take possession of acquired land at the end of the notice to acquire period before paying compensation</p> <p>Current practice however is such that possession is usually after the payment of compensation whereby the displaced persons are given time</p>	<p>ADB – OS2 stipulates that it is necessary to ensure that displacement or restriction to access does not take place before necessary measures for resettlement are in place. In particular, taking of land and related assets may take place only after compensation has been paid, and where applicable, resettlement sites and moving</p>	<p>The Land Acquisition Act, 1967, allows the government to take possession of the acquired land before paying compensation.</p> <p>Current practice endeavors to pay compensation before taking possession of the land.</p>

	to vacate the land, which is usually as soon as possible	allowance have been provided to the displaced persons.	
Livelihood restoration and Assistance	<p>There are no legal provisions requiring the government to restore livelihood or to provide assistance towards the restoration of such livelihoods.</p> <p>Indeed, compensation is not payable in the case of restrictions to access to areas of livelihood opportunities.</p> <p>Moreover there are no provisions that require the government to pay special attention to vulnerable groups or indigenous peoples</p>	<p>ADB – OS2 provides that the resettlement plan or policy include measures to ensure that the displaced persons are (i) offered support after displacement for a transitional period, based on a reasonable estimate of the time likely to be needed to restore their livelihood and standard of living; and, (ii) provided with development assistance in addition to compensation measures, such as land preparation, credit facilities, training or job opportunities.</p>	<p>There are no transitional measures provided for under Tanzanian law and practice; nor are there provisions for compensation as a result of restrictions to access to livelihood. However, PAPs who are able and willing to work shall be given priority at the construction site. the project shall</p>
Consultation and disclosure	<p>There scanty provisions related to consultation and disclosure in Tanzanian law.</p> <p>The notice, under the <i>Land Acquisition Act</i>, informs land owners about the President's need to acquire their land, and their right to give objections. The Land Act allows displaced persons to fill in forms requiring that their land be valued, and giving their own opinion as to what their assets are worth.</p> <p>Since resettlement is not provided for legally, there are no provisions about informing the displaced persons about their options and rights; nor are they</p>	<p>ADB – OS2 requires that displaced persons are (i) informed about their options and rights pertaining to resettlement; and, (ii) consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives.</p>	<p>Information about options and rights of affected persons is provided during public consultations and disclosure.</p>

	offered choice among feasible resettlement alternatives.		
Grievance mechanism and dispute resolution	<p>Under s. 13 of the <i>Land Acquisition Act</i>, where there is a dispute or disagreement relating to any of the following matters:</p> <ul style="list-style-type: none"> <li>(a) the amount of compensation;</li> <li>(b) the right to acquire the land;</li> <li>(c) the identity of persons entitled to compensation;</li> <li>(d) the application of section 12 to the land;</li> <li>(e) any right privilege or liability conferred or imposed by this Act;</li> <li>(f) the apportionment of compensation between the persons entitled to the same and such dispute or disagreement is not settled by the parties concerned within six weeks from the date of the publication of notice that the land is required for a public purpose the Minister or any person holding or claiming any interest in the land may institute a suit in the High Court of Tanzania for the determination of the dispute. <p>In practice the government tries to resolve grievances through public meetings of the affected persons.</p> </li></ul>	ADB – OS2 provides that displaced persons and their communities, and any host communities receiving them, are provided with timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning implementing and monitoring resettlement. Appropriate and accessible grievance mechanisms must be established for these groups	Although the law in Tanzania does not explicitly provide for the establishment of grievance resolution mechanisms specific to particular resettlement cases, there are fora at community level for resolving differences before taking the matters to court



## 2.11 Organizational Procedures for the Delivery of Entitlements

The delivery of entitlement will involve a number of agencies and the key issues in entitlement delivery include:

- i. Public Participation- PAPs are to be involved in this process from the beginning of the project;
- ii. Notification of Land Resource Holders- these are notified formally and informally;
- iii. Documentation of Holdings and Assets: Meetings with PAPs are arranged to discuss compensation and PAPs will fill forms in the presence of local leaders;
- iv. Agreement on compensation and preparation for contract. Compensation is explained to individual PAPs, contract is prepared and read in the presence of local leaders before signing and
- v. Compensation Payment: Handing over property shall be done in the presence of local leaders and compensation through the bank.

The institutions responsible for various activities for preparation and implementation of RAP are listed in **Table 2.2**. Consultations, socio-economic surveys, valuation, and levels of awards are to be suggested by the Consultants, while demolition of structures to be done by the civil works Contractor. The payment will be made by TAA with the involvement, the district administrations, the Consultants. Monitoring and evaluation of RAP implementation will be done with the help of NGOs and external agencies.

**Table 2.2: Delivery of Entitlements and Institutional Responsibilities**

Serial Number	RAP Item /Activity	Institutions Responsible
1	Public Consultations	Consultants
2	Identification of Affected People and Properties	Consultants
3	Baseline Socio-economic Survey	Consultants
4	Inventory of Assets	Consultants
5	Valuation of Assets	Consultants
6	Determination of Eligibility and Levels of Awards	Consultants
7	Demolition	Contractor
8	Cash Payments for Compensation or Resettlement Assistance	TAA, City Administration, Consultant
9	Monitoring	NGO or External Agency
10	Evaluation	External Agency

## **2.12 Other Notable Guidelines and Safeguard Policies**

### **2.12.1 African Development Bank Guideline, procedures and policies:**

The following AfDB guidelines, procedures and policies are likely to be triggered by this project:

- ☐ Guidelines under the Handbook on Stakeholder Consultation and Participation in ADB Operations;
- ☐ Cooperation with Civil Society Organizations Policy and Guidelines;
- ☐ Environmental and Social Assessment Procedures for African Development Bank's Public Sector Operations;

Annex 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, and 16 of the ESIA Procedures for AfDB Public Sector Operations

- ☐ Gender Policy , 2001;
- ☐ Bank Group Policy on Power Reduction, 2004
- ☐ Involuntary Resettlement Policy, 2003;
- ☐ The African Development Bank Group Policy on Disclosure of Information, 2005; and
- ☐ African Development Bank Group's Policy on the Environment; 2004

### **Influence of Institutional and Legal Framework on the Project**

Msalato International Airport characteristically generate impacts such as land acquisition and population displacement, clearing of vegetation from sites and line corridor; construction of vehicular access passages, and substations which are the most obvious sources of construction-related impacts. The area of immediate impact will be the corridor of 9 km long and 5km width. Parallel strip of land traversing vegetation will also be completely cleared of all trees, scrub and houses. Appropriate clearance between vegetation and structures along this corridor will be maintained throughout the life of the airport corridor. Most disturbances to the environment will occur during the construction phase of the project. It should however be noted that both positive and negative impacts will result from the project implementation.

The assessment of environmental and social impacts will be presented qualitatively and quantitatively depending on the issues. The potential impacts will be described as per the guideline set by the legal framework in Tanzania, policies and guidelines of the institutions and stakeholders involved in the project as well as AfDB and the World Bank safeguard policies and procedures.

On the overall, the legal frameworks, institutional frameworks, guidelines and safeguards listed above will be used whenever triggered for purposes of enhancing the project's potential impacts reducing suffering caused by negative impacts; thereby achieve acceptance and support of the project by the affected persons and communities. Some of the notable positive and negative impacts of the project are highlighted below.

## Potential Positive Impacts

The following potential positive impacts were identified during scoping and field data collection.

### Employment Opportunities

Employment opportunities will be offered to skilled and unskilled workers and during the construction phase. In addition, there will arise, opportunities for establishing shops, restaurants, etc. and engaging in income generating activities especially for women.

(i) increased income hence improved socio-economic status; (ii) increased economic activities such as the sale of foodstuffs and other essential goods and commodities including water; (iv) improved road infrastructure hence improved transport services.

### Conservation Measures

Access to adequate and affordable energy for households and industry will help in rolling back the rate of deforestation and thus help in conserving water resources. Access to affordable energy will revolutionize transportation and farming methods hence cutting down on emissions of CO<sub>2</sub>, NO<sub>x</sub> and SO<sub>x</sub> to the atmosphere and thus help in reducing the effects of global warming. The study will elaborate on this situation as applicable to the project.

## Potential Negative Impacts

A full environmental and social impact is presented along-side this RAP Report. The study makes detailed assessment of the prevailing conditions along the RoW and recommends mitigation measures for the negative impacts of the project.

Detailed and in-depth impact assessment has been made in this report with regard to:

- Impacts on partial or total loss of agricultural land
- Impact on partial or total loss of trees and shrubs
- Impact on damage to crops and grazing area
- Impact on loss of dwellings, business premises and community assets
- Impact on loss of other fixed assets by individuals, communities and others
- Impact on partial or total relocation
- Impact on places of worship, memorials, burial places, etc.
- Impact on loss of earnings
- Impact on disturbance arising from any of the above
- Impact on disadvantaged persons

### 3. CENSUS AND SOCIO-ECONOMIC SURVEY OF PROJECT AFFECTED PERSONS

#### 3.1 Introduction

The main objective of the census and socio-economic survey was first, to prepare an inventory of all the affected assets and affected households. Second, objective was to estimate the extent of resettlement impacts due to project implementation and prepare RAP for the compensation and assistance. The census surveys and consultations were conducted between late July and August 2018 and the census forms are given submitted separately. The results of census and socio-economic surveys are analyzed in this section.

The Census and Socio-Economic Survey interviews were done in 860 households. All affected assets and households were identified and head of households or representative was interviewed. A total of 1926(873 PAPs current valuation and 1053 PAPs update valuation of 2012) were identified as having properties (such as buildings, land, tree and plantation that will be affected because of the project airport construction

**Table 3.1: Number of PAPs along the airport ward wise**

S/N	NAME OF WARD	NUMBER OF PAPs
1	Msalato	1046
2	Nzuguni	489
3	Miyuji	411
	<b>TOTAL</b>	<b>1946</b>

(Source: Socio-economic survey, 2018)

A total of 241 structures are affected by the project of which are fully completed. The various uses of the affected completed structures are for residents

#### 3.2 Socio-Demographic Profile of PAPs

Socio-demographic data was collected for a sample of **1230 PAPs**.

##### 3.2.1 Sex Composition of PAPs

Census survey revealed that PAPs are mainly small scale farmers with limited sources of income and low levels of education.

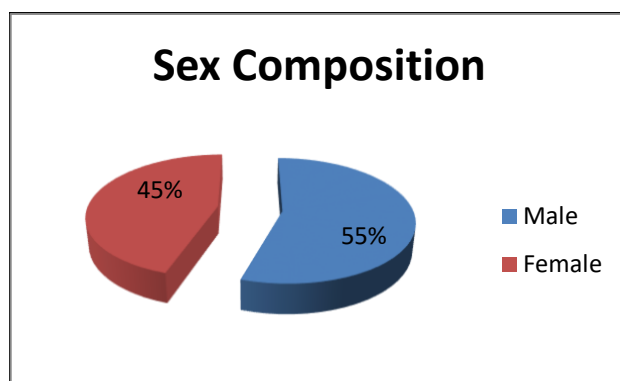
Data in **Table 3.2** shows that PAPs are more or less evenly distributed between male and female.



**Table 3.2: Sex Composition of PAPs**

Sex	Dodoma City Council	%
Male	674	55
Female	556	45
<b>Total</b>	<b>1230</b>	<b>100</b>

(Source: socio-economic survey, 2018)



(Source: socio-economic survey, 2018)

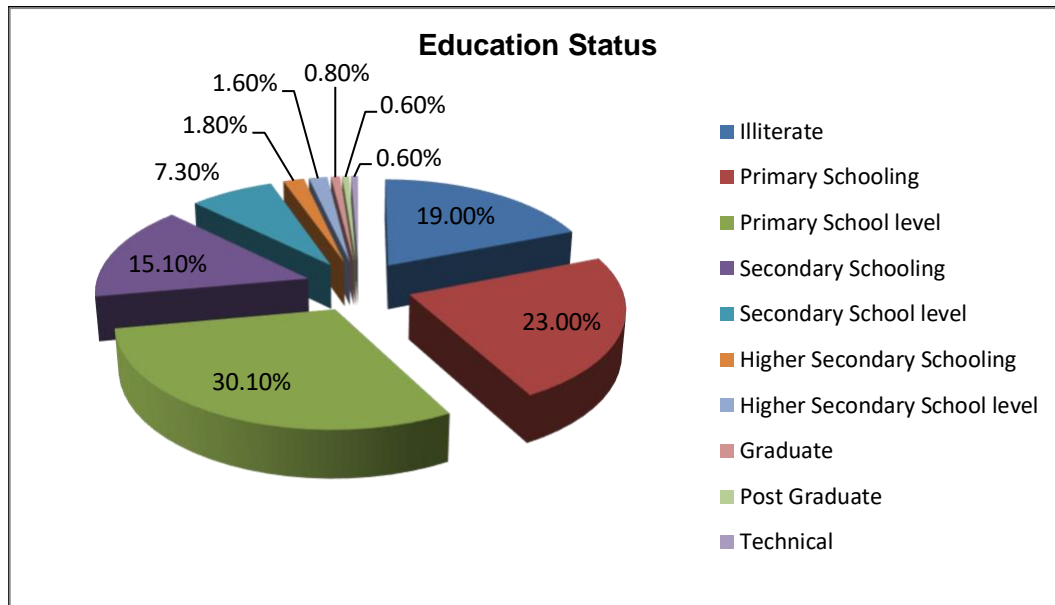
### 3.2.2 Educational Status of PAPs

Data in **Table 3.3** indicates that generally PAPs have low educational attainment levels. About 19% of PAPs are illiterate and do not know how to read and write while about 36% have attained only primary school education.

**Table 3.3: Levels of Education of PAPs Project area**

Education Status	Dodoma City Council	%
Illiterate	233	19.0%
Primary Schooling	282	23%
Primary School level	369	30.1%
Secondary Schooling	185	15.1%
Secondary School level	90	7.3%
Higher Secondary Schooling	23	1.8%
Higher Secondary School level	22	1.7%
Graduate	10	0.8%
Post Graduate	8	0.6%
Technical	8	0.6%
<b>Total</b>	<b>1230</b>	<b>100</b>

(Source: socio-economic survey, 2018)



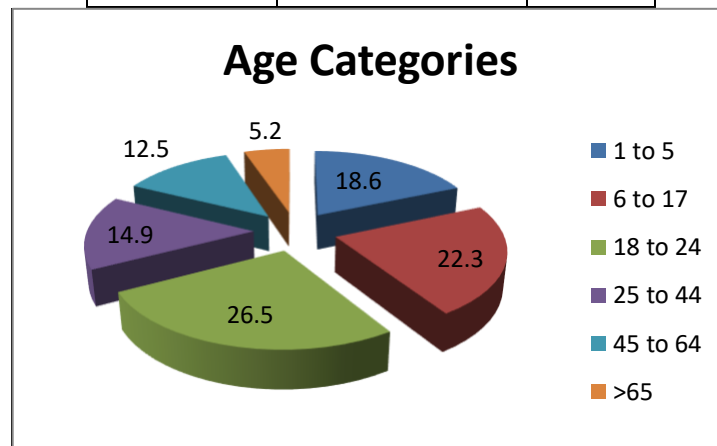
(Source: socio-economic survey, 2018)

### 3.2.3 Age Categories of PAPs

Census survey of PAPs shows that there is a significantly high age dependency ratio. About 46% of all PAPs are children (1-17 years of age) and the elderly (over 65 years old). Age-wise this data indicate a high possibility of vulnerability among PAPs because of age factor (**Table 3.4**).

**Table 3.4 Age Categories of PAPS by Project Area**

Age Categories	Dodoma council	City	%
1-5	230		18.6
6-17	275		22.3
18-24	326		26.5
25-44	184		14.9
45-64	154		12.5
>65	61		5.2
<b>Total</b>	<b>1230</b>		<b>100</b>



(Source: socio-economic survey, 2018)

### 3.3 Socio-economic Profile of Affected Households

The overall results from the survey shows that affected households have generally low socio-economic profiles.

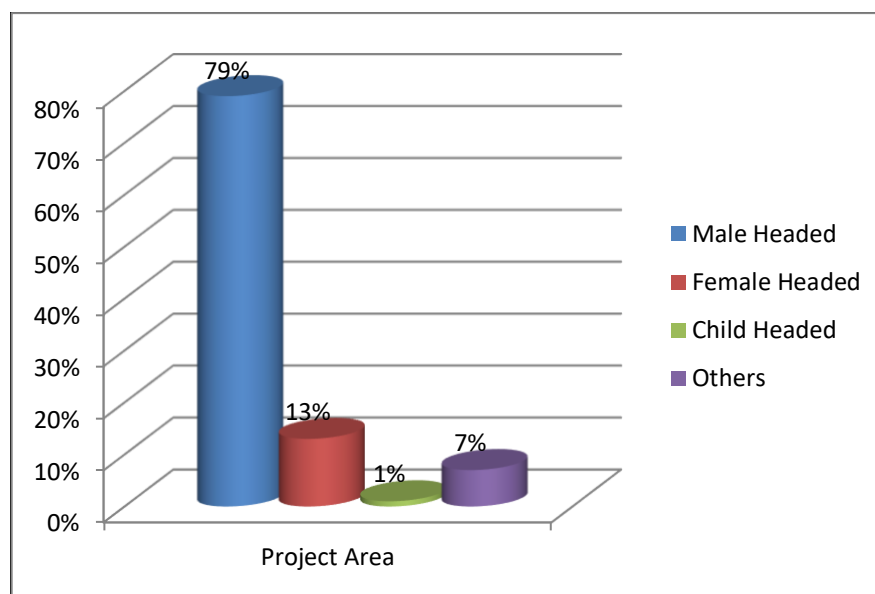
#### 3.3.1 Type of Household (male and female headed households)

Male-headed households are the majority among the PAPs while 18% of all households are female-headed and 1% is child-headed (**Table 3.5**). This has significant bearing on the level of poverty as female and child-headed households are often associated with high levels of poverty. The female and child-headed households are thus likely to face vulnerability because of social and economic dislocations brought about by the project.

**Table 3.5: Type of Households by Project area**

Type of Household	Total	%
Male Headed	680	79
Female Headed	113	13
Child headed	10	1
Others	57	7
<b>Total</b>	<b>860</b>	<b>100</b>

(Source: socio-economic survey, 2018)



(Source: socio-economic survey, 2018)

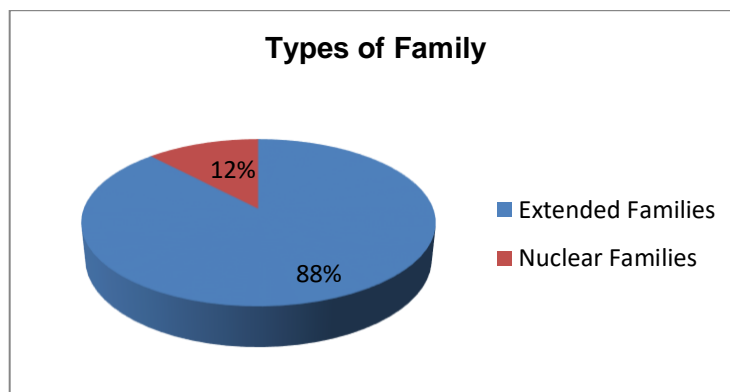
#### 3.3.2 Type of Family Structure

87.9% of all households are extended families which imply significantly higher social and economic burdens and challenges even under normal circumstances (**Table 3.6**). However this may depend on the nature and capacity of the extended family members to support each other because of potential socio-economic impacts that might arise from land acquisition to pave way for the project.

**Table 3.6: Types of family in the Project Area**

Type of Family	Total	%
Extended	756	87.9
Nuclear	104	12.1
<b>Total</b>	<b>860</b>	<b>100</b>

(Source: socio-economic survey, 2018)



(Source: socio-economic survey, 2018)

### 3.3.3 Distances from Social Service Facility

Most of the PAPs live within fairly long distances from social service facilities such as health, primary and secondary schools with some variations between the project airport and between the facilities. For example large percentage 51% of PAPs lives between 1km and 2km from health centers, primary and secondary schools and access to tap water (**Table 3.7**).

**Table 3.7: Distances from Social Service Facility**

Type of Facility	0.5 -1 KM	1-2 KM	> 2KM
Primary School	179	54	49
Secondary School	124	94	42
Health Facility	140	160	37
Tap Water	16	70	58
<b>Total</b>	<b>459</b>	<b>378</b>	<b>186</b>

(Source: socio-economic survey, 2018)

### 3.3.4 Type of assets owned

The most commonly owned assets are radio, mobile phones and bicycles as shown in **Table 3.8** which is indicative of typical poor social and economic conditions of most rural people in the country.

**Table 3.8: PAPs asset ownership**

Asset Owned	Number of Owners
2-Wheeler	27
4-Wheeler	5
Cooking Gas	9
Bicycles	87
Motor bicycles	26
Hand Cart	9
Radio	278
Refrigerator	9
Cars	8
Mobile phone	426
Television	18
<b>Total</b>	<b>902</b>

(Source: socio-economic survey, 2018)

### 3.4 Gender Issues

Low levels of education, lack of ownership of property, limited decision-making powers in the households, pre-occupation with household chores are among the factors linking women with low socio-economic status in the households and families generally in Tanzania. This study focused on women decision making authority in the households.

#### 3.4.2 Women Decision-making powers in household matters

Data in **Table 3.9** shows that women do have substantial decision making powers regarding issues deemed important in the households. Out of all the PAPs only 95 women were willing and able to freely disclose their participation in decision making within their homes, the remaining did not take part in making major decisions within their homesteads. However, some of the family decisions that women are able to fully participate include but not limited to; Child healthcare and education, day to day activities, social functions, money matters and purchase of assets.

**Table 3.9: Women decision making powers in household matters**

Decision on:	Total
Financial Matter	89
Education of child	94
Healthcare of Child	95
Purchase of Assets	94
Day to Day Activities	94
Social Functions	85
Others	298
<b>Total</b>	<b>580</b>

(Source: socio-economic survey, 2018)

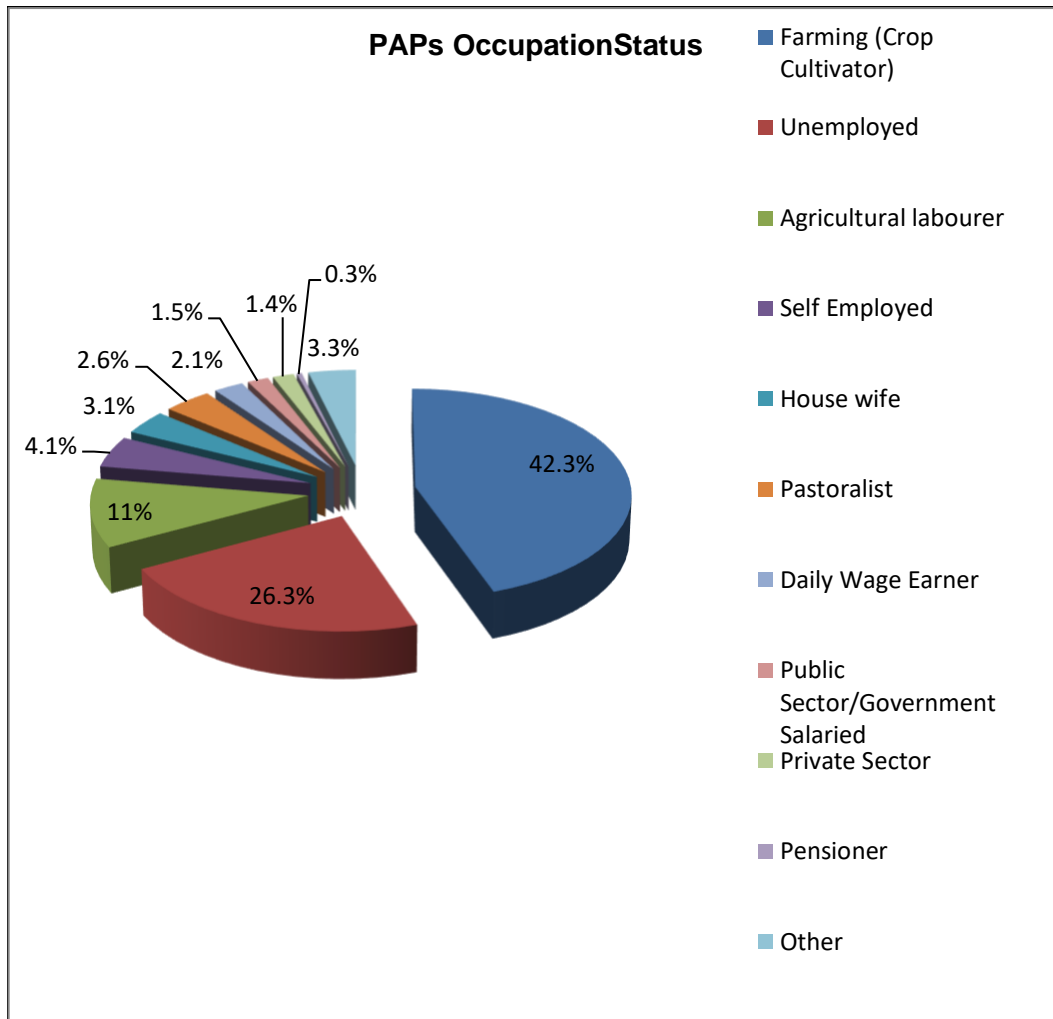
### 3.5 Occupational status of PAPs

The main occupation for the majority of PAPs is farming (crop cultivation). However, a significant proportion (26.3%) of all PAPs indicated that they are unemployed (**Table 13.10**). The employment status reveals another social and economic vulnerability for the PAPs to be able to cope with challenges that might arise from project impact.

**Table 3.10: PAPs Occupations status**

Type of Occupation	Dodoma City Council	%
Farming (crop cultivation)	551	44.7
Unemployed	274	22.4
Agricultural labourer	128	10.5
Self Employed	59	4.8
House wife	45	3.7
Pastoralist	48	3.9
Daily Wage Earner	30	2.4
Public Sector/ Government Salaried	22	1.7
Private Sector	21	1.7
Pensioner	5	0.4
Other	47	3.8
<b>Total</b>	<b>1230</b>	<b>100</b>

(Source: socio-economic survey, 2018)



(Source: socio-economic survey, 2018)

### 3.6 Economic Profile of PAPs

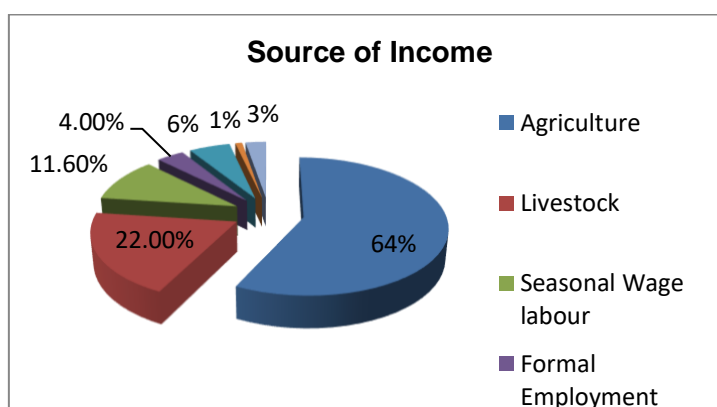
#### 3.6.1 Sources of Household Income of PAPs

Majority of PAPs have more than one income to meet their basic livelihood requirements. The main sources of income for the majority of the PAPs is agriculture (64% of the PAPs). This is followed by livestock (22% of the PAPs) as shown in **Table 3.11**.

**Table 3.11: Sources of Households Income by Project Area**

Source of Income	Dodoma City Council	%
Agriculture	601	64%
Livestock	206	22%
Formal Employment	43	4%
Self Employment	59	6%
Rent, interest	14	1%
Other	30	3%
<b>Total</b>	<b>953</b>	<b>100</b>

(Source: socio-economic survey, 2018)



(Source: socio-economic survey, 2018)

#### 3.6.2 Average Monthly Income of PAPs

Heads of affected households were asked about average monthly income of members of households from all sources of income. About 75% of PAPs earn up to TShs 300,000 per month (**Table 3.12**). Therefore majority of PAPs are poor in economic terms and with the household sizes coupled with inflation this level of income is even far from adequate.

**Table 3.12: Estimated PAPs Household Monthly Income**

Income Categories	Dodoma City Council	%
100,000-300,000	642	74.6%
300,001-500,000	87	10.1%
500,001-600,000	32	3.8%
600,001-1,200,000	70	8.2%
1,200,001 & above	29	3.3%
<b>Total</b>	<b>860</b>	<b>100</b>



(Source: socio-economic survey, 2018)

### 3.7 Nature and Types of Assets and PAPs

The nature and types of assets affected in all the project airport include:

- Land, buildings and surrounding trees and plantations
- Land, trees and plantations
- Trees and plantations
- Land only

**Table 3.13: PAPs and type of Assets**

Name of ward ( in which project Passes)	No. of Households with building/structure Affected
Msalato	172
Nzuguni	69
Miyuji	0
Total	<b>241</b>

(Source: socio-economic survey, 2018)

#### 3.7.1 Building Structures

The affected building structures are generally residential units mainly made of mud-pole walling and thatch-roofing construction and few with concrete blocks. The mud-wall-thatch-roof structures account for **32%**, mud-wall-CIS-roof account for **38%**, and remaining **30%** are brick-wall structures. Few of these structures have retail business room outlets. The business outlets are in all cases owned by the house owners.

#### 3.7.2 Land, Trees and Plantations

Various trees and plantation on the entire project airport that will be affected . The trees and plantation are of diverse types and common trees and plantation affected are listed in **Table 3.14**. However, the seasonal crops such as cassava, paddy, maize etc were not included in the compensation since PAPs can be allowed to harvest before commencement of the construction.

**Table 3.14: Type of Trees and Plantation, and Number Affected**

Number affected perennial plantations
539

(Source: socio-economic survey, 2018)

### 3.8 Impact on Socially Vulnerable Groups

Results of the survey indicate that 68 PAPs can be categorized as being vulnerable (**Table 3.15**). Major vulnerability indicators are:

- PAPs who are below the poverty line;
- Female-headed households; and
- Child-headed households and the elderly.

**Table 3.15: Vulnerability status of the PAPs of Affected Households**

Type of Household	Dodoma District Council	
	Fr	%
HH earning under USD(\$1 per day	<b>549</b>	<b>92</b>
Female-Headed (incl. widows)	<b>48</b>	<b>7</b>
Child-Headed	<b>3</b>	<b>1</b>
<b>Total</b>	<b>600</b>	<b>100</b>

(Source: socio-economic survey, 2018)

### 3.9 Community Property

Census identified a total of 1 community facilities that will be affected (**Table 3.16**). These Dispensary at Msalato ward. In addition, some public utilities such as electric poles and water pipes and wells will have to be relocated.

**Table 3.16: Community Property Resources Affected**

Type of Community Structure	Total
Msalato dispensary	1
Mahomanyika Primary School	1

(Source: socio-economic survey, 2018)

Also there 9 graves along the project will be affected.

#### 4. RESETTLEMENT ELIGIBILITY

The eligible individual(s) are those who are directly affected socially and economically by the airport project caused by:

- a) The compulsory acquisition of land and other assets resulting in the following:
  - i) Relocation or loss of shelter;
  - ii) Loss of assets or access to assets; and
  - iii) Loss of income sources or means of livelihood whether or not the affected persons must move to another location.
- b) The forceful denial to access legally designated social economic services, with adverse impacts on livelihood of the displaced individuals

The PAPs were considered irrespective of their tenure status, with respect to land that they own, occupy or use provided they own, occupy or use the affected land prior to the cut-off-date. Cut-off date for eligibility to resettlement entitlements for the project airport is the **31<sup>st</sup> August 2018** which is the last day of valuation of properties.

Properties that are eligible for compensation are buildings, land, assets on the land such as crops, trees, plantations etc.

Affected public social services such as power supply were enumerated for costing, replacement and construction at suitable sites.

Local communities losing land or access to assets under customary rights are eligible for compensation.

These criteria have been used to determine which PAPs are considered eligible for compensation and other resettlement assistance, in accordance with Tanzania Laws.

For purposes of compensation, cut-off dates take into account only properties which existed before the enumeration of properties and assets along the project airport was completed.

## 5. ASSET VALUATION

### 5.1 INTRODUCTION

In the process of construction of airport, some properties along the proposed airport will be affected. According to the **Section 3 (i) part g of the Land Act No. 4 of 1999** and other related land laws any person with legal interest in land that is to be acquired for public interest should be compensated in full, fair and promptly. Therefore, as part of the services, the consultant was required to conduct the valuation of affected property along the project proposed right of way of the project airport for compensation purposes. Accordingly the consultant appointed a strong valuation team of registered and licensed valuers to identify, locate, value and assess compensation of all properties falling within the project proposed right of way.

### 5.2 SCOPE OF THE VALUATION WORK

The scope of the assignment covered the following areas.

- To identify and establish the ownership and value of all properties existing within the right of way of the project airport.
- To determine entitlement to compensation for lost assets based on the market rate or replacement values where comparable open market sales could not be obtained such as in the valuation of a church or mosque.
- To prepare a schedule showing for each property its location, description, rightful owner and its payable compensation.
- To advise on the compensation amounts payable for the identified properties in accordance with local laws relating to compulsory acquisition of land resettlement of affected persons.
- To produce compensation schedules for approval by the Chief Government Valuer and other relevant stakeholders prior to paying compensation.

To this end consideration was given to Tanzania Land Laws governing assessment of compensation.

### 5.3 METHODOLOGY

The basic principle governing valuation for compensation purposes is that none of the affected person should be made worse off compared to the situation he was in before an asset was acquired. The element of compulsory acquisition of land is well treated in most legislation worldwide emphasizing payment of fair, adequate and prompt compensation of acquired land that is subject to acquisition by the state for specific declared objectives. Valuation methods was guided by **Land acquisition act of 1967 and Land Act No 4 of 1999** which provides for open market method of valuation to be used as the basis of valuation for compensation or using the Replacement Cost Method, where there are no relevant comparable data.

### **5.3.1 Nature and Types of Affected Assets**

The types of assets found in the project area fall into four main groups:

- Land,
- Buildings,
- Crops and Trees and
- Other Land Developments within the right of way such as, school directional signals, water wells structures, boreholes and other developments on Land.

### **5.3.2 Identification of PAPs**

Project affected person occupying land, buildings or owned crops were identified by the sub ward persons and other sub ward leaders or members of the sub ward's land committee and PAP's neighbors.

### **5.3.3 Measurement**

Accurate measurement of property was ascertained after the Centre line of the proposed airport was marked on site by the Consultant's highway engineers and land surveyors who had used GPS and modern survey equipment to establish the centre line of the proposed airport. Pegs were fixed by qualified land surveyors along the centre line of the airport from which a measurement of 2.5 km was taken perpendicular to the centre line on both sides of the airport to establish the boundary of the airport reserve. Occupied land/building/crops/trees within the established 5km width of the proposed airport and 9 km long on the junctions of the airport were measured by use of measured for the compensation purposes.

### **5.3.4 Valuation of Land**

Individuals owning land that is to be acquired for the proposed airport corridor are usually compensated for that loss by being paid cash or allocated alternative piece of land that is of same value to that what they are now occupying in the subject areas. All affected land has been inspected and valued, in determining the values of land the applied rates are based on the average local market rates searched and determined in each location.

### **5.3.5 Valuation of Buildings**

Payable compensation has been ascertained in respect of buildings by conducting research within the locality and immediate neighboring areas so as to establish the likely market value of the type of building found in the right of way.

Consultation with staff at Dodoma City Council Valuation office and officials of the Ministry of lands provided valuable insights on the local market condition and trends. Further inquiries were made from selected property owners and local leaders to establish indicative land price level based on consultations for comparison of current construction rates. Based on above rate had been established for the buildings.

### **5.3.6 Valuation of crops and trees**

The earning approach method of valuation is the typical methodology used in assessing market value of crops and trees for compensation purposes. This is in compliance with the land office practice and agriculture expert opinions in most countries. In applying the earning approach, production capacity was determined and calculation made on the basis of current bank lending rates, over the economic life of the plant or the remaining period of the land tenure. Adjustments were accordingly made to arrive at appropriate values that we considered to be fair market value of the relevant crop tree or plantation after taking into consideration of plant price recommended by the Chief Government Valuer.

### **5.4 IDENTIFICATION AND REFERENCING**

Property identification number was designed by the valuation team in conjunction with the topographic surveyor who marked the whole corridor/alignment from the beginning to the end of project. The designed code clearly show the name of the project, location in terms of ward, actual location of the property with reference to which side of the existing of the property was found and the serial number of each particular PAP.

#### **5.4.1 Valuation Summary**

The compensation recommended for payments to proposed construction of Msalato airport to the PAPs is summarized in **Table 5.1**.

For new PAPs are Tanzanian Shilings 8,922,217,669.52 billion

Updated from valuation 2012 are 5,883,647,835.00

**TOTAL COMPENSATION is 14,835,865,504.52**

## 6. RESETTLEMENT MEASURES

### 6.1 Compensation Options

Compensation options which were presented to PAPs during public consultations included:

- In-kind (land for land; residential or business structure for residential or business structure); and
- Direct cash payment options.

Public consultations were documented and minutes are attached as **Annex I.2**. The PAPs without exception preferred for cash payments.

### 6.2 Compensation of Community Assets

Community compensation will be in kind for community as a whole in the form of reconstruction of facility to at least the same standard or better than that being removed to give way to project (e.g. Msalato Dispensary ). Alternatively, this can be left to the Ward Council and village leaders, to rebuild in which case cash compensation can be provided under the project.

### 6.3 Assistance to Vulnerable People

Vulnerable people may be such prior to the compensation process because of a disability or disadvantage, and/or may be made more vulnerable as a result of the compensation process. Vulnerable people identified in this project are elderly persons, widows and female and child-headed households. These women and children are often at the risk of being dispossessed of their productive assets as a result of the land compensation process given the customs and norms. Additionally in the process of compensation male head of households may benefit more compared to women and children. Identification of person and cause of vulnerability was done during the census and socio-economic surveys.



## **7. COMMUNITY PARTICIPATION**

### **7.1 Consultation and Community Participation**

The overall goal of the consultation process was to disseminate project information and to incorporate the views of various stakeholders in the project design, implementation; mitigation measures, management plan and Resettlement Action Plan. Public consultation ensured that various groups' views are adequately taken into consideration in the decision making process. Consultation with the stakeholders was aimed at positively conveying information about the planned airport project development, clear up misunderstandings, allow a better understanding of relevant issues and how they will be dealt with, and identify and deal with areas which are controversial while the project is still in its design stage.

### **7.2 Objectives of Public Participation and Consultation**

The objectives of public participation and consultation were:

- To ensure transparency in all activities related to the airport project and its potential impacts;
- To share fully the information about the proposed airport project, its components and activities;
- To obtain information about the needs and priorities of the various stakeholders, as well as information about their reactions;
- To improve project design and, thereby, minimize conflicts and delays in implementation;
- To involve public at large together with their responsible institutions and organizations in the project design and planning;
- Information dissemination to the people about the project; and
- Understanding perceptions of local people towards the project.

### **7.3 Stakeholders**

The major stakeholders that were consulted include; TANROADS, TANESCO, TTCL DUWASA , JKT Makutupora Central and Local Government Authorities and local communities.

### **7.4 Means and Channels of Consultations**

Public participation and consultation took place through meetings, request for written proposals/comments, interviews, focus group discussions and explanations of project ideas and requirements.

### **7.5 Consultation Issues with Local Communities**

Consultations with local communities focused to inform them of the project and its activities and discuss possibilities for land acquisition and other physical assets at replacement or compensation costs. Additionally, people were made aware about acquisition of community property. Options for relocation, shifting and loss of employment costs as per need and provision of livelihood support to vulnerable groups were some of the other issues discussed during consultations. Along with

information dissemination the consultations also aimed at taking people's opinions and suggestions on project and its benefits and impacts.

The minutes of the meetings were prepared and signed by the secretary selected by the community and stamped by ward government. For clarity and understanding of the meeting proceedings by the local community, the minutes were prepared in Kiswahili. The list of attendees and their signatures were taken in all meetings and attached in this report as **annex 1.2**.

Below (**Table 7.1**) is a consultation matrix of key issues that were raised during the consultations with communities within the airport impact area.

**Table 7.1: Consultation Matrix**

Consultation	Key Issues Discussed
Location: Msalato Date: 17/08/2018 Attendance: 168 people	<ul style="list-style-type: none"> <li>– Resettlement of properties and the valuation process should be clear to the PAPs</li> <li>– Impact on child labour, children should not be allowed to work in the project.</li> <li>– Their norms and traditions will be affected by increasing interactions stemming from influx of people who will be working on the project.</li> <li>– The airport width should be marked so as to prevent encroaching the airport reserve area.</li> <li>– Positive impacts such as employment, trade, transport will increase as well.</li> </ul>
Location: Nzuguni Date: 18/08/2018 Attendance: 249 people	<ul style="list-style-type: none"> <li>– Compensation process should be done properly following all the laws and regulations.</li> <li>– Criteria for the eligibility for compensation should be explained to the PAPs.</li> <li>– Compensation of community assets and the form of their compensation should be open to the community as well as paid in timely and fair manner.</li> <li>– Mitigation of negative impacts to reduce the severity of the impacts.</li> </ul>

## 7.6 Feedback from the Consultations

Major feedbacks derived from the consultations with local communities were as follows:

- Timely information on project design and airport alignment: people requested to be informed constantly regarding airport design and alignment;
- Employment opportunity for local people: raised the need for local people to be given priority in employment during the construction (for both skilled and unskilled labor);
- Fair and timely compensation payment: requested for timely and adequate compensation for any losses incurred due to project implementation; and
- Special consideration to vulnerable groups.

## 7.7 Methods/procedure for consultation with Affected Groups/Individuals

Consultation with PAPs involves the following major steps:

1. The consultation with affected group or individual is carried out in collaboration with affected individuals from the local villages/wards where the project airport transverse including the valuation of properties;
2. The compensation documents and transfer deeds relating to resettled assets will be signed by both affected groups/persons and local authority officials representing the particular area of concern;
3. Disclosure and meetings: meetings will be organized and conducted in the affected area. The principles for compensation for the various types of loss will be detailed. The list of proportion and assets affected will be mentioned in such meetings which include the names of the affected ones and the consultation meeting with all affected individuals in the list;
4. Amicable discussion will go hand-in-hand with the whole process of compensation and resettlement;
5. The disputes settlement procedures will be presented and legal as well community leaders will be made available to resolve the same;
6. Individual meetings: individual(s)-based meetings will be conducted with each affected household;
7. The valuation and compensation for the assets will be detailed and transparent;
8. The process will be made in accordance with the laws and procedures applicable, once affected person have agreed, a compensation report or certificate/agreement will be signed by the parties involved;
9. Compensation options: the options of compensation for resettlement will be explained to the affected group(s) or individual(s) for them to choose;
10. All parties will sign compensation certificate; and
11. All payments and transfers in kind will be made in the presence of the affected parties and VEOs.

Consultation with relevant stakeholders is a continuous activity and this process started during the Base Services period. By the time the RAP document is being finalized a number of consultations have been conducted with PAPs including:

1. Consultations with PAPs on the valuation of properties (Step 1 above);
2. Discussion on the whole process of compensation and resettlement (Step 4);
3. Conducting meetings with individual PAPs (Step 6);
4. Valuation of assets (Step 7); and
5. Compensation options (Step 9).

These steps have already been covered up to the time of writing this RAP. The remaining steps will be covered during the implementation of RAP.

## **7.8 Means and Channels of Consultations**

Public participation and consultation taking place through meetings, request for written proposals/comments, filling in of questionnaires/forms, public readings and explanations of project ideas and requirements, making public documents available at the District, Town, Ward and Sub Ward/Village levels at suitable locations like the City Hall, District Council Hall, official residences/offices of local leaders. These measures will take into account the low literacy levels prevalent in these communities by allowing enough time for responses and feedback.

## **8. GRIEVANCE PROCEDURES**

### **8.1 Introduction**

The RAP will be made available to all concerned people, the appeal structures at various levels, specifying the responsible parties and their response time. Before starting with the grievance sequence and where appropriate (i.e. in case of complaints of minor entity), aggrieved parties will take their complaints to the community or traditional meetings for dispute resolution.

### **8.2 Dispute Resolution Mechanism**

Land Acquisition Act details procedures for dispute resolution with respect to compensation. Local authorities could handle the disputes and grievances in the first place. In summary those seeking redress will have to notify local government and ward offices. If this fails, disputes can be referred to district level. Resolution of disputes should be speedy, just and fair and local NGOs that are conversant with these issues could be engaged by the project.

Unresolved disputes can be referred to appropriate level of land courts established by law. If local courts are unable to resolve the disputes application can be made to the High Court of Appeal of Tanzania, this is the highest appellate judge in the system and its decision will be final.

### **8.3 Potential Grievance/Disputes**

Potential grievances and disputes that arise during the course of implementation of the resettlement and compensation programme are often related to the following issues:

- Inventory mistakes made during census survey as well as in adequate valuation of properties;
- Mistakes related to identification and disagreements on boundaries between affected individual(s) and specifying their land parcels and associated development;
- Disagreements on plot/asset valuation (e.g. inadequate compensation);
- Seizure of assets without compensation;
- Divorces, successor and the family issues resulting into ownership dispute or dispute share between in heirs or family;
- Disputed ownership of given Assets (two or more affected individual(s) claim on the same);
- Where affected individual(s) opt for a resettlement based option, disagreement on the resettlement package (unsuitable location of the resettlement site); and
- Problems related to the time and manner of compensation payment.

### **8.4 Proposed Grievance Management and Redress Mechanism**

The mechanisms for grievance management and redress mechanisms are to be “affordable and accessible,” and third parties independent of the implementers should be available at the appropriate point in the process. The grievance procedure will be simple, administered in the first instance at the local level to facilitate access, flexibility and open to various proofs taking into account the need for speedy, just and fair resolution of their grievances. The process suggested for resolving individual grievances is presented in **Table 8.1**.

**Table 8.1: Process of Addressing Grievances**

Step	Reporting Officer /Committee	Officer /Committee members	Time Frame to Redress	Grievance Redressed	Grievance not redressed
1	PAP shall submit grievance in writing to the Village or Street Government and receives an acknowledgement from Village or Government as proof. If the PAP is unable to write, the RAP Implementing Agency (RIA) or the Village or Street Government shall record the same on behalf of PAP.	<ol style="list-style-type: none"> <li>1. Su ward Government</li> <li>2. Representative of RAP Implementing Agency</li> </ol>	Upon receipt of grievance, the Sub ward Government with the help of RAP implementing agency shall try to resolve the grievance amicably with the active participation of aggrieved party within 5 working days from the date of file of grievance.	If the grievance is resolved and the PAP is satisfied with Village or Street Government's decision, a report of the same shall be prepared by RIA. A copy of report shall be handover to PAP for record and a copy to be submitted to TAA for record, case closed.	If the grievance is not resolved, go to Step 2.
2	If PAP is not satisfied with Step 1 decision, the case shall be forwarded to Ward Council with a preliminary report prepared by RIA. The report should have the details of grievance, preliminary assessment of RIA & local government, hearing date and decision of local government.	<p>The members of this committee shall be:</p> <ol style="list-style-type: none"> <li>1. Members of Sub ward and Ward Council</li> <li>2. Representative of RIA</li> <li>3. PAP Representative</li> <li>4. Representative of TAA</li> </ol>	Upon receipt of grievance, the Village or Street and Ward Council if desired may direct RIA to collect further information related to grievance and submit the same to committee for its use while hearing the grievance. The hearing shall be completed within 10 working days from the date of case referred. The date, time and venue of hearing shall be communicated to PAP at least 5 days in advance by RIA.	If the grievance is resolved and the PAP is satisfied with Village or Street and Ward Council decision, a report of the same shall be prepared by RIA. A copy of report shall be handover to PAP for record and a copy to be submitted to TAA for record, case closed.	If the grievance is not resolved, go to Step 3.
3	If PAP is not satisfied with Step 2 decision, the case shall be	1. District Commissioner – Chairman	Upon receipt of grievance, the GRC if desired may direct RIA to	If the grievance is resolved and the PAP is satisfied with	

Step	Reporting Officer /Committee	Officer /Committee members	Time Frame to Redress	Grievance Redressed	Grievance not redressed
	forwarded to Social Services Committee (SSC) at the District level. This committee shall function as Grievance Redress Committee (GRC) at the district level. The grievance shall be forwarded with all the paper details of case till date to SSC.	2. Member, Land office 3. Member , Valuer 4. Member, RAP Implementing Agency 5. Member, PAP representative/ local NGO 6. Member, Representative of TAA	collect further information related to grievance and submit the same to committee for its use while hearing the grievance. The hearing shall be completed within 20 working days from the date of case referred. The date, time and venue of hearing shall be communicated to PAP at least 7 days in advance by RIA.	GRC decision, a report of the same shall be prepared by RIA. A copy of report shall be handover to PAP for record and a copy to be submitted to TAA for record, case closed.	If the grievance is not resolved, go to Step 4.
4	It is assumed that all the cases shall be solved at GRC level. It may be possible that there are cases which might still remain unresolved at GRC level. For such cases, the PAP shall have option to refer his /her case to Regional Secretariat for final amicable solution or to refer the case to Judiciary.	1. Regional Secretariat 2. District Commissioner 3. Member, Representative of TAA	If the case is referred to Regional Secretariat (RS), the details of case file shall be submitted to RS office and the case shall be heard within 45 days from the date of case referred. The PAP shall be intimated 10 days in advance about the date, time and venue of the hearing.	If the grievance is resolved and the PAP is satisfied with RS's decision, a report of the same shall be prepared by RIA. A copy of report shall be handover to PAP for record and a copy to be submitted to TAA for record, case closed.	If the grievance is not resolved, the PAP may take the case to appropriate court.
5	PAP takes the case to appropriate court.	-	-	-	-

## 9. ORGANIZATIONAL RESPONSIBILITIES

A number of organizations and institutions will be involved with RAP implementation processes at different levels and times. As soon as the RAP is cleared and finalized, TAA will formally disclose it to the affected people. For this purpose, TAA will organize 10 sessions, one in each of the administrative Village Areas crossed by the airport. The sessions will be chaired by the RAP specialist of TAA and attended by representatives of the higher territorial hierarchies (District and Wards). Adequate display materials will be utilized. TAA will prepare the list of the occupants dispossessed by the project, specifying their rights of occupancy and the assessed value. The Local Government (i.e. City Council) will dispatch the dislocation notices to the concerned households and farmers. Ministry of finance through TAA will disburse the compensation funds to the TAA Regional office to pay the communities eligible for compensation. After the implementation of compensation and resettlement, the communities will be given at least six months for resettlement. TAA will then authorize the Contractor to start demolition works.

The NGO will assist in raising public awareness on resettlement and facilitate local community participation in RAP implementation. The communities preferred cash compensation and are eagerly awaiting the compensation, since they feel that it will be some sort of improvement in their social welfare. This is through the experience acquired where compensation have been implemented in Tanzania. This section provides a list of all agencies and institutions involved in each step of the resettlement process (preparation, appeals, implementation and monitoring). These include:

- TAA will support sensitization of stakeholders on RAP, preparation of monitoring of RAP;
- Local Government Authorities will sensitize communities on RAP, provide technical support in preparation of RAP, screen and appraise and monitor the implementation of RAP;
- Communities, Villages, Wards, affected groups - as the final owner of land, landed properties and assets to be acquired or affected will be the participants and responsible for the implementation of the RAPs. The local level committees will support practical day-to-day implementation of the resettlement activities, including the disbursement of compensation funds;
- TAA shall have the overall responsibility for the oversight of implementation of the RAP and providing enabling environment for the same;
- Independent NGOs/CBOs and other stakeholders may be engaged to witness the fairness and appropriateness of the whole process. The NGO will be involved in the monitoring of the resettlement process, establishing direct communication with the affected population, community leaders, TAA to facilitate the completion of RAP;
- External Audits shall include the evaluation of the implementation of the resettlement action plans in routine annual audits. Without undue restrictions, the audits may include assessment of:
  - Resettlement conditions where relevant;
  - Consultation on compensation options, process and procedures;
  - Adequacy of compensation; and
  - Adequacy of specific measures targeting vulnerable people.



TAA shall set up Resettlement Committee comprising of key Ministries and a local NGO involved in human rights.

**Table 9.1: Committees and Responsibilities for RAP Implementation**

Unit	Responsibilities	Members
Resettlement Committee	<ul style="list-style-type: none"> <li>- Oversight management and coordination of RAP implementation activities and teams</li> <li>- Liaison with City ,district, government agencies and other stakeholders</li> <li>- Review of periodic progress report in accordance with RAP guidelines</li> </ul>	<ul style="list-style-type: none"> <li>- Regional Commissioner (Chair)</li> <li>- District Commissioner</li> <li>- Representative of TAA</li> <li>- Representative of Ministry of Lands</li> <li>- Consultant</li> <li>- Representative of a Local NGO</li> <li>- Representative of PAPs</li> </ul>
Compensation Committee	<ul style="list-style-type: none"> <li>- Coordinate management of compensation process</li> <li>- Ensure compensation is consistent with RAP guidelines</li> </ul>	<ul style="list-style-type: none"> <li>- District Commissioner (Chair)</li> <li>- Representative of TAA</li> <li>- Representative of Ministry of Lands</li> <li>- Consultant</li> <li>- Valuer</li> <li>- Representative of PAPs</li> </ul>
Dispute Resolution Committee	<ul style="list-style-type: none"> <li>- Address entitlement issues and other disputes and concerns among PAPs and other stakeholders</li> <li>- Advice PAPs and other stakeholders on redress mechanisms which cannot be resolved</li> <li>- Refer unresolved disputes to district commissioner</li> <li>- Liaise with other authorities and Resettlement Committee</li> </ul>	<ul style="list-style-type: none"> <li>- District Commissioner (Chair)</li> <li>- Representative of TAA</li> <li>- Representative of Ministry of Lands</li> <li>- Valuer</li> <li>- Representative of PAPs</li> <li>- Representative of a Local NGO</li> </ul>

## 10. IMPLEMENTATION SCHEDULE

Implementation of RAP consists of several resettlement activities. Efficient implementation of RAP activities requires several measures to be taken prior to startup of implementation. These include setting up of relevant committees at district level, hiring of NGO or consultant etc. In principle project civil works may not start until all PAPs determined to be entitled to compensation are compensated. Therefore land acquisition and assets may take place after compensation has been paid and other assistance required for relocation prior to displacement. The time frame of 12 months on the implementation schedule ensures that no PAP or affected household will be displaced due to civil works activity before compensation is paid and is undertaken when all necessary approvals have been obtained.

The following are key RAP implementation activities and are shown in **Figure 10.1**:

- Surveys; PAPs identification and inventory of assets
- Consultation with PAPs
- Valuation of affected properties and establishment of cut-off date for eligibility
- Bank account opening
- Actual payment of compensation and delivery of other entitlements;
- Payment within 6 months of giving notices;
- Dispute/grievances resolution;
- Owners can remove all affected structures at fixed date (advised at the time of compensation payment) provided in writing; and
- Monitoring and evaluation.

**Figure 10.1: RAP Implementation Schedule**

Task	Months of Year 2018 – 2019											
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Preparation and conducting of household surveys of PAPS												
Identification of affected land and other assets												
Consultations with PAPS and communities												
Identification of categories of affected assets												
Identification of names, addresses, ownership/use status, gender, age of PAPs												
Disclosure of affected assets and claimants												
Preparation of valuation methods												

Task	Months of Year 2018 – 2019											
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Holding of public hearings to verify entitlements and proposed valuation methods												
Establishment of cut-off-dates												
Finalization of draft RAP report												
RAP disclosure and circulation												
Response to feedback to draft RAP and RAP finalization												
Submission of final RAP and budget												
Hiring NGO/Consultant/RAP implementing agency												
Set Up district level committees												
Verification of PAPs												
Revision and approvals of compensation schedules												
Submission of revised RAP												
Mobilization of Compensation Money-Ministry of Finance												
Opening Bank Accounts												
Certified List of names with Bank Accounts sent to TAA												
Compensation to PAPs-payment through banks (for those getting or equal to 400,000 Tsh)												
PAPs informed by TAA/or consultant that funds have been deposited into their accounts												
District Administrative Officer (DAS) prepares vouchers for payment for PAPs getting less than TShs 400,000 to Regional Sub-Treasuries (RST)												
RST prepares open checks for PAPs getting less than TShs 400,000 and are sent back to DAS for delivery to PAPs												

Task	Months of Year 2018 – 2019											
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Consultant prepares record form for PAPs to sign upon receiving the check												
Preparing relocation-Local Government												
Finalization of arrangements for grievances mechanisms												
Land acquisition-Notice of COI clearance												
Commencement of Works												
Monitoring and Evaluation												

## **11. MONITORING AND EVALUATION**

### **11.1 General Objectives of Monitoring and Evaluation**

RAP implementation is one of the central components of this project its monitoring is critical to solve challenges or obstacles in the areas of mobilization, compensation, relocation etc.

The monitoring and evaluation procedures will include external and internal evaluation of the compliance of the actual implementation with objectives and methods as agreed, and monitoring of specific situations.

### **11.2 Internal Monitoring**

Project implementation unit and NGO will be responsible for internal monitoring while the Consultants may provide technical assistance in implementing RAP.

Monitoring will ensure the following:

- Verification of land acquisition, property valuation, and economic rehabilitation whether these have been carried out as planned;
- Information dissemination has been carried out;
- Status of land acquisition and payments on land compensation;
- Value of entitlements received is equal to the original structure or land acquired;
- Use of entitlements and its misuse;
- Compensation of affected structures and other assets;
- Relocation of PAPs if applicable;
- Payments for loss of incomes;
- Implementation of rehabilitation measures;
- Effective operation of grievances Committee;
- Funds for implementing land acquisition and economic rehabilitation activities are available in timely manner, are sufficient for the purpose and spent according to Plan;
- The Consultants shall submit reports on monthly basis documenting the RAP progress implementation;
- Project Unit shall be responsible for monitoring day to day resettlement activities;
- Performance data sheet shall be developed to monitor at the field level; and
- The Consultants shall be responsible for overall project level monitoring.

The following verifiable indicators will be used to monitor and evaluate the implementation of resettlement and compensation plans:

**Table 11.1: Monitoring Indicators**

S.No.	Issue /Impact	Monitoring Indicator
1	Physical loss of building, land, plot, crops	<ul style="list-style-type: none"> <li>- Number of PAPs compensated</li> <li>- Number of Bank Accounts opened</li> <li>- Number of Buildings demolished</li> <li>- Number of PAPs able to establish pre-displacement activities, land, crops</li> <li>- Number of community properties relocated</li> <li>- Number of trees cleared</li> </ul>
2	Financial loss of business	<ul style="list-style-type: none"> <li>- Number of PAPs compensated</li> <li>- Number of PAPs resuming business at pre-displacement level or better</li> </ul>
3	Loss of social services	<ul style="list-style-type: none"> <li>- Number of community properties relocated</li> </ul>
4	Psychological loss	<ul style="list-style-type: none"> <li>- Number of PAPs paid relevant allowances</li> </ul>
5	Sociological loss	<ul style="list-style-type: none"> <li>- Number of vulnerable individuals supported</li> </ul>
6	Grievances	<ul style="list-style-type: none"> <li>- Number of grievances received</li> <li>- Number of grievance resolved</li> </ul>
7	Consultation	<ul style="list-style-type: none"> <li>- Number of consultations held</li> </ul>

### 11.3 External Monitoring

External monitoring shall be engaged by TAA to carry out independent bi-annual review of RAP implementation and project evaluation. External monitoring and evaluation can be done by independent researcher, consulting agency, university department or an NGO. External monitoring will focus on the following:

- Verifying whether the objectives of enhancing or at least restoring the income levels and standard of living of PAPs have been met;
- Suggest modification in land acquisition and economic rehabilitation where necessary to achieve objectives;
- Assess if all resettlement and land acquisition have been completed;
- Verification of internal monitoring;
- Demographic baseline and bi-annual household survey to monitor progress from pre-project, pre-settlement benchmarks;
- Evaluation of delivery and impacts of entitlements to determine if they are as per approved RAP;

- Evaluation of consultation and grievances procedures especially at the level of public awareness of grievances procedures; access by PAPs and households to information and rapid conflict resolution;
- Evaluation of actual operation of grievances committee in assisting PAPs as required and acting as observers; and
- Declaration of successful implementation of RAP.

#### **11.4 Evaluation**

The following are the objectives of the evaluation:

- General assessment of the compliance of the implementation of the Resettlement Action Plan with general objectives and methods as set in this document;
- Assessment of the compliance of the implementation of the Resettlement Action Plan with laws, regulations and safeguard policies;
- Assessment of the consultation procedures that took place at individual and community level, together with the Central Government and Local Government levels in Tanzania;
- Assessment of fair, adequate and prompt compensation as they have been implemented;
- Evaluation of the impact of the compensation on income and standard of living;
- Identification of actions as part of the on-going monitoring to improve the positive impact of the programme and mitigate its possible negative impact if any.

#### **11.5 Reporting Requirements**

The following are the suggested reporting requirements:

- The Consultants shall prepare monthly and quarterly reports on RAP progress implementation to TAA;
- The Consultants responsible for supervision and implementing RAP will prepare monthly progress report on resettlement progress activities;
- TAA shall also monitor RAP implementation and submit quarterly reports to Ministry of Infrastructure
- External monitoring agency submits bi-annual reports directly to TAA and determines whether or not RAP goals have been achieved and livelihoods have been restored and suggest suitable recommendations for improvement.

#### **11.6 Budget for Implementation, Monitoring and Evaluation**

The Consultants estimate **TShs 288,717,310.08 million** as the amount likely required for implementation, monitoring and evaluation of Resettlement Action Plan. The budget proposed equals to about **2. %** of the payable compensation - the latter is about **TShs 14,835,865,504.52**. These costs include the expenses to be incurred towards consultants, NGOs and cover both internal and external monitoring efforts needed.

## **ANNEXES**



## **ANNEX I: CONSULTATIONS MINUTES AND ATTENDANCE LISTS**

### ANNEX III PICTURES



**Community consultative meeting at Msalato Ward**



**Consultative Meeting at Msalato ward, valuer explain the process of valuation**





**Stakeholders at Nzuguni ward concentrating on the issues concern RAP**



**Miss Mwing'uri from TAA explain to PAPs on the issues of compensation during RAP process at Nzuguni ward**



Graves which are found in the project area , which will be moved





A Green House which will be affected at the project area at Msalato





One of the house which will be affected at the project area , Msalato ward





A farm of Grapes which will be affected at Msalato ward

MUHTASARI WA MKUTANO WA WANANCHI WA MSALATO  
ULIOPANYIKA SHULE YA MSINGI MSALATO TAREHE 15/08/2018  
KUHUSU UTOAJI ELIMU KUTOKA KWA WATAALAMU WA  
HALMAASHAURI YA JIJI PAMOJA NA WATAALAMU KUTOKA  
MAMLAKA YA VIWANJA VYA NDEGE TANZANIA

WANANCHI WALIOHUDHURIA NI 121

AGENDA ZA MKUTANO.

1. KUFUNGUA MKUTANO
2. KUTOA ELIMU KWA WANANCHI KUHUSU UTEKELEZATI WA MRADI WA UJENZI WA UWANJA WA NDEGE MSALATO, KWA WALE AMBAO HAWAKULIPWA AWALI NA WALE AMBAO WATAFANYIWA TATHMINI UPIYA.
3. KUFUNGA MKUTANO.

AGENDA Na. 01/8/2018 KUFUNGUA MKUTANO

Mwenyekiti alifungua mkutano saa 4:20 asubuhi kwa kuwakanibisha wananchi pamoja na wageni kutoka Halmashauri ya Jiji la Dodoma pamoja na wageni kutoka mamlaka ya viwanja vya ndege Tanzania, pia aliwakanibisha kuwosa kujitambuliwa ili kuweza kutambuliwa na wananchi.

AGENDA Na. 02/8/2018 KUTOA ELIMU KWA WANANCHI  
KUHUSU UTEKELEZATI WA MRADI WA UJENZI WA  
UWANJA WA NDEGE MSALATO, KWA WALE  
AMBAO HAWAKULIPWA AWALI NA WALE AMBAO  
WATAFANYIWA TATHMINI UPIYA.

Mwakilishi kutoka mamlaka ya viwanja vya ndege Tanzania alitoa elimu kuhusu uthamini wa maeneo ya wale ambao hawakulipwa fidia awali, pia kuna

kuna eneo ambalo litaongezwa, kwa wale ambao hawakufanyiwa tathmini watitambuliwa, wanandui wanakali kusitisha zoezi la ujenzi kwenye eneo lililopimwa, kila mfu atapata haki yake itakuwa kisheria

Mwakilishi kutoka Halmashauri ya Jiji alitoa maelezo kuhusu uthamini kwa wale ambao hawakulipwa fidia. Kwanza uthamini wa kwanza ulijanywa mwaka 2012 uthamini wa pili ulijanywa tena kwa mwaka huu.

Kwa wale waliokufanyiwa tathmini mwaka 2012 ambao hawakulipwa fidia, viwango vilivyocaiinishwa vitalipwa kwa riba kulingana na viwango vya sasa.

• Uthamini wa sasa unajua miongoro na sheria za sasa, na hata uthamini wa fidia ni hizi zilizotolewa

- Kutambua mradi
- Kutoa elimu kwa wanandui
- Kufanya uthamini (site work)
- Kuandaa ripoti

• Ukaguzi wa mali

• Kila mwanandui kutambua kipande chake cha ardhi pamoja na mipaka

• Kila mwanandui awe mkweli kuonyesha eneo lake

• Kuangalia maendeleo ya kudumu kama miti na majeng

• Pia kutakuwa na porho ya usumbufu asilimwa kwa kila atakayeguswa

• Pia kutakuwa na porho ya usafiri kwa wale weny nyumba ndani ya eneo

• Kwa wale waliorithi maeneo kuwe na muhusika wa kusimamia kuhusu uthamini



Swali: Kutoka kwa Chingwas, Mtaa wa Msalato

→ Watakaondolewa kwenye eneo la mradi watapelekuwa wapi?

Jibu: Mamlaka ya uwanja wa ndege haimchaguli mwananchi sehemu ya kwenda, italipa tufedha zinazosondana na eneo husika.

Swali: Kutoka kwa Wile Chihanga, Mtaa wa Chikole

→ Kwa wale waliyofanywa tathmini mwaka (2012) na hawakulipua itakuwaje?

Jibu: Kwa wale waliyofanywa tathmini mwaka (2012) na hawakulipua watakuwishiwa ili wapate haki yao stahiki na watalipua kwa riba pia inatakuwa jina lake liwepo kwenye uthamini wa mwaka (2012)

Swali: Kutoka kwa Athumani, Mtaa wa Msalato

→ Zoezi la kulipa fidia litachukua muda gani?

Jibu: Baada ya zoezi kukamilika wabu watalipua fidia

Swali: Kwa wale wenye makaburi ndani ya mradi itakuwaje?

Jibu: Watalipwa gharama za kuhamisha makaburi

Swali: Kutoka kwa Benedict, Mtaa wa Msalato

→ Je uwanja utaanza lini kujengwa?

Jibu: Uwanja wa Ndege utaanza kujengwa hivi karibuni

AGENDA Na 3 / 8/2018, KUFUNGA MKUTANO.

Mwenyekiti alifunga mkutano mnamo saa 5:45 za asubul  
 kwa kuwashukuru wananchi waliopika kwenye mkutano  
 pia kuwashukuru kwa michango ya mawazo yao maruni  
 yaliyojanikisha mkutano kuenda vizuri.

Emmanuel Mwakilishi  
 Mwenyekiti

Chie - C. Shikha  
 Katibu  
 KUSA MIENDAJI WANIAH  
 MSALATO KATA YA MSALAT  
 MAMBARA YA DODOMA

MAHODHURI YA NKUTANO WA HADHARA			
JINA KAMILI	SAHITI	WADHARA	N° SIMU
1. <del>EMANUEL R. MAZENGU</del>	<del>SAHITI</del>	M/KUTI MSALAO	0759646925
2. <del>ELIAS C. SAKISA</del>	<del>SAHITI</del>	WCU	0763480751
3. VERONICA T. SUMWA	AS	MEO-JENJE	0765-972024
4. Nassan B. Chimya	GH-JENJE	M/KUTI GUTULE	0719-337183
5. JACKSON C. MANGE	GH-JENJE	M/KITI BONE	0768-711191
6. SHAWI SHAWI	SHAWI	WFO (PILU)	0716499220
7. EDWARD GOBO	GOBO	1	075626385
<p>KIISA MIENDAJI WANIAA KALATO KATA YA MRLATC MUNDOHA YA DODOMA</p>			



	JANA KAMILI	SAHIMI
8	SETHMAN RASHID TUNGULI	<del>SETHMAN</del>
9	HAMISI MTORO CHINJA	<del>HAMISI</del>
10	EDA LEMABI	EDA
11	ASHA PETER	ASHA
12	RICHARD MALODA	Richard
13	JOEL SINGO	<del>JOEL</del>
14	HASSAN SERERA	H.P. 0765441860
15	ZABLON E MOLELA	Mr 0784655195
16	DAUD SAMUEL	David
17	DAUD KIDUNGO	David
18	PETRO MATIBULA	Matibula
19	JAPHARI NASIRO KIMBUKE	<del>JAPHARI</del>
20	SAIDI MABEWA	Shadeni
21	BENDINA ALPHONSE	<del>ALPHONSE</del>
22	MWANAHARUS H. KONIA	Mwanaharus
23	CHRISTOPHER MATIBULA	
24	KENES MATHNYIRA	Ken
25	GEORGE EMMANUEL	George
26	PAULO MORSES	Paul
27	MATIAS ISSAYA	Matias
28	MOHAMED SERERA	Mohamed
29	RICHARD MALEBET	Richard
30	IRRA	IRRA

	JINA KAMILI	SAHIMI
31	HANSON KWAJA	<del>Handwritten signature</del>
32	Mtenga Michael	<del>Handwritten signature</del>
33	Paul Melkang	<del>Handwritten signature</del>
34	Pascal William	<del>Handwritten signature</del>
35	Philip Chisebe	<del>Handwritten signature</del>
36	Romain Charles	<del>Handwritten signature</del>
37	Mathias Mue	<del>Handwritten signature</del>
38	Methew Kifjoo	<del>Handwritten signature</del>
39	Andrew Petu	<del>Handwritten signature</del>
40	ANGUMBIKE SIMON	<del>Handwritten signature</del>
41	DAVID Chigwasi	<del>Handwritten signature</del>
42	William ANDREA	<del>Handwritten signature</del>
43	Richard M. CHALO	<del>Handwritten signature</del>
44	Romain Baragu	<del>Handwritten signature</del>
45	PAULO NG'ANGU	<del>Handwritten signature</del>
46	EMANUEL TUSA	<del>Handwritten signature</del>
47	MARAYANEM MUKOLI	<del>Handwritten signature</del>
48	SUZANA DANIEL CHINDO	<del>Handwritten signature</del>
49	RITHA S. CHIBILE	<del>Handwritten signature</del>
50	ROMAN J. TOIBA	<del>Handwritten signature</del>
51	PAUL ERNEST	
52	ESTA EMANUEL	
53	HAPPY NGAWEJE	<del>Handwritten signature</del>
54	Richard Nkonoka	<del>Handwritten signature</del>

AMBA MENDAKIWA NIA  
KATA SA MSALATO  
MAREKANI YA DOLOMA



	JINA KAMILI	JAHIM
55	JOBO - M. MUALIADZE	<del>Mualidze</del>
56	Willy Chiyanga	<del>Chiyanga</del>
57	MAGRETH LETEMA	<del>Letema</del>
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61	GOODMICK MZEE	Gmzee
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73	BITLUHH JOHANA	B. J
74	ZILIPA KUMVOLA	
75	GARDENIA GOFREY	
76	BORICAS KUTITU	
77	VELONICA John MSEMBAJE	
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80	Leticia MWINYANTA	<del>Mwinanta</del>
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82	HILIDA SANGA	H. Sanga

	JINA KAMILI	SAHIH
83	AMINA ISMAIL KAPAMA	<del>Kapama</del>
84	ELIZABETH BAKAGI	<del>Bakagi</del>
85	NAOMY CHUULO	<del>Chuulo</del>
86	TALI AGUSTIND	<del>Agustind</del>
87	Samuel BONIPHACE MATONYA	S. Matonya
88	JOYCE BAYOMBIA	Bayombia
89	MONICA KUNZUGALA	<del>Muny</del>
90	MERINA MAMASI	<del>Mamasi</del>
91	PENDO MULEMA	P. MULEMA
92	REHEMA SHABANI	R. SHABANI
93	BLANDINA MASIMA	B. MASIMA
94	AMINA BAKARI	<del>AB</del>
95	JOHN FRANS KIHILI	<del>Buruli</del>
96	ELIKA YOHANA MANDOO	E. MANDOO
97	VIDE JOHNI	<del>Johni</del>
98	SHANI SAIDI	<del>Saidi</del>
99	MUXPAWI MOHAMEDI	<del>Muxpawi</del>
100	MILKAZ SIYUN	Miliana
101	REHEMA REGANGA	REHEMA
102	ESITA MATISI	ESITI
103	ROZA CHIPAGO	ROZA
104	ASHA RAMAMANI	ASHA
105	SARAH ENESTI	S. ENESTI
106	PASHA FABIGARI	P. FAB
107	M. A	<del>M. A</del>
108	REHEMA JOSEPH	R. Joseph
109	VERONIKA JOSEPH	V. Joseph



[illegible]