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PRESIDENT OFFICE

TANZANIA SOCIAL ACTION FUND

PRODUCTION SOCIAL SAFETY NET - III
(PSSN III)

STAKEHOLDER ENGAGEMENT PLAN (SEP)

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List of acronyms

ASP	Adaptive Social Protection
CBO	Community Based Organization
CS-PW	Climate Smart Public Work
CCT	Conditional Cash Transfer
CMC	Community Management Committee
CSO	Civil Society Organization
DC	District Commissioner
DED	District Executive Director
DP	Development Partners
ESF	Environmental Social Framework
ESS	Environmental Social Standards
FBO	Faith Based Organization
FGD	Focus Group Discussions
GBV	Gender Based Violence
GBV	Gender Based Violence
GePG	Government Electronic Payment Gateway
GM	Grievance Mechanism/Grievance Management
GOT	Government of Tanzania
GOZ	Government of Zanzibar
GRM	Grievance Redress Mechanism
IEC	Information Education and Communication
ICT	Information Communication Technology
IGA	Income Generating Activities
LE	Livelihood Enhancement
LGA	Local Government Authorities
LIPW	Labor Intensive Public Work
LPG	Livelihood Productive Grant
LSP	Local Service Provider
MDA	Ministries, Departments and Agencies
MIS	Management Information System
NEMC	National Environment Management Council
NGO	Non-Governmental Organizations
NIDA	National Identification Authority
NSC	National Steering Committee
NSIO	Non-State Institutions and Organizations
OHS	Occupational Health and Safety
OSHA	Occupational Health and Safety Agency
PAA	Project Authority Area
PAP	Project Affected Persons
PDO	Project Development Objective
PPT	Project Preparation Team
PSSN	Productive Social Safety Net
PSSNC	Productive Social Safety Net Coordinator
PPRA	Public Procurement Regulatory Authority
PO-RALG	President‘s office, Regional Administration and Local Government

PW	Public Work
PWP	Public Works Program
SEA	Sexual Exploitation and Abuse
SEP	Stakeholders Engagement Plan
TASAF	Tanzania Social Action Fund
TMU	TASAF Management Unit
TVET	Technical, vocational, Education and training
VG	Vulnerable Groups

1.0 PROJECT DESCRIPTION

The third phase of Productive Social Safety Net (PSSN III or Program) will continue to support Tanzania's flagship safety net program, providing targeted assistance to extreme poor and vulnerable households and drawing extensively from lessons learned from PSSN I and PSSN II from 2012 to 2025. The government's aim is for the program to maintain a similar level of coverage in PSSN III. The project is expected to reach all the 186 Project Area Authority as in PSSN II, but activities will be more narrowly geographically targeted in this phase. PSSN III will seek to streamline interventions and place greater emphasis on those with significant evidence of impact and cost-effectiveness, emphasizing resilience and income generation. The Program will continue to support PSSN's core activities – cash transfers, economic inclusion, and public works – while investing in adaptive and digital delivery systems throughout the delivery chain. This will comprise investments in digital and dynamic delivery systems that would enable more efficient and effective responses to the needs of vulnerable populations, facilitating targeted interventions with a climate resilience focus. The Program will deliver integrated interventions aimed at achieving the following goals: (i) boosting productivity and income-generating capabilities of the household, (ii) smoothing consumption, encouraging saving and facilitating the transition to alternative, climate-resilient livelihoods; (iii) protect and promote human capital development, and (iv) Building resilience to withstand shocks.

The main objective of PSSN III is to enhance income-generating opportunities and human capital of PSSN beneficiaries and build adaptive Social Protection (SP) delivery systems. The Program focuses on three core components (1) Promoting resilience and economic inclusion through Adaptive Safety Nets (2) Strengthening and modernizing social protection delivery systems (3) Program Management.

1.1. PSSN III Core Components

The Program focuses on three core components, that are 1) Promoting resilience and economic inclusion through Adaptive Safety Nets, 2) Strengthening and modernizing social protection delivery systems and 3) Program Management.

1.1.1 Promoting resilience and economic inclusion through Adaptive Safety Net

This component aims to enhance household resilience and promote economic inclusion among poor and vulnerable populations. Its overall goal is to establish a streamlined, cost-efficient, and adaptive safety net system that integrates income support with opportunities for productive engagement and climate resilience. Implementation will be carried out through two key sub-components

1.1.1.1 Productive Cash Transfers (PCT)

PCT is the core intervention of PSSN III, providing bi-monthly cash transfers to ensure household consumption, promote savings and investment, and build resilience. All households receive an unconditional cash transfer, with top-ups based on household composition (e.g., children, people with disabilities). Transfers are inflation-adjusted, and beneficiaries participate in quarterly community sessions on topics such as climate awareness, nutrition, and financial literacy.

Economic Inclusion Support:

PSSN III strengthens the "cash plus" approach through two tiers of economic support:

- Basic Support (500,000 households): Focuses on financial and digital literacy, savings group promotion, and connections to local services.
- Enhanced Support (100,000 households): Builds on the basic package with entrepreneurship training, life skills development, coaching, and a one-time productive grant, following a graduation model with support from private sector partners

1.1.1.2 Climate-Smart Public Works (CS-PW)

This sub-component offers temporary, labor-intensive employment during lean seasons to 150,000 new, seasonally vulnerable households. It supports climate change adaptation through community asset creation (e.g., soil conservation, water projects) while providing income. Targeting is based on labor capacity and vulnerability. The Program will operate in selected high-risk areas and maintain high labor intensity (at least 72%). CS-PW will be selected through participatory planning and aligned with local climate resilience priorities.

1.1.2 Strengthening and modernizing social protection delivery systems

This component focuses on enhancing the efficiency, flexibility, and responsiveness of PSSN's delivery systems by modernizing operations and building the foundation for Adaptive Social Protection (ASP). It supports the development of digital tools, robust data systems, and institutional capacity to deliver shock-responsive social protection, in line with the National Social Protection Policy (NSPP). This component is divided into two sub-components:

The modernization of delivery systems under PSSN III focuses on enhancing efficiency and adaptability through digital and institutional improvements. This includes upgrading and expanding TASAF's registry of poor households, scaling up the e-payment system to ensure all beneficiaries including savings groups receive digital payments, and introducing ICT tools to support data collection, monitoring and evaluation, communication, and grievance tracking. The program will also strengthen the Management Information System (MIS) and invest in digital infrastructure such as tablets and smartphones. Clear protocols for targeting, graduation, and updating household information will be developed, while local capacity will be built through structured, phased training aligned with the program rollout. Additionally, institutional and technical support for Adaptive Social Protection (ASP) will be provided by fostering national coordination, building stakeholder consensus, supporting relevant policy and legal frameworks, and financing technical assistance, learning exchanges, workshops, and communication tools essential for effective ASP implementation.

1.1.3 Program Management.

This component focuses on supporting effective and continuous implementation of the program by financing essential program management functions. This includes covering costs related to staffing, logistics, coordination, monitoring and evaluation (M&E), supervision, financial management, procurement, and safeguards compliance. It will also support regular project coordination meetings and other management activities to ensure the smooth operation and effectiveness of the program. In addition, this component will finance communication efforts and

stakeholder engagement to promote transparency and inclusive participation throughout the implementation process

1.2. PSSN III Environmental and Social Framework

The PSSN III is being prepared under the World Bank's Environment and Social Framework (ESF). The implementation of the PSSN III Program is applying the Environmental and Social Framework (ESF) and its respective Environmental and Social Standards (ESSs). The Standards applied are: ESS1 on Environmental and Social Assessment and management, ESS2 on Labor and Working Condition, ESS3 on Resource Efficiency and Pollution Prevention and Management, ESS4 on Community Health and Safety ESS5 on Land Acquisition and Restriction on Land Use, ESS6 on Biodiversity Conservation and Sustainable Management of Living Natural Resources ESS7 on Vulnerable Groups Planning Framework, and ESS10 on Stakeholders Engagement and Information Disclosure. The Program environmental and social risk is classified as Substantial under the World Bank ESF, based on the type of project and nature of its activities, the environmental risk rating as Moderate and the social risk as Substantial.

2.0 DESCRIPTION AND OBJECTIVE OF STAKEHOLDER ENGAGEMENT PLAN

The Stakeholder Engagement Plan (SEP) for the PSSN III program has been developed in accordance with the World Bank's Environmental and Social Framework (ESF), particularly in line with Environmental and Social Standard 10 (ESS10) on "Stakeholder Engagement and Information Disclosure." The primary objective of the SEP is to establish a structured and inclusive approach to engaging stakeholders throughout the project life cycle covering planning, implementation, monitoring, and evaluation phases.

This SEP aims to ensure timely, transparent, and accessible communication with all stakeholders, especially affected communities, beneficiaries, and marginalized or vulnerable groups. It outlines strategies for public information disclosure, meaningful consultations, and continuous stakeholder engagement. Importantly, it details how the Tanzania Social Action Fund will proactively reach out to include populations at risk of exclusion, such as persons with disabilities, elderly, women-headed households, hunter – gatherer and pastoralist communities, to ensure their voices are heard and their needs reflected in the program's design and delivery.

Furthermore, the SEP incorporates a functioning grievance mechanism (GM), allowing stakeholders to raise concerns, provide and receive feedback, or file complaints related to any component of the Project. This contributes to increased transparency, accountability, and social inclusion, which are key principles of the World Bank ESF.

3.0. STAKEHOLDER IDENTIFICATION AND ANALYSIS PER PROJECT COMPONENT

3.1 Methodology

In PSSN III, the following stakeholders have been identified and analyzed, per Program component, as further described below. These stakeholders include affected parties (as defined in section 3.2), other interested parties (as defined in section 3.3) and disadvantaged/vulnerable individuals or groups (as defined in section 3.4).

3.2. Affected parties

Affected parties include local communities, community members and other parties that may be subject to direct impacts from the Program positively or negatively. Specifically, the following individuals and groups fall within this category:

Table 1: List of possible affected parties in respect to Project Components

Program Components	List of Affected Parties
Component 1: Productive Cash Transfers and Economic Inclusion	Program Beneficiaries – including poor and vulnerable households, elderly, persons with disabilities, female-headed households, graduating households etc.
	Excluded but Eligible Households – facing exclusion errors during targeting or enrollment in the Program.
	Vulnerable Groups – where delivery models may need adaptation due to mobility or traditional livelihoods.
	Land donors: people who have donated land for PWP projects
	Community Supervisory teams - Implement and monitor cash transfer delivery, community sessions, PW projects and economic inclusion activities
Component 2: Strengthening and Modernizing Social Protection Delivery Systems	Project Beneficiaries engaging with New Digital Platforms– e.g., mobile registration, biometric verification, who may face access or literacy barriers.
	PAA and Community Supervisory teams – play a key role in implementing delivery systems, managing data collection, addressing community feedback, and contributing to monitoring, reporting, and awareness efforts. They are directly impacted by the adoption of digital tools, updates to the Management Information System (MIS), and evolving operational procedures.
	Civil Society Organizations (CSOs) and Local NGOs – supporting citizen engagement, accountability, and system access.
	Beneficiaries receiving e-payments: Transitioned to digital payment systems, affecting how and when they access funds.
Component 3: Program Management	Program implementation staff (national and local levels): Affected by staffing, coordination, training, and resource allocation.
	CMCs and GBV focal Person: Rely on strong program management for clarity in roles, logistics, and support.
	Project Authorities Areas – overseeing implementation and coordination at district and ward levels.
	Ward and Village Executive Officers – facilitating activities, communication, and coordination with communities.
	Local and Traditional Leaders – engaging in awareness, mobilization, and grievance mediation.
	Community Members– who may be impacted by data collection processes, expectations, or decision-making outcomes

3.3. Other interested parties

This category includes institutions and/or organizations that operate within the project areas or have interests aligned with the project's objectives. Although they may not be directly affected by the Program, they nonetheless play a vital role in supporting communities and providing valuable insights into the environmental and social dynamics of the project locations. These include:

- TASAF Steering Committee: Oversee program direction, staffing, and resource management.
- Development partners: Monitor financial management, procurement, M&E, and coordination effectiveness; support innovations, registry updates, and ASP preparedness.
- Stakeholders in communication: Interested in stakeholder engagement, community awareness, and program visibility. These may include the media, other communication entities, civil societies interested in social protection.
- Ministries, Departments and Agencies (MDAs): Ensure compliance with environmental, social, and fiduciary standards. These may include OSHA, NAOT, NEMC, VPO – environment, PO-RALG and PPRA.
- National policymakers and planners: Use improved data and systems for informed decision-making and designing future social protection programs
- ICT service providers and mobile money agents: Provide systems and infrastructure for e-payments and digital tools. These include all Banks and MNO providing e- services, GePG and all e- payment agents.

3.4. Disadvantaged and vulnerable individuals or groups

Vulnerable groups in PSSN III refer to those disproportionately affected by impacts or those with limited ability to access benefits of the Program. These groups may face exclusion from mainstream consultation processes and require special measures for meaningful participation. They include Hunter-gatherer communities, pastoralists, agro-pastoralists and Populations with limited access to social services due to geographic and infrastructure constraints. It also includes other vulnerability categories of people which are: women, children, elderly, people with disability, people with chronic illnesses, people marginalized due to social biasness, etc.

The table below contains a list of vulnerable groups per component and their possible barrier in accessing information.

Table 2: List of vulnerable groups per component and their possible barrier in accessing information

Program component	Vulnerable Group	Barriers
Component 1: Productive Cash Transfers (PCT) and Economic Inclusion	▪ Hunter-Gatherer- pastoralist and agro-pastoralist communities ▪ Program Beneficiaries with health-related vulnerability such as Persons with disabilities, Elderly-and child-headed households	▪ Nomadic and migration: Frequent movement for livelihood purposes may limit their ability to receive bi-monthly transfers or attend quarterly community sessions. ▪ Geographical Isolation: Residing in remote or hard-to-reach areas may limit access to registration and benefit collection points.

		▪ Low literacy levels: May hinder participation in financial literacy or entrepreneurship training. ▪ Cultural norms: Some activities or training might not align with traditional ways of life, affecting participation. ▪ Limited physical mobility or access to payment/distribution points ▪ Lack of accessible communication (e.g. simplified language or means of communication for people with disability) ▪ Inadequate access to financial institutions or digital platforms ▪ Social stigma or exclusion from savings groups or business opportunities
Component 2: Strengthening and Modernizing Social Protection Delivery Systems	▪ Hunter – Gatherers, pastoralist and agro-pastoralist communities ▪ Digital Illiterate individuals/Beneficiaries ▪ Households in low or no mobile network coverage areas ▪ People living with disabilities, especially people with cognitive or visual impairments ▪ Elderly without tech skills such as using e-wallets or use e-payment facilities ▪ Child headed households	▪ **Digital Access**: Limited access to mobile phones, internet, or electricity can prevent use of e-payment systems or digital grievance mechanisms. ▪ **Language barriers**: Standard communication tools may not be in local languages ▪ **Lack of documentation**: May not have formal identification or records required for digital registration and targeting. ▪ Inability to use digital platforms (e.g., mobile payments, grievance apps) ▪ Weak infrastructure leading to exclusion from e-payment systems
Component 3: Program Management	▪ Hunter – Gatherers, pastoralist and agro-pastoralist communities ▪ Non-Swahili speakers or ethnic minorities ▪ Social Marginalized Households	▪ **Under representation in consultations**: May not be adequately represented in stakeholder engagement or monitoring processes. ▪ **Limited feedback channels**: Difficulty in providing feedback or filing complaints due to long distance ▪ Exclusion from decision-making or feedback mechanisms ▪ Lack of access to program updates or engagement forums ▪ Fear of reprisal when raising grievances or complaints ▪ Underrepresentation in local management committees

Vulnerable groups within the communities affected by the project will be further confirmed and consulted through dedicated means, as appropriate. Description of the methods of engagement that will be undertaken is provided in the following sections.

4.0 STAKEHOLDER ENGAGEMENT PROGRAM

4.1. Summary of stakeholder engagement done during project preparation of PSSN III

Stakeholders Consultation has been a key element during the preparation of PSSN III. Consultation was done to ensure effective participation of all stakeholders throughout the Project implementation period. It also enhances the dynamic process that involves different stakeholders across all levels from the National down to the community levels to have their view contribute to influence the meaningful decisions making process on the Program implementation for best outcome. During the PSSN III preparation the following stakeholders were consulted.

Stakeholders at National level

Stakeholders Consultation at National level was done to Ministries and various government institutions to collect input for PSSN III Program from 13th to 15th November 2024. These meetings were held at the respective Ministry or Institution offices and a total of 102 (11 female and 91 Male) stakeholders representing their various Ministry or Institution attended.

The Ministries and governmental institutions consulted and number of people attended the meetings are as follows; Second Vice President's Office, Zanzibar 4, Ministry of Finance for Tanzania Mainland 7, Prime Minister's Office Labor, Youth, Employment and Persons with Disability 18, Ministry of Agriculture 15, Ministry of Health 11, Tanzania Meteorological Authority (TMA) 12, Ministry of Education, Science and Technology 17, The Planning Commission 12 and PO-RALG 18. ANNEX 5: shows the list of participants during the stakeholder's consultation at Ministries and various governmental institutions. The consultation with Ministries and governmental institutions was conducted in a specific consultative meeting convened to collect input for PSSN III Program. These meetings featured the importance of involving stakeholders during the early stage of Program design as it enhances project planning and fosters a sense of ownership that contributing to the success and sustainability of the Program. Among the areas discussed was the Program to continue work alongside a wide range of stakeholders across government in terms of planning and implementation arrangements, also to build on the achievements and lessons learned during PSSN I and II, while focusing on productive safety nets. Key issues discussed with different stakeholders and dates of consultation have been attached as ANNEX 2: Key issues discussed with different stakeholders at National level, venue and dates of consultation.

Stakeholder's consultations at community level

Stakeholders Consultation was done at community level by the Project Preparation Team (PPT) members from 07th to 11th October 2024 respectively in Geita TC, Makambako TC, Rungwe DC, and Unguja. The objectives were to observe the implementation progress of the PSSN II Program activities at PAAs and Community levels as per implementation benchmarks and gather feedback from different stakeholders, including beneficiaries to inform the preparations of PSSN III. During

the consultations, meetings were held with a total of 254 stakeholders, including regional and district officials, community leaders, and Program beneficiaries from Tanzania Mainland. In Zanzibar meetings were held with officials from the Second Vice-President's office, TASAF office, Shehia leaders and Program Beneficiaries.

Courtesy calls to the to the Principal Secretary Second Vice President's Office Zanzibar, Regional Commissioner's in Mbeya, Geita and Njombe Regions as well as PAA Director in the visited PAAs held to inform the objectives of conducting stakeholder consultation and methodologies that will be used during the process. The process involved asking questions and listening to all stakeholders' opinions sincerely, respecting all participants' ideas, showing interests in their knowledge and behaviors while encouraging them to share their knowledge, opinions and ideas. Feedback received from different stakeholders at community level based on their experience in the PSSN II Program implementation have been listed below.

- Highlighted that the most valuable and impactful component is the livelihood enhancement program, as it directly improves the welfare of beneficiaries at an individual level.
- Mentorship and coaching were emphasized for the sustainability of Income Generating Activities (IGA), instead of having beneficiaries exit the Program immediately after receiving the grant, which can increase the risk of them falling back into poverty and undermining the Program's investments.
- The implementers recommended retaining community sessions but enhancing them to ensure that Program messages effectively reach beneficiaries.
- Coverage of Beneficiaries and areas should be revised, because not every component needs to be implemented everywhere; interventions should be tailored to areas that require specific interventions.
- Community targeting should remain a key part of the process, but there should be flexibility to consider those who missed the initial targeting for various reasons (as one-time targeting can be challenging).
- Recertification and graduation should be conducted regularly to allow beneficiaries who have improved to make way for others who are in greater need.
- Community validation is crucial, but more information and awareness should be provided during this process.
- The payment for Public Works Program of 3,000 TZS is low compared to the current market rate for laborers,
- Moving away from cash payments for beneficiaries and enhancing e-payments. If beneficiaries lack NIDA identification, TASAF should explore alternatives.
- The success of the project is determined by close stakeholders' engagement at all levels of program operations.
- Training and awareness initiatives at the PAAs and community levels are essential.
- Cash plus initiative which targets youth should be covered in all areas of implementation to cover all youth who completed primary school without proceeding to secondary school. The Program should consider to youth with labour capacity in all areas of implementation
- Children completed Form Four education from poor households should be linked to Vocational Training institutes
- Awareness should be provided to make people understand the difference between poverty and old age

- The Future Program should focus on facilitating Youth from enrolled households in short term technical trainings on various fields to equip them with skills to sustain their livelihoods.
- E-payment delivery model to be emphasized to reduce operational costs particularly to areas where it is difficult to reach.
- Emphasis on Income Generating Activities (IGA) should reflect the geographical areas as each has different climate conditions.
- Timing of implementation of tree planting subproject should be observed during the next phase.

Generally, the stakeholder's consultations achieved their intended results of gathering opinions from the community concerning the implementation of the Program. Both beneficiaries and non-beneficiaries in the communities acknowledged that the Program has been implemented very successfully and has great impact as far as poverty reduction is concerned, also areas for considerations during PSSN III were identified

Consultation with vulnerable Groups

Stakeholder's consultation was carried out in communities with Vulnerable Groups (VGs) to fulfill requirements of Environmental and Social Standard 7 (ESS7) on Sub-Saharan Historically Underserved Traditional Local Communities and ESS10 on Stakeholder Engagement and Information Disclosure. The vulnerable groups in the Program are found in the northern Tanzania, particularly in Arusha and Manyara regions and partly in Singida and Simiyu regions. Stakeholder's consultation during the preparation of PSSN III was conducted to 4 PAA in 7 villages to the total of 152 (59 male and 103 female) groups of hunter-gathers, pastoralists and agro pastoralist communities in December, 2024 and in May, 2025. Consultation took place in villages of Endamarg (40) on 03rd December, 2024, and Endesh (34) on 04th December 2024 in Karatu District;Kazaroho (2) and Gedamar (8) in Babati District on 10th May, 2025; Ngapapa (18) on 08th May, 2025 and Kimana (17) on 09th May, 2025 in Kiteto District and Munguli (43) in Mkalama District on 11th May, 2025; ANNEX 6: shows list of participants during VG consultation.

The consultation process aimed at informing stakeholders at the PAA and communities about the closure of current Program and preparation of the future Program. Participants were sector experts, village leaders, extension workers, Program Beneficiaries and the general community in the villages visited. The process employed different methodologies which are courtesy call to PAA directors' office to inform the purpose of the visit; meeting at PAA level were held with PAA sector experts prior to field visits to share their experience in working with the VGs and recommend areas of improvements in the future program.

Purposive sampling of Vulnerable Group villages were done to ensure participation of VG with respect to social-cultural interests, and focus group discussion with VGs conducted with communities of Hunter-gathers, pastoralist and agro pastoralist communities to engage VG their views, opinion and interest to identifying the potential positive and negative impacts of Program implementation and measures to enhance positive impacts; and mitigate negative impacts as far as the Program implementation is concerned in the VG communities.

Discussions with VG members revealed several economic and socio-cultural dynamics in the communities, which mostly have affected their livelihood. Among the issues are: Interaction with other communities resulting in the gradual disappearance of their social and cultural aspects; Depletion of natural resources due to climate change and human activities; Transformation of livelihoods from natural resources to agriculture; Shortage of water, which contributes to a nomadic way life in the communities; Shortage of social services, such as school and health facilities; Shortage of land for hunting and other traditional livelihoods; Gender imbalances; Lack of group training/development and entrepreneurship skills; Lack of modern agricultural and animal husbandry skills. Specific observation per each village have been summarized in Table 3: Issues discussed and recommendation/comments arose from consultation with Vulnerable Groups below.

Table 3: Issues discussed and recommendation/comments arose from consultation with Vulnerable Groups

Day/Date	Village	Vulnerable Group	Issues Discussed	Proposed measures/comments
03/12/2024	Endamarg	Hadzabe and Barbaig	• They have language barrier • Payment modalities and processes • The PW activities does not commend their culture • Depletion of natural resources due to climate change and human activities • Grievance management • • Proposed priorities in interventions • Gender imbalances	• The use of translators • • In a single village payment and all the meetings are being conducted separately for Barbaig and Hadzabe to enhance attendance • Recommended more emphasis on fruit tree planting, livelihood opportunities on bee keeping and livestock keeping • Enhance adaptation strategies by constructing Charco dams and wells, emphasis on zero grazing and de-grazing. • Use of their local leaders to enhance uptake resolution and feedback. • Rehabilitation and/or construction of physical social services infrastructures
04/12/2024	Endesh	Bargaig	• Engagement and participation • • PW • LE	• The use of their local street leaders should be emphasized who is also a translator • PW subprojects should be placed near their dwelling places, to encourage their participation; but subprojects like well and charco dam, to enhance availability of water for their animals

			• Population growth and human activities	• It has been difficult for them to organize themselves into saving groups because they are scattered and cannot mix with the non Barbaig communities, they encourage more on Basic skills and LPG so that they can buy animals and develop their farming activities. • Due to population growth, and human activities have pushed them away from their original places to search for pasture.
08/05/2025	Ngapapa	Akie	• Payment modalities • Interaction with other communities resulting in the gradual disappearance of indigenous social and cultural aspects • • Climate change impacts • • Gender imbalances	• They appreciated having the Payment center at their sub villages eg. Naprikunya subvillage in Kimana village. • Akies should be encouraged to participate in payment and Community session • Encourages transformations which helps them to be engaged in various social economic activities for their wellbeing like farming, business, bee keeping and livestock keeping; as well as they are in saving groups, and sends their children to schools. • Encourage tree planting, and Enhance adaptation strategies by constructing Charco dams and wells. • In the Akie Communities women does not speak in the presence of men, so engagement strategies should enhance meeting with men and women separately
09/05/2025	Kimana	Akie		
10/05/2025	Kazaroho and Gedamar	Barbaig	• Engagement and participation • • PW • • • LE	• The use of their local street leaders should be emphasized who is also a translator • PW subprojects should be placed near their dwelling places, to encourage their participation • It has been difficult for them to organize themselves into saving groups because they are scattered

			• Population growth and human activities	and cannot mix with the non Barbaig communities, they encourage more on Basic skills and Livelihood Productive Grants so that they can buy animals and develop their farming activities. • Due to population growth, and human activities have pushed them away from their original places to search for pasture, so interventions should recognize people residing at the margins of their villages.
11/05/2025	Munguli	Hadzabe	• Payment and meetings (Community Session) • LE and Government interventions and their well being	• There is a language barrier, it has been emphasized to use translator who is their member • TFS restricted them to gather and hunt in the bush they used to; hence they encourage initiatives on bee keeping, livestock keeping (Goat) and fruits tree planting.

Detailed consultation report with methodologies, discussions, and recommendation from the Vulnerable Group communities have been annexed in the Vulnerable Group Plan Framework (VGPF) document. Site Specific Vulnerable Group Plans will be prepared in villages with vulnerable groups in the PSSN III to mitigate the mentioned challenges from stakeholder consultations.

Table 4: List of meetings, venue, number of participants and key issues discussed

Meeting name	Venue	Key issues discussed	Number of participants
Stakeholders' consultation meetings at national level	Prime Minister's Office Labor, Youth, Employment and Persons with Disability	• Update on the implementation of the National Social Protection Policy (NSPP). • PSSN implementation and the NSPP. • Roles and responsibilities of the Institutions within the Technical working Groups and coordination activities in the NSPP • Financing the mechanism of Social Assistance including PSSN Program. • Sustainability of the Social Assistance and Skills development initiatives for youth (linkages);	18
	Ministry of Agriculture	• Farmers Registry and Social Registry (Linkages). • Climate-Smart Public Works Initiatives and Livelihoods Enhancement (sub-project identification and aligned priorities and extension officers and implementation arrangements). • National Food Reserve Agency Roles and Interventions and Social Registry	15
	Ministry of Education, Science and Technology	• Technical and Vocational Education and Training (TVET) strategy and programming. • Status of Implementation of Education guidelines of keeping girls in school. • Linkage of youth from beneficiary households to TEA's Skills Development Fund • Collaboration and linkage of students from beneficiary households to Higher Education Loans Board (Higher)	17
	Ministry of Health	• Universal Health Insurance Scheme and TASAF Registry • Nutritional Strategy (linkages with nutrition institution such a Tanzania Food and Nutrition Centre)	11
	TASAF Office Dodoma	• Availability of updated climate vulnerability map (Registry of areas prone to natural disasters. • Early Warning Systems and drought; and • Any other potential areas of collaboration	13
	The Planning Commission	• Discussion on aligning PSSN III with the Vision 2050 agenda	12
	PO-RALG	• Implementation arrangement of the PSSN III Program	18

Meeting name	Venue	Key issues discussed	Number of participants
Consultation meetings with stakeholders at regional and PAA levels	• Regional Secretariat offices: Geita, Njombe, Mbeya and Zanzibar • PAAs Monduli, Rungwe, Karatu MakambakoTC, Geita TC and Unguja	• Inform stakeholders at regional and PAA level about the future Program • Collecting information on the Program that would be taken as key lesson learnt through the implementation of PSSN II that will be used to inform the design of PSSN III.	158
Community-level stakeholder consultation	• Village/shehia offices	• Inform stakeholders at the communities about the future Program. • Participants were sector experts, village leaders, extension workers, Program Beneficiaries and the general community in the villages visited. • The discussions were focused on identifying the potential positive and negative impacts of Program implementation	254
Consulting Vulnerable Group Communities	• Village offices or/and meeting places for VG beneficiaries in Endamarg and Endesh	• Inform stakeholders at the communities about the future Program. Participants were sector experts, village leaders, extension workers, Program Beneficiaries and the general community in the villages visited. • The discussions were focused on identifying the potential positive and negative impacts of Program implementation, and • Identifying measures to enhance positive impacts; and mitigate negative impacts as far as the environmental and social impacts are concerned in the VG communities • More details on the dates and concerns raised and things to be reflected in the program have been shown above in Table 3: Issues discussed, and recommendation/comments arose from consultation with Vulnerable Groups	63

4.2. Summary of project stakeholder needs and methods, tools and techniques for stakeholder engagement.

The Stakeholder Engagement Plan below outlines the engagement process, methods, including sequencing, topics of consultations and target stakeholders.

Table 5: Role, Interest and Influence of Stakeholders

Stakeholder	Role of stakeholder	Level of Interest	Level of Influence
VPO	Main driver and implementer of the project	High	High
TASAF	Project Implementer	High	High
Vulnerable Groups	Beneficiaries	High	High
CSOs	Beneficiaries	Low	low
PAAs	Beneficiaries	High	High

Table 6: Summary of Stakeholders' Engagement Plan in PSSN III

Project stage	Target stakeholders	Topic of consultation / message	Method used	Responsibilities	Frequency/Timeline
PRE- INCEPTION	Second Vice President's Office, Zanzibar, Ministry of Finance, Mainland, Prime Minister's Office Labour, Youth, Employment and Persons with Disability, Ministry of Agriculture, Ministry of Health, Tanzania Meteorological Authority (TMA), The Planning Commission and PO-RALG.	Specific consultative meeting convened to collect inputs for PSSN III Program.	Meetings and Discussions	Ministers, Secretary and PPT Chairperson	Before Project inauguration

Project stage	Target stakeholders	Topic of consultation / message	Method used	Responsibilities	Frequency/Timeline
	Geita, Njombe and Mbeya Regional and Unguja. Geita TC, Makambako TC, Rungwe DC, Karatu DC and Monduli DC officials, community/shehia leaders, and Program beneficiaries in the visited areas.	The consultation aimed at collecting information on the program's impact, challenges, and opportunities for improvement that would be taken as key lessons from the implementation of PSSN II that will inform the design of PSSN III. Dates and some key lessons learned/challenges raised have been detailed in Stakeholder's consultations at community level above.	Meetings, Focus Group Discussion, visit to subprojects	RAS, DED, SHEHA, CHAIRPERSONS	Before Project inauguration
	Consultations to vulnerable group communities were conducted to hunter-gathers, pastoralists and agro pastoralist communities in villages of Endamarg and Endesh in Karatu District	The discussions focused on identifying the potential impacts of PSSN II implementation and measures to enhance positive impacts; and mitigate negative impacts on environmental and social impacts concerned in VG communities that will inform PSSN III implementation design.	Meeting, Focus Discussions with VGs and visit to subprojects	Village Chairperson, Local leaders and VG translators	Before Project inauguration
Inception	Regional and District leadership, LGA	Introduction to PSSN III, and their roles in implementation	Briefing meetings and Workshop	RAS, DED, DC	During Project design
	Community leaders, CMCs, local influencers	Awareness of the upcoming PSSN III program, their role in mobilization	Community meetings, FGD	Village Chairperson, Local leaders	During Project design
	Beneficiaries - including vulnerable groups), CMCs	Eligibility criteria, targeting process, entitlements and GRM	Village meetings, posters, community radio Special meetings to vulnerable groups	Village Chairperson, Local leaders and VG translators	During Project design

Project stage	Target stakeholders	Topic of consultation / message	Method used	Responsibilities	Frequency/Timeline
	Community-based organizations, CSOs	Participation in awareness and grievance monitoring	Stakeholders' forums.		During Project design
Implementation	Beneficiaries, savings groups, youth and women groups	Transfers, economic inclusion activities, M&E processes, GRM procedures	Community sessions, SMS, posters, FGD	TMU, PAAs, VC, Communities	Throughout Project Implementation
	Beneficiaries and communities	Feedback on service delivery, monitoring of program performance, grievance resolution	Surveys, Community Meetings, Community sessions, digital GRM platforms	TMU, PAAs, VC, Communities	Throughout Project Implementation
	Vulnerable People: nomads, hunters and gatherers, People with health-related vulnerability (disabilities, elderly).	Accessibility, inclusion measures and active participation in the program activities	Meetings and focus group discussion	TMU, PAAs Communities, VG translators	Throughout Project Implementation
	National stakeholders, development partners	Program results, challenges, lessons learned	Evaluation reports, review meetings, field learning excursions, learning events	TMU, Development Partners.	Throughout Project Implementation
	Exit/ Graduation of Beneficiaries including Graduating households	Graduation process, post-exit support, appeal procedures Community feedback on graduation and household selection	Community sessions, community meetings, individual household communication Village assemblies, feedback meetings	TMU, PAAs, VC, CMC, VG Translators	Throughout Project Implementation

4.3. Proposed strategy to incorporate the views of vulnerable groups

The Program will use Vulnerable Group Plans (VGPs) to ensure inclusion and meaningful participation of Vulnerable Groups (as defined in the VGPF) in the Project design, planning and undertaking of planned activities to enhance development process with full respect to dignity, human rights, economies, and culture of Vulnerable Groups. In this connection, site specific VGPs will be prepared through a highly participatory, flexible and pragmatic process based on the findings of stakeholder's engagements conducted, in accordance with requirement spelled out in the VGPF. The PAAs facilitators, in consultation with Vulnerable Groups in their respective areas, will develop a site specific VGP appropriate to the identified mitigation measures and livelihood enhancement activities.

Apart from Vulnerable Groups described above, other vulnerable people may be focused due to disability or other disadvantages, and/or maybe made more vulnerable because of them being excluded in decision making processes. Vulnerable persons may include orphans, persons with disabilities, elderly persons, HIV/AIDS affected/or infected, widows, people suffering from serious illnesses, women and children at risk of being dispossessed of their productive assets, men or women excluded because of social bias, etc.

The consultation process to engage vulnerable groups into Program activities involves listening to their views, opinions, as well as respecting all participants, showing interest in their knowledge and behaviors while encouraging them to share their knowledge and ideas. The following methods will be used for stakeholder's consultation at the community level.

i. Discussion with key informants at all levels,
ii. Guided Focus Group Discussions
iii. Special village assembly meetings.
iv. Oral and visual communication tools/channels
v. Outreach and home visit teams

The view and opinion of other vulnerable groups will be treated with equal importance to enable them to secure confidence in the Program implementation.

5.0 RESOURCES AND RESPONSIBILITIES FOR IMPLEMENTING STAKEHOLDER ENGAGEMENT

5.1. Implementation Arrangements and Resources

TASAF will be the overall in charge of the implementation of stakeholder engagement activities from National to community level. PAAs will be responsible for carrying out stakeholder engagement activities through ward and villages committees. TASAF Management will take a leading role by coordinating efforts to ensure integration across project components and aligning engagement activities with key project milestones while ensuring they are responsive to stakeholder feedback. TMU will provide capacity building, awareness creation and necessary tools for implementation of SEP at all levels and ensure the availability of resources to support effective SEP execution.

The project's stakeholder engagement implementation arrangements are as follows:

Human Resources

The resources for the implementation of stakeholders' engagements will depend on the size, nature, type and time. Both human and material resources will be required to implement the plan

at all levels from the national up to the community. At the national level, there are Ministries, followed by Regional Secretariats, while at the district level, administrative roles are executed by the District Commissioners and District Administrative Secretaries. The Local Government level is handled by Executive Directors who are supported by heads of departments and units.

At the community level, the governance is under Village/Mtaa/Shehia Council, whereby administrative roles are executed by Village/Mtaa/Shehia Executive Officers. The community administration is directly linked with its people, and it is at this level that community meetings are organized for the purpose of public consultation, involvement and notable participation in development activities such as sub-projects design, planning and implementation.

Management Functions and Responsibilities

Different stakeholders from national up to the community level will play different roles and responsibilities in relation to managing and implementing Stakeholders Engagement Plans (SEP) as follows.

Village and Ward Levels

Village and ward leaders, Extension Officers and Community Management Committees (CMC) LSP, will be responsible for ensuring all stakeholders are engaged in the project activities in their respective areas. Specific responsibilities will be.

i. Awareness creation in the community about the Stakeholders Engagement Plans.
ii. Facilitating meetings in the communities which involve all stakeholders.
iii. Participating in the planning, implementation, monitoring and evaluation of Stakeholders Engagements Plans at the village level
iv. Ensuring the Program implementation reports captures stakeholders' engagements
v. Address grievances at the community levels related to Stakeholders Engagements

PAA Levels

The PAA will be responsible for ensuring all stakeholders are engaged in the Project activities in their respective areas; specific responsibilities will be as follows:

i. Awareness creation at PAA levels about the Stakeholders Engagement Plan.
ii. Facilitating community to identify key Stakeholders to be engaged in project activities.
iii. Providing technical assistance to village leaders, CMCs and local communities as needed in the preparation and implementation of the Stakeholders Engagement Plans.
iv. Ensuring that Stakeholders Engagements Plans are mainstreamed into PAA Annual plans.
v. Participating in the planning, implementation, monitoring and evaluation of Stakeholders Engagements Plans at PAA levels.
vi. Prepare progress reports on the implementation of Stakeholders Engagements Plans.
vii. Monitoring and evaluation planning and implementation of the Stakeholders Engagements

Regional Levels

At the regional level, TASAF will be responsible for ensuring all stakeholders in the regions are engaged in the Project activities; specific responsibilities will be as follows:

i Create Awareness about the Stakeholders Engagement Plan.
ii Providing technical assistance to PAAs as needed in the preparation and implementation of the Stakeholders Engagement Plans.
iii Ensuring Stakeholders Engagements Plans are mainstreamed into the regional

annual plans.

iv Participating in the planning, implementation, monitoring and evaluation of Stakeholders Engagements Plans at PAA levels.

v Monitor, evaluate and prepare regional progress report on the implementation of Stakeholders Engagements Plans.

National Level

At national level, the TASAF Management Unit will ensure compliance with ESS10; Stakeholders Engagements and Information Disclosure as follows;

i. Providing technical support and capacity building to PAAs, Community and other Stakeholders on the implementations of Stakeholders Engagements and Information Disclosure.

ii. Monitoring and evaluation of the impacts of Stakeholders Engagements and Information Disclosure at the PAAs and Community levels.

iii. Prepare progress reports on the implementation of Stakeholders Engagements and Information Disclosure.

iv. Designing culturally appropriate communication materials, facilitating their dissemination through suitable channels (such as radio, posters, meetings, etc.),

v. Establishment and maintenance of effective M&E systems including database and MIS at this level; and

vi. Knowledge management and learning as far as Stakeholders Engagements and Information Disclosure is concerned.

5.2 Documentation of Stakeholders engagement activities

Stakeholder engagement activities under PSSN III will be documented systematically to ensure transparency, accountability, and learning. The following methods will be used:

1. Minutes and Reports: Detailed minutes and summary reports will be prepared for each engagement activity and shared with relevant levels (Village, ward, PAA, TMU).
2. Feedback Tracking Tools: Tools such as suggestion boxes, community feedback forms, and digital grievance logs will be used to capture and document stakeholder input, concerns, and proposed actions.
3. Integration with MIS: Engagement data, especially related to grievances and community feedback, will be direct entered into the GRM Management Information Systems for tracking and reporting

5.3. Resources for Implementation SEP

The budget estimates for SEP are incorporated into the annual budget prepared each year during preparation of the annual budget. Budgeting process begins at the departmental level where each department sets its budget depending on the proposed activities to be implemented. Since SEP is crosscutting, the budget to implement will be mainstreamed in the respective subcomponents budget. The budget to implement SEP will cover capacity building such as training, backstopping, orientation, awareness raising sessions and IEC materials. The budget will be required to implement the Stakeholders' Engagement Plan as detailed in Annex 2.

6.0 GRIEVANCE MECHANISM

6.1 PSSN III Grievance mechanism overview

The program will continue to strengthen and upgrade the Grievance Mechanism (GRM) established in the previous program, with further enhancements in PSSN III to integrate digital solutions at all levels, from the community to Program Authority Areas (PAAs) and the national level. Lessons learned from implementing the GRM system in PSSN II have identified key areas for improvement, including coordination, management, and the absence of digital data collection and monitoring. To address these gaps, system upgrades and digitization will be introduced to facilitate timely grievance review and resolution, enhance case tracking, and streamline data collection, reporting, and monitoring.

To strengthen GM management and coordination, dedicated GM committees will be established at both the TMU and PAA levels to oversee and manage grievance processes effectively. Additionally, a real-time grievance reporting system will be introduced to improve grievance collection from beneficiaries and the wider community. This will be supported by a functional computerized Management Information System (MIS) and a robust Monitoring and Evaluation (M&E) system, both of which have demonstrated their ability to generate timely and accurate information.

6.2 Grievances Reporting Channels

A diverse group of project-affected individuals, including community members, vulnerable groups, project implementers, civil society organizations, and the media will be encouraged to raise grievances and provide feedback to the Program. Awareness and promotion of available grievance reporting channels will be conducted through village assembly, community sessions and various media platforms, including TV, radio, newspapers, posters, flyers, and social media. The following channels will be used to receive program-related grievances:

- Call center**: Free toll numbers 0800 110057 and 0800 110058**
  Charged calls number: 0739-000038
- Mails: **Letters through P.O. Box 2719, Dodoma and Email: malalamiko@tasaf.org**
- Walk in: To PAAs or TASAF offices
- Grievance Registers: **Available at Village/Mtaa/Shehia office**
- Media Channels: **Social Media and Main Media**
- Real time channels: **USSD *152*00# and e- mrejesho**
- Phone calls & SMS: **Through program staff**

6.3 Grievances Pathways

To keep the grievance process simple and efficient, complaints will first be received and addressed at the community level by the Village/Mtaa Council or Shehia. If unresolved, they will be escalated to the PAA level, where the PSSNC and other program team members will work on solutions. Grievances that cannot be resolved at the PAA level will be forwarded to the TMU for further management and resolution. There is also a room for other levels of the program to receive grievances i.e. PAA and TMU levels

All grievances at every level will be recorded. At the community level, they will be documented in the GM register, while at the PAA level, they will be entered into the GM MIS. Additionally, all grievances recorded at the community level will also be uploaded straight to GM MIS

6.4. Description of Grievance Mechanism (GM)

Table 7: Illustrative Table on the GM Steps

Step	Description of process	Timeframe	Responsibility
GM implementation structure	**National Level:** The TMU oversees the entire GRM system, manages the MIS and escalated cases, ensures alignment with policy, builds capacity, and monitors overall performance. **PAA Level:** Local authorities coordinate grievance handling at PAA level, manage both digital and non-digital submissions, resolve and report cases, and provide technical support to community-level structures. **Community Level:** Community committees and leaders act as the first point of contact, receive and record complaints, raise awareness about the grievance process, and refer unresolved issues to the PAA level.	Throughout Program Implementation Throughout Program Implementation Throughout Program Implementation	GRM Committee, GRO, GRAs, GRM focal person, PAA-level GRM Committee / Focal Person CMCs), Community Focal Person or VEO
Grievance uptake	Grievances can be submitted via the following channels • Toll-free telephone hotline: 0800110057/0800110058 operated by Call Center • USSD through *152*00# • E-mail to malalamiko@tasaf.go.tz • Letter to Executive Director, P.O.BOX 2719 Dodoma • In-person at a physical facility: at all PAA's offices, TASAF office Dodoma • Social media: Facebook, Instagram & Twitter(X) @tasaf.tanzania • Online (annexed) form on the following website: www.tasaf.go.tz]	Throughout Program Implementation	Project Beneficiaries, Vulnerable Groups, Communities and all stakeholders

Step	Description of process	Timeframe	Responsibility
Sorting, processing Verification, investigation, action	Any complaint received is forwarded to PAA; logged in GRM MIS; categorized according to the following complaint types: • Payments, ▪ Data Updates, ▪ Targeting and Validation, Unsatisfactory services, ▪ Gender Based Violence, ▪ Environmental & Social issues Others (Referring to Grievances that are not PSSN III related but are important in informing the program) Investigation of the complaint is led by PSSNC A proposed resolution is formulated by referring to PSSNMIS and actual situation investigated from the community level and communicated to the complainant by PSSNC and PAA Facilitators	Sorting Upon receipt of complaint, Processing depends on nature of grievance, but all grievances shall not exceed 60 days to be resolved.	GRM Committee, GRO, GRAs, GRM focal person, PSSNC, PAAF, CMC, VC and VEO/MEO/ Sheha.
Acknowledgement and follow-up	Receipt of the grievance is acknowledged to the complainant by GM MIS as it will be digital submitted.	Digital submission acknowledgement is instant.	Digital system; Local grievance focal points
Monitoring and evaluation	Data on complaints are collected in GM MIS and reported to GM Committee every Month	Monthly	GRO and GRA's
Provision of feedback	Feedback from complainants regarding their satisfaction with complaint resolution is collected Quarterly.	Quarterly	GRM Committee, GRO, GRAs, GRM focal person, PSSNC, PAAF, CMC, VC and VEO/MEO/ Sheha.
Training	Training needs for program implementers will be done to enhance functions of GM to alleviate gaps emerge during implementations.	Throughout the project implementation	PAA, TMU
Appeals process	If complainant is not satisfied with the resolution, will be required to fill appeal form (Annexed) and submit to the nearest office. E.g. VEOs; PAA or TMU	Throughout the project implementation	PSSNC, PAAF, GRO

6.5 Labor Grievance Mechanism (Labor GM) – PSSN III Context

Labor grievances are expected from community workers, direct project workers and short-term consultants. Under PSSN III, Labor Grievances are integrated to specifically address grievances raised in labor-based activities such as grievances on social exclusion and discrimination, lack of access to information and services, exploitation and abuse that may arise during implementation of Projects activities. The program will set up a mechanism to ensure proper and accessible channels for each category of workers to raise their concerns. This mechanism is aligned with the principles of the overall GRM but is tailored to the unique nature of beneficiary labor under PSSN III. Full operational details are described in the project's Labor Management Procedures (LMP) and other supporting documents.

6.6 Handling of SEA/SH Complaints within the Grievance Mechanism

Project implementation needs a gender-based violence free environment to enable beneficiaries to make effective utilization of the Program benefits. To enhance this, awareness creation through Village council meetings during beneficiaries targeting and enrolment, Community sessions guide in CCT, village general meetings during micro planning, supervisors Occupational Health and Safety guide when implementing PW subprojects and encouraging participation of multiple household members during basic skills training will be done to suppress potential occurrence of Gender Based Violence related to Project Implementation.

Once GBV cases happen, in all cases, the incidents will be reported and dealt with through the GRM procedure. Serious complaints raised through the GM, including Program-related Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), shall be addressed immediately by referring GBV survivors to support services operating under the Government/National GBV referrals while reporting to PAA through incidence uptake form and TMU through toll free numbers

Judiciary Level Grievance Redress Mechanism

The program level grievance process will not impede affected persons' access to the legal system. If a complainant is not satisfied with the resolutions at all project levels, he/she will be allowed to take the matter to the appropriate legal or judicial authority as per the Tanzania laws.

7.0 MONITORING AND REPORTING

7.1. Summary of SEP monitoring and reporting

During implementation monitoring will be done on a quarterly basis whereby stakeholders will be involved in monitoring the project performance and measuring associated impacts. The SEP will be monitored based on both qualitative and quantitative reporting linked to results indicators on stakeholder engagement and grievance performance.

SEP reporting will include the following:

(i) Bi-annual Progress reporting on the ESS10 Stakeholder Engagement Plan under the Environmental and Social Commitment Plan (ESCP)
(ii) Cumulative qualitative reporting on the feedback received during program implementation
(iii) Quantitative reporting based on the indicators included in the SEP. An illustrative set of indicators for monitoring and reporting is included in Annex 3.

7.2. Reporting back to stakeholder groups

Quarterly and progress reports on grievances, enquiries, and related incidents, together with the status of implementation of associated corrective actions will be collated by responsible staff. Methods for reporting back to stakeholders include community sessions, village assembly meetings, posters and noticeboards at village offices, and digital channels such as social media. Reports may also be shared through local leaders and Community Management Committees to ensure accessibility for all stakeholder groups, including vulnerable populations. Stakeholders will receive biannual reports or updates after key project milestones, such as targeting, enrollments, or payments, to maintain transparency and community engagement. SEP will be revised and updated as necessary during project implementation

Annexes

ANNEX 1 SEP Budget Table

Budget categories	Quantity	Unit costs	Times/Years	Total costs	Remarks
1. Estimated Staff salaries* and related expenses					
Travel costs for staff	1	47,625,300	4	190, 501,200	
2. Consultations/Participatory Planning, Decision-Making Meetings				0	
2a. *Project launch meetings*	1	56,425,000	1	56,425,000	
3. Communication campaigns					
3a. *Posters, flyers*	1	92,800,000	2	185,600,000	
3b. *Social media campaign*	2	11,775,000	4	94,200,000	
4. Trainings					
4a. *Training on social/environmental issues for PIU staff*	372	1,114,690	1	414,664,680	
4b. *E.g., Training on Gender-Based Violence (GBV) for PIU and contractor staff*	0	0	0	0	Included in 4a above
5. Beneficiary surveys					
5a. *Mid-project perception survey*	*60*	*3,548,568*	*1*	*212,914,080*	
5b. *End-of-project perception survey*	*18*	*10,682,000*	*1*	*192,276,000*	
6. Grievance Mechanism					
6a. *Training of GM committees*	9	20,910,000	2	376,380,000	
6b. *Community awareness*	4	25,705,920	4	411,294,720	
6c. *GM communication materials*	1	112,790,000	2	225,580,000	
6d. Grievance investigations/site visits	4	24,650,000	4	394,400,000	
6e. GM Information System (setting up or maintenance)	2	23,800,000	4	190,400,000	
6f. Other GM Logistical Costs(refresher training	2	21,760,000	4	174,080,000	
7. Other expenses					
7a.	0	0	0	**0**	
TOTAL STAKEHOLDER ENGAGEMENT BUDGET:				**2,928,214,480**	

ANNEX 2: Key issues discussed with different stakeholders at National level, venue and dates of consultation

Day/Date	Time	Ministry/ Institution	Issues Discussed	Venue

Wednesday 13 Nov	09:00 – 10:30	Prime Minister's Office Labour, Youth, Employment and Persons with Disability	• Update on the implementation of the National Social Protection Policy (NSPP); • PSSN implementation and the NSPP; • Roles and responsibilities of the Institutions within the Technical working Groups; • Coordination activities; • Financing mechanism of Social Assistance including PSSN Program; • Sustainability of the Social Assistance initiatives; • Skills development initiatives for youth (linkages); and • Any other potential areas of collaboration	Prime Minister's Office Labor, Youth, Employment and Persons with Disability
Wednesday 13 Nov	11:00 – 13:30	Ministry of Agriculture	• Famers Registry and Social Registry (Linkages); • Climate-Smart Public Works Initiatives and Livelihoods Enhancement (sub-project identification and aligned priorities and extension officers and implementation arrangements); • National Food Reserve Agency Roles and Interventions and Social Registry; and • Any other potential areas of collaboration	Ministry of Agriculture
Wednesday 13 Nov	15:00 – 16:30	Ministry of Education, Science and Technology	• Technical and Vocational Education and Training (TVET) strategy and programming; • Status of Implementation of Education guideline of keeping girls in school; • Linkage of youth from beneficiary households to TEA's Skills Development Fund • Collaboration and linkage of students from beneficiary households to Higher Education Loans Board (Higher); and • Any other potential areas of collaboration	Ministry of Education, Science and Technology
Thursday 14 Nov	09:00 – 10:30	Ministry of Health	• Universal Health Insurance Scheme and TASAF Registry • Nutritional Strategy (linkages with nutrition institution such a Tanzania Food and Nutrition Centre);and • Any other potential areas of collaboration	Ministry of Health
Thursday 14 Nov	11:00 – 13:00	Tanzania Meteorological Authority (TMA)	• Availability of updated climate vulnerability map (Registry of areas prone to natural disasters; • Early Warning Systems and drought; and • Any other potential areas of collaboration	TASAF Office, Dodoma

Friday 15 Nov	10:00 – 11:30	The Planning Commission	• Discussion on aligning PSSN III with the Vision 2050 agenda	Planning Commission
Friday 15 Nov	13:00 – 14:30	PO-RALG	• Implementation arrangement of the PSSN III Program; and • Any areas of improvement on the Program operationalization	PO-RALG

ANNEX 3: Grievance submission form

Productive Social Safety Net (PSSN III) Grievance Submission Form

Section A: Complainant Information (Optional for Anonymous Submissions)

Full Name	_____	PAA	_____
Gender (M/F/)	_____	Ward	_____
Age	_____	Village	_____
Phone Number (if any)	_____	PSSN ID (IF Any)	_____

Section B: Grievance Details

1. **Date of Submission** ___/ ___/ _____
2. **Grievance Category** *(tick one)*
   - ☐ Payment Transfer Issue
   - ☐ Targeting and Validation
   - ☐ Data Updates
   - ☐ Unsatisfactory Services
   - ☐ Environmental and Social Safety
   - ☐ GBV
   - ☐ Other (Specify): _____

3. **Description of the Grievance**

_____

_____

4. **Have you reported this before?** ☐ Yes ☐ No

If yes, when and to whom? _____

Section C: Desired Resolution

What would you like to see happen to resolve this grievance?

_____

Section D: For Office Use Only

Date Received	___/ ___/ _____		
Received By	_____	Action Taken	_____
Case ID / Reference	_____	Date Resolved	___/ ___/ _____
Assigned To	_____	Resolution Summary	_____

Annex 5: Template to capture minutes/records of consultation meetings

Stakeholder (Group or Individual)	Summary of Feedback	Response of Project Implementation Team	Follow-up Action/Next Steps

ANNEX 4. Sample Table: Monitoring and Reporting on the SEP

Key evaluation questions	Specific Evaluation questions	Potential Indicators	Data Collection Methods
To what extent GM have project-affected parties been provided with accessible and inclusive means to raise issues and grievances? Has the implementing agency responded to and managed such grievances?	• Are project affected parties raising issues and grievances? • How quickly/effectively are the grievances resolved?	• Usage of GM and/or feedback mechanisms • Requests for information from relevant agencies. • Use of suggestion boxes placed in the villages/project communities. • Number of grievances raised by workers, disaggregated by gender of workers and worksite, resolved within a specified time frame. • Number of Sexual Exploitation, and Abuse/Sexual Harassment (SEA/SH) cases reported in the project areas, which were referred for health, social, legal and security support according to the referral process in place. (if applicable) • Number of grievances that have been (i) opened, (ii) opened for more than 30 days, (iii) resolved, (iv) closed, and (v) number of responses that satisfied the complainants, during the reporting period disaggregated by category of grievance, gender, age, and location of complainant.	Records from the implementing agency and other relevant agencies
Stakeholder engagement impacts on project design and implementation. How have engagement activities made a difference in project	• Was there interest and support for the project? • Were there any adjustments made during project design and implementation based on the feedback received?	• Active participation of stakeholders in activities • Number of actions taken in a timely manner in response to feedback received during consultation sessions with project affected parties. • Number of consultation meetings and public discussions where the feedback and recommendation received is reflected in project design and implementation.	Stakeholder Consultation Attendance Sheets/Minutes Evaluation forms Structured surveys

design and implementation?	• Was priority information disclosed to relevant parties throughout the project cycle?	• Number of disaggregated engagement sessions held, focused on at-risk groups in the project.	Social media/traditional media entries on the project results
Implementation effectiveness. Were stakeholder engagement activities effective in implementation?	• Were the activities implemented as planned? Why or why not? • Was the stakeholder engagement approach inclusive of disaggregated groups? Why or why not?	• Percentage of SEP activities implemented. • Key barriers to participation identified with stakeholder representatives. • Number of adjustments made in the stakeholder engagement approach to improve projects not? received is reflected in project	Communication Strategy (Consultation Schedule) Periodic Focus Group Discussions Face-to-face meetings and/or Focus Group discussions with Vulnerable Groups or their representatives