MINERAL POLICY OF TANZANIA AND CORPORATE SOCIAL RESPONSIBILITY AROUND MINING COMMUNITIES IN MSALALA DISTRICT

MINERAL POLICY OF TANZANIA AND CORPORATE SOCIAL RESPONSIBILITY AROUND MINING COMMUNITIES IN MSALALA DISTRICT

By:

Jonas Raphael Kilave

A Dissertation Submitted in Partial Fulfillment of the Requirements of the Degree of Masters of Science in Development Policy (Msc DP) of Mzumbe University

2017

CERTIFICATION

We, undersigned, certify that we have read and hereby recommend for acceptance by the Mzumbe University, a dissertation entitled **Mineral Policy of Tanzania and Corporate Social Responsibility around Mining Communities in Msalala District**, in fulfillment of the requirements for award of the degree of Master of Science in Development Policy of Mzumbe University.

Signature

____

Major Supervisor

Signature

____

Internal Examiner

Accepted by the Board of IDS

____

DIRECTOR, INSTITUTE OF DEVELOPMENT STUDIES

DECLARATION AND COPYRIGHT

I, Jonas Raphael Kilave, declare that this dissertation is my own original work and that it has not been presented and will not be presented to any other university for a similar or any other degree award

Signature_______________

Date ___________________

ACKNOWLEDGEMENT

I would like to, first, thank the Almighty God for His mercy and caring through this academic voyage. I am also very thankfully to Mr. Moses J. Ndunguru of the Institute of Development Studies (IDS) of Mzumbe University for, accepting to supervise my dissertation. His critique, suggestions, support, patient, and quick response are highly appreciated. May God bless him.

I am also very thankfully to lecturers and supporting staff of IDS for their vigorous support during course work and dissertation writing. My thanks are also extended to Development Policy (DP) students for 2015-2016 academic year for their outstanding cooperation and support during my studies. More specific, I would also like to appreciate the contributions of various respondents who made this study possible. These include Msalala District staff, Bulyanhulu Gold Mine staff and villagers from Bugarama and Bulyanhulu wards.

DEDICATION

This dissertation is dedicated to my beloved mother, Rebecca M. Nga'amilo and my wife, Happy Msigala, may the Almighty God bless them for their tolerance and prayers when I was away for studies.

ABBREVIATIONS AND ACRONYMS

AGA	Anglo Gold Ashanti
AIDS	Acquired Immunodeficiency Syndrome
CDO	Community Development Officer
DC	District Council
DCDO	District Community Development Officer
DED	District Executive Director
ESMP	Environmental and Social Management Plan
FGD	Focus Group Discussion
GDP	Gross Domestic Product
HIV	Human Immunodeficiency Virus
NEMC	National Environment Management Council
NGO	Non-Governmental Organisations
OSHA	Occupational Health and Safety Authority
PPP	Public Private Partnership
REPOA	Research on Poverty Alleviation
SDG	Sustainable Development Goals
SID	Sustainable Development Goals
SPSS	Statistical Package for the Social Sciences
TB	Tuberculosis
UK	United Kingdom
UN	United Nations
RSA	Republic of South Africa
UNECA	United Nations Economic for Africa
UNEP	United Nations Environment Programme
USA	United States of America
USAID	United States Agency for International Development
VEO	Village Executive Officer
VDC	Village Development Committee
WDC	Ward Development Committee
WEO	Ward Executive Officer

ABSTRACT

The study assessed the applicability of mineral policy of Tanzania in promoting corporate social responsibility in mining communities in Msalala District, using experience of Bulyanhulu Gold Mine Company. Specifically, it assessed community knowledge about corporate social responsibility, contribution of mining companies in promoting it, affecting factors and ways of enhancing it.

The study adopted descriptive study design and involved 79 respondents who were selected purposively and randomly. Data were collected through questionnaires, interview, focus group discussion (FGDs) and documentary review and analysed through SPSS version 20.

The findings indicated that the majority (76.7%) household members and key informants were aware of corporate social responsibility through VEOs offices, village meetings, media, colleagues, policies, and laws. They understood it as the process whereby companies taking part to the development of the society at large. The contribution of mining companies in promoting corporate social responsibility was also examined; the findings indicated that the Bulyanhulu Gold Mine Company supported the community by constructing dispensaries, school desks, bus stand and market, school latrines, government office and community wells. However, the projects were negatively perceived by the people because they were less involved in the projects. Further the company brought negative effects to the study area such as HIV and AIDS, environmental pollution, inflation, increased poverty and land grabbing. Facilitating factors of corporate social responsibility were compliance with laws, seeking relationship, improving company image, and response to public pressure. Hindrances of it were profit motives, inadequate coordination, poor community participation and inadequate monitoring of mining activities.

Basing on the findings, it is recommended that the mining communities be involved in the projects initiation and implementations; commitment to promoting it and coordination of activities related to corporate social responsibility be improved; and awareness creation be prioritized, if corporate social responsibility has to be achieved.

TABLE OF CONTENTS

LIST OF TABLES

LIST OF FIGURES

CHAPTER ONE

BACKGROUND OF THE STUDY

1.1 Introduction

This chapter presents background information of the study. It specifically presents statement of the problem, objectives, research questions, significance, scope, limitations and organization of the study.

1.2 Background of the Problem

Corporate Social Responsibility is increasingly getting support and becoming part of business elsewhere in the world. However, it is not a new concept; it dates back during the industrial revolution around 18th century. A period which marked a new consideration towards corporate social responsibility as a response to criticisms rose against the factory systems as a source of social problems, including poverty, crimes, child labor, labor strikes, oppression, and environmental pollution (Bevan *et al., 2004*). This situation resulted to the fall of labor productivity due to forged sick reasons caused by bad personnel relations (Carroll and Buchholtz, 2014). To rescue the situation the enlightened business owners started introducing worker's welfare funds, health programs at work place, and using part of their wealth to support charitable projects in the community (Cannon, 1992).

By the beginning of 1930s corporate social responsibility got new momentum. It is a period when business corporations became very large and part of society, and therefore expanded their responsibilities beyond the shareholders to include the community at large. Despite the fact that corporate social responsibility started being used by business firms for many years back its definition was not clear until 1953, when Howard R. Bowen known as the farther of corporate social responsibility defined the concept to mean, obligations of businessmen to practice those policies, to make decisions, and act in terms of the objectives and values of the society (Carroll, 1999).

This definition suggested that business were supposed not to concentrate on profit seeking only but also to understand that they have important responsibility in society and therefore should act responsibly to community and on environment.

Regarding the importance of corporate social responsibility in business performance and society's welfare, various efforts from governments and international organisations have been taken to make it practical. The United Kingdom (UK) has a Minister responsible for coordinating corporate social responsibility activities to ensure they are well organised and be able to contribute to the national development. In the European Union, corporate social responsibility has been networked to enable companies to share relevant information on how to implement it in a credible manner. On the other hand, the UN Global Compact was formed in 2000 to call upon business corporations elsewhere in the globe to take up sustainable and socially responsible measures on environment, human rights, labor and fight against corruption (Griffin *et al.*, 1991).

In Tanzania as other parts of the world corporate social responsibility is progressively getting support. However, in mining sector, the concept appears to be new. Large scale mining companies operating in different parts of the country do not understand or either deliberately ignores it. Carelessness to implement credible corporate social responsibility by mining companies poses a great challenge to the social –economic development of people living around mining areas in Tanzania (Kiwanga *et al.*, 2010).

In view of that in 2009 the government enacted the Mineral Policy, which among other things requires mining companies to contribute to the development of local people through corporate social responsibility programs. It also requires the government to put in place monitoring systems to ensure that mining companies become socially and environmental responsible. This means that monitoring systems needs to be strengthened from national up to the district level (Smith and Mizrah, 2013).

The formulation of Mineral Policy was a response to the decision taken by the government in 1980s and 1900s, whereby Tanzania underwent economic reforms by adopting market economy system. Based on the philosophy of market economy, large scale mining companies had to take lead to create incomes, employment opportunities and facilitating economic growth in mining sector, while the state remained the regulator between the government and private sector (Maliganya *et al.*, 2013). The impacts of market economy were evidenced on policies and Acts made from 1980s to 1990s. They include national investment policy of 1990 which was replaced by that of 1996 aiming at improving the investment climate in Tanzania by allowing international and national companies to invest in the country. The National Public Private Partnership Policy (PPP) also allowed private sector to produce goods and services in health, education, water, and agriculture which initially were being produced by the state only (Nkya, (2007). More specific the government enacted the mineral policy of Tanzania of 1997, this policy meant to direct the mining sector for 25 to 30 years by guiding how mineral extractions in the country ought to be carried out. The policy was replaced by the national mineral policy of 2009 which incorporated the component of corporate social responsibility and direct how it needs to be implemented by mining companies. According to the policy, mining companies are supposed to collaborate with the host communities in identifying and planning for projects with high priority to the people (URT, 2009).

To make sure that mineral extractions contribute to the national development, the government as regulator made specific laws and the related laws. In 1998 the government enacted The Mining Act No. 5 of 1998 which was replaced by the Mining Act No. 14 of 2010. The act among other things requires mining companies to prepare Environmental and Social Management Plan (ESMP) as commitment to protect environment and address social issues such as compensation, resettlement, and HIV and AIDS. Other laws include the Occupational Health and Safety Act No. 5 of 2003 which guides how safety at work place ought to be observed.

Despite the fact that the government has put in place Mineral policy and laws to guide mineral sector, there is mismatch between what is stated in policy and laws and what is happening on the ground (Kiwanga *et al.*, 2010).

In recent years there have been grievances from people living in mining areas that they benefit least from the mining sector. The related study by Maliganya, Simon and Paul (2013) conducted in Geita Gold Mine (GGM) revealed that people were complaining against the negative effects affected their livelihood, including land grabbing, displacements, reduction in agricultural activities, environmental pollutions leading to increased water borne diseases, and housing blockages due to blasts. The report by Olengurumwa and Mlowe (2012) also revealed that mining companies contribute less to community development projects. In areas like Tarime it was reported that loss of life, violence, and environmental pollution have increased hostility between people and North Mara Gold mine, by the fact that in 2009 20 and 100 cows were reported to be killed due to toxic leaking to Tigithe River.

The situation in Msalala District is not different from other areas where large scale mining activities are conducted. This is because the contribution of Bulyanhulu Gold Mine Company to the community's livelihood is also perceived negatively by people. The recent study by Hauli (2013) reported that many people in the study area are unemployed, they live in grass-thatched houses and majority cannot afford two meals per day even if they live near mining sites. The study by Kabote and Niboye (2013) conducted in Msalala revealed that in 2005 artisanal miners and people who occupied land for agriculture were forced to move out of their lands without fair compensation in order to allow Bulyanhulu Gold Mine to operate. In particular, even some social services provided by mining companies are perceived negatively by people. The findings indicate that what companies implement is not what community view as priority. This situation suggests that there are some deficiencies in implementing corporate social responsibility in mining communities. This is why the study sought to assess the applicability of mineral policy of Tanzania in promoting corporate social responsibility in mining communities.

1.3 Statement of the Problem

Tanzania has adopted the corporate social responsibility in its mineral policy as an important tool in promoting social –economic livelihoods of communities living around mining sites. Since the adoption of the 2009 National Mineral Policy, various mining companies have been operating in different places in the country. While the policy emphasises on the importance of the mining companies to show their roles in the development of communities living around mining sites, there have been complaints from mining communities that they do not benefit from mining activities carried out by those companies. Msalala District is among the districts in Tanzania having small and big mining companies and it is not exceptional from complaints raised by mining communities. Considering that the mineral policy has already put it clear that companies have to take part in the development of communities living around mining sites, there is lack of information to whether or not the mining companies undertaking corporate social responsibility in the mining communities in Msalala District. Thus, this study intended to assess the applicability of mineral policy of Tanzania in promoting corporate social responsibility in Msalala District using experience of Bulyanhulu Gold Mine.

1.4. Objectives of the Study

The study was guided by general and specific objectives as they are presented as follows:-

1.4.1. General Objective

The general objective of this study was to determine the applicability of the mineral policy of Tanzania in promoting corporate social responsibility in Msalala District using experience of Bulyanhulu Gold Mine.

1.4.2. Specific Objectives

i. To find out community knowledge of corporate social responsibility as part of mineral policy of Tanzania

ii. To examine the contribution of mining companies in promoting corporate social responsibility around mining communities in Msalala District

iii. To find out factors affecting mining companies in promoting corporate social responsibility around mining communities in Msalala District

iv. To explore ways of promoting corporate social responsibility in the mining communities

1.5 Research Questions

The study was guided by general research question and specific questions which include:-

1.5.1 General Research Question

The general research question of the study was "What is the applicability of the mineral policy of Tanzania in promoting corporate social responsibility around mining communities in Msalala District"?

1.5.2 Specific Questions

The study addressed five research questions which are:-

i. What is the community understanding of corporate social responsibility as part of the mineral policy of Tanzania?

ii. What is the contribution of mining companies in promoting corporate social responsibility around mining communities in Msalala District?

iii. What factors affect mining companies in promoting corporate social responsibility in mining communities in Msalala district?

iv. What should be done in order to promote corporate social responsibility in the mining communities?

1.6 The Scope of the Study

This study was conducted in Msalala District particularly at Bulyanhulu Gold Mine. The study sought to assess the applicability of mineral policy of Tanzania in promoting corporate social responsibility in mining communities. It specifically assessed the communities' understanding of corporate social responsibility, how it is promoted by mining companies, facilitating and limiting factors, and ways of promoting it. The study was carried out in four villages namely, Kakola and Rwakabanga of Bulyanhulu Ward and Bugarama and Ilogi of Bugarama ward.

1.7 Significance of the Study

Corporate social responsibility in mining communities has been reported to be low in Africa and particularly in Tanzania, while its ability to bring about social - economic development remains essential. This study is beneficial to the ministry responsible for energy and minerals to address the policy gaps. Further, the study will assist Msalala District to find better ways to promote corporate social responsibility in mining communities. The benefits of the study will also be to the communities around the mining sites in the sense that the social–economic livelihood of people will be realised as a result of effective implementation of corporate social responsibility. Finally, the study will act as a literature and knowledge stock to other researchers on further studies similar to this study.

1.8 Limitation of the Study

Permission to start research was no time friendly, it took two weeks to get permission to interview management staff from Bulyanhulu Gold Mine, this interfered with the time scheduled to accomplish the study. Unwillingness to fill the questionnaires to some of respondents was another limitation, to address it more efforts in terms of regular visits to those identified to fill questionnaires were used. Accessibility of Bulnhulu gold mine was not sociable to a researcher because the mine is found 86 km from Msalala district headquarter. So the researcher was required to incur much cost for fare and accommodations even if financial problem was another limitation. To address the transport and accommodation costs a researcher had to hire accommodation at Kakola village.

1.9 Organisation of the Study

This study contains five chapters. Chapter one establishes the background of corporate social responsibility in the globe and its practice in Tanzania specifically in mining communities. The chapter presents statement of the problem which justifies the study. It also presents objectives and research questions which all form the foundation of this study. Lastly, it presents the scope of the study, significance of the study, and limitation of the study.

Chapter two presents literature review in line with corporate social responsibility and its practice in mining activities internationally and locally. Specifically, it includes definition of key terms, importance and types of corporate social responsibility, criteria for effective corporate social responsibility, theories, conceptual framework, and information relating to mining activities and corporate social responsibility in the international community. The chapter also presents information about mining activities and corporate social responsibility in Tanzania, the mineral policy of Tanzania, factors affecting corporate social responsibility and empirical review of corporate social responsibility. Lastly, the chapter presents gap of information in relation to the study and conclusion.

Chapter three presents information about the methodology of the study. It includes research design, study area and population, sample size and sampling procedures. It also presents information about data collection methods, data analysis and presentation and ethical issues.

Chapter four presents findings concerning corporate social responsibility in mining communities including the demographic information of respondents; knowledge about corporate social responsibility; roles of mining companies in promoting corporate social responsibility; factors affecting mining companies in implementing corporate social responsibility and ways to promote corporate social responsibility in mining communities. Chapter five presents discussion of findings, summary, conclusion and policy implication.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter presents relevant literature review on the corporate social responsibility and mining activities. The first part focuses on theoretical literature with reference to corporate social responsibility. It contains definition of key terms, importance of corporate social responsibility to bring about community livelihood, factors affecting its implementation, types of corporate social responsibility, and corporate social responsibility in international perspectives. The second part gives explanations concerning the empirical literature and theoretical framework which act as a foundation of this dissertation.

2.2 Definitions of Key Terms

This part conceptualises key terms that have been used and need to be clarified to make the study understood. They include policy, mineral policy, social responsibility, corporate social responsibility, mining communities, and mining companies.

(i) Policy

Dye (1987) defines policy as “whatever government chooses to do or not to do” or “the actions, objectives, and statement of governments on particular matters. Eysestone (1971) defines policy as a tool which guides practice or actions. They are directives issued from the higher authority and offer a constant structure that guide people’s behavior in the organisation. Thus, this study defines policy as authoritative directives which guide mining companies.

(ii) Mineral Policy

The mineral policy refers to formal framework upon which mineral exploration and extractions are carried out (United Nations Economic Commission for Africa-

(UNECA), 2011). All Over the world mineral policies are used to guide mineral sector to ensure they contribute to the social-economic development of the country. For instance the mineral policy of the Republic Africa (1998) insist that in the process of establishing mining operations, mining companies ought to consult the affected communities. Taking due cognizance of the local economic development needs and local integrated development plans (The Republic of Africa- (RSA), 1998). This study, however, defines mineral policy as a system of principles adopted by government to guide mining companies to explore and extract minerals for the development of a country as a whole.

(iii) Social Responsibility

Social responsibility means serving the community for the welfare of society as a whole through extending business responsibility beyond shareholders to workers, suppliers, consumers, and communities (Nickels, 2008). Appleby (1981) defines social responsibility as whatever a business organisation do to benefit the whole society. This means that the actions of business organisations must balance between the economic point of view, the community well-being, and the environment. If these three are met then social responsibility is realised. This study treats the term social responsibility as the obligation of business or mining companies to the society's welfare as a whole.

(iv) Corporate Social Responsibility

Mensah (2009) defines corporate social responsibility as the commitment of business organisation to form policies, and make decisions in line of society's objectives and values. This definition suggests that application of corporate social responsibility by business organisations is of great important this is due to the fact that, businesses hold vital power and decision making and that the operations of these organisations touch the lives of citizens at many points. This study defines corporate social responsibility as a comprehensive set of policies, practices, and programs integrated into business operations towards community livelihood.

(v) Mining Communities

Mining communities refers to people living around mining sites. They are people likely to be negatively or positively affected by mining operations (Veiga *et al.*, 2001). Mining communities normally live around the mine and interact in a daily basis with mining operations. This study defines mining communities as people whose geographical location put them around large scale mining activities.

(vi) Mining Companies

Mining companies refers to companies extracting minerals and metals from earth including for example manganese, tantalum, copper, tin, iron ore, gold, silver, and diamonds. Extractions of minerals on earth may cause detrimental effects on social and environment (Mensah, 2009). So the activities of mining companies need to be closely monitored. If left unmonitored, they may cause damaging impacts on people's welfare and the environment. This can be explained by the fact that, the motive of mining companies is to make profit for shareholders and not to engage merely on charity donations (Nickels, 2008). This study defines mining company as large scale mining entity extracting minerals.

2.3 Importance of Corporate Social Responsibility in Promoting Livelihood of Communities

Corporate social responsibility is well-known to be one of the crucial means to restore community livelihood in mining areas. World development agencies such as DFID, USAID, and the World Bank have advocated that socially responsible measures by organisations are considered as one way of achieving community livelihood of the host communities (Idemuia, 2007). This is due to the fact that socially responsible organisations hire people with low skills from the very community; provide a safe working environment to workers; minimise environmental pollution; and engage in community foundations by supporting small income generating activities (Aryee, 2012).

It also helps in infrastructural development, such as improving the availability of social services in water, education, health; employment creations to youths and women; and constructions of roads (Nickels, 2008).

Skills development through vocational training and career counseling to youth and women has been a task of socially responsible companies. The skills include improved farming techniques, bee keeping, small business management, and entrepreneurship skills are among the skills which are provided by companies with effective corporate social responsibility policies (Aryee, 2012). Further, socially responsible companies do not only benefit the society but they also benefit from being responsible by the reason that they create a better working environment for business to grow, avoid further government regulations, using community resources, and improving the firm's image to the public. For example, workers who are satisfied with job conditions are more efficiency due to lack of labor strife, labor turn over and absenteeism (Nickels, 2008).

In general, corporate social responsibility is very important to the government, society and the business. The government is assisted on its limited budget to providing services on health, education and infrastructures. The society benefits from social services given by companies with credible corporate social responsibility, while the business increases good relationship with government and to the host communities where it operates, it also enhances business performance.

2.4 Types of Corporate Social Responsibility

Basically, corporate social responsibility has been categorised into four types which are legal, ethical, voluntary and economic. The ethical responsiblity of the business is to maximise its positive effects on society and minimise its negative effects. The economic responsibilities focus on maximising profits for shareholders and producing goods and services that corresponds to the needs of society. The legal responsibilities are to obey local and national laws.

Finally, voluntary responsibilities are additional behavior and activities that business finds desirable to be performed in society (Bateman and Snell, 1999). Table 2.1 Presents types of corporate social responsibility

Table 2.1: Types of Corporate Social Responsibility

S/N	**Type of Corporate Social Responsibility**	**Key Points**
1	Ethical responsibilities	Obligation to do what is right, just, and fair. Avoid harm
2	Economic responsibilities	Be profitable, producing quality goods and services.
3	Voluntary responsibilities	Be a good corporate citizen, contribute resources to the community, improve quality of life
4	Legal responsibilities	Obey the law, law is society's condition of right and wrong.

Source: Researcher's Construct, 2017.

These types can be grouped into two dimensions, first, economic, legal, and ethical to be those responsibilities that the businesses should do due to the reason that they are required to be done by specific laws. Second, voluntary responsibilities in which an organisation needs to be good corporate citizen by contributing resources to the community in a willingly basis (Visser and Matten, 2008).

2.5 Criteria for Effective Corporate Social Responsibility

A number of business organisations are now implementing corporate social responsibility as an integral component of their daily operations. This practice has proven to be socially effective and beneficial to the business images to the society (Gitman and Emery, 1995). However, corporate social responsibility scholars have been contemplating on when an organisation will be considered as implementing effective corporate social responsibility programs. Saleem (2008) suggests that business do exists in specific communities, for that matter it must act as social enterprise whose existence can be justified as it implement corporate social responsibility effectively by first, consulting local communities during initiating and planning for projects, be committed by allocating funds for corporate social responsibility activities and enhancing transparency on what organisations intends to do for the society (Dahl, 1972).

The criteria for effective corporate social responsibility can also be met through respects of people by supplying quality products and services, providing information that is truthful, honest and useful, avoiding false and misleading advertising, disclosing all substantial risks associated with product or service, and avoiding sales promotions that are maneuver for purpose of exploitation.

An organisation is also considered to be implementing effective corporate social responsibility by having sound policies on deforestation, soil erosion, land degradation, air pollution and ecosystem disruption (Visser and Matten, 2008).

2. 6 Theories of Corporate Social Responsibility

2.6.1 Stakeholder Theory

The Stakeholder Theory initially detailed by Freeman (1984) in the book Strategic Management. Freeman coined the theory to shape organisational management and business ethics to address morals and standards. The theory opened a new era in which business organisations were to consider external stakeholders further than shareholders to include customers, employees, suppliers, and community (Jonker and Foster, 2002). Stakeholder Theory suggests that the needs of shareholders cannot be met without satisfying to some degree the needs of other stakeholders (Simmons, 2004). In other words, even when a firm seeks to serve its shareholders as a primary concern, its success in doing so is likely to be affected by other stakeholders (Bateman and Snell, 1999). In practice, companies are considered as socially responsible if they demonstrate social behaviour satisfying the expectations of five most important stakeholders the shareholders, workers, customers, suppliers, community and government. Table 2.2: shows the demands of each stakeholder.

Table 2.2: Demands of Each Stakeholder

S/N	Stakeholder	Expectations Divided into Value Classes
1	Employees	Health and safety at work, Development of workers' skills, Wellbeing and satisfaction of worker, Quality of work and Social equity
2	Suppliers	Engages in fair trading transactions with suppliers and fair selection and analysis of suppliers
3	Customers	Product quality, safety of customer throughout use of product, consumer protection, transparency of consumer and product information
4	Community	Promote mutual interaction among the corporation and community, empowers communities in which corporation operates, initiate community development interventions, encourages employee involvement in community schemes
6	Government	Comply with laws, and regulations of the country
7	Shareholders	Transparency to Shareholders, and timely information

Source: From Carroll (1999)

Stakeholder Theory has been pointed out by some scholars to be detrimental to business. Karmani (2010) argues that shareholders are owners of organisations in which businesses have to fulfill their interests through profit maximization, therefore implementing unprofitable corporate social responsibility programs denies financial responsibility of business to shareholders. In contradictory, Broomhilll (2007) strongly argue that corporate social responsibility should be made obligatory given that society is at the mercy of these controlling multinational and transnational companies. Thus, businesses have a responsibility to respond to the concerns of the broader society in which they work and not only on the interest of their shareholders. (Utting, 2005).

2.6.2 Corporate Citizenship Theory

Corporate citizenship theory is a theory that is associated with corporate philanthropy and community involvement focuses on corporations acting as good citizen by supporting outcomes that society view as meaningful and taking steps to solve social problems (Miller, 2001). The theory suggests that business organisations own a great deal of wealth which can be committed to bring about community livelihood.

Carrol (1999) holds the view that being good corporate citizen is an option to give back to the community in which a company operates.

Neron and Norman (2008) point out four standards that a corporation must have to be considered as good corporate citizen. These standards include, corporation to obey relevant laws and regulations, participating in charitable contributions, protecting the environment, and be accountable to stakeholders. Essentially, these standards have been pointed out to help community improve living standards and maintain the interests of other stakeholders. However, this does not mean that the shareholders are not essential or profit maximization is not very important to corporate success, but that help corporations continue to exist and be profitable as a result of involving a wide range of stakeholders whose insights differ from one to the other (Brammer, 2003).

2.6.3 Legitimacy Theory

Legitimacy theory sticks upon the view that there is social contract between corporations and communities where a company operates. Social contracts principally are construed in terms of norms, values, and beliefs. Deegan *et al.*, (2002) points out that social contract between community and organisations represent many opportunities that communities anticipate to receive from corporations on its activities. The opportunities include employments, safety, financial services, roads improvements, health facilities improvements and water services. Therefore, social contracts can be realised if a company takes deliberately initiatives to engage in corporate social responsibility programs. Engaging on it enable companies to get support from society and legitimatize its actions. O'Donovan (2002) holds the same view that for corporations to maintain working effectively in a community it must operate in accordance with what society recognizes as socially responsible actions.

Legitimacy theory suggests that a company can increase legitimacy in the community by implementing corporate social responsibility programs through credible community consultations during initiating, planning and implementation of projects. Community consultation is very important because community according to Neron and Norman (2008) are aware of their real needs to be addressed, therefore Chambers (1983) suggests that all community members are supposed to take part in the planning process, the members include community leaders, influential people, old people, women, and vulnerable groups.

Legitimacy theory faces some critiques. Suchman (1995) admits that the definition is vague and not easy to operationalise. For instance it can be easy for community to describe a company to be legitimate but its legitimacy can be judged to be subjective as it may be influenced by people with power in the community through society's values, norms and beliefs. Lindblom (1994) suggests that the proper way for companies to get legitimacy in the respective community is to abide to rules and regulations guiding the sector, instead of relying on norms, values and beliefs which sometime brings many contradictions. Table 2.3 shows key issues from each theory.

Table 2.3: Review of Key Issues from Each Theory

S/N	Theory	Key issues
1	Stakeholder Theory	• Promotion of health, and safety to employees • Promoting fair trading and transactions with suppliers • Focus on providing quality and safety products to customers • Focus on enhancing mutual interaction between organisations and communities • Engage in community empowerment through development projects • Compliance with laws, and regulations
2	Corporate Citizenship Theory	• View organisation as possessing great wealth which can be used to bring about community livelihood • Obeying laws and regulations. • Engaging in charitable donations, protecting the environment, and accountability to stakeholders
3	Legitimacy Theory	• It is the community which decides the type of corporate social responsibility initiatives to be financed by organisations • Engaging in corporate social responsibility initiatives increases organisational legitimacy • There is legitimacy gap if an organisation doesn't align with community expectations • Actions of an organisation should comply with socially constructed norms, values and beliefs. • Communication, transparency and accountability is very important for an organisation to get legitimacy from communities

Source: Researcher's Construct, 2017

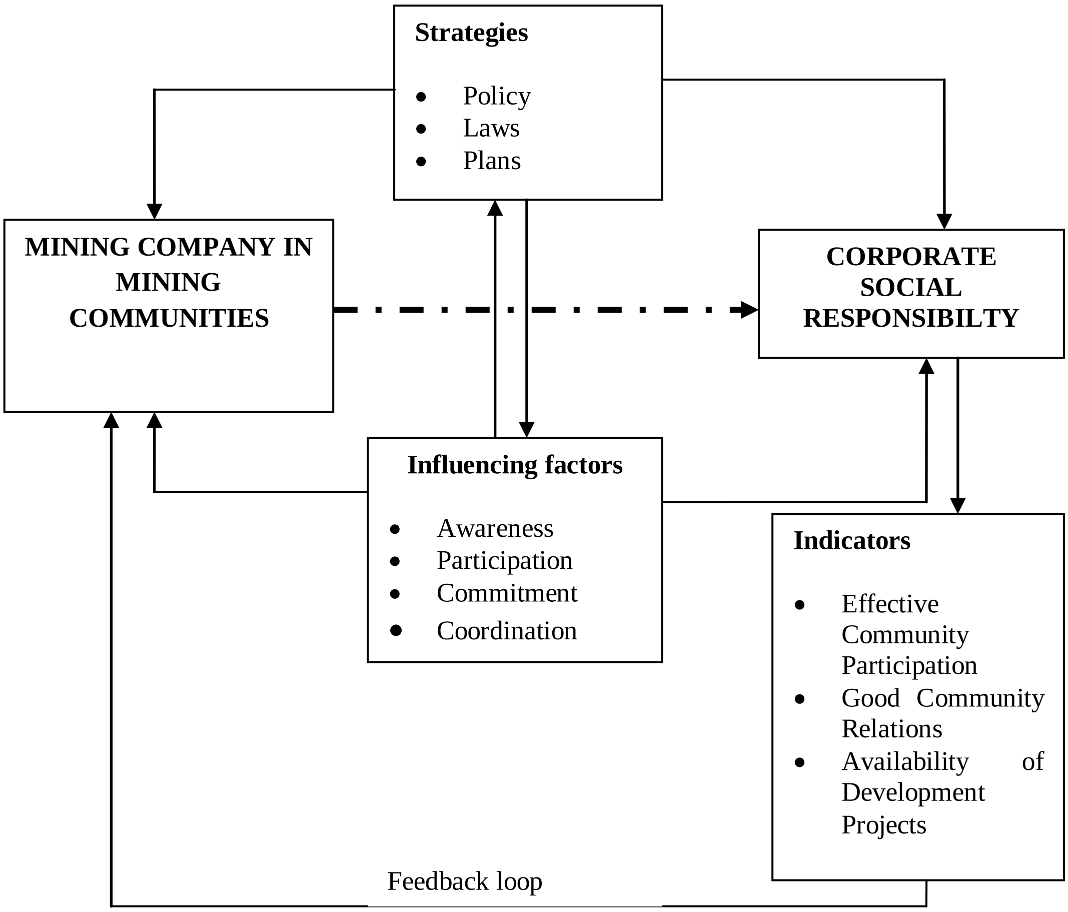
2.7 Preferred Theory for the Study

Legitimacy theory is preferred to guide this study. It has, therefore been chosen due to the fact that, it guides organisations to implement corporate social responsibility in a credible manner which in turn enables organisations to get legitimacy or acceptance in the community while fulfilling society's expectations. It also lays the foundations whereby corporate social responsibility can be well promoted and effectively implemented by mining companies. The theory holds the view that corporate social responsibility initiatives can be well promoted if community is fully consulted, this helps to address real needs perceived by community (Chambers, 1983). In other way the theory guides organisations to implement corporate social responsibility by aligning with community expectations through society's constructed norms, values and beliefs. It also points out that organisations should comply with policies and legal obligations relating to environment, safety, and human rights. In particular, the theory put emphasis on the importance of communications, accountability and commitment of organisations to the community it resides. In the long run organisations engaging in corporate social responsibility initiatives always benefit from getting legitimacy and positive relationship with communities (Lindblom, 1994).

2.8 Conceptual Framework for Analysis of Corporate Social Responsibility

The conceptual framework (Figure 2.1) starts with the idea that the ability of the mining company to promote corporate social responsibility depends on available national strategies (intermediate variables) namely policy, laws and plans; and influencing factors (dependent variables) namely participation, awareness, commitment, and coordination. The conceptual framework also shows that the strategies and influencing factors can still affect the development of corporate social responsibility. Whether or not the mining company is able to promote the corporate social responsibility will be indicated by effective community participation, good community relations, availability of development projects. Finally, the feedback loop informs the mining company and community about the status of the corporate social responsibility in the community.

Figure 2.1: Theoretical Framework for the Study



Source: Researcher's Construct, 2017

2.9. Definition of Variables

(i) Corporate Social Responsibility

Corporate social responsibility refers to an ethical approach which advocates that an organisation has a responsibility to do whatever is beneficial for the society at large. It focuses to ensure that organisations behave in a socially responsible manner which in turn enables society to meet social goals (Post *et al.,* 2002). This variable was examined basing on the extent in which mining companies engage in improving the livelihood of people through financing development projects in health, education, employment, environment, water, and infrastructure development.

To understand the extent to which corporate social responsibility transformed community's livelihood in Msalala District, people's perception regarding it was examined.

(ii) Policy

Policy refers to an authoritative statement which guides practice or behaviors of government, private organisations and individual people. Principally policies are made by government but can also be made by boards of governance within the organisations whether private or public. However the policies made by public or private organisations must comply with the general policy or public policy (Dye, 1987). This study assessed the mineral policy of Tanzania in promoting corporate social responsibility in mining communities.

(iii) Law

Law refers to a structure of rules which direct the society with the purpose of upholding social order and justice (Shaw's, 2003). laws act as important tools to operationalise policies, this means that laws can clearly state the performance standards and impose penalties to people or organisations failing to comply with it. This study examined how mining companies implement corporate social responsibility in compliance with mineral policy and related laws including the Environmental and Management Act No. 20 of 2004, the Mining Act No. 14 of 2010 and the Mineral Policy of Tanzania (2009).

(iv) Plans

Plan can be defined as a framework which consists of steps, timing and resources committed to achieve the desired objective (Pfeiffer *et al.,* 1993). This means that corporate social responsibility needs to be implemented in accordance to the approved plans. Therefore, this variable assessed the availability and functionality of action plans, monitoring and evaluation plans, guidelines and environmental and social management plan (ESMP) which in a great extent needed to be administered by Msalala District and on other hand by mining companies.

(v) Community Participation

Community participation indicates the activeness and involvement of people from the grassroots level to be able to decide for their own destiny by prioritizing projects to be financed (Josh, 2003). To understand community participation the study assessed the extent to which community were effectively consulted at time of initiating, planning, and implementing of development projects.

(vi) Awareness Creation

Awareness creation refers to a process of imparting knowledge and skills to people so that they are able to know that information or service exists (Swanepoel, 1997). It is also the situation of being cognizant of something (UNEP, 2002). Awareness related to corporate social responsibility and how it is implemented is of great importance. It helps the government, private organisations and communities to implement projects financed under corporate social responsibility in a plausible situation which in turn make projects perceived by community and be sustainable. To understand people's awareness on corporate social responsibility, community knowledge about it was examined.

(vii) Commitment

Nickel (2008) defines commitment as the strong sense of target and focus which goes together with a statement of purpose and plan of action. Commitment is an important factor of achievements because of its tendency of allocating resources to accomplish the targeted activities. This study sought commitment of mining companies and government in promoting corporate social responsibility basing on plan of actions and funds committed to execute development projects. To determine the commitment of government and mining companies in promoting corporate social responsibility, the availability of functional action plans and monitoring plans to monitor mining activities to the side of government was examined. While to the mining companies the availability and functional of corporate social responsibility policies and funds committed were examined.

(viii) Coordination

Coordination refers to the integration of activities to ensure that the resources committed to accomplish the intended objectives are efficiently utilized (UNDP, 2009). Coordination of corporate social responsibility activities enables the government to quantify how much it contributes to the national development. Thus, having an agency or coordinating department at national and district level responsible for corporate social responsibility activities can enable the government, private organisations and the community to plan and allocate funds committed by socially responsible firms to the projects with high contribution on community livelihood (Bhuyan *et al.,* 2010).

(ix) Community Relations

Refers to the various methods companies use to establish and maintain a mutually beneficial relationship with the communities in which they operate. The underlying principal of community relations is that when a company accepts its role and responsibility as a good corporate citizen and takes an active interest in the well-being of its community, it gains a number of long-term benefits in terms of community support, loyalty and good will (Saleem, 2008). This variable was used as indicator of mining companies in implementing credible corporate social responsibility.

(x) Mining Company

Refers to a business company extracting minerals from earth (SID, 2009). According to this study mining company was considered as large scale mining company operating in Msalala District Council.

2.10 Knowledge of Corporate Social Responsibility

Knowledge of corporate social responsibility is gradually growing by being supported by governments, multinational organisations and business organisations themselves (Benerjee, 2008).

Its growth has been due to the capacity in bringing social benefits to the society, building strong corporate image and improving organisation's performance (Saleem, 2008). Knowledge increase of it was also reported by Mushi (2015) as he assessed the contribution of corporate social responsibility on people's well-being in Geita. However, the initiatives to make it well known and practical to the small and big business organisations are to some extent little and not well communicated to local communities who are the beneficiaries of it.

In mining as in other business sector knowledge about it is not satisfactory despite the efforts made by government to incorporate the concept in its mineral policy of 2009. The study by Kabote and Niboye (2013) on the influence of large scale mining companies on community's livelihood revealed that mining companies were implementing community projects in poorly manner as they ignored community participation in designing and implementing projects. This resulted to the collapsing of projects. On the other hand people's knowledge of corporate social responsibility was not satisfactory, as they could not understand their roles well in collaborating with mining companies in identifying the projects with highly priorities to their livelihood.

Therefore, enhancing knowledge of corporate social responsibility several measures are suggested by scholars. Mensah (2009) suggests that government should prepare guidelines directing business organisations on how to implement corporate social responsibility in a credible manner, further suggests that community meetings especially at wards and village level in mining communities should be enhanced and used to educate people about it. Media through radios, television and news papers were also suggested by the study which need promotion by government to cultivate companies and people's knowledge about corporate social responsibility.

2.11 Mining Activities and Corporate Social Responsibility in the International Community

Mining is the earliest second human activity following the agriculture. It dates back during the ancient civilization. The oldest mine to be documented in archeological records was lion cave in Swaziland. The second early mine operation in the world was that of Turquoise mine which was being operated by ancient Egyptians in Sinai Peninsula sites (Ismail, 2009). Turquoise was also being mined in pre Colombia America. While advanced technology in mining was first experienced in Slovakia in 1627 whereby the use of black gun powder was introduced. Slovakia also managed to establish the first mining institute in the world in 1762. In the United States mining extraction became dominant during the 19^{th}. In US mining extractions contributed to the development of cities such as Denver, Sacramento, California, and Colorado as mining towns, other countries in the world in which its development has mainly being contributed by mining extractions includes Australia, Canada, South Africa and Botswana (UNECA, 2011).

In Africa mining of minerals has become a crucial source for export earnings. This has been due to its wonderful amount of mineral gifts such as gold, copper, cobalt, diamonds, manganese, platinum and many others. Countries such as South Africa has been the leading country in Africa to export diamond from Orange River, it contributes to 15% of the world’s diamond production. It is also the leading producer of chrome, manganese, platinum and vanadium in the world. In Ghana minerals contribute 5% to the national GDP and gold contributes to the 90% of total mining export, while in Burkina Faso Gold has 70% contribution on export earnings. In the democratic republic of Congo, the Tantalum contributes to 71% of the global Tantalum production. However, it has been fueling conflicts in Ituri. In Botswana diamonds is the largest contributor to GDP and national income, it contributes 80% on export earnings. Botswana remain the sole country in Africa where mining sector has succeeded to transform it from being the poorest to the middle income economy with poverty reduction from 50% to 19% and per capital income of $486 in 1996 up to $7,080 in 2015 (SID, 2009).

Despite the fact that mining extractions contribute to the highest degree to national economy of African countries, in most cases its role in bringing about community's well-being is not encouraging as in other developed countries. People living in mining areas still live in absolute poverty with high rate of malnutrition to children and women, environmental degradation, diseases, and lack of employment opportunities. Conflicts and strikes have been common situation in mining fields, in 2007 the African National Union of Mine Workers in South Africa demonstrated to protest against unsafe working conditions. In 2012 South Africa experienced other workers strikes in which 34 protestors were killed. Rebel groups in Congo, Angola, Sierra Leone and Nigeria have been using profits from minerals to organise civil wars (Amnesty International, 2013). These problems are partly contributed by unequal distribution of resources and poor mining contracts that favor multinational companies and grand corruption among government officials (Kiwanga *et al.*, 2010).

As in mining, the concept of corporate social responsibility has been evolving over time. Official writing on it started in the 20th century in 1950's. It was this period when Howard R. Bowen wrote the book titled "Social responsibility of the business man" to him corporate social responsibility meant the obligations of businessmen to implement policies, make decisions, and act according to the objectives and values of the society. The emphasis was that application of corporate social responsibility by business companies is of great important. Because businesses hold vital power and its operations touch lives of citizens at many points, thus business organisations need to act responsibly on social, legal and in ethical manner. Bowen's view laid a foundation for other corporate social responsibility scholars to add more inputs concerning the expanded responsibilities of business to the society (Deegan *et al.*, 2002).

During the 1960's scholars started debating what corporate social responsibility in actual fact means. Carroll (2014) argued that to agree on one definition concerning it is very difficult, because every scholar want to define it in a way that fit his view points. Therefore, there are many definitions today explaining corporate social responsibility. According to Post, Lawrence, and Weber (2002) corporate social responsibility is an act in which business organisation becomes accountable to its actions which affect community and the environment. Thus, organisations have to allocate some of its profits to remedy social impacts resulted from business activities.The commission for the European Communities (2002) viewed corporate social responsibility in Europe as a way companies integrate social and environmental matters in their business operations. To operationalise its practice, the Commission established the European Multi-stakeholder Forum to coordinate and supervise the provision of awards to companies which are socially responsible.

Despite the fact that corporate social responsibility in the world increased gaining support, some theorists viewed it differently. Freeman (1984) argued that the only social responsibility of a business is to maximise profit, conducting business in open and free competition without fraud or cheating. He further argued that corporate executive is the agent of the owners of the firm and that any action by the executive toward a general social purpose amounts to spending shareholder's money, be it reducing returns to the stockholders, but also increasing the price to consumers or lowering the wages of employees (Freeman, 1984). Theobald (2002) had another view that, businesses should focus on profit seeking and let the government or nonprofit organisations deal with social and environmental issues. He also believed that Adam Smith's "invisible hand" will do all the work to make everything better in the sense that companies are meant to create products or provide services rather than handle welfare activities in which they do not have the expertise or knowledge necessary for handling them. In view of Nickels (2008) if managers are concentrating on social responsibilities, they are not performing their primary duties for the company at full capacity.

However, the defenders of corporate social responsibility see it as a tool for development. Cannon (1992) argues that business can survive in the society they serve if it complies with the society's objectives and values. This is important as businesses access labor and natural resources from society, so should the society feel to have a stake on it. Anderson (1998) also acknowledges that the application of corporate social responsibility makes more money for investors in the long run. Even the analysis conducted by a Harvard and University of Michigan to 95 business firms suggested that companies with good ethical reputations attract and retain better employees, draw more customers, improve financial performance and enjoy greater employee loyalty (Neron and Norman, 2008).

Despite some hindering arguments to the growth of corporate social responsibility, it is increasingly getting support. In Asia it is applied ranging from philanthropy, legal compliance, self-regulation and obligations to society. At present some governments in Asia play an active role in creating an enabling environment that encourages business to address wider social and environmental issues. Some governments have taken the lead in drawing up detailed guiding principles promoting the adoption of corporate social responsibility. The Indonesia government took the lead by revising Indonesia Company Law through Article 74 2007 stipulating that natural resources-based firms must allocate budgets for corporate social responsibilty. The Philippine enacted a Corporate Social Responsibility Act of 2009 requiring companies to observe it through community projects. The aim was to promote the idea of business' responsibility to give back to the communities in which they operate (Saleem, 2008).

In Africa the idea that business is part of society, and therefore has community and national responsibilities is established in the culture, and economic history of many African countries. It has also been influenced by multinationals and international institutions, such as the UN Global Compact a United Nations initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies. At present the most common approach to corporate social responsibility issues in Africa is through philanthropic support, in particular focusing on education, health and on environment (Visser and Matten, 2008). For example, multinational companies in West Africa are reportedly to be contributing much on enhancing social services on infrastructures, water and on orphanages supports. In Kenya surveys suggest that corporate social responsibility donations go on health and medical provision, and donations are also directed towards education, training on HIV/AIDS, agriculture and food security. In Zambia, supporting orphanages is the most common activity identified as corporate social responsibility, followed by sponsorship of sporting events, cultural ceremonies, education, health provision, and donations to religious and arts organisations (Kivuitu and Yambayamba, 2001).

2.12 Mining Activities and Corporate Social Responsibility in Tanzania

Mining activities in Tanzania dates back during the pre-colonial period, starting with Arabs extracting gold, iron, copper and salt. Extensive mining extraction took place during 1894 following the discovery of gold in Lake Zone by the German. During 1930s gold production in the country increased significantly, this was due to the fact that the government had vigorous support to the mining sector. By 1950s diamonds from Mwadui and gold from Nzega managed to contribute 3% to the GDP and 15% on export earnings. In 1990s the contribution of gold to the country export reached 66%, this increase was contributed by artisanal miners.

The liberalisation policy adopted by Tanzania in 1980s and 1990s attracted the role of private sector in the economy, hence mining sector was fully liberalized and small and large scale miners took the lead to extract, cut, and export minerals (Nkya, 2007). Following the reforms, in 2007 Tanzania was marked as the third gold exporter in Africa at the back of Ghana and Mali, and the 32 diamond exporter in the world (UNECA, 2011). By 1998s Tanzania's mining sector experienced a dramatically influx of multinational companies coming to invest in the sector. At present there are six large scale mining companies working in different parts of the country. Table 2.4 gives summary of the mines.

Table 2.4: Mine Sites in Tanzania.

S/N	Operator	Type of Mineral	Location
1	Bulyanhulu Gold Mine	Gold	Msalala
2	North Mara Gold Mine	Gold	Tarime
3	Geita Gold Mine	Gold	Geita
4	Buzwagi Gold Mine	Gold	Kahama Town
5	Merelani Mining Company	Tanzanite	Simanjiro
6	Tan Power Resources Limited	Coal	Tukuyu

Source: Society for International Development (SID), 2009

The Bulyanhulu Gold Mine, Buzwagi gold mine and North Mara gold mine are owned by Barick Gold Mine based in Canada under ACACIA as a subsidiary company, while Geita Gold Mine is owned by Anglo Gold Ashanti Limited of South Africa. Other mines in Tanzaia include, Kabanga Nickel Project in Ngara, Mchuchuma Coal Project in Ludewa and Liganga Iron Project also found in Ludewa district (Kabote and Niboye, 2013).

Despite the extensive extraction of minerals elsewhere in the country, the sector is questioned on the ground that it has failed to help the country move from poorest to middle income level. In particular people living in mining communities still encounter poor social services in health, education, water, and roads (Maliganya *et al.,* 2013). While other countries with similar gifts of minerals such as Botswana has managed to move from being poorest to middle income country with per capital GDP of $7, 080 recorded in 2015, while Tanzania with per capital GDP of $842 by 2015. This suggests that the government need to rectify deficiencies in tax rate, and contracts in mining sector to ensure that the activities of mining companies are effectively monitored to the extent that they truly contribute to the national GDP and improve people's welfare especially those living around mining sites (SID, 2009).

In Tanzania corporate social responsibility is mostly understood as giving back to the community through part of profit from business operations. While in actual fact it means a process in which a business act responsibly on legal, environment, ethical and community (Mader, 2013). Some of corporate social responsibility issues in Tanzania are regulated by laws and policies, for instance the environmental issues are regulated by the Environmental and Management Act No. 20 of 2004, compensation, and resettlement of artisanal miners and other people occupying land with minerals are under the Mining Act No. 14 of 2010, safety of workers and their rights are regulated by the Occupational Health and Safety Act No. 5 of 2003, while philanthropy or charity supports are insisted on the Mineral Policy of Tanzania (2009) which call for mining companies to implement corporate social responsibility programs in collaboration with host communities (URT, 2009).

Although the concept of corporate social responsibility is infant in Tanzania, some companies have shown the way to make it useful. Companies such as Tanga Cement Company, Tanzania Portland Cement Company, Tanzania Cigarette Company, NMB Bank, and Tanzania Breweries, have corporate social responsibility policies committed to support the surrounding communities. For example Tanga Cement Company on its policy states that 1% of its net profit is allotted for corporate social responsibility activities (Mader, 2013). The efforts made by these companies to support health sector, education sector, environmental protection, entrepreneurship development and water services signify deliberately efforts taken by private sector towards poverty reduction through commitment on corporate social responsibility activities.

While corporate social responsibility in other business sector is doing well in the mining sector there are mixed results. The economic reforms took place in 1980s opened up the mineral sector and pave way for private companies to operate. This resulted to multinational companies to invest heavily on mining activities in the country. Their impacts on community livelihood as stated by mineral policy are questioned. Despite the fact that some big companies such as Buzwagi, Bulaynhulu and Geita gold mines have been reported several times to be contributing to the livelihood of host communities. Their contributions are not perceived by people due to negative effects they create on environment and people's lives. Such negative impacts include environmental pollution, land grabbing, lack of compensation, deaths of innocent people around mines, displacement of artisanal miners, prevalent of HIV and AIDS, increase unemployment, and lack of participation of local communities in designing and planning for community projects (Maliganya *et al.*, 2013). This implies that negative impacts of mining companies on communities hold back positive impacts. On the other hand the laws and policies guiding mineral sector have deficiencies to put in practice what is stated. For instance, the Mineral Policy of Tanzania (2009) states that the government will ensure that the activities of mining companies are well monitored to ensure that they are not detrimental to the environment and on people's well-being (URT, 2009). In practice no coordinating efforts, guidelines, and department from district to the national level responsible to deal with corporate social responsibility issues, no evidence to show an official agency to keep an eye on and collect data on national corporate social responsibility activities. This makes it difficult to account the contribution of it on local economic development.

2.13. The Mineral Policy of Tanzania (2009)

The current Mineral Policy of Tanzania was adopted by the government in 2009. The policy intends to improve better economic environment for investment, increasing competence for guiding the mineral sector, developing small scale miners, promoting value addition to minerals and strengthening social and environmental management. It focuses much on attracting private sector to take part on mineral exploration, mining, and marketing. The basis is to improve the mineral sector's input to the GDP.

The policy was formulated basing on the experience of implementation of the Mineral Policy of Tanzania of 1997 which performed poor leading to little contribution of mineral sector to the GDP, slow progress of small scale mining, low competence of the government to govern the sector, low level of value adding of minerals, and the impacts of mining activities on environmental degradation, air pollution, increased unemployment in mining communities, raising incidents of HIV infections in mining areas, and land grabbing from farmers which caused direct effects to the lost of employment from agricultural sector (Maliganya *et al.,* 2013). Taking into account the negative impacts caused by large scale mining companies, the mineral policy of 2009 included the concept of corporate social responsibility. The adoption of corporate social responsibility was critically important for the legal, fiscal, and regulatory framework.

The objectives of the mineral policy of Tanzania are to encourage mining companies to increase corporate social responsibility and increase participation of people in designing community projects; improve awareness of the mineral sector; enhance safety and protect environment; promote employment opportunities; improve land compensation, relocation and resettlement; and improve monitoring capacity; others include improving institutional capacity for effective administration of mineral sector; empower small scale miners to own medium and large scale mines; and improve legal and regulatory framework in mining sector.

The objectives of the mineral policy target to encourage mining companies to contribute in developing the local communities and improving people's participation in projects designing to ensure its sustainability, because, there has been minimal participation of local people in community projects supported by mining companies (Kabote and Niboye, 2013). This results to mining companies implementing projects which are not priorities of local people. The policy is further determines to enhance safety and protecting environment in mining areas, this is due to the fact that, mining activities cause negative effects on health, environment and social costs, so the policy aims to promote social and environmental awareness to large scale mining companies and to small scale miners so that they practice environmentally friendly practices.

Further, the policy intends to promote more employment opportunities through participation of private sector in mining sector, to accomplish it the policy oblige mining companies to employ local people. It also aims to ensure fair land compensation, relocation, and resettlement to people living in mining sites, because large scale mining cause relocation of people and interference of their livelihood. So the policy requires transparency and adequate compensation rates to people ought to pave way for mining operations. To ensure the objectives are met, the policy intends to enhance monitoring and institutional capacity to ensure the activities of mining companies are fully regulated by established laws and regulations.

The strategies to achieve these objectives include requiring mining companies implement corporate social responsibility; the government to require mining companies to set aside funds for social and environmental rehabilitation; the government to enact specific laws to accommodate land compensation, relocation, and resettlement; requiring mining companies employing local experts to promote succession plan for local people to take positions for expatriates and collaborating with stakeholders to enhance awareness of mineral issues through community sensitization. Other strategies include reviewing legal and regulatory framework to ensure mining activities are regulated according to specific laws; establishing mineral audit institution and improve existing institutions from national to the district level to ensure social and environmental costs are minimised and upgrading small scale mining into improved and organised so that their contribution are realised to the GDP. Table 2.5 summarises the objectives of the Mineral Policy of Tanzania (2009).

Table 2.5: Summary of the Mineral Policy of Tanzania

S/N	Policy Objective	Strategy
1	To promote community involvements in mining projects and push mining companies to enhance corporate social responsibilities.	• Oblige mining companies to implement corporate social responsibilities policies. • The government to encourage mining companies to consult communities in setting precedence of community projects.
2	To enhance health, safety, and environmental management in mining places.	• Enhance monitoring and enforcement of laws on health, safety, and environmental protection in mining places. • The government to require mining companies to set aside funds for environmental rehabilitation. • The government to provide education on HIV/AIDS, health and safety in mining communities.
3	To enhance transparent on land compensation relocation and re-settlement in mining places.	• The government to enact laws to accommodate land compensation, relocation and re-settlement schemes in mining places.
4	Enhancing legal and regulatory framework governing the mining sector	• Review of legal and regulatory framework related to management of mineral sector
5	Enhance institutional capacity for management and monitoring of the mineral sector.	• Establishing mineral audit institution • Improve existing institutional for effective management of mineral sector
6	Support and develop small scale mining to increase its contribution to the economy	• Upgrade small scale mining into organised and improved mining

Source: URT, 2009

Despite the role played by national mineral policy since 2009 there are still grievances from the people in mining communities that they benefit least from corporate social responsibility of mining companies (Maliganya *et al.*, 2013). This situation suggested that in order to promote corporate social responsibility in mining communities detailed study was needed to identify gaps in relation to policy and ways to promote it.

2. 14. Factors Affecting the Achievement of Corporate Social Responsibility

Corporate social responsibility is globally acknowledged to be a tool for social-economic development. Its achievements are associated with facilitating and limiting factors. The following section below describes each category of the factors:-

2.14.1 Factors Facilitating the Achievement of Corporate Social Responsibility

Factors facilitating the achievement of corporate social responsibility in business organisations are basically influenced by government regulations and directives, International agencies, Non-Governmental Organisations (NGOs), and public pressure coming from media, business competitors and the society at large.

(i) Policy and Regulations

Literature shows that, policy and regulations have great influence in the development of corporate social responsibility. Governments such as the United States have put in place that toxics releasing by companies should be dealt with the environmental protection agency which is responsible to monitor environmental issues. The European Union governments have passed a legislation requiring companies to prepare environmental reports as a compulsory duty. The Dutch government provides incentives through tax exemption to companies showing successfully initiatives to protect environment. While in 2004 the EU governments enacted the Waste Electrical Equipment Act which aimed to enforce companies making electrical products to collect and recycle used electrical equipments (World Coal Institute, 2001). These directives from governments have made business organisations to be environmentally friendly.

Policies and regulations as it in other part of the world have been influencing business organisation in Tanzania to integrate corporate social responsibility in their daily operations. The Environmental and Management Act No. 20 of 2004 under article 187 (1) oblige companies not to pollute the environment, failure to align with this provision a company is reliable to a fine not exceeding fifty million, while the Occupational Health and Safety Act No. 5 of 2003 oblige employers to ensure safety working environment to workers failure to abide to this an employer is subject to a penalty of ten million ((Ismail, 2009; Mader, 2013). So these directives and regulations put companies in a position to implement corporate social responsibility.

(ii) Role of International Organisations

International agencies such as the United Nations Global Compact encourages organisations around the globe to implement sustainable and socially responsible policies in the area of human rights, labor, the environment and anti-corruption, under the Global Compact, companies are supposed to support UN goals under the Sustainable Development Goals (SDGs), while international NGO such as Global Reporting Initiative (GRI) an international self-determining organisation has been assisting governments and businesses elsewhere in the world to understand critical issues to include climate change, human rights, and corruption which have detrimental impacts to the society's well-being (UNDP, 2009).

(iii) Public Pressure

Public pressure stimulated by media publications has been another reason to force companies to engage in corporate social responsibility programs, this is happening due to the fact that society disagree with organisations which do not show responsible behavior on social issues (Zait, 2002). Public pressure on corporate social responsibility has brought tangible impacts on business organisations. Companies are now integrating corporate social responsibility policies in their operations, for instance companies such as Vodacom Tanzania, Airtel Tanzania, Tigo Tanzania, CRDB Bank, NMB Bank among others have been supporting infrastructure development in Tanzania by building classes, making desks, building dispensaries, and buying academic books in primary and secondary schools, while in social development they support orphanages, paying school fees for needy students, and establishing community funds to enhance entrepreneurship development in the country (Mader, 2013).

(iv) Seeking Relationship

Corporate social responsibility achievement is also facilitated by companies intend to establish good community relationship with host communities. Good relationship with community or customers is the prime factor which can assist the business or a company to grow and meet its objectives in the competitive market (Ferrell *et al.*, 2016). Community relationship has been a challenge in mining sector in African countries and Tanzania in particular; there have been conflicts and intense hostility between mining companies and people around mining sites (Ismail, 2009). To address this, mining companies have increasingly been investing much on community projects in areas of infrastructure development, community foundations and social development (Saleem, 2008).

(v) Good Image

Good public image is another reason why companies opt to plan and integrate corporate social responsibility programs in their operations. A business or company with poor public image cannot fulfill its mission and vision, companies with lack of organisational ethics programs and the absence of workplace values such as lack of transparency, unfair employee treatment, honesty, trust, and integrity can create bad image to the public and encounter negative impact on organisational objectives (Ferrell *et al.,* 2016). Therefore, engaging on corporate social responsibility programs by companies is a rational way to increase the acceptance in the society and improve business performance. Table 2.6 summarises the factors facilitating corporate social responsibility.

Table 2.6: Summary of Factors Facilitating Corporate Social Responsibility

S/N	Factors
1	Policy and Regulations
2	Role of International Organisations
3	Public Pressure
4	Seeking Relationship
5	Good Image

Source: Researches' Production, 2017

This sub-section discussed factors facilitating mining companies to engage in implementing corporate social responsibility. Some are push factors which include obeying national policies and regulations, aligning with directives from international organisations and public pressure. Pull factors include creating good public image and seeking good relationship with government and the host communities.

2.14.2 Factors that Limiting the Achievement of Corporate Social Responsibility

Although there are number of facilitating factors to achieve corporate social responsibility by companies, still there are setbacks or limiting factors which hold back the effective implementation of corporate social responsibility by business firms, more specific by mining companies. Most of these factors are embedded on economic point of view with theorists cementing it with strong arguments. Some of the factors are social and political and are explained in detail in this part.

(i) Profit Motive

Maximizing profit as the sole purpose of a business or a company act as a limiting factor to achieve corporate social responsibility. Saleem (2008) defines profit maximisation as the process of a firm to determine the price and output level that returns the greatest profit over cost of production. In this regard business owners have the view that the only objective of a business is to multiply profit and gather profit at any cost which is great barrier to corporate social responsibility. Some organisations are of the opinion that providing social welfare programs to the society is the responsibility of government they hold the view that business organisation are heavily taxed, so those money obtained from taxation have to be spent on social programs (Gitman and Emery, 1995).

(ii) Lack of Coordinating agency or Department

Lack of coordinating agency or department act as barrier to achieve corporate social responsibility implementation. Because it becomes difficult to account on how much corporate social responsibility activities contribute to the GDP and the extent to which they affect the national economy. Since there is no an authorized agency or department from national to the district level responsible for monitoring and gathering data on corporate social responsibility activities. The question is how corporate social responsibility can be used as a lens of local economic development (Olengurumwa and Mlowe, 2012).

(iii)Inadequate Corporate Community Partnership

Inadequate corporate-community partnership in initiating and implementing projects hamper the achievement of corporate social responsibility in addressing community problems. According to Chamber (1983) involving communities in planning for community projects is very important because communities need to be given the opportunity to help themselves through ongoing participation in development issues rather than being recipients of top-down gifts from companies. Projects which are implemented by companies in absence of community consultations encounter rejection from the community, and the projects of such nature always don't solve the real needs of the people. The study conducted by Helg (2007) in Nigeria revealed that 83% of projects sponsored by mining companies collapsed, because they lacked community ownership.

(iv) Lack of Human Resources with Appropriate Skills

Lack of human resources with appropriate skills to implement corporate social responsibility programs is another problem which hinders corporate social responsibility to be well implemented. This is because employees hired by mining companies tend to have technical, engineering or managerial backgrounds hence they lack proper skills to handle social issues (Nickels, 2008). Walker and Howard (2002) as they studied corporate social responsibility in the mining industry in Ghana suggested that for the mining companies to implement credible corporate social responsibility programs they need to hire NGO capable to handle social issues, the findings revealed that many projects implemented by mining companies themselves encountered community rejections because of failure to follow community entry protocol which can be well practiced by NGOs.

(v) Inadequate Monitoring of Corporate Social Responsibility Activities

Inadequate monitoring of corporate social responsibility activities limits the promotion of corporate social responsibility in mining communities. Monitoring and evaluation plan play a crucial role to assist an organisation to obtain relevant information from past and ongoing activities that can be used in decision making (UNDP, 2009), Therefore, if corporate social responsibility is to be achieved, the activities of mining companies should be well monitored and evaluated. This is due to the fact that, profit - making is the most important goal of any company (Bateman and Snell, 1999). So being ethical, legally and socially responsible will not be guaranteed by mining companies themselves, ongoing monitoring and timely evaluation should be well planned and effectively executed.

Table 2.7: Factors Limiting the Achievement of Corporate Social Responsibility

S/N	Factors
1	Profit motives
2	Lack of Coordinating agency or Department
3	Inadequate Corporate Community Partnership
4	Lack of Human Resources with Appropriate Skills
5	Inadequate Monitoring of Corporate Social responsibility Activities

Source: Researches' Production, 2017

This sub-section has discussed factors limiting corporate social responsibility. They include profit motives by companies; inadequate corporate-community partnership; lack of coordinating agency or department; lack of human resources with appropriate skills; and inadequate monitoring of corporate social responsibility.

2.15 Empirical Review of Corporate Social Responsibility

To get insights concerning corporate social responsibility, several studies were reviewed as describe in the following sections:-

Mensah (2009) studied the contribution of corporate social responsibility on sustainable development a case study of Obuasi municipality in Ghana. The study shows that Anglo Gold Ashanti (AGA) took initiatives to create employments for the villagers. AGA introduced the piggery project to meet the needs of protein to workers and the society at large. AGA provided 4 gigs to the head of the family and feed them for the first one month during this period beneficiaries were also benefiting veterinary services in free of charge. The findings indicated that although the beneficiaries cited the project to be beneficial, in practice it was burden to the families as the results revealed that, many families were poor, making them unable to feed the pigs as it was costly. Some beneficiary admitted that *"the company had to contact them before embanking to the implementation stage"*. Therefore, the study concluded that, corporate social responsibility projects financed by companies may be beneficial if companies consult people to incorporate their views concerning the project.

The concept of corporate community partnership was also revealed to be not applicable by AGA in Obuasi Municipality, the AGA was found to ignore community meetings as it seemed that they would make no contribution to the company. This was evidenced from the findings that, the piggery project which later proofed failure was planned by the AGA without prior consultation from people to seek their views and blessings. These findings suggests that, legitimacy of corporate social responsibility interventions to the people living adjacent to mining sites will be achieved if companies act in a socially responsible manner taking into consideration society's norms, values and beliefs. For instance pig's project implemented by AGA harassed some religious believers to benefit. This study deviates from mining sector in Tanzania as there are different policies and laws regulating mineral sector in Ghana and Tanzania.

Mushi (2015) assessed the role of corporate social responsibility on poverty alleviation to people living around mining sites a case study of Acacia Gold Mine in Geita. The results indicated that, the company provided employment opportunities; constructed classrooms; dispensaries; and improved roads and communications. It was noted however that ineffective and lack of awareness hampered some projects to benefit the people. For instance, the construction of water pumping station drawing water from Lake Victoria to the Geita Gold Mine with 22 km pipeline with 1 free water point perceived differently by people, as they felt that it would not benefit them but losing their land.

The study suggested that mining companies ought to enshrine transparency, communication, and effective community consultations to avoid confrontations from people. The study by Mushi (2015) assessed the contribution of corporate social responsibility on poverty alleviation ignoring to study the effectiveness in implementing it. Thus, this study sought ways to promote it in the mining communities.

John (2013) conducted an evaluation of corporate social responsibility in limited companies, a case of Tanga Cement Company. The aim was to examine the benefits the surrounded communities got from the Company. The results showed that there were hostility between the company and the surrounded communities due to land conflicts and environmental pollution, poor dust control, smoke control and noise control. However, some benefits were identified including establishment of development programs in the study area even if there were not satisfactory according to people's perception. Furthermore, John (2013), study suggested that the government should be involved in solving land conflicts between the surrounded communities and the company by relocating the community with appropriate compensation for their lost assets. The study by John (2013) involved the community who were also customers of the company; this means that if the company would not be socially responsible on them its productivity would fall as a result of low purchasing of cement. Thus, this study was set to assess the performance of corporate social responsibility in mining communities where the surrounded communities were not the prime customers of gold produced by mining companies.

Maliganya, Simon and Paul (2013) assessed the contribution of Geita Gold Mine (GGM) on community livelihood. The results showed that GGM employed 48% villagers closest to the mines, improved water availability from 18% to 28%, conducting entrepreneurship training to villagers, construction of schools, dispensaries, and construction of houses for teachers. However the study revealed that, the GGM planning procedures was cited to be not participatory with the targeted beneficiaries, resulting to some community members unaware to what GGM was actually doing, because GGM was executing projects which were not priorities of the people. The findings suggested the importance of community participation in project initiation and implementation.

2.16 Gap of Information

Most of the above findings from different researchers focus on the contribution of corporate social responsibility on improving community livelihood to people living around mining sites. Some evaluate the contribution of mining companies on poverty alleviation and the effects of mining operations on environmental problems. However, they overlook to study the effectiveness of corporate social responsibility implementation including community participation in initiating, planning and implementation of development projects supported by mining companies.

2.17 Conclusion

This chapter discussed the concept of corporate social responsibility from the global context up to national context. It has been observed that the concept is increasingly getting support worldwide and national wide. It has been established that corporate social responsibility if well planned and executed can be helpful to bring about community well-being by improving social services in education, health, water, and infrastructures. Factors facilitating and hindering mining companies to implement corporate social responsibility were also discussed. Factors facilitating were discussed including improving company image, seeking relationship with host communities, and abiding to national laws and regulations guiding mineral sector; while limiting factors were identified to be profit motives by mining companies; poor coordination and monitoring systems by government from national to the district level; inadequate corporate-community partnership; lack of coordinating agency or department and inadequate human resources to effectively handle corporate social responsibility activities in mining areas.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents research methodology used in the study. It comprises design, area, population, sample size and sampling process and data collection methods. It also gives explanations of procedures through which data were collected analyzed and interpreted. Eventually, it highlights some ethical issues which were considered both before and in the course of seeking data from different sources.

3.2 Research Design

This study applied descriptive study design because it is capable to describe accurately the situation and gain insights and experiences of the phenomenon (Creswell, 2003). Basing on the nature of study, mixed methods were used which are qualitative and quantitative. Qualitative approach was used to collect and analyse subjective data which were in form of opinions, and attitudes. It was also applied to narrate facts which cannot be explained quantitatively. Questionnaires, focus group discussion and interviews were used to grasp people's perceptions on the contribution of Bulyanhulu Gold Mine on peoples' well-being in Msalala District. On other the hand, quantitative approach was used to collect and analyse data which were in quantitative form.

3.3 The Study Area

The study was conducted in Msalala District where Bulyanhulu Gold Mine is located. Specifically, it was conducted in four villages of Kakola, Rwakabanga, Bugarama and Ilogi all from Bugarama and Bulyanhulu wards. The villages were purposely selected due to their proximity to Bulyanhulu Gold Mine, and by the fact that people living there have been complaining that mining activities contribute least to their social –economic development (Maliganya *et al.,* 2013).

Msalala District is among the six councils in Shinyanga Region. Others include Kishapu, Shinyanga Municipal, Shinyanga Rural, Kahama Town Council, and

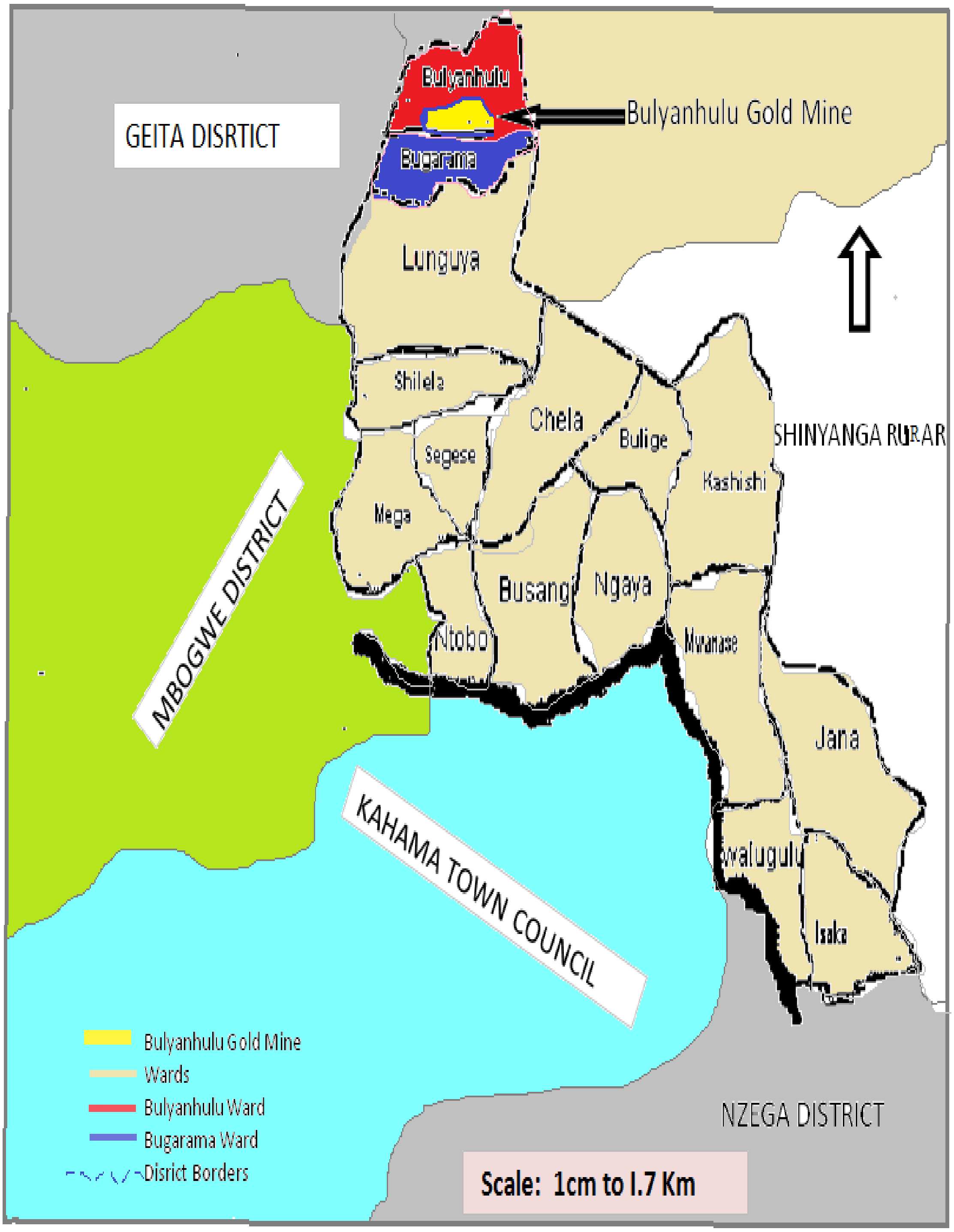
Ushetu. It is a newly established council, officially started 1st July 2013 following the announcement in the government gazette by GN. No 286. It is also among the three districts of Ushetu, and Kahama Town, which were purposely divided from Kahama district to bring services near the people. It is found between latitude $3^{0}15''$ and $4^{0}30''$ south of Ikweta and Longitude $31^{0}30''$ and $33^{0}00''$ east of Greenwich. The district borders Geita region to the north and to the south it borders with Tabora region. To the east, the district borders with Shinyanga district and to the west with Kahama Town Council (Msalala Profile, 2014).

Administratively, Msalala district has 2 Division, 18 Wards, 92 Villages and 328 Sub-villages. The district occupies an area of 263,520.2 hectares (2,635.52 km^2) which is equivalent to 5.2% of the total area of Shinyanga region totaling to 50,781 km^2. According to the national census of 2012 the discricts had total poluation of 250,727, of which 122,234 were males and and 12,493 females.

The main economic activities in Msalala district are agriculture, livestock keeping, mining and small business. About 85% of all people in the district depends on agricultura. Crops cultivated include paddy, maize, cotton, and cassava. Some depends on cultivating fruits produce such as oranges, mangoes, and bananas. Paddy cultivation occupies 17% of the total land in the district, while maize farming occupy 34%, cotton occupy 28% 4%, mining area occupy 9% and 19% is occupied by livestock keeping activities. Agriculture employs even artisanal miners who were evicted at Bulyanhulu Gold Field (Msalala Profile, 2014).

Mining in Msalala district is largely carried out by Bulyanhulu Gold Mine located at Bulynahulu ward. It is the largest mining company in the area. Other small companies include Kahama Gold Local Miners (KGLM) which consists of small scale miners who were evicted from Bulynahulu gold field. Other small scale miners are conducting mining activities in Lunguya, Chela, and Mega wards all from Msalala District. Bulyanhulu Gold Mine is the leading mining company in the area to contribute largely to Msalala district's revenue. In 2015 the company paid 749m as service levy to the council, while in the same year the company allotted $3m to be spend on community development projects (Mushi , 2015).

Figure 3.1: The Map Showing Msalala District



Source: Msalala Profile, 2017

3.4. Study Population and Unit of Analysis

The study population included household members from the selected villages of Kakola, Bugarama, Rwakabanga, and Ilogi, community leaders from Bulyanhulu and Bugarama wards, staff from Msalala District and staff from Bulyanhulu Gold Mine.

The units of analysis were 60 (75%) household members who were divided to 30 households from Kakola and Rwakabanga villages and 30 households from Bugarama and Ilogi village. The number of household members was big than the other because were the once who in daily basis being experiencing the impacts of mining activities, and were the once who lived adjacent to the mine and would be in a position to rate whether Bulyanhulu Gold Mine had contributed to the community livelihood or otherwise.

3.5 Sample Size and Sampling Techniques

3.5.1 Sample size

The study involved 79 respondents. It included 60 (75%9) household members, 10 (12.7%) community leaders including 2 Ward Executive Officers (WEOs), 2 Ward Community Development Officers, 4 Village Chairpersons and 2 Ward Councilors. Key informants were about 5 (6.3%) including District Chairperson, District Executive Officer (DED), District Community Development Officer (DCDO), Company Director and Community relations Officer from Bulyanhulu Gold Mine. Others were 4 (5.1%) mining workers. Table 3.1 presents the distribution of sample size.

Table 3.1: Distribution of Sample Size

S/N	Respondent	Number of Respondents	%
1	Household Members	60	75.9
2	Community Leaders	10	12.7
3	Key Informants	5	6.3
5	Mining Workers	4	5.1
Total		**79**	**100.0**

Source: Researcher’s Production, 2017

Household members were involved in this study because they could better describe the situation of corporate social responsibility in changing people's livelihood. Community leaders were involved in the study because they were the ones who in daily basis interact with mining company and district council on issues concerning corporate social responsibility to be implemented in their administrative areas. Key informants including District Chairperson, DED, and DCDO, were involved because of their authoritative capacity to implement mineral policy and monitor corporate social responsibility of mining companies, while Company Director and Company Community Relation Officer from Bulyanhulu Gold Mine Company were involved because they could tell the actual investments the company did in health, education, water and employments. Company mining workers were also involved because of their experiences with the company in helping the surrounded communities in social development.

3.5.2 Sampling Procedures and Techniques

This study used two types of sampling techniques which are non-probability sampling and probability sampling.

3.5.3 Non Probability Sampling (Purposive)

Non-probability sampling is useful when a researcher want to select respondents who are familiar with the phenomenon and can provide appropriate and detailed answers on it (Creswell (2003). In this study purposive sampling method to select District Chairperson, DED, DCDO, 6 staff from Bulyanhulu Gold Mine, Village Chairpersons, Ward Councilors, WEOs, and CDOs. Purposive sampling method was also used to select Kakola, Rwakabanga, Bugarama and Ilogi villages due to their proximity with Bulyanhulu Gold Mine.

3.5.4. Simple Random Sampling

Simple random sampling is capable to ensure that all members in the population have equal chance to be selected (Yin, 2003). Thus, the researcher applied simple random sampling to select household members from Kakola, Rwakabanga, Bugarama, and Ilogi village. About 15 household members from each village were selected. The household members were selected basing on an interval of 20, whereby the first 20 households to be counted was followed with the 40 and 60 until all 15 household members were found. Table 3.2. presents sampling techniques and respondents.

Table 3.2: Sampling Techniques and Respondents

S/N	Respondent	Number of Respondents	Technique	Percentage
Council Level				
1	District Chairperson	1	Purposive	1.3
2	District Executive Director (DED)	1	Purposive	1.3
3	District Community Dev. Officer	1	Purposive	1.3
Ward Level				
4	WEO's	2	Purposive	2.5
5	Ward Community Dev Officer (CDO)	2	Purposive	2.5
Community level				
6	Village Chairpersons	4	Purposive	5.1
7	Ward Councilors	2	Purposive	2.5
8	Community Members	60	Randomly	75.9
9	Mining Co. Managers /Directors	2	purposive	2.5
10	Mining company workers	4	Purposive	5.1
Total Number of Respondents		**79**		**100**

Source: Researcher's Production, 2017

3.6 Methods of Data Collection

Various methods were applied to collect primary and secondary data. Primary data included original data gathered from respondents including from household members, community leaders, company staff, and district staff. Secondary data included journals, textbooks, policy, and reports relating to corporate social responsibility.

The study used interview, questionnaires, documentary review, and focus group discussion (FGD). Chaleunvong (2009) argues that no single method is enough to ensure validity and reliability of information. Considering that a researcher applied mixed methods to be able to explore ways to promote corporate social responsibility in mining communities.

3.6.1 Interview

Interview is a data collection method mainly applied in qualitative studies (Bailey, 1994). It is an oral administration of an interview schedule. It is a face-to-face contact (Mugenda, 1999). This study used semi structured interview which comprised formalized set of questions which were applied to key informants from district senior officers, Bulyanhulu Gold Mine staff and community leaders. Key informants are very important to provide reliable information relating to the study, because they posses knowledge and experiences on the subject matter. So it was also proper to apply this method because these kinds of people have limited time in their working areas. The method was also preferred due to its flexibility to allow interviewee to respond questions broadly. Table No 3.3 shows a summary of respondents interviewed.

Table 3.3: Respondents Interviewed

S/N	Respondents	Number of Respondents	Data Collection Method
1.	District Chairperson	1	Interview
2.	District Executive Director (DED)	1	Interview
3.	District Community Dev. Officer	1	Interview
4.	Directors for Mining Company	1	Interview
5.	Community Relation Officer (Company)	1	Interview
6.	Company Workers	4	Interview
7.	Village Chairpersons	4	Interview
8.	Ward Executive Officers (WEOs)	2	Interview
9.	Ward Community Development Officers	2	Interview
10.	Ward Councilors	2	Interview
Total		**19**	

Source: Researcher's Production, 2017

3.6.2 Questionnaires

A questionnaire is an instrument that is used to quantify attitudes, emotion, cognition, intention, behavior and knowledge. It consists of a number of questions printed or typed in a definite order (Kothari, 2004). Questionnaires were administered to 60 household members from Kakola, Rwakabanga, Bugarama and Ilogi village. The method was used due to the fact that it enabled the researcher to reach a large number of respondents in a short time. Table 3.4 shows the distribution of questionnaires to respondents.

Table 3.4: Distribution of Questionnaires

Ward	Village	Number of Respondents	Data Collection Method
Bulyanhulu	Kakola	15	Questionnaire
	Rwakabanga	15	Questionnaire
Bugarama	Bugarama	15	Questionnaire
	Ilogi	15	Questionnaire
Total		**60**	

Source: Researcher's Production, 2017

3.6.3 Documentary review

Written materials in research studies offer valuable sources of data (Curry and Nembhard, 2009). This study used documentary review to analyse written materials such as reports, books, policies and laws. Specifically, the researcher read published reports from Msalala District, the Ministry of Energy and Minerals, National Environmental Management Council (NEMC), whereby Msalala profile, policy documents and legislations were read. Basically, the reason behind to use documentary review was to assist the researcher to triangulate the first-hand information collected through interview, questionnaires, and FGD.

3.6.4 Focus Group Discussion (FGD)

Focus group discussion is a data collection method where respondents are grouped together under a moderator and discuss issues relating to the research study (Kothari, 2004). It comprises people with broad knowledge and experience about the topic. This method is useful in the sense that it assists the researcher to collect massive data in a short period and which are relevant to the study. Thus, the method was used to seek information from household members from each village selected. The information sought was the perception of people regarding corporate social responsibility of Bulyanhulu Gold Mine and how the mine changed people's livelihood. A total of 4 groups were formed in which each village was represented by 1 group of 8 members. The formation of groups took into consideration the inclusion of gender and location of respondents so as to have equal representations. The method was proper as it assisted the researcher to know the actual situation concerning corporate social responsibility in the study area.

3.7 Data Analysis and Presentation

Data analysis involves sorting out data for simple understanding (Creswell, 2003). This study used a mixture of qualitative and quantitative investigative methods as described in the following sections:-

3.7.1 Qualitative Analysis

Qualitative data refers to data which are not in form of numbers. They are obtained from its natural settings. (Creswell, 2003). Qualitative data were analysed by using Ms Word, and Ms Excel 2010, and were organised basing on key themes. Data were collected through interview, open-ended questionnaires and FGDs. The findings obtained through people's opinions, values, and attitudes were interpreted into meaningful unit of information, and were analyzed focusing on main idea and the conclusion reached by members. To ensure quality of data collected data cleaning and verifications was done so as to remove mistakes.

3.7.2 Quantitative Analysis

Quantitative data refers to anything that can be presented in numbers. They can be presented in ordinal, interval or in scales (Yin, 2003). Analysis was done by using Statistical Package for Social Sciences (SPSS version 20). Data collected through questionnaires were coded and entered to the SPSS to simply its manipulation and was summarized through frequency and presented by using tables after being modified through Ms Word Excel.

3.8 Validity and Reliability

It is very important for social science research to justify the validity and reliability of findings. Validity refers to the extent whereby a research measure what it aims to measure. It is also refers to credibility or believability of findings (Mugenda, 1999). In this study validity was first ensured by selecting appropriate research tools. The tools were refined basing on comments given by research supervisor and by researcher to the field study.

The aim was to select tools capable to gather data which are relevant to the study. Further, validity was ensured by using mixed methods (triangulation). This was done to ensure that data obtained from questionnaires and FGDs are crosschecked by interview and documentary review. In examining the contribution of Bulyanhulu Gold mine in promoting corporate social responsibility in mining communities, I first applied documentary review and interview to district and company staff and then using questionnaires and FGDs to household members by using the same questions. Validity was also enhanced by using photos to capture what Bulyanhulu Gold Mine did in the study area.

Reliability refers to repeatability of findings if the study is to be done to a second time under the same procedure (Yin, 2003). The researcher enhanced reliability by revealing the aim of the study to the respondents and ensuring confidentiality of respondents' information. This made respondents more free to tell information they had. The study used kiswahili language. The use of Kiswahili was absolutely important; because is it used by the natives as the medium of communication. This enabled respondents to respond to questions accurately. Concerning the issue of reliability all strategies applied in validity were important to ensure reliability. Thus, mixed methods during data collection were used to crosscheck findings including documentary review, questionnaires, interview, and FGDs. According to Yin (2003) there is no validity without reliability, so enhancing validity amount to reliability.

3.9 Ethical Consideration

Mugenda (1999) argues that researchers are people concerned about communities' wellbeing, therefore, they have to be people of integrity who do not conduct research by causing psychologically or physically harm to the respondents. Ethical considerations in social science research have to stick on ethical values to ensure that participants' rights are enshrined. In this study the following ethical issues were considered, (a) voluntary participation: people were not forced to participate in the study so as to make findings trustworthy. (b) Participants were educated on the purpose of study including procedures to take pictures, and audio recording. (c)

Questions were carefully prepared in a simplified language and asked in ways that avoid causing mental harm to the respondents. Confidentiality relating to respondents' information and was enshrined. However, permission to collect data to the study area was very crucial, considering that the researcher secured a letters of introduction from Mzumbe University from the Directorate of Research and Postgraduate Studies (DRPS), a letter from the Msalala District and finally permission from Bulyanhulu Gold Mine.

3. 10 Conclusion

This chapter has discussed the research methodology. Specifically, it has discussed methods used in gathering data and the reasons for its choice. It has also discussed approaches in which data were interpreted, analysed and presented. The chapter has also explained the reason to select Kakola, Rwakabanga, Bugarama and Ilogi villages in Msalala district as the study area. The use of mixed methods discussed meant to ensure validity and reliability of findings as it enabled the researcher to triangulate the same information obtained from one method to the other.

CHAPTER FOUR

PRESENTATION OF FINDINGS

4.1 Introduction

This chapter presents findings obtained from the field study. The presentation starts with demographic information of respondents. Then, it examines community knowledge about corporate social responsibility, the contribution of mining companies in promoting it, factors affecting the implementation of corporate social responsibility and ways to promote it in mining communities.

4.2 Demographic Information of Respondents

This section presents demographic information of the respondents including sex, age, education, marital status, household size, occupation, and income level of respondents. Understanding demographic information is important because it helps the researcher to know who is taking part in the study and breaking down responses basing on demographic consideration.

4.2.1 Sex of Respondents

The study included a total of 79 (100%) respondents whereby 46 (58.5%) were males and 33(41.8%) were females. Further, of the 79 respondents 60(76.0%) were household members, 10(12.7%) were community leaders, 5(6.3%) were key informants, 4 (5.1%) were mining workers, and 1(1.3%) was a female. The study considered sex of respondents to be important because men and women have different demands depending on their roles in the society. Table 4.1: presents sex of the respondents.

Table 4.1: Sex of Respondents by Category of Respondents

S/N	Category of Respondent	Sex of Respondents					
		Male		Female		Total	
		No	%	No	%	No	%
1	Household Members	33	41.8	27	34.2	60	76.0
2	Community Leaders	7	8.9	3	3.8	10	12.7
3	Key Informants	3	3.8	2	2.5	5	6.3
4	Mining Workers	3	3.8	1	1.3	4	5.1
Total		**46**	**58.3**	**33**	**41.8**	**79**	**100.1 ≈≈100.0**

Source: Researche'r Findings, 2017

4.2.2 Age of Respondents

The study examined the age of respondents. It was important because each group has different perceptions regarding corporate social responsibility in mining communities. The findings indicate that out of 79 (100%) 10 (12.7%) were aged between 15 and 24 years; 23 (29.1%) were aged between 25 and 34 years; 35 (44.2%) were aged between 35 and 44 years; 8 (10.1%) were aged between 45 and 54 years; 3 (3.8%) were aged between 55 and 64 and the last was 1 (1.3%) with 65 years and above. The findings indicate that majority (44.2%) respondents were aged between 35 and 44 years. This implied that the respondents were matured enough to provide information concerning corporate social responsibility. Table 4.2: illustrates the age group of respondents.

Table 4.2: Respondents by Age Group

S/N	Age	Category of Respondents									
		Household Members		Community Leaders		Key Informants		Mining Workers		Total	
		N	%	N	%	N	%	N	%	N	%
1	15-24	10	12.7	-	-	-	-	-	-	10	12.7
2	25-34	16	20.3	5	6.3	-	-	2	2.5	23	29.1
3	35-44	23	29.1	5	6.3	5	6.3	2	2.5	35	44.2
4	45-54	8	10.1		-	-	-	-	-	8	10.1
5	55-64	2	2.5	-	-	-	-	-	-	2	2.5
6	65 +	1	1.3	-	-	-	-	-	-	1	1.3
Total		**60**	**76**	**10**	**12.6**	**5**	**6.3**	**4**	**5**	**79**	**99.9 ≈≈100.0**

Source: Researcher's Findings, 2017

4.2.3 Education Level of Respondents

Table 4.3 presents education level of the respondents. Establishing education levels of the respondents was important because education determines the ability to analyze issues and quality of responses given. The findings indicate that 9 (11.4%) respondents did not have any level of education, about 42 (53.1%) respondents had primary education, 11 (13.9%) had secondary education, 9 (11.4%) had tertiary education, and about 8 (10.1%) had university education. The findings indicate that majority (53.1%) of the respondents had primary education and were largely from household members. Table 4.3 presents education level of respondents.

Table 4.3: Education Levels of Respondents

S/N	Education Level	Category of Respondents									
		Household Members		Community Leaders		Key Informants		Mining Workers		Total	
		N	%	N	%	N	%	N	%	N	%
1	None	9	11.4	-	-	-	-	-	-	9	11.4
2	Primary	37	46.8	5	6.3	-	-	-	-	42	53.1
3	Secondary	8	10.1	3	3.8	-	-	-	-	11	13.9
4	Tertiary	4	5.1	1	1.3	1	1.3	3	3.8	9	11.4
5	University	2	2.5	1	1.3	4	5.1	1	1.3	8	10.1
Total		**60**	**75.9**	**10**	**12.7**	**5**	**6.3**	**4**	**5.1**	**79**	**100**

Source: Researcher's Findings, 2017

4.2.4 Marital Status of Respondents

The respondents were asked to rate their marital status ranging from single, married, divorced, separated, and widow. Understanding the marital status of the respondents was important as it helped in determining how respondents responded to questions. The findings indicate that 19(24.1%) respondents were single, 42(53.2%) respondents were married, 6(7.6%) respondents were divorced, about 5(6.3%) respondents were separated, also about 7(8.9%) were widow. The results indicate that majority 42(53.2%) respondents were married. Thus, the study involved respondents who had responsibilities in their families and who were able to tell the reality of corporate social responsibility activities. Table 4.4 presents marital status of the respondents.

Table 4.4: Marital Status of the Respondents

S/N	Marital Status	Category of Respondents									
		Household Members		Community Leaders		Key Informants		Mining Workers		Total	
		N	%	N	%	N	%	N	%	N	%
1	Single	19	24.1	-	-	-	-	-	-	19	24.1
2	Married	23	29.1	10	12.7	5	6.3	4	5.1	42	53.2
3	Divorced	6	7.6	-	-	-	-	-	-	6	7.6
4	Separated	5	6.3	-	-	-	-	-	-	5	6.3
5	Widow	7	8.9	-	-	-	-	-	-	7	8.9
Total		**60**	**76**	**10**	**12.7**	**5**	**6.3**	**4**	**5.1**	**79**	**100.1 ≈≈100**

Source: Researcher's Findings, 2017

4.2.5 Household Size of Respondents

The respondents were asked to rate their household size. Information relating to household size was vital, since it helped to know the range of responsibilities to be accomplished by a household. The size of the household also assisted in determining the levels of expectations that a family had on corporate social responsibility activities implemented by Bulyanhulu Gold Mine. Even the views provided by the respondents depended on the level of demands a family needed to achieve such as education for family members, health services, and water and employment opportunities. Data indicate that 14(17.7%) respondents had household size ranging between 1 and 3; 41 (51.8%) had households ranging between 4 and 6 members; 15 (19.0%) respondents had household members between 7 and 10 and 9(11.4%) respondents had household size of 11 members and above. The results indicate that the majority (51.8%) respondents had household size that ranging between 4 to 6 members. This suggested that the study contained respondents with high expectation on corporate social responsibility of the mining company. Table 4.5 presents the household size of respondents.

Table 4.5: Household Size of Respondents

S/N	Household Size	Category of Respondents									
		Household Members		Community Leaders		Key Informants		Mining Workers		Total	
		N	%	N	%	N	%	N	%	N	%
1	1-3	6	7.6	6	7.6	2	2.5	-	-	14	17.7
2	4-6	35	44.3	2	2.5	2	2.5	2	2.5	41	51.8
3	7-10	10	12.7	2	2.5	1	1.3	2	2.5	15	19
4	11 +	9	11.4	-	-	-	-	-	-	9	11.4
Total		**60**	**76**	**10**	**12.7**	**5**	**6.3**	**4**	**5.1**	**79**	**99.9 ≈≈100**

Source: Researcher's Findings, 2017

4.2.6 Occupation of Respondents

The study wanted to know the occupation of respondents as it could assist in determining the kind of activities done by respondents. The study findings indicate that 35 (44.3%) respondents were farmers involving in cultivation of paddy, maize and livestock keeping, others were engaging in horticultural produce such as tomatoes, beans, potatoes and pumpkins. About 10 (12.7%) respondents were employed in various positions by Msalala District and Bulyanhulu Gold Mine Company; 18 (22.8%) were miners working with Bulyanhulu Gold Mine and small miners who were self employed, while 16 (20.2%) were doing petty business; and about 9 (11.4%) were doing other activities including masonry; carpentry; welding; chuckle making; shoe repairs; fruit selling and guards. The results indicate that farming was the mainstay of respondents. Table 4.6 illustrates the occupation of respondents.

Table 4.6: Occupation of Respondents

S/N	Occupation	Category of Respondents									
		Household Members		Community Leaders		Key Informants		Mining Workers		Total	
		N	%	N	%	N	%	N	%	N	%
1	Farming	32	40.5	3	3.8	-	-	-	-	35	44.3
2	Employed	3	3.8	4	5.1	3	3.8	-	-	10	12.7
3	Mining	11	13.9	1	1.3	2	2.5	4	5.1	18	22.8
4	Petty Business	14	17.7	2	2.5	-	-	-	-	16	20.2

Source: Researcher's Findings 2017

4.2.7 Income Level of Respondents

The study sought to know the income level of respondents. Knowing income level of respondents assists to determine the ability of people to acquire basic necessities in their daily life. The respondents were asked to rate their monthly income level whether it was between (i) Tsh. 5,000 and 9,000; (ii) Tsh. 10,000 and 14,000; (iii) Tshs. 15,000 and 19,000; (iv) Tshs. 20,000 and 29,000; (v) Tshs. 30,000 and 39,000; (vi) Tshs. 40,000 and 49,000 and Tshs. 50 and above. The findings revealed that 3 (3.8%) respondents earned between Tsh 5,000 and 9,000; 3 (3.8%) respondents earned between Tshs 10,000 and 14,000; 6 (7.6%) earned between 15,000 and 19,000; 6 (7.6%) earned Tshs 20,000 and 29,000; 7 (8.9%) earned between Tshs 30,000 and 39,000; 34 (43.9%) earned between Tshs 40,000 and 49,000 and about 20 (25.3%) respondents earned between 50,000 and above. The results showed that the majority (43.0%) respondents were getting monthly income of about 40,000 and 49,000 and (25.3%) between 50,000 and above which is equivalent to less than 1.5 US$ per day as per exchange rate of 1 USD to 2,184.3 Tsh. on 15/01/2017. Table 4.7 presents the income level of respondents.

Table 4.7: Income Level of Respondents

S/N	Income	Category of Respondents									
		Household Members		Community Leaders		Key Informants		Mining Workers		Total	
		N	%	N	%	N	%	N	%	N	%
1	5,000-9,000	3	3.8	-	-	-	-	-	-	3	3.8
2	10,000-14,000	3	3.8	-	-	-	-	-	-	3	3.8
3	15,000-19,000	6	7.6	-	-	-	-	-	-	6	7.6
4	20,000-29,000	6	7.6	-	-	-	-	-	-	6	7.6
5	30,000-39,000	7	8.9	-	-	-	-	-	-	7	8.9
6	40,000-49,000	30	38.0	4	5.1	-	-	-	-	34	43.0
7	50, 000+	5	6.3	6	7.6	5	6.3	4	5.1	20	25.3
Total		**60**	**76**	**10**	**12.7**	**5**	**6.3**	**4**	**5.1**	**79**	**100.1 ≈≈100**

Source: Researcher's Findings, 2017

This section presented the demographic information of respondents. It included information of 79 (100%) respondents. Majority of the respondents were males (58.3%) aged between 35 and 44 years (44.2%); had attained primary education (53.1%) and married (53.2%), had household size of 4 and 6 members (51.8%) and depended on farming (44.3%) as their mainstay. Lastly, the majority (51.9%) of respondents were getting monthly income of about 40,000 and 49,000 which was equivalent to less than 1 US$ per day.

4.3 Community Knowledge of Corporate Social Responsibility in Msalala District

This section presents information regarding people's knowledge about corporate social responsibility. To understand respondent's awareness of corporate social responsibility in the study area, the respondents were asked to respond to three questions: (i) whether or not they had heard about corporate social responsibility, (ii) sources of information, and (iii) what the corporate social responsibility was all about. These questions were directed to all respondents who were involved in the study. The findings have been organised per categories of the respondents as follows:-

(1) Information of Corporate Social Responsibility

Findings regarding whether the household respondents had heard of corporate social responsibility or not indicated that out of 60 (100%) community members who were involved in the study 46 (76.7%) showed they had heard of it, while 14 (23.3%) had not heard about it. The findings show that the majority (76.7%) of the household members had heard about the corporate social responsibility. This suggested that the household members were aware about the responsibility of mining companies in promoting corporate social responsibility in mining communities. Table 4.8 indicates the household awareness about the corporate social responsibility.

Table 4.8: Indicates the Household's Members Awareness about the Corporate Social Responsibility.

Responses	Wards and Villages								Total	
	Bulyanhulu Ward				Bugarama Ward					
	Kakola Village		Rwakabanga Village		Bugarama Village		Ilogi Village			
	N	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**
Yes	13	21.7	11	18.3	12	20.0	10	16.7	46	76.7
No	2	3.3	4	6.7	3	5.0	5	8.3	14	23.3
Total	**15**	**25**	**15**	**25**	**15**	**25**	**15**	**25**	**60**	**100**

Source: Researcher's Findings, 2017

Knowledge about corporate social responsibility was also examined to key informants, community leaders, and mining workers. The findings revealed that key informants including government staff and company leaders reported to hear about corporate social responsibility, on other side mining workers were also aware about it. However, the majority of community leaders reported to hear about corporate social responsibility while the few had not heard it. During interview with one of the community leader who indicated that had not heard about it reported that, *"the district council did not provide awareness about corporate social responsibility to the leaders on the ground to enable them be aware of it.*

(2) Sources of Information

To understand the sources from which the respondents heard of corporate social responsibility, the respondents were asked to state whether they heard it from the (1)Village Executive Offices (VEOs); (2) village meetings; and (3) media. Further, they were given an opportunity to mention any other way they knew. Findings from the household members who previously indicated had heard of the corporate social responsibility showed that 20 (43.5%) of the respondents heard about it through VEOs Office, 8 (17.4%) heard through village meetings, 12 (26.0%) heard through media and 11 (18.3%) respondents heard it from colleagues. Table 4.9 presents sources of information about corporate social responsibility.

Table 4.9: Sources of Information

Sources	Wards and Villages								Total	
	Bulyanhulu Ward				Bugarama Ward					
	Kakola Village		Rwakabanga Village		Bugarama Village		Ilogi Village			
	N	%	N	%	N	%	N	%	N	%
VEO's Office	7	15.2	5	10.9	4	8.7	4	8.7	20	43.5
Village Meeting	3	6.5	2	4.3	2	4.3	1	2.2	8	17.4
Media	2	4.3	4	8.7	3	6.5	3	6.5	12	26.0
Colleagues	3	2.2	2	2.2	2	4.3	4	4.3	11	18.3

Source: Researcher's Findings, 2017

Community leaders, key informants and mining workers were also asked to mention the sources of information which made them aware about corporate social responsibility. To start with, community leaders reported to have heard about the corporate social responsibility through village meetings, village development committees (VDCs), ward development committees (WDCs) and through meetings held at district level. One of the community leader during an interview pointed out that;

> *Corporate social responsibility is known to me through various sessions and meetings I participate at district level, this happens when the district discuses the implementation reports on community projects financed by the Bulyanhulu Gold Mine in health, education, and on environment*

Government officials and company staff reported that they had heard about corporate social responsibility through policies, laws and guidelines governing mineral sector. During interview one government official said;

> *I got information relating to corporate social responsibility through mineral policy of 2009 which directs how it is to be implemented in mining communities including involving people in planning for community projects*

Mining workers named other sources of information which contributed to their knowledge about corporate social responsibility. These included documents explaining how Bulyanhulu Gold Mine Company intended to contribute on social economic development through corporate social responsibility investments. Among the mining worker through interview stated that;

> *I came to know about corporate social responsibility after reading the mine's policies on environment, community, health and human resources, and I also know it through implementing some community development projects in health, education, and in water*

(3) Understanding of Corporate Social Responsibility

When respondents were asked what corporate social responsibility is all about, various responses from each group were given. The majority 60 of the household members understood it as the responsibility of a company to take part in helping society solving its problems through investing in community projects. During FGDs the majority of the participants from the selected household members also had the view that, corporate social responsibility was about providing people with social services in education, water, health, infrastructures such as roads constructions and creating more employments. One of the respondent during FGDs said, *"companies should take responsibility of helping society because they use its resources"*. Another respondent went further by pointing out that the mining company had to restore the lost employments of small miners, who were evicted to pave way for its operations, as a way of being responsible to the society.

On the other hand, community leaders had other views that corporate social responsibility was all about solving society problems caused by a company on environment and social. One of the community leader during an interview was more specific by arguing that;

> *Corporate social responsibility is all about obligations to a business company to rectify its impacts caused on environment and social areas by having sound policies on air pollution, water pollution, diseases such as HIV and TB and safety at work place*

District government officials to some extent had different views concerning corporate social responsibility. Compilation of different responses from them indicated that it was about the business organisation to be responsible on legal, ethics, environment and improving community's well-being at large. Government official during interview said;

> *Corporate social responsibility is all about obligation and commitment of business to facilitate sustainable economic development by protecting environment, improving employees' welfare, and contributing its resources to the improvement of local community and society at large*

In contrary, mining company leaders perceived it in a different way, to them corporate social responsibility was all about responsibility of a business company to contribute its resources to the society in a voluntarily basis by improving the quality of life of employees and society surrounding it. The perception given by company leaders was challenging. Because, the term voluntary may be construed loosely by mining companies, and hence making them implementing corporate social responsibility as an optional. This is also a challenge to the legal system in Tanzania, whereby corporate social responsibility is not legally mandatory.

Mining workers on their part had different perceptions regarding corporate social responsibility. They interpreted it as an obligation of the company to ensure conducive working environment to employees, while improving workers' wellbeing. According to one of the mining worker when interviewed said, *"corporate social responsibility is all about improving the quality of life of employees, their families, local communities and society at large".* Table 4.10 provides a summary of different perceptions of corporate social responsibility.

Table 4.10: Summary of Different Perceptions of Corporate Social Responsibility

S/N	Category of Respondents	Perception of Corporate Social Responsibility
1	Household Members	• Improving education services • Improving water services • Improving health services • Creating employments • Improving roads
2	Community Leaders	• Protecting environment by reducing air pollution and water pollution • Controlling diseases such as HIV and AIDS and TB.
3	District Staff	• Obligation of business on legal, ethics, environment and community's well-being. • Improving employees' welfare. • Protecting environment.
4	Mining Company Leaders	• Contributing to society's development in a voluntarily basis. • Allocating fund for community projects. • Improving quality of life of employees and society.
5	Mining Workers	• Improving quality of life of employees, their families, and local communities. • Improve working environment.

Source: Researcher's Findings, 2017

The findings in table 4.10 above indicate that each category of respondents had different views concerning corporate social responsibility this could be due to the different roles of each respondent had in the society. However, household members appeared to perceive it in a narrow understanding, this could be due to the reason that the district had not yet educated them concerning corporate social responsibility as per the mineral policy of 2009. To sum up, the respondents view corporate social responsibility as the responsibility of the business to behave ethically; contributing its resources to the development of society; improving the well-being of employees; protecting the environment and obeying policies and regulations.

4.4 Contribution of the Bulyanhulu Gold Mine Company in Promoting Corporate Social Responsibility in Mining Communities in Msalala District

To understand what the Bulyanhulu Gold Mine Company had done to promote corporate social responsibility, the households members were asked to indicate the duration they had been in the study area. This was important to understand because the years determined the accurateness of response given by respondents. The findings showed that out of the 60 respondents, 27 (45.0%) had been in the study areas for 7 years and above; 14 (23.3%) between five to six years; 9 (15.0%) between three to four years and about 10 (16.7%) had been in the study area between one to three years. The majority (45%) of the respondents stayed in the study area for more than seven years. This implied that the study included respondents with long history of corporate social responsibility implemented by the Bulyanhulu Gold Mine Company; it also ensured the accuracy of responses given concerning it. Table 4.11 presents the years respondents spent in the study area.

Table 4.11: Duration the Respondents Stayed in the Village

Years	**Wards and Villages**								**Total**	
	Bulyanhulu Ward				**Bugarama Ward**					
	Kakola Village		Rwakabanga Village		Bugarama Village		Ilogi Village			
	N	%	N	%	N	%	N	%	N	%
1 - 2	2	3.3	3	5	3	5	2	3.3	10	16.7
3 - 4	3	5	2	3.3	3	5	1	1.7	9	15.0
5 - 6	2	3.3	3	5	4	6.7	5	8.3	14	23.3
7 +	8	13.3	7	11.7	5	8.3	7	11.7	27	45.0
Total	**15**	**25**	**15**	**25**	**15**	**25**	**15**	**25**	**60**	**100**

Source: Researcher's Findings, 2017

Then, the respondents were asked to mention types of mining companies that were operating in their area. Information on the mining companies in the study area was important because it enabled the researcher to know the large and small scale mining companies operated in the study area, and the extent to which large scale mining company contributed to the development of local communities. The findings indicated that four major mining companies were mentioned. These were Bulyanhulu Gold Mine Company as mentioned by 37 (61.7%); Kakola Gold Local Miners as mentioned by 10 (16.6%); Kakola Gold Mine as mentioned by 6(10.0%) and Byrnecut Company as mentioned by 7 (11.7%). Therefore, the majority (61.7%) of the respondents mentioned Bulyanhulu Gold Mine Company. This could be due to the reason that the company was the sole large scale mine in the study area. Other mining companies mentioned included KGLM, Kakola Gold Mine and Byrnecut which were all small companies mainly owned by local Tanzanians. Table 4.12 presents the mining companies operating in Msalala district council.

Table 4.12: Mining Companies Operating in the Study Area

S/N	Name of the Mining Company	Type/ Scale	N	%
1.	Bulyanhulu Gold Mine Company	Large Scale Mining Company	37	61.7
2.	Kahama Gold Local Miners (KGLM)	Small Scale Mining Company	10	16.6
3.	Kakola Gold Mine	Small Scale Mining Company	6	10.0
4.	Byrnecut	Small Scale Mining Company	15	20.3

Source: Researcher's Findings 2017

Furthermore, the researcher collected information regarding whether or not there were projects implemented by the Bulyanhulu Gold Mine Company in the study area. Understanding that was very important because it enabled the researcher to know whether the company contributed to the community's livelihood in the study area. Thus, the households were asked to state if there were projects implemented by the Bulyanhulu Gold Mine or not. The findings indicated that out of the 60 respondents, 56 (93.3%) agreed that there were projects implemented by the company, while 4 (6.7%) respondents disagreed that there were no any project. Thus, the majority (93.3%) of the respondents agreed that there were projects done by the Bulyanhulu Gold Mine Company in the study area. Table 4.13 presents responses on whether the company implemented any project in the study area.

Table 4.13: Responses Whether the Company Implemented any Project (N= 56)

Responses	Wards and Villages								Total	
	Bulyanhulu Ward				Bugarama Ward					
	Kakola Village		Rwakabanga Village		Bugarama Village		Ilogi Village			
	N	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**
Yes	14	23.3	15	25.0	13	21.7	14	23.3	56	93.3
No	1	1.7	-	-	2	3.3	1	1.7	4	6.7
Total	**15**	**25**	**15**	**25**	**15**	**25**	**15**	**25**	**60**	**100**

Source: Researcher's Findings, 2017

In view of that, the researcher asked those who agreed that there were projects implemented by the company to mention the projects they knew. The findings indicated that out of the 56 respondents, 19 (31.7%) mentioned the constructions of dispensaries; 10(16.7%) mentioned constructions of school desks; and 11(18.3%) respondents mentioned the constructions of bus stand and market. Others 5 (8.3%) mentioned the constructions of government office; 12(20.0%) mentioned the constructions of wells and about 7(11.7%) mentioned that the company contributed to the construction of school latrines. Table 4.14 presents a summary of projects supported by Bulyanhulu Gold Mine Company in the study area.

Table 4.14: Projects Supported by Bulyanhulu Gold Mine Company

S/N	Name of the Mining Company	N	%
1.	Constructions of dispensaries	19	31.7
2.	Construction of school desks	10	16.7
3.	Constructions bus stand and markets	11	18.3
4.	Construction of government offices	5	8.3
5.	Construction of wells	12	20.0
6.	Construction school latrines	9	15.0

Source: Researcher's Findings, 2017

(i) Construction of Dispensaries

As observed in Table 4.14, about 19(31.7%) household respondents mentioned the construction of dispensaries as one of the contribution made by Bulyanhulu Gold Mine Company. It was reported that the company made some contribution in health sector to improve health services to people living in mining communities. It rehabilitated Bugarama Dispensary and constructing 1 outpatient room. It also constructed 1 dispensary located within the Bulyanhulu Gold Mine this dispensary is used to admit workers from the mine and attending patients around the community. Despite the efforts made by the company, during FGDs participants had different views that, the dispensary which was built by the company within its premises aimed at serving company staff and not the community, they further argued that even the cost to access services was too high for ordinary people to afford. One of the community leader when interviewed said;

Bulyanhulu Gold Mine managed to rehabilitate some buildings at Bugarama dispensary, still there are many deficiencies which the dispensary is lacking including medical equipments and medications.

(ii) Construction of School Desks

Moreover, 10(16.7%) household respondents indicated that the mining company made desks for some schools in the study area. During interview with the mining officials and district leaders it was reported that the company helped to reduce the shortage of desks in schools. It was reported that the mine donated 200 desks to kakola and Kakola B primary schools. On the other hand, the community leader when interviewed said;

Despite the fact that the company made some efforts in education, in areas surrounding the mine, the situation was not encouraging in other areas within the district where there were still shortage of school desks, latrines, classes and houses for teachers

During FGDs participants held the view that, the situation of education was no better in the study area because some students in remote areas were still failing to attend schools and some dropping out especially female students due to shortage of primary schools and the few available to be found too far for students to travel every day. It was the view of this study that the company should focus in improving education facilities in primary schools found in remote areas instead of supporting only primary and secondary schools near the mine while living the majority failing to reach even secondary level due to poor school facilities in their villages.

(iii) Construction of School Latrines

It was reported by 9(15.0%) household respondents that the company constructed 8 pit latrines at Bugarama Secondary School. According to the community leader interviewed he had this to say;

The pit latrines constructed by the company helped to reduce the big shortage of it in the school, it also helped to rescue students from eruption of diseases encountered the area such as cholera.

However, some participants during FGDs had the view that, the construction of 8 pit latrines was not satisfactory. Because many primary schools in the study area had big demands of latrines especially primary schools located a little bit far from Bulyanhulu and Bugarama center.

(iv) Construction of Bus stand and Market

As observed in Table 4.14 11 (18.3%) household respondents mentioned the construction of bus stand and market at Bugarama ward as among the projects supported by the company. According to the company official the aim was to stimulate the development of trade in the area and enable people be assured with markets of their produce. During the study, it was observed that the bus stand and market were functioning but with low turnover of buses and traders. It was explained by some respondents during FGDs that, people were reluctant to shift their business from Kakola center to the newly constructed bus stand and market because the Bulyanhulu Gold Mine Company wanted to extend its gold field up to Kakola village. During an interview with government official the situation was explained that, the government gave the Kakola area to Bulyanhulu Gold Mine as among of its gold field but due to the grievances raised by people the process was stopped. These contradictions have made bus stand and market to remain at kakola village. However, the community leader had this to say, "*the contradictions of the project were largely caused by lack of community participation in proposing it*". These contradictions suggested that the objective of the project needed much time to be met. Figure 4.1 presents the image of bus stand and market.

Figure 4.1: Bus Stand and Market at Bugarama

Source: Researcher's Findings, 2017

(v) Construction of Wells

The findings in Table 4. 14 above also indicated that 12(20%) household respondents mentioned the construction of community wells as among the projects implemented by the company. It was explained by the company official that the wells were constructed to increase availability of safe and clean water. According to the community leader the company built 7 community wells at Kakola, and 6 wells in Bugarama. Despite the efforts made by the company to address water shortage, it was reported during FGDs that the problem was still big. According to the community leader interviewed described that;

> *Even if the company has dug some wells for the people they are not enough to curb the needs, as people especially young girls and women are required to walk long distance in searching for water, this has an effect on girl's performance in schools as they spend much time in searching for water.*

Some respondents during FGDs pointed out that the wells named to be constructed by the company were built in areas where company staff were living; hence they were not built purposely to help people addressing water shortage.

It was explained by the community leader that, *"sometime the efforts made by the company are not appreciated by people because the company pays little attention to consult community on projects to be implemented".* The findings from water sector implies that shortage of water is so alarming and poses more challenges to girls and women, so Bulyanhulu Gold Mine need to invest more on water sector while improving community consultation.

(vi) Construction of Government Office

It was reported by 5 (8.3%) household respondents that the company constructed 1 village government office at Ilogi. According to the community leader interviewed the office was built to reduce the shortage of government offices in the area. The office was supported with tables, chairs and cupboards. The office was also installed a notice board to enhance transparency to the people. Figure 4.2 shows village government office constructed by the company at Ilogi Village.

Figure 4.2: Village Government Office at Ilogi Village

Source: Researcher's Findings, 2017

It was aslo found that the Bulyanhulu Gold Mine Company provided temporally employment to women and youths after every three months. It was reported by the community leader during interview that, the Mine employed 180 youths with 200,000 monthly payments to guard the mine surroundings. It also employed 30 women to clean the environment with 200,000 payments per month. After three months other women and youths were replaced.

The employment opportunities being created by the Company were not interpreted equally to all respondents. During FGDs some respondents explained that the employment opportunities provided by the company was not enough and even the amount given was not satisfactory to enable people to meet basic needs. During interview with one of the community Leader had this to say;

> *Bulyanhulu Gold Mine Company has failed to restore the lost employments of small miners who were evicted from the bulyanhulu gold field, even the temporally employments given to youths and women were also not beneficial since they are temporally and not sustainable. This makes people engaging in farming with rainy variations problem.*

On the other side the government official, reported that,

> *The Mining Company fails to employ more people from the mining areas because most of them lack technical skills needed, hence the company is forced to recruit people from distant areas while natives being employed as labors*

Further, one of the community leader suggested that;

> *Since the Company has failed to create more employment opportunities in the mining communities, therefore the government should look for alternatives to improve agriculture which employ the majority of people in the study area.*

This section discussed the contribution made by Bulyanhulu Gold Mine Company in promoting corporate social responsibility in the study area. The findings indicated that the company constructed dispensaries, school desks, bus stand and markets, government office, wells and school latrines.

4.4.1 Negative Impact of the Bulyanhulu Gold Mine Company

The researcher also collected information on the negative impacts of the mining company in the study area. Thus, the respondents were asked to state whether the presence of Bulyanhulu Gold Mine Company in the study area had negative effects or not. The findings indicated that out of 60 respondents, 49 (81.7%) agreed that the presence of Company had negative effects in the study area, while 11 (18.3%) of the respondents disagreed that the company had no negatives effects. Table 4.15 presents negative effects of the mining company.

Table 4.15: Reponses whether the Bulyanhulu Gold Mine Company had Negative Impact in the Study Area or Not

Responses	Wards and Villages								Total	
	Bulyanhulu Ward				Bugarama Ward					
	Kakola Village		Rwakabanga Village		Bugarama Village		Ilogi Village			
	N	%	N	%	N	%	N	%	N	%
Yes	12	20.0	13	21.7	11	18.3	13	21.7	49	81.7
No	3	5.0	2	3.3	4	6.7	2	3.3	11	18.3
Total	**15**	**25**	**15**	**25**	**15**	**25**	**15**	**25**	**60**	**100**

Source: Researcher’s Findings 2017

The study sought clarification from those who perceived that the presence of Bulyanhulu Gold Mine Company in the study area had negative effects. To achieve that aim the respondents were asked to name the negative effects which had effects on their livelihood. The following effects were mentioned:-

(1) Spread of HIV and AIDS

The findings indicated that 8(28.3%) respondents pointed out the issue of diseases to be increasing especially HIV/AIDS and Tuberculosis (TB). During FGDs some of the household members argued that, the presence of large scale mining activities have stimulated the influx of people from deferent areas of the country this situation has motivated social interactions which has resulted to the increase of HIV and AIDS infections. This was evidenced by the government official from district who had this to say;

> *Bulyanhulu ward before the inception of mining activities had low rate of HIV infections, but after the establishment of Bulyanhulu Gold Mine the infections rate rose from 3.6% in 2010 to 5.7% in 2016*

The increased rate of HIV infections was also explained further by the community leader during an interview who pointed out that the increase was contributed by risk behaviors among youths who practiced unprotected sex and increase of guest houses which acted as hideouts of sexual business among girls and guests from distant areas. During interview with government official from Msalala district concerning the threat of HIV in the study area pointed out that;

> *The district had ordered ward and village governments to incorporate HIV and AIDS agenda in any community gathering, including in Ward Development Committees (WDC), Village Development Committees (VDC) and in village meetings.*

Some of the initiatives to curb more HIV infections included creating awareness campaign inside the mine and in the communities around the mining area. According to the Company leader, the company trained 65 peer health educators to educate the community on cultural and risks behaviors which fuel the spread of HIV and AIDS. During interview with the community leader pointed out that despite the efforts made by the district and the company to educate the community about prevention of the deadly disease, the problem was still facing the community especially the young and girl students. This has been due to wrong beliefs that girl students and young people are safe and free from HIV. These beliefs pose great risks to the lives of young and old people in Bulyanhulu and Bugarama wards. It was the view of some respondents during focus group discussion that, the district council and the Bulyanhulu Gold Mine should increase efforts to conduct awareness campaign regarding HIV and AIDS in primary and secondary schools.

(ii) Environmental Pollution

Environmental pollution was mentioned by 17 (28.3%) respondents to be worse in the study area. Air pollution was one of the mentioned environmental pollution to be caused by dust resulted from blasting of rocks and heavy machines passing in the study areas. According to the community leader when interviewed explained that;

> *The road which traverses within Bugarama and Bulyanhulu ward to Bulaynhulu gold mine is a gravel road, in which heavy tracks and heavy machines passing frequently on it have been causing heavy dust and cause troublesome to food vendors and increase the spread of Tuberculosis (TB) among the people living along the road.*

During interview with one of the Bulyanhulu Gold Mine Company leader, admitted that the company was aware of the situation, and it took some initiatives to fight the spread of Tuberculosis in mining areas by establishing a campaign to screen employees and communities around the mine on chest X- Rays to decrease the risks of tuberculosis.

During FGDs participants argued that the Bulyanhulu Gold Mine Compnay despite its operation since 2001 failed to upgrade their 6 km road to bitumen standard to reduce the risks of dust which has become a detrimental to health and human productivity due to regular illness among the people affected with TB.

(iii) Inflation –Making Life Difficult

Price increases were pointed out by 10(20.4%) respondents to be making life more difficult in the study area. The situation was clarified by some of household members during FGDs that large scale mining activities in their area had impacts on price increase to basic needs like food. The situation was explained to be partly caused by increased number of people from nearby and distant areas and the development of trade. In particular, inflation was pointed out to be detrimental to those who cannot secure even the temporally employments provided by the Company. This situation resulted to most of ordinary people in the study area to be unable to support their lives and for their extended families. One of the Community Leader when interviwed regarding the situation, argued that;

> *The development of trade and increase of people is not bad thing but it has brought negative impacts to the poor people who fail to incur more cost on basic needs like food, while the Bulyanhulu Gold Mine has failed to make impact to the income level of our people.*

(iv) Increased Poverty

Poverty increase was another negative effect which was identified by 13(24.5%) respondents. Poverty was reported to be caused by the decision of the government to give the Bulyanhulu gold field to the Bulaynhulu Gold Mine Company without allocating the alternative area for small miners. Among the household members who were selected to take part in the FGDs held the views that the presence of Bulyanhulu Gold Mine Company in the study area made them poorer than before. One participant during FGDs who identified himself to be among the small miners who were extracting minerals in the Bulyanhulu gold field admitted that;

> *When small miners were operating the Bulyanhulu gold field some became mineral agents, others were able to invest on more generating activities such as shops, hotels, and guest houses. Thus, the introduction of Bulyanhulu Gold Mine has distorted the social well- being of small miners and their families.*

This situation was also described by the community leader who pointed out that, unemployment to youths in the study area was an alarming problem. This is because the company had failed to create enough employments to the people with low skills leaving them jobless.

(v) Land Grabbing

Land grabbing was pointed out by 7(14.3%) respondents as among the negative effect caused by large scale mining activities in the study area. It was reported that land grabbing took place following the decision of the government to evict people who were conducting human activities in the Bulyanhulu gold field without compensation of their lost fertile agricultural land. During FGDs participants argued that most of the arable land was taken by the Bulyanhulu Gold Mine Company to allow mining activities to take place while the land owners were relocated to the unfertile land with little areas for agriculture and grazing for their livestock. Small miners who were conducting their activities in the area were also evicted without compensation. This situation had made youths to be jobless as even the temporally employments of guarding the mine's fence and cleaning mine's environment provided by the company don't accommodate all miners who were evicted. During interview with one of the government staff at the district level explained that, "*the government had planned the whole Bulyanhulu gold field to be for the large scale mining and not for the small miners and thus, artisanal miners were illegal without land entitlement".*

However, according to the community leader when interviewed explained that, the presence of large scale mining activities in the study area had increased poverty rather than increasing the living standards of the people. Figure 4. 16 summarises the negative impacts of mining activities.

Table 4.16: Negative Impacts of Mining Activities

S/N	Impact	N	%
1	Diseases	8	28.3
2	Environmental Pollution	17	24.5
3	Inflation	10	20.4
4	Increased Poverty	13	21.6
5	Land Grabbing	7	14.3

Source: Researcher's Findings, 2017

This section discussed the contribution of mining companies in promoting corporate social responsibility in the mining communities. Specifically, it discussed the duration respondents had been in the study area; the projects implemented by the Bulyanhulu Gold Mine Company; and the negative effects caused by the presence of the mining Company in the study area including increasing of diseases, environmental pollution, increased poverty, and land grabbing.

4.5. Factors Affecting Mining Companies in Promoting Corporate Social Responsibility around Mining Communities in Msalala District

This section presents information about factors affecting mining companies in promoting corporate social responsibility in mining communities specifically in Msalala District. The factors presented are divided into two categories: facilitating and limiting factors. Information about both the facilitating and limiting factors for promoting the corporate social responsibility was collected from all respondents involved in the study; and from records and reports.

4.5.1 Facilitating Factors

When the respondents were asked to state what they thought motivated or facilitated the Bulyanhulu Gold Mine Company to engage in corporate social responsibility, several answers were explored as indicated in Figure 4.17

Table 4.17: Factors Promoting Corporate Social Responsibility

S/N	Factors Promoting Corporate Social Responsibility	N	%
1	Compliance with Laws	23	38.3
2	Seek Relationship	15	25.0
3	Improve Public Image	13	21.7
4	Public Pressure	9	15.0

Source: Researcher's Findings, 2017

(i) Compliance with Laws

The findings indicated that 23(38.3%) household respondents had the view that the Bulyanhulu Gold Mine Company engaged in corporate social responsibility for the purpose of legitimising its existence in the society. Compliance with laws was also reported during FGDs whereby respondents pointed out that even the small mining companies contributed to the communities' welfare was because of the demands of mineral policy and laws. The fact was also described by the government official from the district who said that like other mining companies Bulyanhulu Gold Mine Company decided to engage in the corporate social responsibility due to the requirement by the law of the country. One of the government leader said, *"sometime mining companies* implement *corporate social responsibility to avoid legal penalties*". On the other side one of the FGDs participant said, *"in order to make mining companies be socially responsible it is important for the government to execute policies and laws regulating mining sector effectively".*

(ii) Seeking Relationship

Moreover, about 15(25.0%) household respondents mentioned seeking relationship as factor influencing mining companies to engage in corporate social responsibility. They argued that without good relationship with people no business could be done. When FGDs was conducted some of the household members reported that "*Bulyanhulu Gold Mine strives to engage in social service provisions to lure people who lost employments as small miners and people occupied land for agriculture and livestock".*

It was reported that, corporate social responsibility programs were considered by companies as a tool to improve relationship between mining companies and society. However, during an interview with Bulyanhulu Gold Mine leader admitted that;

> *Our company has been investing on corporate social responsibility activities as a way to enhance good relationship with people around us, but also we recognize that the community around us has many problems which need our assistance.*

Maintaining good relations with the people in which the mining companies operate was also mentioned by the district government leader involved in the study arguing that, they sometimes advice the mining company officials to assist the people in improving their livelihood. This was important for the company to continue with its operation in peace. One district leader said;

> *The only way to enhance good relationship between mining companies and host communities is for the companies to engage in implementing corporate social responsibility programs in participatory approach between companies and the people who are the beneficiaries of it.*

(iii) Improving Public Image

About (21.7%) respondents held the views that improving public image was another factor facilitating mining companies to engage in corporate social responsibility activities. It was reported that mining companies operate in different areas so if the company image is bad here affects its credibility in other areas. Concerning the same views the Bulyanhulu Gold Mine leader had this to say;

> *The company image is very important to be cherished, the image we create here at Bulyanhulu has great impact in another place in the world where we operates, in view of that our company strives to be good citizen through engaging on effective corporate social responsibility programs*

(iv) Public Pressure

About 9(15.0%) respondents pointed out that public pressure triggered by researchers and media publication on the situation happening in mining communities in Tanzania, have made mining companies to increase efforts in solving community problems through corporate social responsibility. It was reported that research publications done yet in mining areas showing severe environmental degradation and state of poverty in the mining communities have contributed to some extent to enforce mining companies taking part in solving community problems by increasing efforts to protecting environment, supporting overwhelmed problems in infrastructures, education, health, and water.

This section discussed the factors promoting mining companies to provide corporate social responsibility in mining communities. The findings indicate that factors facilitating includes, compliance with laws governing mineral sector, seeking good relationship with government and host communities, improving public image of the organisation, and public pressure resulted from research publications and findings showing the real situation in mining communities.

4.5.2. Hindering Factors

This section presents factors that limited the mining companies from providing corporate social responsibility in the study area. When household respondents asked to state what they thought limited mining companies including the Bulyanhulu Gold Mine Company to promote corporate social responsibility in their mining communities including their villages, several factors were provided as summarised in table 4.18.

(i) Profit Seeking

Profit seeking was identified as among the major barrier to corporate social responsibility in mining communities as it was mentioned by 26(48.3%) household respondents. They argued that the companies were not doing much to promote corporate social responsibility because their prime motive was to maximize profit. During FGDs participants held the view that, Bulyanhulu Gold Mine Company failed to bring about socio-economic development in the study area as it was not its main objective. They further argued that;

> *The only objective of business organisation in the society is to seek profit at any cost and fulfill the interest of shareholders. So even some of the programs implemented by mining companies under corporate social responsibility intend to reduce confrontations to people whose their land are taken to pave way of mining activities.*

During interview with one of the government official admitted that;

> *Most of the time we urge mining companies to engage in assisting our people through community projects in health, education, and water but they reply that they are not charitable organisations and that the first priority to them is to maximize profit first*

(ii) Inadequate Coordination of Corporate Social Responsibility Activities

Inadequate coordination of corporate social responsibility activities was pointed out by 7(11.7%) household members to be among the barrier hindering mining companies to implement credible corporate social responsibility in mining communities. When this study was conducted no department in Msalala district was responsible for coordinating corporate social responsibility activities. It was observed that having specific department for coordinating corporate social responsibility activities at district level will enable the government to know how much corporate social responsibility activities contribute to the people's well-being from the district to the national level.

(iii) Poor Community Participation on Corporate Social Responsibility Activities

Poor community participation to initiate and implement community projects was pointed out by 26(43.3%) household respondents to be critical in mining areas. It was reported during FGDs that Bulyanhulu Gold Mine Company was implementing various projects without seeking consultation from the people who are the beneficiaries of the projects. Poor consultation had negatives effects to some of the projects for example the construction of wells to location where people were not consulted resulted to community's rejection as people felt that the project was not benefiting them but rather company staff. One community leader reported that;

In most of the time the company inters to the community to implement projects without seeking consultation to the ward government this cause some projects to fail by the fact that they lack community ownership and close supervision from officials at ward level

(iv) Inadequate Monitoring of Corporate Social Responsibilty Activities

The study findings indicated that 8(13.3%) households mentioned inadequate monitoring of mining activities as among the barriers for mining companies to provide corporate social responsibility effectively in the mining communities. Poor monitoring of corporate social responsibility in the mining areas was observed during the study. It was revealed that the district had no monitoring plan and environmental and social management plan (ESMP) for monitoring social and environmental issues in mining communities. This implied that it could be difficult for mining companies to address issues relating to health, safety, environmental and social problems in a voluntarily basis. One of the community leader who was interviewed said that;

The main purpose of mining companies is not to help community address social and environmental issues but to make profit, so if we want mining companies to be legally and socially responsible then effective monitoring should be well conducted by government.

Figure 4.18 presents factors hindering corporate social responsibility in mining communities.

Table 4.18: Factors Hindering Corporate Social Responsibility

S/N	Factors Hindering Corporate Social Responsibility	N	%
1	Profit seeking	29	48.3
2	Inadequate Coordination	7	11.7
3	Poor community participation	26	43.3
4	Inadequate Monitoring	8	13.3

Source: Researcher's Findings, 2017

This section discussed the factors hindering mining companies to promote corporate social responsibility in the mining communities. The factors identified include, profit seeking behavior of mining companies, inadequate coordination of corporate social responsibility activities in mining communities, poor community participation in community projects, and inadequate monitoring of mining activities.

4.6. Ways to Promote Corporate Social Responsibility in Mining Communities

This part intended to find out ways useful to promote corporate social responsibility in the mining communities. In order to get answers concerning this objective, the researcher asked respondents to mention the ways to promote corporate social responsibility. The results were as follows:-

(i) Commitment of Government and Mining Companies

About 21 (35.0%) respondents pointed out that the best way to promote corporate social responsibility in the mining communities is through commitment of the government and mining companies. During FGDs some of the household members pointed out that the district needs to be committed by having functional action plans and monitoring plans to monitor the activities of mining companies, others argued that the district needs to pay regular visits to determine what is happening on the ground and providing capacity building to communities to increase activeness in initiating and planning for community projects supported by the company. Commitment was also pointed out by government officials who had this to comment;

> *Apart from mining companies having good drafted corporate social responsibility policies they also need to go further by committing funds to implement those plans, because people on the ground need to see actual impacts on health, education, water and in infrastructures.*

(ii) Coordination of Corporate Social Responsibility Activities

The findings indicated that 12 (20.0%) household's members argued that in order to promote corporate social responsibility in the mining communities, coordination of it should be improved. During the study it was revealed that no department was identified at district level to be responsible for coordinating corporate social responsibility, hence many information were to be found at Bulyanhulu Gold Mine Company. It was also observed that most of the time mining companies contribute to the community but the remaining challenge is how these activities are regulated and accounted for the national development. Because there are no departments from national to the district level responsible to collect and monitor corporate social responsibility initiatives. During an interview with Bulyanhulu Gold Mine officer the following suggestion was pointed out;

> *In order to promote and improve the implementation of corporate social responsibility in the mining communities, the government has to improve the coordination of it, because we do a lot to help community but our efforts are not well recorded from to our district to the national level so that people may understand what we do and increase trust to us.*

(iii) Promote Community Participation

The findings obtained from the field study indicated that 19 (31.7%) households suggested that community participation should be given precedence if corporate social responsibility is to be promoted in mining communities. It was reported during FGDs that effective community participation enables communities to address problems with high priority and which are generally perceived by the community. Despite its importance, community participation in the mining communities seemed to be performing less. During interview with a community leader noted that;

> *Mining Company has a tendency to side with the Council to make decision on projects to be implemented on us, my suggestion is that they are supposed to seek consultation to the community because people on the ground knows their real problems which they need to be addressed.*

(iv) Awareness Creation

The findings show that 8 (13.3%) respondents pointed out that another way to promote corporate social responsibility in mining communities is through creating awareness to people who are the recipient of development projects implemented by mining companies. When the study was conducted the findings revealed that (23.3%) household’s respondents had not heard about corporate social responsibility. It was explained that knowing about corporate social responsibility and how it ought to be implemented enables people to design and prioritize projects to be implemented by mining companies as a result of knowing their active role granted by the mineral policy of Tanzania (2009), which requires mining companies to consult the community on every initiative to be implemented under the umbrella of corporate social responsibility. Table 4.19 summarises the ways to promote corporate social responsibility in the mining communities.

Table 4.19: Ways to Promote Corporate Social Responsibility in Mining Communities

S/N	Ways to Promote Corporate Social Responsibility	N	%
1	Commitment of Government and Mining Companies	21	35.0
2	Coordination of Corporate Social Responsibility Activities	12	20.0
3	Community Participation	19	31.7
4	Awareness Creation	8	13.3

Source: Researcher's Findings, 2017

This section discussed ways to promote corporate social responsibility in mining communities. The ways were identified to be commitment of government and mining companies to have actions plans, monitoring plans and approved budget with allocated funds, others included coordination of corporate social responsibility activities, promoting community participation and awareness creation on corporate social responsibility so that people understand it and be active in initiating, planning and implementing projects supported by mining companies.

4.7 Discussion of Findings

This section presents detailed analysis of the findings. The study sought to assess the applicability of the mineral policy of Tanzania in promoting corporate social responsibility in mining communities.

The **first objective** intended to find out community knowledge of corporate social responsibility as part of mineral policy of Tanzania. Three types of information were sought: respondents' awareness of the corporate social responsibility, sources of information, and their general understanding of it. Information was sought from all respondent involved in the study. Findings indicated that out of majority (76.7%) the household members had heard about it as opposed (23.3%) had not heard about it.

This finding is similar to findings by Mushi (2015) study who found majority of the respondents were aware of the corporate social responsibility.

Major sources of information were VEOs officers, media, village meetings and colleagues. Similarly, the government officials, mining company officials, community leaders and mining workers had information about it mainly through published reports; meetings and laws governing mineral sector. It was observed that village meetings contributed small knowledge to household members. Therefore, village meetings need to be promoted by the district because it is where people can discuss issues relating to development. These sources of information were also found by Mensah (2009) in Ghana.

General understanding on what corporate social responsibility is all about was examined. The results showed that household members perceived it as all about providing people with social services in education, water, health, roads and creating more employments. While community leaders pointed out that it was all about solving society problems by rectifying the impacts of business on environment and social by having sound policies on reducing air pollution, water pollution, curbing diseases such as HIV and TB, to district staff corporate social responsibility meant obligation and commitment of business to protect environment, improving employees' welfare, and contributing its resources to the development of local people. In particular, to Company leaders corporate social responsibility meant responsibility of the business to contributes its resources to the development of local people in a voluntarily basis. While to mining workers corporate social responsibility was all about improving the quality of life of employees and their families. The results indicated that household members understand corporate social responsibility inadequately manner. They spoke only about social services and forget that business has to take care for environment, employee's welfare, safety at work place, and ethical issues. It was observed that poor understanding of corporate social responsibility issues to the majority were mainly contributed by the distance existed among district staff and people on the ground.

This study resembles Maliganya, Simon and Paul (2013) study that revealed the little attention taken by mining companies in consulting people on projects to be implemented in Kahama.

The **second objective** examined the contribution of mining companies in promoting corporate social responsibility around mining communities in Msalala District. The study observed both positive and negative impact. It was observed that the company contributed to the construction of dispensaries, school desks, bus stand and markets, government office at Ilogi village, community wells and latrines. It also created temporally employments to youths and women. However, these efforts were negatively perceived by community members as the company ignored the consultation process during the initiation and implementation of projects. For example the construction of dispensary within the mine was mentioned by people that it intended to help mining workers and not the community at large. The impact of failure to involve the community members in the projects that affect their lives were also documented by Maliganya, Simon and Paul (2013).

The study also collected information on whether the presence of Bulyanhulu Gold Mine Company made negative impacts in the study area. The findings indicated that the company had led to several negative impacts. It was reported to have increased the rate of HIV and AIDS epidemic, environmental pollution in terms of air pollution from dust and blasting of rocks, inflation of consumer goods due to increased number of people in the area and increased poverty. The increased rate of HIV infections was confirmed by one of the government official as was an alarming. To a large extent, the threats targeted students whose knowledge about HIV and AIDS is low. It was reported that students were being targeted due to the wrong beliefs that girls and low aged people are safe from HIV and AIDS infections. A similar result was reported by Hauli (2013). In view of that the district needs to increase efforts eradicate to spread HIV education in primary and secondary schools and to the general society in order to curb further spread of the disease which until now has no treatment and cure.

The **third objective** intended to explore factors affecting mining companies in promoting corporate social responsibility in mining communities. The study revealed both facilitating and limiting factors. The facilitating factors were compliance with laws, seeking relationship, improving public image, and public pressure. It was found that companies engaged in the corporate social responsibility because they wanted to adhere to the policies and laws guiding mining sector in the country (Tanzania). This finding is related to the Ismail (2009) and Mader (2013) works. It was found that companies sought relationship to clear the negative perceptions from people due to the tendency of large scale mining activities to take land occupied by small miners and local people which is accompanied with little compensation. This finding is supported by Mensah (2009) who argues that enhancing good relationship through corporate social responsibility is a matter of great importance as the mining sector in Africa and Tanzania in particular has been overwhelmed with conflicts and intense hostility. Other respondents had other views that mining companies do support communities to improve company's image. The study conducted by John (2016) supports the views by the fact that, the company which engages in corporate social responsibility its image becomes well praised and recognised in the community it operates and to the shareholders of the company.

On the other hand, the study revealed hindrances facing the mining companies to promoting corporate social responsibility. These were profit seeking behavior, inadequate coordination of corporate social responsibility activities, inadequate community participation and inadequate monitoring of mining activities. The study found that profit seeking behavior by mining companies was the leading factor that hindered mining companies to implement corporate social responsibility. This argument supports view that emanate from the writings of an American Economist Friedman Milton that the only responsibility of business is to make profit for the shareholders (Nickels, 2008). Inadequate coordination of corporate social responsibility activities was another factor pointed out by respondents to be limiting it and its implementation in mining communities. During the study it was observed that the district had no specific department coordinating corporate social responsibility activities.

The study also revealed that there was no guideline directing how corporate social responsibility activities can be conducted and reported from the council to the national level so that its contribution can be realised to the GDP. This finding resembles the work of Olengurumwa and Mlowe (2012) who insisted on the importance of coordination in development. Inadequate monitoring systems from government was revealed by this study to have given room for mining companies to ignore some of responsibilities required by policies and laws which guide how social and environmental issues ought to be managed. Once, the UNDP (2009) emphasised on the importance of monitoring in running any development projects.

The **fourth objective** sought ways of promoting corporate social responsibility in mining communities in Msalala district. The study revealed several ways suitable to promote the corporate social responsibility as improving commitment of government and mining companies; coordination of corporate social responsibility activities; community participation; and creation of awareness. The findings indicated that commitment to promote corporate social responsibility in mining communities was important as it helps the government to be practical on its laws and policies relating to minerals; and second the government becomes more active in its operations including ensuring the activities of mining companies are fully monitored. This finding is similar to what Mensah (2009) in Ghana insisted if the mining companies had to achieve targeted objectives.

Coordination of corporate social responsibility activities is another area which was mentioned by respondents that need to be promoted. Coordination should be well organised from the community, district and national level to ensure that what is done by mining companies in the ground is well known at all levels. Smith and Mizrah (2013) in their study established that most of the time mining companies contribute to the community but the remaining challenge is how these activities are regulated and accounted for the national development. Because there are no departments from national to the district level responsible to collect and monitor corporate social responsibility initiatives.

Community participation was another factor which was mentioned by respondents that need promotion. It was explained that community participation allows people to decide projects to be financed and implemented by companies. It also allows people to address problems with high priorities. The findings from this study indicated that mining companies were paying little attention to consult people on various projects. This has made community to perceive negatively and pay small appreciation on what mining companies did. The study conducted by Helg (2007) in Nigeria revealed that 83% of projects sponsored by mining companies collapsed, because they lacked community ownership due to poor consultation.

CHAPTER FIVE

SUMMARY, CONCLUSION, AND POLICY IMPLICATIONS

5.1 Introduction

This part presents the summary, conclusion, and policy implications basing on the findings obtained from the field study. It focuses on the general objective of the study which was to determine the applicability of the mineral policy of Tanzania in promoting corporate social responsibility in mining communities.

5.2 Summary

The study examined the applicability of mineral policy of Tanzania in promoting corporate social responsibility in mining communities using the experience of Msalala District, Shinyanga region. Specifically, it examined community knowledge of the corporate social responsibility; its contributions to promoting corporate social responsibility in mining communities; facilitating and limiting factors and ways to promote it. The study was descriptive, and involved a sample of 79 respondents who were drawn purposively and randomly. Data were collected by using questionnaires, interview, FGDs and documentary review; and analysed through SPSS version 20 and summarised in frequencies distribution using tables, figures and charts.

The findings showed that the majority (76.7%) community households and key respondents were aware of corporate social responsibility, VEOs officers, village meetings, media, colleagues, policies, laws, and reports. They understood the corporate social responsibility as it companies taking part in the development of the people.

Furthermore, although the Bulyanhulu Gold Mine Company claimed to have promoted the corporate social responsibility in the study area such as construction of dispensaries, school desks, bus stand and markets, government offices, community wells and latrines; and providing temporally employments to youths and women.

These efforts were negatively perceived by community members because of less involvement of the community members in the initiation and implementation of projects. Additionally, the mining company brought negative effects to the study area such as HIV and AIDS, environmental pollution, inflation, increased poverty and land grabbing from small miners and farmers, inflation of consumer goods due to increased number of people in the area; and increased poverty.

The study determined to understand factors affecting the implementation of corporate social responsibility in mining communities. The factors facilitating the implementation of it were identified as compliance with laws, seeking relationship, improving public image, and public pressure; while factors hindering the implementation of corporate social responsibility in mining communities were identified as profit seeking behavior of mining companies; inadequate coordination of corporate social responsibility activities; inadequate monitoring of mining activities and profit seeking behavior which was identified by respondents to be the major barrier to corporate social responsibility.

The study also sought ways to promote corporate social responsibility in mining communities. The ways indentified included commitment to government and mining companies; improving coordination of corporate social responsibility activities; improving community participation in projects designing and implementation and creating awareness regarding corporate social responsibility to people living in mining areas.

5.3 Conclusion

Basing on the findings and discussion from this study it can be concluded that there is mixed results between what is stated in the national mineral policy and what is happening on ground. The findings from the field study suggests that mineral policy has remained on papers and left people in mining areas struggling of themselves to interact with mining companies to improve their livelihood with little success. It is clear that lack of corporate social responsibility guidelines, lack of coordination of corporate social responsibility activities from national to the district level, poor community participation in designing projects in mining communities, and poor monitoring systems of mining activities conclude that corporate social responsibility in the mining communities has a long way to go in order to enable people in mining areas improve their wellbeing as intended by the mineral policy of Tanzania of 2009.

5.4 Policy Implications

In view of the major findings and the above conclusions, the following policy implications are recommended so as to promote corporate social responsibility in mining communities.

(1) Improve Community Participation

The findings from field study indicated that, many projects implemented by Bulyanhulu Gold Mine Company lacked community participation. Absence of community participation made some projects to be perceived negatively by people. It is the view of this study that people need to be given the opportunity to help themselves through ongoing participation in development issues rather than being recipients of top-down gifts from companies. Thus, Bulyanhulu Gold Mine Company should take deliberately efforts to implement projects which community has fully participated in planning. This will help in implementing projects which have positive impacts to the people.

(2) Improve Monitoring Systems

During the study it was observed that, the district had no monitoring plan and environmental and social management plan (ESMP) important tools required by the mineral policy and Mining Act 2010 to be in place to enable the government to monitor the activities of mining companies. Therefore, Msalala district should put in place a functional monitoring system to ensure that corporate social responsibility activities are appropriately implemented for community livelihood in mining areas.

(3) Improve Coordination of Corporate Social Responsibility

Lack of coordination of corporate social responsibilities was revealed during the study. It was noted that, the district had no specific department responsible for coordinating and organising corporate social responsibility issues. This made the researcher to rely on information given by respondents on the ground. In view of that, the government need to establish or identify specific department responsible for coordinating corporate social responsibility activates at district level. On other hand the ministry responsible for local government should prepare corporate social responsibility guidelines to assist business organisations implement corporate social responsibilities activities in proper manner.

(4) Improve Community Knowledge about Corporate Social Responsibility

During the study it was revealed that, the majority of the community members had not heard about corporate social responsibility. The findings implies that the concept of corporate social responsibility as it informed by the mineral policy of Tanzania is not understood to mining communities who are the beneficiary of it. Hence, community development department at district level should educate communities about corporate social responsibility through ward development committees (WDCs) Village Assemblies, and Village development committees (VDCs). If community becomes aware about it can assist mining companies to implement corporate social responsibility in a credible manner.

5.5 Areas of Further Studies

This study examined the applicability of mineral policy of Tanzania in promoting corporate social responsibility in mining communities. Further study should be made to clarify the extent that large scale mining activities increase HIV and AIDS to people living around mining areas.

REFERENCES

Anderson, W. (1998). Corporate Social Responsibility. Guidelines for Top Management Connecticul. New York: Greenwood Press Ink.

Amnesty International. (2013). *The State of the World's Human Rights Report*. London. Amnesty International Ltd.

Appleby, C. (1981). *Modern Business Administration*. London: Pitman Books Ltd.

Aryee, A. (2012). Contribution of the Minerals and Mining Sector to National Development. *Ghana Experiment (VOL. 1,)*. Maastricht: ECDPM. Retrieved on 20 May, 2017 from http://ecdpm.org/great-insights/extractive-sector-for-development/contribution-minerals mining-sector-national-development-ghanas-experiment/

Bailey, D. (1994). *Sociology and the New Systems Theory*. Albany: SUNY Press.

Bateman, T., and Snell, S. (1999) *Management*: *Building Competitive Advantage*. Boston: Irvin Mc Graw –Hill.

Benerjee,V. (2008). The Quarterly Journal of Economics Vol. 107, No. 3, (Aug., 1992), pp. 797-817: The MIT Press.

Bevan, S., Emery, P, and Hoskins, T. (2004). Achieving High Performance: CSR at the Heart of Business. *The Work Foundation, 1 843730170.*

Bowen, R. (1953). *Social Responsibility of the Businessman*. New York: Harper.

Bhuyan, A., Jorgensen, A. and Sharma, S. (2010. Taking the Pulse of Policy. The Policy Implementation Assessment Tool. *Futures Group. No. GPO-I-01-05-00040.*

Blowfield, M., and Frynas, G. (2005). Setting New Agendas: Critical Perspectives on Corporate Social Responsibility in the Developing World. *Word International Affairs, 81, 499-513*

Brammer, L. (2003). *Helping Relationship:* Washington. Ginger MacDonald.

Broomhill, R. (2007). Corporate Social Responsibility: Key Issues and Debates. Don Dunstan Paper No.*2/2007*

Cannon, T. (1992). *Corporate Responsibility*. London: Pitman Publishing.

Carroll, B. (1999). Corporate Social Responsibility. *Evolution of a Dimensional Construct (Vol. 38 No. 3)*. Boston. Sage Publication Inc.

Carroll, B., and Buchholtz, K. (2014). *Business and Society*: *Ethics and Stakeholder Managemenent*. USA: Cengage Learning.

Chaleunvong, K. (2009). Reproductive Health Research. Paper Presented at Training Course in Reproductive Health Research - GFMER - WHO – UNFPA. Geneva.

Chambers, R. (1983). *Rurar Development:* New York: Pearson Education Limited.

Creswell, W. (2003). *Research Design.* California: Sage Publication,Inc.

Curry, A., and Nembhard, M. (2009). Qualitative and Mixed Methods: Provide Unique Contributions to Outcomes Research. *Circulation, 119(10), 1442-1452.*

Dahl, J. (1972). *Structured Programming.* London: Academic press Ltd.

Deegan, C., Rankin, M., and Tobin, J. (2002). An Examination of Corporate Social and Environmental Disclosure: Accounting, Auditing, and Accountability. *Journal, Vol. 15. No. 3,pp. 312-343..*

Dye, W. (1987). *Policy Analysis*. *What Governments Do, Why they Do It*. United States: The University of Alabama Press.

European Commission. (2002). Corporate Social Responsibility. A Business Contribution to Sustainable Development. Luxembourg. European Communities' office.

Eyestone, R. (1971). *The Threads of Public Policy*. A Study in Policy Leadership. Indianapolis: Ardent Media..

Ferrell, O., Hirt, G., and Linda, F. (2016). *Business: A changing world.* Mexico: McGraw-Hill Education.

Freeman, E. (1984). Strategic Management: A Stakeholder Approach. Boston: Pitman Publishing. Working Paper No. 01-02 Retrieved on 15 May, 2017 fromhttp://www.dphu.org/uploads/attachements/books/books_3669_0.pdf

Gitman, L., and Emery, T. (1995). Bridging the Theory –Practice Gap in Corporate Finance: A survey of Chief Financial Officers. Volume 35, issue 1.

Griffin, E. (1991). *The Capitalist Conspiracy*. New York: The MC Graw Hill.

Hauli, S. (2013). The Impact of Corporate Social Responsibility on Poverty Alleviation in Mining Areas in Tanzania: The Case of Barrick Gold Mine. Geita: Mzumbe University.

Helg, A. (2007).Corporate Social Responsibility in Nigeria Perspectives: Nigeria: VID Goteborgs University.

Idemuia, U. (2007). Corporate Social Responsibility and Community Development: Nigeria. Nkwame Nkurumah University.

Ismail, M. (2009). Corporate Social Responsibility and its Role in Community Development: An International Perspective. *Volume 2 / 9 Fall 2009*

John, E. (2013). *An Evaluation of Corporate Social Responsibility in Limited Companies.* Tanga Cement Company: Open University of Tanzania.

Jonker, J.,Foster, D. (2002). Stakeholder Excellence: Corporate Social Responsibility and Environmental Management. *Mgmt, 9, 187–195*

Josh, J. (2003). *Regional Planning and Development*. Aligarh: Naveen Press.

Karmani, A. (2010). Doing Well by Doing Good: The Grand Illusion. California Management *Review Vol. 53 (2): 69–86.*

Kabote, S., and Niboye, E. (2013). *Social-Sconomic Effects of Large Scale Gold Mining on Artisanal Miners in Tanzania: Experiece of Bulyanhulu Gold Mine*. Kahama: REPOA.

Kivuitu, M., and Yambayamba, K. (2001). Perspectives on Corporate Responsibility for Environment and Development. *How can Corporate Social Responsibility Deliver in Africa*?. Kenya : IIED.

Kiwanga, F., Byarushengo, R., and Maro, R. (2010). *Legal and Human Rights Report:* Tanzania: Legal and Human Rights Center.

Kothari, C. (2004). *Research Methodology. Methods and Techniques*. India: New Age International (P) Ltd.

Lindblom, K. (1994). The implication of Organisational Legitimacy for Corporate Social Performance and Disclosure. Paper Presented at the Critical Perspective on Accounting Conference. New York.

Mader, K. (2013). Corporate Social Responsibility in Tanzania: An over view. Retrievedon17June,2017fromhttps://csroverviewtanzania.files.wordpress.com/2012/

Maliganya, W., Simon, S., and Paul, R. (2013). *Large Scale Mining Activities and the Livelihood of Adjacent Communities in Tanzania*: Kahama: REPOA.

Mensah, V, (2009). Role of Corporate Social Responsibility in Sustainable Development. Obuas: University of Agder.

Miller, C. (2001). Hybrid Management: Boundary Organisations, Science Policy, and Environmental Governance in the Climate Regime. *Autumn, 2001, 478-500.*

Mugenda,.M. (1999), *Research Methods. Quantitative and Qualitative Approaches.* Nairobi: Acts Press.

Mushi, M. (2015). *Assesment of Corporate Social Responsibility in Improving Social Well-Being of the People.* Geita: Mzumbe University.

Msalala Profile. (2014). District Council Profile. Shinyanga

Neron, P., Norman, W. (2008). Citizenship: Do We Really Need Business to be Good Citizen. Business Ethics, Volume 18, issue 1ISSN 1052-150X.

Nickels, W. (2008). Understanding Busness., New York: The MC Graw Hill

Nkya, J. (2007). A Handbook on Public-Private Sector Relationship in Economic Development. *Search for Effective Balance*. (12(2), 235-256) Tanzania: Mzumbe University.

Olengurumwa, O., and Mlowe, P. (2012). *Legal and Human Rights Report:* Tanzania: Legal and Human Rights Center.

Opuku, J. (2015). A Corporate Social Responsibility (CSR) Approach: The Hope for Lost Livelihood in the Mining Community. ISSN 2201-4624

O'Donovan, G. (2002). Environmental Disclosure in the Annual Report: Extending the Applicability and Predictive Power of Legitimacy Theory. *Accounting, Auditing, and Accountability, Vol. 15, No. 3, pp. 344 - 371*

Post, J., Lawrence, A. and Weber, J. (2002). *Business and Society: Corporate strategy, Public Policy, Ethics.* New York: McGraw-Hill.

Pfeiffer, J., Gooodstein, L. and Nolan, T. (1993). *Applied Strategic Planning: How to Develop a Plan that Really Works.* New York: McGraw Hill Professional.

Saleem, S. (2008). *Busness Environment.* India: Published Dorling Kindersley.

Society for International Development. (2009). The Extractive Resource Industry in Tanzania. Status and Challenges of the Mining Sector. Nairobi. SID.

Simmons, M. (2004). Facilitation of Practice Development: A Concept Analysis. Pract. Dev Health care, 3: 36–52. doi:10.1002/pdh.121. Retrieved on 19 June,2017fromhttp://onlinelibrary.wiley.com/wol1/doi/10.1002/pdh.121

Shaw's, M. (2003). *International Law:* New York: Cambridge University Press.

Swanepoel, H. (1997). *Introduction to Development Studies*. Johannesburg: International Thomson.

Smith, S., and Mizrah, A. (2013). Near Term Climate Mitigation by –Lived Forces. (Vol. 110 No. 35, 14202-14206). USA: PubMed ID.

Suchman, C. (1995). Managing Legitimacy: Strategic and Institutional Approaches. *Academy of Management Journal, Vol. 20, No. 3, pp. 571 – 610.*

Theobald, N. (2002, April). Developing Policy-Relevant School Finance Measures. Paper Presented to the Annual Conference of the American Educational Research Association. Montreal.

The Republic of South Africa. (1998). Mineral and Mining Policy of South Africa. South Africa. Department of Minerals and Energy. Retrieved on June 19, 2017fromhttp://www.gov.za/sites/www.gov.za/files/white_paper_mining _minerals_policy_2.pdf.

The Environmental and Management Act No. 20 of 2004

The Occupational Health and Safety Act No. 5 of 2003

The Mining Act No. 5 of 1998

The Mining Act No. 14 of 2010

United Nations Development Programme. (2009). Capacity Development**:** UNDP. New York. NY 10017.

United Nations Development Programme. (2009). *Handbook on Planning, Monitoring and Evaluating*. *Handbook for Development Results.* New York. A.K. Office Supplies (NY)

United Nations Environment Programme. (2002). *Capacity Building for Sustainable Development*. An Overview of Environmental Capacity Development Initiatives. UNEP. ISBN: 92-807-2266-2.

United Nations Economic Commission for Africa. (2011). *Mineral and Africa's development.* Group report on Africa's Mineral Regimes: UNEP

United Republic of Tanzania. (2009). *The Mineral Policy of Tanzania. Ministry of Energy and Minerals,* Dar es salaam. Government Printer.

Utting, P. (2005). Business Responsibility for Sustainable Development. *UNRISD Occasional Paper No. 2*. Geneva: United Nations Research Institute for Social Development.

Veiga, M., Scoble, M., and McAllister, L. (2001). Mining with Communiies: Natural Resources Forum. *25: 191–202. doi:10.1111/j.1477-8947.2001.tb00761.x.*

Visser, W., and Matten , M. (2008). Corporate Social Responsibility: CSR in developing countries. *21Wiley. ISBN 978-0-470-72395.*

Walker. J., and Howard, S. (2002). Voluntary Codes of Conduct in the Mining Industry. *Minerals and Sustainable Development Project,* (MMSD), IIED.

World Coal Institute. (2001). *Sustainable Entrepreneurship.* London. World Coal Institute

Yin, R. (2003), *Research Design and Methods*. India: Sage Publications

Zait, N. (2002). Intercultural Management: Valuing Cultural Differences. Economic Publisher, Bucuresti.

APPENDICES

APPENDIX I

Questionnaires for Household Members

Introduction

My name is Jonas Kilave. I am a student at Mzumbe University pursuing Masters' of Science in Development Policy (Msc DP). At present I am conducting a study titled "**The Mineral Policy of Tanzania and the Role of Mining Companies in Promoting Corporate Social Responsibility Around Mining Communities in Msalala District".** Therefore, I am asking your time to participate to answer a series of questions to help me get information relating to this study. Answer the questions undoubtedly as your personal information will not be disclosed.

PART ONE: Personal Information

This section of questionnaire seeks to know personal particulars of respondents.

1. Sex (Tick the appropriate)
   (a) Male ( )
   (b) Female ( )
2 What about your age? (Tick where appropriate)
   (a) 15-24 ( )
   (b) 25-34 ( )
   (c) 35-44 ( )
   (d) 45-54 ( )
   (e) 55-64 ( )
   (f) 65+- ( )

3 What is your education level? (Tick where appropriate)
   (a) Primary Level ( )
   (b) Secondary level ( )
   (c) Tertiary level ( )
   (d) University Education ( )
   (e) None ( )
4 What about your marital status? (Tick appropriate) ( )
   (a) Single ( )
   (b) Married ( )
   (c) Separated ( )
   (d) Divorced ( )
   (e) Widow ( )

5 What about the size of your household?

(a) 1-3 ( )
(b) 4-6 ( )
(c) 7-10 ( )
(d) 11 + ( )

6 What about you occupation?

(a) Farming ( )
(b) Employed ( )
(c) Mining ( )
(d) Petty Business ( )
(e) Other ( )

7 What about your monthly income?

(a) 5,000-9,000 ( )
(b) 10,000-14,000 ( )
(c) 15,000-19,000 ( )
(d) 20,000-29,000 ( )
(e) 30,000-39,000 ( )
(f) 40,000-49,000 ( )
(g) 50,000 + ( )

PART TWO: Community Knowledge of Corporate Social Responsibility

This section intends to know community knowledge in relation to corporate social responsibility in Msalala District Council

8 Have you heard about corporate social responsibility?

(a) Yes ( )
(b) No ( )

9 If Yes (in question No. 8) where did you get the information? Tick one

(a) VEOs Office ( )
(b) Mass Media ( )
(c) Village General Meeting ( )
Other (Specify)……………………………………….

10 What is the corporate social responsibility all about?...................................
…………………………………………………………………………….

PART THREE: Contribution of Mining Companies

This section of questionnaire seeks to know the contribution of mining companies in promoting corporate social responsibility to people living around mining sites in Msalala District.

11 How long have you been in this village? ---------------------

12 Mention mining companies in your village

(1) …………………………
(2) …………………………
(3) …………………………
(4) …………………………

13 Are there any corporate social responsibility projects implemented by Bulyanhulu Gold Mine in this village?

(a) Yes ( )
(b) No ( )

14 If Yes (in question No. 13) mention those projects

(a) …………………………
(b) …………………………
(c) …………………………
(d) …………………………

15 In your view how could you rate the importance of mining companies in your village?

(a) Very important ( )
(b) Important ( )
(c) Satisfactory ( )
(d) Not important ( )
(e) Not very important ( )

16 Are there any negative effects as a result of presence of mining companies in the community?

(a) Yes ( )
(b) No ( )

17 If Yes (in question No. 16) mention the negative effects you know

(a) ……………………………
(c) ……………………………
(d) ……………………………
(e) ……………………………

PART FOUR: Influencing Factors

This section seeks to find out factors affecting mining companies in promoting corporate social responsibility around mining communities in Msalala District Council

18 What do you think promotes mining companies to implement corporate social responsibility programs in your village?

(a) ………………....................

(f) ………………...................

(g) …………………………...

(h) …………………………..

19 What do you think hinder mining companies to implement corporate social responsibility your village?

(a) ………………………….

(b) ………………………….

(c) ………………………….

(d) …………………………

PART FIVE: Ways to Promote Corporate Social Responsibility

This section seeks to find the ways of promoting corporate social responsibility in mining companies in Msalala District Council

20 What do you think can be done to promote corporate social responsibility in mining companies?

(a) ………………………….

(b) …………………………..

(c) ………………………….

(d) ………………………….

APPENDIX II

Focus Group Discussion (FGDs) Guide for Household Members

1. What is the community understanding of corporate social responsibility as part of the mineral policy of Tanzania?
2. What is the contribution of mining companies in promoting corporate social responsibility around mining communities in Msalala District?
3. What factors affect mining companies in promoting corporate social responsibility in mining communities in Msalala district?
4. What should be done in order to promote corporate social responsibility in the mining communities?

APPENDIX III

Interview Guide for Community Leaders

1. What is your position in the ward/village?
2. Have you heard about corporate social responsibility?
3. Where did you get the information about corporate social responsibility?
4. What is corporate social responsibility all about?
5. Is there any Mining Company implementing corporate social responsibility program in your area?
6. Are there any negative effects as a result of presence of mining companies in the community?
7. What do you think promotes mining companies to implement corporate social responsibility programs in mining communities?
8. What do you think hinder mining companies to implement corporate social responsibility in mining communities?
9. What do you think can be done to promote corporate social responsibility in mining companies?

APPENDIX IV

Interview Guide for District Chairperson, DED and DCDO.

1. What is your position in the Council?
2. Have you heard about corporate social responsibility?
3. Where did you get the information about corporate social responsibility?
4. What is corporate social responsibility all about?
5. Is there any Mining Company implementing corporate social responsibility program in your area?
6. How would you describe the performance of mining companies in promoting corporate social responsibility in the mining communities?
7. What has the council done to enable mining companies implement corporate social responsibility?
8. What do you think promotes mining companies to implement corporate social responsibility programs in mining communities?
9. What do you think hinder mining companies to implement corporate social responsibility in mining communities?
10. What do you think can be done to promote corporate social responsibility in mining companies?

APPENDIX V

Interview Guide for Directors and Corporate Social Responsibility officers from Mining Company

1. What is your position?
2. Have you heard about corporate social responsibility?
3. Where did you get the information about corporate social responsibility?
4. What is corporate social responsibility all about?
5. Do you have any program relating to corporate social responsibility in your area of operation? explain
6. What factors do you think promote mining companies to implement corporate social responsibility programs?
7. What factors do you think hinder mining companies to implement corporate social responsibility programs?
8. What do you think can be done to promote corporate social responsibility in mining companies?

APPENDIX VI

Interview Guide for Mining Workers

1. What is your position?
2. What is corporate social responsibility all about?
3. Are there any corporate social responsibility projects implemented by your company in this village? Explain.
4. How would you describe the performance of mining companies in promoting corporate social responsibility in the mining communities?
5. What factors do you think promote mining companies to implement corporate social responsibility programs?
6. What factors do you think hinder mining companies to implement corporate social responsibility programs?

APPENDIX VII

Schedule of Activities

Date/Month and year	Activity
July.2016-Sept.2016	Research proposal writing
Oct.2016-Nov 2016	Questionnaire preparation and pre-testing
Dec.2016-Jan. 2017	Data collection
Febr.2017	Data analysis and presentation
1st March. 2017	First draft submission to major supervisor
30th July. 2017	Final draft submission to IDS

APPENDIX VIII

Budget for the Study

S/N	Activity	Cost	
1	Food and accommodation	Researcher and assistants researchers	2,100,000
2	Stationary	Dissertation Production	400,000
3	Transport fair	Researcher and assistants researchers	500,000
Total			**3,000,000**